

MUNICIPALITY OF THE COUNTY OF ANNAPOLIS POLICY AND ADMINISTRATION MANUAL	115
Section Benefits	Subject Pension

1.0 Purpose

The purpose of this policy is to establish and maintain a group pension plan for councillors and employees of the County of Annapolis. Terms and conditions of the plan shall be as stipulated in the plan documents and as revised from time to time.

2.0 Authority

Section 45 of the *Municipal Government Act* states:

- (2) *The council shall establish a pension plan to provide pensions for full-time employees in such manner as the council shall, by policy, determine.*
- (3) *The council may, by policy, establish pension plans to provide pensions for some or all other employees of the municipality in such manner as the council may, by policy, determine.*
- (4) *A pension plan may include employees of a board, commission or other body corporate established by the municipality alone or jointly with other municipalities.*
- (5) *The council may, by policy, establish a pension plan to provide a pension for the mayor or councillors or both.*
- (6) *The municipality, the employees and, where a pension plan is established for the mayor or councillors, those for whom the pension plan is established, shall make contributions to the plan's cost.*
- (7) *A pension plan may provide for annual increases in the pensions paid pursuant to the plan, but the increases shall not exceed the lesser of*
 - (a) *six per cent; or*
 - (b) *the percentage increase in the cost of living in the preceding year, as measured by the change in the Consumer Price Index for Canada prepared by Statistics Canada.*
- (8) *The Pension Benefits Act applies to a pension plan established pursuant to this Section. 1998, c. 18, s. 45*

MUNICIPALITY OF THE COUNTY OF ANNAPOLIS POLICY AND ADMINISTRATION MANUAL		115	
Section	Benefits	Subject	Pension

3.0 Definitions

Terms used in this policy shall have the same meaning as in the *Municipal Government Act*, or as their context applies according to a dictionary of the Canadian language.

4.0 General Provisions

- 4.1 All employees shall be able to participate in the pension plan after one year of eligible service unless specifically stated otherwise in their employment agreement. Eligible service includes:
 - (a) full-time employment;
 - (b) part-time employment of at least 700 hours (including overtime) per year or taxable earnings of 35% of full-time “Years Maximum Pensionable Earnings (YMPE).”
- 4.2 Participation in the group pension plan shall be optional for all councillors until such time as they have reached the age of 71 years.
- 4.3 The pension plan shall be a defined benefit plan with the Nova Scotia Pension Agency under the provincial Public Service Superannuation Plan (PSSP) for all non-union employees. Notwithstanding this, no non-union employee within two years of retirement at April 1, 2024, shall be required to join the PSSP.
- 4.4 Non-union employees who are within two (2) years of retirement at April 1, 2024, and union employees, will not transfer to the PSSP and will be permitted to contribute at the rate of 5%, 6%, 7% or 8% of gross earnings at the employee’s option; or 9% of gross earnings if within ten years of retirement or at least 55 years of age.
- 4.5 Councillor or employee contributions shall be deducted at source from each pay. The pension benefit amounts shall be as noted in the plan documents.
- 4.6 Normal retirement date for full pension benefit shall be 65 years of age. Reduced pension benefit in the event of earlier retirement is available to the extent and on the terms outlined in the plan documents.

5. REPEAL

AM-2.3.1 Pension Policy, adopted by Municipal Council of the County of Annapolis on November 19, 2013, is hereby repealed.

Municipal Clerk’s Annotation for Official Policy Book I certify that this policy was adopted by Municipal Council as indicated below: <i>Seven (7) Day Notice</i> April 9, 2024 <i>Council Approval</i> April 16, 2024	
<i>Carolyn Young</i> Municipal Clerk At <u>Annapolis Royal</u> Nova Scotia	<u>April 17, 2024</u> Date