



COMMUNITY
LIVING
AGENCIES
NETWORK
BRITISH COLUMBIA

CLAN Annual General Meeting
Burnaby
June 14, 2010



Agenda

- Registration
- Introductions
- MPP
- Bargaining Committee
- CLBC Presentation
- Lunch
- Business Session
- Budget Management
- Priorities and Actions for 2010

Municipal Pension Plan

CLAN AGM

June 14, 2010



Eligibility

If your organization meets two of the following criteria, you may be eligible to become a plan employer:

- The employer carries out a public purpose or function or is required to carry out a public purpose or function as required by legislation.
- The employer is listed as a public sector employer in legislation.
- The employer is financed in part by public funds.

Once these criteria are met, the Board has the discretion to decide whether or not an applicant employer can enrol in the plan.



Contribution Rates

- Each agency has a composite based on your employee demographics:

Category	Rate
Males under age 50	5.89%
Males over age 50	10.79%
Females under age 50	6.39%
Females over age 50	11.79%



Employee Eligibility

Are all employees in a group automatically enrolled in the plan?

No, your employees' eligibility will depend on their employment status:

- If they are full-time permanent employees, they are required to be enrolled.
- If they have been employed on a continuous full-time basis for one year, they are required to be enrolled.
- If they are not full-time and have completed two years of continuous employment with one or more plan employers, and in each of two consecutive years have earned at least 35 per cent of the year's maximum pensionable earnings, they are required to be enrolled unless they elect in writing to waive enrolment.

Existing Employees – Optional Enrollment

Unique Agency Rules – Specify unique rules in application



Employee Contributions

- 6.99% on wages up to YMPE (\$47,200)
- 8.49% on wages over YMPE (\$47,200 +)



CLBC Funding Commitment

- Funding provided on same basis to all agencies.
- 3% funding for Group RRSP must be applied to employer contributions of MPP.
- Employer will provide MPP Acceptance letter with MPP rates to CLBC.
- Employer will report the participation rate to CLBC.
- CLBC will fund $(\text{MPP Rate} - 3\%) \times \text{Participation Rate} \times \text{wages}$.
- Each year, as MPP rates change, funding will change.



Discussion of Options:

- Group RRSP
 - Contribution Rates can be changed
 - Simple administration
 - Flexible use of funds by employees (First Home, Lifelong Learning)
- Municipal Pension Plan
 - Employee retirement benefits more certain
 - Complex rules and administration

Timelines:

- Group RRSP: (2 months)
 - Approach Bank / Insurance Company for proposals
 - Setup Payroll and Human Resources Procedures
 - Enroll Employees
 - Begin contributions
- Municipal Pension Plan (4 months)
 - Apply to MPP Board for Admission
 - Receive staff review – recommendation to Board
 - Receive Board Approval (Quarterly meetings)
 - Set up Payroll and Human Resources Procedures
 - Attend Training for HR & Payroll
 - Enroll Employees
 - Begin Contributions



Additional Resources

- Group RRSP's
 - Pointbreak Consulting Group
 - www.pointbreakcgc.com
 - Kevin Jeffrey (604) 639-8462
 - Insurance companies such as Sun Life, Standard Life
 - Credit Unions or Banks



Additional Resources (cont'd)

- Municipal Pension Plan
 - <http://mpp.pensionsbc.ca>
 - Click on Employer Tab
 - Read the Annual Report for information on employer demographics, member demographics, investment portfolio, contribution rates, and much much more...