



Fund of the Retirement Plan for Non-Teaching Employees of the St. James-Assiniboia School Division

Report to Members

Recent Events

- The gross rate of return of the Fund was (6.7%) in 2022 (based on unaudited financial statements), 16.7% in 2021, and 7.3% in 2020.
- The School Division is exempt from the solvency and transfer deficiency provisions of the Manitoba Pension Benefits Act and Regulation under the Solvency Exemption for Public Sector Pension Plans.
- Nevertheless, the School Division has contributed an additional \$1.8 million above matching employee contributions. These additional contributions will revert back to the School Division at such date as a corresponding surplus is revealed.
- Sustainability of the current defined benefit Plan in the midst of the current global financial markets presents challenges. Possible future Plan design changes to promote Fund stability may be considered.
- The Pension Benefits Amendment Act and Pension Benefits Regulation came into force on December 20, 2021. The amendment included changes to pension plan funding and relationship breakdown provisions.
- The current required contribution rates to the pension plan are 8.20% on eligible Canada Pension Plan earnings, and 9.80% on earning in excess of eligible Canada Pension Plan earnings. Eligible Canada Pension Plan earnings are \$66,600 in 2023.
- In 2022 the Plan Members and the St. James-Assiniboia School Division each contributed \$1,833,100 to the Fund.

Preparing for Retirement

Tips and Safeguards

- ♦ Hire a professional
- ♦ Understand the legal documents
- ♦ Consider your best interests
- ♦ Increase your fiscal knowledge
- ♦ Be informed
- ♦ Be prepared
- ♦ Research your options
- ♦ Keep financial records

The responsibility for providing workers with retirement income is divided between governments, employers, and individuals. Retirement planning involves a 3-part approach:

1. Social Security

- ♦ Old Age Security (OAS) and Guaranteed Income Supplement (GIS)
- ♦ Canada Pension Plan (CPP) & the Quebec Pension Plan (QPP)

2. Pension – Employer Sponsored Pension Plan

- ♦ The Retirement Plan for Non-Teaching Employees of the St. James-Assiniboia School Division
- ♦ Other Registered Pension Plans from previous employment

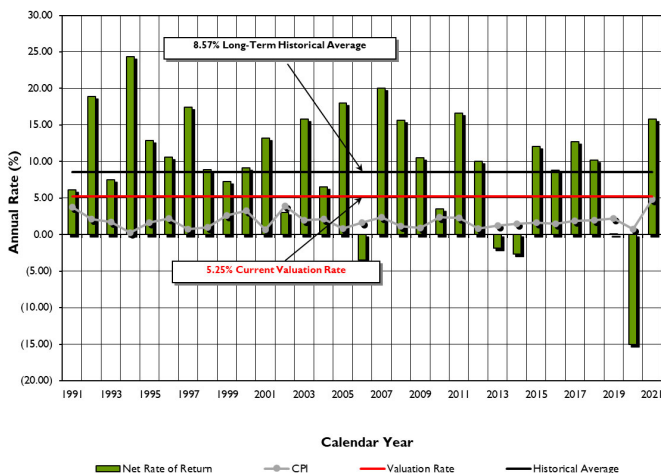
3. Personal Savings

- ♦ Registered Retirement Savings Plans (RRSPs)
- ♦ Tax Free Savings Accounts (TFSA)

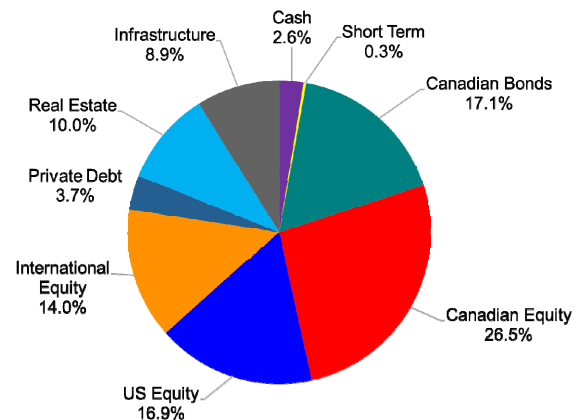


Additional information and retirement tools can be obtained at <https://www.gov.mb.ca/finance/pension/info.html> and <https://www.canada.ca/en/services/finance/pensions.html>

Historical Rates of Return (ROR) and Inflation (CPI): 1991-2021



Current Asset Mix as at December 31, 2022



Plan Benefits

Retirement Dates

- You may retire and receive an unreduced pension if you are:
 - age 65 and older, or
 - age 60 or older and have completed at least 10 years of Service, or
 - age 55 or older and your age plus years of Service total 80 or more.
- You may retire and receive a reduced pension if you are:
 - Between the ages of 55 and 65 and have not satisfied the above criteria.

Retirement Benefits

- Annual Pension =
 - 1.4% of the average of your 6 years of highest Canada Pension Plan earnings (chosen from your last 12 years of Service)
PLUS
 - 2% of the average of your 6 years of highest earnings, if any, which are in excess of the Canada Pension Plan earnings (chosen from your last 12 years of Service)
MULTIPLIED BY
 - Your years of Contributory Service

Termination of Employment

- A termination benefit is paid to you if your employment Service with the School Division ceases prior to your attainment of age 55.
- You will be offered the following 3 options from the Plan:
 - A deferred pension payable from the Plan, and/or
 - A transfer, out of the Plan, of the value of the pension you accrued to the date your Service ceased. This benefit may be transferred to a locked-in account established in your name, or to a registered pension plan of your subsequent employer, and/or
 - A taxable lump-sum cash payment equal to those contributions which are not locked-in.

Death Prior to Retirement

- If you die prior to retirement, a death benefit will be paid from the Plan.
- If you have a Spouse, your Spouse will receive a monthly pension or a locked-in transfer of the commuted value of the pension you accrued to your date of death.
- If you do not have a Spouse, the value of your monthly pension will be paid as a taxable lump-sum cash payment to your beneficiary or estate.

All rights and benefits are determined in accordance with the Plan Text.

Member Services

The following services are offered to members and their families:

- ◆ Individual Meetings
- ◆ Personal and General Enquiries

You may make an appointment to view Plan documents including, but not limited to, the following at the Administration Office:

- ◆ The Plan Text and any Amendments
- ◆ The latest Actuarial Valuation Report
- ◆ The Statement of Investment Policies and Procedures

If you have any questions, please contact the Administration Office:

Ellement Consulting Group
1345 Taylor Avenue
Winnipeg MB R3M 3Y9

Telephone: 204.954.7300
Fax: 204.954.7310
Toll-Free: 888.840.1045
E-mail: contact.us@ellement.ca

Retirement Plan Committee Members

Bob Guenther, Committee Chair
C.U.P.E. Representative

Carrie Melville
Secretary-Treasurer

Craig Glennie
School Board Trustee

Michael Cabral
School Board Trustee

Cindy Labaty
Manager, Human Resources

Cerys Hooper
M.A.N.T.E. Representative

Professionals

Actuary: Ellement Consulting Group

Auditor: PricewaterhouseCoopers

Custodian: Canadian Western Trust

Investment Consultant: Ellement Consulting Group

Investment Managers:

- ◆ Addenda Capital Inc.
- ◆ Jarislowsky, Fraser Ltd.
- ◆ BlackRock Asset Management Canada Ltd.
- ◆ Letko, Brosseau & Associates Inc.
- ◆ GWL Investment Management Ltd.
- ◆ IFM

TOTAL MEMBERSHIP COUNT AS AT DECEMBER 31, 2022

	<u>Total</u>
Retired Members	358
Active Members	566
Inactive Members	31
Deferred Members	<u>219</u>
	1,174

**An in-person Plan Member session
is planned for the fall of 2023.
Exact date is to be determined.**