SUPPLEMENTARY INTEGRATED PENSION PLAN (NON-REGISTERED) (SiPP)

Background

The Division believes that the portion of the annual salary of the executive officers of the Division that exceeds the capped yearly maximum pensionable earnings of the registered pension plans should be eligible for pension benefits and will subject the Division to the costs of providing the Non-Registered Supplementary Integrated Pension Plan (SiPP).

Guidelines

1. The Division will set aside "ear marked" assets to recognize the costs of future SiPP benefits. An expense and liability will be recorded each year based on actuarial calculations in accordance with CICA requirements.

2. The liability of the Division for the pension benefit to participating executive members of the SiPP will be limited to the calculated present value of the pension benefit at retirement/terminations; or the accumulated amount in the notional account maintained in respect of the individual that reflects the value of the earmarked assets.

3. The pension benefits are only payable to the retiree or surviving spouse.

4. In the event a participating executive member dies prior to retirement, the surviving spouse will receive a lump sum payout equal to the balance of the notional account for the participating member.

5. Retroactive service (prior to the date prospective SiPP service begins accruing) will not be granted.

6. The normal period for payment of actuarial benefits under the SiPP is five (5) years.

Procedures

1. The following employees may be provided a SiPP:
   - Superintendent
   - Assistant Superintendent

2. The participant may select one of the following payout options (payments under this plan are subject to the regulated withhold tax):
   2.1 Payout of the notional account balance, as determined by the Board, in equal annual installments over a five (5) year period (ie. an annuity certain).
   2.2 At the sole discretion of the Board, a lump sum payout of the notional account balance determined at the time of retirement/termination payable over a period less than five (5) years.

Amended: December 2015