

LOCAL AUTHORITIES PENSION PLAN

Background

Effective August 1, 1979, HPSD provides for eligible employees the Local Authorities Pension Plan (LAPP).

General

1. Participation

1.1. Eligible Employees include:

1.1.1. Membership is mandatory for employees working at the Learning Support Centre, in the Transportation Shop or at the Facilities Shop who meet the following criteria:

1.1.1.1. Regular, full time, probationary or permanent employees, working more than 30 hours per week;

1.1.1.2. Regular, part time, probationary or permanent employees, working more than 14 hours per week but less than 30 hours per week;

1.1.1.3. Full time employees with no fixed end date or event, except those who are specifically excluded from membership in Section 1.2.

1.1.2. Mandatory membership within HPSD is therefore restricted to Non School Based personnel.

1.2. Excluded Employees:

1.2.1. Specifically as an employer who joined the Plan before 1994, HPSD can determine the class of employees who are not eligible. The following class of employee cannot participate in the Plan and are not to be registered:

1.2.1.1. All School Based personnel;

1.2.1.2. All bus drivers;

1.2.1.3. Those employees contributing to ATRF;

1.2.1.4. Temporary employees working at the LSC, Transportation Shop or Facilities Shop.

2. Probation Period

2.1. New employees to HPSD will start contributions on commencement into an eligible position.

3. Pensionable Salary

3.1. Pensionable Salary is gross basic pay for the performance of regular duties of employment. In addition to gross basic pay, acting pay received during a temporary assignment to a class of employee whose participation is mandatory will be included in the pension calculations.

4. Pensionable Service

4.1. Pensionable Service is based on the following:

4.1.1. two hundred and sixty (260) days base for all positions, except;

4.1.2. those holding a Personal Services Contract.

4.1.2.1. The Personal Services Contract shall specify days required for these employees.

5. Leave Without Salary

5.1. As per LAPP policy, HPSD Management personnel must be aware that an LAPP member can select to carry on their pension during an unpaid leave or unpaid parental leave. If a member chooses to do so HPSD will be required to submit the employer portion of pensionable contribution costs.

6. Working after Retirement

6.1. Class of employees who return to work after retirement shall:

6.1.1. have a clear break in service of a minimum of two weeks (14 days);

6.1.2. not participate in the pension payment plan;

6.1.3. consult with Payroll on potential tax implications; and

- 6.1.4. have a new Letter of Employment or Personal Service Contract provided to them and the implications (if any) to benefits, vacation and days of work etc. shall be clearly communicated.

Reference

[Local Authorities Pension Plan Website](#)