

Terms of Reference for the
Pension Governance Committee of
The City of Calgary
2025 October 2

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1. Background

1. The Pension Governance Committee (**PGC**) was established by the Chief Executive Officer (now Chief Administrative Officer) of The City of Calgary (**The City**) as of 2002 July 8.
2. These terms of reference (**Terms of Reference**) outline the powers, responsibilities, and practices of the PGC.

2. Mandate and Scope

1. In accordance with the Municipal Government Act, RSA 2000, Chapter M-26, “a chief administrative officer may delegate any of the chief administrative officer’s powers, duties or functions under this Act, including the chief administrative officer’s duties referred to in section 208(1), or under any other enactment or bylaw to a designated officer of an employee of the municipality.” The chief administrative officer of The City is the Chief Administrative Officer (**CAO**).
2. The PGC is responsible for oversight and/or reporting on matters relating to the pension plans and the Group RRSP in which City employees participate (**Plans**). A current list of Plans is in Appendix B, and the PGC’s responsibility as delegated by the CAO for each is detailed in Appendix C.
3. Notwithstanding section 2(2), any decision of the PGC that significantly changes the financial or non-financial risk, the cost, or the strategic impact of the Plans must be reported to and approved by, the CAO or appropriate committee of Council.

3. Responsibilities

1. The PGC will report to the CAO and Council, or the appropriate committee of Council, at intervals not to exceed 14 months, including information for each Plan as detailed in Appendix D.

2. In accordance with section 3(1), the PGC will affirm to the CAO that the PGC and The City have discharged the PGC's responsibilities in relation to the Plans in accordance with:
 - (1) applicable legislation;
 - (2) the Plans' provisions;
 - (3) these Terms of Reference; and
 - (4) any policies or other documents established by the PGC or The City which pertain to the Plans.
3. If such affirmation cannot be made, the PGC will detail any shortcomings and the PGC's plans to address those shortcomings.
4. Members of the PGC (**PGC Members**) are indemnified and held harmless under existing City policies. City employees are covered under Coverage E of the Employee Benefit Programs Liability. Elected Officials are covered under Council Policy CC010 – Indemnification of Members of City Council.

4. **Membership**

1. Members of the PGC will be appointed to the PGC as follows:
 - (1) the CAO will appoint the chairperson of the PGC (Chair) and other PGC Members who are not Elected Officials and they will continue in office until removed by the CAO; and
 - (2) Council will appoint PGC Members who are Elected Officials to the PGC and they will continue in office until removed by Council.
2. PGC Members will be removed from the PGC as follows:
 - (1) the CAO may remove any PGC Member who is not an Elected Official from the PGC at any time and without notice; and
 - (2) Council can remove any PGC Member who is an Elected Official from the PGC at any time and without notice.
3. A PGC Member who has been removed (or the personal representatives of a deceased or incapacitated PGC Member) will convey any and all records, books, documents, and other property pertaining to the Plans to the Chair as soon as possible.

4. Appendix A is a list of current PGC Members; the Pension Advisor will update such list as soon as possible upon any change in the composition of the PGC.

5. Chair

1. The Chair of the PGC is The City's Chief Human Resources Officer.
2. The Chair chairs all meetings of the PGC. If the Chair will be absent, the Chair will designate an appropriate representative to chair the meeting and such representative will be entitled to exercise the Chair's voting rights. In the absence of such a designation, the PGC will designate one PGC Member or the Pension Advisor to chair the meeting and such designate will not be entitled to exercise the Chair's voting rights.

6. Meetings

1. The PGC will meet at least four times per calendar year.
2. Regular or special meetings of the PGC may be called by the Chair acting alone or by any two PGC Members acting jointly, by giving at least five days' notice of the time and place of such meeting to each PGC Member.
3. Special meetings of the PGC may be held at any time without notice if all of the PGC Members are present at such meeting, or if those absent consent to the holding of a meeting and if there is quorum.
4. In lieu of meeting in person, the PGC may hold meetings by telephone conference call, electronically, or other comparable means, subject to the above notice requirements for meetings.
5. A notice of any meeting of the PGC will outline a draft agenda and will normally be given in writing by the Pension Advisor to each PGC Member at least five days before each meeting.
6. The minutes of a meeting of the PGC will be amended or ratified at the next PGC meeting.

7. If a PGC Member is absent from a PGC meeting for any reason other than a conflict of interest, the absent PGC Member may designate an appropriate representative to take any action or make any decision in connection with the absent PGC Member's powers and responsibilities on the PGC during such absence. If the Director, Finance is absent from a PGC meeting, the Director, Finance must designate the Deputy Director or other Finance Manager.
8. The designated representative of a PGC Member may vote on behalf of the absent PGC Member. An absent PGC Member who is so represented will be deemed to have approved any decision made on the PGC Member's behalf by the PGC Member's designated representative.

7. Quorum

1. The quorum for any meeting of the PGC will be four PGC Members.

8. Recommendation/Decision Making

1. The decisions of the PGC will require the vote of four or more PGC Members present at the meeting. Each PGC Member or the PGC Member's designated representative has one vote.

9. Dispute Resolution

1. In the event that a dispute among PGC Members arises out of, or related to, these Terms of Reference or any aspect of the administration of the Plans and such dispute cannot be resolved by the PGC Members during PGC meetings, it must be referred to the CAO for final determination.

10. Pension Advisor

1. The Pension Advisor will be appointed by the PGC and will continue in office hereunder until removed by the PGC. The Pension Advisor is not a PGC Member and has no voting or decision-making authority in respect of the PGC.

2. The Pension Advisor must:

- (1) keep the official records of the PGC's decisions and actions;
- (2) record the minutes of each PGC meeting and, where indicated by the Pension Governance Committee Code of Conduct, record declared conflicts of interest in the minutes;
- (3) ensure that minutes are distributed to each PGC Member within two weeks following each meeting;
- (4) ensure that records are kept that contain all documents, reports, and correspondence received by the PGC; and
- (5) arrange for new PGC Members to receive appropriate orientation and education with respect to the responsibilities of PGC Members and the PGC.

3. The PGC can remove the Pension Advisor from office hereunder, at any time and without notice.

4. A Pension Advisor who has been removed (or the personal representatives of a deceased or incapacitated Pension Advisor) will convey any and all records, books, documents, and other property pertaining to the Plans to the Chair as soon as possible.

11. Reimbursement of Expenses

1. The City will pay or reimburse PGC Members and the Pension Advisor for normal and reasonable expenses incurred or incidental to the performance of duties hereunder.

12. Delegation

1. The PGC may delegate to a suitably qualified delegate any of its powers and responsibilities under these Terms of Reference, including to the Pension Advisor.

Such delegation will be documented by either:

- (1) delegate-specific terms of reference established by the PGC; or
- (2) a delegate-specific contract for services established between the delegate and The City and approved by the PGC.

2. Such delegation will contain appropriate provision with respect to reporting by the delegate to the PGC on such delegated powers and responsibilities.
3. The PGC will retain responsibility for the effective monitoring of the performance of delegates, liaising as appropriate with such delegates and the delegates' directors, managers, or supervisors.

13. Education

1. PGC Members are responsible for developing proficient knowledge of the PGC Members' duties as PGC Members and the duties of the PGC.
2. On at least an annual basis, the Pension Advisor must investigate educational opportunities for PGC Members and report on such opportunities to the PGC. PGC Members are responsible for maintaining competency in relation to all matters over which the PGC has oversight.

14. Amending Terms

1. The CAO may amend these Terms of Reference at any time. Any amendment will be acknowledged by the adoption of a resolution at a meeting of the PGC and will be recorded in the minutes of the PGC.

15. Annual Review

1. These Terms of Reference will be reviewed annually by the PGC and updated as necessary.

16. Delegation of Signing Authority

1. The CAO hereby delegates the following authority:

Where agreements or contracts relating to the administration of the Plans have been approved in principle by the PGC in accordance with these Terms of Reference, such agreements or contracts may be executed by two members of the PGC of which at least one must be the City's Chief Human Resources Officer or Director, Finance.

Signatories

THE CITY OF CALGARY

By:  _____

Name: David Duckworth

Title: Chief Administrative Officer

Date: Oct. 7, 2025

Appendix A

MEMBERS OF THE PENSION GOVERNANCE COMMITTEE

As of 2024 September 6, members of the Pension Governance Committee are the persons occupying the positions listed below:

Chief Human Resources Officer, Chair

Elected Official Appointee 1

Elected Official Appointee 2

Director, Finance

Administrative Law Representative

Executive Leadership Team (ELT) Representative

Senior Management Team (SMT) Representative

Appendix B

LIST OF PLANS

Registered Plans - Multi-Employee/Employer

- Local Authorities Pension Plan (LAPP)
- Special Forces Pension Plan (SFPP)

Registered Plans – City Specific

- The City of Calgary Supplementary Pension Plan (SPP)
- Calgary Firefighters' Supplementary Pension Plan (FSPP)
- Calgary Police Supplementary Pension Plan (PSPP)

Non-Registered Retirement Arrangements – Active Employees

- The City of Calgary Overcap Pension Plan (OCP)
- The City of Calgary Police Chief and Deputies' Overcap Pension Plan (PCDOP)

Non-Registered Retirement Arrangements – Inactive Members

- The City of Calgary Fire Chief and Deputies Overcap Pension Plan (FCDOP)
- The City of Calgary Executive Pension Plan (EPP)
- Contractual Obligations

Registered Plan – Council

- Pension Plan for Elected Officials of The City of Calgary (EOP)

Non-Registered Retirement Arrangements – Council – Inactive Members

- Supplementary Pension Plan for Elected Officials of The City of Calgary (EOSP)

Group RRSP

Appendix C

RESPONSIBILITY MATRIX

Pension Plan or Retirement Arrangement	LAPP	SFPP	SPP	FSPF	PSPP	EOPP	Non-Registered Retirement Arrangements
Trustee	LAPP Corporate Board	SFPP Corporate Board	CAO or delegate	FSPF Board of Trustees	Board of Trustees	CAO or delegate	CAO or delegate
Administrator	LAPP Corporation	SFPP Corporation	CAO or delegate	FSPF Board	CAO or delegate	CAO or delegate	CAO or delegate
CAO or Delegate's Role	Shared representation LAPP Corporate Board with the City of Edmonton	Representation on SFPP Corporate Board	Ongoing PGC monitoring	Trustees on FSPF Board of Trustees	Trustees on Board of Trustees	Ongoing PGC monitoring	Ongoing PGC monitoring
City's Responsibility	Establish / promote City position and interests, review performance, ensure compliance with administrative duties such as contributions, annual data reporting, and membership changes	Establish / promote City position and interests, review performance, ensure compliance with administrative duties such as contributions, annual data reporting, and membership changes	Perform all duties as required as trustee and administrator under the plan text and applicable pension legislation	Establish / promote City position and interests, review performance, ensure compliance with administrative duties such as contributions, annual data reporting, and membership changes	Establish / promote City position and interests, review performance, ensure compliance with administrative duties such as pension payments	Perform all duties as required as trustee and administrator under the plan text and applicable pension legislation	Perform all duties as required as trustee and administrator under plan texts

Savings Plan	Group RRSP
Custodian	Royal Bank of Canada
Administrator	CAO or delegate
CAO or Delegate's Role	Ongoing PGC monitoring
City's Responsibility	Review performance, ensure compliance with administrative duties such as contributions, annual data reporting, and membership changes, ensure compliance with CAPSA ¹ Guidelines

¹ Canadian Association of Pension Supervisory Authorities

Appendix D

PGC REPORTING

Pension Plan or Retirement Arrangement	LAPP	SFPP	SPP	FSPF	PSPP	EOPP	Non-Registered Retirement Arrangements
Funded status on an actuarial basis	Yes	Yes	Yes	Yes	n/a	Yes	n/a
Funded status on an accounting basis ²	No	No	Yes	Yes	Yes	Yes	Yes
Funding requirements (contributions)	Yes	Yes	Yes	Yes	n/a	Yes	n/a
Investment performance	Yes	Yes	Yes	Yes	n/a	Yes	n/a
Significant developments affecting the Plan since the previous report	Yes	Yes	Yes	Yes	n/a	Yes	Yes
Significant changes to the financial or non-financial risk, the cost, or the strategic impact of the Plan	Yes	Yes	Yes	Yes	n/a	Yes	Yes

Savings Plan	Group RRSP
Fund holdings and Investment performance	Yes
Compliance with CAPSA ³ Guidelines	Yes
Active contributors	Yes

² Matters relating to the accounting results presented in The City's financial statements do not form part of the PGC's responsibilities. They are included in the PGC Annual Briefing Note for comparison purposes and connection to The City's financial statements.

³ Canadian Association of Pension Supervisory Authorities

REVISION HISTORY

Review Date	Description
2024/10/02	Added Group RRSP, identify name of Council Policy CC010
2024/09/06	Changed City Manager to CAO
2023/09/21	Changed Councillor to Elected Officials, housekeeping changes
2022/08/01	Changed Finance Member from Chief Financial Officer to Director, Finance, updated EOSP to reflect inactive members only
2021/03/17	Updated name of Executive Leadership Team
2020/05/07	Updated mandate wording Section 2, clarification of roles and responsibilities, requirement for annual review, housekeeping changes
2016/07/13	Updated Section 15 Delegation of Signing Authority
2016/03/09	Housekeeping changes
2013/09/18	Changed reference from CEO to City Manager and CEO SERP to Executive Pension Plan, addition of Section 3.11 (committee self-assessment), extend reporting to City Manager to maximum 14 months, change City Solicitor representation to Administrative Law Representative, housekeeping changes
2004/05/06	Addition of Aldermanic Appointees, confirmation of Director, Human Resources as Chair, updated name of Administrative Leadership Team, change vote from three to four members, housekeeping changes
2003/01/31	New document