

**3. PARTICIPATION IN THE ONTARIO MUNICIPAL EMPLOYEES
RETIREMENT SYSTEM (OMERS)**

**PARTICIPATION DE L'EMPLOYEUR AU RÉGIME DE RETRAITE DES
EMPLOYÉS MUNICIPAUX DE L'ONTARIO (OMERS)**

COMMITTEE RECOMMENDATION

**That Council authorize the administrative updates to the OMERS
Participation By-law as described in this report and set out in Document 1.**

RECOMMANDATION DU COMITÉ

**Que le Conseil autorise les mises à jour administratives au règlement
municipal de participation à OMERS, comme il est décrit dans le présent
rapport et présenté dans le document 1.**

DOCUMENTATION/DOCUMENTATION

1. Manager's report, Payroll, Pension & Benefits, Finance Services, dated 25 October 2019 (ACS2019-FSD-PAY-0001).

Rapport de la Gestionnaire, Administration de la paie, des régimes de retraite et des avantages sociaux, Direction générale des services des finances, daté le 25 octobre 2019 (ACS2019-FSD-PAY-0001).

**Report to
Rapport au:**

**Finance and Economic Development Committee
Comité des finances et du développement économique
5 November 2019 / 5 novembre 2019**

**and Council
et au Conseil
27 November 2019 / 27 novembre 2019**

**Submitted on October 25, 2019
Soumis le 25 octobre 2019**

**Submitted by
Soumis par:**

**Catherine Cranston, Manager, Payroll, Pension & Benefits, Finance Services
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Ward: CITY WIDE / À L'ÉCHELLE DE LA VILLE File Number: ACS2019-FSD-PAY-0001

**SUBJECT: PARTICIPATION IN THE ONTARIO MUNICIPAL EMPLOYEES
RETIREMENT SYSTEM (OMERS)**

**OBJET: PARTICIPATION DE L'EMPLOYEUR AY REGIME DE RETRAITE DES
EMPLOYES MUNICIPAUX DE L'ONTARIO (OMERS)**

REPORT RECOMMENDATION

That the Finance and Economic Development Committee recommend that Council authorize the administrative updates to the OMERS Participation By-law as described in this report and set out in Document 1.

RECOMMANDATION DU RAPPORT

Que le Comité des finances et du développement économique recommande au Conseil d'autoriser les mises à jour administratives au règlement municipal de participation à OMERS, comme il est décrit dans le présent rapport et présenté dans le document 1.

BACKGROUND

In 2001, the amalgamation of the former Region of Ottawa-Carleton and eleven municipalities offered eligible employees participation to the Ontario Municipal Employees Retirement System (OMERS) Pension Plan, as dictated by the *OMERS Act*, under separate group numbers consequently recognized under separate by-laws.

On March 26, 2003, Council approved By-law 2003-100, Participation in the Ontario Municipal Employees Retirement System (OMERS), merging and integrating employees accrued pensionable service from former municipalities under the new City of Ottawa (OMERS group number 429200). In 2004, By-law 2003-100 was repealed, and an amendment was approved through By-law 2004-354 clarifying the other-than-continuous full-time enrolment eligibility rules.

DISCUSSION

The proposed amendments to the OMERS Participation By-law as described in this report and set out in Document 1 will better reflect the City's administrative practice and eliminate administrative burden. The amended OMERS Participation By-law would:

- Integrate employee accrued pensionable service under the Village of Rockcliffe Park (OMERS group number 481000) and the Ottawa-Carleton Regional Transit Commission (OMERS group number 429025) into the City of Ottawa (OMERS group number 429200). Since amalgamation, the Village of Rockcliffe Park employees' pensionable service has been reported under the OMERS group number 481000 as dictated by the Village of Rockcliffe Park By-law 1963-7 and amendments 1974-29

and 1980-25. Therefore, there has been no impact to employees. Consolidating the Ottawa-Carleton Regional Transit Commission (OMERS group number 429025) to the City of Ottawa (OMERS group number 429200) along with the Village of Rockcliffe Park (OMERS group number 481000) will simplify the administration of the pension plan.

- Fix an administrative error regarding the participation of all elected officials. The City's By-law 2003-100 and its amendment did not outline elected officials' eligibility to enroll in OMERS. This issue was uncovered following the 2018 election when OMERS updated its system to include the participation by-law details for each employer to ensure the by-laws complied with the employer's practice. The City's practice has been to enrol all elected officials since January 1, 2001. An interim measure has been put in place with OMERS to enroll the elected officials to ensure that there are no delays in their reciprocal transfers of pension credits. Thus, the amended by-law would include the participation of all elected officials as required by OMERS.

The following OMERS Participation By-laws will be repealed:

- a) The City of Ottawa By-law 2003-100 and By-law Amendment 2004-354;
- b) The Village of Rockcliffe Park By-law 1963-07 and By-law Amendments 1974-29 and 1980-25; and
- c) The Ottawa-Carleton Regional Transit Commission By-law 9-1999 and By-law Amendment 11-1999.

RURAL IMPLICATIONS

There are no rural implications associated with this report.

CONSULTATION

The amended by-law has been created in consultation with OMERS' Senior Pension Policy Analyst and Legal Team.

COMMENTS BY THE WARD COUNCILLOR(S)

This is a city-wide report.

ADVISORY COMMITTEE(S) COMMENTS

There are no comments required by an advisory committee for this report.

LEGAL IMPLICATIONS

There are no legal impediments associated with this report.

RISK MANAGEMENT IMPLICATIONS

There are no risk management implications associated with this report.

ASSET MANAGEMENT IMPLICATIONS

There are no asset management implications associated with this report.

FINANCIAL IMPLICATIONS

There are no financial implications associated with this report.

ACCESSIBILITY IMPACTS

There are no accessibility implications associated with this report.

ENVIRONMENTAL IMPLICATIONS

There are no environmental implications associated with this report.

TECHNOLOGY IMPLICATIONS

There are no technology implications associated with this report.

TERM OF COUNCIL PRIORITIES

The recommendations in this report support the Term of Council priority: SE3 “Develop positive, effective and engaged employees committed to the service promise.

SUPPORTING DOCUMENTATION *(Held on file with the City Clerk)*

Document 1: A by-law to authorize participation in the OMERS primary pension plan (“Primary Plan”), and the retirement compensation arrangement that provides benefits for members and former members of the Primary Plan (“RCA”), in respect of the employees and councillors of the City of Ottawa identified herein.

DISPOSITION

Once approved by Council, the City Solicitor will place the required by-law on the agenda of Council for enactment and the Payroll, Pensions and Benefits Branch will provide OMERS Officials with the amended by-law for their records.