

GOVERNMENT OF THE PROVINCE OF ALBERTA
PERSONNEL MANUAL - MANAGEMENT EMPLOYEES

INSERT NO: 2.8

DATE: November 24, 1989

REFERENCE: Section 32(1) of the Public Service Management Pension Act

MANAGEMENT RECRUITMENT - PENSION TRANSFER

- *1. Departmental Staffing Officers are responsible for ensuring that prospective management employees receive consistent and accurate advice regarding the transfer of pensionable service to the Alberta Government Management Pension Plan. Accordingly, individuals responsible for recruitment should not make unauthorized commitments respecting pension benefits. The variable nature and cost of plans of other jurisdictions, the time limits associated with transfers and the frequently greater value of the Alberta Government Management Pension Plan has created difficulties for some candidates. In some cases, candidates have accepted offers of employment to find that they have had to choose either to pay an additional contribution to make up the shortfall or to reduce their years of credited pensionable service.
2. To ensure that candidates are correctly advised on their eligibility for transfer or pensionable service from other jurisdictions, the following procedures should be followed:
 - * (a) The Departmental Staffing Officer should contact the Plan Administrator for Alberta Government Pensions of Payroll and Pensions, Alberta Treasury and provide details of the candidate's present pension plan and contributions.
 - * (b) The Plan Administrator will quickly provide information to the Departmental Staffing Officer for the advice of the candidate, including appropriate details of any reciprocal agreement between the candidate's present employer and the Alberta Government, and an estimate of the maximum cost to the candidate to make up probably deficiencies in pension contributions on transfer.

Attached is a list of reciprocal agreements signed between the Alberta Public Service Management Pension Board and other organizations.


PUBLIC SERVICE COMMISSIONER

ORIGINATOR
Manager, Executive Search

ATTACHMENT

<u>ORGANIZATION</u>	<u>AGREEMENT</u>	<u>DATE OF MINUTE #</u>	<u>BOARD O/C NUMBER</u>
Alberta Government Telephones Pension Plan	January 1, 1973 amended August 1, 1975	M76:06:04 M81:01:08	967/74 1339/75
Alberta Teachers' Retirement Fund	December 19, 1978	M79:01:23	55/79
Central Mortgage & Housing Corporation	June 14, 1977	M77:07:08	649/77
City of Regina - Civil Employees' Superannuation Benefits Plan	March 12, 1980	M80:06:02	468/80
Council of Maritime Premiers	September 19, 1977	M77:11:12	1108/77
Dalhousie University	August 30, 1977	M77:10:21	1004/77
Federal Business Development Bank	January 22, 1981	M81:01:09	799/82
Federal Government - Treasury Board	April 1, 1976 amended April 2, 1980	M76:06:04 M80:08:07	546/76 resc. 658/80
Government of British Columbia	May 2, 1977	M77:06:07	551/77
Local Authorities Pension Plan	June 8, 1976 amended January 26, 1981	M76:06:04 M81:01:07	709/76 235/81
Manitoba Civil Service Superannuation Board	May 1, 1975	M75:08:13	1134/75
Manitoba Health Sciences Centre	June 24, 1981	M81:06:12	800/82
Minister of Government Services of Ontario	October 19, 1977	M78:03:10	305/78
Ontario Colleges of Arts and Technology	September 26, 1975	M76:09:11	987/76
Ontario Municipal Employees' Retirement Board	September 12, 1978	M79:03:16	171/79
Ontario Teacher's Super- annuation Commission	May 15, 1979	M79:05:11	505/79

Province of New Brunswick	May 13, 1975 amended January 20, 1981	M75:05:05 M81:02:03	669/76 802/82
*Province of Newfoundland	October 25, 1984	M84:10:25	784/84
Province of Prince Edward Island	October 3, 1975 amended December 5, 1980	M76:06:04 M81:02:02	1453/75 236/81
Public Service Pension Plan	September 24, 1976 amended December 4, 1980	M76:10:05 M81:01:05	1107/76 237/81
Saskatchewan Crown Investments Corporation	May 24, 1979	M79:06:04	580/79
Saskatchewan Health Care Association	April 21, 1977	M79:04:02	430/77
Saskatchewan Municipal Employees' Superannuation Commission	June 27, 1976 amended February 6, 1981	M76:10:05 M81:02:05	1075/76 801/82
Saskatchewan Power Corporation Superannuation Board	May 19, 1976	M76:10:05	672/76
Saskatchewan Teacher's Superannuation Commission	July 1, 1977 amended February 26, 1981	M78:03:09 M81:02:04	1266/77 803/82
Universities Academic Pension Board	November 28, 1978	M79:04:01	1336/78
*York University	September 30, 1982	M82:11:03	53/83

REVISIONS

Effective as indicated above