

GOVERNMENT OF THE PROVINCE OF ALBERTA

PERSONNEL ADMINISTRATION OFFICE

CIRCULAR MEMORANDUM NO. 325

FILE: Recruitment

DATE: August 12, 1980

RE: MANAGEMENT RECRUITMENT - PENSION TRANSFER

The transfer of pensionable service from other jurisdictions into the Alberta Public Service Management Pension Plan appears to be creating some difficulties in application. The variable nature and costs of plans of other jurisdictions and the frequently greater value of our Management Pension Plan often requires either (a) additional employee contributions to make up the shortfall; or (b) reduction in the years of pensionable service credited. These additional costs of the Alberta Public Service Management Pension Plan have not always been consistently and accurately reflected to prospective employees and in some cases, candidates have accepted offers of employment, only to find that substantial additional contributions are required.

In an attempt to remedy these situations, we have established the procedure noted below with the Public Service Pension section of Payroll and Pensions Division, Alberta Treasury.

Departments are requested to ensure that final candidates on competitions, who are or could be considering transfer of pensionable service, from other jurisdictions, are referred to the Pensions section to establish an estimate of pension transfer costs. Candidates on S.O. I or S.O. II level positions should be referred to the Special Plans Administrator, S.K. Smith and on E.O. I, E.O. II or Deputy Minister level positions to J.E. Faries, Vice-Chairman, Government Pension Boards.

The Pensions Office has agreed to provide specific information to the prospective pension transferee on a one-week turnaround basis. As other plans are so variable and often pension reciprocity has not been established, the Pensions Office advise that it will be necessary to estimate at the "maximum cost level" for these preliminary quotations. A more detailed analysis of each situation could produce a more favourable cost but the normal time-frame will not allow for this.

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In order to provide proper counselling the Pensions Office will require candidates to make appointments ahead of time for a personal or telephone interview. In addition, information should be provided beforehand to the Pension Office on length of service being transferred, previous employer and salary history.

Recognizing that the Pensions Office "maximum cost level" estimate could become a factor in departmental selection and offer decisions, consultation with the Director of Departmental Services (S.O. I, S.O. II levels) or the Director of Management Services (E.O. I, E.O. II levels) would be suggested prior to a final decision in these cases.

This procedure will be implemented effective immediately. Questions or inquiries should be directed to Grant Nicol, Manager, Executive Search, Management Services Division, 427-8283.


PUBLIC SERVICE COMMISSIONER

ORIGINATOR: H. G. Nicol

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