

SECTION: GENERAL ADMINISTRATION

SUBJECT: PENSION PLAN

Original Resolution Number: 96-09-31  
Revision Resolution No.: 97-12-20

### Local Authority Pension Eligibility Policy

It is the policy of the County of Warner that all eligible employees participate in the Local Authorities Pension Plan to which the County belongs.

#### Guidelines

1. Only permanent, fulltime employees are eligible for participation in the Local Authorities Pension Plan (LAPP).
2. Permanent fulltime employees are defined as those employees working 30 hours or more per week on a continuous basis for a twelve month period.
3. The County has the discretion to enrol all eligible employees in the LAPP immediately upon commencement of employment or require the employee to serve a probation period. The probation period for LAPP purposes cannot exceed one year less the total of:
  - any previous service with your current employers, and
  - any service with any other participating employer which immediately precedes your current service with the employer.
4. Seasonal, casual, part time, summer staff, etc. are not eligible for participation in the LAPP.
5. If an employee is receiving compensation under the Long Term Disability program utilized by the County, the employee is eligible for benefits under the LAPP program based on the following conditions:
  - a. The County pays only the employer share of the LAPP premiums for the first year of disability, if the employee decides to buy back the eligible period of absence upon his return to work.
  - b. The employee is responsible to pay their share of the LAPP premium in the first year of disability if the employee decides to buy back the eligible period of absence upon his return to work.
  - c. All LAPP premium payments after the first year, which means the employer and employee portions, shall be paid by the employee if the employee decides to buy back the eligible period of absence upon his return to work.
6. LAPP contribution premiums for other leaves of absence will be processed as per the LAPP manual.
7. The LAPP manual takes precedence and will be followed if there are found to be any discrepancies between this policy and the official documentation of the Local Authorities Pension Plan.

Reviewed: September 25, 2003