

Section/Number: Compensation Management - 010	Approval Date: (DD/MM/YY)
Subject: Retirement Plan	Amendment Dates:
<p>Policy</p> <p>The Community Government will provide a Retirement Plan to employees in order to attract, retain and recognize staff members.</p> <p><b>Please note – the retirement/pension plan will depend on the benefit carrier or pension plan provider (i.e. NEBS) and this policy should be adjusted accordingly.</b></p>	
<p>Definitions</p> <p>N/A</p>	
<p>Guidelines</p> <ol style="list-style-type: none"> <li>1. Permanent, full-time employees have the option to participate in the Community Government Retirement Plan <b>(or the Northern Employees Benefits Services (NEBS) program if it is available)</b>. <b>(Note – some benefit plans are not optional)</b></li> <li>2. The Community Government will provide an annual matching contribution, once a year, at a rate of 100% of a qualified investment purchased by the employee, subject to a maximum of 50% of the prescribed <i>RRSP dollar limit</i> for the calendar year as defined in Section 146(1) of the <i>Income Tax Act</i>.</li> <li>3. The matching contribution is payable to the employee at his or her request or where any portion of the annual matching contribution causes the employee to exceed his or her RRSP deduction limit for the year and is taxed at source.</li> <li>4. All contributions by the Employer shall be computed on a pro rata basis for term of employment from the date of anniversary for the employee.</li> <li>5. The Community Government reserves the right to change the retirement plan from time to time.</li> </ol>	
<p>Attachments</p> <p>N/A</p>	
<p>References</p> <p>N/A</p>	