

# COUNTY OF ST. PAUL #19

Policy Number

ADM-94

Title

**Pensionable Contributions  
for Employees Exceeding  
Thirty-Five Years of Service  
Policy**

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Date Approved

**Objective:** The maximum pensionable service an employee may have under the Local Authorities Pension Plan is thirty-five (35) years. If an employee reaches this milestone, the member and employer can no longer contribute. If a member continues to work, all additional years will be included to calculate the member's highest average salary when determining their pensionable income even though contributions have stopped.

This policy seeks to provide an alternative contribution option for those employees exceeding thirty-five years of service in the Local Authorities Pension Plan.

**Policy Statement:**

The County of St. Paul No. 19 recognizes that its employees are its most valuable resource and will set out a program to provide employees exceeding thirty-five years of service with an alternative contribution option following this impressive milestone in recognition of staff's contributions and commitment to serving the County.

After an employee is no longer eligible to participate in the Local Authorities Pension Plan, the County of St. Paul No. 19 will provide the employee with a monthly salary bonus that would be equivalent to the employer's contribution under the Local Authorities Pension Plan based on the current annual salary of the given employee.

This policy will take effect as of July 1<sup>st</sup>, 2013.