
HALDIMAND COUNTY

Memorandum HRD-M01-2023 OMERS By-law Review

For Consideration by Council in Committee on November 21, 2023



To: Mayor Bentley and Members of Council
From: Heather Scott, Coordinator, HRMS/Benefits

As part of the initial creation of the Corporation of Haldimand County on January 1, 2001, a by-law was passed authorizing participation in the Ontario Municipal Employees' Retirement System (OMERS) pension plan where full-time employees are required to become a member of OMERS as a condition of employment. Subsequent by-laws authorized permanent part-time staff to join OMERS on a voluntary basis provided they met specific criteria, and also authorized councillors to participate in OMERS.

In 2006, the legislation authorizing the OMERS pension plan was revised. Subsequently, in 2022 the OMERS Sponsors Corporation expanded participation to provide that any part-time employee is eligible to join the OMERS pension plan upon hire, rather than waiting for two years and meeting specific criteria. This change significantly impacts the number and category of part-time, temporary and/or seasonal employees who are now eligible to enroll. The related financial impact of these changes are addressed through total salary/benefits costs, estimated in the annual tax supported operating budget.

The County's by-laws concerning OMERS participation for employees and councillors were compared to revised legislation and updated terminology used in the Primary Plan and the related Retirement Compensation Arrangement. As a result, staff have determined that it would be expedient to enact a consolidated by-law that makes reference to updated terminology and current legislation.

REFERENCES:

None.

ATTACHMENTS:

1. OMERS By-law