



Financial and  
Consumer  
Affairs Authority

Suite 601  
1919 Saskatchewan Drive  
Regina, SK  
Canada S4P 4H2

July 17, 2014

Colin Jensen  
Chairperson, Administrative Board  
The Regina Civic Employees' Superannuation and Benefit Plan  
c/o Pensions & Disability Administration  
City of Regina  
B101 – 2055 Albert Street  
REGINA SK S4P 3G8

Dear Mr. Jensen:

**Re: The Regina Civic Employees' Superannuation and Benefit Plan  
Registration Number 0268425**

The purpose of this letter is to advise stakeholders of The Regina Civic Employees' Superannuation and Benefit Plan (the "Plan") that I am considering cancelling the registration of the Plan pursuant to section 21 of *The Pension Benefits Act, 1992* (the "Act"). This would result in the termination of the Plan pursuant to subsection 51(1) of the Act.

The Financial and Consumer Affairs Authority (FCAA) was advised on May 13, 2011 that Regina City Council voted in favour of a recommendation by City Administration to refuse to adopt the increased contribution rates required pursuant to the December 31, 2009 actuarial valuation report. It has now been over three years since that decision was made, subsequent valuations have been filed, and the required contribution rates have not been implemented.

To date, I have not taken regulatory action as I felt that a negotiated solution to bring the Plan into compliance was preferable. Negotiations over the past three years have not resulted in a solution. In December 2013, I was informed that amendments to the Plan were to be discussed by the parties, with a deadline of March 31, 2014 to finalize the amendments. However, I have since been advised that the parties have not been able to reach agreement regarding changes to the Plan.

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Subsection 40(3) of the Act requires that a plan must be funded in accordance with the actuarial valuation reports that are filed with the Superintendent. As the funding requirements pursuant to the last three filed reports have not been implemented, the Plan is not in compliance with the Act. Therefore, I have the authority to cancel the Plan's registration.

In deciding whether to cancel the registration of the Plan, I intend to exercise my discretion in a manner that best protects the interests of plan beneficiaries.

If stakeholders feel that I do not have authority to cancel the registration of the Plan or that I should not be cancelling the registration and terminating the Plan for any other reason, I am interested in receiving the reasons for their position on these issues. I am particularly interested in hearing from them about:

- alternative regulatory action which they feel would produce a better result for plan beneficiaries; and
- action being taken by contributing employers and/or plan members which will result in the Plan coming into compliance with the Act and ensuring that in the future the Plan continues to comply with the Act.

I am also interested in hearing from stakeholders regarding any additional considerations respecting a plan termination, including:

- any implications with respect to the *Income Tax Act* (Canada) on contributions, the registration of the Plan, or other matters related to the Plan; and
- the optimal effective date of a plan termination, taking into consideration the amount of commuted values that would be paid to active and deferred members, the impact on pensioners, and tax consequences to all plan beneficiaries and any other relevant factors.

Submissions must be made in writing by November 30, 2014 to [reginapension@gov.sk.ca](mailto:reginapension@gov.sk.ca).

After the November 30, 2014 filing deadline for submissions, stakeholders will be provided an opportunity to file rebuttal submissions to address issues raised in the submissions filed by other stakeholders. The rebuttal submissions will need to be made in writing to [reginapension@gov.sk.ca](mailto:reginapension@gov.sk.ca) by December 31, 2014.

Submissions and rebuttal submissions will be posted periodically on FCAA's website ([www.fcaa.gov.sk.ca](http://www.fcaa.gov.sk.ca)). Please note that all submissions and rebuttal submissions will be posted in their entirety without exception.

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If after considering all of the submissions received, I decide to cancel the registration of the Plan, the Act provides the administrator with the opportunity to object to my decision, and sets out the process for the objection. If I decide to take other regulatory action, I will follow the appropriate process set out in the Act.

If you have any questions about the process for making submissions, please contact:

Pensions Division  
Financial and Consumer Affairs Authority  
Suite 601 – 1919 Saskatchewan Drive  
Regina Saskatchewan S4P 4H2  
Phone: 306-787-7650  
Email: [reginapension@gov.sk.ca](mailto:reginapension@gov.sk.ca)

Yours sincerely,



Leah Fichter  
Deputy Superintendent of Pensions

Copies to:

Byron Werry, City Solicitor, City of Regina  
Colyn Lowenberger, Director, Pensions & Disability Administration, City of Regina  
Glen Davies, City Manager, City of Regina  
Jeff Barber, Library Director & CEO, Regina Public Library  
Julie MacRae, Director of Education, Regina Public Schools Division Office  
Keith Dewar, President and Chief Executive Officer, Regina Qu'Appelle Health Region  
Kirby Benning, Chair, Regina Civic Pension and Benefits Committee  
Ryan Johnson, General Manager, Buffalo Pound Water Administration Board

Bill Craik, Executive Director, Health Sciences Association of Saskatchewan (Regina)  
Bill Lawson, President, Prairie Region, Unifor Local No. 595  
Debbie Mihial, President, CUPE Local No. 1594  
Don Baker, President, Amalgamated Transit Union Local No. 588

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Gerry Huget, President, Regina Professional Firefighters Association Local No. 181

Jackie Christianson, President, CUPE Local No. 3766

Mark Enright, President, CUPE Local No. 7

Pat Gwilliam, Co-Chair, SGEU Local 4292

Paula Branscombe, President, CUPE Local 4643

Pete Prosofsky, President, CUPE Local No. 650

Scott McDonald, President, CUPE Local No. 3967

Tim Anderson, President, CUPE Local No. 21

Tracy Zambory, President SUN, Saskatchewan Union of Nurses Local No. 106

Tracy Zambory, President SUN, Saskatchewan Union of Nurses Local No. 276

Chair, Out-of-Scope Employees Association, Regina Board of Education

President, CCM, City of Regina

President, COR-OOS/OCE, City of Regina

President, Library Out-of-Scope Employees Association, Regina Public Library

President, Out-of-Scope Employees Association, Regina Qu'Appelle Health Region

President, Out-of-Scope Employees Association, Buffalo Pound Water Administration Board