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### **401.2 Local Authority Pension Plan (LAPP)**

#### **Policy**

The Board shall meet the requirements of the Local Authorities Pension Plan (LAPP) Act and its Regulations.

#### **Regulations**

1. Eligible employees are those employees not covered under the Alberta Teachers' Retirement Fund (ATRF).
2. The LAPP is applicable to all eligible employees. Participation in the Plan shall be in accordance with the LAPP Act and its Regulations. Remuneration to be included as pensionable earnings. Participation in LAPP is mandatory for employees working thirty (30) hours, or more, per week.
3. Participation in LAPP will be optional for employees who work less than thirty (30) hours per week but not less than fifteen (15) hours per week.
4. Employees who work less than fifteen (15) hours per week are non-participating and ineligible for LAPP.
5. Once employees have been enrolled, they remain members until they leave employment. A temporary drop in hours would not allow for the re-determination of an employee's membership, unless they move to non-participating.
6. A probationary period of one calendar year of service will be required before eligible employees may join LAPP.
7. Proven service with another local authority will count toward completing the probationary period if any break in employment between the former and the current employer is less than one working day.

#### **References**

Other: Local Authorities Pension Plan Act and Regulations