



May 2015

staff pension plan update

2014 Year in Summary

It was another year of growth for the UBC Staff Pension Plan (SPP) in both membership and Plan assets. As of December 31, 2014, the Plan had \$1.27 billion in assets and total membership grew by 4.7% in 2014. The following is a summary of key events that occurred in 2014:

Results of the Actuarial Valuation

Every three years, the Plan is required to undergo a financial checkup called an actuarial valuation, conducted by the Plan's actuary. The key impact of the actuarial valuation for Plan members is that the valuation determines the level of benefits and indexing that the Plan can support for the years following the valuation.

The December 31, 2013 actuarial valuation revealed that the Plan is in a reasonably healthy, funded position. Basic and future benefits can be provided and the Plan can afford to keep indexing at a level of 50% of inflation for the next three years (2015 to 2017).

Retroactive Enrollment Plan Amendment

Effective January 1, 2015, retroactive enrollment to the SPP was removed. The SPP Board approved this change on October 21, 2014 and the amendment was approved by the B.C. Financial Institutions Commission. This change did not affect existing SPP members; it only affected employees who were eligible to join the SPP before the amendment effective date and had deferred their enrollment. Eligible employees were notified of this change between October to November 2014 by posted mail and email. The Plan saw a noticeable increase in enrollments during the last three months of 2014, which is reflected in the 3.8% increase of active members.

SPP Board Membership

2014 was an election year for elected Directors on the SPP Board. Brian Evans and Karen Ranalletta were elected as members of the SPP Board in the 2014 election. Their terms of office are from January 1, 2015 to December 31, 2018.

The UBC Board of Governors re-appointed Peter Smailes to a second term as an SPP Director and his new term is from January 1, 2015 to December 31, 2018.

After 30 years of service on the SPP Board, George McLaughlin's last term on the Board was completed on December 31, 2014. The SPP Board and Pension

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COMING SOON:

SPP Pension Fair
Wednesday, June 3, 2015

See invitation in this issue

2014 Year in Summary

Administration Office management and staff would like to thank Mr. McLaughlin for his significant contribution and time dedicated to the Staff Pension Plan and its members.

Debbie Wilson resigned from the SPP Board to join the Pension Administration Office. It is expected a new Director will be appointed in 2015.

Pension Administration Office (PAO)

In 2015, the Executive Director for the Staff Pension Plan and the Executive Director of Operations for the Faculty Pension Plan will both retire. A succession plan for these two retirements was presented and approved by the two Pension Boards in 2014. On the recommendation of the two Executive Directors, the Pension Boards have taken this opportunity to restructure the Pension Administration Office. Instead of two Executive Directors, one for each UBC pension plan, there will be one Executive Director, Pensions and one Associate Director, Pensions for both pension plans.

As mentioned earlier, the Pension Administration Office hired Debbie Wilson as the new Associate Director, Pensions and she joined the Pension Administration Office in February 2015. Ms. Wilson brings a wealth of experience and expertise to the Pension Administration Office. Most recently, Ms. Wilson was the Director of Pensions and Benefits for Simon Fraser University. In addition, she has 24 years' experience as a consulting actuary with Mercer.

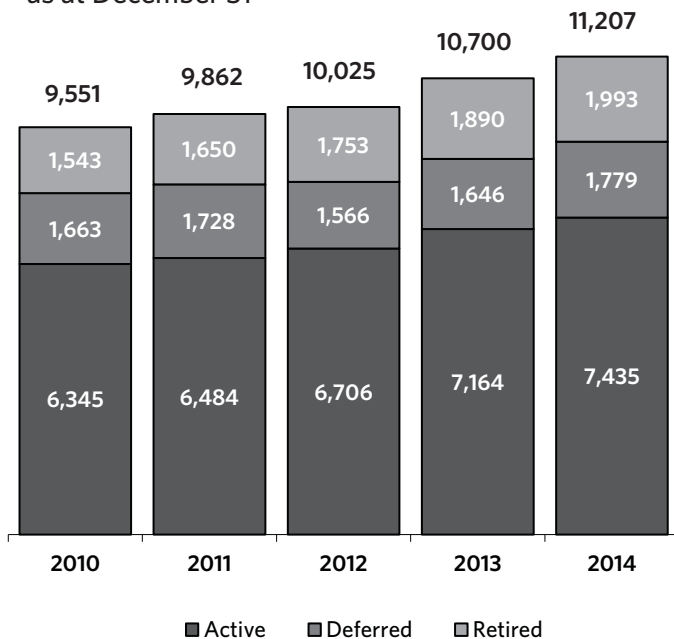
The search for the new Executive Director, Pensions is underway and the target start date is June 1, 2015. Both of the current Executive Directors will continue working until later in 2015 to assist in the transition. With the comprehensive and careful succession plan approved last year and the availability of the current Executive Directors until later in 2015, we are confident that transition to the new leadership team will be smooth. ■

Staff Pension Plan 2014 Year in Review

The Plan's 2014 Year in Review report will be available online on **May 27**. The report provides a summary and highlights for the Plan in 2014, membership and administration statistics, and a review of the Plan's funds and investment performance. Below is a snapshot of some of the information from the 2014 Year in Review:

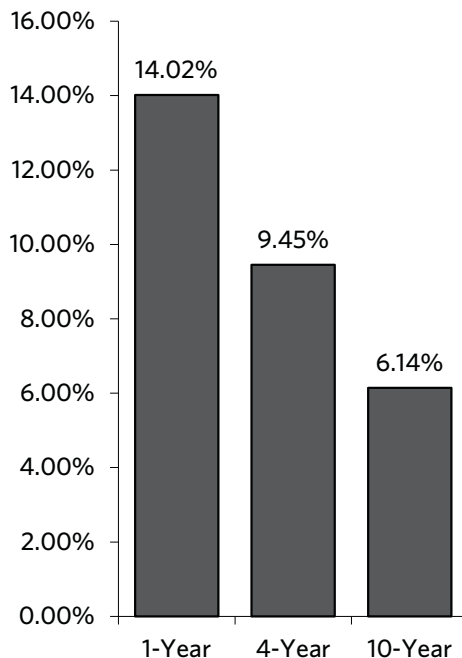
Number of Members

as at December 31



SPP Net Rate of Return

as at December 31 (net of all fees)



Note: The SPP **2014 Audited Financial Statements** will be available on the Plan's website in July 2015.

Staff Pension Plan Guide & Details Information Sheets

The Pension Administration Office has redesigned the SPP's member information guide and developed detailed information sheets to help UBC staff and Plan members learn about the pension benefits that they are entitled to and to understand how the SPP works. The SPP Guide covers the key provisions of the Plan such as:

- **Your Pension Plan:** introduction, your rights and responsibilities, plan governance, and how to find information
- **Getting Started:** eligibility, contributions, and how to join
- **Life Events:** leaving UBC (or the Plan) before retirement, changing beneficiaries, addresses, or taking a leave of absence
- **Retirement:** the retirement process, the pension benefit, retirement ages and options and cost of living adjustments
- **Beyond Retirement:** stay connected with UBC and community and online resources
- **Pensions 101:** government pension plans, personal savings, and taxes
- **Important Terms**

Visit the Library page on the Plan's website at pensions.ubc.ca/staff/library.html to download a copy of these resources. ■

2014 Annual Governance Report

The SPP Board is required to provide the UBC Board of Governors with an annual Governance Report and Compliance Checklist under the *Terms of Reference and Governance Policy*. The 2014 annual Governance Report was presented to the UBC Board of Governors on April 1, 2015. The Board of Governors was advised that the SPP was compliant with the BC Pension Benefit Standards Act and Regulations and with Internal Governance Policies. ■

Want to learn more about the information in this newsletter?

For an article on the **results of the Actuarial Valuation as at December 31, 2013**, view the November 2014 issue of the *SPP Update* at pensions.ubc.ca/staff/publications/newsletters/2014-11.pdf

For **Plan Governance** information visit pensions.ubc.ca/staff/governance.html

In this section, you will find the following:

- The Plan's *Terms of Reference and Governance Policy* and *Statement of Policies and Procedures* documents
- Current List of Board Directors
- Quarterly and Annual Governance Reports
- Other Plan documents and policies

For a **Guide to reading your SPP Annual Statement**, visit pensions.ubc.ca/staff/publications/info/SPPAnnualStatementGuide.pdf

Missed an issue of the *SPP Update* newsletter?

Past newsletters are available at pensions.ubc.ca/staff/library.html

Would you like to contact a Board Director?

Visit pensions.ubc.ca/staff/contact.html for contact information.

CONTACT US

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#201 - 2389 Health Sciences Mall, Vancouver, BC V6T 1Z3 Canada

Fax: 604.822.9471

pensions.ubc.ca/staff

Guide to reading your SPP Annual Statement: For Active and Deferred Members

Active and Deferred members of the SPP will receive their 2014 Annual Statement with this issue of the *SPP Update*. The Plan is required by pension regulations to produce an annual statement for members, which provides a summary of information such as your contributions, benefits and personal pension data.

We are happy to provide a guide to help you read your annual member statement, which is available on the Plan's website. If you have any questions regarding this guide, please email us at spp@hr.ubc.ca.



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Deferred* Members Age 55 and Over

Deferred members age 55 and over do not receive an annual statement; instead, we provide these members with a yearly retirement package when they turn age 55, as they are eligible to start their pension immediately. If you are approaching retirement and have not received a retirement package, please send us an email at spp@hr.ubc.ca and include your current address, phone number, and email address with your request for a retirement package.

** Deferred members are members who are no longer employed at UBC and/or no longer make contributions to the Plan, and have not yet elected an option from the Plan.*

Did you join the Plan in 2015?

Members who joined the Plan in 2015 will receive their first statement in 2016 since statements are calculated as of December 31 of the prior year.

This newsletter has been compiled by the Staff and Pension Board Members of The University of British Columbia Staff Pension Plan from information provided to them. If there is any inconsistency between the contents of this newsletter and the pension plan trust or legislation, the trust and legislation will prevail.

There are eight directors plus an independent chair working on your and the Plan's behalf. If you have any questions regarding the Plan and would like to contact a board director, please visit the Contact Us page on the Plan's website at pensions.ubc.ca/staff/contact.html

2015 Staff Pension Fair



Let's talk about your pension plan.

The Staff Pension Plan (SPP) Fair is a great opportunity for you to learn more about your pension plan and gain some pension knowledge. The Board of Directors, Management and Staff of the SPP look forward to meeting you and answering your questions.

RSVP is not required.

Off-campus members will be reimbursed for parking (maximum 2 hours) or bus expenses (with fare receipt).

Light refreshments will be served.

Wednesday, June 3, 2015
11:30 a.m. to 1:15 p.m.

UBC First Nations Longhouse
Great Hall
1985 West Mall



a place of mind
THE UNIVERSITY OF BRITISH COLUMBIA

SPP Pension Fair: A great opportunity to learn more about your pension plan.

Are you a new UBC staff employee or a new SPP member?

Visit the **SPP New Member table** to learn more about the Plan and find out what you should know about your pension plan. You can also sign up for a SPP 101 information session or workshop.



Did you know UBC has a benefits program for those age 55 and above that leave UBC?

Visit the **UBC HR Retirement and Survivor Benefits table** to learn about the program they offer. Also, **if you are working past age 65 or thinking about it**, find out at this table what decisions you will need to make about your pension. Depending on the option you choose, your medical, dental and extended health benefits may change.



Approaching Retirement?

Visit the **SPP Retirement table** and ask us about your retirement options. Also, visit the **Service Canada table** to speak with a representative about government administered pension plans such as the **Canada Pension Plan** and **Old Age Security**. Retirement information is also available from **CARP** (Canadian Association of Retired Persons) and UBC's new **Employee and Family Assistance Program (EFAP)** provider, Shepell.



Have you used myPension?

Visit our **SPP myPension table** to learn how to use this customized online tool to generate your own pension estimates for retirement income planning.



Interested in how and where your pension funds are invested?

Representatives from **UBC Investment Management Trust (IMANT)** will be available to answer questions regarding the SPP funds and other UBC investment related topics.

Don't forget to fill out a draw slip for your chance to win a great door prize!

pensions.ubc.ca/staff