

LOCAL AUTHORITY PENSION PLAN (LAPP)

Background

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

Procedures

1. Eligible employees are those employees not covered under the Alberta Teachers Retirement Fund (ATRF) and hold a permanent contract.
2. Participation in the Plan shall be in accordance with the LAPP Act and its Regulations.
3. Participation in LAPP is mandatory for continuing/permanent employees working thirty (30) hours, or more, per week after one year of service.
4. Participation in LAPP will be optional for those continuing/permanent employees who work less than thirty (30) hours per week but not less than fourteen (14) hours per week.
5. Employees who work less than fourteen (14) hours per week are non-participating and ineligible for LAPP.
6. 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-partition.
7. A probationary period of one (1) year will be required before eligible employees may join LAPP.
8. Proven service with another local authority will count toward completing the probationary period if any break in employment between the former and current employer is not more than one working day.
9. Once an employee has been on extended disability for a period of twenty four (24) months and there is medical evidence to support that the employee will be unable to return to work because of disability, the Board shall then have the right to terminate the relationship.

References: Relevant Legislation & Guidelines