

**Title: Human Resources Management  
Policy - Pension Plan**

**Policy No: 1981**

**Approval: Town Council  
Effective Date: January 25, 2006**



Supersedes Policy No: NIL

**Policy Statement:** The Town of Hardisty believes that it is necessary and advantageous to provide a pension plan to its full time permanent employees.

**Purpose:** To establish which pension plans are made available to employees and how they are made available.

**Principles:**

- 1) Town Council has determined that the Local Authorities Pension Plan is the pension plan that will be provided to its employees.
- 2) Participation in the pension plan shall be a mandatory term of employment for all employees in full time permanent positions upon commencement of employment.
- 3) The pension plan will determine the amount of the employee's contribution to the pension plan.
- 4) The pension plan will also determine the amount of the employer's contribution to the pension plan.
- 5) The employee's contribution shall be deducted from the employee's paycheque each and every paycheque.
- 6) The Town shall not contribute towards any terminated or retired employee's plan.