


SUBJECT	UBC STAFF PENSION PLAN REPORT
MEETING DATE	SEPTEMBER 12, 2019
APPROVED FOR SUBMISSION	<p>Forwarded on the Recommendation of the President</p>  <p>Santa J. Ono, President and Vice-Chancellor</p>
	FOR INFORMATION
Report Date	August 12, 2019
Presented By	Barbara Meens Thistle, Vice-President Human Resources Orla Cousineau, Executive Director, Pensions

EXECUTIVE SUMMARY

The UBC Staff Pension Plan (“Plan”) is a target benefit pension plan for the non-academic staff of the University. As part of its regular duties, the UBC Staff Pension Plan Pension Board (“Pension Board”) provides summary reports to the Board of Governors on key Plan developments. The last update was provided at the Board of Governors meeting in June 2019.

1. Investments

IMANT is implementing the changes to the Plan’s long-term asset mix, as per the revised Statement of Investment Policies and Procedures, effective January 1, 2019.

The asset mix changes to public equities and real estate were completed in Q1 2019. The changes to fixed income to add a 5.0% allocation to mortgages and a 7.5% allocation to private debt are underway but will not be completed until 2020.

2. Funded Position of the Plan

The Plan Actuary prepares quarterly monitoring reports for the Pension Board estimating the financial position of the Plan. The most recent monitoring report, as at March 31, 2019, confirmed the Plan is well funded and the going concern funded ratio and Benefits/Funding Test margin have both increased since the last actuarial valuation at December 31, 2016, and the Plan has the margin prescribed by the *Pension Benefits Standards Act* for target benefit pension plans. The next valuation is required as at December 31, 2019. The employer and member contribution rates are fixed, and if there is not adequate funding then the Plan text requires a reduction of benefits starting with future indexing.

3. Member Communications

The Staff Pension Plan newsletter issued in May 2019 provided members with an update on three new Pension Board members, encouraged them to opt out of paper annual statements, and advised them the 2018 Annual Report was available online.

The annual Pension Fair was held on June 20, 2019, and it was well attended.

STRATEGIC CORE AREAS SUPPORTED

- People and Places
- Research Excellence
- Transformative Learning
- Local / Global Engagement

DESCRIPTION & RATIONALE The UBC Board of Governors has governance and fiduciary duties for the administration of the UBC Staff Pension Plan (“Plan”). UBC, acting through the Board of Governors and senior management, is the sponsor and administrator of the Plan. The Board of Governors has established the Pension Board to oversee the administration of the Plan on behalf of and reporting to the Board of Governors.