



THE CORPORATION OF THE CITY OF BRAMPTON

BY-LAW

Number 157 - 2025

To confirm and authorize continued participation in the OMERS Primary Pension Plan ("Primary Plan") and the Retirement Compensation Arrangement for the OMERS Primary Pension Plan ("RCA"), each as amended from time to time, of the employees, councillors and h

WHEREAS the Corporation of the City of Brampton ("Employer") is eligible to participate in the Primary Plan and the RCA in accordance with subsection 5(1) of the *Ontario Municipal Employees Retirement System Act, 2006*, as amended from time to time ("OMERS Act, 2006"), in respect of its eligible employees and does so in accordance with the applicable Primary Plan and RCA documents and applicable legislation;

AND WHEREAS pursuant to subsection 6(1) of the Primary Plan, the Employer may, by by-law or resolution, participate in the Primary Plan and the RCA and pay to the funds for the Primary Plan and the RCA the total of the employer and member contributions required by the Primary Plan, and has all of the powers necessary and incidental thereto;

AND WHEREAS the Employer previously enacted By-law 47-74 and elected to participate in the Primary Plan in respect of its eligible employees effective January 1, 1974 in accordance with applicable legislation, as amended from time to time;

AND WHEREAS the Employer is a municipality and, pursuant to subsection 5(2) of the OMERS Act, 2006, a municipality may participate in the Primary Plan and the RCA in respect of its councillors;

AND WHEREAS the Employer enacted By-law 143-2014 and elected to participate in the Primary Plan and the RCA in respect of its councillors, inclusive of its Head of Council, effective July 1, 2014;

AND WHEREAS pursuant to subsections 11(21) and 12(3) of the Primary Plan, an employer may elect in writing to make contributions equal to that of its members of the Primary Plan and RCA who establish service in respect of reservist leaves taken under Part XIV of the *Employment Standards Act, 2000* ("Reservist Leave");

AND WHEREAS the Employer wishes to enact a by-law to: (i) reconfirm the Employer's election to participate in the Primary Plan and the RCA in respect of its eligible employees and councillors in an updated format; and (ii) effective on the date of its passing ("Effective Date"), make an election to contribute towards the purchase of Reservist Leaves taken in accordance with subsections 11(21) and 12(3) of the Primary Plan;

NOW THEREFORE the Council of The Corporation of the City of Brampton ENACTS as follows:

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| (Continuation of Participation) | 1. | The Employer shall continue to participate in the Primary Plan and the RCA in accordance with the terms of the Primary Plan, RCA, and applicable legislation, each as amended from time to time. |
| (Existing Members) | 2. | For greater certainty, the Employer continues to participate in the Primary Plan and the RCA in respect of all of its Employees (defined below) and Councillors (defined below) who were members of the Primary Plan and the RCA on the day immediately preceding the Effective Date. |
| (Election re: Employees) | 3. | As of the Effective Date, the Employer shall participate in the Primary Plan and the RCA in respect of each person who is employed by the Employer and who is eligible to be a member of the Primary Plan and the RCA under subsection 5(3) of the OMERS Act, 2006 ("Employee"), in accordance with the terms of the Primary Plan, RCA, and applicable legislation, each as amended from time to time. |
| (Future CFT Employees) | 4. | An Employee who becomes an Employee employed on a continuous full-time basis, as defined in subsection 9(1) of the Primary Plan, as amended from time to time ("CFT Employee"), on or after the Effective Date shall, as a condition of employment, become a member of the Primary Plan and the RCA, or if such person is already a member, resume contributions to the Primary Plan and the RCA on the date so employed. |
| (Membership for OTCFT Employees) | 5. | An Employee who is employed on other than a continuous full-time basis ("OTCFT Employee") and meets the eligibility criteria in subsection 9(6) of the Primary Plan, as amended from time to time, is entitled to become a member of the Primary Plan and the RCA in accordance with the terms of the Primary Plan, as amended from time to time. |
| (NRA 60 Option for Fire) | 6. | Employees who, in respect of their employment with the Employer, meet the definition of "firefighter" in subsection 1(1) of the <i>Fire Protection and Prevention Act, 1997</i> , as amended from time to time, shall continue to have a normal retirement age of 60 years under the Primary Plan and the RCA, as applicable, in accordance with the terms of the Primary Plan, RCA, and applicable legislation, each as amended from time to time. |
| (Councillor Participation) | 7. | The Employer shall continue to participate in the Primary Plan and the RCA in respect of each of its councillors (inclusive of Head of Council) who meet the definition of councillor in subsection 1(1) of the Primary Plan, as amended from time to time ("Councillor"), and every person who becomes a Councillor shall become a member of the Primary Plan and RCA on the date the person becomes a Councillor. |

(Election re: Reservist Leave) 8. As of the Effective Date, where a member of the Primary Plan and the RCA makes a payment to establish service in respect of a Reservist Leave approved by the Employer in accordance with subsection 11(21) of the Primary Plan, as amended from time to time, the Employer shall make an equal contribution in accordance with subsection 12(3) of the Primary Plan, as amended from time to time.

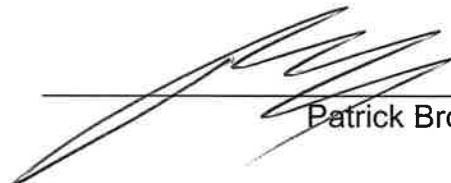
(Senior Management Official) 9. Any person who holds a senior management position with the Employer, as the Employer may designate from time to time ("Senior Management Official"), is hereby authorized on behalf of the Employer to take all such action and execute all such documents, certificates and agreements, as they may consider necessary to give effect to the provisions of this By-law and to fulfill the Employer's duties and obligations with respect to the Primary Plan and the RCA. The Employer further authorizes the Treasurer or Deputy Treasurer to submit forthwith a certified copy of this By-law to the OMERS Administration Corporation ("AC").

(Repeal) 10. By-laws 47-74 and 143-2014 are hereby repealed.

(Effective Date) 11. This By-law takes effect on the date of its passing.

ENACTED and PASSED this 24 day of September, 2025.

Approved as to form.
2025/08/29
Colleen Grant


Patrick Brown, Mayor

Approved as to content.
2025/08/29
Maja Kuzmanov


Genevieve Scharback, City Clerk

(Corporate Support Services-2025-597)