

PUBLIC SERVICE PENSION BOARD OF TRUSTEES
MEETING HIGHLIGHTS

December 10-11, 2024
Victoria, British Columbia

The Meeting Highlights is a summary of issues that were considered, or decisions that were made, by the Public Service Pension Board of Trustees [board] at its latest meeting.

**** Please note that the official Board Minutes record the business conducted by the Public Service Pension Board of Trustees and their decisions. If there are any discrepancies between the Meeting Highlights and the official Board Minutes, the official Board Minutes shall govern. Disclosure of any documents referred to in the Meeting Highlights or the official Board Minutes is subject to applicable Board policy and the *Freedom of Information and Protection of Privacy Act*.**

Pension Board Matters

The board received updates from the Board Chair, the Executive Director, and the Director Pension Board Secretariat on activities for the quarter.

Inflation adjustment to pensions in pay

The board approved a 2.6% cost of living adjustment (COLA), beginning January 1, 2025. COLAs are not guaranteed and are subject to available funding. Once approved, they become part of the basic, guaranteed benefit.

The cost-of-living adjustment is based on changes in the Canadian consumer prices index (CPI) averaged over a 12-month period from November to October, subject to there being sufficient funds in the inflation adjustment account. Other BC public sector pension plans calculate the COLA using a different methodology which may provide different COLAs than the Public Service Pension Plan in any given year. No method produces results that are consistently higher or lower than the others over multiple years. Please see the website for more information about [inflation adjustments](#).

New employer

The board approved the application of the BC Institute of Agrologists to join the plan.

Employer withdrawal

The board approved the application of WaterBridge Ferries Inc to withdraw from the plan.

Trustee Remuneration

Trustees are remunerated for their time spent carrying out Board business. Trustees receive this remuneration directly if they are not receiving remuneration from any other source and may, if they are receiving remuneration from an organization they direct that the payment be made to that organization. Trustee remuneration is reported in the [Public Service Pension Plan Annual Report](#). The Board's remuneration policy provides for an annual adjustment equal to the inflation adjustment to pensions in pay, which is an increase of 2.6% for 2025. The trustee remuneration rates effective January 1, 2025, are shown below:

Trustee Remuneration		
	2024	Effective January 1, 2025
Annual retainers (\$ per year)		
Board Member (<i>except board chair, vice chair or committee chair</i>)	\$6,264	\$6,428
Board Chair	\$18,788	\$19,276
Vice Chair	\$12,524	\$12,848
Committee Chair*	\$6,264 plus \$2,508 per committee, to a maximum of \$11,280 per annum	\$6,428 plus \$2,572 per committee, to a maximum of \$11,573 per annum
Travel Retainer **	\$1,252	\$1,285
Meeting Fee	\$493	\$506

* For committees scheduled to meet at least three times per year

** For trustees who regularly travel four or more hours, one way, to attend meetings.

Trustee Education

The board approved the attendance of trustees at out of country training and conferences not offered locally.

Reports from Service Providers

Administration services are provided by the BC Pension Corporation (Pension Corporation) and investment management services are provided by the BC Investment Management Corporation (BCI). The post-retirement group benefits plans are provided by GreenShield Canada; health and dental consultation services are provided by Willis Towers Watson (WTW); actuarial services are provided by Eckler Ltd.

A. Plan Administration – Report from the BC Pension Corporation

The board received a report that detailed various service delivery plan accomplishments and deliverables, compliance and operational reporting, performance reporting and a financial report summary for the six months ended September 30, 2024.

B. Plan Investment – Report from BCI

The board received the quarterly performance report, received an investment strategy and risk update, and investment strategy peer comparison, an education update on information ratios and reviewed the fee statement for the quarter.

Assets under management (AUM) at September 30, 2024, were \$47.02 billion. The one-year rate of return was 13.7 % compared to the market performance benchmark of 18.3% and the actuarial return objective of 6.0%. The five-year annualized rate of return was 8.2% compared to the benchmark of 8.2% and the actuarial return objective over the five years of 6.0%.

C. Post-Retirement Group Health and Dental

In the quarter, the board received an update from the post-retirement group benefits carrier on health and dental claims, call insights and service standards.

The board approved the following changes to post-retirement group benefits:

- Inclusion of Master of Social Work under the mental health category
- Osteopathy coverage
- Chiropodists as eligible prescribers for footwear
- Implementation of Health Canada's Maximum Dose Frequency policy
- Implementation of BC PharmaCare's Frequency of Dispensing Policy

D. Actuarial Services

There was no report for the quarter.

Committee Reports

The Board has four standing committees: Benefits, Communications, Governance, and Responsible Investment.

A. Benefits Committee

In the quarter the board undertook evaluations of its service providers for the extended health and dental plans and provided feedback to them.

Under its delegated authority to do so, the Benefits Committee approved the renewal rates for the extended health care (EHC) and dental plans available to retired members. The rates will see a decrease of 4.0% to dental premiums and an increase of 9.2% for health proxy rates for the period of February 1, 2025, to January 31, 2026. Details on the EHC and dental rates for members and their dependents are published in the Winter 2025 edition of the [Pension Life](#) retired members newsletter.

B. Communications Committee

The board approved revisions to the Communications Committee mandate.

The board approved the feature article and the trustee message for the Winter 2025 edition of the [Pension Life](#) retired members newsletter.

C. Governance Committee

The board approved revisions to the roles and responsibilities of the Board Chair and Vice Chair.

D. Responsible Investment Committee

The board received an update on the committee's work to support the board in its pursuit of continuous improvement of its approach to overseeing BCI's responsible investing activities.

Additional information on the board's approach to responsible investing can be found on the plan website: <https://pspp.pensionsbc.ca/responsible-investing>.

Information on BCI's ESG approach and responsible investing is available on the BCI website at <https://www.bci.ca/approach/esg/>.

Interplan Committees

The Public Service Pension Plan trustees represent the Board on the Interplan Audit Committee and Interplan Trustee Education Committee with the other three BC public sector pension plan boards (Public Service, Municipal, and Teachers' Pension Boards of Trustees), and represent the Board on the Interplan Investment Committee in collaboration with trustees representing the College and Public Service Pension Boards.

A. Interplan Audit Committee

No report – there was no Interplan Audit Committee meeting for the quarter.

B. Interplan Investment Committee

The board approved the annual funding request for the Interplan Investment Committee to engage professional resources to assist in executing its mandate.

C. Interplan Trustee Education Committee

The board received an update on planning for the 2025 BC Public Sector Pension Conference.

Website

The [Public Service Pension Plan website](#) contains valuable information about the Plan. You can find many of the Board's governance documents and operational policies on the website under [About us > Who we are > Public Service Pension Plan](#). The web content is updated regularly. New additions for the quarter include:

- Communication regarding the Canada Post Strike: <https://pspp.pensionsbc.ca/>
- Meeting Highlights - <https://pspp.pensionsbc.ca/board-meeting-highlights>
- Annual Report: <https://pspp.pensionsbc.ca/annual-report>
- Facts About the Plan: <https://pspp.pensionsbc.ca/facts-about-the-plan>

Future Board Meetings

The next regularly scheduled quarterly meeting of the Public Service Pension Board of Trustees will take place on March 10 and 11, 2025 in Victoria.

**Please direct any questions or comments about this document to:
Public Service Pension Board of Trustees**

By phone 250 387-8200
By fax 250 387-4199
By email pspbt@pensionsbc.ca

For general questions about the Public Service Pension Plan, or about your pension, please contact the **BC Pension Corporation**:

By phone Victoria: 250 953-3033
Toll-free in Canada and the U.S.: 1 800 665-3554
By fax 250 953-0425