



# Civil Service Superannuation Annual Report

2019-2020

Publication Date: May 2022

The Honourable Darlene Compton  
Minister of Finance  
Province of Prince Edward Island  
PO Box 2000  
Charlottetown, PE C1A 7N8



Dear Madam:

In accordance with section 4.1 of the *Public Sector Pension Plan Act*, I am pleased to present to you the Annual Report of the Province of Prince Edward Island Public Sector Pension Plan for the fiscal year ended March 31, 2020.

Respectfully submitted,

A handwritten signature in black ink that reads "Denise Lewis Fleming".

Denise Lewis Fleming, Chair  
Public Sector Pension Plan Commission

## Table of Contents

Plan Highlights	2
About the Plan	4
Pension Formula	5
Governance and Administration	6
Plan Valuation	8
Inflation Protection	10
Revenue and Expenses	11
Fund Investment Management	12
Plan Asset Mix	14
Contact Information	15
<b>Appendix</b>	
Audited Financial Statements	16



# 13,153 MEMBERS

7,518 ACTIVES

4,755 PENSIONERS


686 DEFERRED PENSIONERS

194 INACTIVE


AVERAGE AGE OF ACTIVE MEMBER	AVERAGE AGE AT RETIREMENT	AVERAGE AGE OF PENSIONER
46.4	62.0	70.1

# \$18,304


AVERAGE ANNUAL PENSION

 <b>NEW MEMBERS</b> <b>473</b>	 <b>NEW PENSIONERS</b> <b>296</b>
--	---

**Did you know?**



**74%**  
of active members are female



**10**  
pensioners\* are over 100 years old  
\* includes survivors

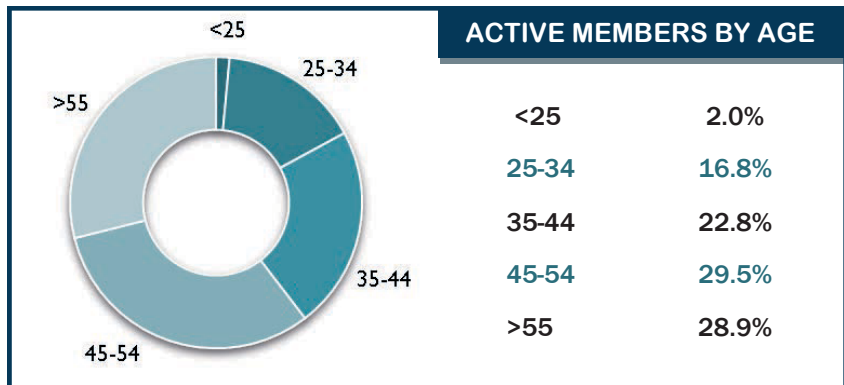
# \$55,910

AVERAGE PENSIONABLE EARNINGS OF ACTIVE MEMBER

→ **x 8.09%**  
(contribution rate for pensionable earnings under the YMPE)

↓  
**= \$4,523**

Average annual contribution of an active member



*All figures as at April 1, 2020  
The annual report is for convenience only. For an authoritative statement, refer to the actuarial valuation as at April 1, 2020.*

# FUNDED RATIO

# 113.2%

## Plan Assets and Liabilities



NET ASSETS  
AVAILABLE FOR  
BENEFITS



BASE BENEFIT  
LIABILITIES

## Contributions Received and Benefits Paid



MEMBER AND EMPLOYER  
CONTRIBUTIONS



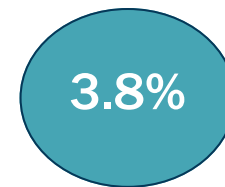
BENEFITS PAID TO  
RETIRES AND SURVIVORS

## MASTER TRUST INVESTMENT RETURNS

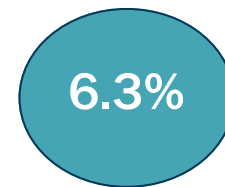
As at  
March 31, 2020



↑ FISCAL YEAR ↑



↑ 5 YEAR RATE ↑



↑ SINCE INCEPTION ↑

# About THE PLAN

**The Civil Service Superannuation Fund (the Plan) is a Defined Benefit Registered Pension Plan that provides members with a lifetime of monthly payments upon retirement.**

Members contribute to the Plan through regular payroll deductions, which are matched by the employer. Plan assets are invested by external investment managers to generate further earnings to support the Plan.

All permanent employees are required to contribute a percentage of their bi-weekly earnings to the Plan beginning upon employment. The employer matches these contributions each pay period.

The percentage of contributions for 2019 - 2020 is as follows:



The YMPE is the Year's Maximum Pensionable Earnings, which is an amount determined by the Canada Pension Plan.

The YMPE was \$57,400 for 2019 and \$58,700 for 2020.

**Please note:**

*In the event of a discrepancy between the annual report and Civil Service Superannuation Act, the legislation shall prevail.*

# Pension

## FORMULA

**Your CSSF pension will likely be one of your most valuable financial assets in retirement.**

Your pension is calculated using this simplified formula, which does not reflect the offset at age 65 for Canada Pension Plan (CPP) benefits:



\* For salaries below the CPP's YMPE, the 2% benefit is comprised of a 1.3 percent lifetime benefit and a 0.7 percent temporary bridge benefit, payable from the date of retirement to age 65.

Members are eligible to retire as early as their 55th birthday, which may involve a reduced pension.

As of January 1, 2019, members can access an unreduced pension under the Rule of 32/62\*:

- attain 32 or more years of pensionable service (while being at least 55 years old); or
- attain the age of 62 with a least two years of pensionable service.

A member who is at least 55 years old and does not meet the Rule of 32/62 can still opt to retire and will receive a reduced pension. The total pension amount is reduced by the lesser of:

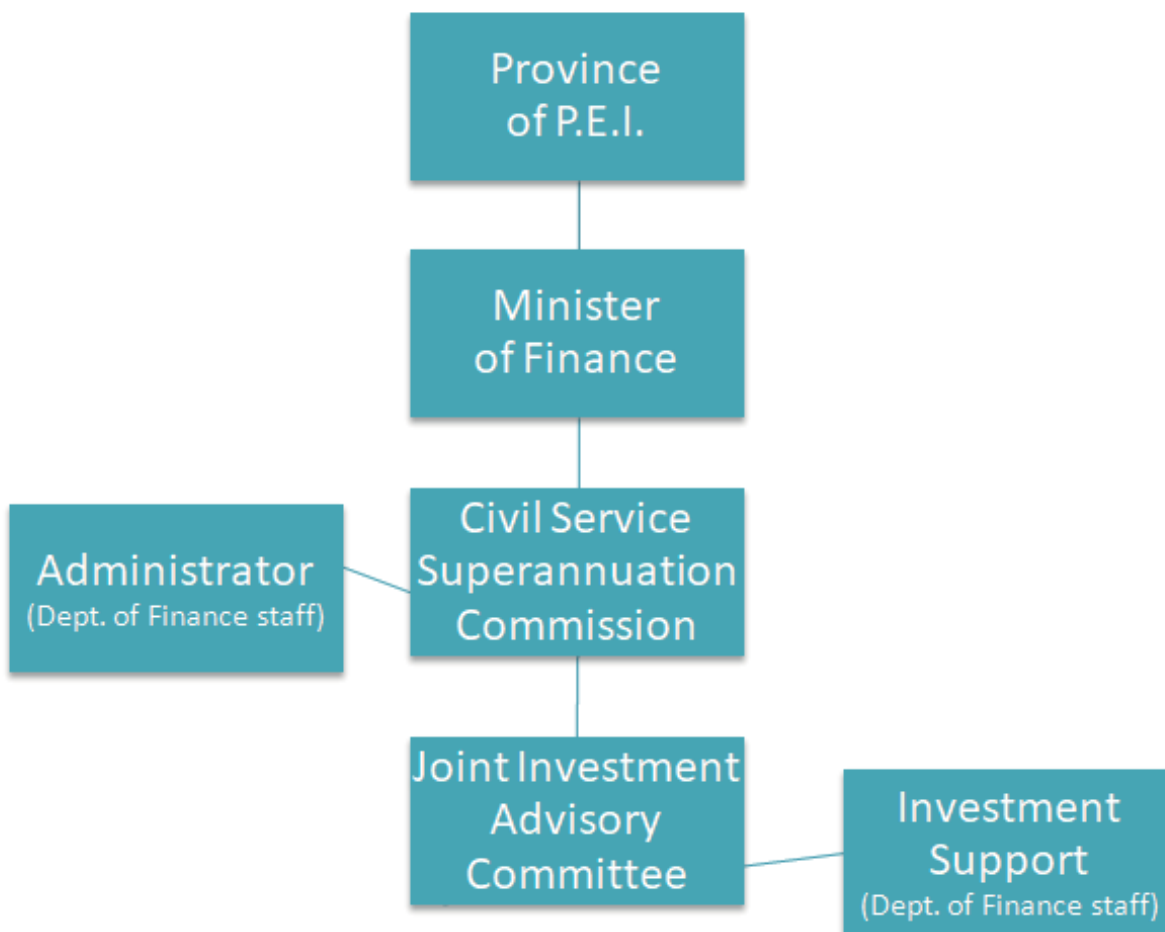
- 3.0 percent for each year prior to attaining 32 years of pensionable service, or
- 3.0 percent for each year prior to age 62.

*\* All service prior to 2019 will be assessed using the 30 years of service or 60 years of age rule. This may result in a minimal reduction if most service took place prior to 2019.*

# Governance & ADMINISTRATION

The CSSF is governed by the Civil Service Superannuation Act (CSSA) and is sponsored by the Government of Prince Edward Island.

The Minister of Finance is responsible for the administration of the Plan. The day-to-day administrative duties have been assigned to the Pensions & Benefits and Fiscal Management divisions.





# ... GOVERNANCE

The Civil Service Superannuation Commission was established to assist and advise the Minister in certain aspects of plan administration and investment monitoring. The Commission strengthens governance by providing a forum which facilitates open consultation and communication among those parties who have a primary interest in the smooth functioning of the Act.

The Commission is made up of representatives from the employers, participating unions and retirees whose pension funds are invested in the Plan, as well as government staff.

The Commission held four meetings during the 2019-2020 fiscal year. As of March 31, 2020, the Commission had the following 12 members:

<b>Employer Representatives:</b>		
<b>Chairperson - Secretary to Treasury Board</b>	<b>Cindy Harris*</b>	<b>Attended: 1 of 2</b>
<b>Department of Finance</b>	<b>Gordon MacFadyen</b>	<b>Attended: 4 of 4</b>
<b>PEI Public Service Commission</b>	<b>Elaine Hardy</b>	<b>Attended: 4 of 4</b>
<b>Dept. of Justice and Public Safety</b>	<b>Blair Barbour**</b>	<b>Attended: 2 of 2</b>
<b>Health PEI</b>	<b>Muriel MacLeod Denise Lewis Fleming</b>	<b>Attended: 4 of 4 Attended: 1 of 4</b>
<b>Retiree</b>	<b>Colin Younker</b>	<b>Attended: 4 of 4</b>
<b>Employee Representatives:</b>		
<b>Union of Public Sector Employees</b>	<b>Chris Oatway (Health) Mark Arsenault (Civil)</b>	<b>Attended: 3 of 4 Attended: 3 of 4</b>
<b>International Union of Operating Engineers</b>	<b>Gerald Poirier</b>	<b>Attended: 4 of 4</b>
<b>Canadian Union of Public Employees</b>	<b>Leonard Gallant</b>	<b>Attended: 0 of 4</b>
<b>PEI Nurses' Union</b>	<b>Blair MacDonald</b>	<b>Attended: 4 of 4</b>

\* Appointed as Chairperson in November 2019

\*\* Appointed as Commissioner in November 2019

Commissioners are not paid for their service but they are reimbursed for any eligible travel and training fees they incur.

Upon joining the Commission, a Commissioner is expected to attain a basic level of knowledge on pension matters by participating in approved education programs. Each Commissioner is expected to participate in at least 15 hours of training in a three-year cycle.



# Plan VALUATION

An actuarial valuation is a mathematical report that measures the financial health of a pension plan. It evaluates the funded status of the Plan by calculating the value of pension promises made to members and comparing it to the assets set aside to pay for those promises.

Funded status has an impact on things such as indexation to be applied to annual pensionable earnings for active members, fund contribution rates for employees and employers, and adjustments to pension benefits for retirees.

The funded status is calculated by dividing the assets by the liabilities. When the result is expressed as a percentage, it is known as the funded ratio.



A funded ratio greater than 100% means the Plan has a surplus, while a funded ratio less than 100% means the Plan is in deficit. The Plan must use surplus funds to award indexation to both active members and pensioners. If the Plan is in deficit, indexation cannot be awarded for that fiscal year.

Based on the valuation as at April 1, 2020, the funded ratio of the Plan is as follows:



\*Figures shown above are rounded to the nearest \$1 million.

# ... VALUATION

Table 1 - Going-Concern Financial Position

Value of Assets		
Market Value	\$1,998,423,000	
Actuarial Liability		Percentage of Total Liabilities
Active Members	\$687,481,000	39.0%
Deferred Members	35,644,000	2.0%
Retired Members and Beneficiaries	1,042,078,000	59.0%
<b>Total</b>	<b>\$1,765,203,000</b>	
Actuarial Surplus (Unfunded Liability)	233,220,000	
Funded Status (amount in excess of 100% represents indexation reserve)	113.2%	

Table 2 - Membership Data as per April 1, 2020, valuation report

Active Members			
Number	7,376	Average salary	\$55,910
Total annual payroll	\$412,389,999	Average credited service	10.5 years
Average age	46.4 years		
Members on leave (actives)		Deferred Pensioners	
Number	142	Number	686
Average annual pension	\$3,559	Average annual pension	\$6,899
Average attained age	38.0 years	Average age	47.0 years
Pensioners		Inactives	
Number	4,755	Number	194
Average annual pension	\$18,304	Estimated average contributions with interest	\$6,153
Average age	70.1 years	Average age	46.5 years

# Inflation PROTECTION

**Indexation awards, which protect against the effects of inflation, are contingent on the Funded Benefits Ratio of the Plan.**

## Pre-Retirement Indexation

Salary indexation for members who are actively contributing to the Plan will only be awarded if the plan is in surplus (i.e. the Funded Benefits Ratio is greater than **100%**).

Indexation shall not be awarded if the Funded Benefits Ratio is below 100% in any given year. However, if indexation is not awarded and the funded status subsequently recovers beyond **115%**, there shall be an automatic assessment to determine if all or part of the missed indexation can be awarded on a go-forward basis.

The maximum indexation award is 100% of the Average Industrial Wage (AIW); however, if the plan cannot afford the maximum amount, partial indexation will be awarded.

A summary of pre-retirement indexation awarded for 2017 and beyond is provided below:

Pension Year	Indexation Amount
Jan. 1 - Dec. 31, 2020	2.26%
Jan. 1 - Dec. 31, 2019	2.43%
Jan. 1 - Dec. 31, 2018	0.70%
Jan. 1 - Dec. 31, 2017	0.84%

## Retirement Indexation

Indexation for members who are drawing pension will only be awarded if the Funded Benefits Ratio is greater than **110%**.

Indexation will not be awarded if the Funded Benefits Ratio is below 110% in any given year. However, if indexation is not awarded and the Funded Benefits Ratio subsequently reaches **118%**, then a portion of the surplus funds will be used to make up for missed indexations on a go-forward basis by topping up that year's indexation award.

The maximum indexation award is 100% of the Consumer Price Index (CPI); however, if the plan cannot afford the maximum amount, partial indexation will be awarded.

A summary of pre-retirement indexation awarded for 2017 and beyond is provided below:

Award Date	Indexation Amount
January 1, 2020	2.15%
January 1, 2019	1.63%
January 1, 2018	1.52%
January 1, 2017	1.05%

# Revenue & Expenses

During 2019-2020, there was a net decrease to CSSF assets of approximately \$111 million.

Type	Amount
Employee Contributions	\$36,056,499
Employer Contributions	36,056,499
Transfers from Other Plans	80,852
Purchased Service	842,697
Interest Income	10,991,946
Investment Income	87,058,098
Market Value increase/(decrease)	(177,683,083)
<b>Total Revenue</b>	<b>\$(6,596,492)</b>

**Table 3**, on the left, shows the receipts and income, by source, for the fiscal year.

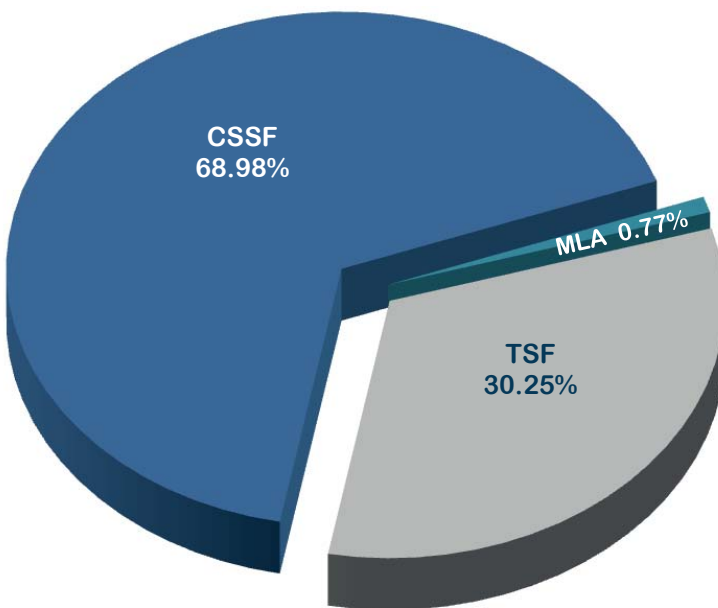
**Table 4**, below, shows the expenses for 2019-2020.

Type	Amount	Percentage of expenditure
Benefits Paid	\$90,841,125	
Refunds	1,865,555	
Transfers	649,754	
<b>Total Benefit Expenses</b>	<b>93,356,434</b>	<b>89.60%</b>
Benefit Administration	774,172	
System Fees	162,561	
Investment Administration	118,221	
<b>Total Administrative Expenses</b>	<b>1,054,954</b>	<b>1.01%</b>
Consulting and Actuarial Fees	465,063	
<b>Total Consulting Fees</b>	<b>465,063</b>	<b>0.45%</b>
Investment Manager Fees	9,032,475	
Monitoring Fees	159,468	
Custodial Fees	119,660	
<b>Total Investment Expenses</b>	<b>9,311,603</b>	<b>8.94%</b> <i>(This represents 0.46% of the Plan's assets)</i>
<b>Total Expenses</b>	<b>\$104,188,054</b>	<b>100.00%</b>

# Fund

## Investment Management

The CSSF’s investment assets are managed by professional fund managers who must follow the Statement of Investment Policies and Procedures (SIP&P) approved by the Minister of Finance.



These investment assets are held in the Province of Prince Edward Island Master Trust. The CSSF, MLA Pension Fund and the Teachers’ Superannuation Fund participate in the Master Trust.

In 2019-2020, approximately 68.98% of the funds in the Master Trust were assets of the CSSF. The total asset balance of the Master Trust as at March 31, 2020, was \$2,960,857,290.

### CSSF Investment Fund Managers at March 31, 2020:

**Canadian Equity:**  
Beutel Goodman & Company

**Global Equity:**  
TD Asset Management  
Baillie Gifford  
Wellington Management

**Fixed Income:**  
TD Asset Management  
Goldman Sachs Asset Management

**Canadian Real Estate:**  
Greystone Managed Investments

**Global Real Estate:**  
State Street Global Advisors  
Morgan Stanley  
CBRE

**Infrastructure:**  
Global Infrastructure Partners  
Lazard Asset Management

\* Province of PEI Promissory Notes also fall under the Fixed Income asset class.

# Joint Investment Advisory Committee

At March 31, 2020, the following were members of the Joint Investment Advisory Committee (JIAC):

Voting Members:		
Chairperson - Deputy Minister of Finance	Dan Campbell	Attended: 2 of 4
Member of Legislative Assembly	Sidney MacEwen*	Attended: 1 of 1
PEI Teachers' Federation	Shaun MacCormac Mary Hart Patrick MacFadyen	Attended: 3 of 4 Attended: 2 of 4 Attended: 4 of 4
Union of Public Sector Employees	Chris Oatway Mark Arsenaault	Attended: 1 of 4 Attended: 4 of 4
International Union of Operating Engineers	Gerald Poirier	Attended: 4 of 4
Canadian Union of Public Employees	Leonard Gallant	Attended: 1 of 4
PEI Nurses Union	Blair MacDonald	Attended: 3 of 4
Provincial Government	Terry Hogan Gordon MacFadyen Cindy Harris Blair Barbour	Attended: 4 of 4 Attended: 4 of 4 Attended: 3 of 4 Attended: 2 of 4
Retirees	Michel Plamondon (TSF) Colin Younker (CSSF)	Attended: 4 of 4 Attended: 1 of 4
Non-voting members:		
Ex-Officios	Tim Van Alostyne, <i>Scotia Capital Inc.</i> Kevin Martin, <i>RBC Capital Markets</i>	
Consultants	Will DeSilva, <i>AON</i> Mario Delisle, <i>AON</i>	

\* Appointed in January 2020

The JIAC provides advice to the Minister of Finance on the following items:

- Protection of the principal assets of the Master Trust and monitoring of costs
- Recommendations on investment fund asset mix
- Review of investment fund and fund manager performance
- Compliance with both federal and provincial requirements relating to ownership of foreign equities

# Plan

## Asset Mix

The largest contributor to the growth of CSSF assets is normally investment income.

Our investment strategy, which is guided by the SIP&P, aims to maximize returns within a reasonable level of risk in order to meet our pension obligation. The target asset mix is a vital element of our investment strategy and is determined by the CSSF Commission through an exercise called an Asset Liability Modelling Study (ALM Study). The last ALM Study was conducted in 2015.

<b>Asset Classes</b>	<b>Target Range</b>	<b>Benchmark</b>	<b>Actual Allocation as at March 31, 2020</b>
<b>Cash and Cash Equivalents</b>	0.0% - 4.0%	0.0%	0.5%
<b>Long-term Bonds &amp; Promissory Notes</b>	19.5% - 25.5%	22.5%	21.9%
<b>Universe Core Plus Bonds</b>	22.0% - 28.0%	25.0%	25.6%
<b>Canadian Equities</b>	7.0% - 13.0%	10.0%	8.8%
<b>Global Equities</b>	20.0% - 29.0%	24.5%	24.2%
<b>Emerging Markets</b>	0.0% - 8.0%	5.0%	3.6%
<b>Canadian Real Estate</b>	0.0% - 5.0%	3.0%	3.7%
<b>Global Real Estate</b>	2.0% - 8.0%	5.0%	5.9%
<b>Infrastructure</b>	2.0% - 8.0%	5.0%	5.8%



# Audit Requirements

In accordance with section 13 of the *Audit Act*, the financial statements have been examined by the Office of the Auditor General whose report is included in the appendix of annual report.

# Contact Information

For further information concerning the administration of the ***Civil Service Superannuation Act***, please contact:

Pensions and Benefits  
Department of Finance  
3rd floor Sullivan Building, 16 Fitzroy Street  
PO Box 2000  
Charlottetown, PE C1A 7N8  
Telephone: (902) 368-4200  
Fax: (902) 620-3096

Terry Hogan, Manager  
Pamela MacEachern, Supervisor

For further information concerning the **Master Trust Fund**, please contact:

Ryan Bradley, Investment Officer  
Debt and Investment Management  
Department of Finance  
Telephone: (902) 368-4167

# **Appendix**

## **Audited Financial Statements for 2019-2020**

*(The following statements were completed as part of a dual audit with the 2020-2021 pension year and reference the Plan name adopted in December 2020, the Public Sector Pension Plan)*

**PRINCE EDWARD ISLAND  
PUBLIC SECTOR PENSION PLAN**

Financial Statements  
March 31, 2020 and March 31, 2021



## **Management's Report**

### **Management's Responsibility for the Financial Statements**

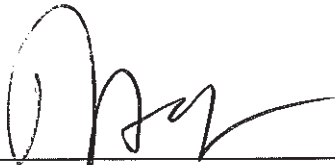
The financial statements have been prepared by management in accordance with Canadian Accounting Standards for Pension Plans and the integrity and objectivity of these statements are management's responsibility. Management is responsible for the notes to the financial statements and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements.

Management is responsible for implementing and maintaining a system of internal control to provide reasonable assurance that reliable financial information is produced.

The Prince Edward Island Public Sector Pension Commission is responsible for ensuring that management fulfills its responsibilities for financial reporting and internal control. The Commission reviews internal financial reports on a regular basis and externally audited financial statements yearly.

The Office of the Auditor General conducts an independent examination, in accordance with Canadian generally accepted auditing standards, and expresses their opinion on the financial statements. The Office of the Auditor General has full and free access to financial information and management of the Prince Edward Island Public Sector Pension Plan to meet when required.

On behalf of the Prince Edward Island Public Sector Pension Plan



---

Terry Hogan  
Manager, Pensions and Benefits  
Department of Finance

June 29, 2021



## INDEPENDENT AUDITOR'S REPORT

### To the Commissioners of the Prince Edward Island Public Sector Pension Plan

#### Opinion

I have audited the financial statements of the **Prince Edward Island Public Sector Pension Plan**, which comprise the statements of financial position as at March 31, 2020 and March 31, 2021, the statements of changes in net assets available for benefits and changes in pension obligations for the years then ended, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, the financial statements present fairly, in all material respects, the financial positions of the Plan as at March 31, 2020 and March 31, 2021 and the changes in its net assets available for benefits and its pension obligations for the years then ended in accordance with Canadian Accounting Standards for Pension Plans.

#### Basis for Opinion

I conducted the audits in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Plan in accordance with the ethical requirements that are relevant to my audits of the financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

#### Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian Accounting Standards for Pension Plans and for such internal control that management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Plan's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless an intention exists to liquidate or cease the operations of the Plan, or there is no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Plan's financial reporting process.

#### Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.





As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audits in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Plan's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Plan to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.



**Darren Noonan, CPA, CA**  
**Auditor General**



**Elvis Alisic, CPA, CA**  
**Audit Director**

**Charlottetown, Prince Edward Island**  
**June 29, 2021**



**PRINCE EDWARD ISLAND  
PUBLIC SECTOR PENSION PLAN**

Statement of Financial Position  
March 31, 2020 and 2021

	2021	2020
	\$	\$
<b>Assets</b>		
Cash	4,942,156	2,160,059
Investments (Note 3)	2,064,472,528	1,716,843,592
Note receivable (Note 5)	261,682,280	276,758,420
Receivables		
Contributions - employee	2,632,661	2,389,442
- employer	2,716,748	2,450,225
Accrued interest	2,833,544	3,052,148
Other	<u>649,168</u>	<u>634,750</u>
<b>Total Assets</b>	<u>2,339,929,085</u>	<u>2,004,288,636</u>
<b>Liabilities</b>		
Accounts payable and accrued liabilities	1,283,434	1,996,836
Remittances payable	1,463,998	1,357,269
Investment fees payable	1,648,024	1,622,293
Due to the Province of Prince Edward Island	<u>892,477</u>	<u>889,460</u>
<b>Total Liabilities</b>	<u>5,287,933</u>	<u>5,865,858</u>
<b>Net Assets Available for Benefits</b>	<u>2,334,641,152</u>	<u>1,998,422,778</u>
<b>Accrued Pension Obligation (Note 4)</b>	<u>2,334,641,152</u>	<u>1,998,422,778</u>
<b>Net Surplus (Deficit)</b>	<u><u>-</u></u>	<u><u>-</u></u>

(The accompanying notes are an integral part of these financial statements.)

Approved on behalf of the Prince Edward Island Public Sector Pension Plan

  
\_\_\_\_\_  
Chairperson

  
\_\_\_\_\_  
Commissioner

**PRINCE EDWARD ISLAND  
PUBLIC SECTOR PENSION PLAN**

Statement of Changes in Net Assets Available for Benefits  
for the years ended March 31, 2020 and 2021

	2021	2020
	\$	\$
<b>Increase in Assets</b>		
Investment income (Note 3(a))	66,704,436	87,058,098
Change in fair value of investments (Note 3(a))	<u>295,395,643</u>	<u>(177,683,083)</u>
	362,100,079	(90,624,985)
Other interest income	10,486,743	10,991,946
Contributions		
Employee	36,774,436	36,056,499
Employer	36,773,652	36,056,499
Transfers from other plans	60,266	80,852
Purchased service	<u>401,601</u>	<u>842,697</u>
	<u>446,596,777</u>	<u>(6,596,492)</u>
<b>Decrease in Assets</b>		
Benefits paid (Note 6)	96,761,714	90,841,125
Operating expenses (Note 7)	10,876,394	10,831,620
Refunds	2,317,032	1,865,555
Transfers	<u>423,263</u>	<u>649,754</u>
	<u>110,378,403</u>	<u>104,188,054</u>
<b>Change in Net Assets</b>	336,218,374	(110,784,546)
Net Assets Available for Benefits, beginning of year	<u>1,998,422,778</u>	<u>2,109,207,324</u>
<b>Net Assets Available for Benefits, end of year</b>	<u>2,334,641,152</u>	<u>1,998,422,778</u>

(The accompanying notes are an integral part of these financial statements.)

**PRINCE EDWARD ISLAND  
PUBLIC SECTOR PENSION PLAN**  
Statement of Changes in Pension Obligation  
for the years ended March 31, 2020 and 2021

	<b>2021</b>	<b>2020</b>
	\$	\$
<b>Accrued Pension Obligation, beginning of year</b>	<u>1,998,422,778</u>	<u>2,109,207,324</u>
<b>Change in Accrued Pension Obligation</b>		
Interest accrued on benefits	112,481,851	118,983,476
Benefits accrued	48,923,194	48,877,070
Increase due to purchased service	464,898	923,548
Benefits paid	(99,502,008)	(93,356,434)
Loss (gain) on experience and assumption changes, and contingent indexation	<u>273,850,439</u>	<u>(186,212,206)</u>
<b>Change in Accrued Pension Obligation</b>	<u>336,218,374</u>	<u>(110,784,546)</u>
<b>Accrued Pension Obligation, end of year (Note 4)</b>	<u>2,334,641,152</u>	<u>1,998,422,778</u>

(The accompanying notes are an integral part of these financial statements.)

# PRINCE EDWARD ISLAND PUBLIC SECTOR PENSION PLAN

Notes to Financial Statements  
March 31, 2020 and 2021

## 1. Plan Description

The following description of the Prince Edward Island Public Sector Pension Plan (the Plan, formerly known as the Civil Service Superannuation Fund) is a summary only. For more complete information, reference should be made to the *Public Sector Pension Plan Act* and *Regulations*.

### a) General

The Plan is a contributory defined benefit plan covering members as defined in the *Public Sector Pension Plan Act*.

### b) Contributions

Under the Plan, members make contributions amounting to 8.09 percent of that part of the members' salary up to the amount of the year's maximum pensionable earnings (YMPE) as defined in the *Canada Pension Plan Act* and 9.75 percent on the amount that exceeds the YMPE. Participating employers match member contributions. Herein these are considered the Base Contributions. Beginning in 2017, variable contributions have been introduced based on the funded benefits ratio as defined below (note that contribution changes by funded level are total and not cumulative).

Funded Benefits Ratio	Employee Contributions <sup>1</sup>	Participating Employer Contributions <sup>1</sup>
<100% <sup>2</sup>	Base Contributions plus 1%	Base Contributions plus 4%
100% to 110% <sup>3</sup>	Base Contributions plus 1%	Base Contributions plus 2%
110% to 135%	Base Contributions	Base Contributions
135% to 145% <sup>4</sup>	Base Contributions less 1%	Base Contributions less 2%
145% + <sup>5</sup>	Base Contributions less 1%	Base Contributions less 4%

<sup>1</sup> Subject to the Income Tax Act Rules for maximum contributions.

<sup>2</sup> If triggered, contributions based on funded benefits ratio <100% remain in effect until funded benefits ratio of ≥ 105% is attained.

<sup>3</sup> If triggered, contributions based on funded benefits ratio <110% remain in effect until funded benefits ratio of ≥ 115% is attained.

<sup>4</sup> If triggered, contributions based on funded benefits ratio ≥135% remain in effect until funded benefits ratio of ≤ 130% is attained.

<sup>5</sup> If triggered, contributions based on funded benefits ratio ≥145% remain in effect until funded benefits ratio of ≤ 140% is attained.



# PRINCE EDWARD ISLAND PUBLIC SECTOR PENSION PLAN

Notes to Financial Statements  
March 31, 2020 and 2021

---

## 1. Plan Description (continued...)

### c) Retirement Benefits

*Pension Formula:* The annual pension is based on the number of years of service times two percent of average salary with a reduction at age 65 for estimated Canada Pension Plan (CPP) benefits. The reduction is referred to as a bridge pension and only payable to age 65. The bridge is based on the number of years of service times 0.7 percent of average salary to a maximum of the average CPP year's maximum pensionable earnings. For service prior to December 31, 2013, average salary and year's maximum pensionable earnings is based on the best three year average. For service commencing January 1, 2014, average salary and year's maximum pensionable earnings is based on career average.

*Pre-Retirement Indexation:* Benefits earned during 2014 to 2016 were automatically indexed at 1.5 percent per annum. As this indexation is guaranteed, it is included in the Base Benefits, which are the Plan benefits prior to any future contingent indexation. In 2017 and beyond, pre-retirement indexation will only be awarded if the funded benefits ratio (as determined at the April 1<sup>st</sup> immediately prior to the calendar year in which indexation is to be awarded) is greater than 100 percent. If there are years that full indexation is not awarded, and if the funded benefits ratio subsequently reaches 115 percent, then a portion of Plan funds is available to make up for missed indexation in the past. The maximum indexation is 100 percent of the increase in the Average Industrial Wage (AIW) in Canada; however, if in any year the assets available to be spent on inflation protection are not adequate to provide the full amount, partial indexation will be awarded.

*Post-Retirement Indexation:* For 2014 to 2016, post-retirement indexation was automatically awarded at 1.5 percent per annum. As this indexation is guaranteed, it is included in the Base Benefits. In 2017 and beyond, post-retirement indexation will only be awarded if the funded benefits ratio (as determined at the April 1<sup>st</sup> immediately prior to the calendar year in which indexation is to be awarded) is greater than 110 percent. If there are years that full post-retirement indexation is not awarded, and if the funded benefit ratio subsequently reaches 118 percent, then a portion of Plan funds is available to make up for missed past indexation on a go-forward basis (i.e. no retroactive payments). The maximum indexation is 100 percent of the consumer price index (CPI); however, if the Plan cannot afford that amount, partial indexation will be awarded. Indexation also applies to deferred vested benefits and is applied in the same manner as the post-retirement indexation.

*Retirement Age:* For pensionable service prior to January 1, 2019, the earliest unreduced retirement age remains at the earlier of 30 years of pensionable service (minimum of age 55) and attained age 60. For pensionable service after December 31, 2018, the earliest unreduced retirement age will be the earlier of 32 years of pensionable service (minimum of age 55) and attained age 62. The earliest retirement age is 55 with two years of continuous service.

# PRINCE EDWARD ISLAND PUBLIC SECTOR PENSION PLAN

Notes to Financial Statements  
March 31, 2020 and 2021

---

## 1. Plan Description (continued...)

### d) Death Benefits

*Less than two years of continuous service:* On the death of a member prior to completing two years of pensionable service, the member's accumulated contributions with interest will be refunded.

*Greater than or equal to two years of continuous service:* If a member dies prior to retirement but after completing two years of service, the member's spouse is entitled to an immediate lifetime pension equal to 60 percent of the accrued, unreduced pension of the member at the time of death. In addition to the spousal pension, an allowance equal to one-sixth of the pension paid to the surviving spouse is payable in respect of each dependent child, up to a maximum of four children, until the child is no longer a dependent child or upon the death of the dependent child. Where a member dies after two years of service and before retirement and does not leave a surviving spouse or dependent children, the personal representative of the member shall receive a lump sum amount equal to one and a half times the member's accumulated contributions plus interest.

If the spouse of the member dies before the member, or where having survived the member the surviving spouse dies leaving children by the member, the 60 percent pension that was payable to the spouse will be paid to the dependent child or the guardian of that child, if the member or vested former member is survived by only one dependent child, or the oldest dependent child or the guardian of that child.

### e) Termination and Portability of Benefits

In the event of termination of employment for reasons other than retirement or death, a member may elect to receive either:

- a refund of the member's own contributions with interest (provided the member is 60 years of age or less at the time the refund application is received); or
- if the member has completed at least two years of service, a deferred pension subject to the provisions outlined in the Retirement Age section at Note 1(c).

Where there are portability arrangements between the Plan and other plans, members may be able to carry certain pension rights to those other plans or transfer contributions and service from those other plans to increase pension benefits under the Plan.

### f) Marriage Breakdowns

Upon application, the pension benefits to which a person is entitled may be divided between the person and the spouse or former spouse.

### g) Income Tax

The Plan is a Registered Pension Plan as defined under the federal *Income Tax Act* and is not subject to taxation.

# PRINCE EDWARD ISLAND PUBLIC SECTOR PENSION PLAN

Notes to Financial Statements  
March 31, 2020 and 2021

---

## 2. Summary of Significant Accounting Policies

### Basis of Accounting

The financial statements have been prepared in accordance with Canadian Accounting Standards for Pension Plans as outlined in the Chartered Professional Accountants of Canada (CPA) Handbook Section 4600, Pension Plans. For accounting policies that do not relate to either investments or pension obligations, the Plan elected to comply on a consistent basis with accounting standards for International Financial Reporting Standards (IFRS) in Part 1 of the CPA Handbook. To the extent that IFRS in Part I is inconsistent with Section 4600, Section 4600 takes precedence.

Included in the determination of the accrued pension obligation for pension retirement benefits is a liability for contingent indexation.

For the years ended March 31, 2020 and March 31, 2021, the contingent indexation liability is calculated based on total plan assets less the accrued pension obligation assuming no further contingent indexation. This calculation does not incorporate the potential impact of future events such as contributions, gains or losses on asset returns and new benefit accruals.

Significant judgment is involved in the accounting treatment of contingent indexation. Management recognizes that the contingent indexation liability represents a new challenge for pensions in Canada. Going forward, management will continue to monitor developments in the accounting standards and practices when assessing the most appropriate accounting treatment for plans with a contingent indexation liability component.

These financial statements are prepared on a going concern basis and present the aggregate financial position of the Plan as a separate reporting entity.

### a) Use of Estimates and Measurement Uncertainty

The preparation of financial statements in conformity with Canadian Accounting Standards for Pension Plans requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of the revenues and expenses during the period. Items requiring the use of significant estimates include investments, accrued interest, accrued liabilities, and the accrued pension obligation.

Estimates are based on the best information available at the time of preparation of the financial statements and are reviewed annually to reflect new information as it becomes available. Measurement uncertainty exists in these financial statements. Actual results could differ from these estimates and the differences could be material.



# PRINCE EDWARD ISLAND PUBLIC SECTOR PENSION PLAN

Notes to Financial Statements  
March 31, 2020 and 2021

---

## 2. Summary of Significant Accounting Policies (continued...)

### b) Foreign Currency Translation

Transactions denominated in foreign currencies are translated into Canadian dollars at the rate of exchange prevailing on the transaction date. The fair value of foreign investments and cash held at year-end are translated at the rates in effect at that date. The resulting gain or loss from changes in these rates is included in the current period change in fair value of investments.

### c) Fair Value Measurement

Fair value is the amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction on the measurement date.

When available, the Plan measures the fair value of an instrument using quoted prices in an active market for that instrument. A market is regarded as active if quoted prices are readily and regularly available and represent actual and regularly occurring market transactions on an arm's length basis.

If a market for a financial instrument is not active, then the Plan establishes fair value using a valuation technique. Valuation techniques include using recent arm's length transactions between knowledgeable, willing parties (if available), reference to the current fair value of other instruments that are substantially the same, and/or discounted cash flow analysis.

### d) Financial Instruments

The Plan's financial instruments include cash, contributions and other receivables, accrued interest, note receivable, investments, accounts payable, accrued liabilities, remittances payable, amounts due to the Province of Prince Edward Island, and investment fees payable. Due to their nature, the Plan's financial instruments, with the exception of investments, are carried at cost which approximates their fair value. Investments are carried at fair value and are subject to interest rate, price, credit, foreign currency, and liquidity risks as described in Note 3.

### e) Investments

The Province sponsors various defined benefit pension plans. The primary plans are the PEI Public Sector Pension Plan, the PEI Teachers' Pension Plan, and the Pension Plan for Members of the Legislative Assembly of the Province of PEI. Investments of the primary plans are held within the Province of PEI Master Trust, which is administered by external investment managers under policy guidelines set down by Executive Council and supervised by a Joint Investment Advisory Committee to the Minister of Finance. Investments are allocated to each primary plan by units of their participation.

# PRINCE EDWARD ISLAND PUBLIC SECTOR PENSION PLAN

Notes to Financial Statements  
March 31, 2020 and 2021

---

## 2. Summary of Significant Accounting Policies (continued...)

Significant accounting policies for the pool of assets held in the Master Trust consist of:

### (i) Investment Transactions

Investment transactions are recognized on the transaction date. Distributions are recognized on the record date. Investments include receivables and payables at March 31, 2020 and March 31, 2021 for interest, dividends, and settled derivative contracts.

### (ii) Income Recognition

Income from investments is recorded on an accrual basis and includes interest and dividends as well as realized and unrealized gains and losses on investments.

### (iii) Investment Valuation

#### Equity and debt

Equity and debt investments are valued at fair value based on quoted market values. Changes in the market value of investments, including realized and unrealized gains and losses, are reflected in the financial statements as a change in the fair value of investments.

#### Equity investment in real estate

Investment in real estate is represented by an equity investment in a corporation that invests in real estate, participating mortgages, and property for development or resale. Properties within the corporation are valued annually by independent appraisers in accordance with generally accepted appraisal practices and procedures. The appraisal methodology followed is an income approach which is mainly based on discounted cash flows. In estimating future cash flows, certain assumptions are made with respect to future economic conditions and rates of return.

#### Pooled funds

Pooled funds are valued at the unit values supplied by the pooled fund administrator, which represents the Plan's proportionate share of underlying net assets at fair values determined using closing market prices.

#### Derivative contracts

The derivative contracts held by the Plan are stated at fair value and are valued using quoted market indices. Realized and unrealized gains or losses on investments from derivative contracts are included in the change in the fair value of investments.

#### Investment in foreign infrastructure

The Plan owns units in a foreign infrastructure partnership. The partnership invests in portfolio companies that own, operate, develop, manage, and support infrastructure assets. Fair value is based upon a number of factors, including readily available market quotes with appropriate adjustments for trading restrictions, the most recent round of financings, earning-multiple analysis using comparable companies or discounted cash flow analysis.

**PRINCE EDWARD ISLAND  
PUBLIC SECTOR PENSION PLAN**

Notes to Financial Statements

March 31, 2020 and 2021

**2. Summary of Significant Accounting Policies (continued...)**

**(iv) Transaction Costs**

Investment management fees are costs directly attributable to the external management of the assets. All fees incurred on the management of investments are recorded as an investment expense. This policy has been updated to be in line with Canadian Accounting Standards for Pension Plans. Investment expenses are disclosed in Note 7.

**f) Revenues and Expenses**

Revenues and expenses are recorded on an accrual basis in the period in which the transaction or event that gave rise to the revenue or expense occurred.

**g) Accrued Pension Obligation**

The value of the accrued pension obligation of the Plan is based on an annual actuarial valuation prepared on an accounting basis by an independent actuary using the projected unit credit method pro-rated on service and best estimate assumptions. The accrued pension obligation is measured in accordance with accepted actuarial methods using actuarial assumptions and methods adopted by the Plan.

**3. Investments and Derivatives**

**a) Investments**

Investments consist of units held in the Master Trust. At year-end, there were 1,476,309.135 units held in the Master Trust (2020 - 1,368,186.682), with a fair value of \$1,398.40 (2020 - \$1,254.83) per unit.

Investments of the Master Trust consist of the following listed assets.

	<u>2021</u>	<u>%</u>	<u>2020</u>	<u>%</u>
	\$		\$	
Cash and Short-Term Investments	48,671,531	1.7	59,898,161	2.4
Long Core Plus Bond	275,408,954	9.2	232,235,612	9.3
Core Plus Bond	809,236,152	27.1	745,826,207	30.0
Canadian Equities	367,012,305	12.3	249,507,511	10.1
Global Equities	1,028,098,687	34.5	809,324,563	32.5
Canadian Real Estate	106,761,572	3.6	108,184,968	4.3
Global Real Estate	159,275,062	5.3	170,333,838	6.8
Global Infrastructure	176,905,642	5.9	151,742,651	6.1
Currency Overlay	<u>10,725,116</u>	<u>0.4</u>	<u>(38,170,310)</u>	<u>(1.5)</u>
<b>Total</b>	<u>2,982,095,021</u>	<u>100.0</u>	<u>2,488,883,201</u>	<u>100.0</u>
Plan's pro-rated share	<u>69.2289%</u>		<u>68.9805%</u>	
<b>Plan investments*</b>	<u>2,064,472,528</u>		<u>1,716,843,592</u>	

\*Rounded



# PRINCE EDWARD ISLAND PUBLIC SECTOR PENSION PLAN

Notes to Financial Statements  
March 31, 2020 and 2021

## 3. Investments and Derivatives (continued...)

Investment income and realized and unrealized gains (losses) of the Master Trust consist of the following:

	Investment Income <u>2021</u> \$	Change in Fair Value of Investments* <u>2021</u> \$	Investment Income <u>2020</u> \$	Change in Fair Value of Investments* <u>2020</u> \$
Cash and Short-Term Investments	92,167	13,162,045	215,115	(2,206,723)
Long Core Plus Bond	16,032,939	(14,059,597)	14,518,076	(5,895,713)
Core Plus Bond	38,207,427	6,469,518	28,912,968	(8,786,014)
Canadian Equities	9,477,660	107,887,342	9,551,324	(63,990,724)
Global Equities	20,381,619	248,392,506	58,876,072	(143,017,908)
Canadian Real Estate	-	(1,423,396)	-	8,960,294
Global Real Estate	4,338,375	(14,391,889)	5,064,762	13,556,875
Global Infrastructure	7,925,901	3,409,588	9,220,365	(14,431,488)
Currency Overlay	-	<u>78,318,824</u>	-	<u>(41,524,811)</u>
<b>Total</b>	96,456,088	427,764,941	126,358,682	(257,336,212)
Plan's pro-rated share	<u>69.1552%</u>	<u>69.0556%</u>	<u>68.8976%</u>	<u>69.0471%</u>
<b>Plan investments**</b>	<u>66,704,436</u>	<u>295,395,643</u>	<u>87,058,098</u>	<u>(177,683,083)</u>

\*Includes realized gains of \$143.0 million (2020 - gains of \$0.3 million) and unrealized gains of \$284.8 million (2020 - losses of \$257.6 million).

\*\*Rounded

Investments include amounts which investment managers of the Master Trust have invested in their own pooled funds. The fair values of these investments are as follows:

	<u>2021</u> \$	<u>2020</u> \$
Baillie Gifford Overseas Ltd.	362,139,262	263,030,190
Beutel, Goodman & Company Limited	38,212,896	24,002,592
CBRE Global Investment Management	78,049,604	81,566,098
Global Infrastructure Partners (GIP)	127,796,991	124,756,085
Goldman Sachs Asset Management	492,736,100	446,454,241
Lazard Asset Management LLC	49,108,651	26,986,566
Morgan Stanley Prime Property Fund	77,862,204	85,967,298
State Street Global Advisors Ltd.	3,363,254	2,800,442
TD Asset Management	1,143,148,566	1,051,323,463
Wellington Global PERSP (CAD)	<u>221,481,439</u>	<u>134,763,456</u>
<b>Total</b>	2,593,898,967	2,241,650,431
Plan's pro-rated share	<u>69.2289%</u>	<u>68.9805%</u>
<b>Plan's pooled funds*</b>	1,795,728,546	1,546,301,239
Plan's non-pooled investments*	<u>268,743,982</u>	<u>170,542,353</u>
<b>Plan investments*</b>	<u>2,064,472,528</u>	<u>1,716,843,592</u>

\*Rounded

# PRINCE EDWARD ISLAND PUBLIC SECTOR PENSION PLAN

Notes to Financial Statements  
March 31, 2020 and 2021

---

## 3. Investments and Derivatives (continued...)

### b) Derivative Contracts

Derivative contracts are financial contracts, the value of which is "derived" from the value of underlying assets or exchange rates. Derivative contracts provide flexibility in implementing investment strategy.

Forward contracts are used to manage currency exposure and mitigate risk with respect to investments held in foreign currencies. The net notional amount of the currency forwards represents the volume of the outstanding transactions and serves as the basis upon which the return and market value of the contract is determined.

The details of the Master Trust's derivative contracts are as follows:

	<u>2021</u> \$	<u>2020</u> \$
<b>Notional Amount</b>	806,403,805	655,937,135
<b>Fair Value</b>	10,725,116	(38,170,310)

### c) Fair Value Disclosure

Plan investment assets recorded at fair value have been categorized based upon a fair value hierarchy of significant inputs used in measuring fair value. The following fair value hierarchy table presents information about the Plan's assets measured at fair value on a recurring basis at March 31, 2020 and March 31, 2021.

The three levels of the fair value hierarchy are as follows:

Level 1: Inputs that reflect unadjusted quoted prices in active markets for identical assets or liabilities that the investment manager has the ability to access at the measurement date. Level 1 primarily includes publicly listed investments.

Level 2: Inputs other than quoted prices, that are observable either directly or indirectly, including inputs in markets that are not considered to be active. Level 2 primarily includes debt securities and derivative contracts not traded in an open market.

Level 3: Inputs that are unobservable. There is little, if any, market activity. Inputs into the determination of fair value require significant management judgment and/or estimation. Level 3 primarily consists of foreign infrastructure investments.



**PRINCE EDWARD ISLAND  
PUBLIC SECTOR PENSION PLAN**

Notes to Financial Statements  
March 31, 2020 and 2021

**3. Investments and Derivatives (continued...)**

The following table illustrates the classifications of the Plan's financial instruments using the fair value hierarchy as at March 31:

	2021			Total \$
	Level 1 \$	Level 2 \$	Level 3 \$	
Cash and Short-Term Investments	48,671,531	-	-	48,671,531
Long Core Plus Bond	-	275,408,954	-	275,408,954
Core Plus Bond	-	809,236,152	-	809,236,152
Canadian Equities	367,012,305	-	-	367,012,305
Global Equities	1,028,098,687	-	-	1,028,098,687
Canadian Real Estate	-	106,761,572	-	106,761,572
Global Real Estate	-	159,275,062	-	159,275,062
Global Infrastructure	49,108,651	-	127,796,991	176,905,642
Currency Overlay	-	10,725,116	-	10,725,116
<b>Total financial assets at fair value</b>	<b><u>1,492,891,174</u></b>	<b><u>1,361,406,856</u></b>	<b><u>127,796,991</u></b>	<b>2,982,095,021</b>

Plan's pro-rated share 69.2289%  
Plan investments\* 2,064,472,528

\*Rounded

	2020			Total \$
	Level 1 \$	Level 2 \$	Level 3 \$	
Cash and Short-Term Investments	59,898,161	-	-	59,898,161
Long Core Plus Bond	-	232,235,612	-	232,235,612
Core Plus Bond	-	745,826,207	-	745,826,207
Canadian Equities	249,507,511	-	-	249,507,511
Global Equities	809,324,563	-	-	809,324,563
Canadian Real Estate	-	108,184,968	-	108,184,968
Global Real Estate	-	170,333,838	-	170,333,838
Global Infrastructure	26,986,566	-	124,756,085	151,742,651
Currency Overlay	-	(38,170,310)	-	(38,170,310)
<b>Total financial assets at fair value</b>	<b><u>1,145,716,801</u></b>	<b><u>1,218,410,315</u></b>	<b><u>124,756,085</u></b>	<b>2,488,883,201</b>

Plan's pro-rated share 68.9805%  
Plan investments\* 1,716,843,592

\*Rounded

There were no significant transfers between any financial instrument levels during the years ended March 31, 2020 and March 31, 2021.

**PRINCE EDWARD ISLAND  
PUBLIC SECTOR PENSION PLAN**

Notes to Financial Statements  
March 31, 2020 and 2021

**3. Investments and Derivatives (continued...)**

The following table details changes in fair value measurement in Level 3 of the fair value hierarchy:

	<u>2021</u>	<u>2020</u>
	\$	\$
Level 3 investments, April 1	124,756,085	135,501,911
Transfers in	7,116,329	6,276,804
Disbursements	(5,403,567)	(10,294,268)
Net income received	3,215,914	4,499,348
Realized gains	1,665,625	2,745,496
Unrealized losses	<u>(3,553,395)</u>	<u>(13,973,206)</u>
<b>Level 3 investments at fair value</b>	<b>127,796,991</b>	<b>124,756,085</b>
Plan's pro-rated share	<u>69.2289%</u>	<u>68.9805%</u>
<b>Level 3 investments, March 31*</b>	<b><u>88,472,492</u></b>	<b><u>86,057,348</u></b>

\* Rounded

**d) Investment Risk Management**

Risk management relates to the understanding and active management of risks associated with all areas of the business and the associated operating environment. Investments are primarily exposed to interest rate, price, credit, foreign currency, and liquidity risk. The Plan has set formal goals, policies, and operating procedures that establish an asset mix among equity and fixed income, require diversification of investments within categories, and set limits on the size of exposure to individual investments and counter parties. Risk and credit considerations are periodically assessed in consultation with external consultants, the Department of Finance and the Joint Investment Advisory Committee. Plan sponsor oversight, procedures, and compliance functions are incorporated into Plan processes to achieve consistent controls and to mitigate operational risk.

**(i) Interest Rate Risk**

Interest rate risk refers to the fact that the Plan's financial position will change with market interest rate changes as fixed income securities are sensitive to changes in nominal interest rates. Interest rate risk is inherent in the management of a pension plan due to prolonged timing differences between cash flows related to the Plan's assets and liabilities.

# PRINCE EDWARD ISLAND PUBLIC SECTOR PENSION PLAN

Notes to Financial Statements

March 31, 2020 and 2021

### 3. Investments and Derivatives (continued...)

Assuming all other variables are held constant, a one percentage point change in nominal interest rates would change the fair value of the Plan by \$70.7 million (2020 - \$61.9 million).

	Value of Fixed Income Securities (millions) \$	Weighted Average Duration years	Percentage Point Change %	Impact on Fair Value of the Master Trust (millions) \$	Plan's Pro-rated Share %	Pro-rated Impact on Fair Value of the Plan (millions) \$
2021	1,084.6	9.42	1	102.1	69.2289	70.7*
2020	978.1	9.18	1	89.8	68.9805	61.9*

\* Rounded

#### (ii) Price Risk

Price risk is the risk of fluctuation in market values of investments from influences specific to a particular investment or from influences on the market as a whole. Price risk includes interest rate and foreign currency risk. Market price risk is managed by the Plan through the use of diversified investment portfolios traded on various markets and across various industries. Assuming all other variables are held constant, a 10 percent change in market values of all public equities would change the fair value of the Plan by \$115.0 million (2020 - \$92.3 million).

	Value of Public Equities (millions) \$	Percentage Change %	Impact on Fair Value of the Master Trust (millions) \$	Plan's Pro-rated Share %	Pro-rated Impact on Fair Value of the Plan (millions) \$
2021	1,661.1	10	166.1	69.2289	115.0*
2020	1,337.4	10	133.7	68.9805	92.3*

\* Rounded

#### (iii) Credit Risk

Credit risk is the risk of loss in the event the counter party to a transaction fails to discharge an obligation and causes the other party to incur a loss. Credit risk associated with the Plan is periodically assessed in consultation with external consultants, the Department of Finance and the Joint Investment Advisory Committee.

**PRINCE EDWARD ISLAND  
PUBLIC SECTOR PENSION PLAN**

Notes to Financial Statements  
March 31, 2020 and 2021

**3. Investments and Derivatives (continued...)**

**Fixed income**

The Plan is exposed to credit risk from interest earning investments at March 31, as follows:

	<u>2021</u> <u>(millions)</u> \$	<u>2020</u> <u>(millions)</u> \$
Federal government	102.4	76.0
Provincial government	417.0	383.4
Corporate	564.2	479.6
Government agencies	<u>1.0</u>	<u>39.1</u>
<b>Total investment credit risk exposure</b>	1,084.6	978.1
Plan's pro-rated share	<u>69.2289%</u>	<u>68.9805%</u>
<b>Plan's investment credit risk exposure</b>	750.9	674.6
Provincial government promissory notes	<u>261.7</u>	<u>276.8</u>
<b>Plan's total credit risk exposure*</b>	<u>1,012.6</u>	<u>951.4</u>

\*Rounded

All fixed income investments are considered to have low credit risk.

**Security Lending**

The Plan participates in a Securities Lending Program whereby it lends securities for a fee to approved borrowers. To alleviate the credit risk, borrowers must provide collateral with a value of 105 percent when the value of the securities lent is denominated in a different currency and 102 percent when denominated in the same currency. The market value of the collateral is monitored by the custodian at least daily to ensure that the security thresholds are maintained. In addition, security loans are allocated across various borrowers within the program and the Plan holds indemnification coverage, which mitigates the credit and market risk on the collateral.

The fair value of security loans outstanding and collateral held is as follows:

	<u>2021</u> \$	<u>2020</u> \$
<b>Total security loans outstanding</b>	49,345,525	11,440,685
Plan's pro-rated share	<u>69.2289%</u>	<u>68.9805%</u>
<b>Plan's security loans outstanding*</b>	<u>34,161,380</u>	<u>7,891,839</u>
<b>Total collateral held</b>	52,161,121	12,121,745
Plan's pro-rated share	<u>69.2289%</u>	<u>68.9805%</u>
<b>Plan's collateral held*</b>	<u>36,110,587</u>	<u>8,361,638</u>

\*Rounded

**PRINCE EDWARD ISLAND  
PUBLIC SECTOR PENSION PLAN**

Notes to Financial Statements  
March 31, 2020 and 2021

**3. Investments and Derivatives (continued...)**

**Derivatives**

The Plan is exposed to credit related losses in the event of non performance by counter parties to derivative financial instruments. In order to mitigate this risk, the Plan deals only with highly-rated counter parties, with whom International Swap and Derivative Association agreements have been executed, normally major financial institutions with a minimum credit standard of "A-/A3" rating, as supported by a recognized credit rating agency.

Credit risk represents the maximum amount that would be at risk as at the reporting date if the counter parties failed completely to perform under the contracts, and if the right of offset proved to be non enforceable. Credit risk exposure on derivative financial instruments is represented by the receivable replacement cost of contracts with counter parties, less any prepayment collateral or margin received as at the reporting date.

**(iv) Foreign Currency Risk**

Foreign currency risk is the risk that the value of the future cash flow of the financial instrument will fluctuate because of changes in foreign exchange rates. Consequently, the Plan is exposed to the risk that the exchange rates of the various currencies may change in a manner that has an adverse effect on the value of the portion of the Plan's assets denominated in currencies other than the Canadian dollar. Foreign currency exposure arises from the holding of investments denominated in foreign currencies. A policy of hedging a portion of the currency exposure is used to mitigate this risk.

The Plan's unhedged currency exposure from net investment assets is summarized as follows:

	<u>2021</u> <u>(millions)</u>	<u>2020</u> <u>(millions)</u>
	\$	\$
<b>Currency</b>		
China	28.4	21.9
Euro Zone	27.2	23.1
India	13.5	8.6
Japan	86.7	77.0
Malaysia	12.8	9.4
South Africa	13.6	8.4
Sweden	15.8	11.9
Taiwan	31.8	24.0
United Kingdom	41.9	26.3
United States	68.3	118.0
Other	<u>39.5</u>	<u>34.0</u>
<b>Total</b>	379.5	362.6
Plan's pro-rated share	<u>69.2289%</u>	<u>68.9805%</u>
<b>Plan's foreign currency exposure*</b>	<u>262.7</u>	<u>250.1</u>

\*Rounded



# PRINCE EDWARD ISLAND PUBLIC SECTOR PENSION PLAN

Notes to Financial Statements  
March 31, 2020 and 2021

---

## 3. Investments and Derivatives (continued...)

After the effect of hedging, and without a change in all other variables, a 10 percent change in the Canadian dollar against all other currencies would change the fair value of the Plan by \$26.3 million (2020 - \$25.0 million).

### (v) Liquidity Risk

Liquidity risk is the risk of not meeting the cash obligations of the Plan in an efficient manner. Cash obligations are fulfilled from contributions to the Plan, cash income of the Plan, and disposition of Plan assets as required. Cash requirements of the Plan are reviewed on an ongoing basis to provide for the orderly availability of resources to meet the financial obligations of the Plan.

The Plan's cash management policy ensures that the quality and liquidity of the investment vehicles within the portfolios are consistent with the needs of the Plan.

## 4. Accrued Pension Obligation

### a) Actuarial Valuation

The present value of the accrued pension obligation was determined using the projected unit credit method pro-rated on service and management's best estimate, as at the valuation dates, of future economic events and involves economic and non-economic assumptions. The non-economic assumptions include considerations such as mortality and retirement rates. The primary economic assumptions include the return on investment, discount, inflation, and salary escalation rates.

The most recent actuarial valuations for accounting purposes, prepared by the actuarial consulting firm LifeWorks Inc. (formerly Morneau Shepell Inc.), disclosed a base benefit liability of \$1,765,203,000 as at April 1, 2020 and \$1,928,052,000 as at April 1, 2021.

The actuarial valuations on April 1, 2020 and April 1, 2021 were based on data as at January 1, 2019 and the actuarial liability was then extrapolated to April 1<sup>st</sup>, based on current period benefit cost, benefit payments and interest, and adjusted for changes in actuarial assumptions. An actuarial valuation of the Public Sector Pension Plan is performed annually as at April 1<sup>st</sup>.

The world is in the midst of the COVID-19 health pandemic. Although the pandemic could have a material impact on the financial status of the Plan, there is currently insufficient information to determine the extent of either the short-term impact or the long-term impact of this pandemic on the Plan. The results of the accounting valuations as at April 1, 2020 and April 1, 2021 only reflect the financial impact on plan assets and future return expectations up to those dates, but do not reflect any further potential impacts on the Plan to occur after those dates which may be caused by either economic and/or demographic outcomes different from the assumptions being used in the valuations. Such impacts will result in gains and losses to be revealed in future valuations.

**PRINCE EDWARD ISLAND  
PUBLIC SECTOR PENSION PLAN**

Notes to Financial Statements  
March 31, 2020 and 2021

**4. Accrued Pension Obligation (continued...)**

The total accrued pension obligations consist of the following:

	<u>2021</u>	<u>2020</u>
	\$	\$
Base benefit liability	1,928,052,000	1,765,203,000
Contingent indexation liability <sup>1</sup>	<u>406,589,152</u>	<u>233,219,778</u>
Total accrued pension obligation	<u>2,334,641,152</u>	<u>1,998,422,778</u>

<sup>1</sup> The contingent indexation liability is calculated based on total plan assets less the accrued pension obligation assuming no future contingent indexation. This calculation does not incorporate the potential impact of future events such as contributions, gains or losses on asset returns and new benefit accruals.

The assumptions used in the valuations performed as at April 1 are as follows:

	<b>2021</b>	<b>2020</b>
Inflation	Same	2.05%
Discount Rate	5.40%	5.70%
Expected Rate of Return of Plan Assets	5.40%	5.70%
Salary Escalation	Same	Basic increase of 2.55% per annum + promotional scale
Pre-Retirement Indexation	3.22% per annum for 2021, 2.55% per annum for 17 years, 0% thereafter	2.26% per annum for 2020, 2.55% per annum for 12 years, 0% thereafter
Post-Retirement Indexation (includes deferred pensioners)	2.00% per annum for 2021, 2.05% per annum for 8 years, 0% thereafter	2.15% per annum for 2020, 2.05% per annum for 3 years, 0% thereafter
Mortality	Same	CPM2014Publ with future improvements based on CPM Scale B and adjustments of 1.10 for males and 0.95 for females
Termination	Same	Tenure - based scale
Retirement Age	Same	Service and age - based scale
Proportion Married	Same	Males: 80% Females: 75%
Age Difference for Spouses	Same	Males 2 years older than female spouses

**b) Sensitivity of Changes in Major Assumptions**

The Plan's future experience may differ from the assumptions used in the actuarial valuations. Any differences between the actuarial assumptions and future experience could be significant and will emerge as experience gains or losses in future valuations which will affect the financial position of the Plan.

**PRINCE EDWARD ISLAND  
PUBLIC SECTOR PENSION PLAN**

Notes to Financial Statements  
March 31, 2020 and 2021

**5. Funding Policy**

Prior to the plan amendments in 2014, the Province was committed to make payments if the assets of the Plan were insufficient to provide for pension payments as they became due. In addition, a funding policy existed which required the Province to make special contributions when the Plan's funding level declined below 90 percent.

Special contributions made under this funding policy were as follows:

As a result of an unfunded liability at April 1, 2011, the Province of Prince Edward Island made a special contribution through the signing of a \$150,761,400 promissory note. The note, issued December 11, 2012, is held by the Plan and is receivable in ten equal annual instalments of \$15,076,140 beginning April 1, 2013. Interest on the note is accrued from April 1, 2012, at a rate of 2.9 percent per annum, and is receivable semi-annually on April 1 and October 1.

The following is a schedule of principal and interest payments as disclosed in the promissory note:

<u>Date of Payment</u>	<u>Principal Payments</u>		<u>Interest Payments</u>	
	<u>Principal Payment</u>	<u>April 1</u>	<u>October 1</u>	
	\$	\$	\$	
April 1, 2012	-	-	2,186,041	
April 1, 2013	15,076,140	2,186,041	1,967,436	
April 1, 2014	15,076,140	1,967,436	1,748,832	
April 1, 2015	15,076,140	1,748,832	1,530,228	
April 1, 2016	15,076,140	1,530,228	1,311,624	
April 1, 2017	15,076,140	1,311,624	1,093,020	
April 1, 2018	15,076,140	1,093,020	874,416	
April 1, 2019	15,076,140	874,416	655,812	
April 1, 2020	15,076,140	655,812	437,208	
April 1, 2021	15,076,140	437,208	218,604	
April 1, 2022	<u>15,076,140</u>	<u>218,604</u>	<u>-</u>	
	<u>150,761,400</u>	<u>12,023,221</u>	<u>12,023,221</u>	

As part of the plan amendments in 2014, the Province's requirement to make payments if the assets of the Plan were insufficient to provide for pension payments as they became due was removed. The funding policy was rescinded and was replaced by the following Government guarantee:

- Beginning on April 1, 2016, if the funded benefits ratio of the Plan falls below 100 percent (of base benefits) and, after reflecting the future contributions as described in Note 1(b), the Plan is still not projected to achieve a funded benefits ratio of at least 100 percent within five years, the Province is required to make an additional contribution within six months equal to one fifth of the additional amount required to restore the funded benefits ratio to 100 percent within five years. This is reviewed on an annual basis and the contribution amount will be subject to change each year.



**PRINCE EDWARD ISLAND  
PUBLIC SECTOR PENSION PLAN**

Notes to Financial Statements  
March 31, 2020 and 2021

**5. Funding Policy (continued...)**

In addition, the Province committed to make a one-time transitional contribution (transitional government funding amount) to the Plan on or before December 31, 2014 such that, if that contribution had been made on January 1, 2014, the total assets of the Plan would have equalled:

1. 122 percent of the total liabilities of the Plan, excluding the liabilities for salary indexing and pension indexing for any year after 2013; plus
2. 100 percent of the liabilities for salary indexing and pension indexing for 2014, 2015 and 2016.

The transitional government funding amount was contributed to the Plan by the Province of Prince Edward Island through the signing of a \$231,530,000 promissory note. The note, issued December 29, 2014, is held by the Plan and is receivable in seven equal annual instalments of \$33,075,714 beginning January 1, 2023. Interest on the note is accrued from January 1, 2014 at a rate of 4.14 percent per annum and is receivable semi-annually on January 1 and July 1. At March 31, 2014, a receivable was recognized for the outstanding note and classified as an employer special contribution.

The following is a schedule of principal and interest payments as disclosed in the promissory note:

<u>Date of Payment</u>	<u>Principal Payments</u>	<u>Interest Payments</u>	
	<u>Principal Payment</u> \$	<u>January 1</u> \$	<u>July 1</u> \$
January 1, 2014	-	-	4,792,671
January 1, 2015	-	4,792,671	4,792,671
January 1, 2016	-	4,792,671	4,792,671
January 1, 2017	-	4,792,671	4,792,671
January 1, 2018	-	4,792,671	4,792,671
January 1, 2019	-	4,792,671	4,792,671
January 1, 2020	-	4,792,671	4,792,671
January 1, 2021	-	4,792,671	4,792,671
January 1, 2022	-	4,792,671	4,792,671
January 1, 2023	33,075,714	4,792,671	4,108,004
January 1, 2024	33,075,714	4,108,004	3,423,336
January 1, 2025	33,075,714	3,423,336	2,738,669
January 1, 2026	33,075,714	2,738,669	2,054,002
January 1, 2027	33,075,714	2,054,002	1,369,335
January 1, 2028	33,075,714	1,369,335	684,667
January 1, 2029	<u>33,075,714</u>	<u>684,667</u>	-
	<u>231,530,000</u>	<u>57,512,052</u>	<u>57,512,052</u>

Subsection 5(5) of the *Public Sector Pension Plan Act* stipulates that none of the above promissory notes may be cancelled or recalled by the Province prior to maturity unless the Province contributes to the Plan assets equal to or greater than the value of the promissory notes on the date of cancellation or recall.

**PRINCE EDWARD ISLAND  
PUBLIC SECTOR PENSION PLAN**

Notes to Financial Statements  
March 31, 2020 and 2021

**6. Benefits**

A breakdown of benefits by type is as follows:

	<u>2021</u>	<u>2020</u>
	\$	\$
Benefits paid to retired members	90,278,247	84,768,769
Benefits paid to survivors	<u>6,483,467</u>	<u>6,072,356</u>
	<u>96,761,714</u>	<u>90,841,125</u>

**7. Operating Expenses**

The Plan is charged with administrative and operating expenses. The following is a summary of these expenses.

	<u>2021</u>	<u>2020</u>
	\$	\$
Administration expenses - pension section	930,005	936,733
- investment section	<u>124,091</u>	<u>118,221</u>
	1,054,096	1,054,954
Consulting fees*	441,156	391,604
Actuarial fees	34,619	73,459
Investment expenses		
Custodian	148,218	119,660
Monitoring	149,774	159,468
Management	<u>9,048,531</u>	<u>9,032,475</u>
	<u>10,876,394</u>	<u>10,831,620</u>

\*Includes other actuarial services

**8. Related Party Transactions**

The Province of Prince Edward Island is the sponsor of the Plan. At the financial statement date, the Province has committed to the funding requirements as defined by the Funding Policy (Note 5). As a participating employer, the Province contributes regular bi-weekly employee, employer and eligible prior period service contributions. Employee and employer contributions receivable from the Province as at March 31, 2021 totalled \$1,902,761 (2020 - \$1,774,278).

The Province provides pension and investment administration services to the Plan. A portion of the Province's costs relating to these services is recovered annually from the Plan. Costs recovered for the Pension section totalled \$752,003 (2020 - \$748,028) and recoveries related to the Investment section totalled \$124,091 (2020 - \$118,221). Other costs recovered by the Province totalled \$169,023 (2020 - \$162,561).

# PRINCE EDWARD ISLAND PUBLIC SECTOR PENSION PLAN

Notes to Financial Statements  
March 31, 2020 and 2021

---

## 8. Related Party Transactions (continued...)

The total amount payable to the Province at March 31, 2021 was \$892,477 (2020 - \$889,460).

Total promissory note, special contribution and interest receivable from the Province at March 31, 2021, was \$264,515,824 (2020 - \$279,810,568).

## 9. Capital Management

The main objective of the Plan is to sustain a level of net assets in order to meet the pension obligations of the Plan. The Plan sponsor manages the contributions received and benefits paid as required by the *Public Sector Pension Plan Act*.

In an effort to utilize economies of scale, contributions for the Province's three registered pension plans are pooled and invested together in the Province's Master Trust. Each pension plan holds units of the Master Trust in proportion to the value of contributions made. The Province has developed a Statement of Investment Policies and Procedures (SIP&P) to provide the framework for how the Master Trust's assets are to be invested, monitored, and evaluated. Assets are managed by engaging knowledgeable, external investment managers who are charged with the responsibility of investing new and existing funds in accordance with the SIP&P. A Joint Investment Advisory Committee exists for the purpose of protecting the pension fund assets, monitoring asset mix, reviewing costs, reviewing investment returns, and assessing investment manager performance, as well as providing advice to the Minister of Finance who serves as Trustee for the Province's three registered pension plans.

## 10. Commitments

The Master Trust has entered into an arrangement with Global Infrastructure Partners (GIP). GIP is an independent infrastructure fund manager that invests in high quality infrastructure assets in the energy, transport, water, and waste sectors. The Master Trust has committed to invest \$35.0 (US) million in its GIP II Fund; \$31.8 (US) million has been invested as of the audit report date. The Master Trust has committed to invest \$75.0 (US) million in its GIP III Fund; \$60.5 (US) million has been invested as of the audit report date. The Master Trust has committed to invest \$60.0 (US) million in its GIP IV Fund; \$6.4 (US) million has been invested as of the audit report date.

## 11. Impact of COVID-19

On March 11, 2020, the World Health Organization declared a global pandemic due to Coronavirus (COVID-19). The pandemic had significant impacts on the financial status of the Plan for both fiscal years. Global financial markets have experienced significant volatility, and given the extent of the crisis, it is difficult to estimate the future financial impact on the Plan at this time.



CIVIL SERVICE SUPERANNUATION  
ANNUAL REPORT  
2019-2020