



## *Highlights of the McMaster Salaried Pension Plan - Librarians*

The Contributory Pension Plan for Salaried Employees of McMaster University Including McMaster Divinity College 2000 ("Salaried Pension Plan") is a defined benefit pension plan. When a Librarian Member retires, he/she will receive a pension based on his/her Best Average Salary and years of Pensionable Service.

### **CONTRIBUTING TO THE PENSION PLAN**

#### **Member Contributions (Required Contributions)**

Effective July 1, 2007, each Librarian Member is required to contribute 5.00% of his/her Regular Annual Salary up to the current Year's Maximum Pensionable Earnings ("YMPE") and 6.50% of his/her Regular Annual Salary in excess of the YMPE.

#### Example

The YMPE for 2008 is \$46,300.

Assuming a Regular Annual Salary of \$60,000.

$$\$46,300 \times 5.00 \% = \$2,315.00$$

plus,

$$(\$60,000. - \$46,300) \times 6.50 \% = \$890.50$$

$$\begin{aligned} \text{Total Member Pension Contribution} &= \$2,315.00 + \$890.50 \\ &= \$3,205.50/\text{year } (\$133.56 \text{ bi-weekly}) \end{aligned}$$

As of January 1, 2009, the maximum monthly Member contribution is \$648.78 (Regular Annual Salary maximum of \$136,112.00).

#### **University Contributions**

The University is currently contributing 240% of Member contributions and any additional payments required pursuant to the latest Actuarial Valuation Report.

## RETIREMENT ELIGIBILITY

A Members eligibility to retire from the Salaried Pension Plan is as follows:

### Normal Retirement Date

The first day of July following the date the Librarian Member attains age sixty-five (65).

### Special Normal Retirement Date

The first day of the month in which the Librarian Member attains age sixty-five (65).

### Special Retirement Date

(a) Librarians hired (new to the University) on or after June 16, 2006:

The first of any month coincident with or following the date the sum of the Librarian Member's age and years of participation in the Plan equals or exceeds eighty-five (85). This is referred to as the "Rule of 85".

(b) Librarians hired on or before June 15, 2006:

Librarian Members who retire before December 31, 2011, the first of any month coincident with or following the date the sum of the Librarian Member's age and years of participation in the Plan equals or exceeds eighty (80). This is referred to as the "Rule of 80".

Librarian Members who retire as of January 1, 2012 or later will require the following to be eligible for an unreduced early retirement:

<u>For Retirement Dates</u>	<u>Age + Participation Must Equal At Least</u>
January 1, 2012 to December 31, 2012	81
January 1, 2013 to December 31, 2013	82
January 1, 2014 to December 31, 2014	83
January 1, 2015 to December 31, 2015	84
January 1, 2016 onwards	85

### Early Retirement Date

A Librarian Member may also retire early with a *reduced pension* on the first day of any month during the 10-year period preceding the month the Member attains age 65 (Special Normal Retirement Date). The pension is reduced by 0.5% for each month by which the pension commencement date precedes the Special Normal Retirement Date (age 65).

## **RETIREMENT CALCULATIONS**

### **Pension Calculation**

The amount of annual pension payable to a Librarian Member retiring with an unreduced pension will be:

- (a) 1.4% of Best Average Salary up to the Average Year's Maximum Pensionable Earnings ("Average YMPE") times Pensionable Service plus,
- (b) 2.0% of Best Average Salary in excess of the Average YMPE times Pensionable Service.

### **Maximum Annual Pension**

The annual pension payable to a Librarian Member at retirement will not exceed the Income Tax Act ("ITA") maximum limits for a defined benefit pension plan. The ITA maximum of 2009 is \$2,444.44 for each year of pensionable service.

### **Normal and Optional Forms of Pension**

At the time of retirement, Librarian Members are presented with a number of optional forms of pension.

The normal form of pension for Librarian Members with an eligible spouse at retirement is a 50% Joint and Survivor pension ("J&S"). The Member's pension is guaranteed at 100% for the seven (7) year period following retirement. After the expiration of the seven (7) years, a surviving spouse would be eligible for 50% of the pension at the time of the Member's death.

There are two types of J&S pensions (1- reducing on the Member's death, and 2 - reducing on either the Member's or eligible spouse's death). The optional forms of J&S pensions depends on the age of the Member and the eligible spouse at retirement, but generally are 60%, 75%, or 100% J&S pensions as applicable.

The normal form of pension for single members at retirement is a seven (7) year guarantee. Additional pension options include a "Life Only" pension, a "Life and Ten Years Certain" pension.

### **Bridge Benefit**

A Librarian Member who retires under the Special Retirement Date provisions (Rule of 80/85) will receive a bridge benefit equal to \$19.00 per month per year of Pensionable Service accrued to June 30, 1996 to a maximum of 20 years of service.

The bridge benefit is payable from the later of the pension commencement date and Member's attainment of age 60 and ceases on attainment of age 65 or death, if earlier.

## **POTENTIAL PENSION INCREASE FORMULA**

On January 1 of each year, pensions in pay from the Plan have the potential to be increased using the following formula:

The percentage of increase shall be the lesser of (i) or (ii):

(i) the percentage by which the Average Annual Rate of Return determined by the following formula exceeds 4.5%,  
$$\text{Average Annual Rate of Return} = (\text{Sum of the Annual Rates of Return for each of the previous 5 Plan Years})/5$$

(ii) the percentage annual increase in the average Consumer Price Index during the 12 month period that ended on the immediately preceding June 30.

Pensions in pay on January 1 of each year shall be increased by the percentage determined above and multiplied by a fraction, the numerator of which is the number of months (maximum 12) the pension was in pay during the previous Plan Year and the denominator of which is twelve (12).

## **TERMINATION OF EMPLOYMENT PRIOR TO RETIREMENT**

### **Termination with less than two years of Plan membership**

- (a) Librarians hired on or after June 16, 2006 will be eligible for a refund of his/her required contributions (member contributions) plus Net Interest on the Fund.
- (b) Librarians hired on or before June 15, 2006 will be eligible for a refund of his/her required contributions (member contributions) plus Net Interest on the Fund or one of the options listed below for terminations after two years.

### **Termination with at least two years of Plan membership**

If a Librarian Member terminates employment after two years of Plan membership, he/she may elect to receive one of the following:

- (A) A transfer of an amount equal to twice the Member's required contributions plus Net Interest on the Fund to a locked-in retirement savings arrangement or other pension plan as permitted.
- (B) A transfer of the commuted value of the Member's deferred pension to a locked-in retirement arrangement or other pension plan as permitted.
- (C) A deferred pension, payable at the Member's normal retirement date, equal to the pension earned up to the date of termination.

## **EXPLANATION OF TERMS**

### **Year's Maximum Pensionable Earnings (YMPE)**

The earnings on which Canada Pension Plan (CPP) contributions and benefits are calculated. The YMPE changes each year according to a formula using average wage levels.

### **Average Year's Maximum Pensionable Earnings (Average YMPE)**

The average YMPE in the same 48 months as is used to calculate the Best Average Salary.

### **Regular Annual Salary**

A Member's regular earnings at July 1<sup>st</sup> of each year.

### **Best Average Salary**

The average of the 48 highest months of Regular Annual Salary while a Plan participant.

## **ADDITIONAL INFORMATION**

For further information please visit our website at [www.workingatmcmaster.ca/pensions](http://www.workingatmcmaster.ca/pensions). The Benefits and Pensions portion contains valuable information including forms, documents, pre-retirement workshops and post-retirement benefit booklets.

The information contained in this document is intended as a brief summary of the main provisions of the McMaster University Contributory Pension Plan for Salaried Employees of McMaster University Including McMaster Divinity College 2000. As it is a summary only, this document is not intended to have legal effect. For full details of eligibility and benefit provisions and the terms and conditions of the Plan, reference should be made to the official Plan text. Further, in the event of any discrepancy or inconsistency, the official Plan text will govern.