

Plan design changes for ambulance paramedics: comparing your pension

Plan design changes for ambulance paramedics are effective April 1, 2020. These plan changes only affect service earned going forward. Service earned up to April 1, 2020, will remain under the current plan rules.

This guide will help you determine how to compare your pension by reviewing your *2019 Member's Benefit Statement* in My Account.

Accessing My Account

To complete your My Account registration, you will need the last three digits of your social insurance number and your Person ID number (available on the letter included with this guide and on your past member benefit statements).

If you have not yet registered for My Account, it is simple to do. Navigate to My Account through the Public Service Pension Plan website at pspp.pensionsbc.ca, then follow these steps:

1. Enter your personal information
2. Create a security question
3. Confirm your identity
4. Choose a username and password

Following registration, we will send you a verification email.

Note: you must complete registration within two business days of receiving the verification email, or you will need to restart the registration process.

Compare your pension

What you need: your *2019 Member's Benefit Statement* and access to My Account.

Your *2019 Member's Benefit Statement* reports your pensionable earnings for the fiscal year ending March 31, 2019. The service you earned in this timeframe is under the current plan rules. The statement assumes that the current plan rules are in effect until your retirement date.

Starting in mid-September 2019, you can access your *2019 Member's Benefit Statement* as a PDF in My Account under the Reports tab. You will also be mailed a copy of your *2019 Member's Benefit Statement*.

How to compare your pension: Depending on your age, there may be up to four assumed retirement ages listed on your 2019 *Member's Benefit Statement*—ages for your earliest reduced pension, earliest unreduced pension, unreduced pension and latest retirement age.

3 Your estimated monthly pension benefit

If you continue to work as you did in the past year and retire on one of the dates below:

| | Age | Effective Date | Single Life Guaranteed 10 Years | | | 100% Joint Life | | |
|--------------------|-------------|----------------|---------------------------------|--------------|---------|------------------|--------------|---------|
| | | | Lifetime Monthly | Until Age 65 | | Lifetime Monthly | Until Age 65 | |
| | | | | Bridge | Total | | Bridge | Total |
| Earliest Reduced | 55 yrs 0 mo | Mar 1, 2039 | \$1,781 | \$235 | \$2,016 | \$1,614 | \$235 | \$1,849 |
| Earliest Unreduced | 60 yrs 0 mo | Mar 1, 2044 | \$2,829 | \$249 | \$3,078 | \$2,527 | \$249 | \$2,776 |
| Unreduced | 65 yrs 0 mo | Mar 1, 2049 | \$2,997 | n/a | n/a | \$2,637 | n/a | n/a |
| Latest Retirement | 71 yrs 9 mo | Dec 1, 2055 | \$2,997 | n/a | n/a | \$2,598 | n/a | n/a |

The pension estimates above are based on you continuing to earn the same salary and service as you did in the past year.

If you had stopped working on Mar 31, 2019 and left your money in the plan:



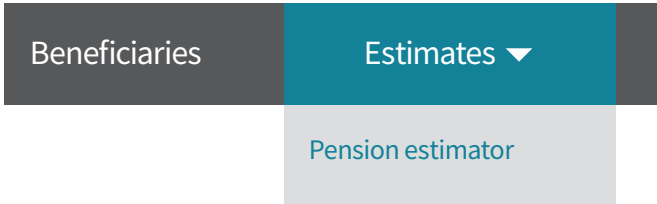
| | Age | Effective Date | Single Life Guaranteed 10 Years | | | 100% Joint Life | | |
|----|-------------|----------------|---------------------------------|--------------|-------|------------------|--------------|-------|
| | | | Lifetime Monthly | Until Age 65 | | Lifetime Monthly | Until Age 65 | |
| | | | | Bridge | Total | | Bridge | Total |
| At | 55 yrs 0 mo | Mar 1, 2039 | \$369 | \$177 | \$546 | \$334 | \$177 | \$511 |
| At | 65 yrs 0 mo | Mar 1, 2049 | \$492 | n/a | n/a | \$433 | n/a | n/a |

Your five-year highest average salary to Mar 31, 2019 is \$4,380. We used this amount to estimate your pension above.

After **mid-September 2019**, you can run a pension estimate in My Account to see how your pension will be adjusted for service earned April 1, 2020, onward—the resulting pension estimate will have the new rules applied.

Use one or more of the assumed retirement effective dates (from your 2019 *Member's Benefit Statement*) for May 2020 or later. Compare the pension estimate amounts to those shown on your 2019 *Member's Benefit Statement* (making sure the effective dates match) to see the effect of the new rules on your pension.

Here are the steps to follow:

| Step | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|-------------|---------|----------------|------------------|---------------------------------|------------------|------------------|------|---------------------------------|-------|------------------|-------------|-------------|---------|-------|---------|---------|--|--------------------|-------------|-------------|---------|-------|---------|---------|--|-----------|-------------|-------------|---------|-----|-----|---------|--|-------------------|-------------|-------------|---------|-----|-----|---------|--|
| Sign in to My Account |  <input type="button" value="Register"/> <input type="button" value="Sign in"/>  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Navigate to Estimates > Pension estimator |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Using your 2019 Member's Benefit Statement, select one assumed retirement age you would like to use to compare your pension; depending on your age now, these retirement ages may be: | <table border="1"> <thead> <tr> <th rowspan="2"></th> <th rowspan="2">Age</th> <th rowspan="2">Effective Date</th> <th rowspan="2">Lifetime Monthly</th> <th colspan="2">Single Life Guaranteed 10 Years</th> <th rowspan="2">Lifetime Monthly</th> <th rowspan="2">100%</th> </tr> <tr> <th>Bridge</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Earliest Reduced</td> <td>55 yrs 0 mo</td> <td>Mar 1, 2039</td> <td>\$1,781</td> <td>\$235</td> <td>\$2,016</td> <td>\$1,614</td> <td></td> </tr> <tr> <td>Earliest Unreduced</td> <td>60 yrs 0 mo</td> <td>Mar 1, 2044</td> <td>\$2,829</td> <td>\$249</td> <td>\$3,078</td> <td>\$2,527</td> <td></td> </tr> <tr> <td>Unreduced</td> <td>65 yrs 0 mo</td> <td>Mar 1, 2049</td> <td>\$2,997</td> <td>n/a</td> <td>n/a</td> <td>\$2,637</td> <td></td> </tr> <tr> <td>Latest Retirement</td> <td>71 yrs 9 mo</td> <td>Dec 1, 2055</td> <td>\$2,997</td> <td>n/a</td> <td>n/a</td> <td>\$2,598</td> <td></td> </tr> </tbody> </table> | | Age | Effective Date | Lifetime Monthly | Single Life Guaranteed 10 Years | | Lifetime Monthly | 100% | Bridge | Total | Earliest Reduced | 55 yrs 0 mo | Mar 1, 2039 | \$1,781 | \$235 | \$2,016 | \$1,614 | | Earliest Unreduced | 60 yrs 0 mo | Mar 1, 2044 | \$2,829 | \$249 | \$3,078 | \$2,527 | | Unreduced | 65 yrs 0 mo | Mar 1, 2049 | \$2,997 | n/a | n/a | \$2,637 | | Latest Retirement | 71 yrs 9 mo | Dec 1, 2055 | \$2,997 | n/a | n/a | \$2,598 | |
| | Age | | | | | Effective Date | Lifetime Monthly | | | Single Life Guaranteed 10 Years | | Lifetime Monthly | 100% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Bridge | Total | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Perform a pension estimate using the same effective date (retirement month and year) as your assumed retirement age | <input type="radio"/> Age <input type="text"/> <input checked="" type="radio"/> Date <input type="text"/> <input type="text"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Verify your spousal information | <p>Our records show that you have a spouse. Is this correct?</p> <input type="radio"/> Yes, this is correct, I do have a spouse. <input type="radio"/> No, this is not correct, I need to update my information on the profile page before I continue. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Review the pension estimate and save it | <div style="border: 1px solid #ccc; padding: 5px;"> <p>i Important information about this estimate +</p> <p>Please review the following important information about your pension options and the calculations we made to produce them.</p> <p><input type="button" value="Save estimate"/> <input type="button" value="Cancel"/></p> </div> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Compare your saved pension estimate to the pension amount in your Member's Benefit Statement | <table border="1"> <thead> <tr> <th rowspan="2"></th> <th rowspan="2">Age</th> <th rowspan="2">Effective Date</th> <th rowspan="2">Lifetime Monthly</th> <th colspan="2">Single Life Guaranteed 10 Years</th> <th rowspan="2">Lifetime Monthly</th> <th rowspan="2">100%</th> </tr> <tr> <th>Bridge</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Earliest Reduced</td> <td>55 yrs 0 mo</td> <td>Mar 1, 2039</td> <td>\$1,781</td> <td>\$235</td> <td>\$2,016</td> <td>\$1,614</td> <td></td> </tr> <tr> <td>Earliest Unreduced</td> <td>60 yrs 0 mo</td> <td>Mar 1, 2044</td> <td>\$2,829</td> <td>\$249</td> <td>\$3,078</td> <td>\$2,527</td> <td></td> </tr> <tr> <td>Unreduced</td> <td>65 yrs 0 mo</td> <td>Mar 1, 2049</td> <td>\$2,997</td> <td>n/a</td> <td>n/a</td> <td>\$2,637</td> <td></td> </tr> <tr> <td>Latest Retirement</td> <td>71 yrs 9 mo</td> <td>Dec 1, 2055</td> <td>\$2,997</td> <td>n/a</td> <td>n/a</td> <td>\$2,598</td> <td></td> </tr> </tbody> </table> | | Age | Effective Date | Lifetime Monthly | Single Life Guaranteed 10 Years | | Lifetime Monthly | 100% | Bridge | Total | Earliest Reduced | 55 yrs 0 mo | Mar 1, 2039 | \$1,781 | \$235 | \$2,016 | \$1,614 | | Earliest Unreduced | 60 yrs 0 mo | Mar 1, 2044 | \$2,829 | \$249 | \$3,078 | \$2,527 | | Unreduced | 65 yrs 0 mo | Mar 1, 2049 | \$2,997 | n/a | n/a | \$2,637 | | Latest Retirement | 71 yrs 9 mo | Dec 1, 2055 | \$2,997 | n/a | n/a | \$2,598 | |
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Example: If the earliest unreduced pension age in your 2019 Member's Benefit Statement is age 60, and the effective date is June 1, 2025, run a pension estimate for June 2025. Compare the pension amount listed in your 2019 Member's Benefit Statement to your pension estimate to see how the plan design changes affect your service earned on and after April 1, 2020.

Additional support

- We will provide a member webinar in fall 2019 to review the plan design changes. The date and time will be posted on the plan website—watch for updates.
- The *Learning resources* section on the plan website includes useful links: articles, an A–Z glossary of terms, online learning modules and information about in-person workshops held throughout BC.
- The plan provides extensive information on retirement planning. Explore *Your pension* and *Plan changes* on the plan website at pspp.pensionsbc.ca.

How your pension is calculated

The personalized pension estimator in My Account draws from your actual pension data when it calculates a pension estimate. This information is included if you wish to learn more about how your pension is calculated.

For service earned before April 1, 2020 (when the new plan rules take effect), your pension includes your lifetime pension and bridge benefit:

- Your lifetime pension will be calculated using your **highest average salary (HAS)**, the year's **maximum pensionable earnings (YMPE)** and your **years of pensionable service (YPS)**.
- The bridge benefit will be added to your lifetime pension and will be payable from your date of retirement until age 65 or death, whichever comes first.

For service earned on or after April 1, 2020, the pension formula includes an updated lifetime accrual rate; it does not include a bridge benefit. The formula is simplified and uses one accrual rate, multiplied by your HAS, multiplied by your YPS.

Depending when you started your contributory service, you may be affected by up to four different contributory service periods.

| Contributory service periods | Type of benefit | Formula |
|--|-----------------------|---|
| Before April 1, 2006 | Lifetime pension | $(1.35\% \times \text{HAS up to YMPE} + 2\% \times \text{HAS in excess of YMPE}) \times \text{YPS}$ |
| | Bridge | $0.65\% \times \text{HAS up to YMPE} \times \text{YPS}$ |
| April 1, 2006 to March 31, 2018 ¹ | Lifetime pension | $(1.65\% \times \text{HAS up to YMPE} + 2\% \times \text{HAS in excess of YMPE}) \times \text{YPS}$ |
| | Bridge | $0.35\% \times \text{HAS up to YMPE} \times \text{YPS}$ |
| April 1, 2018 to March 31, 2020 | Lifetime pension | $(1.35\% \times \text{HAS up to YMPE} + 2\% \times \text{HAS in excess of YMPE}) \times \text{YPS}$ |
| | Bridge | $0.65\% \times \text{HAS up to YMPE} \times \text{YPS}$ |
| On or after April 1, 2020 ² | Lifetime pension only | $1.85\% \times \text{HAS} \times \text{YPS}$ |

¹ Effective October 1, 2019. Note: pension estimates and sample retirement dates in your 2019 *Member's Benefit Statement* before October 1, 2019, will not reflect this update.

² The 2019 *Member's Benefit Statement* and any saved pension estimates you have will not reflect the new accrual rate.