



Contributions, Earnings, Service and Pension Adjustments

Employer Education Session

November 18, 2024





Agenda

- 1. Contribution remittance**
- 2. DBprime**
 - Contributory earnings
 - Contribution calculations
 - Pensionable service
 - Pension adjustments
- 3. DBplus**
 - Earnings and contributions
 - Pension adjustments

Contribution remittance

Contribution remittance: Types

- Monthly contributions and pregnancy/parental/adoption leave contributions
- Pension purchase contributions

Contribution remittance: Overview

- Key responsibility of all CAAT participating employers
- Accurate contribution data facilitates accurate pension calculations for members
- Remittance data identifies contribution amounts and the reporting period
- Contributions must be received by CIBC Mellon by the 30th calendar day following the end of the month to which the contributions relate

For example, contributions in respect of the month of May must be received **no later than** June 30.

Exception: If the 30th day following the end of the month falls on a weekend or statutory holiday, the due date shifts to the previous business day.

This remittance timeline applies to all CAAT participating employers, including where a Participation Agreement and/or MOA between a participating employer and the Plan may provide for a less generous

Month	Deadline to file contribution remittance
January 2024	March 1, 2024
February 2024	March 28, 2024
March 2024	April 30, 2024
April 2024	May 30, 2024
May 2024	June 28, 2024
June 2024	July 30, 2024
July 2024	August 30, 2024
August 2024	September 27, 2024
September 2024	October 30, 2024
October 2024	November 29, 2024
November 2024	December 30, 2024
December 2024	January 30, 2025

If the 30th of the next month falls on a weekend or holiday, the deadline is the closest previous business day.

Contribution remittance: Using PAL

AGED Aardvark

Quick Search

Dashboard

Find a member

Message Centre

Message Centre New

Document Centre

Member enrolment

Change of employment

Termination of employment

Report a leave

Purchase requests 0

Pension application

Pension estimate

Contribution remittance

Data Collection Tool

Employer reports

Employer Manual - 2

Welcome to your Pension Administration Link

Your CAAT Pension portal

Find a member

Quick Search

Recent activity

Start time	Activity
19-Jun-2023 10:13 AM	9914 - Jackson Janet submitted an enrolment request
01-Dec-2022 12:50 PM	8106 - Last First submitted an enrolment request
01-Dec-2022 12:25 PM	8104 - Last First submitted an enrolment request
01-Dec-2022 11:45 AM	8103 - Last First submitted an enrolment request
22-Nov-2022 04:58 PM	8042 - Last First submitted an enrolment request

View all activity

- Log in to PAL
- Select **Contribution remittance** from left navigation

Contribution remittance: Summaries



- Funds can be deposited and allocated only after a **Contribution remittance summary** has been submitted via PAL
- CAAT needs to know the breakdown of the funds to aid in other finance activities, so delays in receiving a **Contribution remittance summary** affect many aspects of the business
- Missing remittance summaries can lead to late fees and additional back-and-forth communication
- Contribution remittance summaries are required with every payment made
 - **Please ensure the payment date and the amount of the remittance match what was sent to CIBC Mellon**

Contribution remittance: Purchases

Purchases contributions remittance

- Lump-sum pregnancy/parental/adoption leave, statutory leave of absence, transfer-in, etc.

Contribution remittance: Purchases

Member ID	Purchase Type	Amount
<input type="text"/>	<input type="text" value="RPP Pre-Enrolment - Member"/> 	<input type="text" value="250.00"/> 
	<ul style="list-style-type: none">RPP Pre-Enrolment - MemberRPP Pre-Enrolment - EmployerRPP Pregnancy/Parental - Member (Lump sum)RPP Pregnancy/Parental - Employer (Lump sum)RPP Statutory Leave of Absence - MemberRPP Statutory Leave of Absence - EmployerRPP Unpaid Leave of Absence - Member Pay all	<input type="button" value="New entry"/>
Comments	<input type="text"/>	
	Purchases total	<input type="text" value="250.00"/>

If you are submitting contributions for a pension purchase:

- Search for the **Member ID**
- Select the **Purchase Type**
- Include the **Amount**
- Add **Comments** if you wish

Contribution remittance: EFT

- Electronic funds transfer (EFT) is CAAT's preferred method for employers to remit funds
 - EFT instructions are available from your Pension Analyst
 - Upon receipt, CAAT's custodian, CIBC Mellon, will transfer the funds to CAAT's custody account
- Please contact your employer Pension Analyst for other forms of payment if you are unable to remit by EFT

Contributions - Additional Information

- Do not send personal E-Transfers to CAAT's email, **this is not an option for remittance**
- If you find an error on your Remittance Summary after it has been submitted, you can edit and resubmit if the **Payment Status** is still **Pending**
- If you find an error in the amount of funds sent, you can remit more or less on the next month's remittance

DBprime:
Contributory earnings

DBprime: Contributory earnings

What are contributory earnings versus non-contributory earnings?

General principles:

- Include regular, predictable, re-earnable pay
- Exclude one-off payments such as overtime

DBprime: Contributory earnings

- Contributory earnings are defined in the Plan Text
- Section 2.11 of the Plan Text contains the detailed information

Resources:

- [Plan Text](#)
- Employer Manual
 - Contributory Earnings Summary chart with examples
 - Contributory Earnings decision trees

DBprime: Contribution calculations

Contribution rates until December 31, 2024



11.2% up to the YMPE

14.8% above YMPE

of annualized pensionable earnings

Contributions are 100%
matched by the employer

- 2024 YMPE = \$68,500
- 2024 RCA earnings = \$204,475.00

Contribution rates effective January 1, 2025



10.2% up to the YMPE

13.8% above YMPE

of annualized pensionable earnings

Contributions are 100%
matched by the employer

- 2025 YMPE = \$71,300
- 2025 RCA earnings = \$212,788.50

Change to employer contributions to RCA

- Employers that participate in the CAAT Retirement Compensation Arrangement (RCA) will have an increase to the **employer** contribution rate starting January 1, 2025
- Currently employers contribute at 3 times the amount that the member contributes on RCA earnings (3 X 14.8%) which is 44.4% of covered earnings
- Effective January 1, 2025, employer RCA contributions will increase to **76.2%** of covered earnings

DBprime: Contributions

Last day worked	31-Oct-2024 ✓	Date of termination of employment	31-Oct-2024 ✓
Do you have any new earnings to report?			
<input checked="" type="radio"/> YES <input type="radio"/> NO			
Start date of pay period for the first pay of the year			
01-Aug-2024 ✓			
Do you have current year earnings to report?			
<input checked="" type="radio"/> YES <input type="radio"/> NO			
Current year - 2024			
Pay Frequency			
Bi-weekly 26 pay ✓			
From	01-Aug-2024 ✓	To	31-Oct-2024 ✓
Pensionable service	Expected value: 0.25191 0.25191 ✓	Regular contributory earnings	15,000.00 ✓
Lump sum contributory earnings	0.00 ✓	Vacation contributory earnings	0.00 ✓
Retroactive pay	0.00 ✓	Total earnings	15,000.00
Basic contributions	Expected value: 1680.00 1,680.00 ✓	CAAT RCA contributions	Expected value: 0.00 0.00 ✓
Annual rate of salary	0.00 ✓	Pension adjustment (PA)	Expected value: 1604 1,604 ✓

PAL will calculate the contributions

DBprime: Contribution calculation

- Contribution spreadsheets in the Employer Manual
 - **Employer Manual > Calculators and tools**
 - Two full-time spreadsheets: biweekly, and semi-monthly/monthly
 - Instructions and examples also available
 - Spreadsheets to be updated this month with 2025 amounts

Where to find contribution calculation spreadsheets

The screenshot displays the CAAT Employer Manual website interface. On the left is a navigation menu with the following items: Leaves and pension purchases, Transfers, Disability leaves, Marriage breakdown, Termination, Working past age 65, Retirement, Death benefits, Member/Non-member monthly data, **Calculators and tools** (highlighted in green), Forms library, Learning resources, Service standards, and Glossary. The main content area is titled "Full-time members under the DBprime plan design – service and contributions". It contains two sections of links:

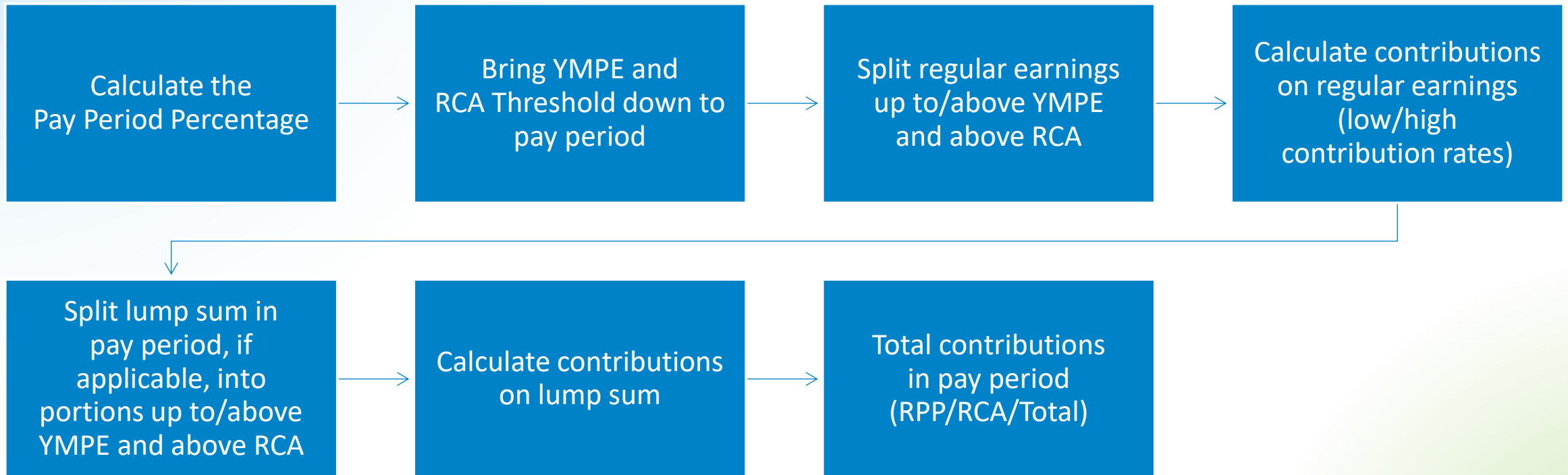
- [DBprime Contribution Calculation Worksheet - FT Members Paid Biweekly \(Excel\)](#)
 - [Instructions - Annualization Methodology FT Members Paid Biweekly \(PDF\)](#)
- [DBprime Contribution Calculation Worksheet - FT Members Paid Semi-monthly or Monthly \(Excel\)](#)
 - [Instructions - Annualized Methodology FT Members Paid Semi-monthly or Monthly \(PDF\)](#)

DBprime: Contribution calculation spreadsheets

Important things to know:

- Only the bi-weekly spreadsheet can be used for year-to-date contribution calculations
 - If you are using the monthly or semi-monthly calculation spreadsheet, you must use the multiple calculations tab in the spreadsheet to calculate total contributions up to the event date
- You can show or hide the contributions calculation details by clicking on the **Show/Hide Details button** on the top right corner of the sheet

DBprime: Contribution calculation detail steps



Bi-weekly, year-to-date example

ver: 4_2024

DBprime Contribution Calculation Worksheet - FT - Bi-weekly Pay

Please note that this spreadsheet can be used for DBprime full-time members who:

- > are paid bi-weekly; and
- > are active for the entire pay period; or
- > have less or more than full service in a pay period due to a leave, entry/exit during the pay period, or being paid for time in a prior period; or
- > had deemed earnings in the pay period due to paid leaves or a "pay as you go" pregnancy leave; or
- > have received a lump sum payment in addition to regular pay period earnings.

Please enter information in blue dropdowns and yellow data entry cells

Contributions for the pay period will appear in the bright green cells at the bottom of the worksheet

Member Name = (optional)

Member ID/SIN = (optional)

Year =

YMPE =

RCA Earnings Threshold =

Contribution Rate (% up to YMPE and % above YMPE) =

Pay Period (Pay Frequency) =

Pay Periods in Year =

Employee Group = → Payroll Type =

Regular Work Days in Pay Period =

Total Paid Workdays in Year =

Actual Workdays Paid in Pay Period =

Actual/Deemed Pensionable Earnings in period - Regular/Non-Lump Sum = (Schedule 1 - include taxable benefits)


One-time Lump Sum Pensionable Earnings paid in this Pay Period = (E.g. Pensionable bonus, Retroactive payment)

Previous Pensionable Lump Sums paid in 2024 = (Contributions **ARE NOT** calculated on this field – only used to annualize earnings before current lump sum)

Pay Period Contribution Calculation

Total Contributions for Pay Period (Non-Lump Sum and Lump Sum Earnings)

Total Member RPP Contributions	=	(G)	+	(H)	+	(Q)	+	(R)	=	<input type="text" value="\$10,163.00"/> (U)
		(\$3,836.00)		(\$4,551.00)		(\$0.00)		(\$1,776.00)		
Total Member RCA Contributions	=	(I)	+	(S)	=	<input type="text" value="\$0.00"/> (V)				
		(\$0.00)		(\$0.00)						
Total Member RPP and RCA Contribution:	=	(U)	+	(V)	=	<input type="text" value="\$10,163.00"/> (X)				
		(\$10,163.00)		(\$0.00)						



Clear Print


Show/Hide Details

(Only PAL users can access the Employer Manual. If you need assistance, contact your Pension Analyst.)

Bi-weekly, payroll period example

ver: 4_2024

DBprime Contribution Calculation Worksheet - FT - Bi-weekly Pay



Please note that this spreadsheet can be used for DBprime full-time members who:

- > are paid bi-weekly; and
- > are active for the entire pay period; or
- > have less or more than full service in a pay period due to a leave, entry/exit during the pay period, or being paid for time in a prior period; or
- > had deemed earnings in the pay period due to paid leaves or a "pay as you go" pregnancy leave; or
- > have received a lump sum payment in addition to regular pay period earnings.

Please enter information in blue dropdowns and yellow data entry cells

Contributions for the pay period will appear in the bright green cells at the bottom of the worksheet

Member Name	=	<input type="text" value="First Name Last Name"/>			(optional)
Member ID/SIN	=	<input type="text"/>			(optional)
Year	=	<input type="text" value="2024"/>			
YMPE	=	<input type="text" value="\$68,500.00"/>			
RCA Earnings Threshold	=	<input type="text" value="\$204,475.00"/>			
Contribution Rate (% up to YMPE and % above YMPE)	=	<input type="text" value="11.2% and 14.8%"/>			
Pay Period (Pay Frequency)	=	<input type="text" value="Bi-weekly"/>			
Pay Periods in Year	=	<input type="text" value="26"/>			
Employee Group	=	<input type="text" value="Faculty"/>	→	Payroll Type =	<input type="text" value="Workdays"/>
Regular Work Days in Pay Period	=	<input type="text" value="10"/>			
Total Paid Workdays in Year	=	<input type="text" value="260"/>			
Actual Workdays Paid in Pay Period	=	<input type="text" value="10"/>			
Actual/Deemed Pensionable Earnings in period - Regular/Non-Lump Sum	=	<input type="text" value="\$5,000.00"/>			<i>Schedule 1 - include taxable benefits</i>
One-time Lump Sum Pensionable Earnings paid in this Pay Period	=	<input type="text" value="\$0.00"/>			<i>E.g. Pensionable bonus, Retroactive payment</i>
Previous Pensionable Lump Sums paid in 2024	=	<input type="text" value="\$0.00"/>			<i>Contributions ARE NOT calculated on this field – only used to annualize earnings before current lump sum)</i>

[Employer Manual - Contributions, Earnings, and Service Guidelines](#)
(Only PAL users can access the Employer Manual. If you need assistance, contact your Pension Analyst.)

Pay Period Contribution Calculation

Total Contributions for Pay Period (Non-Lump Sum and Lump Sum Earnings)

Total Member RPP Contributions	=	(G)	+	(H)	+	(Q)	+	(R)		
		<input type="text" value="\$295.08"/>)	<input type="text" value="\$350.08"/>)	<input type="text" value="\$0.00"/>)	<input type="text" value="\$0.00"/>)	= <input type="text" value="\$645.16"/> (U)
Total Member RCA Contributions	=	(I)	+	(S)						= <input type="text" value="\$0.00"/> (V)
		<input type="text" value="\$0.00"/>)	<input type="text" value="\$0.00"/>						
Total Member RPP and RCA Contribution:	=	(U)	+	(V)						= <input type="text" value="\$645.16"/> (X)
		<input type="text" value="\$645.16"/>)	<input type="text" value="\$0.00"/>						

DBprime:

Pensionable service

DBprime: Pensionable service, full-time

- Calculate full service
 - 1 year or less if member enrolled or terminated during the year
- Offset with carve-outs
 - Unpaid leaves

DBprime: Pensionable service, full-time

Earnings, contributions, and pensionable service for DBprime

Last day worked: 31-Oct-2024 ✓
Date of termination of employment: 31-Oct-2024 ✓

Do you have any new earnings to report?
 YES NO

Start date of pay period for the first pay of the year: 01-Aug-2024 ✓

Do you have current year earnings to report?
 YES NO

Current year - 2024

Pay Frequency: Bi-weekly 26 pay ✓

From: 01-Aug-2024 ✓ To: 31-Oct-2024 ✓

Pensionable service	Expected value: 0.25191	Regular contributory earnings	15,000.00 ✓
<input style="width: 100%;" type="text" value="0.25191"/>	0.25191 ✓		
Lump sum contributory earnings	0.00 ✓	Vacation contributory earnings	0.00 ✓
<input style="width: 100%;" type="text" value="0.00"/>		<input style="width: 100%;" type="text" value="0.00"/>	
Retroactive pay	0.00 ✓	Total earnings	15,000.00
<input style="width: 100%;" type="text" value="0.00"/>		<input style="width: 100%;" type="text" value="15,000.00"/>	
Basic contributions	Expected value: 1680.00	CAAT RCA contributions	Expected value: 0.00
<input style="width: 100%;" type="text" value="1,680.00"/>	1,680.00 ✓	<input style="width: 100%;" type="text" value="0.00"/>	0.00 ✓
Annual rate of salary	0.00 ✓	Pension adjustment (PA)	Expected value: 1604
<input style="width: 100%;" type="text" value="0.00"/>		<input style="width: 100%;" type="text" value="1,604"/>	1,604 ✓

PAL will calculate the service

DBprime: Pensionable service, full-time

- Spreadsheets available on the CAAT website:
 - **Employer Manual > Calculators and tools**
 - Full-time Spreadsheets
- 2024 was based on 262 workdays in the year
- 2025 is based on 261 workdays in the year

DBprime: Pensionable service, full-time

Pensionable Service Calculation for Full-Time Member v1_2021

Employee Name: Clear

Employee ID/SIN:

Calendar Year: Print

Date of Enrolment/Switch to FT (if in 2024):

Date of Termination/Last day of FT (if in 2024):

Employee Group:

Pensionable Service Calculation Type:

Workdays in calendar year 2024: 262

Leave Period(s) in 2024 - Workdays

Workdays of Leave #1 (linked to calculator)		
Workdays of Leave #2 (linked to calculator)		
Workdays of Leave #3 (linked to calculator)		
Workdays of Leave #4 (linked to calculator)		
Workdays of Leave #5 (linked to calculator)		
Workdays of Leave #6 (linked to calculator)		
Workdays of Leave #7 (linked to calculator)		
Workdays of Leave #8 (linked to calculator)		
Workdays of Leave #9 (linked to calculator)		
Workdays of Leave #10 (linked to calculator)		
Workdays of Leave #11 (linked to calculator)		
Workdays of Leave #12 (linked to calculator)		
Workdays of Leave #13 (linked to calculator)		
Workdays of Leave #14 (linked to calculator)		
Workdays of Leave #15 (linked to calculator)		
Partial-day Leave #1 (input Workdays)		
Partial-day Leave #2 (input Workdays)		
Partial-day Leave #3 (input Workdays)		
Partial-day Leave #4 (input Workdays)		
Partial-day Leave #5 (input Workdays)		
Partial-day Leave #6 (input Workdays)		
Partial-day Leave #7 (input Workdays)		
Partial-day Leave #8 (input Workdays)		
Partial-day Leave #9 (input Workdays)		
Partial-day Leave #10 (input Workdays)		
Partial-day Leave #11 (input Workdays)		
Partial-day Leave #12 (input Workdays)		
Partial-day Leave #13 (input Workdays)		
Partial-day Leave #14 (input Workdays)		
Partial-day Leave #15 (input Workdays)		
Total Leave Workdays	0	
Total Leaves (fraction of year)	0.00000	

Leave Period Calculator

Leave Details	Length of Leave		Warnings
	Start Date	End Date	
Leave #1			
Leave #2			
Leave #3			
Leave #4			
Leave #5			
Leave #6			
Leave #7			
Leave #8			
Leave #9			
Leave #10			
Leave #11			
Leave #12			
Leave #13			
Leave #14			
Leave #15			

Pensionable Service for 2024

Maximum Pensionable Service: 0.25191 *(Based on enrolment and/or termination date)*

Total Leaves (to offset): 0.00000

Total Pensionable Service for 2024:

DBprime:
Pension adjustments

DBprime: Pension adjustments

- DBprime pension adjustment calculation is the same as last year

For changes in employee type:

- Two pension adjustments (PAs) are required for members who move between DBprime and DBplus in a calendar year
 - DBprime PA
 - DBplus PA

DBprime: Pension adjustments

Earnings, contributions, and pensionable service for DBprime

Last day worked: 31-Oct-2024 ✓ Date of termination of employment: 31-Oct-2024 ✓

Do you have any new earnings to report?
 YES NO

Start date of pay period for the first pay of the year: 01-Aug-2024 ✓

Do you have current year earnings to report?
 YES NO

Current year - 2024

Pay Frequency: Bi-weekly 28 pay ✓

From: 01-Aug-2024 ✓ To: 31-Oct-2024 ✓

Pensionable service	Expected value: 0.25191	Regular contributory earnings	Expected value: 15,000.00
0.25191 ✓		15,000.00 ✓	
Lump sum contributory earnings	Expected value: 0.00	Vacation contributory earnings	Expected value: 0.00
0.00 ✓		0.00 ✓	
Retroactive pay	Expected value: 0.00	Total earnings	Expected value: 15,000.00
0.00 ✓		15,000.00	
Basic contributions	Expected value: 1,680.00	CAAT RCA contributions	Expected value: 0.00
1,680.00 ✓		0.00 ✓	
Annual rate of salary	Expected value: 0.00	Pension adjustment (PA)	Expected value: 1,604
0.00 ✓		1,604 ✓	

PAL will calculate the pension adjustment

DBprime: Pension adjustments

The screenshot shows the CAAT Pension Plan website. The header includes the CAAT logo, navigation links (Contact us, Support centre, Newsroom, Careers, Contributors), and buttons for Login and Join DBplus. A search bar is also present. The breadcrumb trail reads: Home / Employers / Tools / PA Calculator. The main heading is "DBprime Pension Adjustment (PA) Calculator". Below this, there is a disclaimer: "The DBprime Pension Adjustment (PA) calculator is designed to assist with the calculation of DBprime PAs only under the CAAT Pension Plan ('the Plan'). The output of the tool is based on the data input by the user and the Plan does not review or verify the results. The Plan reserves the right to make any revisions to the tool." A link to the Employer Manual is provided. A "Help" icon is visible. The "Start Your Calculation" section contains input fields for Year (2024), Earnings (15000), and Service (0.25191). A "Calculate" button is highlighted in blue, and a "Clear" button is next to it. The result, "Pension Adjustment: 1604", is displayed in a text box.

caat
PENSION PLAN

Contact us | Support centre | Newsroom | Careers | Contributors FR Login Join DBplus

> Pension solutions | > Members | > Employers | > Investments | > About us

Search

Home / Employers / Tools / PA Calculator

DBprime Pension Adjustment (PA) Calculator

The DBprime Pension Adjustment (PA) calculator is designed to assist with the calculation of DBprime PAs only under the CAAT Pension Plan ("the Plan"). The output of the tool is based on the data input by the user and the Plan does not review or verify the results. The Plan reserves the right to make any revisions to the tool.

For DBplus PA calculations, or PAs for a year in which a member has an interdesign transfer between DBplus and DBprime, please refer to the spreadsheets available in [the Employer Manual](#).

Help

Start Your Calculation

Year: 2024

Earnings: 15000
Actual, not annualized
example: 35050.22

Service: 0.25191
example: 0.08493

Calculate Clear

Pension Adjustment: 1604

- [DBprime Pension Adjustment Calculator](#) available on the CAAT website

DBprime: Pension adjustments

The screenshot displays the 'Employer manual' website interface. On the left is a vertical navigation menu with the following items: 'Leaves and pension purchases', 'Transfers', 'Disability leaves', 'Marriage breakdown', 'Termination', 'Working past age 65', 'Retirement', 'Death benefits', 'Member/Non-member monthly data', 'Calculators and tools' (highlighted in green), 'Forms library', 'Learning resources', 'Service standards', and 'Glossary'. The main content area is titled 'Employer calculators and spreadsheets' and contains several links: 'Website PA calculator (for DBprime PA calculations, and for OTRFT PA calculations from 2018 and before)', 'Estimate a DBplus pension', 'Spreadsheets for PA calculations for 2023 onward', 'DBprime Batch PA Calculation Spreadsheet (Excel)' (highlighted with a green box), 'DBplus Batch PA Calculation Spreadsheet (Excel - expanded rows)', and 'DBprime and DBplus Batch PA Calculation Spreadsheet (Excel - expanded rows)'.

Employer calculators and spreadsheets

[Website PA calculator](#) (for DBprime PA calculations, and for OTRFT PA calculations from 2018 and before)

[Estimate a DBplus pension](#)

Spreadsheets for PA calculations for 2023 onward

[DBprime Batch PA Calculation Spreadsheet \(Excel\)](#)

[DBplus Batch PA Calculation Spreadsheet \(Excel - expanded rows\)](#)

[DBprime and DBplus Batch PA Calculation Spreadsheet \(Excel - expanded rows\)](#)

DBprime: Pension adjustments

CAAT Pension Plan				ver: 1_2024	
DBprime Batch PA Calculation Spreadsheet					
Year: <input type="text" value="2024"/>		YMPE: \$68,500 Maximum PA: \$31,890		<input type="button" value="Clear"/>	
<i>This spreadsheet is intended to be used for calculating PAs for active members in the DBprime design (FT members at non-growth employers only starting in 2019).</i>					
<i>Results are based on information input by the user and the CAAT Plan does not review or verify the results. The CAAT Plan reserves the right to make any revisions to the tools. Please check the description of the spreadsheets in the Employer Manual to ensure you are using the correct version.</i>					
Member SIN/ID/EE No.	Name	Pensionable Earnings (actual)	Pensionable Service	Annualized Earnings (for PA purposes)	Pension Adjustment
	Example 1	\$70,000.00	1.00000	\$70,000.00	\$7,685
	Example 2	\$50,000.00	0.67433	\$74,147.67	\$5,685
	Example 3	\$50,000.00	0.75000	\$66,666.67	\$5,400
	Example 4	\$50,000.00	0.53946	\$92,685.28	\$6,348
		\$300,000.00	1.00000	\$300,000.00	\$31,890



DBplus: Earnings and contributions

DBplus: Eligible earnings

- DBplus earnings include earnings reported on member's T4:
 - Salary and wages, including overtime
 - Retroactive payments
 - Vacation pay (pay in lieu or included in hourly rate)
 - Paid leaves of absence (short-term disability/sick days, or pregnancy/parental/adoption leave)
- **Do not** include taxable benefits as earnings on T4 (professional dues, fitness memberships, tuition subsidy, etc.)

DBplus: Eligible earnings

The screenshot shows the 'caat employer manual' website. The left sidebar contains a navigation menu with the following items: Welcome, About the Manual, What's new, Administration overview, Tax requirements (with a dropdown arrow), Enrolment (with a dropdown arrow), Contributions, service and earnings (highlighted in green with an upward arrow), Contribution remittance, and Leaves and pension purchases (with a dropdown arrow). The main content area has a search bar at the top right. Below the search bar, it says 'You are here: Contributions, service and earnings'. The main heading is 'Contributions, service and earnings'. Below this, it states: 'The following topics are related to contributions and earnings. (Note that pensionable service is not relevant to the DBplus pension formula.)' and 'Select an item in the list to view the applicable subsection.' A list of links follows: Member contribution formula, Vacation pay, Retroactive pay, Concurrent employment, Contributory earnings categories (highlighted with a green box), Interest (on member contributions), and Correction thresholds for data revisions (contributions and PAs). A green arrow points from the 'Contributory earnings categories' link in the list to the corresponding bullet point in the text on the right.

- List available in the **Employer Manual > Contributions, service and earnings > select “Contributory earnings categories” link**
- **Contributory earnings categories by schedule PDF with examples in Schedule 3 (effective January 1, 2019)**

DBplus: Contributions

- Contributions based on eligible earnings
- Maximum contributions based on CRA money purchase limit (MP limit)
 - 2024 = \$32,490
 - \$16,245 member
 - \$16,245 employer
 - 2025 = \$33,810
 - \$16,905 member
 - \$16,905 employer

DBplus: Contribution rates



9%

of all eligible earnings

- Contributions are 100% matched by the employer
- Maximum is CRA money purchase limit

DBplus: Contributions

Earnings and contributions for DBplus

Last day worked

Date of termination of employment

Do you have any new earnings to report?
 YES NO

Do you have current year earnings to report?
 YES NO

Current year - 2024

From ✓ To ✓

Current year eligible earnings	<input type="text" value="45,000.00"/> ✓	Employer contributions	<input type="text" value="4,050.00"/> ✓	Expected value: 4050.00
Employee contributions (Does not include purchased leaves)	<input type="text" value="4,050.00"/> ✓	Pension adjustment (PA) (Include current year purchased leave)	<input type="text" value="6,047"/> ✓	Expected value: 6047

PAL will also calculate the contributions for member and employer for terminations, retirements, leaves or employment changes

DBplus: Pension adjustments

DBplus: Pension adjustment calculation

$$\left(\begin{array}{c} \text{member} \\ \text{contributions} \end{array} + \begin{array}{c} \text{employer} \\ \text{contributions} \end{array} \right) \times \begin{array}{c} \text{pension} \\ \text{factor} \\ (8.5\%) \end{array} \times 9 - \begin{array}{c} \text{offset} \\ (\$600)^* \end{array}$$

* Prorated based on: (member + employer contributions) ÷ money purchase limit

DBplus: 2024 Pension adjustment example

$$\left(\$4,500 + \$4,500 \right) \times \text{pension factor (8.5\%)} \times 9 - \$600 \times (\$9,000 / \$32,490^*)$$

* 2024 money purchase limit

\$6,719 = pension adjustment

DBplus: 2024 Inter-design PA calculation

$$\left(\begin{array}{c} \text{member} \\ \text{contributions} \end{array} + \begin{array}{c} \text{employer} \\ \text{contributions} \end{array} \right) \times \begin{array}{c} \text{pension} \\ \text{factor} \\ (8.5\%) \end{array} \times 9 - \begin{array}{c} \text{offset} \\ (\$600)^* \end{array}$$

* Prorated based on the lesser of:

- (member + employer contributions) ÷ money purchase limit of that year
- 1 – DBprime pensionable service in the year

DBplus: 2024 Inter-design PA example

$$\left(\$4,500 + \$4,500 \right) \times \text{pension factor (8.5\%)} \times 9 - \$600 \times 0.27701$$

\$6,719 = pension adjustment

* Prorated based on the lesser of:

- (member + employer contributions) ÷ money purchase limit of that year: $\$9,000/\$32,490 = 0.27701$
- 1 – DBprime pensionable service in the year = $1 - 0.33077 = 0.66923$

DBplus: Using PAL

Earnings and contributions for DBplus

Last day worked

DD-MMM-YYYY

Date of termination of employment

DD-MMM-YYYY

Do you have any new earnings to report?

YES NO

Do you have current year earnings to report?

YES NO

Current year - 2024

From

01-Jan-2024

To

31-Oct-2024 ✓

Current year eligible earnings

50,000.00 ✓

Employer contributions

Expected value: 4500.00

4,500.00 ✓

Employee contributions (Does not include purchased leaves)

Expected value: 4500.00

4,500.00

Pension adjustment (PA) (Include current year purchased leave)

Expected value: 6719

6,719 ✓

PAL will calculate the pension adjustment

Pension Factor change for DBplus pension accrual

- The pension factor will change to 9.5% effective January 1, 2025
- This pension factor should be used for DBplus member Pension Adjustments in 2025 and thereafter
- Any earnings included in a 2024 retirement that were paid in January 2025 will be subject to the 8.5% accrual rate (carryover)

DBplus: 2025 Pension adjustment example

$$\left(\$4,500 + \$4,500 \right) \times \text{pension factor (9.5\%)} \times 9 - \$600 \times (\$9,000 / \$33,810^*)$$

* 2025 money purchase limit

\$7,535 = pension adjustment

DBplus: Using PAL

Current year - 2025

From	31-Jan-2025 ✓	To	31-Mar-2025 ✓
Current year eligible earnings	50,000.00 ✓	Employer contributions	4500 ✓ Expected value: 4500.00
Employee contributions (Does not include purchased leaves)	### Expected value: 4500.00	Pension adjustment (PA) (Include current year purchased leave)	7,535 ✓ Expected value: 7535

Is there financial information for the previous year that needs to be submitted?
 YES NO

PAL will calculate the pension adjustment

Previous year - 2024


From	01-Jan-2024 ✓	To	31-Dec-2024 ✓
Previous year eligible earnings	50,000.00 ✓	Employer contributions	4,500.00 ✓ Expected value: 4500.00
Employee contributions (Does not include purchased leaves)	4,500.00 ✓ Expected value: 4500.00	Pension adjustment (PA) (Include current year purchased leave)	6,719 ✓ Expected value: 6719

DBplus: Pension adjustment tools

The screenshot displays the 'Employer manual' website interface. On the left is a navigation menu with the following items: 'Termination', 'Working past age 65', 'Retirement', 'Death benefits', 'Member/Non-member monthly data', 'Calculators and tools' (highlighted in green), 'Forms library', 'Learning resources', 'Service standards', and 'Glossary'. The main content area is titled 'Employer calculators and spreadsheets' and contains the following links and sections:

- [Website PA calculator](#) (for DBprime PA calculations, and for OTRFT PA calculations from 2018 and before)
- [Estimate a DBplus pension](#)
- Spreadsheets for PA calculations for 2023 onward**
 - [DBprime Batch PA Calculation Spreadsheet](#) (Excel)
 - [DBplus Batch PA Calculation Spreadsheet](#) (Excel - expanded rows)
 - [DBprime and DBplus Batch PA Calculation Spreadsheet](#) (Excel - expanded rows)

DBplus: Batch PA Calculation Spreadsheet

CAAT Pension Plan		ver: 1_2024 (expanded)					
DBplus Batch PA Calculation Spreadsheet							
Year:	2024	Annual Pension Factor: 8.5% Maximum Mbr/ER Conts: \$16,245 Maximum PA: \$31,890				<input type="button" value="Clear"/>	
<p><i>This spreadsheet is intended to be used for calculating PAs for active members at non-growth employers in the DBplus design contributing at 9%. This spreadsheet should not be used for members at growth employers.</i></p> <p><i>Results are based on information input by the user and the CAAT Plan does not review or verify the results . The CAAT Plan reserves the right to make any revisions to the tools. Please check the description of the spreadsheets in the Employer Manual to ensure you are using the correct version.</i></p>							
Member SIN/ID/EE No.	Name	Pensionable Earnings	Member Contributions	Employer Contributions	Total Contributions	Pension Accrual	Pension Adjustment
	test1	\$400,000.00	\$16,245.00	\$16,245.00	\$32,490.00	\$2,761.65	\$24,255
	test2	\$300,000.00	\$16,245.00	\$16,245.00	\$32,490.00	\$2,761.65	\$24,255
	test3	\$200,000.00	\$16,245.00	\$16,245.00	\$32,490.00	\$2,761.65	\$24,255
	test4	\$150,000.00	\$13,500.00	\$13,500.00	\$27,000.00	\$2,295.00	\$20,156
	test5	\$100,000.00	\$9,000.00	\$9,000.00	\$18,000.00	\$1,530.00	\$13,438
	test6	\$80,000.00	\$7,200.00	\$7,200.00	\$14,400.00	\$1,224.00	\$10,750
	test7	\$50,000.00	\$4,500.00	\$4,500.00	\$9,000.00	\$765.00	\$6,719
	test8	\$30,000.00	\$2,700.00	\$2,700.00	\$5,400.00	\$459.00	\$4,031

