



# Contributions, Earnings, Service and Pension Adjustments

Employer Education Session

November 21, 2023





## 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 & Pregnancy/Parental contributions
- Pension Purchase contributions

# Contribution Remittance - Overview

- Essential responsibility of CAAT participating employers
- Accurate contribution data facilitates accurate pension calculations for members
- Remittance data identifies contribution amounts and reporting period

# Contribution Remittance - Overview

- Contributions must be received by CAAT by the 20<sup>th</sup> of each month in respect of the previous month
- Payments received after that date are subject to a late payment charge of 1.5% of the total contributions



# Contribution Remittance - Overview



Jan 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

**Closest previous business day applies if the 20<sup>th</sup> of the month falls on a weekend or holiday**

# Contribution Remittance - Log in

The screenshot displays the CAAT Pension portal interface. On the left, a navigation sidebar lists various functions, with 'Contribution remittance' highlighted in a red box. The main content area features a welcome message, a search bar, and sections for 'Recent activity' and 'Transactions in progress'.

**Navigation Menu (Left Sidebar):**

- Dashboard
- Find a member
- Message Centre
- Document Centre
- Member enrolment
- Change of employment
- Termination of employment
- Report a leave
- Purchase requests
- Pension application
- Pension estimate
- Contribution remittance**
- Employer Manual
- Help

**Main Content Area:**

- Welcome to your Pension Administration Link**  
Your CAAT Pension portal
- Find a member**  
Quick Search
- Recent activity**  
Start time | Activity  
View all activity
- Transactions in progress**  
In progress | Member name | Type of transaction

- Log in to PAL
- Select **Contribution remittance** from left navigation
- A recording of our May 2023 session is available here:

[Contribution Remittances using PAL - YouTube](#)



# Importance of Contribution Remittance Summaries




- Funds can only be deposited and allocated when the Contribution Remittance Summary is submitted via PAL.
- CAAT needs to know the breakdown of the funds to aid in other finance activities. Delays in receiving Contribution Remittance Summaries affect many aspects of the business.
- Missing Remittance Summaries could 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 leave, statutory leave of absence, transfer-in, etc.

# Contribution Remittance

Member ID	Purchase Type	Amount
<input type="text"/>	<input type="text" value="RPP Pre-Enrolment - Member"/> 	<input type="text" value="250.00"/> 
<div style="border: 1px solid #ccc; padding: 5px;"><p>RPP Pre-Enrolment - Member </p><p>RPP Pre-Enrolment - Employer</p><p>RPP Pregnancy/Parental - Member (Lump sum)</p><p>RPP Pregnancy/Parental - Employer (Lump sum)</p><p>RPP Statutory Leave of Absence - Member</p><p>RPP Statutory Leave of Absence - Employer</p><p>RPP Unpaid Leave of Absence - Member Pay all</p></div>		
<input type="button" value="New entry"/>		
<p>Comments <input type="text"/></p>		
<b>Purchases total</b>		<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

- Electronic Funds Transfer (EFT) is CAAT's preferred method for Employers to remit funds
- Please contact your Employer Pension Analyst for other forms of payment if you are unable to remit by EFT

# Contribution Remittance - EFT

- CAAT's EFT instructions can be provided by your Employer Pension Analyst.
- Upon receipt, our custodian, CIBC Mellon will transfer the funds to CAAT's custody account.
- The payment advice should be emailed to [finance@caatpension.ca](mailto:finance@caatpension.ca)

# Contribution Remittance

- Cheques should be **payable to CAAT Pension Plan**
- Mailed/couriered to our trustee at the address below:

## **CIBC Mellon**

1 York Street, Suite 900

Toronto, ON M5J 0B6

Attention: IPA Department 7th Floor



# Contributions - Additional Information

- Do not send personal E-Transfers to CAAT's email, **this is not an option for remittance**
- CIBC Mellon **does not accept post-dated cheques**, and therefore, all post-dated cheques will be returned
- 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

# Need help with your Remittances?

Contact your Pension Analyst

# DBprime - Contributory Earnings

# DBprime - Contributory Earnings

**What are contributory earnings vs non-contributory earnings?**

General principles:

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

# DBprime - Contributory Earnings

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

## Resources:

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

# DBprime - Contribution Calculations



# Contribution rates



11.2% below 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

# PAL will calculate the contributions

## Earnings, contributions, and pensionable service for DBprime

Last day worked: 21-Nov-2023 ✓ Date of termination of employment: 21-Nov-2023 ✓

Do you have any new earnings to report?  
 YES  NO

Start date of pay period for the first pay of the year: 26-Dec-2022 ✓

Do you have current year earnings to report?  
 YES  NO

### Current year - 2023

Pay Frequency: Bi-weekly 26 pay ✓

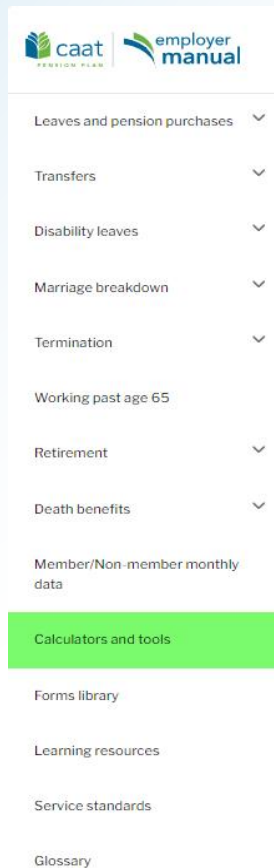
From: 01-Jan-2023 ✓ To: 21-Nov-2023 ✓

Pensionable service	Expected value: 0.89231	Regular contributory earnings	Expected value: 50,000.00
0.89231 ✓		50,000.00 ✓	
Lump sum contributory earnings	0.00 ✓	Vacation contributory earnings	0.00 ✓
Retroactive pay	0.00 ✓	Total earnings	50,000.00
Basic contributions	Expected value: 5600.00	CAAT RCA contributions	Expected value: 0.00
5,600.00 ✓		0.00 ✓	
Annual rate of salary	0.00 ✓	Pension adjustment (PA)	Expected value: 5315
		5,315 ✓	

# DBprime - Contribution Calculation

- Contribution spreadsheets in the Employer Manual
  - [Employer Manual, Calculators and tools section](#)
  - Two full-time spreadsheets: biweekly, and semi-monthly/monthly
  - Instructions and examples also available
  - Spreadsheets to be updated later this month with 2024 amounts

# Where to find Contribution Calculation spreadsheets



## Full-time members under the DBprime plan design — service and contributions

[DBprime Contribution Calculation Worksheet - FT - Biweekly Pay Spreadsheet \(Excel\) - updated January 2023](#)

- [Instructions - Annualization Methodology FT Members Paid Biweekly \(PDF\)](#)

[DBprime Contribution Calculation Worksheet - FT - Biweekly Pay Spreadsheet - 3,000 rows \(Excel\) - updated January 2023](#)

[DBprime Contribution Calculation Worksheet - FT Members Paid Semi-monthly or Monthly \(Excel\) - updated January 2023](#)

- [Instructions - Annualized Methodology FT Members Paid Semi-monthly or Monthly \(PDF\)](#)

[Pensionable Service Calculation for Full-time Member \(Excel\) - updated November 2020](#)

- [Instructions - Pensionable Service Calculation - FT \(PDF\)](#)

# DBprime - Contribution Calculation spreadsheets

Important things to know:

- Only the bi-weekly sheet can be used for year-to-date contribution calculations
  - If you are using the monthly or semi-monthly calculation sheet, 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

1. Calculate the Pay Period Percentage
2. Bring YMPE and RCA Threshold down to pay period
3. Split regular earnings up to/above YMPE and above RCA
4. Calculate contributions on regular earnings (low/high contribution rates)
5. Split lump sum in pay period, if applicable, into portions up to/above YMPE and above RCA
6. Calculate contributions on lump sum
7. Total contributions in pay period (RPP/RCA/Total)



# Bi-weekly - Year-to-date example

ver: 1\_2023

## DBprime Contribution Calculation Worksheet - FT - Bi-weekly Pay



Clear

Print

Show/Hide Details

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	=	First Last	(optional)
Member ID/SIN	=		(optional)
Year	=	2023	
YMPE	=	\$66,600.00	
RCA Earnings Threshold	=	\$198,643.50	
Contribution Rate (% up to YMPE and % above YMPE)	=	11.2% and 14.8%	
Pay Period (Pay Frequency)	=	Bi-weekly	
Pay Periods in Year	=	26	
Employee Group	=	Administration	→ Payroll Type = Workdays
Regular Work Days in Pay Period	=	10	
Total Paid Workdays in Year	=	260	
Actual Workdays Paid in Pay Period	=	255	<a href="#">Employer Manual - Contributions, Earnings, and Service Guidelines</a>
Actual/Deemed Pensionable Earnings in period - Regular/Non-Lump Sum	=	\$78,300.00	(Schedule 1 - include taxable benefits)
One-time Lump Sum Pensionable Earnings paid in this Pay Period	=	\$1,500.00	(E.g. Pensionable bonus, Retroactive payment)
Previous Pensionable Lump Sums paid in 2023	=	\$0.00	Contributions <b>ARE NOT</b> calculated on this field – only used to annualize earnings before current lump sum)

### Step 7: Total Contributions for Pay Period (Non-Lump Sum and Lump Sum Earnings)

Total RPP Contributions	=	(G)	+	(H)	+	(P)	+	(Q)	=	\$9,458.90 (S)
		( \$7,315.75 )		( \$1,921.15 )		( \$0.00 )		( \$222.00 )		
Total RCA Contributions	=	(I)	+	(R)					=	\$0.00 (T)
		( \$0.00 )		( \$0.00 )						
Total RPP and RCA Contributions	=	(S)	+	(T)					=	\$9,458.90 (U)
		( \$9,458.90 )		( \$0.00 )						

# Bi-weekly - Payroll period example

ver: 1\_2023

## 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	=	First Last	(optional)
Member ID/SIN	=		(optional)
Year	=	2023	
YMPE	=	\$66,600.00	
RCA Earnings Threshold	=	\$198,643.50	
Contribution Rate (% up to YMPE and % above YMPE)	=	11.2% and 14.8%	
Pay Period (Pay Frequency)	=	Bi-weekly	
Pay Periods in Year	=	26	
Employee Group	=	Administration	→ Payroll Type = Workdays
Regular Work Days in Pay Period	=	10	
Total Paid Workdays in Year	=	260	<a href="#">Employer Manual - Contributions, Earnings, and Service Guidelines</a>
Actual Workdays Paid in Pay Period	=	10	
Actual/Deemed Pensionable Earnings in period - Regular/Non-Lump Sum	=	\$4,200.00	<i>Schedule 1 - include taxable benefits</i>
One-time Lump Sum Pensionable Earnings paid in this Pay Period	=	\$0.00	<i>E.g. Pensionable bonus, Retroactive payment</i>
Previous Pensionable Lump Sums paid in 2023	=	\$0.00	<i>Contributions ARE NOT calculated on this field – only used to annualize earnings before current lump sum)</i>

### Step 7: Total Contributions for Pay Period (Non-Lump Sum and Lump Sum Earnings)

Total RPP Contributions	=	(G)	+	(H)	+	(P)	+	(Q)	=	\$529.38 (S)
		( \$286.89 )		( \$242.49 )		( \$0.00 )		( \$0.00 )		
Total RCA Contributions	=	(I)	+	(R)					=	\$0.00 (T)
		( \$0.00 )		( \$0.00 )						
Total RPP and RCA Contributions	=	(S)	+	(T)					=	\$529.38 (U)
		( \$529.38 )		( \$0.00 )						

# DBprime Pensionable Service

# DBprime - Pensionable Service Full-Time Members

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

# PAL will calculate the service

### Earnings, contributions, and pensionable service for DBprime

Last day worked: 21-Nov-2023  
Date of termination of employment: 21-Nov-2023

Do you have any new earnings to report?  
 YES  NO

Start date of pay period for the first pay of the year: 26-Dec-2022

Do you have current year earnings to report?  
 YES  NO

#### Current year - 2023

Pay Frequency: Bi-weekly 26 pay ✓

From: 01-Jan-2023	To: 21-Nov-2023
Pensionable service: 0.89231 (Expected value: 0.89231)	Regular contributory earnings: 50,000.00
Lump sum contributory earnings: 0.00	Vacation contributory earnings: 0.00
Retroactive pay: 0.00	Total earnings: 50,000.00
Basic contributions: 5,600.00 (Expected value: 5600.00)	CAAT RCA contributions: 0.00 (Expected value: 0.00)
Annual rate of salary: 0.00	Pension adjustment (PA): 5,315 (Expected value: 5315)

# DBprime - Pensionable Service

- Spreadsheets available on the CAAT website
  - [Employer Manual, Calculators and tools section](#)
  - FT Spreadsheets
- 2023 was based on 260 workdays in the year
- 2024 is based on 262 workdays in the year



# Pensionable Service Calculation for Full-Time Members

*Pensionable Service Calculation for Full-Time Member* v1\_2021

Employee Name:    
 Employee ID/SIN:    
 Calendar Year:   
 Date of Enrolment/Switch to FT (if in 2023):   
 Date of Termination/Last day of FT (if in 2023):   
 Employee Group:   
 Pensionable Service Calculation Type:   
 Workdays in calendar year 2023: 260

**Leave Period(s) in 2023 - Workdays**

Workdays of Leave #1 (linked to calculator)	5	
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)		Reference
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	5	
Total Leaves (fraction of year)	0.01923	

**Pensionable Service for 2023**

Maximum Pensionable Service: 100000 *(Based on enrolment and/or termination date)*  
 Total Leaves (to offset): 0.01923  
**Total Pensionable Service for 2023: 0.98077**

**Leave Period Calculator**

Leave #	Leave Details		Length of Leave		Warnings
	Start Date	End Date	Work Days	Hours	
Leave #1	1-Aug-2023	7-Aug-2023	5	0	
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					

# DBprime Pension Adjustments

# DBprime - Pension Adjustment for Employee Type Changes

- DBprime Pension Adjustment calculation is the same as last year
- 2 Pension Adjustments (PAs) for members who move between DBprime & DBplus in a calendar year
  - DBprime PA
  - DBplus PA

# PAL will calculate the Pension Adjustment

Earnings, contributions, and pensionable service for DBprime

Last day worked: 21-Nov-2023  
Date of termination of employment: 21-Nov-2023

Do you have any new earnings to report?  
 YES  NO

Start date of pay period for the first pay of the year: 26-Dec-2022

Do you have current year earnings to report?  
 YES  NO

Current year - 2023

Pay Frequency: Bi-weekly 26 pay ✓

From: 01-Jan-2023 To: 21-Nov-2023

Pensionable service	Expected value: 0.89231	Regular contributory earnings	50,000.00
0.89231			
Lump sum contributory earnings	0.00	Vacation contributory earnings	0.00
0.00		0.00	
Retroactive pay	0.00	Total earnings	50,000.00
0.00		50,000.00	
Basic contributions	Expected value: 5600.00	CAAT RCA contributions	Expected value: 0.00
5,600.00		0.00	
Annual rate of salary	0.00	Pension adjustment (PA)	Expected value: 5,315
0.00		5,315	

# DBprime - Pension Adjustment Calculator

## PA calculator

### Are you calculating a PA for an OTRFT member?

If the PA is for 2018 or earlier, you can use this tool. If you are completing a calculation for an OTRFT member in respect of 2019, you must use the spreadsheet, available in [the Employer Manual](#).

If a member switches from DBplus to DBprime, or vice-versa during the year, you will have to calculate two PAs and report the total.

[Help](#)

## Start Your Calculation

Year:

Earnings:   
Actual, not annualized  
**example:** 35050.22

Service:   
**example:** 0.08493

Pension Adjustment:

# DBprime - Pension Adjustment Tools

 
Leaves and pension purchases ▾
Transfers ▾
Disability leaves ▾
Marriage breakdown ▾
Termination ▾
Working past age 65
Retirement ▾
Death benefits ▾
Member/Non-member monthly data
<b>Calculators and tools</b>
Forms library
Learning resources
Service standards
Glossary

## Employer calculators and spreadsheets

[PA calculator](#) (for DBprime PA calculations, and for OTRFT PA calculations from 2018 and before) - updated November 2021

[Estimate a DBplus pension.](#)

## Spreadsheets for PA calculations for 2023 onward

[DBplus Batch PA Calculation Spreadsheet](#) (Excel) - updated 2023

[DBprime and DBplus Batch PA Calculation Spreadsheet](#) (Excel) – updated 2023

## Full-time members under the DBprime plan design — service and contributions

[DBprime Contribution Calculation Worksheet - FT - Biweekly Pay Spreadsheet](#) (Excel) - updated January 2023

- [Instructions - Annualization Methodology FT Members Paid Biweekly](#) (PDF)

[DBprime Contribution Calculation Worksheet - FT - Biweekly Pay Spreadsheet - 3,000 rows](#) (Excel) - updated January 2023

[DBprime Contribution Calculation Worksheet - FT Members Paid Semi-monthly or Monthly](#) (Excel) - updated January 2023

- [Instructions - Annualized Methodology FT Members Paid Semi-monthly or Monthly](#) (PDF)

[Pensionable Service Calculation for Full-time Member](#) (Excel) - updated November 2020

- [Instructions - Pensionable Service Calculation - FT](#) (PDF)

# DBprime - Batch Pension Adjustment Calculation Spreadsheet

## CAAT Pension Plan

### DBprime and DBplus Batch PA Calculation Spreadsheet

ver: 1\_2023



Year:

Annual Pension Factor: 8.5%  
 Maximum Mbr/ER Conts: \$15,780  
 YMPE \$66,600  
 Maximum PA: \$30,960

Clear

*This spreadsheet is intended to be used for calculating PAs for active members at non-growth employers. This spreadsheet should not be used for members at growth employers. The CAAT Pension Plan will calculate PAs related to any disability periods.*

*Results are based on information provided by the user, and are neither reviewed nor verified by the CAAT Pension Plan. Please check the CAAT Pension Plan website to ensure you are using the current version of this spreadsheet.*

Member SIN/ID/EE No.	Name	DBPrime Pensionable Earnings (actual)	DBPlus Pensionable Earnings (Actual)	DBPrime Pensionable Service	DBPrime Annualized Earnings	DBPlus Employee Contributions	DBPlus Employer Contributions	Total DBplus Contributions	Pension Adjustment
	Example 1	\$70,000.00		1.00000	\$70,000.00				\$7,804
	Example 2	\$50,000.00		0.67433	\$74,147.67				\$5,766
	Example 3	\$50,000.00		0.75000	\$66,666.67				\$5,403
	Example 4	\$50,000.00		0.53946	\$92,685.28				\$6,413



# DBplus Earnings and Contributions

# DBplus - Eligible earnings

- DBplus earnings include earnings reported on members T4:
  - Salary and wages including overtime
  - Retroactive payments
  - Vacation pay (pay in lieu or included in hourly rate)
  - Paid Leave of Absences (STD/sick or Maternity and Parental leave)
- **DO NOT** include taxable benefits as earnings on T4 (professional dues, fitness memberships, tuition subsidy, etc.)

# DBplus - Schedule 3 - effective January 1, 2019

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, there is a note: 'The following topics are related to contributions and earnings. (Note that pensionable service is not relevant to the DBplus pension formula.)'. A sub-heading says 'Select an item in the list to view the applicable subsection.' followed by a list of links: 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).

[Contributory Earnings Summary chart with examples](#)

# DBplus - Contributions

- Contributions based on eligible earnings
- Maximum contributions based on money purchase maximums
  - 2023 = \$31,560
    - \$15,780 member
    - \$15,780 employer
  - **2024 = \$32,490**
    - **\$16,245 member**
    - **\$16,245 employer**

# Contribution rates



9%

of all eligible earnings

- Contributions are 100% matched by the employer
- CRA money purchase maximums apply

# PAL will calculate the Contributions

## Earnings and contributions for DBplus

Last day worked: 21-Nov-2023 ✓

Date of termination of employment: 21-Nov-2023 ✓

Do you have any new earnings to report?  
 YES  NO

Do you have current year earnings to report?  
 YES  NO

### Current year - 2023

From: 01-Jan-2023

To: 21-Nov-2023 ✓

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: 6714	6,714 ✓

# DBplus - Pension Adjustment

# DBplus - Pension Adjustment calculation



**\*prorated based on: (Member + Employer Contributions) ÷ Money Purchase Limit**



# DBplus - 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

---

$$= \$6,719 \text{ Pension adjustment}$$

# DBplus - Inter-design 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 the lesser of:

- (Member + Employer Contributions) ÷ Money Purchase Limit of that year
- 1 – DBprime Pensionable Service in the year

# DBplus - Inter-design Pension Adjustment example

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

$$= \$6,719 \quad \text{Pension adjustment}$$

\*prorated based on the lesser of:

- (Member + Employer Contributions) ÷ Money Purchase Limit of that year:  $\$9,000/\$32,490 = 0.27701$
- $1 - \text{DBprime Pensionable Service in the year} = 1 - 0.33077 = 0.66923$

# PAL will calculate DBplus PA

## Earnings and contributions for DBplus

Last day worked: 21-Nov-2023 ✓

Date of termination of employment: 21-Nov-2023 ✓

Do you have any new earnings to report?  
 YES  NO

Do you have current year earnings to report?  
 YES  NO



### Current year - 2023

From: 01-Jan-2023

To: 21-Nov-2023 ✓

Current 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 ✓	Pension adjustment (PA) (Include current year purchased leave)	6,714 ✓	Expected value: 6714

# DBplus - Pension Adjustment Tools

 
Termination <span>▼</span>
Working past age 65
Retirement <span>▼</span>
Death benefits <span>▼</span>
Member/Non-member monthly data
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## Employer calculators and spreadsheets

[PA calculator](#) (for DBprime PA calculations, and for OTRFT PA calculations from 2018 and before) - updated November 2021

[Estimate a DBplus pension.](#)

## Spreadsheets for PA calculations for 2023 onward

[DBplus Batch PA Calculation Spreadsheet](#) (Excel) - updated 2023

[DBprime and DBplus Batch PA Calculation Spreadsheet](#) (Excel) - updated 2023

## Full-time members under the DBprime plan design — service and contributions

[DBprime Contribution Calculation Worksheet - FT - Biweekly Pay Spreadsheet](#) (Excel) - updated January 2023

- [Instructions - Annualization Methodology FT Members Paid Biweekly](#) (PDF)

[DBprime Contribution Calculation Worksheet - FT - Biweekly Pay Spreadsheet - 3,000 rows](#) (Excel) - updated January 2023

[DBprime Contribution Calculation Worksheet - FT Members Paid Semi-monthly or Monthly](#) (Excel) - updated January 2023

- [Instructions - Annualized Methodology FT Members Paid Semi-monthly or Monthly](#) (PDF)

[Pensionable Service Calculation for Full-time Member](#) (Excel) - updated November 2020


- [Instructions - Pensionable Service Calculation - FT](#) (PDF)

# DBplus - Batch PA Calculation Spreadsheet

- Use this tool to calculate a batch of pension adjustments

**CAAT Pension Plan**  
**DBplus Batch PA Calculation Spreadsheet**

ver: 1\_2023 (expanded)



Year:

Annual Pension Factor: 8.5%  
Maximum Mbr/ER Conts: \$15,780  
Maximum PA: \$30,960

*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.** The CAAT Pension Plan will calculate PAs related to any disability periods. Results are based on information provided by the user, and are neither reviewed nor verified by the CAAT Pension Plan. Please check the CAAT Pension Plan website to ensure you are using the current version of this spreadsheet.*

Member SIN/ID/EE No.	Name	Pensionable Earnings (actual)	Member Contributions	Employer Contributions	Total Contributions	Pension Accrual	Pension Adjustment
		\$42,000.00	\$3,780.00	\$3,780.00	\$7,560.00	\$642.60	\$5,640
		\$63,000.00	\$5,670.00	\$5,670.00	\$11,340.00	\$963.90	\$8,460
		\$28,000.00	\$2,520.00	\$2,520.00	\$5,040.00	\$428.40	\$3,760

