



The pension plan

The Management Employees Pension Plan (MEPP) is a defined benefit pension plan. This means your pension at retirement will be based on:

- your length of pensionable service; and
- your highest five-year average pensionable salary.

This type of pension plan:

- helps you prepare for your retirement because you can estimate your future pension income;
- provides you with a specified lifetime income upon retirement, regardless of market conditions and how long you live; and
- is funded by member and employer contributions and by investment earnings.

Who is eligible to join?

If you are a full-time (at least 30 hours per week), permanent employee, you are automatically a member of MEPP as soon as you start your employment in, or are promoted to, a designated management position with the Government of Alberta or another participating employer.

Or you may be eligible to join the Plan if you are in a designated management position and:

- are employed on a full-time basis for a predetermined period and your employer has a policy to enrol you; or
- are a part-time (at least 14 hours per week), permanent employee and your employer's policy allows you to participate.

Positions in MEPP are designated through a Ministerial Order by the Minister of Finance.

MEPP benefit

You need a minimum of five years of pensionable service in MEPP to qualify for a pension at retirement. The maximum pensionable service you can accumulate is 35 years of combined pensionable service. If you have combined pensionable service (CPS), your service in the other pension plan will count toward this minimum requirement.

If you are 65 years of age or older when you end your employment or change employment status so you no longer contribute to MEPP, you will be eligible to receive a pension even if you don't have five years of service.

If you start working for any employer as a MEPP pensioner, you will continue to receive your pension from MEPP; however if you work for any employer in MEPP or the Public Service Pension Plan (PSPP), you will not be permitted to contribute to MEPP or PSPP. If you work for any employer under another pension plan, you may be required to contribute to their plan.

When you retire, MEPP will pay a benefit to you based on your highest five-year average pensionable salary, length of pensionable service and a legislated benefit rate. The legislated benefit rate is two per cent on your highest five-year average pensionable salary up to the maximum allowed under the federal *Income Tax Act*, multiplied by your years of pensionable service.

Every year, MEPP also provides cost-of-living adjustments to pensions in pay, at a rate of 60 per cent of the increase in the *Alberta Consumer Price Index*. This feature is a significant benefit of MEPP.

Increasing your MEPP benefit

You may be able to add to your future MEPP pension by increasing your length of pensionable service through the following methods:

- Transfer service from a previous employer to MEPP if a transfer agreement exists.
- Buy optional service. Examples of this may include:
 - previous employment with Government of Alberta agencies and boards;
 - previous employment with municipal governments; or
 - previous employment in certain positions in the private sector.
- Contribute to the Plan when you are on, or return from, a leave without salary.

Contribution rates

Member contributions to MEPP are tax deductible. Current contribution rates on pensionable salary (up to the 2018 salary cap of \$147,222.00) are as follows:

Members	12.80%
Employers	17.20%

