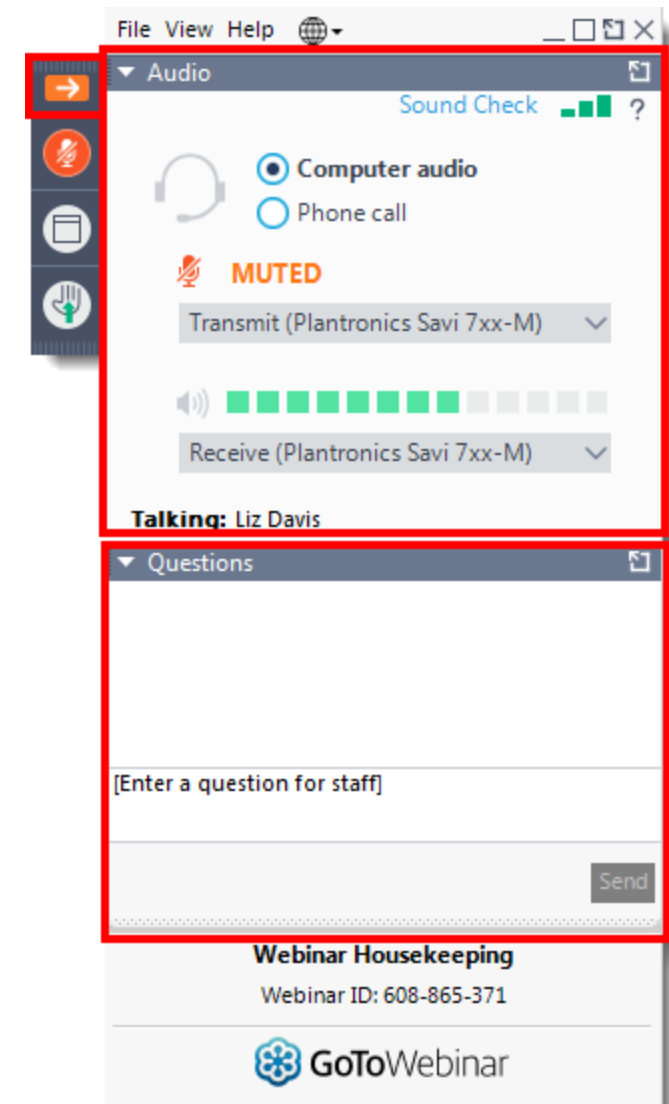


While we wait – audio instructions

1. Select the *Audio* section of the GoToWebinar control panel.
2. Select *Computer audio*
3. To submit a question or comment, type it in the Questions panel.





Employer Education session: Contributions, Earnings, Service and Pension Adjustments

November 4, 2021





Agenda

1. Contribution Remittance Refresher

2. DBprime

- Contributory Earnings
- Contribution Calculations
- Pensionable Service
- Pension Adjustments

3. DBplus

- Earnings and contributions
- Pension Adjustments

The background of the slide shows a group of people sitting around a table, likely in a meeting or collaborative work environment. The image is partially obscured by a large white rectangular area that contains the text.

Overview: Contribution Remittance process

Contribution Remittance - Types

- Monthly Current contributions
- Pregnancy/Parental contributions
- Purchases contributions remittance

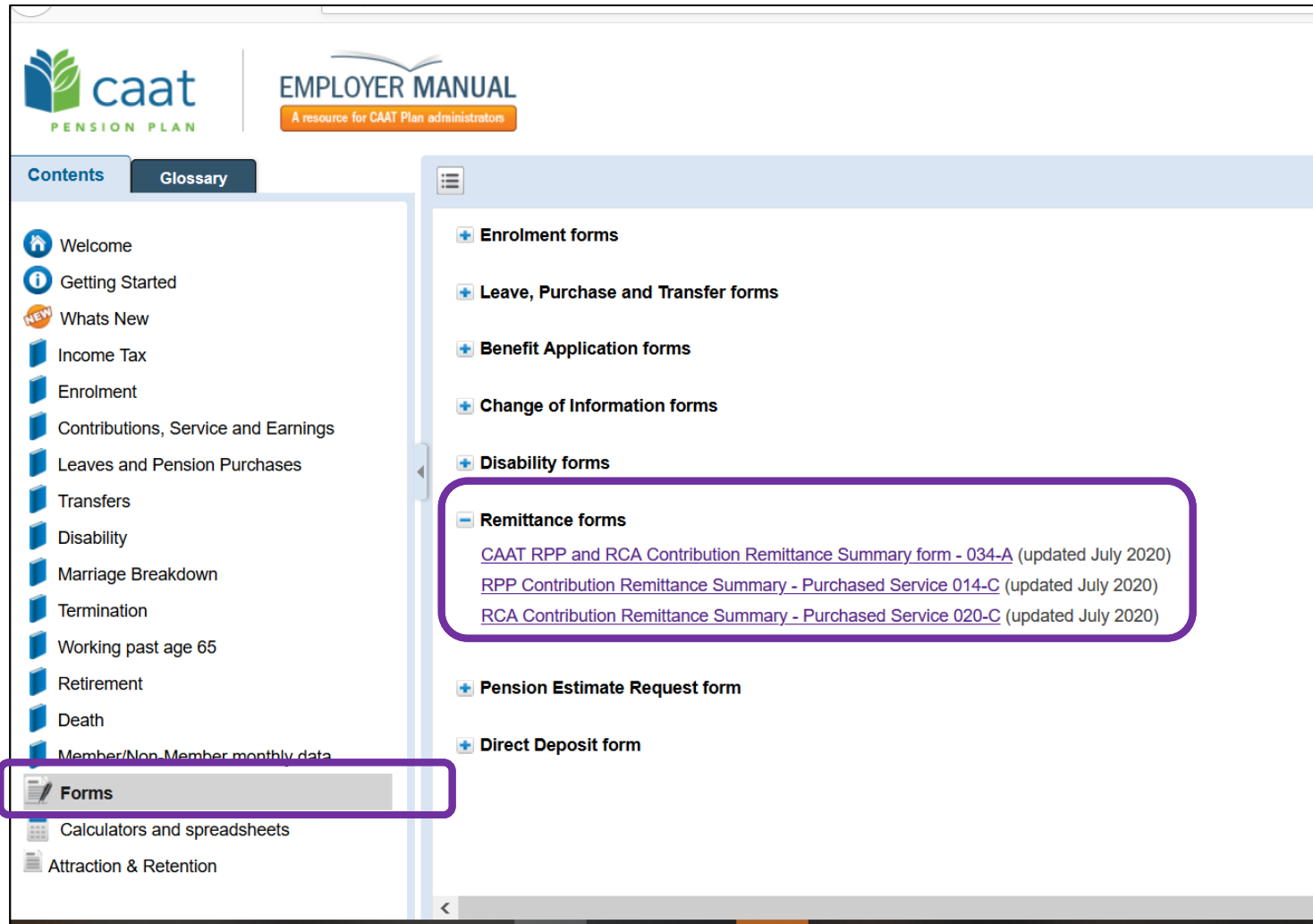
Contribution Remittance - Monthly

1. Monthly contributions remittance:

- Complete form No. 34-A: CAAT RPP & CAAT RCA Contribution Remittance Summary
- Email form to B1K@cibcmellon.com and Finance@caatpension.ca
- Contributions are due by the 5th **Ontario** business day of the following month

Late penalties subject to 1.5% per month, prorated for partial months

Where to find the Remittance forms



- We ask you retrieve the relevant Remittance form each month to ensure the most up to date version is being used.

CAAT RPP and RCA Contribution Remittance Summary Form – 034-A

CAAT Pension Plan

Email this form To: RPP@catpension.ca
CC: Finance@catpension.ca

Contributions Remittance Summary

1. Employer Identification

Employer name

Group number

Contact

Name	Email	Phone number and extension
<input type="text"/>	<input type="text"/>	<input type="text"/>

2. Contributions

For the month/year: Select month Select year

Form of payment Select form of payment

Payment Date (DD-MMM-YYYY)

TOTAL PAYMENT AMOUNT (RPP + RCA) \$ -

Contributions Type	Amount - RPP (DBprime and DBplus)	Amount - RCA	Comments (limited to 50 characters)
Current Service - Employee	<input type="text"/>	<input type="text"/>	<input type="text"/>
Current Service - Employer	<input type="text"/>	<input type="text"/>	<input type="text"/>
Pregnancy/Parental - Employee	<input type="text"/>	<input type="text"/>	<input type="text"/>
Pregnancy/Parental - Employer	<input type="text"/>	<input type="text"/>	<input type="text"/>
DBplus LTD/VCB - Employee	<input type="text"/>	<input type="text"/>	<input type="text"/>
DBplus LTD/VCB - Employer	<input type="text"/>	<input type="text"/>	<input type="text"/>
DCT Credits - Employee	<input type="text"/>	<input type="text"/>	<input type="text"/>
DCT Credits - Employer	<input type="text"/>	<input type="text"/>	<input type="text"/>
RCA Fee - annual	<input type="text"/>	<input type="text"/>	<input type="text"/>

PAYMENT SUBTOTAL

Amount - RPP	Amount - RCA
<input type="text"/> \$ -	<input type="text"/> \$ -

CAAT Pension Plan 250 Yonge Street, Suite 2900 P.O. Box 40, Toronto, ON M5B 2L1 Tel 416.673.9000 / 1.866.350.2228 www.catpension.ca

Form 034-A-02-25-E

■ MUST BE SENT WITH EACH PAYMENT

Importance of Remittance Forms to Support Payments

- Only when remittance forms are received by CIBC Mellon, can they then deposit and allocate your funds appropriately between the various types.
- CAAT needs to know the breakdown of the funds to aid in other finance activities, delays in receiving these forms do affect many aspects of the business
- No remittance forms could lead to late fees, or cheques being returned to the sender, and additional back and forth communication.
- **Remittance forms (34A or 14C) are required with every payment made.**

Contribution Remittance - Purchases

2. Purchases contributions remittance

(lump sum pregnancy/parental leave, statutory leave of absence, transfer-in, etc.)

- Form No. 14-C: CAAT RPP Remittance Summary-Purchases
- **You must email this form** when you send the payment with related election forms to IPA team at CIBC Mellon

RPP Contribution Remittance Summary – Purchased Service 014-C

 **caat**
PENSION PLAN

1. Employer Identification

Employer name

Group number

Contact

Name	Email
<input type="text"/>	<input type="text"/>

Phone number and extension

2. Contributions

Form of payment

Payment Date (DD-MMM-YYYY)

Total Payment Amount

Purchases	Amount	Comments (limited to 50 characters)
Please select option		
Please select option		
Please select option		
Please select option		
Please select option		
Please select option		
Please select option		
Please select option		
Please select option		
Please select option		
Please select option		

Additional Comments

Send this form with related election forms to IPA team at CIBC Mellon.
Login to E-Doc First.

- MUST BE SENT WITH EACH PAYMENT

Contribution Remittance – Where/How to submit

Form Name	Where to Send	How to Send
CAAT RPP & CAAT RCA Contribution Remittance Summary (34-A)	CAAT Finance CIBC Mellon	As an email attachment. Do not include any private member data such as SIN.
Purchased Service Remittance (014-C)	CIBC Mellon CAAT Finance	Send via Email. Do not include any private member data such as SIN.

Contribution Remittance

- The recommended method to remit funds is Electronic Funds Transfer (EFT)
- Please contact Finance for other forms of payment if you are unable to remit by EFT

Contribution Remittance - EFT

- Please direct the EFT payments relating to contribution remittances to the following bank account
- CAAT's New EFT instructions were provided in previous employer newsletters.
- Upon receipt, our custodian, CIBC Mellon will be transferring the funds to CAAT's custody account.
- The payment advice should be emailed to finance@caatpension.ca
- Please ensure the Contributions Remittance form is emailed to both B1K@cibcmellon.com and 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

Contribution Remittance – Website

The screenshot shows a web browser window with the URL https://www.caatpension.on.ca/en/employer-manual/#K_Contributions, Service and Earnings/CSE_Contributions Process.htm%3FToCPath%3DContributions%252C%2520Service%2520and%2520Earnings%2520. The browser's address bar also shows "MSN Canada - Hotmail, O". The website header features the CAAT Pension Plan logo and the "EMPLOYER MANUAL" title with the subtitle "A resource for CAAT Plan administrators". Below the header, there are two tabs: "Contents" and "Glossary". The "Contents" tab is active, displaying a list of topics. The "Contributions, Service and Earnings" section is expanded, showing sub-topics like "Contributory Earnings Decision Trees", "Plan Text References", "Contributions Remittance" (which is highlighted), "Training Resources", and "FAQs". The main content area on the right is titled "Contributions Remittance Process and Forms". It includes a breadcrumb trail: "You are here: [Contributions, Service and Earnings](#) > Contributions Remittance". Below this, there is a section titled "Monthly Remittance of Contributions Process" with the text: "Both member and employer current service contributions must be remitted monthly by Trustees no later than the 5th banking day of the month following the month for which the contributions are due." There is a link to "Responsibilities" and another paragraph stating: "Only electronic versions of the contribution remittance forms are used for the monthly remittance process. If you have questions or comments about the contribution remittance process, please contact the Plan Administrator." At the bottom of the main content area, there is a link to the "Data Collection page" and a section titled "Contribution remittance forms".

[Link to remittance forms](#)

Contributions – Additional Information

- Contribution remittance forms are required with every payment.
- 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
- “Crossing over” months for contributions on the form 34-A. If you found a mistake you can simply remit less or more then next month at your discretion



Need help with your remittances?
Contact the Finance team

Finance team general email address
finance@caatpension.ca



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

A background image showing the lower halves and legs of several people sitting around a table in a meeting or collaborative work environment. The people are wearing various casual clothing like t-shirts and patterned shirts. The image is partially obscured by a large white rectangular box that serves as a background for the text.

DBprime Contributions - Calculation

Contribution rates



11.2% below YMPE

14.8% above YMPE

of annualized pensionable earnings

- 2022 YMPE = \$64,900
- 2022 RCA earnings = \$193,715

Contributions are 100% matched
by the employer

DBprime - Contribution Calculation

- Contribution spreadsheets on the CAAT website
 - [Employer Manual, Calculators and spreadsheets section](#)
 - Two full-time spreadsheets: biweekly, and semi-monthly/monthly
 - Instructions and examples also available
 - Spreadsheets to be updated later this month with updated 2022 YMPE of \$64,900 and 2022 RCA of \$193,715

Actuarial Cost Estimator

DBprime - Contribution Calculation sheets

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 of 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_2021

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.



Clear

Print

Show/Hide Details

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	=	John Doe	(optional)
Member ID/SIN	=		(optional)
Year	=	2021	
YMPE	=	\$61,600.00	
RCA Earnings Threshold	=	\$183,838.00	
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	Administration Manual - Contributory Earnings guidelines
Actual Workdays Paid in Pay Period	=	225	
Actual/Deemed Pensionable Earnings in period - Regular/Non-Lump Sum	=	\$75,251.46	(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 2021	=	\$0.00	(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 RPP Contributions	=	(G)	+	(H)	+	(P)	+	(Q)	=	\$9,440.14 (S)
		(\$5,970.46)	+	(\$3,247.68)	+	(\$0.00)	+	(\$222.00)		
Total RCA Contributions	=	(I)	+	(R)					=	\$0.00 (T)
		(\$0.00)	+	(\$0.00)						
Total RPP and RCA Contributions	=	(S)	+	(T)					=	\$9,440.14 (U)
		(\$9,440.14)	+	(\$0.00)						

Bi-weekly – Contribution for a payroll period example

ver: 1_2021

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	=	John Doe	(optional)
Member ID/SIN	=		(optional)
Year	=	2021	
YMPE	=	\$61,600.00	
RCA Earnings Threshold	=	\$183,838.00	
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	Administration Manual - Contributory Earnings guidelines
Actual Workdays Paid in Pay Period	=	10	
Actual/Deemed Pensionable Earnings in period - Regular/Non-Lump Sum	=	\$3,905.12	(Schedule 1 - include taxable benefits)
One-time Lump Sum Pensionable Earnings paid in this Pay Period	=	\$0.00	(E.g. Pensionable bonus, Retroactive payment)
Previous Pensionable Lump Sums paid in 2021	=	\$0.00	(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 RPP Contributions	=	(G)	+	(H)	+	(P)	+	(Q)	=	\$492.66 (S)
		(\$265.35)	+	(\$227.31)	+	(\$0.00)	+	(\$0.00)		
Total RCA Contributions	=	(I)	+	(R)	=	\$0.00 (T)				
		(\$0.00)	+	(\$0.00)						
Total RPP and RCA Contributions	=	(S)	+	(T)	=	\$492.66 (U)				
		(\$492.66)	+	(\$0.00)						

PAL will calculate the contributions

Earnings, contributions, and pensionable service for DBprime

Start date of pay period for the first pay of the year
01-Jan-2021 ✓

Last day worked
31-Oct-2021 ⓘ
Date can be no more than 15 days in the future

Date of termination of employment
31-Oct-2021 ⓘ
Date can be no more than 15 days in the future

Do you have any new earnings to report?
☒ YES ☐ NO

Current year - 2021

Pay Frequency
Bi-weekly 26 pay ✓

From
01-Jan-2021 ✓

To
31-Oct-2021 ✓

Pensionable service
Expected value: 0.82759
0.82759 ✓

Regular contributory earnings
65,400.00 ✓

Lump sum contributory earnings
###

Vacation contributory earnings
###

Retroactive pay
###

Total earnings
65,400.00

Basic contributions
Expected value: 7836.88
7,836.88 ✓

CAA / RCA contributions
Expected value: 0.00
###

Annual rate of salary
###

Pension adjustment (PA)
Expected value: 8064
8,064 ✓

Has the DCT for the previous year been submitted?
☒ YES ☐ NO



A background image showing the lower halves and legs of several people sitting at a table. They are wearing various casual clothing like jeans, shorts, and patterned shirts. The image is partially obscured by a large white rectangular box.

DBprime Pensionable Service

DBprime - Pensionable Service

- 2021 was based on 261 workdays in the year
- 2022 is based on 260 workdays in the year
- Spreadsheets available on the CAAT website
 - [Employer Manual, Calculators and spreadsheets section](#)
 - FT Spreadsheets

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

Pensionable Service Calculation for Full-Time Members

Pensionable Service Calculation for Full-Time Member

Employee Name: John Doe
 Employee ID/SIN:
 Calendar Year: 2021
 Date of Enrolment/Switch to FT (if in 2021):
 Date of Termination/Last day of FT (if in 2021): 31-Dec-2021

Clear
 Print



Employee Group: Administration
 Pensionable Service Calculation Type: Workdays
 Workdays in calendar year 2021: 261

Leave Period(s) in 2021 - Workdays

Workdays of Leave #1 (linked to calculator)	15
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	15
Total Leaves (fraction of year)	0.05747

Pensionable Service for 2021

Maximum Pensionable Service: 1.00000
 Total Leaves (to offset): (0.05747)
 Total Pensionable Service for 2021: 0.94253

(Based on enrolment and/or termination date)

Leave Period Calculator

Leave Details	Length of Leave		Warnings
	Start Date	End Date	
Leave #1	15-Apr-2021	5-May-2021	15 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			

PAL will calculate the service

Earnings, contributions, and pensionable service for DBprime

Start date of pay period for the first pay of the year
01-Jan-2021 ✓

Last day worked
31-Oct-2021 ⓘ
Date can be no more than 15 days in the future

Date of termination of employment
31-Oct-2021 ⓘ
Date can be no more than 15 days in the future

Do you have any new earnings to report?
☒ YES ☐ NO

Current year - 2021

Pay Frequency
Bi-weekly 26 pay ✓

From
01-Jan-2021 ✓

To
31-Oct-2021 ✓

Pensionable service	Expected value: 0.82759	Regular contributory earnings	65,400.00 ✓
<input type="text" value="0.82759" ✓=""/>			
Compensation contributory earnings	<input type="text" value="###"/>	Vacation contributory earnings	<input type="text" value="###"/>
Retroactive pay	<input type="text" value="###"/>	Total earnings	65,400.00
Basic contributions	Expected value: 7836.88	CAAT RCA contributions	Expected value: 0.00
<input type="text" value="7,836.88" ✓=""/>			<input type="text" value="###"/>
Annual rate of salary	<input type="text" value="###"/>	Pension adjustment (PA)	Expected value: 8064
		<input type="text" value="8,064" ✓=""/>	


Has the DCT for the previous year been submitted?
☒ YES ☐ NO

A background image showing the lower halves and legs of several people sitting around a table, suggesting a meeting or collaborative work environment. The image is partially obscured by a large white rectangular overlay.

DBprime Pension Adjustments



DBprime - Pension Adjustments for Employee Type Changes

- 2 pension adjustments would apply ONLY to members who move between DBprime & DBplus in a calendar year
- 

DBprime - Pension Adjustment Tools for Employers



Contents

- Welcome
- Getting Started
- What's New
- Income Tax
- Enrolment
- Contributions, Service and Earnings
- Leaves and Pension Purchases
- Transfers
- Disability
- Marriage Breakdown
- Termination
- Working past age 65
- Retirement
- Death
- Member/Non-Member monthly data
- Forms
- Calculators and spreadsheets**
- Attraction & Retention

You are here: Calculators and spreadsheets

Calculators and spreadsheets

This page contains information and links to all employer and member calculators and worksheets.

Results are based on information provided by the user, and are not reviewed or verified by the CAAT Pension Plan.

Employer calculators

[PA calculator](#) (for DBprime PA calculations, and for OTRFT PA calculations from 2018 and before) - November 2020 update

[DBprime PA Batch calculation spreadsheet](#) (Excel) - November 2020

[DBplus PA Batch calculation spreadsheet](#) (Excel) - November 2020

[DBplus PA Batch calculation spreadsheet for Employers that participate in DBplus only](#) (Excel) - November 2020

[3-Step Pension Estimator and DBplus Estimator](#)

OTRFT service and contributions (up to December 31, 2018)


[OTRFT Pensionable Service spreadsheet](#) (Excel) - February 24, 2017

[OTRFT Pensionable Service spreadsheet - expanded rows](#) (Excel) - February 24, 2017

<https://manual.caatpension.ca/Default.htm>

DBprime - Pension Adjustment Calculator

- Use this tool to calculate a pension adjustment for DBprime members or OTRFT pension adjustments prior to 2019



[Contact us](#) [Newsroom](#) [Careers](#) [Investments](#)

[Pension solutions](#) [Members](#) [Support centre](#) [Employers](#) [About us](#) [Join DBplus](#)

[Home](#) / [Employers](#) / [Tools](#) / [PA 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.

Start Your Calculation

Year:

2021

▼

Earnings:

64321

example: 35050.22

Service:

.83529

example: 0.08493

Calculate

Clear

Pension Adjustment:

7835

[Help](#)

DBprime – Batch Pension Adjustment Calculation Spreadsheet

- Use this tool to calculate a batch of pension adjustments

CAAT Pension Plan

ver: 1_2021

DBprime Batch PA Calculation Spreadsheet

Year: 2021

YMPE: \$61,600

Maximum PA: \$28,610

Clear



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). 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)	Pensionable Service	Annualized Earnings (for PA purposes)	Pension Adjustment
	Example 1	\$70,000.00	1.00000	\$70,000.00	\$8,119
	Example 2	\$50,000.00	0.67433	\$74,147.67	\$5,978
	Example 3	\$50,000.00	0.75000	\$66,666.67	\$5,639
	Example 4	\$50,000.00	0.53946	\$92,685.28	\$6,583

PAL will calculate the pension adjustment

Earnings, contributions, and pensionable service for DBprime

Start date of pay period for the first pay of the year: 01-Jan-2021 ✓

Last day worked: 31-Oct-2021 ⚠
Date can be no more than 15 days in the future

Date of termination of employment: 31-Oct-2021 ⚠
Date can be no more than 15 days in the future

Do you have any new earnings to report?
☒ YES ☐ NO

Current year - 2021

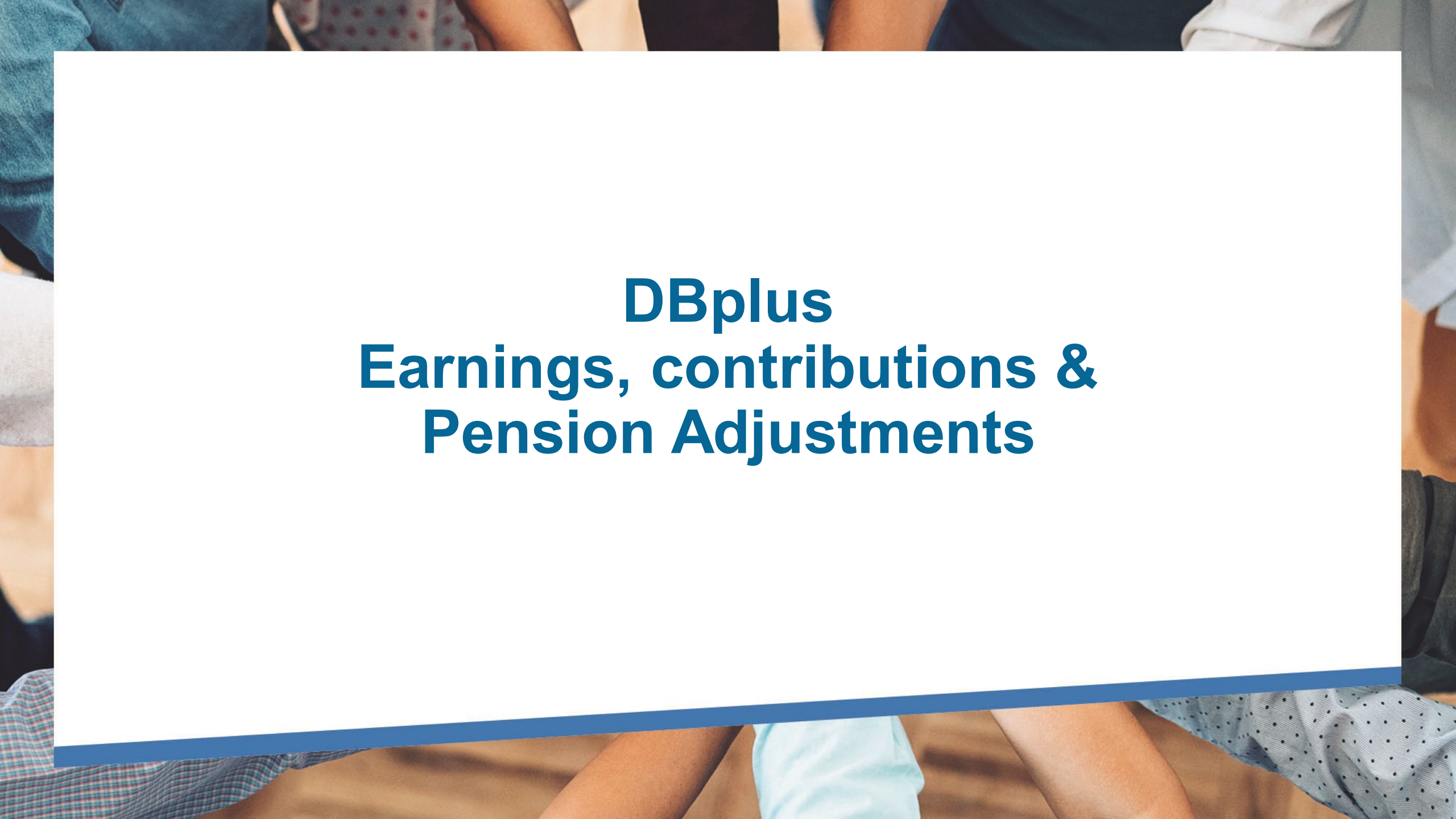
Pay Frequency: Bi-weekly 26 pay ✓

From: 01-Jan-2021 ✓ To: 31-Oct-2021 ✓

Pensionable service	Expected value: 0.82759	Regular contributory earnings	65,400.00 ✓
<input type="text" value="0.82759"/>	✓	<input type="text" value="65,400.00"/>	✓
Lump sum contributory earnings	<input type="text" value="###"/>	Vacation contributory earnings	<input type="text" value="###"/>
Retroactive pay	<input type="text" value="###"/>	Total earnings	65,400.00
Basic contributions	Expected value: 7836.88	CAAT RCA contributions	Expected value: 0.00
<input type="text" value="7,836.88"/>	✓	<input type="text" value="###"/>	
Annual rate of salary	<input type="text" value="###"/>	Pension adjustment (PA)	Expected value: 8064
		<input type="text" value="8,064"/>	✓

Has the DCT for the previous year been submitted?
☒ YES ☐ NO



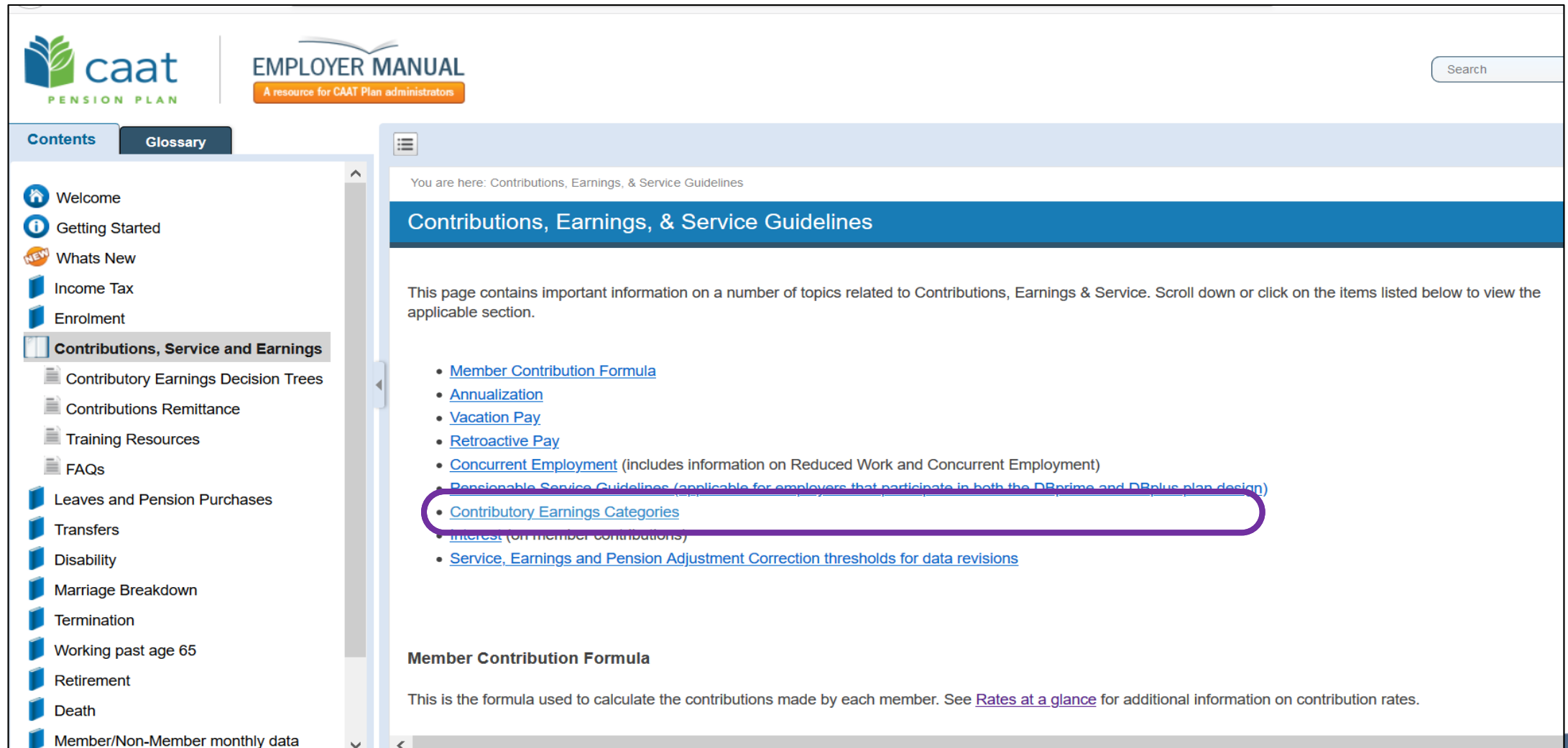
A background image showing the lower halves and legs of several people sitting around a table, suggesting a meeting or collaborative work environment. The image is partially obscured by a large white rectangular box containing the text.

DBplus Earnings, contributions & Pension Adjustments

DBplus - T4 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 included as earnings on T4 (professional dues, fitness memberships, tuition subsidy, etc.)
- Refer to Schedule 3 of earnings in the Employer Manual

DBplus – Schedule 3 - effective January 1, 2019



The screenshot displays the CAAT Employer Manual website. The header includes the CAAT Pension Plan logo and the title 'EMPLOYER MANUAL' with the subtitle 'A resource for CAAT Plan administrators'. A search bar is located in the top right corner. The left sidebar contains a 'Contents' menu with various topics, including 'Contributions, Service and Earnings', which is currently selected. The main content area is titled 'Contributions, Earnings, & Service Guidelines' and provides an overview of the page's content. A list of links is provided, with 'Contributory Earnings Categories' highlighted by a purple oval. Below the list, the 'Member Contribution Formula' section is partially visible.

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- Member/Non-Member monthly data

You are here: Contributions, Earnings, & Service Guidelines

Contributions, Earnings, & Service Guidelines

This page contains important information on a number of topics related to Contributions, Earnings & Service. Scroll down or click on the items listed below to view the applicable section.

- [Member Contribution Formula](#)
- [Annualization](#)
- [Vacation Pay](#)
- [Retroactive Pay](#)
- [Concurrent Employment](#) (includes information on Reduced Work and Concurrent Employment)
- [Pensionable Service Guidelines](#) (applicable for employers that participate in both the DBprime and DBplus plan design)
- [Contributory Earnings Categories](#)**
- [Interest](#) (on member contributions)
- [Service, Earnings and Pension Adjustment Correction thresholds for data revisions](#)

Member Contribution Formula

This is the formula used to calculate the contributions made by each member. See [Rates at a glance](#) for additional information on contribution rates.

DBplus - Contributions

- Contributions based on total T4 earnings or
- Exclusions:
 - Taxable benefits, perquisites or allowances
- Maximum contributions based on money purchase maximums
 - 2022 = \$30,780
 - \$15,390 member
 - \$15,390 employer
 - 2021 = \$29,210
 - \$14,605 member
 - \$14,605 employer

Contribution rates



9%

of all earnings (T4)

Contributions are 100% matched by the employer

DBplus - Contribution calculation

- Contribution rate:
 - Flat Rate: 9% of T4 earnings
 - Employer matches employee contributions

$$\text{T4 Earnings} \times \text{9\% Contribution rate} \times 2 = \text{Total Contributions}$$

- Contribution maximums:
 - Based on CRA money purchase maximums

PAL will calculate the contributions

Earnings and contributions for DBplus

Last day worked

29-Oct-2021



Date of termination of employment

29-Oct-2021



Do you have any new earnings to report?



YES



NO

Current year - 2021

From

07-Sep-2021



To

29-Oct-2021



Current year eligible earnings

12,000.00



Employer contributions

Expected value: 1080.00

1,080.00



Employee contributions (Does not include purchased leaves)

Expected value: 1080.00

1,080.00



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

Expected value: 1352

1,352



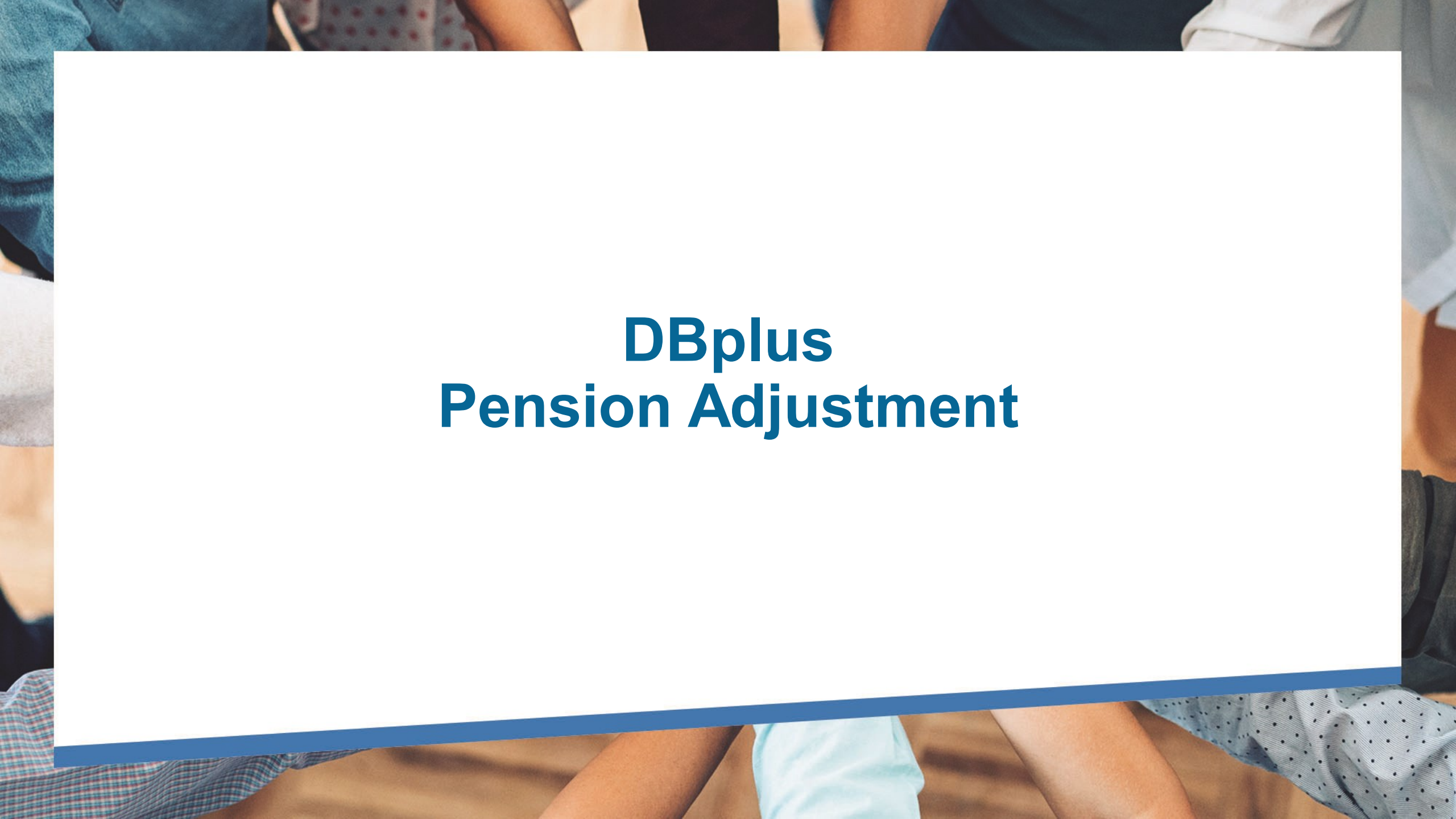
Has the DCT for the previous year been submitted?



YES



NO

A background image showing the lower halves and legs of several people sitting at a table. They are wearing various casual clothing like jeans, shorts, and patterned shirts. The image is partially obscured by a large white rectangular box with a blue border at the bottom.

DBplus Pension Adjustment

DBplus - Pension Adjustment calculation

$$\left(\begin{array}{c} \text{Member} \\ \text{Contributions} \end{array} + \begin{array}{c} \text{Employer} \\ \text{Contributions} \end{array} \right) \times \begin{array}{c} \text{Pension Factor} \\ (8.5\%) \end{array} \times 9 - \begin{array}{c} \text{Offset} \\ (\$300) \end{array}$$

DBplus - Pension Adjustment example

$$\left(\$4,680 + \$4,680 \right) \times \text{Pension Factor (8.5\%)} \times 9 - \text{Offset (\$300)}$$

$$= \$6,860 \quad \text{Pension adjustment}$$

DBplus - Pension Adjustment Tools for Employers

The screenshot displays the 'EMPLOYER MANUAL' website for the CAAT Pension Plan. The left sidebar contains a 'Contents' menu with items like 'Welcome', 'Getting Started', 'Income Tax', 'Enrolment', 'Contributions, Service and Earnings', 'Leaves and Pension Purchases', 'Transfers', 'Disability', 'Marriage Breakdown', 'Termination', 'Working past age 65', 'Retirement', 'Death', 'Member/Non-Member monthly data', 'Forms', 'Calculators and spreadsheets' (highlighted with a purple box), and 'Attraction & Retention'. The main content area is titled 'Calculators and spreadsheets' and includes a breadcrumb trail 'You are here: Calculators and spreadsheets'. It provides links to various tools, with 'DBplus PA Batch calculation spreadsheet (Excel) - November 2019' highlighted by a purple box. Other links include 'PA calculator', 'DBprime PA Batch calculation spreadsheet (Excel) - November 2019', 'DBplus PA Batch calculation spreadsheet for Employers that participate in DBplus only (Excel) - March 2020', '3-Step Pension Estimator and DBplus Estimator', and 'OTRFT service and contributions (up to December 31, 2018)'.

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You are here: Calculators and spreadsheets

Calculators and spreadsheets

Links to all employer and member calculators and worksheets can be found below.

Results are based on information provided by the user, and are not reviewed or verified by the CAAT Pension Plan.

Employer calculators

[PA calculator](#) (use for DBprime PA calculations, and for OTRFT PA calculations from 2018 and before)
[DBprime PA Batch calculation spreadsheet \(Excel\) - November 2019](#)
[DBplus PA Batch calculation spreadsheet \(Excel\) - November 2019](#)
[DBplus PA Batch calculation spreadsheet for Employers that participate in DBplus only \(Excel\) - March 2020](#)
[3-Step Pension Estimator and DBplus Estimator](#)

OTRFT service and contributions (up to December 31, 2018)

[OTRFT Pensionable Service spreadsheet \(Excel\) - February 24, 2017](#)
[OTRFT Pensionable Service spreadsheet - expanded rows \(Excel\) - February 24, 2017](#)
[Instructions and examples - OTRFT Pensionable Service \(PDF\)](#)

- Use this tool to calculate a batch of pension adjustments

ver: 1_2021



PAL will calculate the contributions

Earnings and contributions for DBplus

Last day worked	Date of termination of employment
29-Oct-2021 ✓	29-Oct-2021 ✓

Do you have any new earnings to report?

☒ YES ☐ NO

Current year - 2021

From	To
07-Sep-2021 ✓	29-Oct-2021 ✓

Current year eligible earnings	Employer contributions	Expected value: 1080.00
12,000.00 ✓	1,080.00 ✓	

Employee contributions (Does not include purchased leaves) Expected value: 1080.00	Pension adjustment (PA) (Include current year purchased leave) Expected value: 1352
1,080.00 ✓	1,352 ✓

Has the DCT for the previous year been submitted?

☒ YES ☐ NO



