

Summary Chart of the RCMP Pension Plan for Comparison to Another Plan

Below is a summary of certain provisions under the RCMP Pension Plan. **This chart provides an overview of the general provisions of the RCMP pension plan applicable to Regular Members (police officers) and can be used to compare the RCMP plan with another employer's plan.** This chart is provided for information purposes only, is general in nature and does not constitute legal or other professional advice or an opinion of any kind. There could be exceptions or additional conditions that apply and that are not listed, depending on individual circumstances.

This document creates no legal rights or obligations with regards to an individual's entitlements under the RCMP Pension Plan. The information is current as of the date of publication and subject to change. Should there be any discrepancy between the information in this document and that contained in the Royal Canadian Mounted Police Superannuation Act and Regulations or other applicable laws, the legislative provisions will prevail.

RCMP members can review their individual pension information details on their annual pension statement. This statement provides estimated pension benefit amounts as of the statement calculation date. Members can also contact the Government of Canada Pension Centre at 1-855-502-7090 for additional information on the RCMP Pension Plan or visit the [RCMP Pension and Benefits website](#).

	RCMP Pension Plan	Comparison to Another Plan
Plan member contributions (for 2023)	<p>Paid by members: 9.35% of pensionable salary and allowances up to YMPE 12.37% of pensionable salary and allowances over YMPE</p> <p>YMPE is Yearly Maximum Pensionable Earnings. This is the amount on which the government bases employee contributions to and benefits from the CPP/ QPP. This amount is set annually and is based on changes in average Canadian industrial wages. For 2023 the YMPE is \$66,600</p>	
Basic Pension Formula	<p>The RCMP pension formula includes two portions:</p> <ul style="list-style-type: none"> • the lifetime pension is paid to the member and • the bridge benefit that is paid from the date the pension begins until the end of the month the member reaching age 65, or ends earlier if the member begins receiving disability benefits from Canada or Quebec Pension Plan (CPP or QPP). <p>Both the lifetime pension and the bridge benefit use the member's highest average salary (HAS = average salary of the best five consecutive years of pensionable earnings), the member's total years of eligible pensionable service (to a maximum of 35 years) and the average of the year's maximum pensionable earnings* (AMPE) for the year of retirement and four prior years.</p>	

	<table border="1" data-bbox="467 228 1309 444"> <tr> <th colspan="2" data-bbox="467 228 747 264">Lifetime Pension</th> <th colspan="2" data-bbox="747 228 1309 264">Bridge Benefit</th> </tr> <tr> <td data-bbox="467 264 747 444"> 1.375% x the lower of the HAS or the AMPE x pensionable service </td> <td data-bbox="747 264 1026 444"> + 2.00% x portion of HAS above AMPE x pensionable service </td> <td data-bbox="1026 264 1309 444"> + 0.625% x the lower of the HAS or the AMPE x pensionable service </td> <td data-bbox="1026 264 1309 444"></td> </tr> </table> <p data-bbox="467 483 844 516">*The AMPE for 2023 is \$61,840</p> <p data-bbox="467 555 1473 688">The member's annual pension amount is based on the above formula if retiring with an unreduced pension, regardless if there is a survivor(s) (see "Unreduced pension entitlement" further below). Reductions apply if a member retires early, other than for medical reasons.</p>	Lifetime Pension		Bridge Benefit		1.375% x the lower of the HAS or the AMPE x pensionable service	+ 2.00% x portion of HAS above AMPE x pensionable service	+ 0.625% x the lower of the HAS or the AMPE x pensionable service		
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Indexation (cost-of-living adjustment (COLA))	<p data-bbox="467 701 1473 834">On January 1 of every year, the lifetime pension and bridge benefit, if applicable, are subject to a cost-of-living adjustment to take into account increases in the Consumer Price Index (CPI). If the change in the CPI is negative or zero, the pension adjustment is zero for that given year. There is no maximum cap for the indexing.</p> <p data-bbox="467 873 1473 1049">The indexing accumulates from the year of termination and starts to be paid at the earliest of when:</p> <ul data-bbox="513 951 1473 1049" style="list-style-type: none"> • The member reaches age 60 • The member is between 55 and 59 years old with age and complete years of pensionable service adding up to 85 									
Unreduced pension entitlement	<p data-bbox="467 1063 1037 1089">An immediate unreduced pension is payable at:</p> <ul data-bbox="513 1097 1177 1159" style="list-style-type: none"> • Any age with 25 years of service in the Force • Age 60 with 2 or more years of service in the Force 									
Types of pension available at retirement	<p data-bbox="467 1172 1454 1373">Depending on age and years of service, a member will have options for lump sum benefits or monthly pension. When a member retires and begins to receive a monthly pension, the pension will be payable for the member's lifetime, ending upon the member's death. If, at the time of the member's death, there are eligible survivors, the survivors will be entitled to the survivor benefits outlined under "Survivor benefits" below.</p>									

<p>Pension options if terminating employment</p>	<p>The following table provides a summary of the pension options available at termination, based on a member's age and service in the Force.</p> <table border="1" data-bbox="467 298 1432 699"> <thead> <tr> <th>Age</th> <th>Service in the Force</th> <th>Pension option</th> </tr> </thead> <tbody> <tr> <td>Any age</td> <td>Less than 2 years</td> <td>Return of Contributions, plus interest</td> </tr> <tr> <td>Under 60</td> <td>2 or more but less than 20 years</td> <td>(a) Deferred Annuity payable at age 60 (b) Transfer Value (also called Commuted Value)</td> </tr> <tr> <td>Under 60</td> <td>20 or more but less than 25 years</td> <td>Annual Allowance (reduced pension benefit payable immediately)</td> </tr> <tr> <td>Any age</td> <td>25 or more years</td> <td>Immediate Annuity (unreduced pension benefit payable immediately)</td> </tr> <tr> <td>Age 60</td> <td>2 or more years</td> <td>Immediate Annuity (unreduced pension benefit payable immediately)</td> </tr> </tbody> </table> <p>Additional pension option: A member may transfer their pension to another pension plan via a Pension Transfer Agreement as long as the member meets the eligibility requirements outlined in the PTA and has not received a lump sum (return of contributions or transfer value) or has not started to receive their monthly pension benefit.</p>	Age	Service in the Force	Pension option	Any age	Less than 2 years	Return of Contributions , plus interest	Under 60	2 or more but less than 20 years	(a) Deferred Annuity payable at age 60 (b) Transfer Value (also called Commuted Value)	Under 60	20 or more but less than 25 years	Annual Allowance (reduced pension benefit payable immediately)	Any age	25 or more years	Immediate Annuity (unreduced pension benefit payable immediately)	Age 60	2 or more years	Immediate Annuity (unreduced pension benefit payable immediately)	
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<p>Medical retirement</p>	<p>A member is eligible to receive an immediate annuity (unreduced pension) at any age if they:</p> <ul style="list-style-type: none"> • discharged from the Force by reason of having become disabled, • have at least two years of pensionable service, and • meet the definition of disabled, <p>The immediate annuity is calculated using the member's eligible accrued pensionable service. The indexation is paid as of January 1 following the year of discharge due to disability.</p>																			
<p>Survivor Benefits (also referred to as 'Death Benefits')</p>	<p>As long as an RCMP member has not transferred their pension out of the RCMP Pension Plan, a survivor benefit may be payable and would be based on years of service of the member, outlined as follows:</p> <p>Less than two years of pensionable service:</p>																			

	<ul style="list-style-type: none"> • Refund of the plan member's contributions with interest, payable to the survivor and any eligible children • If no survivor or children, to the designated beneficiary (or estate if no beneficiary). <p>Two or more years of pensionable service: the eligible survivor and children are entitled to an immediate pension.</p> <ul style="list-style-type: none"> • Survivor pension = 1% x HAS x member's pensionable service, payable for the spouse's lifetime • Children pension = 1/5 of survivor pension per child to a maximum of 4/5*, payable until age 18 (or 25 if full-time student) • If no eligible survivor or children, a lump sum equal to the greater of the member's contributions plus interest or five years of unreduced pension (minus any pension already paid), payable to the designated beneficiary (or estate if no beneficiary) <p>*If a member has more than 4 eligible children, the maximum 4/5 is divided evenly among all eligible children and then redistributed as a child ceases to be eligible until 4 or fewer children are payable.</p>													
Survivor Income Plan	<p>The Survivor Income Plan (SIP) provides for the maintenance of income for the survivors of a serving RCMP member, whose death was related to duty, at a level comparable to when the member was still living. The SIP is non-taxable and is equal to the net pensionable salary and allowance (or net pension at age 60) that the deceased member would have received and the total survivor benefits payable under the:</p> <ul style="list-style-type: none"> • RCMP Superannuation Act; • CPP or QPP; and • Pension Act. 													
Other group benefits available based on pension option	<p>The following table identifies other RCMP benefits a member may be eligible for based on the member's pension option.</p> <table border="1" data-bbox="467 1312 1473 1421"> <thead> <tr> <th data-bbox="467 1312 647 1421">Benefits</th> <th data-bbox="647 1312 811 1421">Immediate Annuity</th> <th data-bbox="811 1312 970 1421">Annual Allowance</th> <th data-bbox="970 1312 1104 1421">Deferred Annuity</th> <th data-bbox="1104 1312 1279 1421">Transfer Value (Commutated)</th> <th data-bbox="1279 1312 1473 1421">Return of Contributions</th> </tr> </thead> <tbody> <tr> <td data-bbox="467 1421 647 1421"></td> <td data-bbox="647 1421 811 1421"></td> <td data-bbox="811 1421 970 1421"></td> <td data-bbox="970 1421 1104 1421"></td> <td data-bbox="1104 1421 1279 1421"></td> <td data-bbox="1279 1421 1473 1421"></td> </tr> </tbody> </table>	Benefits	Immediate Annuity	Annual Allowance	Deferred Annuity	Transfer Value (Commutated)	Return of Contributions							
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					Value)/ Pension Transfer	
Public Service Health Care Plan*	Yes	Yes	Yes, once pension is payable	No	No	
Pensioners' Dental Services Plan	Yes	Yes	Yes, once pension is payable	No	No	
RCMP Life Insurance	Contact SEB Administrative Services for more information https://fp.seb-admin.com/fpconnect/#/rcmp-grc 1-877-778-8084					
* Generally, a member must have at least 6 years of pensionable service to be eligible for the Health Care plan. Exceptions include death in service or medical discharge.						