

**pension plan**

**the pension plan**

The Special Forces Pension Plan (SFPP) 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 police officer employed by a participating employer, you automatically become a member of SFPP as soon as you start your employment.

You must join SFPP if you are in a job-sharing arrangement.

**SFPP benefit**

You need a minimum of five years of pensionable service in SFPP to qualify for a pension at retirement. The maximum pensionable service you can accumulate is 35 years. You may retire with an unreduced pension after 25 years of pension service at any age.

If you are age 65 when you stop participating in the Plan, you qualify for a pension even if you do not have five years of pensionable service.

When you retire, SFPP will pay a benefit to you based on your highest average pensionable salary, length of pensionable service and a legislated benefit rate. Before you turn 65, your pension is calculated using two per cent of your highest average five-year salary multiplied by your years of pensionable service. However, 0.6 per cent of the two per cent accrual rate paid before age 65 is a bridge benefit. At 65 (when you will likely begin to receive federal pensions) the bridge benefit is no longer paid. The lower pension will then be paid for as long as the pension is paid.

If you have pre-2001 service, you will receive an annual cost-of-living adjustment (COLA) increase of 60 per cent of *Alberta's Consumer Price Index* (ACPI) on that portion of service. For post-2000 service, the Special Forces Pension Board (SFPB) is responsible for setting the cost-of-living-adjustment (COLA) which is payable ad hoc depending on the funds available in the Indexing Fund.

**increasing your SFPP benefit**

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

- SFPP has reciprocal transfer agreements with the Local Authorities Pension Plan (LAPP), the Manitoba Municipal Employees Pension Plan and the Board of Police Commissioners of the City of Regina. Reciprocal transfer agreements allow you to transfer all or part of your service from another registered pension plan into SFPP.
- Buy optional service. Examples of this may include:
  - previous employment with your current employer;
  - previous employment with municipal or federal governments;
  - contributory service under another pension plan, in some circumstances.
- Contribute to the Plan when you are on, or return from a leave without salary.

**contribution rates**

Member contributions to SFPP are tax deductible. Current contribution rates on pensionable salary are as follows:

Members	13.45%
Employers	14.55%

**leaving the plan**

If you terminate the Plan before retirement, you will have various benefit options available to you. Your options will depend on your age and your length of service. You can read more about termination options at [www.sfpp.ca](http://www.sfpp.ca).

### **disability**

Contact your employer for details on disability benefits and whether you may qualify. Effective July 1, 2007, new participants are not eligible for a disability pension.

### **services provided to members**

SFPP members are entitled to information on plan investment performance, pension account activity, and benefit options. Members receive publications such as member newsletters and annual statements summarizing pension contributions and service.

Once you are a member, you may sign up to use **mypensionplan**. Through this online service, you can view personal information on length of service, salary, contributions, and beneficiaries. You can also calculate pension estimates using your actual pension account information. You can update your contact information and beneficiary information, and sign up to go green to receive e-mail notifications when your Member Annual Statement and other publications are available online.

For detailed information about SFPP, visit [www.sfpp.ca](http://www.sfpp.ca).

### **contact information**

Contact your employer or the Member Services Centre for answers to any questions you might have about SFPP.

#### **SFPP's Member Services Centre**

**Phone:** 1-877-809-SFPP (7377)  
**E-mail:** [memberservices@sfpp.ca](mailto:memberservices@sfpp.ca)  
**Website:** [www.sfpp.ca](http://www.sfpp.ca)

*This summary provides general information about the major provisions of SFPP. Please contact your employer or the Member Services Centre for more detailed information on any of the topics covered. If anything in this summary conflicts with the governing legislation, the legislation will apply.*