

Appendix D8 - Actuarial Method and Assumptions

Public Service Defined Benefit Pension Plans Reciprocal Transfer Agreement

- Name of Public Authority:** Province of Manitoba
- Registered Pension Plan Name:** The Civil Service Superannuation Fund
1. **Actuarial Method** (describe): Accrued Benefit Cost Method with salary projection
2. **Assumptions:** Effective: January 1, 2024
- a) Economic Assumptions:**
- (1) Interest Rate: 6.00%
- (2) Inflation Rate: 2.00%
- (3) YMPE Growth Rate: 2.50%
- (4) Salary Growth Rate: 2.50% per annum, plus service, merit and promotional increases (see following scale):
- | <u>Attained Age</u> | <u>Increase</u> |
|---------------------|-----------------|
| 20 | 3.86% |
| 25 | 3.27 |
| 30 | 2.06 |
| 35 | 1.37 |
| 40 | 0.89 |
| 45 | 0.54 |
| 50 | 0.18 |
| 55 and over | 0.00 |
- (5) Rate of Increase of Maximum Benefits under Income Tax Act: \$3,420 in 2022, then Indexed at 0.00% thereafter.
- (6) Rate of Indexing of Pension in Payment: none
- b) Demographic Assumptions:**
- (1) Mortality Table: CPM 2014 Public Mortality Projected using Scale B with pension size adjustments
- (2) Gender Split: 64% male, 36% female
- (3) Proportion With Spouse: 90% male, 71% female have spouse at retirement
- (4) Age Difference between Spouses: Male 5 years older than female spouse; female 3 years younger than male spouse or exact, if available
- (5) Retirement Age: varies by age and gender between Ages 55 to 65
- (6) Withdrawal Rate: varies by age and gender
- (7) Disability Rate: varies by age and gender