

**DATE:** November 4, 2024  
**TO:** Human Resource Managers – participating PSSP Employers  
**FROM:** Cathy Clarke – Senior Manager, Employer Services  
**SUBJECT:** Public Service Superannuation Plan

- Year’s Maximum Pensionable Earnings (YMPE) 2025
- Pension Adjustment (PA) Calculations 2024
- Supplementary Employee Retirement Plan (SERP) 2025

## YMPE

The Year’s Maximum Pensionable Earnings under the Canada Pension Plan for the calendar year 2025 is \$71,300 or bi-weekly \$2,742.31 (26 pays).

The following examples outline how pension contributions should be calculated for a full-time and part-time employee. As a reminder, contribution rates for the PSSP are 8.4% up to the YMPE, and 10.9% above the YMPE.

### Example #1 - Full-time employee:

Full-time employee with a bi-weekly rate of \$3,000.00, work percentage is 100%:

	<b>26 pays</b>
1. Calculate contributions under the YMPE:	$\$2742.31 \times .084 = 230.35$
2. Calculate contributions over the YMPE:	$\$3000 - 2742.31 = 257.69 \times .109 = 28.09$
3. Calculate total biweekly contributions:	$\$230.35 + 28.09 = 258.44$
Required bi-weekly employee contributions:	\$258.44

### Example # 2 - Part-time employee:

Part-time employee with a bi-weekly full-time equivalent (100% FTE) salary rate of \$3000.00 and a work percentage is 75%. The first step is to calculate the contributions required on the 100% FTE salary rate, then reduce by the employee’s part-time work percentage.

	<b>26 pays</b>
1. Calculate contributions under the YMPE:	$\$2742.31 \times .084 = 230.35$
2. Calculate contributions over the YMPE using the 100% FTE salary rate:	$\$3000 - 2742.31 = 257.69 \times .109 = 28.09$
3. Calculate total biweekly contributions on the 100% FTE salary rate:	$\$230.35 + 28.09 = 258.44$
4. Reduce contributions by part-time work percentage:	$\$258.44 \times .75 = \$193.83$
Required bi-weekly employee contributions:	\$193.83

**PA CALCULATION**

The factors to be used in the calculation of PA's for **2024** are:

YMPE	\$ 68,500.00
Maximum benefit accrual	\$ 3,610.00
Maximum PA	\$ 31,890.00

**SERP (2025)**

The annual Supplementary Employee Retirement Plan (SERP) cap limit for 2025 is \$212,788.50 which is \$8,184.17 bi-weekly (26 pays).

Employers who participate in the SERP should cap employer contributions at \$823.51 bi-weekly (26 pays).

Employers who do not participate in the SERP should cap both employee and employer contributions at the 2025 limits: \$823.51. Bi-weekly salary rates should not exceed the SERP cap rates \$8,184.17 bi-weekly (26 pays).

**MORE INFORMATION**

Should you have questions about any of the above, please contact us at [info@nspension.ca](mailto:info@nspension.ca) or call 1-800-774-5070 (toll free) or 424-5070 (local).