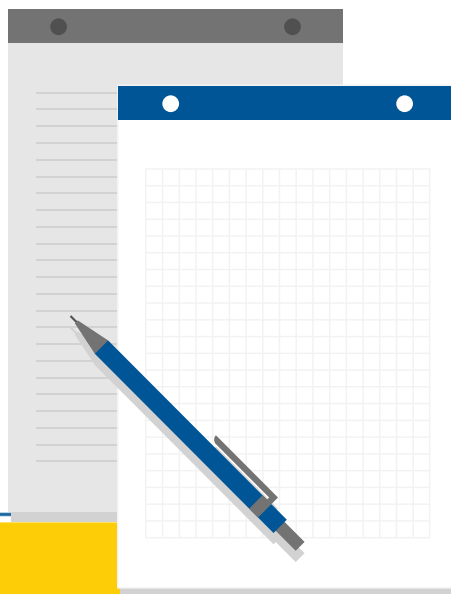




Faculty and Certain Employee's Retirement Plan

Planning Today for the Path to Your Future



University of Windsor

Today's Topics



Plan the path to your future



How to get there



Know your plan
Overview of the University of Windsor Retirement Plan for Faculty and Certain Employees



Take advantage of online resources
Pension Estimator
UWindsor Human Resources Pension Website
Human Resources employment information site



Recap and questions

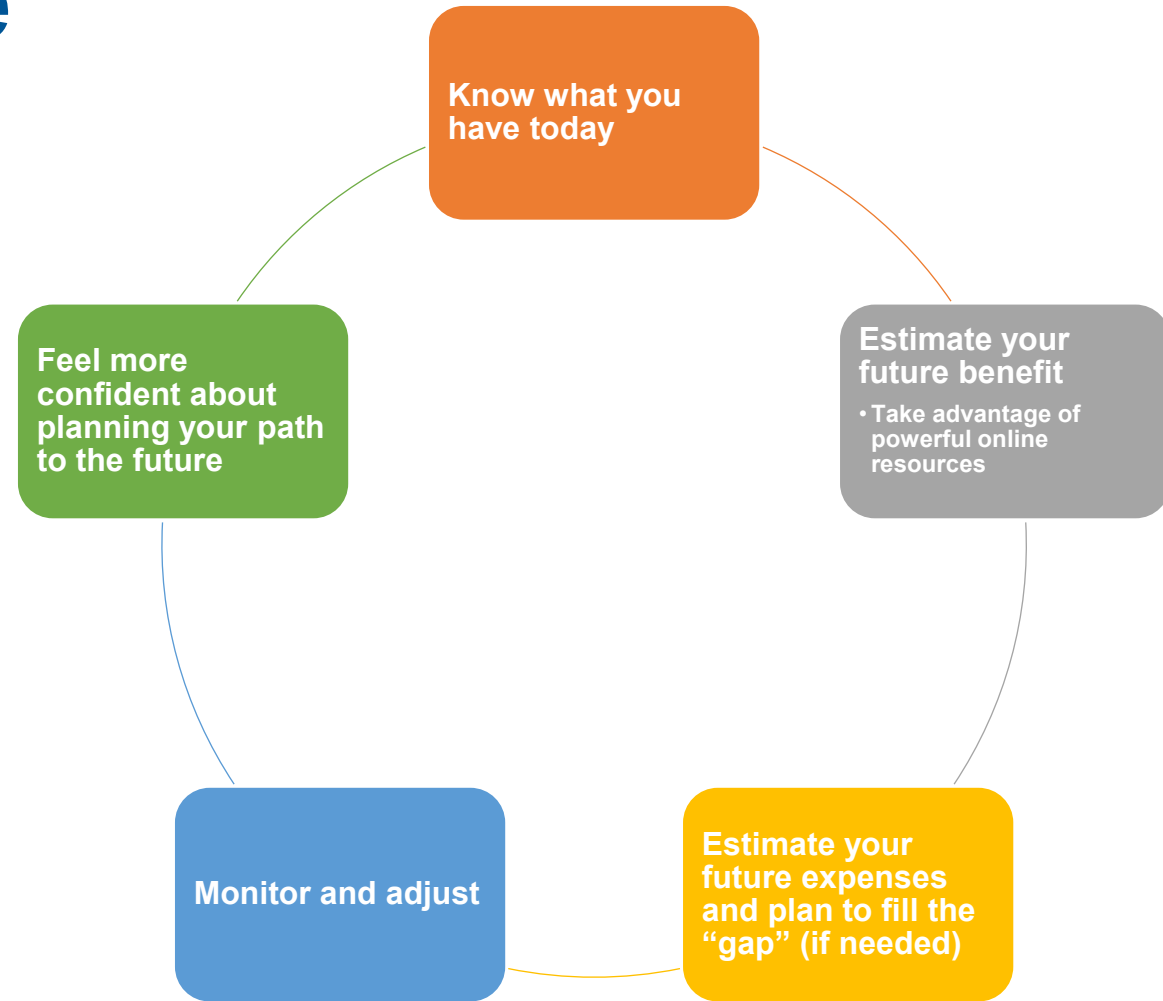


Plan The Path To Your Future



How To Get There

It's a relatively simple five-step process:



Know Your Plan

- **University-sponsored plan**

- The University of Windsor Retirement Plan for Faculty and Certain Employees (a *hybrid* pension plan)

- **Personal retirement savings – RRSP, TFSA etc.**

- **Government benefits**

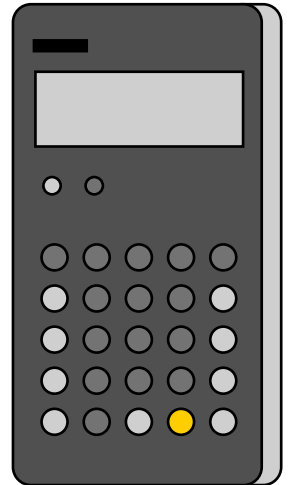
- Canada/Quebec Pension Plan

↪ In 2025, the maximum monthly pension from age 65 is **\$1,433.00**

↪ In 2025, the maximum monthly Post-Retirement Benefit is **\$49.39**

- Old Age Security

↪ As of October 2025, the maximum monthly pension from age 65 is **\$740.09**



Retirement Plan For Faculty And Certain Employees

A Hybrid Pension Plan

Two components:

• Money Purchase Pension (MPP)

- Defined contribution (DC) portion of the plan
- Contributions are directed into an investment account
- Pension is calculated using your individual account balance

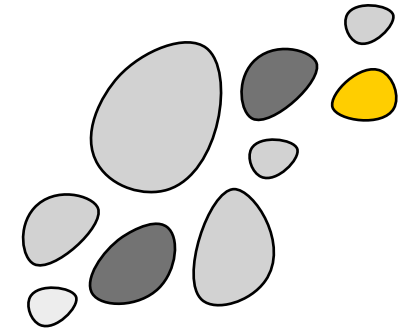
• Minimum Guaranteed Benefit (MGB)

- Defined benefit (DB) portion of the plan
- Comes into effect if your Money Purchase Pension does not reach the MGB threshold
- Pension is calculated according to a fixed formula
- Supplements the MPP pension



Retirement Plan For Faculty And Certain Employees

Pension Formula: Minimum Guarantee Benefit



Basic pension benefit at retirement*, based on a formula:

- 1.5% of your **Best Average Earnings** up to the **BAYMPE** for the same period
 - *plus*
- 2.0% of your **Best Average Earnings** above the **BAYMPE** for the same period
 - *multiplied by*
 - Your years and part years of **Pensionable Service**

Best Average Earnings (BAE) = Your highest forty-eight (48) months (not necessarily consecutive) of pensionable earnings prior to retirement or termination (annualized)

BAYMPE for same period as BAE = Canada Pension Plan Year's Maximum Pensionable Earnings (\$68,500 in 2024)

* *Subject to maximum pension limits under the Income Tax Act*



Retirement Plan For Faculty And Certain Employees

BAE And BAYMPE: An Example

Name: **Robert**

Retirement Date: **January 1, 2026**

Highest 48 months of pensionable earnings: **January 2022 – December 2026**

	Pensionable Earnings	BAYMPE
2022	\$115,512	\$64,900
2023	\$116,667	\$66,600
2024	\$120,750	\$68,500
2025	\$123,165	\$71,300
Total	\$476,094	\$271,300
Monthly Average	$\$476,094 \div 48$ = \$9,918.63	$\$271,300 \div 48$ = \$5,652.08
Annualized Amount	$\$9,918.63 \times 12$ = \$119,024 (Robert's BAE)	$\$5,652.08 \times 12$ = \$67,825 (Robert's BAYMPE)

To calculate Robert's BAE and BAYMPE for the pension formula, the numbers during his highest 48 months of pensionable earnings are totalled, then converted to a monthly average, and finally annualized.



Retirement Plan For Faculty And Certain Employees

Minimum Guarantee Benefit: An Example

Name: Robert Best Average Earnings: \$119,024

Age at Retirement: 65 BAYMPE for the Same Period: \$ 67,825

Pensionable Service: 32 years

Calculate Roberts's minimum guarantee benefit using the formula:

1.5% of their Best Average Earnings up to the BAYMPE for the same period

$$1.5\% \times \underline{67,825} = \underline{1,017.38}$$

plus

2.0% of their Best Average Earnings above the BAYMPE for the same period

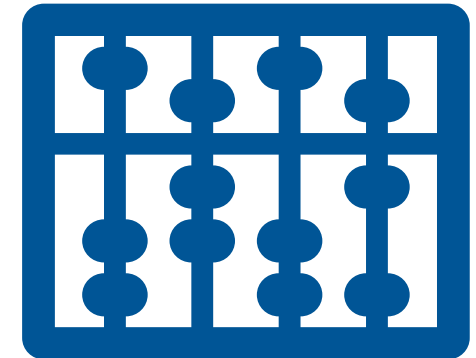
$$2.0\% \times (\underline{119,024} - \underline{67,825}) = \underline{1,023.98 + 1,017.38 = 2,041.36}$$

multiplied by

Years and part years of Pensionable Service

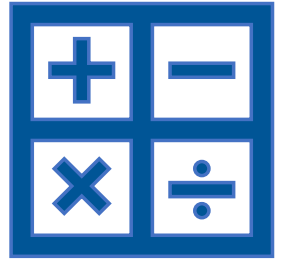
$$\times \underline{32}$$

$$= \underline{65,323.52}$$



Retirement Plan For Faculty And Certain Employees

Pension Benefit: Money Purchase Pension



Basic pension benefit at retirement, based on your account balance:

Money Purchase Component Account at retirement
(**your contributions + University contributions + investment return**)

- *converted into a*
- **Money Purchase Pension**
 - *based on an*
 - **Actuarial Annuity Factor**

Actuarial Annuity Factor = Factor used to convert your Money Purchase balance into a pension amount based on your retirement age, spousal age, and certain actuarial assumptions such as mortality and interest rate (currently UP94 Generational 80% Male and 6% interest rate)



Retirement Plan For Faculty And Certain Employees

Pension Benefit: An Example

Minimum Guarantee Benefit (MGB):

$$[1.5\% \times \$67,825 + 2.0\% \times (\$119,024 - \$67,825)] \times 32 \text{ years}$$

equals

An annual pension of **\$65,323.52 (\$5,443.63 month)**

Money Purchase Pension (MPP):

$$\$700,000 / 11.2619$$

Equals

An annual pension of **\$62,156 (\$5,179.71) month**

Name: Robert
BAYMPE

Same Period:
\$ 67,825

Age at Retirement:
65

MPC Account
Balance: \$700,000

Pensionable
Service: 32 years
Actuarial Annuity
Factor: 11.2619

Best Average
Earnings: \$119,024

The MGB is \$263.92 higher than the MPP. Therefore, Robert will receive \$263.92 as a monthly MGB supplement to their MPP pension



Retirement Plan For Faculty And Certain Employees

Pension Benefit: An Example

Minimum Guarantee Benefit (MGB):

$$[1.5\% \times \$67,825 + 2.0\% \times (\$119,024 - \$67,825)] \times 32 \text{ years}$$

equals

An annual pension of **\$65,323.52**

Money Purchase Pension (MPP):

$$\$800,000 / 11.2619$$

equals

An annual pension of **\$71,035.97**

Name:
Robert

BAYMPE for the
Same Period: \$
67,825

Age at Retirement:
65

MPC Account
Balance: \$800,000

Pensionable Service:
32 years

Actuarial Annuity
Factor: 11.2619

Best Average
Earnings: \$119,024

The MPP is higher than the MGB. Therefore, Robert will receive the MPP amount as their pension with no MGB supplement needed



Retirement Plan for Faculty and Certain Employees

Choosing Your Retirement Date

Category	Age	Conditions*
1. Normal Retirement	July 1 st following 65 th Birthday	Pension calculated using the pension formula with no reduction
2. Early Retirement	55 to 64	Reduced to an actuarial equivalent (about 6% - 7% per year) If you retire early but defer your pension payments to a later date, the reduction will be less.
3. Postponed Retirement	After Normal Retirement Date	Continue making contributions to the plan and accruing pensionable service until you retire.

For most retirement scenarios, no need to do the math yourself!

- Annual pension statement
- Pension Estimator

** These conditions apply to the Minimum Guaranteed Benefit portion of the plan. The Money Purchase Pension is calculated using your individual account balance at the time you retire.*



Retirement Plan for Faculty and Certain Employees

Your Money Purchase Contributions

Your Money Purchase contributions are calculated based on:

9% of your pensionable earnings

For 2025 the maximum **Member** pension contribution is **\$20,286**

The University contributes 6% to your Money Purchase Component Account as well as any additional amounts required to fund the Minimum Guarantee Benefit.

Based on the actuarial valuation filed as at July 1, 2023, the University is contributing **9.3%** of pensionable earnings to the Plan. No special payments are required at this time.

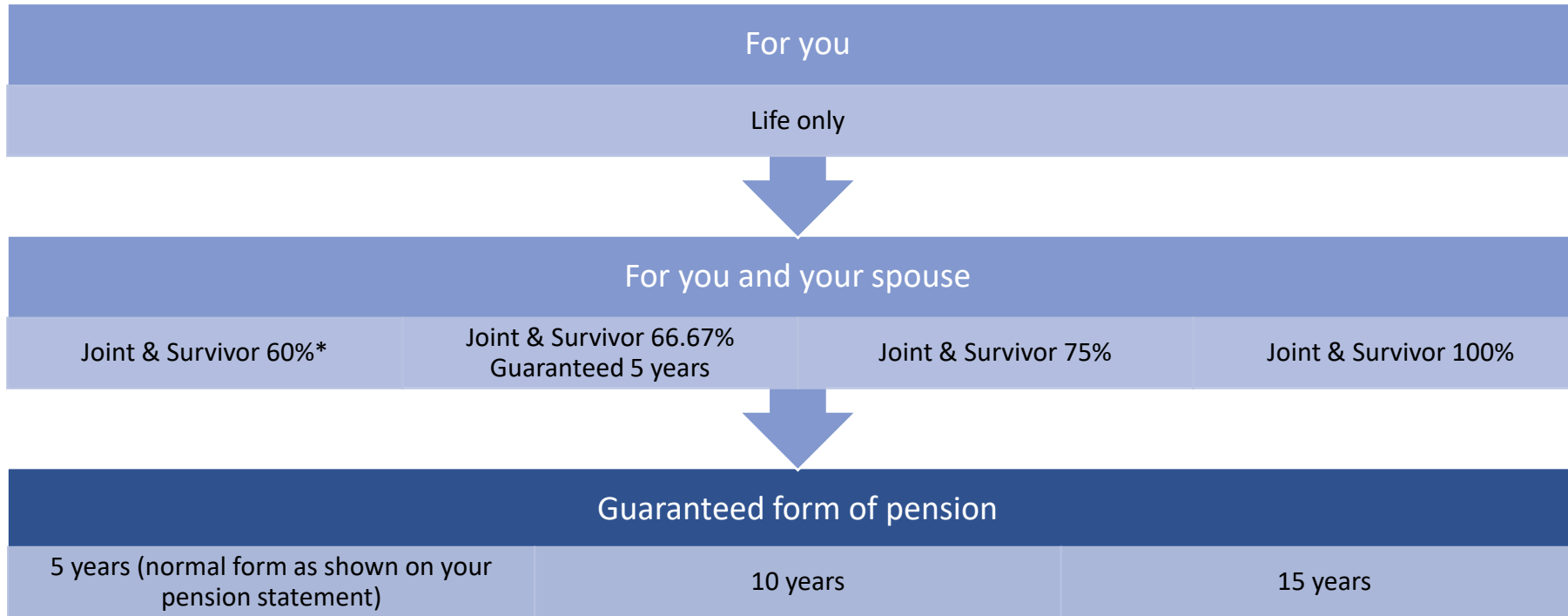
Pensionable Earnings include your basic nominal salary from the University, excluding overload, allowances, bonuses, or stipends.



University of Windsor

Retirement Plan for Faculty and Certain Employees

How Pensions are Paid



** If you have a spouse, you must take your pension in a Joint and Survivor 60% form or another form that provides a more generous survivor benefit, unless your spouse agrees to another arrangement*

Normal form of pension† will be reduced to pay for the J&S options and any guarantee options because these forms of pension are more valuable than the normal form.

† The normal form of pension is the default method of payment that is applied to a pension plan. For the University of Windsor plan, the normal form is Single Life & Guaranteed 5 Years. This is the payment method illustrated in your annual pension statement.

Retirement Plan for Faculty and Certain Employees Indexing

- A valuable feature that adjusts your pension payments to maintain purchasing power
- After pension begins, your pension is reviewed and adjusted each July 1st

Minimum Guarantee Benefit (MGB):

Increase is tied to the Consumer Price Index (CPI)

Money Purchase Pension (MPP):

Adjustment is tied to the Pension Fund rate of return in excess of 6% and an additional adjustment for mortality experience – this adjustment can increase or decrease your pension.

Increase in CPI	Increase in Annual Pension
0% to 2%	100% of the increase in the CPI
More than 2% to 4%	2%
More than 4% to 8%	50% of the increase in the CPI
More than 8%	4%



Retirement Plan for Faculty and Certain Employees Indexing: 2025 Plan Year

Indexing for the plan year ending June 30, 2025

Money Purchase Plan



Pension fund rate of return for the plan year	11.85%
Expected rate of return on MPP contributions	6%
Difference	5.85%
Mortality adjustment	-0.56%
MPP indexing	5.29%

Minimum Guarantee Benefit



Average Consumer Price Indexes
(Base: 2002 = 100):

July 1, 2023 to June 30, 2024 = 159.28

July 1, 2024 to June 30, 2025 = 162.48

CPI Increase = 2.01%

MGB indexing = 2.00% (2% if CPI between 2-4%)



Retirement Plan for Faculty and Certain Employees Indexing: 2024 prior Plan Year

Indexing increase for the plan year ending June 30, 2024

Money Purchase Plan



Pension fund rate of return for the plan year	8.44%
Expected rate of return on MPP contributions	6%
Difference	2.44%
Mortality adjustment	0.12%
MPP indexing	2.56%

Minimum Guarantee Benefit



Average Consumer Price Indexes
(Base: 2002 = 100):

July 1, 2022 to June 30, 2023 = 154.47

July 1, 2023 to June 30, 2024 = 159.28

CPI Increase = 3.11%

MGB Indexing = 2.00% (2% if CPI between 2-4%)



Retirement Plan for Faculty and Certain Employees Indexing: 2023 prior Plan Year

Indexing increase for the plan year ending June 30, 2023

Money Purchase Plan



Pension fund rate of return for the plan year	12.58%
Expected rate of return on MPP contributions	6%
Difference	6.58%
Mortality adjustment	-0.96%
MPP indexing	5.62%

Minimum Guarantee Benefit



Average Consumer Price Indexes
(Base: 2002 = 100):

July 1, 2021 to June 30, 2022 = 146.29

July 1, 2022 to June 30, 2023 = 154.47

CPI Increase = 5.59%

MGB indexing = 2.80% (50% of CPI)



Retirement Plan for Faculty and Certain Employees If You Leave Prior to your Normal Retirement Date

- You are still entitled to a **benefit**
- You may have the **option** of:
 - Deferring your pension (leaving your money in the plan and taking a benefit at retirement)
 - Transfer to a subsequent employer (subject to ITA maximum transfer limits)
 - Transfer to a LIRA or an RRSP (subject to ITA limits and regulations)
 - Receiving cash value less taxes (limited in certain cases)
- Use the **Pension Estimator** to calculate your benefit
- Your pension benefits are vested immediately (there is no waiting period to have full ownership of your pension benefits)



Retirement Plan for Faculty and Certain Employees If You Die Before Retiring

- If you have a spouse at death, they are entitled to a death benefit
- The spousal death benefit is payable as an immediate or deferred monthly pension or as a lump sum (can be transferred to the spouse's RRSP with no impact to the spousal room)
- If you do not have a spouse at death or if you and your spouse have both signed a waiver form, your beneficiary is entitled to a death benefit
- Payable in a lump sum, less withholding taxes:

Lump-sum amount	Tax rate
Less than \$5,000	10%
\$5,000 to \$15,000	20%
More than \$15,000	30%

Note: There will be a "true-up" at time of filing next tax return based on your personal marginal tax rate.



The University of Windsor Pension Estimator

What is it?

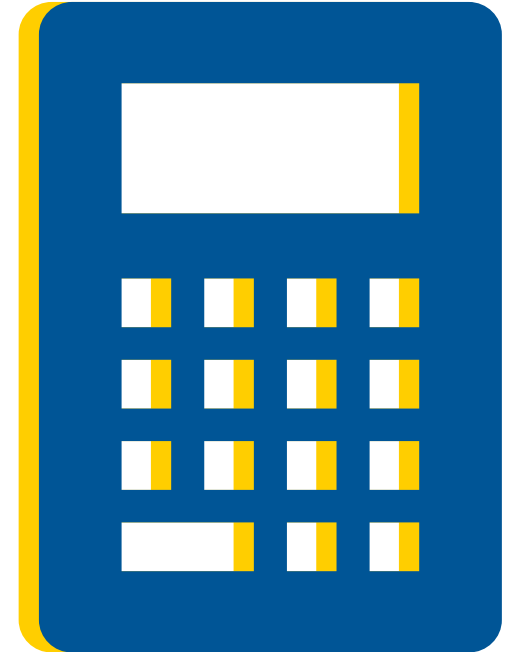
www.uwindsor-ret.ca

Features

- Web-based
- Secure
- Personalized

Functionality

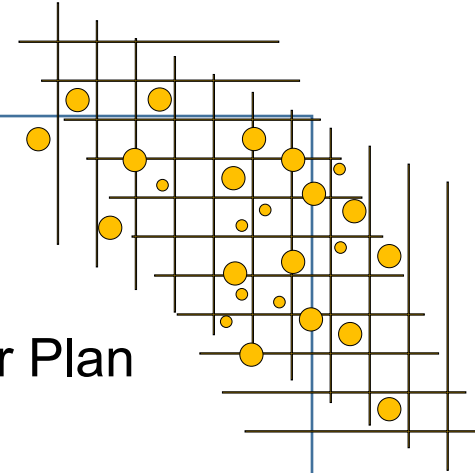
- Learn about your pension plan
- Project your future pension benefit
- View and request any updates to your personal information if required



Why Was the Pension Estimator Developed?

To serve you better

- Information is available on a faster and more efficient basis
- Information is easier to obtain when you need it
- Online member self-services promotes increased understanding of your Plan



Provide versatility

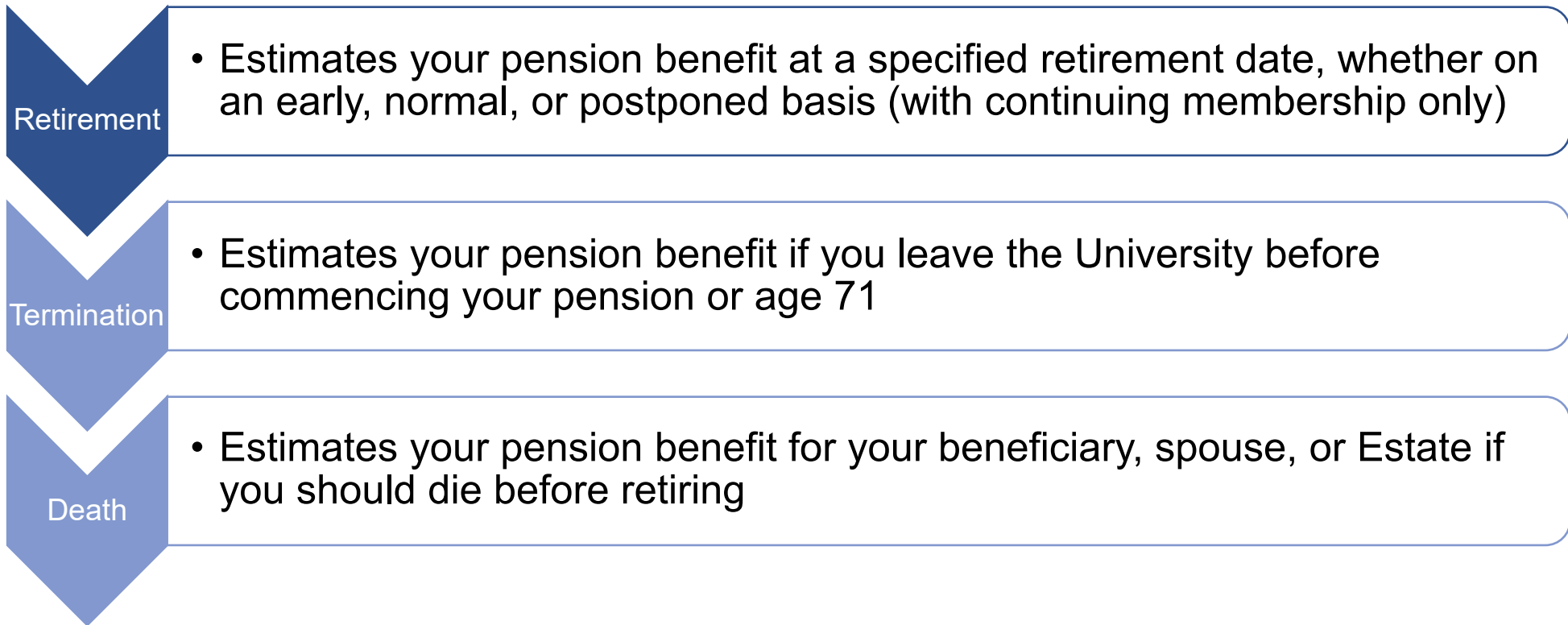
- Modelling of and saving different scenarios is now possible
- You can find out about your Pension Plan provisions in a few clicks
- You can access your personal pension data on file



How Can Members Use the Pension Estimator? Create Estimates

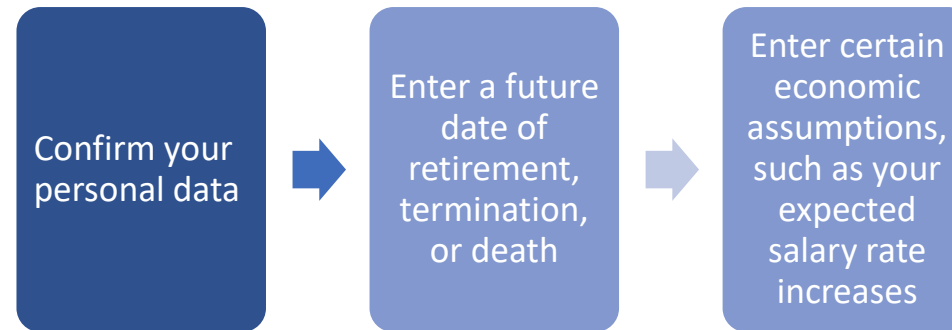


Three types of estimates:



How Can Members Use the Pension Estimator? Create Estimates

Before running an estimate, you will need to:



Note that the pension estimator uses true data to the most recent plan year end – and projects forward from there to the date you have selected.

- Example: Retirement Estimate for July 1, 2027 run today. Estimate is run using data at June 30, 2025 and projects forward to June 30, 2027



How Can Members Use the Pension Estimator? Create Estimates

After you run an estimate, the Pension Estimator will give you a detailed summary of your results, including:

The dollar value of your pension benefit based on the scenario you chose

A breakdown of the different forms of pension payment that may be available to you, your spouse, and/or your beneficiary

Personal information used to calculate the results

Your contribution balance as of the most recent plan year end (June 30, 2025)

The assumptions used to calculate the results

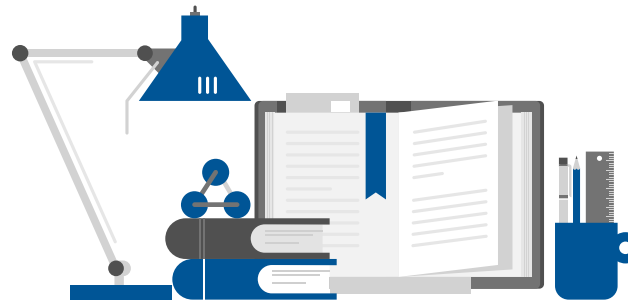
The projections used to estimate the effective date

Other general information that may be helpful



How Can Members Use the Pension Estimator? View and Update Pension Information

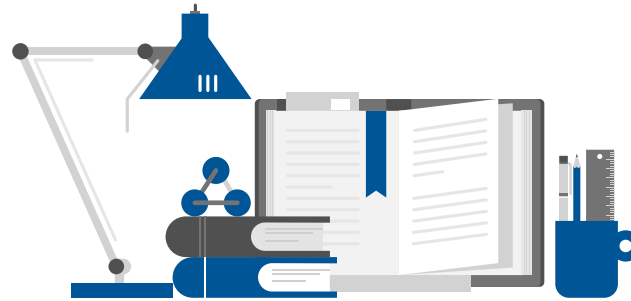
- **View personal information regarding the pension plan that the University has on record**
 - > Information is current as of the last plan year
 - > Reflects the data shown on your annual pension statement
- **If you notice an error, you can submit corrections through the tool. HR will verify and process any required corrections.**
- **You can also access your personalized annual pension statements available from the current year and previous plan years starting from 2005**



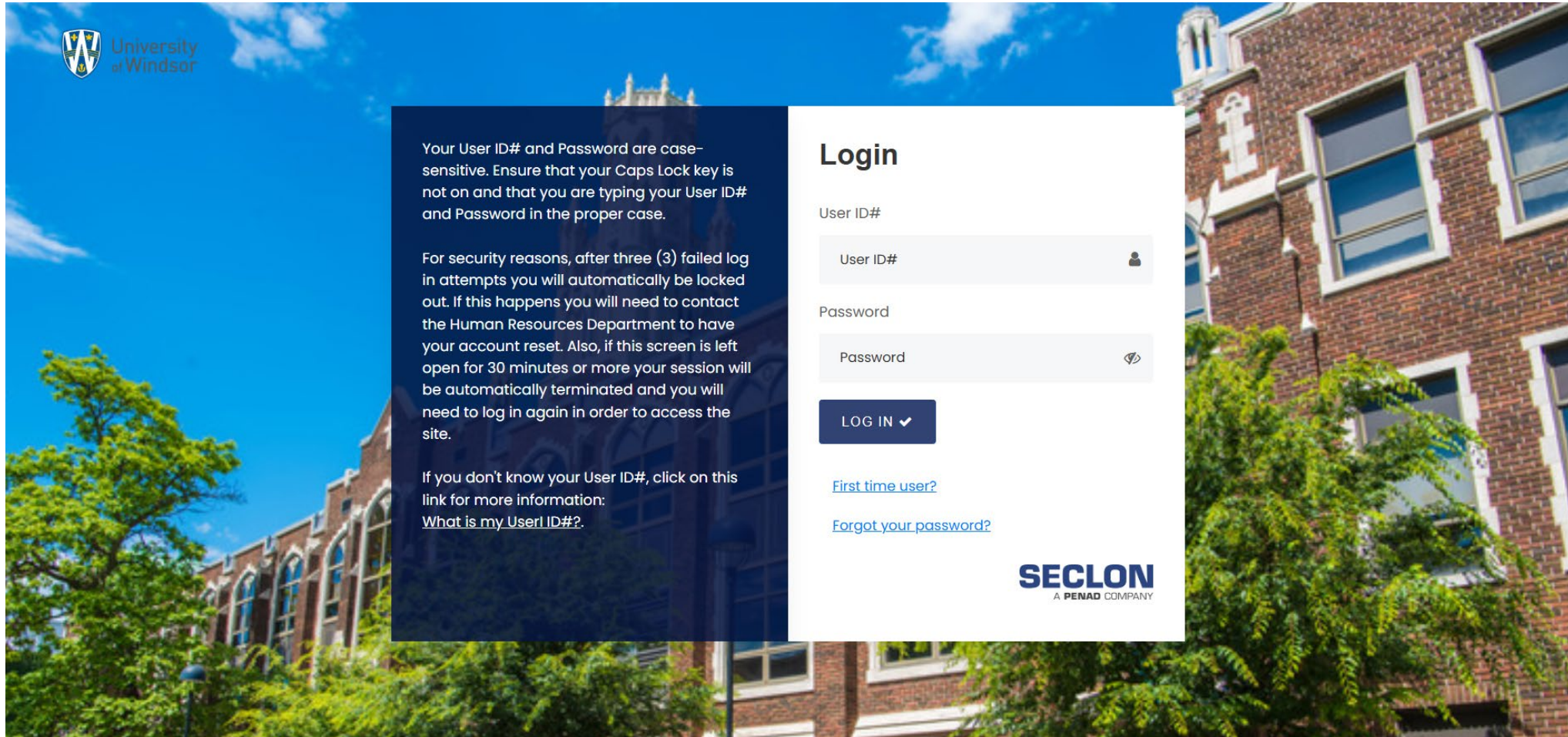
How Can Members Use the Pension Estimator?


Learn about the Pension Plan

- Read “Understanding My Pension” for highlights of your pension plan’s terms and conditions
 - For a more detailed description of your pension plan, you can access the official plan documents
- Use hyperlinks to access useful websites related to retirement and pension plans
- Use the glossary if you encounter a pension term you are uncertain about



The University of Windsor Pension Estimator Getting started



 University of Windsor

Your User ID# and Password are case-sensitive. Ensure that your Caps Lock key is not on and that you are typing your User ID# and Password in the proper case.

For security reasons, after three (3) failed log in attempts you will automatically be locked out. If this happens you will need to contact the Human Resources Department to have your account reset. Also, if this screen is left open for 30 minutes or more your session will be automatically terminated and you will need to log in again in order to access the site.

If you don't know your User ID#, click on this link for more information:
[What is my User ID#?](#)

Login

User ID#

Password

LOG IN ✓

[First time user?](#)

[Forgot your password?](#)

SECLON
A PENAD COMPANY



The University of Windsor Pension Estimator Home page



Welcome to the University of Windsor Pension Estimator

The University of Windsor Pension Estimator is a simple and secure tool that uses data about your Pension Plan and your planned retirement to create personalized pension information that can assist you in preparing for your financial future. Using the Pension Estimator, you can:

- Learn about your Pension Plan
- Estimate your future pension benefit based on a scenario that you choose (for example, on a future date that you choose to retire or terminate your employment with the University)
- View your personal information related to retirement, including your annual pension statement

Before you begin using the tool, you should review the information contained in the [My Profile](#) section to ensure that your records are up to date.

If you need general information about the Pension Plan, visit the [Pension Resources](#) section.

If you want to view your last annual pension statement, visit [My Annual Statements](#).

To begin estimating your future pension entitlement, visit the [Create an Estimate](#) section.

If you need help while using the Pension Estimator, visit the [User Guide](#) section.

Not sure about a pension term?

Try the [Glossary](#). It contains the definitions of many terms used in the Pension Estimator.

Have questions?

If you can't find what you're looking for anywhere on the site, please email your question(s) to pensions@uwindsor.ca.



The University of Windsor Pension Estimator Creating an Estimate

Your UWindsor Pension University of Windsor

Pension Resources My Details Utilities

Home Plan Document Glossary Historical Rates My Profile My Annual Statements **Create an Estimate** My Saved Estimates User Guide Useful Links Quit

Estimate Assumptions

This is where you select the assumptions that will affect the future pension benefit calculated. You may wish to try different assumptions as they may have a significant impact on the estimate results.

Basic quote information

Type of Calculation Retirement *i*

Save the Estimate? Yes *i*

Description *i*

Adjustments to member's basic data

Annual salary 119,024 *i*

Full Time Employment Percentage 100% *i*

Assumptions and Parameters (Click [here](#) for more information)

Inflation 2.5% *i*

Annual salary increase Inflation-2 1/2% *i*

Rate of Credited Interest 3.0% *i*

Event Dates

Starting Year-End Date 6/30/2025 *i*

Normal Retirement Date *i*

Event Date 1 Jul 2027 *i*

Go to next page **Go**



The University of Windsor Pension Estimator

Viewing Your Results

Statement of Election of Benefits for Early Retirement at July 1, 2023

Member Name: _____ Employee ID # _____

This statement advises you of the estimated amount of your monthly pension benefits and the various forms of payment available to you. Please read the information carefully and complete the form where indicated.

A. BENEFIT ENTITLEMENT

You have earned a monthly pension benefit commencing on your actual retirement date, of \$3,051.13 basic. The pension based on your MPC account balance is \$2,568.01 and your minimum guarantee pension is \$3,051.13. Please note that this pension is quoted in the form which is payable for your lifetime, with a guarantee that at least sixty (60) monthly pension payments will be made in any event to you, or your beneficiary (Life Pension Guaranteed 5 years).

Please note that the MPC pension amount has been determined using a 6% interest rate. As a result, thereafter, this amount will be subject to annual adjustment each July 1 based on the money purchase indexing formula. The percentage adjustment may be positive or negative and will be equal to the rate of return earned by the pension fund in the preceding plan year, less the interest rate used to convert the lump sum. The percentage will then be further adjusted to take into account the mortality experience of the retirees. As such, positive adjustments will only occur when the preceding plan year rate of return, along with the mortality adjustment exceeds 6%.

Minimum guarantee pensions will be subject to annual adjustment each July 1 by a percentage that may vary from 0% to 4%, relative to the percentage increase in the Consumer Price Index, in accordance with the terms of the Plan.

B. PENSION PAYMENT CONDITIONS

If you have a spouse at the time your pension commences, the pension must be paid at a minimum, in a Joint and Survivor 60% form rather than in the Life Guaranteed 5 form. Under the Joint and Survivor 60% form, you will receive a pension that is the actuarial equivalent of the Life Guaranteed 5 form. Upon your death, if the same spouse is still living, that spouse will receive a pension payable for his/her lifetime of at least 60% of the amount you were receiving at the date of your death. An alternative option may be elected providing you and your spouse sign the "Waiver of Joint and Survivor Pension (Form 3)" provided in this package. Please note that a "Declaration of Marital Status" must be completed and submitted in any event.

It is important to note that regardless of the form of pension chosen, the pension, in all cases, is payable for your lifetime, at a minimum.

It is also important to note that should you elect one of the Joint & Survivor options, and should your spouse pre-decease you, your pension is not restored to single amounts and ceases upon your death.

MONTHLY PENSION SUMMARY OPTIONS

Form	Joint & 60% Survivor *	Joint & 66.67% Survivor Guar 5	Joint & 75% Survivor	Joint & 100% Survivor	Life Only	Life & Guaranteed 5 year (Normal Form)	Life & Guaranteed 10 year	Life & Guaranteed 15 year
MGP	\$2,841.32	\$2,809.47	\$2,788.54	\$2,704.80	\$3,074.07	\$3,051.13	\$2,988.27	\$2,899.22
MPP	\$2,391.42	\$2,364.61	\$2,346.99	\$2,276.51	\$2,587.31	\$2,568.01	\$2,515.09	\$2,440.14
SUPP	\$449.90	\$444.86	\$441.55	\$428.29	\$486.76	\$483.12	\$473.18	\$459.08
PENSION	\$2,841.32	\$2,809.47	\$2,788.54	\$2,704.80	\$3,074.07	\$3,051.13	\$2,988.27	\$2,899.22

* In accordance with provincial pension benefits legislation (Ontario), the Plan provides that if you have a spouse at the time your pension commences, your pension must be payable on a joint and survivor basis where at least 60% of your initial pension benefit continues to that spouse (if living), after your death. An alternative option may be elected providing you and your spouse sign a Waiver of Joint and Survivor Pension form.

ESTIMATED MPC BALANCE AT RETIREMENT: \$368,678.17



Department Of Human Resources Pension Website

<https://www.uwindsor.ca/humanresources/faculty-staff/pensions>

Human Resources

- Home
- > Welcome
- > Faculty & Staff
 - > Benefits
 - > **Pensions**
 - > Employees' Plan
 - > Faculty and Certain Employees' Plan
 - > Faculty and Employee Plan Resources
 - > Committees
 - > OTPP Plan
 - Pension Forms
 - Useful Links
 - Employee Policies
 - > Professional Development
- > Workplace Wellness
 - Employee Mental Health Resources
- Academic Labour Relations
- Employee Relations
- Staff Labour Relations
- > Labour News
- > New Employee Hub
- > Employee Safety and Wellness
- > Services and Initiatives
- > About Human Resources
- > Resources for Employees

Pensions

Human Resources > Faculty & Staff > Pensions

Pension Plans at the University of Windsor

The University of Windsor supports the retirement savings plans of its eligible faculty and employees, through contributions to one of four registered pension plans. The University sponsors and administers two pension plans: the **Retirement Plan for Faculty and Certain Employees and the Employees' Retirement Plan**. In addition, the University, along with applicable members, contributes to the **C.U.P.E. 1001 Pension Plan and the Ontario Teachers' Pension Plan (OTPP)**.

A pension plan is more than a valuable feature of your total compensation package – it also plays a critical part in your overall financial plan. So, whether you are two or twenty years away from retirement, get to know your pension plan. While you're at it, give some thought to your financial future. The resources on this page will provide you with a good start.

Retiring can be one of the biggest changes that we'll face in our lives, so it's normal to feel a little uncertainty around such an important event. With the right amount of planning, however, you'll be able to spend less time worrying about your finances and more of your retirement years doing the things you enjoy.

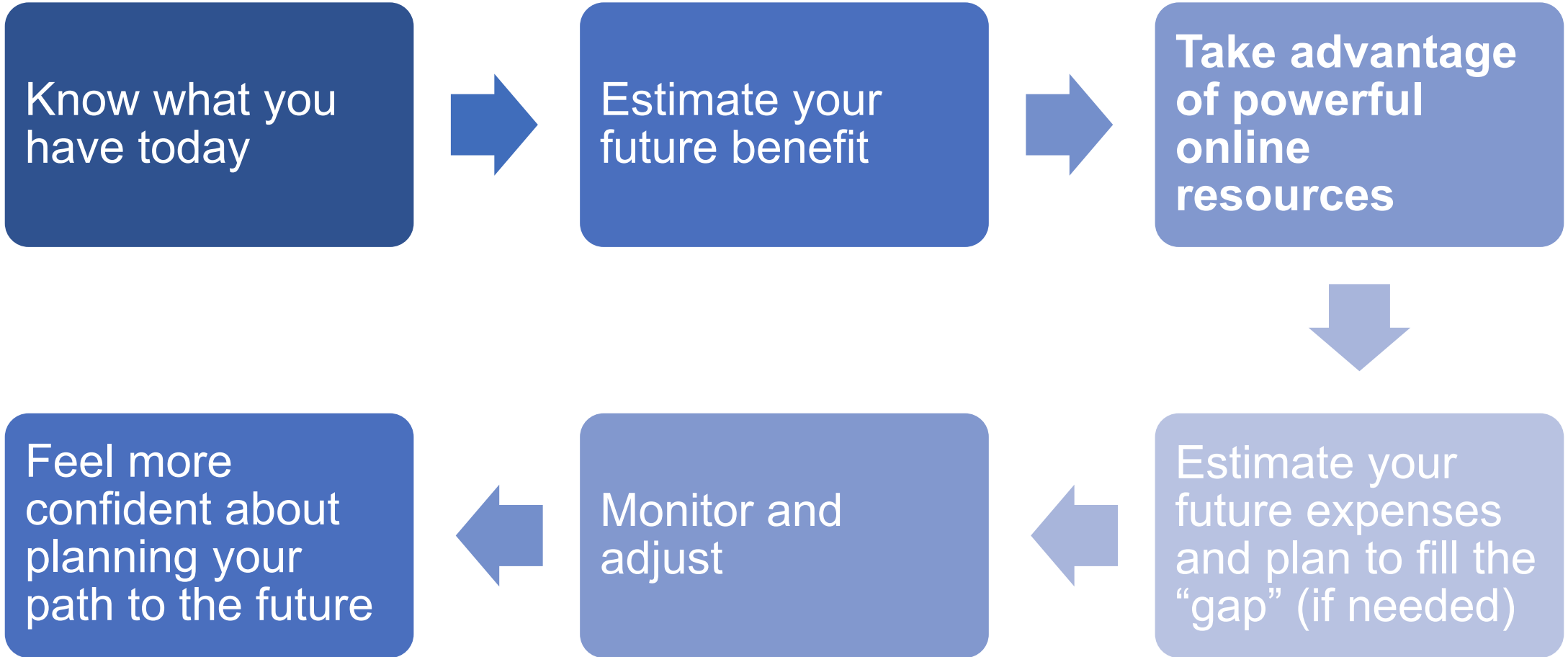
- > Pension Estimator
- > Pension News & Upcoming Events
- > Pension Workshops
- > Contact us

SHARE POST SHARE



University of Windsor

A Recap



Questions?



Contact Us



By phone:

- Bridget Aguilar – Manager, Pension & Benefits - Ext. 2083
- Mitali Tailor – Pension Administrator – Ext. 4572
- Victoria Meluso - Pension Administrator - Ext. 2053



By email:

- pensions@uwindsor.ca



In person:

- Human Resources – 5th Floor Chrysler Hall Tower



