

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 date: October 1, 2018
- a) Economic Assumptions:**
- (1) Interest Rate: 6.00%
 - (2) Inflation Rate: 2.00%
 - (3) YMPE Growth Rate: 2.75%
 - (4) Salary Growth Rate: 2.75% per annum, plus service, merit and promotional increases (see following scale):

<u>Attained Age</u>	<u>Increase</u>
20	2.79%
25	2.29
30	1.78
35	1.28
40	0.76
45	0.38
50	0.15
55 and over	0.00
 - (5) Rate of Increase of Maximum Benefits under Income Tax Act: \$2,944 in 2018, then increased at 2.75% per year thereafter.
 - (6) Rate of Indexing of Pension in Payment: none

b) Demographic Assumptions:

- (1) Mortality Table: CPM 2014 Public Mortality Projected using Scale B
- (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