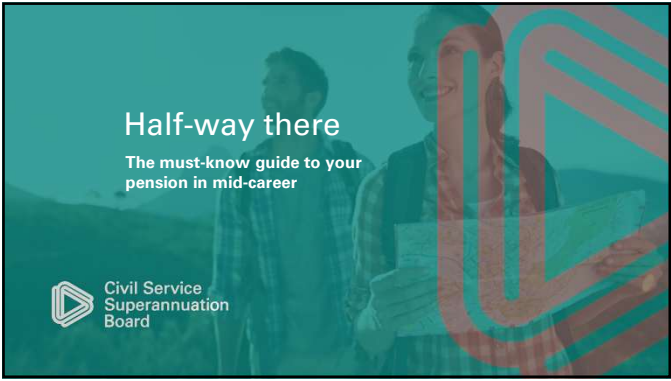


Half-way there

**The must-know guide to your
pension in mid-career**



Civil Service
Superannuation
Board



1



2



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Civil Service Superannuation Fund

- ✓ 58,000 members strong
- ✓ \$9.7 billion assets
(we're kind of a big deal)
- ✓ \$57 million/monthly pensioner payroll
- ✓ Governed by
 - *The Civil Service Superannuation Act*
 - *The Pension Benefits Act*
 - *Income Tax Act of Canada*



Civil Service Superannuation Board

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Advantages

- ✓ Guaranteed monthly payments for life
- ✓ No risk
- ✓ Managed by a team of professionals
- ✓ Set it and forget it
- ✓ You and your employer contribute
- ✓ Enjoy some protection from cost-of-living increases



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What you contribute as of October 2026



Civil Service Superannuation Board

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What you contribute in 2026

- April 2026, contribution rates increased 0.5% per year for four years
- Total increase 2%
- 2026, pay different rates depending on salary and month

Period	Rate up to YMPE	Rate above YMPE
January 1–March 31, 2026	8%	9%
April 1–December 31, 2026	8.5%	9.5%



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What you contribute in 2026

Changes help maintain the long-term security of your pension throughout your retirement.

For more information, visit cssb.mb.ca.

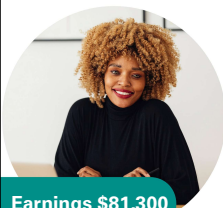


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January – March 2026 contributions

Mona's pensionable earnings from January 1 to March 31, 2026, are **\$21,900**. The YMPE is \$74,600.



Earnings \$81,300

8%

Earnings up to YMPE
\$74,600
\$21,900 X 8% = \$1,752

\$1,752

9%

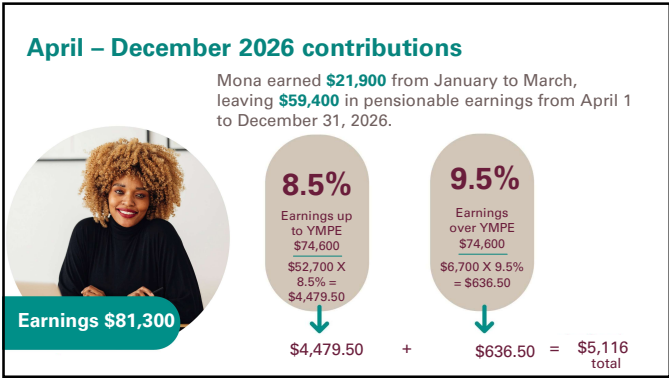
Earnings over YMPE
\$74,600
\$0 X 9% = \$0

\$0

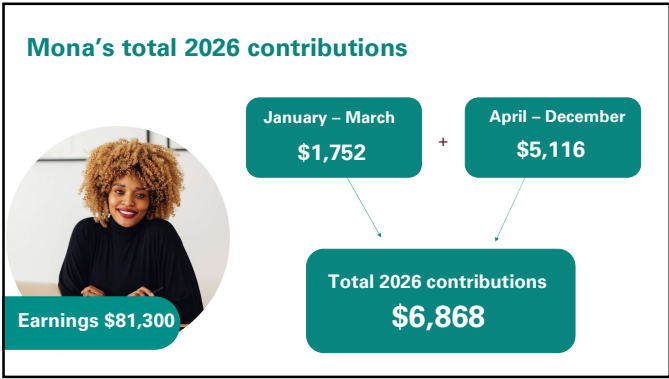
+

= \$1,752 total

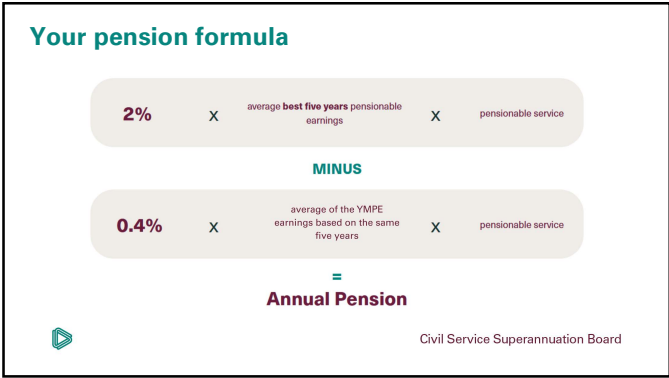
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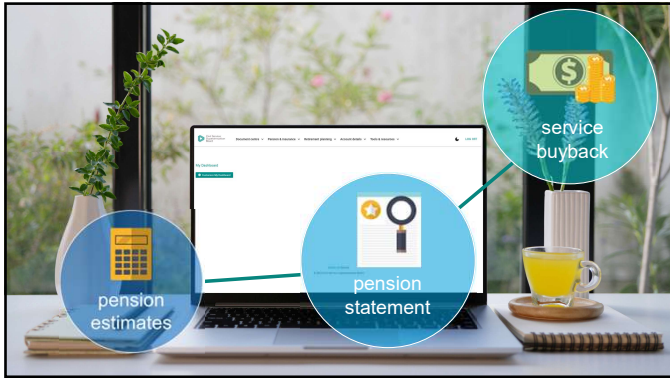
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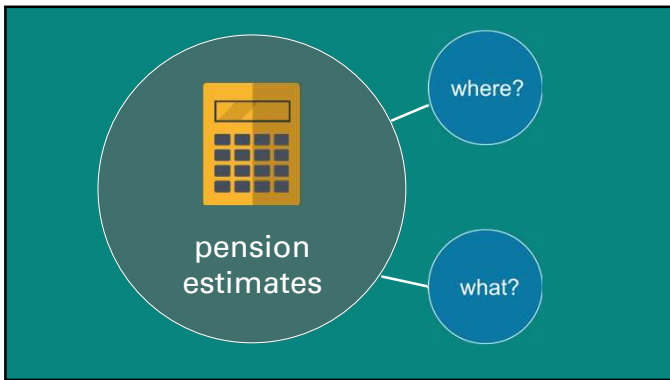
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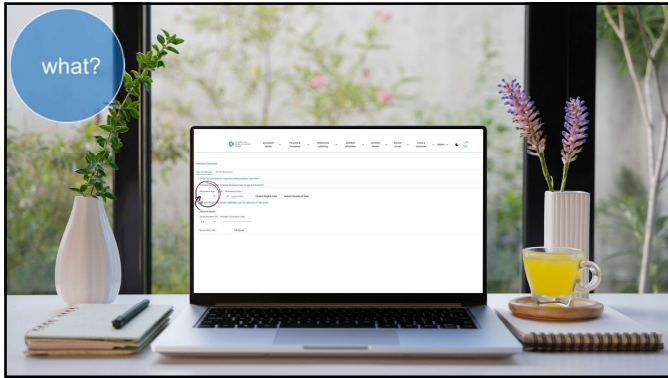
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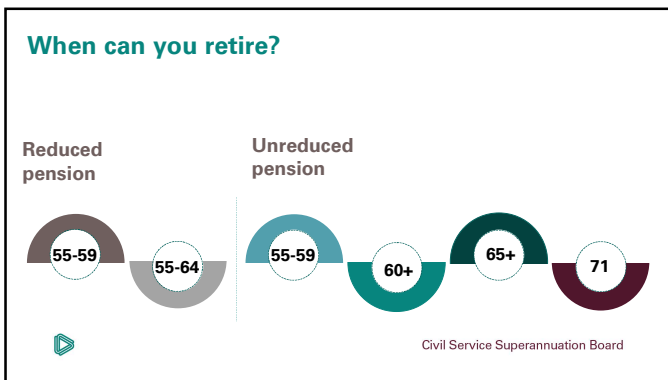
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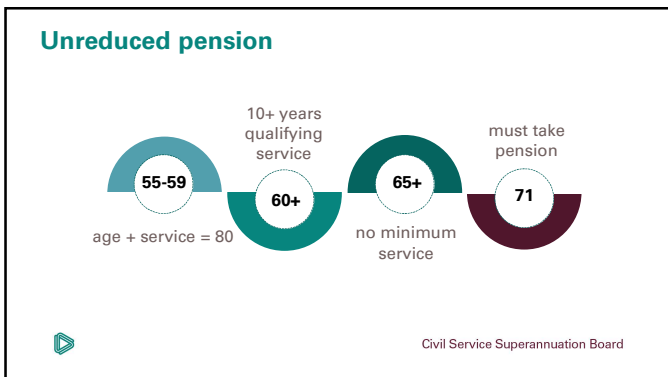
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Reduced pension

10 or more years
qualifying service
AND
age + service =
less than 80

55-59

55-64

less than 10
years of
qualifying
service



Civil Service Superannuation Board

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*The only way you
can predict the
future is to build it.*
- Alan Kay





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1. How do you want to spend your retirement?

2. Who do you want to spend your retirement with?

3. What kind of impact do you want to have?



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1. How do you want to spend your retirement?
Travelling, volunteering at animal shelter, enjoying lots of leisure time

2. With whom do you want to spend your retirement?
Family, friends, (maybe) grandkids

3. What kind of impact do you want to have?
Donate time and money to favourite animal shelter, make sure loved ones are financially secure



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PART II

UNDERSTANDING

YOUR ANNUAL

EMPLOYEE

PENSION

STATEMENT



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Personal info

Employee Pension Statement for the Period from January 1, 2023 to December 31, 2023

Please review your statement and advise the Civil Service Superannuation Board if you notice any errors.

Date of Birth: July 10, 1978

Date of Hire: December 31, 2006

Fund Entry Date: April 9, 2007



Civil Service Superannuation Board

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Personal info

Employee Pension Statement for the Period from January 1, 2023 to December 31, 2023

Please review your statement and advise the Civil Service Superannuation Board if you notice any errors

Date of Birth: July 10, 1978

Date of Hire: December 31, 2006

Fund Entry Date: April 9, 2007

Actual

Retirement

The following are lifetime monthly pension amounts with no continuing payments to a beneficiary in the event of your death. Other options will be available upon retirement.

Accrued Monthly pension (before reduction, if applicable)

\$1,700

Your earliest unreduced pension date is July 10, 2033



Civil Service Superannuation Board

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Personal info

Employee Pension Statement for the Period from January 1, 2023 to December 31, 2023

Please review your statement and advise the Civil Service Superannuation Board if you notice any errors

Date of Birth: July 10, 1978

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Fund Entry Date: April 9, 2007

Actual

Retirement

The following are lifetime monthly pension amounts with no continuing payments to a beneficiary in the event of your death. Other options will be available upon retirement.

Accrued Monthly pension (before reduction, if applicable)

\$1,700

Your earliest unreduced pension date is July 10, 2033

Projections

The following estimated projected pension amounts assume current year service and earnings for future years. Any difference between projected and actual information could result in a difference between your projected and actual benefits.

Retirement Date

July 10, 2033 (earliest)

July 10, 2038 (age 60)

July 10, 2043 (age 65/Normal Retirement Age)

July 10, 2033 (Rule of 80)

Monthly Lifetime Pension

\$2,600

\$3,200

\$3,800

\$2,600



Spouse/Common-Law Partner: John Smith

Birthday date: August 16, 1974

Civil Service Superannuation Board

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\$3,800/monthly

✓ Age 65

✗ Health issues

✓ Strong social connections

✓ \$1,200 increase pension

✓ More financially ready

✓ Can travel in style

✓ Can have impact she wants to

✓ No debt

✓ Can receive CPP and OAS

\$2,600/monthly

✓ Age 55

✓ Healthy

✓ Strong social connections

✗ Lowest pension

✗ Not financially ready

✗ Can't travel the way she wants to

✗ Can't have impact she wants to

✗ Still has debt

✗ Can't receive CPP and OAS

\$3,200/monthly

✓ Age 60

✓ Healthy

✓ Strong social connections

✓ \$600 increase pension

✓ More financially ready

✗ Still can't travel the way she wants to

✓ Can have some of the impact she wants to

✓ Cleared most debt

✓ Could receive CPP

28

\$2,600/monthly

✓ Age 55

✓ Healthy

✓ Strong social connections

✗ Lowest pension

✗ Not financially ready

✗ Can't travel the way she wants to

✗ Can't have impact she wants to

✗ Still has debt

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\$3,200/monthly

✓ Age 60

✓ Healthy

✓ Strong social connections

✓ \$600 increase pension

✓ More financially ready

✗ Still can't travel the way she wants to

✓ Can have some of the impact she wants to

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\$3,800/monthly

✓ Age 65

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\$2,600/monthly

✓ Age 55

✓ Healthy

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✗ Lowest pension

✗ Not financially ready

✗ Can't travel the way she wants to

✗ Can't have impact she wants to

✗ Still has debt

✗ Can't receive CPP and OAS

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Additional Information

Service:
Years of Pensionable Service at December 31, 2023
Years of Qualifying Service at December 31, 2023
Regular Pensionable Service Credited in 2023

14.6000
17.0000
1.0000

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Additional Information

Service:
Years of Pensionable Service at December 31, 2023
Years of Qualifying Service at December 31, 2023
Regular Pensionable Service Credited in 2023

14.6000
17.0000
1.0000

Earnings:
2023 Pensionable Earnings
2022 Pensionable Earnings

\$82,000
\$80,000

2023 CPP Earnings
2022 CPP Earnings

\$66,600
\$64,900

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Additional Information

Service:
Years of Pensionable Service at December 31, 2023
Years of Qualifying Service at December 31, 2023
Regular Pensionable Service Credited in 2023

14.6000
17.0000
1.0000

Earnings:
2023 Pensionable Earnings
2022 Pensionable Earnings

\$82,000
\$80,000

2023 CPP Earnings
2022 CPP Earnings

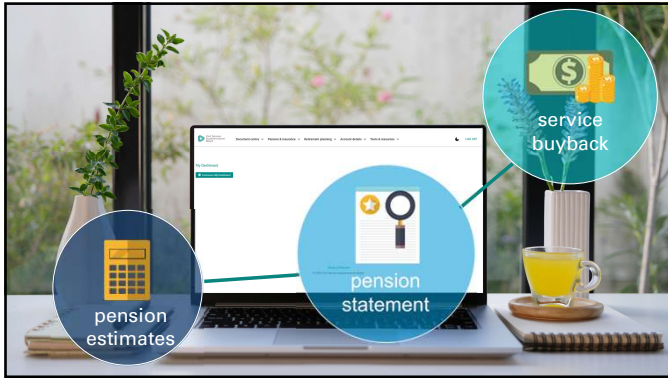
\$66,600
\$64,900

Contributions:
Contributions and Interest to December 31, 2022
Contributions for 2023
Interest for 2023
Contributions and Interest to December 31, 2023

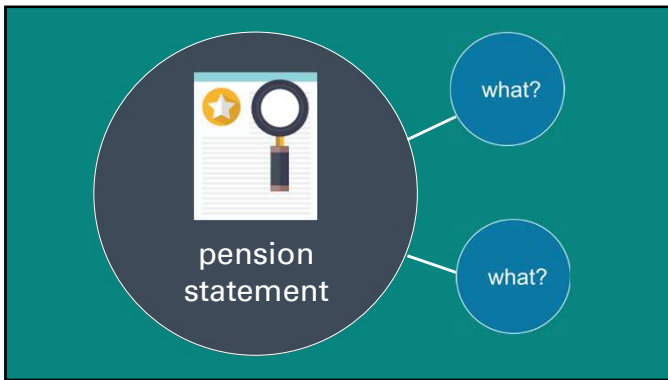
\$79,900
\$6,700
\$2,600
\$89,200

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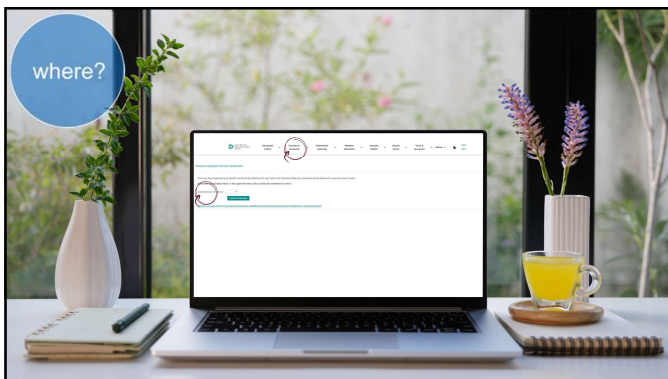
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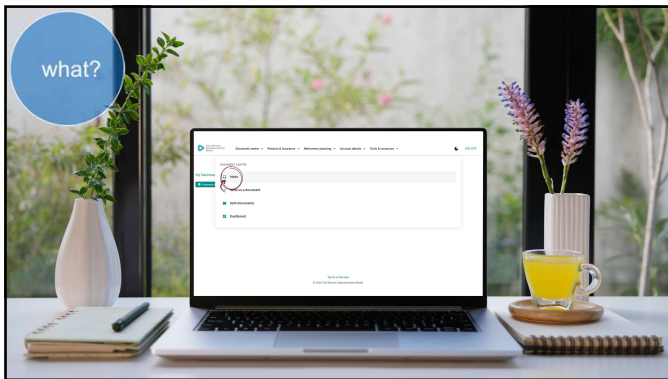
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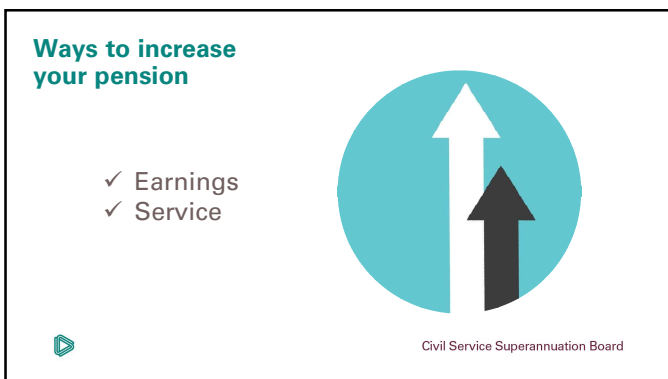
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Buying missed service

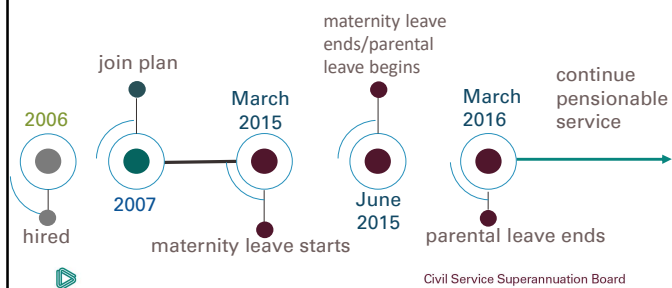
- ✓ Maternity leave
- ✓ Parental and adoptive leave
- ✓ Service buyback



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Pensionable service timeline ●●●



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Maternity leave in 2015

Annual salary	\$57,000
Eligible maternity leave service	0.3269
Cost to purchase	\$1,500
Future annual pension increase	\$260



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Service buyback 2025

Annual salary	\$78,000
Eligible maternity leave service	0.3269
Cost to purchase	\$4,000
Future annual pension increase	\$420

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Comparison

	maternity leave 2015	service buyback 2025
Annual salary	\$57,000	\$78,000
Eligible maternity leave service	0.3269	0.3269
Cost to purchase	\$1,500	\$4,000
Future annual pension increase	\$260	\$420

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Parental and adoptive leave

Key differences:

1. You pay your share **and** your employer's share
2. It may be cheaper to purchase through a service buyback





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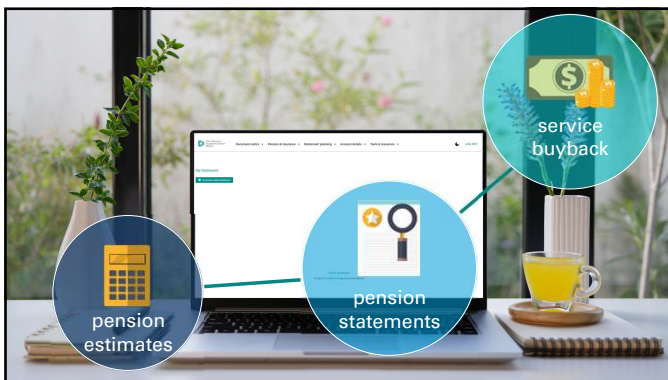
How to estimate the cost of parental or adoptive leave

- ✓ Check your paystub for your pension contribution amount.
- ✓ Multiply that by the number of weeks you'll be away, then multiply that number by two.
- ✓ **Example:** if you contribute \$300 biweekly (\$150 weekly) and take 35 weeks off, your cost is \$150 x 35 x 2 or about **\$10,500**.

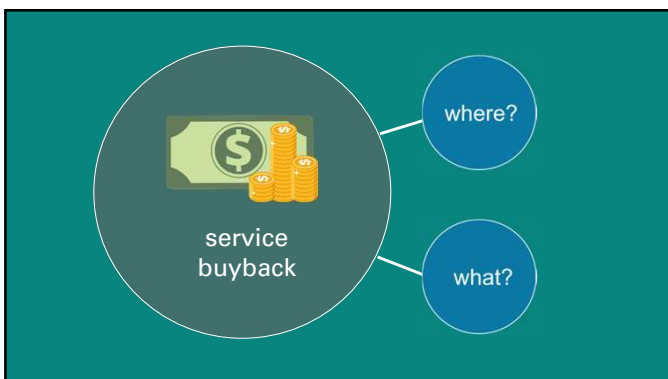


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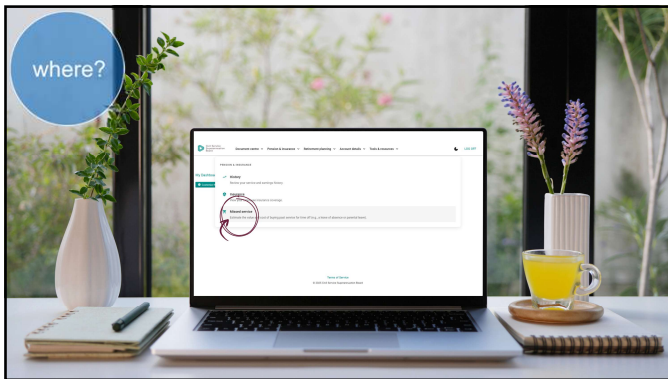
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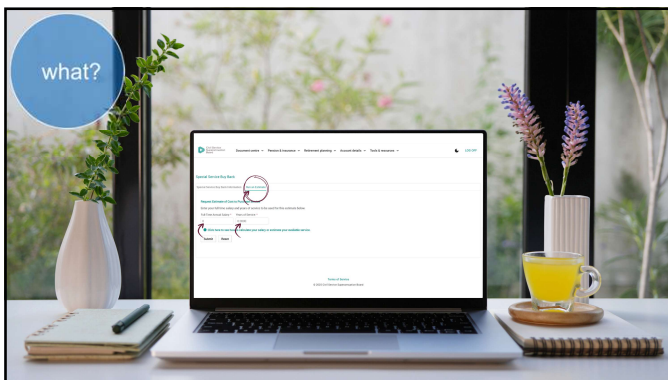
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Combining accounts & transferring your pension

- ✓Combining accounts will increase your pension
- ✓We have service transfer agreements with employers across Manitoba and Canada

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Online Services
askus@cssb.mb.ca
cssb.mb.ca





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Your feedback matters



<https://www.surveymonkey.com/r/HTLTZZ9>



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