

The PPPOCS in a Nutshell



Pension Plan of Peace Officers in Correctional Services

<p>What is the PPPOCS?</p>	<ul style="list-style-type: none"> PPPOCS stands for Pension Plan of Peace Officers in Correctional Services. The plan has been in force since January 1, 1988.
<p>Are there any qualification rules for the PPPOCS?</p>	<ul style="list-style-type: none"> Yes. They have been introduced on January 1, 2005. These provisions allow the member who has 10 years of service for qualification purposes to maintain his membership in the PPPOCS and to benefit from all the advantages provided under the plan even if he quits his job at a detention institution or Institut Philippe-Pinel to work elsewhere in the public or the parapublic sector.
<p>How much does my pension plan cost me?</p>	<ul style="list-style-type: none"> The contribution rate to the PPPOCS is 4 %. For the qualified member of the PPPOCS who holds a job covered by another plan (RREGOP or PPMP) in the public or the parapublic sector, the contributions rate is 5% (the PPPOCS rate + 1%). The contribution rate applies only on the portion of your salary that exceeds the lower of the following amounts: <i>25% of the pensionable salary or 25% of the MPE (or \$12 075 since the MPE is \$48 300 in 2011).</i>
<p>How will my pension be calculated?</p>	<ul style="list-style-type: none"> Your retirement pension includes your basic pension and your bridging supplement, to which may be added additional temporary benefits, a pension credit and a life annuity for pension credit service and a temporary annuity for pension credit service. <p>Basic pension</p> <p><i>Annual accrual rate (2.1875%) × years of service for basic pension calculation purposes performed before January 1, 1992 × average pensionable salary of your 5 best-paid years</i></p> <p style="text-align: center;">+</p> <p><i>Annual accrual rate (2%) × years of service for basic pension calculation purposes performed since January 1, 1992 × average pensionable salary of your 5 best-paid years</i></p>
<p>What temporary benefits can I receive?</p>	<ul style="list-style-type: none"> Bridging supplement The bridging supplement is paid until 65 years of age or until death if it occurs before. It is calculated as follows: <i>Bridging supplement annual accrual rate of 0.1875% × service for bridging supplement calculation purposes performed since January 1, 1992 × average pensionable salary of your 5 best-paid years.</i> Additional temporary pension (1988-1991 additional benefit) If you paid excess contributions to the PPOCS between January 1, 1988 and December 31, 1991, you are eligible for an additional temporary benefit equal to \$310 per year of service included between those dates. The benefit is indexed annually by 2%, starting on January 1, 1998 until January 1 of the year in which payment begins. It is payable as of the date of your retirement. It is increased or reduced by 7% per year of postponement or anticipation with respect to age 55. Payment stops a 65 years of age or at death if it occurs before. Note that the amount may be reduced because of limits set under the <i>Income Tax Act</i>.

<p>What temporary benefits can I receive? (cont.)</p>	<ul style="list-style-type: none"> • Additional temporary pension (1995-2000 supplementary benefit) If you participated in the PPPOCS between January 1, 1995 and December 31, 2000, you are eligible for a supplementary temporary benefit equal to \$250 per year of service included between those dates, up to a maximum of \$1 500 a year. It is indexed annually by 2%, starting on January 1, 2002 until January 1 of the year in which payment begins. It is payable as of the date of your retirement. It is increased or reduced by 7% per year of postponement or anticipation with respect to age 55. Payment stops a 65 years of age or at death if it occurs before. Note that the amount may be reduced because of limits set under the <i>Income Tax Act</i>. 				
<p>When will I be eligible to an immediate pension?</p>	<ul style="list-style-type: none"> • When you retire, you will be eligible for an immediate pension <table border="1" data-bbox="375 577 1524 814"> <thead> <tr> <th data-bbox="375 577 950 619">with no reduction if</th> <th data-bbox="950 577 1524 619">with reduction if</th> </tr> </thead> <tbody> <tr> <td data-bbox="375 619 950 814"> <ul style="list-style-type: none"> • you are 60 or over; • you have at least 32 years of service for eligibility purposes; • you are 50 or over and have at least 30 years of service for eligibility purposes. </td> <td data-bbox="950 619 1524 814"> <ul style="list-style-type: none"> • you have at least 25 years of service for eligibility purposes. The reduction is 0.333% per month (4% a year) missing for a pension with no reduction. The reduction is permanent. </td> </tr> </tbody> </table>	with no reduction if	with reduction if	<ul style="list-style-type: none"> • you are 60 or over; • you have at least 32 years of service for eligibility purposes; • you are 50 or over and have at least 30 years of service for eligibility purposes. 	<ul style="list-style-type: none"> • you have at least 25 years of service for eligibility purposes. The reduction is 0.333% per month (4% a year) missing for a pension with no reduction. The reduction is permanent.
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<p>Can I minimize or cancel the reduction?</p>	<ul style="list-style-type: none"> • Yes, but within the limits set by the <i>Income Tax Act</i>. You can transfer the required amount to CARRA. The funds must come from a registered retirement savings plan (RRSP), a registered pension plan (RPP) or the portion of a retirement allowance that may be transferred to an RRSP or an RPP, in accordance with the <i>Income Tax Act</i>. 				
<p>What will happen if I leave my job before I am eligible for an immediate pension?</p>	<ul style="list-style-type: none"> • If you are under age 60 and if you have less than two years of service, you can obtain the refund of your contributions, with interest. You must wait 210 days after your departure to apply for your refund. • If you are under age 60 and have two years of service or more, but less than 25, you are entitled to a deferred pension payable at 65 years of age. 				
<p>Will my pension be indexed?</p>	<ul style="list-style-type: none"> • Your basic pension and your bridging supplement will be indexed on January 1 of each year according to the increase in the cost of living. <ul style="list-style-type: none"> ➢ The portion of your pension that corresponds to the service performed before January 1, 2000 will be indexed by the Pension Index adjustment rate minus 3%. ➢ The portion of your pension that corresponds to the service performed since January 1, 2000 will be indexed according to the more profitable of the following formulas: 50% of the Pension Index adjustment rate or the Pension Index adjustment rate minus 3%. • In 2011, the pension Index adjustment rate is 1.7%. 				
<p>Why will my pension be reduced at 65?</p>	<ul style="list-style-type: none"> • The PPPOCS is integrated with the Québec Pension Plan (QPP). This means that you are granted an exemption from contribution to take into account your contribution to the QPP, and that when you turn 65, your pension will be reduced to take into account the pension you will receive under the QPP. • The reduction is calculated as follows: <i>QPP annual pension integration rate × service for calculation purposes since January 1, 1966 × average of maximum pensionable earnings (MPE) under the QPP for your last five years (or average pensionable salary of your last five years if it is lower than the average MPE).</i> For the portion of your pension that corresponds to service performed before 1992, the annual integration rate is 0.78125%. For the portion that corresponds to service performed after 1991, the rate is 0.5%. 				

<p>Can I go back to work after I have retired?</p>	<ul style="list-style-type: none"> • If your return to work in the public or parapublic sector: <ul style="list-style-type: none"> ➢ before age 65, you do not participate in the plan and you receive both your salary and your pension; ➢ at 65 or over, you do not participate in the plan and your pension is totally suspended. • If you are retiree on a recall list or a supernumerary retiree, you could receive both your salary and your pension, provided the total does not exceed 70% of the average pensionable salary used for the calculation of your pension. This provision applies only to the members of the Syndicat des agents de la paix en services correctionnels or to those who would be members if they were not their employer's representative in the performance of their duty. • To avoid unpleasant surprises, contact CARRA before you return to work in order to be informed of the consequences on your pension. 		
<p>What benefits are payable at death?</p>	<p>Member not eligible for an immediate pension</p> <p>Spouse or heirs</p> <ul style="list-style-type: none"> ➢ refund of contributions with interest 	<p>Member eligible for an immediate pension</p> <p>With a spouse <u>or</u> with a spouse and dependent children¹</p> <ul style="list-style-type: none"> ➢ spouse: 50% of the integrated basic pension and the additional life annuity for pension credit service, if applicable ➢ each child: 10% of the integrated pension, up to 40% <p>With dependent children only</p> <ul style="list-style-type: none"> ➢ each child: 20% of the integrated basic pension, up to 80% <p>Without a spouse or dependent children</p> <ul style="list-style-type: none"> ➢ refund of contributions with interest to heirs 	<p>Pensioner</p> <p>With a spouse <u>or</u> with a spouse and dependent children¹</p> <ul style="list-style-type: none"> ➢ spouse: 50% or 60%² of the integrated basic pension and the additional life annuity for pension credit service, if applicable ➢ each child: 10% of the integrated basic pension, up to 40% <p>With dependent children only</p> <ul style="list-style-type: none"> ➢ each child: 20% of the integrated basic pension, up to 80% <p>Without a spouse or dependent children</p> <ul style="list-style-type: none"> ➢ refund of contributions to heirs, minus amount already paid as benefits to spouse and children
<ol style="list-style-type: none"> 1. Dependent child means the child of the member or pensioner who is not married or in a civil union and who is under 18 years old, or under 21 and attends full time a recognized educational institution and needs the support of an adult for his subsistence, regardless of their filiation. 2. For your spouse to receive 60% of your reduced pension, you must choose that option in the reply form of the document entitled "Your options" that you will receive once you apply for your retirement pension. Your pension will then be reduced permanently by 2%. This is an irrevocable option. 			
<p>Can my spouse renounce his or her rights?</p>	<ul style="list-style-type: none"> • Yes. Your spouse may renounce his or her rights as surviving spouse in favour of your heirs. However, he may cancel such a renunciation later. He has until the day before your death to do so. The renunciation will automatically be cancelled and your spouse will receive a surviving spouse's pension if, at your death, the guaranteed minimum is zero. 		
<p>What are the advantages of a buy-back?</p>	<ul style="list-style-type: none"> • Buying back service could allow you to retire earlier. It can also increase your retirement income. 		

What periods can be bought back?

Absence without pay

- Any absence without pay after enrolment in the plan may be bought back totally or in part. Since January 1, 2002, to be purchasable a full-time absence must last more than 30 consecutive calendar days; a part-time absence must last more than 20% of the regular work schedule of a full-time employee. Shorter periods of absence are subject to regular contribution. The redemption cost equals the total contributions you would have paid if you had not been absent, plus the interest accrued at the rates in force as of the 7th month following the end of the absence until the date of receipt of your application. However, if the application is made within 6 months following the end of the absence, no interest will be added to the amount of contributions. **Any absence without pay after December 31, 1978 may be offset at no cost up to a maximum of 90 days.**

The other types of buy-backs concern the following periods of service or leave:

- **service not recognized for calculation purposes** upon enrolment to the PPPOCS or resulting from a buy-back;
- **service as a casual employee;**
- **maternity leave:**
 - Since January 1, 1989, the plan automatically recognizes periods of maternity leave at no cost for the employee.
 - For a maternity leave before that date, you must file an application for buy-back with CARRA. Those leaves are generally recognized at no cost subject to certain conditions.
- **service for which your contributions to the Civil Service Superannuation Plan (CSSP) were refunded under that plan;**
- **service in the cabinet of a minister, the lieutenant governor or a member of the National Assembly;**
- **paid training period** in an agency now covered by RREGOP or the would have been had it not ceased to exist.

This document is a short summary of your pension plan. The information it contains does not replace the related acts and regulations and applies only to the more general cases.

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