



President  
of the Treasury Board

Présidente  
du Conseil du Trésor

**Report on the  
Administration of  
the *Public Service  
Superannuation Act*  
for the Fiscal Year  
Ended March 31, 1999**

Canada

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Her Excellency the Right Honourable Adrienne Clarkson, C.C., C.M.M., C.D.  
Governor General of Canada

Excellency:

I have the honour to submit to Your Excellency the *Report on the Administration of the Public Service Superannuation Act for the Fiscal Year Ended March 31, 1999*.

Respectfully submitted,

Lucienne Robillard  
President of the Treasury Board





## Table of Contents

<b>Superannuation Plan .....</b>	<b>1</b>
Eligibility.....	1
Contribution Rates .....	1
Benefits.....	1
Portability of Pension Benefits.....	4
Transfer Value .....	4
Membership.....	4
Annuities and Allowances.....	5
Superannuation Account .....	7
<b>Retirement Compensation Arrangements (RCA) Account .....</b>	<b>9</b>
Retirement Compensation Arrangements (RCA) No. 1.....	9
Retirement Compensation Arrangements (RCA) No. 2.....	11
<b>Supplementary Death Benefit Plan .....</b>	<b>12</b>
Membership.....	12
Benefits.....	12
<b>Public Service Death Benefit Account .....</b>	<b>13</b>
<b>Managing Member Services .....</b>	<b>14</b>
Delegation .....	14
Major Pension Administrative Functions.....	14
Current Challenges/Influencing Factors.....	15
<b>Index of Tables .....</b>	<b>16</b>





This report begins with a description of the main provisions of the *Public Service Superannuation Act* (the Act). It also provides — through the use of tables, account summaries and graphs — historical information and data on the distribution of benefits during the fiscal year ended March 31, 1999.

## SUPERANNUATION PLAN

### ELIGIBILITY

Public Service employees must have been engaged in continuous employment to be eligible to contribute under the plan. Employees appointed on an indeterminate basis start contributing from the beginning of their employment. Term and seasonal employees must have completed six months of continuous employment before they can start contributing.

### CONTRIBUTION RATES

Employees contribute 7.5 per cent of salary, minus the contributions required by the Canada or Quebec pension plans, in respect of basic pension benefits and their indexation. Each year, the government, as employer, contributes amounts sufficient to fund the benefits earned by employees in respect of that year, as determined by the President of the Treasury Board. For the 1998 calendar year, the amount was determined as 2.06 times employee contributions and for 1999, 2.42 times employee contributions.

### BENEFITS

#### CONTRIBUTOR BENEFITS

The annual pension, whether an immediate or deferred annuity, is calculated at 2 per cent of the contributor's average salary over that period of six consecutive years during which the salary is highest, multiplied by the years of pensionable service to a maximum of 35. Once the June 1999 amendments to the plan take effect, new pensions will be calculated on a five-year instead of a six-year averaging period.

With certain minor exceptions, a contributor must have two years of pensionable service to be entitled to an annuity type of benefit. Normally if a contributor has less than two years of pensionable service, the only benefit is a return of contributions, with interest.

The normal retirement age when an immediate unreduced annuity becomes payable is 60. Contributors may retire, however, at age 55 and receive an immediate unreduced annuity provided they have at least 30 years of pensionable service.







An annuity or annual allowance payable to a former contributor is subject to an adjustment in respect of contributory service after January 1, 1966, when the contributor becomes entitled to a Canada or Quebec Pension Plan disability benefit or at age 65, whichever is sooner.

A summary of the benefits available to contributors who retire before age 60 is as follows:

***Return of contributions*** – This option is available to contributors, who retire before age 60 with less than two years of pensionable service. Such contributors are eligible to receive interest calculated at the Superannuation Fund rate, compounded quarterly, for service on or after January 1, 1997, and at four per cent, compounded annually, for prior years.

***Deferred annuity*** – This option is available to persons, who retire before age 60 and have at least two years of pensionable service, or meet certain other conditions. It becomes payable at age 60.

***Transfer Value*** – This option is available to contributors, who leave the Public Service before age 50 with at least two years of pensionable service, or meet certain other conditions. The transfer value is a calculated lump sum value of the deferred annuity payable at age 60, taking into account potential disability and survivor benefits, and indexing. It must be transferred to another registered pension plan, to a retirement savings vehicle that is locked-in in compliance with the federal *Pension Benefits Standards Act*, or to a financial institution to purchase an annuity. If the transfer value exceeds the limits established by the *Income Tax Act*, the excess is paid in cash and taxed at that time as income.

***Annual allowance*** – This option is available to contributors who retire before age 60 and have at least two years of pensionable service. It is payable from the date on which the employee chooses the allowance, ceases to be employed or reaches age 50, whichever is later. An annual allowance is a deferred annuity reduced to take into account the early payment. The reduction may be waived by the Treasury Board if the person does not retire voluntarily, is at least 55 years of age with ten years of employment in the Public Service.

***Cash termination allowance*** – This option is available to contributors who retire due to disability before age 60, provided they have at least two years of pensionable service or meet certain other conditions. It is a lump sum payment equal to one month's pay for each year of pensionable service (subject to a reduction on account of the integration with the Canada or Quebec Pension Plan).

***Immediate annuity*** – As mentioned previously, this benefit is payable to contributors who retire any time after reaching age 60 with at least two years of pensionable service, or any time after reaching age 55 with at least 30 years of pensionable service. It is also available to contributors who retire before age 60 due to disability, provided they have at least two years of pensionable service or meet certain other conditions.





## **SURVIVOR BENEFITS**

***Marriage before retirement*** –Where the marriage took place before the contributor's retirement, the surviving spouse's allowance is one-half of the contributor's full basic annuity calculated in accordance with the 2 per cent formula outlined above.

***Marriage after retirement*** –Where the marriage took place after the contributor's retirement, the surviving spouse is not automatically entitled to an allowance. The retired plan member may, however, within one year from the date of marriage, elect to provide surviving spouse coverage. To provide for this coverage, the member's future pension payments are reduced. Three levels of spousal benefit are available. To determine these levels and the corresponding reductions in the plan member's pension, an actuarial calculation is made taking into account the ages of the plan member and his or her spouse. The plan member chooses one level of benefit when making the election. If the spouse predeceases the plan member or the marriage is dissolved by divorce or annulment, the reduction of the plan member's pension ceases.

***Children*** – An eligible child's allowance is equal to one-fifth of the surviving spouse's allowance, or two-fifths if there is no surviving spouse. Allowances are payable to, or in respect of, a maximum of four children; in cases where there are more than four eligible children, the total amount payable may be apportioned.

***No reduction in benefits*** – Survivor benefits are not subject to a reduction because of the integration of the Public Service pension plan with the Canada Pension Plan. Similarly, where a former contributor was receiving an annuity to which a reduction had been applied because of early retirement, this reduction is not taken into account when calculating survivor benefits.

***Minimum benefit*** – A minimum benefit may be payable in respect of a plan member, who was or would have been entitled to an annuity at the time of death, and to, or in respect of whom, at least two years of pension was not paid. The minimum benefit is the greater of five years' basic pension entitlement, or a return of contributions with interest less any pension benefits already paid to the plan member and any survivor. The minimum benefit is paid in a lump sum to the beneficiary named for the purposes of the Supplementary Death Benefit (that benefit is described later in this report). If a beneficiary is not designated, or the named beneficiary has died, the payment will normally be made to the contributor's estate.

## ***PENSION BENEFITS DIVISION ACT***

The *Pension Benefits Division Act* (PBDA) provides for the division of a plan member's pension benefits on the breakdown of a marriage or common-law relationship, if an application is made and accompanied by a court order or written agreement signed by both spouses, for whom the division is being sought.





## INDEXATION

A cost of living increase, or indexation, is payable yearly in January. Indexation is based on the percentage increase in the average of the Consumer Price Index (CPI) for the 12 months ended on the preceding September 30 over the CPI average for the 12 months ended a year earlier. The increase payable in the first year following the year of retirement is prorated according to the number of complete months of retirement. Indexation for 1999 was 0.9 per cent.

## PORTABILITY OF PENSION BENEFITS

The Act provides for the transferability of certain pension credits in three ways, through: elective service provisions, reciprocal transfer agreements, and the transfer of funds from certain federal superannuation accounts to the Public Service Superannuation Account.

Under the elective service provisions of the Act, employees may augment their pensionable service by electing to pay for periods of pensionable service with employers other than the federal government.

Reciprocal transfer agreements are agreements between the Government of Canada and other employers, whereby an employee may have his or her pension plan contributions, plus matching employer contributions and interest in respect of immediately prior service with one employer, transferred from the federal government to another employer or vice versa. A reciprocal transfer agreement may be entered into with an employer whose pension fund or plan has been approved for the purposes of the Act. There were three new reciprocal transfer agreements during the year ended March 31, 1999.

Former contributors to the Canadian Forces Superannuation Account, the Royal Canadian Mounted Police Superannuation Account, or the Members of Parliament Retiring Allowances Account may increase their periods of pensionable service under the Act by having the funds to their credit in one of those accounts transferred to the Public Service Superannuation Account.

## TRANSFER VALUE

Under this new provision, 7,037 contributors received this benefit during the year ended March 31, 1999, with the average benefit being \$78,187.

## MEMBERSHIP

During the fiscal year, 23,809 employees became contributors, while 21,388 employees ceased to contribute, resulting in an increase of 2,421 contributors. At March 31, 1999, there were 271,070 contributors under Part I (Superannuation) of the Act. There were 272,850 contributors under Part III (Supplementary Benefits) — 1,780 more than under Part I because employees who





have completed 35 years of pensionable service, although they no longer contribute under Part I, are required to continue their contributions under Part III.

## **ANNUITIES AND ALLOWANCES**

During the fiscal year, 3,457 immediate annuities, 247 deferred annuities and 3,240 annual allowances became payable to former contributors. The following survivor allowances also became payable during the year: 2,964 spouses' allowances; 189 allowances to children (under the age of 18); and 296 allowances to students (children between the ages of 18 and 25 in continuous full-time attendance at a school or university). At March 31, 1999, there were 217,001 persons receiving pension benefits out of the Superannuation Account. These included 162,086 former employees, 52,480 spouses, 1,402 children and 1,033 students.

***Average annuities*** – The average annuity that became payable to former contributors was \$19,290, including annuities based only on locked-in service. Spouses received an average allowance of \$5,854; children and students, \$1,637.

***Division of pension benefits*** – During the fiscal year 1998–99, there were a total of 566 applications for division of pension benefits on marriage breakdown, of which 147 were in respect of pensioners and 419 contributors. Also, during the same fiscal year, a total of 442 transfers of pension values, amounting to \$32,824,823 were made.

***Marriage after retirement*** – During 1998–99, under the marriage after retirement provisions, there were 21 elections, of which 20 were made by male pensioners and one by a female pensioner.

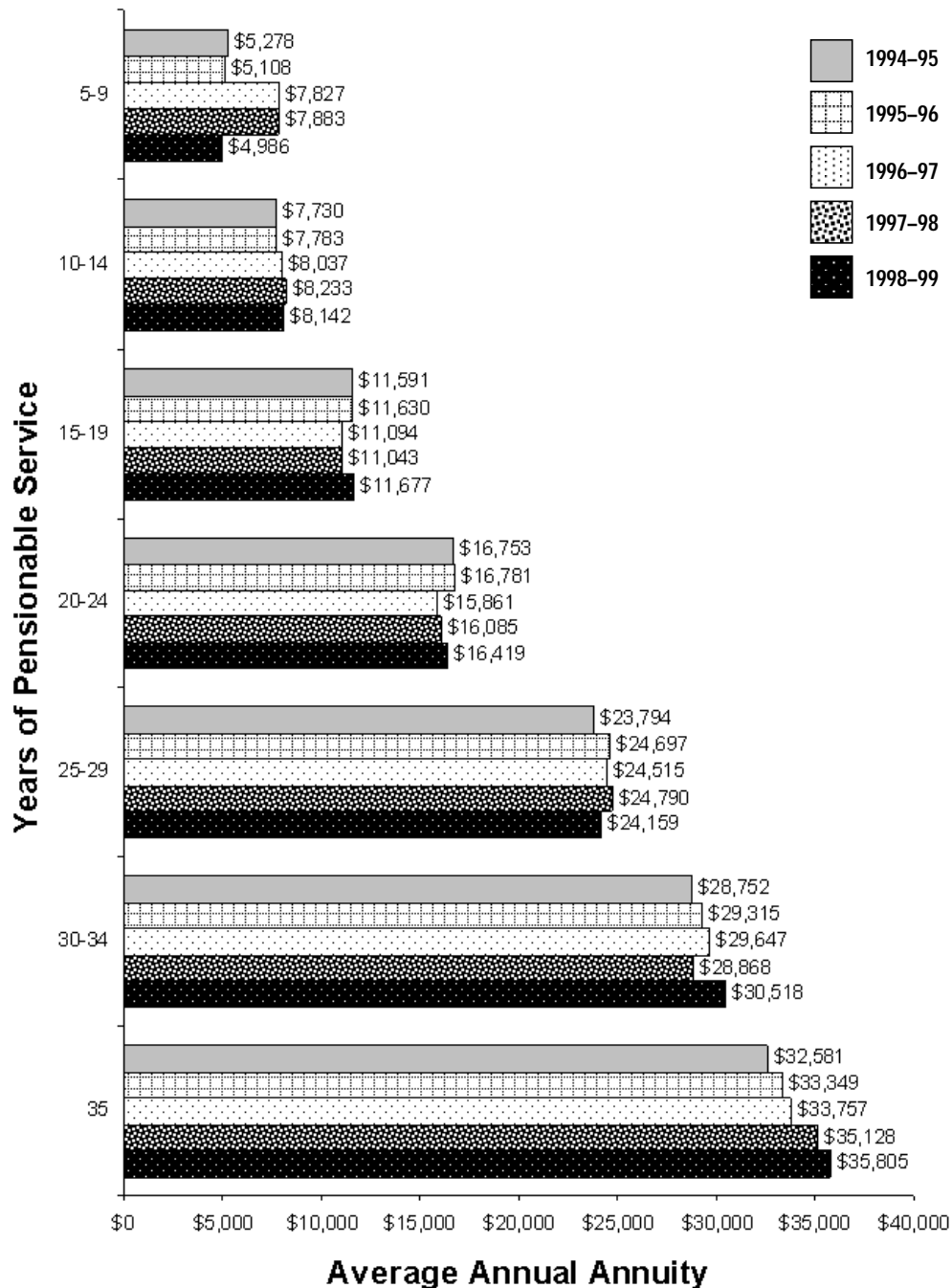
***Waivers of pension reductions*** – The normal reduction applied to annual allowances was waived for 248 contributors between the ages of 55-59 who left the Public Service involuntarily, largely as a result of the government's Program Review exercise. 1,316 employees between the ages of 50-54 became eligible for annual allowances and had their normal pension reductions waived. The waived reduction amounts for this latter group are paid under Retirement Compensation Arrangements (RCA) No. 2, discussed later in this report.

The chart on the next page illustrates how the average annuity increases with the increase in a contributor's number of years of pensionable service.





## Average Amount of Annual Annuity<sup>1</sup>



<sup>1</sup> Includes immediate annuities, deferred annuities and annual allowances. Does not include survivor allowances (widows, widowers, children and students). Shows average amount of new annuities that came into pay in each fiscal year.





## SUPERANNUATION ACCOUNT

The Superannuation Account is operated in accordance with funding principles resembling those generally accepted for employer-sponsored pension plans. The government, as employer, assumes the cost of benefits in excess of contributions received from employees; therefore, in addition to annual contributions estimated to be necessary to fund benefits as they are earned by plan members, the government is required to make up any deficits due to experience factors that turn out differently from the assumptions used in the most recent actuarial report on the plan. The government also credits the Account with interest. Interest rates earned by the Account are determined in accordance with regulations, as described below.

The rate at which interest is credited to the Account changes every three months. It is calculated on the last day of each quarter as if the amounts not required for payment of benefits in each quarter, since the establishment of the Account, had been invested in 20-year bonds with a yield equivalent to the average yield on Government of Canada bonds with 20 or more years to maturity, and, had been similarly re-invested every 20 years. In effect, the rate used for the Account, as a whole, is the weighted average for the amounts so invested in respect of each quarter.

The actual interest rates in this fiscal year were: for the quarter ending June 30, 1998, 2.3535 per cent; September 30, 1998, 2.3313 per cent; December 31, 1998, 2.3120 per cent; and March 31, 1999, 2.2935 per cent.

The following statement shows the transactions recorded in the Public Service Superannuation Account for the fiscal year ended March 31, 1999, with comparative figures for the preceding year.





## Public Service Superannuation Account

For the year ended March 31, 1999  
(with comparative figures for the year ended March 31, 1998)

	<u>1998-99</u>	<u>1997-98</u>
	(in thousands of dollars)	
Opening Balance	74,808,722	70,313,703
<b><u>Receipts and Other Credits</u></b>		
Contributions		
– Government employees	491,570	473,160
– Retired employees	51,517	44,735
– Public Service corporation employees	149,195	151,170
Employer contributions		
– Government	1,339,434	1,050,141
– Public Service corporations	152,035	146,380
Transfers from other pension funds	12,552	11,824
Interest	<u>7,131,086</u>	<u>6,889,624</u>
<b>Total</b>	<b>9,327,389</b>	<b>8,767,034</b>
<b><u>Payments and Other Charges</u></b>		
Annuities	3,171,053	3,021,565
Cash termination allowances	66	27
Minimum benefits	12,761	12,603
Pension divisions	32,057	32,395
Transfer value & interest	550,202	191,899
Returns of contributions		
– Government employees	16,929	33,080
– Public Service corporation employees	7,741	12,520
Transfers to other pension funds	<u>70,758</u>	<u>967,926</u>
<b>Total</b>	<b>3,861,567</b>	<b>4,272,015</b>
<b>Increase</b>	<b><u>5,465,822</u></b>	<b><u>4,495,019</u></b>
<b>Closing Balance</b>	<b><u>80,274,544</u></b>	<b><u>74,808,722</u></b>





## RETIREMENT COMPENSATION ARRANGEMENTS (RCA) ACCOUNT

This section describes the Retirement Compensation Arrangements (RCA) Account as it applies to public servants.

Supplementary benefits for public servants are provided under the authority of RCA Regulations No. 1, parts I and II (Public Service portion) and No. 2 (special Early Retirement Incentive (ERI) program). The *Special Retirement Arrangements Act* provided the authority for those regulations, and established the RCA Account. The accounting transactions related to both sets of regulations are recorded in that Account; however, separate records are kept for each set.

### RETIREMENT COMPENSATION ARRANGEMENTS (RCA) No. 1

This portion of the RCA Account records contributions, benefit payments and interest credits in respect of plan members who accrue benefits on salaries exceeding a specified salary maximum, which was \$99,300 in 1999. Since these benefits cannot be funded on a tax-sheltered basis, a tax is remitted annually to Revenue Canada equal to 50 per cent of the net amount of contributions, plus interest credits, minus benefits paid, for each calendar year.

As of March 31, 1999, there were 1,955 contributors under the Public Service portion of the RCA No. 1, and 550 former contributors were receiving benefits.

The statement on the next page shows the transactions recorded in the Public Service portion of the RCA Account for the fiscal year ended March 31, 1999, with comparative figures for the preceding year.







## Retirement Compensation Arrangements (RCA) No. 1

(Public Service Portion)

For the year ended March 31, 1999  
(with comparative figures for the year ended March 31, 1998)

	<u>1998-99</u>	<u>1997-98</u>
	(in dollars)	
Opening Balance	47,410,159	26,946,719
<b><u>Receipts and Other Credits</u></b>		
Contributions		
– Government employees	2,721,303	1,657,313
– Retired employees	0	0
– Public Service corporation employees	994,943	964,852
Employer contributions		
– Government	29,872,255	20,073,090
– Public Service corporations	12,193,086	12,973,492
Interest	6,107,386	3,824,594
Actuarial liability adjustments	<u>0</u>	<u>0</u>
<b>Total</b>	<b>51,888,973</b>	<b>39,493,341</b>
<b><u>Payments and Other Charges</u></b>		
Annuities	352,222	205,479
Pension divisions	768,116	1,043,480
Transfer value and Interest	115,247	81,750
Returns of contributions		
– Government employees	3,213	5,794
– Public Service corporation employees	57,389	15,085
Refundable tax	<u>24,607,837</u>	<u>17,678,313</u>
<b>Total</b>	<b>25,904,024</b>	<b>19,029,901</b>
<b>Increase</b>	<b><u>25,984,949</u></b>	<b><u>20,463,440</u></b>
<b>Closing Balance</b>	<b><u>73,395,108</u></b>	<b><u>47,410,159</u></b>





## RETIREMENT COMPENSATION ARRANGEMENTS (RCA) No. 2

This part of the RCA Account was established to record transactions for employees between the ages of 50–54, who leave the Public Service and are entitled to benefits under the ERI Program. This program was introduced for a three-year period, effective April 1, 1995, and provides for the waiver of the normal pension reduction for employees of departments and certain agencies who are declared surplus. For the 50–54 age group, benefits equal to the pension reduction that normally would have been applied are funded and paid out of RCA Account No. 2.

During the 1998–99 fiscal year, 1,316 employees became eligible for benefits under RCA No. 2. The average benefit was \$6,429.

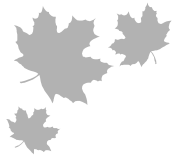
The following statement shows the transactions recorded for the Retirement Compensation Arrangements (RCA) No. 2 for the fiscal year ended March 31, 1999.

### Retirement Compensation Arrangements (RCA) No. 2

For the year ended March 31, 1999  
(with comparative figures for the year ended March 31, 1998)

	<u>1998–99</u>	<u>1997–98</u>
	(in dollars)	
Opening Balance	626,216,766	433,378,071
<u>Receipts and Other Credits</u>		
Government contributions and interest		
– Contributions	244,437,024	392,706,598
– Interest	<u>70,875,310</u>	<u>52,286,430</u>
Total	312,312,334	444,993,028
<u>Payments and Other Charges</u>		
Annuities	67,808,864	47,158,695
Refundable tax	<u>167,324,981</u>	<u>204,995,638</u>
Total	235,133,845	252,154,333
Increase	<u>77,178,489</u>	<u>192,838,695</u>
Closing Balance	<u>703,395,255</u>	<u>626,216,766</u>





## **SUPPLEMENTARY DEATH BENEFIT PLAN**

The Supplementary Death Benefit Plan (Part II of the Act) provides a lump sum benefit on the death of a participant. This plan is applicable to most contributors to the Public Service pension plan and, with minor exceptions, coverage can be continued after retirement. This benefit is payable to a designated beneficiary, or the participant's spouse or estate, depending on the circumstances.

Coverage is equal to twice the salary of the participant or the nearest multiple of \$250 above it. Coverage is subject to a yearly reduction after age 60 to a certain minimum or to zero depending on the type of participation.

The reduction in coverage is one-tenth for each year that the age of the participant exceeds 60 but, while the participant is employed in the Public Service, coverage is never less than the nearest multiple of \$250 that equalled one-third of the participant's salary or \$5,000, whichever is the greater. If participation in the plan is continued after retirement, coverage is never reduced below \$5,000 and remains in effect for life provided the participant is in receipt of an immediate annuity. In the case of participants who did not retire with an immediate pension, coverage ceases at age 70.

Contributions under the plan are 5 cents a month for each \$250 of coverage while a person is employed in the Public Service or in receipt of an immediate annuity. However, with minor exceptions, when such a person reaches age 65, contributions on \$5,000 of coverage are no longer required. Instead, the government makes a single premium payment on the person's behalf for lifetime coverage at that amount.

Other retired persons, who continue their participation in the plan, pay premiums at commercial rates. They have no paid-up coverage and their coverage ceases at age 70.

## **MEMBERSHIP**

At March 31, 1999, there were 265,543 participants employed in the Public Service and 103,036 retired elective participants in the Supplementary Death Benefit Plan.

## **BENEFITS**

During the year, 4,738 death benefits were paid from the Public Service Death Benefit Account.





## PUBLIC SERVICE DEATH BENEFIT ACCOUNT

The following statement shows the transactions recorded in the Public Service Death Benefit Account for the fiscal year ended March 31, 1999, with comparative figures for the preceding year.

### Public Service Death Benefit Account

For the year ended March 31, 1999  
(with comparative figures for the year ended March 31, 1998)

	<u>1998-99</u>	<u>1997-98</u>
	(in thousands of dollars)	
Opening Balance	1,459,046	1,343,318
<u>Receipts and Other Credits</u>		
Contributions		
– Employees (government and Public Service corporations)	62,563	60,951
– Government		
One-twelfth of benefit payments	4,503	5,430
Single Premium for \$5,000	1,335	1,312
– Public Service corporations	2,452	2,425
Interest	<u>140,149</u>	<u>132,895</u>
<b>Total</b>	<b>211,002</b>	<b>203,013</b>
<u>Payments and Other Charges</u>		
Benefit payments		
– General <sup>1</sup>	54,041	65,157
– \$5,000 Benefit <sup>2</sup>	20,674	22,050
– Other death benefit payments	<u>2,347</u>	<u>78</u>
<b>Total</b>	<b>77,062</b>	<b>87,285</b>
<b>Increase</b>	<b><u>133,940</u></b>	<b><u>115,728</u></b>
<b>Closing Balance</b>	<b><u>1,592,986</u></b>	<b><u>1,459,046</u></b>

<sup>1</sup> Benefits paid in respect of participants who, at the time of death, were employed in the Public Service or were in receipt of an immediate annuity under the Act.

<sup>2</sup> Benefits of \$5,000 in respect of participants who, at the time of death, were employed in the Public Service, or were in receipt of an immediate annuity under the Act, and on whose behalf a single premium for \$5,000 death benefit coverage for life has been made.





## MANAGING MEMBER SERVICES

### DELEGATION

The President of the Treasury Board is responsible for the *Public Service Superannuation Act* and its policy. Ministers of the Treasury Board exercise some discretionary authorities associated with the Public Service pension plan. Responsibility for the administration of the plan is assigned by Order in Council to Public Works and Government Services Canada (PWGSC). Pension and insurance services are provided by PWGSC as part of its overall Compensation Service Line responsibility, which also includes payroll and benefits.

### MAJOR PENSION ADMINISTRATIVE FUNCTIONS

**Pension administration functions include the following:**

- contributor services for public servants and employees of participating Crown agencies and territories;
- annuitant services for retired plan members or their survivors;
- returns of contributions payments;
- Transfer Value payments;
- Reciprocal Transfer Agreement payments;
- Supplementary Death Benefit Payments; and
- Pension Benefits Division Estimates and payments.

**The key organizations involved in pension administration include:**

- Treasury Board as the employer and the Treasury Board of Canada Secretariat, which provide the policy framework for pension administration;
- departments, which play an important role in pension administration by advising employees of plan features and providing and maintaining contributor data required to support plan administration;
- Crown corporations and territorial governments, which make remittances to the superannuation fund and advise employees on plan benefits; and
- PWGSC, which provides departments with the automated tools and training they need to carry out their responsibilities, and administers the pension plan by providing the following functions:
  - ◆ contributor, annuitant and survivor casework;
  - ◆ entitlement calculation;
  - ◆ core pension processing;
  - ◆ quality assurance and process audits;
  - ◆ interpretation and application of legislation and regulations;
  - ◆ development and maintenance of procedures and forms;





- ◆ files and records maintenance;
- ◆ deductions and remittances accounting;
- ◆ superannuation fund accounting and reporting;
- ◆ systems development and maintenance;
- ◆ advice, communication and inquiry services;
- ◆ training course design and delivery;
- ◆ services to members and former spouses related to division of pension benefits and diversion from benefits to satisfy support obligations.

## **CURRENT CHALLENGES/INFLUENCING FACTORS**

The ability to maintain high service levels in an era of innovative government initiatives, new policies and legislative changes continues to be the most challenging aspect of modern pension administration. Highlights for 1998-99 include:

- A 12% increase in workload demands over 1997-98, as a result of such initiatives as Pension Adjustment Reversal, Transfer Value Benefits and Alternate Service Delivery Initiatives;
- The completed transfer of \$1.03 billion from the Superannuation fund to the Navigation Canada pension plan as part of the privatization of air navigation services;
- Improved client accessibility to the toll-free lines by enhancing the telecommunication system, increasing the number of available lines and creating accessible e-mail boxes; and
- Initiating Year 2000 preparedness analysis testing of 15 mainframe and standalone systems.





## INDEX OF TABLES

### Public Service Pension Plan

#### Table

##### *Comparative Statistics*

- 1 Superannuation Account – Receipts, Disbursements and Account Balance
- 2 Annuities in Pay and Annuities that Became Payable
- 3 Benefits Other than Immediate Annuities to which Contributors Became Entitled
- 4 Retirements on Account of Age with Immediate Annuities by Age at Retirement
- 5 Contributor Pensions and Survivor Allowances in Pay

##### *Fiscal Year Statistics*

- 6 Changes in the Number of Active Contributors
- 7 Changes in the Number of Contributors on Pension
- 8 Changes in the Number of Deferred Annuitants
- 9 Changes in the Number of Widows, Widowers, Children and Students on Pension
- 10 Types of Benefits to which Contributors Became Entitled
- 11 Types of Benefits that Became Payable to Survivors
- 12 Retirements on Account of Age or Early Retirements with Immediate Annuities  
– By Amount of Annuity and Age at Retirement
- 13 Retirements on Account of Age or Early Retirements with Immediate Annuities  
– By Amount of Annuity and Years of Pensionable Service
- 14 Early Retirements with Immediate Annuities  
– By Years of Pensionable Service and Age at Retirement
- 15 Retirements on Account of Age with Immediate Annuities  
– By Years of Pensionable Service and Age at Retirement
- 16 Early Retirements with Immediate Annuities  
– By Amount of Annuity and Age at Retirement
- 17 Retirements on Account of Disability with Immediate Annuities  
– By Amount of Annuity and Age at Retirement
- 18 Annual Allowances and Deferred Annuities that Became Payable  
– By Amount of Annuity and Age at which Payment Commenced





- 19 Entitlements to Deferred Annuities
  - By Amount of Annuity and Age at Retirement
- 20 Entitlements to Annual Allowances
  - By Years of Pensionable Service and Age at which Payment Commenced
- 21 Transfer Value Payments by Years of Pensionable Service and Age at Retirement
- 22 Transfer Value Payments by Dollar Amount of Transfer Value and Years of Pensionable Service at Retirement
- 23 Allowances that Became Payable to Widows, Widowers and Children
  - By Amount of Annuity and Time of Contributor's Death

### **Supplementary Death Benefit Plan**

#### ***Comparative Statistics***

- 24 Number of Participants and Death Benefits Paid

#### ***Fiscal Year Statistics***

- 25 Changes in the Number of Death Benefit Participants
- 26 Payments Made from the Death Benefit Account
  - By Amount of Benefit and Age at Time of Death

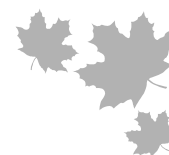
#### **Note:**

In some tables, discrepancies between the opening balance for 1998–99 and the closing balance previously reported for 1997–98 reflect retroactive adjustments.









# TABLE 1

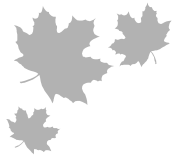
## Superannuation Account<sup>1</sup> – Receipts, Disbursements and Account Balance April 1, 1924 to March 31, 1999

Receipts – Credits to the Account						
Fiscal Years	Employee Contributions \$	Government Contributions \$	Other Contributions and Credits <sup>2</sup> \$	Actuarial Liability Credits \$	Interest Credits \$	Total \$
1924 to 1996 <sup>1</sup>	12,520,586,884	10,748,835,071	6,766,415,484	7,236,059,250	53,385,934,119	90,657,830,808
1996–97	702,412,353	954,800,618	165,619,299	0	6,562,571,170	8,385,403,440
1997–98	669,064,893	1,050,141,087	158,204,075	0	6,889,624,021	8,767,034,076
1998–99	692,282,348	1,339,433,597	164,587,324	0	7,131,086,014	9,327,389,283
Disbursements and Account Balance						
Fiscal Years	Annuities \$	Cash Termination Allowances \$	Withdrawals and Transfers <sup>3</sup> \$	Total \$	Net Increase in the Account \$	Account Balance \$
1924 to 1996 <sup>1</sup>	23,319,301,512	10,963,036	2,330,250,127	25,660,514,675		64,997,316,133
1996–97	2,876,822,137	103,196	192,090,957	3,069,016,290	5,316,387,150	70,313,703,283
1997–98	3,021,564,882	26,633	1,250,423,891	4,272,015,406	4,495,018,670	74,808,721,953
1998–99	3,171,053,453	65,604	690,448,499	3,861,567,556	5,465,821,727	80,274,543,680

<sup>1</sup> Effective April 1, 1991, the Public Service portion of the Supplementary Retirement Benefits (SRB) Account (the indexation account) was combined with the Public Service Superannuation Account. Since that date, contributions formerly credited to the SRB Account have been credited to the Superannuation Account and indexation payments in their entirety have been charged to it.

<sup>2</sup> Includes the matching contributions of Public Service corporations, amounts credited to the account from the Canadian Forces Superannuation Account and the Royal Canadian Mounted Police Superannuation Account, and amounts transferred to the Account pursuant to reciprocal transfer agreements.

<sup>3</sup> Includes returns of contributions, transfers to other pension funds and minimum benefits, transfer values, and amounts paid out under the *Pension Benefits Division Act*.



## TABLE 2

**Public Service Pension Plan – Annuities in Pay and Annuities that Became Payable April 1, 1989 to March 31, 1999**

Fiscal Year	Annuities in Pay as at March 31			New Annuities <sup>1</sup> that Became Payable to Contributors			
	Contributor Pensions	Survivor Allowances	Total	Men Retired	Women Retired	Total Annual Value <sup>2</sup> \$	Average Annuity <sup>2</sup> \$
1989–90	125,289	45,999	171,288	6,131	2,332	134,154,607	15,852
1990–91	131,077	47,197	178,274	7,297	2,950	176,717,407	17,246
1991–92	134,199	48,435	182,634	5,517	2,265	133,704,187	17,181
1992–93	136,244	49,476	185,720	4,660	2,161	117,479,154	17,223
1993–94	138,451	50,363	188,814	4,769	2,234	132,688,992	18,947
1994–95	141,082	51,356	192,438	5,115	2,468	143,556,787	18,931
1995–96	151,497	52,355	203,852	9,834	5,399	296,461,309	19,462
1996–97	155,882	53,326	209,208	6,087	3,362	178,954,806	18,939
1997–98	160,402	54,653	215,055	6,153	3,643	188,985,937	19,292
1998–99	162,086	54,915	217,001	4,507	2,437	136,403,149	19,643



**TABLE 2 (cont'd)****Public Service Pension Plan – Annuities in Pay and Annuities that Became Payable April 1, 1989 to March 31, 1999**

New Allowances that Became Payable to Survivors						
Fiscal Year	Widows	Widowers	Children <sup>3</sup>	Total Value <sup>2</sup> \$	Average Allowance per Payee <sup>2</sup> \$	Average Allowance per Family <sup>2</sup> \$
1989–90	2,612	159	244	11,292,397	3,745	4,037
1990–91	2,582	167	226	12,163,264	4,088	4,400
1991–92	2,622	203	264	13,101,460	4,241	4,595
1992–93	2,664	182	194	13,293,300	4,373	4,630
1993–94	2,624	227	205	13,520,843	4,424	4,707
1994–95	2,690	231	197	14,823,674	4,754	5,033
1995–96	2,728	242	237	15,309,456	4,774	5,113
1996–97	2,785	296	215	17,090,468	5,185	5,518
1997–98	2,843	317	222	18,165,183	5,371	5,683
1998–99	2,668	296	189	17,663,720	5,602	5,917

<sup>1</sup> Annuities include immediate annuities, deferred annuities and annual allowances that became payable.

<sup>2</sup> These amounts do not include indexation.

<sup>3</sup> Does not include allowances to students.





# TABLE 3

## Public Service Pension Plan – Benefits other than Immediate Annuities to which Contributors Became Entitled April 1, 1989 to March 31, 1999

Fiscal Year	Allowances <sup>1</sup> that Became Payable			Deferred Annuities <sup>1</sup> to which Contributors Became Entitled			Deferred Annuities <sup>2</sup> that Became Payable			Lump Sum Payments <sup>3</sup>	
	Number		Average Allowance <sup>4</sup>	Number		Average Annuity	Number		Average Annuity <sup>4</sup>	Numbers	Amount
	Men	Women	\$	Men	Women	\$	Men	Women	\$		\$
1989–90	1,066	638	13,269	230	148	10,617	171	98	4,449	14,384	118,198,642
1990–91	1,540	814	15,672	242	163	11,473	160	100	5,172	13,074	107,484,483
1991–92	1,062	546	15,237	207	151	12,462	153	68	5,528	14,415	113,937,868
1992–93	844	489	15,098	131	86	13,309	148	68	5,146	12,634	116,157,280
1993–94	937	514	17,121	170	162	13,668	139	68	6,447	11,734	207,741,110
1994–95	1,105	659	16,489	229	169	14,135	123	80	7,389	11,837	146,478,540
1995–96	5,435	3,334	18,131	584	559	12,265	109	74	8,491	13,287	191,909,688
1996–97	3,095	1,948	17,694	331	278	13,267	140	78	8,934	7,358	176,652,797
1997–98	3,427	2,280	18,380	64	59	11,447	152	90	9,619	10,666	1,237,847,528
1998–99	2,033	1,207	17,622	166	154	11,624	149	98	9,164	13,621	677,753,068

<sup>1</sup> Includes deferred annual allowances. An annual allowance is a deferred annuity reduced because of early payment.

<sup>2</sup> Includes 13 pensions payable before age 60 because of disability.

<sup>3</sup> Includes transfer values, cash termination allowances, returns of contributions to contributors and employee/employer contributions transferred to other pension plans, under the *Pension Benefits Division Act*.

<sup>4</sup> These amounts include indexation where applicable.





## TABLE 4

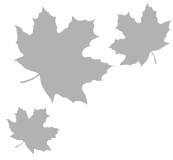
**Public Service Pension Plan Retirements on Account of Age with Immediate Annuities by Age at Retirement April 1, 1989 to March 31, 1999**

Fiscal Year	Age at Retirement												Total	Average Age
	55	56	57	58	59	60	61	62	63	64	65	66 and over		
1989-90	652	276	238	225	202	1,070	518	460	440	598	783	313	5,775	61.22
1990-91	791	309	281	248	264	1,219	569	535	469	564	759	406	6,414	61.08
1991-92	518	207	177	163	192	908	456	369	337	437	503	297	4,564	61.18
1992-93	436	176	168	141	147	900	430	332	267	332	456	265	4,050	61.18
1993-94	548	223	173	145	133	801	373	311	286	319	421	323	4,056	61.05
1994-95	539	260	185	160	162	811	439	362	334	306	383	353	4,294	61.05
1995-96	616	298	286	222	204	1,042	575	507	456	428	437	444	5,515	61.10
1996-97	399	235	140	156	128	629	364	329	274	236	304	337	3,531	61.19
1997-98	423	199	151	137	120	645	269	250	234	196	292	282	3,198	60.97
1998-99	475	190	148	109	108	570	282	225	188	174	298	215	2,982	60.68

**Note:**

For the fiscal year 1998-99, the average retirement age for men was 60.12 and for women 61.98.





## TABLE 5

### Public Service Pension Plan – Contributor Pensions and Survivor Allowances in Pay April 1, 1996 to March 31, 1999

Fiscal Year	Description	Contributor Pensions			Survivor Allowances				
		Men	Women	Total	Widows	Widowers	Total	Children	Students
1996–97	<b>Average annuity in pay</b>								
	– excluding indexing	\$13,044	\$6,865	<b>\$11,101</b>	\$3,511	\$3,666	<b>\$3,518</b>	\$1,140	\$1,494
	– including indexing	\$18,039	\$9,597	<b>\$15,385</b>	\$7,610	\$5,139	<b>\$7,495</b>	\$1,284	\$1,792
	<b>Average age</b>	68.55	68.35	<b>68.49</b>	73.83	66.52	<b>73.49</b>		
	<b>Average pensionable service of contributors</b>	24.16	19.79	<b>22.79</b>	20.68	16.23	<b>20.47</b>		
1997–98	<b>Average annuity in pay</b>								
	– excluding indexing	\$13,326	\$7,014	<b>\$11,302</b>	\$3,686	\$3,837	<b>\$3,694</b>	\$1,192	\$1,566
	– including indexing	\$18,289	\$9,682	<b>\$15,530</b>	\$7,887	\$5,323	<b>\$7,759</b>	\$1,335	\$1,855
	<b>Average age</b>	68.47	68.06	<b>68.34</b>	74.21	66.81	<b>73.84</b>		
	<b>Average pensionable service of contributors</b>	24.21	19.84	<b>22.81</b>	20.79	16.26	<b>20.56</b>		
1998–99	<b>Average annuity in pay</b>								
	– excluding indexing	\$15,136	\$8,427	<b>\$12,961</b>	\$3,808	\$3,905	<b>\$3,813</b>	\$1,255	\$1,663
	– including indexing	\$19,963	\$10,997	<b>\$17,056</b>	\$4,003	\$3,976	<b>\$4,002</b>	\$1,389	\$1,931
	<b>Average age</b>	68.65	68.22	<b>68.51</b>	75.21	67.72	<b>74.81</b>		
	<b>Average pensionable service of contributors</b>	24.25	19.85	<b>22.82</b>	20.92	16.33	<b>20.68</b>		





## TABLE 6

### Public Service Pension Plan Changes in the Number of Active Contributors April 1, 1998 to March 31, 1999

	Men	Women	Total
<b>Number of Active Contributors, April 1, 1998</b>	142,242	126,407	<b>268,649</b>
<b>Additions</b>	9,963	13,846	<b>23,809</b>
<b>Deletions</b>			
<b>Employees leaving the Public Service</b>			
Full return of contribution entitlements:			
– 5 years and over of pensionable service <sup>1</sup>	305	342	<b>647</b>
– Less than 5 years of pensionable service <sup>1</sup>	2,189	3,418	<b>5,607</b>
Full cash termination allowances paid	0	0	<b>0</b>
Cash termination allowances locked-in <sup>2</sup>	0	0	<b>0</b>
Immediate annuities and annual allowances paid	3,660	1,966	<b>5,626</b>
Deferred annuities chosen	187	166	<b>353</b>
Deferred annuities locked in <sup>3</sup>	0	0	<b>0</b>
Options not yet made <sup>4</sup>	2,378	2,122	<b>4,500</b>
<b>Reversions to a Non-contributory Status<sup>5</sup></b>	2,368	1,965	<b>4,333</b>
<b>Deaths in the Public Service</b>			
Full return of contribution entitlements	17	12	<b>29</b>
Benefits paid to survivors	196	97	<b>293</b>
<b>Total deletions</b>	<b>11,300</b>	<b>10,088</b>	<b>21,388</b>
<b>Number of Active Contributors, March 31, 1999</b>	<b>140,905</b>	<b>130,165</b>	<b>271,070</b>

<sup>1</sup> Includes employees who transferred to other pension arrangements.

<sup>2</sup> Entitlement held to both an immediate annuity based on locked-in service and a cash termination allowance.

<sup>3</sup> Partial return of contributions and entitlement to an annuity based on locked-in service.

<sup>4</sup> Employees with a choice of benefits have until one year after leaving the Public Service to make a decision as to the type of benefit they wish to receive.

<sup>5</sup> Describes contributors who ceased contributions temporarily, e.g. seasonal lay-offs.





**TABLE 7****Public Service Pension Plan Changes in the Number of Contributors on Pension  
April 1, 1998 to March 31, 1999**

<b>Number of Contributors on Pension, April 1, 1998</b>		<b>160,587</b>
<b>Additions</b>		
Retirements on pension	5,037	
Deferred annuities payable at age 60	234	
Deferred annuities payable due to disability	13	
Deferred annual allowances	96	
Locked-in deferred annuities – age 60	0	
Locked-in deferred annuities – disabled	0	
Annuities with normal reductions waived		
age 50–54	1,316	
age 55–59	<u>248</u>	
<b>Total additions</b>		<b>6,944</b>
<b>Deletions</b>		
Death	5,366	
Re-employment	<u>79</u>	
<b>Total deletions</b>		<b>5,445</b>
<b>Number of Contributors on Pension, March 31, 1999</b>		<b>162,086</b>



**TABLE 8****Public Service Pension Plan Changes in the Number of Deferred Annuitants  
April 1, 1998 to March 31, 1999**

<b>Number of Deferred Annuitants, April 1, 1998</b>		<b>5,626</b>
<b>Additions</b>		
Regular deferred annuities	303	
Locked-in annuities	<u>0</u>	
<b>Total additions</b>		<b>303</b>
<b>Deletions</b>		
Deaths	17	
Regular annuities that became payable <sup>1</sup>	247	
Locked-in annuities that became payable	0	
Re-employment	<u>2</u>	
<b>Total deletions</b>		<b>266</b>
<b>Number of Deferred Annuitants, March 31, 1999</b>		<b>5,663</b>

<sup>1</sup> Includes 13 deferred annuities payable because of disability.



**TABLE 9**

**Public Service Pension Plan Changes in the Number of Widows, Widowers, Children and Students on Pension April 1, 1998 to March 31, 1999**

<b>WIDOWS</b>		
<i>Number of Widows on Pension, April 1, 1998</i>		<b>49,215</b>
<b>Additions</b>		
Members who died in service	147	
Members who died after retirement	<u>2,521</u>	
		<b>2,668</b>
<b>Deletions</b>		
Deaths		<u>2,168</u>
<i>Number of Widows on Pension, March 31, 1999</i>		<b>49,715</b>
<b>WIDOWERS</b>		
<i>Number of Widowers on Pension, April 1, 1998</i>		<b>2,586</b>
<b>Additions</b>		
Members who died in service	60	
Members who died after retirement	<u>236</u>	
		<b>296</b>
<b>Deletions</b>		
Deaths		<u>117</u>
<i>Number of Widowers on Pension, March 31, 1999</i>		<b>2,765</b>
<b>CHILDREN</b>		
<i>Number of Children on Pension, April 1, 1998</i>		<b>1,451</b>
<b>Additions</b>		
Members who died in service	135	
Members who died after retirement	<u>54</u>	
		<b>189</b>
<b>Deletions</b>		<u>238</u>
<i>Number of Children on Pension, March 31, 1999</i>		<b>1,402</b>
<b>STUDENTS</b>		
<i>Number of Students on Pension, April 1, 1998</i>		<b>1,127</b>
<b>Additions – Age 18</b>		<b>296</b>
<b>Deletions</b>		
Ceased attending school or reached age 25		<u>390</u>
<i>Number of Students on Pension, March 31, 1999</i>		<b>1,033</b>





# TABLE 10

## Public Service Pension Plan – Types of Benefits to which Contributors Became Entitled April 1, 1998 to March 31, 1999

Type of Benefits	See Also	Total Number	Men	Women	Total Amount of New Benefits \$	Average Benefits \$
<b>Annuities and Annual Allowances</b>						
<b>Immediate annuities</b>						
Age (60 and over)	Tables 12, 13	1,952	1,195	757	36,329,116	18,611
Early retirements <sup>1</sup>	Tables 14, 16	1,030	889	141	33,892,317	32,905
Disability	Table 17	475	241	234	6,820,211	14,358
<b>Deferred annuities</b>						
Payable at age 60	Table 8	234	142	92	2,105,141	8,996
Payable due to disability		13	7	6	158,408	12,185
<b>Annual Allowances</b>						
Normal allowances	Table 20	1,676	1,045	631	28,974,215	17,288
Annuities with normal reductions waived <sup>2</sup>						
age 50–54	Table 20	1,316	842	474	22,375,123	17,002
age 55–59	Table 20	248	146	102	5,748,618	23,180
Deferred benefits to which contributors became entitled <sup>3</sup>	Table 19	320	166	154	3,719,929	11,625
<b>Total</b>		<b>7,264</b>	<b>4,673</b>	<b>2,591</b>	<b>140,123,078</b>	<b>19,290</b>
<b>Lump Sum Payments</b>						
Cash termination allowances	Table 6	0	0	0	0	0
Returns of contributions	Table 6	6,142	2,423	3,719	24,670,065	4,017
<b>Total</b>		<b>6,142</b>	<b>2,423</b>	<b>3,719</b>	<b>24,670,065</b>	<b>4,017</b>

<sup>1</sup> Age 55 with 30 or more years of pensionable service.

<sup>2</sup> These include annuities with normal reductions waived paid out of the Public Service Superannuation Account.

<sup>3</sup> These include deferred annuities and deferred annual allowances.





## TABLE 11

### Public Service Pension Plan – Types of Benefits that Became Payable to Survivors April 1, 1998 to March 31, 1999

Type of Benefit	See Also	Number According to Time of Contributor's Death			Total Amount of New Benefits	Average Benefits
		Total Number	Death in Service	Death After Retirement	\$	\$
Annual Allowances						
Widows	Table 23	2,668	147	2,521	16,021,809	6,005
Widowers	Table 23	296	60	236	1,329,461	4,491
Children	Table 23	189	135	54	312,450	1,653
Students	Table 9	296			481,720	1,627
Total		3,449	342	2,811	18,145,440	5,261
Lump Sum Payments						
Returns of contributions		29	17	12	12,695	438
Residual amounts <sup>1</sup>		2	0	2	7,735	3,867
Minimum benefits <sup>2</sup>		235	113	122	12,785,072	54,404
Total		266	130	136	12,805,502	48,141

<sup>1</sup> If, upon the death of a person who was in receipt of an annuity, there is no one to whom an annuity benefit may be paid, the balance to the credit of the contributor, a residual amount, is paid to the estate of the contributor, or if less than \$1,000, as authorized by the President of the Treasury Board. This applies to contributors who retired before December 20, 1975.

<sup>2</sup> If, upon the death of a person who was or would have been entitled to an annuity, there is no one to whom an annuity benefit may be paid, and payments made have not exceeded the minimum benefit, a minimum benefit is payable to the named beneficiary or the estate of the contributor, whichever is applicable, or if less than \$1,000, as authorized by the President of the Treasury Board. This applies to contributors required to contribute on or after December 20, 1975.





# TABLE 12

**Public Service Pension Plan – Retirements on Account of Age or Early Retirements with Immediate Annuities by Amount of Annuity and Age at Retirement April 1, 1998 to March 31, 1999**

Age at Retirement														
Amount of Annuity \$	55	56	57	58	59	60	61	62	63	64	65	66	67 and over	Total
0 – 3,000						27	19	16	13	13	24	6	19	137
3,001 – 5,000						26	21	13	12	10	14	4	7	107
5,001 – 7,000						37	20	13	12	20	32	9	15	158
7,001 – 9,000						40	16	20	9	18	30	4	18	155
9,001 – 11,000						45	28	15	18	17	26	5	11	165
11,001 – 13,000						42	20	17	14	11	25	5	12	146
13,001 – 15,000	1				1	36	20	13	8	13	36	8	10	146
15,001 – 17,000	5	3	2	2	1	46	20	18	15	9	20	8	3	152
17,001 – 19,000	12	0	2	1	1	48	20	13	11	9	15	2	7	141
19,001 – 21,000	32	14	11	9	7	46	12	5	11	13	13	4	4	181
21,001 – 23,000	83	28	16	17	11	26	12	8	10	10	10	3	4	238
23,001 – 25,000	89	34	24	16	16	26	17	10	11	4	10	1	1	259
25,001 – 27,000	23	11	8	4	12	17	7	5	9	1	7	1	6	111
27,001 – 29,000	23	8	10	7	5	9	7	8	4	4	4	2	4	95
29,001 – 31,000	35	10	5	5	7	15	4	3	4	2	3	2	0	95
31,001 – 33,000	20	10	10	5	4	7	1	6	0	4	5	2	2	76
33,001 – 35,000	22	11	7	3	4	17	11	4	4	1	6	2	3	95
35,001 – 37,000	22	11	9	6	6	9	2	6	1	1	1	1	3	78
37,001 – 39,000	12	8	6	7	4	8	0	2	2	2	4	1	1	57
39,001 – 41,000	17	2	3	4	4	5	3	1	4	2	2	0	1	48
41,001 – 43,000	13	5	2	3	2	8	4	7	4	1	5	1	1	56
43,001 – 45,000	9	7	4	3	5	2	3	3	2	1	0	0	2	41
45,001 – 47,000	5	4	4	2	4	3	1	0	0	0	1	1	2	27
47,001 – 49,000	13	2	5	2	1	1	2	1	3	0	2	0	1	33
49,001 – 51,000	7	3	4	5	4	3	1	3	1	1	0	0	1	33
51,001 – 53,000	7	3	0	4	2	1	3	3	3	3	1	0	0	30
53,001 – 55,000	1	1	2	1	2	7	1	0	0	0	1	0	1	17
55,001 – 57,000	5	1	1	1	1	1	1	1	1	1	0	0	0	14
57,001 – 59,000	3	1	5	0	1	2	0	0	0	0	0	1	0	13
59,001 – 60,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Over 60,000	16	13	8	2	3	10	6	11	2	3	1	2	1	78
Men, total	406	172	126	93	92	352	184	150	113	99	161	47	89	2,084
Women, total	69	18	22	16	16	218	98	75	75	75	137	28	51	898
TOTAL	475	190	148	109	108	570	282	225	188	174	298	75	140	2,982





## TABLE 13

### Public Service Pension Plan – Retirements on Account of Age or Early Retirements with Immediate Annuities by Amount of Annuity and Years of Pensionable Service April 1, 1998 to March 31, 1999

Amount of Annuity \$	Years of Pensionable Service								Total
	Under 5	5–9	10–14	15–19	20–24	25–29	30–34	35 Max.	
0 – 3,000	75	49	10	3					137
3,001 – 5,000	6	76	19	6					107
5,001 – 7,000	2	46	84	26					158
7,001 – 9,000	0	25	67	60	3				155
9,001 – 11,000		8	42	91	23	1			165
11,001 – 13,000		8	20	67	44	6	1		146
13,001 – 15,000		6	12	31	80	12	5		146
15,001 – 17,000		2	13	12	85	24	15	1	152
17,001 – 19,000			5	10	24	75	20	7	141
19,001 – 21,000			6	16	15	49	80	15	181
21,001 – 23,000			2	10	10	25	186	5	238
23,001 – 25,000			1	8	17	12	136	85	259
25,001 – 27,000			3	4	11	15	56	22	111
27,001 – 29,000				4	9	8	51	23	95
29,001 – 31,000				2	5	14	47	27	95
31,001 – 33,000					7	10	40	19	76
33,001 – 35,000				1	8	14	50	22	95
35,001 – 37,000				2	3	8	52	13	78
37,001 – 39,000				1	3	8	19	26	57
39,001 – 41,000					1	8	34	5	48
41,001 – 43,000				1	2	9	31	13	56
43,001 – 45,000					1	3	25	12	41
45,001 – 47,000						2	15	10	27
47,001 – 49,000						2	30	1	33
49,001 – 51,000				1		2	23	7	33
51,001 – 53,000						2	18	10	30
53,001 – 55,000						1	11	5	17
55,001 – 57,000							7	7	14
57,001 – 59,000							10	3	13
59,001 – 60,000									0
Over 60,000				1		3	47	27	78
<b>Men, total</b>	<b>50</b>	<b>151</b>	<b>161</b>	<b>127</b>	<b>190</b>	<b>226</b>	<b>879</b>	<b>300</b>	<b>2,084</b>
<b>Women, total</b>	<b>33</b>	<b>69</b>	<b>123</b>	<b>230</b>	<b>161</b>	<b>87</b>	<b>130</b>	<b>65</b>	<b>898</b>
<b>TOTAL</b>	<b>83</b>	<b>220</b>	<b>284</b>	<b>357</b>	<b>351</b>	<b>313</b>	<b>1,009</b>	<b>365</b>	<b>2,982</b>

#### Notes:

1. Average pensionable service for contributors retiring on account of age was 19.75 years.
2. Average pensionable service for contributors retiring between the ages of 55 and 59, inclusive, was 32.54 years.
3. Average pensionable service for contributors retiring with immediate annuities (excluding disability retirements) was 24.16 years.





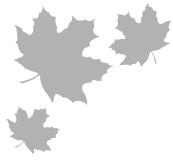
**TABLE 14**

**Public Service Pension Plan – Early Retirements with Immediate Annuities by Years of Pensionable Service and Age at Retirement April 1, 1998 to March 31, 1999**

Years of Pensionable Service	Age at Retirement					Total
	55	56	57	58	59	
30	89	50	23	31	25	218
31	81	31	17	14	16	159
32	79	22	19	13	16	149
33	64	27	24	8	5	128
34	57	13	21	13	17	121
35	105	47	44	30	29	255
<b>Men, total</b>	<b>406</b>	<b>172</b>	<b>126</b>	<b>93</b>	<b>92</b>	<b>889</b>
<b>Women, total</b>	<b>69</b>	<b>18</b>	<b>22</b>	<b>16</b>	<b>16</b>	<b>141</b>
<b>TOTAL</b>	<b>475</b>	<b>190</b>	<b>148</b>	<b>109</b>	<b>108</b>	<b>1,030</b>





**TABLE 15**

**Public Service Pension Plan – Retirements on Account of Age with Immediate Annuities  
by Years of Pensionable Service and Age at Retirement April 1, 1998 to March 31, 1999**

Years of Pensionable Service	Age at Retirement							Total
	60	61	62	63	64	65	Over 65	
Less than 5	16	14	12	5	9	10	17	83
5 – 9	50	30	28	23	19	36	34	220
10 – 14	64	35	30	28	30	57	40	284
15 – 19	92	57	35	23	43	65	42	357
20 – 24	108	54	36	33	28	57	35	351
25 – 29	116	40	35	39	18	45	20	313
30 – 34	85	44	29	24	20	17	15	234
35	39	8	20	13	7	11	12	110
<b>TOTAL</b>	<b>570</b>	<b>282</b>	<b>225</b>	<b>188</b>	<b>174</b>	<b>298</b>	<b>215</b>	<b>1,952</b>





**TABLE 16**

**Public Service Pension Plan – Early Retirements with Immediate Annuities by Amount of Annuity and Age at Retirement April 1, 1998 to March 31, 1999**

Amount of Annuity \$	Age at Retirement					Total
	55	56	57	58	59	
11,001 – 13,000						0
13,001 – 15,000	1				1	2
15,001 – 17,000	5	3	2	2	1	13
17,001 – 19,000	12		2	1	1	16
19,001 – 21,000	32	14	11	9	7	73
21,001 – 23,000	83	28	16	17	11	155
23,001 – 25,000	89	34	24	16	16	179
25,001 – 27,000	23	11	8	4	12	58
27,001 – 29,000	23	8	10	7	5	53
29,001 – 31,000	35	10	5	5	7	62
31,001 – 33,000	20	10	10	5	4	49
33,001 – 35,000	22	11	7	3	4	47
35,001 – 37,000	22	11	9	6	6	54
37,001 – 39,000	12	8	6	7	4	37
39,001 – 41,000	17	2	3	4	4	30
41,001 – 43,000	13	5	2	3	2	25
43,001 – 45,000	9	7	4	3	5	28
45,001 – 47,000	5	4	4	2	4	19
47,001 – 49,000	13	2	5	2	1	23
49,001 – 51,000	7	3	4	5	4	23
51,001 – 53,000	7	3		4	2	16
53,001 – 55,000	1	1	2	1	2	7
55,001 – 57,000	5	1	1	1	1	9
57,001 – 59,000	3	1	5		1	10
59,001 – 60,000						0
Over 60,000	16	13	8	2	3	42
<b>Men, total</b>	<b>406</b>	<b>172</b>	<b>126</b>	<b>93</b>	<b>92</b>	<b>889</b>
<b>Women, total</b>	<b>69</b>	<b>18</b>	<b>22</b>	<b>16</b>	<b>16</b>	<b>141</b>
<b>TOTAL</b>	<b>475</b>	<b>190</b>	<b>148</b>	<b>109</b>	<b>108</b>	<b>1,030</b>





## TABLE 17

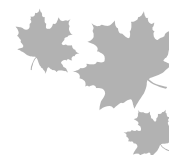
**Public Service Pension Plan – Retirements on Account of Disability with Immediate Annuities  
by Amount of Annuity and Age At Retirement April 1, 1998 to March 31, 1999**

Amount of Annuity \$	Age at Retirement						Total
	Under 35	35–39	40–44	45–49	50–54	55–59	
0 – 3,000	3	5	6	5	5	4	28
3,001 – 5,000	2	6	10	10	7	7	42
5,001 – 7,000	1	4	12	5	13	6	41
7,001 – 9,000	1	5	7	15	5	9	42
9,001 – 11,000	1	4	13	16	10	12	56
11,001 – 13,000		6	13	10	12	17	58
13,001 – 15,000		1	6	9	14	7	37
15,001 – 17,000		1	5	17	10	6	39
17,001 – 19,000			2	8	10	5	25
19,001 – 21,000		1	2	9	10	4	26
21,001 – 23,000				8	11	3	22
23,001 – 25,000				5	5	3	13
25,001 – 27,000				6	6		12
27,001 – 29,000				4	5	2	11
29,001 – 31,000			1		3	2	6
31,001 – 33,000				1	2	1	4
33,001 – 35,000				2	4	3	9
35,001 – 37,000							0
37,001 – 39,000					1	1	2
39,001 – 41,000						1	1
41,001 – 43,000						1	1
43,001 – 45,000							0
45,001 – 47,000							0
47,001 – 49,000							0
49,001 – 51,000							0
51,001 – 53,000							0
53,001 – 55,000							0
55,001 – 57,000							0
57,001 – 59,000							0
59,001 – 60,000							0
Over 60,000							0
<b>Men, total</b>	<b>2</b>	<b>11</b>	<b>37</b>	<b>65</b>	<b>80</b>	<b>46</b>	<b>241</b>
<b>Women, total</b>	<b>6</b>	<b>22</b>	<b>40</b>	<b>65</b>	<b>53</b>	<b>48</b>	<b>234</b>
<b>TOTAL</b>	<b>8</b>	<b>33</b>	<b>77</b>	<b>130</b>	<b>133</b>	<b>94</b>	<b>475</b>

**Note:**

Average pensionable service credit for contributors retiring on account of disability was 17.78 years.





# TABLE 18

**Public Service Pension Plan – Annual Allowances and Deferred Annuities that Became Payable by Amount of Annuity and Age at which Payment Commenced April 1, 1998 to March 31, 1999**

Amount of Annuity \$	Age at which Payment Commenced											Total
	50	51	52	53	54	55	56	57	58	59	60	
0 – 3,000	70	28	19	13	12	15	9	8	8	11	55	248
3,001 – 5,000	72	29	27	19	23	28	22	21	18	17	43	319
5,001 – 7,000	109	33	25	18	32	29	26	23	21	23	38	377
7,001 – 9,000	62	23	27	19	20	25	17	24	32	31	24	304
9,001 – 11,000	70	13	19	11	18	23	15	20	25	23	17	254
11,001 – 13,000	71	23	15	22	16	24	18	15	22	28	13	267
13,001 – 15,000	90	23	14	10	13	14	20	18	23	17	9	251
15,001 – 17,000	78	31	8	13	14	12	16	10	12	23	12	229
17,001 – 19,000	80	25	19	25	20	18	10	9	13	18	5	242
19,001 – 21,000	57	24	16	27	19	8	12	6	11	16	2	198
21,001 – 23,000	59	23	15	14	30	11	3	8	14	3	4	184
23,001 – 25,000	36	9	17	20	26	6	6	2	7	7	1	137
25,001 – 27,000	23	14	8	10	17	4	4	9	2	3	4	98
27,001 – 29,000	13	18	15	14	12	8	3	5	3	10		101
29,001 – 31,000	9	4	8	12	19	5	8	2	5	9	1	82
31,001 – 33,000	14	7	8	11	13	5	8	4	4	6	1	81
33,001 – 35,000	5	4	5	8	17	6	5	4	5	2	3	64
35,001 – 37,000	4	3	3	5	9	4	4	3	1	1	1	38
37,001 – 39,000	3	4	2	4	8	5	2	3	5	2		38
39,001 – 41,000	1	3	3	8	5	1	3	3	1	3	1	32
41,001 – 43,000	3	4	3	5	5	5		2	2	1		30
43,001 – 45,000	1		2	4	4	5	2	2	1			21
45,001 – 47,000	3	1	2	4	6	3	3	2		3		27
47,001 – 49,000	1		2	2	2					1		8
49,001 – 51,000	1				1	1	3					6
51,001 – 53,000					2	2		2	1			7
53,001 – 55,000		1	1						1			3
55,001 – 57,000				1								1
57,001 – 59,000					1	1						2
59,001 – 60,000												0
Over 60,000				3	1		1		1	1		7
<b>Men, total</b>	<b>569</b>	<b>218</b>	<b>177</b>	<b>226</b>	<b>253</b>	<b>144</b>	<b>132</b>	<b>119</b>	<b>146</b>	<b>148</b>	<b>142</b>	<b>2,274</b>
<b>Women, total</b>	<b>366</b>	<b>129</b>	<b>106</b>	<b>76</b>	<b>112</b>	<b>124</b>	<b>88</b>	<b>86</b>	<b>92</b>	<b>111</b>	<b>92</b>	<b>1,382</b>
<b>TOTAL</b>	<b>935</b>	<b>347</b>	<b>283</b>	<b>302</b>	<b>365</b>	<b>268</b>	<b>220</b>	<b>205</b>	<b>238</b>	<b>259</b>	<b>234</b>	<b>3,656</b>

**Notes:**

1. The data reflect the full pension for retirees ages 55-59 who had their normal reduction waived.
2. Includes 96 deferred annual allowances that became payable during the fiscal year.





## TABLE 19

**Public Service Pension Plan – Entitlements to Deferred Annuities by Amount of Annuity and Age at Retirement April 1, 1998 to March 31, 1999**

Amount of Annuity \$	Age at Retirement							Total
	Under 30	30–34	35–39	40–44	45–49	50–54	55–59	
0 – 1,000			1			1	3	5
1,001 – 2,000	1	3	4	4	1	7	1	21
2,001 – 3,000	3	3		3	2	10	4	25
3,001 – 4,000		5	3	1	3	6	2	20
4,001 – 5,000		3	1	2	2	6	3	17
5,001 – 6,000		1	4	4	3	8	5	25
6,001 – 7,000		7	2	4	1	4	3	21
7,001 – 8,000		2	1	1	3	5	3	15
8,001 – 9,000			1	2	4	5	2	14
9,001 – 10,000			3	3	7	4	1	18
10,001 – 11,000				1	5	4	1	11
11,001 – 12,000			1	2	5	1	3	12
12,001 – 13,000			2	4	2	2		10
13,001 – 14,000			1	2	4	2	2	11
14,001 – 15,000				1	1	1	1	4
15,001 – 16,000			1	1	1	3	1	7
16,001 – 17,000			1	1	1	1	2	6
17,001 – 18,000				2	2	2	3	9
18,001 – 19,000				1	2	3	1	7
19,001 – 20,000		1		1	4	1	2	9
Over 20,000			1	5	11	22	14	53
<b>Men, total</b>	<b>3</b>	<b>8</b>	<b>13</b>	<b>23</b>	<b>31</b>	<b>56</b>	<b>32</b>	<b>166</b>
<b>Women, total</b>	<b>1</b>	<b>17</b>	<b>14</b>	<b>22</b>	<b>33</b>	<b>42</b>	<b>25</b>	<b>154</b>
<b>TOTAL</b>	<b>4</b>	<b>25</b>	<b>27</b>	<b>45</b>	<b>64</b>	<b>98</b>	<b>57</b>	<b>320</b>

**Notes:**

1. This table shows the number of employees who terminated active employment during the fiscal year 1998–99 and who opted for a deferred annuity or deferred annual allowance.
2. There were 17 entitlements to deferred annual allowances during the fiscal year.
3. Average pensionable service was 12.34 years.





# TABLE 20

**Public Service Pension Plan – Entitlements to Annual Allowances by Years of Pensionable Service and Age at which Payment Commenced April 1, 1998 to March 31, 1999**

Years of Pensionable Service	Age at which Payment Commenced										Total
	50	51	52	53	54	55	56	57	58	59	
5	4	8	2	2	3	7	3	1	8	3	41
6	2	1	4	2	5	5	5	3	10	5	42
7	3	2	5	2	4	3	7	6	7	7	46
8	5	4	5	3	11	5	8	7	2	7	57
9	4	9	9	10	8	7	7	7	3	9	73
10	11	12	7	5	6	7	4	7	8	8	75
11	9	5	6	1	5	5	11	7	6	8	63
12	4	8	5	6	5	4	4	8	6	3	53
13	10	7	1	1	6	9	4	6	6	7	57
14	10	7	5	6	2	9	8	9	3	8	67
15	12	4	6	8	9	4	7	6	5	9	70
16	19	10	7	5	7	12	3	3	11	16	93
17	29	11	13	7	6	13	7	12	12	17	127
18	19	10	12	1	3	10	5	6	11	14	91
19	20	7	11	8	4	11	9	7	10	6	93
20	30	8	1	8	15	7	13	11	8	13	114
21	23	11	5	16	8	9	8	8	12	10	110
22	32	9	5	7	11	11	6	11	9	9	110
23	40	11	11	6	10	15	11	9	10	11	134
24	54	8	13	10	17	10	13	11	15	17	168
25	76	28	22	20	13	14	16	10	7	17	223
26	60	21	17	9	11	9	9	5	14	9	164
27	66	26	15	13	7	13	10	10	15	9	184
28	45	16	14	19	14	19	9	12	5	8	161
29	70	20	8	20	17	31	22	18	18	13	237
30	68	29	19	25	26						167
31	67	23	14	24	34						162
32	34	25	12	21	18						110
33	6	11	18	13	18						66
34		1	8	8	28						45
35		1	1	14	20			1			37
Men, total	521	220	176	228	239	140	123	111	135	140	2,033
Women, total	311	133	105	72	112	109	86	90	86	103	1,207
TOTAL	832	353	281	300	351	249	209	201	221	243	3,240

**Notes:**

1. Includes 17 deferred annual allowances that became payable during the fiscal year.
2. Average pensionable service was 22.41 years.





## TABLE 21

**Public Service Pension Plan – Transfer Value Payments by Years of Pensionable Service and Age at Retirement – April 1, 1998 to March 31, 1999**

Years of Pensionable Service	Age at Retirement						Total
	Under 30	30–34	35–39	40–44	45–49	Over 49	
Under 5	307	331	268	182	108	1	1,197
5 – 9	222	680	630	414	297	4	2,247
10 – 14	6	206	453	445	331	3	1,444
15 – 19		22	348	474	323	5	1,172
20 – 24			38	364	376	3	781
25 – 29				32	144	4	180
30 – 35					14	2	16
<b>Men, total</b>	<b>277</b>	<b>653</b>	<b>912</b>	<b>1,057</b>	<b>977</b>	<b>16</b>	<b>3,892</b>
<b>Women, total</b>	<b>258</b>	<b>586</b>	<b>825</b>	<b>854</b>	<b>616</b>	<b>6</b>	<b>3,145</b>
<b>TOTAL</b>	<b>535</b>	<b>1,239</b>	<b>1,737</b>	<b>1,911</b>	<b>1,593</b>	<b>22</b>	<b>7,037</b>

**Notes:**

1. Average age for contributors receiving transfer value payments was 40.02 for men; 39.32 for women.
2. Average pensionable service for contributors receiving transfer value payments was 14.08 for men; 10.92 for women.





**TABLE 22**

**Public Service Pension Plan – Transfer Value Payments by Dollar Amount of Transfer Value and Years of Pensionable Service at Retirement April 1, 1998 to March 31, 1999**

Amount of Transfer Value \$	Years of Pensionable Service							Total
	Under 5	5–9	10–14	15–19	20–24	25–29	30–35	
Under 20,000	920	262						1,182
20,000 – 39,999	247	1,168	124					1,539
40,000 – 59,999	25	553	448	101	1			1,128
60,000 – 79,999	5	162	348	269	33			817
80,000 – 99,999		62	218	276	130	5	1	692
100,000 – 119,999		29	125	171	156	10		491
120,000 – 139,999		6	78	107	118	17		326
140,000 – 159,999		4	49	79	72	29	2	235
160,000 – 179,999			22	51	63	14		150
180,000 – 199,999		1	13	33	47	21	2	117
200,000 – 219,999			11	27	30	17	1	86
220,000 – 239,999			3	24	30	14	1	72
240,000 – 259,999			2	11	22	11	2	48
260,000 – 279,999			1	8	18	8	2	37
280,000 – 299,999				2	23	8	2	35
Over 300,000			2	13	38	26	3	82
<b>Men, total</b>	<b>586</b>	<b>1,180</b>	<b>806</b>	<b>687</b>	<b>507</b>	<b>116</b>	<b>10</b>	<b>3,892</b>
<b>Women, total</b>	<b>611</b>	<b>1,067</b>	<b>638</b>	<b>485</b>	<b>274</b>	<b>64</b>	<b>6</b>	<b>3,145</b>
<b>TOTAL</b>	<b>1,197</b>	<b>2,247</b>	<b>1,444</b>	<b>1,172</b>	<b>781</b>	<b>180</b>	<b>16</b>	<b>7,037</b>





## TABLE 23

**Public Service Pension Plan – Allowances that Became Payable to Widows, Widowers and Children by Amount of Annuity and Time of Contributor's Death April 1, 1998 to March 31, 1999**

Amount of Annuity \$	Time of Contributor's Death							
	Death in Service				Death after Retirement			
	Widows	Widowers	Non-orphaned Children	Orphaned Children	Widows	Widowers	Non-orphaned Children	Orphaned Children
0 – 1,000	1	1	43		178	23	14	3
1,001 – 2,000	6	7	60	3	300	38	20	1
2,001 – 3,000	5	6	11		332	37	11	1
3,001 – 4,000	7	8	7	3	278	35		1
4,001 – 5,000	17	6	3		256	27	2	
5,001 – 6,000	10	6	2		228	30		
6,001 – 7,000	8	4		1	185	14		1
7,001 – 8,000	17	7			140	9		
8,001 – 9,000	16	7		2	140	7		
9,001 – 10,000	10	4			104	1		
10,001 – 11,000	8	1			72	5		
11,001 – 12,000	7	1			55	4		
12,001 – 13,000	3	1			62	2		
13,001 – 14,000	6				48	2		
14,001 – 15,000	1	1			37			
15,001 – 16,000	3				15	2		
16,001 – 17,000	3				23			
17,001 – 18,000	3				6			
18,001 – 19,000	1				16			
19,001 – 20,000	6				10			
20,001 – 21,000	1				5			
21,001 – 22,000	1				10			
22,001 – 23,000	2				4			
23,001 – 24,000					2			
24,001 – 25,000	1				6			
25,001 – 26,000	1				2			
26,001 – 27,000	2				2			
27,001 – 28,000	1				1			
28,001 – 29,000					1			
29,001 – 30,000								
Over 30,000					3			
<b>TOTAL</b>	<b>147</b>	<b>60</b>	<b>126</b>	<b>9</b>	<b>2,521</b>	<b>236</b>	<b>47</b>	<b>7</b>

**Notes:**

1. Children do not include students.
2. The average pensionable service of contributors who died in service was 18.09 years.
3. The average pension payable to widows /widowers was \$8,335.
4. The average pensionable service of contributors who died after retirement was 22.92 years.
5. The average pension payable to widows/widowers was \$5,668.





**TABLE 24**

**Supplementary Death Benefit Plan – Number of Participants and Death Benefits Paid April 1, 1989 to March 31, 1999**

Fiscal Year	Active Participants			Retired Participants			Death Benefits Paid			Amount Paid \$
	Total	Men	Women	Total	Men	Women	Total	Men	Women	
1989–90	304,549	179,106	125,443	96,685	73,835	22,850	4,225	3,433	792	37,022,020
1990–91	308,977	178,935	130,042	99,838	75,899	23,939	4,211	3,450	761	36,131,407
1991–92	307,414	178,311	129,103	100,961	76,369	24,592	3,810	3,151	659	37,814,639
1992–93	309,081	175,325	133,756	101,558	76,343	25,215	4,497	3,670	827	54,591,498
1993–94	298,252	167,442	130,810	102,093	76,330	25,763	4,585	3,676	909	84,145,200
1994–95	296,147	163,854	132,293	102,788	76,354	26,434	4,514	3,612	902	84,484,579
1995–96	280,674	153,211	127,463	104,919	77,368	27,551	4,548	3,630	918	79,849,195
1996–97	281,140	153,273	127,867	104,715	76,727	27,988	4,690	3,717	973	83,836,932
1997–98	268,201	142,623	125,578	103,999	75,686	28,313	4,920	3,818	1,102	87,265,325
1998–99	265,543	137,201	128,342	103,036	74,561	28,475	4,738	3,699	1,039	77,062,212





## TABLE 25

### Supplementary Death Benefit Plan – Changes in the Number of Death Benefit Participants April 1, 1998 to March 31, 1999

ACTIVE PARTICIPANTS			
	Men	Women	Total
Number of Active Participants April 1, 1998	138,018	124,555	262,573
Additions	9,196	12,892	22,088
Deletions	10,013	9,105	19,118
Number of Active Participants March 31, 1999	137,201	128,342	265,543
RETIRED PARTICIPANTS			
	Men	Women	Total
Number of Retired Participants April 1, 1998	75,921	28,430	104,351
Additions			
– On annuities	2,178	1,091	3,269
– Paying commercial rate	2	1	3
Total	2,180	1,092	3,272
Deletions			
– Deaths	3,518	1,026	4,544
– Other	22	21	43
Total	3,540	1,047	4,587
Number of Retired Participants March 31, 1999	74,561	28,475	103,036





**TABLE 26**

**Supplementary Death Benefit Plan – Payments made from the Supplementary Death Benefit Account by Amount of Benefit and Age at Time of Death April 1, 1998 to March 31, 1999**

Amount of Benefit \$	Age at Time of Death													Total
	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75-79	80 & over	
0 – 5,000									2	25	626	1,111	1,952	3,716
5,001 – 10,000										68	5	1		74
10,001 – 15,000									1	53				54
15,001 – 20,000							1		1	35		1		38
20,001 – 25,000				1	1		2	1	6	27				38
25,001 – 30,000							1		13	34				48
30,001 – 35,000						1	2		11	24				38
35,001 – 40,000			1			1	2		13	20				37
40,001 – 45,000			1		2	2	4	5	20	4				38
45,001 – 50,000			1	1	2	7	6	2	22	5				46
50,001 – 55,000					1					62	19			82
55,001 – 60,000		1	4	1	3	7	8	7	16	7				54
60,001 – 65,000			3	4	11	11	12	13	17	6				77
65,001 – 70,000			1	2	5	4	4	10	14	2				42
70,001 – 75,000		1	1	2	3	19	9	21	16	2				74
Over 75,000		1	3	10	27	55	65	76	44	1				282
<b>Men, total</b>		<b>1</b>	<b>8</b>	<b>16</b>	<b>32</b>	<b>63</b>	<b>89</b>	<b>96</b>	<b>157</b>	<b>314</b>	<b>525</b>	<b>933</b>	<b>1,465</b>	<b>3,699</b>
<b>Women, total</b>		<b>2</b>	<b>7</b>	<b>5</b>	<b>23</b>	<b>44</b>	<b>27</b>	<b>39</b>	<b>39</b>	<b>61</b>	<b>125</b>	<b>180</b>	<b>487</b>	<b>1,039</b>
<b>TOTAL</b>		<b>3</b>	<b>15</b>	<b>21</b>	<b>55</b>	<b>107</b>	<b>116</b>	<b>135</b>	<b>196</b>	<b>375</b>	<b>650</b>	<b>1,113</b>	<b>1,952</b>	<b>4,738</b>

