

| <b>Local Authorities Pension Plan (LAPP)</b> |   |
|--|---|
| Employee Contribution Rate                   | 6.52% on pensionable earnings up to the YMPE                  |
|  | 9.32% on pensionable earnings over the YMPE                   |
| Employer Contribution Rate                   | 7.52% on pensionable earnings up to the YMPE                  |
|  | 10.32% on pensionable earnings over the YMPE                  |
| <b>Canada Pension Plan</b>                   |   |
| \$74,600.00                                  | Year's Maximum Pensionable Earnings (YMPE)                    |
| \$3,500.00                                   | Basic Year's Exemption  |
| \$71,100.00                                  | Maximum Contributory Earnings                                 |
| 5.95%  | Employee and Employer Contribution Rate (YMPE)                |
| \$4,230.45                                   | Maximum Employee/Employer Contribution                        |
| \$85,000.00                                  | Year's Additional Maximum Pensionable Earnings (YAMPE) - CPP2 |
| 4%   | Employee and Employer Contribution Rate (YAMPE) - CPP2        |
| \$416.00                                     | Maximum Employee/ Employer Contribution - CPP2                |
| <b>Employment Insurance</b>                  |   |
| \$68,900                                     | Maximum Insurable Earnings                                    |
| 1.63%  | Employee Contribution Rate                                    |
| 2.28%  | Employer Contribution Rate                                    |
| \$1,123.07                                   | Annual Maximum Employee Premium                               |
| \$1,572.30                                   | Annual Maximum Employer Premium                               |

**Notes:**

Section 69 of the Federal Employment Insurance Act provides for a premium reduction for employers who provide certain types of benefit programs (e.g. short-term disability and supplemental income plans). Employment Insurance premiums are paid by employers and employees in a ratio of 7/12 and 5/12, respectively. The intention of the Employment Insurance Reduction Program is to reduce premiums for both parties, where paid sick leave is provided to employees who are unable to work because of illness or injury. For administrative purposes, EI legislation reduces only the employer's premiums. Employers are therefore required to return 5/12 of the savings from the premium reduction to employees to whom the reduced rate applies.

In each year the City of Edmonton is granted an EI premium reduction, the employees' portion of the savings will be returned as follows: Temporary, provisional and non-permanent employees Savings allocated to a sick benefit for non-permanent employees (Supplementary Income Replacement Plan) Permanent employees Savings are turned back into the Long Term Disability Plan to assist in reducing the premium paid by permanent employees.

For 2026, the City will receive a premium reduction of 1.167 times the employee premium. Departments are charged according to the full rate (2.28%) rather than the reduced rate. The required employee 5/12ths portion of the savings to fund the SIR Plan and the balance remaining to be used to offset potential rate increases in the Long Term Disability Plan; the employer's 7/12th portion is transferred to corporate programs.