Sectors covered:
- Education
- Health and social services
- Public service
- Research centres

Defined benefit pension plan:
- Life annuity payable upon retirement
- Pension formula = 2% x service for calculation purposes x average of the 5 best-paid years

Age of retirement without reduction:
- For end date of participation prior to July 1, 2019, the earliest of these two options:
  - 35 years of service for eligibility purposes
  - 60 years old
- For end date of participation as of July 1, 2019, the earliest of these two options:
  - 35 years of service for eligibility purposes
  - 60 years old and 90 factor (age and service)
  - 61 years old

Early retirement reduction:
- For end date of participation prior to July 1, 2020: 4% per year
- For end date of participation as of July 1, 2020: 6% per year

Pension decrease at age 65 (called integration)
Surviving spouse annuity
Partial pension indexation after retirement

Equally shared funding (to this, the government adds compensation for salaries below the MPE\(^2\); just over 53 million dollars in 2017)
Members fund (nearly 70 billion in assets) and Retirement Plans Sinking Fund (RPSF)
Contribution rate around 7% for a long time, gradually increased since 2008; was 10.97% in 2018 with an exemption of $13,675 and readjusted for salaries below the MPE.
RREGOP\(^1\) contribution is tax deductible, but benefits are taxable

Illustration of the contribution rate according to total salary (see Figure 1)

\[\text{Fig.1 - Contribution rate according to total annual salary}\]

\(1\) Régime de retraite des employés du gouvernement et des organismes publics.
\(2\) Maximum pensionable earnings.