

NRA 60 for Police, Firefighters and Paramedics

June 21, 2023

Overview

Under the OMERS Primary Pension Plan (OMERS Plan) an OMERS employer may elect to provide a normal retirement age of 60 years (NRA 60) to all or a class of police, firefighter or paramedic employees.



What is in this Q&A?

This Q&A will provide you with an overview of important information you will need to know about NRA 60 benefits and what happens when NRA 65 members become NRA 60 members (NRA Conversion).

In recognition of the fact that paramedic members are the newest group to be eligible for NRA 60 benefits, the end of this Q&A also contains specific information about current paramedic member "profiles", including average age of enrolment, credited service and NRA 65 retirement patterns¹.

¹ This Q&A was prepared as of June 2023 and replaces prior versions of this Q&A that reflected previous OMERS Plan information. The data used to prepare this information is based on information that OMERS has on file about members whose occupation as a paramedic has been reported to us.

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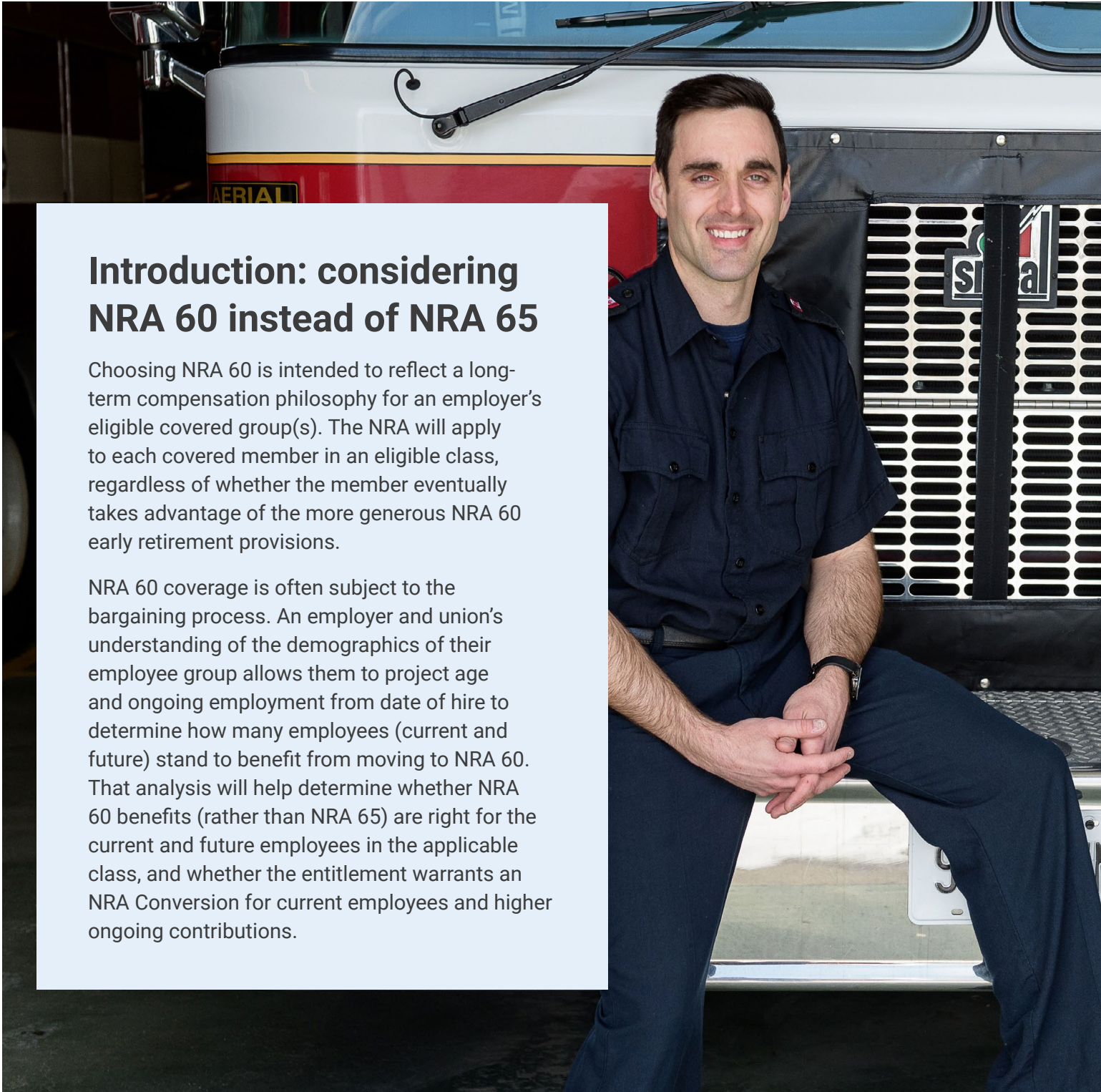
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A man in a dark blue uniform is sitting on the side of a fire truck. He is smiling and looking towards the camera. The fire truck is white with red and yellow accents. The word "AERIAL" is visible on the side of the truck. The man is wearing a dark blue short-sleeved button-down shirt and dark blue trousers. He has his hands clasped in his lap. The background shows the front of the fire truck, including the windshield and wipers.

Introduction: considering NRA 60 instead of NRA 65

Choosing NRA 60 is intended to reflect a long-term compensation philosophy for an employer's eligible covered group(s). The NRA will apply to each covered member in an eligible class, regardless of whether the member eventually takes advantage of the more generous NRA 60 early retirement provisions.

NRA 60 coverage is often subject to the bargaining process. An employer and union's understanding of the demographics of their employee group allows them to project age and ongoing employment from date of hire to determine how many employees (current and future) stand to benefit from moving to NRA 60. That analysis will help determine whether NRA 60 benefits (rather than NRA 65) are right for the current and future employees in the applicable class, and whether the entitlement warrants an NRA Conversion for current employees and higher ongoing contributions.

NRA 60 benefits

What does NRA 60 mean for members' benefits?

It means being eligible for more generous early retirement provisions from the OMERS Plan, while paying higher contributions (with corresponding higher employer contributions). An NRA 60 member can start a pension (for reasons other than disability) five years earlier than an NRA 65 member once they stop working with their OMERS employer.

There are also differences between the early retirement reduction formula under the OMERS Plan and bridge benefit (see below):

Item	NRA 65	NRA 60
Earliest retirement date	1 st of month following age 55 and retirement from employment	1 st of month following age 50 and retirement from employment
Unreduced early retirement eligibility	From the earliest of: <ul style="list-style-type: none"> • Age 65 • 30 or more years of service (credited and eligible service²) • 90 Factor: age + credited and eligible service = 90 	From the earliest of: <ul style="list-style-type: none"> • Age 60 • 30 or more years of service (credited and eligible service) • 85 Factor: age + credited and eligible service = 85
Early retirement reduction	5% per year from earliest "unreduced early retirement pension eligibility" date	
Benefit calculation changes for early retirement (on termination of employment where member is more than ten years away from their NRA)	<p>Pre-2013 Credited Service: Reduced or unreduced early retirement pension and bridge is calculated in accordance with above reduction factor.</p> <p>Post-2012 Credited Service:</p> <ul style="list-style-type: none"> • Pension is actuarially reduced from age 65 regardless of total service or age • No bridge benefit. 	<p>Pre-2013 Credited Service: Reduced or unreduced early retirement pension and bridge is calculated in accordance with above reduction factor.</p> <p>Post-2012 Credited Service:</p> <ul style="list-style-type: none"> • Pension is actuarially reduced from age 60 regardless of total service or age • Bridge benefit is payable from age 60 to 65 but is actuarially reduced from early retirement date prior to age 60 to reflect increased time it is expected to be paid (i.e., from chosen early retirement date to age 65)

² Eligible service is employment service with any OMERS employer that is not credited service. It can help bring the member closer to an unreduced early retirement pension; however, it does not change the credited service used in the OMERS Plan pension formula.

Which members benefit from a conversion from NRA 65 to NRA 60?

Being able to retire and collect a pension earlier with an NRA 60 is generally considered an enhanced benefit because it gives a member the option to retire and start their pension earlier than age 55 (reduced or unreduced as the individual member's case may be), or at ages on or after 55 with the possibility of a lesser (or no) reduction when compared to having an NRA 65. Whether a member can or wishes to take advantage of these NRA 60 benefits will depend on the member's own unique set of circumstances (e.g., years of service, career journey, desired date of retirement, etc.).

For example, an NRA 60 member who is hired by an OMERS employer early in their career and who accumulates 30 years of service and ceases employment after age 50 could retire from employment with an unreduced pension up to five years earlier than if the member had an NRA 65. A member who is hired by an OMERS employer later in their career or takes time away from their OMERS employer may not have the service required to obtain an unreduced pension until age 60.

In all cases, members will need to consider their individual circumstances and needs. In some cases, members may find they want or need to continue to work, despite their eligibility to retire early.

NRA 60 – for “all or any class of eligible members”

Who can have NRA 60 benefits?

The OMERS Plan permits an OMERS employer to elect to provide NRA 60 benefits for all or a class of its police, firefighter, or paramedic employees that participate in the OMERS Plan. NRA 60 benefits are not automatically provided by OMERS, and for unionized employees, NRA 60 benefits are subject to negotiation between employers and unions.

Note that the following definitions apply for OMERS Plan purposes:

- A “firefighter” is defined under the *Fire Protection and Prevention Act*, 1997.
- A “police officer” is defined under the *Police Services Act*.
- A “paramedic” is defined under the *Ambulance Act*.

Note that other employees of an OMERS employer who do not meet these definitions are not eligible for NRA 60 benefits. For example, ambulance service employees who do not meet the definition of “paramedic” under the *Ambulance Act* must have an NRA 65 under the OMERS Plan.

What is an acceptable “class” of employees for purposes of NRA 60 under the OMERS Plan?

A class is defined with reference to valid employment conditions that can be clearly distinguished (e.g., in the Fire sector, a class could be all firefighters with the exception of those employees in Fire Prevention).

A class must:

- Cover all employees within the defined class. As noted above, a class will generally be defined in relation to some aspect of the employment relationship (including hire date) but cannot be based on full-time or non-full-time status.
- Be reasonable and must not harm members through artificial or arbitrary distinctions.
- Not be in breach of any agreement or applicable laws, including pension, employment or human rights legislation (e.g., a class based on age is not permissible).

- Not be a single individual but can consist of a small number of individuals who make up a readily identifiable group (e.g., Fire Chief and Deputy Chief for firefighters).

Individuals who do not meet the criteria of the NRA 60 class cannot elect to be included in the class; similarly, individuals who fall within the definition of the NRA 60 class cannot choose to remain at NRA 65.

An employer's OMERS participation by-law (sometimes called a resolution) must be amended to reflect the election to have an NRA 60 for an eligible class. OMERS will assist by providing a draft template and reviewing proposed classes.

How does an employer formally change a class to NRA 60?

While NRA 60 coverage is often subject to the bargaining process, it is important to note that a collective agreement on its own does not change the NRA for all or a class of police, firefighters or paramedics. The change must be formalized through an OMERS participation by-law filed with OMERS with an effective date for when the NRA 60 coverage starts.

If a collective agreement is intended to cover multiple roles/positions, it should be clear in the collective agreement – or a Memorandum of Understanding between the employer and union – which employees under that collective agreement fall under the NRA 60 provision.

While OMERS is not involved in the bargaining process, it is recommended that a collective agreement and OMERS participation by-law be consistent to avoid confusion or a potential dispute between the employer, bargaining agent, and impacted employees.

Can the effective date of the NRA change be retroactive?

The effective date of an NRA change must be in the current year (no earlier than January 1). For this reason, the retroactive effective date generally cannot be retroactive to the date of an expired collective agreement.

The effective date in a year will define the date the service adjustment applies to members whose NRA is converted from age 65 to age 60, and the date the contribution rate differences apply.

For example, if an employer files an updated/amended OMERS participation by-law on August 1, 2023 to change NRA 60 for all paramedics effective January 1, 2023, then:

- Each member's past credited service as an NRA 65 member will be adjusted up to Dec 31, 2022;
- NRA contribution deductions at NRA 60 rates will commence through payroll on August 1, 2023; and
- The difference between NRA 65 and NRA 60 contributions from January to August 2023 will be collected by the employer and become payable to OMERS immediately.

If the effective date was August 1, 2023, then the adjustment to credited service would apply up to July 31, 2023 and the employer would begin deductions at NRA 60 rates only on a prospective basis (i.e., from August 1, 2023).

Can OMERS assist employers with their by-laws?

OMERS will provide the employer with a by-law/resolution template and will work with the employer to ensure that the by-law meets OMERS requirements.

In advance of a decision to update a by-law, OMERS is open to providing comments to an employer (and union where applicable) regarding how different proposals for NRA 60 coverage may be administered. In addition, the parties are encouraged to let OMERS know in advance if they expect a new OMERS participation by-law will be required.

Does an employer have to file a collective agreement that addresses NRA with OMERS?

No. The collective agreement is generally not reviewed by OMERS as part of the process to finalize an OMERS participation by-law. However, the employer is encouraged to ensure both documents are consistent to avoid confusion or a potential dispute between the employer, bargaining agent, and impacted employees.

Can a collective agreement make the change to NRA 60 without updating the employer bylaw?

No. A collective agreement does not change the NRA for all or a class of eligible members under the OMERS Plan. For OMERS Plan purposes, the change to NRA 60 must be formalized through the OMERS participation by-law. Once an NRA 60 class is established by filing the by-law, then all covered members continue at that NRA.

Can an employer set up a class by stating “all paramedics except <certain paramedic positions> are NRA 60” in a bylaw?

Yes. OMERS will accept a class with exceptions in a participation by-law provided the exception constitutes a valid class and does not distinguish based on full-time or part-time status or another impermissible characteristic (see the answer above to the question, “What is an acceptable ‘class’ of employees for purposes of NRA 60 under the OMERS Plan?”). Typically, it is expected that the applicable class distinction is grounded in a valid employment condition and also reflected in any applicable collective agreement(s) or employment agreement(s) to avoid future disputes between employers, unions, and impacted members.

Can a non-unionized group of eligible employees have NRA 60?

Yes. If an employer elects to have an NRA 60 for a non-unionized group of employees (e.g., management), the employer will still have to submit an OMERS participation by-law to establish NRA 60 for the class. The same considerations regarding eligible classes apply to unionized and non-unionized employees and it is important to note that, while a non-unionized class can be small, it cannot be set up for a single individual.

In many cases, an entire group (unionized and non-unionized) form a class of NRA 60 eligible employees. Employers should be aware that if they submit an OMERS participating by-law that defines a broad class such as “all paramedic employees”, then this will include paramedic employees that are both management employees and unionized employees.

Is “Hire Date” an acceptable distinction for a class of employees?

Yes. OMERS can assist with drafting an OMERS participation by-law template that contains a class based on hire date.

For context, consider the following examples for illustrative purposes:

- A class described using the phrase, “all paramedic employees have an NRA 60 for OMERS Plan purposes” means all existing and new staff have an NRA 60 while they remain paramedic employees of the employer. This is a common way to elect NRA 60 coverage.

- A class described using the phrase, “all paramedic employees hired on and after <date> have an NRA 60 for OMERS Plan purposes” means all newly hired paramedic employees enrolled in the OMERS Plan on or after the named date will have an NRA 60 while they remain paramedic employees of the employer.
- A class described using the phrase, “all paramedic employees hired on and after <date> but before <date> have an NRA 60 for OMERS Plan purposes” (i.e., the collective agreement period) means that only paramedic employees hired during the collective agreement period will have an NRA 60 while they remain paramedic employees of the employer. Note that in this case, if the NRA 60 is not extended through an updated OMERS participation by-law, then all new hires must be enrolled as NRA 65. We note that this type of class is not common.
- A class described using the phrase, “all paramedic employees who were hired before <date> have an NRA 60 for OMERS Plan purposes and all paramedic employees hired on or after that date will have an NRA 65” means existing paramedic employees will have an NRA 60, and new hires will have an NRA 65.

Please note that these are examples only and the wording in an actual OMERS participation by-law will be different to match the style/format of the template. As mentioned above, prior to finalizing wording in an OMERS participation by-law, OMERS will work closely with the employer to ensure the language meets OMERS requirements.

If an employer chooses to provide NRA 60 benefits to “all paramedics” or “all firefighters”, can the employer later change the status for new hires to return to NRA 65?

Yes. The employer would have to pass another OMERS participation by-law to provide that only employees hired before the specified hire date have NRA 60 benefits. After the new by-law’s effective date, a member of the existing group remains at NRA 60 while they remain employed in that class and all new hires will be enrolled as NRA 65 members.

Can an employer allow some employees of the class that is converting from NRA 65 to 60 to remain at NRA 65?

No. The NRA Conversion applies to all members who fall into that class regardless of individual preference.

Can an employer allow some employees who do not fall into a class to convert their NRA?

No. A member cannot choose to be in a class to which they do not belong as a result of their employment. As explained above, the eligible class can only include those who meet the applicable definition of police officer, firefighter, or paramedic.

If an individual is NRA 65 and they take on an acting position in a role classified as NRA 60 (or vice versa), does the member’s record get converted?

In most cases, no. Generally, an acting assignment is considered a temporary change while the underlying position is the permanent role. Until the acting position becomes permanent, the NRA associated with the permanent role remains. In a typical case, the member’s acting pay will be considered contributory earnings but they will continue to contribute at NRA 65 rates based on the NRA associated with their permanent position.

Do NRA 60 members ever change back to NRA 65?

An NRA 60 member must change back to NRA 65 when the member is no longer part of the applicable NRA 60 class. Typically, this will occur when the member:

- Moves to another OMERS employer in a position that does not have NRA 60; or
- Changes their occupation status (e.g., non-paramedic) while employed with an OMERS employer.

For example, an NRA 60 paramedic member who begins working in a non-paramedic role as a result of a work accommodation or temporary assignment should continue to have an NRA 60. However, if the member begins working in a permanent non-paramedic role, the member's NRA will be changed to 65.

Change from NRA 65 to NRA 60 for members

What happens when a member's NRA changes from 65 to 60?

If a member's NRA changes from NRA 65 to NRA 60:

- Members are immediately entitled to NRA 60 benefits.
- Members and their employer begin to pay NRA 60 contribution rates (see below for rates).
- OMERS applies an adjustment to impacted members' credited service. Generally, past credited service is reduced to reflect entitlement to NRA 60 benefits. Effective June 21, 2023, the service adjustment calculation will be based on the lowest of the following three percentages:
 1. 25% if the member is under age 60 or, if the member is age 60 or more, 5% multiplied by each year between the member's age and age 65;
 2. The percentage resulting from an actuarial equivalence calculation that uses the same actuarial basis used to determine the conversion cost (described below); and
 3. The percentage resulting from an actuarial equivalence calculation that uses a commuted value basis (taking into account the commuted value of the member's benefit immediately before and after conversion).

Shortly after an NRA Conversion, OMERS provides members with a package detailing the member's: (i) updated credited service based on the service adjustment calculation described above, (ii) the conversion cost to buy the service adjustment; and (iii) an election form and instructions for paying the conversion cost.

How is the conversion cost determined?

The conversion cost generally reflects the difference in the actuarial present value of the member's benefit at his or her earliest unreduced retirement date as an NRA 65 member and NRA 60 member. It is based on a number of variables, including the member's age and contributory earnings and the actuarial assumptions in effect at the time the calculation is performed. A change to any of these variables may increase or decrease the conversion cost.

Note that a different conversion cost may be applicable to some members who have previously had an NRA 60 while participating in the OMERS Plan prior to their most recent NRA Conversion.

Can OMERS provide employers/unions with information about conversion costs for a group of members?

Prior to an NRA change being effective, the employer or applicable union can file a request for information about conversion costs for the proposed class of members. In this situation, OMERS will provide a total conversion cost estimate for all affected members in the proposed class (based on one effective date for the NRA Conversion). In these cases, OMERS will provide a copy of the information to the employer and the union, as applicable.

Can OMERS provide an individual member with information about their own expected conversion cost before an NRA 60 effective date?

OMERS does not provide conversion costs to individuals prior to an NRA Conversion effective date. The decision regarding whether to buy the service adjustment, and the best time to do so, is unique to each member. Due to the individual nature of this decision and associated complexity, only total conversion cost estimates for the group will be provided in advance of an actual NRA Conversion.

Once the NRA 60 Conversion is effective, a conversion cost is issued to each impacted member as described above. The OMERS Member Experience team is always happy to discuss conversion costs with individual members.

Does the conversion cost include the difference in value for credited service accrued during a prior contribution holiday?

No. If a member has credited service accrued from August 1998 to January 2003 during which time their OMERS employer did not deduct contributions through payroll as a result of a contribution holiday, the conversion cost is \$0. The credited service over that same period is not reduced. However, if a member purchased credited service through a buyback or transferred service from another plan during this period, that credited service is part of the conversion cost and service reduction.

Is the conversion cost the same for pre-2013 and post-2012 service?

Yes.

How do OMERS Plan contribution rates change when converting from NRA 65 to NRA 60?

Based on current OMERS Plan provisions, the contribution rates in each pay period are as follows:

On contributory earnings	NRA 65 members	NRA 60 members
Up to the CPP earnings limit ³	9.00%	9.20%
Over the CPP earnings limit ³	14.60%	15.80%

³ The CPP earnings limit is also called the Year’s Maximum Pensionable Earnings (YMPE). In 2023, the CPP earnings limit is \$66,600. Note that contribution rates can change over time.



How does this affect a member on a bi-weekly pay schedule?

For pay on a bi-weekly pay schedule, the change from NRA 65 to NRA 60 will increase member and employer contributions. See the examples below using varied levels of contributory earnings:

Full-Time member contributions per bi-weekly pay period (26 pay periods per year)			
Annual contributory earnings	NRA 65	NRA 60	Increase per pay period
\$60,000	\$208	\$212	\$4
\$70,000	\$250	\$256	\$6
\$80,000	\$306	\$317	\$11
\$90,000	\$362	\$378	\$16
\$100,000	\$418	\$439	\$21

How does the service adjustment work?

If the member's NRA changes from 65 to 60, the member's credited service will generally be reduced by a percentage using the three-part service adjustment calculation described above (see "What happens when a member's NRA changes from 65 to 60?").

It is possible that some members may not have a service adjustment. For example, if an NRA 65 member is eligible for an unreduced pension at the time of an NRA Conversion, the service adjustment is 0 (as is the conversion cost). Specifically, if a member is age 55 or older and has 30 years of credited and eligible service or the 90 Factor (age plus service equals 90) at the time of an NRA Conversion, the member qualifies for an unreduced NRA 65 pension and an unreduced NRA 60 pension. This means that no service adjustment is applicable.

Does the service adjustment apply to a block of the member's credited service or over proportionate periods?

The service adjustment applies to all NRA 65 credited service periods. In other words, each year of credited service accrued as an NRA 65 member will be reduced by the applicable service reduction percentage.

Note that administration of the service adjustment will be different for members who participated in the OMERS Plan during a contribution holiday (August 1998 to January 2003).

Does the service adjustment alter both the member's credited service and eligible service?

No. The service adjustment applies only to the member's credited service. The member's full service as an NRA 65 member is kept whole for purposes of determining eligible service, which is used to determine a member's earliest unreduced retirement opportunity (i.e., the 30-year service test or 85 Factor test).

It is important to remember that any unpurchased service adjustment at the time of an NRA Conversion remains on the member's record as eligible service. Other eligible service that counts toward the member's early retirement factor(s) under the OMERS Plan terms is also not reduced.

Does all service with OMERS employers count toward the member's 30-years of service or 85 Factor?

Yes, for all known periods. Members are encouraged to review their service on statements to ensure that any prior periods of employment with an OMERS employer are included. This is particularly important to ensure that periods of employment during which the member did not participate in the OMERS Plan are included (for example, prior summer jobs with an OMERS employer).

Note that overlapping periods of employment service with separate OMERS employers (for example, concurrent part-time jobs) are counted as a single period of eligible service but may result in a dual membership under the OMERS Plan.

Being engaged as a non-employee (for example, an independent contractor or purely on a volunteer basis, where there is no employment relationship) is not considered eligible service.

Paying the conversion cost

Does the member have to buy the service adjustment?

No. A member can buy none, some or all of the service adjustment. If the member only buys some of the service adjustment by paying some of the conversion cost, the oldest periods of corresponding credited service are restored first.

If the member does not buy the service adjustment, the service adjustment still counts as eligible service. The service adjustment will remain on the member's record unless the member purchases it or the conversion cost reduces to zero (any outstanding service reduction is automatically restored for an active member when the conversion cost has reduced to zero).

Note that, once a conversion cost is paid, it is not refundable (see below).

What are the member's payment options?

The member's payment options include:

- Personal cheque payable to OMERS (OMERS will issue a tax receipt for the payment);
- Transfer from a registered retirement savings plan (RRSP) or locked-in retirement account (LIRA), or with funds from another registered pension plan (RPP); or
- Transfer from the member's OMERS Additional Voluntary Contributions (AVC) account.

How can a member obtain a conversion cost?

When a member's NRA changes from 65 to 60, the member will be provided with an NRA Conversion package detailing the service adjustment, the conversion cost and an election form with instructions for purchasing the service adjustment.

Will the conversion cost provided in the member's conversion package change over time?

Yes. Each conversion cost provided (including the initial conversion cost) is valid for 6 months only. After 6 months, the cost expires. If the member still wishes to buy the service adjustment, they have to request an updated conversion cost, which could be higher or lower.

Does a member over age 60 have a service adjustment and conversion cost?

If the member has not reached their earliest unreduced retirement date at the time of a conversion from NRA 65 to NRA 60, then there is a service adjustment and conversion cost. The service adjustment after age 60 is typically lower and the cost diminishes to zero around age 65 or when the member their earliest unreduced retirement date.

Is it true that the conversion cost could decrease over time to zero?

The conversion cost will increase as the member approaches the age they become eligible for an unreduced NRA 60 pension⁴. Then, the cost typically starts to decrease and will reduce to zero around the age the member becomes eligible for an unreduced NRA 65 pension⁵.

The conversion cost is based on several variables, including the member's age, contributory earnings (current and projected), and the actuarial assumptions and interest rates in effect at the time the calculation is performed.

Any outstanding (i.e., unpurchased) service reduction is automatically restored for an active member at the time the conversion cost has reduced to zero.

What is the best time to purchase the service adjustment?

The decision whether to buy the service adjustment, and the best time to do so, is unique to each member. Members are encouraged to review the option to purchase the service adjustment carefully and consult any independent financial advice they need to in order to consider how their OMERS Plan benefit fits into their career journey and retirement plans.

It is also important to remember that each conversion cost amount a member receives is only valid for 6 months. The conversion cost can go up or down and the changes can be significant based on the member's age, contributory earnings, and prevailing actuarial assumptions and interest rates in effect at the time the conversion cost is determined.

Can the member buy the service adjustment after termination of employment (including retirement)?

No. The member must buy the service adjustment while still an active member of the OMERS Plan.

If a member purchases all or a portion of the service adjustment, is a refund possible later?

No. The election to make the purchase is irreversible. There is no refund of the purchase for NRA 60 members, including if the member continues to be an active member and work to a point where the conversion cost would have otherwise reduced to zero or reduced to below what they paid.

It may be helpful to think of purchasing the service adjustment as similar to the decision to buy insurance. For example, many people buy home insurance and never make a claim on their home insurance policy. Although there is no refund of premiums for not making a claim, they purchase the insurance to protect themselves against future events they cannot predict. Similarly, a member cannot always predict when they will retire or

⁴ A member is eligible for an unreduced NRA 60 pension at age 60, regardless of their service, or when the member is at least age 50 and has 30 years of service or the 85 Factor (age + service = 85).

⁵ A member is eligible for an unreduced NRA 65 pension at age 65, regardless of their service, or when the member is at least age 55 and has 30 years of service or the 90 Factor (age + service = 90).



terminate employment with an OMERS employer. Buying the service adjustment also protects the member by increasing their OMERS Plan benefit if they die before the conversion cost starts to decrease.

If the member buys the service adjustment, the associated credited service will be added to their record immediately, and would be used to determine their OMERS Plan benefit in the event of their retirement, termination from their OMERS employer, disability or death.

Part-time⁶ membership(s) and NRA conversion

If a member works part-time, does the conversion cost work the same way?

Yes. The service adjustment calculation will simply reduce the credited service accrued as a part-time member and the conversion cost is also calculated in the same way.

If a member has two memberships with separate OMERS employers due to part-time work or other overlapping service, will one employer's election to provide NRA 60 impact the NRA of the other membership?

No. The conversion of credited service will only occur with respect to the active membership record associated with the OMERS employer who has elected NRA 60.

If a member has more than one membership under the OMERS Plan and only one membership is converted to NRA 60, what does the member's retirement look like?

OMERS Plan benefits and eligible retirement dates are determined separately for each membership record (i.e., based on the contributory earnings record and credited service for each record). This means that the member could retire as early as age 50 in respect of their NRA 60 membership if they stop employment with their OMERS employer but could not start a pension until age 55 under their NRA 65 membership.

Paramedic Membership Profile [12/2022]

Paramedic members are the most recent group of members eligible for NRA 60 under the OMERS Plan. As a result, the following information has been provided to help employers, unions and members understand the current (NRA 65) Paramedic "profile" and retirement behavior. This may assist in considering the NRA 60 option for a class of paramedic members.

Please note that this information is based on available historical data. The information should not be relied upon for any other purpose than to provide a general indication of when and how paramedics typically retire and start their pension under the OMERS Plan terms as NRA 65 members.

⁶ OMERS refers to part-time employees as other than continuous full time (OTCFT) or non-full-time (NFT) employees. These terms are interchangeable.

What is the average age at hire and average age at enrolment (by current Employer) for Paramedics in OMERS⁷?

More recent periods:

Earliest date of hire with an OMERS Employer	Average hire Age	Average enrolment age
2013	27.4	29.3
2014	26.4	28.5
2015	26.4	28.6
2016	29.4	31.1
2017	26.6	28.4
2018	26.7	28.6
2019	26.5	28.1
2020	26.6	28.1
2021	27.4	28.6
2022	27.8	28.3

Historically:

Earliest date of hire with an OMERS Employer	Average hire Age	Average enrolment age
1982 – 1986	24.5	28.6
1987 – 1992	25.4	28.5
1993 – 1997	27.8	33.6
1998 – 2002	32.6	34.5
2003 – 2007	29.5	31.4
2008 – 2012	27.5	29.5
2013 – 2017	27.3	29.2
2018 – 2022	27.0	28.3

What is the average age and how many years of service do Paramedics have on their pension commencement date?

Year of Pension Commencement	Average Age at Pension Commencement	Average Service (credited and eligible)
2013	58.1	30.4
2014	60.6	32.1
2015	59.8	29.6
2016	59.9	32.0
2017	60.7	30.1
2018	59.0	31.1
2019	60.1	30.7
2020	59.8	32.2
2021	60.9	30.3
2022	60.8	31.2

Note: Excludes disability pensions. Retirement behaviours could look different if these members were NRA 60 members.

⁷Based on the current active membership data (hires up to December 31, 2022) and those members who retired in previous years. Member may not have been a paramedic on earliest date of hire or date of plan enrolment.

Historically what percentage of Paramedics have retired with an early (reduced & unreduced) or unreduced pension at age 65?

An NRA 65 member is eligible for an unreduced pension at age 65, regardless of their service, or when the member is at least age 55 and has 30 years of service or the 90 Factor (age + service = 90). If a member retires early but has not reached the 30 years of service or 90 factor, the pension is reduced by 5%/year from the factor s/he would reach soonest.

This table shows, by year of pension commencement, the distribution of members who retired with a reduced pension and those who retired with the various types of unreduced pension.

Year of Pension Commencement	Reduced	Unreduced		
		30 years of credited and eligible service	90 Factor (age plus credited and eligible service)	Age 65
2013	50.0%	50.0%	0.0%	0.0%
2014	12.8%	70.2%	0.0%	17.0%
2015	20.6%	66.2%	0.0%	13.2%
2016	15.9%	63.8%	2.9%	17.4%
2017	19.0%	52.4%	7.1%	21.4%
2018	20.8%	69.4%	1.4%	8.3%
2019	17.4%	60.9%	3.3%	18.5%
2020	9.3%	72.2%	5.2%	13.4%
2021	12.1%	59.5%	7.8%	20.7%
2022	19.8%	51.9%	2.3%	26.0%
	16.5%	61.7%	3.7%	18.1%

Note: Excludes disability pensions. Retirement behaviours could be different as an NRA 60 member.

To what extent have Paramedics deferred pension commencement after ceasing employment from their OMERS employer?

The majority of Paramedic pensioners commence a pension immediately following cessation of employment (after age 54). For the Paramedics who defer pension commencement, the average deferral is approximately 4 years after cessation of employment.

Note: Retirement behaviours could be different as an NRA 60 member.