

## Treasury Board

Gouvernement du Québec

**O.C. 221070, 25 June 2019**

An Act respecting the Government and Public Employees Retirement Plan (chapter R-10)

### Regulation respecting the application — Amendment

Regulation to amend the Regulation under the Act respecting the Government and Public Employees Retirement Plan

WHEREAS, under the first paragraph of section 109.2 of the Act respecting the Government and Public Employees Retirement Plan (chapter R-10) and subject to section 109.3, the years and parts of a year of service credited to an employee or a person referred to in section 8.7 or 8.8 of the Act respecting the Pension Plan of Peace Officers in Correctional Services (chapter R-9.2) under the Pension Plan of Peace Officers in Correctional Services, the Teachers Pension Plan or the Civil Service Superannuation Plan and the years and parts of a year of service for which pension credit was granted under that Act, the Act respecting the Teachers Pension Plan (chapter R-11) or the Act respecting the Civil Service Superannuation Plan (chapter R-12) must be credited under this plan on an actuarially equivalent basis established on the date, determined in accordance with that section 8.7 or 8.8, on which the employee's or person's membership in this plan ended, if the contributions have not been refunded;

WHEREAS, under the fourth paragraph of section 109.2 of the Act respecting the Government and Public Employees Retirement Plan, the actuarial values of the benefits are established on the basis of actuarial assumptions and methods that are determined by regulation and which may vary with the pension plans and benefits concerned;

WHEREAS, under the first paragraph of section 109.8 of the Act, the years and parts of a year of service credited to an employee under the pension plan of the Sûreté du Québec (C.T. 181151 dated 18 August 1992) may be credited under the plan on an actuarially equivalent basis;

WHEREAS, under the third paragraph of section 109.8 of the Act, the actuarial values of the benefits are established on the date the transfer application is received at Retraite Québec on the basis of actuarial assumptions and methods determined by regulation;

WHEREAS, under subparagraph 13.2 of the first paragraph of section 134 of the Act, The Government may, by regulation, determine the actuarial assumptions and methods used to establish the actuarial values of the benefits referred to in sections 109.2 and 109.8, which may vary with the pension plans and benefits concerned;

WHEREAS the Government made the Regulation under the Act respecting the Government and Public Employees Retirement Plan by Order in Council 1845-88 dated 14 December 1988;

WHEREAS it is expedient to amend the Regulation;

WHEREAS, under the first paragraph of section 134 of the Act, the Government exercises the regulatory powers provided for therein after Retraite Québec has consulted the pension committee referred to in section 163 of the Act;

WHEREAS, under section 40 of the Public Administration Act (chapter A-6.01), the Conseil du trésor, after consulting the Minister of Finance, exercises the powers conferred on the Government by an Act that establishes a pension plan applicable to personnel of the public and parapublic sectors, except certain powers;

WHEREAS the consultations have been held;

THE CONSEIL DU TRÉSOR DECIDES:

THAT the Regulation to amend the Regulation under the Act respecting the Government and Public Employees Retirement Plan, attached thereto, is hereby made.

LOUIS TREMBLAY,  
*Le greffier du Conseil du trésor*

### Regulation to amend the Regulation under the Act respecting the Government and Public Employees Retirement Plan

An Act respecting the Government and Public Employees Retirement Plan (chapter R-10, s. 134, 1st par., subpar. 13.2)

1. The Regulation under the Act respecting the Government and Public Employees Retirement Plan (chapter R-10, r. 2) is amended in section 30.1

(1) by replacing paragraph 9 by the following:

“(9) Rate of increase of salaries

The annual increase in salaries corresponds to the annual increase of the MPE, increased by the annual rate of salary increase.

**For the Pension Plan of Peace Officers  
in Correctional Services**

Years of service	Annual rate of increase
0 year	2.50%
1-6 years	4.30%
7 years	2.50%
8-10 years	0.80%
11-20 years	0.60%
21-30 years	0.30%
31 years and over	0%

**For the Government and Public Employees  
Retirement Plan, the Teachers Pension Plan  
and the Civil Service Superannuation Plan**

Years of service	Annual rate of increase
0-2 years	3.30%
3-5 years	3.20%
6-8 years	2.70%
9-11 years	2.40%
12-14 years	1.90%
15-17 years	1.30%
18-19 years	0.90%
20-24 years	0.55%
25-29 years	0.40%
30 years and over	0.35%

**For the Government and Public Employees Retirement Plan**

For an employee who would attain 35 years of service before attaining age 55	–85% at 35 years of service –100% (of the remaining 85%) at 40 years of service
For an employee who would attain 35 years of service at age 55 or older but before age 61	–90% at 35 years of service –100% (of the remaining 90%) at 40 years of service
For an employee who would attain age 61 and 30 years of service or age 60 and more than 29 years of service without exceeding 34 years of service	–85% at age 61 and 30 years of service or age 60 and more than 29 years of service without exceeding 34 years of service –100% (of the remaining 85%) at 35 years of service
For an employee who would attain age 61 and more than 15 years of service without exceeding 29 years of service	–70% at age 61 and more than 15 years of service without exceeding 29 years of service –100% (of the remaining 70%) at age 65
For an employee who would attain age 61 without having more than 15 years of service	–60% at age 61 without having more than 15 years of service –100% (of the remaining 60%) at age 65

**For the Pension Plan of the members of  
the Sûreté du Québec**

Years of service	Annual rate of increase
0-1 year	11.80%
2 years	13.20%
3 years	11.50%
4 years	8.90%
5 years	8.60%
6 years	6.00%
7-9 years	0.75%
10 years	1.50%
11-13 years	0.75%
14 years	2.00%
15-20 years	0.50%
21 years	2.00%
22 years or more	0.50%”;

(2) by replacing paragraph 11 by the following:

“(11) Retirement age

For the purposes of section 109.2 of the Act, the retirement age is the age on the date on which membership ceases as determined pursuant to section 8.7 or 8.8 of the Act respecting the Pension Plan of Peace Officers in Correctional Services (chapter R-9.2).

For the purposes of section 109.8 of the Act, retirement is determined according to the following retirement rates:

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For an employee who has at least 35 years of service at the time of transfer	– 80% 6 months after the transfer
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– 100% (of the remaining 80%) at 40 years of service or age 65 if the employee attains that age without attaining 40 years of service
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For an employee who is at least 61 years old or at least 60 years old and who has 30 years of service without exceeding 34 years of service at the time of transfer	– 60% 6 months after the transfer
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– 100% (of the remaining 60%) at 35 years of service or age 65 if the employee attains that age without attaining 35 years of service
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### **For the Pension Plan of the members of the Sûreté du Québec**

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For an employee who would attain 25 years of service or more but before age 55 or whose age and years of service would add up to 75 (criteria 75) before age 50	– 15% at 25 years of service or criteria 75 if the employee is less than 50 years of age
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– 100% (of the remaining 15%) at 32 years of service
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For an employee who would attain 25 years of service at age 55 or older but before age 60	– 30% at 25 years of service
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– 100% (of the remaining 30%) at 32 years of service or age 60 if the employee attains that age without attaining 32 years of service
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For an employee who would attain age 60 without having more than 25 years of service	– 60% at age 60
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– 100% (of the remaining 60%) at age 65
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For an employee who is at least 60 years of age at the time of transfer	– 60% 6 months after the transfer
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– 100% (of the remaining 60%) at 38 years of service or age 65 if the employee attains that age without attaining 38 years of service
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For an employee who has at least 32 years of service without having reached age 60 at the time of transfer	– 60% 6 months after the transfer
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– 100% (of the remaining 60%) at 38 years of service or age 60 if the employee attains that age without attaining 38 years of service
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For an employee whose age and years of service add up to 75 while the employee is less than 50 years of age and has less than 32 years of service at the time of transfer	– 30% 6 months after the transfer
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– 100% (of the remaining 30%) at 32 years of service
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For an employee who has at least 25 years of service but less than 32 years of service and is 50 to 54 years of age at the time of transfer	– 30% 6 months after the transfer
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– 100% (of the remaining 30%) at 32 years of service
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For an employee who has at least 25 years of service but less than 32 years of service and is 55 to 59 years of age at the time of transfer	– 50% 6 months after the transfer
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– 100% (of the remaining 50%) at 32 years of service or age 60 if the employee attains that age without attaining 32 years of service”.
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**2.** This Regulation comes into force on 1 July 2019.

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Gouvernement du Québec

## O.C. 221071, 25 June 2019

An Act respecting the Pension Plan  
of Management Personnel  
(chapter R-12.1)

### Regulation respecting the application — Amendment

Regulation to amend the Regulation under the Act  
respecting the Pension Plan of Management Personnel

WHEREAS, under the first paragraph of section 138.1 of the Act respecting the Pension Plan of Management Personnel (chapter R-12.1) and subject to section 138.2, the years and parts of a year of service credited under the Pension Plan of Peace Officers in Correctional Services to an employee or a person referred to in section 8.7 of the Act respecting the Pension Plan of Peace Officers in Correctional Services (chapter R-9.2) and the years and parts of a year of service for which pension credit is granted under that Act must be credited under this plan on an actuarially equivalent basis established on the date, determined under that section 8.7, on which the employee's or person's membership in this plan ended, if the contributions have not been refunded;

WHEREAS, under the third paragraph of section 138.1 of the Act respecting the Pension Plan of Management Personnel, the actuarial values of the benefits are established on the basis of actuarial assumptions and methods that are determined by regulation and which may vary with the pension plans and benefits concerned;

WHEREAS, under the first paragraph of section 138.7 of the Act, the years and parts of a year of service credited to an employee under the pension plan of the Sûreté du Québec (C.T. 181151 dated 18 August 1992) may be credited under this plan on an actuarially equivalent basis. The employee must no longer have been an employee for the purposes of the pension plan of the Sûreté du Québec for at least 210 days and must not have received a refund of contributions or be a pensioner under that plan. However, the time limit does not apply if the employee simultaneously submits an application for benefits and an application for a transfer under this plan;

WHEREAS, under the third paragraph of section 138.7 of the Act, the actuarial values of the benefits are determined on the date the application for transfer is received at Retraite Québec on the basis of actuarial assumptions and methods determined by regulation;

WHEREAS, under subparagraph 12 of the first paragraph of section 196 of the Act, the Government may, by regulation, determine the actuarial assumptions and methods used to establish the actuarial values of the benefits referred to in sections 138.1 and 138.7, which may vary with the pension plans and benefits concerned;

WHEREAS the Conseil du trésor made the Regulation under the Act respecting the Pension Plan of Management Personnel by Decision 202420 dated 24 May 2005;

WHEREAS it is expedient to amend the Regulation;

WHEREAS, under the first paragraph of section 196 of the Act, the Government exercises the regulatory powers provided for therein after Retraite Québec has consulted the pension committee referred to in section 196.2;

WHEREAS, under section 40 of the Public Administration Act (chapter A-6.01), the Conseil du trésor, after consulting the Minister of Finance, exercises the powers conferred on the Government by an Act that establishes a pension plan applicable to personnel of the public and parapublic sectors, except certain powers;

WHEREAS the consultations have been held;

THE CONSEIL DU TRÉSOR DECIDES:

THAT the Regulation to amend the Regulation under the Act respecting the Pension Plan of Management Personnel, attached hereto, is hereby made.

LOUIS TREMBLAY,  
*Le greffier du Conseil du trésor,*

### Regulation to amend the Regulation under the Act respecting the Pension Plan of Management Personnel

An Act respecting the Pension Plan  
of Management Personnel  
(chapter R-12.1, s. 196, 1st par., subpar. 12)

**1.** The Regulation under the Act respecting the Pension Plan of Management Personnel (chapter R-12.1, r. 1) is amended in section 10.1

(1) by replacing paragraph 9 by the following:

“(9) Rate of increase of salaries