

FAQ: APEX Contribution Change

Why is the contribution structure changing?

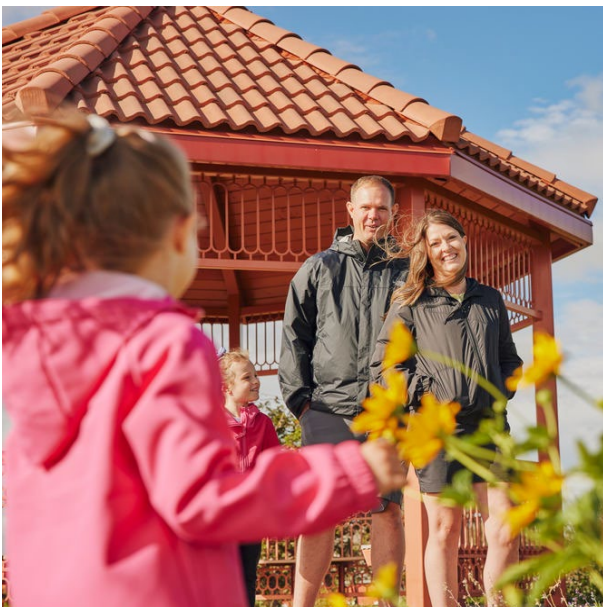
The contribution structure is being revised to better align contributions with how the APEX pension is accrued, like the approach used by LAPP and other defined benefit (DB) plans across Canada.

Typically, DB plans offer a smaller benefit on earnings up to the Yearly Maximum Pensionable Earnings (YMPE) and a larger benefit above it, resulting in higher contribution rates on income above the YMPE. However, APEX currently differs since the benefit earned on salary above the YMPE is not as large as compared to what is earned on salary below the YMPE. Therefore, it is more appropriate for the contribution rate on earnings above the YMPE to be changed to a lower rate.

How will this affect me?

Depending on your pensionable earnings, some plan members may see a slight increase or decrease in how much they pay each pay period. The overall effect depends on each member’s salary mix (how much is below vs. above YMPE).

Pensionable Salary	Flat Contribution Rate (Old)	Split Contribution Rate (New)	Likely Impact
Below YMPE	2.42%	2.78%	Slight increase
Above YMPE	2.42%	1.95%	Slight decrease



Will there be support available to help me understand this?

Your APEX Member handbook will be revised to include additional details about this change, along with practical examples to illustrate how the new split contribution structure will be applied.

Additionally, the Retirement Services Team is available to assist with any questions or queries via [email](#) or call us from anywhere in Alberta at 310.MUNI (6864).



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Will my pension benefit change?

The change will not affect your pension benefit. Contributions made to APEX are for funding purposes and have no impact on the pension you receive. Your APEX pension provides a secure lifetime income, calculated using a formula that considers your Highest Average Earnings and the number of years you've been a contributing member of the Plan.

What are the new rates and when do they take effect?

The change will be applied from January 1, 2026 or the 1st pay period for the 2026 payroll year. The new rates will be:

- Employee Contribution: 2.78% on salary up to the YMPE, 1.95% above the YMPE
- Employer Contribution: 3.40% on salary up to the YMPE, 2.38% above the YMPE.

Will I need to do anything?

No action is required from plan participants at this time.

Can I see examples of how this affects someone like me?

Since this change takes effect on 1 January 2026, some details, such as the Yearly Maximum Pensionable Earnings (YMPE) and the APEX Salary cap for 2026, are not yet available. These figures will be confirmed closer to the end of the year. Once announced, members can speak with their payroll representative for guidance on how the changes will affect their individual contributions.

What happens if I retire or terminate before the change takes effect?

Your pension benefit is unaffected by this change whether you terminate or retire before its implementation.

Will there be support available to help me understand this?

We have provided additional information on our [website](#) to assist you in understanding more about this change. Additionally, the Retirement Services Team is available to assist with any questions or queries via [email](#) or call us from anywhere in Alberta at 310-MUNI (6864).

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