



Dear APEX Plan Participant,

There will be an adjustment to your APEX Supplementary Pension Plan (the Plan) contribution structure, effective January 1, 2026. This change reflects our continued commitment to providing members with affordable and secure lifetime income.

What's Being Adjusted?

Currently, all contributions to the Plan are determined using a **flat contribution rate** for both employee and employer amounts. These contributions rates are 2.42% for employees, and 2.96% for employers.

Starting **January 1, 2026**, we will be transitioning from the flat contribution rate to **split contribution rates** which mirrors the approach used by the Local Authorities Pension Plan (LAPP). This means there will be one contribution rate for earnings below the Year's Maximum Pensionable Earnings (YMPE) and another for earnings above the YMPE. The new contributions rates will be:

- Employee: **2.78%** on pensionable earnings up to the Yearly Maximum Pensionable Earnings (YMPE), and **1.95%** on earnings above the YMPE up to the APEX Salary cap, and
- Employer: **3.40%** on pensionable earnings up to the Yearly Maximum Pensionable Earnings (YMPE), and **2.38%** on earnings above the YMPE up to the APEX Salary cap

Why Is This Happening?

This change is an outcome of our ongoing review of the Plan's design. The change better aligns the contributions you make with how your pension benefit is accrued. This approach reflects common practice among other Defined Benefit Pension Plans across Canada, such as LAPP. With LAPP, the contribution rate increases on salary above the YMPE, whereas with APEX the contribution rate decreases on this portion of your salary. This results in better alignment between both plans.

How Will This Affect You?

As this is a change from a flat contribution rate to split contribution rates, the impact will vary depending on your individual income level. Depending on your earnings, your contribution amount might increase or decrease slightly.

Please note that this change will not affect the pension benefit you receive from APEX. 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 Do You Need To Do?

Nothing. This change will happen automatically starting **January 1, 2026** (the 1st pay period for the 2026 payroll year). You will see the update on your first paycheck and every paycheck thereafter.

Where Do You Find More Information?

We recognize that changes to your pension contributions are important. We have provided additional information on our [website](#) to assist you in understanding more about this change.

If you have any questions please feel free to contact us via [email](#) or call 310-MUNI (6864) from anywhere in Alberta.

[Check out Product & Services > Retirement Services > APEX at ABmunis.ca](#)

300, 8616 - 51 Avenue NW ▪ Edmonton, AB, T6E 6E6 ▪ [abmunis.ca](#) ▪ [hello@abmunis.ca](#)
T 780.433.4431 ▪ F 780.433.4454 ▪ AB Toll Free 310.MUNI