



CONTRIBUTION RATES

EFFECTIVE JANUARY 1, 2004

Effective January 1, 2004, contribution rates on salary are as follows:

| Salary Portion | Universities of Alberta, Calgary & Lethbridge | | Athabasca University & The Banff Centre | |
|--|--|----------|--|----------|
| | Employee | Employer | Employee | Employer |
| On earnings up to YMPE | 8.015% | 8.015% | 7.515% | 8.515% |
| On earnings in excess of YMPE up to pensionable salary cap | 10.415% | 10.415% | 9.915% | 10.915% |
| On earnings in excess of pensionable salary | 0.88% | 0.88% | 0.88% | 0.88% |

YMPE (Year's Maximum Pensionable Earnings)

The maximum earnings set each year by the Canada Pension Plan (CPP) on which you are required to make CPP contributions. In 2004, the YMPE is \$40,500.

Pensionable Salary Cap

For service on and after January 1, 1992, *pensionable salary* does not include earnings in excess of the pensionable salary cap. The pensionable salary cap changes from year to year, and is equal to the *salary* that produces the maximum UAPP benefit accrual allowed for that year by the *Income Tax Act*.

The pensionable salary cap for 2004 is \$103,817.