



WATER AND POWER EMPLOYEES' RETIREMENT PLAN

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HOW TO CALCULATE YOUR RETIREMENT ALLOWANCE AND OTHER INFORMATION INCLUDING THE PROCEDURE FOR HOW TO RETIRE

TIER 2

THIS DOCUMENT IS NOT INTENDED TO BE AN EXCERPT OF THE WATER AND POWER EMPLOYEES' RETIREMENT PLAN (WPERP). ITS SOLE PURPOSE IS TO SHOW TO THOSE CONCERNED IN SIMPLE, NON-TECHNICAL TERMS, THE METHOD OF CALCULATING A RETIREMENT ALLOWANCE. FOR ADDITIONAL INFORMATION, THE ENTIRE WPERP DOCUMENT IS AVAILABLE ON OUR WEBSITE. IF THERE ARE CONFLICTS, THE TERMS OF THE WPERP WILL PREVAIL.

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SUSPENSION OF RECIPROCITY

Reciprocity was an agreement, effective February 1, 1980, between the Los Angeles Department of Water and Power (Department) and the City of Los Angeles (City) to automatically transfer a member's **Department Service**, accrued **Service Credit**, and contributions between the Water and Power Employees' Retirement Plan (WPERP) and the Los Angeles City Employees' Retirement System (LACERS) whenever a member transferred and/or promoted between the City and the Department without a break in service.

Reciprocity between WPERP and LACERS was suspended on January 1, 2014. If you transfer between the Department and City anytime on or after this date, your service and contributions will stay on deposit with the pension system you left. If you have funds on deposit with both systems, your **Department Service** with WPERP and your **Department Service** with LACERS will be combined to compute your **Qualifying Service**. Your **Qualifying Service** will be used to determine your eligibility for retirement benefits. However, only **Service Credit** with WPERP will be used to calculate your WPERP monthly retirement allowance.

GLOSSARY OF TERMS

Department Service: Employment history at the Department or City, and purchased time for Other Governmental Services; includes any leaves of absence (disability, Workers' Compensation, military, maternity, personal, suspension, etc.)

Service Credit: Pay periods in which contributions are made to WPERP or LACERS, including any purchased time; used to calculate your monthly allowance

Qualifying Service: Combined Department Service for both the Department and City at retirement; used to determine your eligibility for retirement benefits

If you do not have any service with the City, your Department Service, accrued Service Credit, and Qualifying Service, will be equal to your total with WPERP.

SERVICE RETIREMENT FORMULA

NORMAL RETIREMENT:

- Age 60/10 Years of Qualifying Service = 1.5% unreduced
- Age 60/30 Years of Qualifying Service = 2.0% unreduced
- Age 63/10 Years of Qualifying Service = 2.0% unreduced
- Age 63/30 Years of Qualifying Service = 2.1% unreduced

EARLY RETIREMENT:

- Any Age/30 Years of Qualifying Service = 2.0% reduced
- Age 55/30 Years of Service Credit (WPERP and LACERS) = 2.0% unreduced
- Any age, Permanent Total Disability with WPERP

SUSPENSION OF RECIPROCITY (Continued)

IMPORTANT

If you are employed with any department of the City at the time of your retirement from WPERP, you must either terminate your City employment or if applicable, apply to retire from LACERS simultaneously. IRS regulations prohibit a distribution from the WPERP, while employed by the City or the Department *in any capacity*.

QUALIFICATIONS TO RETIRE

You will qualify for a Service Retirement if:

- You are at least 60 years old, **and**
- You have at least 10 years of Qualifying Service before your retirement **and**
- You were a contributing member for at least five years at any time during your career (or received disability benefits from WPERP or any Workers' Compensation law).

OR

- You have 30 years Qualifying Service, regardless of your age, **and**
- You were a contributing member for at least five years at any time during your career (or received disability benefits from WPERP or any Workers' Compensation law).

OR

- You are receiving Permanent Total Disability benefits from WPERP, regardless of your age.

IMPORTANT

Purchases of Other Governmental Service cannot be used to meet the following requirement:

- “contributing member for at least five years at any time during your career”

Unless you meet the above criteria, you are NOT ELIGIBLE for a Service Retirement. However, if you resign and leave your money on deposit with WPERP, you may be eligible for a Vested Right Retirement (see page 37).

You may forfeit your right and your beneficiary's right to receive any WPERP benefits if you are convicted, plead guilty, or plead no contest to any felony related to your employment with the Department.

HOW TO RETIRE

Retirements are always effective on the first day of the month.

Your Application for Retirement begins in your Division. Let your supervisor know **60 or more days before** the date you want to retire. Your Division's administrative staff will type your application on Department letterhead. (A sample of the letter is available on DWPFForms under Retirement – Application for Retirement.) After you and your Division Director sign the letter, your Division is responsible for delivering the application to the Retirement Plan Office, John Ferraro Building, Room 357, no less than **30 calendar days prior to your retirement date**. Thirty days prior is mandatory per the City Charter; the Retirement Plan Office **CANNOT** accept a late application.

In addition to the Application for Retirement, you should complete the Personal Data Sheet for Retirees, which is also available on DWPFForms under Retirement – Application for Retirement. Please deliver the Personal Data Sheet directly to the Retirement Plan Office. **You should not submit this form to your Division.**

Between 10 to 14 days before your retirement date, we will send a letter to your home address. The letter shows how much money you can expect per month under each of the available options. Review the letter and select the option that is best for you. If you need help understanding the options, please call the Retirement Counselor whose name and phone number are on the letter. Your counselor will review the information with you and schedule an appointment for your personal counseling session in our office. Your Eligible Spouse/Domestic Partner is encouraged to attend with you.

At your counseling appointment, we will review the following:

- Birth certificates, Marriage certificate, Domestic Partnership registration, if applicable
- Service Retirement Formula
- Contract for your selected option
- Beneficiary designation form
- Reemployment after retirement acknowledgment form
- Electronic direct deposit form
- Federal and California state tax withholding instructions
- Vacation and Accumulated Time Off claim forms (PROCESSED BY PAYMASTER)
- Health Plans enrollment form (PROCESSED BY HEALTH PLANS OFFICE)

HOW TO RETIRE (Continued)

IMPORTANT

An original or certified copy of your birth certificate, your Eligible Spouse/Domestic Partner's birth certificate and your marriage license/certificate or your domestic partnership registration form will be required at your counseling session. We will photocopy these documents and return the originals to you. If you have been divorced, we may need a copy of your divorce papers to determine if your former spouse has a community property interest in your retirement allowance.

You should be available for retirement counseling and to sign papers during the month before your retirement date.

You may cancel your request to retire after it has been received by the Retirement Plan Office by sending us a letter to that effect, which must be received and date stamped in our office no less than **7 calendar days prior to your retirement date**. If you are under age 60, your request to withdraw your application must be routed through your Division and approved by your Division Director.

If a retirement option is not chosen at the time of retirement, the Retirement Plan Office will automatically grant you an "**Option Full**" allowance. No matter what option is chosen, you will have **10 calendar days** after your retirement date to change your option.

If you are not currently employed in the Department, please contact the Retirement Plan Office at least 60 days in advance of your anticipated retirement date to apply for retirement.

THINGS TO KNOW

The general rule is that your retirement check is mailed the last working day of the month or, if you have electronic direct deposit (EDD), your retirement allowance is credited to your bank account on the first business day of the next month. However, an exception to the general rule occurs when the first day of the month falls on a weekend or holiday, in which case EDD amounts are credited the preceding business day and retirement checks are mailed one day before EDD amounts are credited. The weekend/holiday exception does not apply to the retirement allowance for the monthly payroll period ending December 31. **Checks for the December 31 retirement payroll are mailed the last business day in December and EDD amounts are credited the first business day in January.**

HOW TO RETIRE (Continued)

If you have an outstanding contract to purchase time or redeposit previously withdrawn time, you must complete the payment in full by the last working day of the month **before** your effective retirement date. Otherwise, you will only receive partial service credit for the contract and will not be allowed to complete this purchase subsequent to your retirement date.

If you entered into a contract to buy time at full actuarial cost, you should contact the Retirement Plan Office **at least 90 days in advance of your anticipated retirement date** so that we can calculate the “true-up” cost of your contract.

HOW TO ESTIMATE YOUR RETIREMENT WITH THE QUICK AND EASY METHOD

The chart on the following page, “Retirement Allowance as a Percentage of Salary”, shows the approximate percentage of monthly salary you will receive at retirement for Option Full. Multiply your monthly salary by the factor corresponding to your age and years of Service Credit with WPERP and you will have your approximate monthly retirement allowance.

To determine if you are eligible to retire and approximate your monthly retirement for Option Full, ask yourself the following questions:

1. Am I eligible to retire? (see Qualifications to Retire, page 5)
2. If yes, what is my formula? (see Suspension of Reciprocity, page 3)

Example: If a 60-year old person was earning a monthly salary of \$3,369.90 with 15 years of Service Credit with WPERP and has less than 30 years of Qualifying Service combined between WPERP and LACERS, calculate the person’s approximate monthly retirement allowance for Option Full.

1. Is this person eligible to retire?

Yes. He/She is 60-years old, and meets the minimum service requirements.

2. What formula will this person get?

Since he/she is 60-year old and has less than 30 years of Qualifying Service, he/she will get 1.5% unreduced.

To use the tables on the following page, find the table for someone with less than 30 Years of Qualifying Service. Then look down the left hand column for 15 years of Service Credit. Finally look across the top for age 60 (age 60-62). The box that they share is 22.50.

The percentage of salary this person would receive is 22.50 percent. The person’s monthly salary of \$3,369.90 multiplied by 22.50 percent would be approximately \$758.23 per month for Option Full.

Retirement Allowance as a Percentage of Salary

30+ Years of Service Credit (WPERP and LACERS)

*Service Credit	Age at Retirement								
	2.0% Reduced	2.0% Reduced	2.0% Reduced	2.0% Reduced	2.0% Reduced	2.0% Reduced	2.0% Reduced	2.0% Unreduced	2.1% Unreduced
	48	49	50	51	52	53	54	55-62	63+
30	42.90	44.70	46.50	48.30	50.10	51.90	53.70	60.00	63.00
31	44.33	46.19	48.05	49.91	51.77	53.63	55.49	62.00	65.10
32	45.76	47.68	49.60	51.52	53.44	55.36	57.28	64.00	67.20
33	47.19	49.17	51.15	53.13	55.11	57.09	59.07	66.00	69.30
34	48.62	50.66	52.70	54.74	56.78	58.82	60.86	68.00	71.40
35	50.05	52.15	54.25	56.35	58.45	60.55	62.65	70.00	73.50
36	51.48	53.64	55.80	57.96	60.12	62.28	64.44	72.00	75.60
37	52.91	55.13	57.35	59.57	61.79	64.01	66.23	74.00	77.70
38	54.34	56.62	58.90	61.18	63.46	65.74	68.02	76.00	79.80
39	55.77	58.11	60.45	62.79	65.13	67.47	69.81	78.00	80.00
40	57.20	59.60	62.00	64.40	66.80	69.20	71.60	80.00	80.00

30+ Years of Qualifying Service (WPERP and LACERS)

*Service Credit	Age at Retirement								
	2.0% Reduced	2.0% Reduced	2.0% Reduced	2.0% Reduced	2.0% Reduced	2.0% Reduced	2.0% Reduced	2.0% Unreduced	2.1% Unreduced
	53	54	55	56	57	58	59	60-62	63+
10	17.30	17.90	18.50	18.80	19.10	19.40	19.70	20.00	21.00
11	19.03	19.69	20.35	20.68	21.01	21.34	21.67	22.00	23.10
12	20.76	21.48	22.20	22.56	22.92	23.28	23.64	24.00	25.20
13	22.49	23.27	24.05	24.44	24.83	25.22	25.61	26.00	27.30
14	24.22	25.06	25.90	26.32	26.74	27.16	27.58	28.00	29.40
15	25.95	26.85	27.75	28.20	28.65	29.10	29.55	30.00	31.50
16	27.68	28.64	29.60	30.08	30.56	31.04	31.52	32.00	33.60
17	29.41	30.43	31.45	31.96	32.47	32.98	33.49	34.00	35.70
18	31.14	32.22	33.30	33.84	34.38	34.92	35.46	36.00	37.80
19	32.87	34.01	35.15	35.72	36.29	36.86	37.43	38.00	39.90
20	34.60	35.80	37.00	37.60	38.20	38.80	39.40	40.00	42.00
21	36.33	37.59	38.85	39.48	40.11	40.74	41.37	42.00	44.10
22	38.06	39.38	40.70	41.36	42.02	42.68	43.34	44.00	46.20
23	39.79	41.17	42.55	43.24	43.93	44.62	45.31	46.00	48.30
24	41.52	42.96	44.40	45.12	45.84	46.56	47.28	48.00	50.40
25	43.25	44.75	46.25	47.00	47.75	48.50	49.25	50.00	52.50
26	44.98	46.54	48.10	48.88	49.66	50.44	51.22	52.00	54.60
27	46.71	48.33	49.95	50.76	51.57	52.38	53.19	54.00	56.70
28	48.44	50.12	51.80	52.64	53.48	54.32	55.16	56.00	58.80
29	50.17	51.91	53.65	54.52	55.39	56.26	57.13	58.00	60.90

< 30 Years of Qualifying Service (WPERP and LACERS)

*Service Credit	Age at Retirement	
	1.5% Unreduced	2.0% Unreduced
	60-62	63+
10	15.00	20.00
15	22.50	30.00
20	30.00	40.00
25	37.50	50.00

*Service Credit on deposit with WPERP.

The formula pension is capped at 80% of the Final Average Salary.

HOW TO ESTIMATE A BASIC SERVICE RETIREMENT ALLOWANCE

If you want a more accurate method to calculate your retirement allowance, the basic “formula” to estimate your retirement allowance is shown below:

Average Monthly Salary	X	1.5%	X	Service Credit	=	Option Full Allowance
<i>See page 12</i>				<i>See page 13</i>		<i>See page 17</i>
\$3,369.90	X	.015	X	16	=	\$808.78

If applicable, there may be a reduction because of an Early Retirement Reduction Factor (page 15). You may also decide on a retirement option, which may reduce your allowance (page 21).

If you have at least 30 years of Service Credit with WPERP and are at least 55 years of age, the retirement factor (percentage) is 2.0%.

Average Monthly Salary	X	2.0%	X	Service Credit	=	Option Full Allowance
<i>See page 12</i>				<i>See page 13</i>		<i>See page 17</i>
\$3,369.90	X	.020	X	30	=	\$2,021.94

If you have 20 years of Service Credit with WPERP and 10 years of Service Credit with LACERS for a combined total of 30 years of Service Credit, and are at least 55 years of age, your retirement factor (percentage) is still 2.0%.

Average Monthly Salary	X	2.0%	X	Service Credit	=	Option Full Allowance
<i>See page 12</i>				<i>See page 13</i>		<i>See page 17</i>
\$3,369.90	X	.020	X	20	=	\$1,347.96

LIST OF COMPONENTS THAT MAY BE INVOLVED IN THE ESTIMATE OF YOUR RETIREMENT ALLOWANCE

Average Monthly Salary	<i>Page 12</i>
Service Credit	<i>Page 13</i>
Early Retirement Reduction Factor	<i>Page 15</i>
Options	<i>Page 17</i>
Eligible Spouse/Domestic Partner Continuance	<i>Page 20</i>
Divorce	<i>Page 35</i>

HOW TO ESTIMATE YOUR AVERAGE MONTHLY SALARY

- Determine the total pay for the highest 78 successive pay periods: (The “base pay” used in this calculation is the pay rate shown in your Memorandum of Understanding. Overtime and Shift Differential are not part of your base pay.)

<u>Number of Pay Periods</u>	X	<u>Base Bi-weekly Pay Amount</u>	=	<u>Total Pay</u>
57	X	\$1,575.00	=	\$89,775.00
<u>21</u>	X	\$1,500.00	=	<u>\$31,500.00</u>
78		TOTAL		\$121,275.00

- Change the total pay to its monthly equivalent by:

- * dividing the total by 78 to get the average bi-weekly amount
- * then multiplying the bi-weekly amount by the factor 2.175 to get the average monthly amount.

$$\$121,275.00 \div 78 = \$1,554.81 \quad X \quad 2.175 = \$3,381.71$$

THINGS TO KNOW

Your salary, while a member of LACERS, can only be considered if the funds for the period are on deposit with WPERP.

Your highest 78 successive pay periods may not necessarily be the last 78 pay periods.

If you have less than 78 successive pay periods on deposit with WPERP, your average monthly salary will be based on the total pay periods you have on deposit with WPERP.

The amount used to calculate your monthly salary is the base salary on the **first** day of the pay period.

Overtime and Shift Differentials are not included in your base pay; however, add-ons are included. Examples of add-ons include bilingual premiums, longevity, and professional licenses.

HOW TO CALCULATE YOUR YEARS AND PARTIAL YEARS OF SERVICE CREDIT

Your Service Credit includes the following time on deposit with WPERP:

- Pay periods from January 1, 2014 to your retirement date during which you were a member of WPERP, received a paycheck and had a retirement contribution deducted from that pay. If you were on the payroll one day in a pay period, a retirement deduction was taken.
- Credited military service.
- Any purchased time, including
 - Ineligible Department or City service for which you were not a member of retirement system (e.g. Exempt or Part-time)
 - Unpaid maternity leave with the Department, up to a maximum of one year
 - Service for which you have re-deposited previously withdrawn contributions
 - Other Governmental Service (OGS)
- Periods during which you have received WPERP disability benefits or Workers' Compensation benefits from the Department, but only to the extent of the allowable maximums shown below:

You will receive a maximum of four months of Service Credit for the first 10 years of Department Service with WPERP and one additional month of Service Credit for every two years of Department Service with WPERP thereafter. See below:

Department Service with WPERP	Credit
10 years	4 months
12 years	5 months
14 years	6 months
16 years	7 months
18 years	8 months
20 years	9 months

Department Service with WPERP	Credit
22 years	10 months
24 years	11 months
26 years	12 months
28 years	13 months
30 years	14 months
32 years	15 months

Do NOT include the following in your service credit:

- * Any pay period for which you received WPERP disability benefits or Department Worker's Compensation benefits which exceeded the above mentioned credits.
- * Any pay period you were on a leave without pay (except for allowable military credit).

HOW TO CALCULATE YOUR YEARS AND PARTIAL YEARS OF SERVICE CREDIT (Continued)

The following chart will convert your service credit to decimals, to be used in the calculation of your estimated retirement allowance:

Service Credit Decimal Equivalentents

1 pay period	=	.0383	14 pay periods	=	.5366
2 pay periods	=	.0767	15 pay periods	=	.5750
1 Month	=	.0833	7 Months	=	.5833
3 pay periods	=	.1150	16 pay periods	=	.6133
4 pay periods	=	.1533	17 pay periods	=	.6516
2 Months	=	.1667	8 Months	=	.6667
5 pay periods	=	.1917	18 pay periods	=	.6899
6 pay periods	=	.2300	19 pay periods	=	.7283
3 Months	=	.2500	9 Months	=	.7500
7 pay periods	=	.2683	20 pay periods	=	.7666
8 pay periods	=	.3066	21 pay periods	=	.8049
4 Months	=	.3333	10 Months	=	.8333
9 pay periods	=	.3450	22 pay periods	=	.8433
10 pay periods	=	.3833	23 pay periods	=	.8816
5 Months	=	.4167	11 Months	=	.9167
11 pay periods	=	.4216	24 pay periods	=	.9199
12 pay periods	=	.4600	25 pay periods	=	.9583
13 pay periods	=	.4983	26 pay periods	=	.9966
6 Months	=	.5000	12 Months	=	1.0000

ADD THE APPLICABLE DECIMALS FROM ABOVE TO THE NUMBER OF WHOLE YEARS OF SERVICE CREDIT WITH WPERP.

EXAMPLE: 30 YEARS 3 MONTHS = 30.2500

IMPORTANT

If you have time that you have not purchased, you should contact the Retirement Plan Office as early as possible. Significant interest penalties may apply.

You will not be allowed to make any payments toward a contract after your retirement date.

If you entered into a contract to buy time at full actuarial cost, your contract may require a “true-up” calculation prior to your retirement.

EARLY RETIREMENT REDUCTION FACTOR

The following situations will determine if you will have an Early Retirement Reduction Factor applied to your retirement allowance:

Situation	Reduction Factor
You are 60 years old or older	NO
You are 60 years old or older and you have less than 10 years of <i>Qualifying Service</i> at retirement	You are not eligible to retire
You are between 55 and 59 years old and you have at least 30 years of <i>Service Credit</i> (WPERP and LACERS) at retirement	NO
You are between 55 and 59 years old and you have at least 30 years of <i>Qualifying Service</i> , but not 30 years of <i>Service Credit</i> (WPERP and LACERS) at retirement	YES
You are younger than 55 years old and you have at least 30 years of <i>Qualifying Service</i> at retirement	YES
You are younger than 55 years old and you have less than 30 years of <i>Qualifying Service</i> at retirement	You are not eligible to retire

If your answer for a factor is yes, your retirement will be reduced as shown below. Please refer to the chart on the next page for the factor that applies to you.

Example: If you have at least 30 years of Qualifying Service (WPERP and LACERS), you are 54-years old, and you have 20 years of Service Credit with WPERP, your Early Retirement Reduction Factor will be .8950 or 89.5%. This is a 10.5% reduction to your formula pension.

Average Monthly Salary	X	2.0% X	Service Time	X	Early Retirement Reduction Factor	=	Option Full Allowance
<i>See page 12</i>			<i>See page 13</i>		<i>See page 15</i>		<i>See page 17</i>
\$3,356.25	X	.020 X	20.0000	X	.8950	=	\$1,201.54

Even though there is an Early Retirement Reduction Factor imposed on you if you choose to retire early, it is based on the assumption that you will receive the smaller monthly allowance for a longer period of time. Over your lifetime, you may receive more from an early retirement than you would receive if you retired later without an Early Retirement Reduction Factor.

EARLY RETIREMENT REDUCTION FACTOR (Continued)

The Early Retirement Reduction Factor is determined by the attained age on the effective date of retirement.

Every three months of attained age will affect the factor.

Example: A person's retirement date is May 1, 2006 and his/her 54th birthday is October 6, 2005. The attained age is 54 years, 6 months, and 25 days; therefore, we will use the factor for 54 1/2 (or 54 years and 6 months). If the person's birthday were November 6 instead of October 6, the attained age would 54 years, 5 months, and 24 days. Therefore the factor used would be 54 1/4 (or 54 years and 3 months).

Early Retirement Reduction Factor

Attained Age at actual Retirement	Exact Age	+3 Months	+6 Months	+9 Months
48	.7150	.7225	.7300	.7375
49	.7450	.7525	.7600	.7675
50	.7750	.7825	.7900	.7975
51	.8050	.8125	.8200	.8275
52	.8350	.8425	.8500	.8575
53	.8650	.8725	.8800	.8875
54	.8950	.9025	.9100	.9175
55	.9250	.92875	.9325	.93625
56	.9400	.94375	.9475	.95125
57	.9550	.95875	.9625	.96625
58	.9700	.97375	.9775	.98125
59	.9850	.98875	.9925	.99625
60 & over	1.0000			

Note: If you have 30 or more years of Service Credit (WPERP and LACERS), you may retire between ages 55 and 60 without a reduction in your retirement allowance.

An Early Retirement Reduction Factor of 1.0000 means that you have NO reduction.

RETIREMENT OPTIONS SUMMARY

The following information will give you a **general idea** of the various Retirement Options that will be offered to you. You may choose any option at retirement. (*IRS limitations may apply to the options and continuance percentages available to you.*)

Option Full

Monthly Retirement Allowance

Largest monthly retirement allowance available.

Eligible Spouse/Domestic Partner
Continuance

Up to 50% continuance to your Eligible Spouse/Domestic Partner after your death.

Single members and members whose Eligible Spouse/Domestic Partner have their own retirement income may want to consider Option Full.

Option A

Monthly Retirement Allowance

Slightly reduced monthly retirement allowance.

Eligible Spouse/Domestic Partner
Continuance

Up to 50% continuance to your Eligible Spouse/Domestic Partner after your death.

AND

At your death, your designated beneficiary(ies) will receive a **refund of any unused portion of your employee contributions and interest**. Each month while you are retired, a portion of the total accumulated contributions is used to pay your allowance. Your total accumulated contributions generally last approximately ten years; however, WPERP will continue to pay your monthly retirement allowance for your lifetime. If you pass away before your employee contributions and interest have been exhausted and you chose Option A, whatever monies remaining will be paid to whomever you designate as your beneficiary(ies).

Example: If you had \$70,000 in your account, you chose Option A at retirement, and you live only five years, there may be approximately \$35,000 paid in a lump sum to whomever you designated as your beneficiary. In addition to this refund, Option A still provides a monthly continuance to your Eligible Spouse/Domestic Partner after your death of up to 50 percent of your Option Full retirement allowance.

Members who have a life-threatening medical condition when they retire or who have a large retirement account may want to consider Option A, especially if they do not have an Eligible Spouse/Domestic Partner who will benefit from the Option D or E continuance.

RETIREMENT OPTIONS SUMMARY (Continued)

Option B

Monthly Retirement Allowance

Reduced monthly retirement allowance based on an actuarial table.

Eligible Spouse/Domestic Partner Continuation

Up to 50% continuance to your Eligible Spouse/Domestic Partner after your death.

AND

Designated Beneficiary Continuation
100% continuance to your designated Beneficiary after your death.

Members with a disabled child, who is unable to provide for him/herself, may want to consider this option. The amount that your monthly retirement allowance is reduced depends on your age and the age of your designated Beneficiary.

Option C

Monthly Retirement Allowance

Reduced monthly retirement allowance based on an actuarial table.

Eligible Spouse/Domestic Partner Continuation

Up to 50% continuance to your Eligible Spouse/Domestic Partner after your death.

AND

Designated Beneficiary Continuation
1% to 99% continuance to your designated Beneficiary after your death.

Members with a disabled child may want to consider this option since it is less expensive to you than Option B. The amount that your monthly retirement allowance is reduced depends on the percentage continuance that you choose, your age, and the age of your designated Beneficiary.

Option D

Monthly Retirement Allowance

Reduced monthly retirement allowance based on an actuarial table.

Eligible Spouse/Domestic Partner Continuation

100% continuance to your Eligible Spouse/Domestic Partner after your death.

Members who have an Eligible Spouse/Domestic Partner and want provide a continuance which is the same amount as what the member received may want to consider this option. The amount that your monthly retirement allowance is reduced depends your age and the age of your Eligible Spouse/Domestic Partner.

RETIREMENT OPTIONS SUMMARY (Continued)

Option E

Monthly Retirement Allowance

Reduced monthly retirement allowance based on an actuarial table.

Eligible Spouse/Domestic Partner Continuance

51% to 99% continuance to your Eligible Spouse/Domestic Partner after your death.

Members who have an Eligible Spouse/Domestic Partner and want to provide a continuance which is greater than 50%, but Option D is too expensive. The amount that your monthly retirement allowance is reduced depends on the percentage continuance that you choose, your age, and the age of your Eligible Spouse/Domestic Partner.

THINGS TO KNOW

If a member chose an option that provides a continuance for an Eligible Spouse/Domestic Partner or a designated Beneficiary and that person predeceases the member, the continuance will not be payable and the member will NOT be able to change the option.

If the member divorces or terminates the domestic partnership after retirement, the Eligible Spouse/Domestic Partner continuance will NOT be payable and the member will NOT be able to change the option, unless required to do so by a court order as described below.

If a member, who was married at least one year prior to retirement, and on the effective date of retirement, gets divorced after retirement, the divorce may include an order by the court to provide a continuance to the former Eligible Spouse. The member will pay for any additional cost associated with the change in option by reducing the retirement allowance being paid to the member immediately prior to the implementation of the court order, even if the member is already receiving a reduced allowance. For example, if a member chose Option A at retirement, which included a reduction in the monthly retirement allowance, and is later mandated by the divorce order to change the selection to an Option C designating the former spouse as Beneficiary to a continuance, a second decrease in the monthly retirement allowance will occur to provide for the Option C continuance. Also, the refund of contributions which would have been payable under Option A would no longer apply.

The option that you choose for your retirement allowance is separate from the option that you choose for your Additional Annuity, if applicable. If you elect to receive your Additional Annuity as a monthly amount, Options Full, A, B, and C are available to you. You may not choose Options D or E since there is no Eligible Spouse/Domestic Partner continuance associated with the Additional Annuity. Instead you may select Options B or C to leave a continuance to your spouse/domestic partner, or any other designated Beneficiary.

ELIGIBLE SPOUSE/DOMESTIC PARTNER CONTINUANCE

Eligible Spouse/Domestic Partner Continuance:

An Eligible Spouse/Domestic Partner must be married to you or registered with WPERP or with the state of California:

- * Continuously for one year prior to your retirement date, **AND**
- * On your retirement date, **AND**
- * On the date of your death.

If your Eligible Spouse/Domestic Partner dies, or if you divorce/terminate your domestic partnership after retirement, the right to an Eligible Spouse/Domestic Partner continuance will stop.

**Eligible Spouse/Domestic Partner Continuance
Percentage Table**

<u>Years by which member's age exceeds Eligible Spouse's/Domestic Partner's Age</u>	<u>Percentage of Option Full</u>
Less than 5 years.....	50%
5 years but less than 10 years.....	47-1/2%
10 years but less than 15 years.....	45%
15 years but less than 20 years.....	42-1/2%
20 years but less than 25 years.....	40%
25 years or more.....	35%

THINGS TO KNOW

If the member is younger than the Eligible Spouse/Domestic Partner, the continuance will always be 50% of the Option Full.

To register a domestic partner with WPERP, please ask the Retirement Plan Office for a Registration of Domestic Partnership form. Registration of a domestic partner with the Health Plans Office is separate from WPERP. You must register your domestic partner with WPERP and meet all other WPERP requirements for your domestic partner to qualify for a continuance.

HOW TO ESTIMATE YOUR SERVICE RETIREMENT ALLOWANCE OPTIONS FULL, A, AND D

Option Full: The most money you can receive. Upon your death, your Eligible Spouse/Domestic Partner would receive up to 50% of your retirement allowance per month.

Average Monthly Salary	X	2.0 %	X	Service Time	X	Early Retirement Reduction Factor	=	Option Full Allowance
<i>See page 12</i>				<i>See page 13</i>		<i>See page 15</i>		<i>See page 17</i>
Example:								
\$4,900.00	X	.020	X	30.000	X	1.0000	=	\$2,940.00

In the above example, the member is 55 years old, has an average monthly salary of \$4,900.00 per month, and has 30 years of Service Credit with WPERP. The monthly salary is multiplied by the Retirement Factor of 2.0%. That total is multiplied by 30 years of service. That total is multiplied by 1.0000, there is **no** Early Retirement Reduction Factor for a member who is 55 with 30 years of Service Credit on the date of retirement.

The answer, \$2,940.00, is what the member will receive each month for Option Full. This member has an Eligible Spouse/Domestic Partner (as described on page 20) who is also 55. The Eligible Spouse/Domestic Partner continuance, if the member dies before the Eligible Spouse/Domestic Partner dies, will be 50% of the monthly allowance the member is receiving when the member dies.

Option Full (Including service with LACERS): The most money you can receive. Upon your death, your Eligible Spouse/Domestic Partner would receive up to 50% of your retirement allowance per month.

Average Monthly Salary	X	2.0 %	X	Service Time	X	Early Retirement Reduction Factor	=	Option Full Allowance
<i>See page 12</i>				<i>See page 13</i>		<i>See page 15</i>		<i>See page 17</i>
Example:								
\$4,900.00	X	.020	X	27.500	X	1.0000	=	\$2,695.00

HOW TO ESTIMATE YOUR SERVICE RETIREMENT ALLOWANCE OPTIONS FULL, A, AND D (Continued)

In the previous example, the member is 55 years old, has an average monthly salary of \$4,900.00 per month, and has 27 years and 6 months of Service Credit with WPERP **AND** 2 years and 6 months of Service Credit with LACERS. Since the member has a total of 30 years of Service Credit (WPERP and LACERS), the monthly salary is multiplied by the Retirement Factor of 2.0%. That total is multiplied by 27.5 (or 27 years and 6 months) of Service Credit with WPERP. That total is multiplied by 1.0000; there is **no** Early Retirement Reduction Factor for a member who is 55 with 30 years of Service Credit (WPERP and LACERS) on the date of retirement.

The answer, \$2,695.00, is what the member will receive each month for Option Full. This member has an Eligible Spouse/Domestic Partner (as described on page 20) who is also 55. The Eligible Spouse/Domestic Partner continuance, if the member dies before the Eligible Spouse/Domestic Partner dies, will be 50% of the monthly allowance the member is receiving when the member dies.

The member may be eligible for a separate monthly allowance from LACERS for the 2.5 (2 years and 6 months) of Service Credit with LACERS.

Option A: Provides a reduced monthly allowance, but at your death your beneficiary will receive a refund of any unused portion of your employee contributions and interest. This option also provides a monthly continuance to your Eligible Spouse/Domestic Partner after your death of up to 50% of your full retirement allowance.

Option Full Allowance <i>See page 17</i>	Option A Factor <i>See page 24</i>	Option A Allowance <i>See page 17</i>
Example: \$2,940.00	X	.992
	=	\$2,916.48

Using the same example above, the Option Full allowance was \$2,940.00. This amount is multiplied by the Option A Factor on page 24 for age 55, which is .992. The Option A allowance is \$2,916.48. The Eligible Spouse/Domestic Partner continuance will be the same as the continuance for your Option Full.

HOW TO ESTIMATE YOUR SERVICE RETIREMENT ALLOWANCE OPTIONS FULL, A, AND D (Continued)

Option D: Provides a reduced monthly allowance, but after your death, your Eligible Spouse/Domestic Partner will receive the same monthly allowance you were receiving.

Option Full <u>Allowance</u> <i>See page 17</i>	Option D <u>Factor</u> <i>See page 25</i>	Option D <u>Allowance</u> <i>See page 17</i>
Example: \$2,940.00	X	.9655 = \$2,838.57

Using the same example above, the Option Full allowance was \$2,940.00. This amount is multiplied by the Option D Factor starting on page 25 for member age 55, and Eligible Spouse/Domestic Partner age 55, which is .9655. The Option D allowance is \$2,838.57. The Eligible Spouse/Domestic Partner continuance will be the same amount as the member was receiving when the member died.

THINGS TO KNOW

Options Full and A provide for an Eligible Spouse/Domestic Partner continuance of up to 50% and Option D provides an Eligible Spouse/Domestic Partner continuance of 100%. Option E provides an Eligible Spouse/Domestic Partner continuance between 51% to 99%. (There may be IRS limitations for the continuance percentage under Options D or E to a domestic partner.)

The tables for the Option D factors provided in this booklet are only applicable to a member, who is younger than the Eligible Spouse/Domestic Partner or whose age exceeds the Eligible Spouse/Domestic Partner by less than 5 years.

The tables for Options B, C, and E are too extensive to include in this booklet.

You may purchase up to 1% cost-of-living adjustment (COLA) coverage at retirement, which will be an additional permanent reduction to your monthly allowance.

TABLE - OPTION A REDUCTION FACTOR
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<u>Nearest age at retirement</u>	<u>Factor</u>
52 and below	.995
53	.994
54	.993
55	.992
56	.991
57	.990
58	.988
59	.986
60	.984
61	.982
62	.980
63	.977
64	.974
65	.970
66	.965
67	.960
68	.955
69	.948
70 and over	.938

Water and Power Employees' Retirement Plan
Option D Factors
EFFECTIVE MAY 1, 2016

Interest Rate: 7.50% per annum

Mortality Tables:

Member: RP-2000 Combined Healthy Mortality Table with ages set back one year, projected to 2030 with Scale AA, blended 75% males and 25% females.
Beneficiary: RP-2000 Combined Healthy Mortality Table with ages set back one year, projected to 2030 with Scale AA, blended 25% males and 75% females.

Member's Age	Eligible Spouse's - Domestic Partner's Age										
	35	36	37	38	39	40	41	42	43	44	45
45	0.9735	0.9742	0.9749	0.9756	0.9763	0.9770	0.9777	0.9785	0.9792	0.9800	0.9808
46	0.9712	0.9719	0.9726	0.9733	0.9741	0.9748	0.9756	0.9764	0.9772	0.9780	0.9788
47	0.9687	0.9694	0.9702	0.9709	0.9717	0.9725	0.9733	0.9741	0.9750	0.9758	0.9767
48	0.9660	0.9667	0.9675	0.9683	0.9691	0.9699	0.9708	0.9717	0.9725	0.9735	0.9744
49	0.9631	0.9638	0.9646	0.9654	0.9663	0.9671	0.9680	0.9689	0.9699	0.9708	0.9718
50	0.9599	0.9607	0.9615	0.9623	0.9632	0.9641	0.9650	0.9660	0.9670	0.9680	0.9690
51	0.9565	0.9573	0.9581	0.9590	0.9599	0.9608	0.9618	0.9628	0.9638	0.9649	0.9660
52	0.9528	0.9536	0.9545	0.9554	0.9563	0.9573	0.9583	0.9593	0.9604	0.9615	0.9626
53	0.9489	0.9497	0.9506	0.9515	0.9525	0.9535	0.9545	0.9556	0.9567	0.9578	0.9590
54	0.9447	0.9456	0.9465	0.9474	0.9484	0.9494	0.9505	0.9516	0.9527	0.9539	0.9551
55	0.9402	0.9411	0.9420	0.9430	0.9440	0.9450	0.9461	0.9473	0.9485	0.9497	0.9509
56	0.9355	0.9364	0.9373	0.9383	0.9393	0.9404	0.9415	0.9427	0.9439	0.9452	0.9465
57	0.9305	0.9314	0.9324	0.9334	0.9344	0.9355	0.9366	0.9378	0.9391	0.9404	0.9417
58	0.9253	0.9262	0.9272	0.9282	0.9292	0.9303	0.9315	0.9327	0.9340	0.9353	0.9367
59	0.9198	0.9207	0.9217	0.9227	0.9238	0.9249	0.9261	0.9273	0.9286	0.9300	0.9314
60	0.9140	0.9150	0.9159	0.9170	0.9180	0.9192	0.9204	0.9216	0.9230	0.9243	0.9258
61	0.9080	0.9089	0.9099	0.9109	0.9120	0.9131	0.9143	0.9156	0.9170	0.9184	0.9198
62	0.9016	0.9025	0.9035	0.9046	0.9057	0.9068	0.9080	0.9093	0.9107	0.9121	0.9136
63	0.8950	0.8959	0.8969	0.8980	0.8991	0.9002	0.9014	0.9027	0.9041	0.9056	0.9071
64	0.8882	0.8891	0.8901	0.8911	0.8922	0.8934	0.8946	0.8959	0.8973	0.8988	0.9003
65	0.8811	0.8820	0.8830	0.8841	0.8852	0.8863	0.8876	0.8889	0.8902	0.8917	0.8932
66	0.8738	0.8747	0.8757	0.8767	0.8778	0.8790	0.8802	0.8815	0.8829	0.8843	0.8859
67	0.8663	0.8672	0.8681	0.8692	0.8702	0.8714	0.8726	0.8739	0.8753	0.8768	0.8783
68	0.8585	0.8594	0.8604	0.8614	0.8625	0.8636	0.8648	0.8661	0.8675	0.8690	0.8705
69	0.8504	0.8513	0.8522	0.8532	0.8543	0.8554	0.8566	0.8579	0.8593	0.8608	0.8623
70	0.8420	0.8429	0.8438	0.8448	0.8458	0.8470	0.8482	0.8494	0.8508	0.8522	0.8538
71	0.8332	0.8340	0.8349	0.8359	0.8370	0.8381	0.8392	0.8405	0.8418	0.8433	0.8448
72	0.8241	0.8249	0.8258	0.8267	0.8278	0.8289	0.8300	0.8313	0.8326	0.8340	0.8355
73	0.8146	0.8154	0.8163	0.8172	0.8182	0.8193	0.8204	0.8217	0.8230	0.8244	0.8258
74	0.8048	0.8056	0.8065	0.8074	0.8084	0.8094	0.8105	0.8117	0.8130	0.8143	0.8158
75	0.7947	0.7955	0.7963	0.7972	0.7981	0.7992	0.8002	0.8014	0.8027	0.8040	0.8054
76	0.7844	0.7851	0.7859	0.7868	0.7877	0.7887	0.7898	0.7909	0.7921	0.7934	0.7948
77	0.7738	0.7745	0.7753	0.7761	0.7770	0.7779	0.7790	0.7801	0.7812	0.7825	0.7838
78	0.7631	0.7638	0.7645	0.7653	0.7662	0.7671	0.7681	0.7692	0.7703	0.7715	0.7728
79	0.7523	0.7529	0.7537	0.7544	0.7553	0.7562	0.7571	0.7581	0.7592	0.7604	0.7617
80	0.7414	0.7421	0.7428	0.7435	0.7443	0.7452	0.7461	0.7471	0.7481	0.7492	0.7505
81	0.7306	0.7312	0.7318	0.7326	0.7333	0.7341	0.7350	0.7360	0.7370	0.7381	0.7392
82	0.7198	0.7204	0.7210	0.7217	0.7224	0.7232	0.7240	0.7249	0.7259	0.7270	0.7281
83	0.7092	0.7097	0.7103	0.7110	0.7117	0.7124	0.7132	0.7141	0.7150	0.7160	0.7171
84	0.6985	0.6991	0.6996	0.7003	0.7009	0.7016	0.7024	0.7032	0.7041	0.7051	0.7061
85	0.6882	0.6887	0.6892	0.6898	0.6905	0.6911	0.6919	0.6926	0.6935	0.6944	0.6954
86	0.6779	0.6784	0.6789	0.6795	0.6801	0.6807	0.6814	0.6822	0.6829	0.6838	0.6847
87	0.6677	0.6682	0.6687	0.6692	0.6698	0.6704	0.6710	0.6717	0.6725	0.6733	0.6742
88	0.6581	0.6586	0.6590	0.6595	0.6600	0.6606	0.6612	0.6619	0.6626	0.6634	0.6642
89	0.6491	0.6495	0.6499	0.6504	0.6509	0.6514	0.6520	0.6526	0.6533	0.6540	0.6548
90	0.6404	0.6408	0.6412	0.6416	0.6421	0.6426	0.6432	0.6437	0.6444	0.6451	0.6458
91	0.6325	0.6329	0.6333	0.6337	0.6341	0.6346	0.6351	0.6357	0.6363	0.6369	0.6376
92	0.6250	0.6253	0.6257	0.6261	0.6265	0.6270	0.6275	0.6280	0.6286	0.6292	0.6298
93	0.6184	0.6187	0.6190	0.6194	0.6198	0.6202	0.6207	0.6212	0.6217	0.6223	0.6229
94	0.6122	0.6125	0.6128	0.6132	0.6136	0.6140	0.6144	0.6149	0.6154	0.6159	0.6165
95	0.6063	0.6066	0.6069	0.6072	0.6076	0.6079	0.6084	0.6088	0.6093	0.6098	0.6104
96	0.6012	0.6015	0.6018	0.6021	0.6025	0.6028	0.6032	0.6037	0.6041	0.6046	0.6052
97	0.5964	0.5967	0.5970	0.5973	0.5976	0.5980	0.5983	0.5988	0.5992	0.5997	0.6002
98	0.5919	0.5922	0.5924	0.5927	0.5930	0.5934	0.5937	0.5941	0.5945	0.5950	0.5955
99	0.5883	0.5885	0.5888	0.5890	0.5893	0.5897	0.5900	0.5904	0.5908	0.5912	0.5917
100	0.5848	0.5850	0.5852	0.5855	0.5858	0.5861	0.5864	0.5868	0.5872	0.5876	0.5880

Note: Further adjustments are made for member's whose age exceeds spouse's/partner's age by five or more years.

Water and Power Employees' Retirement Plan
Option D Factors
EFFECTIVE MAY 1, 2016

Interest Rate: 7.50% per annum

Mortality Tables:

Member: RP-2000 Combined Healthy Mortality Table with ages set back one year, projected to 2030 with Scale AA, blended 75% males and 25% females.
Beneficiary: RP-2000 Combined Healthy Mortality Table with ages set back one year, projected to 2030 with Scale AA, blended 25% males and 75% females.

Member's Age	Eligible Spouse's - Domestic Partner's Age										
	46	47	48	49	50	51	52	53	54	55	56
45	0.9815	0.9823	0.9831	0.9838	0.9846	0.9853	0.9860	0.9867	0.9874	0.9881	0.9888
46	0.9797	0.9805	0.9813	0.9821	0.9829	0.9837	0.9845	0.9853	0.9861	0.9868	0.9875
47	0.9776	0.9785	0.9794	0.9802	0.9811	0.9820	0.9828	0.9837	0.9845	0.9854	0.9861
48	0.9753	0.9763	0.9772	0.9781	0.9791	0.9800	0.9810	0.9819	0.9828	0.9837	0.9846
49	0.9728	0.9738	0.9748	0.9758	0.9769	0.9779	0.9789	0.9799	0.9809	0.9819	0.9828
50	0.9701	0.9711	0.9722	0.9733	0.9744	0.9755	0.9766	0.9776	0.9787	0.9798	0.9808
51	0.9671	0.9682	0.9693	0.9705	0.9716	0.9728	0.9740	0.9752	0.9763	0.9775	0.9786
52	0.9638	0.9650	0.9662	0.9674	0.9686	0.9699	0.9711	0.9724	0.9736	0.9749	0.9761
53	0.9602	0.9615	0.9627	0.9640	0.9653	0.9667	0.9680	0.9694	0.9707	0.9720	0.9734
54	0.9564	0.9577	0.9590	0.9604	0.9618	0.9632	0.9646	0.9660	0.9675	0.9689	0.9703
55	0.9523	0.9536	0.9550	0.9564	0.9579	0.9594	0.9609	0.9624	0.9639	0.9655	0.9670
56	0.9478	0.9492	0.9507	0.9522	0.9537	0.9553	0.9568	0.9585	0.9601	0.9617	0.9634
57	0.9431	0.9446	0.9461	0.9476	0.9492	0.9509	0.9525	0.9542	0.9560	0.9577	0.9594
58	0.9382	0.9397	0.9412	0.9428	0.9445	0.9462	0.9479	0.9497	0.9515	0.9534	0.9552
59	0.9329	0.9344	0.9360	0.9377	0.9394	0.9412	0.9430	0.9449	0.9468	0.9487	0.9507
60	0.9273	0.9289	0.9305	0.9322	0.9340	0.9359	0.9377	0.9397	0.9417	0.9437	0.9458
61	0.9214	0.9230	0.9247	0.9264	0.9283	0.9302	0.9321	0.9341	0.9362	0.9383	0.9405
62	0.9152	0.9168	0.9185	0.9203	0.9222	0.9242	0.9262	0.9283	0.9304	0.9326	0.9349
63	0.9087	0.9103	0.9121	0.9139	0.9158	0.9178	0.9199	0.9221	0.9243	0.9266	0.9289
64	0.9019	0.9036	0.9054	0.9072	0.9092	0.9112	0.9134	0.9156	0.9178	0.9202	0.9226
65	0.8949	0.8966	0.8984	0.9003	0.9023	0.9043	0.9065	0.9088	0.9111	0.9135	0.9160
66	0.8875	0.8892	0.8911	0.8930	0.8950	0.8971	0.8993	0.9016	0.9040	0.9065	0.9091
67	0.8800	0.8817	0.8835	0.8855	0.8875	0.8896	0.8919	0.8942	0.8966	0.8992	0.9018
68	0.8721	0.8739	0.8757	0.8777	0.8797	0.8819	0.8841	0.8865	0.8890	0.8915	0.8942
69	0.8639	0.8657	0.8675	0.8695	0.8715	0.8737	0.8759	0.8783	0.8808	0.8835	0.8862
70	0.8554	0.8571	0.8590	0.8609	0.8630	0.8651	0.8674	0.8698	0.8723	0.8750	0.8777
71	0.8464	0.8481	0.8499	0.8519	0.8539	0.8561	0.8584	0.8608	0.8633	0.8660	0.8688
72	0.8371	0.8388	0.8406	0.8425	0.8446	0.8467	0.8490	0.8514	0.8539	0.8566	0.8594
73	0.8274	0.8291	0.8309	0.8328	0.8348	0.8369	0.8392	0.8416	0.8441	0.8468	0.8496
74	0.8173	0.8190	0.8207	0.8226	0.8246	0.8267	0.8290	0.8314	0.8339	0.8365	0.8393
75	0.8069	0.8085	0.8103	0.8121	0.8141	0.8162	0.8184	0.8207	0.8232	0.8258	0.8286
76	0.7963	0.7978	0.7995	0.8013	0.8033	0.8053	0.8075	0.8098	0.8123	0.8149	0.8176
77	0.7853	0.7868	0.7885	0.7902	0.7921	0.7941	0.7963	0.7985	0.8010	0.8035	0.8062
78	0.7742	0.7757	0.7773	0.7790	0.7809	0.7828	0.7849	0.7871	0.7895	0.7920	0.7947
79	0.7630	0.7645	0.7660	0.7677	0.7695	0.7714	0.7734	0.7756	0.7779	0.7803	0.7829
80	0.7518	0.7532	0.7547	0.7563	0.7580	0.7599	0.7618	0.7639	0.7662	0.7685	0.7711
81	0.7405	0.7418	0.7433	0.7448	0.7465	0.7483	0.7502	0.7522	0.7544	0.7567	0.7592
82	0.7293	0.7306	0.7320	0.7335	0.7351	0.7368	0.7386	0.7406	0.7427	0.7449	0.7473
83	0.7183	0.7195	0.7208	0.7223	0.7238	0.7255	0.7272	0.7291	0.7311	0.7333	0.7356
84	0.7072	0.7084	0.7096	0.7110	0.7125	0.7141	0.7158	0.7176	0.7195	0.7216	0.7238
85	0.6964	0.6975	0.6987	0.7001	0.7015	0.7030	0.7046	0.7063	0.7082	0.7101	0.7123
86	0.6857	0.6868	0.6879	0.6892	0.6905	0.6919	0.6935	0.6951	0.6969	0.6988	0.7008
87	0.6751	0.6761	0.6772	0.6784	0.6797	0.6810	0.6825	0.6841	0.6857	0.6875	0.6894
88	0.6651	0.6660	0.6671	0.6682	0.6694	0.6707	0.6721	0.6735	0.6751	0.6768	0.6787
89	0.6557	0.6566	0.6575	0.6586	0.6597	0.6609	0.6623	0.6637	0.6652	0.6668	0.6685
90	0.6466	0.6474	0.6484	0.6494	0.6504	0.6516	0.6528	0.6542	0.6556	0.6571	0.6587
91	0.6384	0.6392	0.6400	0.6410	0.6420	0.6431	0.6443	0.6455	0.6469	0.6483	0.6499
92	0.6305	0.6313	0.6321	0.6330	0.6340	0.6350	0.6361	0.6373	0.6386	0.6400	0.6414
93	0.6236	0.6243	0.6251	0.6260	0.6269	0.6278	0.6289	0.6300	0.6313	0.6326	0.6340
94	0.6172	0.6178	0.6186	0.6194	0.6202	0.6212	0.6222	0.6233	0.6244	0.6257	0.6270
95	0.6110	0.6116	0.6123	0.6131	0.6139	0.6148	0.6157	0.6168	0.6179	0.6190	0.6203
96	0.6057	0.6063	0.6070	0.6077	0.6085	0.6094	0.6103	0.6113	0.6123	0.6134	0.6146
97	0.6007	0.6013	0.6019	0.6026	0.6034	0.6042	0.6051	0.6060	0.6070	0.6081	0.6092
98	0.5960	0.5966	0.5972	0.5978	0.5985	0.5993	0.6001	0.6010	0.6020	0.6030	0.6041
99	0.5922	0.5927	0.5933	0.5940	0.5946	0.5954	0.5962	0.5970	0.5979	0.5989	0.6000
100	0.5885	0.5890	0.5896	0.5902	0.5909	0.5916	0.5923	0.5932	0.5941	0.5950	0.5960

Note: Further adjustments are made for member's whose age exceeds spouse's/partner's age by five or more years.

Water and Power Employees' Retirement Plan
Option D Factors
EFFECTIVE MAY 1, 2016

Interest Rate: 7.50% per annum

Mortality Tables:

Member: RP-2000 Combined Healthy Mortality Table with ages set back one year, projected to 2030 with Scale AA, blended 75% males and 25% females.
Beneficiary: RP-2000 Combined Healthy Mortality Table with ages set back one year, projected to 2030 with Scale AA, blended 25% males and 75% females.

Member's Age	Eligible Spouse's - Domestic Partner's Age										
	57	58	59	60	61	62	63	64	65	66	67
45	0.9894	0.9900	0.9906	0.9912	0.9918	0.9923	0.9928	0.9933	0.9938	0.9942	0.9946
46	0.9882	0.9889	0.9896	0.9902	0.9909	0.9914	0.9920	0.9926	0.9931	0.9936	0.9940
47	0.9869	0.9877	0.9884	0.9891	0.9898	0.9905	0.9911	0.9917	0.9923	0.9928	0.9933
48	0.9854	0.9863	0.9871	0.9879	0.9886	0.9893	0.9900	0.9907	0.9914	0.9920	0.9926
49	0.9837	0.9847	0.9855	0.9864	0.9873	0.9881	0.9888	0.9896	0.9903	0.9910	0.9916
50	0.9819	0.9829	0.9838	0.9848	0.9857	0.9866	0.9875	0.9883	0.9891	0.9899	0.9906
51	0.9797	0.9808	0.9819	0.9829	0.9840	0.9849	0.9859	0.9868	0.9877	0.9886	0.9894
52	0.9773	0.9785	0.9797	0.9808	0.9820	0.9831	0.9841	0.9851	0.9861	0.9871	0.9880
53	0.9747	0.9760	0.9773	0.9785	0.9798	0.9810	0.9821	0.9832	0.9843	0.9854	0.9864
54	0.9718	0.9732	0.9746	0.9759	0.9773	0.9786	0.9799	0.9811	0.9823	0.9835	0.9846
55	0.9686	0.9701	0.9716	0.9731	0.9745	0.9760	0.9774	0.9788	0.9801	0.9814	0.9826
56	0.9650	0.9667	0.9683	0.9699	0.9715	0.9731	0.9746	0.9761	0.9776	0.9790	0.9804
57	0.9612	0.9630	0.9647	0.9665	0.9682	0.9699	0.9716	0.9732	0.9748	0.9764	0.9779
58	0.9571	0.9590	0.9609	0.9627	0.9646	0.9664	0.9683	0.9700	0.9718	0.9735	0.9752
59	0.9527	0.9547	0.9567	0.9587	0.9607	0.9627	0.9646	0.9666	0.9685	0.9703	0.9722
60	0.9479	0.9500	0.9521	0.9543	0.9564	0.9585	0.9607	0.9628	0.9648	0.9668	0.9688
61	0.9427	0.9449	0.9472	0.9495	0.9518	0.9540	0.9563	0.9586	0.9608	0.9630	0.9652
62	0.9372	0.9395	0.9419	0.9443	0.9467	0.9492	0.9516	0.9540	0.9564	0.9588	0.9612
63	0.9313	0.9338	0.9363	0.9388	0.9414	0.9439	0.9465	0.9491	0.9517	0.9543	0.9568
64	0.9251	0.9277	0.9303	0.9329	0.9356	0.9384	0.9411	0.9439	0.9466	0.9494	0.9521
65	0.9186	0.9213	0.9240	0.9267	0.9296	0.9324	0.9353	0.9383	0.9412	0.9441	0.9470
66	0.9117	0.9144	0.9173	0.9201	0.9231	0.9261	0.9291	0.9322	0.9353	0.9384	0.9415
67	0.9045	0.9073	0.9102	0.9132	0.9163	0.9194	0.9226	0.9258	0.9291	0.9324	0.9357
68	0.8970	0.8999	0.9029	0.9060	0.9091	0.9124	0.9157	0.9191	0.9225	0.9259	0.9294
69	0.8890	0.8920	0.8950	0.8982	0.9014	0.9048	0.9082	0.9117	0.9153	0.9189	0.9226
70	0.8806	0.8836	0.8867	0.8900	0.8933	0.8967	0.9003	0.9039	0.9076	0.9114	0.9152
71	0.8717	0.8747	0.8779	0.8812	0.8846	0.8881	0.8917	0.8955	0.8993	0.9032	0.9072
72	0.8623	0.8654	0.8686	0.8719	0.8754	0.8790	0.8827	0.8865	0.8905	0.8945	0.8987
73	0.8525	0.8556	0.8588	0.8622	0.8657	0.8693	0.8731	0.8770	0.8811	0.8852	0.8895
74	0.8423	0.8453	0.8485	0.8519	0.8555	0.8591	0.8630	0.8669	0.8710	0.8753	0.8797
75	0.8315	0.8346	0.8378	0.8412	0.8447	0.8484	0.8523	0.8563	0.8605	0.8648	0.8692
76	0.8205	0.8235	0.8267	0.8301	0.8336	0.8373	0.8412	0.8452	0.8494	0.8538	0.8583
77	0.8091	0.8121	0.8152	0.8186	0.8221	0.8257	0.8296	0.8336	0.8378	0.8422	0.8468
78	0.7975	0.8004	0.8035	0.8068	0.8103	0.8139	0.8178	0.8218	0.8260	0.8303	0.8349
79	0.7857	0.7886	0.7916	0.7949	0.7983	0.8019	0.8057	0.8096	0.8138	0.8181	0.8227
80	0.7737	0.7766	0.7796	0.7827	0.7861	0.7896	0.7933	0.7973	0.8014	0.8057	0.8102
81	0.7618	0.7645	0.7674	0.7705	0.7738	0.7773	0.7809	0.7847	0.7888	0.7930	0.7975
82	0.7498	0.7525	0.7553	0.7583	0.7615	0.7648	0.7684	0.7722	0.7761	0.7803	0.7847
83	0.7380	0.7406	0.7433	0.7462	0.7493	0.7526	0.7560	0.7597	0.7635	0.7676	0.7719
84	0.7261	0.7286	0.7312	0.7340	0.7370	0.7402	0.7435	0.7471	0.7508	0.7547	0.7589
85	0.7145	0.7169	0.7194	0.7221	0.7250	0.7280	0.7313	0.7347	0.7383	0.7421	0.7461
86	0.7029	0.7052	0.7076	0.7102	0.7130	0.7159	0.7190	0.7223	0.7258	0.7295	0.7334
87	0.6915	0.6936	0.6959	0.6984	0.7010	0.7038	0.7068	0.7099	0.7133	0.7168	0.7206
88	0.6806	0.6826	0.6848	0.6872	0.6897	0.6924	0.6952	0.6982	0.7014	0.7048	0.7083
89	0.6703	0.6723	0.6744	0.6766	0.6790	0.6816	0.6843	0.6871	0.6902	0.6934	0.6968
90	0.6605	0.6623	0.6643	0.6664	0.6687	0.6711	0.6737	0.6764	0.6793	0.6824	0.6857
91	0.6515	0.6533	0.6552	0.6572	0.6593	0.6616	0.6641	0.6667	0.6694	0.6724	0.6755
92	0.6430	0.6447	0.6465	0.6484	0.6504	0.6526	0.6549	0.6574	0.6600	0.6628	0.6658
93	0.6354	0.6370	0.6387	0.6405	0.6425	0.6446	0.6468	0.6491	0.6516	0.6543	0.6571
94	0.6284	0.6299	0.6315	0.6333	0.6351	0.6371	0.6392	0.6415	0.6438	0.6464	0.6491
95	0.6217	0.6231	0.6246	0.6263	0.6280	0.6299	0.6319	0.6341	0.6363	0.6387	0.6413
96	0.6159	0.6173	0.6188	0.6203	0.6220	0.6238	0.6257	0.6278	0.6300	0.6323	0.6347
97	0.6104	0.6117	0.6131	0.6147	0.6163	0.6180	0.6198	0.6218	0.6238	0.6261	0.6284
98	0.6053	0.6065	0.6079	0.6093	0.6108	0.6125	0.6142	0.6161	0.6181	0.6202	0.6225
99	0.6011	0.6023	0.6036	0.6050	0.6065	0.6081	0.6097	0.6115	0.6135	0.6155	0.6177
100	0.5971	0.5983	0.5995	0.6008	0.6023	0.6038	0.6054	0.6071	0.6090	0.6109	0.6130

Note: Further adjustments are made for member's whose age exceeds spouse's/partner's age by five or more years.

Water and Power Employees' Retirement Plan
Option D Factors
EFFECTIVE MAY 1, 2016

Interest Rate: 7.50% per annum

Mortality Tables:

Member: RP-2000 Combined Healthy Mortality Table with ages set back one year, projected to 2030 with Scale AA, blended 75% males and 25% females.
Beneficiary: RP-2000 Combined Healthy Mortality Table with ages set back one year, projected to 2030 with Scale AA, blended 25% males and 75% females.

Member's Age	Eligible Spouse's - Domestic Partner's Age										
	68	69	70	71	72	73	74	75	76	77	78
45	0.9950	0.9954	0.9958	0.9961	0.9964	0.9967	0.9970	0.9972	0.9975	0.9977	0.9979
46	0.9945	0.9949	0.9953	0.9957	0.9960	0.9964	0.9967	0.9970	0.9972	0.9975	0.9977
47	0.9938	0.9943	0.9948	0.9952	0.9956	0.9960	0.9963	0.9966	0.9969	0.9972	0.9975
48	0.9931	0.9936	0.9941	0.9946	0.9951	0.9955	0.9959	0.9963	0.9966	0.9969	0.9972
49	0.9923	0.9929	0.9934	0.9939	0.9944	0.9949	0.9954	0.9958	0.9962	0.9965	0.9969
50	0.9913	0.9919	0.9926	0.9932	0.9937	0.9943	0.9948	0.9952	0.9957	0.9961	0.9965
51	0.9901	0.9909	0.9916	0.9923	0.9929	0.9935	0.9941	0.9946	0.9951	0.9956	0.9960
52	0.9888	0.9897	0.9905	0.9912	0.9919	0.9926	0.9932	0.9938	0.9944	0.9949	0.9954
53	0.9874	0.9883	0.9892	0.9900	0.9908	0.9916	0.9923	0.9930	0.9936	0.9942	0.9948
54	0.9857	0.9867	0.9877	0.9886	0.9895	0.9904	0.9912	0.9920	0.9927	0.9934	0.9940
55	0.9838	0.9849	0.9860	0.9871	0.9881	0.9891	0.9900	0.9908	0.9917	0.9924	0.9931
56	0.9817	0.9829	0.9842	0.9853	0.9865	0.9875	0.9886	0.9895	0.9905	0.9913	0.9921
57	0.9793	0.9807	0.9821	0.9834	0.9847	0.9859	0.9870	0.9881	0.9891	0.9901	0.9910
58	0.9768	0.9783	0.9798	0.9813	0.9827	0.9840	0.9853	0.9865	0.9877	0.9888	0.9898
59	0.9739	0.9756	0.9773	0.9789	0.9805	0.9819	0.9834	0.9847	0.9860	0.9872	0.9884
60	0.9708	0.9726	0.9745	0.9762	0.9780	0.9796	0.9812	0.9827	0.9842	0.9855	0.9868
61	0.9673	0.9693	0.9713	0.9733	0.9752	0.9770	0.9788	0.9804	0.9821	0.9836	0.9850
62	0.9634	0.9657	0.9679	0.9700	0.9721	0.9741	0.9761	0.9779	0.9797	0.9814	0.9831
63	0.9593	0.9617	0.9641	0.9665	0.9688	0.9710	0.9731	0.9752	0.9772	0.9791	0.9809
64	0.9548	0.9574	0.9600	0.9626	0.9651	0.9675	0.9699	0.9722	0.9744	0.9765	0.9784
65	0.9499	0.9528	0.9556	0.9584	0.9611	0.9638	0.9663	0.9689	0.9713	0.9736	0.9758
66	0.9446	0.9477	0.9507	0.9537	0.9567	0.9596	0.9624	0.9652	0.9679	0.9704	0.9729
67	0.9390	0.9423	0.9455	0.9488	0.9520	0.9551	0.9582	0.9612	0.9642	0.9670	0.9697
68	0.9329	0.9364	0.9399	0.9434	0.9469	0.9503	0.9536	0.9569	0.9601	0.9632	0.9662
69	0.9263	0.9300	0.9337	0.9375	0.9412	0.9449	0.9485	0.9521	0.9556	0.9590	0.9622
70	0.9191	0.9231	0.9270	0.9310	0.9350	0.9389	0.9428	0.9467	0.9505	0.9542	0.9578
71	0.9113	0.9154	0.9196	0.9238	0.9280	0.9323	0.9365	0.9407	0.9448	0.9488	0.9527
72	0.9029	0.9072	0.9116	0.9160	0.9205	0.9250	0.9295	0.9340	0.9385	0.9428	0.9471
73	0.8939	0.8983	0.9029	0.9076	0.9123	0.9171	0.9219	0.9267	0.9314	0.9362	0.9408
74	0.8842	0.8888	0.8935	0.8984	0.9033	0.9084	0.9134	0.9185	0.9236	0.9287	0.9337
75	0.8738	0.8786	0.8835	0.8885	0.8937	0.8989	0.9043	0.9096	0.9151	0.9205	0.9259
76	0.8630	0.8678	0.8729	0.8780	0.8834	0.8888	0.8944	0.9001	0.9058	0.9116	0.9173
77	0.8515	0.8564	0.8616	0.8669	0.8723	0.8780	0.8838	0.8897	0.8957	0.9018	0.9078
78	0.8397	0.8446	0.8498	0.8552	0.8608	0.8666	0.8726	0.8787	0.8850	0.8913	0.8977
79	0.8275	0.8325	0.8377	0.8431	0.8488	0.8547	0.8608	0.8671	0.8736	0.8802	0.8869
80	0.8149	0.8199	0.8251	0.8306	0.8363	0.8423	0.8485	0.8550	0.8616	0.8685	0.8754
81	0.8022	0.8071	0.8123	0.8178	0.8235	0.8295	0.8358	0.8423	0.8491	0.8562	0.8633
82	0.7893	0.7941	0.7993	0.8047	0.8104	0.8164	0.8227	0.8293	0.8362	0.8434	0.8507
83	0.7764	0.7812	0.7863	0.7916	0.7973	0.8032	0.8095	0.8161	0.8231	0.8303	0.8378
84	0.7633	0.7680	0.7729	0.7782	0.7838	0.7897	0.7959	0.8025	0.8094	0.8167	0.8242
85	0.7504	0.7550	0.7598	0.7649	0.7704	0.7762	0.7823	0.7888	0.7957	0.8030	0.8105
86	0.7375	0.7419	0.7466	0.7516	0.7569	0.7625	0.7686	0.7749	0.7817	0.7889	0.7964
87	0.7245	0.7288	0.7333	0.7381	0.7432	0.7487	0.7546	0.7609	0.7675	0.7746	0.7820
88	0.7112	0.7162	0.7206	0.7252	0.7302	0.7355	0.7412	0.7473	0.7538	0.7607	0.7679
89	0.7005	0.7043	0.7085	0.7130	0.7178	0.7229	0.7284	0.7343	0.7406	0.7473	0.7544
90	0.6891	0.6928	0.6968	0.7011	0.7057	0.7106	0.7159	0.7216	0.7277	0.7342	0.7411
91	0.6788	0.6824	0.6862	0.6903	0.6947	0.6994	0.7045	0.7099	0.7158	0.7222	0.7289
92	0.6689	0.6723	0.6760	0.6799	0.6841	0.6886	0.6935	0.6987	0.7044	0.7105	0.7170
93	0.6601	0.6634	0.6669	0.6706	0.6746	0.6790	0.6837	0.6887	0.6942	0.7001	0.7063
94	0.6520	0.6550	0.6584	0.6619	0.6658	0.6700	0.6745	0.6793	0.6846	0.6903	0.6963
95	0.6441	0.6470	0.6502	0.6536	0.6573	0.6613	0.6656	0.6702	0.6753	0.6807	0.6866
96	0.6374	0.6402	0.6432	0.6465	0.6500	0.6539	0.6580	0.6625	0.6673	0.6726	0.6782
97	0.6309	0.6336	0.6366	0.6397	0.6431	0.6468	0.6507	0.6550	0.6597	0.6648	0.6702
98	0.6249	0.6275	0.6303	0.6333	0.6365	0.6400	0.6439	0.6480	0.6525	0.6574	0.6626
99	0.6200	0.6225	0.6252	0.6281	0.6312	0.6346	0.6383	0.6423	0.6466	0.6514	0.6564
100	0.6153	0.6177	0.6203	0.6231	0.6261	0.6294	0.6329	0.6368	0.6410	0.6456	0.6504

Note: Further adjustments are made for member's whose age exceeds spouse's/partner's age by five or more years.

Water and Power Employees' Retirement Plan
Option D Factors
EFFECTIVE MAY 1, 2016

Interest Rate: 7.50% per annum

Mortality Tables:

Member: RP-2000 Combined Healthy Mortality Table with ages set back one year, projected to 2030 with Scale AA, blended 75% males and 25% females.
Beneficiary: RP-2000 Combined Healthy Mortality Table with ages set back one year, projected to 2030 with Scale AA, blended 25% males and 75% females.

Member's Age	Eligible Spouse's - Domestic Partner's Age										
	79	80	81	82	83	84	85	86	87	88	89
45	0.9981	0.9983	0.9985	0.9986	0.9988	0.9989	0.9990	0.9991	0.9992	0.9993	0.9994
46	0.9980	0.9982	0.9983	0.9985	0.9987	0.9988	0.9989	0.9991	0.9992	0.9993	0.9993
47	0.9977	0.9980	0.9982	0.9984	0.9985	0.9987	0.9988	0.9990	0.9991	0.9992	0.9993
48	0.9975	0.9978	0.9980	0.9982	0.9984	0.9986	0.9987	0.9989	0.9990	0.9991	0.9992
49	0.9972	0.9975	0.9978	0.9980	0.9982	0.9984	0.9986	0.9988	0.9989	0.9990	0.9991
50	0.9968	0.9972	0.9975	0.9977	0.9980	0.9982	0.9984	0.9986	0.9988	0.9989	0.9990
51	0.9964	0.9968	0.9971	0.9974	0.9977	0.9980	0.9982	0.9984	0.9986	0.9988	0.9989
52	0.9959	0.9963	0.9967	0.9971	0.9974	0.9977	0.9980	0.9982	0.9984	0.9986	0.9988
53	0.9953	0.9958	0.9962	0.9966	0.9970	0.9973	0.9977	0.9979	0.9982	0.9984	0.9986
54	0.9946	0.9952	0.9957	0.9961	0.9966	0.9969	0.9973	0.9976	0.9979	0.9981	0.9984
55	0.9938	0.9944	0.9950	0.9955	0.9960	0.9965	0.9969	0.9972	0.9976	0.9978	0.9981
56	0.9929	0.9936	0.9943	0.9949	0.9954	0.9959	0.9964	0.9968	0.9972	0.9975	0.9978
57	0.9919	0.9927	0.9934	0.9941	0.9947	0.9953	0.9958	0.9963	0.9967	0.9971	0.9974
58	0.9907	0.9916	0.9925	0.9933	0.9940	0.9946	0.9952	0.9958	0.9963	0.9967	0.9971
59	0.9895	0.9905	0.9914	0.9923	0.9931	0.9939	0.9945	0.9952	0.9957	0.9962	0.9966
60	0.9880	0.9892	0.9902	0.9912	0.9921	0.9930	0.9937	0.9944	0.9951	0.9956	0.9961
61	0.9864	0.9877	0.9889	0.9900	0.9910	0.9920	0.9928	0.9936	0.9943	0.9950	0.9955
62	0.9846	0.9860	0.9873	0.9886	0.9898	0.9908	0.9918	0.9927	0.9935	0.9942	0.9949
63	0.9825	0.9841	0.9856	0.9870	0.9884	0.9896	0.9907	0.9917	0.9926	0.9934	0.9941
64	0.9803	0.9821	0.9838	0.9854	0.9868	0.9882	0.9894	0.9906	0.9916	0.9925	0.9933
65	0.9779	0.9799	0.9818	0.9835	0.9851	0.9867	0.9880	0.9893	0.9905	0.9915	0.9924
66	0.9752	0.9774	0.9795	0.9814	0.9832	0.9849	0.9865	0.9879	0.9892	0.9904	0.9914
67	0.9723	0.9747	0.9770	0.9792	0.9812	0.9831	0.9848	0.9864	0.9879	0.9892	0.9903
68	0.9690	0.9717	0.9743	0.9767	0.9790	0.9811	0.9830	0.9848	0.9864	0.9879	0.9891
69	0.9653	0.9683	0.9712	0.9739	0.9764	0.9787	0.9809	0.9829	0.9847	0.9863	0.9878
70	0.9612	0.9645	0.9677	0.9706	0.9734	0.9761	0.9785	0.9808	0.9828	0.9846	0.9862
71	0.9565	0.9601	0.9636	0.9669	0.9700	0.9730	0.9757	0.9782	0.9805	0.9825	0.9844
72	0.9512	0.9552	0.9590	0.9627	0.9662	0.9694	0.9725	0.9753	0.9779	0.9802	0.9822
73	0.9453	0.9497	0.9539	0.9579	0.9618	0.9654	0.9688	0.9720	0.9748	0.9774	0.9798
74	0.9386	0.9434	0.9480	0.9524	0.9567	0.9607	0.9645	0.9681	0.9713	0.9742	0.9769
75	0.9311	0.9363	0.9414	0.9462	0.9509	0.9554	0.9596	0.9636	0.9672	0.9705	0.9735
76	0.9230	0.9285	0.9340	0.9393	0.9445	0.9494	0.9541	0.9585	0.9625	0.9662	0.9696
77	0.9139	0.9199	0.9258	0.9316	0.9372	0.9426	0.9478	0.9526	0.9572	0.9613	0.9650
78	0.9041	0.9105	0.9169	0.9231	0.9292	0.9351	0.9408	0.9462	0.9512	0.9557	0.9600
79	0.8937	0.9004	0.9072	0.9139	0.9204	0.9268	0.9330	0.9389	0.9444	0.9495	0.9542
80	0.8825	0.8896	0.8967	0.9038	0.9109	0.9178	0.9245	0.9309	0.9370	0.9426	0.9478
81	0.8706	0.8781	0.8856	0.8931	0.9006	0.9080	0.9152	0.9221	0.9287	0.9349	0.9406
82	0.8582	0.8659	0.8737	0.8816	0.8895	0.8974	0.9051	0.9126	0.9197	0.9264	0.9326
83	0.8455	0.8534	0.8614	0.8696	0.8779	0.8862	0.8944	0.9024	0.9100	0.9173	0.9241
84	0.8320	0.8401	0.8483	0.8568	0.8654	0.8741	0.8827	0.8912	0.8993	0.9071	0.9145
85	0.8184	0.8265	0.8350	0.8436	0.8525	0.8615	0.8705	0.8794	0.8881	0.8963	0.9042
86	0.8043	0.8125	0.8210	0.8298	0.8388	0.8481	0.8575	0.8667	0.8759	0.8846	0.8930
87	0.7898	0.7979	0.8065	0.8153	0.8245	0.8340	0.8436	0.8532	0.8627	0.8718	0.8807
88	0.7756	0.7837	0.7922	0.8011	0.8103	0.8199	0.8297	0.8395	0.8493	0.8588	0.8681
89	0.7619	0.7699	0.7783	0.7872	0.7964	0.8060	0.8159	0.8259	0.8359	0.8457	0.8553
90	0.7485	0.7563	0.7645	0.7733	0.7824	0.7920	0.8019	0.8121	0.8222	0.8322	0.8421
91	0.7360	0.7436	0.7517	0.7603	0.7693	0.7789	0.7888	0.7989	0.8092	0.8194	0.8294
92	0.7239	0.7313	0.7392	0.7476	0.7565	0.7659	0.7757	0.7859	0.7962	0.8064	0.8166
93	0.7130	0.7202	0.7279	0.7361	0.7448	0.7541	0.7638	0.7739	0.7842	0.7944	0.8047
94	0.7028	0.7098	0.7172	0.7252	0.7338	0.7428	0.7524	0.7624	0.7726	0.7828	0.7931
95	0.6928	0.6996	0.7068	0.7146	0.7229	0.7317	0.7412	0.7509	0.7610	0.7712	0.7814
96	0.6843	0.6908	0.6978	0.7054	0.7135	0.7222	0.7314	0.7410	0.7510	0.7611	0.7713
97	0.6761	0.6824	0.6892	0.6965	0.7044	0.7128	0.7219	0.7313	0.7412	0.7511	0.7612
98	0.6682	0.6743	0.6809	0.6880	0.6957	0.7039	0.7127	0.7220	0.7316	0.7414	0.7514
99	0.6619	0.6678	0.6742	0.6811	0.6886	0.6966	0.7052	0.7143	0.7238	0.7334	0.7433
100	0.6557	0.6615	0.6677	0.6744	0.6816	0.6895	0.6979	0.7068	0.7161	0.7256	0.7354

Note: Further adjustments are made for member's whose age exceeds spouse's/partner's age by five or more years.

Water and Power Employees' Retirement Plan
Option D Factors
EFFECTIVE MAY 1, 2016

Interest Rate: 7.50% per annum

Mortality Tables:

Member: RP-2000 Combined Healthy Mortality Table with ages set back one year, projected to 2030 with Scale AA, blended 75% males and 25% females.
Beneficiary: RP-2000 Combined Healthy Mortality Table with ages set back one year, projected to 2030 with Scale AA, blended 25% males and 75% females.

Member's Age	Eligible Spouse's - Domestic Partner's Age										
	90	91	92	93	94	95	96	97	98	99	100
45	0.9994	0.9995	0.9996	0.9996	0.9996	0.9997	0.9997	0.9997	0.9997	0.9998	0.9998
46	0.9994	0.9995	0.9995	0.9996	0.9996	0.9996	0.9997	0.9997	0.9997	0.9997	0.9998
47	0.9994	0.9994	0.9995	0.9995	0.9996	0.9996	0.9997	0.9997	0.9997	0.9997	0.9997
48	0.9993	0.9994	0.9994	0.9995	0.9995	0.9996	0.9996	0.9997	0.9997	0.9997	0.9997
49	0.9992	0.9993	0.9994	0.9994	0.9995	0.9995	0.9996	0.9996	0.9997	0.9997	0.9997
50	0.9991	0.9992	0.9993	0.9994	0.9994	0.9995	0.9995	0.9996	0.9996	0.9997	0.9997
51	0.9990	0.9991	0.9992	0.9993	0.9994	0.9994	0.9995	0.9995	0.9996	0.9996	0.9996
52	0.9989	0.9990	0.9991	0.9992	0.9993	0.9994	0.9994	0.9995	0.9995	0.9996	0.9996
53	0.9987	0.9989	0.9990	0.9991	0.9992	0.9993	0.9993	0.9994	0.9994	0.9995	0.9995
54	0.9985	0.9987	0.9988	0.9990	0.9991	0.9992	0.9992	0.9993	0.9994	0.9994	0.9995
55	0.9983	0.9985	0.9987	0.9988	0.9989	0.9990	0.9991	0.9992	0.9993	0.9993	0.9994
56	0.9980	0.9982	0.9984	0.9986	0.9987	0.9989	0.9990	0.9991	0.9991	0.9992	0.9993
57	0.9977	0.9980	0.9982	0.9984	0.9985	0.9987	0.9988	0.9989	0.9990	0.9991	0.9991
58	0.9974	0.9977	0.9979	0.9981	0.9983	0.9985	0.9986	0.9987	0.9988	0.9989	0.9990
59	0.9970	0.9973	0.9976	0.9978	0.9981	0.9982	0.9984	0.9985	0.9987	0.9988	0.9989
60	0.9965	0.9969	0.9972	0.9975	0.9978	0.9980	0.9982	0.9983	0.9985	0.9986	0.9987
61	0.9960	0.9964	0.9968	0.9971	0.9974	0.9977	0.9979	0.9980	0.9982	0.9983	0.9985
62	0.9954	0.9959	0.9963	0.9967	0.9970	0.9973	0.9975	0.9977	0.9979	0.9981	0.9982
63	0.9947	0.9953	0.9958	0.9962	0.9966	0.9969	0.9972	0.9974	0.9976	0.9978	0.9980
64	0.9940	0.9946	0.9952	0.9957	0.9961	0.9964	0.9967	0.9970	0.9973	0.9975	0.9977
65	0.9932	0.9939	0.9945	0.9951	0.9955	0.9959	0.9963	0.9966	0.9969	0.9971	0.9973
66	0.9923	0.9931	0.9938	0.9944	0.9949	0.9954	0.9958	0.9961	0.9964	0.9967	0.9969
67	0.9913	0.9922	0.9930	0.9937	0.9943	0.9948	0.9952	0.9956	0.9960	0.9963	0.9966
68	0.9903	0.9913	0.9922	0.9929	0.9936	0.9942	0.9947	0.9951	0.9955	0.9958	0.9961
69	0.9890	0.9902	0.9912	0.9920	0.9928	0.9934	0.9940	0.9945	0.9949	0.9953	0.9956
70	0.9877	0.9889	0.9900	0.9910	0.9918	0.9926	0.9932	0.9938	0.9943	0.9947	0.9951
71	0.9860	0.9874	0.9887	0.9898	0.9907	0.9916	0.9923	0.9929	0.9935	0.9940	0.9944
72	0.9841	0.9857	0.9871	0.9884	0.9894	0.9904	0.9912	0.9920	0.9926	0.9931	0.9936
73	0.9818	0.9837	0.9853	0.9867	0.9879	0.9890	0.9900	0.9908	0.9915	0.9921	0.9927
74	0.9792	0.9813	0.9831	0.9848	0.9861	0.9874	0.9885	0.9894	0.9902	0.9909	0.9916
75	0.9761	0.9785	0.9806	0.9824	0.9840	0.9854	0.9867	0.9878	0.9887	0.9895	0.9903
76	0.9726	0.9752	0.9776	0.9797	0.9816	0.9832	0.9846	0.9858	0.9869	0.9879	0.9887
77	0.9684	0.9714	0.9742	0.9766	0.9786	0.9805	0.9821	0.9835	0.9848	0.9858	0.9869
78	0.9637	0.9671	0.9702	0.9729	0.9753	0.9774	0.9792	0.9809	0.9823	0.9835	0.9847
79	0.9584	0.9623	0.9657	0.9688	0.9714	0.9738	0.9759	0.9778	0.9794	0.9809	0.9822
80	0.9525	0.9567	0.9606	0.9641	0.9671	0.9698	0.9722	0.9743	0.9761	0.9778	0.9793
81	0.9458	0.9505	0.9549	0.9587	0.9621	0.9652	0.9678	0.9703	0.9724	0.9742	0.9760
82	0.9384	0.9436	0.9484	0.9527	0.9565	0.9599	0.9630	0.9657	0.9681	0.9702	0.9722
83	0.9303	0.9361	0.9414	0.9462	0.9504	0.9542	0.9576	0.9607	0.9633	0.9657	0.9679
84	0.9213	0.9275	0.9334	0.9386	0.9433	0.9475	0.9513	0.9548	0.9577	0.9604	0.9629
85	0.9115	0.9184	0.9247	0.9305	0.9356	0.9403	0.9444	0.9483	0.9516	0.9546	0.9574
86	0.9008	0.9082	0.9150	0.9213	0.9269	0.9320	0.9367	0.9409	0.9446	0.9479	0.9511
87	0.8890	0.8969	0.9043	0.9111	0.9171	0.9227	0.9278	0.9325	0.9365	0.9402	0.9437
88	0.8769	0.8852	0.8930	0.9003	0.9068	0.9129	0.9183	0.9235	0.9279	0.9319	0.9357
89	0.8645	0.8732	0.8815	0.8892	0.8961	0.9026	0.9085	0.9140	0.9188	0.9232	0.9274
90	0.8516	0.8606	0.8693	0.8774	0.8847	0.8916	0.8979	0.9038	0.9089	0.9136	0.9182
91	0.8391	0.8485	0.8574	0.8659	0.8736	0.8808	0.8874	0.8937	0.8991	0.9041	0.9090
92	0.8264	0.8360	0.8453	0.8540	0.8620	0.8695	0.8764	0.8830	0.8888	0.8941	0.8992
93	0.8147	0.8244	0.8338	0.8428	0.8510	0.8588	0.8660	0.8729	0.8789	0.8844	0.8898
94	0.8032	0.8130	0.8226	0.8318	0.8402	0.8482	0.8556	0.8627	0.8690	0.8747	0.8804
95	0.7915	0.8014	0.8111	0.8204	0.8289	0.8371	0.8448	0.8521	0.8585	0.8645	0.8703
96	0.7813	0.7912	0.8010	0.8104	0.8190	0.8274	0.8352	0.8426	0.8492	0.8553	0.8614
97	0.7712	0.7811	0.7909	0.8003	0.8090	0.8175	0.8254	0.8330	0.8397	0.8460	0.8522
98	0.7613	0.7711	0.7809	0.7903	0.7991	0.8076	0.8156	0.8233	0.8302	0.8365	0.8428
99	0.7532	0.7629	0.7727	0.7821	0.7909	0.7995	0.8075	0.8153	0.8222	0.8287	0.8351
100	0.7451	0.7548	0.7645	0.7739	0.7827	0.7912	0.7993	0.8072	0.8142	0.8207	0.8272

Note: Further adjustments are made for member's whose age exceeds spouse's/partner's age by five or more years.

TAXES

Federal and State tax authorities are aware that some contributions to WPERP may have been made with already taxed dollars.

Since these contributions toward your retirement have already been taxed, you are entitled to recover an equal amount, tax free, when you retire.

The “safe-harbor method” uses separate tables for calculating the taxable amount for retirees with no continuance, and retirees with an Eligible Spouse/Domestic Partner or Beneficiary continuance.

The simplified safe-harbor method determines the amount of your pension that will not be taxed and the length of time for that exclusion. It is based on the chart and formula on the next two pages. By subtracting the tax-free amount from your gross pension for a fixed number of months, your already-taxed contributions will be recovered. Cost-of-living increases will not change or have any effect on the tax-free amount since the calculation is based upon your original retirement allowance.

TAXES (Continued)

Safe-Harbor Formula - Table 1

<u>Age at Retirement</u>	<u>Number of Monthly Payments To Recover Already Taxed Contributions</u>
55 and under	360
56-60	310
61-65	260
66-70	210
71 & over	160

The Safe Harbor Formula - Table 1 is used for all retirees who do not have an Eligible Spouse/Domestic Partner or Beneficiary who will receive a continuance. Table 2 on the next page will be used for all other retirees.

Example: A single retiree at age 55 has a total of already-taxed contributions amounting to \$23,781.60.

$$\frac{\$23,781.60}{360} = \$66.06$$

NOTE: Do not confuse your already-taxed contributions with the total amount in your retirement account as shown on your annual statement. Your total accumulated contributions include interest and not yet taxed contributions.

Therefore, in this example the taxable amount of the retirement allowance would be as indicated in the right-hand column below:

<u>Options</u>	<u>Amount of Monthly Allowance</u>	<u>Less Tax Excludable Amount for 360 Months</u>	<u>Monthly Taxable Amount</u>
Full	\$2,158.40	\$66.06	\$2,092.34
A	\$2,141.13	\$66.06	\$2,075.07
B	\$2,006.84	\$66.06	\$1,940.78
C	\$2,079.86	\$66.06	\$2,013.80
D	\$2,082.62	\$66.06	\$2,016.56
E	\$2,080.56	\$66.06	\$2,014.50

In this example, the retirement allowance would be fully taxable after 360 months.

TAXES (Continued)

Table 2 is based on the combined ages of the retiree and the Eligible Spouse/Domestic Partner or Beneficiary who will receive a continuance.

Safe-Harbor Formula - Table 2

<u>Combined Ages at Retirement</u>	<u>Number of Monthly Payments To Recover Already Taxed Contributions</u>
110 and under	410
111-120	360
121-130	310
131-140	260
141 & over-	210

Example: A 55-year old retiree has a 54-year old Eligible Spouse/Domestic Partner who will receive a continuance. The total amount of already-taxed contributions is \$23,781.60. Using the Safe-Harbor Formula - Table 2, the total amount of monthly payments to recover the already-taxed contributions is calculated as follows:

The combined age 55 + age 54 = 109

The number of payments for the combined age of 109 is 410.

$$\frac{\$23,781.60}{410} = \$58.00$$

NOTE: Do not confuse your already-taxed contributions with the total amount in your retirement account as shown on your annual statement. Your total accumulated contributions include interest and not yet taxed contributions.

The monthly tax excludable amount will be \$58.00

If you have both an Eligible Spouse/Domestic Partner continuance and a designated Beneficiary continuance under Options B or C, the combined ages of the retiree and the younger age of the Eligible Spouse/Domestic Partner or designated Beneficiary will be used. For example, a 55-year old retiree has a 54-year old Eligible spouse/Domestic Partner and selects an Option C for a 35-year old designated Beneficiary to receive a continuance. The combined ages of the retiree and the designated Beneficiary will be used to determine the monthly tax excludable.

TAXES (Continued)

THINGS TO KNOW

The Retirement Plan Office will withhold taxes from your monthly retirement allowance based on the tax withholding instructions that you provide to us. If you do not file tax withholding instructions with us, the Retirement Plan Office is required to withhold taxes from your retirement benefit as if you are married with three withholding allowances.

Your monthly gross allowance minus the monthly excludable is your taxable income.

The Retirement Plan Office can only withhold state tax for California. If you move out-of-state and you want to stop withholding for California, you must submit a new tax form. You must also submit a change of address in writing.

You may change your tax withholding at any time. The forms are available online at <http://retirement.ladwp.com/> or contact the Retirement Plan Office.

You may incur penalties if your withholding and/or estimated tax payments are not sufficient. The Retirement Plan Office is unable to give individual tax advice. You may want to discuss this matter with your personal tax consultant.

The monthly tax excludable amount continues to your Eligible Spouse/Domestic Partner or Option B/C designated Beneficiary until the excludable contributions have been recovered. If you do not have an Eligible Spouse/Domestic Partner or Option B/C designated Beneficiary at the time of your death, the unrecovered balance of your excludable amount may be deducted from the tax return of your estate for the year during which your death occurs.

BENEFICIARY DESIGNATIONS FOR PAYMENT OF DEATH BENEFIT

Once retired, a one-time death benefit of 14 times the monthly retirement allowance of Option Full, to a maximum of \$20,000 is payable to the beneficiary(ies) named by a retiree, who has at least five years of Department Service with WPERP at retirement. This benefit is paid in a lump sum to your beneficiary in addition to any monthly continuance(s) that may be payable after your death (e.g. Eligible Spouse/Domestic Partner and/or Option B/C designated Beneficiary) based on your selected retirement option.

The Retirement Plan Office will pay the one-time death benefit to the named beneficiary that you have listed on your most current WPERP's Beneficiary Designation form. The Retirement Plan Office will not pay according to your will, trust, or other beneficiary designation. If no named beneficiary survives you, or absent a valid WPERP Beneficiary Designation form, the Retirement Plan Office will pay according to the Successive Preference provisions of WPERP.

This Department-sponsored benefit is not assignable, and is paid directly to your named beneficiary without probate procedures.

THINGS TO KNOW

It is important to keep your WPERP **Beneficiary Designation** form updated. Whenever you experience a life changing event (marriage, divorce, birth of a child, retirement, death, etc.), you should check your most current Beneficiary Designation form on file with WPERP. We will ask you to provide your beneficiary's name, Social Security number, birth date, current address, phone number, and his/her relationship to you.

You should name both a primary and a contingent beneficiary on your Beneficiary Designation form. Should your primary beneficiary predecease you, we will pay the death benefit to the contingent beneficiary.

You may name anyone you wish as your beneficiary, including a Trustee of your Trust, subject to community property interest. However, you may not name an entity. If you name a trustee as your beneficiary, WPERP will require a copy of the title page, page naming the successor trustee(s), and the page where you signed the trust, including the notary page, if separate.

Your Beneficiary Designation form is ***CONFIDENTIAL***.

DIVORCE

Since California is a community property state, a former spouse may be entitled to up to 50% of your WPERP benefits that are attributable to the time you were married. If you are considering divorce, you should contact the Retirement Plan Office for clarification of your benefits. The Retirement Plan Office will follow whatever division of WPERP benefits that is ordered by the Court, consistent with the terms of WPERP. Since your retirement benefit is a valuable asset, it is advisable to have the property settlement of your WPERP benefits reviewed by the Retirement Plan Office **before** it is filed with the Court. The Retirement Plan Office can provide you with a sample draft domestic relations order.

A divorce can affect the following aspects of a member's retirement/allowance:

1. Option taken at retirement
2. Cost-of-living increases
3. Continuance for non-member (ex-spouse) and/or current spouse
4. Death benefits (naming of beneficiary)
5. Garnishments (handled by the Paymaster's Office)

VESTED RIGHT RETIREMENT

You will qualify for a Vested Right Retirement if:

- You are at least 60 years old, **and**
- You have at least 15 years of Service Credit (WPERP and LACERS), **and**
- You were a contributing member for at least 10 years, **and**
- You left your contributions on deposit with WPERP at the time you resigned or your employment was terminated.

VESTED RIGHT RETIREMENT FORMULA

NORMAL RETIREMENT:

- Age 60/15 Years of Service Credit (WPERP and LACERS) = 1.5% unreduced
- Age 63/15 Years of Service Credit (WPERP and LACERS) = 2.0% unreduced

THINGS TO KNOW

Your retirement is always effective on the first day of the month.

You should contact the Retirement Plan Office at least 60 or more days before the date you want to retire. The Retirement Plan Office will complete and mail an Application for Retirement for your signature. After you sign the application, you are responsible for submitting it to the Retirement Plan Office, John Ferraro Building, Room 357, no less than **30 calendar days prior to your retirement date**. Thirty days prior is mandatory per the City Charter; the Retirement Plan Office **CANNOT** accept a late application.

Your monthly retirement amount will be calculated by applying the Vested Right Retirement formula above, using the same rules as described in the previous sections of this book. However, you will **NOT** be eligible for a spouse/domestic partner continuance. Instead you may select Options B or C to leave a continuance to your spouse/domestic partner, or another designated Beneficiary.

Purchase of service credit may not be used to meet the requirement that you are a contributing member for at least 10 years.

You will **NOT** qualify for an annual cost-of-living adjustment (COLA) or Health Plans benefits.