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 1

(REVISED MAY 2021)

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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 at your retirement, 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** on deposit with WPERP will be used to calculate your WPERP monthly retirement allowance.

GLOSSARY OF TERMS

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

Service Credit: Pay periods (or monthly periods prior to December 1980) 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

FORMULA PENSION

NORMAL RETIREMENT:
- Age 60/5 Years of Qualifying Service = 2.1% unreduced
- Age 60/30 Years of Service Credit (WPERP and LACERS) = 2.3% unreduced

EARLY RETIREMENT:
- Any Age/30 Years of Qualifying Service = 2.1% reduced
- Age 55/10 Years of Qualifying Service = 2.1% reduced
- Age 55/30 Years of Service Credit (WPERP and LACERS) = 2.3% unreduced
- Any age, Permanent Total Disability with WPERP

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* (see Re-employment after Retirement, page 33).

QUALIFICATIONS TO RETIRE

You will qualify for a formula pension if:

- You are at least 60 years old, **and**
- You have at least five (5) years of Qualifying Service, **and**
- You were a contributing member for at least four (4) of the five (5) years immediately preceding retirement or while eligible to retire (or during any of those four (4) years were receiving disability benefits from WPERP or any Workers' Compensation law).

OR

- You are at least 55 years old, **and**
- You have at least 10 years of Qualifying Service out of the 12 years immediately before your retirement **and**
- You were a contributing member for at least four (4) of the five (5) years immediately preceding retirement or while eligible to retire (or during any of those four (4) years were receiving disability benefits from WPERP or any Workers' Compensation law).

OR

- You have 30 years of Qualifying Service, regardless of your age, **and**
- You were a contributing member for at least four (4) of the five (5) years immediately preceding retirement or while eligible to retire (or during any of those four (4) years were receiving disability benefits from WPERP or any Workers' Compensation law)**.**

OR

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

<u>IMPORTANT</u>

Purchase of Other Governmental Service can be used to meet the 10 out of 12 years requirement described above but NOT the five (5) years, or the four (4) out of five (5) years requirements.

Unless you meet the above criteria, you are NOT ELIGIBLE to retire with a formula pension. However, if you resign and leave your money on deposit with WPERP, you may be eligible for a Vested Right Retirement (see page 36).

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 DWPForms 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 (JFB), Room 357, no less than **30 calendar days prior to your retirement date**. Thirty (30) 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 DWPForms 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 effective 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 carefully 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
- Retirement formula
- Contract for your selected option
- Beneficiary designation form
- Re-employment 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)
- Wage garnishment, if applicable

To review your birth certificate(s), marriage certificate, domestic partnership registration, or beneficiary designation on file with the WPERP, please visit the Retirement Information System at https://wp03vm13risp1:8443/WPERP/ (Network ID and intranet access are required).

IMPORTANT

An original or certified copy of your birth certificate, your Eligible Spouse/Domestic Partner's birth certificate and your marriage 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 **seven (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. 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 a 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 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.**

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.

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 under 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 under 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 16 years of Service Credit with WPERP, what is his/her approximate monthly retirement allowance under 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 Service Credit, his/her retirement factor is 2.1% unreduced.

To use the tables on the following page, look for the table with a corresponding formula (2.1% Formula Calculation). Then look down the left hand column for 16 years of Service Credit. Finally, look across the top for age 60 (age 60+). The box that they share is 33.60.

Therefore, the percentage of salary this person would receive is 33.60 percent. The person's monthly salary of $3,369.90 multiplied by 33.60 percent would be approximately $1,132.29 per month under Option Full.

THINGS TO KNOW

The Early Retirement Reduction Factor has been considered in the 2.1% Formula Calculation chart.

RETIREMENT ALLOWANCE AS A PERCENTAGE OF SALARY
2.1% FORMULA CALCULATION

	Age at Retirement					
*Service Credit	55	56	57	58	59	60+
10	19.42	19.74	20.06	20.37	20.96	21.00
11	21.37	21.71	22.06	22.41	22.75	23.10
12	23.31	23.69	24.07	24.44	24.82	25.20
13	25.25	25.66	26.07	26.48	26.89	27.30
14	27.20	27.64	28.08	28.52	28.96	29.40
15	29.14	29.61	30.08	30.56	31.03	31.50
16	31.08	31.58	32.09	32.59	33.10	33.60
17	33.02	33.56	34.09	34.63	35.16	35.70
18	34.97	35.53	36.10	36.67	37.23	37.80
19	36.91	37.51	38.10	38.70	39.30	39.90
20	38.85	39.48	40.11	40.74	41.37	42.00
21	40.79	41.45	42.12	42.78	43.44	44.10
22	42.74	43.43	44.12	44.81	45.51	46.20
23	44.68	45.40	46.13	46.85	47.58	48.30
24	46.62	47.38	48.13	48.89	49.64	50.40
25	48.56	49.35	50.14	50.93	51.71	52.50
26	50.51	51.32	52.14	52.96	53.78	54.60
27	52.45	53.30	54.15	55.00	55.85	56.70
28	54.39	55.27	56.15	57.04	57.92	58.80
29	56.33	57.25	58.16	59.07	59.99	60.90

2.1% FORMULA CALCULATION (CONT.)

*Service Credit	48	49	50	51	52	53	54
30	45.05	46.94	48.83	50.72	52.61	54.50	56.39
31		48.50	50.45	52.41	54.36	56.31	58.26
32			52.08	54.10	56.11	58.13	60.14
33				55.79	57.87	59.94	62.02
34					59.62	61.76	63.90
35						63.58	65.78
36							67.66

2.3% FORMULA CALCULATION

*Service Credit	55+
30	69.00
31	71.30
32	73.60
33	75.90
34	78.20
35	80.50
36	82.80
37	85.10
38	87.40
39	89.70
40	92.00
41	94.30
42	96.60
43	98.90

The Early Retirement Reduction Factor has been considered in the 2.1% charts when applicable.

No reduction factors are applicable to the 2.3% formula calculation.

You will receive a 100% of your highest average salary with 43.5 years of Service Credit with WPERP if you are at least 55 years old at retirement.

*Service Credit on deposit with WPERP.

HOW TO ESTIMATE A BASIC FORMULA 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 *See page 11*	X	2.1%	X	Service Credit *See page 12*	=	Option Full Allowance *See page 16*
$3,369.90	X	.021	X	16	=	$1,132.29

If applicable, there may be a reduction because of an Early Retirement Reduction Factor (page 14). You may also decide on a retirement option, which may reduce your allowance (page 20).

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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 2.3%.

Average Monthly Salary *See page 11*	X	2.3%	X	Service Credit *See page 12*	=	Option Full Allowance *See page 16*
$3,369.90	X	.023	X	30	=	$2,325.23

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 2.3%.

Average Monthly Salary *See page 11*	X	2.3%	X	Service Credit *See page 12*	=	Option Full Allowance *See page 16*
$3,369.90	X	.023	X	20	=	$1,550.15

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

Average Monthly Salary	*Page 11*
Service Credit	*Page 12*
Early Retirement Reduction Factor	*Page 14*
Options	*Page 16*
Eligible Spouse/Domestic Partner Continuance	*Page 19*
Divorce	*Page 35*

HOW TO ESTIMATE YOUR AVERAGE MONTHLY SALARY

1. Determine the total pay for the highest 26 successive pay periods: (The "base pay" used in this calculation is the pay rate shown in your Memorandum of Understanding. Overtime and Shift Differentials are not part of your base pay.)

Number of Pay Periods	x	Base Bi-weekly Pay Amount	=	Total Pay
5	x	$1,575.00	=	$ 7,875.00
21	x	$1,500.00	=	$31,500.00
26			Total	$39,375.00

2. Change the Total pay to its monthly equivalent by:

   * dividing the Total by 26 to get the Average Bi-weekly amount
   * then multiplying the Average Bi-weekly amount by the factor of 2.175 to get the Average Monthly amount.

Total				Average Bi-Weekly Amount				Average Monthly Amount
$39,375.00	÷	26	=	$1,514.42	X	2.175	=	$3,293.87

THINGS TO KNOW

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

Your highest 26 successive pay periods may not necessarily be the last 26 pay periods.

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 December 1, 1980 to your retirement date and whole months prior to December 1980 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.
- Service in other City departments for which your LACERS Service Credit was **transferred** to WPERP. (Department Service/Service Credit on deposit with LACERS will be used to qualify you for retirement, but will not add to your Service Credit with WPERP.)
- Credited military service.
- Any purchased time, including
  - First six (6) months/26 weeks of continuous service with the Department
  - Ineligible Department or City service for which you were not a member of retirement system (e.g. Exempt or Part-time)
  - Unpaid maternity leave
  - Service for which you have re-deposited previously withdrawn contributions
  - Other Governmental Service (OGS)
- Periods during which you 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 allowable of four (4) months of Service Credit for the first 10 years of Department Service with WPERP and one (1) additional month of Service Credit for every two (2) years of Department Service with WPERP thereafter. See below:

Department Service with WPERP	Credit	Department Service with WPERP	Credit
10 years	4 months	22 years	10 months
12 years	5 months	24 years	11 months
14 years	6 months	26 years	12 months
16 years	7 months	28 years	13 months
18 years	8 months	30 years	14 months
20 years	9 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).

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

Service Credit
Bi-Weekly Decimal Equivalents
Used Beginning 12-1-80

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.

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 between 55 and 59 years old and you have at least 30 years of *Service Credit* (WPERP and LACERS) at retirement	NO
You are between 55 and 59 years old and you have 30 years of *Qualifying Service* but **do not** have at least 30 years of *Service Credit* (WPERP and LACERS) at retirement	YES
You are younger than 55 years old and you **do not** have at least 30 years of *Qualifying Service* at retirement	You are not eligible to retire

If your situation fits one of those listed above where the reduction factor is shown as "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 less than 30 years of Service Credit (WPERP and LACERS), at age 56, your Early Retirement Reduction Factor is .94 or 94%. Therefore instead of receiving 100% of the formula retirement, you will receive 94% of the formula retirement. This is a six percent (6%) reduction to your Option Full retirement allowance.

Average Monthly Salary *See page 11*		2.1% X	Service Time *See page 12*		Early Retirement Reduction Factor *See page 14*		Option Full Allowance *See page 16*
$3,356.25	X	.021 X	16.2500	X	.9400	=	$1,076.60

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.

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 56th birthday is October 6, 2005. The attained age is 56 years, 6 months, and 25 days; therefore, we will use the factor for 56 1/2 (or 56 years and 6 months). If the person's birthday were November 6 instead of October 6, the attained age would be 56 years, 5 months, and 24 days. Therefore, the factor used would be 56 1/4 (or 56 years and 3 months).

Early Retirement Reduction Factor

Attained Age at 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 will retire without a reduction if you are at least 55 years old at retirement.

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.*)

Option Full

Monthly Retirement Allowance	Eligible Spouse/Domestic Partner Continuance
Largest monthly retirement allowance available.	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	Eligible Spouse/Domestic Partner Continuance
Reduced monthly retirement allowance based on the Option A Reduction Factor.	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) in a lump sum payment.

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	Eligible Spouse/Domestic Partner Continuance
Reduced monthly retirement allowance based on an actuarial table.	Up to 50% continuance to your Eligible Spouse/Domestic Partner after your death.

AND

Designated Beneficiary Continuance
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	Eligible Spouse/Domestic Partner Continuance
Reduced monthly retirement allowance based on an actuarial table.	Up to 50% continuance to your Eligible Spouse/Domestic Partner after your death.

AND

Designated Beneficiary Continuance
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 than Option B. The amount that your monthly retirement allowance is reduced depends on the continuance percentage that you choose, your age, and the age of your designated Beneficiary.

Option D

Monthly Retirement Allowance	Eligible Spouse/Domestic Partner Continuance
Reduced monthly retirement allowance based on an actuarial table.	**100% 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 the same amount as what the member received may want to consider this option. The amount that your monthly retirement allowance is reduced depends on your age and the age of your Eligible Spouse/Domestic Partner.

Option E

Monthly Retirement Allowance	Eligible Spouse/Domestic Partner Continuance
Reduced monthly retirement allowance based on an actuarial table.	**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 continuance percentage 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 lifetime 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. (See Divorce, page 35)

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 (1) 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

Years by which member's age exceeds Eligible Spouse's/Domestic Partner's Age	Percentage of Option Full
Less than 5 years...	50%
5 years but less than 10 years.......................................	47 ½%
10 years but less than 15 years.....................................	45%
15 years but less than 20 years.....................................	42 ½%
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 FORMULA 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** *See page 11*		**2.1 %**		**Service Time** *See page 12*		Early Retirement Reduction **Factor** *See page 14*		Option Full **Allowance** *See page 16*
Example:								
$4,900.00	x	.021	x	27.500	x	.9250	=	$2,617.52

In the above 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. The monthly salary is multiplied by the formula 2.1%. That total is then multiplied by 27.5 (or 27 years and 6 months) of Service Credit with WPERP. That total is then multiplied by .9250, the Early Retirement Reduction Factor for a member who is 55 on the date of retirement.

The answer, $2,617.52, is what the member will receive each month under Option Full. This member has an Eligible Spouse/Domestic Partner (as described on page 19) 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** *See page 11*		**2.3 %**		**Service Time** *See page 12*		Early Retirement Reduction **Factor** *See page 14*		Option Full **Allowance** *See page 16*
Example:								
$4,900.00	x	.023	x	27.500	x	1.0000	=	$3,099.25

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 formula 2.3%. That total is then multiplied by 27.5 (or 27 years and 6 months) of Service Credit with WPERP. That new total is then multiplied by 1.000 since 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, $3,099.25, is what the member will receive each month under Option Full. This member has an Eligible Spouse/Domestic Partner (as described on page 19) 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. At your death, your beneficiary(ies) 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 Option Full retirement allowance.

Option Full **Allowance** *See page 16*		Option A **Factor** *See page 23*		Option A **Allowance** *See page 16*
Example:				
$2,617.52	x	.992	=	$2,596.58

Using the same example above, the Option Full allowance was $2,617.52. This amount is multiplied by the Option A Factor on page 23 for age 55, which is .992. The Option A allowance is $2,596.58. The Eligible Spouse/Domestic Partner continuance will be the same as the continuance under Option Full.

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 **Allowance** *See page 16*		Option D **Factor** *See page 24*		Option D **Allowance** *See page 16*
Example:				
$2,617.52	x	.9517	=	$2,491.09

Using the same example above, the Option Full allowance was $2,617.52. This amount is multiplied by the Option D Factor starting on page 24 for member age 55, and Eligible Spouse/Domestic Partner age 55, which is .9517. The Option D allowance is $2,491.09. 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, A, B, and C provide for an Eligible Spouse/Domestic Partner continuance of up to 50%. 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.

TABLE - OPTION A REDUCTION FACTOR

Nearest Age at Retirement	Factor
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

Member's Age	Eligible Spouse's - Domestic Partner's Age										
	45	46	47	48	49	50	51	52	53	54	55
45	0.9753	0.9761	0.9768	0.9776	0.9784	0.9792	0.9800	0.9807	0.9815	0.9822	0.9830
46	0.9730	0.9738	0.9747	0.9755	0.9764	0.9772	0.9780	0.9789	0.9797	0.9805	0.9813
47	0.9706	0.9715	0.9724	0.9732	0.9741	0.9750	0.9759	0.9768	0.9777	0.9786	0.9795
48	0.9680	0.9689	0.9699	0.9708	0.9718	0.9728	0.9737	0.9747	0.9756	0.9766	0.9775
49	0.9653	0.9663	0.9673	0.9683	0.9693	0.9703	0.9714	0.9724	0.9734	0.9744	0.9755
50	0.9624	0.9635	0.9645	0.9656	0.9667	0.9678	0.9689	0.9700	0.9711	0.9722	0.9733
51	0.9595	0.9606	0.9617	0.9628	0.9639	0.9651	0.9662	0.9674	0.9686	0.9698	0.9709
52	0.9563	0.9574	0.9586	0.9598	0.9610	0.9622	0.9634	0.9646	0.9659	0.9672	0.9684
53	0.9529	0.9540	0.9553	0.9565	0.9578	0.9590	0.9603	0.9617	0.9630	0.9643	0.9657
54	0.9492	0.9504	0.9517	0.9530	0.9543	0.9557	0.9570	0.9584	0.9598	0.9613	0.9627
55	0.9453	0.9466	0.9479	0.9493	0.9507	0.9521	0.9535	0.9550	0.9564	0.9579	0.9595
56	0.9412	0.9425	0.9439	0.9453	0.9467	0.9482	0.9497	0.9512	0.9528	0.9544	0.9560
57	0.9369	0.9382	0.9396	0.9411	0.9426	0.9441	0.9456	0.9472	0.9489	0.9505	0.9522
58	0.9322	0.9336	0.9351	0.9366	0.9381	0.9397	0.9413	0.9430	0.9447	0.9464	0.9482
59	0.9274	0.9288	0.9303	0.9318	0.9334	0.9350	0.9367	0.9384	0.9402	0.9420	0.9439
60	0.9222	0.9237	0.9252	0.9267	0.9284	0.9300	0.9318	0.9336	0.9354	0.9373	0.9393
61	0.9168	0.9182	0.9198	0.9214	0.9230	0.9248	0.9265	0.9284	0.9303	0.9323	0.9343
62	0.9110	0.9125	0.9141	0.9157	0.9174	0.9192	0.9210	0.9229	0.9249	0.9269	0.9290
63	0.9049	0.9065	0.9081	0.9097	0.9114	0.9132	0.9151	0.9170	0.9191	0.9212	0.9233
64	0.8985	0.9001	0.9017	0.9034	0.9051	0.9070	0.9088	0.9108	0.9129	0.9150	0.9173
65	0.8918	0.8934	0.8950	0.8967	0.8985	0.9003	0.9022	0.9042	0.9063	0.9085	0.9108
66	0.8847	0.8863	0.8879	0.8896	0.8914	0.8933	0.8952	0.8973	0.8994	0.9016	0.9040
67	0.8773	0.8788	0.8805	0.8822	0.8840	0.8859	0.8878	0.8899	0.8921	0.8943	0.8967
68	0.8695	0.8710	0.8727	0.8744	0.8762	0.8781	0.8801	0.8821	0.8843	0.8866	0.8890
69	0.8613	0.8629	0.8645	0.8662	0.8680	0.8699	0.8719	0.8740	0.8762	0.8785	0.8810
70	0.8528	0.8544	0.8560	0.8577	0.8595	0.8614	0.8634	0.8655	0.8677	0.8700	0.8725
71	0.8440	0.8455	0.8472	0.8489	0.8507	0.8525	0.8545	0.8566	0.8588	0.8611	0.8636
72	0.8348	0.8364	0.8380	0.8397	0.8414	0.8433	0.8453	0.8473	0.8495	0.8519	0.8543
73	0.8254	0.8269	0.8285	0.8301	0.8319	0.8337	0.8357	0.8377	0.8399	0.8422	0.8446
74	0.8156	0.8171	0.8186	0.8203	0.8220	0.8238	0.8257	0.8278	0.8299	0.8322	0.8346
75	0.8055	0.8069	0.8085	0.8101	0.8118	0.8136	0.8155	0.8175	0.8196	0.8219	0.8242
76	0.7951	0.7966	0.7981	0.7997	0.8013	0.8031	0.8049	0.8069	0.8090	0.8112	0.8136
77	0.7846	0.7860	0.7874	0.7890	0.7906	0.7923	0.7941	0.7961	0.7981	0.8003	0.8026
78	0.7738	0.7752	0.7766	0.7781	0.7797	0.7814	0.7831	0.7850	0.7870	0.7891	0.7914
79	0.7629	0.7642	0.7656	0.7670	0.7686	0.7702	0.7719	0.7737	0.7757	0.7778	0.7800
80	0.7518	0.7531	0.7544	0.7559	0.7574	0.7589	0.7606	0.7624	0.7642	0.7662	0.7684
81	0.7407	0.7419	0.7433	0.7446	0.7461	0.7476	0.7492	0.7509	0.7527	0.7547	0.7567
82	0.7296	0.7308	0.7321	0.7334	0.7348	0.7362	0.7378	0.7394	0.7412	0.7430	0.7450
83	0.7186	0.7197	0.7209	0.7222	0.7235	0.7249	0.7264	0.7280	0.7297	0.7315	0.7334
84	0.7076	0.7087	0.7099	0.7111	0.7124	0.7137	0.7151	0.7166	0.7183	0.7200	0.7218
85	0.6969	0.6979	0.6990	0.7002	0.7014	0.7027	0.7041	0.7055	0.7070	0.7087	0.7105
86	0.6864	0.6874	0.6884	0.6896	0.6907	0.6919	0.6932	0.6946	0.6961	0.6976	0.6993
87	0.6762	0.6771	0.6781	0.6792	0.6803	0.6815	0.6827	0.6840	0.6854	0.6869	0.6885
88	0.6663	0.6672	0.6682	0.6692	0.6702	0.6713	0.6725	0.6737	0.6751	0.6765	0.6780
89	0.6568	0.6577	0.6586	0.6595	0.6605	0.6616	0.6627	0.6638	0.6651	0.6664	0.6679
90	0.6477	0.6485	0.6493	0.6502	0.6512	0.6522	0.6532	0.6543	0.6555	0.6568	0.6582
91	0.6390	0.6397	0.6405	0.6414	0.6423	0.6432	0.6442	0.6452	0.6464	0.6476	0.6488
92	0.6306	0.6314	0.6321	0.6329	0.6338	0.6346	0.6356	0.6365	0.6376	0.6387	0.6400
93	0.6227	0.6234	0.6241	0.6249	0.6257	0.6265	0.6274	0.6283	0.6293	0.6304	0.6315
94	0.6153	0.6159	0.6166	0.6173	0.6180	0.6188	0.6197	0.6205	0.6215	0.6225	0.6236
95	0.6082	0.6088	0.6095	0.6101	0.6108	0.6116	0.6124	0.6132	0.6141	0.6150	0.6160
96	0.6016	0.6021	0.6027	0.6034	0.6040	0.6047	0.6054	0.6062	0.6070	0.6079	0.6089
97	0.5954	0.5959	0.5965	0.5971	0.5977	0.5984	0.5990	0.5998	0.6006	0.6014	0.6023
98	0.5897	0.5902	0.5908	0.5913	0.5919	0.5925	0.5932	0.5938	0.5946	0.5954	0.5962
99	0.5845	0.5850	0.5855	0.5860	0.5866	0.5871	0.5878	0.5884	0.5891	0.5898	0.5906
100	0.5797	0.5802	0.5807	0.5812	0.5817	0.5822	0.5828	0.5834	0.5841	0.5848	0.5855

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

Member's Age	Eligible Spouse's - Domestic Partner's Age										
	56	57	58	59	60	61	62	63	64	65	66
45	0.9837	0.9845	0.9852	0.9859	0.9865	0.9872	0.9879	0.9885	0.9892	0.9898	0.9904
46	0.9821	0.9829	0.9837	0.9844	0.9852	0.9859	0.9866	0.9873	0.9880	0.9887	0.9893
47	0.9803	0.9812	0.9820	0.9829	0.9837	0.9845	0.9853	0.9860	0.9868	0.9875	0.9883
48	0.9785	0.9794	0.9803	0.9812	0.9821	0.9830	0.9838	0.9847	0.9855	0.9863	0.9871
49	0.9765	0.9775	0.9785	0.9795	0.9804	0.9814	0.9823	0.9832	0.9841	0.9850	0.9858
50	0.9744	0.9754	0.9765	0.9776	0.9786	0.9797	0.9807	0.9817	0.9826	0.9836	0.9845
51	0.9721	0.9733	0.9744	0.9756	0.9767	0.9779	0.9790	0.9800	0.9811	0.9821	0.9832
52	0.9697	0.9709	0.9722	0.9734	0.9747	0.9759	0.9771	0.9782	0.9794	0.9805	0.9816
53	0.9670	0.9684	0.9697	0.9711	0.9724	0.9737	0.9750	0.9763	0.9775	0.9788	0.9800
54	0.9641	0.9656	0.9670	0.9685	0.9699	0.9713	0.9727	0.9741	0.9755	0.9768	0.9781
55	0.9610	0.9625	0.9641	0.9656	0.9672	0.9687	0.9702	0.9717	0.9732	0.9747	0.9761
56	0.9576	0.9593	0.9609	0.9626	0.9642	0.9659	0.9675	0.9691	0.9707	0.9723	0.9739
57	0.9540	0.9557	0.9575	0.9592	0.9610	0.9628	0.9645	0.9663	0.9680	0.9697	0.9714
58	0.9500	0.9519	0.9537	0.9556	0.9575	0.9594	0.9613	0.9632	0.9651	0.9669	0.9687
59	0.9458	0.9477	0.9497	0.9517	0.9537	0.9557	0.9578	0.9598	0.9618	0.9638	0.9658
60	0.9413	0.9433	0.9454	0.9475	0.9496	0.9518	0.9539	0.9561	0.9583	0.9604	0.9626
61	0.9364	0.9385	0.9407	0.9429	0.9452	0.9475	0.9498	0.9521	0.9544	0.9567	0.9590
62	0.9312	0.9334	0.9357	0.9380	0.9404	0.9428	0.9452	0.9477	0.9502	0.9526	0.9551
63	0.9256	0.9279	0.9303	0.9327	0.9352	0.9377	0.9403	0.9429	0.9455	0.9482	0.9508
64	0.9196	0.9220	0.9245	0.9270	0.9296	0.9322	0.9350	0.9377	0.9405	0.9433	0.9461
65	0.9132	0.9157	0.9182	0.9209	0.9236	0.9263	0.9292	0.9321	0.9350	0.9380	0.9410
66	0.9064	0.9089	0.9116	0.9143	0.9171	0.9200	0.9229	0.9260	0.9291	0.9322	0.9354
67	0.8992	0.9018	0.9045	0.9073	0.9102	0.9131	0.9162	0.9194	0.9226	0.9259	0.9293
68	0.8916	0.8942	0.8969	0.8998	0.9028	0.9059	0.9090	0.9123	0.9157	0.9191	0.9227
69	0.8835	0.8862	0.8890	0.8919	0.8949	0.8981	0.9014	0.9048	0.9083	0.9119	0.9155
70	0.8750	0.8777	0.8806	0.8835	0.8866	0.8899	0.8932	0.8967	0.9003	0.9041	0.9079
71	0.8662	0.8689	0.8717	0.8747	0.8779	0.8812	0.8846	0.8882	0.8919	0.8957	0.8997
72	0.8569	0.8596	0.8625	0.8655	0.8687	0.8720	0.8755	0.8791	0.8829	0.8869	0.8910
73	0.8472	0.8499	0.8528	0.8559	0.8590	0.8624	0.8659	0.8696	0.8735	0.8775	0.8817
74	0.8372	0.8399	0.8428	0.8458	0.8490	0.8524	0.8559	0.8596	0.8635	0.8676	0.8719
75	0.8268	0.8295	0.8323	0.8353	0.8385	0.8419	0.8454	0.8492	0.8531	0.8573	0.8616
76	0.8161	0.8187	0.8215	0.8245	0.8277	0.8310	0.8346	0.8383	0.8423	0.8464	0.8508
77	0.8050	0.8077	0.8104	0.8134	0.8165	0.8198	0.8234	0.8271	0.8310	0.8352	0.8395
78	0.7938	0.7963	0.7991	0.8020	0.8050	0.8083	0.8118	0.8155	0.8194	0.8235	0.8279
79	0.7823	0.7848	0.7875	0.7903	0.7933	0.7965	0.8000	0.8036	0.8075	0.8116	0.8159
80	0.7707	0.7731	0.7757	0.7785	0.7814	0.7846	0.7879	0.7915	0.7953	0.7993	0.8036
81	0.7589	0.7613	0.7638	0.7665	0.7694	0.7724	0.7757	0.7792	0.7829	0.7869	0.7911
82	0.7472	0.7494	0.7519	0.7545	0.7573	0.7602	0.7634	0.7668	0.7704	0.7743	0.7784
83	0.7354	0.7376	0.7400	0.7425	0.7452	0.7480	0.7511	0.7544	0.7579	0.7617	0.7657
84	0.7238	0.7259	0.7281	0.7306	0.7331	0.7359	0.7389	0.7421	0.7455	0.7491	0.7530
85	0.7123	0.7144	0.7165	0.7188	0.7213	0.7240	0.7268	0.7299	0.7332	0.7367	0.7405
86	0.7011	0.7030	0.7051	0.7073	0.7097	0.7122	0.7150	0.7179	0.7211	0.7244	0.7281
87	0.6902	0.6920	0.6940	0.6961	0.6984	0.7008	0.7034	0.7062	0.7092	0.7125	0.7160
88	0.6796	0.6814	0.6832	0.6852	0.6874	0.6897	0.6922	0.6949	0.6977	0.7008	0.7042
89	0.6694	0.6711	0.6728	0.6747	0.6768	0.6790	0.6813	0.6839	0.6866	0.6896	0.6928
90	0.6596	0.6612	0.6628	0.6647	0.6666	0.6687	0.6709	0.6733	0.6759	0.6788	0.6818
91	0.6502	0.6517	0.6533	0.6550	0.6568	0.6588	0.6609	0.6632	0.6657	0.6683	0.6712
92	0.6413	0.6426	0.6441	0.6458	0.6475	0.6494	0.6514	0.6535	0.6559	0.6584	0.6611
93	0.6328	0.6341	0.6355	0.6370	0.6386	0.6404	0.6423	0.6443	0.6465	0.6489	0.6515
94	0.6247	0.6259	0.6273	0.6287	0.6303	0.6319	0.6337	0.6356	0.6377	0.6400	0.6424
95	0.6171	0.6183	0.6195	0.6209	0.6223	0.6239	0.6256	0.6274	0.6294	0.6315	0.6338
96	0.6099	0.6110	0.6122	0.6135	0.6148	0.6163	0.6179	0.6196	0.6215	0.6235	0.6256
97	0.6033	0.6043	0.6054	0.6066	0.6079	0.6093	0.6108	0.6124	0.6141	0.6160	0.6181
98	0.5971	0.5981	0.5991	0.6003	0.6015	0.6028	0.6042	0.6057	0.6074	0.6091	0.6111
99	0.5915	0.5924	0.5934	0.5945	0.5956	0.5968	0.5982	0.5996	0.6012	0.6028	0.6047
100	0.5863	0.5872	0.5881	0.5891	0.5902	0.5914	0.5926	0.5940	0.5955	0.5971	0.5988

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

Option D Factors
Effective July 1, 2020

Member's Age	Eligible Spouse's - Domestic Partner's Age										
	67	68	69	70	71	72	73	74	75	76	77
45	0.9910	0.9915	0.9921	0.9926	0.9931	0.9936	0.9941	0.9946	0.9950	0.9954	0.9958
46	0.9900	0.9906	0.9912	0.9918	0.9924	0.9929	0.9934	0.9939	0.9944	0.9949	0.9953
47	0.9890	0.9896	0.9903	0.9909	0.9915	0.9921	0.9927	0.9933	0.9938	0.9943	0.9948
48	0.9878	0.9886	0.9893	0.9900	0.9907	0.9913	0.9920	0.9926	0.9932	0.9937	0.9942
49	0.9867	0.9875	0.9883	0.9890	0.9898	0.9905	0.9912	0.9918	0.9925	0.9931	0.9936
50	0.9854	0.9863	0.9872	0.9880	0.9888	0.9896	0.9903	0.9911	0.9918	0.9924	0.9930
51	0.9841	0.9851	0.9860	0.9870	0.9878	0.9887	0.9895	0.9903	0.9910	0.9917	0.9924
52	0.9827	0.9838	0.9848	0.9858	0.9867	0.9877	0.9886	0.9894	0.9902	0.9910	0.9918
53	0.9811	0.9823	0.9834	0.9845	0.9855	0.9865	0.9875	0.9884	0.9893	0.9902	0.9910
54	0.9794	0.9807	0.9819	0.9830	0.9842	0.9853	0.9864	0.9874	0.9884	0.9893	0.9902
55	0.9775	0.9789	0.9802	0.9815	0.9827	0.9839	0.9851	0.9862	0.9873	0.9883	0.9893
56	0.9754	0.9769	0.9783	0.9797	0.9811	0.9824	0.9837	0.9849	0.9861	0.9872	0.9883
57	0.9731	0.9747	0.9763	0.9778	0.9793	0.9807	0.9821	0.9835	0.9848	0.9860	0.9871
58	0.9705	0.9723	0.9740	0.9757	0.9773	0.9789	0.9804	0.9819	0.9833	0.9846	0.9859
59	0.9677	0.9697	0.9715	0.9734	0.9751	0.9769	0.9785	0.9801	0.9817	0.9831	0.9846
60	0.9647	0.9667	0.9688	0.9708	0.9727	0.9746	0.9764	0.9782	0.9799	0.9815	0.9830
61	0.9613	0.9635	0.9657	0.9679	0.9700	0.9721	0.9741	0.9760	0.9779	0.9796	0.9813
62	0.9576	0.9600	0.9624	0.9647	0.9670	0.9693	0.9715	0.9736	0.9756	0.9776	0.9794
63	0.9535	0.9561	0.9587	0.9612	0.9637	0.9662	0.9686	0.9709	0.9731	0.9752	0.9773
64	0.9489	0.9518	0.9546	0.9573	0.9600	0.9627	0.9653	0.9678	0.9703	0.9726	0.9749
65	0.9440	0.9470	0.9500	0.9530	0.9559	0.9588	0.9617	0.9644	0.9671	0.9697	0.9722
66	0.9386	0.9418	0.9450	0.9482	0.9514	0.9545	0.9576	0.9606	0.9635	0.9663	0.9691
67	0.9327	0.9361	0.9395	0.9429	0.9464	0.9497	0.9531	0.9563	0.9595	0.9626	0.9656
68	0.9262	0.9299	0.9335	0.9372	0.9408	0.9445	0.9480	0.9516	0.9551	0.9584	0.9617
69	0.9193	0.9231	0.9270	0.9308	0.9347	0.9386	0.9425	0.9463	0.9501	0.9538	0.9573
70	0.9118	0.9158	0.9199	0.9240	0.9281	0.9323	0.9364	0.9405	0.9446	0.9486	0.9525
71	0.9038	0.9079	0.9122	0.9165	0.9209	0.9253	0.9297	0.9341	0.9385	0.9428	0.9470
72	0.8952	0.8995	0.9039	0.9085	0.9131	0.9177	0.9224	0.9271	0.9318	0.9364	0.9410
73	0.8860	0.8905	0.8951	0.8998	0.9046	0.9095	0.9145	0.9195	0.9245	0.9294	0.9344
74	0.8763	0.8809	0.8857	0.8906	0.8956	0.9007	0.9059	0.9112	0.9165	0.9218	0.9270
75	0.8661	0.8708	0.8757	0.8807	0.8859	0.8912	0.8966	0.9022	0.9078	0.9134	0.9190
76	0.8554	0.8601	0.8651	0.8703	0.8756	0.8811	0.8867	0.8925	0.8984	0.9043	0.9102
77	0.8441	0.8490	0.8540	0.8593	0.8647	0.8704	0.8762	0.8822	0.8883	0.8945	0.9008
78	0.8325	0.8374	0.8424	0.8478	0.8533	0.8591	0.8651	0.8712	0.8775	0.8840	0.8906
79	0.8205	0.8253	0.8304	0.8358	0.8414	0.8473	0.8533	0.8597	0.8662	0.8728	0.8797
80	0.8082	0.8130	0.8181	0.8234	0.8290	0.8350	0.8411	0.8475	0.8542	0.8611	0.8681
81	0.7956	0.8003	0.8054	0.8107	0.8163	0.8222	0.8285	0.8349	0.8417	0.8487	0.8559
82	0.7828	0.7875	0.7925	0.7978	0.8033	0.8092	0.8154	0.8220	0.8288	0.8359	0.8432
83	0.7700	0.7746	0.7795	0.7847	0.7902	0.7960	0.8022	0.8087	0.8155	0.8226	0.8301
84	0.7572	0.7617	0.7664	0.7715	0.7769	0.7827	0.7888	0.7952	0.8020	0.8091	0.8166
85	0.7445	0.7488	0.7535	0.7584	0.7637	0.7693	0.7753	0.7817	0.7884	0.7955	0.8029
86	0.7320	0.7362	0.7406	0.7454	0.7506	0.7561	0.7619	0.7681	0.7748	0.7818	0.7892
87	0.7197	0.7237	0.7280	0.7327	0.7377	0.7430	0.7487	0.7547	0.7612	0.7681	0.7754
88	0.7078	0.7116	0.7158	0.7202	0.7250	0.7302	0.7357	0.7416	0.7479	0.7546	0.7618
89	0.6962	0.6999	0.7039	0.7081	0.7127	0.7177	0.7230	0.7287	0.7348	0.7414	0.7483
90	0.6850	0.6886	0.6924	0.6964	0.7009	0.7056	0.7107	0.7162	0.7221	0.7284	0.7352
91	0.6743	0.6777	0.6813	0.6852	0.6894	0.6939	0.6988	0.7041	0.7098	0.7159	0.7224
92	0.6641	0.6672	0.6707	0.6744	0.6784	0.6827	0.6874	0.6924	0.6979	0.7037	0.7100
93	0.6543	0.6573	0.6606	0.6641	0.6679	0.6720	0.6765	0.6813	0.6865	0.6921	0.6981
94	0.6450	0.6479	0.6510	0.6543	0.6579	0.6618	0.6661	0.6706	0.6756	0.6810	0.6867
95	0.6363	0.6390	0.6419	0.6450	0.6485	0.6522	0.6562	0.6605	0.6653	0.6704	0.6759
96	0.6280	0.6305	0.6333	0.6362	0.6395	0.6430	0.6468	0.6509	0.6554	0.6602	0.6655
97	0.6203	0.6227	0.6253	0.6281	0.6311	0.6345	0.6381	0.6420	0.6462	0.6508	0.6558
98	0.6132	0.6154	0.6179	0.6205	0.6234	0.6266	0.6300	0.6337	0.6377	0.6421	0.6468
99	0.6066	0.6088	0.6111	0.6136	0.6164	0.6193	0.6226	0.6261	0.6299	0.6340	0.6386
100	0.6007	0.6027	0.6049	0.6073	0.6099	0.6127	0.6157	0.6191	0.6227	0.6266	0.6309

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

Option D Factors
Effective July 1, 2020

Member's Age	Eligible Spouse's - Domestic Partner's Age										
	78	79	80	81	82	83	84	85	86	87	88
45	0.9962	0.9966	0.9969	0.9972	0.9975	0.9978	0.9980	0.9982	0.9984	0.9986	0.9988
46	0.9957	0.9961	0.9965	0.9968	0.9972	0.9975	0.9977	0.9980	0.9982	0.9984	0.9986
47	0.9953	0.9957	0.9961	0.9965	0.9968	0.9972	0.9975	0.9977	0.9980	0.9982	0.9984
48	0.9947	0.9952	0.9957	0.9961	0.9965	0.9968	0.9972	0.9975	0.9977	0.9980	0.9982
49	0.9942	0.9947	0.9952	0.9957	0.9961	0.9965	0.9969	0.9972	0.9975	0.9978	0.9980
50	0.9936	0.9942	0.9947	0.9952	0.9957	0.9961	0.9965	0.9969	0.9972	0.9976	0.9978
51	0.9931	0.9937	0.9943	0.9948	0.9953	0.9958	0.9962	0.9966	0.9970	0.9973	0.9976
52	0.9925	0.9931	0.9938	0.9944	0.9949	0.9954	0.9959	0.9963	0.9967	0.9971	0.9974
53	0.9918	0.9925	0.9932	0.9938	0.9944	0.9950	0.9955	0.9960	0.9964	0.9968	0.9972
54	0.9910	0.9918	0.9926	0.9933	0.9939	0.9945	0.9951	0.9956	0.9961	0.9965	0.9969
55	0.9902	0.9911	0.9919	0.9926	0.9934	0.9940	0.9947	0.9952	0.9957	0.9962	0.9966
56	0.9893	0.9902	0.9911	0.9920	0.9927	0.9935	0.9942	0.9948	0.9953	0.9959	0.9963
57	0.9883	0.9893	0.9903	0.9912	0.9921	0.9929	0.9936	0.9943	0.9949	0.9955	0.9960
58	0.9871	0.9883	0.9894	0.9904	0.9913	0.9922	0.9930	0.9937	0.9944	0.9950	0.9956
59	0.9859	0.9871	0.9883	0.9894	0.9905	0.9914	0.9923	0.9931	0.9939	0.9946	0.9952
60	0.9845	0.9859	0.9872	0.9884	0.9895	0.9906	0.9916	0.9925	0.9933	0.9940	0.9947
61	0.9829	0.9845	0.9859	0.9872	0.9885	0.9897	0.9907	0.9917	0.9926	0.9935	0.9942
62	0.9812	0.9829	0.9845	0.9859	0.9873	0.9886	0.9898	0.9909	0.9919	0.9928	0.9936
63	0.9792	0.9811	0.9828	0.9845	0.9860	0.9874	0.9887	0.9900	0.9911	0.9921	0.9930
64	0.9770	0.9791	0.9810	0.9828	0.9845	0.9861	0.9875	0.9889	0.9901	0.9912	0.9922
65	0.9745	0.9768	0.9789	0.9809	0.9828	0.9845	0.9861	0.9876	0.9890	0.9902	0.9913
66	0.9717	0.9742	0.9765	0.9787	0.9808	0.9828	0.9846	0.9862	0.9877	0.9891	0.9903
67	0.9685	0.9712	0.9738	0.9763	0.9786	0.9807	0.9827	0.9846	0.9863	0.9878	0.9892
68	0.9649	0.9679	0.9707	0.9735	0.9760	0.9784	0.9807	0.9827	0.9846	0.9863	0.9879
69	0.9608	0.9641	0.9673	0.9703	0.9731	0.9758	0.9783	0.9806	0.9827	0.9846	0.9863
70	0.9562	0.9599	0.9634	0.9667	0.9698	0.9728	0.9756	0.9781	0.9805	0.9826	0.9846
71	0.9511	0.9551	0.9590	0.9626	0.9661	0.9694	0.9725	0.9753	0.9779	0.9804	0.9826
72	0.9455	0.9498	0.9540	0.9581	0.9619	0.9655	0.9689	0.9721	0.9751	0.9778	0.9802
73	0.9392	0.9439	0.9485	0.9529	0.9571	0.9611	0.9649	0.9685	0.9718	0.9748	0.9775
74	0.9322	0.9373	0.9423	0.9471	0.9518	0.9562	0.9604	0.9643	0.9680	0.9714	0.9745
75	0.9246	0.9301	0.9355	0.9407	0.9458	0.9506	0.9552	0.9596	0.9637	0.9674	0.9709
76	0.9162	0.9221	0.9279	0.9336	0.9391	0.9444	0.9495	0.9543	0.9588	0.9630	0.9669
77	0.9070	0.9133	0.9195	0.9257	0.9316	0.9374	0.9430	0.9483	0.9533	0.9579	0.9623
78	0.8972	0.9038	0.9104	0.9170	0.9234	0.9297	0.9357	0.9415	0.9470	0.9522	0.9570
79	0.8866	0.8936	0.9006	0.9075	0.9144	0.9212	0.9277	0.9340	0.9400	0.9457	0.9511
80	0.8753	0.8826	0.8899	0.8973	0.9046	0.9118	0.9189	0.9257	0.9323	0.9385	0.9444
81	0.8633	0.8709	0.8786	0.8863	0.8941	0.9017	0.9093	0.9166	0.9237	0.9305	0.9369
82	0.8508	0.8586	0.8666	0.8746	0.8827	0.8908	0.8988	0.9067	0.9143	0.9216	0.9286
83	0.8378	0.8458	0.8540	0.8623	0.8707	0.8792	0.8876	0.8960	0.9041	0.9120	0.9196
84	0.8244	0.8325	0.8408	0.8494	0.8581	0.8669	0.8757	0.8845	0.8931	0.9016	0.9097
85	0.8108	0.8189	0.8274	0.8361	0.8450	0.8541	0.8632	0.8724	0.8815	0.8904	0.8990
86	0.7970	0.8051	0.8136	0.8224	0.8315	0.8408	0.8502	0.8597	0.8692	0.8785	0.8877
87	0.7831	0.7912	0.7997	0.8086	0.8177	0.8272	0.8368	0.8466	0.8564	0.8661	0.8757
88	0.7694	0.7774	0.7858	0.7946	0.8038	0.8133	0.8231	0.8331	0.8431	0.8532	0.8632
89	0.7558	0.7636	0.7720	0.7807	0.7899	0.7994	0.8093	0.8193	0.8296	0.8399	0.8502
90	0.7424	0.7501	0.7583	0.7669	0.7760	0.7855	0.7953	0.8055	0.8158	0.8264	0.8369
91	0.7294	0.7369	0.7449	0.7533	0.7623	0.7716	0.7814	0.7916	0.8020	0.8126	0.8233
92	0.7168	0.7241	0.7318	0.7400	0.7488	0.7580	0.7677	0.7777	0.7881	0.7988	0.8096
93	0.7046	0.7116	0.7191	0.7271	0.7356	0.7446	0.7541	0.7641	0.7744	0.7850	0.7959
94	0.6930	0.6997	0.7069	0.7147	0.7229	0.7317	0.7410	0.7507	0.7609	0.7714	0.7822
95	0.6819	0.6883	0.6952	0.7027	0.7106	0.7192	0.7282	0.7377	0.7477	0.7581	0.7688
96	0.6712	0.6773	0.6840	0.6911	0.6988	0.7070	0.7158	0.7250	0.7348	0.7449	0.7555
97	0.6612	0.6671	0.6735	0.6803	0.6877	0.6956	0.7040	0.7130	0.7225	0.7324	0.7427
98	0.6520	0.6576	0.6637	0.6702	0.6773	0.6849	0.6930	0.7017	0.7109	0.7205	0.7306
99	0.6435	0.6488	0.6546	0.6609	0.6676	0.6749	0.6827	0.6911	0.7000	0.7094	0.7192
100	0.6356	0.6407	0.6462	0.6522	0.6587	0.6657	0.6732	0.6812	0.6898	0.6989	0.7085

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

Option D Factors
Effective July 1, 2020

Member's Age	Eligible Spouse's - Domestic Partner's Age											
	89	90	91	92	93	94	95	96	97	98	99	100
45	0.9989	0.9991	0.9992	0.9993	0.9994	0.9995	0.9995	0.9996	0.9996	0.9997	0.9997	0.9998
46	0.9988	0.9989	0.9991	0.9992	0.9993	0.9994	0.9994	0.9995	0.9996	0.9996	0.9997	0.9997
47	0.9986	0.9988	0.9989	0.9991	0.9992	0.9993	0.9994	0.9994	0.9995	0.9996	0.9996	0.9997
48	0.9984	0.9986	0.9988	0.9989	0.9991	0.9992	0.9993	0.9994	0.9994	0.9995	0.9996	0.9996
49	0.9983	0.9985	0.9986	0.9988	0.9989	0.9991	0.9992	0.9993	0.9994	0.9994	0.9995	0.9996
50	0.9981	0.9983	0.9985	0.9987	0.9988	0.9990	0.9991	0.9992	0.9993	0.9994	0.9995	0.9995
51	0.9979	0.9981	0.9984	0.9986	0.9987	0.9989	0.9990	0.9991	0.9992	0.9993	0.9994	0.9995
52	0.9977	0.9980	0.9982	0.9984	0.9986	0.9988	0.9989	0.9991	0.9992	0.9993	0.9994	0.9994
53	0.9975	0.9978	0.9981	0.9983	0.9985	0.9987	0.9988	0.9990	0.9991	0.9992	0.9993	0.9994
54	0.9973	0.9976	0.9979	0.9981	0.9983	0.9985	0.9987	0.9989	0.9990	0.9991	0.9992	0.9993
55	0.9970	0.9974	0.9977	0.9979	0.9982	0.9984	0.9986	0.9988	0.9989	0.9990	0.9992	0.9993
56	0.9967	0.9971	0.9974	0.9977	0.9980	0.9983	0.9985	0.9986	0.9988	0.9990	0.9991	0.9992
57	0.9964	0.9968	0.9972	0.9975	0.9978	0.9981	0.9983	0.9985	0.9987	0.9989	0.9990	0.9991
58	0.9961	0.9965	0.9969	0.9973	0.9976	0.9979	0.9982	0.9984	0.9986	0.9987	0.9989	0.9990
59	0.9957	0.9962	0.9967	0.9971	0.9974	0.9977	0.9980	0.9982	0.9984	0.9986	0.9988	0.9989
60	0.9953	0.9959	0.9963	0.9968	0.9972	0.9975	0.9978	0.9981	0.9983	0.9985	0.9987	0.9988
61	0.9949	0.9955	0.9960	0.9965	0.9969	0.9973	0.9976	0.9979	0.9981	0.9984	0.9985	0.9987
62	0.9943	0.9950	0.9956	0.9961	0.9966	0.9970	0.9973	0.9977	0.9979	0.9982	0.9984	0.9986
63	0.9938	0.9945	0.9951	0.9957	0.9962	0.9967	0.9971	0.9974	0.9977	0.9980	0.9983	0.9985
64	0.9931	0.9939	0.9946	0.9953	0.9958	0.9963	0.9968	0.9972	0.9975	0.9978	0.9981	0.9983
65	0.9923	0.9932	0.9940	0.9947	0.9954	0.9959	0.9964	0.9969	0.9972	0.9976	0.9979	0.9981
66	0.9915	0.9925	0.9933	0.9941	0.9948	0.9955	0.9960	0.9965	0.9969	0.9973	0.9976	0.9979
67	0.9904	0.9916	0.9925	0.9934	0.9942	0.9949	0.9955	0.9961	0.9966	0.9970	0.9973	0.9977
68	0.9893	0.9905	0.9916	0.9926	0.9935	0.9943	0.9950	0.9956	0.9961	0.9966	0.9970	0.9974
69	0.9879	0.9893	0.9906	0.9917	0.9927	0.9936	0.9943	0.9950	0.9956	0.9962	0.9966	0.9970
70	0.9863	0.9879	0.9893	0.9906	0.9917	0.9927	0.9936	0.9944	0.9951	0.9957	0.9962	0.9966
71	0.9845	0.9863	0.9879	0.9893	0.9906	0.9917	0.9927	0.9936	0.9944	0.9951	0.9957	0.9962
72	0.9825	0.9845	0.9863	0.9879	0.9893	0.9906	0.9917	0.9927	0.9936	0.9944	0.9951	0.9956
73	0.9801	0.9823	0.9844	0.9862	0.9878	0.9893	0.9906	0.9917	0.9927	0.9936	0.9943	0.9950
74	0.9773	0.9798	0.9821	0.9842	0.9861	0.9877	0.9892	0.9905	0.9916	0.9926	0.9935	0.9943
75	0.9741	0.9770	0.9796	0.9819	0.9840	0.9859	0.9876	0.9891	0.9904	0.9915	0.9925	0.9934
76	0.9704	0.9737	0.9766	0.9793	0.9817	0.9838	0.9857	0.9874	0.9889	0.9902	0.9914	0.9924
77	0.9662	0.9699	0.9732	0.9762	0.9789	0.9813	0.9835	0.9855	0.9872	0.9887	0.9900	0.9912
78	0.9615	0.9655	0.9693	0.9727	0.9757	0.9785	0.9810	0.9832	0.9852	0.9869	0.9884	0.9898
79	0.9560	0.9606	0.9648	0.9686	0.9721	0.9752	0.9780	0.9806	0.9828	0.9848	0.9866	0.9881
80	0.9499	0.9549	0.9596	0.9639	0.9678	0.9714	0.9746	0.9775	0.9801	0.9824	0.9844	0.9861
81	0.9430	0.9486	0.9538	0.9586	0.9630	0.9670	0.9706	0.9739	0.9769	0.9795	0.9818	0.9838
82	0.9353	0.9415	0.9472	0.9526	0.9575	0.9620	0.9661	0.9698	0.9732	0.9762	0.9788	0.9812
83	0.9268	0.9335	0.9399	0.9458	0.9513	0.9563	0.9609	0.9652	0.9690	0.9724	0.9754	0.9781
84	0.9175	0.9248	0.9318	0.9383	0.9443	0.9499	0.9551	0.9599	0.9641	0.9680	0.9714	0.9745
85	0.9074	0.9153	0.9229	0.9300	0.9366	0.9428	0.9486	0.9539	0.9587	0.9630	0.9669	0.9704
86	0.8966	0.9051	0.9132	0.9209	0.9282	0.9350	0.9413	0.9472	0.9526	0.9575	0.9619	0.9658
87	0.8851	0.8941	0.9028	0.9111	0.9190	0.9264	0.9334	0.9399	0.9458	0.9512	0.9562	0.9606
88	0.8730	0.8825	0.8918	0.9006	0.9091	0.9171	0.9247	0.9318	0.9383	0.9443	0.9498	0.9548
89	0.8604	0.8704	0.8801	0.8895	0.8985	0.9071	0.9153	0.9230	0.9302	0.9368	0.9428	0.9483
90	0.8474	0.8578	0.8679	0.8778	0.8873	0.8965	0.9052	0.9136	0.9213	0.9285	0.9352	0.9412
91	0.8341	0.8447	0.8552	0.8655	0.8755	0.8852	0.8945	0.9034	0.9118	0.9196	0.9268	0.9335
92	0.8205	0.8314	0.8422	0.8528	0.8633	0.8734	0.8832	0.8927	0.9017	0.9100	0.9179	0.9251
93	0.8069	0.8179	0.8289	0.8399	0.8506	0.8612	0.8715	0.8814	0.8909	0.8999	0.9083	0.9161
94	0.7933	0.8044	0.8155	0.8267	0.8377	0.8486	0.8593	0.8697	0.8797	0.8892	0.8981	0.9065
95	0.7797	0.7909	0.8021	0.8134	0.8246	0.8358	0.8468	0.8576	0.8681	0.8780	0.8875	0.8963
96	0.7663	0.7774	0.7886	0.8000	0.8113	0.8227	0.8340	0.8451	0.8559	0.8663	0.8762	0.8856
97	0.7534	0.7644	0.7756	0.7869	0.7983	0.8098	0.8212	0.8326	0.8437	0.8545	0.8648	0.8746
98	0.7411	0.7519	0.7629	0.7742	0.7856	0.7971	0.8087	0.8203	0.8316	0.8427	0.8534	0.8635
99	0.7294	0.7400	0.7509	0.7621	0.7734	0.7849	0.7965	0.8082	0.8198	0.8310	0.8420	0.8525
100	0.7185	0.7288	0.7395	0.7505	0.7617	0.7732	0.7848	0.7965	0.8082	0.8196	0.8308	0.8416

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

TAXES

Federal and State tax authorities are aware that contributions to WPERP prior to July 1, 1989 and other contributions 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.

For many years, the tax regulations authorized immediate recovery of taxed contributions by not taxing pensions until the pension amount received equaled the amount of the already taxed contributions. After that time, the entire pension was taxable.

In 1986, Congress decided that pensions would be taxed from the first pension check. The IRS created a rather complex mathematical formula using seven different life expectancy charts to calculate the recovery of your already taxed contributions in smaller increments over a longer period of time.

Since January 1, 1998, 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 and/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.

Safe-Harbor Formula - Table 1

Age at Retirement	Number of Monthly Payments To Recover Already Taxed Contributions
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:

Options	Amount of Monthly Allowance	Less Tax Excludable Amount for 360 Months	Monthly Taxable Amount
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	$2,085.56	$66.06	$2,019.50

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

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

Combined Ages at Retirement	Number of Monthly Payments To Recover Already Taxed Contributions
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.

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 https://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.

RE-EMPLOYMENT AFTER RETIREMENT

WPERP must comply with the requirements of the Internal Revenue Service (IRS) to maintain its status as a tax-qualified plan, including rules regarding in-service distributions, which requires that a member has a "bona-fide separation from service" when he or she receives a distribution from the WPERP.

Internal Revenue Code (IRC) Section 401(a) restricts retirees from taking a distribution from their retirement funds while still employed by the same employer. The IRS considers employees of any department of the City and its subsidiaries, including the Department, as having the same employer. This definition applies to paid employment for the City or the Department in any capacity, whether directly or indirectly, (e.g. full-time, part-time, exempt, those working under their own contract, or those working for a City or Department contractor and assigned to work on a City or Department project).

To determine if a bona-fide separation from service has occurred, the IRS will look at many factors, including time of separation from service and any promises of re-employment after retirement. As such, WPERP prohibits any direct or indirect re-employment with the City or the Department for a period of at least six (6) months after retirement.

Failure to comply with the IRS' in-service distribution rules and WPERP's six (6) months break-in service rule may result in substantial tax penalties to you from the IRS, suspension of your retirement allowance from the WPERP, and termination of payment from the Department or City for the time that you worked.

Waiting the required six (6) months break-in service prior to resuming re-employment in the City or the Department, whether directly or indirectly, does not absolve you from the IRS' in-service distribution rules. At retirement, you will be required to acknowledge in writing that there is no pre-arranged agreement to return to work for the City or the Department after retirement, whether directly or indirectly.

THINGS TO KNOW

WPERP does not allow for an in-service distribution.

A retiree, who has not violated the IRS' in-service distribution rules and WPERP's period of separation requirement, may be re-employed by the City or the Department in a capacity that does not require him/her to contribute to the WPERP and he/she shall not obtain any additional WPERP benefits.

A violation of the six (6) months break-in service shall extend the six (6) months period.

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 (5) 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. 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 the 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

VESTED RIGHT RETIREMENT

You will qualify for a Vested Right Retirement if:

- You are at least 60 years old, **and**
- You have 12 or more consecutive months of membership with WPERP, **and**
- You were not discharged for cause, **and**
- You left your contributions on deposit with WPERP at the time you resigned or your employment was terminated.

    OR

- You are at least 55 years old, **and**
- You have at least 10 years of Qualifying Service regardless of the reason for your termination, **and**
- You left your contributions on deposit with WPERP at the time you resigned or your employment was terminated.

VESTED RIGHT RETIREMENT FORMULA

A Vested Right Retirement is not calculated by applying a Formula Pension. Instead, WPERP will annuitize the contributions and interests in your account and the Department's matching account to determine how much you will receive on a monthly basis.

Your Vested Right Retirement will not include cost of living adjustments, health or dental insurance benefits, or an Eligible Spouse/Domestic Partner continuance.

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 (30) days prior is mandatory per the City Charter; the Retirement Plan Office **CANNOT** accept a late application.

Under Internal Revenue Service's rules, you must take a distribution from the WPERP no later than April 1 of the year following you reaching age 70 ½. Failure to do so may result in substantial tax penalties.

NOTES