




## Water and Power Employees' Retirement Plan

### Mid-Career Retirement Seminar - Tier 1



-  Mute Microphone
-  Turn Off Video
-  Use Chat to ask Questions after Each Presenter

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## Presentations

- Health Plan Benefits
  - Health Benefits
- Water and Power Employees' Retirement Plan (WPERP)
  - Retirement Benefits
  - Additional Contributions
  - Death Benefits
- Financial Tools
  - Deferred Compensation

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## TIER 1 HEALTH AND DENTAL BENEFITS FOR RETIREES



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## ELIGIBILITY FOR HEALTH BENEFITS AFTER RETIREMENT

- If you are a retiree receiving a “Formula Pension” from the Water and Power Employees’ Retirement Plan, you may be eligible for a health plan subsidy; or the amount of credit to assist you in paying for your monthly Medical premiums.
- The Health Plan subsidy is applied towards your medical premiums and is based on a formula accounting for years of services as a member of the retirement plan and age at retirement.
- The maximum health subsidy for the 2024-2025 plan year is **\$2,364.88** for Tier 1.

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## HEALTH PLAN OPTIONS

- [Kaiser HMO](#) (Available in Southern California, Northern California, Colorado, Georgia, Hawaii, Washington, and the Northwest and Mid-Atlantic regions. \* **Enrollment based on your zip code.** Please contact Health Plans Office for more details.)
- [United HealthCare HMO Medicare Advantage](#) (For CA residents only. Available in most areas of Southern California)
- [United HealthCare HMO Med. Advantage – NEVADA](#) (For NV residents)
- [Health Plan Of Nevada HMO](#) (For NV residents only, available in most areas of Southern Nevada and some zip codes in Northern Nevada)
- [United HealthCare PPO](#) (Pre-65 / Available Nationwide)
- [United HealthCare PPO – Medicare Advantage](#) (Post-65/Available nationwide)
- [IBEW Local 18 Anthem Blue Cross HMO and PPO](#) (for IBEW Local 18 members only and you must be enrolled in the plan at the time of retirement in order to continue on with IBEW Local 18 plan as a retiree)

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## DENTAL PLAN OPTIONS

- [United Concordia Plus](#) (DHMO-only available in CA)
- [United Concordia Preferred](#) (DPPO available nationwide)
- [IBEW Local 18 Guardian Dental](#) (DHMO or DPPO - for IBEW Local 18 members only and you must be enrolled in the plan at the time of retirement in order to continue on with IBEW Local 18 plan as a retiree)

**DELTA DENTAL IS NOT AVAILABLE  
AFTER RETIREMENT**

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## DENTAL COVERAGE

If you are a retiree receiving a "Formula Pension" from the Water and Power Employees' Retirement Plan, you are eligible for a dental plan subsidy. Spouses or surviving dependents are not eligible for the LADWP dental plan subsidy.

For LADWP-sponsored and IBEW Local 18-sponsored dental plans.  
Rates are effective July 1, 2024 through June 30, 2025<sup>1</sup>.

Coverage Level	United Concordia Preferred Dental Plan (PPO)	United Concordia Plus Dental Plan (DHMO)	Guardian Dental Plans (PPO) (Local 18) <sup>2</sup>	Guardian Dental Plans(DHMO) (Local 18) <sup>2</sup>
<b>Retiree only</b>				
With Subsidy	\$0.00	\$0.00	\$0.00	\$0.00
Without Subsidy	\$37.71	\$16.99	\$135.86	\$112.97
<b>Retiree +1 eligible dependent</b>				
With Subsidy	\$33.74	\$8.51	\$0.00	\$0.00
Without Subsidy	\$71.45	\$25.50	\$135.86	\$112.97
<b>Retiree +2 or more eligible dependents</b>				
With Subsidy	\$83.76	\$17.45	\$0.00	\$0.00
Without Subsidy	\$121.47	\$34.44	\$135.86	\$112.97

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## Retiree Health Plan Subsidy Chart - Tier 1

Rates are effective July 1, 2024 through June 30, 2025<sup>1</sup>.

YEARS OF SERVICE	AGE AT RETIREMENT														
	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69
9 years or less	Minimum subsidy is \$30.32														
10	\$472.98	\$481.49	\$490.24	\$498.75	\$507.27	\$516.02	\$524.53	\$533.28	\$541.79	\$550.31	\$559.06	\$567.57	\$576.08	\$584.83	\$593.35
11	\$567.57	\$577.98	\$588.15	\$598.55	\$608.72	\$619.13	\$629.53	\$639.94	\$650.11	\$660.51	\$670.68	\$681.09	\$691.49	\$701.66	\$712.07
12	\$662.17	\$674.23	\$686.29	\$698.35	\$710.41	\$722.47	\$734.30	\$746.36	\$758.42	\$770.48	\$782.54	\$794.60	\$806.66	\$818.72	\$830.78
13	\$756.76	\$770.48	\$784.19	\$797.91	\$811.86	\$825.58	\$839.30	\$853.01	\$866.97	\$880.68	\$894.40	\$908.11	\$921.83	\$935.55	\$949.26
14	\$851.36	\$866.97	\$882.34	\$897.71	\$913.32	\$928.69	\$944.30	\$959.67	\$975.28	\$990.65	\$1,006.02	\$1,021.63	\$1,037.24	\$1,052.61	\$1,067.98
15	\$945.95	\$963.22	\$980.48	\$997.51	\$1,014.77	\$1,032.03	\$1,049.06	\$1,066.32	\$1,083.59	\$1,100.62	\$1,117.88	\$1,135.14	\$1,152.41	\$1,169.67	\$1,186.70
16	\$1,040.55	\$1,059.47	\$1,078.39	\$1,097.30	\$1,116.22	\$1,135.14	\$1,154.06	\$1,172.98	\$1,191.90	\$1,210.82	\$1,229.74	\$1,248.66	\$1,267.58	\$1,286.49	\$1,305.41
17	\$1,135.14	\$1,155.72	\$1,176.53	\$1,197.10	\$1,217.68	\$1,238.25	\$1,259.06	\$1,279.64	\$1,300.21	\$1,320.79	\$1,341.60	\$1,362.17	\$1,382.75	\$1,403.56	\$1,424.13
18	\$1,229.74	\$1,252.20	\$1,274.43	\$1,296.66	\$1,319.13	\$1,341.60	\$1,363.83	\$1,386.29	\$1,408.76	\$1,430.99	\$1,453.22	\$1,475.69	\$1,498.15	\$1,520.38	\$1,542.61
19	\$1,324.33	\$1,348.45	\$1,372.58	\$1,396.46	\$1,420.58	\$1,444.71	\$1,468.83	\$1,492.95	\$1,517.07	\$1,540.96	\$1,565.08	\$1,589.20	\$1,613.32	\$1,637.44	\$1,661.33
20	\$1,418.93	\$1,444.71	\$1,470.48	\$1,496.26	\$1,522.04	\$1,547.81	\$1,573.83	\$1,599.60	\$1,625.38	\$1,651.16	\$1,676.94	\$1,702.71	\$1,728.49	\$1,754.27	\$1,780.05
21	\$1,513.52	\$1,540.96	\$1,568.62	\$1,596.06	\$1,623.49	\$1,651.16	\$1,678.59	\$1,706.26	\$1,733.69	\$1,761.13	\$1,788.80	\$1,816.23	\$1,843.66	\$1,871.33	\$1,898.76
22	\$1,608.12	\$1,637.44	\$1,666.77	\$1,695.86	\$1,724.94	\$1,754.27	\$1,783.59	\$1,812.92	\$1,842.01	\$1,871.09	\$1,900.42	\$1,929.74	\$1,959.07	\$1,988.39	\$2,017.48
23	\$1,702.71	\$1,733.69	\$1,764.67	\$1,795.42	\$1,826.40	\$1,857.38	\$1,888.59	\$1,919.57	\$1,950.55	\$1,981.30	\$2,012.28	\$2,043.26	\$2,074.24	\$2,105.22	\$2,135.96
24	\$1,797.31	\$1,829.94	\$1,862.82	\$1,895.21	\$1,928.09	\$1,960.72	\$1,993.36	\$2,025.99	\$2,058.86	\$2,091.26	\$2,124.14	\$2,156.77	\$2,189.41	\$2,222.28	\$2,254.68
25	\$1,891.90	\$1,926.43	\$1,960.72	\$1,995.01	\$2,029.54	\$2,063.83	\$2,098.36	\$2,132.65	\$2,167.18	\$2,201.47	\$2,235.76	\$2,270.28	\$2,304.81	\$2,339.10	\$2,364.88
26	\$1,986.50	\$2,022.68	\$2,058.86	\$2,094.81	\$2,130.99	\$2,167.18	\$2,203.12	\$2,239.30	\$2,275.49	\$2,311.43	\$2,347.62	\$2,364.88	\$2,364.88	\$2,364.88	\$2,364.88
27	\$2,081.09	\$2,118.93	\$2,156.77	\$2,194.61	\$2,232.45	\$2,270.28	\$2,308.12	\$2,345.96	\$2,364.88	\$2,364.88	\$2,364.88	\$2,364.88	\$2,364.88	\$2,364.88	\$2,364.88
28	\$2,175.69	\$2,215.18	\$2,254.01	\$2,292.17	\$2,330.00	\$2,364.88	\$2,364.88	\$2,364.88	\$2,364.88	\$2,364.88	\$2,364.88	\$2,364.88	\$2,364.88	\$2,364.88	\$2,364.88
29	\$2,270.28	\$2,311.67	\$2,352.82	\$2,364.88	\$2,364.88										
30	\$2,364.88	\$2,364.88	\$2,364.88	\$2,364.88											

Your **AGE** and **YEARS OF SERVICE** at the time of retirement is what determines how much subsidy the department will pay towards your health coverage.

The maximum subsidy is \$2364.88

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## COST FACTORS

- Depending on which health and dental plan you elect and which eligible dependent(s) you elect to cover, you may or may not have a monthly deduction from your monthly pension.
- Where you decide to live is another factor to consider. There are some plans that are only available to residents of California. When you move out of California your options for healthcare and dental care are limited to a PPO. (PPO can be used nationwide anywhere in the USA)

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## MEDICAL RATE CHART

**Rate and Subsidy Charts**  
**Rates for 2024-2025 LADWP & IBEW Local 18-Sponsored Health Plans<sup>1</sup>**  
 Rates are effective July 1, 2024 through June 30, 2025.<sup>1</sup>

For Kaiser Permanente, UnitedHealthcare (UHC), Health Plan of Nevada (HPN) and Anthem Blue Cross retiree plans. Retirees must be enrolled in Anthem Blue Cross prior to retirement to participate in the plan. If as a retiree you cancelled your IBEW Local 18-sponsored medical plan, you are now able to re-enroll into an IBEW Local 18-sponsored plan.

Coverage Level	United Healthcare Medicare Advantage PPO Option A	United Healthcare Medicare Advantage PPO Option B	United Healthcare Medicare Advantage PPO Option C	Kaiser Permanente Perm/Senior Advantage	United Healthcare Medicare Advantage HMO	HPN/UHC Medicare Advantage HMO <sup>1</sup>	Anthem Blue Cross HMO (Local 18) <sup>4</sup>	Anthem Blue Cross PPO (Local 18) <sup>4</sup>	Anthem Blue Cross Owens Valley (Local 18) <sup>4</sup>
<b>Retiree Under Age 65</b> ★									
Self Only	\$1,777.22	\$1,542.44	\$1,200.51	\$1,182.44	\$2,247.07	\$1,461.25	\$1,900.28	\$2,131.08	\$2,237.53
Self + 1 dependent under 65	\$3,554.55	\$3,084.96	\$2,401.03	\$2,364.88	\$4,637.19	\$2,928.11	\$2,224.57	\$2,481.39	\$4,674.93
Self + 2 or more dependents under 65	\$4,655.19	\$4,040.22	\$3,144.53	\$3,346.32	\$5,087.34	\$4,091.43	\$2,457.36	\$3,077.99	\$5,799.31
Self + 1 dependent with Medicare Parts A & B	\$2,259.35	\$1,953.74	\$1,468.18	\$1,498.76	\$2,695.29	\$1,700.61	\$2,224.57	\$2,481.39	\$4,674.93
Self + 1 dependent with Medicare Part B	\$2,623.82	\$2,252.42	\$1,682.66	\$1,810.76	\$4,167.70	\$2,928.11	\$2,224.57	\$2,481.39	\$4,674.93
<b>Retiree Over Age 65 and Enrolled In Medicare Parts A &amp; B</b> ★									
Self Only	\$482.13	\$411.30	\$267.67	\$316.32	\$448.22	\$233.75	\$1,248.09	\$1,931.45	N/A
Self + 1 dependent under 65	\$2,259.35	\$1,953.74	\$1,468.18	\$1,498.76	\$2,695.29	\$1,700.61	\$1,968.30	\$2,269.97	N/A
Self + 2 or more dependents under 65	\$3,360.10	\$2,909.08	\$2,211.69	\$2,480.20	\$3,288.49	\$2,863.93	\$2,455.96	\$2,885.70	N/A
Self + 1 dependent with Medicare Parts A & B	\$964.26	\$822.60	\$535.34	\$632.64	\$896.44	\$467.50	\$1,942.63	\$2,269.97	N/A
Self + 1 dependent with Medicare Part B	\$1,328.73	\$1,121.28	\$749.82	\$944.64	\$2,368.85	\$1,700.61	Self + 1 dependent with Medicare Parts A & B + 1 or more dependent(s) under 65. \$2,431.75	\$2,885.70	N/A
<b>Retiree Over Age 65 and Enrolled In Medicare Part B Only</b> ★									
Self Only	\$846.60	\$709.98	\$482.15	\$628.32	\$1,920.63	\$1,461.25	N/A	N/A	N/A
Self + 1 dependent under 65	\$2,623.82	\$2,252.42	\$1,682.66	\$1,810.76	\$4,167.52	\$2,928.11	N/A	N/A	N/A
Self + 2 or more dependents under 65	\$3,724.57	\$3,207.76	\$2,426.17	\$2,792.20	\$4,760.80	\$4,091.43	N/A	N/A	N/A
Self + 1 dependent with Medicare Parts A & B	\$1,328.73	\$1,121.28	\$749.82	\$944.64	\$2,368.85	\$1,700.61	N/A	N/A	N/A
Self + 1 dependent with Medicare Part B	\$1,693.20	\$1,419.96	\$964.30	\$1,256.64	\$3,841.26	\$2,928.11	N/A	N/A	N/A

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## MEDICAL RATE CHART

### Rate and Subsidy Charts

Rates for 2024-2025 LADWP & IBEW Local 18-Sponsored Health Plans'

Rates are effective July 1, 2024 through June 30, 2025.

Coverage Level	Kaiser Permanente/ Senior Advantage Colorado	Kaiser Permanente/ Senior Advantage Georgia	Kaiser Permanente/ Senior Advantage Hawaii	Kaiser Permanente/ Senior Advantage Midatlantic (Virginia)	Kaiser Permanente/ Senior Advantage Northwest (Oregon)	Kaiser Permanente/ Senior Advantage Washington
<b>Retiree Under Age 65 ★</b>						
Self Only	\$1,368.96	\$1,263.61	\$1,206.30	\$1,384.72	\$1,552.91	\$1,804.21
Self + 1 dependent under 65	\$2,737.92	\$2,527.21	\$2,412.62	\$2,769.42	\$3,105.80	\$3,608.42
Self + 2 or more dependents under 65	\$3,874.15	\$3,576.01	\$3,413.85	\$3,918.73	\$4,394.72	\$5,105.91
Self + 1 dependent with Medicare Parts A & B	\$1,631.84	\$1,638.75	\$1,645.94	\$1,692.49	\$2,085.58	\$2,236.46
Self + 1 dependent with Medicare Part B	\$2,165.52	N/A	\$2,324.54	\$2,180.59	N/A	N/A
<b>Retiree Over Age 65 and with Medicare Parts A &amp; B ★</b>						
Self Only	\$262.88	\$375.14	\$439.64	\$307.77	\$532.67	\$432.25
Self + 1 dependent under 65	\$1,631.84	\$1,638.74	\$1,645.94	\$1,692.47	\$2,085.56	\$2,236.46
Self + 2 or more dependents under 65	\$2,811.53	\$2,687.54	\$2,647.19	\$2,841.78	\$3,374.48	\$3,733.95
Self + 1 dependent with Medicare Parts A & B	\$525.76	\$750.28	\$879.28	\$615.54	\$1,065.34	\$864.50
Self + 1 dependent with Medicare Part B	\$1,059.44	N/A	\$1,557.88	\$1,103.64	N/A	N/A
<b>Retiree Over Age 65 and with Medicare Part B Only ★</b>						
Self Only	\$796.56	N/A	\$1,118.24	\$795.87	N/A	N/A
Self + 1 dependent under 65	\$2,165.52	N/A	\$2,324.56	\$2,180.57	N/A	N/A
Self + 2 or more dependents under 65	\$3,345.21	N/A	\$3,325.79	\$3,329.88	N/A	N/A
Self + 1 dependent with Medicare Parts A & B	\$1,059.44	N/A	\$1,557.88	\$1,103.64	N/A	N/A
Self + 1 dependent with Medicare Part B	\$1,593.12	N/A	\$2,236.48	\$1,591.74	N/A	11 N/A

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## PLAN FOR RETIREMENT NOW

- Consider supplementing your retirement income.
  - Enroll in the Retirement Plan Additional Annuity Program
  - Enroll in the Deferred Compensation Plan program.
- Other ways that can help you plan for retirement:
  - Be pro active with your healthcare now.
  - Make sure that you go to your annual physical and other follow up appointments.
  - Establish a good relationship with your Primary Care Physician and develop a healthy living plan.
  - Take advantage of the Wellness Programs that LADWP offers, such as lunch and learn seminars and Wellness Fairs.
  - Eat healthy, stay active and be mindful.



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## HEALTH PLANS OFFICE CONTACT INFORMATION

- The Health Plans Office is located in JFB, Rm 564
- Counter hours: Monday – Friday, 8am – 3pm
- Phone hours: Monday – Friday from 7am – 3:30pm
- Phone Number: 213-367-2023
- Email: [healthplans@ladwp.com](mailto:healthplans@ladwp.com)
- Website: <https://eBenefits.ladwp.com>

HAVE A REWARDING CAREER WITH  
THE DEPARTMENT!

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## WATER AND POWER EMPLOYEES' RETIREMENT PLAN



### RETIREMENT PLANNING

## TIER 1

Updated August 2023

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## Reciprocity

**Reciprocity between WPERP (Department) and LACERS (CITY) was suspended on January 1, 2014.**

***Your service and contributions will stay on deposit with the respective pension system when you transfer employment between the Department and the City.***

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## Glossary of Terms

- **Department Service:**  
Determines eligibility to retire
- **Service Credit:**  
Determines how much you will get monthly
- **Qualifying Service:**  
Department Service and Service Credit on deposit with LACERS

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## Qualifications to Retire

***Remember... Department Service determines your qualification to retire***

- At least 60 years old and have at least 5 years of Department Service,  
*or*
- At least 55 years old and have at least 10 years of Department Service in the immediately preceding 12 years,  
*or*

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## Qualifications to Retire (cont'd)

- Have at least 30 years of Department Service, regardless of Age  
*or*
- Be on Permanent Total Disability, regardless of Age

***Must be a contributing member for at least 4 of the 5 years immediately preceding eligibility to retire, or receiving disability benefits or Workers' Comp from the Plan***

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## Benefits of a Formula Pension

- Spouse/Domestic Partner Continuance
- Health Plan Benefits
- Cost of Living Adjustments (COLA)
  - ✓ Up to 3% based on Consumer Price Index

***Separation from City service prior to retirement eligibility disqualifies members for any of the above benefits.***

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## Retirement Formula

***Remember... Service Credit on deposit with the Plan determines how much you will get for your monthly retirement allowance***

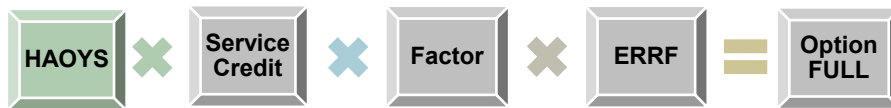


HAOYS: Highest Average One Year Salary  
ERRF: Early Retirement Reduction Factor

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## Highest Average One Year Salary



- Find your highest 26 successive bi-weekly payroll periods
  - Divide total by 26
  - Multiply answer by 2.175

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## HAOYS (cont'd)

- *Salary on 1st Monday of the pay period*
  - *Add-on's included (bilingual, special licenses, longevity)*
  - *Shift differentials not included*
  - *Overtime not included*

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## HAOYS (cont'd)

✓ Find your highest 26 successive pay periods

$$\$4,600 \times 15 \text{ pay periods} = \$69,000$$

$$\$4,830 \times \underline{11 \text{ pay periods}} = \underline{\$53,130}$$

$$26 \text{ pay periods} \quad \mathbf{\$122,130}$$

(Annual)

✓ Divide total by 26

$$\mathbf{\$122,130} \div 26 \text{ pay periods} = \mathbf{\$4,697}$$

(Bi-Weekly)

✓ Multiply answer by 2.175

$$\mathbf{\$4,697} \times 2.175 = \mathbf{\$10,215}$$

(Monthly)

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## Service Credit




- Bi-weekly payroll periods or months for which you made contributions to the Plan
- Credited military service
- Service in other City departments which was transferred to the Plan under the Reciprocal Agreement prior to January 1, 2014

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## Service Credit (cont'd)

- Purchased time**  Ext. 71695
  - ✓ **Other Department Service** that you have purchased  
*1st six-months (7/1/1991), part-time, exempt time, unpaid FMLA/CFRA leaves*
  - ✓ **Other City Service** that you have purchased  
*Part-time, exempt time*
  - ✓ **Other Governmental Service** that you have purchased  
*Military, County, State, other municipalities*

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## Service Credit (cont'd)

- Disability add-back**  
 Periods during which you received Plan Disability benefits or Workers' Compensation benefits, *but only to the allowable maximum*

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

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## Retirement Factor



**2.3%**

At least 55 years old

AND

Have at least 30 years Service Credit

~

**2.1%**

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## Early Retirement Reduction Factor



### No reduction if:

- ✓ You are at least 60 years old, or
- ✓ You are getting a Retirement Factor of 2.3%  
(at least 55 years old and have at least 30 years service credit)

***Based on attained age at retirement***

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## ERRF (cont'd)

Attained Age at Retirement	Exact Age	+3 Months	+6 Months	+9 Months	
48	.7150	.7225	.7300	.7375	1.0000 means no reduction
49	.7450	.7525	.7600	.7675	~
50	.7750	.7825	.7900	.7975	1.0000
51	.8050	.8125	.8200	.8275	- .7525
52	.8350	.8425	.8500	.8575	0.2475 or
53	.8650	.8725	.8800	.8875	24.75% reduction
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				

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## Retirement Calculation Examples



**Example 1:** Member 55 is years old and has 30 years Service Credit with the Plan

$$\$10,215 \times 30 \text{ years} \times \text{Factor} \times 1.0000 = \$7,048$$

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## Retirement Calculation Examples (cont'd)



**Example 2:** Member is 55 years old and has 29 years Service Credit with the Plan

$$\$10,215 \times 29 \text{ years} \times \text{[redacted]} \times \text{[redacted]} = \$5,754$$



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## Retirement Calculation Examples (cont'd)



**Example 3:** Member is 55 years old and has 20 years Service Credit on deposit with the Plan and 10 years Service Credit on deposit with LACERS

$$\$10,215 \times \text{[redacted]} \times \text{[redacted]} \times 1.0000 = \$4,698$$

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# Retirement Information System (RIS)

Type "RIS/" into your intranet browser

WATER AND POWER  
EMPLOYEES' RETIREMENT PLAN

User ID:

Password:

Login

This intranet web based application lets members view account information and estimate a retirement allowance. Active Members can see contribution balances, a service summary (including completed purchases), purchases in progress, and employee information. We hope you find it user-friendly and informative.

Network ID and Intranet Access Required.

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## Additional Contributions

- Voluntary
- Maximum: 10% of your base bi-weekly salary
- Post-tax
- Start, terminate, or change at any time (allow for processing time)
- Plan's Regular Interest Rate (subject to change)

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## Additional Contributions (cont'd)

- Cannot be withdrawn, borrowed against
- No fees for participating in the program
- Separate monthly allowance at retirement
- If you pass away prior to receiving a distribution, the contributions and interest will be refunded to your beneficiary

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## Additional Annuity Examples

### ADDITIONAL ANNUITY ESTIMATE (ASSUMES 6.5% INTEREST RATE)

	EXAMPLE 1	EXAMPLE 2	EXAMPLE 3
Bi-weekly contribution:	\$50	\$100	\$50
Years contributed to retirement:	10	10	20
Principal (amount contributed):	\$13,000	\$26,000	\$26,000
Projected contribution and interest:	\$18,256	\$36,512	\$52,525
Age at retirement:	55	55	55
<b>MONTHLY ANNUITY AMOUNT:</b>	<b>\$116</b>	<b>\$231</b>	<b>\$333</b>

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## Death Benefits – Active

- 14 times your monthly salary, AND
- Refund of your contributions and interest, OR
- Survivorship allowance to ES/DP if:
  - ✓ You were eligible to retire
  - ✓ You had 25 years of Qualifying Service
  - ✓ Your spouse/domestic partner is the sole beneficiary to your return of contributions

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## Family Death Benefit

### Eligibility

- Biological or legally adopted child, who is under 18 years old and unmarried, OR
- Adult disabled child, who became disabled prior to age 18, and is unable to perform any gainful employment

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## Supplemental Family Death Benefit

- Pays *in addition* to FDB
- Voluntary enrollment
- Cost: \$2.25/pay period (\$4.90/month for retired members)
- Qualifying Period: 39 pay periods (must be completed prior to retirement)
- Must be canceled by member; *no refund*

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## FDB / SFDB Monthly Amounts

	<b>FDB</b>	<b>SFDB</b>	<b>Total</b>
Child	<b>\$937</b>	\$520	<b>\$1,457</b>
Spouse/DP*	<b>\$937</b>	\$520	<b>\$1,457</b>
Max per family	<b>\$2,187</b>	\$1,066	<b>\$3,253</b>

\* Must have care of the child/children, and not receiving own survivorship continuance

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## Beneficiary Designation Form

***It is important to keep your beneficiary designation up-to-date.***

- You should check your beneficiary when you experience any of the following:
  - ✓ Births and adoptions
  - ✓ Marriage and remarriage
  - ✓ Divorce
  - ✓ Death




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## Divorce

- California considers your Plan benefits community property
- May affect:
  - ✓ Your monthly allowance and retirement option
  - ✓ Your death benefits
  - ✓ Your contributions
- ***“Guide to Divorce”*** available on our website

 Ext. 71715

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# **WATER AND POWER EMPLOYEES' RETIREMENT PLAN**



**John Ferraro Building, Room 357**

**(800) 367-7164 or (213) 367-1712**

**Email: [retire@ladwp.com](mailto:retire@ladwp.com)**

**Website: [retirement.ladwp.com](http://retirement.ladwp.com)**

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## **Break**

### **15 Minutes**

### **Please return promptly.**

**Up Next: Financial Tools**

**- Deferred Compensation**

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DWP

F U H D W H  
D Q G # O I Y H # R X U  
**BEST RETIREMENT**



**Deferred Compensation Plan  
Retirement Education Presentation**

**LA457**




**CITY OF Los Angeles**  
DEFERRED COMPENSATION PLAN

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**How to Contribute to Your Account**


**LA457**



**Contributions come directly from your bi-weekly City paycheck.**

- Pre-tax
- Roth (after-tax)

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**CITY OF Los Angeles**  
DEFERRED COMPENSATION PLAN

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## Contributing with Percent-of-Pay

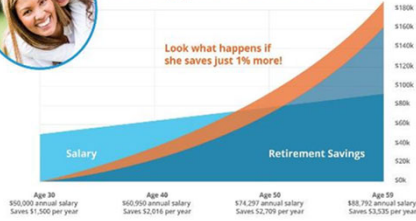
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### Percent-of-Pay



#### Monica

Saves 3% of pay over the course of her career



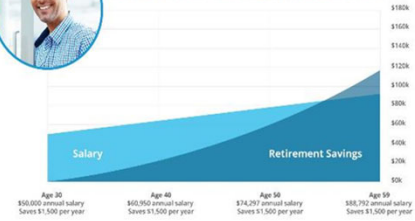
vs.

### Fixed Dollar Amount



#### Joey

Saves a fixed dollar amount over the course of his career



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## IRS Annual Contribution Limits 2024

LA457

### Below Age 50

- \$23,000
- \$920 per paycheck\*

### Age 50+

- \$30,500
- \$1,220 per paycheck\*

### Special Catch-Up

- \$46,000
- \$1,840 per paycheck\*

\*The maximum annual allowed in 25 regular and equal payments throughout the year, but participants can elect bi-weekly contributions in any amount they choose.

The Age 50 or Older Catch-Up provision and the additional Special Catch-Up provision cannot be used in the same calendar year.



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## Investment Options

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### Core Investment Funds

Stability of principal:

- FDIC-Insured Savings Account
- DCP Stable Value Fund

Stock funds:

- DCP Bond Fund
- DCP Large-Cap Fund
- DCP Mid-Cap Fund
- DCP Small-Cap Fund
- DCP International Fund



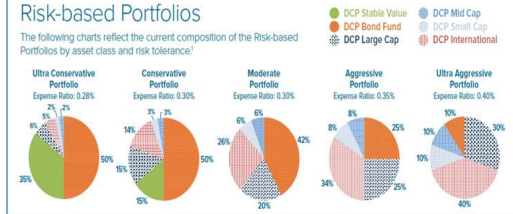
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## Investment Options

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### Risk-based Portfolios

The following charts reflect the current composition of the Risk-based Portfolios by asset class and risk tolerance.<sup>1</sup>



- It's easy to invest with **Risk-based Portfolios**.
- Each portfolio automatically spreads your contributions over the core funds available in the plan.
- You choose the risk level you're most comfortable with.

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## Investment Options

LA457



### Self Directed Brokerage Account (SDBA)

- You select and manage the account through Schwab.
- Access to most publicly traded investments on New York Stock Exchange, American Stock Exchange and NASDAQ listed stocks, ETFs, corporate and government bonds, and registered mutual funds.
- Minimum initial transfer is \$1,000 and you must maintain \$2,500 in the Core DCP funds.
  - ✓ Annual fee of \$50, assessed at \$12.50 per quarter



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## Administrative and Investment Management Fees

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### Annual Administrative Fee

- 0.09% (charged 0.023% quarterly); your fees will not exceed \$115 annually.

### Investment Management Fees

- Vary depending on investment option.
- Visit [LA457.com/investment-options](https://LA457.com/investment-options) for specific investment fees.



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## The Retirement Calculator at LA457.com


LA457

- Retirement Calculator Hide this section

[Take a Tour](#)

Let's talk about **your retirement savings**

\$9,073 Estimated Monthly Income	\$11,398 Estimated Monthly Goal	\$2,325 A Difference Of
-------------------------------------	------------------------------------	----------------------------



[View Details](#)

[+ Privacy / How This Works?](#) [About Me](#)

The amount of my pay I can save now [?](#)

Employee Before Tax:  (per pay period) (\$ )

View Other Contributions

I want to retire at age  [?](#)

My investments might return  each year [?](#)

Moderate

[RESET](#) [MAKE CHANGE NOW](#)

[HOW DO YOU FEEL ABOUT RETIREMENT?](#)

- Account Summary Current as of 11/18/2022

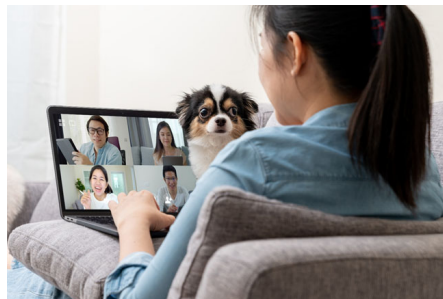


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## Account Management Features

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- Update Your Beneficiaries
- Contribution Rate Escalator
- Manage Investments Online
- Financial Wellness Assessment



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## Rollovers

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### Roll-in your previous employer plans to the Deferred Compensation Plan (DCP)

- Approved balances from former employer 457(b), 403(b), 401(k), or 401(a) plan or from a traditional IRA.
  - Roth (after-tax) IRA accounts are **not** eligible for rollover into the DCP.
- Rollovers made directly from former employer plans to the DCP are not taxable if transferred in accordance with IRS rules.



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## Rollovers

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### Purchase of Service Credit

- Buyback "part-time", other municipalities or military time
- Contact your Pension Department to review your options:
  - Water and Power Employees' Retirement Plan ([retirement.ladwp.com](http://retirement.ladwp.com))



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## DCP Loans

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- General or Residential loans
- Borrow up to 50% of account balance or \$50,000 whichever is less
  - ✓ \$50 loan initiation fee
  - ✓ \$25 annual maintenance fee for each loan taken
- Request loan at **LA457.com**
- Direct Deposit of loan funds



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## DCP Loans – Retirement Options

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- There are three options for managing your loans in retirement.
  - ✓ Pay your loan in full
  - ✓ Loan is converted to a monthly payment
  - ✓ Taxable distribution and receive a 1099
- Loans are available in retirement.



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## Advanced Features

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- Contribute beyond the normal annual limit with the special catch-up (if eligible).
- Consider an In-Plan Roth (after-tax) Conversion to convert your pre-tax dollars into Roth (after-tax) dollars.
- Accrued Leave allows you to contribute your unused vacation, sick time, and any overtime to the DCP as one final contribution.



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## Advanced Features

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### Accrued Leave

- Can deposit unused vacation time, sick (50% of 100%) and overtime time into account at retirement/severance of employment.
- A Local Retirement Counselor will help you calculate your estimated payout.
- Counts toward 2024 contribution limit:
  - ✓ Age 50+: **\$30,500**
  - ✓ Three-year Special Catch-up: **\$46,000**
- Accrued Leave form is due 1 month prior to retirement/severance of employment.



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## Special Distribution Options

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### Distributions for Birth & Adoptions

- You may take a withdrawal of up to \$5,000 per birth or adoption of your child.
- It must be taken within one year of birth or adoption.
- It is not subject to 20% Federal withholding tax.

### In-Service Withdrawals\*

- You may take withdrawals beginning with the calendar year in which you turn age 59½.

**Please note:** There are no age restrictions or penalties for withdrawals of Pre-tax funds. However, Federal and state income tax still apply along with required withholdings for in-service distributions.



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## Stay in the DCP

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### Broker Beware

#### Understand what they are selling

- DCP accounts are attractive to brokers due to potential commissions/management fees.
- Compare fees, commissions, trading and other transaction costs vs. costs for DCP.
- Know what you are buying – don't purchase what you don't understand.
- If you're willing to pay a higher fee, be clear about the anticipated value – and be wary about promises of investment returns.
- Please note that the City of Los Angeles DCP only has approved relationships with Voya Financial and Charles Schwab\*. Any contract you choose to enter in to with a third-party falls outside of those established relationships.

\*Charles Schwab is the service provider for the Schwab Personal Choice Retirement Account (PCRA)



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## Stay in the DCP

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### You can stay in the DCP when you retire!

- You can leave your money in the DCP to continue growing.
- You can schedule distributions on monthly, quarterly, or annual basis.
- You can take a one-time partial, lump sum, or schedule an installment distribution:
  - ✓ Installment distribution requests are processed on 1<sup>st</sup> and 15<sup>th</sup>.
  - ✓ All distributions take 3-5 business days to process.



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## Stay in the DCP

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### Distribution Timing

- Direct deposit – 2 to 3 business days after processing time:
  - ✓ Banking information must be established on file for 7 days before a direct deposit can be processed.
- Check mailed – 2 business days after processing time:
  - ✓ Regular mail: 7 to 10 business days
  - ✓ Express mail: 2 to 3 business days (\$25 fee)



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## Stay in the DCP

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### Taxes on Distributions

- Pre-tax distributions:
  - 20% federal and 2% state (CA) withholding taxes.
  - No age-based withdrawal penalties prior age 59 ½.
- Roth (after-tax) 457 distributions:
  - No taxes if you are age 59 ½ AND maintain the account for 5 years from first deposit.



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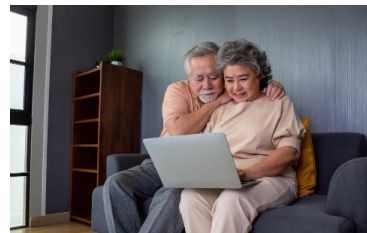
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## Stay in the DCP

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### What is a Required Minimum Distribution (RMD)?

- You must begin RMDs at age 73 if you turned age 72 after December 31, 2022. Subsequent distributions are required every year by December 31.
- Voya Financial will send you a letter with your calculated Required Minimum Distribution each March and October when you become eligible for RMDs.
- Please note RMDs do not apply to Roth (after-tax) assets in the DCP.



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## Stay in the DCP

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### Distributions – Spousal Beneficiaries

- Same options as Participant.
- A spouse beneficiary would have until end of the year in which the participant would have reached age 73 to begin receiving Required Minimum Distributions.
- Beneficiary controls investment strategy.
- Beneficiary names their own beneficiaries.



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## Stay in the DCP

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### Distributions - Non-Spousal Beneficiaries

- Same options as Participant EXCEPT:
  - ✓ Payments must start within a year or take full amount by 10 years after death.
  - ✓ A non-spouse may defer the balance for up to ten years following the participant's death the entire account must be distributed by 12/31 of the year containing the 10th anniversary of the participant's death.
  - ✓ Can rollover to an Inherited IRA – however does not alleviate required distribution.
  - ✓ If the beneficiary is a qualified trust and meets the requirements it is treated in the same manner as a Non-Spousal beneficiary.
  - ✓ Non-Person Beneficiary options (e.g. an estate, a **trust that does not meet the look through requirements**, or a charity) Must receive entire account by December 31<sup>st</sup> of the year containing the 5th anniversary of the participant's death.
- Beneficiary controls investment strategy.
- Beneficiary names their own beneficiaries.

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## Account Access

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Online | [LA457.com](https://LA457.com)

App | [Voya Retire App](#)

Phone | 844-LADC457 (844-523-2457)  
TDD: 800-579-5708  
6:00 a.m. to 5:00 p.m.,  
Monday through Friday

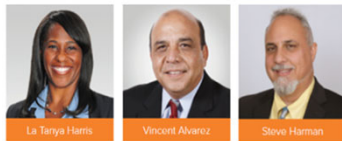


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## Local Retirement Counselor Services

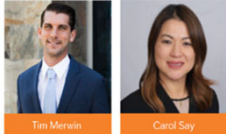
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La Tariya Harris

Vincent Alvarez

Steve Haman



Tim Merwin

Carol Say

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**Phone** | Local Service Center: **213-978-1601**  
Monitored voicemail inbox, please leave a detailed message.  
8:00 a.m. to 4:00 p.m., Monday to Friday

**Email** | [LA457@lacity.org](mailto:LA457@lacity.org)

**Appointments** | [LA457.com/contact-us](https://LA457.com/contact-us)  
Phone or Zoom - 9 a.m. to 4 p.m., Monday - Friday  
In-Person - 9 a.m. to 4 p.m., Monday - Thursday

**Money Matters** | [LA457.com/money-matters](https://LA457.com/money-matters)  
Webinars are on the 3rd Wednesday of each month

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## Any Questions?

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## Disclosures

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Updated 01/03/2024



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# Evaluation Form

Please be sure to complete the evaluation form by clicking on the link in the Chat box.

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# Thanks and Good Luck



## Retirement Plan Office JFB - Room 357

**Monday through Thursday from 7:00 a.m. to 3:00 p.m.**

Toll Free Number	(800) 367 – 7164
Reception	(213) 367 – 1712
Membership – SFDB, Service	
Credit Purchases and Additional	(213) 367 – 1695
Annuity	
Disability	(213) 367 – 1680
Retirement – Beneficiary Changes	(213) 367 – 1715
Death	(213) 367 – 1721

**Internet: <http://retirement.ladwp.com>**

**Email: [retire@ladwp.com](mailto:retire@ladwp.com)**

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