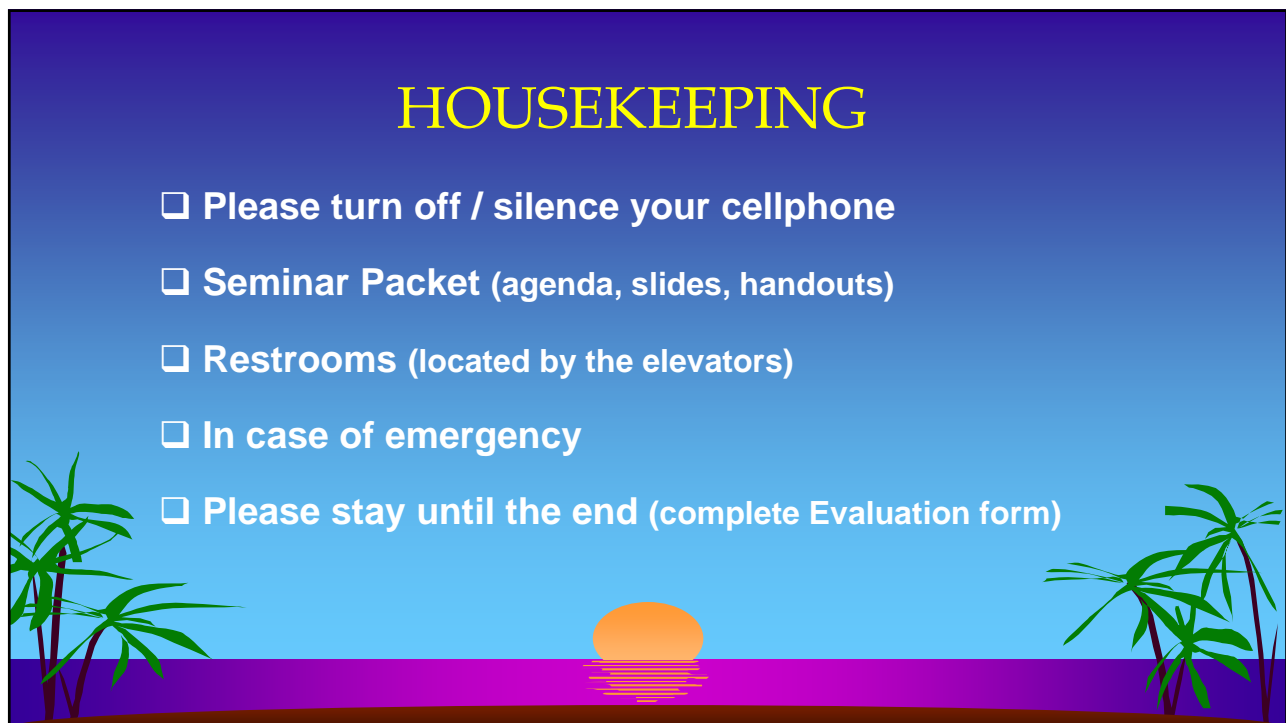




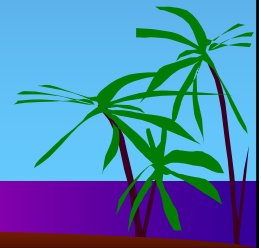
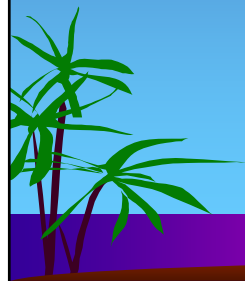
1



2

## Presentations

- ☐ Employee Assistance Program
- ☐ Payroll Office
- ☐ Health Plans Office
- ☐ Retirement Plan Office
- ☐ Deferred Compensation
- ☐ Social Security Administration



3

Quality health plans & benefits  
Healthier living  
Financial well-being  
Intelligent solutions

## Resources *for Living*<sup>®</sup>

### Planning ahead for retirement

EAP (213) 367-3562  
Dinko Zidarich, LMFT  
JoAlla Gold, LCSW



4

## Objectives

- Explore attitudes and beliefs about retirement
- Discuss the phases of the retirement experience
- Review self-assessment tools
- Learn about resources for “whole person” retirement planning



Planning ahead for retirement

Resources for Living 5

5

## What work does for you

- Structures time
- Provides social connections
- Provides mental stimulation
- Gives you a ready-made identity
- Gives you a sense of satisfaction



Planning ahead for retirement

Resources for Living 6

6

## Retirement: A life transition

- Retirement is not a one-time event, or an extended vacation
- It is a major life transition — like adolescence
- Preparing for the self-searching and emotional change that may occur is essential to successfully negotiating retirement

Planning ahead for retirement

Resources for Living 7

7

## Approaches to retirement

- Continuers
- Adventurers
- Searchers
- Easy gliders
- Engaged spectators
- Retreaters



Planning ahead for retirement

Resources for Living 8

8

## Relationships

Many retirees find changing dynamics in their relationships

- They tend to be closer to their grandchildren than their children
- Good friendships become as important as or more important than family
- Closeness increases with living siblings, even if many years have passed without contact



## Relationships

- Many people build their primary relationships through their jobs
- However, retirement can reduce or put an end to workplace relationships
- It is important to keep up relationships with family and friends outside of work in addition to nurturing the friendships cultivated while on the job

## Communication

- Meaningful and successful communication is critical to the couple preparing for retirement and throughout retirement
- Lifestyle adjustments may need to be made, and good communication can help avoid mistakes and embarrassment
- Example: What does “I want to travel” mean to you? Your spouse? Have you discussed the meanings you each attach to this phrase?

SOURCE: American Psychological Association

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Planning ahead for retirement

Resources for Living 11

11

## Life satisfaction

- Most people change very little in life satisfaction viewpoints in retirement
- High life satisfaction developed in working years continues into retirement.
- Most people do not join in activities in which they were uninterested prior to retirement.
- Activity levels tend to decrease slightly from pre-retirement levels

SOURCE: American Psychological Association

---

Planning ahead for retirement

Resources for Living 12

12

## Activity planning

- Give careful thought to what you would like to do during your retirement years
  - Travel
  - New hobbies
  - Continue education
  - Volunteer
- Set goals and formulate a plan



Planning ahead for retirement

Resources for Living 13

13

## Active retirement living

### Spending that free time

- Get a new job
- Start your own business
- Take a course
- Teach a course
- Travel
- Move to a new destination
- Volunteer



Planning ahead for retirement

Resources for Living 14

14

## Invest in your health

Your physical health is your greatest retirement asset

- Exercise regularly
- Maintain a healthy diet
- Manage stress



## Eight steps toward an emotionally healthy retirement

- Talk to someone about how you feel
- Read about emotional retirement planning
- Find your passion
- Discuss retirement plans with family
- Get a physical
- Get a coach
- Get an emotional checkup
- Don't make other big changes during the transition



## Retirement planning resources

- Websites
- Books
- Other
  - Retirees
  - Friends
  - Colleagues
  - Counselors



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Planning ahead for retirement

Resources for Living 17

17

## Your benefits

- Counseling (up to 8 counseling session per issue per year with a contracted network provider)
- Legal consultation and referral Services (30 minutes)
- Financial consultation (telephonic telephonic-30 minutes)
- Identity theft resolution consultation services
- Licensed clinicians
- Confidential
- Multiple languages supported
- Referral to services to support individual beyond counseling
- Available while employed and first 90 days of retirement

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Planning ahead for retirement

Resources for Living 18

18

## Your resources

LADWP EAP Counselors available Monday – Friday 7am – 3pm

(213) 367-3562

Dinko Zidarich, LMFT (Friday only)

JoAlla Gold, LCSW (Mon-Thurs)

24/7 Phone Counselors (888) 439-7327

[www.rfl.com](http://www.rfl.com)

Login: LADWP Password: EAP

## Payroll - Agenda

- Payroll Office Role
- Unused Vacation Time
- Unused Accumulated Overtime
- Options for Unused Vacation and Accumulated Overtime
- Required Forms:
  - Vacation Claim Form
  - Accumulated Overtime Claim Form
  - Accrued Leave Deferral Option Form
- Unused B-Time and Unused Sick Time
- Floating Holidays
- Payroll Questions

## Payroll Office Role

Ensure correct and timely payout of  
unused vacation and/or  
accumulated overtime balances.

21

21

## Options for Unused Vacation and Accumulated Overtime

- 1. Cash Payout
- 2. Rollover to Deferred Compensation

22

22

## Option 1 – Cash Payout

- Complete and submit Vacation/Accumulated Overtime claim forms to Payroll Office.
- Indicate payout year (current or following), 100% only.  
**Note: Cannot split bank payout between the two years.**
- Allow Payroll Office at least 30 days from retirement date to process.
- Payable by Direct Deposit, if employee already has Direct Deposit. Otherwise, hard check will be mailed to the employee.

23

## Option 2 –Rollover to Deferred Compensation

- Rollover to Deferred Compensation:
  - Both Vacation and Accumulated Overtime; OR
  - Rollover one and cash payout the other.
- Complete and submit required forms:
  - To Payroll Office: Vacation/Accumulated Overtime claim forms
  - To Deferred Compensation Plan Office: Accrued Leave Deferral Option form (no later than 30 days before retirement date)
- Must be processed for current year (except for retirees during November and December)
- Allow Payroll Office at least 30 days to 75 days maximum to process.

24

## Option 2 -Rollover to Deferred Compensation

- Deferred Compensation Annual Contribution Limits for Tax Year 2025:
  - Maximum \$23,500 (Below Age 50)
  - Maximum \$31,000 (Age 50 and above)
  - New: Maximum \$34,750 (Age 60 to 63)
  - Catch-Up Annual Limit \$47,000 (contact deferred compensation office for enrollment)
- Unused vacation and/or Accumulated Overtime rollover amounts exceeding the annual Deferred Compensation contribution limit will be paid to employee (direct deposit or mailed).

25

25

## Forms

### Forms to submit to Payroll Office:

- Vacation Claim Form (Maximum 600 Hours) Eff. 11-01-2020.
- Accumulated Overtime Claim Form. Maximum 240 Hours, except Load Dispatchers and Security Bargaining Units.

### Form to submit to Deferred Compensation Plan Office:

- Accrued Leave Deferral Option Form is due at least 30 days prior to the retirement date.
- **No late form will be accepted or processed.**
- The City of Los Angeles Deferred Compensation Plan Office handles all city employees, including LADWP.

26

26

CODE 8702313(RV.12/14)

DEPARTMENT OF WATER AND POWER  
OF THE CITY OF LOS ANGELES  
111. Hope Street Room 424 ( PAYMASTER'S OFFICE )  
LOS ANGELES, CALIFORNIA 90012-2607

**VACATION CLAIM**

(Cash Payment for Accrued Vacation, As Provided by Sec. 5, Ord. 90365, As Amended)

---

**FOR:** \_\_\_\_\_

NAME \_\_\_\_\_ PAYROLL NO. \_\_\_\_\_

Pay in Year: \_\_\_\_\_

**ADDRESS:** \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**PHONE NO.:** \_\_\_\_\_

**E-MAIL ADDRESS** \_\_\_\_\_

---

☐ I request the Deferred Compensation be withheld from my vacation payout. Attached is a copy of my City of Los Angeles Deferred Compensation Plan Accrued Leave Deferrals form.

initial \_\_\_\_\_

(MV02)

---

*Signed* \_\_\_\_\_

Employee No.: \_\_\_\_\_ Date: \_\_\_\_\_

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**For Payroll Use Only:**

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PAYROLL NO. \_\_\_\_\_ CLASS CODE \_\_\_\_\_

DEG. NO. \_\_\_\_\_ RATE \_\_\_\_\_

BARG. UNIT. NO. \_\_\_\_\_

---

Date of Termination \_\_\_\_\_

Reason for Payment \_\_\_\_\_

Demand No. \_\_\_\_\_ CK/TV \_\_\_\_\_

Date of Payroll Demand \_\_\_\_\_

---

Hours for Current Service Year \_\_\_\_\_

**TOTAL:** \_\_\_\_\_ Hrs. @ \$ \_\_\_\_\_

\$ \_\_\_\_\_

---

**APPROVED:**

KATHY M. FONG  
Assistant Chief Financial Officer  
and Controller

---

**NOTE: THIS CLAIM MUST BE FILED WITHIN ONE YEAR OF TERMINATION DATE (MV09)**

**PRO-RATED VACATION:** \_\_\_\_\_ **HOURS:** \_\_\_\_\_ **RATE OF PAY:** \$ \_\_\_\_\_

27

00X12/14)

DEPARTMENT OF WATER AND POWER  
OF THE CITY OF LOS ANGELES  
111 N. Hope Street, Rm. 424 (Paymaster's Office)  
Los Angeles, California 90012-2607

**ACCUMULATED OVERTIME CLAIM FORM**

---

**FOR:** \_\_\_\_\_

NAME \_\_\_\_\_ PAYROLL NO. \_\_\_\_\_

Pay in Year: \_\_\_\_\_

**ADDRESS:** \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**PHONE NO.:** \_\_\_\_\_

**E-MAIL ADDRESS** \_\_\_\_\_

---

☐ I request the Deferred Compensation be withheld from my accumulated overtime payout. Attached is a copy of my City of Los Angeles Deferred Compensation Plan Accrued Leave Deferrals form.

initial \_\_\_\_\_

(AK03)

---

*Signed* \_\_\_\_\_

Employee No.: \_\_\_\_\_ Date: \_\_\_\_\_

---

**For Payroll Use Only:**

---

PAYROLL NO. \_\_\_\_\_ CLASS CODE \_\_\_\_\_

DEG. NO. \_\_\_\_\_ RATE \_\_\_\_\_

BARG. UNIT. NO. \_\_\_\_\_

---

Date of Termination \_\_\_\_\_

Reason for Payment \_\_\_\_\_

Demand No. \_\_\_\_\_ CK/TV \_\_\_\_\_

Date of Payroll Demand \_\_\_\_\_

---

Hours for Current Service Year \_\_\_\_\_

**TOTAL:** \_\_\_\_\_ Hrs. @ \$ \_\_\_\_\_

\$ \_\_\_\_\_


---

**APPROVED:**

KATHY M. FONG  
Assistant Chief Financial Officer  
and Controller

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28



**City of Los Angeles Deferred Compensation Plan**  
**ACCRUED LEAVE DEFERRAL OPTION FORM**

**PERSONAL INFORMATION** (please print clearly using black ink)

NAME: \_\_\_\_\_ SOCIAL SECURITY NUMBER: \_\_\_\_\_  
 ADDRESS: \_\_\_\_\_ (last 4 digits only)  
 CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP CODE: \_\_\_\_\_  
 DAY PHONE: \_\_\_\_\_ EVENING PHONE: \_\_\_\_\_  
 EMAIL: \_\_\_\_\_ EMPLOYEE ID: \_\_\_\_\_  
 DATE OF HIRE: \_\_\_\_\_ PAYROLL CENTER: ☐ 2000 - CITY ☐ 1000 - DWP  
 PLANNED RETIREMENT DATE: \_\_\_\_\_ ARE YOU CURRENTLY ENROLLED IN CATCH-UP? ☐ YES ☐ NO

**INSTRUCTIONS**

1. Please complete all applicable fields and submit via one of the methods indicated at the bottom of this form no later than one month prior to your scheduled retirement date. **Accrued leave forms received after your retirement date will not be processed.**
2. As the participant, you are responsible for ensuring the information, amounts and dates reflected on this form are accurate. **The Deferred Compensation Plan staff cannot guarantee that your accrued leave deferral will be taken in the event any of the information provided on this form is inaccurate.**
3. If you have any questions regarding this form, determining the year-to-date contributions or need assistance in completing it, you may contact a local representative by emailing LA457@lacity.org, scheduling a phone or video appointment at www.LA457.com, or by calling 1-213-978-1601 (local office hours are Monday through Friday, 8:00 A.M. to 4:00 P.M. Pacific Time). Please note: effective March 2020, the local office located at 200 N. Spring Street, Room 867 Los Angeles, CA 90012 is closed to the public until further notice.

**ACCRUED LEAVE DEFERRAL OPTION**

REVIEW OF YTD CONTRIBUTIONS & ESTIMATED PAYOUT	YOUR ACCRUED LEAVE DEFERRAL REQUEST
Maximum eligible amount for the year: \$ _____ YTD contributions through retirement date: \$ _____ Estimated amount of Accrued Leave Payout: \$ _____ Anticipated date for Accrued Leave Payout: _____	<b>Pre-tax</b> Complete this section if you would like to contribute before tax all or a portion of your Accrued Leave Payout to your City of LA Deferred Compensation Plan account. <input type="checkbox"/> I would like to contribute the <b>MAXIMUM</b> to meet my IRS annual limit. If so, initial here: _____ <input type="checkbox"/> I would like to contribute: \$ _____ If so, initial here: _____  <b>After tax</b> Complete this section if you would like to contribute after tax, all or a portion of your Accrued Leave Payout, to your City of LA Deferred Compensation Plan account. <input type="checkbox"/> I would like to contribute the <b>MAXIMUM</b> to meet my IRS annual limit. If so, initial here: _____ <input type="checkbox"/> I would like to contribute: \$ _____ If so, initial here: _____

Please note: These contributions will be invested based on your current investment instructions.

PARTICIPANT SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_  
 AUTHORIZED PLAN ADMINISTRATOR: \_\_\_\_\_ DATE: \_\_\_\_\_

29

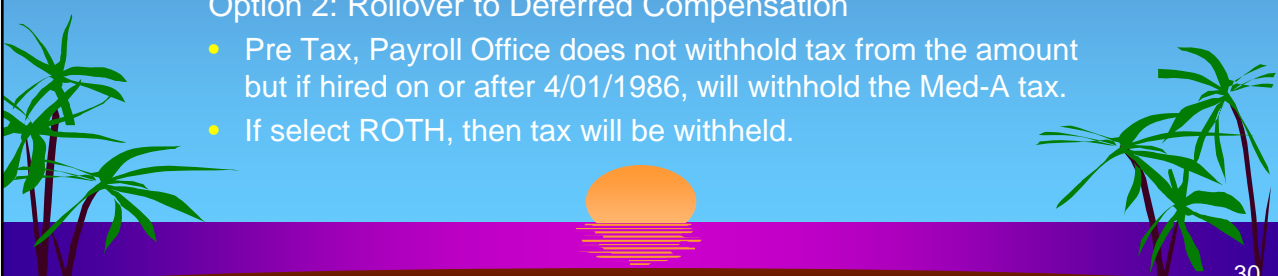
# TAX WITHHOLDING

**Option 1: Cash Payout**

- IRS Classifies this as Supplemental Income
- 22% Federal Tax Withholding
- 6.6% California Tax Withholding
- 1.45% Med-A Tax Withholding (Employees hired on or after April 1, 1986)

**Option 2: Rollover to Deferred Compensation**

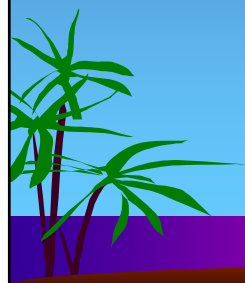
- Pre Tax, Payroll Office does not withhold tax from the amount but if hired on or after 4/01/1986, will withhold the Med-A tax.
- If select ROTH, then tax will be withheld.



30

## UN-USED B - TIME /SICK TIME HOURS

- Un-Used B-Time and Sick Time hours are NOT Paid out upon retirement and will be forfeited.
- Remaining Balances cannot be rolled over to deferred compensation or transferred.

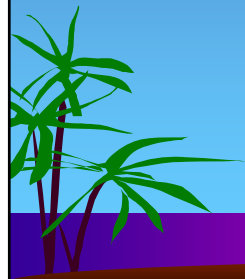


31

31

## Floating Holidays

- Floating holidays are reset on January 1<sup>st</sup> of each calendar year
- Unused Floating Holidays are NOT paid out upon retirement and will be forfeited.



32

32



## Telephone Numbers

Payroll Office  
(213) 367-1106

City LA Deferred Compensation Plan Office  
(213) 978-1601

Retirement Plan Office  
(213) 367-1712



33

33

## PAYROLL QUESTIONS

For additional questions please  
email

[Flortessa.Lalu@ladwp.com](mailto:Flortessa.Lalu@ladwp.com)



34

34

## Health and Dental Coverage



LADWP Health Plans Office

**JFB - Room 564**

**Phone: (213) 367-2023 / (800) 831-4778**

**Fax: (213) 367-2078**

**healthplans@ladwp.com**

**Website: <https://eBenefits.ladwp.com>**

35

## TOPICS COVERED

- Health and Dental Insurance Plans
- Dependent Eligibility
- Important Dates to Remember
- Rate Charts and Cost Factors
- Medicare Requirements
- Paying for Medicare



36

36

You can continue your medical and dental coverage after Retirement if . . .

...you will be receiving a **Monthly Allowance** from the Retirement Plan.



Coverage begins on the first day of the month following your Retirement date.

37

37

LADWP Sponsored  
Health Plans Available for Retirees



**Health Plan of Nevada**  
A UnitedHealthcare Company 

38

38

## Kaiser & Health Plan of Nevada

- **Kaiser**

- Available in:
  - Southern California
  - Northern California
  - Colorado
  - Georgia
  - Hawaii
  - Washington
  - Northwest and Mid-Atlantic regions

- **Health Plan of Nevada (HPN)**

- Available in Nevada **only**.

Contact the Health Plans Office to verify the coverage area based on your zip code.

39

39

## United HealthCare (UHC)

- **United HealthCare HMO**

- Available in California **ONLY**.

- **United HealthCare Medicare Advantage-Nevada**

- Available in parts of Nevada **ONLY**.

- **United HealthCare PPO (PRE-65) &**

- **United HealthCare Medicare Advantage PPO (POST-65)**

- Available in **ANY** State.
- 3 Tier Options available: Option A, B & C.
- You may choose any provider; however, benefits are paid at the highest level when you use a provider in your PPO network.

Contact the Health Plans Office to verify the coverage area based on your zip code.

40

40

## IBEW LOCAL 18 Sponsored Health Plans Available for Retirees



IBEW Local 18 offers Anthem Blue Cross HMO or PPO.



41

41

## IBEW Local 18 - Medical

- Must be enrolled at the time of retirement to elect Anthem Blue Cross.
- If you have the plan at the time of retirement, you may change between IBEW & LADWP sponsored plans during Open Enrollment or due to a Qualifying Life Event (QLE).
- For information regarding the Anthem Blue Cross-Plans contact the IBEW Benefit Service Center at: **(800) 842-6635**.



42

42

## DENTAL PLANS AVAILABLE FOR RETIREES

### Department Sponsored:

- United Concordia Plus (DHMO) – California **ONLY**
- United Concordia Preferred (PPO) – **ANY** State

### IBEW Local 18:

- Guardian (DHMO) – California **ONLY**
- Guardian (PPO) – **ANY** State

✈ **Delta is no longer available to retirees** ✈

43

43

## ELIGIBLE DEPENDENTS

- Spouse or Domestic Partner.
- Children until they reach 26 years of age.
- Grandchildren, providing that your grandchild is the child of your covered eligible dependent.
- Disabled dependents over age 26.
  - (Must have been deemed disabled by the medical provider prior to turning age 26.)
- Over-age dependents can choose to continue benefits for up to 36 months after termination thru COBRA Continuation Coverage.
  - The LADWP subsidy does not apply to COBRA Continuation coverage.
  - Certain rules apply such as there cannot be a lapse in coverage.
  - **UHC: Premium plus an additional 2% for are due in full.**
  - **Kaiser: Premium plus an additional \$2 for are due in full.**

44

44

## ELIGIBLE SPOUSE



- Requirements to continue medical and dental coverage:
  - Eligible to receive a monthly retirement allowance
  - and**
  - Enrolled as a dependent at the time of the member's death in a LADWP or IBEW Local 18 sponsored health and/or dental plan.
- Eligible Spouses are not entitled to a dental subsidy and must pay the full premium for their dental coverage.
- The eligible spouse may maintain dual coverage (a different employer plan) as long as they are **under** age 65.
- If the eligible spouse elects not to enroll within **60 days**, they will forfeit medical and dental benefits and will not be eligible to enroll at a later date.

45

45

## QUALIFYING EVENTS

- Majority of qualifying events are **31 days**
  - Marriage
  - Domestic Partner status
  - Eligible dependent who lost other health or dental coverage
  - Have or adopt a child
- Qualifying events that are **60 days**
  - Move out of the coverage area
  - Eligible spouse enrollment

46

46

## OPEN ENROLLMENT



- Generally occurs in Spring - Late April / Early May.
- A Medical and Dental Benefit guidebook will be sent to you annually.
- **Review your benefits** and make any necessary changes as subsidy & premium amounts may change annually.
- Open Enrollment changes become effective July 1<sup>st</sup>.

47

47

What will be the cost of your  
dental and health plan at  
retirement



48

48



## RATE CHARTS

### Rates for 2025-2026 Dental Plans

For LADWP-sponsored and IBEW Local 18-sponsored dental plans.

Rates are effective July 1, 2025 through June 30, 2026<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	\$38.84	\$17.50	\$135.86	\$112.97
<b>Retiree +1 eligible dependent</b>				
With Subsidy	\$34.75	\$8.77	\$0.00	\$0.00
Without Subsidy	\$73.59	\$26.27	\$135.86	\$112.97
<b>Retiree +2 or more eligible dependents</b>				
With Subsidy	\$86.27	\$17.97	\$0.00	\$0.00
Without Subsidy	\$125.11	\$35.47	\$135.86	\$112.97

49

49

### Retiree Health Plan Subsidy Chart - Tier 1

Rates are effective July 1, 2025 through June 30, 2026<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 \$70.32														
10	\$515.58	\$524.86	\$534.39	\$543.67	\$552.96	\$562.49	\$571.77	\$581.31	\$590.59	\$599.87	\$609.41	\$618.69	\$627.97	\$637.51	\$646.79
11	\$618.69	\$630.03	\$641.12	\$652.46	\$663.55	\$674.89	\$686.23	\$697.57	\$708.66	\$720.00	\$731.09	\$742.43	\$753.77	\$764.86	\$776.20
12	\$721.81	\$734.95	\$748.10	\$761.25	\$774.40	\$787.54	\$800.43	\$813.58	\$826.73	\$839.87	\$853.02	\$866.17	\$879.31	\$892.46	\$905.61
13	\$824.92	\$839.87	\$854.83	\$869.78	\$884.99	\$899.94	\$914.89	\$929.84	\$945.05	\$960.00	\$974.95	\$989.91	\$1004.86	\$1019.81	\$1034.76
14	\$928.04	\$945.05	\$961.81	\$978.56	\$995.58	\$1012.33	\$1029.35	\$1046.10	\$1063.12	\$1079.87	\$1096.63	\$1113.64	\$1130.66	\$1147.41	\$1164.17
15	\$1031.15	\$1049.97	\$1068.79	\$1087.35	\$1106.17	\$1124.99	\$1143.55	\$1162.37	\$1181.18	\$1199.75	\$1218.56	\$1237.38	\$1256.20	\$1275.02	\$1293.58
16	\$1134.27	\$1154.89	\$1175.51	\$1196.14	\$1216.76	\$1237.38	\$1258.01	\$1278.63	\$1299.25	\$1319.87	\$1340.50	\$1361.12	\$1381.74	\$1402.37	\$1422.99
17	\$1237.38	\$1259.81	\$1282.50	\$1304.92	\$1327.35	\$1349.78	\$1372.46	\$1394.89	\$1417.32	\$1439.75	\$1462.43	\$1484.86	\$1507.29	\$1529.97	\$1552.40
18	\$1340.50	\$1364.99	\$1389.22	\$1413.45	\$1437.94	\$1462.43	\$1486.66	\$1511.15	\$1535.64	\$1559.88	\$1584.11	\$1608.60	\$1633.09	\$1657.32	\$1681.55
19	\$1443.61	\$1469.91	\$1496.20	\$1522.24	\$1548.53	\$1574.83	\$1601.12	\$1627.42	\$1653.71	\$1679.75	\$1706.04	\$1732.34	\$1758.63	\$1784.92	\$1810.96
20	\$1546.73	\$1574.83	\$1602.93	\$1631.02	\$1659.12	\$1687.22	\$1715.58	\$1743.68	\$1771.78	\$1799.88	\$1827.97	\$1856.07	\$1884.17	\$1912.27	\$1940.37
21	\$1649.84	\$1679.75	\$1709.91	\$1739.81	\$1769.71	\$1799.88	\$1829.78	\$1859.94	\$1889.84	\$1919.75	\$1949.91	\$1979.81	\$2009.72	\$2039.88	\$2069.78
22	\$1752.96	\$1784.92	\$1816.89	\$1848.60	\$1880.31	\$1912.27	\$1944.24	\$1976.20	\$2007.91	\$2039.62	\$2071.58	\$2103.55	\$2135.52	\$2167.48	\$2199.19
23	\$1856.07	\$1889.84	\$1923.61	\$1957.13	\$1990.90	\$2024.67	\$2058.69	\$2092.47	\$2126.24	\$2159.75	\$2193.52	\$2227.29	\$2261.06	\$2294.83	\$2328.34
24	\$1959.19	\$1994.76	\$2030.60	\$2065.91	\$2101.75	\$2137.32	\$2172.90	\$2208.47	\$2244.30	\$2279.62	\$2315.45	\$2351.03	\$2386.60	\$2422.43	\$2457.75
25	\$2062.30	\$2099.94	\$2137.32	\$2174.70	\$2212.34	\$2249.72	\$2287.35	\$2324.73	\$2362.37	\$2399.75	\$2437.13	\$2474.76	\$2512.40	\$2549.78	\$2577.88
26	\$2165.42	\$2204.86	\$2244.30	\$2283.49	\$2322.93	\$2362.37	\$2401.55	\$2440.99	\$2480.44	\$2519.62	\$2559.06	\$2577.88	\$2577.88	\$2577.88	\$2577.88
27	\$2268.53	\$2309.78	\$2351.03	\$2392.27	\$2433.52	\$2474.76	\$2516.01	\$2557.26	\$2577.88	\$2577.88	\$2577.88	\$2577.88			
28	\$2371.65	\$2414.70	\$2458.01	\$2500.80	\$2544.11	\$2577.88	\$2577.88	\$2577.88							
29	\$2474.76	\$2519.88	\$2564.73	\$2577.88	\$2577.88										
30	\$2577.88	\$2577.88	\$2577.88												

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. Effective July 1<sup>st</sup>, 2025 the maximum subsidy is \$2,577.88 for Tier 1 retirees.

50

50

### Retiree Health Plan Subsidy Chart - Tier 2 (LADWP Service Only)

(retirement on or after 10/1/22) Rates are effective July 1, 2025 through June 30, 2026'. Employees who were hired on or after January 1, 2014.

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 \$50.32														
10	\$515.58	\$524.86	\$534.39	\$543.67	\$552.96	\$562.49	\$571.77	\$581.31	\$590.59	\$599.87	\$609.41	\$618.69	\$627.97	\$637.51	\$646.79
11	\$618.69	\$630.03	\$641.12	\$652.46	\$663.55	\$674.89	\$686.23	\$697.57	\$708.66	\$720.00	\$731.09	\$742.43	\$753.77	\$764.86	\$776.20
12	\$721.81	\$734.95	\$748.10	\$761.25	\$774.40	\$787.54	\$800.43	\$813.58	\$826.73	\$839.87	\$853.02	\$866.17	\$879.31	\$892.46	\$905.61
13	\$824.92	\$839.87	\$854.83	\$869.78	\$884.99	\$899.94	\$914.89	\$929.84	\$945.05	\$960.00	\$974.95	\$989.91	\$1004.86	\$1019.81	\$1034.76
14	\$928.04	\$945.05	\$961.81	\$979.56	\$995.58	\$1012.33	\$1029.35	\$1046.10	\$1063.12	\$1079.87	\$1096.63	\$1113.64	\$1130.66	\$1147.41	\$1164.17
15	\$1031.15	\$1049.97	\$1068.79	\$1087.35	\$1106.17	\$1124.99	\$1143.55	\$1162.37	\$1181.18	\$1199.75	\$1218.56	\$1237.38	\$1256.20	\$1275.02	\$1293.58
16	\$1134.27	\$1154.89	\$1175.51	\$1196.14	\$1216.76	\$1237.38	\$1258.01	\$1278.63	\$1299.25	\$1319.87	\$1340.50	\$1361.12	\$1381.74	\$1402.37	\$1422.99
17	\$1237.38	\$1259.81	\$1282.50	\$1304.92	\$1327.35	\$1349.78	\$1372.46	\$1394.89	\$1417.32	\$1439.75	\$1462.43	\$1484.86	\$1507.29	\$1529.97	\$1552.40
18	\$1340.50	\$1364.99	\$1389.22	\$1413.45	\$1437.94	\$1462.43	\$1486.66	\$1511.15	\$1535.64	\$1559.88	\$1584.11	\$1608.60	\$1633.09	\$1657.32	\$1681.55
19	\$1443.61	\$1469.91	\$1496.20	\$1522.24	\$1548.53	\$1574.83	\$1601.12	\$1627.42	\$1653.71	\$1679.75	\$1706.04	\$1732.34	\$1758.63	\$1784.92	\$1810.96
20	\$1546.73	\$1574.83	\$1602.93	\$1631.02	\$1659.12	\$1687.22	\$1715.58	\$1743.68	\$1771.78	\$1799.88	\$1827.97	\$1856.07	\$1884.17	\$1912.27	\$1940.37
21	\$1649.84	\$1679.75	\$1709.91	\$1739.81	\$1769.71	\$1799.88	\$1829.78	\$1859.94	\$1889.84	\$1919.75	\$1949.91	\$1979.81	\$2009.72	\$2039.88	\$2069.78
22	\$1752.96	\$1784.92	\$1816.89	\$1848.60	\$1880.31	\$1912.27	\$1944.24	\$1976.20	\$2007.91	\$2039.62	\$2071.58	\$2103.55	\$2135.52	\$2167.48	\$2199.19
23	\$1856.07	\$1889.84	\$1923.61	\$1957.13	\$1990.90	\$2024.67	\$2058.69	\$2092.47	\$2126.24	\$2159.75	\$2193.52	\$2227.29	\$2261.06	\$2294.83	\$2328.34
24	\$1959.19	\$1994.76	\$2030.60	\$2065.91	\$2101.75	\$2137.32	\$2172.90	\$2208.47	\$2244.30	\$2279.62	\$2315.45	\$2351.03	\$2386.60	\$2422.43	\$2457.75
25	\$2062.30	\$2099.94	\$2137.32	\$2174.70	\$2212.34	\$2249.72	\$2287.35	\$2324.73	\$2362.37	\$2399.75	\$2437.13	\$2474.76	\$2512.40	\$2549.78	\$2577.88
26	\$2165.42	\$2204.86	\$2244.30	\$2283.49	\$2322.93	\$2362.37	\$2401.55	\$2440.99	\$2480.44	\$2519.62	\$2559.06	\$2577.88	\$2577.88	\$2577.88	\$2577.88
27	\$2268.53	\$2309.78	\$2351.03	\$2392.27	\$2433.52	\$2474.76	\$2516.01	\$2557.26	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88
28	\$2371.65	\$2414.70	\$2458.01	\$2500.80	\$2544.11	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88
29	\$2474.76	\$2519.88	\$2564.73	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88
30	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88	\$2577.88

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. Effective July 1<sup>st</sup>, 2025 the maximum subsidy is \$2,577.88 for Tier 2 retirees with LADWP Service Only.

51

51

### Retiree Health Plan Subsidy Chart - Tier 2 (Combined LADWP and City of LA Service)

Rates are effective July 1, 2025 through June 30, 2026'. Employees who were hired on or after January 1, 2014.

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 \$50.32														
10	\$257.79	\$262.43	\$267.20	\$271.84	\$276.48	\$281.25	\$285.89	\$290.66	\$295.30	\$299.94	\$304.71	\$309.35	\$313.99	\$318.75	\$323.40
11	\$309.35	\$315.02	\$320.56	\$326.23	\$331.77	\$337.44	\$343.12	\$348.79	\$354.33	\$360.00	\$365.54	\$371.21	\$376.89	\$382.43	\$388.10
12	\$360.90	\$367.48	\$374.05	\$380.62	\$387.20	\$393.77	\$400.22	\$406.79	\$413.36	\$419.94	\$426.51	\$433.08	\$439.66	\$446.23	\$452.80
13	\$412.46	\$419.94	\$427.41	\$434.89	\$442.49	\$449.97	\$457.44	\$464.92	\$472.53	\$480.00	\$487.48	\$494.95	\$502.43	\$509.90	\$517.38
14	\$464.02	\$472.53	\$480.90	\$489.28	\$497.79	\$506.17	\$514.67	\$523.05	\$531.56	\$539.94	\$548.32	\$556.82	\$565.33	\$573.71	\$582.09
15	\$515.58	\$524.99	\$534.39	\$543.67	\$553.08	\$562.49	\$571.77	\$581.18	\$590.59	\$599.87	\$609.28	\$618.69	\$628.10	\$637.51	\$646.79
16	\$567.13	\$577.45	\$587.76	\$598.07	\$608.38	\$618.69	\$629.00	\$639.31	\$649.63	\$659.94	\$670.25	\$680.56	\$690.87	\$701.18	\$711.49
17	\$618.69	\$629.90	\$641.25	\$652.46	\$663.68	\$674.89	\$686.23	\$697.45	\$708.66	\$719.87	\$731.22	\$742.43	\$753.64	\$764.99	\$776.20
18	\$670.25	\$682.49	\$694.61	\$706.73	\$718.97	\$731.22	\$743.33	\$755.58	\$767.82	\$779.94	\$792.05	\$804.30	\$816.54	\$828.66	\$840.78
19	\$721.81	\$734.95	\$748.10	\$761.12	\$774.27	\$787.41	\$800.56	\$813.71	\$826.86	\$839.87	\$853.02	\$866.17	\$879.31	\$892.46	\$905.61
20	\$773.36	\$787.41	\$801.46	\$815.51	\$829.56	\$843.61	\$857.79	\$871.84	\$885.89	\$899.94	\$913.99	\$928.04	\$942.09	\$956.14	\$970.19
21	\$824.92	\$839.87	\$854.95	\$869.91	\$884.86	\$899.94	\$914.89	\$929.97	\$944.92	\$959.87	\$974.95	\$989.91	\$1004.86	\$1019.81	\$1034.76
22	\$876.48	\$892.46	\$908.44	\$924.30	\$940.15	\$956.14	\$972.12	\$988.10	\$1003.96	\$1019.81	\$1035.79	\$1051.78	\$1067.76	\$1083.74	\$1099.59
23	\$928.04	\$944.92	\$961.81	\$978.56	\$995.45	\$1012.33	\$1029.35	\$1046.23	\$1063.12	\$1079.87	\$1096.76	\$1113.64	\$1130.53	\$1147.41	\$1164.17
24	\$979.59	\$997.38	\$1015.30	\$1032.96	\$1050.87	\$1068.66	\$1086.45	\$1104.23	\$1122.15	\$1139.81	\$1157.73	\$1175.51	\$1193.30	\$1211.22	\$1228.88
25	\$1031.15	\$1049.97	\$1068.66	\$1087.35	\$1106.17	\$1124.96	\$1143.68	\$1162.37	\$1181.18	\$1199.87	\$1218.56	\$1237.38	\$1256.20	\$1274.89	\$1288.94
26	\$1082.71	\$1102.43	\$1122.15	\$1141.74	\$1161.46	\$1181.18	\$1200.78	\$1220.50	\$1240.22	\$1259.81	\$1279.53	\$1288.94	\$1288.94	\$1288.94	\$1288.94
27	\$1134.27	\$1154.89	\$1175.51	\$1196.14	\$1216.76	\$1237.38	\$1258.01	\$1278.63	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94
28	\$1185.82	\$1207.35	\$1229.00	\$1250.40	\$1272.05	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94
29	\$1237.38	\$1259.94	\$1282.37	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94
30	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94	\$1288.94

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. Effective July 1<sup>st</sup>, 2025 the maximum subsidy is \$1,288.94 for Tier 2 retirees who use combined LADWP and City of LA Service to determine medical subsidy.

52

52

## Rate and Subsidy Charts

Rates for 2025-2026 LADWP & IBEW Local 18-Sponsored Health Plans<sup>1</sup>

Rates are effective July 1, 2025 through June 30, 2026.<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 (CA)	HPN/UHC Medicare Advantage HMO (NV) <sup>2</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	\$1,942.54	\$1,685.92	\$1,312.18	\$1,288.94	\$2,426.84	\$1,592.76 <sup>3</sup>	\$2,025.16	\$2,264.96	\$2,375.56
Self + 1 dependent under 65	\$3,885.20	\$3,371.93	\$2,624.38	\$2,577.88	\$5,008.17	\$3,191.64 <sup>3</sup>	\$2,361.49	\$2,628.33	\$4,907.42
Self + 2 or more dependents under 65	\$5,088.23	\$4,416.05	\$3,437.04	\$3,647.70	\$5,494.33	\$4,459.65 <sup>3</sup>	\$2,663.26	\$3,247.17	\$6,074.62
Self + 1 dependent with Medicare Parts A & B	\$2,522.67	\$2,195.22	\$1,677.85	\$1,623.26	\$2,963.06	\$1,964.51 <sup>3</sup>	\$2,361.49	\$2,628.33	\$4,907.42
Self + 1 dependent with Medicare Part B	\$2,907.14	\$2,513.90	\$1,912.33	\$1,933.26	\$4,501.12	\$3,185.52 <sup>3</sup>	\$2,361.49	\$2,628.33	\$4,907.42
<b>★ Retiree Over Age 65 and Enrolled in Medicare Parts A &amp; B</b>									
Self Only	\$580.13	\$509.30	\$365.67	\$334.32	\$536.22	\$371.75 <sup>3</sup>	\$1,346.50	\$2,056.51	N/A
Self + 1 dependent under 65	\$2,522.67	\$2,195.22	\$1,677.85	\$1,623.26	\$2,963.06	\$1,964.51 <sup>3</sup>	\$2,094.19	\$2,407.62	N/A
Self + 2 or more dependents under 65	\$3,725.82	\$3,239.43	\$2,490.53	\$2,693.08	\$3,603.71	\$3,238.64 <sup>3</sup>	\$2,599.84	\$3,046.34	N/A
Self + 1 dependent with Medicare Parts A & B	\$1,160.26	\$1,018.60	\$731.34	\$668.64	\$1,072.44	\$743.50 <sup>3</sup>	\$2,067.52	\$2,407.62	N/A
Self + 1 dependent with Medicare Part B	\$1,544.73	\$1,337.28	\$965.82	\$978.64	\$2,610.50	\$1,964.51 <sup>3</sup>	Self + 1 dependent with Medicare Parts A & B + 1 or more dependent(s) under 65. \$2,574.69	\$3,046.34	N/A
<b>★ Retiree Over Age 65 and Enrolled in Medicare Part B Only</b>									
Self Only	\$964.60	\$827.98	\$600.15	\$644.32	\$2,074.28	\$1,592.76 <sup>3</sup>	N/A	N/A	N/A
Self + 1 dependent under 65	\$2,907.14	\$2,513.90	\$1,912.33	\$1,933.26	\$4,501.12	\$3,185.52 <sup>3</sup>	N/A	N/A	N/A
Self + 2 or more dependents under 65	\$4,110.29	\$3,558.11	\$2,725.01	\$3,003.08	\$5,141.77	\$4,459.65 <sup>3</sup>	N/A	N/A	N/A
Self + 1 dependent with Medicare Parts A & B	\$1,544.73	\$1,337.28	\$965.82	\$978.64	\$2,610.50	\$1,964.51 <sup>3</sup>	N/A	N/A	N/A
Self + 1 dependent with Medicare Part B	\$1,929.20	\$1,655.96	\$1,200.30	\$1,288.64	\$4,148.56	\$3,185.52 <sup>3</sup>	N/A	N/A	N/A

53

53

## 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)

54

54

**Turning 65?**  
**Need Medicare?**

You and your spouse **must** enroll in **Medicare Part B** to continue your Department sponsored health plan.

IBEW Local 18 requires **both** Medicare A & B

Contact Social Security at (800) 772-1213 at least **3 months prior** to your 65<sup>th</sup> birthday

**Still working at 65 and over?**

Contact the Health Plans Office **3 months prior** to your retirement date.

55

55



- **Hospital Insurance** – covers in-patient hospital care.
- You qualify if you have accrued 40 or more quarters of credits. (Contact Social Security to verify your eligibility.)
- The Department does not recommend that you enroll in Medicare Part A if you are going to have to **pay** a premium.
- If your spouse qualifies for Medicare Part A, you can too. (Contact Social Security to verify your eligibility.)
- If you are enrolled in an IBEW Local 18 sponsored plan and want to keep it, you must enroll into Part A.

56

56



- **Medical Insurance** – covers medical and surgical services.
- The cost of your Medicare Part B is based on your income. Additionally, you may be assessed an income-related monthly adjustment amount (IRMAA).
- You and your spouse must be enrolled and maintain your Medicare Part B to be eligible to continue your LADWP or IBEW Local 18 medical plan.
- If your Medicare Part B is terminated after enrollment, your medical plan will also be terminated.

57

57



- **Prescription Drug Coverage.**
- IBEW Local 18 & LADWP-Sponsored health plans are enhanced prescription drug plans.
- Enrollment into a Medicare Part D plan through a 3<sup>rd</sup> party vendor (i.e., AARP, Humana, Cigna etc.) will cause you to lose your Local 18 or LADWP sponsored medical coverage.
- Based on your income from 2 years prior, CMS may charge an IRMAA.
- Failure to pay CMS for the IRMAA for Medicare Part D will result in a loss of your health coverage.

58

58





Timely enrollment in Medicare Part B is **critical** as late enrollment could result in a lifetime penalty charge from Medicare **and** the loss of your LADWP or Local 18 medical coverage.

59

59

## Medicare Part A, B, & D Cost Factors

**PART A:** LADWP does **NOT** pay for Medicare Part A.

**PART B:** LADWP can pay for Medicare Part B & Part B IRMMA if you have enough medical subsidy remaining after paying for your medical coverage.

**PART D:** Although you should not enroll in part D, if you are assessed a Part D IRMMA, You need to pay the IRMMA.

LADWP does **NOT** pay for Medicare Part D IRMMA.

60

60

## Medicare Part B Group Pay & Reimbursement

### Group Pay

- If you **do not** receive a Social Security check, the Department may pay your Medicare Part B premiums directly to the Center for Medicare & Medicaid Services
- You must submit the "*Medicare Premium Bill*" to the Health Plans Office **before** the due date.

### Reimbursement

- If you receive a Social Security Check, Medicare Part B Premiums are automatically deducted from your Social Security Check.
- Your health subsidy must cover the entire cost of your Med B premium.
- You must submit an annual benefits verification statement from Social Security indicating your Med B premium amount.

**Enrollment is not automatic and is effective the 1<sup>st</sup> of the following month Health Plans receives your paperwork.**

**The Health Plans Office will not make retro-payments or reimbursements.**

61

61

## Medicare Part B Reimbursement Requirements

- You must be a retiree or the spouse of a retiree.
- Enrolled in a LADWP or Local 18 Sponsored Medical Plan.
- Enrolled in Medicare Part B and receiving a monthly Social Security check.
- Submit a copy of your annual benefits verification statement from Social Security that indicates your Medicare Part B premium.
- Have enough remaining medical subsidy to cover the **entire** cost of the Medicare Part B premium.
- **Upon the death of the retiree, eligible spouses are not entitled to continue participation in the Reimbursement program.**

62

62

## HEALTH PLANS OFFICE CONTACT INFORMATION

- The Health Plans Office is located in JFB, Rm 564
- Counter hours: Monday – Friday, 7am – 4pm
- Phone hours: Monday – Friday, from 7am – 4pm
- Phone Number: 213-367-2023
- Email: [healthplans@ladwp.com](mailto:healthplans@ladwp.com)
- Website: <https://eBenefits.ladwp.com>

**CONGRATULATIONS ON YOUR RETIREMENT  
PREPARATION!**

63

63



**From the Health  
Plans Office!**

64

64





65



66

## How to Retire

- ✓ Notify your Division at least 60 days in advance to prepare your application
- ✓ Verify that your application was delivered to the Retirement Office at least 30 days prior to your retirement date **\*\*Charter Requirement\*\***
- ✓ Provide your completed Personal Data Sheet directly to the Retirement Office
- ✓ Gather documents for Counseling Session

67

67

## Terminology

### Department Service

Determines your **eligibility** to retire

### Service Credit

Determines **how much** your going to receive monthly

### Qualifying Service

Department Service and Service Credit on deposit with **LACERS**

68

68

### Qualifications – Tier 1

- ✓ 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
- ✓ At least **30 years** of Department Service, or
- ✓ Receiving **Permanent Total Disability** (PTD) from the Plan

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

69

69

### Qualifications – Tier 2

- ✓ At least **60 years old** and have at least **5** years of Department Service, or
- ✓ At least **60 years old** and have at least **10** years of Qualifying Department Service, or
- ✓ At least **30 years** of Qualifying Department Service, or
- ✓ Receiving **Permanent Total Disability** (PTD) from the Plan

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

70

70

## Benefits of a Formula

- ✓Lifetime spousal/domestic partner continuance after you die
- ✓Health Plan's Benefits
- ✓Cost of living adjustments (COLA) of up to 3% each July with banking of any excess CPI (applies to Tier 1 only)  
Tier 2 maximum COLA is 2% with no banking

*Separation from Department and City service prior to retirement eligibility disqualifies you the above benefits*

71

71

## Retirement Formula

**HAOYS/FAS**

x

**Service Credit**

x

**Factor**

x

**ERRF**

Highest Average One Year Salary (Tier 1)  
Final Average Salary (Tier 2)

Periods of credited contributions

Retirement Factor  
Tier 1: 2.1% or 2.3%  
Tier 2: 1.5%, 2.0%, or 2.1%

Early Retirement Reduction Factor

72

72

## HAOYS

### Highest Average One Year Salary (HAOYS)

- ✓ Find your highest 26 successive biweekly pay periods
- ✓ Divide total by 26
- ✓ Multiply average biweekly salary by 2.175

*1st Monday of the pay period  
Add-on's included  
Shift differentials not included*

\*For Tier 2, increase the payroll periods to 78 successive biweekly pay periods

73

73

## HAOYS (cont'd)

- ✓ Find your highest 26 successive pay periods

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

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

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

- ✓ Divide total by 26

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

- ✓ Multiply answer by 2.175

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

74

74

## Service Credit

- ✓ Biweekly payroll periods or months for which you made **contributions** to the Plan
- ✓ Credited **military** leaves
- ✓ Service in other City departments, which was **transferred** to the Plan under the Reciprocal Agreement prior to January 1, 2014
- ✓ Periods of previously withdrawn contributions which you have **redeposited** with interest

75

75

## Service Credit (cont'd)

- ✓ **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*

*To purchase time, call Membership at Ext. 71695*

76

76

## 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*

### "How to Calculate Your Retirement ..."

How to Calculate Your Years and Partial Years of Service Credit  
(Tier 1: page 12, Tier 2: page 13)

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

77

77

## Factor – Tier 1

### Retirement Factor – Tier 1

**2.3%**

55 years old **AND** 30 years of Service Credit

**2.1%**

Anyone else eligible to retire with a formula

78

78

## Factor – Tier 2

### Retirement Factor – Tier 2

		AGE			
		<55	55-59	60-62	>63
FACTOR / ERRF	1.5% Unreduced	N/A	N/A	5 years DS or 10 years QDS	N/A
	2.0% <b>Reduced</b>	30 years QDS	30 years QDS	N/A	N/A
	2.0% Unreduced	N/A	30 years QSC	30 years QDS	5 years DS or 10 years QDS
	2.1% Unreduced	N/A	N/A	N/A	30 years QDS

QDS = Department Service with WPERP + LACERS

QSC = Service Credit with WPERP + LACERS

DS = Department Service with WPERP only (does not include service purchase for eligibility)

SC = Service Credit with WPERP only

79

79

## ERRF

### Early Retirement Reduction Factor (ERRF)

- ✓ There is no reduction if you are at least 60 years old
- ✓ There is no reduction if your Retirement Factor is 2.3%  
Tier 2 has no reduction if 2.0% and at least age 55
- ✓ ERRF is based on your attained age at retirement

*"How to Calculate Your Retirement ..."*

Early Retirement Reduction Factor

(Tier 1: page 15, Tier 2: page 16)

1.0000 means  
no reduction

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

1.0000  
- .7525  
0.2475 or  
24.75% reduction

80

80



### Test Your Knowledge...

$$\boxed{\text{HAOYS}} \times \boxed{\text{Service Credit}} \times \boxed{\text{Retirement Factor}} \times \boxed{\text{ERRF}} = \boxed{\text{Option FULL}}$$

#1: Member is 57 years old and has 30 years of Service Credit on deposit with the Plan.

$$\begin{array}{ccccccc} \$10,215 & \times & 30 \text{ years} & \times & \boxed{\phantom{000}} & \times & \boxed{\phantom{000}} & = & \text{\textcolor{red}{\$7,048.35}} \\ & & & & \text{Retirement} & & \text{ERRF} & & \text{Option FULL} \\ & & & & \text{Factor} & & \text{(page 15 or} & & \\ & & & & \text{(2.1\% or 2.3\%)} & & \text{page 16)} & & \end{array}$$

81

81

### Test Your Knowledge...

$$\boxed{\text{HAOYS}} \times \boxed{\text{Service Credit}} \times \boxed{\text{Retirement Factor}} \times \boxed{\text{ERRF}} = \boxed{\text{Option FULL}}$$

#2: Member is 55 years old and has 30 years of Department Service but only 29 years of Service Credit on deposit with the Plan.

$$\begin{array}{ccccccc} \$10,215 & \times & \boxed{\phantom{000}} & \times & \boxed{\phantom{000}} & \times & \boxed{\phantom{000}} & = & \text{\textcolor{red}{\$5,754.36}} \\ & & \text{Service Credit} & & \text{Retirement} & & \text{ERRF} & & \text{Option FULL} \\ & & \text{(years)} & & \text{Factor} & & \text{(page 15 or} & & \\ & & & & \text{(2.1\% or 2.3\%)} & & \text{page 16)} & & \end{array}$$

82

82

### Test Your Knowledge...

$$\boxed{\text{HAOYS}} \times \boxed{\text{Service Credit}} \times \boxed{\text{Retirement Factor}} \times \boxed{\text{ERRF}} = \boxed{\text{Option FULL}}$$

#3: Member is 62 years old and has 5 years of Service Credit on deposit with the Plan.

$$\begin{array}{ccccccc} \$10,215 & \times & 5 \text{ years} & \times & \boxed{\phantom{0000}} & \times & \boxed{\phantom{0000}} & = & \text{\textcolor{red}{\$1,072.58}} \\ & & & & \text{Retirement} & & \text{ERRF} & & \text{Option FULL} \\ & & & & \text{Factor} & & \text{(page 15 or} & & \\ & & & & \text{(2.1\% or 2.3\%)} & & \text{page 16)} & & \end{array}$$

83

83

### Test Your Knowledge...

$$\boxed{\text{HAOYS}} \times \boxed{\text{Service Credit}} \times \boxed{\text{Retirement Factor}} \times \boxed{\text{ERRF}} = \boxed{\text{Option FULL}}$$

#4: Member is 49 years old and 8 months old. Member has 30 years of Service Credit on deposit with the Plan.

$$\begin{array}{ccccccc} \$10,215 & \times & 30 \text{ years} & \times & \boxed{\phantom{0000}} & \times & \boxed{\phantom{0000}} & = & \text{\textcolor{red}{\$4,890.94}} \\ & & & & \text{Retirement} & & \text{ERRF} & & \text{Option FULL} \\ & & & & \text{Factor} & & \text{(page 15 or} & & \\ & & & & \text{(2.1\% or 2.3\%)} & & \text{page 16)} & & \end{array}$$

84

84

## Test Your Knowledge...

$$\boxed{\text{HAOYS}} \times \boxed{\text{Service Credit}} \times \boxed{\text{Retirement Factor}} \times \boxed{\text{ERRF}} = \boxed{\text{Option FULL}}$$

#5: Member is 57 years old and has 26 years of Service Credit on deposit with the Plan, and 4 years of Service Credit on deposit with LACERS.

$$\begin{array}{ccccccc} \$10,215 & \times & \boxed{\phantom{0000}} & \times & \boxed{\phantom{0000}} & \times & \boxed{\phantom{0000}} & = & \text{\$6,108.57} \\ & & \text{Service Credit} & & \text{Retirement} & & \text{ERRF} & & \text{Option FULL} \\ & & \text{(years)} & & \text{Factor} & & \text{(page 15 or} & & \\ & & & & \text{(2.1\% or 2.3\%)} & & \text{page 16)} & & \end{array}$$

85

85

## RIS

### 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.

86

86

## Eligible Spouse

An **Eligible Spouse** is someone you are married to:

- ✓Continuously for at least one year prior to your retirement
- ✓On the date of your retirement
- ✓On the date of your death

*Divorce or death of your ES will cancel the ES continuance*

87

87

## Eligible DP

Your **Eligible Domestic Partnership** must be registered with the Plan or State of California:

- ✓Continuously for at least one year prior to your retirement
- ✓On the date of your retirement
- ✓On the date of your death

*Termination of your partnership or death of your DP will cancel the DP continuance*

88

88

## ES/DP Continuance

Member's Age Exceeds ES/DP's Age	% of Option Full
Less than 5 years (or ES/DP is older)	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%

89

89

## Retirement Options

At retirement, you must select a retirement option

- ✓ All options provide a continuance to your *Eligible* Spouse/Domestic Partner
- ✓ Your option can only be changed up to 10 days after your retirement

*If you do not sign a "contract" for your Option, you will default to Option FULL*

90

90

**OPTION FULL**

- ✓ Highest monthly allowance  
(HAOYS x Service Credit x Factor x ERRF)
- ✓ If you don't make a selection, your option will default to Option Full
- ✓ ES/DP receives up to 50% continuance

91

91

**OPTION "A"**

- ✓ Reduced monthly allowance
- ✓ Refund of your unused contributions & interest
- ✓ ES/DP receives up to 50% continuance

*"How to Calculate Your Retirement ..."*

Option A Reduction Factor  
(Tier 1: page 23, Tier 2: page 24)

<u>Nearest Age at Retirement</u>	<u>Factor</u>
52 and below	.995
53	.994
54	.993

92

92

## Options (cont'd)

### ***OPTION "B" or OPTION "C"***

- ✓ Reduced monthly allowance
- ✓ Option B: 100%; Option C: 1-99%
- ✓ ES/DP receives up to 50% continuance
- ✓ Select only one beneficiary
  - *Must provide birth certificate or proof of birth*
  - *Option C is commonly required in a divorce to provide a continuance to your ex-spouse*
- ✓ Cannot be your Eligible Spouse/Eligible Domestic Partner  
*Can be your Spouse/DP if they don't qualify for the ES/DP continuance*

93

93

## Options (cont'd)

### ***OPTION "D" or OPTION "E"***

- ✓ Reduced monthly allowance
- ✓ ES/DP receives a continuance greater than the 50% provided by the Plan
- ✓ Option D: 100%; Option E: 51-99%

94

94

## Retirement Table

Option	Your Monthly Amount	Lifetime ES/DP Continuance	Lifetime Beneficiary Continuance	Refund of Unused Contributions
FULL	Largest	Up to 50%	No	No
A	Reduced	Up to 50%	No	Yes
B	Reduced	Up to 50%	100%	No
C	Reduced	Up to 50%	1% - 99%	No
D	Reduced	100%	No	No
E	Reduced	51% - 99%	No	No

95

95

## Additional Annuity

At retirement, you must decide what to do with your Additional Annuity contributions, separate from your retirement allowance:

- ✓Monthly annuity
- ✓Lump sum payment to you
- ✓Rollover to a tax-qualified Plan

**IMPORTANT!**

*Watch the video "Additional Contributions at Retirement"*

96

96



### Additional (cont'd)

If you take your Additional Annuity as a monthly amount

- ✓Lifetime annuity
- ✓Set amount (no COLA)
- ✓Select an option separate from your retirement option
- ✓No spousal/domestic partner continuance
- ✓Can select Option B or Option C if you want to leave a continuance to your spouse/DP

97

97

### Add 'l Annuity Table

Option	Your Monthly Amount	Lifetime ES/DP Continuance	Lifetime Beneficiary Continuance	Refund of Unused Contributions
Full	Largest	N/A	No	No
A	Reduced	N/A	No	Yes
B	Reduced	N/A	100%	No
C	Reduced	N/A	1% - 99%	No

98

98

## Taxes

- ✓Federal (default Single)
- ✓California (default M-3)
- ✓Out of State
- ✓Tax excludable – “Safe Harbor”
  - After tax contributions can't be taxed again (Additional Annuity, contributions prior to July 1, 1989, certain payments made on contracts to purchase time)
  - IRS requires recovery of your tax free basis (already taxed portion) over your lifetime

99

99

## Taxes (cont'd)

### *“How to Calculate Your Retirement ...”*

#### Taxes

*(Tier 1: pages 30-31, Tier 2: pages 31-32)*

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

After tax contributions: \$39,000  
 Age at retirement: 62  
 Number of months: 260  
 Monthly tax free basis:  $\$39,000 \div 260 = \$150$

Gross allowance: \$10,000 ... *what we pay you*  
 Less tax free basis: - \$150  
 Taxable income: **\$9,850** ... *what we report to IRS*

**IMPORTANT!**

*Watch the video “Additional Contributions at Retirement”*

100

100

Death Benefits	
ACTIVE DEATH BENEFITS	RETIREE DEATH BENEFITS
✓ 14x your monthly salary, no cap	✓ 14x your Option Full amount, max \$20,000
✓ Refund of Member Contributions or Survivorship <ul style="list-style-type: none"> <li>• Must be eligible to retire to elect Survivorship</li> <li>• Must be named sole beneficiary to return of contributions</li> </ul>	✓ Accrued Retirement
✓ If applicable, <ul style="list-style-type: none"> <li>• Refund of Additional Annuity Contributions</li> <li>• Family Death Benefits/Supplemental</li> </ul>	✓ If applicable, <ul style="list-style-type: none"> <li>• Option A refund of unused contributions</li> <li>• ES/DP continuance</li> <li>• Option B/C continuance</li> <li>• Family Death Benefits/Supplemental</li> </ul>

101

Beneficiary
<p><b>Beneficiary Designation Form</b></p> <p>✓ Your Beneficiary Designation Form on file with the Plan determines who the Plan will pay when you die</p> <p>✓ If none, we apply the Plan's Successive Preference rules</p> <ul style="list-style-type: none"> <li>• Widow or widower, if living;</li> <li>• Descendants (children and/or the children of deceased children), if living;</li> <li>• Father and/or mother, if living;</li> <li>• Brother(s) and/or sister(s), if living;</li> <li>• Executor or administrator of your estate</li> </ul> <p><i>Always keep your Beneficiary Designation Form current (death, divorce, marriage, birth, etc.)</i></p>

102

## 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
- ✓ Divorce Counselors, ext. 71715

10  
3

103

## WATER AND POWER EMPLOYEES' RETIREMENT PLAN



John Ferraro Building, Room 357

(800) 367-7164 or (213) 367-1692

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

Website: <https://retirement.ladwp.com>

Self-Guided Training Videos:

<https://retirement.ladwp.com/selfguidedVideo.html>

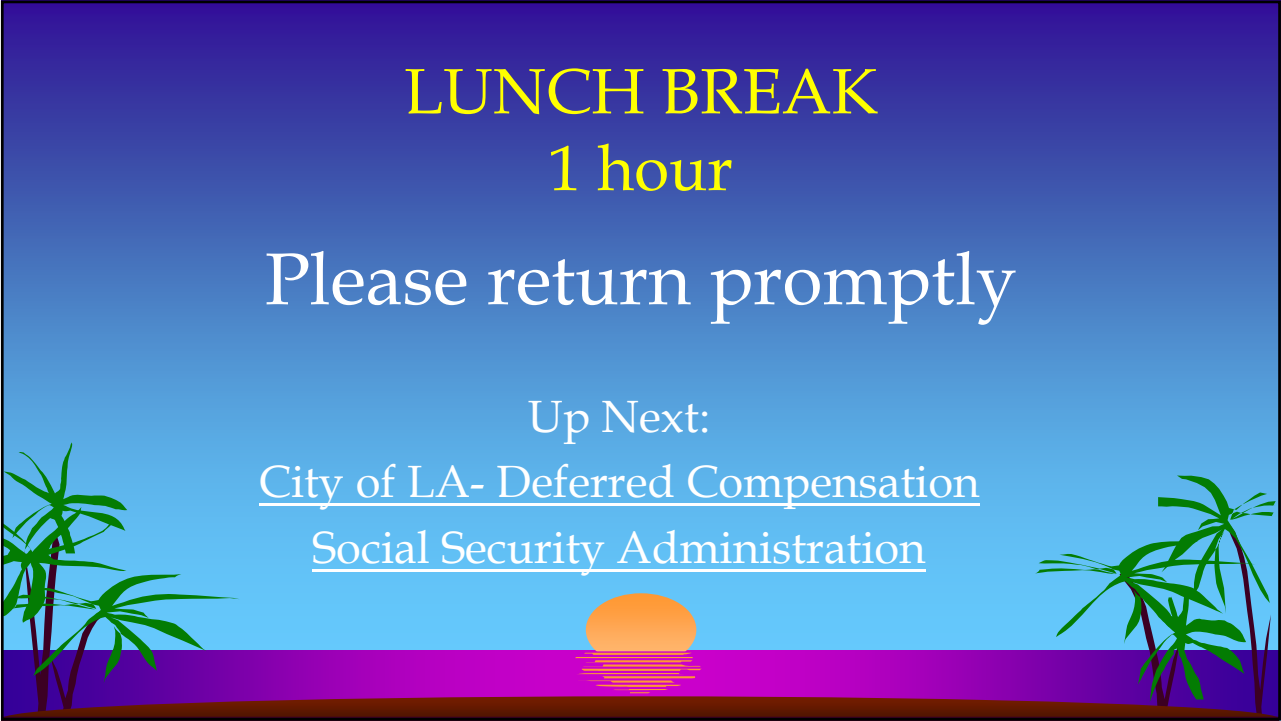
10  
4

104

LUNCH BREAK  
1 hour

Please return promptly

Up Next:  
City of LA- Deferred Compensation  
Social Security Administration

A presentation slide with a blue-to-purple gradient background. At the bottom, there is a silhouette of a sunset with an orange sun and palm trees on either side.

105

DWP

F UH DWH  
D Q G # D I Y H # \ R X U  
**BEST RETIREMENT**

Deferred Compensation Plan  
Retirement Education Presentation

A presentation slide featuring a background image of four people running along a beach promenade. The slide includes the text 'DWP', a block of garbled text, and 'BEST RETIREMENT'. A large, semi-transparent 'LA457' watermark is visible on the right side. The bottom section contains the City of Los Angeles logo and the text 'CITY OF Los Angeles DEFERRED COMPENSATION PLAN'.

106

## 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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107

## Contributing with Percent-of-Pay

LA457

### Percent-of-Pay

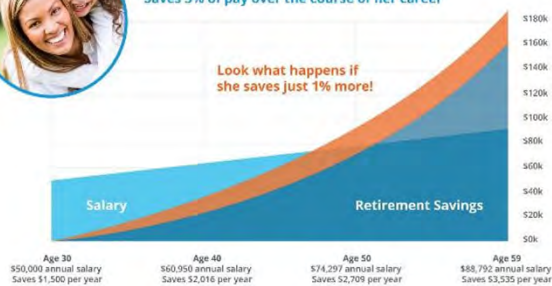
vs.

### Fixed Dollar Amount



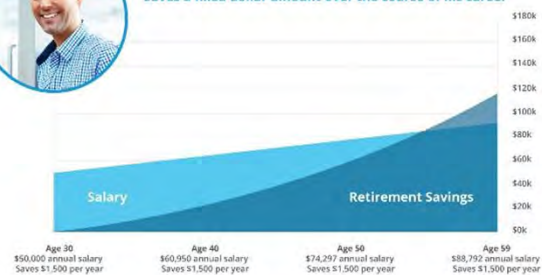
#### Monica

Saves 3% of pay over the course of her career



#### Joey

Saves a fixed dollar amount over the course of his career



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108



## IRS Annual Contribution Limits 2025

LA457

### Below Age 50

- \$23,500
- \$940 per paycheck\*

### Age 50+

- \$31,000
- \$1,240 per paycheck\*

### Age 60-63 *(New for 2025!)*

- \$34,750
- \$1,390 per paycheck\*

### Special Catch-Up

- \$47,000
- \$1,880 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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109

## Investment Options

LA457

### 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

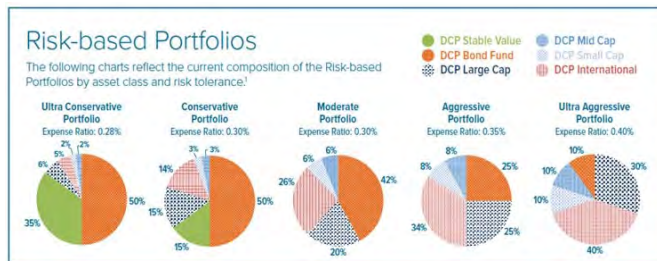


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110

## Investment Options

LA457



- 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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111

## 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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112



## Administrative and Investment Management Fees

LA457



### 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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113

## The Retirement Calculator at LA457.com

LA457

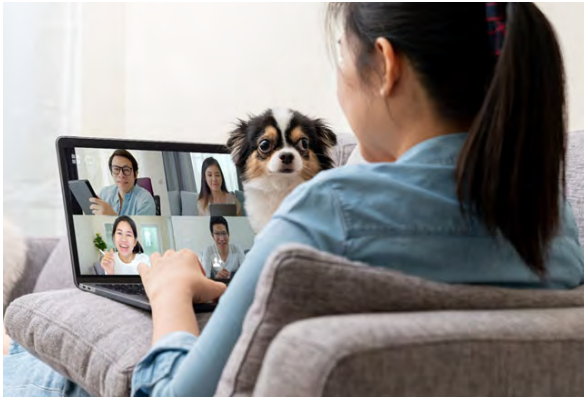
A screenshot of the Retirement Calculator interface. It shows a 'Retirement Calculator' title, a 'Take a Tour' button, and a section titled 'Let's talk about your retirement savings'. Below this, there are three columns: 'Estimated Monthly Income' (\$9,073), 'Estimated Monthly Goal' (\$11,398), and 'A Difference Of' (\$2,325). There is a graphic of a red bill. To the right, there are input fields for 'The amount of my pay I can save now' (\$600), 'I want to retire at age' (67), and 'My investments might return' (6% each year). There are 'RESET' and 'MAKE CHANGE NOW' buttons. At the bottom, there is a 'HOW DO YOU FEEL ABOUT RETIREMENT?' button. The footer shows 'Account Summary' and 'Current as of 11/18/2022'.

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114

## Account Management Features

LA457



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



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115

## Rollovers

LA457



### 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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116

## Rollovers

LA457



### 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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117

## DCP Loans

LA457



- 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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118

## DCP Loans – Retirement Options

LA457



- 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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119

## Advanced Features

LA457



- 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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120

## Advanced Features

LA457

### Accrued Leave

- Contribute unused vacation time and accumulated overtime into your DCP account at retirement/severance of employment.
- A Local Retirement Counselor will help you calculate your estimated payout.
- Counts toward 2025 contribution limit:
  - ✓ Age 50+: **\$31,000**
  - ✓ Age 60-63: **\$34,750**
  - ✓ Three-year Special Catch-up: **\$47,000**
- Accrued Leave form is due 1 month prior to retirement/severance of employment.



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121

## Special Distribution Options

LA457



### 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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122



## Stay in the DCP

LA457

### 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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123

## Stay in the DCP

LA457

### 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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124

## Stay in the DCP

LA457

### 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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125

## Stay in the DCP

LA457

### 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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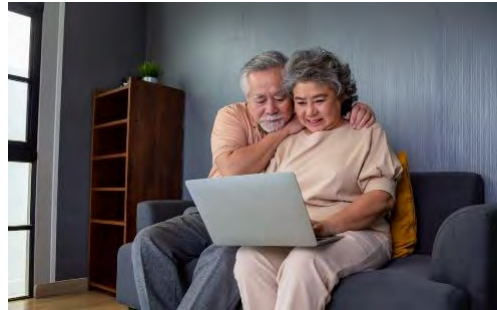
126

## Stay in the DCP

LA457

### 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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127

## Stay in the DCP

LA457

### 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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128



## Stay in the DCP

LA457

### 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.

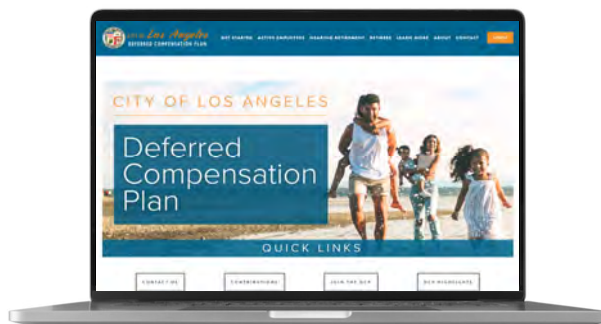


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129

## Account Access

LA457



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

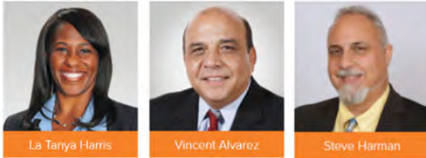


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130

## Local Retirement Counselor Services

**LA457**



La Tanya Harris

Vincent Alvarez

Steve Harman



Tim Merwin

Carol Say

Information from registered Plan Service Representatives is for educational purposes only and is not legal, tax or investment advice. Local Plan Service Representatives are registered representatives of Voya Financial Advisors, Inc., member SIPC (VFA).



**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://www.la457.com/contact-us)  
Phone or Zoom - 8 a.m. to 4 p.m., Monday through Friday  
In-Person - 9 a.m. to 4 p.m., Monday through Thursday

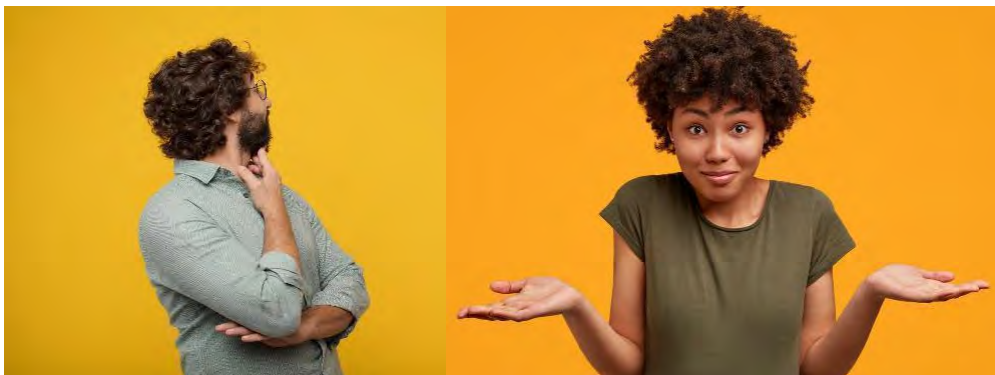
**Money Matters |** [LA457.com/money-matters](https://www.la457.com/money-matters)  
Webinars are on the 3rd Wednesday of each month

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131

## Any Questions?

**LA457**



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132

## Disclosures

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Updated 01/03/2024



133

133



## With You Through Life's Journey...


Guillermo Barron | Public Affairs Specialist



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Produced at U.S. taxpayer expense

134



## Disclaimer

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135




## Today's Agenda

1	How do I qualify for Social Security?
2	How are benefits figured?
3	Windfall Elimination Provision ( <b>WEP</b> ) & Government Pension Offset ( <b>GPO</b> ) <ul style="list-style-type: none"> <li>• <b>WEP</b> - Could reduce your benefit</li> <li>• <b>GPO</b> - Could cut your benefit by up to half if you have a pension from a job not covered by Social Security</li> </ul>
4	What about Medicare?
5	<i>my</i> Social Security and other online services

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136




## Social Security Fairness Act, HR 82

- Social Security Fairness Act, HR 82, concerning the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO), was signed into law on January 5, 2025.
- Eliminates the reduction of Social Security benefits (**Effective January 2024**) while entitled to public pensions from work not covered by Social Security.
- If you previously filed for Social Security benefits, you do not need to take action. Make sure SSA has your current mailing address and direct deposit information.
- Starting February 25<sup>th</sup>, SSA began paying retroactive benefits and will increase monthly benefit payments to people whose benefits have been affected by the WEP and GPO.

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137



What should I do if I get a call claiming there's a problem with my Social Security number or account?

Social Security   Benefits   Medicare   Card & record   Search SSA.gov   Español   Sign in

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Prepare	Apply	After you apply
Check eligibility for benefits	Apply for benefits	Check application or appeal status
Plan for retirement	Sign up for Medicare	Appeal application decision

### Manage benefits & information

<b>Documents</b> Get benefit verification letter Get tax form (1099/1042s)	<b>Number &amp; card</b> Replace card Request number for the first time Report stolen number
<b>Payment</b> Update direct deposit Replay overpaid benefits	<b>Record</b> Change name Update contact information

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138





# SSA Phone Scam Alert

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Telephone **and** email scammers are pretending to be government employees. They may threaten you and may demand immediate payment to avoid arrest or other legal action. Do not be fooled!

## If you receive a scam call:

- Hang Up
- Do Not Give Money or Personal Information
- REPORT THE SCAM AT:  
**OIG.SSA.gov**



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139



## Your Social Security Statement

WANDA WORKER

February 2, 2023

### Retirement Benefits

You have earned enough credits to qualify for retirement benefits. To qualify for benefits, you earn "credits" through your work—up to four each year. Your full retirement age is 67, based on your date of birth: April 5, 1962. As shown in the chart, you can start your benefit at any time between ages 62 and 70. For each month you wait to start your benefits, your monthly benefit will be higher—for the rest of your life. These personalized estimates are based on your earnings to date and assume you continue to earn \$54,489 per year until you start your benefits. Learn more at [ssa.gov/benefits/retirement/learn.html](https://ssa.gov/benefits/retirement/learn.html).

### Personalized Monthly Retirement Benefit Estimates (Depending on the Age You Start)



### Disability Benefits

You have earned enough credits to qualify for disability benefits. If you became disabled right now and you have enough recent work, your monthly payment would be about \$2,083. Learn more at [ssa.gov/disability](https://ssa.gov/disability).

### Survivors Benefits

You have earned enough credits for your eligible family members to receive survivors benefits. If you die this year, members of your family who may qualify for monthly benefits include:

- Minor child: **\$1,562**
- Spouse, if caring for a disabled child or child younger than age 16: **\$1,562**
- Spouse, if benefits start at full retirement age: **\$2,083**
- Total family benefits cannot be more than: **\$3,802**

Your spouse or minor child may be eligible for an additional one-time death benefit of \$255. Learn more at [ssa.gov/survivors](https://ssa.gov/survivors).

### Medicare

You have enough credits to qualify for Medicare at age 65. Medicare is the federal health insurance program for people:

- age 65 and older,
- under 65 with certain disabilities, and
- of any age with End-Stage Renal Disease (ESRD) (permanent kidney failure requiring dialysis or a kidney transplant).

Even if you do not retire at age 65, you may need to sign up for Medicare within 3 months of your 65th birthday to avoid a lifetime late enrollment penalty. Special rules may apply if you are covered by certain group health plans through work.

For more information about Medicare, visit [medicare.gov](https://medicare.gov) or [ssa.gov/medicare](https://ssa.gov/medicare) or call 1-800-MEDICARE (1-800-633-4227) (TTY 1-877-486-2046).

We base benefit estimates on current law, which Congress has revised before and may revise again to address needed changes. Learn more about Social Security's future at [ssa.gov/TheresStillLife](https://ssa.gov/TheresStillLife).

### Earnings Record

Review your earnings history below to ensure it is accurate because we base your future benefits on your record of your earnings. There's a limit to the amount of earnings you pay Social Security taxes on each year. Earnings above the limit do not appear on your earnings record. We have combined your earlier years of earnings below, but you can view your complete earnings record online with [my.ssa.gov](https://my.ssa.gov). If you find an error, view your full earnings record online and call 1-800-772-1213.

Work Year	Earnings Taxed for Social Security	Earnings Taxed for Medicare (began 1966)
1971-1988	\$ 2,142	2,142
1981-1991	87,102	87,102
1991-2000	246,069	246,069
2001	34,147	34,147
2002	34,848	34,848
2003	36,021	36,021
2004	38,032	38,032
2005	39,711	39,711
2006	41,920	41,609
2007	43,971	43,971
2008	45,170	45,170
2009	44,603	44,603
2010	45,666	45,447
2011	47,093	47,093
2012	48,560	48,560
2013	49,095	49,095
2014	50,605	50,605
2015	51,996	51,996
2016	52,108	52,108
2017	53,251	53,251
2018	53,966	53,966
2019	54,559	54,559
2020	54,489	54,489
2021	Not yet recorded	

### Taxes Paid

Total estimated Social Security and Medicare taxes paid over your working career based on your Earnings Record:

Social Security taxes	Medicare taxes
You paid: \$75,558	You paid: \$18,158
Employer(s): \$77,498	Employer(s): \$18,158

SSA.gov | Follow us on social media: [ssa.gov/socialmedia](https://ssa.gov/socialmedia)

Form SSA-7005-SM-CL (02/23) | Enclosure: Publication XX-XXXXX, Publication XX-XXXXX

### Earnings Not Covered by Social Security

You may also have earnings from work not covered by Social Security, where you did not pay Social Security taxes. This work may have been for federal, state, or local government or in a foreign country. If you participate in a retirement plan or receive a pension based on work for which you did not pay Social Security tax, it could lower your benefits. Learn more at [ssa.gov/ssnc-sssp](https://ssa.gov/ssnc-sssp).

### Important Things to Know about Your Social Security Benefits

- Social Security benefits are not intended to be your only source of retirement income. You may need other savings, investments, pensions, or retirement accounts to make sure you have enough money when you retire.
- You need at least 10 years of work (40 credits) to qualify for retirement benefits. Your benefit amount is based on your highest 35 years of earnings. If you have fewer than 35 years of earnings, years without work count as 0 and may reduce your benefit amount.
- To keep up with inflation, benefits are adjusted through "cost of living adjustments."
- If you get retirement or disability benefits, your spouse and children may qualify for benefits.
- When you apply for other retirement or spousal benefits, you may be required to apply for both benefits at the same time.
- If you and your spouse both work, use the [my.ssa.gov/benefits/retirement/calculator](https://my.ssa.gov/benefits/retirement/calculator) to estimate spousal benefits.
- The age you claim benefits will affect the benefit amount for your surviving spouse. For example, claiming benefits after your full retirement age may increase the Spouse's if benefits start at full retirement age amount on page 1, claiming early may reduce it.
- If you are divorced and were married for 10 years, you may be able to claim benefits on your ex-spouse's record. If your ex-spouse receives benefits on your record, that does not affect your or your current spouse's benefit amounts.
- Learn more about benefits for you and your family at [ssa.gov/benefits/retirement/learn.html](https://ssa.gov/benefits/retirement/learn.html).
- When you are ready to apply, visit [ssa.gov/benefits/retirement/apply.html](https://ssa.gov/benefits/retirement/apply.html).
- The Statement is updated annually. It is available online, or by mail upon request.

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Your earnings history directly impacts your future benefits.

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140



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## What is Social Security?

- After the Great Depression of the 1930s, President Roosevelt signed the Social Security Act on August 14, 1935. Social Security was created to promote the economic security of the nation's people
- It was designed to pay retired workers a continuing income after retirement
- Social Security will replace about 40% of an average worker's pre-retirement earnings



The most successful anti-poverty program in our country's history

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141



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## A Foundation for Planning Your Future



Other Income

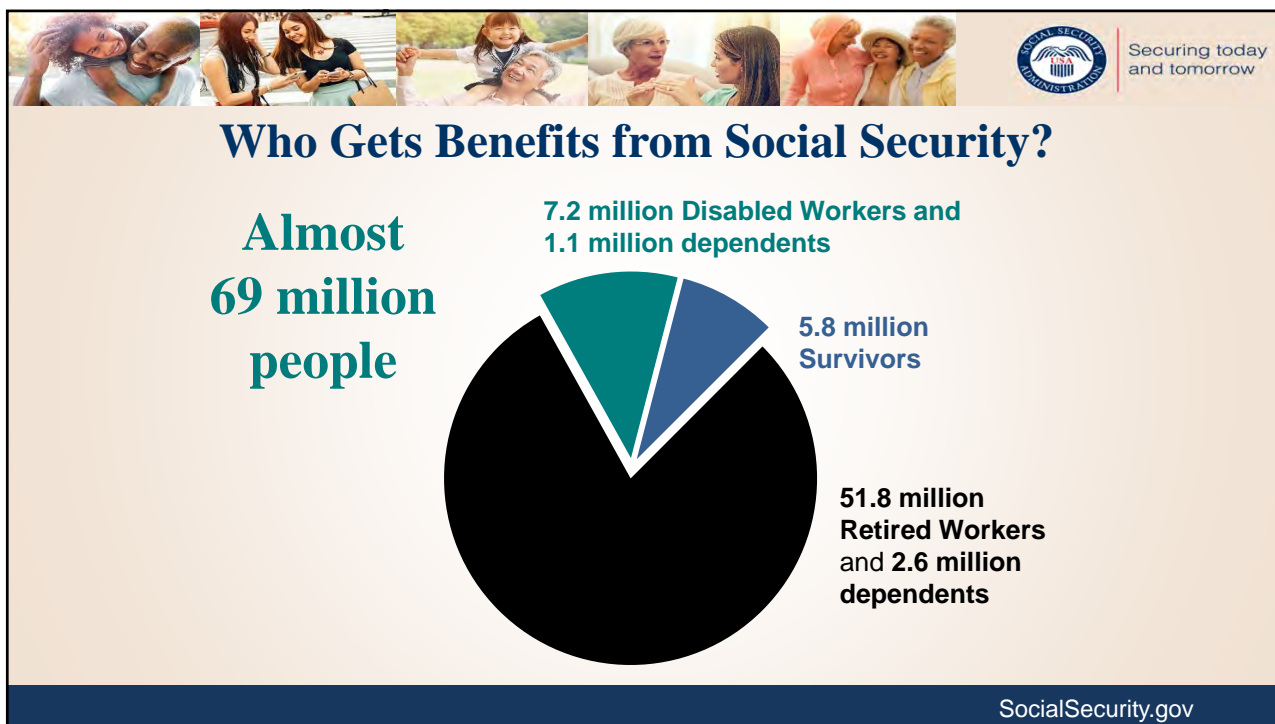
Savings & Investments

Pension

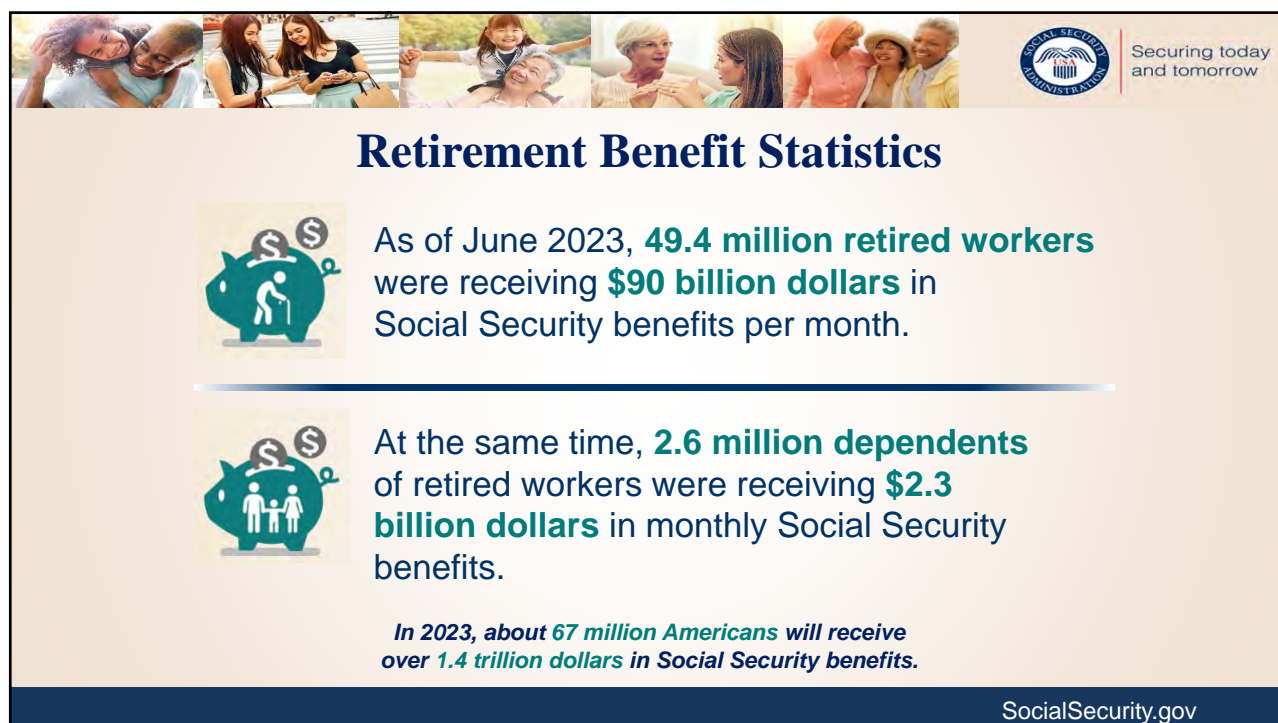
Social Security

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142





143



144






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## Social Security in the Future

- Social Security is fully funded through 2034.
- Historically, the trust funds have reached the brink of exhaustion of assets, but Congress made substantial modifications to avoid this.
- Even if legislative changes are not made before 2034, the trust funds will still be able to pay 81 percent of each benefit due.

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145





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## How Do You Qualify for Retirement Benefits?



- You need to work to earn Social Security “credits”
- Each \$1,810 in earnings gives you one credit
- You can earn a maximum of 4 credits per year

**Example:** To earn 4 credits in 2025, you must earn at least \$7,240. Earning 40 credits (10 years of work) throughout your working life will qualify you for a retirement benefit.



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146






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Year of Birth	Full Retirement Age
1937 or earlier	65
1938	65 & 2 months
1939	65 & 4 months
1940	65 & 6 months
1941	65 & 8 months
1942	65 & 10 months
<b>1943-1954</b>	<b>66</b>
<b>1955</b>	<b>66 and 2 months</b>
<b>1956</b>	<b>66 and 4 months</b>
<b>1957</b>	<b>66 and 6 months</b>
<b>1958</b>	<b>66 and 8 months</b>
<b>1959</b>	<b>66 and 10 months</b>
<b>1960 +</b>	<b>67</b>

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147

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## Your Age At The Time You Elect Retirement Benefits Affects the Amount

**If You're a Worker and Retire:**

- At age 62, you get a lower monthly payment
- At your full retirement age, you get your full benefit
- You get an even higher monthly payment if you work past your full retirement age

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148

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## Your Age At The Time You Elect Retirement Benefits Affects the Amount

For example, if you were born from 1943 through 1954	
AGE 62	75% of benefit
AGE 66	100% of benefit
AGE 70	132% of benefit

*If you were born in 1956, your Age 62 benefit would be 72.5%*

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149

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## You Can Work & Still Receive Benefits

(depending on your **FRA** 'Full Retirement Age')

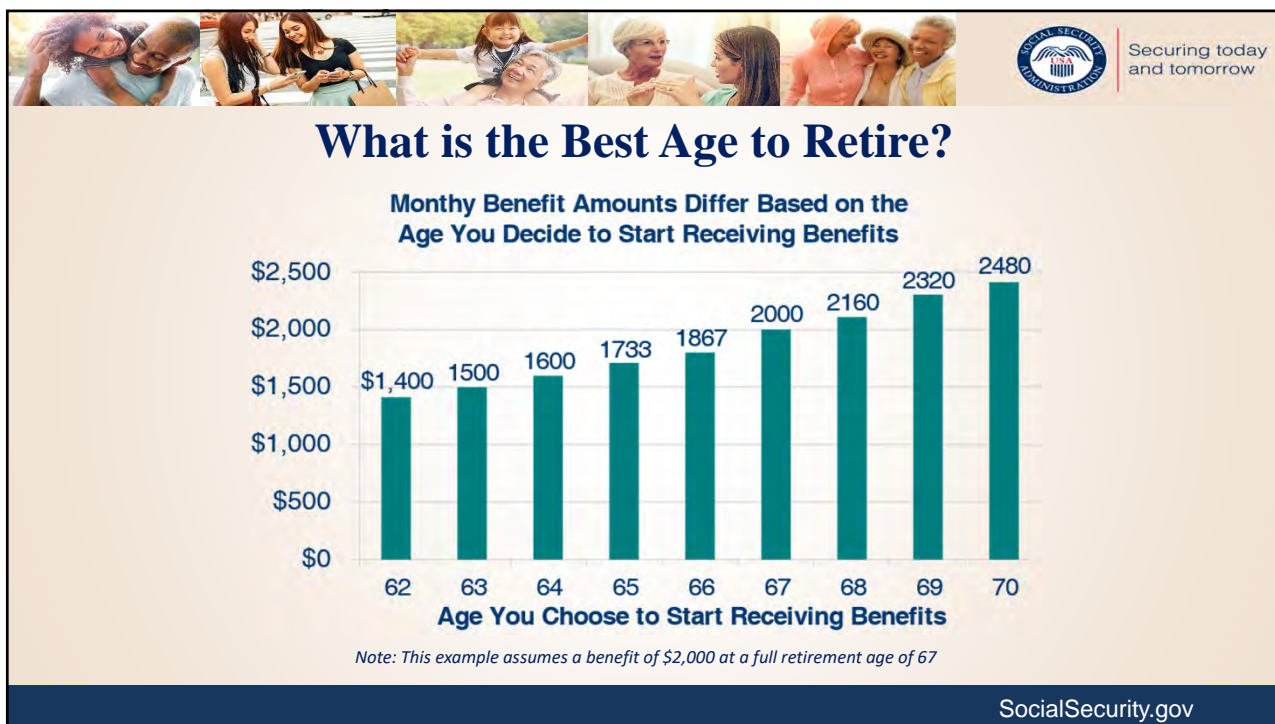
Under FRA (2025)	Year of FRA (2025)
<b>\$23,400 annual limit</b>	<b>\$62,160 annual limit</b>
Penalty results in reduction of monthly benefits, depending on amount of excess income. <b>(\$1 for every \$2)</b>	Penalty results in reduction of monthly benefits, depending on amount of excess income. <b>(\$1 for every \$3)</b>

There is **NO LIMIT** beginning the month after FRA!

We don't count pensions, annuities, investment income, interest, veterans, or other government or military retirement benefits.

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150



151

**The *my* Social Security Retirement Calculator**

Compare your individualized retirement benefit estimates at age 62, Full Retirement Age, and age 70

- You can also select the age in years and months or the date you want to begin retirement benefits between ages of 62 - 70.
- Input your expected average future annual income.

Your retirement estimates are provided in both written and chart form.

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152





## How Social Security Determines Your Benefit

**Social Security benefits are based on earnings**


**Step 1** - Your wages are adjusted for changes in wage levels over time

**Step 2** - Find the monthly average of your 35 highest earnings years


**Step 3** - Result is "average indexed monthly earnings"

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153






## 2025 Retirement Benefit Formula



If your average monthly earnings are = **\$8,000**

Then your monthly benefit would be = **\$3,167**



**Average Monthly Earnings = \$8,000**

	90% of First \$1,174	\$1,226	= \$1,103
	32% of earnings between \$1,226 and \$7,391 (\$7,391 - \$1,226 = \$6,165)	\$6,165	= \$1,973
	15% of Earnings over \$7,391	\$609	= \$91
	<b>Total monthly benefit</b>	<b>\$8000</b>	<b>= \$3,167</b>


\*Payments rounded to whole dollar amounts

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154



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## 2025 Retirement Benefit Formula



If your average monthly earnings are = **\$4,000**  
 Then your monthly benefit would be = **\$1,991**

---

**Average Monthly Earnings = \$4,000**

	90% of First \$1,174	\$1,226	= \$1,103
	32% of earnings between \$1,226 and \$7,391 (\$4,000 - \$1,226 = \$2,774)	\$2,774	= \$888
	15% of Earnings over \$7,391	\$0	= \$0
	<b>Total monthly benefit</b>	<b>\$8000</b>	<b>= \$1,991</b>

*\*Payments rounded to whole dollar amounts*

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155



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## Applying for Benefits?

Options available to apply:

 - Online  
 - By phone 1-800-772-1213  
 - At our office



*You choose the most convenient option for you!*

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156




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## Your Benefits Can Be Taxable

- About 40 percent of people who get Social Security pay income taxes on their benefits.
- At the end of each year, you'll receive a *Social Security Benefit Statement* (Form SSA-1099). Use this statement to complete your Federal income tax return to find out if you have to pay taxes on your benefit.
- To get a replacement SSA-1099, go to **my Social Security** at [www.socialsecurity.gov/myaccount](http://www.socialsecurity.gov/myaccount).

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157




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## In Addition to the Retiree, Who Else Can Get Benefits?

Your Child	Your Spouse
Not married under 18 (under 19 if still in high school)	Age 62 or Older
Not married and disabled before age 22	At any age, if caring for a child under age 16 or disabled

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158



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## Benefits for a Spouse

- Maximum benefit = 50% of worker's unreduced benefit
- Reduction for early retirement
  - *Spouses also have earnings limits under FRA*
- If spouse's own benefit is less than 50% of the worker's, they will be combined to equal to 50% of the worker's
- Does not reduce payment to the worker
- Benefit is unreduced if claiming spouse is caring for a child who is under age 16 or who has a disability
- Spouse benefits are not payable until worker collects

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159



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## Benefits for Divorced Spouses


You may receive benefits on your ex-spouse's record (even if he or she has remarried) if:

- You are unmarried
- Marriage lasted at least 10 years
- You are 62 or older
- Divorced at least two years and you and your ex-spouse are at least 62, they can get benefits even if you are not retired
- Your divorced spouse's benefit amount has no effect on the amount you will receive

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160






## Who Can Get Survivors Benefits?

<b>Child</b>	May receive benefits if unmarried and younger than age 18, or between ages 18 and 19 and a full-time student (no higher than grade 12)
<b>Disabled Child</b>	May receive benefits after age 18 if unmarried and has a disability that started before age 22
<b>Widow/er or Divorced Widow/er (Remarriage after age 60 will not affect benefits)</b>	May receive full benefits at full retirement age or reduced benefits: <ul style="list-style-type: none"> <li>as early as age 60</li> <li>as early as 50 and has a disability</li> <li>at any age if caring for a child of a deceased worker who is under age 16, has a disability, and receives child's benefits</li> </ul>


**\*\*Lump Sum Death Payment (\$255)**

[SocialSecurity.gov](https://www.SocialSecurity.gov)

161



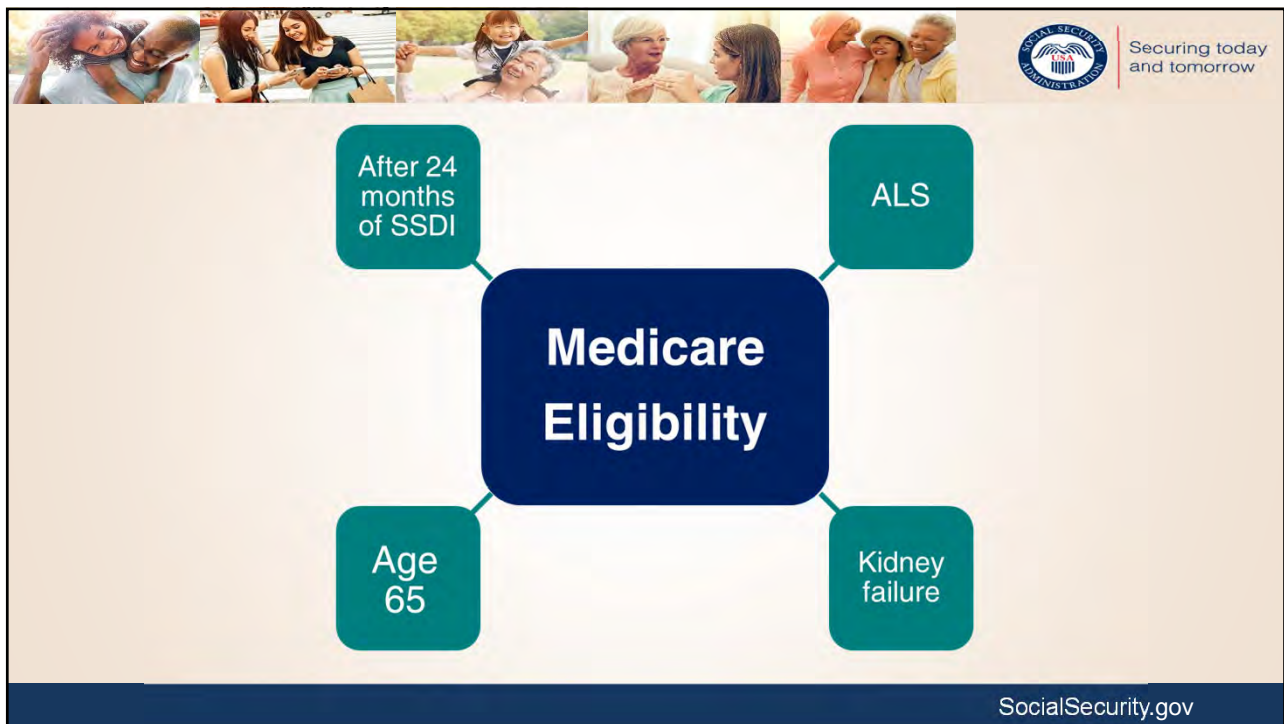
## Medicare Has Four Parts



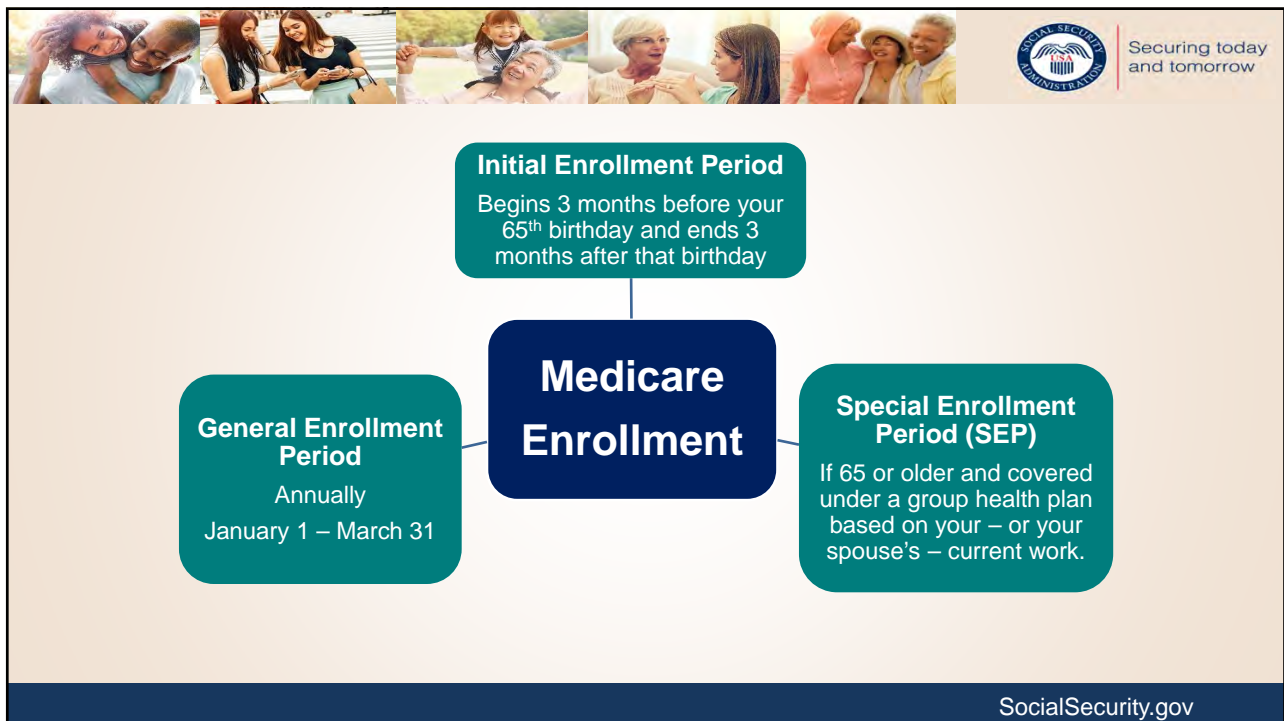
<b>Part A</b> Hospital	<b>Part B</b> Doctor	<b>Part C</b> Medicare Advantage Combines Parts: A, B & D	<b>Part D</b> Medicare Prescription Drug Coverage
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[SocialSecurity.gov](https://www.SocialSecurity.gov)

162



163



164



## Medicare standard Part B premium for 2025 is \$185

If you're single and file an individual tax return, or married and file a joint tax return:

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People with higher incomes will pay more for Part B and their prescription drug plan premium. This is called **IRMAA** – Income Related Monthly Adjustment Amount.

Modified Adjusted Gross Income (MAGI)	Part B monthly premium amount	Prescription drug plan monthly premium amount
Individuals with a MAGI of \$106,000 or less Married couples with a MAGI of \$212,000 or less	2025 standard premium = \$185	Your plan premium + \$0
Individuals with a MAGI above \$106,000 up to \$133,000 Married couples with a MAGI above \$212,000 up to \$266,000	Standard premium + \$74.00	Your plan premium + \$13.70
Individuals with a MAGI above \$133,000 up to \$167,000 Married couples with a MAGI above \$266,000 up to \$334,000	Standard premium + \$185	Your plan premium + \$35.30
Individuals with a MAGI above \$167,000 up to \$200,000 Married couples with a MAGI above \$334,000 up to \$400,000	Standard premium + \$295.90	Your plan premium + \$57.00
Individuals with a MAGI above \$200,000 up to \$500,000 Married couples with a MAGI above \$400,000 up to \$750,000	Standard premium + \$406.90	Your plan premium + \$78.60
Individuals with a MAGI equal to or greater than \$500,000 Married couples with a MAGI equal to or greater than \$750,000	Standard premium + \$443.90	Your plan premium + \$85.80

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165



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## For More Medicare Information

[www.medicare.gov](https://www.medicare.gov)

**1-800-MEDICARE**

(1-800-633-4227)

TTY 1-877-486-2048

or

**Contact The Center for Healthcare Rights**

State Health Insurance Assistance Program (SHIP)

**Toll-free: (800) 824-0780**

(LA County residents)

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166




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## We Take Fraud Seriously!

If you suspect fraud, waste, or abuse, report it to SSA's Office of the Inspector General (OIG) by:

- **Submitting a report online at [oig.ssa.gov](https://oig.ssa.gov)**. and using the e-8551 (Fraud Reporting Form);
- Calling the **OIG Hotline at 1-800-269-0271** from 10:00 a.m. to 4:00 p.m. (EST) (TTY 1-866-501-2101 for the deaf or hard of hearing);
- **Faxing** your statement to **410-597-0118**; or
- **Mailing** your statement to Social Security Fraud Hotline,  
**P.O. Box 17785, Baltimore, MD 21235**

**\*\*Report suspicious calls or emails online at:  
[OIG.SSA.GOV](https://oig.ssa.gov)**



[SocialSecurity.gov](https://SocialSecurity.gov)

167




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## Follow Us on Social Media!








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168





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**You must be at least 18 years old and have a:**

- Valid E-mail address
- Social Security Number
- U.S. mailing address

**Sign in to Your Account With:**

Sign in with  **LOGIN.GOV**

Sign in with **ID.me**

**How do I protect my investment?**  
**Set yourself free...Open a *my* Social Security account**

**If you do not receive benefits you can:**

- **Verify your earnings record**
- Check your personalized benefit estimates for retirement and disability
- **Get personalized estimates using the Retirement Calculator**
- Check your application or appeal state
- **Replace your Social Security card**
- Access the Representative Payee Portal

**If you already receive benefits you can:**

- Update your address, phone number, and direct deposit information
- Print a benefit verification letter
- Report wages if you work and receive Disability Insurance benefits or Supplemental Security Income
- Get a replacement SSA-1099/1042S
- Replace your Medicare card
- Opt out of mailed notices for those available online

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169



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**We're With You Through Life's Journey**  
**Q&A Session**

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170



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Estimate your benefits • Open a *my* Social Security account • Apply online

171



**Employees  
Association**

172



**MISSION STATEMENT:**

*The mission of the Los Angeles Water and Power Employees Association is to support employees through specialized programs to enhance lifestyles and improve the quality of life for retirees, active employees, and their families.*



All LADWP employees are members of the Employees Association.  
**No Membership Fees!**

173

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Official LADWP Merchandise

Amusement Parks



Movie Passes



...and much more!

Logo Merchandise



174



# Retiree Perks!

## DWP Retirees Picnic 1<sup>st</sup> Saturday in June



## Retiree Calendar Mailed Annual in September



175



## ASSOCIATION REPORT

Released monthly via email distribution  
and on the Internet at  
[www.ladwpea.org](http://www.ladwpea.org)

### FEATURES

Great savings & Special events!

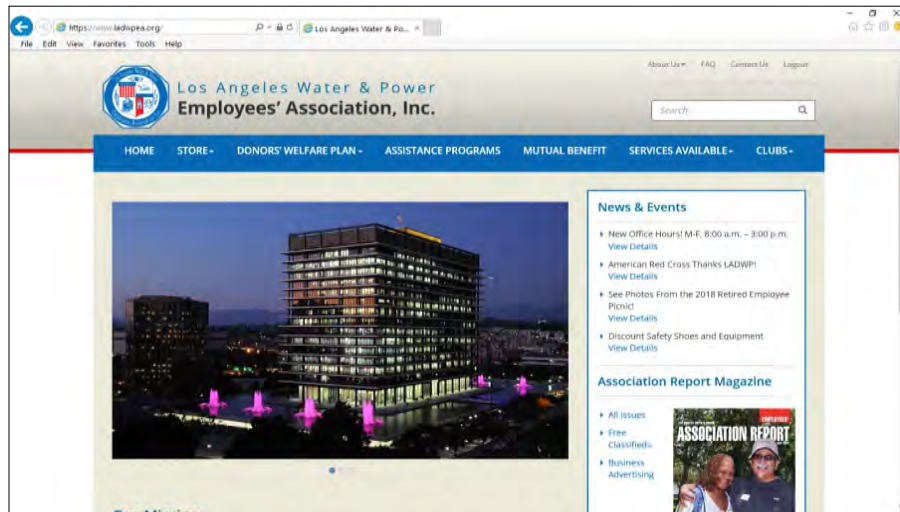
Free classified advertising...

business advertising also available

176



**On the web at...[WWW.LADWPEA.ORG](http://WWW.LADWPEA.ORG)**  
**...simply login with your employee ID # and your four-digit birthdate.**

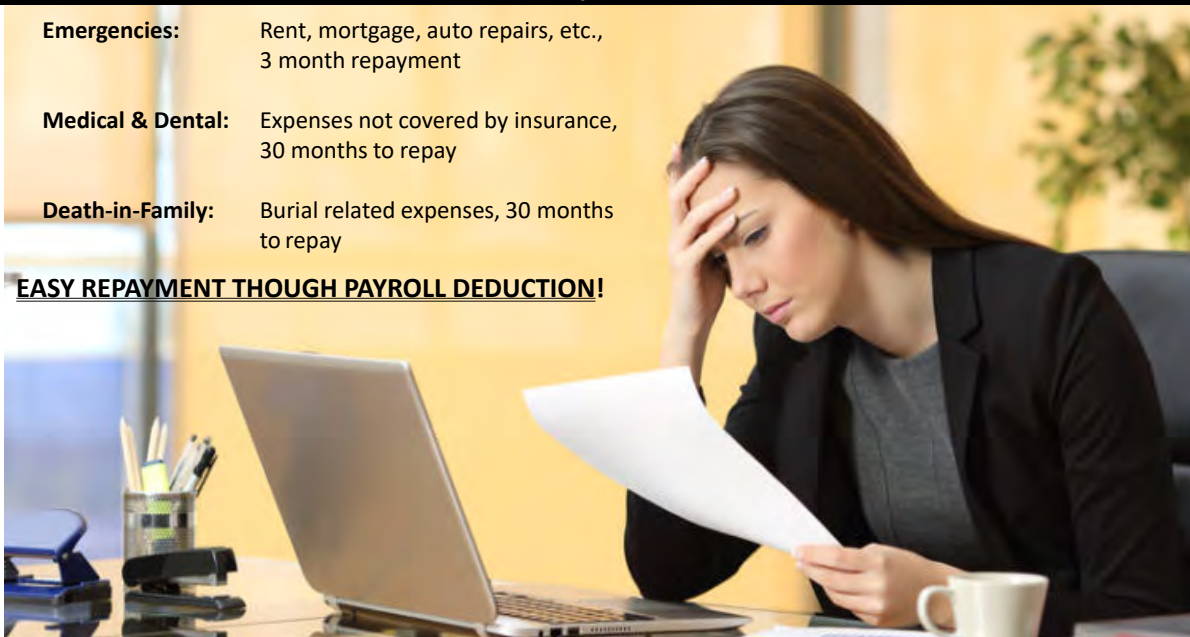


177

## INTEREST-FREE | NO-COST LOANS

- Emergencies:** Rent, mortgage, auto repairs, etc.,  
3 month repayment
- Medical & Dental:** Expenses not covered by insurance,  
30 months to repay
- Death-in-Family:** Burial related expenses, 30 months  
to repay

**EASY REPAYMENT THROUGH PAYROLL DEDUCTION!**



178



## GRANT PROGRAMS



### Medical Equipment Grants

For active and retired employees, or immediate family members that need prescribed or required medical equipment or devices not covered by insurance.

### Nursing Care Grants

For active and retired employees that require nursing care and need financial assistance to supplement the cost.

179

## LADWP ANNUAL DOLLS 'N' TOYS PROGRAM

Each holiday season since the 1920's, LADWP employees bring joy to underprivileged children in our local communities with donations of dolls and toys.

\*During the Covid-19 pandemic we distributed thousands of McDonald's and Target Store gift cards.

The Donors' Welfare Plan makes this program possible!



180



**LOS ANGELES WATER & POWER  
EMPLOYEES ASSOCIATION, INC.**

**John Ferraro Building  
A-Level, Room A-17  
M-F 8:00 a.m. to 3:00 p.m.  
(213) 367-3146**

Cash & all major credit cards accepted at our store

Some e-tickets available at [www.ladwpea.org](http://www.ladwpea.org)

Mail order also available

**Retired Employees' Association**

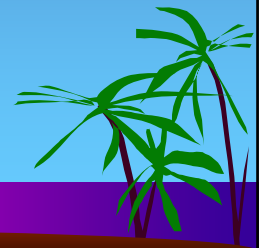
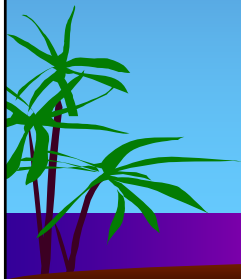
Dolores Fowley, President and Betty Porter, Liaison

181

**Thank you for attending  
our seminar!**

Please complete the Evaluation  
form.

**Congratulations on your  
pending retirement!**



182