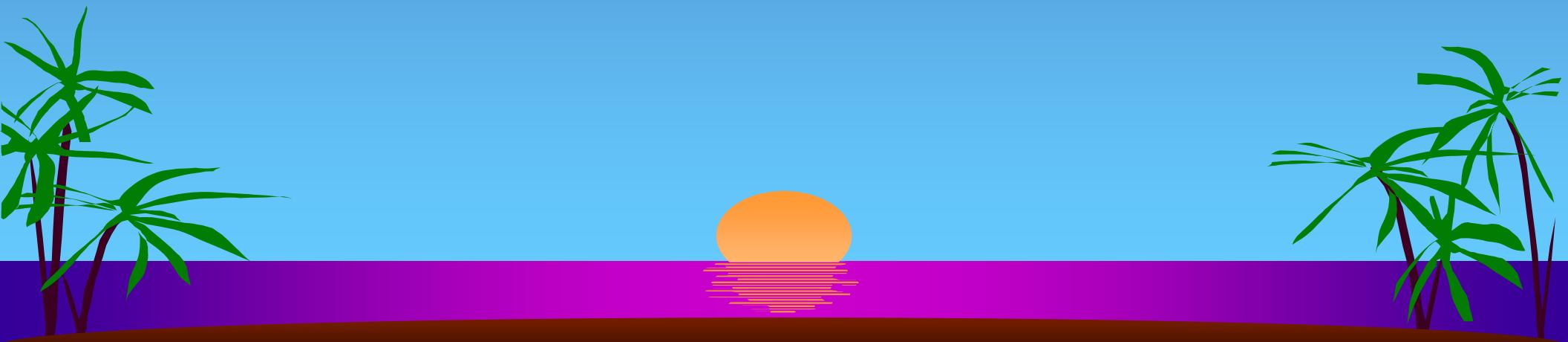


WELCOME TO OUR
FULL-RETIREMENT
PLANNING SEMINAR



HOUSEKEEPING

- Please turn off / silence your cellphone**
- Seminar Packet (agenda, slides, handouts)**
- Restrooms (located by the elevators)**
- In case of emergency**
- Please stay until the end (complete Evaluation form)**



Presentations

- Employee Assistance Program**
- LADWP Employees Association**
- Payroll Office**
- Health Plans Office**
- Retirement Plan Office**
- Deferred Compensation**
- Social Security Administration**



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

Resources for Living®

Planning ahead for
retirement

EAP (213) 367-3562

Dinko Zidarich, LMFT

JoAlla Gold, LCSW



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



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



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

Approaches to retirement

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



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

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

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



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



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



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

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

Login: LADWP Password: EAP

**LA
DWP**

**Employees
Association**



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.

2025-2026 Board of Directors



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

HUGE ENTERTAINMENT & EVENTS SAVING!

Official LADWP Merchandise

Amusement Parks



Movie Passes



Logo Merchandise



...and much more!



ASSOCIATION REPORT

Sent out monthly via email distribution
and posted on our website at
www.ladwpea.org

FEATURES

Enjoy great savings and special events!
Plus, take advantage of free classified advertising,
with business advertising options also available.

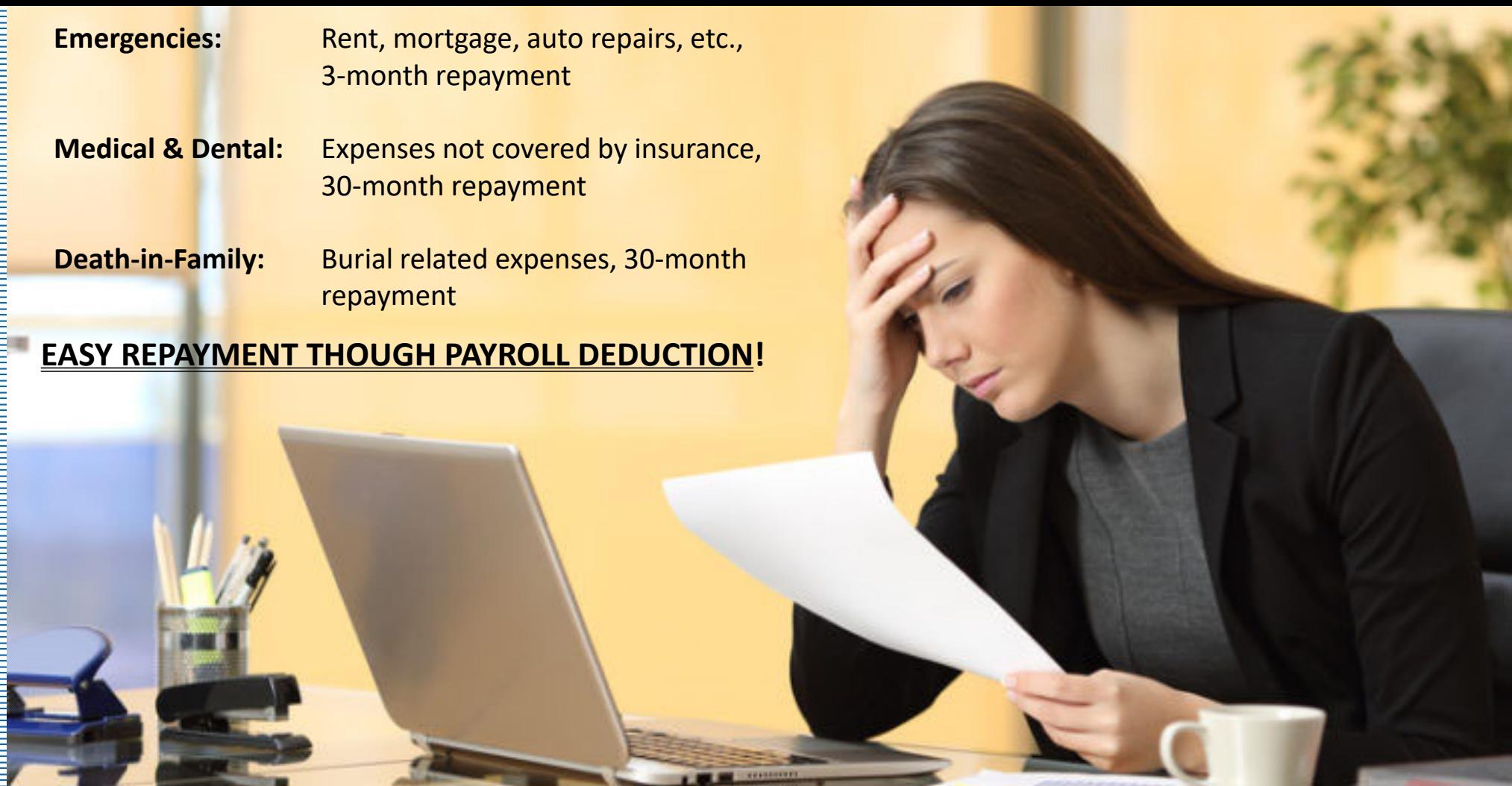
INTEREST-FREE | No-COST LOANS

Emergencies: Rent, mortgage, auto repairs, etc.
3-month repayment

Medical & Dental: Expenses not covered by insurance,
30-month repayment

Death-in-Family: Burial related expenses, 30-month
repayment

EASY REPAYMENT THOUGH PAYROLL DEDUCTION!



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.

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.

The Donors' Welfare Plan makes this program possible!



Retiree Perks!

DWP Retirees Picnic
Every 1st Saturday in June



Retiree Calendar
Mailed Annually in September



Mutual Benefit Plan Members

MUTUAL BENEFIT PLAN



A BENEFIT YOU CAN COUNT ON!

WHAT IS THE MUTUAL BENEFIT PLAN?

The Mutual Benefit Plan is a low cost death benefit coverage offered by your Employees Association. The Plan is designed to provide expeditious payments to the designated beneficiary of both employee and retired Los Angeles Department of Water and Power employees.

**Don't forget to update your
Beneficiary Designation and
Contact Information**



Congratulations on your Retirement!!

Los Angeles Water and Power
EMPLOYEES ASSOCIATION, INC.
111 North Hope Street, Room A-17 Los Angeles, California 90012
Telephone: (213) 367-3146 Fax: (213) 367-3397

Dear Retiring Member:

Your Los Angeles Water and Power Employees Association reminds you that your free and automatic membership continues as an LADWP retiree. We also want to recognize the service that you have provided to the Department, and for being a member of the Employees Association.

Please provide us with your mailing information below that will enable us to send you a certificate of recognition and membership pen:

Print name: _____

Mailing Address: _____

Email Address: _____

Phone Number: _____

Employee #: _____

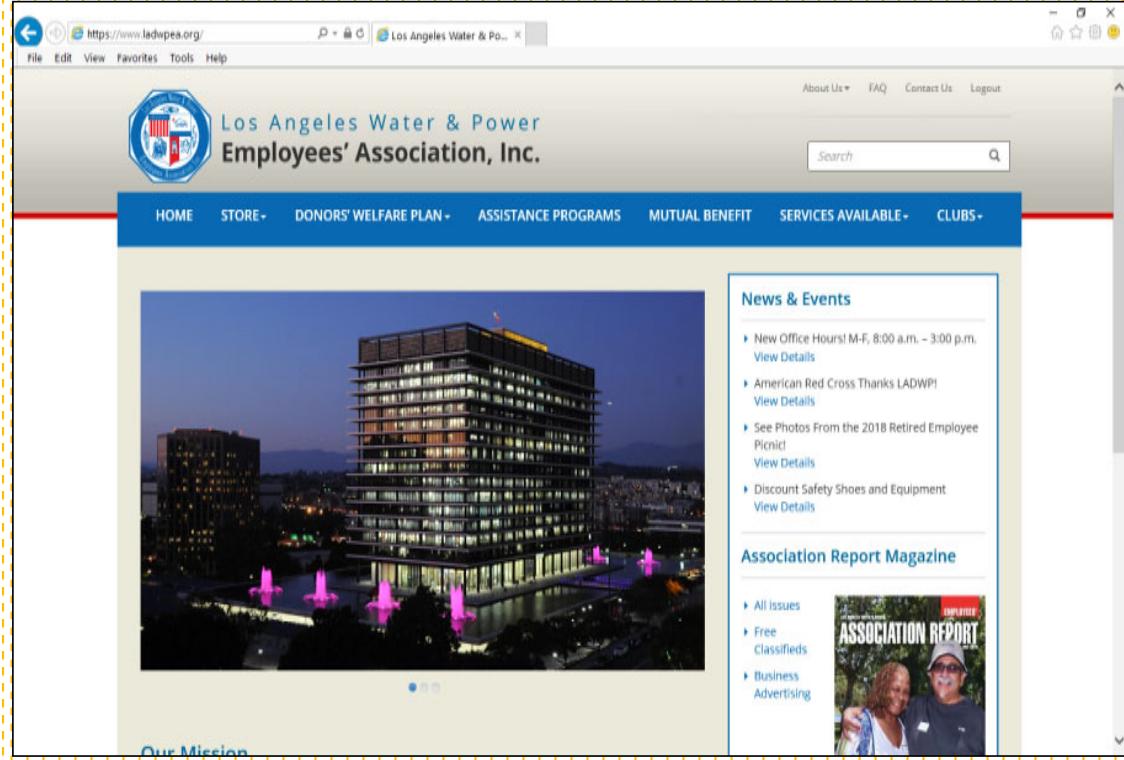
What is your official LADWP retirement date? _____

I elect to not receive a certificate and pen.

Signature: _____ Date: _____

Visit us online at www.ladwpea.org

To access, simply log in with your Employee ID number and four-digit birthdate



Los Angeles Water & Power Employees' Association, Inc.

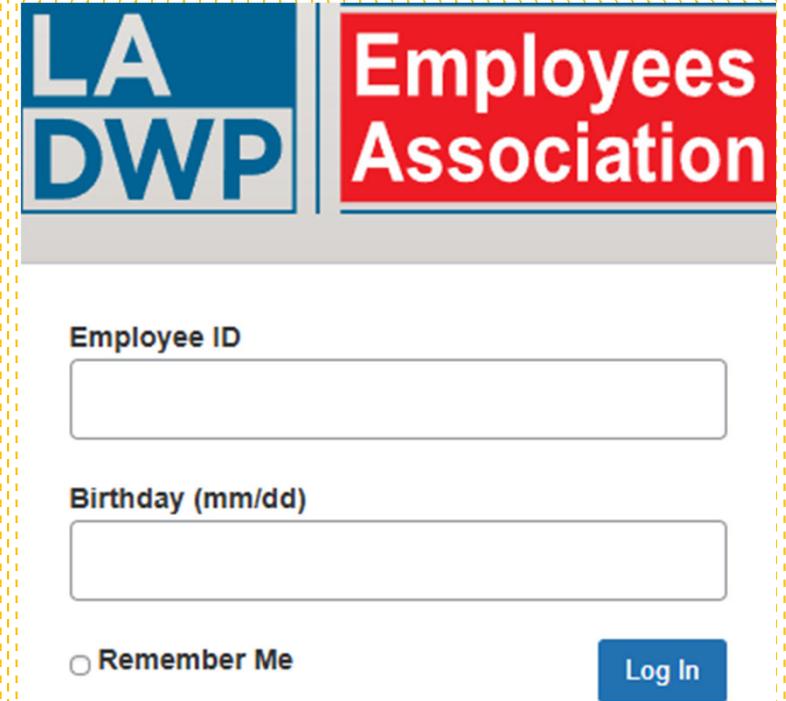
HOME STORE+ DONORS' WELFARE PLAN+ ASSISTANCE PROGRAMS MUTUAL BENEFIT SERVICES AVAILABLE+ CLUBS+

News & Events

- ▶ New Office Hours! M-F, 8:00 a.m. – 3:00 p.m.
[View Details](#)
- ▶ American Red Cross Thanks LADWP!
[View Details](#)
- ▶ See Photos From the 2018 Retired Employee Picnic!
[View Details](#)
- ▶ Discount Safety Shoes and Equipment
[View Details](#)

Association Report Magazine

- ▶ All Issues
- ▶ Free Classifieds
- ▶ Business Advertising



LA DWP

Employees Association

Employee ID

Birthday (mm/dd)

Remember Me

Log In



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

Our store accepts cash and all major credit cards
Some e-tickets can be purchased online at www.ladwpea.org
Mail order is also an option

Retired Employees' Association

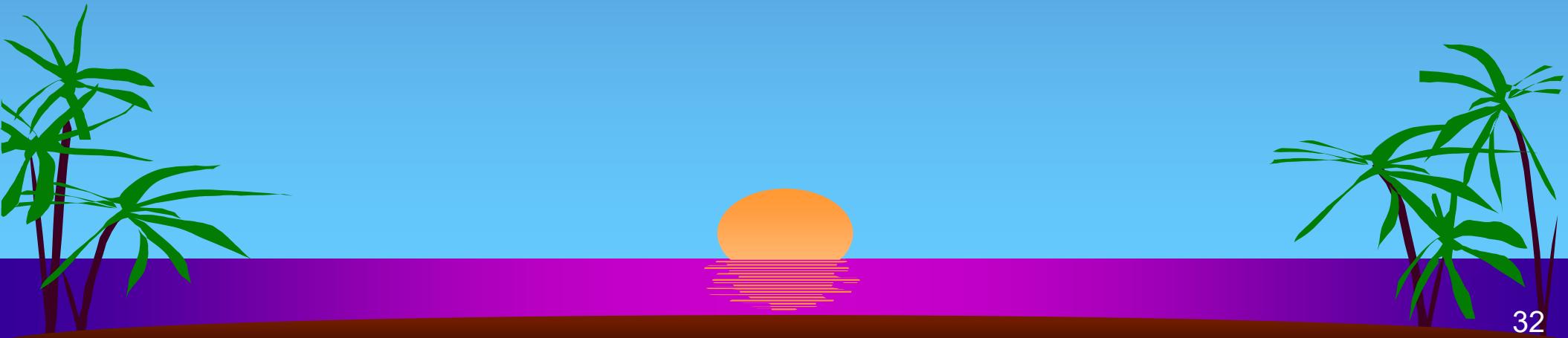
Dolores Fowley, President and Betty Porter, Liaison

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

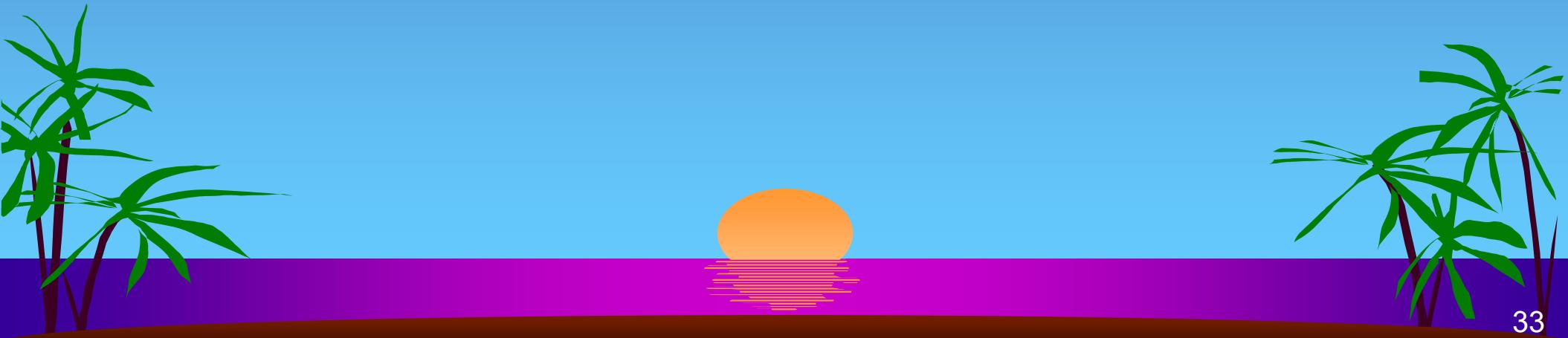
Payroll Office Role

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



Options for Unused Vacation and Accumulated Overtime

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



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.

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.

Option 2 -Rollover to Deferred Compensation

- Deferred Compensation Annual Contribution Limits for Tax Year 2026:
 - Maximum \$24,500 (Below Age 50)
 - Maximum \$32,500 (Age 50 and above)
 - Maximum \$35,750 (Age 60 to 63)
 - Catch-Up Annual Limit \$49,000 (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).

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.

CODE 8702313 (REV.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. _____	ADDRESS: _____
Pay in Year: _____	PHONE NO.: _____
	E-MAIL ADDRESS _____
<input type="checkbox"/> 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. (MV02)	
initial _____	
<i>Signed</i> _____	
Employee No.: _____ Date: _____	

For Payroll Use Only:

PAYROLL NO. _____	CLASS CODE: _____
DDR. NO. _____	RATE _____
BARG. UNIT. NO. _____	
Date of Termination _____	Demand No. _____ CK/TV _____
Reason for Payment <small>(QUIT, RESIGNED, RETIRED, DECEASED, DISCHARGED, PTD)</small> _____ 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: \$ _____

(REV.12/14)

**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: _____ **ADDRESS:** _____
NAME _____ PAYROLL NO. _____

Pay in Year: _____

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. (AK03)

initial _____

Signed _____

Employee No.: _____ **Date:** _____

For Payroll Use Only:

PAYROLL NO. _____ CLASS CODE _____

DDR. NO. _____ RATE _____ BARG. UNIT. NO. _____

Date of Termination _____ Demand No. _____ CK/TV _____

Reason for Payment (CTCH, RESIGNED, RETIRED, DECEASED, DISCHARGED, PTD) _____ Date of Payroll Demand _____

_____ Hours for Current Service Year

TOTAL: _____ Hrs. @ \$ _____ \$ _____

APPROVED:

KATHY M. FONG
Assistant Chief Financial Officer
and Controller



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

PERSONAL INFORMATION (please print clearly using black ink)

NAME: _____	SOCIAL SECURITY NUMBER: _____ <small>(last 4 digits only)</small>
ADDRESS: _____	STATE: _____ ZIP CODE: _____
CITY: _____	EVENING PHONE: _____
DAY PHONE: _____	EMPLOYEE ID: _____
EMAIL: _____	
DATE OF HIRE: _____	PAYROLL CENTER: <input type="checkbox"/> 2000 - CITY <input type="checkbox"/> 1000 - DWP
PLANNED RETIREMENT DATE: _____	ARE YOU CURRENTLY ENROLLED IN CATCH-UP? <input type="checkbox"/> YES <input type="checkbox"/> 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

Maximum eligible amount for the year: \$ _____
YTD contributions through retirement date: \$ _____
Estimated amount of Accrued Leave Payment: \$ _____
Anticipated date for Accrued Leave Payout: _____

YOUR ACCRUED LEAVE DEFERRAL REQUEST

Pre-tax

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.

I would like to contribute the **MAXIMUM** to meet my IRS annual limit. If so, initial here: _____

I would like to contribute: \$ _____
If so, initial here: _____

After tax

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.

I would like to contribute the **MAXIMUM** to meet my IRS annual limit. If so, initial here: _____

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: _____

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.

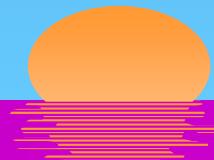
UN-USED B - TIME /SICK TIME HOURS

- 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.



Floating Holidays

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

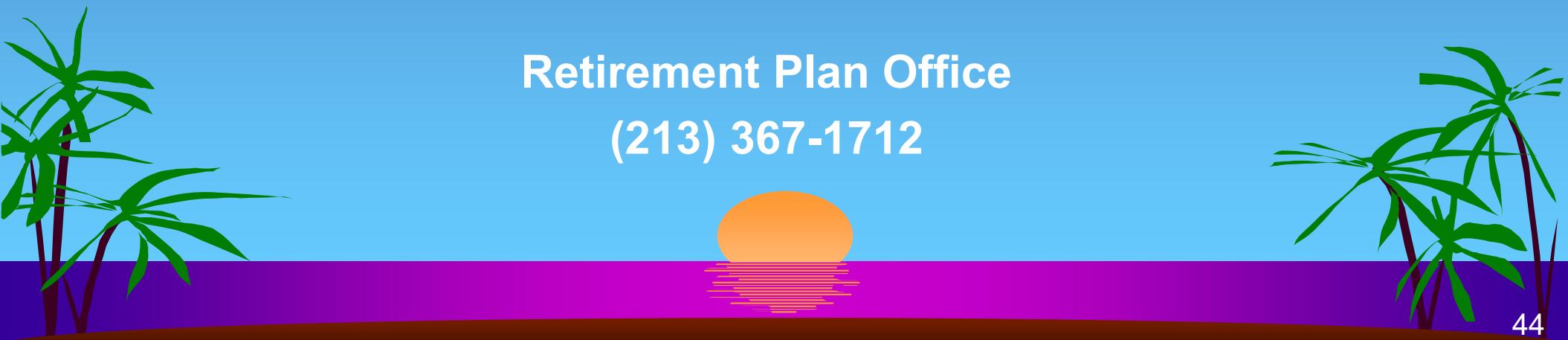


Telephone Numbers

Payroll Office
(213) 367-1106

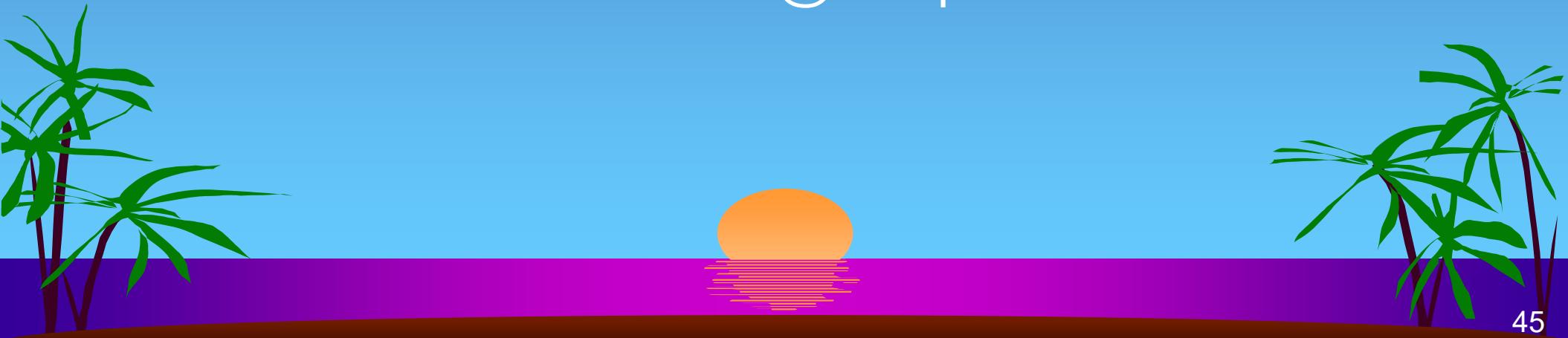
City LA Deferred Compensation Plan Office
(213) 978-1601

Retirement Plan Office
(213) 367-1712



PAYROLL QUESTIONS

For additional questions please
email
Flortessa.Lalu@ladwp.com



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>

TOPICS COVERED

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



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.

LADWP Sponsored Health Plans Available for Retirees



KAISER PERMANENTE®



Health Plan of Nevada
A UnitedHealthcare Company 

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.

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.

IBEW LOCAL 18 Sponsored Health Plans Available for Retirees



IBEW Local 18 offers Anthem Blue Cross HMO or PPO.



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.**



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** 

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.**

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.



QUALIFYING EVENTS

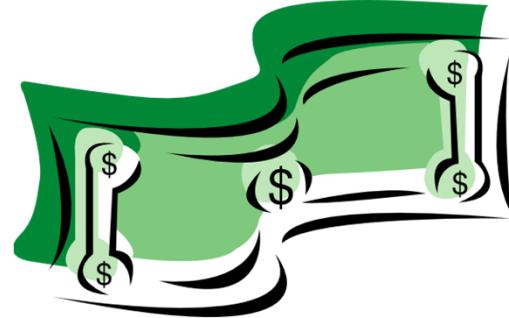
- Majority of qualifying events are 31 days
 - Marriage
 - Domestic Partner status
 - Eligible dependent who lost other health or dental coverage
 - Have or adopt a child
- Qualifying events that are 60 days
 - Move out of the coverage area
 - Eligible spouse enrollment

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 1st.

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



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, 2026¹.

Coverage Level	United Concordia Preferred Dental Plan (PPO)	United Concordia Plus Dental Plan (DHMO)	Guardian Dental Plans (PPO) (Local 18) ²	Guardian Dental Plans(DHMO) (Local 18) ²
Retiree only				
With Subsidy	\$0.00	\$0.00	\$0.00	\$0.00
Without Subsidy	\$38.84	\$17.50	\$135.86	\$112.97
Retiree +1 eligible dependent				
With Subsidy	\$34.75	\$8.77	\$0.00	\$0.00
Without Subsidy	\$73.59	\$26.27	\$135.86	\$112.97
Retiree +2 or more eligible dependents				
With Subsidy	\$86.27	\$17.97	\$0.00	\$0.00
Without Subsidy	\$125.11	\$35.47	\$135.86	\$112.97

Retiree Health Plan Subsidy Chart - Tier 1

Rates are effective July 1, 2025 through June 30, 2026!

YEARS OF SERVICE	AGE AT RETIREMENT														
	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69
9 years or less	Minimum subsidy is \$30.32														
10	\$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	\$1,004.86	\$1,019.81	\$1,034.76
14	\$928.04	\$945.05	\$961.81	\$978.56	\$995.58	\$1,012.33	\$1,029.35	\$1,046.10	\$1,063.12	\$1,079.87	\$1,096.63	\$1,113.64	\$1,130.66	\$1,147.41	\$1,164.17
15	\$1,031.15	\$1,049.97	\$1,068.79	\$1,087.35	\$1,106.17	\$1,124.99	\$1,143.55	\$1,162.37	\$1,181.18	\$1,199.75	\$1,218.56	\$1,237.38	\$1,256.20	\$1,275.02	\$1,293.58
16	\$1,134.27	\$1,154.89	\$1,175.51	\$1,196.14	\$1,216.76	\$1,237.38	\$1,258.01	\$1,278.63	\$1,299.25	\$1,319.87	\$1,340.50	\$1,361.12	\$1,381.74	\$1,402.37	\$1,422.99
17	\$1,237.38	\$1,259.81	\$1,282.50	\$1,304.92	\$1,327.35	\$1,349.78	\$1,372.46	\$1,394.89	\$1,417.32	\$1,439.75	\$1,462.43	\$1,484.86	\$1,507.29	\$1,529.97	\$1,552.40
18	\$1,340.50	\$1,364.99	\$1,389.22	\$1,413.45	\$1,437.94	\$1,462.43	\$1,486.66	\$1,511.15	\$1,535.64	\$1,559.88	\$1,584.11	\$1,608.60	\$1,633.09	\$1,657.32	\$1,681.55
19	\$1,443.61	\$1,469.91	\$1,496.20	\$1,522.24	\$1,548.53	\$1,574.83	\$1,601.12	\$1,627.42	\$1,653.71	\$1,679.75	\$1,706.04	\$1,732.34	\$1,758.63	\$1,784.92	\$1,810.96
20	\$1,546.73	\$1,574.83	\$1,602.93	\$1,631.02	\$1,659.12	\$1,687.22	\$1,715.58	\$1,743.68	\$1,771.78	\$1,799.88	\$1,827.97	\$1,856.07	\$1,884.17	\$1,912.27	\$1,940.37
21	\$1,649.84	\$1,679.75	\$1,709.91	\$1,739.81	\$1,769.71	\$1,799.88	\$1,829.78	\$1,859.94	\$1,889.84	\$1,919.75	\$1,949.91	\$1,979.81	\$2,009.72	\$2,039.88	\$2,069.78
22	\$1,752.96	\$1,784.92	\$1,816.89	\$1,848.60	\$1,880.31	\$1,912.27	\$1,944.24	\$1,976.20	\$2,007.91	\$2,039.62	\$2,071.58	\$2,103.55	\$2,135.52	\$2,167.48	\$2,199.19
23	\$1,856.07	\$1,889.84	\$1,923.61	\$1,957.13	\$1,990.90	\$2,024.67	\$2,058.69	\$2,092.47	\$2,126.24	\$2,159.75	\$2,193.52	\$2,227.29	\$2,261.06	\$2,294.83	\$2,328.34
24	\$1,959.19	\$1,994.76	\$2,030.60	\$2,065.91	\$2,101.75	\$2,137.32	\$2,172.90	\$2,208.47	\$2,241.30	\$2,279.62	\$2,315.45	\$2,351.03	\$2,386.60	\$2,422.43	\$2,457.75
25	\$2,062.30	\$2,099.94	\$2,137.32	\$2,174.70	\$2,212.34	\$2,249.72	\$2,287.35	\$2,324.73	\$2,362.37	\$2,399.75	\$2,437.13	\$2,474.76	\$2,512.40	\$2,549.78	\$2,577.88
26	\$2,165.42	\$2,204.86	\$2,244.30	\$2,283.49	\$2,322.93	\$2,362.37	\$2,401.55	\$2,440.99	\$2,480.44	\$2,519.62	\$2,559.06	\$2,577.88	\$2,577.88	\$2,577.88	
27	\$2,268.53	\$2,309.78	\$2,351.03	\$2,392.27	\$2,433.52	\$2,474.76	\$2,516.01	\$2,557.26	\$2,577.88	\$2,577.88	\$2,577.88				
28	\$2,371.65	\$2,414.70	\$2,458.01	\$2,500.80	\$2,544.11	\$2,577.88	\$2,577.88	\$2,577.88							
29	\$2,474.76	\$2,519.88	\$2,564.73	\$2,577.88	\$2,577.88										
30	\$2,577.88	\$2,577.88	\$2,577.88												

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 1st, 2025 the maximum subsidy is \$2,577.88 for Tier 1 retirees.

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, 2026¹. 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 \$30.32														
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	\$1,004.86	\$1,019.81	\$1,034.76
14	\$928.04	\$945.05	\$961.81	\$978.56	\$995.58	\$1,012.33	\$1,029.35	\$1,046.10	\$1,063.12	\$1,079.87	\$1,096.63	\$1,113.64	\$1,130.66	\$1,147.41	\$1,164.17
15	\$1,031.15	\$1,049.97	\$1,068.79	\$1,087.35	\$1,106.17	\$1,124.99	\$1,143.55	\$1,162.37	\$1,181.18	\$1,199.75	\$1,218.56	\$1,237.38	\$1,256.20	\$1,275.02	\$1,293.58
16	\$1,134.27	\$1,154.89	\$1,175.51	\$1,196.14	\$1,216.76	\$1,237.38	\$1,258.01	\$1,278.63	\$1,299.25	\$1,319.87	\$1,340.50	\$1,361.12	\$1,381.74	\$1,402.37	\$1,422.99
17	\$1,237.38	\$1,259.81	\$1,282.50	\$1,304.92	\$1,327.35	\$1,349.78	\$1,372.46	\$1,394.89	\$1,417.32	\$1,439.75	\$1,462.43	\$1,484.86	\$1,507.29	\$1,529.97	\$1,552.40
18	\$1,340.50	\$1,364.99	\$1,389.22	\$1,413.45	\$1,437.94	\$1,462.43	\$1,486.66	\$1,511.15	\$1,535.64	\$1,559.88	\$1,584.11	\$1,608.60	\$1,633.09	\$1,657.32	\$1,681.55
19	\$1,443.61	\$1,469.91	\$1,496.20	\$1,522.24	\$1,548.53	\$1,574.83	\$1,601.12	\$1,627.42	\$1,653.71	\$1,679.75	\$1,706.04	\$1,732.34	\$1,758.63	\$1,784.92	\$1,810.96
20	\$1,546.73	\$1,574.83	\$1,602.93	\$1,631.02	\$1,659.12	\$1,687.22	\$1,715.58	\$1,743.68	\$1,771.78	\$1,799.88	\$1,827.97	\$1,856.07	\$1,884.17	\$1,912.27	\$1,940.37
21	\$1,649.84	\$1,679.75	\$1,709.91	\$1,739.81	\$1,769.71	\$1,799.88	\$1,829.78	\$1,859.94	\$1,889.84	\$1,919.75	\$1,949.91	\$1,979.81	\$2,009.72	\$2,039.88	\$2,069.78
22	\$1,752.96	\$1,784.92	\$1,816.89	\$1,848.60	\$1,880.31	\$1,912.27	\$1,944.24	\$1,976.20	\$2,007.91	\$2,039.62	\$2,071.58	\$2,103.55	\$2,135.52	\$2,167.48	\$2,199.19
23	\$1,856.07	\$1,889.84	\$1,923.61	\$1,957.13	\$1,990.90	\$2,024.67	\$2,058.69	\$2,092.47	\$2,126.24	\$2,159.75	\$2,193.52	\$2,227.29	\$2,261.06	\$2,294.83	\$2,328.34
24	\$1,959.19	\$1,994.76	\$2,030.60	\$2,065.91	\$2,101.75	\$2,137.32	\$2,172.90	\$2,208.47	\$2,244.30	\$2,279.62	\$2,315.45	\$2,351.03	\$2,386.60	\$2,422.43	\$2,457.75
25	\$2,062.30	\$2,099.94	\$2,137.32	\$2,174.70	\$2,212.34	\$2,249.72	\$2,287.35	\$2,324.73	\$2,362.37	\$2,399.75	\$2,437.13	\$2,474.76	\$2,512.40	\$2,549.78	\$2,577.88
26	\$2,165.42	\$2,204.86	\$2,244.30	\$2,283.49	\$2,322.93	\$2,362.37	\$2,401.55	\$2,440.99	\$2,480.44	\$2,519.62	\$2,559.06	\$2,577.88	\$2,577.88	\$2,577.88	
27	\$2,268.53	\$2,309.78	\$2,351.03	\$2,392.27	\$2,433.52	\$2,474.76	\$2,516.01	\$2,557.26	\$2,577.88	\$2,577.88	\$2,577.88				
28	\$2,371.65	\$2,414.70	\$2,458.01	\$2,500.80	\$2,544.11	\$2,577.88	\$2,577.88	\$2,577.88							
29	\$2,474.76	\$2,519.88	\$2,564.73	\$2,577.88	\$2,577.88										
30	\$2,577.88	\$2,577.88	\$2,577.88												

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 1st, 2025 the maximum subsidy is \$2,577.88 for Tier 2 retirees with LADWP Service Only.

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

Rates are effective July 1, 2025 through June 30, 2026¹. 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 \$30.32														
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	\$905.48
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	\$1,004.86	\$1,019.94	\$1,034.89
22	\$876.48	\$892.46	\$908.44	\$924.30	\$940.15	\$956.14	\$972.12	\$988.10	\$1,003.96	\$1,019.81	\$1,035.79	\$1,051.78	\$1,067.76	\$1,083.74	\$1,099.59
23	\$928.04	\$944.92	\$961.81	\$978.56	\$995.45	\$1,012.33	\$1,029.35	\$1,046.23	\$1,063.12	\$1,079.87	\$1,096.76	\$1,113.64	\$1,130.53	\$1,147.41	\$1,164.17
24	\$979.59	\$997.38	\$1,015.30	\$1,032.96	\$1,050.87	\$1,068.66	\$1,086.45	\$1,104.23	\$1,122.15	\$1,139.81	\$1,157.73	\$1,175.51	\$1,193.30	\$1,211.22	\$1,228.88
25	\$1,031.15	\$1,049.97	\$1,068.66	\$1,087.35	\$1,106.17	\$1,124.86	\$1,143.68	\$1,162.37	\$1,181.18	\$1,199.87	\$1,218.56	\$1,237.38	\$1,256.20	\$1,274.89	\$1,288.94
26	\$1,082.71	\$1,102.43	\$1,122.15	\$1,141.74	\$1,161.46	\$1,181.18	\$1,200.78	\$1,220.50	\$1,240.22	\$1,259.81	\$1,279.53	\$1,288.94	\$1,288.94	\$1,288.94	
27	\$1,134.27	\$1,154.89	\$1,175.51	\$1,196.14	\$1,216.76	\$1,237.38	\$1,258.01	\$1,278.63	\$1,288.94						
28	\$1,185.82	\$1,207.35	\$1,229.00	\$1,250.40	\$1,272.05	\$1,288.94	\$1,288.94	\$1,288.94							
29	\$1,237.38	\$1,259.94	\$1,282.37	\$1,288.94	\$1,288.94										
30	\$1,288.94	\$1,288.94	\$1,288.94												

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 1st, 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 .

Rate and Subsidy Charts

Rates for 2025-2026 LADWP & IBEW Local 18-Sponsored Health Plans¹

Rates are effective July 1, 2025 through June 30, 2026.¹

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 ² /UHC Medicare Advantage HMO (NV) ³	Anthem Blue Cross HMO (Local 18) ⁴	Anthem Blue Cross PPO (Local 18) ⁴	Anthem Blue Cross Owens Valley (Local 18) ⁴
Retiree Under Age 65									
Self Only	\$1,942.54	\$1,685.92	\$1,312.18	\$1,288.94	\$2,426.84	\$1,592.76 ²	\$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 ²	\$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 ²	\$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 ²	\$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 ²	\$2,361.49	\$2,628.33	\$4,907.42
Retiree Over Age 65 and Enrolled in Medicare Parts A & B									
Self Only	\$580.13	\$509.30	\$365.67	\$334.32	\$536.22	\$371.75 ³	\$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 ³	\$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 ³	\$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 ³	\$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 ³	Self + 1 dependent with Medicare Parts A & B + 1 or more dependent(s) under 65.		N/A
							\$2,574.69	\$3,046.34	
Retiree Over Age 65 and Enrolled in Medicare Part B Only									
Self Only	\$964.60	\$827.98	\$600.15	\$644.32	\$2,074.28	\$1,592.76 ²	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 ²	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 ²	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 ²	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 ²	N/A	N/A	N/A

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)



**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 65th birthday

Still working at 65 and over?

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



- **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.



- **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.



- **Prescription Drug Coverage.**
- IBEW Local 18 & LADWP-Sponsored health plans are enhanced prescription drug plans.
- Enrollment into a Medicare Part D plan through a 3rd 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.



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.

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.

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 1st of the following month Health Plans receives your paperwork.

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

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.

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

**CONGRATULATIONS ON YOUR RETIREMENT
PREPARATION!**



**From the Health
Plans Office!**

BREAK

10 Minutes
Please return promptly.

Up Next:
Retirement Plan Office



WATER AND POWER EMPLOYEES' RETIREMENT PLAN



**Your Benefits
from the
Retirement Plan**

Updated July 2023

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 Plan 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

Department Service

Determines your **eligibility** to retire

Service Credit

Determines **how much** you're going to receive monthly

Qualifying Service

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

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

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

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

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

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

HAOYS (cont'd)

- ✓ Find your highest 26 successive pay periods

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

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

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

- ✓ Divide total by 26

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

- ✓ Multiply answer by 2.175

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

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

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

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

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

Factor – Tier 2

Retirement Factor – Tier 2

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

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

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.

$$\begin{array}{r} \$10,215 \times 30 \text{ years} \times \boxed{\text{Retirement Factor}} \times \boxed{\text{ERRF}} = \boxed{\text{Option FULL}} \\ \hline \end{array}$$

(2.1% or 2.3%)

(page 15 or page 16)

\$7,048.35

Test Your Knowledge...

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

#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.

$$\begin{array}{r} \$10,215 \\ \times \end{array} \frac{\text{[Redacted]}}{\text{Service Credit}} \times \frac{\text{[Redacted]}}{\text{Retirement Factor}} \times \frac{\text{[Redacted]}}{\text{ERRF}} = \textcolor{red}{\$5,754.36}$$

(years) (2.1% or 2.3%) (page 15 or page 16)

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.

$$\begin{array}{r} \$10,215 \times 5 \text{ years} \times \boxed{\text{Retirement Factor}} \times \boxed{\text{ERRF}} = \boxed{\text{Option FULL}} \\ \hline \end{array}$$

(2.1% or 2.3%)

(page 15 or page 16)

\$1,072.58

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.

$$\begin{array}{r} \$10,215 \times 30 \text{ years} \times \boxed{\text{Retirement Factor}} \times \boxed{\text{ERRF}} = \boxed{\text{Option FULL}} \\ \hline \end{array}$$

(2.1% or 2.3%) (page 15 or page 16)

\$4,890.94

Test Your Knowledge...

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

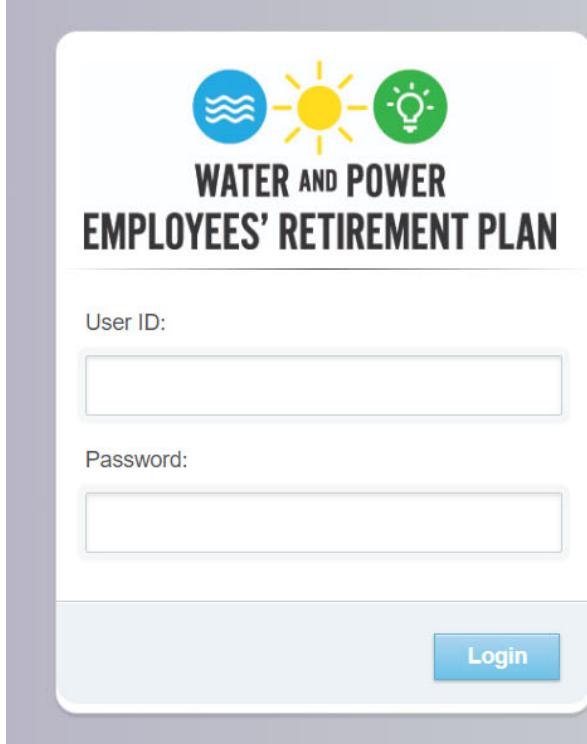
#5: Member is 57 years old and has 26 years of Service Credit on deposit with the Plan, and 4 years of Service Credit on deposit with LACERS.

$$\begin{array}{r} \$10,215 \times \boxed{\text{Service Credit}} \times \boxed{\text{Retirement Factor}} \times \boxed{\text{ERRF}} = \boxed{\text{Option FULL}} \\ \hline \text{Service Credit} \quad \text{Retirement Factor} \quad \text{ERRF} \quad \text{Option FULL} \\ (\text{years}) \quad \quad \quad (\text{2.1% or 2.3%}) \quad (\text{page 15 or page 16}) \end{array}$$

\$6,108.57

Retirement Information System (RIS)

Type “RIS/” into your intranet browser



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.

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*

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

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%

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

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

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

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

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%

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

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”

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

Add 'I 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

- ✓ 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

Taxes (cont'd)

“How to Calculate Your Retirement ...”

Taxes

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

Safe-Harbor Formula - Table 1	
<u>Age at Retirement</u>	<u>Number of Monthly Payments To Recover Already Taxed Contributions</u>
55 and under	360
56-60	310
61-65	260
66-70	210
71 & over	160

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”

Death Benefits

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

Beneficiary

Beneficiary Designation Form

- ✓ Your Beneficiary Designation Form on file with the Plan determines who the Plan will pay when you die
- ✓ If none, we apply the Plan's Successive Preference rules
 - Widow or widower, if living;
 - Descendants (children and/or the children of deceased children), if living;
 - Father and/or mother, if living;
 - Brother(s) and/or sister(s), if living;
 - Executor or administrator of your estate

***Always keep your Beneficiary Designation Form current
(death, divorce, marriage, birth, etc.)***

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

WATER AND POWER EMPLOYEES' RETIREMENT PLAN



John Ferraro Building, Room 357

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

Email: retire@ladwp.com

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

Self-Guided Training Videos:

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

LUNCH BREAK
1 hour

Please return promptly

Up Next:

City of LA- Deferred Compensation
Social Security Administration



DWP

FUHDWH
DQG#DIYH#R XU
BEST RETIREMENT

Deferred Compensation Plan Retirement Education Presentation

LA45



CITY OF *Los Angeles*
DEFERRED COMPENSATION PLAN

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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Contributing with Percent-of-Pay

LA457

Percent-of-Pay

vs.

Fixed Dollar Amount

Monica

Saves 3% of pay over the course of her career

Look what happens if
she saves just 1% more!

Salary

Retirement Savings

\$180k
\$160k
\$140k
\$120k
\$100k
\$80k
\$60k
\$40k
\$20k
\$0k

Age 30
\$50,000 annual salary
Saves \$1,500 per year

Age 40
\$60,950 annual salary
Saves \$2,016 per year

Age 50
\$74,297 annual salary
Saves \$2,709 per year

Age 59
\$88,792 annual salary
Saves \$3,535 per year



Joey

Saves a fixed dollar amount over the course of his career

Salary

Retirement Savings

\$180k
\$160k
\$140k
\$120k
\$100k
\$80k
\$60k
\$40k
\$20k
\$0k

Age 30
\$50,000 annual salary
Saves \$1,500 per year

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\$60,950 annual salary
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\$74,297 annual salary
Saves \$1,500 per year

Age 59
\$88,792 annual salary
Saves \$1,500 per year



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IRS Annual Contribution Limits 2026

LA457

Below Age 50

- **\$24,500** (*\$23,500 in 2025*)
- **\$980** per paycheck* (*\$940 in 2025*)

Age 50+

- **\$32,500** (*\$31,000 in 2025*)
- **\$1,300** per paycheck* (*\$1,240 in 2025*)

Age 60-63

- **\$35,750** (*\$34,750 in 2025*)
- **\$1,430** per paycheck* (*\$1,390 in 2025*)

Special Catch-Up

- **\$49,000** (*\$47,000 in 2025*)
- **\$1,960** per paycheck* (*\$1,880 in 2025*)



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

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



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Investment Options

LA457

Core Investment Funds

Stability of principal:

- DCP Government Money Market Fund **NEW!**
- DCP Stable Value Fund

Stock funds:

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



Investment Options

LA457

The DCP Government Money Market Fund



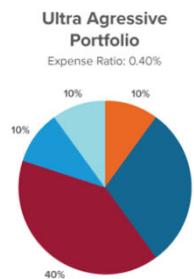
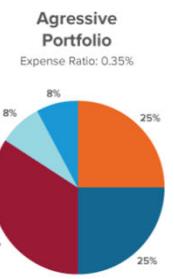
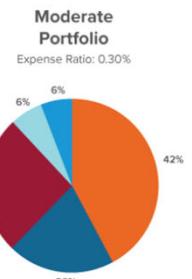
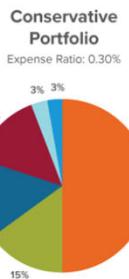
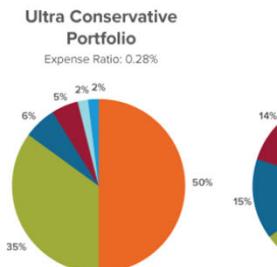
For more information about
the fund change, visit

457.lacity.gov/fund-change

Investment Options

LA457

Risk-based Portfolios



- 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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DEFERRED COMPENSATION PLAN

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

Administrative and Investment Management Fees

LA457



Annual Administrative Fee

- 0.09% (charged 0.0225% quarterly); your fees will not exceed \$115 annually

Investment Management Fees

- Vary depending on investment option
- Visit **457.lacity.gov/investments** for specific investment fees



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DEFERRED COMPENSATION PLAN

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The Retirement Calculator at 457.lacity.gov

LA457

- Retirement Calculator Hide this section

[Take a Tour](#)

Let's talk about [your retirement savings](#) ▾

\$9,073
Estimated Monthly Income

\$11,398
Estimated Monthly Goal

\$2,325
A Difference Of



[View Details](#)

[Privacy / How This Works?](#)

[About Me](#)

The amount of my pay I can save now ?

Employee Before Tax **\$600** (per pay period)

View Other Contributions

I want to retire at age **67** ?

My investments might return **6%** each year ?

Moderate

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

- Account Summary

Current as of 11/18/2022



CITY OF *Los Angeles*
DEFERRED COMPENSATION PLAN

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Account Management Features

LA457



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

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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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)



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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 **457.lacity.gov**
- Direct Deposit of loan funds



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DEFERRED COMPENSATION PLAN

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DCP Loans – Retirement Options

LA457



- 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

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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DEFERRED COMPENSATION PLAN

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Advanced Features

LA457

Accrued Leave

- Can deposit unused vacation time and overtime time into your account at retirement/severance of employment.
- A Local Retirement Counselor will help you calculate your estimated payout.
- Counts toward 2026 contribution limit:
 - ✓ Age 50+: **\$32,500**
 - ✓ Age 60-63: **\$35,750**
 - ✓ Three-year Special Catch-up: **\$49,000**
- Accrued Leave form is due 1 month prior to retirement/severance of employment.



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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DEFERRED COMPENSATION PLAN

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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)



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 1st and 15th.
 - ✓ All distributions take 3-5 business days to process.



Stay in the DCP

LA457

Distribution Timing

- Direct deposit – 3 to 5 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: 3 to 5 business days (\$25 fee)



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.

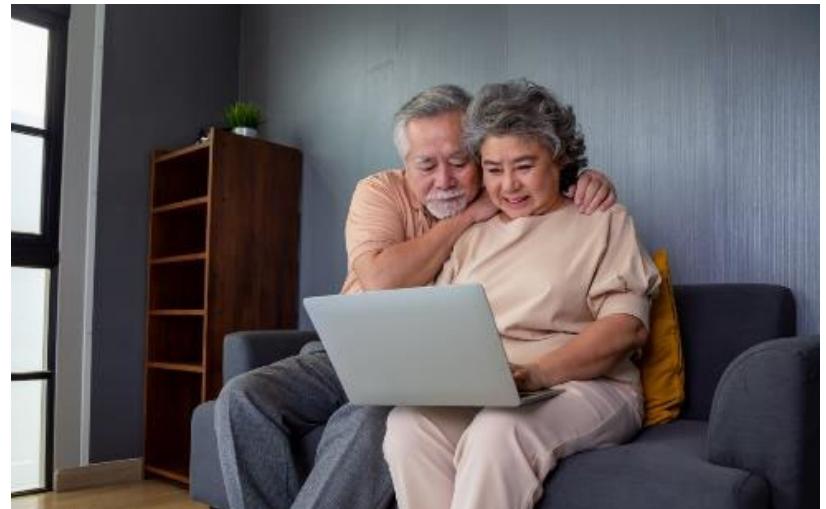


Stay in the DCP

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.



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.



Stay in the DCP

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Distributions - Non-Spousal Beneficiaries

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

Account Access

LA457



Online | 457.lacity.gov

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



**CITY OF *Los Angeles*
DEFERRED COMPENSATION PLAN**

Create and live your best retirement. | 142

Local Retirement Counselor Services

LA457



La Tanya Harris



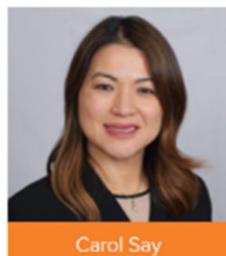
Vincent Alvarez



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).



CITY OF Los Angeles
DEFERRED COMPENSATION PLAN

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

Appointments | 457.lacity.gov/contact

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 | 457.lacity.gov/money-matters

Webinars are on the 3rd Wednesday of each month

Create and live your best retirement. | 143

Any Questions?

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DEFERRED COMPENSATION PLAN

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Disclosures

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Updated 01/03/2024



With You Through Life's Journey...

Guillermo Barron | Public Affairs Specialist



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and tomorrow

Produced at U.S. taxpayer expense



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Disclaimer

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Today's Agenda

1	How do I qualify for Social Security?
2	How are benefits figured?
3	Windfall Elimination Provision (WEP) , Government Pension Offset (GPO) • WEP - Could reduce your benefits • GPO - Offset a benefit you might be due on your spouse's Social Security record ELIMINATED
4	What about Medicare?
5	<i>my</i> Social Security and other online services



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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 25th, SSA began paying retroactive benefits and will increase monthly benefit payments to people whose benefits have been affected by the WEP and GPO.



Benefits ▾ Medicare ▾ Card & record ▾



Español

Sign in

Your most-needed services, online

With a secure my Social Security account, you can get services and manage your benefits — anywhere, anytime.

[Sign in or create an account](#)



Get a benefits estimate

Sign in to calculate your benefits estimate.

Apply for benefits

Apply for Retirement, Disability, or other benefits online.

Check your status

See where you are in your application or appeal process.

Replace your card

Find the best way to replace your card.

Life events



Age milestones

Approaching age 65 (Medicare eligibility)



Health changes

Disability, injury, or illness
Staying at a medical facility



Legal status changes

Naturalization
Change in immigration status



Personal information changes

Name change

SocialSecurity.gov

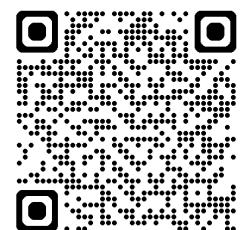


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Telephone **and** email scammers are pretending to be government employees. They may threaten you and may demand immediate payment to avoid arrest or other legal action. **Do not be fooled!**

If you receive a scam call:

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



SocialSecurity.gov



Your Social Security Statement

WANDA WORKER

April 28, 2025



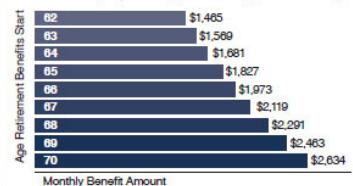
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Retirement Benefits

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 benefits 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 \$64,489 per year until you start your benefits. Learn more at 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.

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 \$265. Learn more at ssa.gov/survivors .	

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/ThereForMe.

Earnings Record

Review your earnings history below to ensure it is accurate because we base your future benefits on our 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 Social Security](http://my.SocialSecurity.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)
1971-1980	\$ 2,142	2,142
1981-1990	87,102	87,102
1991-2000	246,069	246,069
2001	34,147	34,147
2002	34,846	34,846
2003	36,021	36,021
2004	38,032	38,032
2005	39,711	39,711
2006	41,829	41,829
2007	43,971	43,971
2008	45,170	45,170
2009	44,603	44,603
2010	45,666	45,847
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	53,066	53,066
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: \$75,588	You paid: \$18,158
Employer(s): \$77,498	Employer(s): \$18,158

SSA.gov | Follow us on social media ssa.gov/socialmedia

Form SSA-7005-SM-OL (04/25) | Enclosures: Publication XX-XXXXX, Publication XX-XXXX

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 either 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 Social Security](http://my.SocialSecurity.gov) 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, 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.
- If you receive a pension from earnings not covered by Social Security, your benefits may have been reduced prior to January 2024. The *Social Security Fairness Act* ended the Windfall Elimination Provision and Government Pension Offset. Learn more at ssa.gov/benefits/retirement/social-security-fairness-act.html.
- Learn more about benefits for you and your family at ssa.gov/benefits/retirement/planner/applying7.html.
- When you are ready to apply, visit ssa.gov/benefits/retirement/apply.html.
- The Statement is updated annually. It is available online, or by mail upon request.

Your earnings history directly impacts your future benefits.

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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



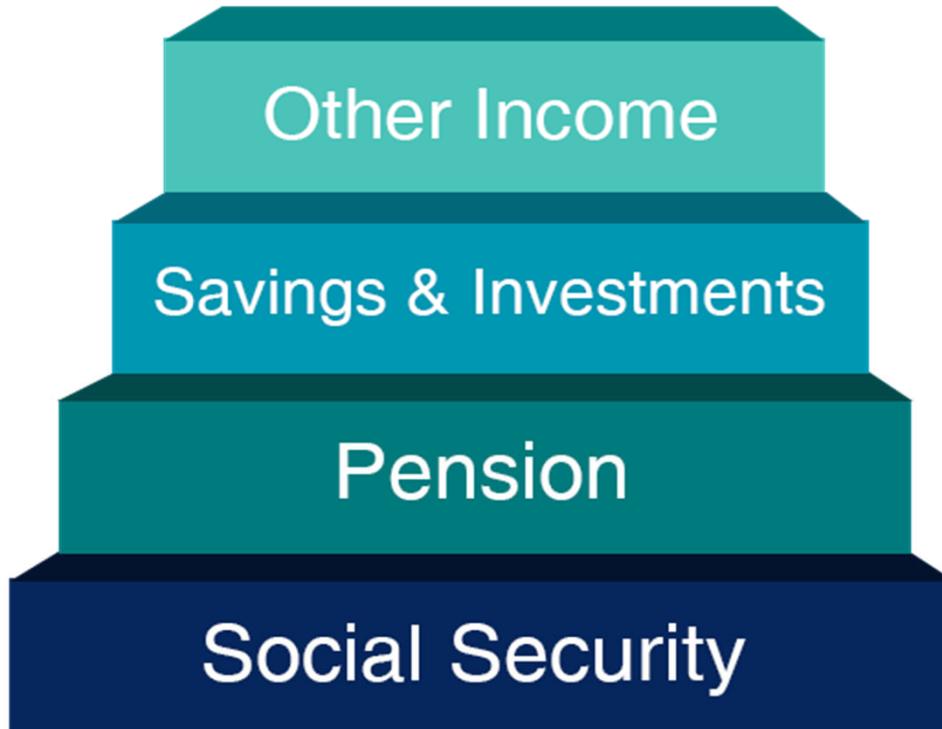
The most successful anti-poverty program in our country's history

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A Foundation for Planning Your Future



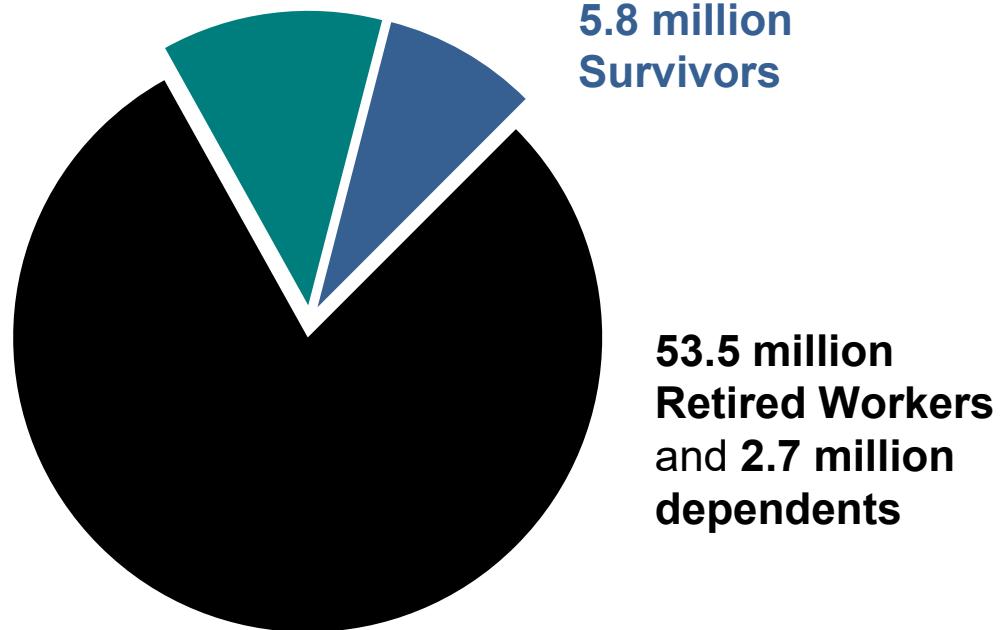


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Who Gets Benefits from Social Security?

**7.1 million Disabled Workers and
1 million dependents**

**Over
70 million people
receive a Social
Security Benefit**



**53.5 million
Retired Workers
and 2.7 million
dependents**



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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.



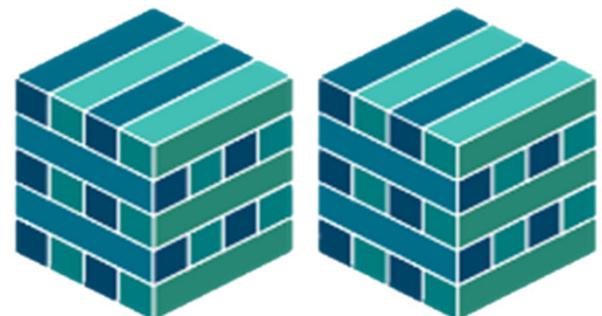


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How Do You Qualify for Retirement Benefits?

To receive retirement benefits, you'll need to work to earn Social Security "credits"

- **In 2026:** Each \$1,890 in earnings gives you one credit
- You can earn a maximum of 4 credits per year
- You need **40 credits** throughout your working life (10 years of work)



NOTE: To earn 4 credits in 2026, you must earn at least \$7,560.



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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



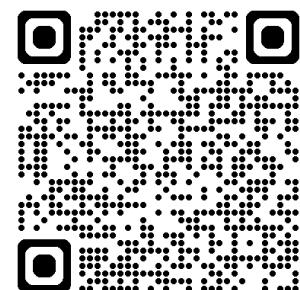


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Benefit Reduction for Early Retirement

Year of Birth	Full Retirement Age (FRA)	A retirement benefit taken at age 62 would be reduced by
1943-1954	66	25%
1955	66 and 2 months	25.83%
1956	66 and 4 months	26.67%
1957	66 and 6 months	27.5%
1958	66 and 8 months	28.33%
1959	66 and 10 months	29.17%
1960 +	67	30%

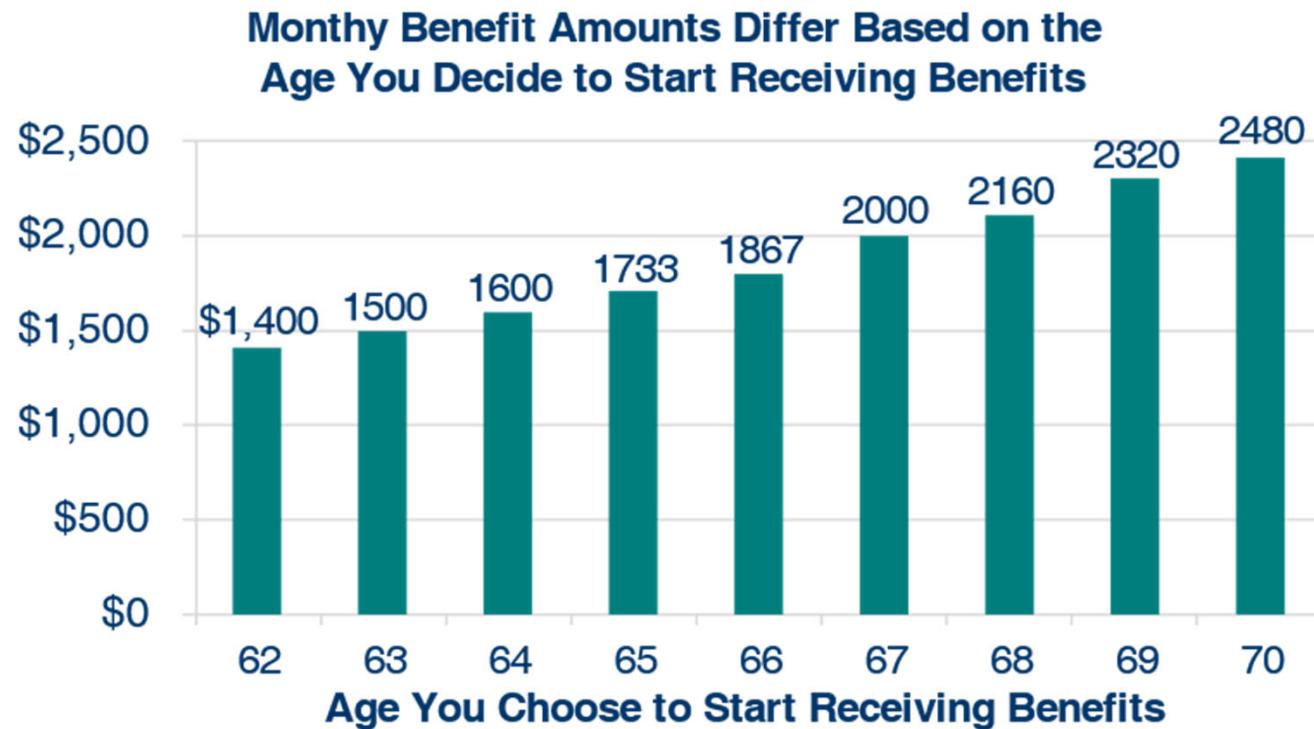
NOTE: 65 was FRA for those born in 1937 or earlier





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What Is the Best Age to Start Receiving Social Security Retirement Benefits?



Note: This example assumes a benefit of \$2,000 at a full retirement age of 67



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You Can Work & Still Receive Benefits

(depending on your FRA 'Full Retirement Age')

Under FRA (2026)	Year of FRA (2026)
\$24,480 annual limit	\$65,160 annual limit before month of full retirement age
Penalty results in reduction of monthly benefits, depending on amount of excess income. (\$1 for every \$2)	Penalty results in reduction of monthly benefits, depending on amount of excess income. (\$1 for every \$3)

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.

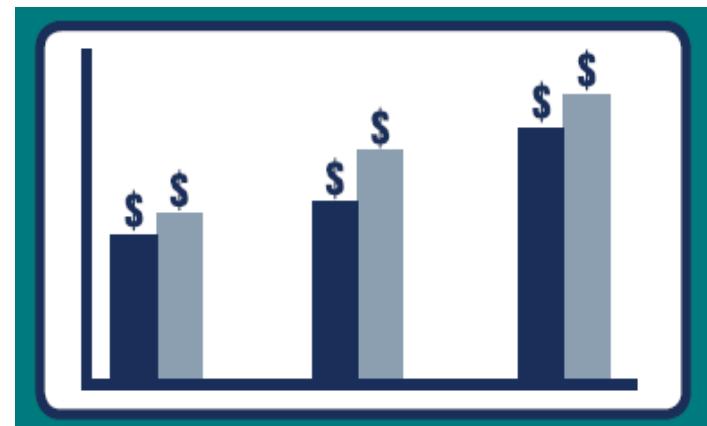


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The *my* Social Security Retirement Calculator

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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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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2026 Retirement Benefit Formula



If your Average Monthly Earnings are = **\$8,000**
Then your monthly benefit would be = **\$3,263**



90% of First.....	\$1286	= \$1,157
32% of earnings between \$1,286 and \$7,749 (\$7,749 - \$1,286 = \$6,463)	\$6,463	= \$2,068
15% of Earnings over \$7,749	\$251	= \$38
Total monthly benefit	\$8000	= \$3,263

**Payments rounded to whole dollar amounts*



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2026 Retirement Benefit Formula



If your Average Monthly Earnings are = \$4,000
Then your monthly benefit would be = \$2,025



90% of First.....	\$1286	= \$1,157
32% of earnings between \$1,286 and \$7,749 (\$4,000 - \$1,286 = \$2,714)	\$2,714	= \$868
15% of Earnings over \$7,749	\$0	= \$0
Total monthly benefit	\$4000	= \$2,025

**Payments rounded to whole dollar amounts*



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Applying for Benefits?

Options available to apply:



- Online
www.SocialSecurity.gov

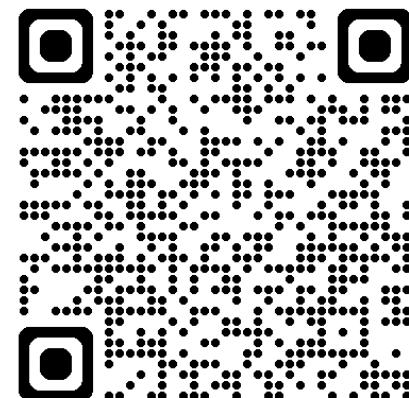


- By phone **1-800-772-1213**
between 8:00 a.m. – 7:00 p.m.



- At our offices
you must call to make an appointment before you visit.

How can we help?



Choose the most convenient option for you!

SocialSecurity.gov



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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.



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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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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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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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Who Can Get Survivors Benefits?

Child	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)
Disabled Child	May receive benefits after age 18 if unmarried and has a disability that started before age 22
Widow/er or Divorced Widow/er (Remarriage after age 60 will not affect benefits)	May receive full benefits at full retirement age or reduced benefits: <ul style="list-style-type: none">• as early as age 60• as early as 50 and has a disability• 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

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

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Medicare Has Four Parts



Part A
Hospital

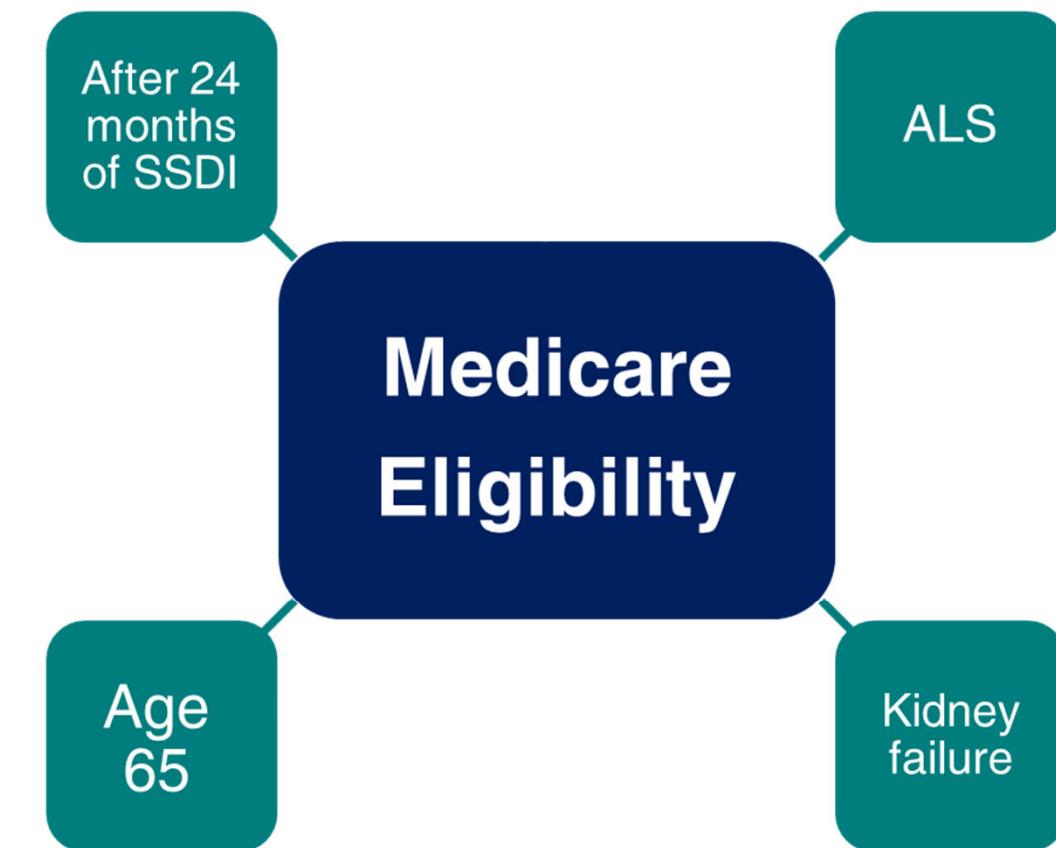
Part B
Doctor

Part C
Medicare
Advantage
Combines
Parts:
A,B & D

Part D
Medicare
Prescription
Drug Coverage



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Initial Enrollment Period (IEP)

Begins 3 months before your 65th birthday
and ends 3 months after that birthday

General Enrollment Period (GEP)

Annually
January 1 – March 31

Medicare Enrollment

Special Enrollment Period (SEP)

If 65 or older and covered under a
group health plan based on your – or
your spouse's – current work.

Medicare standard Part B premium for 2026 is \$202.90

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 \$109,000 or less Married couples with a MAGI of \$218,000 or less	2026 standard premium = \$202.90	Your plan premium + \$0
Individuals with a MAGI above \$109,000 up to \$137,000 Married couples with a MAGI above \$218,000 up to \$274,000	Standard premium + \$81.20	Your plan premium + \$14.50
Individuals with a MAGI above \$137,000 up to \$171,000 Married couples with a MAGI above \$274,000 up to \$342,000	Standard premium + \$202.90	Your plan premium + \$37.50
Individuals with a MAGI above \$171,000 up to \$205,000 Married couples with a MAGI above \$342,000 up to \$410,000	Standard premium + \$324.60	Your plan premium + \$60.40
Individuals with a MAGI above \$205,000 up to \$500,000 Married couples with a MAGI above \$410,000 up to \$750,000	Standard premium + \$446.30	Your plan premium + \$83.30
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 + \$487.00	Your plan premium + \$91.00



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For More Medicare Information

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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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**. 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



REMINDER: Report suspicious calls or emails online at: OIG.SSA.GOV

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Follow Us on Social Media!



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SocialSecurity.gov



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

- Valid E-mail address
- Social Security Number
- Login.gov or ID.me account

**SOCIAL SECURITY
ADMINISTRATION**

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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

We're With You Through Life's Journey



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

Thank you for attending our seminar!

Please complete the Evaluation
form.

Congratulations on your
pending retirement!

