



Pre-Retirement Guide

Your personal roadmap to retirement



Los Angeles County Employees Retirement Association

LACERA Pre-Retirement Guide... your personal roadmap to a successful retirement

ABOUT LACERA

The Los Angeles County Employees Retirement Association (LACERA) has the duty and authority to administer defined retirement plan benefits for the employees of Los Angeles County and outside Districts, which include the Little Lake Cemetery District, Local Agency Formation Commission, South Coast Air Quality Management District, and Los Angeles County Office of Education. We are responsible for collecting, depositing, investing, and managing the retirement funds collected from the County, outside districts, and County employees.

LACERA has been providing retirement, disability, and death benefits to eligible County employees, retirees, and their beneficiaries since 1938. In 1971, we began administering a retiree health care benefits program.

LACERA is an independent governmental entity, subject to the laws governing fiduciaries. Our staff operates under the direction of a nine-member Board of Retirement (with two alternate members) and a nine-member Board of Investments. We develop

laws, rules, and policies in support of the best interests of our members, and offer individual counseling and retirement seminars to members in preparation for their retirement.



Our mission is to Produce, Protect, and Provide the Promised Benefits.

LACERA is governed by the County Employees Retirement Law of 1937 (CERL) and the California Public Employees' Pension Reform Act of 2013 (PEPRA); LACERA retirement benefits are administered in accordance with these laws. This brochure

is intended to provide general information on the retirement choices available to LACERA members. If there is any conflict between statements made herein and provisions of the applicable retirement law, the law will prevail.



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INTRODUCTION

Applying for, and ultimately being granted a service retirement doesn't happen overnight; it's a process. Informed choices and careful planning can favorably impact the journey, as well as the destination.

LACERA Pre-Retirement Workshops are designed to help you maximize your retirement by presenting information on an array of issues critical to retirement planning.

During the workshop, a LACERA Retirement Benefits Specialist will discuss such issues as:

- 
- Retirement eligibility
 - When can you afford to retire?
 - Selecting the most advantageous retirement date
 - How your allowance is computed
 - Purchasing service credit
 - Retirement allowance options
 - Beneficiary designations
 - Health care choices

This guide is intended to serve as a companion to the Pre-Retirement Workshop and as a “take-home” reference guide.



HOW MUCH MONEY WILL I NEED?

Thoughtful retirement planning is built around the answer to that question. Although the answer is an individual one and varies according to your lifestyle and financial obligations, many financial experts believe most people will need 70 percent of their working income to maintain their present lifestyle in retirement.

A prudent retirement plan is comprised of several financial building blocks. **Your LACERA retirement plan with its lifetime benefit provides** a solid foundation for your retirement.

However, other components also play an important role in enhancing your financial position. Deferred compensation



plans, such as the County’s 457 and 401(k) plans, when utilized in addition to your LACERA benefit, play a vital role in enriching your financial future.

ADVANTAGES PROVIDED BY YOUR LACERA DEFINED BENEFIT PLAN

All LACERA plans are **defined benefit** plans that pay you a **specified monthly benefit for the rest of your life.*** Additionally, aspects of your Plan live on after you are gone through **benefits paid to your survivors and beneficiaries.**

Advantages of your LACERA plan are outlined below and contrasted with those of defined contribution plans.

DEFINED BENEFIT PLAN – DEFINED CONTRIBUTION PLAN

LACERA DEFINED BENEFIT PLAN	DEFINED CONTRIBUTION PLAN
<ul style="list-style-type: none"> • Employer promises to pay you a specified benefit when you retire 	<ul style="list-style-type: none"> • Employer promises to periodically contribute specified amount to member account
<ul style="list-style-type: none"> • LACERA invests the funds; your employer bears the risk of adverse investment performance 	<ul style="list-style-type: none"> • Employee decides how to invest the funds and bears the risk of adverse investment performance
<ul style="list-style-type: none"> • Your retirement allowance is a lifetime allowance; it will be paid to you every month for the rest of your life 	<ul style="list-style-type: none"> • Benefit payments run out when money is exhausted
<ul style="list-style-type: none"> • Benefit amount is determined by: <ul style="list-style-type: none"> o Final compensation o Years of service o Age at retirement • You are not affected by investment performance 	<ul style="list-style-type: none"> • Benefit amount determined by: <ul style="list-style-type: none"> o Investment performance o Amount of contributions
<ul style="list-style-type: none"> • Inflation protection provided through cost-of-living (COLA) programs 	<ul style="list-style-type: none"> • No COLA program
<ul style="list-style-type: none"> • Allows for reciprocal pension benefits with specified public employers 	<ul style="list-style-type: none"> • Possible transfer of member funds to tax-qualified plans as permitted by law
<ul style="list-style-type: none"> • Offers selection of retirement benefit options 	<ul style="list-style-type: none"> • Not applicable
<ul style="list-style-type: none"> • Includes \$5,000 lump-sum death benefit for retirees 	<ul style="list-style-type: none"> • Not included

*Eligibility requirements apply



FINANCIAL COMPONENTS OF RETIREMENT



Chart 2

DEFERRED COMPENSATION

In addition to your LACERA retirement plan, the County offers the following deferred compensation investment plans:

- **457 Horizons (Deferred Compensation and Thrift Plan)**
Available to represented and non-represented employees
- **401(k) County Savings Plan**
Available only to non-represented employees
- **457 County Pension Savings Plan**
Participation in this plan is a condition of employment for part-time County employees who are not eligible for LACERA membership. The fund may be transferred to a 457 Horizons plan in the event a participating employee becomes eligible for LACERA membership.

PERSONAL INVESTMENTS

Your personal investments will also supplement your LACERA retirement allowance. These types of investments include personal savings accounts, certificates of deposit (CDs), IRAs, stocks and bonds, real estate, annuities, etc.

SOCIAL SECURITY

The County withdrew its employees from the federal Social Security program on December 31, 1982. If you became a County employee before January 1983 and/or you worked at other jobs where you contributed to Social Security, you may be entitled to a Social Security benefit upon retirement.

However, be aware in some cases Social Security can affect your LACERA retirement allowance, and conversely, your LACERA retirement allowance can affect your Social Security benefit.

If You Worked for the County Prior to 1983 Plans A, B, C, and D

Those who worked for the County prior to January 1983 will have their LACERA retirement allowance reduced by a fixed dollar amount for each year of service prior to 1983 that was covered by Social Security while they were employed by the County.

Plan E

Plan E members who worked for the County prior to January 1983 will have a percentage of their estimated Social Security benefit subtracted from their LACERA retirement allowance, based on the total number of years and months of County service covered by Social Security.

If you retire at or after age 62 and would like LACERA to use the actual amount of your Social Security benefit (rather than an amount based on actuarial tables) to compute your Social Security benefit offset and your retirement allowance, you may provide LACERA with information documenting your actual Social Security benefit. You must provide the documentation within six months after your retirement.

Windfall Elimination Provision

If you are entitled to a Social Security retirement or disability benefit along with your LACERA retirement benefit, you may be impacted by the Windfall Elimination Provision (WEP).

The WEP is a federal law that reduces the Social Security benefit for retired and disabled workers receiving government pensions from employment not covered by Social Security. Basically, the Social Security Administration uses a different (less favorable) formula to calculate a worker's benefit under the WEP than it does to calculate the benefit of a worker who is not affected by the WEP. The WEP formula includes a sliding scale based on the length of your Social Security-covered employment.

If you have 30 or more years of "substantial earnings" under Social Security, you are fully exempt from the WEP.

A chart of "substantial earnings" can be accessed online at www.ssa.gov/pubs/10045.html.

WHAT'S WEP?

WINDFALL ELIMINATION PROVISION

Learn more about this on lacera.com OR Social Security Online

WINDFALL ELIMINATION PROCESS
Visit lacera.com, Benefits, Active Member

www.ssa.gov/pubs/10045.html

EXAMPLE			
LACERA Member With 20 Years of SS and Worked in Social Security Covered Employment for Less Than 20 Years			
	Multiple States Normal Social Security Benefit Formula	Multiple States WEP	
Final BGE in covered county average	100%	80%	
Final component of a worker's SS BGE	25%	25%	
Any additional amount	100%	100%	

Government Pension Offset

The Government Pension Offset (GPO) is a federal law affecting spouses, widows, and widowers. Under the GPO, if you receive a LACERA pension (based on work when you did not pay Social Security taxes), your Social Security spouse's, widow's, or widower's benefits may be reduced by an amount equal to two-thirds of your LACERA pension.

For more information and specifics of how the GPO and the WEP may apply to your individual situation, contact the Social Security Administration at 1-800-772-1213.

If you contributed to Social Security either prior to becoming a LACERA member or through outside employment while a member of LACERA, it would be



a good idea to contact the Social Security Administration to make certain its records are accurate and to verify the amount of the Social Security benefit you will receive at retirement. When determining how that amount will impact your retirement plans, remember to consider whether you will be affected by the WEP or GPO.

WHEN CAN YOU AFFORD TO RETIRE?

Before you submit your retirement papers, it's wise to assess your retirement picture by calculating your total retirement income and reviewing your living expenses.

Assessing your retirement financials will help you determine how ready you are to retire, and consider measures you can still employ – depending how far from retirement you are – to put yourself in the best possible position for your impending retirement.

MEASURES TO CONSIDER:

- **Review the Details of Your Retirement Plan.** Look through your LACERA Summary Plan Description to familiarize yourself with the options and

future benefits available to you under your LACERA retirement plan. A chart in the back of each brochure shows the percentage of your final compensation that will be used to calculate your retirement allowance.

- **Contribute to a Tax-Sheltered Savings Plan.** The County's program to match a portion of your contributions to your Great-West 457 and/or 401(k) plan(s) means free money for you. Visit www.countyla.com for more information.
- **Consider an Individual Retirement Account (IRA).** IRAs can be beneficial in building your personal wealth. Explore the differences between Roth and non-Roth IRAs, and consult with a financial advisor about other possible methods to increase your assets.
- **Speak with a Financial Planner.** Get professional advice on how to diversify your portfolio to achieve an appropriate balance between conservative and more risky investments.

Charting Your Retirement Income and Expenses

To get a feel for your financial retirement picture, you might find it helpful to chart your retirement income sources and fixed expenses.

	LACERA Member	Spouse/Domestic Partner
Income Sources		
LACERA Retirement Allowance	\$ _____	\$ _____
Social Security	_____	_____
Deferred Compensation	_____	_____
Investment Income	_____	_____
Other Pensions	_____	_____
Personal Savings	_____	_____
Other Additional Income	_____	_____
Totals	\$ _____	\$ _____
Total Household Income	\$ _____	

Fixed Expenses

Mortgage/Rent	\$ _____
Property Taxes	_____
Utilities	_____
Car Loans	_____
Car and Home Insurance	_____
Credit Card Debt	_____
Car Maintenance	_____
Life and Health Insurance	_____
Food and Family Expenses	_____
Total	\$ _____

TERMS YOU NEED TO KNOW

Our discussion of retirement will include certain terms. To understand how to maximize your retirement, you'll need to become familiar with the following:

Additional Retirement Credit (ARC): credit that may be purchased to increase your service credit total. It is not based on actual employment.

Final Compensation: a determining factor in establishing your monthly retirement allowance, it is an average of your highest monthly pensionable income during any 12-consecutive-month period (Plan A, B, C, and D) or any three 12-consecutive-month periods (Plan E).

Pensionable Earnings of Compensation Earnable: the average salary used in calculating your retirement benefits. Depending on when you became a member, it may also include other earnings you received.

Reciprocity is a special relationship that exists between LACERA and most public retirement systems located in California. Reciprocal benefits are designed to encourage career public service by protecting retirement benefits when public service employees transfer to other public service jobs. (Certain restrictions apply.)

Retirement Benefit Estimate: a personalized, preliminary calculation of your retirement benefits.

Service Credit: one of the components used to calculate a member's retirement allowance. Plan A, B, C, and D members earn service credit for each payroll period in which a retirement contribution is made. Plan E members earn service credit each payroll period in which you received earnings.

Vesting: a term representing the years of service credit required for a member to receive a retirement allowance. Being vested entitles you to a retirement allowance when you terminate employment and meet the minimum age and service requirements. Vesting requirements vary per Plan.

RETIREMENT ELIGIBILITY

The first step on the road to retirement is determining whether you have met your Plan's eligibility requirements. Although the requirements vary according to each Plan, the essentials are as follows:

GENERAL PLANS A, B, C, AND D

- Age 50 with 10 or more years of service credit
- At any age with 30 years of service credit
- Age 70 regardless of years of service credit

PLAN E

- Age 55 with 10 or more years of service credit
- Age 70 regardless of years of service credit

SAFETY PLANS A AND B*

- Age 50 with 10 or more years of service credit
- At any age with 20 years of service credit

DEFERRED MEMBERS

- Age 50 with five years of service credit and reaches the date on which the individual would have had 10 years of County service credit had he or she remained a full-time County employee
- Any age (with five years of service credit) on the date the individual would have had 30 years of County service credit had he or she remained a full-time County employee (20 years for a safety member)

RECIPROCAL BENEFITS

Under some circumstances, service credit earned in a reciprocal retirement system may be applied toward your vesting and minimum retirement eligibility requirements.

You are eligible for reciprocal benefits if you terminate employment in a reciprocal agency and leave your retirement contributions, if any, on deposit. Your employment at that public agency must terminate before employment at the next public agency begins. Overlapping service, even service due to vacation or sick time, may cause disqualification for reciprocity.

*Effective January 1, 2008, sheriff and fire safety members are exempt from mandatory retirement, provided a County physician certifies the member is capable of performing his or her assigned duties pursuant to County standards. Prior to this date, safety members hired before April 1, 1997 were subject to mandatory retirement at age 60. (District Attorney investigators and lifeguards in L.A. County obtained a court order in 1985 to exempt them from mandatory retirement.)



Your Allowance

Within six months, you must become employed by another public agency covered by a reciprocal retirement system within California.

In addition to helping you meet County vesting requirements, the reciprocal relationship allows you to build retirement benefits in more than one system. Under reciprocity, you must retire from both systems concurrently (on the same day). You will receive two separate benefit payments, one from each system, based on your age and years of service credit in each system. When calculating your retirement allowance, both systems will use your higher final compensation, whether you earned that compensation while a member of LACERA or the reciprocal system.

For more information on reciprocity, visit the Benefits section of lacera.com.

compensation, it's always a good idea to check the periods listed on your personalized Retirement Benefit Estimate and Election Form against your own records. (If you haven't received a Retirement Benefit Estimate and Election Form, you may request one from LACERA.) Notify LACERA immediately if you wish to select a different period(s) of compensation for your final compensation calculations.

BASIS OF YOUR MONTHLY ALLOWANCE

Age at Retirement

Years of Service

Final Compensation

Sick Leave Buy-Back. You may be able to enhance your average monthly salary by selling back your sick and other unused leave. Under County rules, certain "excess" leave balances such as sick, holiday, and vacation leave not used during the calendar year or other specified period may be paid to the employee while working. (In other words, the County may "buy back" your unused vacation days and compensate you for that unused leave.) Certain "buy-back" income is pensionable, and thus may be included in final compensation when calculating an employee's retirement allowance.

COMPUTING YOUR RETIREMENT ALLOWANCE

YOUR ALLOWANCE IS BASED ON THREE FACTORS:

- Age at Retirement
- Years of Service
- Final Compensation

Age at Retirement. Contributory plans compute age in years and quarter-year increments. Plan E marks age in full years.

Years of Service. The total amount of your service credit, including any purchases of prior service and/or ARC, is one component of the calculation used to determine your LACERA retirement allowance.

Final Compensation. In Plans A, B, C, and D, final compensation is based on the highest year or the average of any one year (consecutive 12-month period) of service. In Plan E it is based on the last three years of service, or any three higher 12-month periods, whether consecutive or not. **Note:** Although LACERA's computer system scans your records to find the highest appropriate periods of

Pensionable Leave Items May Include:

- Vacation
- Holiday
- MegaFlex Non-Elective Leave
- Sick Leave

Utilizing this buy-back provision can boost your retirement dollar; however, specifics on buy-back vary. Check with your Department for information pertaining to your individual situation.

NOTE: Overtime and termination pay are not included in your final compensation.

CHOOSING A RETIREMENT DATE

Choosing a retirement date is a big decision requiring careful thought and planning. It's important to consider several factors before finalizing your date:

- Age and Birthday
- Service Credit
- Importance of March 31st

Your retirement begins on the date you select; your last day of work is the workday before your retirement date.

AGE AND BIRTHDAY

In Plans A, B, C, and D, retirement benefits increase with each quarter year of age until the member reaches:

- Age 55: Safety Plans A and B
- Age 62: General Plan A
- Age 65: General Plans B, C, and D

In Plan E, retirement benefits increase once a year on the member’s birthday until the individual reaches age 65.

SERVICE CREDIT

Service credit, a measure used to calculate a member’s retirement allowance, is earned for each payroll period of County service. Two payroll periods equal one month of service credit. It is advantageous to retire in the latter portion of the month, so you can earn service credit for both payroll periods of that month. Part-time service credit will be converted to full-time service credit (i.e., five months of service at 3/5-time equals three months of service credit.)

The County subsidy on retiree medical/dental insurance is based on the amount of service credit (excluding ARC and reciprocal service credit) a member has accrued.

Plan A, B, C, or D members earn service credit

- For each payroll period of service in which they make contributions

Plan E members earn service credit

- For each payroll period in which they have earnings
- While waiting for or receiving disability benefits under a County-sponsored plan

IMPORTANCE OF MARCH 31ST

If you retire on or before March 31 in a given year, you become eligible for the annual Cost-of-Living-Adjustment (COLA) that may be applied to your benefit on April 1 of that year. If you retire after March 31, you will not be eligible for this adjustment until the following April 1.

COST-OF-LIVING ADJUSTMENTS (COLA)

To ease the impact of inflation, the Board of Retirement may award an annual cost-of-living (COLA) adjustment to retirees, effective each April 1. Retirees in Plans B, C, D, and E may receive as much as a 2.0 percent adjustment. (Plan E COLA adjustments apply only to service credit

earned after June 4, 2002.) Plan A retirees may receive a maximum adjustment of 3.0 percent. COLA adjustments are based on the percentage change in the annual Consumer Price Index (CPI).

COLA for Plan E members is apportioned based on a ratio of the number of months of service earned after June 4, 2002, divided by the total number of months of service.

COLA ACCUMULATION

According to the law, the Board must accumulate the difference between the CPI Index percentage change and the maximum percentage allowable in each Plan, and use it to supplement a future COLA benefit. The accumulated percentage carryover is known as the COLA accumulation.



SUPPLEMENTAL TARGETED ADJUSTMENT FOR RETIREES (STAR) COLA PROGRAM

Further down the road of retirement, you may qualify for the STAR COLA Program. The program is designed to ease the effects of inflation for a retiree whose retirement allowance has lost more than 20 percent of its purchasing power since retirement.

Each year, the Board of Retirement determines whether a STAR benefit is due to any LACERA retirees based on inflation experienced over their retirement years. Inflation is measured by increases in the Los Angeles-Riverside-Orange County, California CPI. The Board also determines whether the benefit should be an ad-hoc benefit (paid for one year only) or a permanent benefit (added to the base retirement allowance for the member’s life).

The STAR program applies only to members who retired from contributory plans and their eligible beneficiaries; Plan E members are not eligible.

PLAN E ELECTIVE COLA

Elective COLA offers Plan E members an opportunity to purchase an actuarially equivalent COLA benefit for the portion of their allowance based on service credit earned prior to June 4, 2002. (Prior to June 4, 2002 Plan E members were not eligible for COLA adjustments.) Elective COLA may be purchased for some or all of eligible pre-June 4, 2002 Plan E service credit. The portions of service credit for which Elective COLA is purchased become eligible to receive an annual COLA going forward.



With a purchase of Elective COLA, the Plan E member becomes eligible to receive a COLA benefit on a greater portion of his or her retirement allowance. However, since it is based on actuarial assumptions for life expectancy and annual inflation, Plan E Elective COLA may not be advantageous for every Plan E member. Speak with a LACERA Retirement Benefits Specialist to determine if a purchase of Plan E Elective COLA is wise for you.

MAXIMIZING YOUR BENEFIT

ADDITIONAL RETIREMENT CREDIT (ARC)

The purchase of ARC is no longer available.* ARC is credit which was purchased to increase your service credit total. It is not based on actual employment. Since years of service credit is one of the factors used to calculate your retirement allowance, increasing your service credit through ARC will increase your monthly retirement allowance.**

(The retirement allowance of a contributory member cannot exceed 100 percent of his or her final compensation, regardless of ARC; the allowance of a Plan E member cannot exceed 80 percent of final compensation.) ARC does not apply when calculating retiree health care benefits or any other benefits based on total years of service credit.

CREDIT FOR SERVICE PRIOR TO LACERA MEMBERSHIP

Members of contributory plans may be eligible to purchase credit for service prior to LACERA membership; this includes certain types of County service and/or service with other public employers. Credit for certain types of service occurring during your current LACERA membership may also be purchased.

Service Potentially Eligible for Purchase:

- Temporary Time (TT)
- Sick Without Pay (SWOP)
- Redeposit of Withdrawn Contributions
- Military Service
- Federal Service
- Other Public Agency (OPA)
- Prior Plan E credit
- Safety members: conversion of up to five years of prior general service credit to safety credit

PURCHASING SERVICE CREDIT

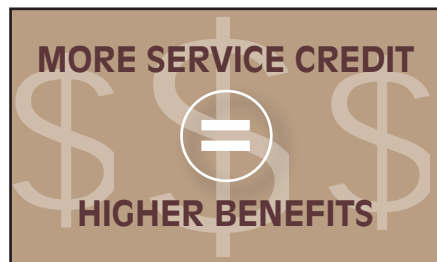

Members of contributory Plans A, B, C, or D interested in purchasing service credit should request an *Application to Purchase Retirement Service Credit* from LACERA. Within approximately 60 days of receipt of the completed application, LACERA will verify the member's eligibility for the purchase and issue a purchase contract. (Verification of service prior to your LACERA membership and

the computation of the cost of your service credit may affect the time required to prepare your contract.)

Service credit contracts may be paid through your choice of:

- A Lump Sum
- Monthly Payroll Deductions
- Combination Lump Sum/Monthly Payroll Deductions

Purchases of service credit are subject to certain restrictions. Contact a LACERA Retirement Benefits Specialist for details pertaining to your individual situation.

LEARN MORE ABOUT SERVICE CREDIT
Visit lacera.com, search for "Service Credit Overview"

*ARC purchase prohibited as of January 1, 2013

**In certain circumstances, this may not apply to a service-connected disability. For more information, call 800-786-6464.

The Pension Protection Act of 2006 expands payment options for purchasing service credit. Under this federal law, service credit and Plan E to D transfers may be purchased using any of the following methods:

- Payroll deductions (using before or after-tax dollars)
- Qualified Plans: 401(k)/401(a)/KEOGH*
- 457 Fund Plan Transfers: In-service or after Termination
- IRAs: Non-Roth/Non-After Tax
- 403(b)
- After-Tax Dollars

If you retire, terminate, or defer your membership before completing your purchase of Plan E service credit, you have 120 days to complete payment using any of these referenced methods.

PLAN TRANSFERS

A **Prospective Plan Transfer** is a simple plan change; you switch from Plan E to Plan D and begin making the monthly contributions. Although you are not required to purchase any of your Plan E service credit, you have the option of purchasing some or all of your prior service. You become a Plan D member the first day of the month following 30 days after your application is received by LACERA.

If you transfer prospectively from Plan E to Plan D and don't purchase all your E time, you will receive a **combined allowance** when you retire. Your allowance under each Plan will be calculated separately, based on the service credit earned under each Plan. The two amounts will then be added together to determine your total monthly allowance. You may retire from each Plan when you meet the respective age and service credit requirements.

Note: If you are granted a service retirement under Plan D before you meet the minimum age requirement for Plan E, your Plan E retirement benefits will automatically become effective on the date of your 55th birthday.

The **Open Window Transfer** requires you to purchase all your previous years of Plan E service credit before your transfer becomes effective. It can

be purchased in a lump sum or through monthly payments over a maximum of ten years. You remain in Plan E until the transfer contract is paid in full.

For additional information on purchasing service credit, call 800-786-6464 to speak with a LACERA Retirement Benefits Specialist.

CONTRACTS: REVOCABLE AND IRREVOCABLE

Contracts paid through payroll deductions may be made using either before-tax or after-tax dollars. If you use payroll deductions, you must designate whether you want the deductions taken on a before or after-tax basis when you enter into the contract.

Contracts paid with **before-tax dollars** (including payroll deductions) are **irrevocable**; the terms are locked in at the time of signing and cannot be revised. Using before-tax payroll deductions reduces your taxable income, but also prohibits changes to the contract.

Contracts paid with **after-tax dollars** are **revocable** and may be altered to suspend, increase, or decrease deductions, or to pay off the remaining balance. (Other restrictions may apply.)



**YOU MAY TRANSFER
RETIREMENT PLANS**
Visit lacera.com, search for
"Plan Transfers"



*Certain restrictions apply, check with the plan administrator for details pertaining to your individual situation.

ESTIMATING THE VALUE OF PURCHASING PREVIOUS SERVICE



Recovery Time

To determine how long it will take to recover the cost of a service credit purchase, enter the appropriate figures from the Retirement Allowance Tables (at the end of this book) in the following formula:

1. Number of years to be purchased _____
2. Retirement allowance *without* purchase (percentage from chart X average monthly salary) \$ _____
3. Retirement allowance *with* purchased service credit (percentage from chart X average monthly salary) \$ _____
4. Difference between retirement allowance *with* and *without* purchased service credit (subtract Line 2 from Line 3) \$ _____
5. Lump-sum cost of contract (total cost to purchase service credit) \$ _____
6. Divide cost of contract (line 5) by the difference between the two allowance amounts (line 4) _____
Months to recover cost of contract

Annual Rate of Return

To calculate the annual rate of return on your investment

7. Multiply the amount of increase in retirement allowance X 12 to obtain annual amount of increase (line 4 X 12) \$ _____
8. Divide the annual amount of increase by the cost of the contract (divide Line 7 by Line 5; multiply by 100) _____ %
Annual rate of return

THE PROCESS OF RETIRING

DETERMINING WHEN YOU'RE READY

"How much money will I receive each month when I retire?" To assist you in determining the answer, LACERA provides several resources:

- **Generate Your Own Retirement Benefit Estimate Online.** Visit **My LACERA on lacera.com** to create your personalized Retirement Benefit Estimate (RBE). The RBE calculator uses your personal member data on file with LACERA to show the first date you're eligible to retire, along with a preliminary calculation of the benefits — for each available Retirement Option. You may also enter different data to create other retirement scenarios and generate RBEs based on each set of data.
- **Personalized Retirement Benefit Estimate.** All registered attendees of Pre-Retirement Workshops held at LACERA's Pasadena office receive a personalized, preliminary calculation of their benefits, along with advantageous retirement dates. Others may request a personalized Retirement Benefit Estimate by calling LACERA at 800-786-6464.
- **One-on-One Consultations** with a LACERA Retirement Benefits Specialist are available at the Member Service Center. No appointment is required; consultations are available on a first come - first served basis. Or you may schedule an appointment online. The Member Service Center is located in the lobby of LACERA's Pasadena office, and is open from 7:00 a.m. - 5:00 p.m. Monday – Friday.

APPLYING FOR RETIREMENT

Completing your Election to Retire form ahead of time and submitting it with all the other required documents will save you valuable time and keep your retirement plans on track.

Six months before your retirement date, call LACERA at 800-786-6464 to request a Retirement Estimate and Election to Retire form. LACERA will mail you a tax withholding form and beneficiary designation form, along with your Retirement Election form.



Los Angeles County Employees Retirement Association

300 N. Lake Ave., Pasadena, CA 91101 / PO Box 7060, Pasadena, CA 91109-7060 / www.lacera.com / 626/564-6132 • 800/786-6464

Retirement Benefit Estimate and Election Form

For **FREDERICK FLINTSTONE**
For a retirement date of **03-31-2015**

The following retirement benefit estimates have been calculated based on the information on the Background Data sheet. **Please be certain this information is correct.** If it does not agree with your records, call LACERA at **1-800-786-6464**.

1 Retirement Benefit Estimate for a: SERVICE RETIREMENT Based on accrued service credit: **28.33309** Plan: **D**

Retirement Option	Monthly Allowance				Beneficiary's Allowance Whether or not you select the Pension Advance Option, after your death your eligible beneficiary will receive:
	Basic Allowance Without the Pension Advance Option	With the Pension Advance Option (Not applicable to disability retirement)			
		Until 62 nd Birthday	After 62 nd Birthday		
Unmodified	\$ 4,167.00	\$ 4,634.00	\$ 4,120.00	\$ 2,708.00	per month*
Unmod+Plus	\$ 4,016.00	N/A	N/A	\$ 4,016.00	per month*
Option 1 Lump sum	\$ 4,149.00	\$ 4,616.00	\$ 4,102.00	Total of your contributions and interest of \$ less: \$ for each month you receive an allowance AND one-half of total COLA paid to you during retirement.	
Option 2 100%	\$ 3,734.00	N/A	N/A	\$ 3,734.00	per month*
Option 3 50%	\$ 3,939.00	N/A	N/A	\$ 1,969.00	per month*
Option 4 Customized	\$ 0.00	N/A	N/A	\$ 0.00	per month*
(See reverse side of this form for information regarding Option 4)					

2 Retirement Benefit Estimate for a: SERVICE RETIREMENT
New total benefit amount you will be entitled to upon completion of your outstanding contract(s): **1.3333** years of additional service credit

Retirement Option	Monthly Allowance				Beneficiary's Allowance Whether or not you select the Pension Advance Option, after your death your eligible beneficiary will receive:
	Basic Allowance Without the Pension Advance Option	With the Pension Advance Option (Not applicable to disability retirement)			
		Until 62 nd Birthday	After 62 nd Birthday		
Unmodified	\$ 4,363.00	\$ 4,830.00	\$ 4,316.00	\$ 2,836.00	per month*
Option 1 Lump sum	\$ 4,345.00	\$ 4,812.00	\$ 4,298.00	Total of your contributions and interest of \$ less: \$ for each month you receive an allowance AND one-half of total COLA paid to you during retirement.	
Option 2 100%	\$ 3,910.00	N/A	N/A	\$ 3,910.00	per month*
Option 3 50%	\$ 4,124.00	N/A	N/A	\$ 2,062.00	per month*
Option 4 Customized	\$ 0.00	N/A	N/A	\$ 0.00	per month*
(See reverse side of this form for information regarding Option 4)					

*Please read the reverse side of this form for important information regarding your beneficiary's eligibility for a continuing allowance and other information regarding retirement benefits. Unmodified+Plus amount is contingent on proof of marriage/domestic partnership status and spouse/domestic partner age.

3 MEMBER COMPLETES THIS SECTION:

Retirement Option Election:

Having considered the Retirement Options and the benefit estimates above, I elect the Unmodified, Unmodified+Plus, or Option No. _____ (fill in Option number) Retirement Option. If I elected one of the numbered Options, I hereby certify any beneficiary has an insurable interest in my life.

- Pension Advance Option: Yes No (Applies only to Unmodified and Option 1)
- I wish to pay for _____ years of _____ service credit: Yes No

4 Member's Signature X _____ Date _____

NOTE: IF YOU CHANGE YOUR MIND AND DECIDE NOT TO RETIRE, YOUR WRITTEN RESCISSION MUST BE RECEIVED IN OUR OFFICE ONE BUSINESS DAY PRIOR TO YOUR EFFECTIVE RETIREMENT DATE.

This estimate of your retirement allowance is based on the current LACERA database and employer's salary data. If governing legislation, lawsuits, or employer records change, this estimate and/or your retirement allowance will be adjusted accordingly.



RSD537/RetBeneForm.doc

SIGN, DATE, AND RETURN THIS COPY TO LACERA

Two months prior to your retirement date, we recommend you submit the following retirement documents to LACERA:

- Your completed Retirement Benefit Estimate and Election form
- LACERA Beneficiary Designation form
- Tax Withholding form W-4P/DE-4P*

Depending on your personal circumstances, it may also be appropriate for you to submit the following **additional documents** when you apply for retirement:

- Your **original certified** marriage certificate or Certificate of Registered Domestic Partnership**
- Your beneficiary's **original certified** birth certificate (for Unmodified+Plus or Options 2, 3, or 4)

If You Visit LACERA's Member Service Center to Apply for Retirement: A LACERA Retirement Benefits Specialist **will meet with you and assist you in preparing your retirement paperwork.** The Specialist will provide you with enrollment forms for LACERA-administered retiree medical and dental insurance and Direct Deposit.

If you have any dependents that will be covered under LACERA-administered health and/or dental insurance, you should bring their **original certified** birth certificate with you to the Member Service Center.

If You Submit Your Retirement Documents by Mail: Be sure to sign your forms and **mail them to LACERA two months prior to your retirement date.** Enrollment forms for **LACERA-administered health and dental insurance will be mailed to you after your retirement** has been formally granted by the Board of Retirement.

Whether You Apply in Person or by Mail: If you are a Plan E Member with service prior to 1983 or a contributory member selecting the Pension Advance Option: to ensure accuracy, we recommend you submit your Social Security Statement.

DIVORCE AND YOUR LACERA RETIREMENT

If you were divorced during your County employment, you must provide LACERA with a conformed copy (with

the court clerk's filing date stamp and the judge's signature) of **all the pages** of your Judgment of Dissolution. **If the judgment states a further order is required,** provide LACERA copies of a **DRO** or a **QDRO**. If you are unsure about the need for additional documents, LACERA's Legal Division will review the judgment to ascertain if an additional order is required. If your dissolution occurred after 1984, you must also submit a copy of your Notice of Entry of Final Judgment.

If you are in the process of a divorce at the time of retirement, LACERA cannot pay your retirement allowance until the Judgment of Dissolution of Marriage is final and a court order directing the community property division (QDRO) of your LACERA benefits is received.

DESIGNATING BENEFICIARIES

Beneficiary Priority. Under the Unmodified Option, the law entitles your spouse or domestic partner, whether named as a beneficiary or not, to a continuing monthly allowance upon your death. If there is no spouse or domestic partner, the eligible minor children will receive the continuing allowance.

Dividing Benefits among Beneficiaries. When dividing benefits among your beneficiaries, the percentage of benefits must total 100 percent. Use whole numbers when assigning portions. For example, percentages for three children would be designated as 34, 33, and 33 percent.

If you have a trust and wish to leave a continuing monthly benefit to your spouse, you must designate the spouse as Primary Beneficiary (100 percent), and the trust as Secondary Beneficiary (100 percent). If your spouse or domestic partner dies before you and you have no eligible minor children, the trust will receive a lump-sum death benefit. A trust cannot receive a continuing monthly allowance.

Beneficiary Changes after Retirement. Only Option 1 allows you full flexibility to change your beneficiary designation after you retire. Under Option 2, 3, or 4, LACERA will not accept requests to change a Primary Beneficiary after you retire. The terms of the Unmodified Option and Unmodified+Plus Option dictate that upon your

*Per IRS and California Franchise Tax Board regulations, without a tax withholding form on file, LACERA will withhold tax as if you were married and claiming three withholding allowances.

**If you were married or in a domestic partnership at least one year prior to retirement or one day prior to a service-connected disability.

LACERA Service Retirement Options			PLAN A,B,C, or D	PLAN E
	Overview	Eligible Beneficiary	Survivor Benefit	Survivor Benefit
Unmodified	Highest monthly retirement allowance available	Eligible spouse, domestic partner, or minor child*	65% of member's allowance	55% of member's allowance
Unmodified + Plus	Allows member to provide survivor a customized percentage of member's reduced allowance	Eligible spouse, domestic partner, or minor child*	Custom percentage between 66% and 100% of member's reduced allowance (<i>reduced by only enough to cover the difference between 66% and 100%</i>)	Custom percentage between 56% and 100% of member's reduced allowance (<i>reduced by only enough to cover the difference between 56% and 100%</i>)
Option 1	Member receives slightly reduced Unmodified allowance during his/her lifetime; named beneficiary receives remaining balance of member's accumulated contributions	Any named beneficiary with an insurable interest (beneficiary may be changed after retirement)	Lump-sum payment (remaining balance of member's contributions and interest)	Not available
Option 2	Member receives reduced Unmodified allowance during his/her lifetime; named beneficiary receives 100% of reduced allowance	Any named beneficiary with an insurable interest	100% of member's reduced allowance (<i>reduction covers the entire cost of survivor's continuing allowance, based on age of member and beneficiary</i>)	100% of member's reduced allowance (<i>reduction covers the entire cost of survivor's continuing allowance, based on age of member and beneficiary</i>)
Option 3	Member receives reduced Unmodified allowance during his/her lifetime; named beneficiary receives 50% of reduced allowance	Any named beneficiary with an insurable interest	50% of member's reduced allowance (<i>reduction covers the entire cost of survivor's continuing allowance, based on age of member and beneficiary</i>)	50% of member's reduced allowance (<i>reduction covers the entire cost of survivor's continuing allowance, based on age of member and beneficiary</i>)
Option 4	Member receives reduced Unmodified allowance during his/her lifetime; can be customized to provide for multiple beneficiaries	Any named beneficiary(ies) with an insurable interest	Member can provide a fixed percentage or a set dollar amount to one or more beneficiaries (<i>allowance reduction covers entire cost of survivor's continuing allowance, based on age of member and beneficiaries</i>)	Member can provide a fixed percentage or a set dollar amount to one or more beneficiaries (<i>allowance reduction covers entire cost of survivor's continuing allowance, based on age of member and beneficiaries</i>)

*Survivor benefits terminate upon the death of the eligible surviving spouse, domestic partner, or named beneficiary. Surviving minor child(ren) are eligible for survivor allowances only when there is no surviving spouse or domestic partner. Survivor allowances to an eligible minor child continue until the child is no longer eligible.



death, the monthly allowance can only be paid to an eligible surviving spouse, child(ren), or registered domestic partner. For additional information, visit lacera.com or call 800-786-6464 to speak with a LACERA Retirement Benefits Specialist.

However, under the Unmodified Option, a retired member may name a new beneficiary if his/her eligible spouse or registered domestic partner predeceases him/her. The new named beneficiary will receive any remaining portion of the member's accumulated contributions. The new beneficiary will not be eligible to receive a continuing survivor allowance or to enroll in LACERA-administered survivor healthcare coverage. For additional information, visit lacera.com or call 800-786-6464 to speak with a LACERA Retirement Benefits Specialist.

DEFINITION OF BENEFICIARIES

Beneficiary categories referenced in Retirement Allowance Options are defined as follows:

Eligible Spouse:

- Must be married one year prior to the member's retirement

Eligible Domestic Partner:

- Must be registered with the California Secretary of State, with a Certificate of Registered Domestic Partnership, one year prior to the member's retirement

Eligible Child(ren):

- Up to age 18. Eligibility may be extended through the age of 21 if the eligible child(ren) remains unmarried and remains a full-time student in an accredited educational institution

Person with Insurable Interest:

- Depends, either wholly or in part, on the member for education or support
- Individual with whom the member has a legal obligation that will be affected by the member's death:
 - o payment of money
 - o property
 - o service
- Upon the member's death, may be entitled to a benefit from the member's estate

RETIREMENT ALLOWANCE OPTIONS

As a LACERA member you have a number of options regarding the distribution of your retirement benefits. These options affect the amount of retirement allowance you will receive each month and the amount of the survivor benefit payable to your spouse or named beneficiary upon your death. The option you select will also determine whether or not you can change your named beneficiary after you retire.

Take the time to review these Retirement Options; they are designed to offer flexibility and address various needs of single, married, or divorced individuals, or domestic partners.

When a member of any LACERA retirement plan dies after retirement, the surviving spouse, or the named beneficiary, or estate, is entitled to receive a one-time \$5,000 death benefit from LACERA. This benefit applies regardless of the Retirement Option the deceased member elected.

PENSION ADVANCE OPTION

The Pension Advance Option is a benefit payment option designed to equalize a member's income from LACERA prior to age 62, with the member's combined income from LACERA and Social Security after age 62.

Under this option LACERA's actuary estimates the member's Social Security benefit and a percentage of that estimate is added to the member's LACERA retirement allowance until he or she reaches age 62.* At 62, the full Social Security estimate is subtracted from the allowance.

Important Note: Due to differences between estimated and actual Social Security benefit amounts and reductions due to WEP or GPO, **the combined income members receive under this option is often less than they received prior to age 62.**

Eligibility Requirements

- Service retirement prior to age 62
- Member of contributory plan
- Submit a Social Security statement of benefits
- Elect of one of the following:
 - o Unmodified Option
 - o Option 1

*The estimated Social Security benefit LACERA uses may be more or less than your actual Social Security benefit. If you would like LACERA to use the actual amount of your Social Security benefit, you must submit a benefit estimate from Social Security when you retire; LACERA will use it to compute this option.

MAKING CHANGES

Changing Your Retirement Date. If, after submitting your Retirement Benefit Estimate and Election Form, you wish to rescind or change your retirement date, you must notify LACERA in writing at least one business day prior to the retirement date entered on your Retirement Benefit Estimate and Election Form.

Changing Your Option after Retirement. You may change your Retirement Option prior to the issuance of your first retirement check; you may not change Options after that time.

DISABILITY RETIREMENT

LACERA's contributory retirement plans provide disability retirement benefits for active members who are determined by the Board of Retirement to be permanently incapacitated for the performance of their regular job duties.

For more information on service-connected and nonservice-connected disability retirements, call 800-786-6464 to speak with a LACERA Retirement Benefits Specialist.

TRANSITIONING TO RETIREE STATUS

Once you've submitted your Election to Retire Form, to reduce processing delays, you should notify:

- Your immediate supervisor
- Your Human Resources Officer
- Your payroll office
- If you have a 457 and/or 401(k) plan, contact Great-West at 1-800-947-0845 to discuss your options

Your Final Check will be paid by your Department after it receives notice from LACERA that you are retired.

Your final check will include any earned pay for which you have not already been compensated:

- Vacation
- 100 percent sick leave
- Holiday time

These final payments will not be used to calculate your retirement allowance.

Coverage on Your County Medical Plan will continue through the end of the month following retirement. For example, if you retire on September 10, your coverage will continue through October 31.

CONGRATULATIONS

After LACERA's Board of Retirement (BOR) formally grants your retirement, you will receive a letter from LACERA congratulating you on your new retiree status!

Soon after the BOR grants your retirement, you will receive a retiree health insurance package. You have sixty (60) days from your retirement date to select a LACERA-administered health insurance plan and complete and submit the necessary forms to LACERA.

NEW RETIREE

As a new retiree, your retirement allowance is only paid once a month – on the last business day of each month.

We suggest enrolling in a Direct Deposit account prior to your retirement date to ensure your first retirement allowance is paid by direct deposit. LACERA is mindful of getting our retirees their payments in a timely manner. However, if incorrect information is recorded, delays in processing or unforeseen banking issues may occur. If this is the case, your retirement allowance may be paid by check. Mailed checks typically take 3-5 business days to receive. You will continue to be paid by check until your Direct Deposit begins.

LACERA offers three simple methods for enrolling in, making changes to, or canceling an existing Direct Deposit account – on My LACERA (retirees only), by phone, or by mail.

- My LACERA can be found on lacera.com.
- Sign in to your account and select Direct Deposit from the menu.
- By phone, call LACERA at 800-786-6464. Be ready to provide your account number and bank routing number.
- Or if you prefer by mail, go to lacera.com, the Brochures & Forms page, print, and complete the Direct Deposit authorization form.

**Don't Report to Work on
Your Retirement Day;
You Are Retired!**

Retiree Payroll Deductions. The payroll deductions you experienced as an active employee are discontinued upon your termination. If you wish LACERA to apply deductions to your monthly retirement allowance check, it is your responsibility to arrange those deductions with the correct agencies; complete a deduction authorization form with your credit union, union, or appropriate County-related organization.

Retiree payroll deductions may include:

- Federal and state withholding tax
- Medical insurance premiums
- Local 1014 Firefighters medical insurance
- 721 Catastrophic plan
- Union and associate dues
- Credit union savings and loan payments
- Retiree organizations
- Public safety officer tax benefit under Pension Protection Act of 2006 (see IRS Tax Benefit for Eligible Retired Public Safety Officers)

If You Chose the Pension Advance Option or Are a Plan E Member over Age 62. Submit proof of your actual Social Security benefit to LACERA.

ISSUES OF TAXABILITY
YOUR LACERA RETIREMENT BENEFIT IS TAXABLE
 In most cases, the retirement allowance you receive from LACERA is taxable.*

FEDERAL AND STATE INCOME TAX WITHHOLDING REQUIREMENTS

You may elect to have federal or California state tax withheld from your retirement allowance at whatever rate you choose. Or you may elect **not** to have withholding deducted from your retirement allowance. You may also elect to have a specific amount withheld for California state tax; however, you may **not** designate a specific amount of federal income tax be withheld. **To exercise any of these withholding options, you must have federal and California state tax withholding form W-4P/DE-4P on file with LACERA.** If you do not submit this tax form, LACERA is required by law to withhold taxes from your allowance as if you were a married person claiming three (3) withholding exemptions. If you elect not to withhold federal or California state income tax from your retirement allowance, or if you do not withhold enough tax, you may be responsible for payment of estimated tax. If your withholding and estimated tax payments are not sufficient, you may incur penalties under the estimated tax rules.

To submit your tax withholding elections online, visit My LACERA on lacera.com. If you prefer to submit your tax withholding elections by mail, call 800-786-6464 to request a W-4P/DE-4P tax form. The form is also available on the Brochures & Forms page of lacera.com.

If You Move Outside California

In compliance with federal law, California income tax is not withheld from your retirement allowance if you reside outside of California. However, if you are receiving other income from California that is subject to state tax, you may elect to have LACERA withhold taxes from your retirement allowance to satisfy your other California tax obligation.



*Certain exceptions may apply. Allowances on some service-connected disability retirements may not be taxable.

Please read the back side of this form before completing.

Form **W-4P**
 Dept. of the Treasury
 Internal Revenue Service

FEDERAL
 WITHHOLDING CERTIFICATE
 FOR PENSION OR ANNUITY PAYMENTS

Name _____ Member
 Social Security # _____ Survivor Legal Payee

**Complete Line 1 OR Line 2(a) and (b).
 If you complete Line 2 (a) and (b) and you wish to have additional taxes withheld, complete Line 3.**

1. Check here if you **do NOT** want any federal income tax withheld from your pension or annuity.
 (Do not complete lines 2 or 3)

2. Total number of allowances and marital status you are claiming for withholding from each periodic pension or annuity payment. (**NOTE:** You may also designate an additional dollar amount on line 3)
 - (a) Enter number of allowances: _____
 - (b) Marital status (check only one):
 Single* Married Married, but withhold at higher "Single" rate*

3. Additional amount you would like withheld from each periodic pension or annuity payment: \$ _____
NOTE: Before entering an amount here on line 3, you must enter a number of allowances (even if it's zero) on line 2(a), and check one of the marital status boxes in 2(b).

*The same IRS tax table applies to these two categories: *Single or Married, but withhold at higher "Single" rate*. As a result, our system applies the same computer processing code to both groups. Therefore, **for tax coding purposes only**, the "system" sees both categories as "single." This tax coding process **does not affect your marital status designation** on record in your LACERA membership information.

DE-4P

Employment
 Development
 Department

CALIFORNIA STATE
 WITHHOLDING CERTIFICATE
 FOR PENSION OR ANNUITY PAYMENTS

Complete ONLY ONE of the following: Line 1, Line 2 (a and b), or Line 3.

1. I elect **NOT** to have state income tax withheld from my pension or annuity.
 — or —

2. I want my state withholding from each periodic pension or annuity payment to be figured using the number of allowances and marital status shown below. **NOTE:** You may also designate an additional amount on line (c).
 - (a) Enter number of allowances: _____
 - (b) Marital status (check only one):
 Single or Married (with two or more incomes)* Married (one income) Head of Household
 - (c) Additional amount, if any, to be withheld from each periodic pension or annuity payment: \$ _____
NOTE: Before entering an amount here, you must enter a number of allowances (even if it's zero) on line 2(a), and check one of the marital status boxes in 2(b).

3. I want this designated amount withheld from each periodic pension or annuity payment: \$ _____

*The same California tax table applies to these two categories: *Single or Married (with two or more incomes)*. As a result, our system applies the same computer processing code to both groups. Therefore, **for tax coding purposes only**, the "system" sees both categories as "single." This tax coding process **does not affect your marital status designation** on record in your LACERA membership information.

Signature **X** _____ Date _____

NOTE: THIS WITHHOLDING INFORMATION REPLACES ANY PRIOR ELECTION INFORMATION.

RSD 510



IRS TAX BENEFIT FOR ELIGIBLE RETIRED PUBLIC SAFETY OFFICERS

Under the Pension Protection Act of 2006 (PPA) eligible retired public safety officers (PSO) are permitted to exclude up to \$3,000 of distributions from their LACERA retirement plan for direct payment of health care premiums. These excluded distributions shall be used by LACERA for direct payment of qualified accident or health and/or long-term care insurance premiums for the public safety officer, his or her spouse, and/or dependents. Eligibility for this Internal Revenue Service (IRS) tax benefit hinges on several requirements, and it is the responsibility of each member to substantiate his or her PSO eligibility. For details on eligibility requirements, visit lacera.com or call 800-786-6464 to speak with a LACERA Retirement Benefits Specialist.

OTHER TAX EXEMPTIONS

Certain transactions involving after-tax dollars may be excluded from the taxable distribution amount LACERA reports to the IRS on Form 1099-R; this includes any pre-August 1983 contributions paid to LACERA with previously taxed dollars, and/or purchases of service credit made with after-tax dollars. Certain restrictions apply; for additional information speak with a LACERA Retirement Benefits Specialist.

IRS FORM 1099-R

At the end of each year, as required by law, LACERA reports retiree income to the IRS on Form 1099-R. (This replaces the W-2 form you received as an active employee.) The form shows a breakdown of your annual distributions:

<input type="checkbox"/> CORRECTED (if checked)		OMB No. 1545-0119 Form 1099-R 2014		Distributions From Pensions, Annuities, Retirement or Profit-Sharing Plans, IRAs, Insurance Contracts, etc.
PAYER'S name, street address, city, state, and ZIP code LACERA GATEWAY PLAZA 300 NORTH LAKE AVE, 5TH FLOOR PASADENA, CA. 91101-4199 (800) 786-6464		1 Gross distribution \$ 31,132.76	Total distribution <input type="checkbox"/>	
PAYER'S Federal identification number 95-XXXXXXX		2a Taxable amount \$ 30,881.66	Copy C For Recipient's Records Keep this copy for your records.	
RECIPIENT'S identification number _____		3 Capital gain (included in box 2a) \$ _____	4 Federal income tax withheld \$ 5,799.04	
RECIPIENT'S name (first, middle, last) street address, city, state, and ZIP code JOE SAMPLE 1313 MOCKINGBIRD LANE OUR TOWN, CA 90102		5 Employee contributions or insurance premiums \$ 251.10	6 Net unrealized appreciation in employer's securities \$ _____	
Account number (optional) _____		7 Distribution code 7 <input type="checkbox"/> IRA/SEP	8 Other _____ %	
		9a Your percentage of total distribution % _____	9b Total employee contributions \$ 8,618.16	
		10 State tax withheld \$ 1,512.38	11 State/Payer's state number CA 801 0824 4	
		12 Local tax withheld \$ _____	13 Name of locality Retirement Date 03/31/05	

Form 1099-R Department of the Treasury-Internal Revenue Service

Box 1 – Gross Distribution:
Your total LACERA income.

Box 2a – Taxable Amount:
The taxable portion of your LACERA income.

Box 5 – Employee Contributions:
Non-taxable portion of income you received that year, includes any use of previously taxed contributions.

Box 9b – Total Employee Contributions:
Total contributions at retirement on which you have already paid taxes. This box will show an amount the first year only.

Form 3

CONSULT WITH A PROFESSIONAL TAX ADVISOR

For more information on tax issues and how they may relate to your individual situation, consult with a professional advisor. LACERA does not offer tax or legal advice.

**LACERA-ADMINISTERED HEALTH CARE PROGRAM FOR RETIREES IN TIER 1*
SELECTION OF MEDICAL AND DENTAL PLANS**

Retirees can choose from a variety of LACERA-administered medical plans and dental/vision plans, including HMOs and indemnity medical plans. For members over age 65, a choice of Medicare supplement or Medicare HMO plans is offered. LACERA-administered health care plans are available to all retirees, regardless of pre-existing medical conditions.

New retirees have 60 days from their LACERA-approved retirement date to enroll themselves, their legal spouse or registered domestic partner, and eligible dependents in the plan of their choice. **Late enrollment rules apply if the 60-day time limit is not met.**

Eligible dependents include:

- Unmarried natural or legally-adopted children and/or stepchildren under the age of 19
- Unmarried natural or legally-adopted children and/or stepchildren up to age 23, if full-time students in an accredited institution
- Mentally or physically disabled unmarried children over the age of 19 (medical certification required)

The cost of LACERA-administered plans varies according to the plan selected, number of dependents covered, and your years of service credit.

Retiree Health Care Subsidy. The County subsidizes retiree medical/dental insurance based on the member’s years of service credit. For a member with ten years of

service credit (excluding ARC and reciprocal service credit), the County contributes 40 percent of the selected plan premium or 40 percent of the benchmark plan premium, whichever is less.** For each year of service credit beyond ten years, the County contributes an additional four percent per year of the selected plan premium or four percent of the benchmark plan premium, whichever is less, up to a maximum of 100 percent for a member with 25 years of service credit. (The percentage paid by the County is subject to change.)

Members (even those with 25 years of service) are required to pay the difference each month on premiums exceeding the benchmark amount.

County Subsidy – Retiree Health Care:

First 10 Years of Service Credit = 40%

Each Additional Year = Additional 4%

25 Years of Service Credit = 100%

OVERVIEW OF PLAN TYPES

Indemnity. An indemnity plan allows you to visit any doctor anywhere in the U.S., as well as a number of foreign countries. Once its annual deductible has been met, this type of plan pays 80 percent of covered expenses. It also requires you to submit claims for the services you receive. Most LACERA-administered indemnity plans have a

maximum lifetime benefit of one million dollars.

PPO. A Preferred Provider Organization (PPO) provides a network of health care providers who are under contract to provide care to policyholders at a discount or for a fixed fee; this type of plan provides incentives to patients to use the contracting (“preferred”) providers. It does not require patients to submit claims, as long as the services are provided by an in-network preferred provider. A PPO also allows you to see out-of-network providers, but at a higher cost. Patients must submit claims for services by “non-preferred” providers. The LACERA-administered PPO carries a maximum lifetime benefit of one million dollars.

HMO. A Health Maintenance Organization (HMO) is a prepaid health care plan under which members pay a set annual fee to have access to a wide range of comprehensive health care services through a group of contracting doctors

*LACERA members prior to July 1,2014 are Tier 1 retiree health care participants.

**LACERA offers a special health care benefits reciprocity program for retirees who earned service credit from employment with both the County (LACERA) and the City of Los Angeles (LACERS). For more information, call 800-786-6464 and press 1 to speak with our retiree healthcare division.



and hospitals. HMOs also offer urgent and emergency care to members traveling outside of their service area. Members are generally limited to using HMO-designated providers. HMOs require no or low co-payments, no deductibles, and no lifetime maximums.

Dental/Vision Plans. LACERA retirees and dependents may choose a LACERA-administered indemnity or HMO dental/vision plan. Retirees may enroll in a dental/vision plan whether or not they enroll in any of the LACERA-administered medical plans.

For a list of the current LACERA-administered indemnity, PPO, and HMO plans, visit the Health Care section of lacera.com.

Changing Plans. There are no open enrollment periods associated with any LACERA-administered health care plans; you may change plans at any time. However a six-month waiting period from the receipt of your application form applies when changing medical plans and a one-year waiting period applies when changing dental/vision plans. The waiting period is waived if you move out of your plan's service area, provided you notify LACERA within 30 days of your moving date.



ABOUT MEDICARE

Medicare is a national, federally-administered senior health insurance program available to most people age 65 and older and most individuals with disabilities. Traditionally, the plan pays 80 percent of covered expenses after annual deductibles and co-payments have been met.

Medicare Eligibility Requirements:

- Age 65 or older, or
- Under age 65 with certain disabilities, or
- Any age with permanent kidney failure (subject to Centers for Medicare and Medicaid Services regulations)

Medicare offers three components:

- Part A: pays for inpatient hospital expenses

- Part B: covers outpatient health care expenses including doctor fees
- Part D: prescription drug coverage

Most people get Medicare Part A hospital insurance when they turn 65; those who are eligible for Social Security or Railroad Retirement benefits qualify automatically. Others may qualify on a spouse's record (even if divorced), or because they are government employees not covered by Social Security, but paid into the Medicare part of the Social Security tax. Additionally, anyone receiving Social Security disability benefits for 24 months qualifies for hospital insurance.

For further information on Medicare, contact any Social Security Administration (SSA) office or visit www.ssa.gov. For questions regarding Medicare benefits or claims processing, contact the Centers for Medicare and Medicaid Services (CMS) at 800-633-4227, or visit www.medicare.gov.

LACERA-administered Medicare plans are designed to supplement Medicare coverage. To be eligible for LACERA-administered Medicare plans, you must have Medicare Parts A and B coverage. If you, your eligible spouse, or dependent meet both of the following conditions, LACERA will reimburse your Part B base rate premiums, on a tax-free basis, through the County Medicare Part B Premium Reimbursement Program:*

- Enrollment in Medicare Part A and Medicare Part B**
- Enrollment in a LACERA-administered Medicare Advantage/Prescription Drug Plan or Medicare supplement plan

Advantages of enrollment in a LACERA-administered Medicare plan:

- Reduced out-of-pocket cost
- County may reimburse your Medicare Part B premium
- Reduction in a portion of the health insurance premium

*The Part B reimbursement program is subject to an annual review by the L.A. County Board of Supervisors.

**To qualify, you may not be receiving reimbursement for your Part B premium by any other agency or employer.

If you or your eligible spouse is enrolled in a LACERA-administered Medicare plan, your eligible dependents under age 65 must enroll in a LACERA-administered non-Medicare plan with the same insurance carrier.

Medicare Part D is a federal program to subsidize the costs of prescription drugs for Medicare beneficiaries in the United States.

The coverage provided by LACERA-administered health care plans is at least as good, if not better, than individual Medicare Part D coverage; therefore all LACERA Medicare-eligible members are urged not to enroll in a Medicare Part D prescription drug plan. Enrollment in an individual Part D program may jeopardize your LACERA-administered health care plan.

Additional information on Medicare prescription drug plans is available online at www.medicare.gov, or by calling the CMS at 800-633-4227.

LACERA RESOURCES

LACERA provides an array of resources to assist members through all stages of their careers, including retirement. Take advantage of these resources as you plan for and transition to retirement.

Pre-Retirement Workshop

If you haven't attended a Pre-Retirement Workshop, we encourage you to do so. Each registered attendee of the pre-retirement workshop held at LACERA's Pasadena office receives a personalized estimate of retirement benefits, including customized recommendations on selecting the most advantageous retirement date. LACERA Retirement Benefits Specialists are on hand to review your estimate, one-on-one, and offer recommendations on how to maximize your personal retirement situation. In addition, LACERA specialists discuss an array of issues critical to retirement planning. Call 800-786-6464 to RSVP.

Plan Brochures

The brochures for Plan D, Plan E, and Safety Plans A and B detail the features and benefits of each Plan.

Call Center

Our friendly and knowledgeable Retirement Benefits Specialists in the Call Center are available to answer your retirement-related questions Monday through Friday from 7:00 a.m. to 5:30 p.m. To speak with one of them, call 800-786-6464.

Member Service Center

One-on-one consultations with a Retirement Benefits Specialist are available at our Member Service Center on a walk-in basis Monday through Friday from 7:00 a.m. to 5:00 p.m. Appointments may also be scheduled online at lacera.com.

Spotlight on Retirement

Retirees receive our quarterly newsletter, *Spotlight*. It focuses on member service enhancements, administrative procedures, retiree health care benefits, legislation impacting retirees, and general information regarding the overall retirement system.

Website

The LACERA website, lacera.com, includes:

- A My LACERA members-only section that gives you 24-hour access to your personal account information and LACERA transactions.
 - Create your own Retirement Benefit Estimate (RBE) with the online Calculator. View your retirement plan information on file
 - See your recent LACERA interactions
 - Access your Annual Benefit Statement
 - Review, update, or edit your Beneficiary information online
- A "Brochures & Forms" page for viewing, printing, and/or ordering LACERA printed materials
- Updates on the association's investments, including fund performance and annual reports
- Online calculators to estimate your retirement allowance, cost of plan transfer, etc.

Email

You can also communicate with LACERA via email at welcome@lacera.com.



GENERAL MEMBERS – PLAN A

PERCENTAGE OF FINAL COMPENSATION USED IN CALCULATING YOUR RETIREMENT ALLOWANCE*

To estimate your retirement allowance, find your years of service and follow the row to the column that shows your age at retirement. The number displayed indicates the percentage of final compensation that will be used in calculating your retirement allowance.

Years of service	AGES												
	50	51	52	53	54	55	56	57	58	59	60	61	62 & over
10	14.75	15.67	16.67	17.41	18.41	19.48	20.61	21.82	22.68	23.54	24.40	25.26	26.11
11	16.23	17.23	18.33	19.15	20.25	21.42	22.67	24.00	24.95	25.89	26.84	27.78	28.72
12	17.70	18.80	20.00	20.89	22.10	23.37	24.73	26.19	27.22	28.25	29.28	30.31	31.34
13	19.18	20.36	21.67	22.64	23.94	25.32	26.79	28.37	29.48	30.60	31.72	32.83	33.95
14	20.65	21.93	23.33	24.38	25.78	27.27	28.85	30.55	31.75	32.95	34.16	35.36	36.56
15	22.13	23.50	25.00	26.12	27.62	29.22	30.91	32.73	34.02	35.31	36.60	37.88	39.17
16	23.60	25.06	26.67	27.86	29.46	31.16	32.97	34.91	36.29	37.66	39.03	40.41	41.78
17	25.08	26.63	28.33	29.60	31.30	33.11	35.03	37.10	38.56	40.01	41.47	42.93	44.39
18	26.55	28.20	30.00	31.34	33.14	35.06	37.09	39.28	40.82	42.37	43.91	45.46	47.00
19	28.03	29.76	31.67	33.08	34.99	37.01	39.16	41.46	43.09	44.72	46.35	47.98	49.62
20	29.50	31.33	33.33	34.82	36.83	38.95	41.22	43.64	45.36	47.08	48.79	50.51	52.23
21	30.98	32.90	35.00	36.56	38.67	40.90	43.28	45.83	47.63	49.43	51.23	53.04	54.84
22	32.45	34.46	36.67	38.31	40.51	42.85	45.34	48.01	49.90	51.78	53.67	55.56	57.45
23	33.93	36.03	38.33	40.05	42.35	44.80	47.40	50.19	52.16	54.14	56.11	58.09	60.06
24	35.40	37.60	40.00	41.79	44.19	46.74	49.46	52.37	54.43	56.49	58.55	60.61	62.67
25	36.88	39.16	41.67	43.53	46.03	48.69	51.52	54.55	56.70	58.85	60.99	63.14	65.28
26	38.35	40.73	43.33	45.27	47.87	50.64	53.58	56.74	58.97	61.20	63.43	65.66	67.89
27	39.83	42.30	45.00	47.01	49.72	52.59	55.64	58.92	61.24	63.55	65.87	68.19	70.51
28	41.30	43.86	46.67	48.75	51.56	54.53	57.70	61.10	63.50	65.91	68.31	70.71	73.12
29	42.78	45.43	48.33	50.49	53.40	56.48	59.76	63.28	65.77	68.26	70.75	73.24	75.73
30	44.25	47.00	50.00	52.23	55.24	58.43	61.82	65.47	68.04	70.61	73.19	75.77	78.34
31	45.73	48.56	51.67	53.98	57.08	60.38	63.89	67.65	70.31	72.97	75.63	78.29	80.95
32	47.20	50.13	53.33	55.72	58.92	62.33	65.95	69.83	72.58	75.32	78.07	80.82	83.56
33	48.68	51.69	55.00	57.46	60.76	64.27	68.01	72.01	74.87	77.68	80.51	83.34	86.17
34	50.15	53.26	56.67	59.20	62.61	66.22	70.07	74.19	77.11	80.03	82.95	85.87	88.79
35	51.63	54.83	58.33	60.94	64.45	68.17	72.13	76.38	79.38	82.38	85.39	88.39	91.40
36	53.10	56.39	60.00	62.68	66.29	70.12	74.19	78.56	81.65	84.74	87.83	90.92	94.01
37	54.58	57.96	61.67	64.42	68.13	72.06	76.25	80.74	83.92	87.09	90.27	93.44	96.62
38	56.05	59.53	63.33	66.16	69.97	74.01	78.31	82.92	86.18	89.45	92.71	95.97	99.23
39	57.53	61.09	65.00	67.91	71.81	75.96	80.37	85.10	88.45	91.80	95.15	98.49	100.00
40	59.00	62.66	66.67	69.65	73.65	77.91	82.43	87.29	90.72	94.15	97.59	100.00	100.00
41	60.48	64.23	68.33	71.39	75.49	79.85	84.49	89.47	92.99	96.51	100.00	100.00	100.00

*Figures are presented as a guide; your actual allowance may vary.

NOTE: If you were covered under Social Security as a County employee prior to January 1983, your retirement allowance will be reduced by a fixed amount for each year of County service covered by Social Security.

Chart 4

GENERAL MEMBERS – PLAN B

PERCENTAGE OF FINAL COMPENSATION USED IN CALCULATING YOUR RETIREMENT ALLOWANCE*

To estimate your retirement allowance, find your years of service and follow the row to the column that shows your age at retirement. The number displayed indicates the percentage of final compensation that will be used in calculating your retirement allowance.

Years of service	AGES															
	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65 & over
10	12.42	13.14	13.91	14.75	15.66	16.67	17.41	18.41	19.48	20.61	21.82	22.68	23.54	24.40	25.26	26.11
11	13.67	14.45	15.30	16.23	17.23	18.33	19.15	20.25	21.42	22.67	24.00	24.95	25.89	26.84	27.78	28.72
12	14.91	15.76	16.69	17.70	18.80	20.00	20.89	22.10	23.37	24.73	26.19	27.22	28.25	29.28	30.31	31.34
13	16.15	17.08	18.08	19.18	20.36	21.67	22.64	23.94	25.32	26.79	28.37	29.48	30.60	31.72	32.83	33.95
14	17.39	18.39	19.47	20.65	21.93	23.33	24.38	25.78	27.27	28.85	30.55	31.75	32.95	34.16	35.36	36.56
15	18.64	19.71	20.87	22.13	23.50	25.00	26.12	27.62	29.22	30.91	32.73	34.02	35.31	36.60	37.88	39.17
16	19.88	21.02	22.26	23.60	25.06	26.67	27.86	29.46	31.16	32.97	34.91	36.29	37.66	39.03	40.41	41.78
17	21.12	22.33	23.65	25.08	26.63	28.33	29.60	31.30	33.11	35.03	37.10	38.56	40.02	41.47	42.93	44.39
18	22.36	23.65	25.04	26.55	28.20	30.00	31.34	33.14	35.06	37.10	39.28	40.82	42.37	43.91	45.46	47.00
19	23.60	24.96	26.43	28.03	29.76	31.67	33.08	34.99	37.01	39.16	41.46	43.09	44.72	46.35	47.98	49.62
20	24.85	26.27	27.82	29.50	31.33	33.33	34.82	36.83	38.95	41.22	43.64	45.36	47.08	48.79	50.51	52.23
21	26.09	27.59	29.21	30.98	32.90	35.00	36.56	38.67	40.90	43.28	45.83	47.63	49.43	51.23	53.04	54.84
22	27.33	28.90	30.60	32.45	34.46	36.67	38.31	40.51	42.85	45.34	48.01	49.90	51.78	53.67	55.56	57.45
23	28.57	30.21	31.99	33.93	36.03	38.33	40.05	42.35	44.80	47.40	50.19	52.16	54.14	56.11	58.09	60.06
24	29.82	31.53	33.38	35.40	37.60	40.00	41.79	44.19	46.74	49.46	52.37	54.43	56.49	58.55	60.61	62.67
25	31.06	32.84	34.78	36.88	39.16	41.67	43.53	46.03	48.69	51.52	54.55	56.70	58.85	60.99	63.14	65.28
26	32.30	34.16	36.17	38.35	40.73	43.33	45.27	47.87	50.64	53.58	56.74	58.97	61.20	63.43	65.66	67.89
27	33.54	35.47	37.56	39.83	42.30	45.00	47.01	49.72	52.59	55.64	58.92	61.24	63.55	65.87	68.19	70.51
28	34.79	36.78	38.95	41.30	43.86	46.67	48.75	51.56	54.53	57.70	61.10	63.50	65.91	68.31	70.71	73.12
29	36.03	38.10	40.34	42.78	45.43	48.33	50.49	53.40	56.48	59.76	63.28	65.77	68.26	70.75	73.24	75.73
30	37.27	39.41	41.73	44.25	47.00	50.00	52.24	55.24	58.43	61.83	65.47	68.04	70.62	73.19	75.77	78.34
31	38.51	40.72	43.12	45.73	48.56	51.67	53.98	57.08	60.38	63.89	67.65	70.31	72.97	75.63	78.29	80.95
32	39.75	42.04	44.51	47.20	50.13	53.33	55.72	58.92	62.33	65.95	69.83	72.58	75.32	78.07	80.82	83.56
33	41.00	43.35	45.90	48.68	51.69	55.00	57.46	60.76	64.27	68.01	72.01	74.84	77.68	80.51	83.34	86.17
34	42.24	44.66	47.29	50.15	53.26	56.67	59.20	62.61	66.22	70.07	74.19	77.11	80.03	82.95	85.87	88.79
35	43.48	45.98	48.69	51.63	54.83	58.33	60.94	64.45	68.17	72.13	76.38	79.38	82.38	85.39	88.39	91.40
36	44.72	47.29	50.08	53.10	56.39	60.00	62.68	66.29	70.12	74.19	78.56	81.65	84.74	87.83	90.92	94.01
37	45.97	48.61	51.47	54.58	57.96	61.67	64.42	68.13	72.06	76.25	80.74	83.92	87.09	90.27	93.44	96.62
38	47.21	49.92	52.86	56.05	59.53	63.33	66.16	69.97	74.01	78.31	82.92	86.18	89.45	92.71	95.97	99.23
39	48.45	51.23	54.25	57.53	61.09	65.00	67.91	71.81	75.96	80.37	85.10	88.45	91.80	95.15	98.49	100.00
40	49.69	52.55	55.64	59.00	62.66	66.67	69.65	73.65	77.91	82.43	87.29	90.72	94.15	97.59	100.00	100.00
41	50.94	53.86	57.03	60.48	64.23	68.33	71.39	75.49	79.85	84.49	89.47	92.99	96.51	100.00	100.00	100.00

*Figures are presented as a guide; your actual allowance may vary.

NOTE: If you were covered under Social Security as a County employee prior to January 1983, your retirement allowance will be reduced by a fixed amount for each year of County service covered by Social Security.



GENERAL MEMBERS – PLAN C & D

PERCENTAGE OF FINAL COMPENSATION USED IN CALCULATING YOUR RETIREMENT ALLOWANCE*

To estimate your retirement allowance, find your years of service and follow the row to the column that shows your age at retirement. The number displayed indicates the percentage of final compensation that will be used in calculating your retirement allowance.

Years of service	AGES															
	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65 & over
10	11.82	12.43	13.03	13.64	14.26	14.92	15.64	16.41	17.25	18.17	19.17	19.91	20.91	21.98	23.11	24.32
11	13.00	13.67	14.33	15.00	15.69	16.42	17.20	18.05	18.98	19.98	21.08	21.90	23.00	24.17	25.42	26.75
12	14.18	14.91	15.63	16.36	17.11	17.91	18.76	19.69	20.70	21.80	23.00	23.89	25.10	26.37	27.73	29.19
13	15.36	16.16	16.93	17.73	18.54	19.40	20.33	21.33	22.43	23.61	24.92	25.89	27.19	28.57	30.04	31.62
14	16.55	17.40	18.24	19.09	19.96	20.89	21.89	22.97	24.15	25.43	26.83	27.88	29.28	30.77	32.35	34.05
15	17.73	18.64	19.54	20.45	21.39	22.39	23.46	24.62	25.88	27.25	28.75	29.87	31.37	32.97	34.66	36.48
16	18.91	19.89	20.84	21.82	22.82	23.88	25.02	26.26	27.60	29.06	30.67	31.86	33.46	35.16	36.97	38.91
17	20.09	21.13	22.15	23.18	24.24	25.37	26.58	27.90	29.33	30.88	32.58	33.85	35.55	37.36	39.28	41.35
18	21.27	22.37	23.45	24.54	25.67	26.86	28.15	29.54	31.05	32.70	34.50	35.84	37.64	39.56	41.60	43.78
19	22.45	23.61	24.75	25.91	27.09	28.35	29.71	31.18	32.78	34.51	36.42	37.83	39.74	41.76	43.91	46.21
20	23.64	24.86	26.05	27.27	28.52	29.85	31.27	32.82	34.50	36.33	38.33	39.82	41.83	43.95	46.22	48.64
21	24.82	26.10	27.36	28.63	29.95	31.34	32.84	34.46	36.23	38.15	40.25	41.81	43.92	46.15	48.53	51.08
22	26.00	27.34	28.66	30.00	31.37	32.83	34.40	36.10	37.95	39.96	42.17	43.81	46.01	48.35	50.84	53.51
23	27.18	28.59	29.96	31.36	32.80	34.32	35.96	37.74	39.68	41.78	44.08	45.80	48.10	50.55	53.15	55.94
24	28.36	29.83	31.26	32.72	34.22	35.82	37.53	39.38	41.40	43.60	46.00	47.79	50.19	52.74	55.46	58.37
25	29.55	31.07	32.57	34.09	35.65	37.31	39.09	41.03	43.13	45.41	47.92	49.78	52.28	54.94	57.77	60.80
26	30.73	32.31	33.87	35.45	37.08	38.80	40.66	42.67	44.85	47.23	49.83	51.77	54.37	57.14	60.08	63.24
27	31.91	33.56	35.17	36.81	38.50	40.29	42.22	44.31	46.58	49.05	51.75	53.76	56.47	59.34	62.39	65.67
28	33.09	34.80	36.47	38.18	39.93	41.79	43.78	45.95	48.30	50.86	53.67	55.75	58.56	61.53	64.70	68.10
29	34.27	36.04	37.78	39.54	41.35	43.28	45.35	47.59	50.03	52.68	55.58	57.74	60.65	63.73	67.01	70.53
30	35.46	37.29	39.08	40.91	42.78	44.77	46.91	49.23	51.75	54.50	57.50	59.74	62.74	65.93	69.33	72.97
31	36.64	38.53	40.38	42.27	44.21	46.26	48.47	50.87	53.48	56.31	59.42	61.73	64.83	68.13	71.64	75.40
32	37.82	39.77	41.69	43.63	45.63	47.75	50.04	52.51	55.20	58.13	61.33	63.72	66.92	70.33	73.95	77.83
33	39.00	41.01	42.99	45.00	47.06	49.25	51.60	54.15	56.93	59.94	63.25	65.71	69.01	72.52	76.26	80.26
34	40.18	42.26	44.29	46.36	48.48	50.74	53.16	55.79	58.65	61.76	65.17	67.70	71.11	74.72	78.57	82.69
35	41.36	43.50	45.59	47.72	49.91	52.23	54.73	57.44	60.38	63.58	67.08	69.69	73.20	76.92	80.88	85.13
36	42.55	44.74	46.90	49.09	51.34	53.72	56.29	59.08	62.10	65.39	69.00	71.68	75.29	79.12	83.19	87.56
37	43.73	45.98	48.20	50.45	52.76	55.22	57.86	60.72	63.83	67.21	70.92	73.67	77.38	81.31	85.50	89.99
38	44.91	47.23	49.50	51.81	54.19	56.71	59.42	62.36	65.55	69.03	72.83	75.66	79.47	83.51	87.81	92.42
39	46.09	48.47	50.80	53.18	55.61	58.20	60.98	64.00	67.28	70.84	74.75	77.66	81.56	85.71	90.12	94.85
40	47.27	49.71	52.11	54.54	57.04	59.69	62.55	65.64	69.00	72.66	76.67	79.65	83.65	87.91	92.43	97.29
41	48.46	50.96	53.41	55.90	58.47	61.19	64.11	67.28	70.73	74.48	78.58	81.64	85.74	90.10	94.74	99.72
42	49.64	52.20	54.71	57.27	59.89	62.68	65.67	68.92	72.45	76.29	80.50	83.63	87.84	92.30	97.06	100.00*

*Figures are presented as a guide; your actual allowance may vary.

NOTE: If you were covered under Social Security as a County employee prior to January 1983, your retirement allowance will be reduced by a fixed amount for each year of County service covered by Social Security.

Chart 6

GENERAL MEMBERS – PLAN E

PERCENTAGE OF FINAL COMPENSATION USED IN CALCULATING YOUR RETIREMENT ALLOWANCE*

To estimate your retirement allowance, find your years of service and follow the row to the column that shows your age at retirement. The number displayed indicates the percentage of final compensation that will be used in calculating your retirement allowance.

Years of Service	AGES										
	55	56	57	58	59	60	61	62	63	64	65 & over
10	7.50	8.22	9.02	9.91	10.91	12.02	13.26	14.66	16.23	18.00	20.00
11	8.25	9.04	9.92	10.91	12.00	13.22	14.59	16.12	17.85	19.80	22.00
12	9.00	9.86	10.83	11.90	13.09	14.42	15.91	17.59	19.47	21.60	24.00
13	9.74	10.68	11.73	12.89	14.18	15.62	17.24	19.05	21.09	23.39	26.00
14	10.49	11.51	12.63	13.88	15.27	16.83	18.57	20.52	22.72	25.19	28.00
15	11.24	12.33	13.53	14.87	16.36	18.03	19.89	21.98	24.34	26.99	30.00
16	11.99	13.15	14.44	15.86	17.45	19.23	21.22	23.45	25.96	28.79	32.00
17	12.74	13.97	15.34	16.85	18.54	20.43	22.55	24.92	27.58	30.59	34.00
18	13.49	14.79	16.24	17.85	19.63	21.63	23.87	26.38	29.21	32.39	36.00
19	14.24	15.61	17.14	18.84	20.73	22.83	25.20	27.85	30.83	34.19	38.00
20	14.99	16.44	18.04	19.83	21.82	24.04	26.52	29.31	32.45	35.99	40.00
21	15.74	17.26	18.95	20.82	22.91	25.24	27.85	30.78	34.07	37.79	42.00
22	16.49	18.08	19.85	21.81	24.00	26.44	29.18	32.24	35.70	39.59	44.00
23	17.24	18.90	20.75	22.80	25.09	27.64	30.50	33.71	37.32	41.39	46.00
24	17.99	19.72	21.65	23.79	26.18	28.84	31.83	35.17	38.94	43.19	48.00
25	18.74	20.55	22.56	24.79	27.27	30.05	33.16	36.64	40.57	44.99	50.00
26	19.49	21.37	23.46	25.78	28.36	31.25	34.48	38.11	42.19	46.79	52.00
27	20.24	22.19	24.36	26.77	29.45	32.45	35.81	39.57	43.81	48.59	54.00
28	20.99	23.01	25.26	27.76	30.54	33.65	37.13	41.04	45.43	50.39	56.00
29	21.74	23.83	26.16	28.75	31.63	34.85	38.46	42.50	47.06	52.19	58.00
30	22.49	24.65	27.07	29.74	32.72	36.05	39.79	43.97	48.68	53.99	60.00
31	23.24	25.48	27.97	30.73	33.81	37.26	41.11	45.43	50.30	55.79	62.00
32	23.99	26.30	28.87	31.72	34.91	38.46	42.44	46.90	51.92	57.59	64.00
33	24.74	27.12	29.77	32.72	36.00	39.66	43.76	48.36	53.55	59.39	66.00
34	25.49	27.94	30.67	33.71	37.09	40.86	45.09	49.83	55.17	61.19	68.00
35	26.24	28.76	31.58	34.70	38.18	42.06	46.42	51.30	56.79	62.99	70.00
36	26.61	29.17	32.03	35.19	38.72	42.66	47.08	52.03	57.60	63.89	71.00
37	26.99	29.58	32.48	35.69	39.27	43.26	47.74	52.76	58.41	64.79	72.00
38	27.36	30.00	32.93	36.19	39.81	43.87	48.41	53.49	59.22	65.69	73.00
39	27.74	30.41	33.38	36.68	40.36	44.47	49.07	54.23	60.04	66.59	74.00
40	28.11	30.82	33.83	37.18	40.91	45.07	49.73	54.96	60.85	67.49	75.00
41	28.48	31.23	34.28	37.67	41.45	45.67	50.40	55.69	61.66	68.38	76.00
42	28.86	31.64	34.73	38.17	42.00	46.27	51.06	56.43	62.47	69.28	77.00
43	29.23	32.05	35.19	38.66	42.54	46.87	51.72	57.16	63.28	70.18	78.00
44	29.61	32.46	35.64	39.16	43.09	47.47	52.38	57.89	64.09	71.08	79.00
45	29.98	32.87	36.09	39.66	43.63	48.07	53.05	58.62	64.90	71.98	80.00

*Figures are presented as a guide; your actual allowance may vary.

NOTE: If you were covered under Social Security as a County employee prior to January 1983, your retirement allowance will be reduced by a percentage based on the total number of years and months of County service covered by Social Security.



SAFETY MEMBERS – PLAN A & B

PERCENTAGE OF FINAL COMPENSATION USED IN CALCULATING YOUR RETIREMENT ALLOWANCE*

To estimate your retirement allowance, find your years of service and follow the row to the column that shows your age at retirement. The number displayed indicates the percentage of final compensation that will be used in calculating your retirement allowance.

Years of service	AGES														
	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55 & over
10										20.00	21.03	22.16	23.38	24.67	26.20
11										22.00	23.14	24.37	25.72	27.14	28.82
12										24.00	25.24	26.59	28.06	29.61	31.44
13										26.00	27.34	28.80	30.40	32.07	34.06
14										28.00	29.44	31.02	32.74	34.54	36.68
15										30.00	31.55	33.23	35.08	37.01	39.30
16										32.00	33.65	35.45	37.41	39.48	41.92
17										34.00	35.75	37.67	39.75	41.94	44.54
18										36.00	37.86	39.88	42.09	44.41	47.16
19										38.00	39.96	42.10	44.43	46.88	49.78
20	25.03	26.50	28.02	29.59	31.22	32.90	34.71	36.34	38.09	40.00	42.06	44.31	46.77	49.34	52.40
21	26.28	27.83	29.42	31.07	32.78	34.55	36.45	38.16	39.99	42.00	44.17	46.53	49.11	51.81	55.02
22	27.54	29.15	30.82	32.55	34.34	36.19	38.18	39.97	41.90	44.00	46.27	48.74	51.44	54.28	57.64
23	28.79	30.48	32.22	34.03	35.90	37.84	39.92	41.79	43.80	46.00	48.37	50.96	53.78	56.75	60.26
24	30.04	31.80	33.62	35.51	37.46	39.48	41.65	43.61	45.71	48.00	50.48	53.17	56.12	59.21	62.88
25	31.29	33.13	35.02	37.00	39.03	41.13	43.39	45.43	47.61	50.00	52.58	55.39	58.46	61.68	65.50
26	32.54	34.45	36.42	38.46	40.59	42.78	45.13	47.24	49.51	52.00	54.68	57.61	60.80	64.15	68.11
27	33.79	35.78	37.82	39.94	42.15	44.42	46.86	49.06	51.42	54.00	56.79	59.82	63.14	66.61	70.73
28		37.10	39.22	41.42	43.71	46.07	48.60	50.88	53.32	56.00	58.89	62.04	65.48	69.08	73.35
29			40.62	42.90	45.27	47.71	50.33	52.69	55.23	58.00	60.99	64.25	67.81	71.55	75.97
30				44.38	46.83	49.36	52.07	54.51	57.13	60.00	63.10	66.47	70.15	74.02	78.59
31					48.39	51.00	53.80	56.33	59.04	62.00	65.20	68.68	72.49	76.48	81.21
32						52.65	55.54	58.14	60.94	64.00	67.30	70.90	74.83	78.95	83.83
33							57.27	59.96	62.85	66.00	69.41	73.11	77.17	81.42	86.45
34								61.78	64.75	68.00	71.51	75.33	79.51	83.68	89.07
35									66.65	70.00	73.61	77.55	81.84	86.35	91.69
36										72.00	75.72	79.76	84.18	88.82	94.31
37										74.00	77.82	81.98	86.52	91.29	96.93
38										76.00	79.92	84.19	88.86	93.75	99.55
39										78.00	82.02	86.41	91.20	96.22	100.00

*Figures are presented as a guide; your actual allowance may vary.

Chart 8



Pre-Retirement Guide

Your personal roadmap to retirement

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