

SUMMARY OF TIER 2
Effective January 1, 2014

Tier II

Basic	
Tier Assignments	Employee hired on or after January 1, 2014, if eligible for membership to WPERP EXCEPTIONS THAT REVERT TO TIER I: <ul style="list-style-type: none"> • Member rehired or transfers back to DWP with previous contributions on deposit with WPERP, made prior to January 1, 2014. • UPCT, Construction Electrical Mechanic, or Construction Electrical Helper hired before January 1, 2014, and continuously employed until eligible for membership.
Retirement	
Employee Rate of Contributions	10%
Normal Retirement	<ul style="list-style-type: none"> • 60/10 Department + City Service = 1.5% unreduced • 60/30 Department + City Service = 2.0% unreduced • 63/10 Department + City Service = 2.0% unreduced • 63/30 Department + City Service = 2.1% unreduced
Early Retirement	<ul style="list-style-type: none"> • Any Age/30 Department + City Service = 2.0% reduced • 55/30 Service Credit (WPERP + LACERS) = 2.0% unreduced • Permanent Total Disability
Requirements for Formula Pension	At least 5 years contributing at Department + City, any time during career (Department disability or any Workers' Compensation payments in lieu of contributing allowed)
Retirement Forfeiture	Forfeit retirement allowance if convicted or pleads guilty/no contest to work-related felony Return of contributions plus interest (retired or active)
Salary	Final Average Salary (FAS) <ul style="list-style-type: none"> • Highest 78 successive biweekly pay periods (pp) • LACERS salary will not be considered, unless service credit on deposit with WPERP
Allowance Cap	80% of FAS, subject to IRS limits
Other Benefits	<ul style="list-style-type: none"> • Up to 2%, based on Consumer Price Index • No COLA Bank • May purchase additional 1% COLA coverage at Full-actuarial cost at retirement
Delayed/Vested Right Retirement	
Normal	<ul style="list-style-type: none"> • 60/15 years Service Credit (WPERP + LACERS): 1.5% unreduced • 63/15 years Service Credit (WPERP + LACERS): 2.0% unreduced (10 years must be contributing)
Other Benefits	<ul style="list-style-type: none"> • No COLA • No Eligible spouse/domestic partner continuance • No Health Plan Benefits
Membership	
Full Membership (Entitled to Disability & Death Benefits)	New Hires – After 13 pp of continuous service Transfers from LACERS – Immediate, if at least 13 pp continuous contributing service at LACERS, otherwise after accumulating additional Department pp needed to complete 13 continuous pp Exempt to Regular – After 13 pp of continuous service, including time as DWP Exempt, if no break in service Former Members – After 13 pp of continuous service, contingent upon length of break in service and that member left contributions on deposit
OGS	<ul style="list-style-type: none"> • Minimum six consecutive months of full-time service (except with OCS) • Must be with Public Entity • Receive no benefit with Public Entity for period purchased • Pay Full-actuarial cost including “true up”
Other Department or City Service	Previous member who withdrew contributions: <ul style="list-style-type: none"> • Department service (amount withdrawn plus interest) • City service at Full-actuarial cost Service when ineligible for membership: <ul style="list-style-type: none"> • Department service (contributions and interest to date of purchase) • City service at Full-actuarial cost Department Maternity: <ul style="list-style-type: none"> • Full-actuarial cost; 1 year maximum per instance
Military	<ul style="list-style-type: none"> • Minimum six consecutive months of full time service • Up to 5 years at Tier I OGS formula; excess of 5 years at Full-actuarial cost