

**SUMMARY OF TIER 2**  
**Effective January 1, 2014**

**Tier II**

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