

TIER

2

Summary Plan Description

January 2018



LOS ANGELES FIRE AND POLICE PENSIONS
TO SERVE THOSE WHO PROTECT



Introduction

INTRODUCTION

Welcome to the Fire and Police Pension Plan – Tier 2. This is one of several pension plan tiers provided to the sworn members of the Fire and Police Departments of the City of Los Angeles. The legal text of the Plan is in the City Charter and the Los Angeles City Administrative Code.

The provisions of Tier 2 are different from those in other tiers and plans provided to other City sworn employees and civilian employees, so it is important that you know which tier you are in. On page 1, we provide a brief description of Tier 2 eligibility requirements. **If you are not sure which tier you are in, please call Los Angeles Fire and Police Pensions at (213) 279-3140 and we will let you know.**

This Summary Plan Description (SPD) describes in informal language the provisions and features of Tier 2. It is intended to summarize the plan provisions clearly and concisely to help you understand your benefits. If there is a difference between this SPD and the legal text, the legal text prevails. All references to “you” or “your” in this SPD refer to a Tier 2 member.

This pension plan may be amended at any time to comply with changes in the Internal Revenue Code or other tax laws.

In addition, a wide range of information is posted on our website at www.lafpp.com to keep both active/retired sworn members and their survivors up-to-date on pension benefits.

TABLE OF CONTENTS

TYPE OF PLAN AND ELIGIBILITY	1
Type of Plan – A Defined Benefit Plan.....	1
Eligibility for Membership – Tier 2.....	1
CONTRIBUTIONS TO THE SYSTEM	2
Member Contributions.....	2
City Contributions.....	2
PENSION BENEFITS	3
Service Pension	3
Eligibility for a Service Pension.....	3
Calculating Your Service Pension.....	3
Purchase of Years of Service	4
Public Service Purchase (PSP) Program	5
Reciprocity of Civilian Time.....	6
Cost of Living Adjustments (COLAS).....	6
Applying for a Service Pension	7
Deferred Retirement Option Plan (DROP) Program.....	8
Withdrawal of Contributions	9
DISABILITY PENSIONS	10
Disability Pensions	10
SURVIVOR BENEFITS	12
Survivor Benefits	12
Domestic Partnership.....	14
Survivor Benefits	15
Survivor Benefits – Active Member Death	15
Survivor Benefits – Retired Member Death	15
Survivor Benefits – Other Qualified Survivors	16
Optional Survivor Allowance	17
Survivor Benefit Purchase Program	17
OTHER IMPORTANT INFORMATION	18
Designating a Beneficiary	18
Dependent Child Documentation	18
Return to Active Duty	19
Recall After Retirement	20
Taxes	20
Dissolution of Marriage or State-Registered Domestic Partnership	23
RETIREE HEALTH INSURANCE SUBSIDY PROGRAMS	25
Health Insurance Subsidy Programs	25
Health Insurance Premium Reimbursement Program.....	28
Retiree Dental Insurance Subsidy	29
PLAN ADMINISTRATION	30
Plan Administration	30
Plan Information	31
APPENDIX	32
Steps to Calculate Your Service Pension	32
Index	34



Type of Plan and Eligibility

TYPE OF PLAN – A DEFINED BENEFIT PLAN

Tier 2 is a “defined benefit” plan that provides pension benefits based on Normal Pension Base and years of service. This Plan provides service, disability, and survivor pension benefits as well as retiree health and dental insurance subsidies to eligible sworn members of the Los Angeles Fire and Police Departments and certain qualified beneficiaries of these members.

While you are employed, both you and the City make contributions to the Plan. The benefits you and your qualified beneficiaries receive do not directly relate to the amount of your contributions.

As a member of Tier 2, you do not contribute to or earn Social Security credit based on your employment with the City.

ELIGIBILITY FOR MEMBERSHIP – TIER 2

Sworn employees of the Fire and Police Departments of the City of Los Angeles hired on or after January 29, 1967 through December 7, 1980 are members of Tier 2.

Transfers - The plan is now closed to new employees, however persons hired prior to January 29, 1967 had the option of transferring to this plan.



Contributions to the System

MEMBER CONTRIBUTIONS

As an active member of Tier 2, you contribute 7% of your pay each pay period through automatic payroll deductions. These deductions are your contributions to the pension plan. Each member's contributions are accounted for individually, and interest is accrued and posted every six months (for the six-month periods ending June 30 and December 31) while you are an active member.

From the inception of the Plan in 1967 through June 1982, mandatory member contributions were made on a pre-tax basis until a member reached 20 years of service, after which the continued contributions were made on a post-tax basis. During this period contributions were not refundable. From July 1982 through December 1996 contributions for all members were made on a post-tax basis. Since July 1982 all contributions have been refundable upon termination or resignation prior to retirement if the individual was a system member on July 1, 1982. Starting January 1997, and to the present, contributions have been made on a pre-tax basis.

When you reach 30 years of service (and you are entitled to the maximum retirement percentage of 70% based on years of service), your pension deduction is discontinued.

When a pension is paid on your behalf, your contributions are exchanged for lifetime monthly benefits.

CITY CONTRIBUTIONS

Each year, the City makes a contribution to the Plan to ensure that sufficient funds are available to pay current and future member/survivor benefits. The City contribution varies each year depending on a variety of factors, such as the investment fund performance, inflation or changes in mortality experience. The combination of member and City contributions, along with interest and earnings on fund assets, pays for your pension benefits.



Pension Benefits

SERVICE PENSION

ELIGIBILITY FOR A SERVICE PENSION

You are eligible for a service pension if you have completed at least 20 years of service. There is no minimum age requirement.

CALCULATING YOUR SERVICE PENSION

The following is the basic formula used to calculate your monthly pension amount.

Normal Pension Base x Years of Service % = Pension Amount

Your Normal Pension Base is the completed pay period immediately preceding the effective date of retirement and includes the following components of pay:

- **Regular Gross Monthly Pay** - received during the pay period immediately preceding retirement. You must have completed probation to receive a pension based upon pay at that rank.
- **Length of Service (longevity) Pay**- included only if you were receiving it at the time of retirement.
- **Special Pay** – additional gross monthly pay for the performance of special non-hazardous duties. Special Pay is included only if it is being received at the time of retirement. Non-regularly assigned hourly special pay is not included. (Examples of special pay positions: Vice Coordinator and Fire Dispatcher.)
- **Assignment Pay** – pay for special or hazardous duties in a higher class, position, grade or code within a rank. Assignment Pay is included only if it is being received at the time of retirement or if it was received previously during your career, *and at the same rank in which you retire* (examples are Captain II and Police Officer III).

The calculation for prior assignment pay is the same as for prior *hazard pay*, except that you must have earned it in a rank which you are retiring. (see below)

- **Hazard Pay** – additional gross monthly pay for the performance of hazardous duties (examples of hazardous duty include Motorcycle Officer and Helicopter Pilot). Hazard Pay is included if it is being received at the time of retirement or if it was received, *at any rank*, previously during your career.

If you are not receiving hazard pay at the time of retirement but you received it previously, prior hazard pay credit is added in the following manner:

- You receive 10% for each completed year of service in the hazardous assignment, to a maximum of 100% (10 years credit).
- The appropriate percentage is then applied to the hazard pay rate last received.

Overtime pay is not included in your Normal Pension Base.

Credit for Years of Service

You receive 2% of your Normal Pension Base for each year of service for the first 24 years; 7% for the completed 25th year of service; and 3% for each additional year of service after 25. The maximum percentage of Normal Pension Base payable is 70% at 30 years of service. (Any partial year of service credit shall be prorated to the last completed payroll period immediately prior to your retirement date.)

<u>YOS Percentage</u>	<u>YOS Percentage</u>
20 yrs = 40%	26 yrs = 58%
21 yrs = 42%	27 yrs = 61%
22 yrs = 44%	28 yrs = 64%
23 yrs = 46%	29 yrs = 67%
24 yrs = 48%	30 yrs = 70% (maximim)
25 yrs = 55%	

Years of Service

- Received regular pay; or
- Received full IOD (Injured On Duty) pay; or
- Received a service-connected disability pension, if restored to duty under certain circumstances; or
- Served in the military while a member; or
- Was a member of Tier 1, provided service retirement benefits were not received or contributions were not withdrawn.

You do not earn YOS credit for suspensions or unpaid leaves of absence. This is referred to as “lost service time” or “bad time”.

PURCHASE OF LOST SERVICE TIME FOR PENSION CREDIT

Lost Service Time is for which you are not compensated such as suspensions or leaves of absence and is deducted from your years of service. Lost service time can be purchased if you have received documented cash overtime, any time during your career, by paying pension contributions on that cash overtime. Such purchases must be made in a lump sum.

Purchasing lost service time may enable you to be eligible to retire earlier or to increase the amount of your pension. Purchasing time for pension purposes does not alter your employing department’s records and will not change your seniority for other purposes.

PUBLIC SERVICE PURCHASE (PSP) PROGRAM

The PSP program allows members who served in the military or were employed by other public agencies to purchase service credit. One of the key provisions is that the program must be cost neutral. This means that you are responsible for paying the *full* cost of increased pension and survivor benefits gained from the additional years of service purchased.

Cost Factors:

- Your age
- Date benefits will first become payable
- Number of survivors
- Age(s) of survivor(s)
- Normal Pension Base
- Investment earnings rate assumed by the Plan
- Any other factors that are relevant to cost neutrality

Eligible Service:

- Full-time service: minimum of six (6) months uninterrupted service
- Maximum of four (4) years
- Military Service: must have been honorably discharged
- Police or Fire Agency: cannot have been terminated for cause

Restrictions:

- Purchased service credit will only count toward increasing your monthly pension allowance and any survivorship benefits.
- Purchased service credit will not count toward health subsidy credit or eligibility for a service pension or eligibility to enter DROP. Under very limited circumstances, purchased service will also be applied towards computing the minimum amount of a disability pension.

Steps to Purchase:

1. Obtain a cost estimate using the PSP calculator at www.lafpp.com.
2. If service with a public employer is being purchased, an "Application to Purchase Public Service" is required. If military time is being purchased, an "Application to Purchase Military Service" must be submitted along with a "Form DD-214, Report of Separation".
3. LAFPP staff will verify the service and calculate the cost of the certified time based on information you provide, such as expected retirement date, number of survivors, etc. You select the method of payment and process the purchase accordingly.
4. A "true-up" or recalculation of the cost for purchased service will be made prior to the date of retirement on a service pension or the date you enter DROP.
5. Service time will be added to your record.

Methods of Purchasing Service:

- Lump sum
- Contract for payroll deductions
- Transfer from the City of Los Angeles Deferred Compensation Plan
- Any combination of the above methods

Purchase may be made either by one lump sum payment, through payroll deduction, transfer from your Deferred Compensation account, or any combination thereof. If you choose to pay through payroll deduction, regardless of when the purchase occurs, a service charge is applied to the entire contribution and interest amount.

Please contact the Active Member Services Section at (213) 279-3140 for information on purchasing time.

RECIPROCITY OF CIVILIAN TIME

Tiers 2, 3, 4, 5 and 6 of the Los Angeles Fire and Police Pension Plan do not provide for reciprocity of service credit with LACERS, the Water and Power Employees' Retirement Plan or any other government agency or municipality.

COST OF LIVING ADJUSTMENTS (COLAS)

Cost of living adjustments (COLAs) are annual adjustments made to your pension benefit payment to reflect changes in the local Consumer Price Index (CPI) for All Urban Consumers as published by the Bureau of Labor Statistics. It is based on a one-year period ending each February for the Los Angeles, Riverside and Orange County areas. Your monthly benefit payment is adjusted on July 1 of each year to reflect the change in the cost of living published by the Bureau of Labor Statistics.

For the Member

Service Pension with 25 years of service or a Service-Connected Disability Pension – Adjustments will begin on the July 1 following the effective date of your pension.

Service Pension with less than 25 years of service – Adjustments begin on the July 1 following the date on which you would have had 25 years of service.

Nonservice-Connected Disability Pension – Adjustments begin on the July 1 following the date on which you had 25 years of service, would have had 25 years of service, or the fifth anniversary of the effective date of your pension, whichever is earlier.

For the Qualified Survivor

Active member's Service-Connected death – Adjustments will be applied to your Qualified Survivor's monthly benefit on the July 1 following the effective date of your Qualified Survivor's pension.

Active member's Nonservice-Connected death or Nonservice-Connected death while eligible for a service pension – Adjustments will be applied to your Qualified Survivor's monthly benefit on the July 1 following the date on which you had 26 years of service, would have had 26 years of service, or the fifth anniversary of your Qualified Survivor's pension, whichever is earlier.

Retired member's death while on a Service-Connected Disability Pension, Nonservice-Connected Disability Pension, or Service Pension – Adjustments will be applied to your Qualified Survivor's monthly benefit on the July 1 following the date on which you had 26 years of service, would have had 26 years of service, or the fifth anniversary of the effective date of your pension, whichever is earlier.

MINIMUM PENSION

In no event will your monthly pension or that of your Qualified Surviving Spouse/ Qualified Surviving Domestic Partner be less than \$350. The minimum amount of \$350 is the initial pension amount before cost of living increase is applied.

APPLYING FOR A SERVICE PENSION

You begin the process by scheduling an appointment with your department retirement/human resources liaison:

- Fire – (213) 978-3750
- Police – (213) 486-6610

Your department retirement/human resources liaison will help you select a pension effective date, provide information regarding payment of unused sick, vacation and overtime balances, prepare your "Letter of Intent to Retire" and arrange an appointment with a retirement counselor at LAFPP. You are required to schedule an appointment with a retirement counselor at LAFPP at least three working days prior to the effective date of your retirement. LAFPP will be able to provide you with the correct service credit on record. When you file your application with LAFPP, you will also be required to submit the signed Letter of Intent to Retire from your employing department and if applicable, the following documents:

- Marriage certificate or certificate of State-registered Domestic Partnership
- Proof of dissolution of prior marriage(s), such as a Final Dissolution of Marriage Decree or Death Certificate
- Birth certificate(s) for Spouse/Domestic Partner and Minor/Dependent Children

- Adoption/legitimization documents for Minor/Dependent Children
- Medical documentation for Dependent Children
- Letter from LAFPP confirming the filing of a Declaration of Domestic Partnership

During your application interview, you will receive information on tax withholding, direct deposit and voluntary deductions that will affect your monthly pension benefit payments.

Monthly pension benefits are payable on the last business day of each month. Your first pension payment will be processed after your last active pay period has been reflected in the payroll system. In most cases, you can expect your first pension payment approximately 4-6 weeks after your retirement date. However, retirement effective dates closer to the end of the month may delay your pension payment an additional month.

DEFERRED RETIREMENT OPTION PLAN (DROP) PROGRAM

The Deferred Retirement Option Plan (DROP) Program is an enhancement to your Fire and Police Pension Plan that can provide you with another way of saving for your retirement years. It is an optional, voluntary program that allows you to work and receive pay and benefits as an active employee while accumulating service pension payments in a DROP account. You are considered “retired” for purposes of pension calculations only, for all other purposes you are considered an active member of your respective department.

Current Provisions

- While in DROP, your monthly pension payment is held in an account with a guaranteed interest rate of 5% per annum.
- When you decide to leave the DROP program (after 1 day or up to 5 years maximum), you are required to terminate sworn employment with the Fire or Police Departments.
- You will then begin to receive your regular pension benefits on a monthly basis. In addition, you will receive your accumulated DROP account balance either in a lump sum or you may roll all or part of your balance into another tax-qualified account.
- As a Tier 2 member, you can participate in DROP if you have at least 25 years of service.

These DROP provisions are subject to change based on negotiations between the City and the respective employee bargaining units. For more information, please call the DROP/Service Pensions Section at (213) 279-3100.

WITHDRAWAL OF CONTRIBUTIONS

In the event the event that your employment is terminated, you may request a withdrawal of your contributions and interest immediately upon termination. When you withdraw your contributions, you forfeit your rights to any and all pension benefits, including a disability pension. Contributions that are not withdrawn within ten years from the termination date may be forfeited to the Plan. Please contact the Active Member Services Section at (213) 279-3140 to apply for a refund of contributions.



Disability Pensions

DISABILITY PENSIONS

Types of Disability Pensions

Pensions are granted for disabling impairments resulting from injuries or illnesses:

- **Service-Connected Disability Pensions – WORK-RELATED**
Eligibility begins from the date of graduation from Fire or Police recruit training.
- **Nonservice-Connected Disability Pensions – NONWORK-RELATED**
Eligibility begins after earning five years of service credit as a member.

Disability Pension Amounts

Amounts are based on the percentage of disability as determined by the Board of Fire and Police Pension Commissioners.

- **Service-Connected Disability Pensions** – 50% to 90% of your Normal Pension Base, but no less than the amount you would be eligible to receive if you retired on a Service Pension, with COLA.
- **Nonservice-Connected Disability Pensions** – equivalent to 40% of the *Nonservice-Connected Pension Base*, with COLA. If you are eligible for a Service Pension with over 20 years of service when a Nonservice-Connected Disability Pension is awarded, you can elect to take a Service Pension instead.

Nonservice-Connected Pension Base - Used to calculate Nonservice-connected Disability Pensions

The highest monthly salary of a department member holding the basic rank of Firefighter III or Police Officer III plus the highest length of service (longevity) pay as of the member's date of death or effective date of disability.

Tax on Disability Pensions

- **Service-Connected Disability Pensions** are not subject to federal income tax. Survivor pensions of members who retired on a Service-Connected Disability Pensions are not subject to Federal Income tax up to 50% of the member's Normal Pension Base.
- **Nonservice-Connected Disability Pensions** are fully taxed as ordinary income.

Reviews of Disability Status

Disability pensions are normally paid for a member's lifetime. However, the Board has the authority to review disability status at any time. You may also request that the Board review your disability status. Based on the Board's review, the percentage awarded may remain the same, be increased, decreased or terminated completely. As a disability retiree, you would be restored to active duty if you were found to be no longer disabled. Please contact the Disability Pension Section at (213) 279-3165 for an application.

Effect of Workers' Compensation Awards on Disability Pensions

The existence of impairment or a Workers' Compensation award does not guarantee a disability pension. You may have impairment(s) but not be disabled from performing your duties if your department can accommodate your work restrictions.

If you retire on any disability pension, you must repay all WORKERS' COMPENSATION awards received during your career, including awards not related to the disability for which you were retired. Current and future Workers' Compensation payments are deducted from your pension benefit in an amount equivalent to your monthly Workers' Compensation payment. In addition to the above, prior awards are recaptured at a minimum of 25 percent of your monthly pension amount.

Disability Pension Application Process

The disability application process is time consuming. It may take up to a year or more from the date of application to final Board determination. The process includes compilation and review of all applicable medical and personnel records, an examination by at least three Plan-approved physicians and a hearing before the Board. Applications may be withdrawn at any time prior to the Board hearing. You may represent yourself at the hearing or retain representation paid at your own expense. Members who believe they may have incurred a disabling injury or illness should contact the Disability Pension Section at (213) 279-3165 for further information or visit www.lafpp.com to review the FAQs regarding the process.

Health Subsidy for Disability Pensioners

If you retire on a disability pension, you must meet all health insurance subsidy requirements in order to qualify for a health subsidy. Please refer to the Health Insurance Subsidy Program section (pages 25) for more information.



Survivor Benefits

SURVIVOR BENEFITS

Survivor pension benefits are payable to the following qualified survivors:

1. **Qualified Surviving Spouse**

To be “qualified”, a surviving spouse must be legally married to you at the time of your death and in the case of your:

- Service-Connected death while active – *be married on the date of death*
- Nonservice-Connected death while active – *be married at least one year prior to the date of death*
- Death while on a Service Pension – *be married at least one year prior to the effective date of the pension or one year prior to DROP entry*
- Death while on a Service-Connected Disability Pension – *be married as of the effective date of the pension*
- Death while on a Nonservice-Connected Disability Pension – *be married at least one year prior to effective date of the pension*

Benefits

A Qualified Surviving Spouse is eligible to receive the following benefits:

- Survivor pension benefits – see Survivor Benefits section (pages 15 - 17).
- Health subsidy benefits – see Health Insurance Subsidy for Qualified Survivors section (page 27)

Benefits are paid to the Qualified Surviving Spouse until his/her death.

2. **Qualified Surviving Domestic Partner**

To be “qualified”, a Domestic Partner must have a confidential Declaration of Domestic Partnership form on file with LAFPP. Additional information is provided in the Domestic Partnership section (see page 14). A Certificate of Registration of Domestic Partnership filed with the Secretary of State will also be accepted. A declaration or certificate must be on file at the time of your death, and in the case of your:

- Service-connected death while active – *be a Declared/Certified Domestic Partner on the date of death*
- Nonservice-Connected death while active – *be a Declared/Certified Domestic Partner at least one year prior to the date of death*

- Death while on a Service Pension – *be a Declared/Certified Domestic Partner at least one year prior to the effective date of the pension or one year prior to DROP entry*
- Death while on a Service-Connected Disability Pension – *be a Declared/Certified Domestic Partner as of the effective date of the pension*
- Death while on a Nonservice-Connected Disability Pension – *be a Declared/Certified Qualified Domestic Partner at least one year prior to the effective date of the pension.*

Benefits

A Qualified Surviving Domestic Partner is eligible to receive the following benefits:

- Survivor pension benefits – see the Survivor Benefits section (pages 15-16).
- Health subsidy benefits - see the Health Insurance Subsidy for Qualified Survivors section (page 27).

Benefits are paid to the Qualified Surviving Domestic Partner until his/her death.

3. Minor Child

A legitimate or adopted child of a deceased member is considered a “Minor Child” for purposes of receiving a pension benefit until the child reaches age 18 or marries, whichever comes first.

Benefits

Minor children are eligible to receive the following benefits:

- Survivor pension benefits – see Benefits for Children section (page 17).

4. Dependent Child

A "Dependent Child" is the child or adopted child of a deceased member. A Dependent Child must have become mentally or physically disabled prior to turning age 21 and cannot be capable of earning a living as a result of the disability. A Dependent Child whose disability ends is no longer considered a dependent for pension purposes.

Benefits

Dependent Children are eligible to receive the following benefits:

- Survivor pension benefits – see Benefits for Children section (page 16).

5. Dependent Parent

A "Dependent Parent" is a natural parent of a deceased member. A Dependent Parent must have had at least one-half of his or her necessary living expenses paid by the deceased member for one year or more prior to the member's death and be unable to pay necessary living expenses without the pension. This pension is paid

until the Dependent Parent can pay his/her necessary living expenses on his/her own.

A Dependent Parent is eligible for a benefit only if there is no Qualified Surviving Spouse, Qualified Surviving Domestic Partner or Qualified Surviving Child(ren) to receive benefits at the time of the member's death.

Benefits

Dependent Parents are eligible to receive the following benefits:

- Survivor pension benefits – see Benefits for Dependent Parents section (page 17).

DOMESTIC PARTNERSHIP

A domestic partnership shall be established when both partners file a Declaration of Domestic Partnership with LAFPP, provided all requirements listed below are met.

Establishing a Domestic Partnership (with LAFPP)

- The active member must file a Declaration of Domestic Partnership with LAFPP by completing the required form.
- In addition, the domestic partners must meet all of the following requirements:
 - Not be married or a member of another domestic partnership
 - Not be related by blood
 - Be at least 18 years of age or obtain a court order granting permission to the underage person to enter into a domestic partnership
 - Be of the same sex or the opposite sex
 - Be capable of consenting to the domestic partnership.

To request a Declaration of Domestic Partnership form, please call the Active Member Services at (213) 279-3140 or print one from our website at www.lafpp.com.

Terminating a Domestic Partnership (with LAFPP)

- A domestic partnership automatically terminates when any one of the following occurs:
 - One partner gives or sends to the other partner a written notice by certified mail that he/she is terminating the partnership
 - One of the domestic partners dies
 - One of the domestic partners marries
- Upon termination of the domestic partnership, one of the domestic partners must file a Notice of Termination of Domestic Partnership with LAFPP.

To request a Notice of Termination of Domestic Partnership form, please call the Active Member Services Section at (213) 279-3140 or you may print one from our website at www.lafpp.com.

Filing a New Domestic Partnership After Terminating a Previous One

A new Declaration of Domestic Partnership cannot be filed with LAFPP within six months from the date that a Notice of Termination of Domestic Partnership was filed with LAFPP. This six-month waiting period does not apply if the prior domestic partnership was terminated because of a partner's death or marriage.

Plan Recognition of State-Registered Domestic Partnerships

The Plan also recognizes State-Registered Domestic Partnerships (SRDP) and will honor the date established with the State to meet the eligibility requirements for Plan benefits. The SRDP is a partnership that is established when persons who meet the State's eligibility criteria register as domestic partners with the State of California. This partnership is governed by State law and establishes a relationship in which, for most purposes, the domestic partners have the same rights as spouses, including community property rights. This partnership establishes community property interests in your contributions and other pension benefits as provided by State law. This type of partnership may only be terminated as provided by State law. For information on filing with the Secretary of State, please visit www.sos.ca.gov/dpreistry.

SURVIVOR BENEFITS

SURVIVOR BENEFITS – ACTIVE MEMBER DEATH

- 1. Service-Connected Death:** Upon LAFPP Board approval, your Qualified Surviving Spouse or Qualified Surviving Domestic Partner receives a monthly pension benefit equal to 50% of your Normal Pension Base, or 55% if you completed at least 25 years of service.
- 2. Nonservice-Connected Death before becoming eligible for a Service Pension:** Your Qualified Surviving Spouse or Qualified Surviving Domestic Partner receives a monthly pension benefit equal to 40% of the Nonservice-Connected Pension Base at the time of your death. (See definition of Nonservice-Connected Pension Base on Page 10)
- 3. Nonservice-Connected Death while eligible for a Service Pension:** Your Qualified Surviving Spouse or Qualified Surviving Domestic Partner receives the same monthly pension benefit you would have received up to a maximum 55% of your Normal Pension Base.

SURVIVOR BENEFITS – RETIRED MEMBER DEATH

- 1. Death while retired on a Service Pension:** Your Qualified Surviving Spouse or Qualified Surviving Domestic Partner receives the same monthly pension benefit you would have received up to a maximum of 55% of your Normal Pension Base.
- 2. Death while retired on a Service-Connected Disability Pension:** Your Qualified Surviving Spouse or Qualified Surviving Domestic Partner receives a monthly pension benefit equal to 50% of your Normal Pension Base, or 55% if you completed at least 25 years of service.

- 3. Death while retired on a Nonservice-Connected Disability Pension:** Your Qualified Surviving Spouse or Qualified Surviving Domestic Partner receives monthly pension benefit equal to 40% of the Nonservice-Connected Pension Base as of the effective date of your retirement. (See definition of Nonservice-Connected Pension Base on Page 10)

Your Qualified Surviving Spouse or Qualified Surviving Domestic Partner will also retain all the cost of living percentage increases (not the dollar amounts) that accrued while you were receiving a pension.

SURVIVOR BENEFITS – OTHER QUALIFIED SURVIVORS

Benefits for Children

If you have Minor or Dependent Children at the time of your death in addition to a Qualified Surviving Spouse or Qualified Surviving Domestic Partner, additional benefits will be paid on behalf of your Minor or Dependent Children as follows:

- 1. One Minor or Dependent Child:** receives an amount equal to 25% of the benefit your Qualified Surviving Spouse or Qualified Surviving Domestic Partner receives.
- 2. Two Minor or Dependent Children:** receive an amount equal to 40% of the benefit your Qualified Surviving Spouse or Qualified Surviving Domestic Partner receives.
- 3. Three or more Minor or Dependent Children:** receive an amount equal to 50% of the benefit your Qualified Surviving Spouse or Qualified Surviving Domestic Partner receives.

If you have two or more Minor Children, the benefit percentage will decrease accordingly as each child reaches the age of 18 or marries, whichever comes first. Dependent Children will continue to receive a pension regardless of age, unless their disability ends.

If the Minor or Dependent Children are the children of the Qualified Surviving Spouse or Qualified Surviving Domestic Partner (Qualified Survivor), the additional benefits are paid to, and are the property of, the Qualified Survivor, not the children. If the Minor or Dependent Children are not the children of the Qualified Survivor, the additional benefits are paid to the court-appointed legal guardian(s) of the Minor or Dependent Children. However, the Board may authorize payment that is the property of the Dependent Child be paid directly to the Dependent Child, to the Guardian or Conservator of the Dependent Child's Estate, or the Trustee of the Dependent Child's Special Needs Trust (if it meets the criteria of 42 U.S.C. Section 1396p(d)(4)(A), (B) or (C)).

Benefits for Children When There Is No Qualified Surviving Spouse or Qualified Surviving Domestic Partner

If you die leaving no Qualified Surviving Spouse or Qualified Surviving Domestic Partner, but you have Minor or Dependent Child(ren), the Minor/Dependent Child(ren) receive a monthly pension benefit equal to that which your Spouse or Domestic Partner would

have for as long as the Minor/Dependent Child(ren) remains qualified. This amount is divided equally among the eligible children.

Benefits paid on behalf of Minor/Dependent Children are paid to the court appointed legal guardian(s). However, the Board may authorize payment that is the property of the Dependent Child be paid directly to the Dependent Child, the Guardian or Conservator of the Dependent Child's Estate, or the Trustee of the Dependent Child's Special Needs Trust (if it meets the criteria of 42 U.S.C. Section 1396p(d)(4)(A), (B) or (C).

Benefits for Dependent Parents

If you die leaving no Qualified Surviving Spouse, Qualified Surviving Domestic Partner, or Qualified Minor/Dependent Child(ren) but you have at least one Qualified Dependent Parent, the Dependent Parent will receive the same monthly pension benefit (that the Qualified Surviving Spouse or Qualified Surviving Domestic Partner would have received for as long as the Dependent Parent remains qualified.

OPTIONAL SURVIVOR ALLOWANCE

SURVIVOR BENEFIT PURCHASE PROGRAM

If you marry or enter into a domestic partnership after you have retired, you have the option to provide a survivor benefit to that spouse or domestic partner. The Survivor Benefit Purchase Program provides a percentage continuation of your monthly pension benefit payable to your surviving spouse or domestic partner for the survivor's lifetime. The survivor must be your spouse or domestic partner at the time you elect to provide this benefit and at the time of your death. The following provisions apply:

- You shall pay the full actuarial cost of the survivor benefit through a reduction in his or her monthly pension benefit.
- The right to benefits under this program shall not vest until you survive at least one year from the date you made an election to provide this benefit, unless the death was determined by the Board to be accidental. If the right to benefits has not vested before you die, payments are refunded as a lump sum to the spouse or domestic partner. If your spouse or domestic partner has predeceased you, the lump sum shall be paid to your estate.
- This election may only be exercised once.
- **Once an election is made, it is irrevocable.** Your monthly pension benefits will be permanently reduced and will not increase if the spouse or domestic partner predeceases you or if your marriage or domestic partner is dissolved.
- Your survivor is not eligible for health subsidy benefits.

For more information, please call the Retirement Services Section at (213) 279-3125.



Other Important Information

DESIGNATING A BENEFICIARY

As noted earlier in this plan summary, there are situations which may warrant a refund of contributions. If there is to be a refund of your contributions, LAFPP uses the Beneficiary Designation form to determine the beneficiary or beneficiaries entitled to receive your contributions and interest earned.

In the absence of a designated beneficiary, contributions, if payable, are made to your living survivor(s) in the following order of succession: (1) surviving spouse or State-Registered Domestic Partner, (2) children, (3) parents. If there are no designated beneficiaries or survivors, contributions, if payable, are paid to the executor or administrator of your estate, or any other person legally authorized to collect money due to the decedent. If your contributions must be distributed and there is a spouse or former spouse(s) with a community property interest in the contributions, the community property portion is paid to whomever is entitled to it.

If your total estate (including your pension contributions and accrued interest) is greater than \$150,000, then the funds will not be released to the living survivor or executor until probate is completed. Please note that a probate case can take up to over 18 months to complete.

It is very important that you take the time to designate one or more beneficiaries so that in the event of your death, your contributions and interest are paid to the person(s) of your choice and the refund will not be delayed by probate, regardless of your estate's value. You should review the form periodically and update it as needed to reflect any desired changes in your beneficiary designation.

The Beneficiary Designation form may be obtained by contacting the Active Member Services Section at (213) 279-3140 or you may print one from our website at www.lafpp.com.

DEPENDENT CHILD DOCUMENTATION

A "Dependent Child" is a child, or adopted child, of a deceased member who, before turning age 21, became mentally or physically disabled from earning a living. (Survivor benefits for Dependent Children are discussed in previous sections.) A Dependent Child whose disability ends is no longer considered dependent for pension purposes.

If you have a Dependent Child, we encourage you to submit copies of any documentation that you may have that declares your child as disabled. Eligibility for Dependent Child benefits is determined following a member's death and relies in great

part on the availability of documentation that declares the child as: **1) disabled prior to the age of 21, and 2) incapable of earning a livelihood.** To determine eligibility LAFPP will request the following documentation:

- Your written request for the child to be granted Dependent Child status
- Birth Certificate
- Marriage Certificate (if applicable)
- Dissolution Decree (if applicable)
- Guardianship/Conservatorship papers (if applicable).

Other helpful documentation includes:

- Medical records
- School records
- Social Security benefits
- Assisted living or institutionalization records.

We encourage you to submit copies of any such documentation as early as possible, as it may be difficult to obtain copies of this documentation later. Copies should be submitted by mail or in-person to:

Los Angeles Fire and Police Pensions
Disability Pensions Section
701 East 3rd Street, Suite 200
Los Angeles, CA 90013

A letter confirming our receipt of your documentation is usually mailed within 5 business days.

For questions regarding Dependent Child eligibility, please contact the Disability Pension Section at (213) 279-3165.

RETURN TO ACTIVE DUTY

As a retired member of Tier 2, you may file an application with the Appointing Authority of the department from which you retired, to be returned to active duty (“reactivation”) to a position in the rank you held when you retired. The application may be approved if you:

- Retired at a rank not higher than Engineer (Fire) or Sergeant (Police)
- Have not been retired for more than three years
- Are under the age of 55
- Did not participate in the DROP Program
- Pass a medical exam not more than 30 days prior to the effective date of original retirement.

Your original pension is terminated upon the effective date of return to duty. One year after the effective date of return to duty, you may retire as a reactivated member. Your pension would be recalculated based on your original pension plus a percentage of the difference of your reactivated Normal Pension Base and Years of Service.

Return to active duty is a privilege, not a right, and the Appointing Authority of the respective department (LAFD, LAPD) may terminate your reactivation at any time. A reactivated member is subject to all provisions of the Return to Duty ordinance in the Los Angeles Administrative Code.

RECALL AFTER RETIREMENT

Tier 2 service retirees including those who retired from DROP, may be recalled for temporary assignment of 90 days without loss of pension benefits. Additional provisions allow Tier 2 Police retirees only, to be recalled up to 12 consecutive months.

You receive regular pay plus any length-of-service pay from your original retirement. No contributions are deducted from your pay and you continue to receive your pension benefits. If you die, your survivor receives the benefits to which you were entitled when you retired.

TAXES

Pension benefit payments are subject to federal income tax. However, any part of your pension payment that is based on after-tax contributions may not be taxed when you receive it. You may have made after-tax contributions for any of the following reasons:

- From 7/1/82 -12/20/96, mandatory pension contributions were collected after-tax.
- Elective purchases of service credit made by contract or lump sum payments are collected after-tax. (Trustee-to-trustee transfers from Deferred Compensation are pre-tax.)
- The voluntary 2% “opt-in” pension contribution made by certain members in order to vest future retiree medical subsidy increases are collected after-tax.

For all other periods, mandatory member contributions were made on a “pre-tax” basis. This means your contributions were deducted from your paycheck before income tax withholding was calculated. These amounts are “tax-free” when you contribute them. Therefore, the pension benefits provided by these contributions are taxable when you receive them during retirement. Federal income tax is withheld from these pension payments unless you instruct LAFPP otherwise.

You may have contributed to the Plan on both an after-tax and pre-tax basis. “Basis recovery” is the process by which your after-tax employee pension contributions are returned to you, free of Federal and State taxes, as part of your pension benefits. If you are entitled to basis recovery, a portion of each pension payment will be tax-free. The exact amount of each payment that is tax-free is determined using the “Simplified Method”, which is discussed below. The balance of each pension payment will be taxable as ordinary income in the year received. Once your after-tax contributions have

been fully recovered, the entire amount of all subsequent pension payments will be taxable as ordinary income.

DROP Account Funds

The Internal Revenue Code includes a provision that allows DROP members to recover a portion of their eligible after-tax contributions using an accelerated basis recovery method. This method allows you to take a lump sum distribution of any eligible after-tax DROP funds, rather than recovering it in monthly payments over your lifetime through the Simplified Method (explained below). Members exiting DROP on or after January 1, 2014, are subject to this accelerated basis recovery method and may:

- Recover pre-1987 after-tax contributions entirely from the lump sum DROP distribution.
- Have post-1986 after-tax contributions allocated pro-rata between the lump sum DROP distribution and your ongoing monthly pension annuity. Any after-tax funds included in the monthly pension annuity will be subject to the Simplified Method as detailed below.

When you exit DROP, you must complete the DROP Distribution Election Request form within 90 days of your DROP exit date to instruct LAFPP how you wish to recover your after-tax contributions. After 90 days, the distribution of your DROP account will be limited to a lump sum cash payment only, subject to mandatory 20% Federal tax withholding for the entire account balance.

Simplified Method

For pensions effective on or after January 1, 1998, LAFPP uses the “Simplified Method” to determine the amount of your ongoing monthly pension benefit that is taxable vs. the amount that is tax-free. The Simplified Method is a formula provided by the IRS for calculating these amounts. The tax-free portion is determined according to the amount of your unrecovered after-tax contributions at retirement and your age (plus your Qualified Surviving Spouse/Qualified Domestic Partner’s age, if applicable) when you begin to receive pension benefits.

The formula determines the amount of your pension that will not be taxed and the length of time for that exclusion. By subtracting the tax-free amount from your gross pension for a fixed number of months, your already-taxed contributions will be recovered. Cost-of-living pension increases will not change or have any effect on the tax-free amount since the calculation is based upon your total after-tax contributions at retirement.

Note: This pension plan may be amended at any time to comply with changes in the Internal Revenue Code or tax laws.

Simplified Method - Table I

For Retirees Who Do Not Have a Qualified Surviving Spouse/Domestic Partner

Age at Retirement	Number of Monthly Payments to Recover Already Taxed Contributions
55 and under	360
56-60	310
61-65	260
66-70	210
71 & over	160

Example: Assume a single retiree at age 55 has a monthly pension of \$5,300.13 and total after-tax contributions amount to \$48,656.60. The tax-free allocation is \$48,656.60 / 360, or \$135.16 per month for the next 30 years. In this example the taxable amount of the pension is indicated in the right-hand column below:

Amount of Monthly Service Pension	Less Tax Excludable Amount for 360 Months	Monthly Taxable Amount
\$5,300.13	\$135.16	\$5,164.97

In this example, the service pension would be fully taxable after 360 months.

Simplified Method - Table II

For Retirees Who Have a Qualified Surviving Spouse/Domestic Partner

Combined Ages at Retirement	Number of Monthly Payments to Recover Already Taxed Contributions
110 and under	410
111-120	360
121-130	310
131-140	260
141 & over	210

Example: Assume a 55 year-old retiree has a 54 year-old Qualified Surviving Spouse/Domestic Partner, a monthly pension of \$5,300.13 and total after-tax contributions amounting to \$48,656.60. Using the Simplified Method - Table II, the total

amount of monthly payments to recover the after-tax contributions is calculated as follows:

Combined age $55 + 54 = 109$. Number of payments for the combined age of 109 is 410. $\$48,656.60 / 410 = \118.67 per month.

In this example the taxable amount of the pension is indicated in the right-hand column below:

Amount of Monthly Service Pension	Less Tax Excludable Amount for 410 Months	Monthly Taxable Amount
\$5,300.13	\$118.67	\$5,181.46

In this example, the service pension would be fully taxable after 410 months. If the member does not live to collect 410 payments, the Qualified Surviving Spouse/Domestic Partner will continue to receive monthly payments reflecting the tax-excludable amount until all 410 payments have been made.

Other Tax Information

State tax laws vary. As of January 1996, pensioners who are not residents of California are not subject to California taxes on any type of pension.

If you terminate employment before retirement and receive a refund of contributions, any portion that is refunded to you that was not previously taxed (e.g., pre-tax contributions or interest income) is subject to federal and state income taxes for the year in which you receive it. In addition, if those same non-taxed funds are withdrawn prior to age 50, they are subject to an excise tax penalty of 10% to the federal government and 2½% to the state. To postpone the income tax and avoid the excise tax at the time of withdrawal, you may roll over the entire amount of the non-taxed portion of the contributions and interest into an individual retirement account (IRA) or other tax-qualified plan.

For information on taxation of disability pensions, please see page 10.

Note: This pension plan may be amended at any time to comply with changes in the Internal Revenue Code or other tax laws.

If you have any questions, please call the Retirement Services Section at (213) 279-3125 or (844) 88-LAFPP (52377).

DISSOLUTION OF MARRIAGE OR STATE-REGISTERED DOMESTIC PARTNERSHIP

Pension benefits and pension contributions are considered assets according to community property laws and they may be subject to division upon dissolution of your marriage or state-registered domestic partnership. If LAFPP is “joined” in your dissolution proceeding, LAFPP will be bound by the court order and may be required to

distribute a former spouse's or partner's community property share of your pension benefits.

If you remarry or enter into another domestic partnership and subsequently die leaving a Qualified Survivor, a portion of the survivor pension may, under the terms of a previous court order, be payable to a former spouse and/or partner.

In California, when a former spouse or partner who has been awarded a portion of the member's benefits by the court predeceases the retired member, the former spouse's or partner's share passes to his or her designated beneficiary or beneficiaries or to his or her estate, unless the court order provides otherwise.



Retiree Health Insurance Subsidy Programs

HEALTH INSURANCE SUBSIDY PROGRAMS

The Plan provides a few different subsidies for members and one subsidy for Qualified Surviving Spouse/Domestic Partner. The following sections have information on:

- Health Insurance Subsidy for Members
- Health Insurance Subsidy for Qualified Surviving Spouses/Domestic Partners
- Health Insurance Premium Reimbursement (HIPR) Program
- Dental Insurance Subsidy for Members

Health Insurance Subsidy for Members

As a retired member, you may be eligible for a health insurance subsidy. LAFPP provides a subsidy that may be applied towards premiums for health plans offered by:

- Los Angeles Police Relief Association (LAPRA);
- Los Angeles Firemen's Relief Association (LAFRA);
- United Firefighters of Los Angeles City (UFLAC); and
- Any State or Federally regulated health plan through the HIPR Program.

A subsidy is applied to the premium of the qualified health plan that you select. It can be applied to a qualified health plan that covers your spouse or domestic partner as well as dependents. The retiree payroll system automatically calculates the subsidy and/or deduction and reflects it in your monthly pension payment.

If your health plan premium exceeds your maximum subsidy, a monthly deduction will be taken from your pension check to pay for the remaining premium cost. If the premium is less than the subsidy, you are not entitled to the balance.

Eligibility Requirements

Effective July 1, 1998, the retired member must meet the following requirements to be eligible for a health subsidy:

- Be at least 55 years of age;
- Have at least 10 Years of Service;
- Be enrolled in a Board-approved plan (offered by LAFRA, LAPRA, UFLAC); or
- Participate in the Health Insurance Premium Reimbursement (HIPR) program.

Provided you meet all of the requirements above to receive a health subsidy, you are entitled to an unfrozen health subsidy if:

- You retired or entered DROP prior to July 15, 2011, OR

- You retired or entered DROP after July 14, 2011 and chose to opt-in to contribute an additional 2% of your salary to the Fire and Police Pension Plan during the designated opt-in period.

If you do not meet the requirements of an unfrozen subsidy, you will receive a frozen subsidy based on the July 1, 2011 maximum subsidy.

Subsidy Amounts

The subsidy amount you receive will depend on whether you are entitled to an *unfrozen* or *frozen subsidy*.

Unfrozen:

Retired members ages 55 to 64, and ages 65 and over if enrolled in Medicare Part B only, are allowed 4% of the maximum subsidy for each whole year of service (YOS) up to 25 years. At 25 years you are eligible for the maximum subsidy.

- As of July 1, 2017, the maximum subsidy is \$1,627.73 per month.

Example: If you retired with 22 YOS, your subsidy entitlement would be \$1,432.40 (22 YOS x 4% x \$1,627.73 = \$1,432.40).

Frozen:

Retired members ages 55 to 64, and ages 65 and over if enrolled in Medicare Part B only, are allowed 4% of the maximum subsidy for each whole year of service (YOS) up to 25 years. At 25 years you are eligible for the maximum subsidy.

Based on the July 1, 2011, maximum health subsidy of \$1,097.41 per month.

Example: If you retired with 22 YOS your subsidy entitlement would be \$965.72 (22 YOS x 4% x \$1,097.41 = \$965.72).

Medicare Subsidy

At age 65, you are required to enroll in Medicare to the full extent of your entitlement to continue receiving your health subsidy.

- If you are eligible for both Part A and Part B of Medicare, your subsidy will be recalculated due to the change in monthly premium costs and you will be reimbursed for the cost of the Part B basic premium.
- If you qualify for Part B only, your subsidy formula will remain unchanged and you must pay for the cost of Part B and you will not be reimbursed for the cost of the Part B basic premium.

Any lifetime medical care related to Workers' Compensation awards is administered by the City's Personnel Department.

Enrollment Information

If you are near retirement and would like additional information on enrolling in a Board-approved health plan, you may contact the following associations:

Los Angeles Firemen's Relief Association	(800) 244-3439
Los Angeles Police Relief Association	(888) 252-7721
United Firefighters of Los Angeles City	(213) 895-4006

Health Insurance Subsidy for Qualified Surviving Spouses or Qualified Surviving Domestic Partners

Your Qualified Surviving Spouse or Qualified Surviving Domestic Partner is eligible to receive a health subsidy if all of the following conditions are met:

1. You had at least 10 years of service;
2. At the time of your death, you were receiving a health subsidy or if you died prior to receiving a health subsidy, you would be eligible to receive a health subsidy if alive today; and
3. Your Qualified Surviving Spouse or Qualified Surviving Domestic Partner must be enrolled in a Board-approved health plan (offered by LAFRA, LAPRA, UFLAC; or
4. Participating in the Health Insurance Premium Reimbursement (HIPR) program.

Your maximum health subsidy and that of your Qualified Surviving Spouse or Domestic Partner are frozen at the July 1, 2011, level if:

- You retired or entered DROP after July 14, 2011, AND
- You did not opt-in to contribute an additional 2% of your salary to the Fire and Police Pension Plan during the designated opt-in period.

Once your dependent turns age 65, he or she must enroll in Medicare to the full extent of their eligibility to continue to receive a health subsidy. If the Qualified Surviving Spouse or Qualified Surviving Domestic Partner:

- *Is eligible for both Part A and Part B of Medicare*, LAFPP will reimburse the cost of the Part B basic premium.
- *Qualifies for Part B only*, the subsidy formula will remain unchanged and he/she must pay for the cost of Part B and will not be reimbursed for the cost of the Part B basic premium.

Enrolling in Medicare at age 65 will help your dependent avoid Medicare Part B late enrollment penalties. Your health plan premium will usually be lower if your dependent is also enrolled in Medicare. If you have a dependent over age 65 that chooses not to enroll in Medicare, any dependent subsidy paid on their behalf will be limited to the amount that would be paid for a dependent who is enrolled to the full extent of eligibility in Medicare and who includes their Medicare benefits in their Board-approved health plan. If no Medicare eligibility information is provided to LAFPP for a dependent over age 65, LAFPP will assume your dependent qualifies for Medicare Parts A and B to determine any dependent subsidy amount.

Furthermore, at the time of your death, should your Qualified Surviving Spouse / Domestic Partner be over the age of 65 and not enrolled in Medicare Part B, he or she will not qualify for a health subsidy until such time as he or she is enrolled in Medicare to the fullest extent eligible.

HEALTH INSURANCE PREMIUM REIMBURSEMENT PROGRAM

The Health Insurance Premium Reimbursement Program is available to retired members and Qualified Surviving Spouses/Domestic Partners who purchase their own health insurance on their own, or through their employment in retirement.

Retired members who qualify are entitled to receive reimbursement up to their maximum monthly health subsidy. Reimbursement will be paid for health insurance premiums paid to a non-Board-approved, state regulated health plan.

Qualifications

The Health Insurance Premium Reimbursement Program is available to retired members and Qualified Surviving Spouses/Domestic Partners if the following requirements are met:

- The member had at least 10 YOS in the Plan or the deceased pensioner had at least 10 YOS, if the Qualified Surviving Spouse/Domestic Partner is applying for reimbursement;

AND

- The member must be at least 55 years of age, or if the member is deceased and a Qualified Surviving Spouse/Domestic Partner is applying for the reimbursement, the member would have been at least 55 years of age;

AND

- The member and Qualified Surviving Spouse/Domestic Partner must be enrolled to the full extent of his or her entitlement in Medicare;

AND

- The member and Qualified Surviving Spouse/Domestic Partner are not enrolled in a Board-approved medical plan.

Note: Board-approved health insurance must be cancelled prior to you or your Qualified Surviving Spouse or Domestic Partner participating in the HIPR Program. Cancellation forms should be obtained from the current insurance provider.

Los Angeles Firemen's Relief Association	(800) 244-3439
Los Angeles Police Relief Association	(888) 252-7721
United Firefighters of Los Angeles City	(213) 895-4006

RETIREE DENTAL INSURANCE SUBSIDY

As a retired member you may be eligible for a dental insurance subsidy. LAFPP only subsidizes the premiums of dental plans currently offered by:

- Los Angeles Police Protective League (LAPPL);
- Los Angeles Police Relief Association (LAPRA);
- United Firefighters of Los Angeles City (UFLAC); and

Retirees must meet the following requirements to be eligible for the dental insurance subsidy.

- Be at least 55 years of age;
- Have at least 10 YOS; and
- Be enrolled in a Board-approved dental plan.

Effective January 1, 2018, the maximum subsidy is \$44.60 per month. It is applied to the premium of the qualified plan you select. You receive 4% of the maximum subsidy for each whole year of service (YOS) up to 25 years. The maximum subsidy cannot exceed the single-party premium of the dental plan the member is enrolled in. The retiree payroll system automatically calculates the subsidy or deduction and reflects it in your monthly pension payment.

The formula is as follows:

$$YOS \text{ (up to 25)} \times 4\% \times \text{Maximum Subsidy} = \text{Member Subsidy}$$

The dental subsidy is applicable to the dental insurance premium for the retired member only. This subsidy is not available to dependents, Qualified Surviving Spouses or Qualified Surviving Domestic Partners.

For additional information, please call our Medical and Dental Benefits Section at (213) 279-3115.



Plan Administration

PLAN ADMINISTRATION

Tier 2 is administered by the Department of Fire and Police Pensions of the City of Los Angeles, which is located at 701 East 3rd Street, Suite 200, Los Angeles, California 90013.

LAFPP is under the control and management of a nine-member Board of Fire and Police Pension Commissioners. The Mayor appoints five members. The remaining four are elected by members of the Fire and Police Departments: one retired member and one active member from each department. All members serve five-year terms. The Board usually meets in public session on the 1st and 3rd Thursday of each month. A General Manager is responsible for the day-to-day administration of LAFPP.

How to Reach Us

Phone Numbers for Department Services

- (213) 279-3140 **Active Member Services** – member statements, beneficiary designations, contribution accounts, dissolution of marriage information, domestic partnership forms, refund of contributions and service purchases.
- (213) 279-3155 **Communications & Education** – Annual Report, financial planning education seminars, MyLAFPP, newsletters website, and social media updates.
- (213) 279-3165 **Disability Pensions** – disability pension applications/reviews, review of dependent child and dependent parent eligibility, survivor pension applications (active member deaths).
- (213) 279-3100 **DROP/Service Pensions** – retirement counseling, administration of the Deferred Retirement Option Plan (DROP) program, service and deferred pension applications.
- (213) 279-3115 **Medical and Dental Benefits** – health insurance subsidy, dental insurance subsidy, and health insurance premium reimbursement program for retired members and qualified survivors.
- (213) 279-3125 **Retirement Services** – direct deposit, tax withholding, and cost-of-living adjustments, survivor pension applications (retired member deaths), pensioner records and information. Discontinuance of benefits upon death or other disqualification.

Other Ways to Contact Us

Toll-Free: (844) 88-LAFPP (52377)
Fax Number: (213) 628-7716
TDD Number: (213) 628-7713
E-mail: pensions@lafpp.com
Website: www.lafpp.com

Police and Fire Department Retirement Liaisons

Fire: (213) 978-3750
Police: (213) 486-6610

Agent for Service of Legal Process

Custodian of Records
Los Angeles Fire and Police Pensions
701 East 3rd Street, Suite 200
Los Angeles, CA 90013
(213) 279-3000

PLAN INFORMATION

Name of Plan	Fire and Police Pension Plan – Tier 2
Type of Plan	Defined Benefit 401(a)
Effective Date	January 29, 1967 – December 7, 1980
Plan Fiscal Year End	June 30
Employer Sponsoring Plan	City of Los Angeles
Internal Revenue Service Employer Identification Number	95-6000735
Plan Number	003
Plan Administrator	Board of Fire and Police Pension Commissioners
Address	701 East 3 rd Street, Suite 200 Los Angeles, CA 90013



STEPS TO CALCULATE YOUR SERVICE PENSION

Step 1 – Compute Your Normal Pension Base

Your Normal Pension Base is the completed pay period immediately preceding the effective date of your retirement.

To calculate your Normal Pension Base, multiply the gross bi-weekly pay amount by 2.175. A detailed explanation can be found in the Service Pension Section (page 3).

Step 2 – Calculate Your YOS Percentage

Calculate your YOS percentage based on your total years of service credit. You must have a minimum of 20 years of service credit. You receive 2% per year for the first 24 years of service; 7% for the completed 25th year of service; and 3% per year for years over 25. The maximum percentage payable is 70% with 30 years of service. See the percentage equivalency chart in the sample on (page 31) When computing your pension, YOS are calculated to the last completed pay period worked. (Please note that lost service time will be subtracted from your YOS percentage calculation.)

Step 3 – Calculate Your Monthly Service Pension

Multiply your Normal Pension Base by the years of service percentage to determine your estimated monthly benefit.

You may also run a pension estimate through MyLAFPP at www.lafpp.com. This estimate projects your years of service (YOS) and rate of pay to your earliest and maximum retirement dates.

Sample Pension Calculation

EXAMPLE: You retire with exactly 30 years of service. Your Normal Pension Base is \$7,575.09. (Note: This example assumes no lost service time or prior hazard pay.)

Enter your gross bi-weekly pay amount	\$3,482.8
Multiply this amount by 2.175 (the monthly equivalent factor):	x 2.175
This equals Normal Pension Base (monthly):	\$7,575.09

Use the Chart to Determine Your Years of Service (YOS) Percentage

YOS	Pension Percentage	YOS	Pension Percentage
20	40%	27	61%
21	43%	28	64%
22	46%	29	67%
23	49%	30	70%
24	52%		
25	55%		
26	58%		

Years of Service Percentage for 30 years 70%

Calculate Monthly Service Pension

Multiply Normal Pensions Base by Years Of Service Percentage

$$\begin{array}{r} \$7,575.09 \\ \times \quad 0.70 \\ \hline \end{array}$$

Estimated Monthly Pension Benefit **\$5,302.56**

This example does not take into account any lost service time or prior hazard pay.

This estimate represents your initial pension benefit. Each year, a cost of living adjustment (COLA) is applied to your pension based on the change in the Consumer Price Index (CPI).

You may also run a pension estimate through MyLAFPP at www.lafpp.com.

INDEX

A		O	
Administration of Your Plan.....	See Plan Administration	Optional Survivor Allowances	17
B		P	
Bad Time	4	Plan Administration	30
Beneficiary Designation	18	Phone Numbers for Department Services	30
C		Plan Information	31
Contributions to the System	2	Public Service Purchase Program	5
Member Contributions	2	Q	
City Contributions	2	Qualified Survivors	12
Cost-of-Living Adjustments (COLAs)	6	Dependent Child	13
D		Dependent Parent	13
Deferred Retirement Option Plan (DROP) Program	8	Minor Child	13
Defined Benefit Plan	1	Qualified Surviving Domestic Partner	12
Dental Insurance Subsidy	29	Qualified Surviving Spouse	12
Dependent Child Documentation	18	R	
Disability Pensions	10	Recall After Retirement	20
Application Process	11	Reciprocity	6
Disability Pension Amounts	10	Retirement Liaisons	31
Effect of Workers' Compensation Awards	11	Return to Active Duty	19
Return to Active Duty	19	S	
Review of Disability Status	10	Service of Legal Process	31
Types of Disability Pensions	10	Service Pension	3
Dissolution of Marriage and Your Pension	23	Applying for a Service Pension	7
Domestic Partnership	14	Eligibility for a Service Pension	3
Establishing a Domestic Partnership	14	Steps to Calculate Your Service Pension	32
Terminating a Domestic Partnership	14	Service-Connected Disability Pension	10
E		Survivor Benefits	12
Eligibility for Membership	1	Active Member Death Benefits	15
F		Children	16
Assignment Pay	3	Children – No Surviving Spouse/Domestic Partner ..	16
Hazard Pay	3	Dependent Parent	17
Length of Service (Longevity) Pay	3	Retired Member Death Benefits	15
Regular Gross Monthly Pay	3	T	
Special Pay	3	Taxes	20
H		Type of Plan	1, 31
Health Insurance Premium Reimbursement Program ..	28	W	
Health Insurance Subsidy Programs	25	Withdrawal of Contributions	9
Health Insurance Subsidy for Members	25	Workers' Compensation Awards	11
Health Insurance Subsidy for Qualified Survivors	27	Y	
L		Years of Service – Credit	4
Lost Service Time	4	Years of Service – Purchase	5
N			
Nonservice-Connected Disability Pension	10		
Normal Pension Base	3		