

P.S.

# POST SCRIPT

NEWS FOR ACTIVE MEMBERS

SEPTEMBER 2014 • VOL. 25, NO. 3

## Your Retiree Healthcare Benefits

Retiree Healthcare Benefits are not changing for active, deferred, and retired members hired before June 30, 2014 and their eligible survivors. The County has introduced a new retiree health insurance program, Los Angeles County Retiree Healthcare Benefits Program – Tier 2 (Tier 2), for new employees hired after June 30, 2014.\*

Retiree healthcare benefits provided through LACERA to members hired prior to July are protected and remain unchanged, because they were promised to the employee at the time of employment. At the time of hire, a full-time County employee working three-quarter time or more – in other words, an individual eligible for LACERA membership – is promised certain benefits at retirement. These benefits include the Retiree Healthcare Benefits Program.

### History

The Retiree Healthcare Benefits

Program was created by LACERA's Board of Retirement (BOR) in 1971. From that time until 1982, the BOR controlled the program benefit structure and program administration. In 1982, the County Board of Supervisors and LACERA's Boards of Retirement and Investments reached an agreement under which the BOR would relinquish unilateral control over the program's benefit structure and reduce the County's 1982 retirement benefit contribution. In exchange, the County agreed to fund the retirees' healthcare premium subsidy. This agreement,

now known as The 1982 Agreement, also requires LACERA to administer the Retiree Healthcare Benefits Program.

The 1982 Agreement froze the structure of the LACERA-administered Retiree Healthcare Benefits Program. Allowable changes are limited to those mandated by federal or state law, implemented by LACERA at no cost to the County, or mutually agreed upon by both LACERA and the County.

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*\*Additionally, affected new employees first became eligible for LACERA membership on or after August 1, 2014 and were not eligible for reciprocity with a reciprocal agency based on service prior to August 1, 2014.*

## Thinking of Retiring Soon?

We have two entire pages of great information for you!

Check out pages 6 and 7.



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**Los Angeles County Employees Retirement Association**

**Board of Retirement:**

**YVES CHERY**

Chair  
Elected by General Members

**ALAN J. BERNSTEIN**

Vice Chair  
Appointed by Board of Supervisors

**WILLIAM DE LA GARZA**

Secretary  
Elected by Retired Members

**MARK J. SALADINO**

County Treasurer & Tax Collector  
Ex-officio Member

**JOSEPH KELLY**

Chief Deputy Treasurer & Tax Collector  
Alternate Ex-officio Member

**MARVIN ADAMS**

Appointed by Board of Supervisors

**VIVIAN H. GRAY**

Elected by General Members

**SHAWN R. KEHOE**

Elected by Safety Members

**DAVID L. MUIR**

Alternate Retired Member  
Appointed by Board of Retirement

**RONALD A. OKUM**

Appointed by Board of Supervisors

**WILLIAM R. PRYOR**

Alternate Member  
Elected by Safety Members

**LES ROBBINS**

Appointed by Board of Supervisors

**Board of Investments:**

**JOHN M. BARGER**

Chair  
Appointed by the Board of Supervisors

**DAVID GREEN**

Vice Chair  
Elected by General Members

**SHAWN R. KEHOE**

Secretary  
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Chief Deputy Treasurer & Tax Collector  
Alternate Ex-officio Member

**DIANE A. SANDOVAL**

Elected by Retired Members

**HERMAN B. SANTOS**

Elected by General Members

**MICHAEL SCHNEIDER**

Appointed by Board of Supervisors

**LEONARD UNGER**

Appointed by Board of Supervisors

**ESTEVAN R. VALENZUELA**

Appointed by Board of Supervisors

Chief Executive Officer

**GREGG RADEMACHER**

Assistant Executive Officer

**ROBERT HILL**

Assistant Executive Officer

**JJ Popowich**

From the **Executive Desk**

**Gregg Rademacher – CEO, LACERA**



## How Changes in Contribution and Interest Rates Impact You

New contribution rates took effect July 1<sup>st</sup>. Most members experienced a modest increase in their rate, while some members saw a modest decrease. Whenever contribution rates change, I like to remind our members of how contribution rates are determined, why they change, and how they impact us.

Active LACERA members, except those in non-contributory Plan E, contribute a percentage of their earnings to the retirement fund (Fund). Contributions are made semimonthly through payroll deductions. Los Angeles County, our employer, also contributes to the Fund. LACERA deposits all the contributions and invests them to generate investment earnings.

Contribution rates for contributory members with LACERA membership dates prior to January 1, 2013 are based on entry age into LACERA. In those plans, the younger your entry age, the lower the percentage of your contribution. Entry age still applies for most LACERA plans: only General Plan G and Safety Plan C are structured differently. Those plans are based on a flat rate; members of each respective plan pay the same contribution rate, regardless of their entry ages.

Contribution rates in all plans are fluid; they can remain stable for years or can change annually. All rates are subject to change due to interest rate changes set by the

Board of Investments and system actuarial valuations.

On July 1, 2014, changes in both the contribution rates and the LACERA interest rate took effect. Here's how both rates affect the Fund, and thus affect you.

*“Your benefits are secure.”*

The Fund relies on three sources of funding:

- Investment earnings
- Employer (Los Angeles County) contributions
- Employee contributions

**Historically, approximately 75 cents of each LACERA pension dollar is funded by investment earnings.**

Employee contributions account for approximately 10 cents of each pension dollar.

### **Our Fiduciary Duty**

It is our fiduciary duty to regularly monitor the ratio of the funding sources to ensure the long-term health and viability of the Fund. When adjustments to that ratio are required, we are obligated to implement them. These adjustments serve to strengthen the Fund.

It is our legal duty to:

- Determine the minimum rate Fund investments can reasonably be expected to earn annually when averaged over 30 years.
- Structure Fund contribution rates (both employer and employee) to provide the additional funding needed to pay current recipients' benefits (including yours), as well as the benefits of future recipients.
- Regularly monitor the ratio of funding sources and make adjustments, as needed.

**Interest Rate Affects Contributions**

In 2011, acting on a recommendation by our actuary, our Board of Investments voted to lower the interest rate on the Fund from 7.75 percent to 7.50 percent over a three-year period that began July 1, 2012. In keeping with that schedule, on July 1<sup>st</sup>, the interest rate was lowered from 7.60 percent to 7.50 percent.

A decrease in the interest rate signifies an expectation of lower investment earnings by the Fund. Therefore, **typically, when the interest rate is lowered, member**

**and employer contributions are increased and vice-versa.**

**Actuary Determines How Much Money Is Needed to Pay the Promised Benefits**

To determine whether contributions are being accumulated at a rate sufficient to pay future benefits, the law requires LACERA to obtain an actuarial valuation at least once every three years. During the valuation, the actuary examines the Fund's liabilities and applicable assets to compute the Fund's value. The actuary then estimates how much money must be contributed to the Fund each year in order to pay the promised benefits over the long term.

In addition to system valuations and interest rate changes, our actuaries may recommend rate changes based on shifts in the demographics of the plan participants.

Our actuary, Milliman, Inc., completed a valuation for us on June 30, 2013 and determined that adjustments to employer and employee contributions for all LACERA retirement plans were needed to ensure the Fund's long-term viability. The actuary's

recommended employee rate adjustments were negotiated with the applicable employee groups and approved by the Board of Supervisors in June. The new rates took effect July 1, 2014.

**County Demonstrates Continued Fiscal Responsibility, Reaffirms Long-term Commitment to Retiree Healthcare Benefits Program**

For the past several years, in light of its expanding workforce and rising healthcare costs, the County has been investigating long-term cost reduction options for its retiree healthcare benefits program. In June, the County introduced the Los Angeles County Retiree Healthcare Benefits Program — Tier 2 (Tier 2) for new employees hired after June 30, 2014. **(It does not affect employees hired prior to that date.)** Tier 2 provides a wide range of medical and dental/vision benefits for eligible retirees and their dependents, and is projected to save the County up to \$840 million over the next 30 years.

*\*Affected new employees first became eligible for LACERA membership on or after August 1, 2014 and were not eligible for reciprocity with a reciprocal agency based on service prior to August 1, 2014.*

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**Original Certified Documents Scanned While You Wait**

At LACERA, we understand how important an original certified document is to you. If you're reluctant to drop your original Certificate of Marriage or a Certificate of Death through a mail slot, **visit LACERA's Member Service Center with your document.** We'll be glad to scan

the document on location while you wait and at no cost to you.

The Member Service Center, located in Pasadena, is open from 7:00 a.m. to 5:00 p.m., Monday through Friday. Save yourself a stamp – and any concern of losing your important document – and stop by and visit us!



# Introducing our new feature with a focus on Retirement Lifestyle...

## RETIREMENT MATTERS: Working in Retirement

At LACERA, we think of retirement in terms of the pension. Although the pension is important, the years after a career are more than the sum of its retirement allowances.

The concept of retirement has changed: Retirement doesn't mean a retiree's decline, from working full-time to settling in at a senior care facility. On the contrary, retirees aren't reclining nowadays; they're up and out of their chairs in a big way. Retirees are more active and engaged in life than ever.

Merrill Lynch and Age Wave, a thought leadership company on population aging, recently partnered to conduct a study to explore typical assumptions regarding retirement and retirees' career reinventions. The study, "Work in Retirement: Myths and Motivations," was published in June, 2014. Their national survey of 7,078 pre-retirees and retirees, both working and non-working, shows that the paradigm of retirement has shifted.

To earlier generations, retirement meant a life of leisure earned after a long career of hard work. That's no longer typical or even, to many recent retirees, attractive. In fact, according to the authors of *Shifting Gears To Your Life & Work After Retirement*, which came out in 2013, 80 percent of all Baby Boomers intend to work at least part time after they retire, and 40 percent of that 80 percent expect to "work until they drop."

According to the Age Wave/Merrill Lynch report, retirees are working for several reasons, including:

- Our lives are longer, and our expected life-spans increase each additional year we live, which means more years of retirement to fund. According to "65+ in the United States: 2010," a 2014 report published by the U.S. Census Bureau, Americans 65 and older comprised 13 percent of the population. This is 12 times the number it was in 1900. By 2050, those age 65 years and older are expected to make up



20.9 percent of the total population.

- Guaranteed pensions or defined benefit plans are less common, shifting the funding of retirement from employer to employee. On this point, LACERA members are in the clear: All LACERA retirement plans are defined benefit plans, which means that they promise to pay a specified monthly benefit at retirement. The monthly allowance received at retirement is a lifetime benefit, payable every month for the rest of your life.\* Our retirees have their reasons to work after retirement, but not having a

predictable retirement income *isn't* one of them.

- As the U.S. recovers from the past decade's economic downturn, we're coping with a sense of economic uncertainty. Given a market downturn or another recession, one's financial position could turn into financial insecurity, with a shorter time to recover losses.

### Who Works In Retirement?

Based on the research findings, four categories of working retirees are identified:

- Entrepreneurs and similarly driven achievers.
- Volunteers and employees at nonprofit organizations who want to support a cause worthy to them.
- Retirees who balance leisure with work that serves to keep them socially connected.
- Those who work because they need the income.

Did you find yourself gravitating towards one of these categories? We plan to discuss these four kinds of retired workers and other retirement issues in future newsletters. Do you plan to work in your retirement years, maybe start your own business or take on a part-time job? Perhaps you have a cause dear to your heart and plan to give back. It's never too early to think about your future retirement lifestyle and begin to plan ahead for it. Keep an eye on our new feature, Retirement Matters.

*\*Certain eligibility rules apply.*

**Your Retiree Healthcare Benefits**  
**cont'd from pg. 1**

**Overview of Retiree Healthcare Benefits**

At retirement, County employees can choose from a selection of LACERA-administered medical plans and dental/vision plans. Coverage is available to all retirees



and their dependents, regardless of pre-existing medical conditions.\* The cost of the healthcare plan varies according to the plan, number of dependents covered, and years of service credit.

The County subsidizes retiree medical and dental/vision insurance based on years of service credit; a minimum of 10 years of service applies to qualify for the program. For a member with 10 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 10 years, the County contributes an additional four percent per year of the selected plan premium, up to a maximum of 100 percent for a member with 25 years of service credit. Members are required to pay the difference each month on premiums exceeding the benchmark amount.

If a retiree selects a policy that also covers his or her eligible dependent(s), the subsidy percentage applies to the full premium amount or the corresponding benchmark plan



premium amount, whichever is less.

**Overview of Tier 2 Retiree Healthcare Benefits**

Tier 2 offers the same selection of medical plans and dental/vision plans and the same County subsidy percentages as those offered by the Retiree Healthcare Benefits Program. The basic differences in Tier 2 are:

- The County retiree medical and dental/vision subsidy applies to **retiree-only coverage**.
- Medicare-eligible retirees and eligible dependents must **enroll in Medicare Parts A and B** and a Tier 2 Medicare plan.

**To learn more about Tier 2, check out Retiree Healthcare's Tier 2 web page on lacera.com.**

*\*Certain eligibility rules apply.  
\*\*Reciprocal service credit from the Los Angeles City Employees Retirement System (LACERS) may count toward the County retiree healthcare subsidy; certain eligibility rules apply. For more information about LACERA's retiree healthcare benefits, call 800-786-6464 and press 1.*



**Executive Desk**  
**cont'd from pg. 3**

For more about Tier 2, read "Your Retiree Healthcare Benefits" on page 1.

**Your Benefits Are Secure**

In summary, please know the **Fund remains sound and your benefits remain secure. I also want to assure you the LACERA-administered**

**retiree healthcare benefits you will be eligible to receive at retirement are protected and are not changing.**

**Current County retirees have a vested right to the retiree healthcare benefits they were promised at the time of employment.**

You can always count on LACERA to fulfill our mission to produce, protect, and provide the promised benefits.



# GETTING READY FOR RETIREMENT

For any retiree-to-be, there's a lot to do between deciding on the right time to quit a 9-to-5 work routine and the first day of retirement. And as any retiree might tell you, being prepared pays off in peace of mind!

At LACERA, the most popular time to retire is between December and the end of March. If you plan to retire in the next several months, make use of the retirement planning resources LACERA offers to help make the process easy and to assist you maximizing your retirement options.



Introduction to Retirement Video

## Retirement-Planning Resources

To get a clearer picture of your retirement, try these tools:

### ANYTIME Online – [lacera.com](http://lacera.com)

- **A great first step is to watch the Intro to Retirement video on [lacera.com](http://lacera.com).** This five-minute video will show you the 7-steps to a successful retirement.
- Create your own Retirement Benefit Estimate (RBE) by accessing your My LACERA account on [lacera.com](http://lacera.com). The RBE calculator automatically inputs

your personal information from data on file with LACERA. This includes the date on which you are first eligible to retire, your current amount of service credit and monthly compensation, and your beneficiary information, which is used to estimate your monthly benefit amount upon retiring. To see a variety of estimates, change the information – your retirement date, service credit, monthly compensation, or beneficiary compensation amounts – to generate different calculations.

### TWO YEARS PRIOR In Person

- If you haven't already attended, reserve your seat at a Pre-Retirement Workshop held at LACERA. You'll learn about your retirement options, how your retirement allowance is calculated, the right retirement date for you, purchasing service credit, and your retiree healthcare choices. The LACERA Retirement Benefits Specialist presenting the workshop will be available to answer your individual questions.

## How to Retire In Writing

Though LACERA encourages every member to use the resources outlined in "Getting Ready for Retirement," we understand that attending a Pre-Retirement Workshop or visiting with a Retirement Benefits Specialist is not possible for everyone.

In order to retire, you may write a letter to LACERA indicating that

you're electing to retire and fax it to us at: 626-564-6155. **You must also mail the original paper copy of your Election to Retire Form to LACERA.** The faxed form will be processed once we receive the mailed original document.

The Election to Retire Form must include the retiring member's:

- Name
- Employee number
- Date of retirement
- Retirement option
- Signature

It can be as simple as: "I, Jane Doe, employee number 888888, elect to retire on March 31, 2015, under the Unmodified allowance."

**Reservations are required; use the Appointment and Workshop Reservation System on [lacera.com](http://lacera.com) to save a seat.**

- Come to LACERA's Member Service Center in the lobby of our Pasadena office to meet one-on-one with a Retirement Benefits Specialist. In your private consultation, you'll work with the specialist to create your Retirement To-Do List, which will include any steps left in your retirement process, and you'll fill in your "Important Dates to Remember" list as well.

To be given priority over walk-in appointments, use the Appointment and Workshop Reservation System to schedule a time to visit. The Member Service Center is open from 7:00 a.m. to 5:00 p.m., Monday through Friday.

## By Phone

- Call LACERA's Call Center at 800-786-6464 to speak with a Retirement Benefits Specialist

about retirement. The Call Center is open from 7:00 a.m. to 5:30 p.m., Monday through Friday. If you're calling internationally, dial 1-626-564-6132.

## SIX MONTHS AWAY

- Call LACERA at 800-786-6464 and request an **Election to Retire form**.
- Update your beneficiary information on record.

## TWO MONTHS AWAY

Meet with a LACERA Retirement Benefits Specialist, who will assist you in preparing your retirement paperwork and provide you with enrollment forms for LACERA-administered retiree medical and dental/vision insurance.

When you visit, bring these documents with you:

- Completed Retirement Benefit Estimate and Election Form
- Beneficiary Designation Form AND your beneficiary's original Certified Birth Certificate or a valid passport or Certificate of

Naturalization, (for Retirement Options 2, 3, or 4 or Unmodified+Plus)

- Your original Certified Marriage Certificate or Certificate of Registered Domestic Partnership
- Your completed Form W-4/DE-4P for federal and California tax withholdings
- Completed LACERA Direct Deposit Authorization Form with a voided check from your checking account.
- Prepare your finances to complete any outstanding service credit contracts, as contracts must be paid within 120 days of your date of retirement.
- If it applies, a conformed copy (all pages) of your Judgment of Dissolution of Marriage, including the Notice of Entry of Judgment and QDRO

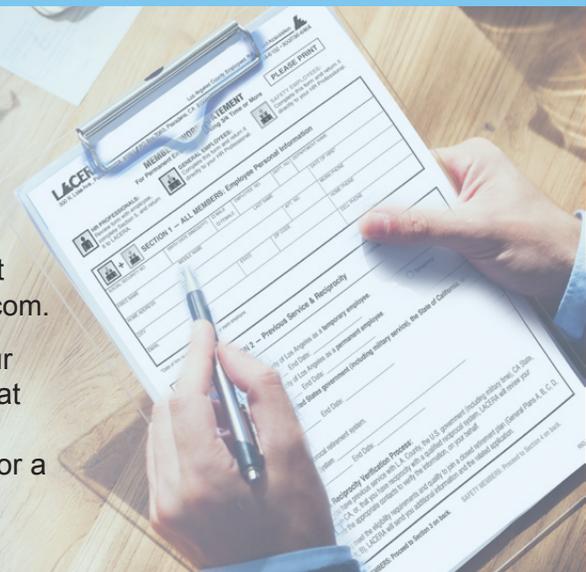
Make sure to notify your Department of your retirement date.

The best time to send a retirement election is between 30 and 60 days prior to your date of retirement. Please note, a retirement election sent more than 90 days in advance of your anticipated retirement date will be rejected.

There are a number of retirement options available to LACERA members; you will want to choose

the option that best suits your situation. To learn about the Retirement Options available to you, visit the Service Retirement page, under Benefits, on [lacera.com](http://lacera.com).

No matter where you are on your path to retirement, remember that we're here to help you take the next steps in readying yourself for a successful retirement.



# Heads Up!: Enroll in October for County-Administered Survivor Income Benefit

Are you an active member of **Plan E and a MegaFlex participant**? If so, it's important to understand your insurance options as your opportunity to enroll, October 1 through October 31, approaches.

Plan E does not include pre-retirement death benefits. Should a Plan E member die while in County service, the member's survivors would not be eligible for continuing benefits through LACERA. Also, MegaFlex participants are not eligible for continuing survivor benefits administered through the County's Long-Term Disability Plan.

Plan E members who are MegaFlex participants **have the option of electing the County-administered Survivor Income Benefit (SIB)**, an optional life insurance plan available only to Plan E MegaFlex participants. Note that the SIB is administered by the County's Survivor Benefit Plan; **LACERA does not administer the SIB.**

The SIB pays a lifetime benefit to an eligible surviving spouse or domestic partner. If a member enrolled in the County-sponsored Survivor Income Benefit Program were

the benefit will be divided equally among eligible dependent children. Benefits will continue until age 18 or, if the child is enrolled full-time in an accredited school, until age 22. Without the SIB, your survivors would not receive a continuing benefit, which could negatively impact their financial security.

If you are interested in enrolling in the SIB, you may do so only during the annual enrollment period, October 1 through October 31. Refer to your MegaFlex 2015 Enrollment Highlights Guide, which the County of Los Angeles will mail to you, for instructions, or go online to [mylacountybenefits.com](http://mylacountybenefits.com).

*For questions regarding tax matters or issues involving your individual financial situation, consult a professional advisor; LACERA does not offer tax or financial advice.*



to die while in active service, the eligible surviving spouse or domestic partner would receive a monthly cash benefit for the rest of his or her life. If no eligible surviving spouse or domestic partner exists,

## New Contribution Rates Effective July 1, 2014

On June 10, 2014, the Los Angeles County Board of Supervisors approved new employee contribution rates for LACERA general and safety members. Effective July 1, 2014, contributory members experienced a modest contribution rate increase or decrease.

Member contributions for General Plan G and Safety Plan C are based on a flat rate percentage of the base salary plus other pay items included in pensionable compensation.

Member contributions for General Plans A, B, C, and D and Safety Plans A and B are a percentage of the member's base salary plus other pensionable earnings, and are determined in part by the member's latest entry age into LACERA.

All contribution rate percentages are subject to change as a result of several factors, including periodic negotiations between management and employee groups, interest rate changes set by the Board of Investments, and system actuarial

**Email-**  
[welcome@lacera.com](mailto:welcome@lacera.com)

**Call-**  
800-786-6464

**Visit-**  
300 N. Lake Ave.  
Pasadena, CA 91101

**Website-**  
[lacera.com](http://lacera.com)

valuations. System valuations, performed every three years as prescribed by law, provide the basis for member contribution rate adjustments deemed necessary to properly fund the system.

**The rate tables for LACERA Plans A, B, C, D, and G and Safety Plans A, B, and C are given here:**

**Plan A General Member Contribution Rates**

ENTRY AGE	CONTRIBUTION RATE %	ENTRY AGE	CONTRIBUTION RATE %
16	4.13%	35	5.86%
17	4.19%	36	6.05%
18	4.22%	37	6.23%
19	4.28%	38	6.44%
20	4.33%	39	6.63%
21	4.37%	40	6.83%
22	4.43%	41	7.03%
23	4.49%	42	7.24%
24	4.57%	43	7.47%
25	4.59%	44	7.64%
26	4.69%	45	7.86%
27	4.77%	46	8.08%
28	4.89%	47	8.26%
29	4.97%	48	8.48%
30	5.08%	49	8.61%
31	5.25%	50	8.70%
32	5.35%	51	8.74%
33	5.52%	52+	8.75%
34	5.65%		

**Plan B General Member Contribution Rates**

ENTRY AGE	CONTRIBUTION RATE %	ENTRY AGE	CONTRIBUTION RATE %
16	5.79%	35	8.84%
17	5.92%	36	9.04%
18	6.06%	37	9.24%
19	6.19%	38	9.45%
20	6.33%	39	9.66%
21	6.48%	40	9.87%
22	6.62%	41	10.08%
23	6.77%	42	10.29%
24	6.92%	43	10.48%
25	7.08%	44	10.68%
26	7.23%	45	10.88%
27	7.40%	46	11.06%
28	7.56%	47	11.23%
29	7.73%	48	11.40%
30	7.90%	49	11.55%
31	8.07%	50	11.66%
32	8.26%	51	11.74%
33	8.44%	52+	11.75%
34	8.64%		

**Plan C General Member Contribution Rates**

ENTRY AGE	CONTRIBUTION RATE %	ENTRY AGE	CONTRIBUTION RATE %
16	4.93%	37	7.86%
17	5.05%	38	8.05%
18	5.16%	39	8.22%
19	5.27%	40	8.41%
20	5.39%	41	8.61%
21	5.52%	42	8.81%
22	5.64%	43	9.01%
23	5.77%	44	9.21%
24	5.90%	45	9.39%
25	6.03%	46	9.59%
26	6.17%	47	9.79%
27	6.30%	48	9.98%
28	6.44%	49	10.16%
29	6.59%	50	10.35%
30	6.74%	51	10.53%
31	6.89%	52	10.70%
32	7.04%	53	10.86%
33	7.20%	54	11.00%
34	7.36%	55	11.11%
35	7.52%	56	11.17%
36	7.69%	57+	11.19%

**Plan D General Member Contribution Rates**

ENTRY AGE	CONTRIBUTION RATE %	ENTRY AGE	CONTRIBUTION RATE %
16	4.83%	37	7.69%
17	4.94%	38	7.87%
18	5.05%	39	8.04%
19	5.15%	40	8.23%
20	5.28%	41	8.42%
21	5.40%	42	8.62%
22	5.52%	43	8.81%
23	5.64%	44	9.01%
24	5.78%	45	9.19%
25	5.90%	46	9.38%
26	6.03%	47	9.58%
27	6.17%	48	9.76%
28	6.30%	49	9.94%
29	6.45%	50	10.13%
30	6.59%	51	10.30%
31	6.74%	52	10.47%
32	6.89%	53	10.63%
33	7.04%	54	10.76%
34	7.20%	55	10.87%
35	7.36%	56	10.93%
36	7.52%	57+	10.94%

**Plan G Member Contribution Rates**

ENTRY AGE	CONTRIBUTION RATE %
All Ages	7.63

**Plan B Safety Member Contribution Rates**

ENTRY AGE	CONTRIBUTION RATE %	ENTRY AGE	CONTRIBUTION RATE %
18	6.30%	33	9.63%
19	6.48%	34	9.90%
20	6.67%	35	10.19%
21	6.87%	36	10.47%
22	7.08%	37	10.75%
23	7.28%	38	11.02%
24	7.49%	39	11.29%
25	7.71%	40	11.56%
26	7.92%	41	11.82%
27	8.15%	42	12.07%
28	8.37%	43	12.31%
29	8.62%	44	12.55%
30	8.85%	45	12.74%
31	9.11%	46+	12.87%
32	9.36%		

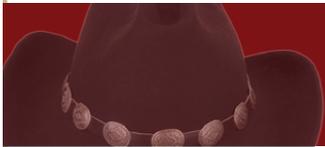
**Plan A Safety Member Contribution Rates**

ENTRY AGE	CONTRIBUTION RATE %	ENTRY AGE	CONTRIBUTION RATE %
18	6.94%	33	9.43%
19	7.09%	34	9.65%
20	7.23%	35	9.86%
21	7.38%	36	10.05%
22	7.54%	37	10.27%
23	7.67%	38	10.48%
24	7.85%	39	10.67%
25	8.00%	40	10.87%
26	8.16%	41	11.06%
27	8.33%	42	11.26%
28	8.50%	43	11.45%
29	8.68%	44	11.60%
30	8.85%	45	11.76%
31	9.05%	46+	11.86%
32	9.24%		

**Plan C Safety Member Contribution Rates**

ENTRY AGE	CONTRIBUTION RATE %
All Ages	13.39

**To view larger contribution rate tables for all Plans, visit the Benefits, Active Member Section of [lacera.com](http://lacera.com).**



*“You aren’t wealthy until you have something money can’t buy.”*  
— Garth Brooks

# WORKSHOP SCHEDULE

## September 2014

S	M	T	W	T	F	S
	H	S	3	4	5	6
7	8	G	10	11	12	G*
14	15	G	17	18	19	20
21	22	G	24	25	26	27
28	29	G				

## October 2014

S	M	T	W	T	F	S
			1	2	3	4
5	6	S	8	9	10	11
12	H	G	15	16	17	G*
19	20	G	22	23	24	25
26	27	G	29	30	31	

## November 2014

S	M	T	W	T	F	S
						1
2	3	S	5	6	7	8
9	10	H	12	13	14	G*
16	17	G	19	20	21	22
23	24	G	26	H	H	29
30						

G = General Members Pre-Retirement  
 S = Safety Members Pre-Retirement  
 H = Holiday

**Call 800-786-6464 to Register**  
 Unless otherwise indicated, workshops are held from 8:30 a.m. - 11:30 a.m. Most include presentations by Great-West and long-term care providers.

\*Saturday workshops are held from 9:00 a.m. - noon at offsite locations. These workshops provide general information only and do not include presentations by Great-West or other long-term care providers. No personalized estimates or one-on-one consultations are included.

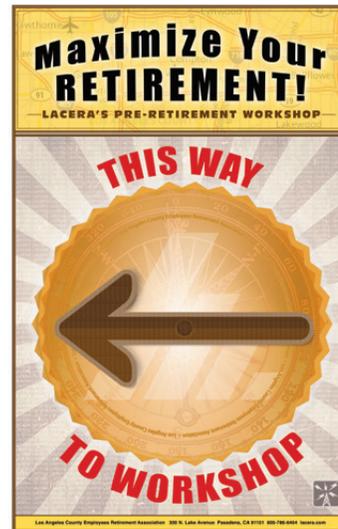
# Saturday Pre-Retirement Workshops

For your convenience, LACERA offers pre-retirement workshops on certain Saturdays. Instead of taking time out of your busy Tuesday to come to the workshops hosted here at LACERA, you are welcome to attend a workshop at one of several offsite locations in the L.A. area.

The next Saturday workshops, held from 9:00 a.m. to noon, are scheduled for:

- September 13, at Norwalk Library
- October 18, at the Health Services Building in downtown Los Angeles
- November 15, at Lancaster Regional Library

Reservations are required; call 800-786-6464 or access the Appointment and Workshop Reservation System on [lacera.com](http://lacera.com) to reserve a seat.



# 3 THINGS Pumpkins

Once September ends, pumpkins are everywhere – on doorsteps, in lattes and pies, and decorating table tops.

Here are three facts about the versatile pumpkin:

- National Pumpkin Day is October 26.
- The popular fall fruit is powerfully nutritious, an especially good source of Vitamin A and over 90 percent water.
- Pumpkins have been grown in America for at least 7,000 years.

# FAQs Preparing for Retirement FAQs

## 1. Q: What's the first thing I should do if retirement is on my horizon?

**A:** When retirement is three to five years away, attending a free pre-retirement workshop will give you the information you need to retire on time. You'll learn about the options open to you as you determine the retirement strategy best suited to your situation. A Retirement Benefits Specialist will be available to give you a personalized estimate of your retirement benefits with recommendations for the most advantageous retirement dates.

As you may have noticed in the pre-retirement workshop schedule on page 10 of this newsletter, workshops are held on Tuesdays at LACERA and on some Saturdays at offsite locations. Reserve a seat at a workshop through the Online Appointment and Workshop Reservation System on [lacera.com](http://lacera.com), or RSVP by calling 800-786-6464.

## 2. Q: I've heard that there are more LACERA retirements in March than other months. Is March the best month to retire?

**A:** It's true that LACERA sees a greater number of retirements in December, January, February, and March than in other months, annually. The explanation for this influx is that members who retire prior to April 1 are eligible for any cost-of-living adjustment (COLA) that LACERA's Board of Retirement approves. However, March may or may not be the right month for you; a month can make all the difference in optimizing your retirement benefits.

To determine the most advantageous date to retire, speak with a Retirement Benefits Specialist at a pre-retirement workshop, by visiting LACERA's Member Service Center in Pasadena, or by contacting the Call Center at 800-786-6464.

## 3. Q: If I've already notified LACERA in writing, can I change my retirement date?

**A:** Yes. To change your retirement date, you must notify LACERA in writing at least one business day prior to your retirement date, and you must notify your department. You can find the Request to Rescind or Change Retirement Date Form on [lacera.com](http://lacera.com)'s Brochures & Forms page.

## LACERA'S GOT RESOURCES!

When you're planning to retire, we have lots of resources in a variety of media to help you.

### WORKSHOP

We invite you to our pre-retirement workshops here at LACERA and the Saturday workshops out in the field.

You can also watch the pre-retirement workshops on [lacera.com](http://lacera.com).

**Retirement University** - featuring a series of 12 video clips on a variety of topics:

- Choosing a retirement date
- The retirement election form
- Cost of living
- Retiree healthcare

### INTRODUCTION TO RETIREMENT VIDEO

View the 7-steps to take to for a successful retirement process.

### CALCULATORS ON LACERA.COM

**Retirement calculator** – You add the data, the program calculates the benefit estimate, displaying results for both the Unmodified retirement option and the Unmodified+Plus retirement option.

### RETIREMENT BENEFIT ESTIMATE (RBE) CALCULATOR ON MY LACERA

**RBE calculator** – Your current data on file with LACERA is automatically displayed as you click through the calculator process. You may adjust the data fields as well. The calculator displays results for all six of the retirement options. Access your My LACERA account and start calculating!

### RETIREMENT OPTIONS ON LACERA.COM & YOUR PLAN BOOK

**Retirement Options** – Did you know that when you retire you have options as to how your retirement benefits are distributed to you? There are six

retirement options. These options will affect the amount of your monthly retirement allowance and the amount of the survivor benefit.

- Unmodified Option
- Unmodified+Plus Option
- Option 1
- Option 2
- Option 3
- Option 4

### PRE-RETIREMENT GUIDE ON LACERA.COM – READ, DOWNLOAD, ORDER

**Pre-retirement Guide** – Get the retirement information you need to retire with confidence.

- Retirement eligibility
- Selecting the most advantageous retirement date
- How your allowance is computed
- Retirement allowance options
- Beneficiary designations
- Health care choices

cont'd on pg. 12



## Upcoming Holidays

LACERA will be closed:

- Monday, September 1, in observance of Labor Day.
- Monday, October 13, in observance of Columbus Day.
- Tuesday, November 11, in observance of Veterans Day.
- Thursday-Friday, November 27-28, for Thanksgiving.

## Newsletter Highlights

► **Special Edition of Preparing for Retirement Tips and Resources**

### LACERA'S GOT RESOURCES!

cont'd from pg. 11

#### OUR GREATEST RESOURCE – OUR RETIREMENT BENEFITS SPECIALISTS

**Retirement Benefits Specialist** – Our people are trained and knowledgeable and will do what it takes to answer your questions and help you with your retirement needs. Give our specialists a call or visit our Member Service Center.

#### Editor's Note:

*PostScript* is published by the staff of LACERA. Signed articles represent the opinion of the writers and not necessarily the opinion of LACERA Management, Board of Retirement, or Board of Investments. Consult with professional advisors regarding legal, tax, and/or medical matters; LACERA does not offer legal, tax, or medical advice.

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