



Western Conference of Teamsters Pension Trust

An Employer-Employee Jointly Administered Pension Plan - Founded 1955

Example - How A Contributory Service Benefit Is Calculated – City of Snohomish Local 763

Your unit joined the Plan on December 1, 2022. Assume your hire date with the company was December 1, 2012, which entitles you to ten years of past employment credit. Let's also assume you continue working through 2029, giving you seven full years of contributory service. Starting December 1, 2022, your projected hourly contribution rate is \$1.50. Your contributory service benefit would be calculated as follows:

Year	Month	Total Hours	Pension Rate	Total Contributions	Contribution Percentage	Normal Retirement Benefit
2022	Dec	173	X \$1.50	= \$259.50	X 1.60%	= \$4.15
2023	Jan-Dec	2080	X \$1.50	= \$3,120.00	X 1.60%	= \$49.92
2024	Jan-Dec	2080	X \$1.50	= \$3,120.00	X 1.60%	= \$49.92
2025	Jan-Dec	2080	X \$1.50	= \$3,120.00	X 1.60%	= \$49.92
2026	Jan-Dec	2080	X \$1.50	= \$3,120.00	X 1.20%	= \$37.44
2027	Jan-Dec	2080	X \$1.50	= \$3,120.00	X 1.20%	= \$37.44
2028	Jan-Dec	2080	X \$1.50	= \$3,120.00	X 1.20%	= \$37.44
2029	Jan-Dec	2080	X \$1.50	= \$3,120.00	X 1.20%	= \$37.44
TOTAL				\$22,099.50		\$303.67
Total Contributory Service Benefit					\$303.67	

Based on the ten years of past employment you worked and the fact that you worked at least five 500-covered hour years after you entered the Plan, you would qualify for a **non-contributory service benefit** based on your ten years of past employment.

How A Non-Contributory Service Benefit Is Calculated

The first step is to calculate his average annual contributions:	$\$15,600 \div 5 = \$3,120.00$
The second step is to take 1.2% of the average annual contributions:	$\$3,120.00 \times 1.2\% = \$ 37.44$
The result from this second step is then multiplied by the number of years of past employment the participant has earned (<i>in this example the participant qualifies for ten years</i>):	$\times 10$
Total Non-contributory Service Benefit	\$ 374.40

Not all participants have ten years of past employment. The chart below shows what your non-contributory service benefit would be if you had less than ten years of past employment.

Years of Past Employment	Non-Contributory Service Benefit	Years of Past Employment	Non-Contributory Service Benefit	Years of Past Employment	Non-Contributory Service Benefit
1	\$37.44	4	\$149.76	7	\$262.08
2	\$74.88	5	\$187.20	8	\$299.52
3	\$112.32	6	\$224.64	9	\$336.96

How Your Normal Retirement Benefit is Calculated

The final step in calculating your benefit is to add together your **non-contributory service benefit** and **contributory service benefit** to determine your **Normal Retirement Benefit**. Your Normal Retirement Benefit is the benefit you can receive at age 65 if you are vested. If you retire before age 65, your benefit may be reduced based on your actual age when you retire.

Contribution Account Benefit	+	Non-contributory Service Benefit	=	Normal Retirement Benefit
\$303.67		\$374.40		\$678.07

The above example may be different from the benefit you receive based on your actual coverage under the Plan. All Plan benefits are subject to the terms of the official Plan document.

THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN AT A GLANCE

HOW THE PLAN CAN BENEFIT YOU AND YOUR FAMILY

- ✓ Participants can earn up to a total of 15 years of benefits after only 5 years of Plan participation.
- ✓ Potential of Immediate vesting with Non-covered Employment.
- ✓ Accelerated vesting for older participants.
- ✓ Age retirement benefits as early as age 55.
- ✓ Death and Survivor Benefits.
- ✓ Disability retirement benefits at any age.
- ✓ Plan Benefits are portable.
- ✓ Plan benefits are insured under the P.B.G.C.

HOW YOU CAN BECOME VESTED

Basic Vesting Rule

The basic vesting rule requires you to complete at least 5 years of vesting service. You earn one year of vesting service for each calendar year in which you complete at least 500 covered hours.

Age 65 Vesting Rule

If you are nearing age 65 or over. You are considered vested if you are an active participant in the Plan at age 65 (or if later, the second anniversary of your first covered hour in the Plan).

TYPES OF RETIREMENT BENEFITS AVAILABLE TO YOU

You can retire at age 65 and receive 100% of your Normal Retirement Benefit (or 100% at age 62 with *Recent Coverage*). The Plan offers several other retirement benefits to vested participants. Listed below are some of the Plan's retirement benefits.

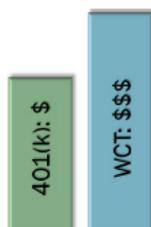
- **Early Retirement Benefits**
You can retire as early as age 55 and receive a percentage of your Normal Retirement Benefit.
- **Disability Retirement Benefits**
There is no minimum age, if you are eligible for a Disability Retirement Benefit, your benefit will be at least 85% of your Normal Retirement Benefit.

The information above is only a summary of the rules and benefits available under the Plan. In order to qualify for benefits, you must meet all Plan requirements.

For complete information refer to the Summary Plan Description or visit our web site at www.wctpension.org



See how a 401(k) compares to the WCTPT:



HOW YOUR BENEFIT IS CALCULATED

Your benefit is calculated in two parts. The first part is called your *Contribution Account Benefit*. This portion of your benefit is based on the contributions paid on your behalf during the time you are covered under the Plan. The second part is called your *Non-contributory Service Benefit*.

This portion of your benefit is based on the period of time you were continuously employed with your employer up to the date your unit became covered under the Plan. These two benefits are added together to equal your *Normal Retirement Benefit*.

$$\begin{array}{l} \text{Contribution} \\ \text{Account} \\ \text{Benefit} \end{array} + \begin{array}{l} \text{Non-contributory} \\ \text{Service} \\ \text{Benefit} \end{array} = \begin{array}{l} \text{Normal} \\ \text{Retirement} \\ \text{Benefit} \end{array}$$

TYPES OF DEATH AND SURVIVOR BENEFITS AVAILABLE TO YOUR FAMILY

By law, all pension plans must provide certain survivor benefits for married participants who are vested. The *Western Conference of Teamsters Pension Plan* goes beyond that and provides valuable benefits to your survivors whether you are married or not. Below is a list of some of the benefits available if you die before retirement. There are also additional benefits available to your survivors if you die after retirement.

- **Spouse Lifetime Pension**
Provides a lifetime monthly benefit for your spouse if you die before retirement.
- **Lump Sum Death Benefit**
50% of the total basic contributions paid on your behalf, maximum \$10,000.
- **48 – Month Death Benefit**
48 times the monthly benefit you would receive under the Life Only Pension.
- **Child Survivor Benefit**
Monthly benefit until your youngest child reaches age 22.