



Board Meeting Agenda Items
2003 - 2016

Table of Contents

Page numbers are links to content within this document.

Mission: To responsibly govern the pension plan for the benefit of the members.

Strategic Planning 3

Strategic Goal 1: Enhance the Benefits for the Members

Disability Benefits 4

Survivor Benefits 5

Reportable Compensation 6

Service Credit 6

Retirement Eligibility 7

Membership 7

Post-Retirement Benefits 7

Retiree Health Care 8

Non-LEOFF Survivor Benefits..... 8

Strategic Goal 2: Provide the Stakeholders with a Voice in Plan Governance

Board Administration 9

Strategic Goal 3: Maintain the Financial Integrity of the Plan

Contributions and Funding 10

Strategic Goal 4: Inform the Stakeholders

Communication 11

Partner Agency Presentations 11

Mission

Strategic Planning

Date	Agenda Item
2004	Strategic Planning
	Adequacy of Benefits
	Annual Summary of Member Benefits
2005	2% Multiplier
2006	Alternate Revenue
	Strategic Planning
2007	Alternate Revenue (2008)
2008	Alternate Revenue
2009	Member Contribution to the Benefit Improvement Account
	LEOFF Funded Status and Funding Polices
	Coordination of Funding, Investment, and Benefit Policy
2010	Strategic Planning
	Member Contribution to the Benefit Improvement Account
	L1/L2 Funding Policy Coordination
2011	WSCFF Resolution 2- Feasibility of creating enhanced plans and benefits
	Strategic Plan Review
2012	Board Member Expectations
2013	Board Expectations
	Funding Method Education
	Alternate Revenue Educational Briefing
2014	Alternate Revenue Update
	Plan Design Outcomes
	Review of Benefit Improvement Studies
2015	Alternate Revenue
2016	Retirement Trends and Statistics
	Plan Comparison Report
2006	Strategic Planning

Enhance the Benefits for the Members

Disability Benefits

Year	Agenda Item
2003	Duty Disability Benefits (minimum benefit) (2004)
2004	Duty Disability Benefits (2005)
2005	Duty Disability Off-Sets
	Presumptive Medical for Female Fire Fighters
	Catastrophic Disability (2006)
	\$150,00Death Benefit for Occupational Illness (2006)
2006	Temporary Duty Disability (2007)
2007	Law Enforcement Officer Occupational Disease Presumption
2008	Law Enforcement Officer Occupational Disease Presumption
	Retroactive Duty-related Death & Disability Benefits
	Duty Disability Conversion (2009)
	Catastrophic Disability Retiree Medical Insurance
2009	Developing Disability Study Requirements
	Catastrophic Disability Medical Insurance
2010	Ombudsman
	Presumptive Medical for Heart Attack and Stroke (2011, 2012)
2015	Disaster Response Coverage

Survivor Benefits

Year	Agenda Item
2003	Duty Survivor Benefits (unreduced benefit) (2004)
2005	Death Benefits/Occupational Illness
	Actuarial Reduction Factors
	Survivor Benefits
2006	\$150,00Death Benefit Inflation Adjustment (2007, 2008, 2009, 2010)
	Actuarial Reductions
2007	Overview of LEOFF Plan Death Benefits
	Prohibition on Remarriage
	Survivor Education Benefits
	Military Death Benefits (2008, 2009)
	\$150,00Death Benefit Inflation Adjustment
	Reduction Factors for Survivor Retirements
2008	Prohibition on Remarriage
	\$150,00Death Benefit Inflation Adjustment
	Military Death Benefit
	Pension Treatment for Domestic Partners (2009)
	Survivor Factors
	Domestic Partners
2009	Overview of Actuarial Factors
	Survivor Reduction Factors
	Survivor Reduction Factors Actuarial Issues
	\$150,00Death Benefit Inflation Adjustment
	Actuarial Factor Adoption
	Remarriage Prohibition
	Duty Related Death Benefits [Lakewood] (2010)
2010	Remarriage Prohibition
	Coordinated LNI/Pension Survivor Benefits
2011	Technical Corrections – Definition of FF/Res Officer Ed Waiver
2012	Tuition Reimbursement
	PEBB Technical Corrections
	Administrative Factors
2013	Adoption of Administrative Factors
2014	HCA/PEBB Technical Corrections
	Remarriage Prohibition
2015	Administrative Factors

Reportable Compensation

Year	Agenda Item
2005	Final Average Salary
	Deferred Compensation as Salary
2006	Deferred Compensation as Salary
2007	Deferred Compensation as Salary
2008	Deferred Compensation as Salary
	Final Average Salary (2month)
2009	Furloughs
2010	Furlough
2012	Excess Compensation
2013	FAS Protection
	Salary Spiking
2014	FAS Protection
2014	Salary Spiking
2016	standby pay

Service Credit

Year	Agenda Item
2004	Military Service Credit (2005)
	Purchase of Service credit (2005)
2005	Service Credit Purchase for Injury
	FWEO Service Credit Transfer (2006, 2007, 2008, 2009)
2006	Service Credit Transfer Waiting Period/D&D (2007)
2007	FWEO Service Credit Transfer
	Interruptive Military Service Credit (2008, 2009)
2008	FWEO Service Credit Transfer
	Interruptive Military Service Credit
2009	Service Credit for Shared Leave (2010)

Retirement Eligibility

Year	Agenda Item
2005	Dual Membership
	Retirement Age
2006	Dual Membership (2007)
	Deferred Retirement Option Plan (DROP)
2015	Increasing Retirement Age

Membership

Year	Agenda Item
2013	EMT Not Being Reported in LEOFF [Hospital Districts as Employers]
	Corrections Legislation – Definition of Fire Fighter

Post-Retirement Benefits

Year	Agenda Item
2004	Career Change
2006	Federal Pension Protection Act (\$3000 Tax Exemption)
2011	Purchase of Annuity
2012	Career Change
2013	Promoting Individual Savings for Retirement (Purchase of Annuity)
	Career Change
2014	Career Extension
	Social Security Bridge
2015	Retiree Purchase of Annuity
	Income leveling Options
	Pension Garnishment
	Pension Forfeiture
	Career Extension/Retiree Return to Work
2016	Retiree Return to Work
	final month's benefit

Retiree Health Care

Year	Agenda Item
2005	Retiree Health Care
	Local Government Retiree Access to Health Care
	Health Care Policy
	Actuarial Issues Related to Retiree Health Care Costs
	Survivor Health Care Insurance(2006)
2006	Retiree Health Care Insurance (2007)
2008	Retiree Health Care Access & Actuarial Issues
2009	Medicare Informational Briefing
	Payment of Medical Expenses [401(h)]
2010	Payment of Medical Expenses [401(h)]
2013	Medicare Briefing
2015	Individual Health Savings Accounts
	PEBB Access
2016	Retiree Medical

Non-LEOFF Survivor Benefits

Year	Agenda Item
2007	L & I Remarriage Prohibition
2008	
2009	
2010	
2016	
2013	NCPERS Life Insurance Presentation

Provide the Stakeholders with a Voice in Plan Governance

Board Administration

Year	Agenda Item
2003	Overview of LEOFF Plan Board Statutory Duties
	Briefing regarding Basics of Board Membership and Operation
	Briefing regarding establishing an Agency
	Statutory Obligations of the Board
	Board Operating Policies
	Board Member Time Loss
	Board member Lobbying
	Parliamentary Rules of Order
2004	Fiduciary Training for Board Members
	Operating Policy Change – Process for New Benefit Proposals
2005	Board Membership
	Board Meeting Attendance Policy
	Board Membership
	Board Education Policy
	Board Attendance Policy
2006	Board Membership (2007)
2008	Operating Procedures Update – Rule Quorum
2010	Teleconference Policy
	WSPRS Governance
2012	Organizational Life Cycle
2013	Operating Policy Changes – Rule & Rule 9
	Board Self Evaluation
2014	Public Records Training
	Parliamentary Procedure Review
	Actuarial Audit Presentation
	Board Governance/Evaluation

Maintain the Financial Integrity of the Plan

Contributions and Funding

Year	Agenda Item
2003	Introduction to Contribution Rate Setting Process
	Actuarial Smoothing Corridor (2004)
2005	Pension Funding
	Supplemental Contribution Rates
	Supplemental Rate Adoptions
	Actuarial Funding Policies
2006	Change in Mortality Assumption
	2007-0Contribution Rate Adoption
2007	Actuarial Issues for 2007-08
	Contribution Rate Stability
	The Hidden Interactions between Investment, Funding, and Benefit Policies
	Review of Economic Assumptions
	Actuarial Funding Methodology Overview
2008	Mortality Improvements
	Contribution Rate Stability
	Salary Growth Assumption
2009	Pension Funding
	Supplemental Contribution Rate for FWEO
	Supplemental Rate Methodology
	Economic Assumptions
2010	Rate Setting Overview
2011	Supplemental Rate
	Long Term Economic Assumptions
2012	Salary Growth
2014	Contribution Rate Setting
	Funding Pension Plan Benefits
	Funding Policy Discussion
2015	Supplemental Rate Adoption
	LEOFF Plan Funding Method
2016	Contribution Rates

Inform the Stakeholders

Communication

Year	Agenda Item
2004	Options for LEOFF Plan Member Outreach
	Communications Plan
2005	Membership Survey
	Employer Survey Results
2006	Member Survey Results
2007	Member Education and Counseling
2010	Employer Survey
2010	Ombudsman

Partner Agency Presentations

Year	Agenda Item
2003	Overview of DRS
	Overview of OSA
	Overview of WSIB
	Overview of AGO
2004	On-line Member Account Access (DRS)
2006	LEOFF Plan Annual Statement Improvements
	DRS Customer Satisfaction and Benchmarking
2007	Experience Study Overview
2010	Disability Experience Study
	DRS Deferred Compensation Program
	Risk Assessment
2011	Cafeteria Plans
	Duty & Catastrophic Disability Process
2012	WSIPP Review of Public Pensions
	Electronic Annual Statements
2013	WSIPP Study Follow-Up
2014	Demographic Experience Study Education
	Supreme Court Update (Gainsharing Lawsuit)
	Report on DRS Contract Review

2015	Experience Study Timing
	DRS Update/Benchmarking
	Economic Experience Study
2016	BVFF Benefits Briefing
	CEM Benchmarking
	WSIB Annual Report



Scope of Past Board Studies

HOW STAFF PRESENTATIONS ADDRESS

BOARD MISSION & GOALS

2003 - 2016

THE BOARD'S STRATEGIC PLAN

GOAL 1

Enhance the Benefits for the Members

Disability benefits

Survivor benefits

Reportable compensation

Service credit

Retirement eligibility

Membership

Post retirement benefits

Retiree Health Care

Non-LEOFF survivor benefits

GOAL 2

Provide the Stakeholders with a Voice
in Plan Governance

Board Administration

MISSION: To responsibly govern the pension plan
for the benefit of the members

Strategic Planning

GOAL 3

Maintain the Financial Integrity of the Plan

Contributions & Funding

GOAL 4

Inform the Stakeholders

Communication

Partner agency review

MISSION



Strategic Planning

2004	Strategic Planning (2006, 2010, 2011, 2012, 2013, 2014, 2015)
2004	Adequacy of Benefits
2004	Annual Summary of Member Benefits
2005	2% Multiplier
2006	Alternate Revenue
2007	Alternate Revenue (2008, 2013, 2014, 2015)
2009	Member Contribution to the Benefit Improvement Account (2010)
2009	LEOFF Funded Status and Funding Polices
2009	Coordination of Funding, Investment, and Benefit Policy
2010	L1/LFunding Policy Coordination
2011	WSCFF Resolution 2- Feasibility of creating enhanced plans and benefits

2012	Board Member Expectations (2013, 2014, 2015)
2013	Funding Method Education
2014	Plan Design Outcomes
2014	Review of Benefit Improvement Studies
2016	Retirement Trends and Statistics
2016	Plan Comparison Report

[Return to Chart](#)

GOAL 1: ENHANCE BENEFITS



Disability

2003	Duty Disability Benefits (minimum benefit) (2004, 2005)
2005	Duty Disability Off-Sets
2005	Presumptive Medical for Female Fire Fighters
2005	Catastrophic Disability (2006)
2005	\$150,00 Death Benefit for Occupational Illness (2006)
2006	Temporary Duty Disability (2007)
2007	Law Enforcement Officer Occupational Disease Presumption
2008	Law Enforcement Officer Occupational Disease Presumption

2008	Retroactive Duty-related Death & Disability Benefits
2008	Duty Disability Conversion (2009)
2008	Catastrophic Disability Retiree Medical Insurance (2009)
2009	Developing Disability Study Requirements
2010	Ombudsman
2010	Presumptive Medical for Heart Attack and Stroke (2011, 2012)
2015	Disaster Response Coverage

[Return to Chart](#)

GOAL 1: ENHANCE BENEFITS

Survivor Benefits

2003	Duty Survivor Benefits (unreduced benefit) (2004)
2005	Death Benefits/Occupational Illness
2005	Actuarial Reduction Factors (2006, 2007, 2008, 2009)
2005	Survivor Benefits
2006	\$150,00Death Benefit Inflation Adjustment (2007, 2008, 2009, 2010)
2007	Overview of LEOFF Plan Death Benefits
2007	Prohibition on Remarriage (2008, 2009, 2010, 2014)
2007	Survivor Education Benefits
2007	Military Death Benefits (2008, 2009)
2008	Pension Treatment for Domestic Partners (2009)

2009	Duty Related Death Benefits [Lakewood] (2010)
2010	Coordinated LNI/Pension Survivor Benefits
2011	Technical Corrections - Definition of FF/Res Officer Ed Waiver
2012	Tuition Reimbursement
2012	PEBB Technical Corrections (2014)
2012	Administrative Factors (2013, 2015)
2013	NCPERS Life Insurance Presentation

[Return to Chart](#)

GOAL 1: ENHANCE BENEFITS



Reportable Compensation

2005	Final Average Salary
2005	Deferred Compensation as Salary (2006, 2007, 2008)
2008	Final Average Salary (2month)
2009	Furloughs (2010)
2012	Excess Compensation
2013	FAS Protection (2014)
2013	Salary Spiking (2014)
2016	Standby Pay

[Return to Chart](#)

GOAL 1: ENHANCE BENEFITS



Service Credit

2004	Military Service Credit (2005)
2004	Purchase of Service credit (2005)
2005	Service Credit Purchase for Injury
2005	FWEO Service Credit Transfer (2006, 2007, 2008, 2009)
2006	Service Credit Transfer Waiting Period/D&D (2007)
2007	FWEO Service Credit Transfer
2007	Interruptive Military Service Credit (2008, 2009)
2008	FWEO Service Credit Transfer
2008	Interruptive Military Service Credit
2009	Service Credit for Shared Leave (2010)

[Return to Chart](#)

GOAL 1: ENHANCE BENEFITS



Retirement Eligibility & Membership

2004	EMT into LEOFF (2005)
2005	Retirement Age
2005	Dual Membership (2006, 2007)
2006	Deferred Retirement Option Plan (DROP)
2013	EMT Not Being Reported in LEOFF [Hospital Districts as Employers]
2013	Corrections Legislation - Definition of Firefighter
2015	Increasing Retirement Age
2016	Non-LEOFF Fire Fighters

[Return to Chart](#)

GOAL 1: ENHANCE BENEFITS

Post Retirement Benefits

2004	Career Change (2005, 2012, 2013, 2014, 2015, 2016)
2006	Purchase of Annuity (2007, 2008, 2009, 2010, 2011, 2013, 2015)
2006	Pension Garnishment & Forfeiture (2015)
2007	Retiree Life Insurance
2008	Recalculation of Retirement Benefits (2009)
2010	Negative Cola (2011)
2012	Career Change
2014	Social Security Bridge
2015	Income Leveling Options
2016	Final Month's Benefit

[Return to Chart](#)

GOAL 1: ENHANCE BENEFITS

Retiree Health Care, L&I Survivor, Taxes & Insurance

2005	Retiree Health Care (2005, 2006, 2007, 2008, 2016)
2005	Local Government Retiree Access to Health Care
2005	Health Care Policy
2005	Survivor Health Care Insurance(2006)
2009	Medicare Informational Briefing (2013)
2009	Payment of Medical Expenses [401(h)] (2010)
2015	Individual Health Savings Accounts
2015	PEBB Access

2007	L&I Prohibition on Remarriage (2008, 2009, 2010, 2014)
2006	Federal Pension Protection Act [\$3000 Tax Exemption]
2013	NCPERS Life Insurance Presentation

[Return to Chart](#)

GOAL 2: VOICE FOR STAKEHOLDERS



Board Administration

2003	Overview of LEOFF Plan Board Statutory Duties
2003	Briefing regarding Basics of Board Membership and Operation
2003	Briefing regarding establishing an Agency
2003	Statutory Obligations of the Board
2003	Board Operating Policies (2008, 2013)
2003	Board Member Time Loss
2003	Board member Lobbying
2003	Parliamentary Rules of Order (2014)
2004	Fiduciary Training for Board Members
2004	Ethics training for Board Members (annual)
2004	Operating Policy Change – Process for New Benefit Proposals
2004	Actuarial Audit Presentation (2006, 2008, 2010, 2012, 2014, 2016)

2005	Board Membership (2006, 2007)
2005	Board Meeting Attendance Policy
2005	Board Education Policy
2006	Board Membership (2007)
2010	Teleconference Policy
2010	WSPRS Governance
2012	Organizational Life Cycle
2013	Board Self Evaluation
2014	Public Records Training
2014	Parliamentary Procedure Review
2014	Board Governance/Evaluation

[Return to Chart](#)

GOAL 3: FINANCIAL INTEGRITY



Contributions and Funding

2003	Introduction to Contribution Rate Setting Process
2003	Actuarial Smoothing Corridor (2004)
2004	Contribution Rate Setting (2006, 2008, 2010, 2012, 2014, 2016)
2004	Contribution Rate Stability (2007, 2008)
2005	Projected Unit Credit Method
2005	Pension Funding (2009, 2014)
2005	Supplemental Contribution Rates
2005	Supplemental Rate Adoptions (2009, 2011, 2015)
2005	Actuarial Funding Policies (2007, 2015)
2006	Change in Mortality Assumption (2008)
2007	Actuarial Issues for 2007-08
2007	The Hidden Interactions between Investment, Funding and Benefit Policies
2007	Review of Economic Assumptions (2009, 2011)
2008	Salary Growth Assumption (2012)

[Return to Chart](#)

GOAL 4: INFORM STAKEHOLDERS



Communication

2004	Options for LEOFF Plan Member Outreach
2005	Membership Survey
2004	Communications Plan
2005	Employer Survey Results
2006	Member Survey Results
2007	Member Education and Counseling
2010	Employer Survey

[Return to Chart](#)

GOAL 4: INFORM STAKEHOLDERS

Partner Agency Presentations

2003	Overview of DRS
2003	Overview of OSA
2003	Overview of WSIB
2003	Overview of AGO
2004	On-line Member Account Access (DRS)
2004	WSIB annual report (annual)
2004	DRS annual report (annual)
2006	LEOFF Plan Annual Statement Improvements
2006	DRS Customer Satisfaction and Benchmarking (Annual)
2007	Experience Study Overview (2015)
2010	Disability Experience Study
2010	DRS Deferred Compensation Program

2010	Risk Assessment
2011	Cafeteria Plans
2011	Duty & Catastrophic Disability Process
2012	WSIPP Review of Public Pensions (2013)
2012	Electronic Annual Statements
2013	WSIPP Study Follow-Up
2014	Demographic Experience Study Education
2014	Supreme Court Update (Gainsharing Lawsuit)
2014	Report on DRS Contract Review
2016	BVFF Benefits Briefing

[Return to Chart](#)