

## **LEOFF Plan 2 Retirement Board 2005 Interim Issues**

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Below are the topics that the Board directed agency staff to study during the 2005 interim.

### **Changing the 2% Multiplier:**

What would the cost be to increase the multiplier from 2% per year of service to 2.5% or 3%? How would the cost differ if the increase was applied only to service earned after March 2006 (assuming a 2006 bill with prospective only application)? In other words all service earned before that date would remain at 2% and only service earned after that date would get the increased multiplier.

How would the cost differ if the multiplier increased based on years of service? For example, a member with twenty years of service would receive a 2.5 % benefit for all 20 years, a member with 25 years of service would receive a 2.75% benefit for all 25 years and a member with 30 or more years would receive a 3% benefit for all 30 years? How would the costs differ if the increased multiplier was only applied prospectively? For example, a member would receive 2% per year for each year up to 10, 2.25% for each year from 10-15, 2.5% for each year from 15-20, 2.75% for each year from 20-25 and 3% per year for each year after 25?

### **Final Average Salary:**

What would be the cost of switching from a 60-month FAS period to a 36 or 24-month FAS period?

### **Survivor Benefits:**

What would be the cost to provide LEOFF Plan 2 retirees with a joint and 100% survivor benefit at no cost? How would the costs differ if the benefit was joint and 50% or joint and 66.67%? What would the cost be to provide the benefit retroactively to retirees?

### **Early Retirement:**

What would be the cost of changing the normal retirement age to 50? How would the cost differ if the member was required to have 20 years of service and be age 50 in order to qualify?

### **Dual Membership:**

How many LEOFF Plan 2 members have service in another retirement system/plan? What is the breakdown by system/plan in terms of members and total years of service?