



November 15, 2023  
Firefighter Definition

## COMPREHENSIVE REPORT

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## ISSUE STATEMENT

Some promotional positions within a fire department may be considered PERS positions by DRS, which may limit the employer's ability to fill those positions.

## OVERVIEW

As fire departments grow and change in structure (i.e., larger Regional Fire Authorities become more common place) the types of positions within fire departments also continue to evolve. This has created a concern that there may be positions which are best served by having experienced firefighters in them, but those firefighters may be found to no longer meet the definition of "firefighter" for membership in LEOFF Plan 2. This could result in recruitment issues for employers, unable to find firefighters willing to take a PERS position.

## BACKGROUND AND POLICY ISSUES

### **Establishing LEOFF 2 membership as a firefighter**

All persons who meet the definition of "firefighter" under RCW 41.26.030(17) are mandated into LEOFF membership. Whether a person qualifies as a firefighter depends on their employer and the nature of the position. Generally, "firefighter" means any person who is serving on a full-time, fully compensated basis as a member of a fire department and who is serving in a position that requires passing a firefighter civil service examination or who is actively employed as a firefighter. If a position supervises firefighters, it is also considered a firefighter.

The definition of firefighter is further clarified by the Department of Retirement Systems (DRS) in WAC 415-104-225, which requires that: "as a consequence of your employment, you have the legal authority and responsibility to direct or perform fire protection activities that are required for and directly concerned with preventing, controlling and extinguishing fires."

To determine whether a position meets the WAC definition of "preventing, controlling and extinguishing fires," DRS looks at an employee's position description to see if it requires them to respond to fires. They do not need to be required to respond to fires on a regular basis, but

there must at least be the potential that they are required to do so, and therefore have the necessary training, equipment, and certifications to do so.

### **2022 Rule Development with DRS**

LEOFF 2 Board staff worked with DRS on potentially updating WAC 415-104-225 to broaden the definition of firefighter to include positions that were not required to respond to fires but required an experienced firefighter due to their expertise and experience.

Board staff provided status updates to the Board during the 2022 interim on the progress of this work with DRS. Towards the end of the 2022 interim DRS informed LEOFF 2 Board staff that they believed the WAC could not be broadened to include these types of positions and that a change in law would be required.

### **2023 Legislative Session**

During the 2023 legislative session SB 5468 and its companion bill HB 1279 were introduced to address this issue.<sup>1</sup> These bills sought to amend the definition of firefighter to include “[a]ny person who is serving on a full-time, fully compensated basis as an employee of a fire department and who is serving in a position that requires an experienced firefighter [...]”.

SB 5468 passed out of Senate Ways and Means but did not receive further action. HB 1279 was referred to House Appropriations but did not receive a hearing.

### **Potential Cost**

There is not an available data source to provide the number of current positions which would be impacted by legislation changing the definition of firefighter to include personnel who serve in positions as described above and would potentially be moved from PERS to LEOFF 2. Furthermore, it is not possible to identify the number of future positions that would be impacted by this legislation. Due to the lack of data the actuarial fiscal note for SB 5468 (see Appendix A) found the costs to be indeterminate.

## **POLICY OPTIONS**

### **1. Amend definition of Firefighter**

Amend definition to include personnel serving on a full-time, fully compensated basis as an employee of a fire department in positions that necessitate firefighting experience to perform the essential functions of those positions.

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<sup>1</sup> These bills were not endorsed by the LEOFF 2 Board.

2. No action

Employers would be able to continue to make promotional positions that require firefighting experience eligible for LEOFF 2 by including in their job duties the requirement that they may respond to fight fires.

## SUPPORTING INFORMATION

Appendix A: SB 5468 Fiscal Note

# Multiple Agency Fiscal Note Summary

<b>Bill Number:</b> 5468 SB	<b>Title:</b> Firefighters/LEOFF
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## Estimated Cash Receipts

NONE

Agency Name	2023-25		2025-27		2027-29	
	GF- State	Total	GF- State	Total	GF- State	Total
Local Gov. Courts						
Loc School dist-SPI						
Local Gov. Other	No fiscal impact					
Local Gov. Total						

## Estimated Operating Expenditures

Agency Name	2023-25				2025-27				2027-29			
	FTEs	GF-State	NGF-Outlook	Total	FTEs	GF-State	NGF-Outlook	Total	FTEs	GF-State	NGF-Outlook	Total
Department of Retirement Systems	.0	0	0	0	.0	0	0	0	.0	0	0	0
Law Enforcement Officers' and Fire Fighters' Plan 2 Retirement Board	.0	0	0	0	.0	0	0	0	.0	0	0	0
Actuarial Fiscal Note - State Actuary	Non-zero but indeterminate cost and/or savings. Please see discussion.											
<b>Total \$</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Agency Name	2023-25			2025-27			2027-29		
	FTEs	GF-State	Total	FTEs	GF-State	Total	FTEs	GF-State	Total
Local Gov. Courts									
Loc School dist-SPI									
Local Gov. Other	No fiscal impact								
Local Gov. Total									

## Estimated Capital Budget Expenditures

Agency Name	2023-25			2025-27			2027-29		
	FTEs	Bonds	Total	FTEs	Bonds	Total	FTEs	Bonds	Total
Department of Retirement Systems	.0	0	0	.0	0	0	.0	0	0
Law Enforcement Officers' and Fire Fighters' Plan 2 Retirement Board	.0	0	0	.0	0	0	.0	0	0
Actuarial Fiscal Note - State Actuary	.0	0	0	.0	0	0	.0	0	0
<b>Total \$</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0</b>

# APPENDIX A

Agency Name	2023-25			2025-27			2027-29		
	FTEs	GF-State	Total	FTEs	GF-State	Total	FTEs	GF-State	Total
Local Gov. Courts									
Loc School dist-SPI									
Local Gov. Other	No fiscal impact								
Local Gov. Total									

## Estimated Capital Budget Breakout

NONE

<b>Prepared by:</b> Marcus Ehrlander, OFM	<b>Phone:</b> (360) 489-4327	<b>Date Published:</b> Final
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# Individual State Agency Fiscal Note

<b>Bill Number:</b> 5468 SB	<b>Title:</b> Firefighters/LEOFF	<b>Agency:</b> 124-Department of Retirement Systems
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## Part I: Estimates

**No Fiscal Impact**

**Estimated Cash Receipts to:**

NONE

**Estimated Operating Expenditures from:**

NONE

**Estimated Capital Budget Impact:**

NONE

*The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.*

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

<b>Legislative Contact:</b> Amanda Cecil	<b>Phone:</b> 360-786-7460	<b>Date:</b> 01/18/2023
<b>Agency Preparation:</b> Mike Ricchio	<b>Phone:</b> 360-664-7227	<b>Date:</b> 01/26/2023
<b>Agency Approval:</b> Mark Feldhausen	<b>Phone:</b> 360-664-7194	<b>Date:</b> 01/26/2023
<b>OFM Review:</b> Marcus Ehrlander	<b>Phone:</b> (360) 489-4327	<b>Date:</b> 01/27/2023

## Part II: Narrative Explanation

### II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

*Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.*

This bill is an act relating to ensuring that firefighters who accept promotional firefighter positions within a fire department remain members of the Law Enforcement Officers' and Firefighters' (LEOFF) Retirement System. It amends the definition of "firefighter" in RCW 41.26.030(17) to include "any person who is serving on a full-time, fully compensated basis as an employee of a fire department and who is serving in a position that requires an experienced firefighter."

This change does not have a cost impact on the Department of Retirement Systems (DRS) as DRS relies on public employers to make determinations on whether or not a position is eligible for membership in a retirement system/plan, and this represents a small subset of potential LEOFF members.

### II. B - Cash receipts Impact

*Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.*

### II. C - Expenditures

*Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.*

## Part III: Expenditure Detail

### III. A - Operating Budget Expenditures

NONE

### III. B - Expenditures by Object Or Purpose

NONE

**III. C - Operating FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part I and Part IIIA.*

NONE

### III. D - Expenditures By Program (optional)

NONE

## Part IV: Capital Budget Impact

### IV. A - Capital Budget Expenditures

NONE

### IV. B - Expenditures by Object Or Purpose

NONE

### IV. C - Capital Budget Breakout

*Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.*

NONE

# APPENDIX A

**IV. D - Capital FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

## **Part V: New Rule Making Required**

*Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.*



# Individual State Agency Fiscal Note

<b>Bill Number:</b> 5468 SB	<b>Title:</b> Firefighters/LEOFF	<b>Agency:</b> 341-Law Enforcement Officer and Fire Fighters' Plan 2 Retirement Board
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## Part I: Estimates

**No Fiscal Impact**

**Estimated Cash Receipts to:**

NONE

**Estimated Operating Expenditures from:**

NONE

**Estimated Capital Budget Impact:**

NONE

*The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.*

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

<b>Legislative Contact:</b> Amanda Cecil	<b>Phone:</b> 360-786-7460	<b>Date:</b> 01/18/2023
<b>Agency Preparation:</b> Seth Flory	<b>Phone:</b> (360) 407-8165	<b>Date:</b> 01/23/2023
<b>Agency Approval:</b> Seth Flory	<b>Phone:</b> (360) 407-8165	<b>Date:</b> 01/23/2023
<b>OFM Review:</b> Marcus Ehrlander	<b>Phone:</b> (360) 489-4327	<b>Date:</b> 01/27/2023

## Part II: Narrative Explanation

### II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

*Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.*

Senate Bill 5468 seeks to amend RCW 41.26.030 to ensuring that firefighters who accept promotional firefighter positions within a fire department remain members of the law enforcement officers' and firefighters' retirement system. If adopted, the proposed amendment will have no fiscal impact on the Law Enforcement Officers' and Fire Fighters' Plan 2 Retirement Board's operations.

### II. B - Cash receipts Impact

*Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.*

### II. C - Expenditures

*Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.*

## Part III: Expenditure Detail

### III. A - Operating Budget Expenditures

NONE

### III. B - Expenditures by Object Or Purpose

NONE

**III. C - Operating FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part I and Part IIIA.*

NONE

### III. D - Expenditures By Program (optional)

NONE

## Part IV: Capital Budget Impact

### IV. A - Capital Budget Expenditures

NONE

### IV. B - Expenditures by Object Or Purpose

NONE

### IV. C - Capital Budget Breakout

*Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.*

NONE

**IV. D - Capital FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

# APPENDIX A

## **Part V: New Rule Making Required**

*Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.*

# Individual State Agency Fiscal Note

<b>Bill Number:</b> 5468 SB	<b>Title:</b> Firefighters/LEOFF	<b>Agency:</b> AFN-Actuarial Fiscal Note - State Actuary
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## Part I: Estimates

No Fiscal Impact

### Estimated Cash Receipts to:

NONE

### Estimated Operating Expenditures from:

Non-zero but indeterminate cost and/or savings. Please see discussion.

### Estimated Capital Budget Impact:

NONE

*The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.*

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Amanda Cecil	Phone: 360-786-7460	Date: 01/18/2023
Agency Preparation: Melinda Aslakson	Phone: 360-786-6161	Date: 01/30/2023
Agency Approval: Lisa Won	Phone: 360-786-6150	Date: 01/30/2023
OFM Review: Marcus Ehrlander	Phone: (360) 489-4327	Date: 01/30/2023

# APPENDIX A

## Part II: Narrative Explanation

### II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

### II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

### II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

## Part III: Expenditure Detail

### III. A - Operating Budget Expenditures

Non-zero but indeterminate cost and/or savings. Please see discussion.

### III. B - Expenditures by Object Or Purpose

Non-zero but indeterminate cost and/or savings. Please see discussion.

**III. C - Operating FTE Detail:** FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part I and Part IIIA.

NONE

### III. D - Expenditures By Program (optional)

NONE

## Part IV: Capital Budget Impact

### IV. A - Capital Budget Expenditures

NONE

### IV. B - Expenditures by Object Or Purpose

NONE

### IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

**IV. D - Capital FTE Detail:** FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.

NONE

## Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.

## SUMMARY OF RESULTS

**BRIEF SUMMARY OF BILL:** Expands the definition of firefighter to ensure firefighters who promote into a position requiring an experienced firefighter remain in the Law Enforcement Officers' and Fire Fighters' Retirement System (LEOFF) Plan 2.

### COST SUMMARY

- ❖ There is an **INDETERMINATE** cost or savings to the Public Employees' Retirement System (PERS) and LEOFF 2.
- ❖ The cost or savings that could arise from this bill is indeterminate due to lack of data on members who may be impacted under this change. Please note that this does not reflect the magnitude of the costs or savings from this bill. Rather, we are unable to quantify the impact given current data.

### HIGHLIGHTS OF ACTUARIAL ANALYSIS

- ❖ Current LEOFF 2 and PERS employees, employers and the state may pay higher or lower contribution rates as a result of this bill.
- ❖ We are unable to quantify the impacts of this bill due to lack of data on the number of members impacted and their demographic profile.
- ❖ A cost or savings could arise from this bill if the change in plan membership includes individuals significantly different from average LEOFF 2 or PERS members in regard to age, service, salary, or behavior (termination, retirement, etc.).
- ❖ We assume members who promote into a position requiring an experienced firefighter, who don't otherwise meet LEOFF 2 membership eligibility, are members of PERS under current law and would be members of LEOFF prospectively under this bill.
  - Additional costs may be incurred under this bill if it allows retroactive membership changes since LEOFF 2 benefits are more costly than PERS benefits.
- ❖ In terms of risk, we expect minimal impacts to overall plan affordability or solvency compared to current law.

*See the remainder of this fiscal note for additional details on the summary and highlights presented here.*

**WHAT IS THE PROPOSED CHANGE?****Summary of Bill**

This bill impacts PERS and LEOFF 2.

This bill modifies the definition of firefighter in [Revised Code of Washington \(RCW\) 41.26.030](#) to allow an employee serving on a full-time, fully compensated basis with a fire department in a position that requires an experienced firefighter to be in LEOFF 2.

Effective Date: 90 days after session.

In this summary, we only include changes pertinent to our Actuarial Fiscal Note (AFN). See the legislative bill report for a complete summary of the bill.

**What Is the Current Situation?**

The Department of Retirement Systems' (DRS) [Washington Administrative Code \(WAC\) 415-104-011](#) designates that a firefighter only qualifies as a uniformed firefighter position if the employer has identified it as such for all purposes.

RCW 41.26.030 currently defines firefighter as any person serving on a full-time, fully compensated basis, both non-supervisory and supervisory, as a member of a fire department of an employer who is employed as such.

Employers have the discretion to write position descriptions, classify such positions, and generally manage their workforce according to WAC and statute.

DRS, as the retirement system plan administrator, conducts compliance and audit reviews of positions periodically to ensure proper retirement plan designation.

It is possible positions within a fire department could require firefighting experience, however, may not be expected to carry out all expectations of a firefighter as defined in WAC or statute. In this case, under current law these positions would likely be PERS eligible instead of LEOFF 2 eligible.

**ACTUARY'S CERTIFICATION**

The undersigned certifies that:

1. We prepared this AFN based on our current understanding of the bill as of the date shown in the footer. If the bill or our understanding of the bill changes, the results of a future AFN based on those changes may vary from this AFN. Additionally, the results of this AFN may change after our next annual update of the underlying actuarial measurements.
2. We prepared this AFN and provided opinions in accordance with Washington State law and accepted actuarial standards of practice as of the date shown in the footer of this AFN.

We prepared this AFN to support legislative deliberations during the 2023 Legislative Session. This AFN may not be appropriate for other purposes.

We advise readers of this AFN to seek professional guidance as to its content and interpretation, and not to rely on this communication without such guidance. Please read the analysis shown in this AFN as a whole. Distribution of, or reliance on, only parts of this AFN could result in its misuse and may mislead others.

The undersigned, with actuarial credentials, meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

While this AFN is meant to be complete, the undersigned is available to provide extra advice and explanations as needed.



Lisa A. Won, ASA, FCA, MAAA  
Deputy State Actuary

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**LOCAL GOVERNMENT FISCAL NOTE**

Department of Commerce

**Bill Number:** 5468 SB**Title:** Firefighters/LEOFF**Part I: Jurisdiction**-Location, type or status of political subdivision defines range of fiscal impacts.**Legislation Impacts:**

- Cities: Fire departments
- Counties: Fire departments
- Special Districts: Fire protection districts.
- Specific jurisdictions only:
- Variance occurs due to:

**Part II: Estimates**

- No fiscal impacts.
- Expenditures represent one-time costs:
- Legislation provides local option:
- Key variables cannot be estimated with certainty at this time:

**Estimated revenue impacts to:**

None

**Estimated expenditure impacts to:**

None

**Part III: Preparation and Approval**

Fiscal Note Analyst: Kristine Williams	Phone: (564) 669-3002	Date: 01/25/2023
Leg. Committee Contact: Amanda Cecil	Phone: 360-786-7460	Date: 01/18/2023
Agency Approval: Alice Zillah	Phone: 360-725-5035	Date: 01/25/2023
OFM Review: Marcus Ehrlander	Phone: (360) 489-4327	Date: 01/27/2023

APPENDIX A  
**Part IV: Analysis**

**A. SUMMARY OF BILL**

*Description of the bill with an emphasis on how it impacts local government.*

This bill would amend the definition of 'firefighter' listed in RCW 41.26.030 to include any fire department employee whose position requires firefighting experience. This will allow firefighters the option to remain in the LEOFF retirement system if they accept a promotion.

**B. SUMMARY OF EXPENDITURE IMPACTS**

*Expenditure impacts of the legislation on local governments with the expenditure provisions identified by section number and when appropriate, the detail of expenditures. Delineated between city, county and special district impacts.*

This bill would not impact local government expenditures. The legislation provides an option for firefighters to remain in the LEOFF retirement system if they accept a promotion requiring firefighting experience.

**C. SUMMARY OF REVENUE IMPACTS**

*Revenue impacts of the legislation on local governments, with the revenue provisions identified by section number, and when appropriate, the detail of revenue sources. Delineated between city, county and special district impacts.*

This bill would not impact local government revenues.

**SOURCES:**

Law Enforcement Officers' and Fire Fighters' Retirement System Board  
Washington State Association of Counties



# Firefighter Definition

Comprehensive Briefing  
November 15, 2023

# Issue

- **Some promotional positions within a fire department may be considered PERS positions by DRS, which may limit the employer's ability to fill those positions**

# What is a firefighter?

- Whether a person qualifies as a firefighter depends on who the employer is and the nature of the position
- Must work at a fire department
- Must be actively employed as a full-time firefighter
  - Must “direct or perform fire protection activities required for and directly concerned with preventing, controlling and extinguishing fires”
- Or must supervise firefighters

# Legislation - Promotional Firefighter Positions

- Sought to amend the definition of firefighter to include positions within a fire department that require an experienced firefighter
- **SB 5468 - Passed through Senate Ways and Means**
  - Indeterminate Fiscal Note from OSA
- **HB 1279 – Did not receive a hearing**

# Hypothetical Example 1 – Firefighter Trainers

- A Fire Department has full time firefighter trainer positions
- These positions do not supervise any LEOFF employees
- These positions are not required to respond to fire calls; however, they do have equipment assigned to them and are required to have an up-to-date mask fit test

# Hypothetical Example 2 – Management Position

- A regional fire authority has a position in charge of logistics (purchasing firefighting equipment, supplies, etc.) and supervising a group of non-LEOFF employees. The position requires an experienced firefighter due to their expertise of fire fighting
- The position is not required to respond to fire calls and therefore, does not have firefighting equipment assigned to them and has not completed a mask fit test



# Policy Options

## 1. Amend definition of firefighter

Amend definition to include personnel serving on a full-time, fully compensated basis as an employee of a fire department in positions that necessitate firefighting experience to perform the essential functions of those positions

## 2. No action

Employers would be able to continue to make promotional positions that require firefighting experience eligible for LEOFF 2 by including in their job duties the requirement that they may respond to fight fires

# Next Steps

1. Motion for a final briefing on policy option 1
2. No action



**Thank You**

**Jacob White**

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