

BOARD MEETING AGENDA

MARCH 27, 2024 • 9:30 A.M.



LOCATION - Hybrid Meeting

In-Person:
Washington State Investment Board
2100 Evergreen Park Drive SW, Suite 100
Olympia, WA 98502

Or Virtual Meeting Information at
www.leoff.wa.gov

TRUSTEES

DENNIS LAWSON, CHAIR
Central Pierce Fire and Rescue

JASON GRANNEMAN, VICE CHAIR
Clark County Sheriff's Office

MARK JOHNSTON
Vancouver Fire Department

AJ JOHNSON
Snohomish County Fire District 1

TARINA ROSE-WATSON
Spokane Int'l Airport Police Department

DARELL STIDHAM
Spokane County Sheriff's Office (Retired)

PAT MCELLIGOTT
East Pierce Fire & Rescue

JAY BURNEY
City of Olympia

WOLF OPITZ
Pierce County

REPRESENTATIVE STEVE BERGQUIST
WA State Representative

SENATOR JEFF HOLY
WA State Senator

STAFF

Steve Nelsen, Executive Director
Tim Valencia, Deputy Director
Chloe Drawsby, Executive Assistant
Jessie Jackson, Administrative Services Manager
Jacob White, Senior Research and Policy Manager
Karen Durant, Senior Research and Policy Manager
Tammy Sadler, Benefits Ombudsman
Jessica Burkhart, Benefits Ombudsman
Tor Jernudd, Assistant Attorney General

**THEY KEEP US SAFE,
WE KEEP THEM SECURE.**

- 1. Approval of Minutes** **9:30 AM**
 - o December 2023 - February 2024
- 2. Legislative Session Review** **9:35 AM**
Jacob White, Sr Research & Policy Manager
- 3. 2024 Interim Preview** **9:45 AM**
Jacob White, Sr Research & Policy Manager
- 4. Administrative Update** **10:00 AM**
Steve Nelsen, Executive Director
 - o Stakeholder Outreach
- 5. Public Comment**

**Public comment can be provided to the Board in writing 24 hours prior to the meeting via our reception mailbox:
recep@leoff.wa.gov.*

BOARD MEETING MINUTES

DECEMBER 13, 2023 - DRAFT



TRUSTEE AND STAFF ATTENDANCE

In Attendance	Dennis Lawson, Chair – Central Pierce Fire and Rescue
In Attendance	Jason Granneman, Vice Chair – Clark County Sheriff’s Office
Teleconference	Mark Johnston – Vancouver Fire Department
Teleconference	AJ Johnson – Snohomish County Fire District #1
Absent	Senator Jeff Holy – WA State Senator
Teleconference	Tarina Rose-Watson – Spokane Int’l Airport Police Dept
Teleconference	Wolf Opitz – Pierce County
Absent	Pat McElligott – East Pierce County Fire
In Attendance	Representative Steve Bergquist – WA State Representative
Absent	Darell Stidham – Spokane County Sheriff’s Office (Retired)
In Attendance	Jay Burney – City of Olympia
In Attendance	Steve Nelsen – Executive Director
In Attendance	Tim Valencia – Deputy Director
In Attendance	Chloe Drawsby – Executive Assistant
In Attendance	Jessie Jackson – Administrative Services Manager
In Attendance	Tammy Sadler – Benefits Ombudsman
In Attendance	Jacob White – Senior Research and Policy Manager
Teleconference	Jessica Burkhart – Ombudsman Program Manager
In Attendance	Karen Durant – Senior Research and Policy Manager
In Attendance	Tor Jernudd – Assistant Attorney General

Call to Order

The LEOFF Plan 2 Retirement Board met in the Washington State Investment Board conference room in Olympia, Washington on December 13, 2023. A quorum of the members was present at this meeting.

Chair Dennis Lawson called the meeting to order at 9:30 a.m. and requested those present to take a moment of silence to honor those who had fallen since the last the Board meeting.

1. Approval of Minutes – November 15, 2023

The minutes from the November 15, 2023 meeting were provided to the Board for their consideration.

ACTION

It was moved to approve the Board meeting minutes from November 15, 2023.
Motion was seconded and passed unanimously.

2. Financial Audit Results – State Auditor’s Office (SAO)

Laura Shackley, Assistant State Auditor, Stephanie Garza, Assistant Audit Manager, and Cavan Busch, Audit Program Manager with SAO presented the results of the Fiscal Year 2023 Independent Financial Audit. The reporting concluded that audit costs were in alignment with SAO’s original estimates. Ultimately, the LEOFF Plan 2 Retirement Board’s audit was clean and there were no findings to report.

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3. Washington State Investment Board (WSIB) Annual Update

Allyson Tucker, Chief Executive Officer for the WSIB provided an Annual Update to the Board which included insight on the WSIB's mission to be the top funded investment agency.

4. Firefighter Definition- Final Proposal

Jacob White, Senior Research and Policy Manager provided a final proposal to the Board regarding the definition of a firefighter. 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.

Policy Options:

1. Motion to endorse legislation

- 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

ACTION

The Board moved to adopt policy option 1 – endorse legislation to amend firefighter 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. Motion was seconded and passed unanimously.

5. Duty Related Death Benefits – Final Proposal

Jacob White, Senior Research and Policy Manager gave a final proposal regarding duty related death benefits. The Department of Labor and Industries (LNI) determines the beneficiary's eligibility for this benefit while the Department of Retirement Systems (DRS) pays the benefit. LEOFF Plan 2 beneficiaries have been denied a one-time special death benefit because they missed the LNI deadline for application.

Policy Options:

1. Endorse legislation shifting determination of benefit eligibility from LNI to DRS.

- This policy option would align the special death benefit with the rest of the LEOFF 2 pension benefits, which are administered by DRS. This would apply retroactively to beneficiaries who were denied by LNI for timeliness.

2. Endorse legislation removing LNI statute of limitations for the LEOFF 2 death benefits, keep determination of eligibility with LNI.

- This policy option would keep the determination of a death being duty related with LNI; however, it would remove the LNI statute of limitations. This would apply retroactively to beneficiaries who were denied by LNI for timeliness.

3. No action

ACTION

The Board moved to adopt policy option 2 – endorse legislation removing LNI's statute of limitations for the LEOFF 2 death benefits and keep determination of eligibility with LNI. The motion was seconded and passed unanimously.

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6. Overpayment Responsibility – Final Proposal

Jacob White, Senior Research and Policy Manager presented a final proposal to the Board regarding overpayment responsibilities. When employers make an error that causes a retiree to receive an overpayment, the member is responsible for paying back the overpayment they incorrectly received.

Policy Options:

1. **Motion to endorse legislation making employer responsible and shortening statute of limitations from 3 years to 1 year.**
2. **Motion to endorse legislation to have employer responsible or overpayment, but no changes to statute of limitations.**
3. **No action.**

ACTION

The Board moved to adopt policy option 1 – endorse legislation making employer responsible and shortening the statute of limitations from 3 years to 1 year. The motion was seconded and passed non-unanimous.

7. Disability Conversions – Final Proposal

Jacob White, Senior Research and Policy Manager gave a final proposal on disability conversions. The criteria for duty disabilities have changed over time so there may be LEOFF 2 members who were approved for non-duty disability with conditions that would qualify as duty related if the injury occurred today.

Policy options:

1. **Motion to endorse legislation.**
 - **DRS required to review non-duty disability retirements with a disabling condition of PTSD that was not eligible for duty disability at time of retirement but has since become eligible for duty disability.**
 - **If the retiree’s disabling condition was incurred in the line of duty DRS must convert their retirement to duty disability.**
 - **Retroactive to effective date of disabling condition becoming eligible for duty disability.**
2. **No action.**

ACTION

The Board moved to adopt policy option 1 – endorse legislation. The motion was seconded and passed unanimously.

8. Board Salary Setting Authority – Final Proposal

Karen Durant, Senior Research and Policy Manager gave a final proposal to the Board regarding their recent interest in having salary setting authority within the agency. At the board meeting on November 15, Karen discussed staff salaries and Washington Management Systems (WMS) structure.

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Policy Options:

1. Stay within current salary structure with changes to process and notification requirements.
 - Board has authority to band positions.
 - Board has authority to grant expectations to band maximums.
2. Board provided full salary setting authority with notification requirements to Office of Financial Management (OFM) and Legislature.
3. No action.

ACTION

The Board adopted policy option 2 – Board provided full salary setting authority with notification requirements to Office of Financial Management (OFM) and the Legislature. The motion was seconded and passed unanimously.

9. Non-Duty Disability Leave – Comprehensive Report

Jacob White, Senior Research and Policy Manager gave a comprehensive report to the Board regarding non-duty disability leave. There were concerns raised that the Department of Retirement Systems (DRS) was not always treating temporary non-duty and temporary duty disability leave responsibility for purposes of basic salary in situations where members utilized leave “buy-back.” Research confirmed DRS is treating members’ basic salary the same in both situations. The service credit and basic salary for the leave that has been “bought back” is not reportable compensation in either situation.

Policy Options:

1. Motion to consider Comprehensive Report as the Final Proposal and endorse legislation.
 - Amend authorized leave of absence law to allow members retiring after being out on temporary non-duty disability to be eligible to purchase servicer credit.
2. Motion to study further next interim.
3. No action.

ACTION

It was moved to approve policy option 2 – study issue further next interim. The motion was seconded and passed unanimously.

10. Month of Death – Final Proposal

Jacob White, Senior Research and Policy Manager gave a final proposal to the Board on month of death. In the month a retiree or survivor passes away, the last month benefit payment is prorated based on the number of days the person was alive in the month. Frequently, this results in an overpayment and an invoice being sent to the family or estate to collect any amount that should have been prorated.

Policy Options:

1. Endorse legislation.
 - This option provides a retiree’s beneficiary or estate a full month’s benefit for the month a retiree or survivor passes away.
2. Direct LEOFF 2 Board staff to sign-in/testify in support of the legislation at legislative committee hearings.
3. No action

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ACTION

It was moved to approve policy option 2- LEOFF 2 Board staff is direct to sign-in/testify in support of the legislation at legislative committee hearings. Motion was seconded and passed unanimously.

11. DRS Appeals Deadlines – Final Proposal

Jacob White, Senior Research and Policy Manager gave a final proposal to the Board regarding Department of Retirement Systems appeal deadlines. Some LEOFF 2 members have missed their deadlines to file an administrative appeal with DRS and expressed concerns regarding a lack of clarity on the deadline.

Policy Options:

1. **Motion to endorse legislation.**
 - **LEOFF 2 members have 120 days to appeal administrative decisions from DRS.**
 - **DRS must provide written notice of the right to appeal and the deadline for filing the appeal.**
 - **If DRS requests additional records from the member, they must toll the deadline for filing an appeal and provide in writing the updated deadline for filing the appeal.**
2. **No action**
3. **Motion to study further during the next interim**

ACTION

It was moved to adopt option 3 – study further during the next interim. Motion was seconded and passed unanimously.

12. Administrative Update

Steve Nelsen, Executive Director gave an Administrative Update to the Board involving the start and end dates to Legislative Session. Legislative Session begins on January 8th, 2024, and ends on March 7th, 2024. During Session Board Meetings will be considered hybrid meetings and will be much shorter than regular meetings, including only an Administrative Update and a Legislative Update. Mr. Nelsen also reminded the Board of the next board meeting to take place on January 24th, 2024, at 9:30 a.m.

13. Public Comment

The LEOFF 2 Board welcomes public comment in advance of all meetings and has posted instructions on its website for the submission of written comments. Chair Lawson had no public comments to report on at this meeting.

14. Executive Session

Chair Lawson announced Executive Session to begin at 11:50 a.m. and the public meeting to commence again at 12:10 p.m. Chair Lawson asked everyone in from the public to exit the room as Executive Session took place. No action was taken during Executive Session.

Adjournment

There being no further business, the meeting was adjourned at 12:14 p.m.

The next meeting of the LEOFF Plan 2 Retirement Board is scheduled for January 24, 2024, at 9:30 AM at the Washington State Investment Board located at 2100 Evergreen Park Drive SW Olympia, WA 98502.

BOARD MEETING MINUTES

JANUARY 24, 2024 - DRAFT



TRUSTEE AND STAFF ATTENDANCE

Absent	Dennis Lawson, Chair – Central Pierce Fire and Rescue
Teleconference	Jason Granneman, Vice Chair – Clark County Sheriff’s Office
Teleconference	Mark Johnston – Vancouver Fire Department
Teleconference	AJ Johnson – Snohomish County Fire District #1
Absent	Senator Jeff Holy – Spokane Police Department (Retired)
Absent	Tarina Rose-Watson – Spokane Int’l Airport Police Dept
Teleconference	Wolf Opitz – Pierce County
Absent	Pat McElligott – East Pierce County Fire
Absent	Representative Steve Bergquist – WA State Representative
Teleconference	Darell Stidham – Spokane County Sheriff’s Office
Teleconference	Jay Burney – City of Olympia
In Attendance	Steve Nelsen – Executive Director
Absent	Tim Valencia – Deputy Director
In Attendance	Chloe Drawsby – Executive Assistant
In Attendance	Jessie Jackson – Administrative Services Manager
In Attendance	Tammy Sadler – Benefits Ombudsman
In Attendance	Jacob White – Senior Research and Policy Manager
Teleconference	Jessica Burkhart – Ombudsman Program Manager
In Attendance	Karen Durant – Senior Research and Policy Manager
Teleconference	Tor Jernudd – Assistant Attorney General

Call to Order

The LEOFF Plan 2 Retirement Board met in the Washington State Investment conference room in Olympia, Washington on January 24, 2024. A quorum of the members was present at this meeting.

Vice Chair, Jason Granneman called the meeting to order at 9:30 a.m. and requested those present to take a moment of silence to honor those who had fallen since the last the Board meeting.

1. Legislative Update

Jacob White, Senior Research and Policy Manager updated the Board on the progress of Legislative Session. Mr. White reported that the Board has two Board endorsed bills, one supported bill, and three bills of interest to the LEOFF Plan 2. The two endorsed bills; concerning LEOFF 2 and employees of LEOFF 2 were heard in the Senate Ways and Means court on January 23, 2024 at 4 p.m. The Board supported bill; month of death benefits will be heard in Executive Session on January 25, 2024. As for the other bills of interest, there have been no scheduled hearings yet.

Board Endorsed Bills

- Concerning LEOFF Plan 2 (HB 2338/SB 6197)
- Employees of the LEOFF 2 Retirement Board (HB 2337/ SB 6198)

Board Supported Bills

- Month of Death Benefits (HB 2013)

BOARD MEETING MINUTES

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Other Bills of Interest

- Concerning Flexible Work Policies for Law Enforcement Officers and Participation in the LEOFF Retirement System Plan 2 (HB 2024 / SB 5424)
- Expanding Interruptive Military Service Credit (SB 6000)
- Establishing Law Enforcement Officer Retirement Medical Trust Plans (SB 6022)

2. Administrative Update

Steve Nelsen, Executive Director gave an administrative update to the Board. Director Nelsen gave a budget update and discussed upcoming Stakeholder outreach. Upcoming Stakeholder outreach include the Washington State Council of Firefighter's (WSCFF) Legislative Conference on February 15, 2024 and the Washington Council of Police and Sheriff's (WACOPS) Winter Member Meeting on February 14-16, 2024.

3. Public Comment

The LEOFF 2 Board welcomes public comment in advance of all meetings and has posted instructions on its website for the submission of written comments. There were no public comments to report on at today's board meeting.

Adjournment

There being no further business, the meeting was adjourned at 9:45 a.m.

The next meeting of the LEOFF Plan 2 Retirement Board is scheduled for February 28, 2024 at the Washington State Investment Board located at 2100 Evergreen Park Drive S.W. Olympia, WA 98502.

BOARD MEETING MINUTES

FEBRUARY 28, 2024 - DRAFT



TRUSTEE AND STAFF ATTENDANCE

Teleconference	Dennis Lawson, Chair – Central Pierce Fire and Rescue
Teleconference	Jason Granneman, Vice Chair – Clark County Sheriff’s Office
Teleconference	Mark Johnston – Vancouver Fire Department
Teleconference	AJ Johnson – Snohomish County Fire District #1
Teleconference	Senator Jeff Holy – Spokane Police Department (Retired)
Teleconference	Tarina Rose-Watson – Spokane Int’l Airport Police Dept
Teleconference	Wolf Opitz – Pierce County
Teleconference	Pat McElligott – East Pierce County Fire
Absent	Representative Steve Bergquist – WA State Representative
Teleconference	Darell Stidham – Spokane County Sheriff’s Office
Teleconference	Jay Burney – City of Olympia
In Attendance	Steve Nelsen – Executive Director
In Attendance	Tim Valencia – Deputy Director
In Attendance	Chloe Drawsby – Executive Assistant
Teleconference	Jessie Jackson – Administrative Services Manager
Teleconference	Tammy Sadler – Benefits Ombudsman
In Attendance	Jacob White – Senior Research and Policy Manager
Absent	Jessica Burkhart – Ombudsman Program Manager
Absent	Karen Durant – Senior Research and Policy Manager
Teleconference	Tor Jernudd – Assistant Attorney General

Call to Order

The LEOFF Plan 2 Retirement Board met in the Washington State Investment conference room in Olympia, Washington on February 28, 2024. A quorum of the members was present at this meeting through teleconference.

Executive Director Steve Nelsen called the meeting to order at 9:31 a.m. with permission from the Board.

1. Legislative Update

Senior Research and Policy Manager, Jacob White gave a Legislative update to the Board. Mr. White reported that SB 6198 ‘Employees of the LEOFF Plan 2 Board’ was amended from including all staff members from the LEOFF Plan 2 Retirement Board to including only the Deputy Director and the Research and Policy Manager positions. Mr. White also reported that the amended version of SB 6198 was added to SB 6197 ‘Cornering LEOFF Plan 2.’ SB 6197 passed out of the House Appropriations as amended. SB 6197 is now in the Rules Committee.

HB 2024/ ESSB 5424 ‘Concerning Flexible Work Policies for Law Enforcement Officers and Participation in LEOFF Plan 2’ is a bill that LEOFF Plan 2 is tracking and has passed out of House Appropriations and is currently in Rules Committee.

BOARD MEETING MINUTES

FEBRUARY 28, 2024 - DRAFT



2. Admin Update

Executive Director Steve Nelsen gave an admin update to the Board regarding Stakeholder events. The Washington State Council of Firefighters (WSCFF) held their annual Kelly L. Fox Legislative Reception on February 15th. Mr. Nelsen and Senior Research and Policy Manager, Jacob White gave a Legislative presentation to the council on February 15th. The Washington Council of Police and Sheriffs (WACOPS) held their annual Legislative Appreciation Reception on February 15th as well. Mr. Nelsen gave a Legislative presentation for the council on February 14th. Mr. Nelsen informed the Board on upcoming trustee education opportunities. The National Conference on Public Employees Retirement Systems (NCPERS) is going to be held in Seattle, Washington this year from May 20th – 22nd.

The last day of Session will be March 7th. The next board meeting will be held on March 27th and the Board will be updated on a session review, an interim preview, and an admin update.

3. Public Comment

The LEOFF 2 Board welcomes public comment in advance of all meetings and has posted instructions on its website for the submission of written comments. There were no public comments to report to the Board at this meeting.

Adjournment

There being no further business, the meeting was adjourned at 9:51 a.m.

The next meeting of the LEOFF Plan 2 Retirement Board is scheduled for March 27th at 9:30 a.m. at the Washington State Investment Board located at 2100 Evergreen Park Drive S.W. Olympia, WA 98502.



Legislative Session Review

March 27, 2024

LEOFF 2 “Omnibus Bill” - SB 6197

- **Removes Statute of Limitations for applying for the Special Death Benefit**
- **Clarifies the definition of fire fighter**
- **Shifts responsibility of paying back overpayments due to employer error**
- **Converts certain PTSD non-duty disability retirees to duty disability**
- **Gives the LEOFF 2 Board authority over policy staff salaries**

LEOFF 2 Legislation Not Passed

- **SB 6198 – Employees of the LEOFF 2 Board**
 - Partially amended into SB 6197
- **HB 2013 – Month of Death**
 - PEBB issue resolved in separate legislation (HB 2481)

Supplemental Budget – SB 5950

- **Fully funds LEOFF plan 2**
 - Appropriations reflect pension rates adopted by the Board
- **DRS Budget**
 - Received funding (\$267k) to implement SB 6197
- **Agency Budget**
 - CTS (WaTech) central services increase funded (+\$35k)
 - OFM services increase funded (+\$10k)
 - PEBB and PERS rate changes funded (-\$1k)

Other Bills of Interest - Passed

- **Flexible Work Policies for Law Enforcement Officers (SB 5424)**
 - Part-time LEO now eligible for LEOFF 2
- **Pre-LEOFF Funeral Costs (SB 6263)**
 - Raises funeral reimbursement payment for pre-LEOFF firefighters from \$500 to \$1,000 to equal those paid to LEO

Other Bills of Interest – Not Passed

- **Expanding Definition of Veteran (SB 6000)**
- **Establishing Law Enforcement Officer Retirement Medical Trust Plan (SB 6022)**
- **Part-Time retiree Return to Work (HB 2167)**



Thank You

Jacob White

Senior Research and Policy Manager

(564) 999-0738

jacob.white@leoff.wa.gov



2024 Interim Preview

March 27, 2024

Actuarial Topics

1. Results of the Actuarial Valuation
2. Results of the Actuarial Valuation Audit
3. Contribution Rate Preview
4. Contribution Rate Adoption

Administrative Topics

1. Interim Planning
2. Salary Setting Responsibility
3. 2025-2027 Agency Budget Adoption
4. Financial Expenditure Audit Results
5. Annual AGO Training
6. DRS/CEM Benchmarking
7. DRS Annual Update
8. WSIB Annual Update
9. Executive Director Evaluation
10. Strategic Planning
11. Board Expectations
12. 2025 Board Meeting Calendar Adoption

Types of Benefit Topic Briefings

- **Proposing Legislation**

1. Initial Consideration
2. Comprehensive Report
3. Final Proposal

- **Educational Briefing**

- An educational briefing is typically requested by the Board to learn about a specific subject with no expectation of further action
- This type of presentation may be made by staff or requested by an outside source

Possible Benefit Topics

1. **Holiday Payments**
2. **Authorized Leave of Absence Service Credit Purchase at Retirement**
3. **Concurrent Employment**
4. **Month of Death**
5. **DRS Appeals Deadlines**
6. **Benchmarking (Peer Comparison) – Educational Briefing**
7. **Ombudsman Program Review – Educational Briefing**

1. Holiday Payments

- The current administrative interpretation of when holiday pay is considered earnable compensation has created a situation where members may be treated differently based on their employer's payroll system, not on the days they work
- Board received an initial policy briefing on this topic last year
 - DRS agreed to put employer notice into WAC
 - Board requested a follow-up update on DRS rule-making
- Possible workload: 3 policy briefings

2. Authorized Leave of Absence Service Credit Purchase at Retirement

- Members retiring immediately after being out on temporary non-duty disability are not eligible to purchase service credit
- Where did topic come from?
 - Last year the Board studied Non-Duty Disability Leave, and this was the underlying issue identified
- Possible workload: 3 policy briefings

3. Concurrent Employment

- Members who are working FT for one employer and part-time for another employer may not be eligible for benefits from their second employer, including line of duty death and disability benefits
- Where did topic come from?
 - Correspondence from a member working FT at one employer and PT at another
- Possible workload: 3 policy briefings

4. Month of Death

- In the month a retiree or survivor passes away, the last month benefit payment is prorated based on the number of days the person was alive in the month. This may result in an overpayment and an invoice being sent to the family or estate to collect any amount that should have been prorated
- Where did topic come from?
 - Requested by DRS last year, endorsed by SCPP, supported by LEOFF 2 Board
 - HB 2013 (2024) and HB 1414/SB 5335 (2020) failed to pass the legislature
- Possible workload: 3 policy briefings

5. DRS Appeals Deadline

- Some LEOFF 2 members have missed their deadline to file an administrative appeal with DRS and expressed concerns regarding a lack of clarity on the deadline
- Where did topic come from?
 - Considered by the Board last year
 - Board motioned to consider studying further this year
- Possible workload: 3 policy briefings

6. Benchmarking (Peer Comparison)

- Board previously received presentations comparing benefits to other plans
- Where did topic come from?
 - Board discussions about how the benefit enhancement impacted LEOFF 2
- Possible workload: 1 Educational Briefing

7. Ombudsman Program Review

- **Overview of the LEOFF Ombudsman Program**
 - Services provided by the program
 - Data regarding the program
- **Possible workload: 1 Educational Briefing**

Action

- No action required for this meeting
- Board members may propose additional topics for interim agenda
- Board will adopt interim agenda at next month's meeting



Thank You

Jacob White

Senior Research and Policy Manager

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March 27, 2024
Interim Preview

Benefits

1. Holiday Payments
2. ALOA Service Credit Purchase at Retirement
3. Concurrent Employment
4. Benchmarking (peer comparison)
5. Month of Death
6. Ombudsman Program Review
7. Appeals Deadlines

Actuarial

1. Results of the Actuarial Valuation
2. Results of the Actuarial Valuation Audit
3. Contribution Rate Preview
4. Contribution Rate Adoption

Administrative

1. Interim Planning
2. Salary Setting Responsibility (if passed)
3. 2025-27 Budget (Biennial, Qtr. Updates)
4. Financial Expenditure Audit Results
5. Annual AGO Training
6. DRS/CEM Benchmarking
7. DRS Annual Update
8. WSIB Annual Update
9. Executive Director Evaluation
10. Strategic Planning
11. Board Expectations
12. 2025 Board Meeting Calendar Adoption