



April 24, 2024

2024 Interim Preview

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 (if passed)
3. 2025-2027 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

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 Deadline
6. COLA/Inflation
7. Part-time Law Enforcement
8. WSP Fire Training Academy Training Staff - LEOFF Membership
9. Implementation of Board Legislation
10. Benchmarking (Peer Comparison) – Educational Briefing
11. Ombudsman Program Review – Educational Briefing



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Next Steps for Benefit Topics

1. The Board may take action today on some items, or
2. The Board can defer any action today and wait until May to adopt the complete interim plan

1. Holiday Payments

- **ISSUE**: The current administrative interpretation of when holiday pay is considered earnable compensation is found in an employer notice rather than WAC.
- **STATUS**: DRS doing rulemaking and L2 staff will keep board informed of status of rulemaking. Possible educational briefing.

2. Authorized Leave of Absence Service Credit Purchase at Retirement

- **ISSUE:** Members retiring immediately after being out on temporary non-duty disability are not eligible to purchase service credit unlike members who retire immediately after being out on duty disability.
- **STATUS:** Possible legislation.

3. Concurrent Employment

- **ISSUE:** 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.
- **STATUS:** Educational Briefing presentation on membership requirements and disability/death benefits for LEOFF, PERS, BVFF regarding part-time or temporary fire fighters.

4. Month of Death

- **ISSUE:** 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.
- **STATUS:** Follow the lead of SCPP and/or DRS?

5. DRS Appeals Deadline

- **ISSUE:** 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, particularly when the member is required to provide additional information.
- **STATUS:** Defer to next interim?

6. COLA/Inflation

- **ISSUE**: Recent inflation has greatly exceeded expectations which has created concerns for some retirees about how long it will take for the current COLA to catch up with lost earning power.
- **STATUS**: Educational briefing including size of the “bank”, stochastic modeling on when the bank will be exhausted. Board may identify an option for receiving pricing from OSA.

7. Part-time Law Enforcement

- **ISSUE**: Legislation passed during the 2024 session which makes part-time law enforcement officers eligible for LEOFF Plan 2.
- **STATUS**: Staff will keep the Board informed on DRS implementation of the bill, including any policy issues that may arise.

8. WSP Fire Training Academy Training Staff – LEOFF Membership

- **ISSUE**: The WSP reached out to DRS regarding possible LEOFF membership for their FTA Training Staff positions. WSP was referred to the LEOFF 2 Board.
- **STATUS**: LEOFF 2 Board does not recommend legislation on membership. Staff will meet with WSP to discuss.

9. Implementation of Board Legislation

- **ISSUE**: Legislature passed SB 6197 in the 2024 Session with four benefit improvements and granting the Board additional authority over salary setting for some positions.
- **STATUS**: Educational briefing on new Board authority; Staff will keep the Board informed on DRS implementation of the bill, including any policy issues that may arise.

10. Benchmarking (Peer Comparison)

- **ISSUE**: Board previously received presentations comparing benefits to other plans.
- **STATUS**: Should previous study be updated? Significant workload required to update.

11. Ombudsman Program Review

- **ISSUE**: Board members expressed interest in learning more about the Ombudsman program.
- **STATUS**: Educational briefing; Services provided by the program; Data regarding the program.

Next Steps

- No action required today
- Interim plan to be adopted at the May 29th Board meeting



Thank You

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