



# 2024 Interim Workplan

May 29, 2024

# Issue

- Board must adopt an interim workplan for 2024
- Staff has broken out the workplan into 3 sections, each will require a motion to adopt:
  1. Actuarial and Administrative
  2. Policy Topics – Policy Briefings
  3. Policy Topics – Issue Tracking

# 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. Ombudsman Program Review
3. Operating Budget
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
13. Facilities

# Board Action

- Discuss any changes to the Actuarial and/or Administrative topics
- Motion to adopt Actuarial and Administrative topics for interim workplan
- Motions to endorse each individual policy topic as presented

# Possible Policy Topics

## Policy Briefings

1. Part-time Firefighter Employment
2. Reserve Police Officer Service Credit
3. Duty Disability Health Insurance
4. Standby Pay
5. COLA/Inflation
6. ALOA Service Credit Purchase at Retirement
7. Salary Setting Responsibility
8. DRS Appeals Deadline

## Issue Tracking

9. Month of Death
10. Implementation of 2024 Legislation
  - Special Death Benefit
  - Definition of FF
  - Pension Overpayment Responsibility
  - Disability Pension Benefits
  - Part-Time LEO
11. Holiday Payments

# 1. Part-time Firefighter Employment

- ISSUE:

Members who are working part-time (or full-time for part of the year) may not be eligible for LEOFF benefits, including line of duty death and disability benefits.

- STATUS/MOTION:

Educational Briefing presentation on membership requirements and disability/death benefits for LEOFF, PERS, BVFF regarding part-time or temporary fire fighters. Possible policy briefings for legislation.

## 2. Reserve Police Officer Service Credit

- ISSUE:

Prior to 2024 part-time LEO earned service credit in the Volunteer Fire Fighters' and Reserve Officers' Relief and Pension Fund.

- STATUS/MOTION:

Educational Briefing presentation on membership requirements and disability/death benefits for Volunteer Fire Fighters' and Reserve Officers' Relief and Pension Fund; possible policy briefings for legislation.



## 3. Duty Disability Health Insurance

- ISSUE:

Members recovering from a duty related injury have their access to and cost of health insurance change as their employment and retirement status changes.

- STATUS/MOTION:

Educational briefing on health insurance for members while they are active, on disability leave and on disability retirement; possible policy briefings.

## 4. “Standby Pay”

- ISSUE:

“Standby pay” is not basic salary in LEOFF 2, even though the member may have several requirements to meet to qualify for standby pay.

- STATUS/MOTION:

Policy briefings for possible legislation.

## 5. COLA/Inflation

- ISSUE:

Recent inflation has greatly exceeded projections 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/MOTION:

Policy briefings for possible legislation.

## 6. Authorized Leave of Absence Service Credit Purchase at Retirement

- ISSUE:

Members retiring immediately after being out on authorized leave of absence are not eligible to purchase service credit for that time.

- STATUS/MOTION:

Policy briefings for possible legislation.

## 7. Salary Setting Responsibility

- ISSUE:

Board endorsed legislation included authority for the Board to set the salaries of certain Board staff.

- STATUS/MOTION:

Briefing. Need to develop implementation plan.

## 8. DRS Appeals Deadline

- ISSUE:

LEOFF 2 members have expressed concerns regarding a lack of clarity on the deadline for administrative appeals, particularly when the member is required to provide additional information.

- STATUS/MOTION:

Board discussed deferring to next interim.

## 9. 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/MOTION:

Tracking issue. Keep Board apprised of any action taken by SCPP or DRS.

# 10. Implementation of 2024 Legislation

- ISSUE:

Implementation of potentially complex legislation passed during the 2024 session:

- LEOFF 2 “omnibus” bill (SSB 6197)
  - Special Death Benefit
  - Definition of FF
  - Pension Overpayment Responsibility
  - Disability Pension Benefits
- Part-time LEO bill (ESSB 5424)

- STATUS/MOTION:

- Tracking issue. Keep the Board informed on implementation of these bills, including any issues that may arise.



# 11. 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/MOTION:**

Issue tracking. L2 staff will keep board informed of status of DRS rulemaking.



**Thank You**

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