

BOARD MEETING AGENDA

MAY 28, 2025 • 9:30AM



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 (Retired)

JASON GRANNEMAN, VICE CHAIR
Clark County Sheriff's Office (Retired)

MARK JOHNSTON
Vancouver Fire Department (Retired)

AJ JOHNSON
Snohomish County Fire

SENATOR JEFF HOLY
WA State Senator

TARINA ROSE-WATSON
Spokane Int'l Airport Police Dept.

PAT MCELLIGOTT
East Pierce County Fire and Rescue

JAY BURNEY
City of Olympia

WOLF OPITZ
Pierce County

REPRESENTATIVE STEVE BERGQUIST
WA State Representative

DARELL STIDHAM
Spokane County Sheriff's Office (Retired)

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, Lead Benefits Ombudsman
Jessica Burkhart, Benefits Ombudsman
Tor Jernudd, Assistant Attorney General

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

1. **Approval of December 2024, January, February, March, and April 2025 Minutes** **9:30 AM**
2. **Financial Expenditure Audit Results** **9:40 AM**
Jordan Prince, Assistant State Auditor, SAO
Stephanie Garza, Assistant Audit Manager, SAO
Cavan Busch, Program Manager, SAO
3. **Legislative Session Review** **10:40 AM**
Jacob White, Sr. Research and Policy Manager
4. **2025 Interim Planning** **11:10 AM**
Jacob White, Sr. Research and Policy Manager
5. **Salary Setting Responsibility** **12:00 PM**
Karen Durant, Sr. Research and Policy Manager
6. **Admin Update** **12:15 PM**
Steve Nelsen, Executive Director
7. **Public Comment** **12:30 PM**

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

* Lunch is served as an integral part of this meeting.

Exit Conference

Law Enforcement Officers' and Fire
Fighters' Plan 2 Retirement Board

Cavan Busch
Audit Manager

Stephanie Garza
Audit Supervisor

Jordan Prince
Audit Lead

Jim Brownell
Assistant Director of
State Audit and Special
Investigations

May 28, 2025



Office of the
Washington
State Auditor
Pat McCarthy

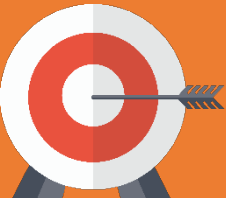
Results that Matter



Increased trust in government



Independent, transparent examinations



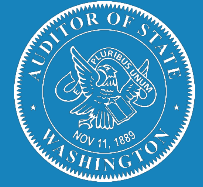
Improved efficiency and effectiveness of government



Pat McCarthy
State Auditor

Financial Audit Results

July 1, 2023 through June 30, 2024



Unmodified Opinion Issued

- Opinion issued in accordance with U.S. GAAP
- Audit conducted in accordance with *Government Auditing Standards*

Internal Control and Compliance over Financial Reporting

- We reported no significant deficiencies in internal control
- We identified no deficiencies that we consider to be material weaknesses.
- We noted no instances of noncompliance that were material to the financial statements of the Board

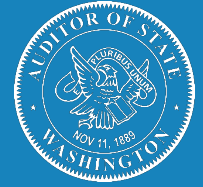
Financial Audit Results



Required Communications

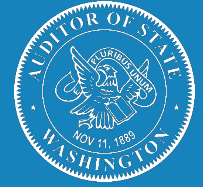
- We did not identify any material misstatements during the audit.
- No uncorrected misstatements have been identified.

Areas of Financial Audit Emphasis



- Completeness – Were all expenses recorded in the financial statement?
 - Testing of Salaries and Wages and Employee Benefits
- Occurrence – Were all expenses reported as of the schedule of expenditures date and had all reported transactions and events occurred during the fiscal year?
 - Testing of Salaries and Wages and Employee Benefits

Areas of Financial Audit Emphasis



Presentation and Disclosure

- Were the financial statement clearly and appropriately presented?
- Were note disclosures complete and accurate?
- If significant financial events occurred, were they properly disclosed in the statement notes?

Closing Remarks

- Audit costs are in alignment with our original estimate
- Next audits: Fall/Winter 2025
 - Accountability for public resources
 - Schedule of Expenditures

An estimated cost for the next audits will be provided at the start of each engagement.





Report Publication

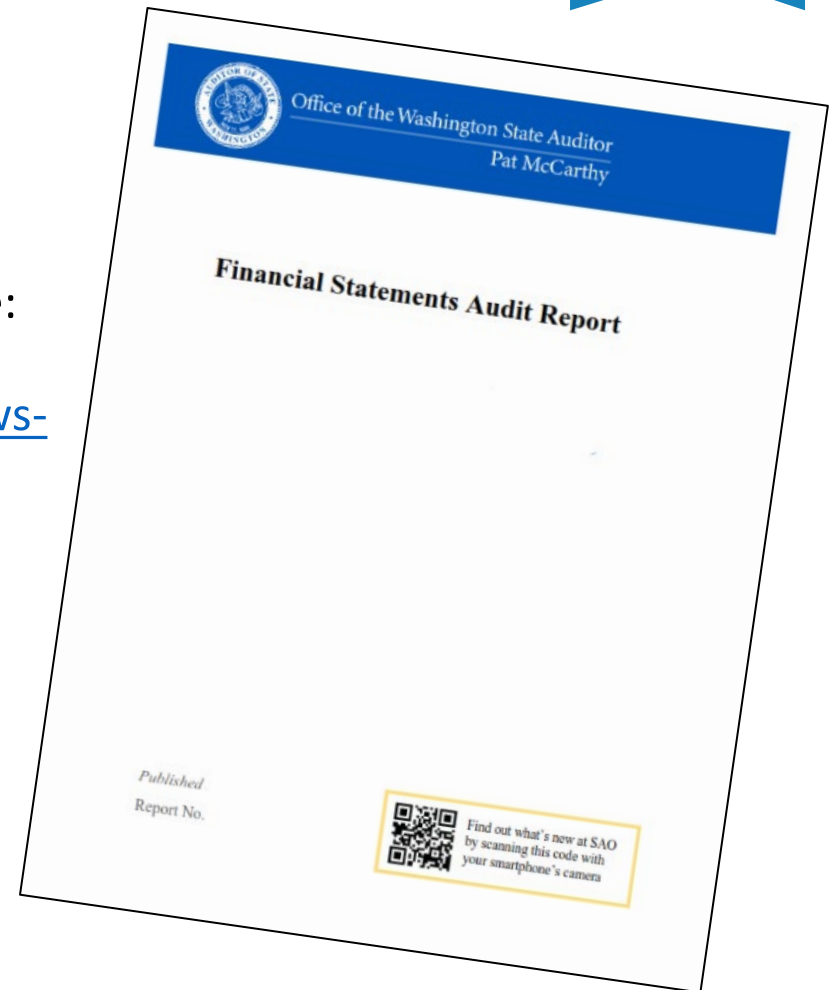
- ✓ Audit reports are published on our website.
- ✓ Sign up to be notified by email when audit reports are posted to our website:

<https://sao.wa.gov/about-sao/sign-news-alerts>

Audit Survey

When your report is released, you will receive an audit survey from us.

We value your opinions on our audit services and hope you provide feedback.



Thank You!



We thank DES and Board officials and staff for timely communications throughout the audit process.

Questions?



Contact Cavan Busch, Audit Manager

Cavan.Busch@sao.wa.gov

(564) 999-0786



Legislative Session Review

May 28, 2025

Board Endorsed Bill - Passed

- **SB 5306** - Allows members of LEOFF 2 to purchase Authorized Leave of Absence Purchase Service Credit if they retire instead of returning to work.
- Passed unanimously by Senate and House
- Effective July 27, 2025

LEOFF 2 Legislation - Passed

- **HB 1270** - Authorizes local governments operating deferred compensation programs to automatically enroll new employees, unless the employee opts out.
 - Effective July 27, 2025

LEOFF 2 Legislation – Not Passed

- **HB 1312/SB 5114** - Month of Death

Operating Budget

- **LEOFF 2 Budget**

- LEOFF Contributions funded at the Board adopted rates
- General wage increases of 3% effective 7/1/2025 and 2% effective 7/1/2026
- Funding for the board adopted exempt staff salary increases

- **Excess Compensation**

- Currently, if an employee earns more than 2x their regular rate of pay during their AFC period the employer owes DRS excess compensation for the impact it has to the pension system. The budget lowered that to anything over 1.5x their regular rate of pay.

- **LEOFF 1 SCPP Study**

- SCPP study and report on the tax, legal, actuarial, pension policy, and administrative implications of merging the legacy pension systems or terminating LEOFF 1.

Other Bills of Interest - Passed

- **SB 5357 - Actuarial Funding of Pension System**
 - All pension plans except for LEOFF 2
 - Raised the assumed rate of investment returns from 7.0% to 7.25% and lowered the contribution rates
 - Extended out Plan 1 Unfunded Accrued Actuarial Liability payments
 - Effective July 1, 2025

Other Bills of Interest – Not Passed

- **HB 2034 – LEOFF 1 Termination**
- **SB 5085 – Plan 1 Merger/COLA**
- **Governor's Proposed LEOFF 1/LEOFF 2 Merger**
- **HB 1571 – Removing qualifiers related to the presumption of occupational disease for heart problems**



Thank You

Jacob White

Senior Research and Policy Manager

jacob.white@leoff.wa.gov



2025 Interim Planning

May 28, 2025

Actuarial Topics

1. Results of the Actuarial Valuation
2. Demographic and Experience Study
3. Economic Experience Study

Administrative Topics

1. Interim Planning
2. Ombudsman Program Annual Report
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. Executive Director Recruitment
11. Staff Compensation Program
12. Strategic Planning
13. Board Expectations
14. 2026 Board Meeting Calendar
15. Public Comment Process

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. Overtime Educational Briefing
2. Surviving Spouse Medical Reimbursement
3. Catastrophic Disability Survivor Benefit Options
4. Firefighter Employment at Multiple Agencies
5. Standby Pay
6. PFMLA/FML Service Credit
7. Interest Calculation in Member Accounts
8. Benefit Enhancement Follow-up Briefing
9. Duty Disability Health Insurance
10. Retroactive Benefits for Multiple Exposure PTSD
11. DRS Appeals Deadline

1. Overtime Educational Briefing

- The Seattle Times published an investigative article regarding increased overtime use by City of Seattle employees during their average final compensation period.
- The Operating Budget changed the definition of excess compensation from more than 2x to more than 1.5x.
- Possible workload: 1 educational briefing

2. Surviving Spouse Medical Reimbursement

- Surviving spouses of duty related death are no longer fully reimbursed for medical insurance once they are Medicare eligible
- Letter to the Board from a surviving spouse (Renee Maher-Zieger)
- Possible workload: 3 policy briefings

3. Catastrophic Disability Survivor Benefit Options

- The calculation of a catastrophic duty disability when it transitions to a survivor benefit is open to multiple interpretations.
- Possible workload: 3 policy briefings

4. Firefighter Employment at Multiple Agencies

- A member working concurrently in a part-time fire fighter position for another LEOFF 2 employer would not be covered by LEOFF 2 death and disability benefits in their part-time position.
- Board received an initial policy briefing on this topic last year
 - Tabled to provide BVFF with additional time to provide data
- Possible workload: 2 to 3 policy briefings

5. Standby Pay

- “Standby pay” is not considered basic salary for LEOFF 2 members, while it is for PERS and PSERS members.
- Board received an initial and comprehensive policy briefing last year
 - Requested additional data to be gathered and provided to OSA
- Possible workload: 2 to 3 policy briefings

6. PFMLA/FML Service Credit

- Paid Family Medical Leave Act and Family Medical Leave Act are not reportable compensation.
- Possible workload: 1 educational briefing

7. Interest Calculation in Member Accounts

- In 2022 DRS significantly changed the way interest is calculated for member accounts
- Possible workload: 1 educational briefing

8. Benefit Enhancement/Career Choice

- Members who retired on or before February 1, 2021 and utilized the LEOFF 2 career choice law to return to public employment and join another public pension system, did not have a choice between the lump sum and increased multiplier benefit enhancement.
- Possible workload: possible 3 policy briefings

9. Duty Disability Health Insurance

- Members who separate due to a duty disability only have temporary access to employer provided health insurance through COBRA
- Board received letter from WACOPS last year
- Board had an educational briefing and a policy briefing last year
- Possible workload: 2 to 3 policy briefings

10. Retroactive Benefits for Multiple Exposure PTSD

- When the legislature made multiple exposure PTSD eligible for workers compensation and LEOFF 2 disability benefits they did not make it retroactive.
- Letter to the Board from Curtis Wright
- Possible workload: 3 policy briefings

11. DRS Appeals Deadline

- LEOFF 2 members expressed concerns regarding a lack of clarity on appeals and petition deadlines
- Board received an initial, comprehensive and final policy briefing on this topic in 2023
- Possible workload: 2 to 3 policy briefings

Action

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



Thank You

Jacob White

Senior Research and Policy Manager

jacob.white@leoff.wa.gov

From: R MZ <reneeekm@gmail.com>

Sent: Thursday, January 23, 2025 6:02 AM

To: Granneman, Jason (LEOFF Trustee) <jason.granneman@leoff.wa.gov>; Rose-Watson, Tarina (LEOFF Trustee) <tarina.watson@leoff.wa.gov>; Stidham, Darell (LEOFF Trustee) <darell.stidham@leoff.wa.gov>; Johnston, Mark (LEOFF Trustee) <mark.johnston@leoff.wa.gov>; Lawson, Dennis (LEOFF Trustee) <dennis.lawson@leoff.wa.gov>; Johnson, AJ (LEOFF Trustee) <aj.johnson@leoff.wa.gov>; Burney, Jay (LEOFF Trustee) <jay.burney@leoff.wa.gov>; Opitz, Wolf (LEOFF Trustee) <wolf.opitz@leoff.wa.gov>; McElligott, Pat (LEOFF Trustee) <pat.mcelligott@leoff.wa.gov>; Holy, Jeff <jeff.holy@leg.wa.gov>; Bergquist, Steve <steve.bergquist@leg.wa.gov>

Cc: Nelsen, Steve (LEOFF) <steve.nelsen@leoff.wa.gov>

Subject: Question about Surviving Spouse Medical Insurance

External Email

LEOFF 2 Board Members,

My name is Renee Maher-Zieger and I am the surviving spouse of Federal Way Officer Patrick Maher (EOW 8/2/03). I am writing with the hopes that you can assist me in understanding some recent confusing developments in regard to the surviving spouse medical benefit.

When we worked on the legislation that provided this benefit to LEOFF 2 widows back in 2006, I distinctly remember telling spouses that they would be covered "for life." Recently, however, a surviving spouse shared with me that when she became eligible for Medicare, she was removed from her PEBB plan and forced on to a Medicare medical plan. I was extremely confused and concerned about this. Never in all of the discussions prior to the 2006 Legislative session nor during the actual session was there any discussion or agreement or suggestion that surviving spouses would be forced off of PEBB once they qualified for Medicare.

Additionally, she also now has Medicare premiums being deducted from her social security benefit. I know when we worked on the catastrophic disability medical legislation a few years later in 2010, there was specific discussion about Medicare being reimbursed to our catastrophically disabled members. So it now seems like some LEOFF members are having Medicare reimbursed while others are not.

I hope you can help me understand this issue. It is now causing a fair amount of concern with other surviving spouses and instead of misinformation getting passed around, I thought it best to go straight to the experts on the matter. And that's you!

Gratefully yours,

Renee Maher-Zieger



WASHINGTON
COUNCIL of
POLICE &
SHERIFFS

200 Union Ave SE · Olympia, WA 98501
(360) 352-8224 · WACOPS.ORG

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VICE PRESIDENT

Ben Jones

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Stacy Roark

POSITION 5 | East Side

Kevin Richey

POSITION 6 | West Side

Chris Breault

POSITION 7 | Associate

Scott Peters

POSITION 8 | Retired

Lloyd Bird

EXECUTIVE DIRECTOR

Teresa Taylor

EVERY OFFICER
EVERY DAY

April 15, 2024

LEOFF 2 Board
PO Box 40918
Olympia, WA 98504

DELIVERED VIA EMAIL

Dear Chairman Lawson,

The Washington Council of Police and Sheriffs (WACOPS) respectfully requests the LEOFF 2 board research potential solutions to a problem we recently became aware of for members recuperating from a serious on the job injury.

On August 15, 2023, Officer Kevin Bereta, a Bellevue Police Department employee and WACOPS member, sustained critical injuries resulting from a motorcycle crash while performing a department-condoned escort. Bereta has worked for the department and has been a LEOFF 2 member since 2018.

After a three-week stay in the hospital, Bereta was unable to return to work and currently remains under restrictions from his physician while he works toward a full recovery. Under the current contract between the Bellevue Police Officer's Guild and the City of Bellevue, at 6 months post injury Bereta was scheduled to lose his benefits including his family's health insurance since his care team would not release him to work in any capacity.

While a temporary insurance solution has been arranged between Bereta and the City of Bellevue, this event has highlighted an inequity that needs rectification. It appears that RCW 41.04.515 may set a maximum disability leave supplement at 6 months regardless of the medical recovery plan set by the employee's doctors. It appears that individual unions can negotiate for a longer period. In Bellevue, for example, we understand that law enforcement has 6 months of covered benefits, but Bellevue Fire may have as much as 9. We wonder if there is a LEOFF 2 pension solution for members seriously injured, working toward a return to duty, without a separation from employment. LEOFF 2 members should not have to separate from employment as their only option when their recovery plan extends beyond the designated disability leave supplement.

WACOPS respectfully asks the LEOFF 2 board to accept our request to review this situation and assess whether there is a pension related short term solution for these rare, but serious, on the job injuries where the member remains employed while recuperating.

Thank you for your consideration. Please let us know if we can provide any additional information.

Respectfully,

Teresa C Taylor
Executive Director

Cc: Jason Granneman, Vice Chair

From: Curtis Wright <cwright98371@yahoo.com>

Sent: Sunday, April 6, 2025 5:29 PM

To: Sadler, Tammy (LEOFF) <tammy.sadler@leoff.wa.gov>

Subject: Suggested Labor and Industries legislation

External Email

Tammy,

I am Curtis Wright. I was Catastrophically Disabled per LEOFF 2 in 2011. Also in 2011, disabled per US Social Security. I have been trying for years to Labor and Industry (L and I) benefits without success. I have PTSD and back/shoulder injuries from my 22 years in law enforcement. My last eight years I worked as a Sheriff's Detective and worked numerous homicide cases.

When they passed the PTSD bill a few years ago in WA State, they only allowed more recent retirees with L and I coverage. I was found in 2011, I think it was, per an L and I Court Order to have multiple exposure PTSD. The old law (during that time frame, only allowed for one incident PTSD coverage). It did NOT cover multiple exposure PTSD. When WA State changed the law, they only allowed for more recent retirees to get L and I benefits.

SUGGESTION:

Make the Employers pay for the injuries to all Catastrophically Disabled LEOFF member, granting all those found Catastrophically Disabled to automatically get full L and I benefits.

OR:

Make all those with PTSD from the previous years be eligible for full L and I benefits.

The attached is a document that shows how few LEOFF 2 members are/were granted Catastrophic LEOFF disability benefits.

My medical expenses are significant. Two years ago, I had my second back surgery and I have a claim pending in Court but have serious doubts I can win against the employer's lying attorneys in Court. The completely lied about my shoulder injury and WA State supports the lying because it saves them money. My previous employer has paid about \$200,000 to their lying attorney's office. Pierce County, my previous employer will not provide a total amount paid. I do have a total paid to that law firm from 201 to 2020, if you want, I can send you that information from Pierce County. Pierce County has basically refused to provide me any further information and have repeatedly sent me the same information over and over again. The L and I system is badly broken.

I walk with a cane and broke my ankle in Jan of this year. I have a video of this fall from my CCTV cameras at my condo. I live in Las Vegas, but it was icy that day and I slipped on the ice. I can send you that video if you like. (I cannot watch the video which caused numerous fractures in my right ankle.) I have accidentally seen part of it though. I still have screws and a plate in my right ankle and plan on getting two of the long screws removed as suggested by my ankle surgeon. I walk with a cane due to injuries from my lower back work injuries. I have tried to have attorneys work on my L and I cases and the one that handled my 2010 work injury said it would cost too much and take years. He was correct. I have spent over \$40,000 because I know they lied and not the L and I Court, nor Pierce County Superior Court seems to even care. The Pierce County Judge is paid by the my same previous employer I used to work for, so I doubt I will have any chance of winning my case.

Thank you,

Curtis Wright

If you have any questions, please email me or call me on my cell 253-606-1522

[042518.7 PTSDBenefits_edbrief.pdf](#)



April 25, 2018

Posttraumatic Stress Disorder

EDUCATIONAL BRIEFING

By Steve Nelsen

Executive Director

360-586-2320

steve.nelsen@leoff.wa.gov

ISSUE STATEMENT

Legislation enacted in 2018 changed eligibility for workers' compensation and LEOFF Plan 2 benefits related to Posttraumatic Stress Disorder (PTSD).

OVERVIEW

This report will provide information on what LEOFF Plan 2 benefits are available to members suffering from PTSD, how eligibility for those benefits has changed due to the new legislation and the processes for establishing eligibility. This report will also identify questions that have arisen since the legislation was enacted.

BACKGROUND AND POLICY ISSUES

What is PTSD?

Posttraumatic Stress Disorder is a trauma and stressor-related mental disorder resulting from exposure to one or more traumatic events involving death or serious injury¹. The exposure may occur from:

1. Directly experiencing the traumatic event (e.g. suffering a gunshot wound);
2. Witnessing, in person, the event as it occurs to others;
3. Learning that the traumatic event occurred to a close friend or family member; or,
4. Experiencing repeated or extreme exposure to aversive details of the traumatic event (e.g. first responders collecting human remains).

PTSD is characterized by:

1. Recurrent, involuntary and distressing memories or dreams of the traumatic event, flashbacks, intense or prolonged psychological distress or marked psychological reactions to cues that resemble an aspect of the traumatic event;
2. Persistent avoidance of stimuli associated with the traumatic event;

¹ *Diagnostic and Statistics Manual of Mental Disorders, 5th Edition (DSM-5)*

3. Negative alterations in thoughts or mood associated with the traumatic event;
4. Marked alterations in reactivity associated with the traumatic event beginning or worsening after the traumatic event occurred (e.g. irritable behavior, unprovoked angry outbursts, reckless or self-destructive behavior, hypervigilance, exaggerated startle response, problems with concentration, and sleep disturbance).
5. Duration of symptoms 1-4 for more than one month;
6. The symptoms cause clinically significant distress or impairment in social, occupational or other important areas of functioning;
7. The symptoms are not attributable to the psychological effects of drugs, alcohol, medication or another medical condition.

How are PTSD claims covered by workers' compensation?

Under the state's industrial insurance laws, a worker who, in the course of employment, is injured or suffers disability from an occupational disease is entitled to certain benefits. Claims based on mental conditions or mental disabilities caused by stress are specifically excluded in statute from the definition of an occupational disease. Examples of stress-related conditions that are not covered by workers' compensation include:

- Change of employment duties;
- Conflicts with a supervisor;
- Actual or perceived threat of loss of a job, demotion, or disciplinary action;
- Relationships with supervisors, coworkers, or the public;
- Specific or general job dissatisfaction,
- Work load pressures;
- Subjective perceptions of employment conditions or environment;
- Loss of job or demotion for whatever reason;
- Fear of exposure to chemicals, radiation biohazards, or other perceived hazards;
- Objective or subjective stresses of employment;
- Personnel decisions; and,
- Actual, perceived, or anticipated financial reversals or difficulties occurring to the businesses of self-employed individuals or corporate officers.

How did 2018 legislation affect PTSD claims?

PTSD resulting from exposure to a single traumatic event, or a single traumatic event within a series of exposures, has always been considered an occupational disease.

SSB 6214 changes the eligibility criteria for workers' compensation benefits for certain law enforcement officers, fire fighters, and emergency medical technicians (EMTS) to match the

DSM-5 definition of PTSD. Specifically, this change means that a series of exposures to traumatic events can now be the basis for a workers' compensation claim.

A rebuttable presumption exists that PTSD resulting from repeated exposures is an occupational disease for these law enforcement officers, fire fighters and EMTs if:

1. The member has had a prior psychological exam ruling out PTSD and the disorder develops after the person has served at least ten years; or,
2. The employer has not provided a psychological exam.

How are PTSD claims covered by LEOFF Plan 2?

The Law Enforcement Officers' and Fire Fighters' (LEOFF) Plan 2 retirement system provides payment of certain benefits when a member suffers a duty-related death or disability. Eligibility for these payments is determined by the Department of Retirement Systems (DRS).

Is the PTSD duty-related?

The terms "duty-related" in LEOFF Plan 2 and "in the course of employment" in workers' compensation are considered by courts to mean the same thing. So, if a workers' compensation claim for PTSD is approved by the Department of Labor & Industries (LNI), then DRS will consider applications for LEOFF 2 benefits from the same event as duty-related unless there is additional information. If there was no prior workers' compensation claim, DRS will determine if PTSD is duty-related by applying the same criteria that LNI would use to evaluate a claim.

What duty-related benefits are provided by LEOFF 2?

LEOFF Plan 2 provides:

1. Temporary Disability Service Credit – A member who does not receive LEOFF 2 service credit while they are off work due to a duty-related injury can apply to receive credit for that time. A member whose PTSD is so severe that they need to take a leave of absence to receive treatment would be eligible for this benefit.
2. Disability Retirement – A member who is injured in the line of duty such that they can no longer return to LEOFF covered employment is eligible to receive the pension they have earned without a reduction for early retirement. A member whose PTSD is so severe that they must change careers can be eligible for duty-related disability retirement.
3. Catastrophic Disability Retirement – A member who is injured in the line of duty so severely that they are incapable of any substantial gainful employment is eligible for a benefit equal to 70% of their final average salary off-set by any workers' compensation benefits or social security disability benefits that the member is receiving for the same injury up to a total of 100% of the member's final average salary. If a members' PTSD completely disables them, they may be eligible for a catastrophic duty-related retirement.

4. Death Benefits – A lump sum benefit, the **member's earned pension**, reimbursement for some medical insurance premiums and eligibility for in-state tuition waivers is provided to surviving spouses and **children** of a member who is killed in the line of duty. The death of a member who commits suicide due to PTSD can be considered in the course of employment for workers' compensation and duty-related benefits for LEOFF Plan 2.

How many PTSD-related claims are expected for LEOFF Plan 2?

The current edition of the Diagnostic and Statistics Manual of Mental Disorders predicts that 8.7% of all people in the U.S. who live until age 75 will experience PTSD to some extent. Rates of PTSD are higher among veterans and others whose vocation increases the risk of traumatic exposure including law enforcement officers, firefighters and emergency medical technicians. PTSD is a treatable condition and the severity of the condition varies among individuals. The fact that a person experiences PTSD does not mean that they will miss work or become disabled.

The Office of the State Actuary (OSA) researched the prevalence of PTSD among law enforcement officers, fire fighters and emergency medical technicians as part of their fiscal note for SSB 6214 in 2018. They found the prevalence of PTSD for firefighters varied among data sources from 3.9% to 22%.

DRS has tracked whether PTSD is the underlying basis for disability requests since 2013. DRS has approved 19 duty-related PTSD claims through 2017. 6 claims were denied. 5 Non-duty PTSD claims were approved over this same time period and 2 of those were denied.

OSA assumed 2 additional PTSD-related disabilities per year as a result of SSB 6214 and that all non-duty PTSD disability claims would now be considered duty-related for an additional 1 disability per year.

OSA assumed 2 additional duty-related suicide fatalities per year. These deaths would previously have been considered non-duty related.

| Expected Annual Disability Retirements | | |
|--|-------------|----------------|
| | Current Law | Estimated Cost |
| Duty | 34 | 37 |
| Catastrophic | 4 | 4 |
| Occupational | 30 | 33 |
| Non-Duty | 5 | 4 |
| Total | 39 | 41 |

| Expected Annual Deaths | | |
|------------------------|-------------|----------------|
| | Current Law | Estimated Cost |
| Duty | 6 | 8 |
| Non-Duty | 21 | 19 |
| Total | 27 | 27 |



Posttraumatic Stress Disorder

Educational Briefing – April 25, 2018

What is PTSD?

- Definition
- Causes
- Symptoms

PTSD – Worker's Compensation

- Allowable claims
- Changes from the 2018 legislation

PTSD – LEOFF Plan 2

- “Duty-related” death and disability benefits
- How prevalent is PTSD?
- Estimated effect of 2018 legislation on claims and cost of the plan



Thank You

Steve Nelsen

Executive Director

Steve.nelsen@leoff.wa.gov



Salary Setting Responsibility

May 28, 2025

Background

- **Board endorsed bill SSB 6197 passed legislature 2024**
- **Market research conducted by Trupp HR**
- **Board adopted structure, process and salary changes November 2024**

Salary Ranges

- **Range Structure adopted by the Board in 2024**

| | MIN | MID | MAX | RANGE WIDTH |
|------------------------------------|-----------|-----------|-----------|----------------|
| Executive Director | \$145,907 | \$190,287 | \$248,165 | 70% |
| Deputy Director | \$116,726 | \$152,229 | \$198,532 | 70% |
| Senior Research and Policy Manager | \$106,538 | \$138,943 | \$181,204 | 70% |

Revised Salary Ranges

- Adopted Salary Ranges with adjustment CPI 3.7%

| | MIN | MID | MAX | RANGE WIDTH |
|------------------------------------|-----------|-----------|-----------|-------------|
| Executive Director | \$151,306 | \$197,328 | \$257,347 | 70% |
| Deputy Director | \$121,045 | \$157,861 | \$205,878 | 70% |
| Senior Research and Policy Manager | \$110,480 | \$144,084 | \$187,909 | 70% |

Current Salaries

- Current salaries with annual adjustment to ranges

| | Current PAY | MIN | MID | MAX |
|--|----------------|-----------|-----------|-----------|
| Executive Director | \$178,620 | \$150,284 | \$195,996 | \$255,610 |
| Deputy Director | \$163,884 | \$120,228 | \$156,796 | \$204,488 |
| Senior Research and Policy Manager (1) | \$155,124 | \$109,734 | \$143,111 | \$186,640 |
| Senior Research and Policy Manager (2) | \$161,748 | \$109,734 | \$143,111 | \$186,640 |

Board Salary Setting

- **Consultant Recommendations/Best Practice Reminder**
 - Annual adjustment to ranges Seattle/Tacoma/Bellevue CPI (3.7%)
 - Market evaluation analysis will be conducted every 2 years (2026)
- **Performance evaluation consideration**
 - Shared with administrative committee in February

Board Salary Setting – Process

January –
Performance
Evaluations
Calendar
Year

April/May –
Even Years
Market
Analysis

June - Board
Receives
Market Data
and OFM
Consultation

July - Board
Decision
Adopted

August –
Summer
Break
Budget
Request

September –
Budget
Decision
Packages to
OFM

Next Steps

- 1. Any needed modifications to the current process**
 - Permanent adoption of legislatively funded general wage increases for all positions under the salary setting authority of the board
- 2. Consideration of any staff specific salary increases**
 - Presentation of 2024 performance evaluations in executive session, if requested
- 3. Write and submit any needed decision packages for funding consideration in the supplemental budget**

2024 Process Update

- Post session, Chair Lawson sent a response to the OFM salary setting concerns letter



Thank You

Karen Durant

Senior Research and Policy Manager

(360) 586-2325

karen.durant@leoff.wa.gov

Email sent from OFM November 19, 2024, at 2:49 PM (day before November LEOFF 2 meeting), email was not seen or sent to LEOFF staff until Monday November 25, 2024 at 8:54 AM

Subject: OFM Feedback on LEOFF Market Study and Pay Structure Recommendations

Good afternoon Chair Lawson,

Thank you for sharing the proposed salary structure updates with OFM Director Sullivan on October 24th. As the State Chief Human Resources Officer, Director Sullivan has delegated the review and response to my position. After reviewing with both an enterprise HR and Budget lens, we wanted to provide feedback that we in OFM have significant concerns with the proposed salary structures based on the structural inequities it would create across the enterprise as well as the budgetary impacts amid a known budget deficit. Below is a more detailed explanation of why we have these concerns.

Primary concerns:

- **Inequities.** The proposed salary structure creates significant inequities with other positions who also fall in the executive branch across the state. The proposed salary maximums for these positions are in alignment with the largest and most complex agencies in the state while LEOFF's size and scope of responsibility is that of a small agency.
- The market analysis conducted by the vendor in 2023 is problematic as "comparable public sector positions" are nowhere noted, which is a requirement outlined in the statute
- The analysis shows inconsistent data sources used for LEOFF jobs
- The proposed structure is derived from the contractor's weighting of the data which is an inconsistent methodology:
 - Most weight is given to NASRA which only has 1 data point
 - There is no job description noted
- The report does not include a description of work being matched with at LEOFF position, which prompts an assumption that matches were done solely based on job title and not the work being performed
- One of the market sources includes fiscal.wa.gov/staff/salaries. This source does **not** have positions descriptions or anyway to do an accurate market comparison assessment other than solely using titles

Executive Director

- The proposed salary range maximum falls within Plateau 6 of the State Officials Salary Administration structure. This plateau consists of agency head positions in the state's **largest** agencies. The Executive Director of LEOFF is not comparable to any of these positions and does not have a similar scope, authority, or level of responsibility.
 - DSHS – 17,906 employees
 - DOC – 9,041 employees
 - WSDOT – 7,620 employees
 - DCYF – 5,390 employees
- The current salary of the ED-LEOFF is already higher than comparable positions in the state government executive branch and is already in the salary range for the highest EMS Band 5 executive management positions in the state.

- Comparable positions should be viewed in similar sized agencies where boards/commissions are the authority, such as:
 - Board of Pilotage Commissioner – 4 employees (Band 3)
 - Washington Charter School Commission – 7 employees (Band 4)
 - State Board of Health – 8 employees (Band 3)
 - Board of Tax Appeals – 16 employees (Band 3)
 - Utilities and Transportation Commission – 158 employees (Band 4)

Deputy Director

- The proposed salary range maximum is above the EMS Band 5 maximum of \$189,096.
 - Deputy directors in our largest state agencies are within EMS Band 4 and EMS Band 5. These are not comparable positions based on similar levels of scope, authority, and level of responsibility.
- Comparable positions should be viewed in similar sized agencies, such as:
 - Caseload Forecast Council – 12 employees (Band 4)
 - Traffic Safety Commission – 30 employees (Band 3)
 - Office of Minority and Women's Business Enterprises – 45 employees (Band 3)
 - Housing Finance Commission – 85 employees (Band 4)

Senior Research and Policy Manager

- The proposed salary range maximum is above the EMS Band 4 maximum of \$181,204, close to the top of EMS Band 5.
 - Prior to the 2024 legislation being adopted, both positions were evaluated as WMS Band 2, maximum of \$126,528. However, due to certain circumstances, both employees were approved for salary exceptions, placing both individuals above WMS Band 2 while they remained in their positions.
- Comparable positions based on the work outlined in each of the position's descriptions fall within Band 2 or Band 3 in other state agencies.

Because of these concerns, OFM does not support the proposed changes to the pay structure. Please let me know if you have any questions or want to discuss further.

Michaela Doelman | State Chief Human Resources Officer
Office of Financial Management

Chair Lawson initial response sent November 26,2024, at 3:28 PM

Michaela,

Thank you for your feedback. As you are aware, I did not receive your email before the November LEOFF board meeting. Please cc Karen and Steve on future correspondence to improve communication.

I will share your comments with the Board and we will have an opportunity to discuss at the December meeting.

Neither I nor the Board staff was aware that you had been delegated to consult on behalf of the director or we would have been working with you during the interim on implementing the legislation from the past session.

The Board sees this new salary-setting authority as requiring an ongoing process with regular consultation. Both I and the Board look forward to discussing this with the OFM director and/or their designee in the future.

Sincerely,

Dennis Lawson | Board Chair
LEOFF Plan 2 Retirement Board



STATE OF WASHINGTON
LAW ENFORCEMENT OFFICERS' AND FIRE FIGHTERS'
PLAN 2 RETIREMENT BOARD

P.O. Box 40918 • Olympia, Washington 98504-0918 • (360) 586-2320 • (360) 586-2329 FAX • recep@leoff.wa.gov

May 13, 2025

Director Chapman-See,

During the 2024 Legislative session, a Law Enforcement Officers' and Fire Fighters' Plan 2 Retirement Board endorsed bill, SSB 6197, passed into law. One of the provisions of this law allows the Board to establish compensation levels for certain positions in the agency.

"Compensation levels for the Deputy Director and Research and Policy Analysts employed by the Board shall be established and fixed by the Board in **consultation** with the Director of the Office of Financial Management. When setting salaries for these positions, the Board must consider comparable public sector positions using market-driven data" (**emphasis added**).

I wrote to Director Sullivan in October of 2024 to share the market data and information collected by our independent consultant to see if OFM wanted to meet to discuss the results and provide consultation to the Board. We received a response from OFM on November 25, 2024, 5 days after our November 20th board meeting. At that meeting, the Board acted to adopt the recommendations of the consultant as well as our process moving forward.

The purpose of this letter is to provide information related to the concerns that were shared in the OFM response to our consultant's data and sources. I have attached the detailed consultant's report (which was provided to OFM last October), as well as the email with the original concerns from OFM.

OFM Primary concerns:

- The proposed salary structure creates significant inequities with other positions who also fall in the executive branch across the state. The proposed salary maximums for these positions are in alignment with the largest and most complex agencies in the state while LEOFF's size and scope of responsibility is that of a small agency.

The agency has unique duties with fiduciary responsibility and support of the LEOFF pension plan. The Board requested the change in legislation to take the unique nature of the positions into account. These positions are now exempt from civil service like the positions at OFM, SIB (who have fiduciary responsibility, like LEOFF) and the legislature. The old structures in place for WMS and EMS are outdated. The Board, in fulfillment of their fiduciary responsibility, acted in the best interest of maintaining expertise for the plan.

- The market analysis conducted by the vendor in 2023 is problematic as “comparable public sector positions” are nowhere noted, which is a requirement outlined in the statute.

The statute specifies that the Board must consider comparable public sector positions using market driven data. The vendor complied with this requirement outlined in the statute. The sources of the data are noted in detail in the report. Industry practice does not include specific details on the positions. One of the data sources used is ERI which OFM primarily uses for their survey matches. The report notes that sources are public sector data.

- The analysis shows inconsistent data sources used for LEOFF jobs.

When there is a small, targeted population size with very specific expertise, source customization should occur for position match accuracy.

- The proposed structure is derived from the contractor’s weighting of the data which is an inconsistent methodology:
 - Most weight is given to NASRA which only has 1 data point.
 - There is no job descriptions noted.

Weighting of data is a generally accepted professional practice in compensation administration and developing compensation structures. The NASRA survey has multiple public sector matches to similar organizations of the size of LEOFF that do not have the investment of funds responsibility. It is an extremely unique position with nothing comparable in the state. The match is the most solid and is therefore weighted stronger. The description for the matches was not included in the report but positions were matched based on descriptions of the work.

- The report does not include a description of work being matched with LEOFF position, which prompts an assumption that matches were done solely based on job title and not the work being performed.

That is not common practice to show the descriptions for position matches in a report. LEOFF relied on the expertise of the vendor to ensure accurate matches for the positions. ERI and Comp Analyst matches were done based on position descriptions.

- One of the market sources includes fiscal.wa.gov/staff/salaries. This source does **not** have positions descriptions or any way to do an accurate market comparison assessment other than solely using titles.

The Market comparison assessment was not done solely on job titles for the positions at LEOFF. The vendor matched positions using recruitment announcements and then queried the salaries for those positions in the salary database.

The LEOFF Board takes our fiduciary responsibility seriously and we acted in the best interest of the trust fund. According to our adopted process, the Board will receive and consider new salary-market data in even years. We will share that data with OFM when complete for possible consultation. I have included a copy of the Board adopted process for your information.

If you have questions, please feel free to contact me at (253) 732-1844.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Lawson', with a stylized flourish at the end.

Dennis Lawson, Chair

Law Enforcement Officers' and Fire Fighters' Plan 2 Retirement Board

Cc:

Steve Nelsen; LEOFF- 2 Executive Director

Karen Durant; LEOFF- 2 Senior Research & Policy Analyst

Attachments:

Report 10.14.24 – Trupp Market Study and Structure Report

Appendix A – Market Data for Report 10.14.25 – Compensation Market Pricing Report

Salary Setting Timeline

Market Study and Structure
findings & recommendations
report for



SUBMITTED BY



October 2024

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Project Overview

Per the contract between the Law Enforcement Officers' and Fire Fighters' Plan 2 Retirement Board (LEOFF) and Trüpp HR (dba Trüpp) 2024-02, the goal of this project was for Trüpp to provide market data and recommendations to create a LEOFF pay structure.

Specifically, objectives include:

- Provide market comparability analysis for the following agency positions:
 - Executive Director
 - Deputy Director
 - Senior Research and Policy Manager
- Perform the following structure-related objectives for the Executive Director, Deputy Director and the Senior Research and Policy Manager positions.
 - Create a salary structure with ranges/bands that will allow the Board flexibility in setting salaries to recognize special knowledge, skills and experience.
 - Share general guidance for salary placement in the structure.
 - Make recommendations on future market analysis to include frequency and market data, sufficiency of data from databases or targeted survey work.

Structure recommendations guided by the following enabling legislation SSB 6197:

Shall employ a deputy director and research and policy analysts who shall be exempt from civil service under chapter 41.06 RCW. Compensation levels for the deputy director and research and policy analysts employed by the board shall be established and fixed by the board in consultation with the director of the office of financial management. When setting salaries for these positions, the board must consider comparable public sector positions using market-driven data. Once compensation levels are determined, the board shall provide notice to the chairs of the fiscal committees of the house of representatives and the senate of proposed changes to the compensation levels for the positions.

While the language is specific regarding comparable public sector positions, it does not prohibit inclusion and consideration of comparable private sector positions.

Market Study

Trüpp reviewed market data for the LEOFF positions in scope of this study. According to best practice, positions were compared to the market based upon the duties of the role and not based upon the personal capability or performance of any of the individuals in the role.

Market data was collected from two aggregate market sources, ERI and CompAnalyst; one industry survey purchased by LEOFF (NASRA), and the State of Washington's employee salary online database.

MARKET SOURCE DETAIL

Market sources used for the study included the following:

Economic Research Institute (ERI). Data is collected from thousands of survey sources and modeled to reflect real-time market data trends. ERI gathers data from 3 types of sources: surveys they conduct

LEOFF
Market and Structure Recommendations

themselves, surveys they purchase from other organizations, and reports from publicly traded organization, such as proxies and 10-Ks.

- Data collected were effective as of August 1, 2024

CompAnalyst/ Salary.com. Data is from their own HR-sourced data. Additionally, Salary.com identifies and purchases the most current compensation surveys covering the targeted jobs. All of the surveys are published by reputable compensation data firms and Salary.com. Crowd-sourced or employee reported data is not used.

- Data collected were effective as of August 1, 2024

2022 NASRA Research & Education Foundation Salary Survey. The NASRA Research and Education Foundation (NREF) is an independent, non-profit foundation that compiled market data from public retirements systems across the United States.

- Data collected were effective as of October 1, 2022, and aged two years by an annual rate of 3%.

State of Washington Pay Data. Data compiled from State Employee salary listings on <https://fiscal.wa.gov/Staffing/Salaries>.

- Care was taken to ensure that partial year salaries were not used in calculations. Job titles used for comparisons were selected in collaboration with LEOFF. Trüpp validated job content with online job postings when possible.
- Data collected were effective as of 2023 and were aged 3% for 2024.

Please see appendix A for the market data for each position.

Pay Structure Recommendations

Recommended Pay Structure

| | MIN | MID | MAX | RANGE WIDTH |
|---|---------|---------|---------|-------------|
| EXECUTIVE DIRECTOR | 145,907 | 190,287 | 248,165 | 70% |
| DEPUTY DIRECTOR | 116,726 | 152,229 | 198,532 | 70% |
| SENIOR RESEARCH AND POLICY MANAGER | 103,991 | 135,621 | 176,872 | 70% |

Rationale for Pay Ranges

- Executive Director: Midpoint tied to the average market median from the NASRA and ERI survey sources.
- Deputy Director: Midpoint determined according to the market average separation between an Executive Director/CEO and a Deputy Director/COO (Executive Director 25% above Deputy Director)
- Senior Research and Policy Manager: Midpoint tied to the market median for Government/Public Sector Market.

Current Pay vs. New Structure

| | CURRENT PAY | MIN | MID | MAX |
|---|-------------|---------|---------|---------|
| EXECUTIVE DIRECTOR | 178,620 | 145,907 | 190,287 | 248,165 |
| DEPUTY DIRECTOR | 142,512 | 116,726 | 152,229 | 198,532 |
| SENIOR RESEARCH AND POLICY MANAGER (1) | 138,504 | 103,991 | 135,621 | 176,872 |
| SENIOR RESEARCH AND POLICY MANAGER (2) | 144,420 | 103,991 | 135,621 | 176,872 |

Employee Structure Placement Guidelines

| Minimum ↓ | Midpoint ↓ | Maximum ↓ |
|--|---|---|
| Entry | Target | Highly Qualified |
| Typically reserved for underfill positions or employees with an in-training plan | Fully qualified new employees or fully proficient current employees | Highly experienced, tenured, and or credentialed employees beyond the required qualifications |

Place employees into the new pay range with the following conditions:

- Maintain internal equity. Ensure that employees performing the same or similar work are paid the same unless there is a justifiable pay difference according to Equal Pay and Opportunities Act. Justifiable differences in pay include:
 - o Differences in education, training, or experience
 - o Seniority
 - o Merit/work performance
 - o Regional differences in compensation
 - o Differences in local minimum wages
 - o Job related factors consistent with business need
- Best practice is to not reduce salaries when moving employees to a new pay structure

Structure Maintenance

It is best practice to compare an organization's jobs to the market at least every two years. Significant labor market or regulatory changes may necessitate reviewing certain jobs more frequently.

Between market studies, it is important to increase pay structures (minimum, midpoint, and maximum) annually in line with average market increases. This could include alignment with General Wage Increases but best practice is to ensure that this aligns with the market. Typical market increases for pay structures have historically been approximately 3% per year.

Appendixes (attached separately)

Appendix A: Market Data with detail per job

Compensation Market Pricing Report

Organization: LEOFF
Job Title: Executive Director
Report Date: August 2024

| Weighted Average: | Base Pay | | |
|-------------------|-----------------|-----------------|-----------------|
| | 25th Percentile | 50th Percentile | 75th Percentile |
| | | \$190,287 | |

| Survey Source | Source Job Title | Source Scope | Base | | | Weight |
|---------------------------|--------------------------|--|-----------------|-----------------|-----------------|--------|
| | | | 25th Percentile | 50th Percentile | 75th Percentile | |
| ERI | Executive Director CEO | Olympia, Washington Government Support Services Employees: 10 | \$91,431 | \$123,754 | \$165,049 | 25% |
| 2022 NASRA Salary Survey* | Executive Director - CEO | Actuarial Accrued Liabilities between 0.807 - \$24.2 Billion | - | \$212,464 | - | 75% |

| Survey | Source Job Title | Source Job Description | |
|--------|------------------------|--|--|
| ERI | Executive Director CEO | Plans, develops, establishes, and oversees interpretation and implementation of policies and objectives of organization in accordance with board directives and corporation charter. Responsible for the profitability of the entire organization. Holds position of the top executive and principal organization leader in the organization. This position is distinguished from others in that it is the top ranking executive and, in most cases, is the highest paid executive in the organization. Confers with organization officials to plan business objectives, to develop organizational policies to coordinate functions and operations between divisions and departments, and to establish responsibilities and procedures for attaining objectives. Reviews activity reports and financial statements to determine progress and status in attaining objectives and revises objectives and plans in accordance with current conditions. Directs and coordinates formulation of financial programs to provide funding for new or continuing operations to maximize returns on investments, and to increase productivity. Plans and develops industrial, labor, and public relations policies designed to improve company's image and relations with customers, employees, stockholders, and public. Evaluates performance of executives for compliance with established policies and objectives of firm and contributions in attaining objectives. May preside over Board of Directors. May serve as chairman of committees, such as management, executive, engineering, and sales. | |

Additional Notes
* Data from NASRA Salary survey is not available for P25 or P75

Source Information
Economic Research Institute (or ERI for short) Data is collected from thousands of survey sources over the years and modeled to reflect real-time market data trends. ERI gathers data from 3 types of sources: surveys they conduct themselves, surveys they purchase from other organizations, and reports from publicly traded organization, such as proxies and 10- Ks.

Compensation Market Pricing Report

Organization: LEOFF
 Job Title: Deputy Director
 Report Date: August 2024

Government/Public Sector Weighted Average:

| Base Pay | | |
|-----------------|-----------------|-----------------|
| 25th Percentile | 50th Percentile | 75th Percentile |
| | \$143,130 | |

| Survey Source | Source Job Title | Source Scope | Base | | | Weight |
|---------------------------|--------------------------|---|-----------------|-----------------|-----------------|--------|
| | | | 25th Percentile | 50th Percentile | 75th Percentile | |
| ERI | Operations Director | Olympia, Washington Government Support Services Employees: 10 | \$90,673 | \$102,370 | \$117,839 | 25% |
| CompAnalyst | Public Policy Manager | Olympia, WA Public Administration All FTEs | \$120,300 | \$141,700 | \$163,300 | 25% |
| 2022 NASRA Salary Survey* | Assistant Director - COO | Actuarial Accrued Liabilities between 2.7 - \$23.3 Billion | - | \$164,225 | - | 50% |

| Survey | Source Job Title | Source Job Description |
|-------------|-----------------------|--|
| ERI | Operations Director | <p>Directs, develops, implements, publicizes, and administers operations strategies and objectives to ensure the achievement of organization's goals and objectives. Directs the operations function in conjunction with business growth, introduction of new operational systems, meeting organizational financial objectives, and meeting organizational goals in relation to safety, quality, and timely delivery of products or services. Assists with development of organization's policies, practices, and attainment of operating goals, while maintaining some management responsibility. Assesses and assists in upgrading the management talent base within operations to achieve growth and meet market needs. Coordinates needed support to operations areas through intradepartmental interface for smooth workflow and cost-efficient product or service. Manages and assists in coordinating efforts between support departments within the organization. Contributes to the overall short- and long-range planning process and in the establishment and assessment of the organization's annual operating budget. Plans, prepares, controls, monitors, and forecasts organization's direct and/or indirect budgets. Directs the capital expenditure and asset redeployment activities. Ensures attainment of efficient and economical performance in relation to profit and year-end goals. Participates in the investigation and implementation of new services, manufacturing processes, and product or systems technologies to meet the organization's objectives. Establishes, implements, revises, and maintains policies and procedures related to operations. Oversees compliance of established policies.</p> |
| CompAnalyst | Public Policy Manager | <p>Implements strategic plans and oversees engagement objectives to develop and maintain productive relations with all levels of government authorities that will support and enhance the businesses' goals. Manages teams that build relationships and liaise with government entities (federal, state, provincial, or local) that regulate or influence business activities. Performs ongoing monitoring and analysis of proposed legislation, emerging issues, and trends to determine the potential impact on the organization. Collaborates with industry groups and organizations with complementary objectives to achieve objectives. Creates communication vehicles and delivers messaging to inform and support business leaders. Requires a bachelor's degree in public policy, public administration, business or equivalent. Typically reports to a director.</p> <p>M02-Manager (True 1st level Manager) : Manages subordinate staff in the day-to-day performance of their jobs. True first level manager. Ensures that project/department milestones/goals are met and adhering to approved budgets. Has full authority for personnel actions. Typically requires 5 years experience in the related area as an individual contributor. 1 - 3 years supervisory experience may be required. Extensive knowledge of the function and department processes.</p> |

Additional Notes

* Data from NASRA Salary survey is not available for P25 or P75

Source Information

Economic Research Institute (or ERI for short) Data is collected from thousands of survey sources over the years and modeled to reflect real-time market data trends. ERI gathers data from 3 types of sources: surveys they conduct themselves, surveys they purchase from other organizations, and reports from publicly traded organization, such as proxies and 10-Ks.

CompAnalyst/ Salary.com uses their own HR-sourced data. Additionally, Salary.com identifies and purchases the most current compensation surveys covering the targeted jobs. All of the surveys are published by reputable compensation data firms and Salary.com. Crowd-sourced or employee reported data is not used.

Compensation Market Pricing Report

Organization: LEOFF
Job Title: Senior Research and Policy Manager
Report Date: August 2024

| Government/Public Sector Average: | Base Pay | | |
|-----------------------------------|-----------------|-----------------|-----------------|
| | 25th Percentile | 50th Percentile | 75th Percentile |
| | \$117,800 | \$135,621 | \$153,847 |

| Survey Source | Source Job Title | Source Scope | Base | | | Weight |
|-----------------------|---------------------------|---|-----------------|-----------------|-----------------|--------|
| | | | 25th Percentile | 50th Percentile | 75th Percentile | |
| State of Washington** | (see notes) | (see notes) | \$116,699 | \$133,643 | \$149,994 | 50% |
| CompAnalyst | Public Policy Analyst III | Olympia,WA Public Administration All FTEs | \$118,900 | \$137,600 | \$157,700 | 50% |

| Survey | Source Job Title | Source Job Description | |
|---------------------|---------------------------|--|--|
| State of Washington | Similar State Positions | Sr Fiscal Analyst, Sr Fiscal Analyst, Budget Advisor, Senior Budget Advisor, Senior Counsel, Senior Policy Analyst, and Associate Policy Analyst from the following agencies: House of Representatives, Senate, Actuary, Financial Management. Data based upon 2023 salaries increased by 3% for 2024 rates. | |
| CompAnalyst | Public Policy Analyst III | Supports the implementation of strategic plans and engagement objectives to develop and maintain productive relations with all levels of government authorities to achieve business goals. Liaises with government entities (federal, state, provincial, or local) that regulate or influence business activities. Collaborates with industry groups and organizations with complementary objectives to achieve objectives. Monitors and analyses proposed legislation, emerging issues, and trends and prepare reports and informational documents to inform and support business leaders. Requires a bachelor's degree in public policy, public administration, business or equivalent. Typically reports to a manager. P04-Specialist : Work is highly independent. May assume a team lead role for the work group. A specialist on complex technical and business matters. Typically requires 7+ years of related experience. | |

Additional Notes

Source Information

Economic Research Institute (or ERI for short) Data is collected from thousands of survey sources over the years and modeled to reflect real-time market data trends. ERI gathers data from 3 types of sources: surveys they conduct themselves, surveys they purchase from other organizations, and reports from publicly traded organization, such as proxies and 10- Ks.

CompAnalyst/ Salary.com uses their own HR-sourced data. Additionally, Salary.com identifies and purchases the most current compensation surveys covering the targeted jobs. All of the surveys are published by reputable compensation data firms and Salary.com. Crowd-sourced or employee reported data is not used.

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Adopted

August –
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September –
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