

# BOARD MEETING MINUTES

JULY 23, 2025 - FINAL



## Trustee and Staff Attendance

In Attendance	Dennis Lawson, Chair – Central Pierce Fire & Rescue (Retired)
In Attendance	Jason Granneman, Vice Chair – Clark County Sheriff's Office (Retired)
In Attendance	Ryan Reese – Clark County Fire
Teleconference	AJ Johnson – Snohomish County Fire District #1
In Attendance	Senator Jeff Holy – WA State Senator
In Attendance	Chris Tracy - Tacoma Police Department
Teleconference	Wolf Opitz – Pierce County
In Attendance	Pat McElligott – East Pierce County Fire & Rescue
In Attendance	Representative Steve Bergquist – WA State Representative
Absent	Darell Stidham – Spokane County Sheriff's Office (Retired)
Absent	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
Absent	Tammy Sadler – Lead Benefits Ombudsman
In Attendance	Jacob White – Senior Research and Policy Manager
In Attendance	Jessica Burkhart – Benefits Ombudsman
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 Board conference room in Olympia, Washington on July 23, 2025. 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 board meeting.

## 1. Approval of June 2025 Minutes

The minutes from the June 2025 meeting are before the Board for consideration.

### ACTION

It was moved to approve the Board meeting minutes from June 2025. Motion seconded. The Board approved the minutes without objection.

## 2. Executive Session – For the purpose of discussing the performance of a public employee.

The Board held an executive session for the purpose of discussing the performance of public employees.

Chair, Dennis Lawson announced that the Board would start executive session at 9:36 a.m. and would reconvene at 9:55 a.m.

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## 3. Salary Setting Responsibility – Decision Package

Karen Durant, Senior Research and Policy Manager, presented a decision package regarding salary setting for the following positions, Executive Director, Deputy Director, and the (2) Senior Research and Policy Manager's. The Board was presented with a salary setting presentation at the May board meeting.

Next Steps before the Board:

1. Consideration of any staff specific merit salary increases.
  - Consideration of 2024 performance evaluations from executive session.
2. Direction to staff to amend the supplemental budget request to include any Board action today.

ACTION	It was moved and seconded to give the Deputy Director, and both Senior Research and Policy Manager positions 2% additional salary increases to be effective upon approval of the expenditure authority. Motion passed without objection.
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## 4. Executive Director Offer

It was moved and seconded to appoint Jacob White as the next Executive Director of the LEOFF 2 Board effective April 1, 2026, and included a delegation of authority to Chair, Dennis Lawson to negotiate an agreement with Jacob White and report to the full Board in July. Chair Lawson offered Jacob White \$197,328 per year to be effective April 1, 2026. Jacob White accepted this offer from the Board.

ACTION	It was moved and seconded to offer Jacob White \$197,328 a year as the Executive Director to be effective April 1, 2026. This motion was passed without objection.
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## 5. Surviving Spouse Medical Reimbursements – Initial Consideration

Jacob White, Senior Research and Policy Manager, gave an initial consideration presentation to the Board regarding surviving spouse medical reimbursements. Surviving spouses of line of duty death are no longer fully reimbursed for medical insurance once they are Medicare eligible.

Next Steps before the Board:

1. No further action.
2. Motion for a comprehensive report.

ACTION	It was moved and seconded to adopt option #2, motion for a comprehensive report. Motion was passed without objection.
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## 6. Catastrophic Disability Survivor Benefit – Initial Consideration

Jacob White, Senior Research and Policy Manager gave an initial consideration presentation to the Board regarding catastrophic disability survivor benefits. The current administrative practice for catastrophic disability survivors can result in survivors receiving LEOFF 2 pension payments that are significantly less than the LEOFF 2 pension payments the catastrophic disability retiree received.

Next Steps before the Board:

1. Recommendation to DRS for rule making.

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2. Motion for comprehensive report.

ACTION

It was moved and seconded to passed option #2, motion for a comprehensive report.  
Motion passed without objection.

## 7. Career Choice 457 Employer Contributions – Initial Presentation

Jacob White, Senior Research and Policy Manager, gave an initial presentation to the Board regarding 457 employer contributions. When an employer hires a LEOFF 2 retiree into a non-LEOFF position and the retiree does not opt into membership in the position's retirement plan the employer does not pay pension contributions. Representative Burnett requested that the Board study having employers pay what they would have paid in contributions into a 457 plan for the member.

Next Steps before the Board:

1. No further action.
2. Motion for a comprehensive report.

ACTION

It was moved and seconded to table this topic for today. The Board may revisit in the future. The motion was passed without objection.

## 8. Benefit Enhancement/ Career Choice – Initial Consideration

Jacob White, Senior Research and Policy Manager gave an initial consideration presentation regarding benefit enhancement/ career choice. LEOFF 2 retirees who were only eligible for the lump sum benefit enhancement and are unable to collect the benefit because they are active members in another pension plan may have been unintentionally restricted from having a choice for the tiered multiplier benefit enhancement.

Next Steps before the Board:

1. No further action.
2. Motion for a comprehensive report.

ACTION

It was moved and seconded to adopt option #1, no further action. Motion was passed without objection.

## 9. Administrative Update

Steve Nelsen, Executive Director, gave an administrative update to the Board. Mr. Nelsen's update included agency updates, fiduciary education, and stakeholder outreach events. Trustee expectation interviews will be scheduled soon.

The Washington State Council of Fire Fighters held their annual convention in Tulalip, WA.

On September 10-12, the Washington State Council of Police and Sheriffs will hold their Fall Membership meeting in Wenatchee, WA.

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## ACTION

It was moved and seconded to cancel the August 2025 LEOFF 2 board meeting.  
Motion passed without objection.

## 10. Public Comment

The LEOFF 2 Board welcomes public comments in advance of all meetings and has posted instructions on its website for the submission of written comments. Staff received comments from Donald E. Thomsen regarding LEOFF 1 and LEOFF 2 pensions for law enforcement officers and firefighters. Nissa Annis Levings regarding reimbursement of health insurance premiums. The Board was also contacted by Brendan Kerin regarding LEOFF 2 retiree pension/divorce. Staff distributed those comments to all board members in advance of today's meeting. Thank you for your comments.

## Adjournment

There being no further business, the meeting was adjourned at 11:51 a.m. The board meeting for August 2025 was cancelled by the Board.

The next meeting of the LEOFF Plan 2 Retirement Board is scheduled for September 24, 2025, at the Washington State Investment Board located at 2100 Evergreen Park Drive S.W. Olympia, WA 98502.