

BOARD MEETING MINUTES

NOVEMBER 19, 2025 - FINAL



TRUSTEE AND STAFF ATTENDANCE

In Attendance	Dennis Lawson, Chair – Central Pierce Fire & Rescue (Retired)
Absent	Jason Granneman, Vice Chair – Clark County Sheriff’s Office (Retired)
Teleconference	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
Teleconference	Wolf Opitz – Pierce County
In Attendance	Pat McElligott – East Pierce County Fire & Rescue
In Attendance	Representative Steve Bergquist – WA State Representative
In Attendance	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 – 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
In Attendance	Kate Adams - 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 November 19, 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 September and October 2025 Minutes

The minutes from the September and October 2025 meeting are before the Board for consideration.

ACTION | It was moved to approve the Board meeting minutes from September and October. Motion seconded. The Board approved the minutes without objection.

2. DRS Annual Update

Kathryn Leathers, Executive Director of the Department of Retirement Systems (DRS) presented an annual update to the LEOFF 2 Board.

ACTION | No action was taken by the Board.

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3. CEM Benchmarking Update

Marcus Ehrlander, Budget and Performance Management and Seth Miller, Member Experience Division Assistant Director at the Department of Retirement Systems (DRS) prepared their annual CEM Benchmarking presentation for the Board.

ACTION | No action was taken by the Board.

4. Standby Pay – Comprehensive Report Follow-up

Jacob White, Senior Research and Policy Manager, presented a comprehensive report follow-up on Standby Pay. Standby pay is not considered basic salary for LEOFF 2 members, while it is for PERS and PSERS members. The Department of Retirement Systems (DRS) has determined that it does not fall under the general definition of 'compensation for services rendered.'

Possible Board action:

1. Motion for final briefing in December
2. Motion to direct staff to gather new data and provide a follow up presentation
3. No action

ACTION | It was moved and seconded to adopt option #1, motion for final briefing in December to include more information and data. The motion was made without objection. Motion carries.

5. Duty Disability Health Insurance – Comprehensive Report Follow-up

Jacob White, Senior Research and Policy Manager, presented a comprehensive follow-up report on Duty Disability Health Insurance. Members who separate due to a duty disability only have temporary access to employers provided health insurance through COBRA. This issue came to the Board from the Washington State Council of Police and Sheriffs' (WACOPS).

Next steps before the Board:

1. Board may motion to receive a final briefing
 - Identify a policy option to be priced by OSA
2. Board may not take any action at this time
 - No motion required

ACTION | It was moved and seconded to adopt option #2, no further action. Motion carries without objection.

6. Surviving Spouse Medical Reimbursements – Comprehensive Report

Jacob White, Senior Research and Policy Manager, presented a comprehensive report regarding Surviving Spouse Medical Reimbursements. There are gaps and inconsistencies in medical premium reimbursements for surviving spouses of line of duty death (LODD).

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Next steps before the Board:

1. Motion for a Final Briefing:
 - a) Reimburse surviving spouses of line of duty death for Medicare premiums.
 - b) Provide surviving spouses of line of duty death option to enroll in PEBB or have same medical insurance premium reimbursement options as Catastrophic Disability retirees; and/or
 - c) Reimburse surviving spouses of line of duty death for medical insurance premiums paid during delays in a member death being determined line of duty.
2. No Further Action

ACTION | It was moved and seconded to adopt options # 1, a final briefing in December. Motion passed without objection.

7. 2026 Board Meeting Calendar Adoption

Chloe Drawsby, Executive Assistant, proposed a 2026 board meeting calendar at the October board meeting. Today the Board has the opportunity to adopt those 2026 dates. The previously proposed April 29th, 2026, meeting date was modified to April 15th, 2026.

ACTION | It was moved and seconded to adopt the 2026 board meeting calendar as presented. No objections were made. Motion passed.

8. Admin Update

Jacob White, Senior Research and Policy Manager and soon to be Executive Director, gave an admin update to the Board. This update included agency updates, fiduciary education, and stakeholder outreach.

Agency Update:

- The State Auditor's Office will be presenting the 2024 Financial Audit Report at the December 2025 meeting.

Fiduciary Education:

- Tim Valenica, Deputy Director attended and presented at the IFEBP Annual Conference from 11/7-13.

Stakeholder Outreach:

- Tim Valenica, Deputy Director and Jessica Burhart, Benefits Ombudsman both attended and provided an outreach table at the WFCA Eye to Eye Expo in Maysville, WA.
- Tammy Sadler, Lead Benefits Ombudsman presented, and Ms. Burkhart attended the WSCFF Cancer Support Network in Ellensburg, WA.

9. 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. A letter was mailed to the LEOFF 2 office without a name. This letter was regarding increasing medical premium costs. No action was taken by the Board.

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Adjournment

There being no further business, the meeting was adjourned at 11:19 a.m..

The next meeting of the LEOFF Plan 2 Retirement Board is scheduled for December 17, 2025 at the Washington State Investment Board located at 2100 Evergreen Park Drive S.W. Olympia, WA 98502.