

**Jackson, Jessie (LEOFF)**

---

**From:** Kevin Van De Wege <kevinvandewege@hotmail.com>  
**Sent:** Saturday, April 28, 2018 7:58 PM  
**To:** Nelsen, Steve (LEOFF); Dennis Lawson; bud@wacops.org  
**Subject:** Idea for LEOFF 2 Board

Hi Steve,

As we spoke about on the phone I could like to ask the board to explore a small retire/rehire LEOFF 2 program. It became apparent through a budget request this past session that some rural departments are having trouble recruiting candidates and having money to pay additional employees. This was in addition to my own anecdotal experience.

The idea I came up with would allow police or fire departments the ability to hire a small number of retirees for a short period and would include the following restrictions:

Retirees would have to eligible for LEOFF 2 retirement (age 50 with minimum 20 years of service or age 53).

Retirees could only go to work for a department that is outside the county they retired from.

Retirees could only be rehired for a maximum of 24 months.

Departments would have a minimum and maximum pay to pay rehires (say 3,000/month and 4,000/month).

The goal of this program would be to allow rural departments (but urban departments would not specifically be exempted) to rehire retirees that are desiring to help out the community in which they live or planning to retire to for a short period. These retirees would be able to collect their pension and also be receiving additional pay for a couple of years. The target would be line personnel but again, administrative positions would not be specifically exempted.

For this to come to fruition in any form I think the LEOFF 2 board would need to support as would police and fire labor groups (I cc'd Dennis and Bud on this email). In addition I think a study of its usefulness and success would need to coincide with the program. Lastly I think an expiration date in case it is abused would need to be included (for instance a start date of January 1, 2020 with an expiration of January 1, 2024; thus, if it is not renewed by the Legislature the last retire/rehire would need to leave employment by December 31, 2025.)

I think this is something that potentially could be useful for retirees and rural departments but of course do not want to do anything without support of labor. The goal here would not be minimizing additional positions but actually to maximize positions. Rural departments are having recruiting issues. Retirees could fill some of those positions, pass on their experience and knowledge, while at the same time free up a position in the department that they are leaving and actually encourage them to retire. A maximum age to enter the retire/rehire program, like 55, might also be worth consideration. I think the LEOFF 2 board is well positioned to explore this option. I hope you will consider.

Thanks,

Kevin Van De Wege

Sent from [Outlook](#)



STATE OF WASHINGTON

DEPARTMENT OF RETIREMENT SYSTEMS

P.O. Box 48380 • Olympia, WA 98504-8380 • (360) 664-7000 • Toll Free 1-800-547-6657

May 17, 2018

Dennis Lawson, Chair  
Law Enforcement Officers' and Fire Fighters'  
Plan 2 Retirement Board  
PO Box 40918  
Olympia, WA 98504

Dear Chair Lawson and Members of the LEOFF Plan 2 Retirement Board:

The Department of Retirement Systems respectfully requests that the LEOFF Plan 2 Retirement Board study and consider endorsing legislative action on the following issues this interim:

**1. Remove Spousal Consent Requirements for Certain Survivorship Selections**

Under current law, a member who is retiring must provide written consent from his or her spouse for any retirement survivorship option he or she selects – except in the case of a joint 50% survivorship option. This means that even when a member is providing a 100% or 66.67% survivorship option, the spouse must provide written consent, even though these options are greater than the default option of joint 50%. (The default option is in place because of Washington state's community property laws.) DRS would like the LEOFF Board to consider endorsing the Department's suggestion that written spousal consent be required only when the member chooses to have no survivor benefit go to the spouse.

**2. Eliminate Pro Ration of Month of Death Benefit Payment**

When a retiree or survivor passes away, the last monthly benefit payment must be pro-rated based on the number of days the person was alive in the month. For example, an individual who passes away on the 10th of the month will have accrued 1/3 of his or her monthly payment. In most cases, however, DRS isn't aware of a death until after the full monthly payment has been processed. In these instances, DRS bills the family or the estate to recover the pro-rated overpayment. This comes at a time when survivors are already navigating through paperwork and other difficult issues related to the member's death. Additionally, pro-rating the last payment can cause hardships for health insurance payments. DRS requests that the LEOFF Board consider endorsing the Department's suggestion that the pro ration of month of death benefit payments be discontinued.



Dennis Lawson

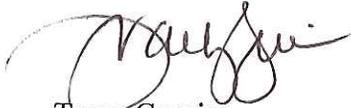
May 17, 2018

Page 2

Please let us know how we can assist the board in reviewing these issues. We are available to answer questions and provide additional background and data as needed.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Tracy Guerin". The signature is fluid and cursive, with the first name "Tracy" written in a larger, more prominent script than the last name "Guerin".

Tracy Guerin

Director

cc: Steve Nelsen, Executive Director