

Select Committee on Pension Policy

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November 1, 2016

TO: The Honorable Jay Inslee
Governor of Washington
Senator Andy Hill, Chair
Senate Ways and Means Committee
Senator Kevin Ranker, Ranking Minority Member
Senate Ways and Means Committee
Representative Timm Ormsby, Chair
House Appropriations Committee
Representative Bruce Chandler, Ranking Minority Member
House Appropriations Committee
Senator Curtis King, Chair
Senate Transportation Committee
Senator Steve Hobbs, Ranking Minority Member
Senate Transportation Committee
Representative Judy Clibborn, Chair
House Transportation Committee
Representative Ed Orcutt, Ranking Minority Member
House Transportation Committee

FROM: Senator Steve Conway, Chair
Select Committee on Pension Policy
Representative Bruce Chandler, Vice Chair
Select Committee on Pension Policy

**SUBJECT: SELECT COMMITTEE ON PENSION POLICY STUDY
OF WASHINGTON STATE PATROL RETIREMENT
SYSTEMS**

The 2016 Legislature directed the Select Committee on Pension Policy (SCPP) to study pension-related options for recruiting and retaining Washington State Patrol (WSP) commissioned officers. This letter transmits the results of the SCPP Study to date as required in Chapter 28, Laws of 2016.

The study mandate directs the SCPP to review the pension-related items in the [2016 Joint Transportation Committee Recruitment and Retention Study](#) (JTC Study) and make recommendations on pension

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Department of Retirement Systems

***Bev Hermanson**
PERS Retirees

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**Executive Committee*

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policy that will assist in recruiting and retaining WSP commissioned officers. The SCPP is required to report to the Governor's Office and the Legislature by November 1, 2016.

Scope of Study

The SCPP Study reviewed key findings from the JTC Study, current efforts underway to address recruitment and retention outside of pension policy, the pension-related options from the JTC Study, and an additional option related to voluntary overtime brought forward by stakeholders. The study also looked at the workforce and pension policy implications of using retirement systems to address retention concerns.

The options considered in the study include:

- ❖ Longevity pay.
- ❖ Retention bonuses.
- ❖ Raising service-based retirement eligibility to 30 years.
- ❖ Increasing the benefit accrual rate after 25 years of service.
- ❖ Offering a Deferred Retirement Option Program.
- ❖ Expanding retire-rehire opportunities for troopers by creating a trooper reserve program.
- ❖ Including voluntary overtime in the salary used for calculating pensions.

SCPP Recommendation

Due to unforeseen circumstances, the SCPP has not been fully staffed for the 2016 Interim. After completing an initial review of the options, the Executive Committee chose to focus further study on a single option to help manage the committee workload with reduced staffing. The option selected was the voluntary overtime option brought forward by the WSP Troopers Association.

The SCPP will continue to study the voluntary overtime option this interim, and may make a further recommendation on this option to the 2017 Legislature. Staff is currently working to develop a legislative proposal in coordination with the WSP, the WSP Troopers Association, the Department of Retirement Systems, and the Office of Financial Management.

Additional Information

Materials related to the SCPP Study can be accessed from the [Publications](#) page of the [SCPP web site](#). The study page will be updated to reflect any additional Committee activity on this issue over the remainder of the interim.

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