

SELECT COMMITTEE ON PENSION POLICY

Constituent Correspondence as of September 10, 2012

Received by			
OSA	From	To	Subject
3/29/12	Governor Gregoire	Representative Bailey, Chair	Pension Garnishment
5/10/12	Bonnie Anthis	Representative Bailey, Chair	Pension Garnishment
5/14/12	Chris Vance - King County Adult Corrections Guild	Executive Committee, SCPP	2012 Study of Risk Classification of High Risk Employees
5/14/12	Kelly Fox - LEOFF 2 Board	SCPP	2012 Interim Issues
5/18/12	David Westberg	SCPP	Defined Contribution Pension Plans
5/12/12	Richard Warbrouck - Retired Firefighters of Washington	Senator Conway, Chair Representative Bailey, Vice Chair	LEOFF Merger
6/15/12	Keith Flewelling - Washington State APCO - NENA Chapter	SCPP	2012 High-Risk Job Classifications Study (E9-1-1 Telecommunicators)
6/18/12	Gabe Hall - Local 862 Washington Federation of State Employees	SCPP	2012 High-Risk Job Classifications Study (JRA Staff)
6/21/12	Matthew Zuvich - Washington Federation of State Employees	Senator Conway, Chair SCPP	2012 High-Risk Job Classifications Study (DSHS Institutional Workers and DOT Workers)
6/25/12	Matthew Zuvich - Washington Federation of State Employees	SCPP	2012 High-Risk Job Classifications Study (DOT Highway Maintenance Workers)
7/17/12	William Kantor	SCPP	LEOFF Merger
8/2/12	Conrad Wold	SCPP	Rule of 90
8/2/12	Jordan Sneva	SCPP	Rule of 90
8/2/12	Bob Simoni	SCPP	Rule of 90
8/2/12	Dick Abrams, Ph.D.	Senator Conway, Chair SCPP	Rule of 90
8/16/12	Tuck Gionet	Senator Conway	Rule of 90
8/20/12	Wayne Johnson, Teamsters Local 760	SCPP	2012 High-Risk Job Classification Study (Various state and local corrections and law enforcement positions)
8/20/12	Michelle Woodrow, Teamsters Local 117	SCPP	2012 High-Risk Job Classification Study (Various local government and K-12 classified positions)
8/21/12	Robert Hawks, Teamsters, Local 839	SCPP	2012 High-Risk Job Classification Study (Various local government positions)
8/21/12	John Witte, Teamsters Local 589	SCPP	2012 High-Risk Job Classification Study (Various local government and K-12 classified positions)
8/21/12	Heather Weiner, Teamsters Local 28	SCPP	2012 High-Risk Job Classification Study & School Employee ERF Study (Various local government and K-12 classified positions)

SELECT COMMITTEE ON PENSION POLICY

Constituent Correspondence as of September 10, 2012

Received by				
OSA	From	To	Subject	
8/21/12	Jason Powell, Teamsters Local 763	SCPP	2012 High-Risk Job Classification Study (Various K-12 classified employees)	
8/21/12	Darren O'Neil, Teamsters Local 252	SCPP	2012 High-Risk Job Classification Study (Various local government and K-12 classified positions)	
8/21/12	Leonard Kelley, Teamsters Local 231	SCPP	2012 High-Risk Job Classification Study (Various local government and K-12 classified positions)	
8/23/12	John Griffith	OSA	2012 High-Risk Job Classification Study (Nuclear Security Guard Force)	
8/29/12	Val Holstrom, Teamsters Local 690	SCPP	2012 High-Risk Job Classification Study (Various local government)	
9/11/12	Dave Griffith and Energy Northwest Nuclear Security Officers	SCPP	2012 High-Risk Job Classification Study (Nuclear Security Officers)	

Wallis, Keri

From: cwoldies@aol.com
Sent: Thursday, August 02, 2012 12:08 AM
To: Office State Actuary, WA; Davis, Randy
Subject: Rule of 90

Good Morning. I am a former high school English teacher who retired last year after 32 years teaching in the State of Washington. It recently has come to my attention that the Select Committee on Pension Policy is in the initial stages of considering the "Rule of 90", allowing Washington State teachers to retire with full benefits when their service credit years and ages equal 90. This would benefit the taxpayers of Washington State in two ways.

First, students would benefit from a younger, more energized teaching force. Currently, the state is facing a hidden crisis in its K-12 system, one that nobody seems to be talking about. There is an entirely unique demographic shift, completely unprecedented, occurring among K-12 faculties across our state. The problem is that the teaching force is aging, and new teachers aren't able to find employment. To illustrate, when I retired following the 2010-2011 school year, there was not one teacher on our faculty of 50+ who was in his/her 20's. As teachers retire from my former school, they are either replaced by other experienced teachers within the school district or the positions go unfilled, greatly increasing class sizes. This next school year, one teacher will retire from my old school. In the following 3-5 years, it is likely that no teachers will retire, as the staff, largely made up of people in their mid 40's to mid 50's and almost entirely Plan 3 individuals, works to age 62. The net result is a steadily aging faculty, with no room for new people to be hired. The State of Washington is looking at a greater number of teachers who will be "hanging on" as they teach progressively larger classes. The effects over the next 5 years on student learning are likely to be dramatic.

The second reason why I hope you will consider the "Rule of 90" is the financial savings for the state. Older, experienced teachers are simply much more expensive than younger, less experienced teachers. Teachers at the end of their careers earn approximately twice what a beginning teacher makes. As faculties across the state continue to age, the costs for employing them continue to rise. The state, in effect, is paying progressively more for potentially less, as without question, many senior teachers, people in their late 50's and early 60's especially, are often fading in terms of performance. On this matter, I speak from personal experience. I wasn't the same teacher, simply in terms of energy, at age 61 that I was at age 41 or younger.

I hope the committee takes these thoughts into consideration and works to establish a true "rule of 90" for Washington teachers. All parties will benefit, teachers, taxpayers, and particularly students.

Conrad Wold

Wallis, Keri

From: Jordan Sneva <stanwoodxc@yahoo.com>
Sent: Thursday, August 02, 2012 1:47 PM
To: Office State Actuary, WA
Subject: Please help....

Hello,

Please help *look at implementing a True Rule 90 for teachers. It matters and would help the economy. Please consider every kids' future and how mathematically it is financially beneficial for the state.*

Thank you,

Jordan

Wallis, Keri

From: bob simoni <simonifinsandfeathers@gmail.com>
Sent: Thursday, August 02, 2012 7:00 PM
To: Office State Actuary, WA
Subject: True Rule 90 for teachers

Please implement a true rule of 90 for teachers ASAP. Thanks, Bob

Wallis, Keri

From: Richard Abrams <dick_abrams@hotmail.com>
Sent: Thursday, August 02, 2012 7:17 PM
To: Office State Actuary, WA

To: Senator Steve Conway
Select Committee on Pension Policy
From: Dick Abrams, Ph.D.

Senator Conway;

As an educator in our state for the past 34 years, I am asking that you and your committee consider passing a True Rule of 90 for retiring educators in our state. I am still working and realize that this legislation may not pass in my time, but my son and daughter are both educators in our state and I am hoping that they will continue to teach and work in our state. They know that we have the worst retirement system in the United States (only state in the Union where an educator must work until the age of 65 to receive full pension benefit), and they are actively seeking employment in other states.

I would hope that the legislature would see the benefits of improving our current system by making retirement more attractive to aging educators like myself, and having the increased ability to hire younger (and cheaper) educators and being able to keep them. Thank you for your consideration.

Dick Abrams, Ph.D.
School Psychologist/Teacher/Coach

Wallis, Keri

From: The Gionet's <cgionet@earthlink.net>
Sent: Thursday, August 16, 2012 11:01 AM
To: Office State Actuary, WA; Dunshee, Rep. Hans; Hope, Rep. Mike
Subject: Teacher retirement Rule of 90

Senator Conway:

As one of the original members of TRE - Teachers for Retirement Equity - I ask you and the Select Committee on Pension Policy to revisit a true rule of 90 for one of the hardest working assets in the state of Washington - your public school teachers.

Please let me know if I may be of any assistance in this matter.

Tuck Gionet

Snohomish High School

30 years of teaching and counting!

DRAFT LETTER FOR 760

Select Committee on Pension Policy
P.O. Box 40914
Olympia, WA 98504-0914

August 20, 2012

To Whom It May Concern:

Teamsters Local Union 760, located primarily in Central Washington, represents hundreds of municipal and county public safety employees. These employees should be considered for the Public Safety Employees Retirement System (PSERS) and the Early Retirement Factor (ERF) because the responsibilities of their job classifications come with one or more of the following factors:

- High degree of physical risk
- High stress environment
- Potential exposure to severe risk on a daily basis
- Responsibility to provide public protection of lives and/or property
- High physical demands
- Exposure to violent criminal activity and its aftermath
- Minimal opportunity to advance into managerial/supervisory roles

These employees hold a wide variety of job titles, including :

Non-commissioned local law enforcement: Local and state law enforcement agencies non-commissioned staff suffer a high risk of stress and physical harm. Clerical, dispatch, department of security officers and animal control officers are just a few of these positions with constant exposure to dangerous circumstances and potential trauma. Local 760 represents these employees at Yakima, Kittitas, Chelan, Douglas, Grant, Okanogan, and Adams Counties as well as municipal public safety including dozens of public safety employees who face daily exposure to high stress and risk.

Public road crews, waste water and solid waste: Road crews, waste water and refuse employees face high physical risks and stress from reckless drivers, construction equipment, high heat and freezing temperatures and hazardous/toxic/bio-hazardous working conditions. Our members at the Brewster, Coulee Dam, Ellensburg, Grandview, Granger, Kittitas, Mabton, Naches, Quincy, Selah, Sunnyside, Toppenish, Yakima, and Zillah Public Works and refuse

departments work hard, and have physical jobs and deserve coverage and access to early retirement benefits.

Classified School Employees: K-12 classified employees work in many different classifications of work. In some cases these classifications of work require exposure to environmental hazards which over a long career can lead to increased risk of industrial illnesses and injuries. In addition, there are K-12 classified who are required to maintain a CDL (Commercial Drivers License). As a person ages it becomes harder and harder to pass the biennial DOT physical. For these reason, facilities services employees working in high risk classifications such as custodians, grounds and building maintenance, warehouse workers and truck driver, bus drivers, and bus mechanics should be considered for inclusion in PSERS. Local 760 represents hundreds of school district employees including at the Yakima School District and West Valley School District.

Please contact me if you have any questions.

Sincerely,

Wayne Johnson

Business Representative

Teamsters local Union #760



TEAMSTERS LOCAL UNION 117

Affiliated with the International Brotherhood of Teamsters

General Public and Private Sector Employees and Special Services Employees in King and Pierce Counties and Employees of the State of Washington

August 20, 2012

Select Committee on Pension Policy
P.O. Box 40914
Olympia, WA 98504-0914

To Whom It May Concern:

Teamsters Local 117 represents a large variety of public safety employees primarily working for the Washington State Department of Corrections Prisons Division, local and state law enforcement agencies, and Emergency 9-1-1 Centers. These employees should be considered for the Public Safety Employees Retirement System (PSERS) as the responsibilities of their job classifications come with one or more of the following risks:

- High degree of physical risk
- High stress environment
- Potential exposure to severe risk on a daily basis
- Responsibility to provide public protection of lives and/or property
- High physical demands
- Exposure to violent criminal activity and its aftermath
- Minimal opportunity to advance into managerial/supervisory roles

Washington State Department of Corrections Prisons Division:

All employees in the Washington Prisons Division should be eligible to participate in PSERS. There is not one individual working in a prison that is not responsible for the safety and security of that prison through the monitoring of the inmates housed there. The responsibility of monitoring inmates can come in the form of an office assistant that is responsible for the inmate janitor that works in his/her office, a maintenance worker who runs a ten (10) inmate work crew, or a cook who monitors multiple inmates in the kitchen with access to dangerous weapons such as knives. Additionally, medical staff, mental health professionals, and classification counselors are repeatedly placed in a one on one environment with inmates of all custody levels. The potential risk of an assault in a one on one scenario is immense. The stressful nature of the prison environment, the heightened alert that every employee must be in while working in the prison, the constant threat of an assault at any moment, and the inability to promote to a position outside of the prison causes many problems for aging workers. Please consider these factors during your review of PSERS eligible classifications.

Local and State Law Enforcement Agencies:

Local and state law enforcement agencies non-commissioned staff suffers a high risk of stress and physical harm. Property, forensics, and animal control officers are just a few of these

positions. The duties of these employees include responding to the most heinous crime scenes imaginable for processing and collecting evidence, making contact with individuals that can become belligerent and aggressive at any moment, protecting the public from dangerous animals, and physical demands that include lifting, climbing, and running extended distances. Their schedules are ever changing as they are expected to be available twenty-four hours a day, seven days a week, and at a moment's notice. This includes on call duty where they may be expected to respond to a crime scene in the middle of the night. There are documented cases of these individuals being assaulted by someone they come in contact with in the community or by a suspect returning to a crime scene that they have been left alone at to process. The idea of these individuals being able to maintain these types of schedules along with the ongoing stress caused by the circumstances they are exposed to justifies their participation in PSERS.

Emergency 9-1-1 Center Personnel:

Emergency 9-1-1 center personnel are true first responders. These individuals are the life line to the community when they are in their most vulnerable state. Every 9-1-1 call or radio transmission has the potential for a life or death scenario. Employees in this field can change a life in the matter of seconds. The stress of giving a mother CPR instructions for her infant that is not breathing, hearing a person commit suicide, or coordinating a police response for an "officer down" call has a significant impact their physiological well being. Along with the stress of the position itself, E9-1-1 personnel frequently work rotating shifts with significant amounts of mandatory overtime. These employees are "essential staff" and are expected to respond to work during natural disasters, massive critical incidents, and terrorist attacks. They are held to same level of responsibility as police officers and firefighters during emergency situations. Ever changing technology, increased call volume, and the lack of advancement opportunities are additional factors to consider when looking at the appropriate retirement age for individuals in this line of work.

Please consider the information I have provided above when identifying groups for evaluation of inclusion into the Public Safety Employees Retirement System. These individuals dedicate their lives to provide protection to our communities. They earn the right to retire from these positions rather than being forced to make a career change when they are no longer mentally and/or physically able to perform the core functions of their positions. If you would like additional information or have questions about specific classifications we represent, please contact me at Michelle.Woodrow@teamsters117.org.

Sincerely,



Michelle Woodrow
Acting Director of Corrections and Law Enforcement

MW:aj



TEAMSTERS LOCAL UNION NO. 839

GENERAL TEAMSTERS, WAREHOUSEMEN, GARAGE EMPLOYEES AND HELPERS, AND FOOD PROCESSING (EXCLUDING CONSTRUCTION); COUNTIES OF BENTON, FRANKLIN, WALLA WALLA, COLUMBIA AND GARFIELD IN THE STATE OF WASHINGTON AND ATHENA, WESTON, AND MILTON FREEWATER IN UMATILLA COUNTY IN THE STATE OF OREGON.
AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

ROBERT C. HAWKS
SECRETARY-TREASURER

1103 W. SYLVESTER STREET
PASCO, WA 99301

PHONE (509) 547-7513
FAX (509) 546-2560

August 20, 2012

Select Committee on Pension Policy
P.O. Box 40914
Olympia, WA 98504-0914

To Whom It May Concern:

Teamsters Local 839, located primarily in Southeastern and Central Washington, represents hundreds of municipal and county public safety employees. These employees should be considered for the Public Safety Employees Retirement System (PSERS) and the Early Retirement Factor (ERF) because the responsibilities of their job classifications come with one or more of the following factors:

- High degree of physical risk
- High stress environment
- Potential exposure to severe risk on a daily basis
- Responsibility to provide public protection of lives and/or property
- High physical demands
- Exposure to violent criminal activity and its aftermath
- Minimal opportunity to advance into managerial/supervisory roles

These employees hold a wide variety of job titles, including:

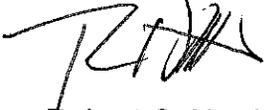
Non-commissioned local law enforcement: Local and state law enforcement agencies non-commissioned staff suffer a high risk of stress and physical harm. Property, forensics, and animal control officers are just a few of these positions with constant exposure to dangerous circumstances and potential trauma. Local 839 represents these employees at the **Benton County Sherriff's Department and Benton Juvenile Detention Department**, and municipal public safety including dozens of public safety employees in **Connell, College Place, and Prosser** who face daily exposure to high stress and risk.

Public road crews: Road crews face high physical risks and stress from reckless drivers, construction equipment, high heat and freezing temperatures and hazardous working conditions. Our members at the **Prosser and Benton County Public Works**

Departments work hard, physical jobs and deserve coverage and access to early retirement benefits.

Please contact me if you have any questions.

Sincerely,

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

Robert C. Hawks
Secretary-Treasurer
Teamsters Union Local 839

John Witte
Executive Officer
Secretary-Treasurer
Kitsap Office
Port Angeles Office

Kim Kezer
Office Manager
Port Angeles Office
Kitsap Office

Dan Taylor
Senior Business Representative
Port Angeles Office

Mark Fuller
Business Representative
Kitsap Office

Colbie Witte
Staff/Dispatch
Kitsap Office
Port Angeles Office



**Teamsters, Chauffeurs, Helpers
Local Union No. 589**

Affiliated with
International Brotherhood of Teamsters

PO Box 4043
Port Angeles, WA 98363-0997
Phone: 360.452.3388
Fax: 360.452.3389

KITSAP AREA OFFICE
Phone: 360.613.4062
Fax: 360.698.0629

www.teamsters589.org

DRAFT LETTER FOR 589

Select Committee on Pension Policy
P.O. Box 40914
Olympia, WA 98504-0914

August 20, 2012

To Whom It May Concern:

Teamsters Local 589, located primarily on the Olympic Peninsula, represents hundreds of municipal and county public safety employees. These employees should be considered for the Public Safety Employees Retirement System (PSERS) and the Early Retirement Factor (ERF) because the responsibilities of their job classifications come with one or more of the following factors:

- High degree of physical risk
- High stress environment
- Potential exposure to severe risk on a daily basis
- Responsibility to provide public protection of lives and/or property
- High physical demands
- Exposure to violent criminal activity and its aftermath
- Minimal opportunity to advance into managerial/supervisory roles

These employees hold a wide variety of job titles, including :

Non-commissioned local law enforcement: Local and state law enforcement agencies non-commissioned staff suffer a high risk of stress and physical harm. Property, forensics, juvenile detention and animal control officers are just a few of these positions with constant exposure to dangerous circumstances and potential trauma. Local 589 represents these employees at **Jefferson County** as well as municipal public safety including dozens of public safety employees

in Forks, Port Angeles, Port Townsend, Poulsbo, Sequim, Port Orchard, who face daily exposure to high stress and risk.

Public road crews: Road crews face high physical risks and stress from reckless drivers, construction equipment, high heat and freezing temperatures and hazardous working conditions. Our members at the **Jefferson County, Kitsap County and Clallam County Road Departments** work hard, physical jobs and deserve coverage and access to early retirement benefits.

Classified School Employees: K-12 classified employees work in many different classifications of work. In some cases these classifications of work require exposure to environmental hazards which over a long career can lead to increased risk of industrial illnesses and injuries. In addition, there are K-12 classified who are required to maintain a CDL (Commercial Drivers License). As a person ages it becomes harder and harder to pass the biennial DOT physical. For these reason, facilities services employees working in high risk classifications such as custodians, grounds and building maintenance, warehouse workers and truck driver, bus drivers, and bus mechanics should be considered for inclusion in PSERS. Local 589 represents hundreds of school district employees including at the **Chimacum School District No. 49, Port Angeles School District No. 121 and Sequim School District No. 323.**

Please contact me if you have any questions.

Sincerely,



John Witte

Teamsters Local 589

Secretary Treasurer

JOINT COUNCIL OF TEAMSTERS NO. 28

Affiliated with the International Brotherhood of Teamsters

14675 Interurban Ave S, Suite 301
Tukwila, Washington 98168
(206) 441-7470 • Fax (206) 441-3157

John A. Williams, President

August 20, 2012

Select Committee on Pension Policy
PO Box 40914
Olympia, WA 98504-0914

Dear Members of the SCPP:

The Joint Council of Teamsters No. 28 has over 50,000 members in Washington State. Our membership is very diverse. In the public sector alone, Teamsters include corrections personnel, public works and refuse crews, 911 operators, local and state law enforcement and classified school employees. Many of our job classifications across these diverse sectors are high risk and high stress and should be included in the Public Safety Employees Retirement System (PSERS). We ask that the following job categories and subsequent job classifications be included in PSERS.

- Local and State law enforcement agencies
- Non-commissioned local law enforcement
- Public road crews
- Public refuse workers
- Classified staff working with environmental hazards or required to have a commercial drivers license (CDL)
- Prisons division personnel
- Emergency 9-1-1 center personnel

Additionally, we ask that classified staff be considered for early retirement factors in the context of the "School Employee Early Retirement Factor" study. Many of these people work on the front lines with the most difficult children. They do things like toilet, feed, lift, and deescalate students every day. Administrative support personnel are required to work in physically repetitive environments which lead to hand, wrist, neck, shoulder, and back problems.

Thank you very much for your consideration. Please do not hesitate to let us know if you need further information regarding any of these job categories/classifications. We hope you will recommend PSERS as the most appropriate retirement system and allow early retirement factors to be reinstated for school employees.

Sincerely,

JOINT COUNCIL OF TEAMSTERS NO. 28



HEATHER WEINER
POLITICAL ACTION DIRECTOR

HW:dm



TEAMSTERS LOCAL UNION NO. 763

PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS

Affiliated with the International Brotherhood of Teamsters

Scott A. Sullivan, Secretary-Treasurer

14675 Interurban Ave. S, Suite 305 · Tukwila, WA 98168 · (206) 441-0763 · 1-877-441-0763 · Fax (206) 441-6376

August 15, 2012

Re: K-12 Classified Employees to be included in PSERS

To Whom It May Concern:

Teamster Local Union No. 763 represents in excess of 2000 K-12 classified employees. For the following reasons we believe some of our members who work in high risk positions should be included in PSERS.

K-12 classified employees work in many different classifications of work. In some cases these classifications of work require exposure to environmental hazards which over a long career can lead to increased risk of industrial illnesses and injuries. In addition, there are K-12 classified who are required to maintain a CDL (Commercial Drivers License). As a person ages it becomes harder and harder to pass the biennial DOT physical. For these reason, facilities services employees working in high risk classifications such as custodians, grounds and building maintenance, warehouse workers and truck driver, bus drivers, and bus mechanics should be considered for inclusion in PSERS.

Respectfully submitted by,

TEAMSTERS LOCAL UNION NO. 763


Jason Powell
Business Agent

JP: lb



TEAMSTERS LOCAL UNION NO. 763

PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS

Affiliated with the International Brotherhood of Teamsters

Scott A. Sullivan, Secretary-Treasurer

14675 Interurban Ave. S, Suite 305 · Tukwila, WA 98168 · (206) 441-0763 · 1-877-441-0763 · Fax (206) 441-6376

August 15, 2012

Re: ERF Education Study

To Whom It May Concern:

Teamster Local Union No. 763 represents in excess of 2000 K-12 classified employees. For the following reasons we believe some of our members who work in high risk positions should have the early retirement factor (ERF) restored.

Regarding the ERF for SERS, K-12 classified staff that work in educational and administrative support positions need to be kept in mind when considering requiring folks to work longer to be eligible for full retirement. Educational support personnel work on the front lines with the most difficult children. They do things like toilet, feed, lift, and deescalate students every day. Administrative support personnel are required to work in physically repetitive environments which lead to hand, wrist, neck, shoulder, and back problems. For these reasons at least these K-12 classified employees should be considered for reinstatement of the early retirement factor (ERF)

Respectfully submitted by,

TEAMSTERS LOCAL UNION NO. 763


Jason Powell
Business Agent

JP: lb



® 41

CHAUFFEURS, TEAMSTERS & HELPERS UNION LOCAL NO. 252

Affiliated with the International Brotherhood of Teamsters

Main Office	217 East Main Street, Centralia, WA 98531	(360) 736-9979	Fax (360) 330-0377
Olympia Branch	119½ N. Capitol Way, Olympia, WA 98501	(360) 943-1950	Fax (360) 754-7844

DARREN L. O'NEIL, SECRETARY-TREASURER

Select Committee on Pension Policy
P.O. Box 40914
Olympia, WA 98504-0914

August 20, 2012

To Whom It May Concern:

Teamsters Local 252, located primarily in Southwestern Washington, represents hundreds of municipal and county public safety employees. These employees should be considered for the Public Safety Employees Retirement System (PSERS) and the Early Retirement Factor (ERF) because the responsibilities of their job classifications come with one or more of the following factors:

- High degree of physical risk
- High stress environment
- Potential exposure to severe risk on a daily basis
- Responsibility to provide public protection of lives and/or property
- High physical demands
- Exposure to violent criminal activity and its aftermath
- Minimal opportunity to advance into managerial/supervisory roles

These employees hold a wide variety of job titles, including:

Non-commissioned local law enforcement: Local and state law enforcement agencies non-commissioned staff suffer a high risk of stress and physical harm. Property, forensics, juvenile detention and animal control officers are just a few of these positions with constant exposure to dangerous circumstances and potential trauma. Local 252 represents these employees at the **Grays Harbor, Lewis, Mason, and Pacific Counties** as well as municipal public safety including dozens of public safety employees in **Centralia, Chehalis, Montesano, Ocean Shores, Olympia, Raymond, Yelm, and Westport** who face daily exposure to high stress and risk.

Public road crews: Road crews face high physical risks and stress from reckless drivers, construction equipment, high heat and freezing temperatures and hazardous working conditions. Our members at the **Mason County, Centralia, Chehalis, Elma, Montesano, McCleary, Morton, Napavine, South Bend, Tumwater, Winlock, Ocean Shores and Yelm Public Works Departments** work hard, physical jobs and deserve coverage and access to early retirement benefits.

Classified School Employees: K-12 classified employees work in many different classifications of work. In some cases these classifications of work require exposure to environmental hazards which over a long career can lead to increased risk of industrial illnesses and injuries. In addition, there are K-12 classified who are required to maintain a CDL (Commercial Drivers License). As a person ages it becomes harder and harder to pass the biennial DOT physical. For these reasons, facilities services employees working in high risk classifications such as custodians, grounds and building maintenance, warehouse workers and truck driver, bus drivers, and bus mechanics should be considered for inclusion in PSERS. Local 252 represents hundreds of school district employees including at the **Centralia School District No. 401, Chehalis School District No. 302, Griffin School District No. 324, Shelton School District No. 209, and Olympia School District No. 111.**

Please contact me if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "D. O'Neil", written in a cursive style.

Darren L. O'Neil, Secretary-Treasurer
Teamsters Union Local #252

General Teamsters' Local Union, No. 231

General Teamsters, Warehouse Employees, Law Enforcement and Public Employees, Food Processing and Cannery Workers, Whatcom, San Juan, Skagit and Island Counties, Washington, including Food Processing, Cannery Workers and Warehousemen in the Cities of Stanwood, Arlington, Snohomish and Monroe in Snohomish County, Washington

Affiliated with the International Brotherhood of Teamsters

LEONARD KELLEY, *Secretary-Treasurer*

1700 N. State Street
P.O. Box "H"
Bellingham, WA 98227-0298
(360) 734-7780 • Fax (360) 734-8501



BRANCH OFFICE:

420 Gates Street
P.O. Box 764
Mt. Vernon, WA 98273-0764
(360) 336-3129 • Fax (360) 336-3120

Select Committee on Pension Policy

P.O. Box 40914

Olympia, WA 98504-0914

August 20, 2012

To Whom It May Concern:

Teamsters Local 231, located primarily in Northwestern Washington, represents hundreds of municipal and county public safety employees. These employees should be considered for the Public Safety Employees Retirement System (PSERS) and the Early Retirement Factor (ERF) because the responsibilities of their job classifications come with one or more of the following factors:

- High degree of physical risk
- High stress environment
- Potential exposure to severe risk on a daily basis
- Responsibility to provide public protection of lives and/or property
- High physical demands
- Exposure to violent criminal activity and its aftermath
- Minimal opportunity to advance into managerial/supervisory roles

These employees hold a wide variety of job titles, including :

Non-commissioned local law enforcement: Local and state law enforcement agencies non-commissioned staff suffer a high risk of stress and physical harm. Property, forensics, juvenile detention and animal control officers are just a few of these positions with constant exposure to dangerous circumstances and potential trauma. Local 231 represents these employees at **Whatcom, and Skagit Counties** as well as municipal public safety including dozens of public safety employees in **Blaine, Everson, and Lynden** who face daily exposure to high stress and risk.

Public road crews: Road crews face high physical risks and stress from reckless drivers, construction equipment, high heat and freezing temperatures and hazardous working conditions. Our members at the **Burlington, Ferndale, Lynden** public works departments work hard, physical jobs and deserve coverage and access to early retirement benefits.

Classified School Employees: K-12 classified employees work in many different classifications of work. In some cases these classifications of work require exposure to environmental hazards which over a long career can lead to increased risk of industrial illnesses and injuries. In addition, there are K-12 classified who are required to maintain a CDL (Commercial Drivers License). As a person ages it becomes harder and harder to pass the biennial DOT physical. For these reason, facilities services employees working in high risk classifications such as custodians, grounds and building maintenance, warehouse workers and truck driver, bus drivers, and bus mechanics should be considered for inclusion in PSERS. Local 231 represents hundreds of school district employees including at the

considered for inclusion in PSERS. Local 231 represents hundreds of school district employees including at the **Bellingham School District No. 501, Coupeville School District No. 204, Ferndale School District No. 502, and Mount Vernon School District No. 320.**

Please contact me if you have any questions.

Sincerely,

A handwritten signature in black ink that reads "Leonard Kelley". The signature is written in a cursive, flowing style.

Leonard Kelley
Secretary Treasurer
Teamsters Local Union No.231

From: [Karen & Dave](#)
To: [Office State Actuary, WA](#)
Subject: SB 6378
Date: Thursday, August 23, 2012 12:06:50 PM

Greetings; My name is John Griffith, & I am member of PERS 2. I read Section 8 and am interested in what would be required to have your committee consider my work group to determine if it should qualify under your review criteria. I am a member of the Nuclear Security guard force at the Energy-Northwest commercial Columbia Generating Station near Richland, WA. The physical & psychological standards to qualify for these positions is pretty rigorous. Our older security officers in their 60's are expected to meet the same physical requirements as newly hired employees in their 20's. These qualifications become much more challenging and difficult for our older members to meet. An earlier retirement option could allow members to separate from employment in better health on more favorable terms. Please let me know if you would need additional information to consider this request, or any other information that is pertinent to this inquiry. Respectfully, John Griffith



Teamsters Local Union No. 690

1912 North Division #200
Spokane, WA 99207

Affiliated with the International Brotherhood of Teamsters

Val Holstrom
Secretary-Treasurer

Phone: (509) 455-9410
Fax: (509) 326-9507
Email: info@teamsterslocal690.org

RECEIVED

AUG 29 2012

Office of
The State Actuary

Select Committee on Pension Policy
P.O. Box 40914
Olympia, WA 98504-0914

August 20, 2012

To Whom It May Concern:

Teamsters Local 690, located primarily in Eastern Washington, represents hundreds of municipal and county public safety employees. These employees should be considered for the Public Safety Employees Retirement System (PSERS) and the Early Retirement Factor (ERF) because the responsibilities of their job classifications come with one or more of the following factors:

- High degree of physical risk
- High stress environment
- Potential exposure to severe risk on a daily basis
- Responsibility to provide public protection of lives and/or property
- High physical demands
- Exposure to violent criminal activity and its aftermath
- Minimal opportunity to advance into managerial/supervisory roles

These employees hold a wide variety of job titles, including :

Non-commissioned local law enforcement: Local and state law enforcement agencies non-commissioned staff suffer a high risk of stress and physical harm. Property, forensics, and animal control officers are just a few of these positions with constant exposure to dangerous circumstances and potential trauma. Local 690 represents these employees at the **Whitman County, Stevens County, and Pend Oreille County** as well as municipal public safety including dozens of public safety employees in **Colville, Chewelah, Kettle Falls, and Liberty Lake** who face daily exposure to high stress and risk.

General Local

The Washington Counties of: Spokane, Asotin, Garfield, Pend Oreille, Stevens, Whitman and that part of Ferry, Lincoln and Adams Counties East of State Highway 21 from the Canadian Border South to State Highway 395 and continuing South to the Franklin County Line and that part of Idaho County North of a line drawn East and West through the North City Limits of Riggins, Idaho. Construction Jurisdiction in Eastern Washington East of the Cascade Mountain Range and to include that part of Idaho County North of a line drawn East and West through the North City Limits of Riggins, Idaho.

Emergency Dispatch (911): Emergency dispatch and 911 operators have a high risk of post traumatic stress disorder and related health disorders. Our members at the Cheney Emergency Dispatch Services deserve consideration under PSERS and ERF.

Public road crews: Road crews face high physical risks and stress from reckless drivers, construction equipment, high heat and freezing temperatures and hazardous working conditions. Our members at the **Whitman Public Works Department** work hard, physical jobs and deserve coverage and access to early retirement benefits.

Please contact me if you have any questions.

Sincerely,



Val Holstrom,
Secretary-Treasurer

To: Select Committee on Pension Policy-SB 6378

Date: September 1, 2012

Select Committee on Pension Policy members, we request that you consider PSERS eligibility for the Nuclear Security Officer's (NSO's) of Energy Northwest's Columbia Generating Station commercial nuclear power plant located on the Hanford Nuclear Reservation near Richland, WA. We currently have NSO's enrolled as members of PERS 2 and PERS 3.

We must successfully complete a training program approved by the criminal justice training commission as provided in RCW 43.52.520. Our officers are authorized under RCW 43.52.530 to "use reasonable force to detain, search, or remove persons who enter or remain without permission within the nuclear power plant site exclusion area, or whenever, upon probable cause, it appears to a member of the security force that a person had committed, or is attempting to commit a crime."

The Code of Federal Regulations, 10 CFR 73.55 provides our mandate to maintain "properly trained, qualified and equipped personnel required to interdict and neutralize threats" ... "of radiological sabotage." Further 10.CFR.73.55 requires our training prepare us to "prevent or impede attempted acts of radiological sabotage by using force sufficient to counter the force directed at the person, including the use of deadly force..."

NSO's are required to meet stringent standards, with initial training approximately 3 months in duration before individual duty assignment. All NSO's must maintain approximately 30 annual qualifications to continue employment in their capacity. Examples of some of the required qualifications are: Full medical physical (with Nuclear Regulatory Commission (NRC) required standards)

Tactical Weapons Qualification Course (stress induced timed course 100% score

Required to pass)

Day/Night Fire Weapons Qualification Course (timed and scored test)

Radiological testing

Force on Force Drills

Quarterly Job Duty evaluation and testing

Annual Written Exam

We can provide a full list of required qualifications if the Select Committee requests.

The NRC has designated NSO's as one of two critical groups in 10CFR73.55. This requires a full psychological screening upon initial employment and every 3 years thereafter. The psychological screening consists of a Minnesota Multiphasic Personality Inventory (MMPI) test and a clinical interview with a licensed psychologist.

NSO's required equipment to carry and have available at all times are: Handgun, Rifle, Ammunition for both weapons, Radio, Handcuffs, Defense Spray, Flashlight, and Gas Mask. The approximate weight of this equipment is 25 pounds.

The physical demands of our job have proven to be difficult to maintain. In the last 5 years we have had at least 10 NSO's ranging in age from early 50's to early 60's with either medical issues that prevented them from meeting our stringent requirements or were injured during our Tactical Weapons Qualification course, resulting in loss of employment. We have also experienced two on the job fatalities, heart attack and aneurysm.

Our NSO's work 12 hour rotating shifts (6 am-6 pm, 6 pm-6 am), alternating 4 days, 3 nights, 3 days, 4 nights over a period of 21 days that repeats every 28 days. Negative effects of shiftwork on the body and long term health are well documented.

These standards require a level of physical fitness and psychological adeptness that becomes much more challenging for our members as we age. Members in their 60's must meet the same standards as younger employees in their 20's.

We currently have officers who have more than 30 years of service in the security force with service credit in PERS 2 that are only in their 50's. The requirements of this job make the prospect of continuing to meet and maintain these standards until full retirement age in PERS 2 a difficult task.

We hope you will consider our Nuclear Security Officers deserving of inclusion in PSERS.

Respectfully,

Dave Griffith

and

Energy Northwest Nuclear Security Officers