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To: [Nichols, Devon](#)
Cc: [Burkhart, Kelly](#); [Painter, Darren](#)
Subject: FW: WFSE Letter from Greg Devereux
Date: Friday, December 14, 2012 2:49:14 PM
Attachments: [IMAGE \(2\).PDF](#)
[Job classes to be considered for PSERS expansion v2_1.docx](#)

From: Sue Keller [mailto:Sue@wfse.org]
Sent: Friday, December 14, 2012 2:45 PM
To: Conway, Sen. Steve
Cc: Hill, Steve; Bailey, Sen. Elect Barbara; Holmquist Newbry, Sen. Janéa; Schoesler, Sen. Mark; Smith, Matt; Sullivan, Rep. Pat; Hobbs, Sen. Steve; Ormsby, Rep. Timm; Marshburn, Stan; jbosenberg@sbctc.edu; Keller, Bob; Dennis Eagle; Matt Zuvich
Subject: WFSE Letter from Greg Devereux

Senator Conway,

I'm forwarding you a letter and Job Class document from Greg Devereux, in hopes that you receive it before the SCPP meeting on Tuesday, December 18th.

Please let us know if you have any questions.

Regards,

Sue Keller
Executive Assistant to the Executive Director
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December 14, 2012

The Honorable Steve Conway, Chair
The Select Committee on Pension Policy
PO Box 40914
Olympia WA 98504

Senator Conway,

The Washington Federation of State Employees strongly encourages the Select Committee on Pension Policy to recommend the inclusion of Job Classes with in DSHS institutions to the Public Safety Employees Retirement System (PSERS).

The SCPP was mandated by 2ESB 6378 "to identify groups and evaluate them for inclusion in the Public Safety Employees Retirement system...". Through the 2012 interim the SCCP has examined data presented from Labor and Industries that attempts to capture injury rates of high risk job classes. The committee has also reviewed the circumstances by which PSERS was originally established and the need by employees who make a career in public safety.

We would like to underscore a few observations regarding the SCPP study as the committee makes its mandated recommendations to the legislature:

- Although mandated to do so, the State Actuaries office may not be ideally suited to fully study this important issue. The committee was given a very short period of time to study a difficult issue. Trying to quantify the limited data available to make recommendations on expanding the PSERS system is problematic because there are several subjective criteria that should be considered and are difficult to quantify. Examples of these subjective criteria are the need for vigilance as a required component in jobs that protect the public safety; the inherent stress that accompanies that required component; the business cost of requiring high risk job classes to work until age 65 or face higher penalty than other public safety employees for earlier retirement.
- The data presented to the SCPP reveals two concerning facts. The first is that compensable L & I claims within DSHS institutions have higher compensable claim rates than job classes currently included in PSERS. The second is that the job duties and the population that employees work with and overall job requirements of DSHS institutional employees are, in most cases, highly comparable to populations employees work with in current PSERS occupations. All involve custody, security and ensuring the safety of the clients and public. Examples of these job classes include DSHS mental health hospitals and JRA institutions/parole. These populations often have

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patients/offenders/clients that have been in mental health hospitals, the penal system and the juvenile justice system.

- In the SCPP study, the only outside resource agency involved in providing input was L&I. We feel that other state agencies such as the Department of Personnel could be useful in studying the issue. In addition, employers did not come forward and offer any input on the employer experience with having an aging workforce work into their mid 60's in high risk public safety careers. Does keeping employees in high risk public safety job classes for this long makes good business sense?
- Other states, to include Washington State, have already made policy decisions that support earlier retirement for public servants who make public safety their career. Other states such as Oregon, Wisconsin and Florida currently include job classes such as DSHS institutions in some sort of public safety retirement system. Our state already has two separate public safety retirement systems, LEOFF and PSERS.
- Classifications within DSHS institutions were originally included in PSERS but the legislature removed them prior to passing the bill.

According to RCW 41.50.005, as a general policy, the state provides consistent benefits to all employees unless differences are needed to address unique job requirements, conditions, or other factors. We believe that the factors that were used to include current job classes in PSERS apply to many classifications in DSHS institutions. Only the definitions of preferred employers and/or job requirements preclude them from the benefit. The population they work with and working conditions are comparable, if not identical. For this reason we do not believe that PSERS has to be expanded, rather, for consistency's sake, eligibility criteria should be modified to include job classes that meet its original intent.

Attached you will find job classes we believe should be included in PSERS. This list was presented to the committee at its November meeting.

Sincerely,



Greg Devereux, Executive Director
Washington Federation of State Employees

C: Members of the Select Committee on Pension Policy

Matt Smith, State Actuary

Bob Keller

Dennis Eagle

Matthew Zuvich

Job classes that should be added to Public Safety Employees Retirement System (PSERS)

Juvenile Rehabilitation Administration (JRA) Institutions/Parole/Community Group Homes

Juvenile Rehabilitation Security Officer Series:
Juvenile Rehabilitation Residential Counselor Assistants
Juvenile Rehabilitation Residential Counselor
Juvenile Rehabilitation Supervisor
Juvenile Rehabilitation Program Manager Series
Juvenile Rehabilitation Community Councilors

All positions are required to be certified in the agencies Defensive Tactics training and have direct exposure to resident population often in single staff duty assignments.

All positions require successful completion of 2 week criminal Justice training academy.

Analogous job duties and identical offender populations at county level are currently included in PSERS.

DSHS/Mental Health

State mental health hospitals (Eastern and Western State)

Mental Health Technician 1,2,3- SAFE Team Training or Therapeutic Options training
Psychiatric Security Attendant-SAFE Team Training or Therapeutic Options training
Psychiatric Security Nurse-SAFE Team Training or Therapeutic Options training
Licensed Practical Nurse 1, 2, 4- SAFE Team Training or Therapeutic Options training
Institutional Counselor 2 &3-SAFE Team Training or Therapeutic Options training
Security Guard 2 & 3- SAFE Team Training or Therapeutic Options training
Custodian 1, 2, 3-highest injury rate per OSHA due to work and exposure to violent patients
Occupational Therapist-SAFE Team Training or Therapeutic Options training
Psychology Associate- SAFE Team Training or Therapeutic Options training
Recreational Therapist-SAFE Team Training or Therapeutic Options training
Psychiatric Social Worker 3-SAFE Team Training or Therapeutic Options training
Psychologist 4- SAFE Team Training or Therapeutic Options training

All positions are required to take the agencies Defensive Tactics training and have direct exposure to resident population often in single staff duty assignments.

Commingling patient/offender populations with JRA, CSTC and SCC and DOC

Residential Habilitation Centers

Attendant Counselor 1, 2,3,: Therapeutic Options training and annual Recertification required
Attendant Counselor Manager: Therapeutic Options training and annual Recertification required
LPN 1, 2,3: Therapeutic Options training and annual Recertification required
Adult Training Specialist 1, 2,3: Therapeutic Options training and annual Recertification required

All positions are required to take the agencies Defensive Tactic and have direct exposure to resident population often in single staff duty assignments

Last updated

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Job classes that should be added to Public Safety Employees Retirement System (PSERS)

Child Study and Treatment Center

Psychiatric Childcare Counselor 1, 2-PRO-ACT trained
Licensed Practical Nurses 1, 2-PRO-ACT trained
Recreation and Athletic Specialists 2, 3 PRO-ACT trained
Custodian 1, 2, 3- highest injury rate per OSHA due to work and exposure to violent patients

All positions are required to take the agencies Defensive Tactic and have direct exposure to resident population often in single staff duty assignments

Commingling patient/offender populations with JRA , CSTC and SCC

Special Commitment Center:

Residential rehabilitation Counselor 1, 2, 3-Defensive Tactics 1 & 2
Security Guard 2, 3-Defensive Tactics 1 & 2; Firefighting, EMT training

All positions are required to take the agencies Defensive Tactics annually and have direct exposure to resident population often in single staff duty assignments.

All positions require successful completion of 2 week criminal Justice training academy.

Commingling patient/offender populations with JRA, CSTC and SCC and DOC

CSTC

Psychiatric Social Worker 3-PRO-ACT training

All positions are required to take the agencies Defensive Tactics training and have direct exposure to resident population.

Commingling patient/offender populations with JRA, CSTC and SCC