



Select Committee on Pension Policy

PSERS Membership: HR Practices For Managing Job Risk

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2013 Interim Committee Activity

- Work sessions in September and October
 - Policy analysis and data findings
 - Study related 2013 legislation
- Executive Committee requested discussion on Human Resource (HR) practices for mitigating risk to older employees in the workplace



Today's Presentation

- Review of human resource policy relating to the 2012 SCPP PSERS Study
- Work session panel discussion
- Public hearing on EHB 1923 (PSERS Expansion for DSHS/Corrections) later today



Several Factors May Be Considered When Evaluating Workplace Risk

- Risk may impact older employees differently
- Evaluation of risk can be based on different criteria
 - Type of risk
 - Severity of risk
 - Injury rates
 - Similarities to current PSERS members



There Are Various Options For Addressing Workplace Risk

- Outside the pension system
- Under current pension policy
- New pension policy



Possible Options For Managing Risk Outside The Pension System

- HR policy
- Disability insurance
- Technological advances
- Safety management



Panel Of Agency Experts Will Discuss HR Policy In More Detail

- Department of Corrections
 - Denise Doty, Assistant Secretary of Administrative Services Division
- Department of Social and Health Services
 - Kevin Krueger, Chief Risk Officer
- Department of Labor and Industries
 - David Bonauto, MD, MPH, Associate Medical Director, SHARP
- Opportunity for questions during panel discussion

