



STATE OF WASHINGTON

OFFICE OF FINANCIAL MANAGEMENT

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September 8, 2022

Honorable Steve Conway, Chair
Honorable Drew Stokesbary, Vice Chair
Select Committee on Pension Policy
P.O. Box 40914
Olympia, WA 98504-0914

Dear Senator Conway and Representative Stokesbary:

I am writing to request that the Select Committee on Pension Policy consider an exemption for state retirees to return to work at state agencies for up to 1,040 hours in order to address significant staffing shortages in the state workforce. We are seeking an exemption to be in place until July 1, 2025.

Nationwide staffing shortages are impacting the ability of state agencies to provide services to Washingtonians, including critical services at our 24/7 institutions such as prisons, state hospitals, veterans' homes, and juvenile rehabilitation facilities. The state is taking steps to resolve these shortages by investing in compensation and partnering with agencies on recruitment and retention strategies.

In the meantime, providing additional flexibility for state retirees to return to service for a limited time without impacting their retirement benefits will enable us to shore up the state workforce as we implement other strategies. This approach will be more efficient for agencies to manage and will also limit the use of costly contracted workers.

Thank you for your consideration. Please let me know if you have any questions or need more information.

Sincerely,

David Schumacher
Director

cc: Matt Smith, State Actuary
Roselyn Marcus, Assistant Director for Legal & Legislative Affairs, OFM
Michaela Doelman, State Chief Human Resources Officer, OFM