

# SCPP Study: High-Risk Job Classifications

## Issue

Recent legislation (Chapter 7, Laws of 2012, First Special Session) modified Early Retirement Factors (ERFs) for newly hired employees in the Public Employees' Retirement System (PERS), the Teachers' Retirement System (TRS), and the School Employees' Retirement System (SERS). It also required the Select Committee on Pension Policy (SCPP) to study two things.

- ❖ High-risk job classifications.
- ❖ Classroom Employee ERFs.

This report responds to the mandate to "study high-risk job classifications that entail high degrees of physical or psychological risk, or result in elevated risks of injury or disablement for older employees for inclusion in the Public Safety Employees' Retirement System (PSERS)."

## Background

A majority of public employees are in the PERS, TRS, and SERS Plans 2/3. These plans have a normal retirement age of 65, and early retirement is available for eligible members beginning at age 55—with a benefit reduction.

PSERS membership is based on job duties and employment with an employer listed in statute. The PSERS system includes corrections officers and limited authority law enforcement officers.

PSERS has an earlier normal retirement age of 60 for eligible members and more generous early retirement and disability benefits than PERS, TRS, and SERS.

This study, among other factors, took injury rate data from the Workers' Compensation Program at the Department of Labor and Industries (L&I) into consideration when determining job risk. The Workers' Compensation Program covers medical expenses and pays a portion of wages lost for certain claims while a worker recovers from injuries sustained in the workplace (referred to as "compensable claims").

## Policy Questions

The study mandate raised the following key policy questions.

- ❖ Are current retirement eligibility requirements appropriate for older employees working in high-risk or high stress jobs?
- ❖ Should pension policy be adjusted in response to potential risks of older employees working in high-risk or high stress jobs?
- ❖ If so, how should it be adjusted and for which employees?

## Findings

- ❖ Changing pension policy cannot eliminate all physical and psychological risk for older employees. However, allowing earlier retirement could reduce exposure for some individuals.
- ❖ Research suggests that older workers, as a group, may not be more at risk for job-related injuries. Older workers have lower rates of job-related injury, but experience more time-loss and greater rates of fatality when injured on the job. Also, the impacts of aging on work performance vary by individual. As workers age, physical and cognitive abilities change but most are able to compensate for changes and perform at the same level.
- ❖ There are many ways to address concerns over job risk both inside and outside the pension system, including options available to members under current law.
  - ◇ Outside the pension system: Human resource options, safety practices, disability insurance or technological advancements.
  - ◇ Current pension policy: Early retirement, changing careers, deferred retirement.
  - ◇ New pension policy: Enhanced ERFs, expansion of PSERS, enhanced disability benefits, increased benefit/service credit multiplier for high risk occupations, new pension system for high-risk jobs, expansion of deferred indexed vested benefit, new benefit tier within PERS, TRS, or SERS for high-risk jobs.
- ❖ Job conditions can lead to stress, which can lead to increased overall health risk, but isolating stress caused by the job versus stress caused by other factors is difficult due to the variability of sources of stress.
- ❖ Among employers, three agencies had compensable claims rates that were at least 30 percent higher than the general population studied:

- Department of Social and Health Services (DSHS), Department of Veteran's Affairs, and Department of Corrections.
- ❖ DSHS had the highest compensable claims rates among employers. Within DSHS, the residential habilitation centers and mental health hospitals and institutions have the highest compensable claims rates, with rates more than twice the general population studied.
  - ❖ Over the study period, approximately one-third of the occupations studied had compensable claims rates above the general population.
  - ❖ Ten non-PSERS occupations had higher compensable claims rates over the study period than PSERS occupations including attendant counselor, mental health technician, K-12 service worker, licensed practical nurse, nursing assistant, psychiatric security attendant, psychiatric child care counselor, K-12 crafts/trades, attendant counselor or trainee, and K-12 laborer.
  - ❖ The study was not able to adequately analyze job risk by all risk types, age groups, or for every occupation. This was due to time and resource constraints, the infrequency of certain types of claims, and limitations in the occupational data that could be collected—including lack of local government and higher education data.
  - ❖ PSERS membership may be evaluated on the basis of job duties or job risk. There are multiple criteria that can be used to assess either including injury rates, job risks and hazards, and similarity to current PSERS occupations. Policy makers may weigh various criteria differently when determining if and how to expand PSERS.
  - ❖ Some non-PSERS members may have similar job duties to existing PSERS members but are excluded from PSERS because their employer is not a PSERS-eligible employer. Such members may include Juvenile Rehabilitation Administration staff and Office of the Insurance Commissioner Investigators.

## Policy Highlights

- ❖ The state has existing policies regarding lower retirement ages for certain occupations considered high-risk, such as police officers, fire fighters, state patrol, and corrections officers.
- ❖ Retirement policy is better suited to mitigate risks that are related to or exacerbated by aging or length of exposure. Other risks may be better addressed outside of pension policy.
- ❖ Improving benefits for employees in high-risk occupations will likely create long-term contractual rights to those benefits which cannot be easily undone if job risks change in the future.

- ❖ Ultimately, determining an appropriate retirement age for employees in high-risk/stress jobs is a balancing act between employee and employer needs and affordability.
- ❖ Policy makers may differ on their preferred approaches for addressing workplace risk. Some may find current policies appropriate, others may prefer to address workplace risk outside of pension policy, and still others may prefer to adjust pension policy in response to workplace risk.
- ❖ Further study could provide more data and analysis to better inform policy discussions around addressing risk through the pension system.
- ❖ Policy makers could approach improved benefits for high-risk occupations from the perspective of rewarding individuals for taking high-risk jobs or to promote recruitment and retention in high-risk jobs.

## Options For Further Study

Policy makers seeking to look further into addressing high-risk job classifications through the pension system may wish to further study one or more of the following areas:

- ❖ Comprehensive injury rate data analysis including data from local government and higher education entities and covering a longer period of time. Such analysis falls outside of the expertise of the SCPP and would likely be better suited for the Department of Labor & Industries.
- ❖ Improved benefits for members who separate from service before normal retirement age and defer retirement until normal retirement age.
- ❖ Increased benefit/service credit multiplier within the PERS, TRS, and SERS systems for service in qualifying high-risk jobs.
- ❖ Expansion of PSERS membership based on job risk or job duty. Expanding PSERS based on job duty would require consultation with DRS to determine which occupations would likely qualify.
- ❖ Creation of a new plan for high-risk jobs.
- ❖ Enhanced disability benefits for PERS, TRS, and SERS members.
- ❖ Enhanced ERFs for PERS, TRS, and SERS members.

Addressing risk outside of pension policy is also an option, such as through human resource options, private disability insurance, safety practices, or technology.

However, developing options outside of pension policy falls outside the purview of the SCPP.

It is likely that pursuing one or more of these options for further study would be time consuming and resource intensive and may require funding. Some options, such as creating a new plan for high-risk jobs, would be a major undertaking for the SCPP.

## **Committee Activity**

The SCPP studied this issue at the May, June, July, September, October, and November meetings. At the December meeting, the Full Committee forwarded the study to the Legislature without adopting findings or recommendations.

## **Staff Contact**

Devon Nichols  
Policy Analyst  
360.786.6145  
[devon.nichols@leg.wa.gov](mailto:devon.nichols@leg.wa.gov)

P:\Staging Folders\SCPP Staging\Recommendations staging\High-RiskJob\_Executive\_Summ.docx

## In Brief

### Issue

*The Legislature directed the SCPP to study high-risk job classifications that entail high degrees of physical or psychological risk or disablement for older employees during the 2012 interim. Findings and any potential recommendations are due by December 15, 2012.*

*The key policy questions for this study are: Should pension policy be adjusted in response to increased risk for older employees in the workplace? If so, how and for whom?*

### Member Impact

*The study mandate is geared toward members of the PERS, SERS, and TRS Plans 2/3 and PSERS Plan2.*

*There are approximately 259,000 active PERS, SERS, and TRS Plans 2/3 members. It is unknown how many active members could be considered high-risk.*

Devon Nichols  
Policy Analyst  
360.786.6145  
devon.nichols@leg.wa.gov

# SCPP Study: High-Risk Job Classifications

During the 2012 Legislative Session, 2ESB 6378 (Chapter 7, Laws of 2012, First Special Session) was passed.<sup>1</sup> Among other provisions, the bill reduced Early Retirement Factors (ERFs) for all state employees hired on or after May 1, 2013. This ERF reduction affects all future Plans 2/3 members of the Public Employees' Retirement System (PERS), School Employees' Retirement System (SERS), and the Teachers' Retirement System (TRS). It also requires the Select Committee on Pension Policy (SCPP) to study two things.

- ❖ High-risk job classifications.
- ❖ Classroom employee ERFs.

This report addresses high-risk job classifications. The study of classroom employee ERFs is contained in a separate report.

Specifically, this report responds to the mandate to study job risk classifications that entail high degrees of physical or psychological risk, or result in elevated risks of injury or disablement for older employees. The SCPP shall identify groups and evaluate them for inclusion in the Public Safety Employees' Retirement System (PSERS).

## Issue

A majority of members in the public pension systems belong to PERS, SERS, and TRS. Some groups of these members may seek inclusion in PSERS due to the more generous early retirement and disability benefits and lower normal retirement age provided.

Taking the study mandate into account, the following high-level policy questions were raised.

- ❖ Are current retirement eligibility requirements appropriate for older employees working in high-risk or high-stress jobs?
- ❖ Should pension policy be adjusted in response to potential risks of older employees working in high-risk or high-stress jobs?
- ❖ If so, how and for whom?

<sup>1</sup> More information on the changes made by 2ESB 6378 (2012) is available in the May SCPP [meeting materials](#) and the legislative history of the [bill](#).

## Paper Organization

This paper is organized into five main sections.

- ❖ Background.
- ❖ Findings On Physical And Psychological Risk.
- ❖ Policy Analysis.
- ❖ Evaluation Of PSERS Membership.
- ❖ Appendix/Attachments.

The **Background** provides an overview of the history of PSERS membership and legislative activity, plan design differences, a discussion on Workers' Compensation, and on the study scope and approach. The **Findings** of both physical and psychological risk examines the findings of injury rate data and existing national studies. The **Policy Analysis** analyzes existing policies around pension policy and risk and examines potential approaches for addressing risk through pension policy. In response to the study mandate, the **Evaluation of PSERS membership** introduces a sample framework that may be used to evaluate potential occupations for inclusion in PSERS. Lastly, the **Appendices/Attachments** include supporting data for all sections and stakeholder correspondence on this issue.

*Understanding the differences in retirement provisions may help policy makers understand the potential impact of altering eligibility requirements for PSERS membership.*

## Background

PSERS Plan 2 provides different retirement eligibility than PERS, SERS, and TRS Plans 2/3. Understanding the differences in retirement eligibility between the plans may help policy makers understand the potential impact of altering the eligibility requirements for PSERS membership based on risk classifications or creating a lower retirement age for occupations with a higher degree of risk.

Understanding the Workers' Compensation Program in the Department of Labor and Industries (L&I) will help inform policy makers about current benefits offered to employees who have suffered injuries in the workplace.

## Normal Retirement Is Age 65 In The Plans 2/3

PERS, SERS, and TRS are primarily Defined Benefit (DB) plans<sup>2</sup> covering approximately 92 percent of all state and local retirement system members. The Plans 2/3 in these systems provide full retirement benefits at age 65. Early retirement is available beginning at age 55 with twenty years of service for Plan 2 or ten years of service for

*Retirement benefits are consistent between PERS, TRS, and SERS.*

<sup>2</sup> The Plans 3 are hybrid plans with both DB and defined contribution components.

Plan 3. If a current member retires early under either plan their benefits are generally reduced by 3 percent per year if they have worked for 30 years or longer. If their total service is less than 30 years an actuarial reduction is taken. Under the new ERFs, established in 2ESB 6378 (2012), all PERS, SERS, and TRS members hired after May 1, 2013, will have a 5 percent reduction for each year the member retires prior to reaching the normal retirement age of 65 if they have worked for 30 years or longer. All Plans 2/3 PERS, SERS, and TRS members receive an actuarially reduced accrued benefit in the case of disability. More information on plan provisions is available on the [DRS website](#).

*PSERS benefits are more generous than PERS, SERS, and TRS.*

## Normal Retirement Is Age 60 In PSERS

PSERS is a DB plan created in 2004 for limited authority law enforcement officers who are not eligible for membership in the Law Enforcement Officers' and Fire Fighters' Plans (LEOFF).

PSERS Plan 2 provides full retirement benefits at age 60 with ten years of service with a PSERS eligible employer. Early retirement is available beginning at age 53 with 20 total years of service but is reduced by 3 percent per year. In the case of disability, a PSERS member will receive an accrued benefit, which is actuarially reduced from age 60. More information on plan provisions is available on the [DRS website](#).

## PSERS Eligibility Is Narrowly Defined

Current statutory criteria for PSERS membership is quite specific. To be eligible for PSERS, an employee must be employed on a full-time basis and:

- ❖ Serve as a limited authority peace officer or corrections officer; or
- ❖ Have the primary responsibility of supervising eligible members.

In addition to meeting the above criteria, members must be employed by one of the following agencies.

- ❖ Department of Corrections.
- ❖ Parks and Recreation Commission.
- ❖ Gambling Commission.
- ❖ Washington State Patrol.
- ❖ Liquor Control Board.
- ❖ Department of Natural Resources.
- ❖ Washington State Counties.
- ❖ Washington State Cities (except Seattle, Tacoma, and Spokane).

*Risk classifications are currently not criteria for PSERS eligibility.*



*The majority of PSERS members are corrections officers.*

While the intent section of PSERS statute explicitly states “a high degree of physical risk” to one’s personal safety and providing “public protection of lives and property” as primary criteria of PSERS membership, there is no specific mention of risk or risk classifications in the definition section of PSERS statute.

### **PSERS Membership**

PSERS is a relatively new plan with active membership totaling 4,187 members, as shown in the following chart. The majority of PSERS members (over 90 percent) are corrections officers. Only 15 members have retired from the PSERS system to date.

<b>PSERS Averages as of July 2011</b>				
	<b>Count</b>	<b>Age</b>	<b>PSERS Service</b>	<b>Annual Salary</b>
<b>Actives</b>	4,187	39.5	3.7 Years	\$55,597

### **Hypothetical Example**

PSERS members who retire either at normal retirement age or retire early under the ERFs receive a higher annual benefit than similarly situated PERS, TRS, or SERS members.

To illustrate, a hypothetical PSERS Plan 2 member who retires with 30 years of service and an Average Final Compensation (AFC) of \$50,000 is compared to a PERS/TRS/SERS Plan 2 member and PERS/TRS/SERS Plan 3 member who retires with the same AFC and 30 years of service at various ages.

	Plans 2	Plans 3	PSERS
<b>Early Retirement at Age 53</b>			
ERF	N/A	N/A	0.79
Reduction	N/A	N/A	21%
Initial Annual Benefit	Not Eligible	Not Eligible	\$23,700
<b>Early Retirement at Age 55</b>			
ERF	0.50	.050	0.85
Reduction	50%	50%	15%
Initial Annual Benefit	\$15,000	\$7,500	\$25,500
<b>Normal Retirement at Age 60</b>			
ERF	0.75	0.75	1.0
Reduction	25%	25%	0%
Initial Annual Benefit	\$22,500	\$11,250	\$30,000
<b>Normal Retirement at Age 65</b>			
ERF	1.00	1.00	1.00
Reduction	0%	0%	0%
Initial Annual Benefit	\$30,000	\$15,000	\$30,000

*This table assumes an AFC of \$50,000 and 30 years of service. It also assumes members were hired after May 1, 2013, and are subject to the 2013 ERFs (5% reduction/year for every year retired prior to normal retirement age).*

*PSERS members are not eligible for early retirement before the age of 53.*

*PERS, TRS, and SERS Plans 2/3 are not eligible for early retirement before the age of 55.*

*The defined contribution portion of Plan 3 member benefits is not included in the Initial Annual Benefit shown above.*

## **Workers' Compensation**

If a PERS, SERS, or TRS member suffers a workplace injury they are eligible to receive a worker's compensation benefit, depending on the severity of the injury. Workers' compensation covers medical expenses and pays a portion of wages lost while a worker recovers from the injuries sustained in the workplace. The Workers' Compensation Program at L&I places emphasis on getting employees back to work. L&I reimburses eligible employers for one-half an injured worker's base wage for providing light-duty or transitional work. More information on Workers' Compensation is available on the [L&I website](#).

L&I tracks information on Workers' Compensation claims and injuries for public employees. L&I also creates risk classifications for purposes of charging premiums for the Workers' Compensation program. This study considers Workers' Compensation data as a way to help policy makers identify high-risk occupations.

*The Workers' Compensation Program was created to cover medical expenses and pay a portion of wages lost while an employee recovers.*

## Committee And Legislative History

*Public safety retirement benefits have been studied in depth throughout SCPP history.*

The issue of public safety retirement benefits predates the SCPP. Before the SCPP was created in 2003, the Joint Committee on Pension Policy (JCPP) studied the issue of high-risk or high-stress jobs in depth over the course of multiple interims.

The JCPP studied the issue of providing additional public safety benefits to certain members of PERS Plans 2/3 over a three-year period from 2000-2002. In their final year, the JCPP heard presentations and public testimony on the issue but did not forward a recommendation to the Legislature.

When the SCPP replaced the JCPP in 2003, a subcommittee on PERS public safety was formed to study the issue in more depth. The PERS Public Safety Subcommittee brought a proposal to the full SCPP that same interim and a recommendation from the full SCPP was made to the Legislature prior to the 2004 Session. This recommendation included the creation of the PSERS plan, with a delayed implementation until 2006.

*PSERS was created in 2004 and implemented in 2006.*

This original proposal created an activity criteria list in the intent section of the bill and used occupational titles and a statutory list of employers as the main criteria for membership, which were listed in the definition section. The following occupational titles were in the original proposal from the SCPP and passed the Legislature.

- ❖ City and County Corrections Officers, Jailers, Police Support Officers, Bailiffs, and Custody Officers.
- ❖ County Sheriffs Corrections Officers, Probation Officers, Probation Counselors, and Court Services Officers.
- ❖ State Correctional Officers, Correctional Sergeants, and Community Corrections Officers.
- ❖ Liquor Control Officers.
- ❖ Park Rangers.
- ❖ Commercial Enforcement Officers.
- ❖ Gambling Special Agents.

During the initial phases of planning and implementation, the occupational title requirement became problematic due to inconsistent job duties across agencies and government jurisdictions. The SCPP found that certain occupational titles included in statute did not meet the activity criteria set forth in the intent section of the bill.

With this original model, there was potential for employees whose duties met the intent of the bill to be unintentionally excluded and

employees whose duties did not meet the intent of the bill, but were serving in one of the listed occupations, to be included in PSERS.

Throughout the 2005 Interim, the SCPP reexamined the original PSERS statute and ultimately took action. Their recommendation included amending the statute to establish a criteria/duty-based membership design while retaining the statutory list of employers. In this new proposal there was language to include the Department of Natural Resources (DNR) and the Department of Social and Health Services (DSHS) on the statutory list of employers. However, this new provision was amended out of the bill in the House of Representatives. The version of the bill that passed into law did not include DNR or DSHS in the PSERS statutory list of employers.

The new PSERS plan was implemented in 2006.

The Legislature amended the new statute to add DNR as a PSERS employer during the 2007 Legislative Session.

The SCPP reviewed the PSERS plan in the 2006 and 2011 Interims but took no further action.

## Other States

The following is a high-level summary of provisions in Washington's peer states. Please see **Appendix B** for additional details.

Public safety retirement benefits vary among the peer states in structure and complexity. Overall, most peer states offer lower retirement ages or some type of enhanced benefit for public safety occupations. However, there is a great deal of variability among the states in benefit provisions. There is also variability in the occupations eligible for public safety type plans.

All of Washington's peer states offer enhanced benefits to police and fire fighters. A majority offer some increased benefits for public safety employees. However, not all of Washington's peer states provide enhanced benefits for public safety employees. Idaho is one such example.

Of the ten peer states identified, seven have public safety plans with a lower normal retirement age than Washington in some combination of age and service.

The types of positions covered by public safety plans and tiers vary; however, there are similarities among the states. For example, corrections officers and those responsible for inmate care are typically included in public safety plans. Youth correction and juvenile detention facility staff are eligible for enhanced public safety benefits in California, Oregon, and Florida but not in Washington.

*Most of Washington's peer states have a public safety retirement system but eligibility requirements and benefits vary greatly.*

## Study Scope And Approach

*A study of high-risk job classifications could be approached as a risk management exercise. However, this study will focus on pension policy, given the scope of the SCPP.*

A study of high-risk job classifications and retirement system membership for public employees can reasonably be approached as an exercise in risk management<sup>3</sup> or as an issue of pension policy. Given the primary role of the SCPP is considering pension policy, this paper assumes a pension policy approach to the study.

From a pension policy perspective, the study mandate raises three key questions for policy makers.

- ❖ Are current retirement eligibility requirements appropriate for older employees working in high-risk or high-stress jobs?
- ❖ Should pension policy be adjusted in response to potential risks of older employees working in high-risk or high-stress jobs?
- ❖ If so, how and for whom?

In responding to these key questions, the study will consider many factors, such as:

- ❖ Current policy.
- ❖ SCPP goals.
- ❖ Injury rate data for state and K-12 employees.
- ❖ Data from other states.
- ❖ Types of workplace risk.
- ❖ Implications of older employees in high-risk jobs.
- ❖ Implications of changing pension policy.

*Retirement systems are designed to address the needs of the larger group and have consistent benefits, generally.*

---

<sup>3</sup> *A typical risk management exercise involves identifying risks to the organization and determining which risks should be avoided, transferred or mitigated. This would allow policy makers to develop strategies both inside and outside of pension policy to address the risk. However, a full risk management study is beyond the statutory role and expertise of the SCPP.*

## Findings

The **Findings** section of this issue paper examines the overall job risk data findings and looks at the study approach and limitations encountered. The ensuing discussion is then organized as follows:

- ❖ Compensable claims rates.
  - ◇ Employer rates.
  - ◇ Employee rates.
- ❖ Psychological risk.

## **Key Job Risk Data Findings**

- ❖ Research suggests that older workers, as a group, may not be more at risk for job-related injuries. Older workers have lower rates of job-related injury, but experience more time loss and higher fatality rates when injured. Also, the impacts of aging on work performance vary by individual. As workers age, physical and cognitive abilities change but most are able to compensate for changes and perform at the same level.
- ❖ Among employers, three agencies had compensable claims rates that were at least 30 percent higher than the general population studied: Department of Social and Health Services, Department of Veteran's Affairs, and Department of Corrections.
- ❖ DSHS had the highest compensable claims rates among employers. Within DSHS, the residential habilitation centers and mental health hospitals and institutions have the highest compensable claims rates, with rates more than twice the general population studied.
- ❖ Over the study period, approximately 100 occupations had compensable claims rates above the general population.
- ❖ Approximately 20 occupations had compensable claims rates that were at least 25 percent higher than the general population.
- ❖ Over the study period, ten non-PSERS occupations had higher compensable claims rates than PSERS occupations.
- ❖ There were three occupations with compensable claims rates more than two times higher than the consolidated PSERS baseline.
  - ◇ Attendant Counselor, Mental Health Technician, and K-12 Service Worker.
- ❖ The occupation with the highest compensable claims rate was more than five times higher than the PSERS baseline.
  - ◇ Attendant Counselor.
- ❖ As a group, PSERS occupations had compensable claims rates that were 42 percent higher than the general population, over the study period.
- ❖ Job conditions can lead to stress, which can lead to increased overall health risk, but isolating stress caused by the job versus stress caused by other factors is difficult due to the variability of sources of stress.
- ❖ The study was not able to adequately analyze job risk by all risk types, age groups, or for every occupation. This was due to time and resource constraints, the infrequency of certain types of claims, and limitations in the occupational data that could be collected, including lack of local government and higher education data.

*Analyzing risk can be very subjective. Job risk classifications are one way to assess risk but not entirely inform of the total risk present.*

The study mandate requires the review of job risk classifications that entail a high degree of physical or psychological risk or result in elevated risks of injury for older employees. Analyzing risk can be a very subjective exercise. Looking at job risk classifications is one way to assess risk but does not entirely inform policy makers of the total risk present. Policy makers may wish to consider factors that have no quantitative measure, such as exposure to psychological risk or similarities to existing PSERS membership eligibility criteria, when determining if or how to address risk through pension policy. Because these factors, and others, are largely subjective, it is likely that policy makers will differ in their interpretation of exposure to risk.

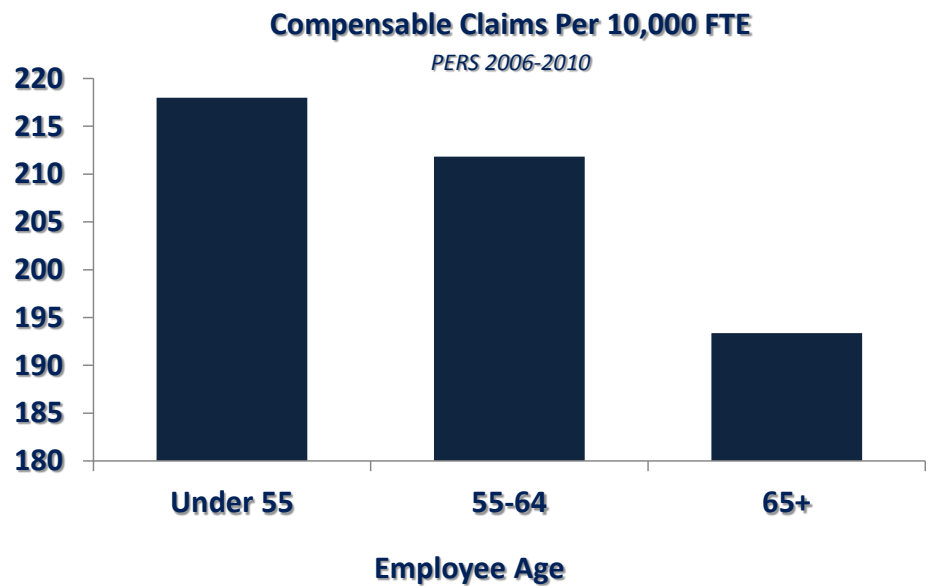
In order to analyze job risk classifications, compensable claims data was matched with job titles and hours of exposure to calculate injury rates. The data available for this study covered a five-year history from 2006-2010 and included state and K-12 employees only. Prior to this time frame, a different state payroll system was in place and when the change in systems was made, job titles changed. Because of this, gathering a longer history for the study was not feasible given the timeframe for this study. Therefore, with the limited experience data available, injury rates were calculated by employer and occupation for compensable claims only.

*Overall, older workers, as a group, have lower injury rates but more time loss and higher fatality rates when injured.*

## **Research Suggests That Older Workers May Not Be More At Risk**

Research suggests that older workers, as a group, may not be more at risk for job-related injuries. The high-level findings of this study show that, overall, injuries tend to decrease as workers age. The following chart illustrates the decrease in compensable claims for workers in Washington State.





As workers age their injury rates decrease but they experience more time loss and higher fatality rates when injured in the workplace. Additionally, as workers age, physical and cognitive abilities change but most are able to compensate for changes and perform at the same level<sup>4</sup>.

A longer experience study may allow data to be categorized by age and type of risk that would likely help policy makers identify occupations that counter the overall compensable injury rate trend in older workers.

## Injury Rates Were Calculated Based On Compensable Claims Only

A compensable claim is where a serious injury prevents the worker from working full-time or performing their normal job or duties for more than three days. An indemnity payment is made to the claimant — most commonly for time lost, but can also include loss of earning power or total or partial permanent disability or violence claims.

Staff initially analyzed Workers' Compensation injury claims data by types of risk, age, and occupation. Over 5,000 occupations were identified over the five-year study period. To simplify the data, any occupations that had less than 25 Full-Time Equivalent (FTE) staff over the study period were not included in the final analysis. In other

---

<sup>4</sup> Multiple studies show that older workers have lower overall injury rates but longer time loss when injured and higher fatality rates. For further reference, see: [Case & Demographic Characteristics for Work-related Injuries and Illnesses Involving Days Away From Work](#), Bureau of Labor Statistics; [Nonfatal Occupational Injuries and Illnesses Among Older Workers](#), CDC; and [Older Employees in the Workplace](#), CDC.

words, those occupations that had five FTE or less per year over the five-year study period were not included in the final analysis. However, approximately 300 state and K-12 occupations were included in the study.

## Limitations In The Data Were Discovered

### ***The Study Observed Limited Experience Data Over The Study Period***

Initially, this data was divided into four risk categories: compensable; violence; Total Permanent Disability (TPD); and Occupational Disease (OD). Additionally, data was further divided by three age categories: under 55; 55-64; and 65 and over. For some occupations, there were very few claims or FTE over the five-year study period; in some cases only one or two claims per occupation. Overall, it was observed that for most categories there were too few claims to determine actuarially credible rates of injury.

*A longer experience study could inform policy makers of injury rates for types of risk.*

### ***Credibility Weighted Rates Were Calculated To Adjust For Limited Experience***

To address this, the study focused on compensable claims only for all FTE and did not break the data down any further. As a further measure, Credibility Weighted Rates (CWR) were calculated to adjust for the limited experience. In actuarial terms, credibility is a measure of the credence or reliability one can reasonably place on a body of experience. The fewer claims and headcounts present in the study, the more likely the injury rate can vary from the "true rate" due to randomness — or the more volatile the injury rate can be. A CWR combines the observed rate of each occupation with the rate of the general population — or the population being studied — using a credibility factor.<sup>5</sup> For example, an observed rate for a given occupation with 25 percent credibility (based on the number of claims for that occupation in comparison to all occupations), would have a CWR equal to 25 percent of the observed rate plus 75 percent of the rate for the general population.

---

<sup>5</sup> We used the "square-root rule" for determining partial credibility. Under the square-root rule, a credibility factor,  $Z$ , is set equal to the square root of (the number of observed claims for a given category ÷ the number of claims for full credibility); where  $Z$  falls between 0 and 1. For this study, we calculated a credibility-weighted rate for a given occupation as  $Z \times$  (the observed rate for a given occupation) +  $(1-Z) \times$  (the observed rate for the entire population studied). We further assumed that the total number of claims for the entire population studied was required for full credulity.

Therefore, using Workers' Compensation data to assess types of job risks for specific occupations is challenging due to the limitations of the data mentioned above. It is likely that policy makers will use the compensable claims rates as one tool in determining if and how to adjust pension policy in response to risks to older workers in the workplace or high-risk occupations, in general.

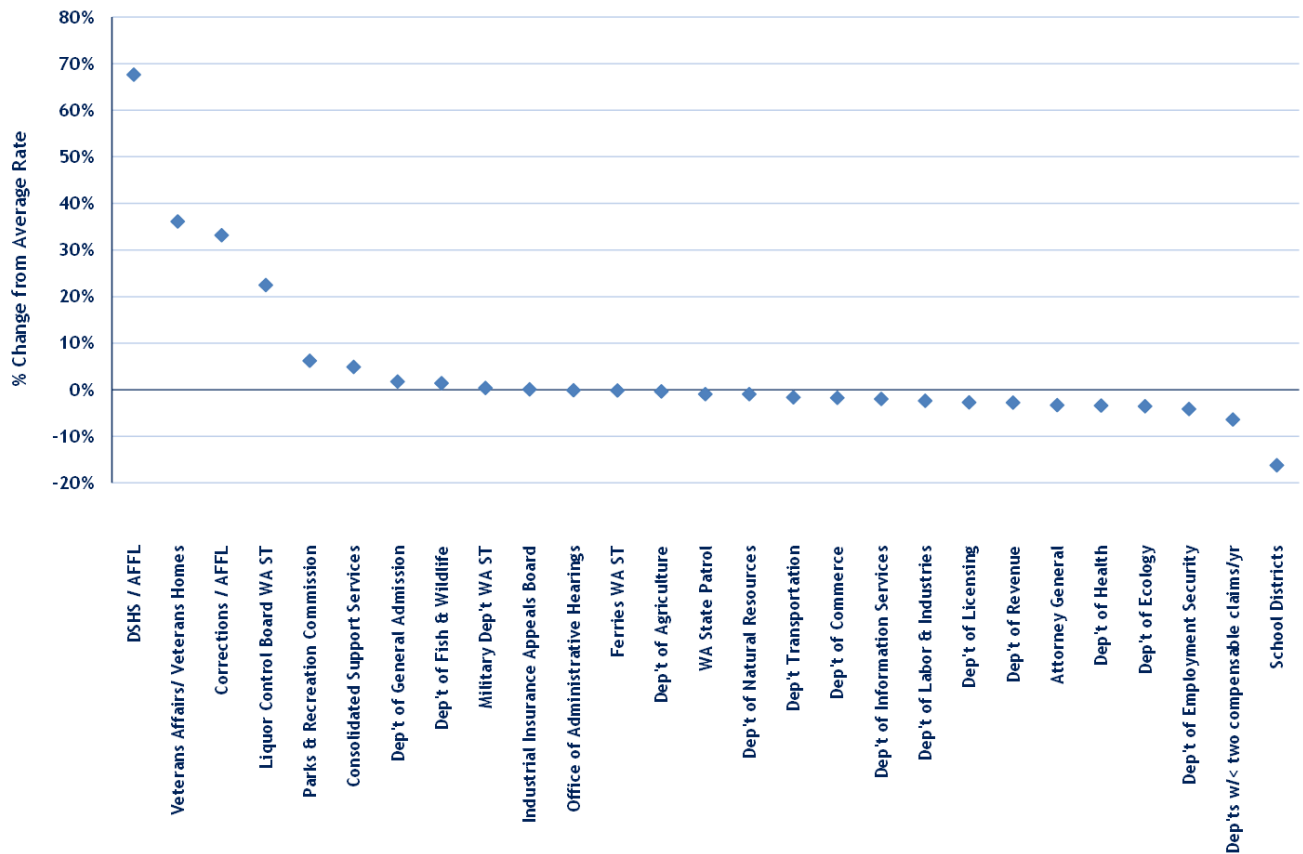
### Employer Rates

While research shows that overall, older workers are not injured at a higher rate than their younger counterparts, there is potential for some employers to be exposed to increased risk if older employees in physically demanding or high-risk jobs are injured on the job or become incapable of effectively performing the duties of the job.

As seen on the following chart, most employers are equal to or below the compensable claims for the general population.

*A few employers stand out as having higher compensable claims rates than the general population.*

**L&I Compensable Claims from 2006 - 2010 by Employer\***



\*Compensable claims only includes data for state agencies and K-12.

There are ten employers that have higher compensable claims than the general population, as shown in the table below. DSHS, including

all its affiliated institutions,<sup>6</sup> has the highest compensable claims rates, which is approximately 70 percent above the general population.

Department	5-Year Claims	5-Year Headcount	% from General Population
<b>DSHS / AFFL</b>	3,253	89,496	67.62%
<b>VETERANS AFFAIRS/ VETERANS HOMES</b>	205	3,432	36.08%
<b>CORRECTIONS / AFFL</b>	1,178	36,230	33.19%
<b>LIQUOR CONTROL BOARD WA ST</b>	224	5,350	22.46%
<b>PARKS &amp; RECREATION COMMISSION</b>	85	3,110	6.19%
<b>CONSOLIDATED SUPPORT SERVICES</b>	19	539	4.90%
<b>GENERAL ADMINISTRATION DEPT OF</b>	56	2,853	1.73%
<b>FISH &amp; WILDLIFE DEPT OF</b>	142	8,060	1.39%
<b>MILITARY DEPARTMENT WA ST</b>	25	1,478	0.38%
<b>INDUSTRIAL INSURANCE APPEALS BOARD</b>	12	751	0.08%

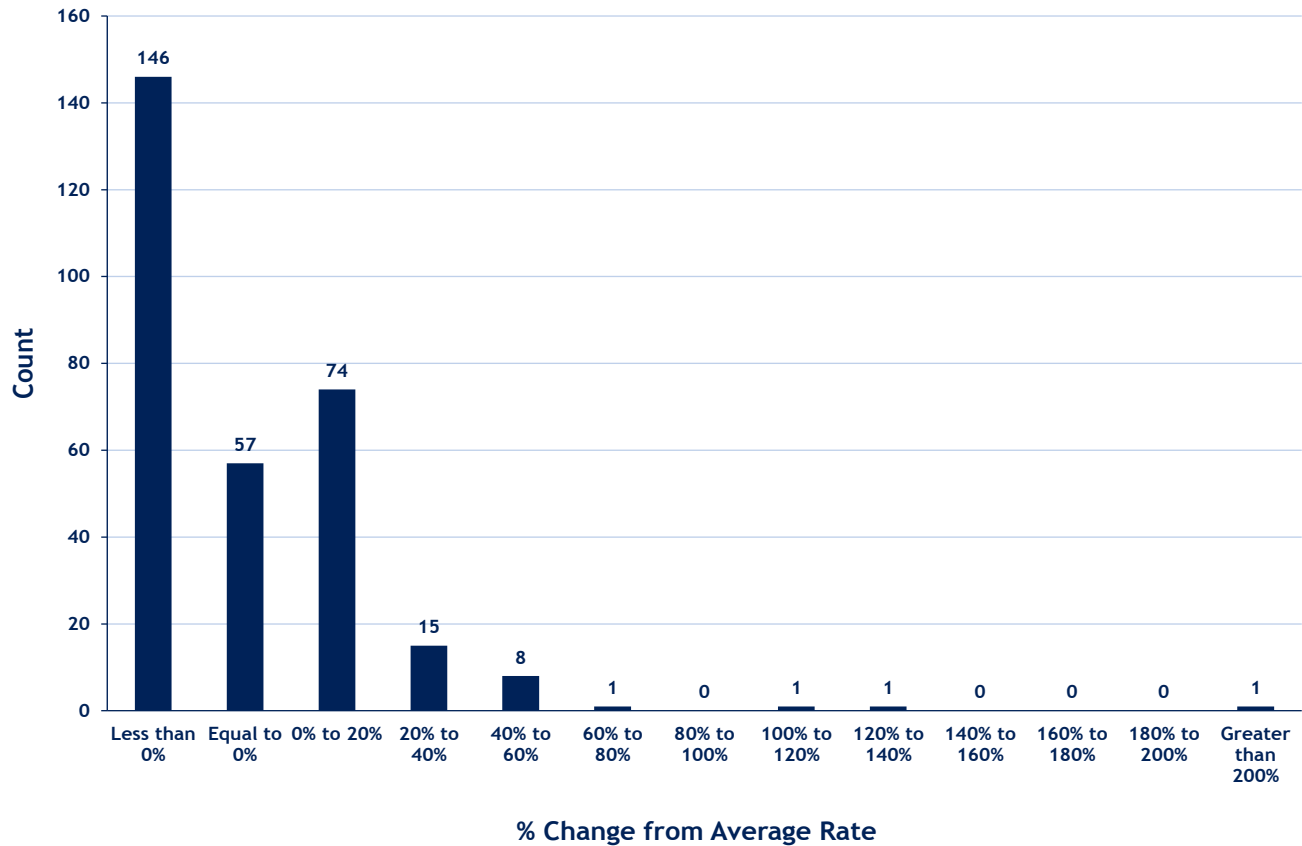
## Employee Rates

As discussed earlier, this study looked at compensable claims by occupation and compared them to the population studied. As shown in the following graph, a majority of occupations have compensable claims rates equal to or less than the general population. Only a small number of occupations have compensable claims rates greater than the general population; and an even smaller number of occupations stand apart from the total population.

*A majority of occupations have compensable claims rates equal to or less than the general population.*

<sup>6</sup> See Appendix D for a list of DSHS and DOC Affiliated institutions.

### L&I Compensable Claims from 2006 - 2010 by Occupation



Over the study period, approximately 100 occupations had compensable claims rates above the general population, as shown in the occupational compensable claims detail in **Appendix E**. Of those above the general population, approximately 20 occupations had compensable claims rates that were at least 25 percent higher than the general population, as shown in the following table.

<b>Job Classification</b>	<b>Employer(s)</b>	<b>5-Year Claims</b>	<b>5-Year Headcount</b>	<b>% from Population</b>
<b>ATTENDANT COUNSELOR</b>	<b>DSHS: Institutions</b>	1,012	7,095	217.99%
<b>MENTAL HEALTH TECHNICIAN</b>	<b>DSHS: Child Study &amp; Treatment Center, State hospitals, Institutions, Special Commitment Center; Corrections: Health Services; Dept. of Veteran's Affairs</b>	345	2,395	128.51%
<b>Service Worker</b>	School Districts	2,343	40,987	107.16%
<b>LICENSED PRACTICAL NURSE</b>	<b>DSHS: Child Study &amp; Treatment Center, State hospitals, Institutions, Special Commitment Center; Corrections: Health Services; Dept. of Veteran's Affairs</b>	236	2,553	63.49%
<b>NURSING ASSISTANT</b>	<b>DSHS: Child Study &amp; Treatment Center, Institutions, Special Commitment Center; Corrections: Health Services; Dept. of Veteran's Affairs</b>	92	703	59.07%
<b>PSYCHIATRIC SECURITY ATTENDANT</b>	<b>DSHS: State Hospitals</b>	110	926	57.82%
<b>PSYCHIATRIC CHILD CARE COUNSELOR</b>	<b>DSHS: Child Study &amp; Treatment Center</b>	58	395	53.19%
<b>Crafts / Trades</b>	School Districts	455	7,882	47.79%
<b>ATTENDANT COUNSELOR TRAINEE</b>	<b>DSHS: Institutions</b>	88	867	43.14%
<b>Laborer</b>	School Districts	91	925	42.77%
<b>PSERS Consolidation</b>	Corrections, Liquor Control Board, WSP, Gambling Commission, Parks & Rec, DNR	1,120	28,408	41.90%
<b>REGISTERED NURSE</b>	<b>DSHS: Child Study &amp; Treatment Center, Institutions, State hospitals; Corrections: Health Services; Dept. of Veteran's Affairs</b>	265	4,196	41.20%
<b>CUSTODIAN</b>	GA, DSHS, Military Dept., Parks & Rec, L&I, WSP, DOT, Dept. of Veteran's Affairs,	149	1,965	39.14%
<b>ADULT TRAINING SPECIALIST</b>	<b>DSHS: Institutions, SCC, State hospitals</b>	78	856	35.44%
<b>NURSING ASSISTANT - CERTIFIED</b>	<b>Corrections, Dept. of Veteran's Affairs, DSHS: SCC</b>	36	319	31.46%
<b>FOOD SERVICE WORKER</b>	<b>DSHS: Child Study &amp; Treatment Center, State hospitals, Institutions, SCC; Dept. of Veteran's Affairs</b>	58	636	30.71%
<b>PSYCHIATRIC SECURITY NURSE</b>	<b>DSHS: State Hospitals</b>	41	392	30.44%
<b>TRUCK DRIVER</b>	CSS, Corrections, DSHS, GA, DIS, L&I, DNR, Parks, DOT, Dept. of Veteran's Affairs	64	743	30.04%
<b>Operator</b>	School Districts	641	16,795	29.99%
<b>INSTITUTION COUNSELOR</b>	<b>DSHS: Institutions, State hospitals, SCC</b>	53	615	27.11%

All PSERS occupations were grouped together in order to create a baseline in which to compare all PERS, TRS, and SERS occupations to. Over the study period, PSERS occupations, as a group, had compensable claims rates that were 42 percent higher than the general population and ten non-PSERS occupations had higher rates than the PSERS baseline.

*Ten occupations had higher compensable claims rates higher than the PSERS baseline.*

Of those ten occupations with higher compensable claims rates than the PSERS baseline, three had rates that were at least two times higher than the PSERS baseline: Attendant Counselor; Mental Health Technician; and K-12 Service Worker. The Attendant Counselor position had the highest compensable claims rates and was more than five times higher than the PSERS baseline.

## Psychological Risk Varies By Individual And Occupation

National studies<sup>7</sup> do show that job conditions can lead to stress. Some examples of job conditions that lead to occupational stress cited are: interpersonal relationships; work roles; environmental conditions; career concerns; and the design of tasks. Occupational stress can also lead to overall health risk. Data compiled by the [Bureau of Labor Statistics](#) shows that white collar occupations have a higher distribution of reactions to stress in the workplace but blue collar occupations have more overall injuries and illnesses.

*There is no universal measure of psychological risk in Washington state. Therefore, assessing psychological risk can be very subjective.*

However, isolating occupational stress can be difficult. As discussed further in the **Policy Analysis**, stress can be very individual. What is stressful to one person might not be to another; and individuals likely cope with stress, both in their personal lives and professional lives, differently.

## Policy Analysis

Policy makers will likely keep the policy questions raised by the study mandate in mind when assessing policy considerations.

- ❖ Are current retirement eligibility requirements appropriate for older employees working in high-risk or high-stress jobs?
- ❖ Should pension policy be adjusted in response to potential risks of older employees working in high-risk or high-stress jobs?
- ❖ If so, how and for whom?

The **Policy Analysis** section of this issue paper is divided into four main parts:

---

<sup>7</sup> See Appendix C for list of sources reviewed.

- ❖ Policy considerations of using pension policy to address risk in the workplace.
- ❖ Potential risks to employees, employers, and the public.
- ❖ Options for addressing risk both inside and outside the pension system and options under current law.
- ❖ Possible approaches or reactions to options.

### **Key Policy Findings**

- ❖ Changing pension policy cannot eliminate all physical and psychological risk for older employees. However, allowing earlier retirement could reduce exposure for some individuals.
- ❖ There are many ways to address concerns over job risk both inside and outside the pension system, including options available to members under current law. (This list is a sample of possible options available and is not intended to be exhaustive.)
  - ◇ Outside the pension system.
    - Human resource options.
    - Safety practices.
    - Disability insurance.
    - Technological advancements.
  - ◇ Current pension policy.
    - Early retirement.
    - Changing careers.
    - Deferred retirement.
    - Deferred indexed vested benefit.
  - ◇ New pension policy.
    - Enhanced ERFs.
    - Expansion of PSERS membership.
    - Enhanced disability benefits.
    - Increased benefit multiplier for service credit for high-risk occupations.
    - New pension system based on job risk.
    - Expansion of deferred indexed vested benefit for Plans 2/3.
    - New tier with enhanced benefits within PERS, TRS, or SERS for high-risk occupations.
- ❖ Further study could provide more data and analysis to better inform policy discussions around addressing risk through the pension system.



## Normal Retirement Age Is 65 For Most Public Sector Workers

*Retirement systems are designed to address the needs of the larger group and have consistent benefits, generally.*

Some policy makers may view age 65 as appropriate for employees in professional and administrative jobs that are generally low risk with low physical demands. However, policy makers may view age 65 as inappropriate for physically demanding, high-risk, or high-stress occupations.

The majority of Washington's public employees have a normal retirement age of 65. This age is likely linked to life expectancy and consistency with Federal Social Security standards. The normal retirement age for a plan is designed to apply to the group as a whole and may not take into account individual circumstances.

PERS, SERS, and TRS Plans 2/3 all have a normal retirement age of 65. They also have a diverse membership demographic. Overall, these plans cover a wide range of job types, including those that are more physically demanding, have a greater exposure to workplace risk, or have a more stressful workplace environment. For example, it is likely that a PERS employee in a state hospital is consistently exposed to a greater amount of risk than a PERS member who works in an office setting. Additionally, a PERS member who operates heavy machinery on a daily basis and has high physical demands is in the same retirement plan as a licensing specialist who interacts with the public all day.

*For members who feel they cannot work until age 65, there is an option for early retirement. However, there is a financial consequence.*

For retirement system members who feel for various reasons that they cannot work until the normal retirement age of 65, the plans allow for early retirement with reduced benefits. This gives members a certain amount of flexibility and individual choice as to when they retire. Additional discussion on early retirement is provided later in the issue paper.

## The State Provides Lower Retirement Ages for Public Employees in High-Risk Jobs

*Certain occupations – such as police, firefighters, state patrol, corrections officers, and limited authority law enforcement receive enhanced benefits due to the nature of their job duties.*

LEOFF, PSERS and WSPRS provide a lower retirement age than the other Plans 2/3, as shown in the following table.

System	Normal Retirement Age (Age/Service)	Early Retirement Eligibility (Age/Service)
LEOFF Plan 2	53/5	50/20
PSERS Plan 2	60/10	53/20
WSPRS	55 Any age/25 Mandatory at 65	n/a
PERS Plan 2	65/5	55/20
PERS Plan 3	65/10	55/10

Occupations covered by LEOFF, PSERS, and WSPRS - such as police officers, fire fighters, state patrol, corrections officers, and other limited authority law enforcement officers - are generally considered higher risk. This perception likely comes from the nature of the required job duties. Members in these professions are likely exposed to different types of risk compared to other public employees in general. This may be one reason why the public tends to support more generous retirement benefits for public safety employees. However, it is hard to determine if other occupations or positions in public employment would receive similar support from the public.

## The SCPP Has Established A Goal Around Normal Retirement Age

*Generally, selecting retirement benefits and retirement age is a balancing act between employee and employer needs and affordability.*

Some policy makers may look to SCPP goals when considering the appropriateness of the current retirement eligibility requirements. These goals state that selecting a retirement age is a balancing act between employee and employer needs and affordability.

The SCPP revised and adopted [goals](#) for the state public pension systems in the 2005 Interim. SCPP Goal 3 addresses normal retirement age

*“To establish a normal retirement age for members currently in the Plans 2/3 of PERS, SERS, and TRS that balances employer and employee needs, affordability, flexibility, and the value of the retirement benefit over time.”*

The SCPP goals recognize that every perceived need may not be affordable or sustainable over a long-term basis. Ultimately, this issue will likely require policy makers to determine and balance employee and employer needs with affordability.

## Policy Implications For Older Employees Working In High-Risk Jobs

For the purpose of this study, a high-risk occupation or position is considered to have, relative to public employees in general, higher

*Some occupations are inherently more physically demanding, stressful, and dangerous.*

*Employees working in an office setting might not have the same retirement needs as employees in high-stress or physically demanding jobs.*

*Individuals experience the impacts of aging differently.*

physical demands, higher levels of job stress, or higher levels of injury in the workplace.

As discussed earlier, there are occupations that are inherently more physically demanding, dangerous, or stressful than others. Policy makers may wish to consider if employees in these jobs should have a lower retirement age than other public employees.

However, individuals experience the impacts of aging differently. Some might experience very little impairment in their physical abilities or job performance before the age of 65, while others likely experience more.

The cumulative effects of working in physically demanding or stressful occupations vary, as well. A 30-year career may be quite common and considered reasonable for a teacher or office worker but possibly not for a utility or construction worker.

For those who work in an environment with average levels of stress, 30 years may be considered acceptable; but for those that work in high-stress environments like prisons or are exposed to stressful situations more frequently, like 911 telecommunicators, 30 years may be considered unacceptable.

Policy makers will likely take these factors and others into consideration when contemplating making changes to current retirement systems.

## **Policy Makers Will Likely Consider Implications For Employees, Employers, And The Public**

No position in public employment is without some degree of risk to the personal safety of individual employees. However, some positions are inherently riskier than others. As mentioned previously, overall, older workers are not at greater risk for injury. However, it is likely that some occupations counter this overall trend.

Policy makers may wish to qualitatively consider varying levels and types of risk when determining the relationship of age and risk in the workplace. However, further research would be required to assess injury rates by varying types of risk.

The following section is broken out by risk to the employee; risk to the employer; and risk to the public. Types of risk, such as risk of violence and occupational risk, are discussed in subsequent sections.

## **Risks To The Employee**

*Some occupations may counter the overall trend of older workers and may pose a greater risk of injury to an employee's personal safety.*

As mentioned earlier, employees may experience diminished physical capabilities as they age; but overall, older workers are able to compensate for these changes and typically perform at the same level. However, some occupations are inherently riskier than others and likely counter this overall trend. Occupations with high physical demands may become more difficult for employees to execute with age and may pose greater risks to an employee's personal safety.

A longer experience study may allow data to be categorized by age and type of risk that would likely help policy makers identify occupations that counter the overall compensable injury rate trend in older workers.

It is possible that employees who are aware of their increased physical challenges as they age could potentially leave younger workers responsible for taking on more physically demanding aspects of a job. This might be considered by some as a transfer of risk.

In addition to diminished physical capabilities, older employees may be negatively impacted by cumulative stress throughout one's career. Older employees who have served for many years in a high-stress environment may lose the ability or desire to cope with normal job stresses. Moreover, employees who are exposed to increased risk of physical injury may suffer stress from chronic injury or illness.

However, for many employees, there is likely opportunity to advance throughout their career. It is not atypical for older employees to have the opportunity to advance into a managerial or supervisory role by the time their physical capabilities begin to decrease. Though there will be occupations with inherent limitations and employees who are not able to advance along this path could be exposed to increased risk of injury in the workplace.

*Policy makers will likely consider individual variability associated with occupational stress when determining if and how to adjust pension policy in response to risk.*

Policy makers may wish to consider the individual variability associated with psychological risk or stress. People react to certain situations differently – what is stressful to one person might not be stressful to another. Additionally, isolating risk caused purely by occupational stress may be difficult due to the variability present. Currently, no universal measure of occupational stress could be found in practice in Washington State.

Due to this variability associated with psychological risk, some might believe that stress can be present in any job or occupation and is not limited to occupations with high rates of injury. As such, some policy makers may feel that psychological risk and stress should not be considered as a factor in changing retirement benefits.

*Employers may be exposed to increased risk if older employees can no longer perform the duties of their job.*

## **Risks To The Employer**

Employees who are injured in the workplace will generally file a workers' compensation claim to recoup the costs of medical visits and lost work time. Employers contribute towards workers' compensation benefit premiums.

Generally, older employees who have been in the same career for many years possess deeper institutional knowledge and more experience. They may be higher paid than their younger counterparts. This could result in higher costs for employers when older employees suffer injury or retire early.

Employers may also be exposed to increased liabilities if an older employee is physically incapable of performing certain critical tasks. For example, if an older employee who is responsible for managing violent inmates or patients can no longer effectively perform the necessary duties, other staff, inmates, or patients may be put in harm's way.

In addition to increased risk and liabilities, employers may face a retention and recruitment issue. Theoretically, if retirement benefits do not meet the needs of employees in high-risk occupations, employers might face challenges in hiring and retaining employees. Policy makers may wish to pursue more information from employers regarding this potential concern. As of the date of this publication, no employers provided such testimony before the SCPP.

*Employers may face a recruitment and retention issue if retirement benefits do not meet the needs of employees in high-risk jobs.*

## **Risks To The Public**

Similar to employer risks, there is potential for the public to be impacted by possible recruitment and retention challenges. If some employers face challenges in retaining experienced employees in certain occupations due to higher risk associated with the job, the public may be impacted through employee vacancies or decreased services.

Examining recruitment and retention challenges is outside the scope of this study. If policy makers are interested in recruitment and retention issues as a result of elevated risks of injury, additional study outside of this SCPP study would be required.

*There are varying types of risk in the workplace – such as occupational disease, risk of violence, severe injury or disablement.*

## **Policy Makers May Respond Differently To Different Types Of Workplace Risks**

As mentioned in previous sections, not all risk is the same. The risk of injury police or fire fighters experience is not the same type of risk as someone who works with heavy machinery. Occupational disease,

stress, risk of injury or disablement, and risk of violence are some examples of different types and severity of risks.

Some occupations contain low risk on a day to day basis, but physical demands of the job throughout one's career can accumulate, creating health problems later in life, such as with occupational disease. In other occupations, employees are faced with the potential for exposure to severe risk on a daily basis – such as police officers or those working with criminals – but may never actually experience injuries throughout their careers.

Additionally, psychological risk may be present in many occupations but can vary in severity. Certain job pressures can lead to extreme cumulative occupational stress in some occupations such as those in white-collar industries. Other jobs may experience traumatic stress such as E911 Telecommunicators. Some policy makers may see this type of traumatic stress as different than occupational stress in general and believe pension policy should be adjusted as a response. Others may believe that traumatic stress is limited to direct imminent threats of serious injury or death to one's physical self and pension policy should not be adjusted in response to occupational stress.

## Some Risks Can Be Addressed Outside Of Pension Policy

*There are approaches outside of pension policy to address workplace risk.*

Policy makers may determine that options currently available to employees and employers outside the pension system are sufficient to manage increased risk in the workplace for older employees. For example, human resource departments may have the ability to transition older employees into less strenuous, physically demanding positions within the same agency to accommodate their changing needs.

Additionally, safety management practices could be altered to address injury in high-risk environments. Constantly changing technology and safety procedures alter the way in which certain occupations carry out their duties. It is possible that risk to older employees could be managed with different safety management practices.

## Some Risks Can Be Addressed Under Current Policy By Individuals

*Members may retire before age 65 but will incur a benefit reduction.*

Individuals who cannot work until the normal retirement age of 65 have options within the current retirement system. The following options are discussed in more detail: early retirement, career change, deferred retirement, and the deferred indexed vested benefit in Plan 3.

## **Early Retirement**

As discussed in the **Background** section, under PERS, SERS, and TRS, members working in high-risk or high-stress jobs have the option of retiring before the normal retirement age of 65 but will incur a benefit reduction. This benefit reduction will either be an actuarially reduced benefit for every year the member retires prior to age 65 or an alternate early benefit reduction. PSERS members may retire early beginning at age 53 but will incur a 3 percent, per year reduction.

Some plan members may not be able to afford a reduction in their retirement benefits and have the potential to stay in a high-risk position until retirement, thus potentially increasing their risk of injury.

## **Changing Careers**

*Members who wish to change jobs or careers have options, such as dual membership or portability.*

Employees who feel they can no longer continue in their current occupation due to the high physical demands, high risk of physical injury or psychological stress may consider changing jobs or careers. Employees may be able to change jobs or careers within their current retirement system. However, they may not be able to receive the same salary in a new position. PERS and SERS members likely have greater opportunity to change jobs or careers than most TRS members due to the wide range of positions in PERS and SERS. TRS members may feel that their skills are not transferable to a different occupation and therefore cannot easily change careers. Some PERS and SERS members may have the same challenges as TRS members.

Members may also change careers among state retirement systems without harming their benefit. Dual membership (or portability) provisions allow members to change employment between retirement systems and combine service credit earned in all dual member systems to become eligible for retirement. Employees who wish to do this can also use their highest base salary in a dual member system to calculate their retirement benefits in each plan. For example, an employee who works as an enforcement officer with juvenile offenders may wish to leave that employment after a decade of service to work as a school bus driver. This employee may do so and their service at both jobs will count towards their retirement eligibility. The job with the highest base salary will count towards the overall retirement benefit regardless of whether or not it was the most recent employment.

*Employees may choose to leave public employment and work in the private sector. Deferred retirement may be an option.*

## **Deferred Retirement**

Not all employees may choose to stay in public employment if they feel like they can no longer continue in their current occupation. If a

PERS, SERS, or TRS Plans 2/3 member were to move into the private sector they could defer retirement until they reach normal retirement age. If they do not apply for retirement before normal retirement age, there is no reduction in their benefits. However, Plans 2 members will lose eligibility for post-retirement medical benefits/insurance offered by the Public Employee Benefits Board (PEBB) benefits if they do not retire immediately after leaving service.

The DB/DC hybrid design of Plan 3 may make it easier for Plan 3 members to defer retirement. Plan 3 allows members to defer the defined benefit portion of their hybrid plan until normal retirement age with no reduction in benefits while taking the defined contribution portion immediately. The DB portion of their retirement benefit is subject to a deferred indexed vested benefit, if left untouched until normal retirement age and the member retires with at least 20 years of service, and will accrue 3 percent annually for each year delayed.

Some policy makers may see the options that are currently available to employees as adequate alternatives to staying in a high-risk occupation until normal retirement age and wish to take no further action. However others may believe enhanced benefits for employees in high-risk occupations is necessary to minimize potential risks to employees, employers and the public.

*Pension policy can mitigate risks that are associated with aging or length of service but cannot eliminate all risk.*

## **Pension Policy Can Address Some, But Not All Job Risks**

The primary way pension policy can be used to address concerns around job risk is through retirement. Retirement is most effective at mitigating risks that are related to or exacerbated by aging or length of exposure. For example, risks to older employees who are more likely to suffer from occupational disease or injuries from physically demanding jobs can likely be reduced through earlier retirement

However, pension policy alone cannot address all workplace risk. Allowing for earlier retirement can reduce how long individuals are exposed to certain risks or job stresses, but does not eliminate the underlying risks or stress. And employees could choose to continue exposing themselves to risk by working past retirement eligibility.

Allowing earlier retirement for certain high-risk occupations will likely increase costs in the retirement system. However, it is possible that lower retirement ages could result in fewer workplace injuries in some occupations, which could reduce workers' compensation costs to employers and potentially offset some of the increased pension costs.



## Many Higher-Risk Positions Have Been Addressed

Positions that are generally considered higher risk occupations for both employees and the public – such as police officers, fire fighters, and corrections officers – are already in separate retirement plans with lower retirement ages. Also, the SCPP and JCPP have spent several years considering public safety benefits. Given this, it may be difficult for policy makers to identify—and agree upon—other groups that should receive enhanced benefits on the basis of job risk.

If policy makers determine that occupations that entail a higher degree of risk should receive a lower retirement age, they may wish to determine what types and level of risk should be considered that would likely require further study.

Policy makers evaluating possible expansion of PSERS eligibility may also wish to consider how similar the risks are to those faced by employees in existing public safety occupations.

## Some Policy Makers May Set A High Bar Before Changing Current Pension Policy

Generally, pension policy is designed to apply to the needs of the majority of workers with the long-term in mind. As life expectancies<sup>8</sup> and quality of health are increasing, the balance between length of career and length of retirement is shifting. And as employees live longer in retirement, the affordability of retirement systems may change. Given this, some policy makers may be reluctant to lower retirement ages for any group of employees.

*Improving benefits in high-risk occupations will likely create long-term contractual rights which cannot be easily undone.*

While it is possible that policies that encourage employees to retire early may help mitigate risks to some older employees, it is likely that these same policies may encourage fully capable employees to exit the workforce early. This may negatively impact employer's ability to retain experienced workers.

Improving benefits for employees in high-risk occupations will likely create long-term contractual rights to those benefits that cannot be easily undone. However, the same risks that older employees, or all employees, face currently might not apply in 30 years due to advancements in technology and shifting needs. For example, many years ago, most garbage collectors manually emptied cans into the trucks. Today, many trucks have automatic lifts so employees no

*Workplace risks will likely evolve over time.*

<sup>8</sup> Generally, life expectancies are steadily increasing for most of the population, as shown in the [National Vital Statistics Reports](#). However, white Americans that lack a high school diploma have seen "sharp drops" in life expectancy, according to a recently published [study](#).

longer have to physically handle the cans. This has likely reduced rates of injury and allowed older employees to continue to be effective in the job.

Ultimately, selecting an appropriate retirement age for high-risk jobs will be a balancing act between employee and employer needs and affordability.

## Policy Makers May Choose A Variety Of Approaches

*Job risk can be addressed both inside and outside of pension policy.*

Some policy makers may believe current options available to employers and individual employees such as workplace accommodation, changing careers, or deferred retirement are sufficient to address the issue of risk and high physical demands for older employees in the workplace. Other policy makers may prefer that job risks be addressed outside of pension policy to the extent possible before considering changes to retirement benefits. For example, some risks could possibly be addressed through HR policies or safety practices. However, it is beyond the scope of this study to develop specific options outside of pension policy.

Some policy makers may decide that changes to pension policy are required to address concerns over employees in high-risk/high-stress jobs. While assessing potential inclusion in PSERS was named specifically in the study mandate, policy makers may wish to consider additional options as well. Some options policy makers might consider include:

*There are many options within pension policy to address workplace risk for older employees.*

- ❖ Expand PSERS eligibility requirements.
- ❖ Enhance ERFs for Plans 2/3 members.
- ❖ Create a separate classification or tier in the Plans 2/3 for high-risk occupations with enhanced benefits.
- ❖ Expansion of deferred indexed vested benefits for Plan 2.
- ❖ Increase the benefit or service credit multiplier within Plans 2/3 for service in qualifying high-risk jobs.
- ❖ Create a new plan for high-risk occupations.
- ❖ Enhance disability benefits for Plans 2/3 members (or only certain members - has been studied before but SCPP didn't make recommendation).

Policy makers may also decide that further study is necessary before making any recommendations.

## **Evaluation Of PSERS Membership**

The study mandate requires the identification and evaluation of groups for possible inclusion in PSERS.

Certain groups may seek inclusion in PSERS due to the lower normal retirement age, lower early retirement age and enhanced disability benefits. Some policy makers may wish to expand PSERS to include occupations with higher-risk. As discussed previously, assessing risk can be based on subjective criteria or injury rate data. Further study might inform policy makers on types of injury which may be helpful in assessing which, if any, occupations to include in PSERS.

In the following section, a sample framework is introduced to evaluate PSERS membership. Implications of expanding PSERS eligibility is also discussed.

## ***Key Findings On Evaluation of PSERS Membership***

- ❖ PSERS membership may be evaluated on the basis of job duties or job risk. There are multiple criteria that can be used to assess either, and expanding membership on either basis carries separate policy implications. It is likely that policy makers will weigh various criteria differently when determining if and how to expand PSERS membership. Examples of evaluation criteria are:
  - ◇ Rate of injury
  - ◇ Perception of risk or job hazards
  - ◇ Similar duties to current PSERS members
  - ◇ Psychological risk
  - ◇ Exposure to violence
- ❖ Some non-PSERS members may have similar job duties to existing PSERS members but are excluded from PSERS because their employer is not a PSERS-eligible employer. Such members may include Juvenile Rehabilitation Administration staff and Office of the Insurance Commissioner investigators.
- ❖ Basing PSERS membership on risk alone may be challenging due to:
  - ◇ Changing risks over time.
  - ◇ Insufficient data that, at this time, does not allow for analysis by types of risk, such as violence, occupational disease, and total permanent disability.
  - ◇ Many occupations which are not typically considered public safety have higher compensable claims rates than current PSERS members.
- ❖ A PSERS evaluation framework based on various criteria will likely not be the only tool used for evaluating PSERS membership.

## The Study Mandate Requires Evaluation Of PSERS Membership

Evaluation of PSERS membership can generally be based on job duties or job risk or a combination of both. Policy makers will likely weigh various criteria such as injury rates, job risks and hazards, and similarity to current PSERS occupations when determining if and how to expand PSERS membership.

### ***PSERS Membership Evaluation Framework***

One tool that may assist policy makers in considering groups for inclusion in PSERS is which occupations is an evaluation framework. This tool facilitates the evaluation and comparison of occupations based on specific criteria such as rate of work related injury, connection to public safety, exposure to violence, etc.

A sample evaluation framework—filled out by staff for illustrative purposes—is provided on the following page. The framework is set up so that criteria that is more quantitative is located towards the left and more subjective, or qualitative, is towards the right. The quantitative criteria are those that can theoretically be quantified with injury rate data, should further study occur and a longer experience study take place. More subjective criteria such as public safety and physical risk cannot be quantified and are therefore subject to interpretation by individual policy makers or users of the framework.

It is likely that different users will fill out the framework differently. Furthermore, different users may likely include different criteria. Policy makers will likely select different occupations when filling out the framework. For the sample framework, staff used occupations that had compensable claims rates that were 40 percent or higher than the general population over the study period. Additionally, occupations that were identified by stakeholders as being high-risk were included.

In using this framework, policy makers may wish to evaluate groups in comparison to the general population or existing PSERS members and may focus on different framework criteria. For example, one policy maker may weigh job duties that are similar to PSERS differently than other criteria. Another may wish to focus on occupations that contain the most criteria. In other words, an occupation that has a higher rate of injury than a typical PSERS occupation and has similar job duties to PSERS and carries physical and psychological risk.

Policy makers may wish to use this framework for identifying groups for inclusion in PSERS, evaluating stakeholder requests, or identifying groups for further study. It is likely that this framework will be used as

*The sample PSERS evaluation framework evaluates occupations by various criteria, ranging from quantifiable criteria to more subjective criteria.*

*This sample framework is one of multiple tools that will likely be used in determining if, and how, to adjust pension policy in response to workplace risk.*

only one tool in determining if and how to adjust pension policy to address workplace risk.

The following are sample definitions for the more qualitative criteria included in the sample framework.

- ❖ "Job Duties Similar to PSERS" - Jobs that likely share some of the same requirements and duties as PSERS occupations.
- ❖ "Public Safety" - Jobs that likely contain a high degree of physical risk to the employees' personal safety and that provide direct protections of lives and property.
- ❖ "Environmental Hazard" - Jobs with the potential to cause severe or disabling injuries or illness or where human error could potentially lead to severe accident or injury.
- ❖ "Exposure to Violence" - Jobs that are likely exposed to acts of violence or the threat of violence from other individuals.
- ❖ "Physical Risk" - Jobs that likely require high physical conditioning to complete required tasks.
- ❖ "Psychological Risk" - Jobs that likely expose employees to high levels of traumatic stress on a consistent basis.

### Sample PSERS Membership Evaluation Framework

Job Classification	Quantitative Criteria					Qualitative Criteria						
	Rate of Injury > General Population	Rate of Injury > PSERS Members	Rate of Violence	Rate of Occupational Disease	Rate of Total Permanent Disability	Job Duties Similar to PSERS	Public Safety	Environmental Hazard	Exposure to Violence	Physical Risk	Psychological Risk	Other Criteria?
Attendant Counselor	X	X	ID	ID	ID	X	X		X	X	X	
Mental Health Technician	X	X	ID	ID	ID	X			X	X	X	
K-12 Service Worker	X	X	ID	ID	ID			X		X		
Licensed Practical Nurse	X	X	ID	ID	ID				X	X	X	
Nursing Assistant	X	X	ID	ID	ID				X	X	X	
Psychiatric Security Attendant	X	X	ID	ID	ID	X	X		X	X	X	
Psychiatric Child Care Counselor	X	X	ID	ID	ID				X	X	X	
K-12 Crafts/Trades	X	X	ID	ID	ID			X		X		
Attendant Counselor or Trainee	X	X	ID	ID	ID				X	X	X	
K-12 Laborer	X	X	ID	ID	ID			X		X		
Registered Nurse	X		ID	ID	ID				X	X	X	
Eastern & Western State Hospital Staff	X	X	ID	ID	ID	X	X	X	X	X	X	
Juvenile Rehabilitation Administration	X		ID	ID	ID	X	X	X	X	X	X	
DSHS Institutions Staff	X	X	ID	ID	ID		X	X	X	X	X	
OIC Investigators			ID	ID	ID	X	X					
Property Enforcement Officers	ID	ID	ID	ID	ID		X		X			
Forensic Officers			ID	ID	ID						X	
Animal Control Officers	ID	ID	ID	ID	ID		X	X		X	X	
Public Roads Workers	X		ID	ID	ID			X		X		
Refuse Workers	ID	ID	ID	ID	ID			X		X		
Energy-Northwest Security Guards	ID	ID	ID	ID	ID	X	X			X		
DOT Highway Maintenance Workers	X		ID	ID	ID			X		X		
E911 Telecommunicators	ID	ID	ID	ID	ID		X				X	
K-12 Custodians, Grounds & Bldg. Maintenance	X	X	ID	ID	ID			X		X		
K-12 Warehouse Workers	X	X	ID	ID	ID			X		X		
K-12 Truck & Bus Drivers	X		ID	ID	ID			X		X		
K-12 Bus Mechanics	X	X	ID	ID	ID			X		X		
Other Occupations?												

Non-shaded cells are occupations which have compensable claims rates that are 40% or higher than the general population. Shaded blue cells are occupations identified by stakeholder.

ID = Insufficient Data.

This sample evaluation framework was completed by SSCP staff and is intended for illustrative purposes only. It is likely that others would complete the framework differently.

See Appendix E for more detailed occupational compensable claims rates.

## ***Alternate Evaluation Approach***

Some policy makers may feel that evaluating PSERS membership based on job risk alone is too broad and allows for the possible inclusion of occupations that are not solely public safety in nature. An alternate way to approach evaluating PSERS membership is to group certain occupations based on similarities to existing PSERS membership eligibility criteria.

With this alternate approach, occupational groups can be separated into tiers. The more tiers expand, the more they deviate from the existing PSERS membership eligibility criteria. For example, Tier 1 is narrow in focus and includes only those occupations that would likely be included in PSERS if their employer was listed in statute. For Tier 1, the duty-based PSERS definition would likely not be altered. Tier 2 is less narrow than Tier 1 and includes those occupations whose primary responsibility is to ensure the custody or safety of incarcerated or institutionalized individuals. Tier 3 expands even further and includes groups whose primary responsibility is to provide direct care to individuals who are incarcerated or institutionalized. It is likely that pursuing Tier 2 and 3 would require a change in the statutory definition of PSERS membership.

*Policy makers may wish to approach expanding PSERS membership based on job duty and employer, as opposed to occupation alone.*

The following is an example of how policy makers could group occupations based on job duty and employer for possible inclusion in PSERS or for further study.

- ❖ **Tier 1:** Groups that have been excluded from PSERS membership because their employer is not listed in statute as a PSERS employer, but would otherwise likely meet membership criteria. Possible occupations could include the following.
  - **Juvenile Rehabilitation Administration:** Residential & Community Counselors and Counselor Assistants.
  - **Office of the Insurance Commissioner:** Investigators.
- ❖ **Tier 2:** Groups with a primary responsibility of supervising or ensuring the custody and safety of residents of mental health institutions, institutions for the developmentally disabled and correctional facilities. Possible occupations could include the following.
  - **Mental Health Institutions:** Mental Health Technician, Psychiatric Security Attendant, Security Guard.
  - **Institutions for the Developmentally Disabled:** Attendant Counselors, Psychiatric Childcare Counselor.
  - **Department of Corrections/Special Commitment Center:** Residential Rehabilitation Counselor, Security Guard.



- ❖ **Tier 3:** Groups with a primary responsibility of providing direct care to residents of mental health institutions, institutions for the developmentally disabled, veteran's homes, and correctional facilities. Possible occupations include the following.
  - **Mental Health Institutions:** Licensed Practical Nurse, Psychiatric Security Nurse, Occupational & Recreational Therapists, Institutional Counselor, Psychologists, and Psychiatric Social Workers.
  - **Institutions for the Developmentally Disabled:** Licensed Practical Nurse, Adult Training Specialist, Recreation & Athletic Specialist, Custodian, Psychiatric Social Worker.
  - **Veteran's Home:** Registered Nurse, Licensed Practical Nurse, Nursing Assistant, Psychiatric Social Worker, Custodian.
  - **Department of Corrections:** Registered Nurse, Nursing Assistant, Licensed Practical Nurse.

Currently, supervisors of eligible PSERS members are also included in PSERS. Policy makers will likely want to keep this in mind when determining which groups to include in PSERS, if any.

It is likely further study would be required to determine which occupations would be included in PSERS if one or more of the aforementioned tiers were chosen.

## Expanding PSERS Eligibility Has Policy Implications

Expanding PSERS eligibility requirements has various implications that policy makers will likely consider. Including positions based on risk, as opposed to job duties, could change the nature of PSERS membership and move it away from a more law enforcement focus. There is potential for many groups to seek inclusion in the system and it may be difficult for policy makers to determine where to draw the line if eligibility is opened up based solely on risk factors. Some physically demanding occupations, such as service workers or laborers have higher rates of compensable claims than existing PSERS members but do not qualify for existing PSERS membership. And other occupations, such as 911 dispatchers or attendant counselors may face similar levels of job stress but do not currently fit the membership definition of PSERS.

*Expanding PSERS based on risk alone could change the nature of PSERS membership and make it difficult to determine which occupations are included.*

Additionally, it is a possibility that expanding plan eligibility might result in current PSERS members seeking enhanced benefits if they feel that the newly added positions do not face similar risks.

California has experienced many of the implications mentioned previously. In the early 1970s, California's State Safety Plan was created. This new plan had a narrow definition and included members from prisons and law enforcement. Throughout the 1990s additional occupations were included, most of which were located in the prisons and mental hospitals. As the plan grew, so did the nature of its membership. In the early 2000s, over 3,500 employees were converted from the state's miscellaneous member classification to the State Safety Plan, making the safety plan approximately 11 percent<sup>9</sup> of the total membership in all state plans. As a comparison, Washington State's PSERS system comprises just over one percent of the total retirement system membership. California's State Safety plan now includes occupations such as milk testers, billboard inspectors, and DMV driving examiners.

In addition to California's State Safety plan, there is a State Industrial plan, State Peace Officer and Firefighter plan, and a Highway Patrol Plan. When combined with the State Safety plan, approximately 40 percent of all state employees fall into an enhanced plan. Currently in Washington, just over 7.5 percent of all active employees are in a plan other than PERS, TRS, or SERS.

Some policy makers may see expanding PSERS membership as the best method of enhancing retirement benefits for certain occupations. Expanding PSERS membership allows enhancing benefits for certain groups without shifting increased costs to non-public safety employees and employers as with some options such as creating a new tier of benefits within PERS, TRS, or SERS.

## Conclusion

The study mandate prescribed in 2ESB 6378 (2012) requires the SCPP to evaluate jobs that entail a high degree of physical or psychological risk that may result in injury or disablement for older employees; and to consider them for potential inclusion in PSERS. Analyzing job risk can be a subjective exercise. There are several factors that policy makers may decide to evaluate in determining the need to adjust pension policy in response to older employees working in high risk/stress occupations. Such factors may include current policy and policy goals around retirement age, implications of older employees in

---

<sup>9</sup> Does not include California state universities.

high-risk jobs, types of workplace risk, implications of changing pension policy, and affordability.

Every position in public employment has some degree of risk and stress. However, some jobs have more risk and stress than others, and policy makers may be more concerned about certain types of risk or stress. Some types of risk or stress may impact older employees to a greater degree. In some cases, retaining older employees in the workforce could create additional risks for the individual, their coworkers, their employer, or the public.

Research shows that, overall, older employees are at decreased risk of injury as they age. However, it is likely that some occupations counter this trend in certain industries. To determine which occupations may have an increased risk of injury for older employees further study would be required.

Pension policy—through retirement eligibility—can address some, but not all, workplace risks. Pension policy can be effective in addressing risks that are related to or exacerbated by aging or length of exposure. Other risks may be more effectively addressed outside of pension policy. Some policy makers may set a high bar for changing pension policy to address job risks in consideration of implications for retention, contractual rights, and the long-term sustainability of the retirement systems.

When considering workplace risk, policy makers will likely evaluate possible exposure to various types of workplace risk for older employees and options currently available inside and outside of the pension system to mitigate those risks. The PSERS evaluation framework or tiered approach presented in this study may also help policy makers determine which occupations, if any, to include in PSERS. Some policy makers may feel that the occupations with the most critical risks have already been addressed and that employees in other occupations who cannot or do not want to work until the normal retirement age have sufficient options available to them under current law. Other policy makers may feel that existing options are not sufficient for older employees in certain occupations with higher levels of risk or stress and may seek policy changes either inside or outside of the pension systems. While the study mandate specifically contemplates expanding PSERS membership, policy makers may wish to consider other potential options to address concerns around older employees in high-risk jobs. Ultimately, in responding to this issue, policy makers will likely consider the balance between employee and employer needs and affordability of the systems.

## Appendices

- ❖ Appendix A – Summary of Plan Provisions.
- ❖ Appendix B – Public Safety Retirement Benefits Comparison – Washington’s Peer States.
- ❖ Appendix C – Sources Reviewed.
- ❖ Appendix D – Relative Compensable Claims Rates by DSHS and DOC affiliated Institutions.
- ❖ Appendix E – Relative Compensable Claims Rates by Occupation.

## Attachments

- ❖ Attachment A – Study Mandate.
- ❖ Attachment B – Correspondence as of December 21, 2012.

O:\SCPP\2012\12-18-12\_Full\6.High-RiskJobClassIssuePaper.docx

## Appendix A

Summary of Plan Provisions - PERS			
	Plan 1	Plan 2	Plan 3
<b>Effective Date of Plan</b>	10/1/47	10/1/77	3/1/02
<b>Date Closed to New Entrants</b>	9/30/77	Open	Open
<b>Statutory Reference</b>	Chapter 41.40 RCW	Chapter 41.40 RCW	Chapter 41.40 RCW
<b>Normal Retirement Eligibility (age/service)</b>	60/5, 55/25, Any Age/30	65/5	65/10 or vested
<b>Accrued Benefit Formula</b>	2% x YOS x AFC; Maximum 60% AFC	2% x YOS x AFC	1% x YOS x AFC; 0.25% per month pre-retirement COLA with 20 years of service
<b>Computation of AFC</b>	Annual average of the greatest compensation earnable during a 24 consecutive month period	Average compensation earnable for the highest 60 consecutive months	Average compensation earnable for the highest 60 consecutive months
<b>Credited Service</b>	Monthly, based on hours worked each month (school yr. for edu. emplys.)	Monthly, based on hours worked each month (school yr. for edu. emplys.)	Monthly, based on hours worked each month (school yr. for edu. emplys.)
<b>Vesting</b>	5 years	5 years	10 years (5 under select circumstances)
<b>Vested Benefits Upon Termination</b>	Refund of employee contributions plus interest, or deferred retirement allowance	Refund of employee contributions plus interest, or deferred retirement allowance	Refund of employee contributions plus investment earnings and deferred retirement allowance
<b>Early Retirement Eligibility (age/service)</b>	n/a	55/20	55/10
<b>Early Retirement Reduction Factors</b>	n/a	3% or alternate subsidized ERF with 30 YOS (5% if hired on or after 5/1/13), otherwise actuarial	3% or alternate subsidized ERF with 30 YOS (5% if hired on or after 5/1/13), otherwise actuarial
<b>Disability Retirement Benefit</b>	Non-duty: reduced accrued benefit; Duty: temporary annuity plus deferred retirement allowance	Accrued benefit, actuarially reduced	Accrued benefit, actuarially reduced
<b>COLA</b>	\$2.00 per month/YOS* on 7/1/12	Lesser of CPI** or 3%	Lesser of CPI** or 3%
<b>Minimum Benefit per Month</b>	\$46.57* per YOS on 7/1/12, \$1,591.35* for select annuitants	n/a	n/a
<b>Changes in Plan Provisions Since Last Valuation</b>	Civil Marriages (C 3 L 12)	Civil Marriages (C 3 L 12); Pension Reform (C 7 L 12, 1 <sup>st</sup> Spec Ses); DFW Service Credit Transfer (C 248 L 12); WSP Service Credit Transfer (C 72 L 12)	Civil Marriages (C 3 L 12); Pension Reform (C 7 L 12, 1 <sup>st</sup> Spec Ses); DFW Service Credit Transfer (C 248 L 12)

\*Minimum COLA payable to qualified members only; increases by 3% annually. The Uniform COLA was removed under C 362 L 11.

\*\*CPI: Urban Wage Earners & Clerical Workers, Seattle-Tacoma-Bremerton, WA - All Items.

<b>Summary of Plan Provisions - TRS</b> (Continued)			
	<b>Plan 1</b>	<b>Plan 2</b>	<b>Plan 3</b>
<b>Effective Date of Plan</b>	3/1/38	10/1/77	7/1/96
<b>Date Closed to New Entrants</b>	9/30/77	Open	Open
<b>Statutory Reference</b>	Chapter 41.32 RCW	Chapter 41.32 RCW	Chapter 41.32 RCW
<b>Normal Retirement Eligibility (age/service)</b>	60/5, 55/25, Any Age/30	65/5	65/10 or vested
<b>Accrued Benefit Formula</b>	2% x YOS x AFC; Maximum 60% AFC	2% x YOS x AFC	1% x YOS x AFC; 0.25% per month pre-retirement COLA with 20 years of service
<b>Computation of AFC</b>	Annual average earnable compensation for the two highest consecutive service credit years	Average compensation earnable for the highest 60 consecutive months	Average compensation earnable for the highest 60 consecutive months
<b>Credited Service</b>	Yearly, based on days worked each year	Monthly, based on number of months and hours worked during school year	Monthly, based on number of months and hours worked during school year
<b>Vesting</b>	5 years	5 years	10 years (5 under select circumstances)
<b>Vested Benefits Upon Termination</b>	Refund of employee contributions plus interest, or deferred retirement allowance	Refund of employee contributions plus interest, or deferred retirement allowance	Refund of employee contributions plus investment earnings and deferred retirement allowance
<b>Early Retirement Eligibility (age/service)</b>	n/a	55/20	55/10
<b>Early Retirement Reduction Factors</b>	n/a	3% or alternate subsidized ERF with 30 YOS (5% if hired on or after 5/1/13), otherwise actuarial	3% or alternate subsidized ERF with 30 YOS (5% if hired on or after 5/1/13), otherwise actuarial
<b>Disability Retirement Benefit</b>	Accrued benefit	Accrued benefit, actuarially reduced	Accrued benefit, actuarially reduced
<b>COLA</b>	\$2.00 per month/YOS* on 7/1/12	Lesser of CPI** or 3%	Lesser of CPI** or 3%
<b>Minimum Benefit per Month</b>	\$46.57* per YOS on 7/1/12, \$1,591.35* for select annuitants	n/a	n/a
<b>Changes in Plan Provisions Since Last Valuation</b>	Civil Marriages (C 3 L 12)	Civil Marriages (C 3 L 12); Pension Reform (C 7 L 12, 1 <sup>st</sup> Spec Ses)	Civil Marriages (C 3 L 12); Pension Reform (C 7 L 12, 1 <sup>st</sup> Spec Ses)

\*Minimum COLA payable to qualified members only; increases by 3% annually. The Uniform COLA was removed under C 362 L 11.

\*\*CPI: Urban Wage Earners & Clerical Workers, Seattle-Tacoma-Bremerton, WA - All Items.

<b>Summary of Plan Provisions - SERS</b> <i>(Continued)</i>		
	<b>Plan 2</b>	<b>Plan 3</b>
<b>Effective Date of Plan</b>	9/1/00	9/1/00
<b>Date Closed to New Entrants</b>	Open	Open
<b>Statutory Reference</b>	Chapter 41.35 RCW	Chapter 41.35 RCW
<b>Normal Retirement Eligibility (age/service)</b>	65/5	65/10 or vested
<b>Accrued Benefit Formula</b>	2% x YOS x AFC	1% x YOS x AFC; 0.25% per month pre-retirement COLA with 20 years of service
<b>Computation of AFC</b>	Average compensation earnable for the highest 60 consecutive months	Average compensation earnable for the highest 60 consecutive months
<b>Credited Service</b>	Monthly, based on number of months and hours worked during school year	Monthly, based on number of months and hours worked during school year
<b>Vesting</b>	5 years	10 years (5 under select circumstances)
<b>Vested Benefits Upon Termination</b>	Refund of employee contributions plus interest, or deferred retirement allowance	Refund of employee contributions plus investment earnings and deferred retirement allowance
<b>Early Retirement Eligibility (age/service)</b>	55/20	55/10
<b>Early Retirement Reduction Factors</b>	3% or alternate subsidized ERF with 30 YOS (5% if hired on or after 5/1/13), otherwise actuarial	3% or alternate subsidized ERF with 30 YOS (5% if hired on or after 5/1/13), otherwise actuarial
<b>Disability Retirement Benefit</b>	Accrued benefit, actuarially reduced	Accrued benefit, actuarially reduced
<b>COLA</b>	Lesser of CPI* or 3%	Lesser of CPI* or 3%
<b>Minimum Benefit per Month per YOS</b>	n/a	n/a
<b>Changes in Plan Provisions Since Last Valuation</b>	Civil Marriages (C 3 L 12); Pension Reform (C 7 L 12, 1 <sup>st</sup> Spec Ses)	Civil Marriages (C 3 L 12); Pension Reform (C 7 L 12, 1 <sup>st</sup> Spec Ses)

\*CPI: *Urban Wage Earners & Clerical Workers, Seattle-Tacoma-Bremerton, WA - All Items.*

<b>Summary of Plan Provision - PSERS</b> <i>(Continued)</i>	
	<b>Plan 2</b>
<b>Effective Date of Plan</b>	7/1/06
<b>Date Closed to New Entrants</b>	Open
<b>Statutory Reference</b>	Chapter 41.37 RCW
<b>Normal Retirement Eligibility (age/service)</b>	65/5 Total Service, 60/10 PSERS service
<b>Accrued Benefit Formula</b>	2% x YOS x AFC
<b>Computation of AFS</b>	Average compensation earnable for the highest 60 consecutive months
<b>Credited Service</b>	Monthly, based on hours worked each month
<b>Vesting</b>	5 years
<b>Vested Benefits Upon Termination</b>	Refund of employee contributions plus interest, or deferred retirement allowance
<b>Early Retirement Eligibility (age/service)</b>	53/20 Total Service
<b>Early Retirement Reduction Factors</b>	3% ERF with 20 YOS, otherwise actuarial
<b>Disability Retirement Benefit</b>	Accrued benefit, actuarially reduced from age 60
<b>COLA</b>	Lesser of CPI* or 3%
<b>Minimum Benefit per Month per YOS**</b>	n/a
<b>Changes in Plan Provisions Since Last Valuation</b>	Civil Marriages (C 3 L 12)

\*CPI: *Urban Wage Earners & Clerical Workers, Seattle-Tacoma-Bremerton, WA - All Items.*



## Appendix B

Public Safety Retirement Benefits Comparison - Washington's Peer States				
State	Plan	Positions Covered	Normal Age/Service	ERFs
<b>California</b>	California Public Employees' Retirement System - Peace Officers and Firefighters Supplemental Plan; Industrial Tiers 1 & 2; State Safety Plan; and California Highway Patrol	Law enforcement, fire suppression, Department of Forestry, Youth Authority, Corrections	50/5	N/A
<b>Colorado</b>	Colorado Public Employee Retirement Association	Bureau of Investigation	Any/30 50/25 55/20 65/5	50/20 60/5 Benefit reduction applies
<b>Florida</b>	Florida Retirement System Special Risk Class	Public safety, protective services and institutional personnel	60/vested (8 years) Any/25 57/30 Any/33	Any/5% per year before normal retirement age
<b>Idaho</b>	Idaho Public Employees' Retirement System	Police & Fire only		
<b>Iowa</b>	Iowa Peace Officers' Retirement System	State patrol, Capitol Policy, state investigative force, State Fire Marshall	55/22	50 Benefit reduction applies
	Iowa Public Employee Retirement System	Protection Occupations	55	50
<b>Minnesota</b>	Minnesota State Retirement System Correctional Plan	Correctional and other employees responsible for inmate care	55 Vesting is gradual, 50% at 5 years of service, 100% at 10 years of service.	50 Benefit reduction applies
<b>Missouri</b>	Missouri Department of Transportation and Highway Patrol Employees' Retirement System	DOT & civilian patrol employees	62/5 Rule of 80 with a minimum age of 48	57/5 Benefit reduction applies
<b>Ohio</b>	Ohio Highway Patrol Retirement System	Sworn officers and members of the radio division	48/25 52/20	Various options available at differing ages with age 48 being the lowest

State	Plan	Positions Covered	Normal Age/Service	ERFs
<b>Oregon</b>	Oregon Public Service Retirement Plan	State & local police, firefighters other law enforcement: Corrections employees, Parole & probation officers, Liquor Control Officers, Dept. of Agriculture livestock police, DOJ investigators, Lottery commission agents, Youth correction and juvenile detention facilities	60 53/25 including 5 years of service immediately preceding retirement	50/5 years of service immediately preceding retirement
<b>Wisconsin</b>	Wisconsin Retirement System	Protective employees covered by Social Security, state police, other state and local public safety employees	53/25 54	50 Benefit reduction applies
	Wisconsin Retirement System	Protective employees not covered by Social Security, some local government firefighters	53/25 54	50 Benefit reduction applies
<b>Washington</b>	Public Safety Employees' Retirement Systems	Limited authority law enforcement, corrections officers, DNR, Liquor Control	65/5 60/10	53/20 Benefit reduction applies

## Appendix C

### *Sources Reviewed*

- ❖ American Psychological Association, "[Overwhelmed by workplace stress? You're not alone](#)," accessed August 2012.
- ❖ Bureau of Labor Statistics, "[Case and Demographic Characteristics for Work-related Injuries and Illnesses Involving Days Away From Work](#)," 2010, accessed August 2012.
- ❖ Bureau of Labor Statistics, TED: The Editor's Desk, "[Industries with the most cases of occupational stress](#)," October 1999, accessed August 2012.
- ❖ Bureau of Labor Statistics, "[Revisions to the 2010 Census of Fatal Occupational Injuries \(CFOI\) Counts](#)," April 2012, accessed October 2012.
- ❖ Bureau of Labor Statistics, TED: The Editor's Desk, "[White-collar workers account for most cases of occupational stress](#)," October 1999, accessed August 2012.
- ❖ Centers for Disease Control and Prevention, NIOSH Science Blog, "[Safer and Healthier at Any Age: Strategies for an Aging Workforce](#)," July 2012, accessed August 2012.
- ❖ Centers for Disease Control and Prevention, "[Nonfatal Occupational Injuries and Illnesses Among Older Workers](#)," April 2011, accessed August 2012.
- ❖ Centers for Disease Control and Prevention, "[Older Employees in the Workplace](#)," July 2012, accessed August 2012.
- ❖ Centers for Disease Control and Prevention, "[Stress...At Work](#)," 1999, accessed August 2012.
- ❖ Maxon, Rebecca, Fairleigh Dickinson University, "[Stress in the Workplace: A Costly Epidemic](#)," 1999, accessed August 2012.
- ❖ Root, Norman, "[Injuries at Work Are Fewer Among Older Employees](#)," March 1981, accessed August 2012.

## Appendix D

### ***Relative Compensable Claims Rates By DSHS And DOC Affiliated Institutions***

<b>Employer</b>	<b>5-Year Claims</b>	<b>5-Year Headcount</b>	<b>% from Population Studied</b>
DSHS Residential Habilitation Center	1,399	13,195	193.08%
DSHS Mental Health Hospitals & Institutions	1,270	16,435	125.49%
DSHS State Operated Living Alternatives (SOLA)	104	1,157	43.25%
Veteran's Home	205	3,432	36.08%
Corrections	1,017	32,155	29.22%
DSHS Juvenile Rehabilitation Administration	155	4,080	15.93%
Corrections Health Services	48	1,432	7.10%
DSHS DDD Field Services	22	1,830	(0.95%)
DSHS All Other	416	55,442	(9.39%)

*\*See page 12 in the **Findings** section for a detailed discussion on limitations with the compensable claims data.*

## Appendix E

### *Relative Compensable Claims Rates By Occupation*

Job Classification	Employer(s)	5-Year Claims	5-Year Headcount	% from Pop. Studied
ATTENDANT COUNSELOR	<b>DSHS:</b> Institutions	1,012	7,095	217.99%
MENTAL HEALTH TECHNICIAN	<b>DSHS:</b> Child Study & Treatment Center, State hospitals, Institutions, Special Commitment Center; <b>Corrections:</b> Health Services; <b>Dept. of Veteran's Affairs</b>	345	2,395	128.51%
Service Worker	School Districts	2,343	40,987	107.16%
LICENSED PRACTICAL NURSE	<b>DSHS:</b> Child Study & Treatment Center, State hospitals, Institutions, Special Commitment Center; <b>Corrections:</b> Health Services; <b>Dept. of Veteran's Affairs</b>	236	2,553	63.49%
NURSING ASSISTANT	<b>DSHS:</b> Child Study & Treatment Center, Institutions, Special Commitment Center; <b>Corrections:</b> Health Services; <b>Dept. of Veteran's Affairs</b>	92	703	59.07%
PSYCHIATRIC SECURITY ATTENDANT	<b>DSHS:</b> State Hospitals	110	926	57.82%
PSYCHIATRIC CHILD CARE COUNSELOR	<b>DSHS:</b> Child Study & Treatment Center	58	395	53.19%
Crafts / Trades	School Districts	455	7,882	47.79%
ATTENDANT COUNSELOR TRAINEE	<b>DSHS:</b> Institutions	88	867	43.14%
Laborer	School Districts	91	925	42.77%
PSERS Consolidation	Corrections, Liquor Control Board, WSP, Gambling Commission, Parks & Rec, DNR	1,120	28,408	41.90%
REGISTERED NURSE	<b>DSHS:</b> Child Study & Treatment Center, Institutions, State hospitals; <b>Corrections:</b> Health Services; <b>Dept. of Veteran's Affairs</b>	265	4,196	41.20%
CUSTODIAN	GA, DSHS, Military Dept., Parks & Rec, L&I, WSP, DOT, Dept. of Veteran's Affairs,	149	1,965	39.14%
ADULT TRAINING SPECIALIST	<b>DSHS:</b> Institutions, SCC, State hospitals	78	856	35.44%
NURSING ASSISTANT - CERTIFIED	<b>Corrections, Dept. of Veteran's Affairs, DSHS:</b> SCC	36	319	31.46%
FOOD SERVICE WORKER	<b>DSHS:</b> Child Study & Treatment Center, State hospitals, Institutions, SCC; <b>Dept. of Veteran's Affairs</b>	58	636	30.71%

Job Classification	Employer(s)	5-Year Claims	5-Year Headcount	% from Pop. Studied
PSYCHIATRIC SECURITY NURSE	<b>DSHS:</b> State Hospitals	41	392	30.44%
TRUCK DRIVER	CSS, Corrections, DSHS, GA, DIS, L&I, DNR, Parks, DOT, Dept. of Veteran's Affairs	64	743	30.04%
Operator	School Districts	641	16,795	29.99%
INSTITUTION COUNSELOR	<b>DSHS:</b> Institutions, State hospitals, SCC	53	615	27.11%
LAUNDRY WORKER	<b>CSS; DSHS:</b> Institutions; <b>Dept. of Veteran's Affairs</b>	37	377	27.03%
RESIDENTIAL REHABILITATION COUNSELOR	<b>DSHS:</b> Child Study & Treatment Center, Institutions, State hospitals, SCC; <b>Corrections</b>	78	1,260	21.74%
MAINTENANCE TECHNICIAN	DOT, GA, DNR	151	3,092	21.67%
RETAIL ASSISTANT MANAGER	LCB	56	808	21.49%
MAINTENANCE MECHANIC	ATG, DSHS, CSS, Corrections, DFW, GA, DOH, Historical Society, DIS, L&I, DOL, LCB, Military, DNR, Parks, Dept. of Veteran's Affairs, WSP, DOT	98	1,747	21.35%
LIQUOR STORE CLERK	LCB	105	1,945	20.85%
COOK	<b>DSHS:</b> Child Study & Treatment Center, State hospitals, Institutions, SCC; <b>Corrections; Military Dept.; Dept. of Veteran's Affairs, WSP</b>	56	838	20.71%
COOK, AC	Corrections	57	1,011	16.39%
FOOD SERVICE AIDE	<b>DSHS:</b> State Hospitals, Child Study & Treatment Center, Institutions; <b>Dept. of Veteran's Affairs</b>	24	322	15.23%
EQUIPMENT OPERATOR	CSS, DFW, GA, DNR, Parks, DOT	17	202	15.19%
CONSTRUCTION & MAINTENANCE PROJ SPEC	CJTC, Military Dept., Parks	13	142	14.67%
CONSTRUCTION & MAINTENANCE PROJECT LEAD	Historical Society, Military Dept., Parks	13	139	14.17%
JUVENILE REHABILITATION COUNSELOR ASST	<b>DSHS:</b> Child Study & Treatment Center, Institutions; <b>Corrections</b>	31	519	12.88%
REST AREA ATTENDANT - TRANSPORTATION	DOT	17	224	12.61%
CARPENTER	<b>CSS; DSHS:</b> Institutions, State hospitals; <b>DFW, GA, DNR, Dept. of Veteran's Affairs, DOT</b>	13	171	11.67%
ELECTRICIAN	<b>CSS; Ferries; DSHS:</b> Institutions, State hospitals; <b>DFW, GA, LCB, Military Dept., Dept. of Veteran's Affairs,</b>	17	242	11.42%
MAINTENANCE TECHNICIAN , BRIDGE	DOT	17	246	11.16%

Job Classification	Employer(s)	5-Year Claims	5-Year Headcount	% from Pop. Studied
RETAIL MANAGER	LCB	41	841	10.99%
MAINTENANCE LEAD TECHNICIAN	DOT	46	1,054	9.81%
EQUIPMENT TECHNICIAN	<b>CSS; Corrections; Ecology; DSHS:</b> Institutions, State hospitals; <b>DFW; GA; DNR; Parks; WSP; DOT</b>	34	741	9.34%
TICKET SELLER/A	Ferries	26	532	9.00%
CONSTRUCTION & MAINTENANCE PROJECT SUPV	<b>Corrections; DFW; Parks; DSHS:</b> SCC; <b>GA; Military; Parks, DNR</b>	14	250	8.04%
AGRICULTURAL INSPECTOR	Dept. of Agriculture	29	692	7.46%
TERM ATTD/WATCH	Ferries	20	435	6.82%
JUVENILE REHABILITATION SUPERVISOR	DSHS: Institutions	11	193	6.68%
JUVENILE REHABILITATION SECURITY OFR	DSHS: Institutions	43	1,240	6.45%
JUVENILE REHABILITATION RESIDENT CNSLR	DSHS: Institutions	38	1,082	6.21%
GROUNDS & NURSERY SERVICES SPECIALIST	CSS; Corrections; Ecology; DSHS: Institutions, SCC, State Hospitals; GA; Military Dept.; Parks; DVA; WSP; DOT	16	377	5.90%
RECREATION & ATHLETICS SPECIALIST	DSHS: Child Study & Treatment Center, Hospitals, Institutions, SCC; DOC; DVA	21	533	5.43%
FISH HATCHERY SPECIALIST	DFW	34	1,064	5.06%
WAREHOUSE OPERATOR	CSS; DOC; DOE; ESD; DSHS; DFW; GA; HCA; DOH; DIS; DOL; LCB; Lottery; DNR; DOR; SOS; WSP; DOT	40	1,269	5.05%
DENTAL ASSISTANT	DOC; DSHS: Institutions, Hospitals	8	170	4.71%
SAFETY & HEALTH SPECIALIST	L&I	25	777	4.30%
LT	DOC	13	356	4.17%
MAINTENANCE SPECIALIST	GA; LCB; Military Dept.; Parks; DOT	11	285	4.01%
TRANSPORTATION SYSTEMS TECHNICIAN B	DOT	8	193	3.86%
ON-CALL TERMINAL	Ferries	18	549	3.79%
RECREATION THERAPIST	DSHS: Child Study & Treatment Center, Institutions, Hospitals, SCC	6	156	2.94%
PARK RANGER	Parks	13	434	2.83%
ELECTRICIAN SUPERVISOR	CSS; DOC; DSHS: Institutions, SCC, Hospitals	6	151	2.56%
CORRECTIONS SPECIALIST	DOC	18	653	2.50%

Job Classification	Employer(s)	5-Year Claims	5-Year Headcount	% from Pop. Studied
ATTENDANT COUNSELOR MANAGER	DSHS: Institutions	12	408	2.46%
WSP TROOPER CADET	WSP	10	312	2.36%
FOREST CREW SUPERVISOR, CORR FACILITIES	DNR	7	203	2.18%
STATIONARY ENGINEER	CSS; DOC; DSHS: Institutions, SCC, Hospitals; GA; DVA	12	450	1.70%
EQUIPMENT TECHNICIAN SUPERVISOR	CSS; DNR; Parks; WSP; DOT, DSHS: Hospitals	5	147	1.64%
LIQUOR ENFORCEMENT OFFICER	LCB	5	169	1.60%
APPRENTICE - WORKERS' COMPENSATION ADJ COMMERCIAL VEHICLE ENFORCEMENT OFFICER	L&I	8	299	1.59%
CONSTRUCTION & MAINTENANCE SUPT	DFW; GA; Military Dept.; Parks; DSHS; WSP	4	144	1.24%
ENGINEERING AIDE	DOC; DFW; Military; DNR; Parks; WSP	5	192	1.17%
FORMS & RECORDS ANALYST	ATG; SAO; DSHS: Child Study & Treatment Center, Hospitals, Institutions, SCC; DOC Health Svcs, DOE; ESD; Gambling; GA; OIC; L&I; DOL; Lottery; DNR; DOR; WSP; OSPI; DOT; DVA	15	685	1.17%
EQUIPMENT TECHNICIAN LEAD	ATG; CSS; DOC; DOE; GA, DNR; DOT	7	264	1.14%
PARK AIDE	Parks	15	696	1.10%
NATURAL RESOURCES TECHNICIAN	DFW; DNR	6	222	1.07%
SECURITY GUARD	DSHS: Hospitals, Institutions; Military Dept.; Historical Society	9	385	1.05%
CORRECTIONS MENTAL HEALTH CNSLR - TEAM	DOC: Health Svcs,	5	214	0.85%
LOTTERY DISTRICT SALES REPRESENTATIVE	Lottery	4	168	0.82%
SCIENTIFIC TECHNICIAN	DFW; DNR	31	1,645	0.76%
MAINTENANCE SUPERVISOR	CSS; DOT	9	404	0.74%
ELECTRICAL CONSTRUCTION INSPECTOR	DFW; L&I	10	485	0.74%



Job Classification	Employer(s)	5-Year Claims	5-Year Headcount	% from Pop. Studied
NATURAL RESOURCE WORKER	DNR	9	427	0.69%
LICENSING SERVICES REPRESENTATIVE	DOL	33	1,781	0.68%
OCCUPATIONAL THERAPIST	DSHS: Hospitals, Institutions	5	205	0.65%
RESIDENTIAL SERVICES COORDINATOR	DSHS: Institutions	5	205	0.65%
MEDICAL TREATMENT ADJUDICATOR	L&I	6	286	0.61%
PSYCHIATRIC SOCIAL WORKER	DSHS: Child Study & Treatment Center, Hospitals, Institutions; DOC: Helath Svcs; DVA	10	521	0.60%
WORKERS' COMPENSATION ADJUDICATOR	L&I	32	1,776	0.52%
TRANSPORTATION SYSTEMS TECHNICIAN C	DOT	7	327	0.49%
INDUSTRIAL INSUR UNDERWRITER	L&I	7	332	0.45%
SECRETARY LEAD	Dept. of Agriculture; Arch-Hist Preservation; ATO; SAO; DOC, DOE, DFI, DFW, DOH, Horse Racing Comm.; Housing Finance Comm.; HRC; L&I; Lottery; Military; DNR; DSHS; WSP; DOT	6	285	0.38%
IND SPEC	DOC	4	202	0.37%
INDUSTRIAL INSUR COMPENSATION UNIT SUPV	L&I	4	208	0.32%
FOOD SERVICE MANAGER	DSHS: Child Study & Treatment Center, SCC, Institutions, Hospitals; DOC; WSP, DVA	3	158	0.25%
CORRECTIONAL HEALTH CARE SPECIALIST	DOC: Health Svcs,	3	160	0.23%
PLANT MANAGER	DOC; DSHS: Institutions, Hospitals; DVA	3	164	0.18%
COMMERCIAL VEHICLE OFFICER	WSP	3	168	0.15%
PHARMACY TECHNICIAN	DOC; DSHS: Hospitals, Institutions; DVA	4	210	0.03%
OFFICE MANAGER	PERC; DSHS; WSP; WSIB	6	350	0.03%
CONSTRUCTION COMPLIANCE INSPECTOR	L&I	3	182	0.02%

\*See page 12 in the **Findings** section for a detailed discussion on limitations with the compensable claims data.

\*\*All occupations listed have compensable claims rates above the general population, of the population studied. For a detailed list of all 300 occupations, please contact OSA: [state.actuary@leg.wa.gov](mailto:state.actuary@leg.wa.gov)

## Attachment A

11           NEW SECTION. **Sec. 8.** The select committee on pension policy, with  
12 the assistance of the department of labor and industries, shall study  
13 the issue of risk classifications of employees in the Washington state  
14 retirement systems that entail either high degrees of physical or  
15 psychological risk to the members' own safety or unusually high  
16 physical requirements that result in elevated risks of injury or  
17 disablement for older employees. The select committee on pension  
18 policy, with the assistance of the office of the superintendent of  
19 public instruction, shall also study existing early retirement factors  
20 and job requirements that may limit the effectiveness of the older  
21 classroom employee. The study shall identify groups and evaluate them  
22 for inclusion in the public safety employees' retirement system or the  
23 creation of other early retirement factors in the teachers' or school  
24 employees' retirement systems. The select committee on pension policy  
25 shall report the findings and recommendations of its study to the  
26 legislative fiscal committees by no later than December 15, 2012.

Passed by the Senate April 10, 2012.

Passed by the House April 10, 2012.

Approved by the Governor May 2, 2012.

Filed in Office of Secretary of State May 2, 2012.

## **Appendix B – Correspondence as of December 18, 2012.**

The SCPP welcomed input and comments from stakeholders throughout the study on high-risk job classifications. The comments and opinions contained within the correspondence do not necessarily reflect any recommendations or opinions of the SCPP. Factual representations provided in the correspondence have not been verified by staff.

Wallis, Keri

---

**From:** Chris Vance <cvapv@comcast.net>  
**Sent:** Monday, May 14, 2012 12:31 PM  
**To:** Bailey, Rep. Barbara; Conway, Sen. Steve  
**Cc:** kccgprez@gmail.com; kccgvp@gmail.com; Office State Actuary, WA; Gutierrez, Aaron  
**Subject:** 2012 Study of High Risk Employees  
**Attachments:** Pension letters.pdf



## **KING COUNTY CORRECTIONS GUILD**

May 14, 2012

**TO:** Executive Committee,  
Select Committee on Pension Policy

**FM:** Chris Vance, KCCG Public Affairs Consultant

**RE:** 2012 Study of Risk Classifications of High Risk Employees

The Select Committee will soon take up the study of “*risk classifications of employees in the state retirement systems that entail either high degrees of physical or psychological risk to the members own safety, or unusually high physical requirements that result in elevated risks of injury or disablement for older employees*” as mandated by SB 6378.

**We believe that Corrections Officers – who are required to work until age 60 under both PERS and PSERS - are precisely the type of high risk employees contemplated by this study.**

As you discuss your process to undertake this study we would ask that we be permitted to provide input, and to be kept apprised as to your process. We would like to be helpful in any way possible.

We thank you for your continuing attention to this issue. Attached is our past correspondence with you on our retirement issue.

Please contact me if you have questions, or to coordinate our members’ participation. I can be reached at 253-347-9713.

Wallis, Keri

---

**From:** Mark Gjurasic [mgjurasic@comcast.net]  
**Sent:** Thursday, June 02, 2011 12:36 PM  
**To:** Schoesler, Sen. Mark; Seaquist, Rep. Larry; Davis, Randy; Office State Actuary, WA  
**Cc:** Wallis, Keri  
**Subject:** PSERS Retirement Request  
**Attachments:** 090109 Letter to SCPP.PDF



## **KING COUNTY CORRECTIONS GUILD**

Thursday, June 2, 2011

**TO:** **Sen. Mark Schoesler** - Chair– [Schoesler.mark@leg.wa.gov](mailto:Schoesler.mark@leg.wa.gov)  
**Rep. Larry Seaquist** - [Larry.Seaquist@leg.wa.gov](mailto:Larry.Seaquist@leg.wa.gov)  
Vacant - Vice Chair  
**Steve Hill**, DRS Director – SCPP Request to Forward  
**Randy Davis**, TRS Actives - [marysvillecoach@hotmail.com](mailto:marysvillecoach@hotmail.com)  
**Glenn Olson**, PERS Employers – SCPP Request to Forward  
**Robert Thurston**, WSPRS Retirees – SCPP Request to Forward  
**Matt Smith**, State Actuary – [state.actuary@leg.wa.gov](mailto:state.actuary@leg.wa.gov)

Dear Sen. Schoesler and Rep. Seaquist:

I am following up on my previous request to have the **Select Committee on Pension Policy** to review the **Public Safety Employees Retirement System** (PSERS) which was created in 2004.

As representing the **King County Adult Corrections Guild** (KCACG), we are respectfully **asking for a few minutes** on your **June 21 meeting**, should you have one, or **July 19 meeting** to make a request why PSERS which has not been reviewed since 2004 should be studied to ensure it maintains good public policy.

Since its formulation in 2005, in 2007 the Washington State Legislature changed PSERS Plan II and III. The change allows, with members of 30 years of service, to retire at age 62, instead of 65 without a reduction in benefits. We believe that there should be further review, to see whether the intent, at that time and today, should have been to lower their retirement age to a lower level. For further background information and rationale, please see the attached letter dated September 1, 2009 to then Rep. Steve Conway that further outlines this exploratory request.

Again, the purpose of this letter is to **request that we make a presentation** at the **Select Committee on Pension Policy** on this issue and whether it should be further studied by the Pension Policy Committee and its staff.

Thank you for your time reviewing this information and addressing this policy question.

We would appreciate a spot on the agenda for discussion.

Many thanks.

---

**Mark Gjurasic**

King County Adult Corrections Guild Lobbyist

*Public Affairs of Washington, LLC*

[mgjurasic@comcast.net](mailto:mgjurasic@comcast.net)

(360) 481-6000



**King County Corrections Guild**  
**6417 S. 143<sup>rd</sup> Pl.,**  
**Tukwila, WA 98168**  
**Phone: (206) 444-9493**

---

September 1, 2009

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

Dear Representative Conway,

As you know, the Public Safety Employees' Retirement System in Washington, (PSERS) was created by legislation in the year 2004 to create a separate retirement system for certain public employees whose jobs contain a high degree of physical risk to their own personal safety. PSERS was created to appropriately distinguish these employees serving in high risk positions from other employees in the Public Employees Retirement System (PERS) who do not work under conditions that are so dangerous and harsh.

In creating PSERS, the legislature recognized the additional risk that Washington's Public Safety Employees endure, and distinguished these employees by allowing them to retire five years earlier without a reduction of benefits. The standard age for retirement under PERS Plans 2 and 3 was 65 years of age, and the new PSERS plan set the standard retirement age at 60 years of age. It was clear that the legislature believed that allowing these public safety employees to retire five years earlier was an appropriate and sufficient distinction given because of the additional risks and hardships that come with the regular work responsibilities of these public safety employees.

In 2007, the Washington State Legislature changed PERS Plans 2 and 3. This change lowered key PERS standard retirement age requirements, and now allows certain employees that are members of PERS 2 and 3 the ability to retire three years earlier without a reduction to their retirement benefits. The change allows PERS 2 and 3 members with 30 years of service to retire at age 62 instead of 65 without a reduction in benefits. We have also seen the standard retirement age in the Law Enforcement Officers' and Fire Fighters' (LEOFF) Plan 2 lowered from 58 years, to 55 years, and has most recently to 53 years of age for LEOFF members to retire without a loss of benefits.

The public safety employees in Washington that are members of PERS now have a standard 60 year age limitation for them to retire without a reduction in benefits. The five year earlier retirement distinction that the Legislature believed was appropriate in 2000 has been reduced to a two year difference between PERS and PSERS.

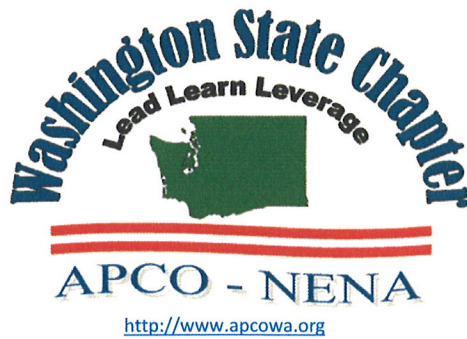
I would like to request the Select Committee on Pension Policy review the question of:  
**Is there still an appropriate and sufficient distinction between the PERS, PSERS, and LEOFF retirement systems?**

Thank you for your time reviewing this information and addressing this policy question.  
We appreciate your commitment to helping make our state a good place to work and live.

With Best Regards,

**Sergeant Doug Justus**  
President  
King County Corrections Guild





RECEIVED

JUN 15 2012

Office of  
The State Actuary

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

June 12, 2012

To the Select Committee on Pension Policy and Staff,

The Washington State Chapters of the Association of Public Safety Communications Officials (APCO) and the National Emergency Number Association (NENA) have recently become aware of the potential for and incidence of Post-Traumatic Stress Disorder in E9-1-1 Telecommunicators (study attached).

As a result of this knowledge, the Washington Chapter conducted a survey of Washington State communications centers taking E9-1-1 calls. Responses were received from 62% of agencies taking E9-1-1 calls, and included county, municipal, and federal agencies representing over 600 telecommunicators. Analysis of the results provided some thought-provoking information:

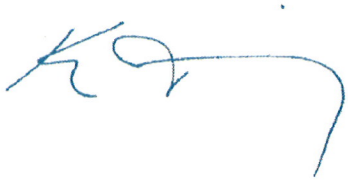
- 69% of telecommunicators are between the ages of 26 and 45 years.
- 11% work as telecommunicators for 20 or more years.
- 63% of responding agencies stated that telecommunicators have left employment with that agency due to the stress of the job.
- 96.7% of responding agencies have had telecommunicators retire, leave service, or be terminated because they were unable to perform the functions of the job versus retiring with dignity at the age of 65.
- The average age of those terminated in the past 10 years is 37 years.

The Chapter's limited survey, in addition to the study indicates that the career life span for a telecommunicator is relatively short. The Chapter believes that this is very likely due to the stresses of the job and the increased technological demands.

As we approach the age of Next Generation 9-1-1 (NG9-1-1), and anticipate the receipt of text, photo, and video, the Chapter is convinced that the technical expertise required to perform the functions of the job will increase astronomically. In addition to that, the visualization of crime, medical, and fire scenes will add untold stress to the intricacies of an already detailed and technical position. It will become extremely difficult for E9-1-1 centers in Washington State to recruit and retain staff.

The Washington Chapters of APCO and NENA urge the Selection Committee on Pension Policy to consider the inclusion of telecommunicators in a public safety early retirement program. The benefits to the individual who has dedicated a career to public safety as well as to the agency attempting to recruit and retain staff are well worthy of your consideration.

Sincerely,

A handwritten signature in blue ink, appearing to read 'KF', with a long horizontal stroke extending to the right.

Keith Flewelling, President  
Washington State APCO – NENA Chapter

---

## BRIEF REPORT

# Duty-Related Trauma Exposure in 911 Telecommunicators: Considering the Risk for Posttraumatic Stress

Heather Pierce and Michelle M. Lilly

Department of Psychology, Northern Illinois University, DeKalb, Illinois, USA

---

Peritraumatic distress may increase the risk for posttraumatic stress disorder (PTSD) in police officers. Much less is known about emotional reactions and PTSD symptomatology in 911 telecommunicators. The current study assessed duty-related exposure to potentially traumatic calls, peritraumatic distress, and PTSD symptomatology in a cross-sectional, convenience sample of 171 telecommunicators. Results showed that telecommunicators reported high levels of peritraumatic distress and a moderate, positive relationship was found between peritraumatic distress and PTSD symptom severity ( $r = .34$ ). The results suggest that 911 telecommunicators are exposed to duty-related trauma that may lead to the development of PTSD, and that direct, physical exposure to trauma may not be necessary to increase risk for PTSD in this population.

Research has begun to examine the mental health impact of occupational exposure to potentially traumatic events in police officers, with rates of duty-related presumed posttraumatic stress disorder (PTSD) ranging from 7% to 19% (Marmar et al., 2006). These numbers are notably greater than the lifetime prevalence rate of 7.8%, and 12-month prevalence rate of 3.5%, observed in the general population in the United States (Kessler, Chiu, Demler, & Walters, 2005; Kessler, Sonnega, Bromet, Hughes, & Nelson, 1995). Yet, research on PTSD in 911 telecommunicators, who may experience significant duty-related trauma exposure, has remained largely absent.

Telecommunicators rely on their interrogative skills to assess an incident, secure the emergency scene, and send appropriate help, all within minutes of answering a call. Crucial to success is the ability to remain calm and suppress emotional reactions. Yet little is known about the emotional reactions and mental health of telecommunicators. It is possible that physical distance from trauma (i.e., limited risk of physical injury) serves to buffer against posttrauma psychopathology; research has shown that threat to an individual's physical integrity heightens risk for the development of PTSD symptoms (e.g., Carlier, Lamberts, & Gersons, 2000). Telecommunicators, however, have limited

control over the event and may encounter extremely distressed callers and/or aversive details of traumatic events. Given these factors, one might expect the level of emotional distress surrounding this work to be elevated in telecommunicators compared to other professions. In fact, a dissertation about telecommunicators found that the majority of telecommunicators in the sample reported experiencing peritraumatic distress in reaction to at least one call handled while on duty as a telecommunicator (Troxell, 2008).

Research has demonstrated that intense emotional reactions during the experience of traumatic exposure are strongly associated with PTSD symptoms and a significant, positive relationship between peritraumatic distress and PTSD symptoms has been observed in police officers (Brunet et al., 2001). To date, research has not assessed PTSD symptomatology in telecommunicators nor examined if the association between peritraumatic distress and PTSD symptoms holds for this population. The goal of the current study was to examine work-related trauma exposure, peritraumatic distress, and PTSD symptomatology in telecommunicators. The types of calls handled by telecommunicators were coded to determine whether certain types of calls were more associated with intense fear, helplessness, or horror, and whether particular types of calls were more consistently identified by the sample as the "worst." We hypothesized that telecommunicators would report high levels of peritraumatic distress given their relative lack of control over potentially traumatic events and that there would be a significant, positive relationship between peritraumatic distress and PTSD symptoms. We therefore expected the rate of probable, current PTSD to be elevated in this sample.

---

Correspondence concerning this article should be addressed to Michelle M. Lilly, Northern Illinois University, Psychology-Computer Science Building, DeKalb, IL 60302. E-mail: mlilly1@niu.edu

## Method

### Participants and Procedure

Recruitment was conducted via letters and advertisements sent to randomly selected agencies in the Midwest, professional association list serves, and online forums and social media outlets (i.e., Facebook). The inclusion criterion was at least part-time work as a telecommunicator in the past year, although all participants currently worked as a telecommunicator. No exclusion criteria were used. Participants were given the option to complete a hard copy or online version of the survey. Informed consent was presented online or in hard copy prior to the questionnaires. No inducement was offered for participation. The study was approved by the university's institutional review board. Subject recruitment began in October 2010 and continued for 7 months.

The convenience sample recruited for this study comprised 171 current, professional telecommunicators. Twenty-four different states were represented, though the majority were from the Midwest ( $n = 76$ ) and Southwest ( $n = 58$ ) regions. The sample was predominately female ( $n = 126$ ) and Caucasian ( $n = 131$ ), with a mean age of 38.85 years ( $SD = 9.61$ ). Participants reported an average of 11.85 ( $SD = 8.16$ ) years of service. The majority of the sample was married ( $n = 88, 52\%$ ), and at minimum had attended college or vocational training ( $n = 138, 81\%$ ).

### Measures

**Potentially traumatic events/calls.** The Potentially Traumatic Events/Calls measure (Troxell, 2008) is a 21-item measure that assesses career exposure to different types of potentially traumatizing 911 calls. The measure is a checklist that determines whether participants have been exposed to that type of call and asks for an estimate of how many times he or she has been exposed to that type of call. For the purposes of this study, a frequency count was used to determine whether or not each participant had been exposed to that type of call. The measure also includes a yes or no question for each type of call that assesses whether participants experienced intense fear, helplessness, or horror in reaction to that type of call. A significant correlation has been found between the total amount of traumatic calls/events and both burnout,  $r(418) = .28, p < .001$ , and secondary traumatic stress,  $r(418) = .40, p < .001$  (Troxell, 2008).

**Posttraumatic Stress Diagnostic Scale (PDS).** The PDS (Foa, 1995) assessed PTSD symptoms in the past month. Participants were provided with the following prompt: "If possible, please identify an upsetting incident that you handled while on duty at a communications center. Though you may have had many traumatic events occur, can you tell me about one you remember as the worst, or the one that has maybe stuck with you the most?" Participants briefly described their chosen event and a total PTSD symptom score was generated by tallying re-

sponses to the 17 symptom items. Response options for the 17 items were 0 = *Not at all or only one time*, 1 = *Once a week or less/once in awhile*, 2 = *2-4 Times a week/half the time*, and 3 = *5 or More times a week/almost always*. Internal consistency for the PTSD symptom score was  $\alpha = .85$  in this sample. A team of four researchers (including the two authors) coded the worst event descriptions in terms of (a) whether the event qualified for Criterion A1 of PTSD according to the *Diagnostic and Statistical Manual of Mental Disorders* (4th ed., text rev.; *DSM-IV-TR*; American Psychiatric Association, 2000), and (b) what type of duty-related call was represented. Interrater reliability was not examined.

**Peritraumatic Distress Inventory (PDI).** The PDI (Brunet et al., 2001) was used to measure peritraumatic emotional distress related to the participants' worst duty-related event. A specific time range for when that event occurred was not assessed. A total score was calculated by averaging responses across all items with scores for each item ranging between 0 = (*Not at all*) and 4 = (*Extremely true*). For the purpose of this study, three items that were deemed unlikely to be relevant to telecommunicators were omitted (i.e., "I felt afraid for my safety"). Internal consistency was  $\alpha = .86$  in the present sample.

### Data Analysis

Descriptive data and hypothesis testing was performed using SPSS Version 19.0. A frequency count was first used to examine participants' exposure to different types of calls, as well as the percentage of participants that reported experiencing intense fear, helplessness, or horror in reaction to that type of call. Consensus coding was performed by four researchers (including the two authors) to examine whether the participant reported a worst event that qualified for Criterion A1 of PTSD, and further, what type of call was represented. This information was examined to determine whether particular types of calls were more consistently identified as the worst among telecommunicators. Comparison of item means on the PDI between the present sample and Brunet et al.'s (2001) sample of police officers and civilians was made by calculating Cohen's  $d$  to examine effect size of observed differences. Pearson  $r$  was then used to examine the relationship between peritraumatic distress and PTSD symptom scores. Finally, the percentage of participants with probable, current PTSD was examined by using a cutoff score of 28 or higher to denote the presence of probable, current PTSD and a frequency score was generated.

## Results

The average number of different types of calls experienced by participants assessed by the Potentially Traumatic Events/Calls measure was 15.32 ( $SD = 3.50$ ) out of 21. Participants reported

Table 1  
*Frequency of Receiving, Reacting With Fear, Helplessness, or Horror, and Identifying as Worst for Types of 911 Calls*

Type of 911 call	Received		Reacted		Worst	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Suicide	165	96.5	64	37.4	22	12.9
Domestic violence	163	95.3	66	38.6	3	1.8
MVA with severe injury or fatality	161	94.1	58	33.9	16	9.4
Armed robbery	147	86.0	37	21.6	1	0.01
Child sexual assault	136	79.5	66	38.6	0	0
Homicide	133	77.8	40	23.4	16	9.4
Natural disaster	133	77.8	46	26.9	3	1.8
Unexpected death or injury of a child	133	77.8	94	55.0	28	16.4
Other disaster or disturbing event	130	76.0	74	43.3	6	3.5
Calls involving friends and/or family	94	55.0	52	30.4	11	6.4
Officer involved shooting	54	31.6	44	25.7	17	9.9
Unexpected death of an adult	–	–	–	–	17	9.9
Battery and assault <sup>a</sup>	–	–	–	–	8	4.7
Adult sexual assault <sup>a</sup>	–	–	–	–	4	2.3

Note. MVA = Motor vehicle accident.

<sup>a</sup>These events were not assessed separately on the Potentially Traumatic Events/Calls measure; therefore, a percentage for that particular type of coded event and reaction could not be assessed.

experiencing fear, helplessness, or horror in reaction to 32% of the different types of calls experienced. Table 1 shows the number and percentage of participants for the following: (a) experienced that type of call, (b) endorsed criterion A2 in reaction to that type of call, and (c) identified that type of call as the worst experienced. The most commonly (16.4%) identified worst call was the unexpected injury or death of a child, with suicidal callers next (12.9%), followed by officer involved shootings (9.9%) and calls involving the unexpected death of an adult (9.9%).

The average modified peritraumatic distress score was 2.58 ( $SD = 0.93$ ). The average scores for each group was as follows: 1.3 (officers), 1.69 (civilians), and 2.93 (telecommunicators). Table 2 compares PDI items from the present sample to Brunet et al.'s (2001) police officer and civilian samples, including Cohen's  $d$  effect sizes for observed differences. Cohen's  $d$  was calculated by hand using the means and standard deviations of PDI items from the present sample and those presented in Brunet et al. (2001), and then double checked using an online effect size calculator (<http://www.uccs.edu/~faculty/lbecker/#meansandstandarddeviations>). The telecommunicators reported having experienced peritraumatic distress in reaction to many of the different types of calls. It is possible that this is due to the nature of the position, but could also result from having a sample comprised predominantly of women, who typically report greater peritraumatic distress than men (Creamer, McFarlane, & Burgess, 2005). As hypothesized, there was a significant correlation between peritraumatic distress and PTSD symptoms,  $r(170) = .34, p < .001$ . The average score for PTSD symptoms was 7.07 ( $SD = 8.13$ ). There were

3.5% of the participants who scored at or above the cutoff score of 28 (Coffey, Dansky, Falsetti, Saladin, & Brady, 1998).

## Discussion

To date, this is the only published study of which we are aware that examined the relationship between duty-related trauma exposure, peritraumatic distress, and PTSD symptoms in telecommunicators. Results showed that calls frequently encountered by telecommunicators can produce feelings of intense fear, helplessness, or horror. A disproportionate amount of worst calls experienced by the sample involved harm to a child or were calls that involved a personal or professional relationship with the victim/caller (i.e., police officers, emergency medical technicians, and firefighters).

As hypothesized, and similar to Troxell (2008), peritraumatic distress reported by telecommunicators was high and occurred in reaction to an average of 32% of different types of calls that may be experienced by telecommunicators. As predicted, a positive relationship was found between peritraumatic distress and PTSD. Given that lifetime and 12-month PTSD symptomatology were not assessed in this study, direct comparison to the epidemiological rates for PTSD observed in the U.S. population cannot be made (Kessler et al., 2005; Kessler et al., 1995). The 3.5% who scored above the cut off we used, however, might suggest that increased risk is present for telecommunicators, as 3.5% is equivalent to the 12-month prevalence rate found by Kessler et al. (2005) and does not account for telecommunicators that may have qualified for probable PTSD in the past 12 months, but whose symptoms

Table 2  
*Comparison of Selected Peritraumatic Distress Inventory Means From Three Samples*

Abbreviated item	Officer ( <i>N</i> = 702)		Civilian ( <i>N</i> = 418)		911 Telecommunicators ( <i>N</i> = 171)		Officer <i>d</i>	Civilian <i>d</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
Felt helpless to do more	1.7	1.4	2.2	1.4	3.5	1.4	1.29	0.93
Felt sadness and grief	2.1	1.5	2.8	1.4	3.5	1.4	0.96	0.50
Felt frustrated, angry could not do more	2.1	1.5	2.7	1.3	3.5	1.4	0.96	0.59
Felt guilt more was not done	1.0	1.3	1.3	1.4	3.5	1.4	1.85	1.57
Felt ashamed of my emotions	0.4	0.9	0.9	1.3	3.3	1.5	2.34	1.71
Felt worried about safety of those on scene	1.7	1.5	1.1	1.5	2.3	1.6	0.39	0.77
Felt would lose emotional control	0.7	1.1	1.6	1.4	1.5	1.3	0.66	0.07
Horrified by what happened	1.5	1.5	1.6	1.5	3.1	1.7	1.00	0.94
Had physiological reactions	1.5	1.4	2.0	1.5	1.9	1.4	0.29	0.07
Felt I might pass out	0.2	0.8	0.7	1.2	3.2	1.6	2.37	1.77

*Note.* Items were omitted given that they may not apply for telecommunicators who are not on the scene of the traumatic call. Adapted from "The Peritraumatic Distress Inventory: A proposed measure of PTSD Criterion A2," by A. Brunet, D. S. Weiss, T. J. Metzler, S. R. Best, T. C. Neylan, C. Rogers, . . . C. R. Marmar, 2001, *American Journal of Psychiatry*, 158, pp. 1480-1485. Copyright 2001 by the American Psychiatric Association.

have remitted prior to completion of the survey. This suggests that although telecommunicators are physically distant from the traumatic scene and their personal integrity is rarely threatened, they may not be buffered from the development of PTSD symptoms. Furthermore, a self-selection bias may have also skewed results. The sample could have been a particularly resilient group of telecommunicators, or telecommunicators with current PTSD symptomatology may have not self-selected for participation in the study due to the avoidance seen as part of the PTSD symptom picture. It is also possible that highly distressed telecommunicators quickly remove themselves from the occupation and are not well-represented among current telecommunicators. It is therefore possible that rates of PTSD symptoms would be even higher in a sample of telecommunicators not selected out of convenience.

The level of distress in the sample supports the proposed criteria for PTSD in the *DSM-5*. According to proposed Criterion A4, telecommunicators' experiences would qualify them for a diagnosis of PTSD because they are exposed to duty-related aversive details of traumatic events. Though telecommunicators may not be physically present at a traumatic event, nor have a personal relationship with the victim, exposure to duty-related aversive details can be sufficient to induce PTSD symptomatology that is severe enough to be consistent with a probable diagnosis.

The study was limited by a cross-sectional design and self-selection biases. In regard to the former, it is not possible to

determine whether the development of PTSD symptoms may have colored retrospective reporting of peritraumatic distress. Further, research has shown that the consistency of retrospective reporting of peritraumatic distress is questionable, particularly for individuals that go on to develop more severe PTSD symptomatology (David, Akerib, Gaston, & Brunet, 2010), leading to limitations on the conclusions that can be drawn from this study's cross-sectional design. Considering the frequency of exposure to upsetting calls, however, and the heightened peritraumatic distress, as well as the rate of PTSD symptoms despite a self-selection bias, future research is warranted. Posttraumatic stress disorder symptoms that may be present in telecommunicators can impair decision-making abilities and functioning, which could pose significant risk to the general population that relies on them to quickly and effectively coordinate an emergency response. Finally, trauma exposure that has occurred outside of that experienced on duty should be considered in future work with this population, as PTSD symptoms among this sample may have been due to trauma that occurred outside of work and not directly related to duty-related experiences.

## References

- American Psychiatric Association DSM-5 Development. (2012) *G 05 Post-traumatic Stress Disorder*. Retrieved March 11, 2012, from [www.dsm5.org](http://www.dsm5.org).
- American Psychiatric Association. (2000). *Diagnostic and statistical manual of mental disorders* (4th ed., text rev.). Arlington, VA: Author.

- Brunet, A., Weiss, D. S., Metzler, T. J., Best, S. R., Neylan, T. C., Rogers, C., . . . Marmar, C. R. (2001). The Peritraumatic Distress Inventory: A proposed measure of PTSD Criterion A2. *American Journal of Psychiatry*, *158*, 1480–1485. doi:10.1176/appi.ajp.158.9.1480
- Carlter, I. V., Lamberts, R. D., & Gersons, B. P. (2000). The dimensionality of trauma: A multidimensional scaling comparison of police officers with and without posttraumatic stress disorder. *Psychiatry Research*, *97*, 29–39. doi:10.1016/S0165-1781(00)00211-0
- Coffey, S. F., Dansky, B. S., Falsetti, S. A., Saladin, M. E., & Brady, K. T. (1998). Screening for PTSD in a substance abuse sample: Psychometric properties of a modified version of the PTSD Symptom Scale Self-Report. *Journal of Traumatic Stress*, *11*, 393–399. doi:10.1023/A:1024467507565
- Creamer, M., McFarlane, A. C., & Burgess, P. (2005). Psychopathology following trauma: The role of subjective experience. *Journal of Affective Disorders*, *86*, 175–182. doi:10.1016/j.jad.2005.01.015
- David, A., Akerib, V., Gaston, L., & Brunet, A. (2010). Consistency of retrospective reports of peritraumatic responses and their relation to PTSD diagnostic status. *Journal of Traumatic Stress*, *23*, 599–605. doi:10.1002/jts.20566
- Foa, E. B. (1995). *Posttraumatic Stress Diagnostic Scale—manual*. Minneapolis, MN: National Computer Systems.
- Kessler, R. C., Chiu, W. T., Demler, O., & Walters, E. E. (2005). Prevalence, severity, and comorbidity on 12-month DSM-IV disorders in the National Comorbidity Survey Replication. *Archives of General Psychiatry*, *62*, 617–627. doi:10.1001/archpsyc.62.6.617
- Kessler, R. C., Sonnega, A., Bromet, E., Hughes, M., & Nelson, C. B. (1995). Posttraumatic stress disorder in the National Comorbidity Survey. *Archives of General Psychiatry*, *52*, 1048–1060. Retrieved from <http://archpsyc.ama-assn.org>
- Marmar, C. R., McCaslin, S. E., Metzler, T. J., Best, S., Weiss, D. S., Fagan, J., . . . Neylan, T. (2006). Predictors of posttraumatic stress in police and other first responders. In R. Yehuda (Ed.), *Annals of the New York Academy of Sciences: Vol. 1071>. Psychobiology of posttraumatic stress disorders: A decade of progress* (pp. 1–18). Malden, MA: Blackwell. doi:10.1196/annals.1364.001
- Troxell, R. (2008). *Indirect exposure to the trauma of others: The experiences of 9-1-1 telecommunicators* (Doctoral dissertation). Retrieved from <http://search.proquest.com/docview/304351154?accountid=14496>

**Wallis, Keri**

---

**From:** Gabe Hall <mrsoup@hotmail.com>  
**Sent:** Monday, June 18, 2012 2:18 PM  
**To:** Office State Actuary, WA; Matt Zuvich  
**Subject:** JRA staff joining PSERS  
**Attachments:** Pension document.doc



To: The Select Committee on Pension Policy

I am writing you to ask that you make employees of the Juvenile Rehabilitation Administration eligible for the Public Safety Employees Retirement System (PSERS). The PSERS was created to allow employees who work in high risk jobs, with high risk offenders, to be able to retire before age and infirmity make it too dangerous for them to work with that clientele. We in JRA work with volatile, dangerous youths that are, in many cases, highly aggressive. There is a high need for alertness and physical ability when supervising these youths. Fights can break out any time, caused by something as little as one resident maintaining eye contact for a second or two longer than the other resident feels is a “respectful” amount of time. The number of gang involved youth in JRA has increased significantly in recent years, leading to a marked increase in assaults by residents on each other. We staff are required to physically intervene when resident fight. We have seen an increase in staff injuries that coincides with the increase in resident fights. It does not make much sense to have 65 year old staff trying to physically control young, fit, and in many cases, large young men intent on doing damage to each other. Unlike staff, residents are not constrained from punching, kicking, biting, pinching and otherwise flailing at staff when we attempt to control them.

We staff are required to attend and pass annual refresher trainings on Dealing With Resistive Youth (DWRY) techniques. This training is certified through the Criminal Justice Training Center, as are the instructors. During these trainings, we must demonstrate proficiency in restraint techniques designed to ensure the safety of both staff and residents caught up in an incident. This involves a high level of physical ability to pass the training. Many staff have been injured while taking the original 40 hour course and the annual 8 hour refreshers. Some staff have been injured so badly during these trainings that they have had to be medically separated from their jobs. We are seeing ever higher numbers of older staff injured during these trainings.

Other employees who deal with this same population are currently eligible for PSERS. Staff of city and county juvenile detention facilities can join PSERS. Our residents come from these facilities. The detention centers generally have the residents for a few weeks or months, while they are being held for trial. Once the youths have been sentenced, they come to JRA, often for terms of several years.

So, in conclusion, it makes sense for JRA employees to be included in PSERS, for the very same reasons that PSERS was established: to allow employees in high risk jobs to not have to continue to work until there is an elevated risk of injury to older employees.

Thank you for your attention to this matter  
Gabe Hall; President Local 862 of the Washington Federation of State Employees  
Member of the Executive Board of Council 28 of the American Federation of State, County, and Municipal Employees



**STATE HEADQUARTERS OFFICE**

1212 JEFFERSON ST. S.E., SUITE 300 • OLYMPIA, WA 98501-2332  
(360) 352-7603 • 1-800-562-6002 • FAX: (360) 352-7608 • www.wfse.org

**RECEIVED**

**JUN 21 2012**

Office of  
The State Actuary

June 21, 2012

To: Senator Steve Conway, Chair  
Select Committee on Pension Policy

From: Matthew D. Zuvich, Lobbyist

RE: Member Correspondence

Attached you will find correspondence from several of our members asking the Select Committee on Pension Policy to recommend including DSHS institutional workers and Department of Transportation (DOT) Workers for inclusion to the Public Safety Employees Retirement System (PSERS).

I cannot do a better job of speaking to the need for this recommendation than they do. We recognize that a close study of which classifications with in DSHS institutions and DOT will be necessary. We hope that you will let us partner with you in making that determination.

Please contact me if you have questions about the enclosed correspondence. I can provide more information you might need for any of our members who wrote to the committee. I can be reached at [mattz@wfse.org](mailto:mattz@wfse.org), or at (360)352-7603 x 1031.

Thank you for reviewing my member's requests for inclusion in PSERS.

**OLYMPIA FIELD OFFICE**

906 Columbia St. SW, Suite 500  
Olympia, WA 98501  
(360) 786-1303  
1-800-624-0256  
Fax: (360) 786-1338

**SEATTLE FIELD OFFICE**

6363 7th Ave. S., Suite 220  
Seattle WA, 98108-3407  
(206) 525-5363  
1-800-924-5754  
Fax: (206) 525-5366

**SMOKEY POINT FIELD OFFICE**

16710 Smokey Point Blvd., Suite 308  
Arlington, WA 98223-8435  
(360) 659-4333  
1-800-967-3816  
Fax: (360) 657-3336

**SPOKANE FIELD OFFICE**

316 W. Boone Ave., Suite 353  
Spokane, WA 99201-2346  
(509) 326-4422  
1-800-442-8618  
Fax: (509) 326-4424

**TACOMA FIELD OFFICE**

6003 Tacoma Mall Blvd.  
Tacoma, WA 98409-6826  
(253) 581-4402  
1-800-924-5753  
Fax: (253) 581-4404

**VANCOUVER FIELD OFFICE**

3305 Main St., Suite 109  
Vancouver, WA 98663-2234  
(360) 735-1115  
1-800-967-9356  
Fax: (360) 735-1121

**YAKIMA FIELD OFFICE**

3804 Kern Road, Suite B  
Yakima, WA 98902-7801  
(509) 452-9855  
1-800-439-9855  
Fax: (509) 457-1939

21 June 2012

To: The Select Committee on Pension Policy

From: Gabe Hall, President AFSCME Local 862

RE: PSERS Study

I am writing you to ask that you make employees of the Juvenile Rehabilitation Administration eligible for the Public Safety Employees Retirement System (PSERS). The PSERS was created to allow employees who work in high risk jobs, with high risk offenders, to be able to retire before age and infirmity make it too dangerous for them to work with that clientele.

We in JRA work with volatile, dangerous youths that are, in many cases, highly aggressive. There is a high need for alertness and physical ability when supervising these youths. Fights can break out any time, caused by something as little as one resident maintaining eye contact for a second or two longer than the other resident feels is a "respectful" amount of time.

The number of gang involved youth in JRA has increased significantly in recent years, leading to a marked increase in assaults by residents on each other. We staff are required to physically intervene when resident fight. We have seen an increase in staff injuries that coincides with the increase in resident fights. It does not make much sense to have 65 year old staff trying to physically control young, fit, and in many cases, large young men intent on doing damage to each other. Unlike staff, residents are not constrained from punching, kicking, biting, pinching and otherwise flailing at staff when we attempt to control them.

We staff are required, as a condition of employment, to attend and pass annual refresher trainings on Dealing With Resistive Youth (DWRY) techniques. This training is certified through the Criminal Justice Training Center, as are the instructors. During these trainings, we must demonstrate

proficiency in restraint techniques designed to ensure the safety of both staff and residents caught up in an incident. This involves a high level of physical ability to pass the training. Many staff have been injured while taking the original 40 hour course and the annual 8 hour refreshers. Some staff have been injured so badly during these trainings that they have had to be medically separated from their jobs. We are seeing ever higher numbers of older staff injured during these trainings.

Other employees who deal with this same population are currently eligible for PSERS. Staff of city and county juvenile detention facilities can join PSERS. Our residents come from these facilities. The detention centers generally have the residents for a few weeks or months, while they are being held for trial. Once the youths have been sentenced, they come to JRA, often for terms of several years.

So, in conclusion, it makes sense for JRA employees to be included in PSERS, for the very same reasons that PSERS was established: to allow employees in high risk jobs to not have to continue to work until there is an elevated risk of injury to older employees.

Thank you for your attention to this matter.

Gabe Hall, President AFSCME Local 862  
Email: [mrsoup@hotmail.com](mailto:mrsoup@hotmail.com)  
Phone: (360) 705-0610

June 21, 2012

To: The Select Committee on Pension Policy

From: Kathryn Rogers, AFSCME local 1060

RE: PSERS Study

My name is Kathryn Rogers. I started working for Washington State Department of Transportation as a Maintenance Tech 1 in 1985. I am 55 years old and have been a Maintenance Lead Technician since 1993.

Maintenance Technician is one of the job classes inside the Department of Transportation that are required to have and maintain a Commercial Drivers License. (CDL). One of the requirements of maintaining your CDL is that you pass a physical every two years. During this physical your eyesight, blood pressure, reflexes, dexterity are checked and blood and urine are tested. The older I get the more I am concerned with passing this physical.

Other job classes requiring a CDL are; Equipment Technicians, Bridge Maintenance Technicians, Transportation Systems Technicians.

A Maintenance Technician's job can be labor intensive. Requirements include repeatedly lifting 50 pounds, shoveling asphalt or dirt, repairing damaged guardrail, walking up and down slopes to check drainage or cutting and removing trees and brush with hand tools, setting up traffic control signs, cones and barrels. It also can be sedentary, controlling traffic with a flag paddle, operating equipment such as sweepers, backhoes, tractor mounted bush cutters, controlling traffic with a flag paddle or in the winter driving a sanding / plow truck for 12 hour shifts.

We are required to be available to return to work providing traffic control for investigated vehicle accidents, replacing down / missing regulatory signs, removing trees blocking the roadway and any other safety concern report by the State Patrol that can not wait until regular working hours. We work nights to repair the roadway surface or sweep the roadway minimizing disruptions to traffic. We are subject to emergency schedule changes to respond to snow and ice. An emergency schedule change involves switching from working 8-hour days to a 12-hour night shift with no advance notice. In short we preserve the infrastructure, insure the safety of the travelling public, and responding to emergent safety concerns in all types of weather. All of these things are the essential job functions of a Maintenance Technician 1, 2, 3, Leads and Supervisors. If we are unable to perform these essential functions or pass the CDL physical we can not be employed in Maintenance with WSDOT.

Our assigned duties can change daily. Several of these duties become more difficult the older you are. Switching from day work to night work, switching from sedentary work to physical or repetitive work is increasingly more difficult the older you get. It takes longer to warm up / stretch before performing physical labor, you feel your aches and pains more and it takes longer to recover from the stresses and strains. I personally find the lack of sleep due being called in to work at night or shifting from day work to night work increasingly more difficult the older I get, especially when you are shifted to night work for a week or less. It takes a lot out of you.

I am proud of working for the DOT and the service I provide to the traveling public. I hope that I am able to continue to work until I reach full retirement age (65). At that time I will have 34.5 years of service to the State of Washington.

Kathryn E. Rogers  
2318 S. Northbluff Road.  
Greenbank, WA 98253  
Phone: (360) 632-2903

To Whom it May Concern. From Bret W. Esterberg

This month, June 2012, I will have worked in JRA institutions for 16 years. I have worked in multiple settings and programs, as a Counselor. The one thing they all have in common, is the constant existance of violence and assault. I personally have been assaulted directly or indirectly multiple times over the years. Cuts, Bruises, Black eyes and cracked ribs. Fortunately I have been able to go home, to my family under my own power in the last 16 years. I have also seen my fellow co-workers be assaulted either directly and/or indirectly, and the physical damage that resulted.

There is a "Law of Averages" in this business. I started when I was 26 years old. I am now 42 years old. However, the residents I deal with have remained 16 to 20 year old young men. The potential of injury is not a matter of "if" but "when"; especially the older I get. I love my job, but question the cost when there are more aches, pains and muscle strains, after having to physically handle a strong 17 or 18 year old. Can I see myself doing this job for another 20 years? Mentally yes. Will I be able to physically "perform" my duties at age 62? Without getting injured or seriously hurt. The "Law of Averages", say, No way.

To prove my point: Please see the Executive Team (E-Team) minutes for the month of May.

High Lighted at the bottom of the page. In case you don't know, Staff are the ones that have to stop fights





STATE OF WASHINGTON  
DEPARTMENT OF SOCIAL AND HEALTH SERVICES  
Green Hill School 375 SW 11<sup>th</sup> Street Chehalis, Washington 98532

**E-Team**  
**June 04, 2012**

**Present:** Dennis Harmon, Charles South, Cindy Blue, Susan Copeland, Everett Gage, Lori Nesmith, Stacy Durham, Johnny Lewis, Chris Ward, Joel Morlin, Criss Stewart, Mike Eberle, Monte Bainbridge, Tami Hodgins and Traci Newton.

**AOD:**

Criss Stewart shared his weekend report as AOD.

**Orange Jumpsuit Uniform:**

There were no youth recommended for the removal of wearing Orange Jumpsuit Uniforms.

**Disproportionate Minority Contact (DMC):**

Staff that did not attend a DMC Training are required to attend one of the sessions being held in Olympia on June 14, 20, and 27. Please contact Criss Stewart to register for this training.

**Staff Recognition / No Unplanned Leave Usage:**

Managers were asked to submit names of staff that had no unplanned absences during May to their Administrator and Traci by Friday, June 08, 2012.

**JRA Extended Management Team Meeting:**

There will not be an E-Team meeting next Monday due to the Leadership Team attending the JRA Extended Management Team (EMT) Meeting. The JRA EMT Meeting is being held at the Tacoma News Tribune Building.

**PbS:**

During the month of May there were 17 recorded resident fights for a total of 121 year-to-date. During last year at the same point there were a recorded 67 total recorded fights.

June 18, 2012

Honorable Steve Conway, Chair  
Select Committee on Pension Policy  
Olympia, WA 98504

Dear Senator Conway:

This letter is in regards to early retirement for specific job classes within Department of Social and Health Services. I am a licensed practical nurse #2 at Child Study and Treatment Center and have cared for mentally ill children for almost 27 years.

I care for mentally ill children that have unpredictable behavior. Often I must be involved in physical containment when a patient becomes assaultive and out of control. In 2001 I was assaulted by a male patient. I was punched on my face and head, and since then I suffer from "vertigo" on and off. Usually the symptoms come back twice a year. Also, my left knee hurts on and off due to many incidents of hitting the floor during physical containment. Presently, whenever I help do containment I notice that my neck, back, both arms and legs become sore the next day.

An early retirement at the age of 62 is impossible because the penalty is too high, and I don't make enough money to meet the demands of life. To continue working until the age of 65 seems to be too long to wait and dangerous. Just to give you information about my physical stature. I am 4'10" in height and 120 lbs. My patients at work stand between 5'5" to 6 feet tall, weighing 150 lbs to 200 lbs. For my age, considering the type of work I do, it is highly risky.

Respectfully,

  
Maxima R. Caintic

June 9, 2012

Honorable Steve Conway, Chair  
Select Committee on Pension Policy  
Olympia, WA 98504

Dear Senator Conway:

My name is Darren Kistler, I am 46 years old, and I have I served the public and the patients of Western State Hospital as an Institutions Counselor since 1993. I would like to address working conditions here from a personal career vantage point. My hope is that the legislature will recognize the public service capacity that all of us provide who work directly with patients; and also understand the rigorous and often dangerous physical environment we are presented with daily here at Western State Hospital. My goal is to encourage the legislature to improve the retirement conditions and benefits for those of us who give so much daily to the citizens of Washington State.

As you are probably aware, Western State Hospital is cited as one of the most perilous worksites in the entire state. In 18 years of service I have been physically assaulted at least 9 times. I have had LNI related surgery and recovery as a result of my duties here. I cannot count the number of "hands on" restraining methods I and my coworkers have performed in order to reduce a threat level and make the environment again safe for patients and staff. This is in addition to a high level of awareness and stress that goes with working in such an environment. In spite of this, I am grateful to Washington State for providing me an opportunity to help with recovery services for some of our state's most vulnerable patients.

It's hard to imagine continuing to do this until my full retirement age of 65. An early retirement option is untenable due to the high penalty placed on an earlier retirement. My \$40,000 yearly gross salary would seem insufficient to allow that kind of penalty on my earnings for future living expenses.

Please consider DSHS specific job classes, including those of us who work with volatile, high needs patients in institutions, for inclusion into a system such as the PSERS. Your attention to this is greatly appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read "Darren Kistler". The signature is fluid and cursive, with a large initial "D" and "K".

Darren Kistler

Sen. Steve Conway, Chair

Select Committee on Pension Policy

P.O. Box 40914

Olympia, WA 98504-0914

RE: Early Retirement Options for DSHS Institutions Staff

I have witnessed too many staff assaults during my nearly 17 years with JRA. Please take into account the cumulative effect of working daily with the threat of 'when not if violence' waiting for a code to be called, fights breaking out in front of you, and enduring verbal abuse. I am classified as a counselor, but my job is currently more custodial than therapeutic case management. I am exposed to and expected to respond to violent, aggressive situations, the same as a security officer. I am a 57 year old female and at this point I do not feel my physical capabilities are effective in this situation. I have suggested reducing my custodial duties and increasing my counseling time. Another co-worker and I, in an effort to reduce our stress proposed a job-share plan which was denied. I am currently experiencing

health related stress problems  
(high blood pressure, bruxism, anxiety)  
You HAVE to acknowledge that  
employees will age-out of this job.  
My co-worker and I who wanted to  
job share have nearly 50 years of  
combined experience. He quit. I  
can't. Don't tell me we aren't valuable  
and don't turn a blind eye to what  
we IRA employees deal with. I  
see drug abuse, alcohol abuse,  
depression and other illnesses that  
are directly related to job burn out.  
We keep doing more with less -  
I AM NOT DYING FOR THIS  
JOB - WE NEED OPTIONS!

R James

GHS

6/12/12

name

institution

date

The Honorable Senator Steve Conway

Chair, Senate Select Committee on Pension Policy

Dear Senator Conway:

I have been employed with JRA since 1987 and am fast approaching my 25 year anniversary date. I am writing to implore you to include DSHS institution staff in the PSERS. DSHS/JRA institution employees are responsible for much of the same duties as state corrections officers and law enforcement personnel. In fact, we train under the same confrontational continuum and are subject to the same defensive tactics training from the Criminal Justice Training Commission. I am wholly supportive of any efforts to identify JRA employees as eligible for the same retirement plan as our counterparts in the adult system.

The residents I work with are adolescents and young adults, few are the height or weight of children. I have suffered serious injuries from incarcerated residents due to pre-planned assault and assault with an object I have also been grievously injured breaking up fights between residents, during physical restraint of out-of-control residents and during defensive tactics training. I have seen co-workers injured as well. For example a counselor who was held hostage after being stabbed in the neck with a bar wrench, beat up and dragged by the hair to her locker where she was forced to get, and give up, her car keys. A DNR foreman was set up by two residents who then proceeded to kick him and beat him with concrete chunks until they thought he was dead as part of an escape plan.

I currently have a permanent partial disability due to on-the-job injury to my lumbar discs. This was the direct result of job duties performed during the physical restraint of an out-of-control resident; this injury resulted in time loss through L&I and a more than year-long painful, difficult recovery. I have pain and mobility issues from this injury that will last my lifetime. The pain and suffering of the actual injury is compounded by the emotional impact and impact on personal life and family. The difficulties of managing work schedules, family, etc. with travel for physical therapy, doctor appointments, L&I medical exams, and prescriptions can be overwhelming.

I have had whiplash injuries to my neck due to being hit over the head with a thermal meal tray and also from being hit over the head with a chair. I have been punched in the face, kicked and spit on. I have had to go to the hospital for prophylactic treatment more than once due to blood borne pathogen exposure. My family has been threatened. Last year I was injured during defensive tactics training (the same techniques taught to law enforcement and corrections personnel). My right collarbone was dislocated from my sternum. Although I could continue to document the many injuries and difficult recovery I have suffered through due my job responsibilities, I believe the above gives perspective on the incredible physical demands of working with incarcerated juvenile felons.

In deciding whether to include the DSHS institution employees in the PSERS, please take into consideration that, although we train to the same confrontational continuum as law enforcement and the Department of Corrections, we are not allowed to use the same responses as they. For example

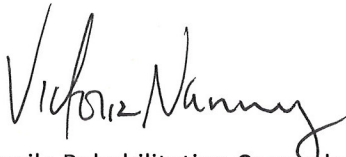
active aggression and active aggravated aggression toward law enforcement or corrections may result in use of level two or level three defensive tactics; the body or other impact weapons, lateral vascular neck restraint, firearms and lethal force. For JRA employees we are only allowed to respond to active aggression and active aggravated aggression with level one defensive tactics. This means that no matter how high the level of danger to staff, we still must respond with only strength techniques, hair holds, control points and counter joint techniques. Pepper spray is a level one defensive tactic that we are not allowed to use and are not trained to use.

I hope in reading this that you come to understand the very dangerous and difficult position JRA institution staff face every day and that the residents whom we serve can be aggressive, assaultive and combative. Currently the majority of JRA residents are committed for Assault, Robbery, Sexual Offenses, and for Murder/Manslaughter.

I began my career with JRA when I was 21 and now, at 47, cannot imagine how I will be able to continue to train and deal with out-of-control youth when I am in my late 50's and 60's. This is a very physically demanding and dangerous job and, coupled with budget restrictions and low staffing, it has become even more so. We deserve the consideration of retirement earlier than that of those DSHS employees who are not subject to grievous injury as part of their job description.

Thank you very much for your consideration of including DSHS/JRA institution staff in the PSERS.

Victoria Nanney

A handwritten signature in black ink that reads "Victoria Nanney". The signature is written in a cursive style with a large initial "V".

Juvenile Rehabilitation Counselor Assistant

DSHS/JRA

Naselle Youth Camp/Harbor Lodge

Sen. Steve Conway, Chair

Select Committee on Pension Policy

P.O. Box 40914

Olympia, WA 98504-0914

RE: Early Retirement Options for DSHS Institutions Staff

THIS JOB IS EXTREMELY PHYSICAL. I  
HAVE BEEN INVOLVED IN AN AVERAGE  
OF TWO HANDINGS PER WEEK. I HAVE  
SUFFERED NUMEROUS CUTS & BRUISES AND  
HAVE HAD MY GLASSES BROKEN. I AM  
59 YEARS OLD

DAVID WHITNEY  
D. Whitney

NASVILLE YOUTH CAMP

6/17/12



Received

JUN 20 2012

WFSE/HQ

6/10/12

To whom it may concern:

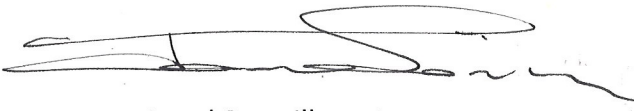
I am writing this letter in response to discussions being held surrounding JRA employees' retirement system options (i.e., *PSERS*), and to voice my support of changing JRA's current retirement system to the *Public Safety Employee's Retirement System*.

I am currently employed with the Washington State Juvenile Rehabilitation Administration, and have been employed for JRA for roughly 6 years now. During this time, I have sustained numerous on the job injuries (i.e., dislocated shoulder, twisted ankle, cracked rib) as a result of meeting the requirements of my job (required to physically intervene in order to safely secure youth engaging in physical aggression). These types of injuries commonly sustained by JRA employees (both young and old) are injuries that often result in a lifetime of chronic pain and/or predispose the individual to further injuries needing more intensive medical care. I am raising this issue, as (unlike the *PSERS* plan) JRA's current retirement system plan (*PERS 1, 2, and 3*) does not address work-related injuries (which can lead to a significant negative impact on an individual's quality of life and their ability to actively function in the workplace).

Having met the eligibility criteria for *PSERS*, I am advocating that JRA switchover to the *PSERS* plan in an effort to secure the health, safety, and well-being of its employees.

Thank you for your time and attention to this matter.

Sincerely,



Jared Sagmiller

Sen. Steve Conway, Chair

Select Committee on Pension Policy

P.O. Box 40914

Olympia, WA 98504-0914

RE: Early Retirement Options for DSHS Institutions Staff

I have worked at Naselle Youth Camp for 17 years. During that time I have been involved in numerous physical restraints of the youths that I supervise. I have been punched once and spit at several times during the restraint process. Please consider the people who work at juvenile institutions for the PERS Plan 2.

Sincerely,

Drew Sipes

Sen. Steve Conway, Chair

Select Committee on Pension Policy

P.O. Box 40914

Olympia, WA 98504-0914

RE: Early Retirement Options for DSHS Institutions Staff

MR. CONWAY,

I HAVE BEEN A DSHS EMPLOYEE FOR 17 YEARS WORKING AT NASALLE YOUTH CAMP. AS A STAFF MEMBER AT NASALLE WE DO NOT HAVE A SECURITY TEAM. EACH COUNSELOR, ASSISTANT COUNSELOR & ON CALL STAFF RESPOND TO CRISIS MANAGEMENT SITUATIONS. PHYSICALLY RESTRAINING OUT OF CONTROL YOUTH IS A TOUGH PART OF OUR JOB. MOST YOUTH ARE 15-19 YEARS OF AGE & ARE VERY PHYSICALLY FIT. THIS IS FINE WHEN STAFF ARE IN THEIR TWENTIES OR THIRTIES. THE TOLL IT TAKES ON ONE'S BODY IS TREMENDOUS. PLEASE CONSIDER EARLY RETIREMENT OPTIONS FOR DSHS INSTITUTIONS STAFF. THANK YOU VERY MUCH.

SINCERELY

CARLY A. Bloom

JRAC

NASALLE YOUTH CAMP.

Mr. Conway,

I am writing this letter with regards to the PSERS option. I'm in favor of PSER Plan 2. I've worked for JRA for nearly 17 years. Part of my duties as a Casemanager is providing security; to ensure custody & security of incarcerated youth ages between 14 and 20 yrs. I have been involved in hundreds of physical handlings where it is our responsibility to restrain the individuals. Many of my co-workers over the years myself included, have been injured or assaulted by these youths. I am currently 40 years old and in fair shape. It is scary to look into the future as a 60+ year old staff responsible to taking down a youth ~~you~~ who is stronger and has no concern for your safety.

Thank you for your consideration on this matter.

Michelle Williams

Sen. Steve Conway, Chair

Select Committee on Pension Policy

P.O. Box 40914

Olympia, WA 98504-0914

Received  
JUN 14 2012  
WFSE/HQ

RE: Early Retirement Options for DSHS Institutions Staff

Hello, my name is Shawn Braeme. I am 52 years old and have just celebrated (?) my 28th year of working for DSHS as a Juv. Rehab. Security officer. I have worked at both Maple Lane School and Green Hill School continuously since June of 1984. During this time I have been punched, kicked, elbowed, bitten, spit on & had various body fluids and excrement thrown on me.

There is not a day that goes by that there is not a possibility of assault or serious injury. I know that my reflexes are slowing and that as I mature, health concerns compound, I heal more slowly, take longer to recover & generally have less energy. I also have 13 more years that I have to work before I am able to retire without paying huge penalties.

Since I only make \$5,000 over the poverty line anyway, early retirement (as such) is not really an option, since you have to pay 10% penalty for each year of retirement prior to age 65, if I wanted to retire at age 55 I'd have to pay 100% penalty.

But, since I have achilles tendon issues, a reconstructed knee, that is problematic and more or less constant back pain already, my chances of making it to age 65 are not great. So, I will probably have to leave State service ~~leave~~ my retirement alone while I pursue another career path until I'm old enough to collect retirement & Social Security.

At these types of institutions, unless one is management, one is in constant danger, working stressful shifts, with odd hours, all of which take a toll, physically, mentally & psychologically.

Not to mention the strains placed on families & relationships.

Please support early retirement for DSHS institutional workers. Our jobs are at least as dangerous as those in much of DOC, with out the pay, opportunity for advancement or early retirement options.

Thank you for your consideration.

Shawn Braeme Green Hill School

6/12/12

name

institution

date

Wallis, Keri

---

**From:** Matt Zuvich <MattZ@wfse.org>  
**Sent:** Monday, June 25, 2012 10:49 AM  
**To:** Office State Actuary, WA  
**Subject:** Correspondence to the SCPP  
**Attachments:** 06-21-2012 053848PM.JPG; Matt Zuvich.vcf

Attached you will find a letter from our member intended to address the SCPP regarding the PSERS study.

Please contact me with any questions or feedback.

Thank you!

Z

06-21-2012 053848PM.JPG

**Matthew D. Zuvich**  
**Legislative and Political Action,**  
**Washington Federation of State Employees**  
**1212 Jefferson St. SE, Ste. 300**  
**Olympia WA. 98501**  
**Office: 360.352.7603 x 1031**  
**Fax: 360.705.0176**  
**E-Mail: [mattz@wfse.org](mailto:mattz@wfse.org)**

To Whom It May Concern,

Washington State Department of Transportation (WSDOT) Highway Maintenance employees should be enrolled into the Public Safety Retirement System.

WSDOT Highway Maintenance employees are emergency responders. Having an aging workforce in this career field is dangerous and irresponsible. Our employees must be able to reach escape routes if needed from such dangers as wind blown trees or erratically driven vehicles to name a few of the many dangers we face on a daily basis.

Highway maintenance is a physically rigorous job that requires sound judgment. They are expected to lift heavy objects, operate power equipment, and be on your feet for long periods of time while being exposed to high speed traffic and inclement weather conditions.

Highway maintenance workers must have a current CDL medical card. As the years add up from doing this job it gets harder and harder to successfully pass this medical evaluation.

Thank you for taking the time to read this letter. I hope this helps to successfully get WSDOT Highway Maintenance employees switched over to a more appropriate retirement system.

Gordon Elley  
Local 378 President  
WSDOT Highway Maintenance Lead Tech





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](mailto: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:

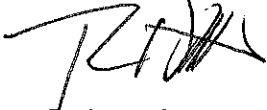
**Non-commissioned local law enforcement:** Local and state law enforcement agencies non-commissioned staff suffer a high risk of stress and physical harm. Property, forensics, and animal control officers are just a few of these positions with constant exposure to dangerous circumstances and potential 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](http://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*  
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.

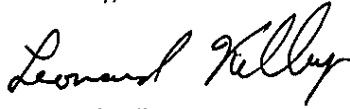
**Public road crews:** Road crews face high physical risks and stress from reckless drivers, construction equipment, high heat and freezing temperatures and hazardous working conditions. Our members at the **Burlington, Ferndale, Lynden** public works departments work hard, physical jobs and deserve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



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](mailto: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,

A handwritten signature in blue ink, appearing to read "Val Holstrom". The signature is fluid and cursive, with a large initial "V" and "H".

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 probably 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

**Wallis, Keri**

---

**Subject:** FW: Energy Northwest, Security Officers PSERS information  
**Attachments:** SCPP PSERS letter.doc; SCPP BILL 6378.docx; SCPP RCW 43 FORCE.docx; SCPP RCW 43 vehicles.docx; CFR-2012-title10-vol2-part73-appB[1].pdf

-----Original Message-----

From: Bouse, Isaac J. [<mailto:ijbouse@energy-northwest.com>]  
Sent: Wednesday, September 26, 2012 8:54 PM  
To: Nichols, Devon  
Cc: [ijbouse@gmail.com](mailto:ijbouse@gmail.com)  
Subject: Energy Northwest, Security Officers PSERS information

---

Devon Nichols,

Thank you for your time in this matter. I know that there are many hopeful groups and organizations that desire inclusion into PSERS. I have a number of documents to send to you at this time. However, I do not have all of the information at hand that I wish to send. Some of the information I wish to send requires personal approval to share. I will send the documents that I have at my disposal currently and send the others as they come to me. I hope that this is acceptable, and I will endeavor to provide the information in a speedy manor. Please let me know if this method is acceptable or for any questions.

Thank You,

Isaac J Bouse

Nuclear Security Officer  
Energy Northwest, Columbia Generating Station

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,

Members of the Nuclear Security Force

Energy Northwest, Columbia Generating Station

CERTIFICATION OF ENROLLMENT  
SECOND ENGROSSED SENATE BILL 6378  
62nd Legislature  
2012 1st Special Session

<http://apps.leg.wa.gov/documents/billdocs/2011-12/Pdf/Bills/Senate%20Passed%20Legislature/6378.PL.pdf>

11 NEW SECTION. **Sec. 8.** The select committee on pension  
12 policy, with  
13 the assistance of the department of labor and industries,  
14 shall study  
15 the issue of risk classifications of employees in the  
16 Washington state  
17 retirement systems that entail either high degrees of  
18 physical or  
19 psychological risk to the members' own safety or unusually  
20 high  
21 physical requirements that result in elevated risks of  
22 injury or  
23 disablement for older employees. The select committee on  
24 pension  
25 policy, with the assistance of the office of the  
26 superintendent of  
27 public instruction, shall also study existing early  
28 retirement factors  
29 and job requirements that may limit the effectiveness of  
30 the older  
31 classroom employee. The study shall identify groups and  
32 evaluate them  
33 for inclusion in the public safety employees' retirement  
34 system or the  
35 creation of other early retirement factors in the teachers'  
36 or school  
37 employees' retirement systems. The select committee on  
38 pension policy  
39 shall report the findings and recommendations of its study  
40 to the  
41 legislative fiscal committees by no later than December  
42 15, 2012.

This is the area of focus for Energy Northwest nuclear security officers (NSO's).



## **RCW 43.52.520**

# **Security force — Authorized.**

An operating agency constructing or operating a nuclear power plant under a site certificate issued under chapter [80.50](#) RCW may establish a security force for the protection and security of each nuclear power plant site exclusion area. Members of the security force may be supplied with uniforms and badges indicating their position as security force members if the uniforms and badges do not closely resemble the uniforms or badges of any law enforcement agency or other agency possessing law enforcement powers in the surrounding area of the nuclear power plant exclusion area. Members of the security force shall enroll in and successfully complete a training program approved by the criminal justice training commission which does not conflict with any requirements of the United States nuclear regulatory commission for the training of security personnel at nuclear power plants. All costs incurred by the criminal justice training commission in the preparation, delivery, or certification of the training programs shall be paid by the operating agency.

[1981 c 301 § 1.]

## RCW 43.52.530

# Security force — Powers and duties — Rules on speed, operation, location of vehicles authorized.

(1) Members of an operating agency security force authorized under RCW [43.52.520](#) may 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 has committed or is attempting to commit a crime. Should any person be detained, the security force shall immediately notify the law enforcement agency, having jurisdiction over the nuclear power plant site, of the detainment. The security force is authorized to detain the person for a reasonable time until custody can be transferred to a law enforcement officer. Members of a security force may use that force necessary in the protection of persons and properties located within the confines of the nuclear power plant site exclusion area.

(2) An operating agency may adopt and enforce rules controlling the speed, operation, and location of vehicles on property owned or occupied by the operating agency. Such rules shall be conspicuously posted and persons violating the rules may be expelled or detained.

(3) The rights granted in subsection (1) of this section are in addition to any others that may exist by law including, but not limited to, the rights granted in RCW [9A.16.020](#)(4).

[1981 c 301 § 3.]

force

	Address	Telephone (24 hour)	E-Mail
Region IV: Alaska, Arizona, Arkansas, California, Colorado, Hawaii, Idaho, Kansas, Louisiana, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, Oregon, South Dakota, Texas, Utah, Washington, Wyoming, and the U.S. territories and possessions in the Pacific	US NRC, Region IV, 1600 E. Lamar Blvd., Arlington, TX 76011–4511.	(817) 860–8100, (800) 952–9677, TDD: (301) 415–5575.	<i>RidsRgn4MailCenter@nrc.gov</i>

CLASSIFIED MAILING ADDRESSES

	Address
NRC Headquarters .....	U.S. NRC, Caller Box 2500, Rockville, MD 20852.
Region I .....	U.S. NRC, 475 Allendale Road, King of Prussia, PA 19406.
Region II .....	USNRC, P.O. Box 56267, Atlanta, GA 30343.
Region III .....	USNRC, Region III, 2443 Warrenville Road, Suite 210, Lisle, IL 60532–4352.
Region IV .....	US NRC, Region IV, 1600 E. Lamar Blvd., Arlington, TX 76011–4511.

I. Classified mail shall be transmitted in accordance with §95.39 of this chapter to the appropriate NRC classified mailing address listed in this appendix.

II. Classified documents may be hand delivered to the NRC to the appropriate NRC street address listed in this appendix. Hand delivered classified documents shall be transmitted in accordance with §95.39 of this chapter.

[68 FR 58820, Oct. 10, 2003, as amended at 71 FR 15012, Mar. 27, 2006; 73 FR 30460, May 28, 2008; 75 FR 21981, Apr. 27, 2010; 76 FR 72086, Nov. 22, 2011]

APPENDIX B TO PART 73—GENERAL CRITERIA FOR SECURITY PERSONNEL

TABLE OF CONTENTS

- Introduction.
- Definitions.
- Criteria.
  - I. Employment suitability and qualification.
    - A. Suitability.
    - B. Physical and mental qualifications.
    - C. Medical examination and physical fitness qualifications.
    - D. Contract security personnel.
    - E. Physical and medical requalification.
    - F. Documentation.
  - II. Training and qualifications.
    - A. Training requirements.
    - B. Qualification requirements.
    - C. Contract personnel.
    - D. Security knowledge, skills, and abilities.
    - E. Requalification.
  - III. Weapons training and qualification.
  - IV. Weapons qualification and requalification program.

- V. Guard, armed response personnel, and armed escort equipment.
  - A. Fixed site.
  - B. Transportation.
- VI. Nuclear Power Reactor Training and Qualification Plan for Personnel Performing Security Program Duties
  - A. General Requirements and Introduction
  - B. Employment Suitability and Qualification
  - C. Duty Training
  - D. Duty Qualification and Requalification
  - E. Weapons Training
  - F. Weapons Qualification and Requalification Program
  - G. Weapons, Personal Equipment and Maintenance
  - H. Records
  - I. Reviews
  - J. Definitions

INTRODUCTION

Applicants and power reactor licensees subject to the requirements of §73.55 shall comply only with the requirements of section VI of this appendix. All other licensees, applicants, or certificate holders shall comply only with sections I through V of this appendix.

Security personnel who are responsible for the protection of special nuclear material on site or in transit and for the protection of the facility or shipment vehicle against radiological sabotage should, like other elements of the physical security system, be required to meet minimum criteria to ensure that they will effectively perform their assigned security-related job duties. In order to ensure that those individuals responsible for security are properly equipped and qualified to execute the job duties prescribed for

them, the NRC has developed general criteria that specify security personnel qualification requirements.

These general criteria establish requirements for the selection, training, equipping, testing, and qualification of individuals who will be responsible for protecting special nuclear materials, nuclear facilities, and nuclear shipments.

When required to have security personnel that have been trained, equipped, and qualified to perform assigned security job duties in accordance with the criteria in this appendix, the licensee must establish, maintain, and follow a plan that shows how the criteria will be met. The plan must be submitted to the NRC for approval and must be implemented within 30 days after approval by the NRC unless otherwise specified by the NRC in writing.

#### DEFINITIONS

Terms defined in parts 50, 70, and 73 of this chapter have the same meaning when used in this appendix.

#### CRITERIA

##### I. Employment suitability and qualification.

A. Suitability: 1. Prior to employment, or assignment to the security organization, an individual shall meet the following suitability criteria:

a. Educational development—Possess a high school diploma or pass an equivalent performance examination designed to measure basic job-related mathematical, language, and reasoning skills, ability, and knowledge, required to perform security job duties.

b. Felony convictions—Have no felony convictions involving the use of a weapon and no felony convictions that reflect on the individual's reliability.

2. Prior to employment or assignment to the security organization in an armed capacity, the individual, in addition to (a) and (b) above, must be 21 years of age or older.

B. Physical and mental qualifications. 1. Physical qualifications:

a. Individuals whose security tasks and job duties are directly associated with the effective implementation of the licensee physical security and contingency plans shall have no physical weaknesses or abnormalities that would adversely affect their performance of assigned security job duties.

b. In addition to a. above, guards, armed response personnel, armed escorts, and central alarm station operators shall successfully pass a physical examination administered by a licensed physician. The examination shall be designed to measure the individual's physical ability to perform assigned security job duties as identified in the licensee physical security and contingency

plans. Armed personnel shall meet the following additional physical requirements:

(1) Vision: (a) For each individual, distant visual acuity in each eye shall be correctable to 20/30 (Snellen or equivalent) in the better eye and 20/40 in the other eye with eyeglasses or contact lenses. If uncorrected distance vision is not at least 20/40 in the better eye, the individual shall carry an extra pair of corrective lenses. Near visual acuity, corrected or uncorrected, shall be at least 20/40 in the better eye. Field of vision must be at least 70° horizontal meridian in each eye. The ability to distinguish red, green, and yellow colors is required. Loss of vision in one eye is disqualifying. Glaucoma shall be disqualifying, unless controlled by acceptable medical or surgical means, provided such medications as may be used for controlling glaucoma do not cause undesirable side effects which adversely affect the individual's ability to perform assigned security job duties, and provided the visual acuity and field of vision requirements stated above are met. On-the-job evaluation shall be used for individuals who exhibit a mild color vision defect.

(b) Where corrective eyeglasses are required, they shall be of the safety glass type.

(c) The use of corrective eyeglasses or contact lenses shall not interfere with an individual's ability to effectively perform assigned security job duties during normal or emergency operations.

(2) Hearing: (a) Individuals shall have no hearing loss in the better ear greater than 30 decibels average at 500 Hz, 1,000 Hz, and 2,000 Hz with no level greater than 40 decibels at any one frequency (by ISO 389 "Standard Reference Zero for the Calibration of Puritone Audiometer" (1975) or ANSI S3.6-1969 (R. 1973) "Specifications for Audiometers"). ISO 389 and ANSI S3.6-1969 have been approved for incorporation by reference by the Director of the Federal Register. A copy of each standard is available for inspection at the NRC Library, 11545 Rockville Pike, Rockville, Maryland 20852-2738.

(b) A hearing aid is acceptable provided suitable testing procedures demonstrate auditory acuity equivalent to the above stated requirement.

(c) The use of a hearing aid shall not decrease the effective performance of the individual's assigned security job duties during normal or emergency operations.

(3) Diseases—Individuals shall have no established medical history or medical diagnosis of epilepsy or diabetes, or, where such a condition exists, the individual shall provide medical evidence that the condition can be controlled with proper medication so that the individual will not lapse into a coma or unconscious state while performing assigned security job duties.

(4) Addiction—Individuals shall have no established medical history or medical diagnosis of habitual alcoholism or drug addiction, or, where such a condition has existed, the individual shall provide certified documentation of having completed a rehabilitation program which would give a reasonable degree of confidence that the individual would be capable of performing assigned security job duties.

(5) Other physical requirements—An individual who has been incapacitated due to a serious illness, injury, disease, or operation, which could interfere with the effective performance of assigned security job duties shall, prior to resumption of such duties, provide medical evidence of recovery and ability to perform such security job duties.

2. Mental qualifications: a. Individuals whose security tasks and job duties are directly associated with the effective implementation of the licensee physical security and contingency plans shall demonstrate mental alertness and the capability to exercise good judgment, implement instructions, assimilate assigned security tasks, and possess the acuity of senses and ability of expression sufficient to permit accurate communication by written, spoken, audible, visible, or other signals required by assigned job duties.

b. Armed individuals, and central alarm station operators, in addition to meeting the requirement stated in paragraph a. above, shall have no emotional instability that would interfere with the effective performance of assigned security job duties. The determination shall be made by a licensed psychologist or psychiatrist, or physician, or other person professionally trained to identify emotional instability.

c. The licensee shall arrange for continued observation of security personnel and for appropriate corrective measures by responsible supervisors for indications of emotional instability of individuals in the course of performing assigned security job duties. Identification of emotional instability by responsible supervisors shall be subject to verification by a licensed, trained person.

C. Medical examinations and physical fitness qualifications—Guards, armed response personnel, armed escorts and other armed security force members shall be given a medical examination including a determination and written certification by a licensed physician that there are no medical contraindications as disclosed by the medical examination to participation by the individual in physical fitness tests. Subsequent to this medical examination, guards, armed response personnel, armed escorts and other armed security force members shall demonstrate physical fitness for assigned security job duties by performing a practical physical exercise program within a specific time period. The exercise program perform-

ance objectives shall be described in the license training and qualifications plan and shall consider job-related functions such as strenuous activity, physical exertion, levels of stress, and exposure to the elements as they pertain to each individual's assigned security job duties for both normal and emergency operations. The physical fitness qualification of each guard, armed response person, armed escort, and other security force member shall be documented and attested to by a licensee security supervisor. The licensee shall retain this documentation as a record for three years from the date of each qualification.

D. Contract security personnel—Contract security personnel shall be required to meet the suitability, physical, and mental requirements as appropriate to their assigned security job duties in accordance with section I of this appendix.

E. Physical requalification—At least every 12 months, central alarm station operators shall be required to meet the physical requirements of B.1.b of this section, and guards, armed response personnel, and armed escorts shall be required to meet the physical requirements of paragraphs B.1.b (1) and (2), and C of this section. The licensee shall document each individual's physical requalification and shall retain this documentation of requalification as a record for three years from the date of each requalification.

F. Documentation—The results of suitability, physical, and mental qualifications data and test results must be documented by the licensee or the licensee's agent. The licensee or the agent shall retain this documentation as a record for three years from the date of obtaining and recording these results.

G. Nothing herein authorizes or requires a licensee to investigate into or judge the reading habits, political or religious beliefs, or attitudes on social, economic, or political issues of any person.

## II. Training and qualifications.

A. Training requirements—Each individual who requires training to perform assigned security-related job tasks or job duties as identified in the licensee physical security or contingency plans shall, prior to assignment, be trained to perform these tasks and duties in accordance with the licensee or the licensee's agent's documented training and qualifications plan. The licensee or the agent shall maintain documentation of the current plan and retain this documentation of the plan as a record for three years after the close of period for which the licensee possesses the special nuclear material under each license for which the plan was developed and, if any portion of the plan is superseded, retain the material that is superseded for three years after each change.

B. Qualification requirements—Each person who performs security-related job tasks

or job duties required to implement the licensee physical security or contingency plan shall, prior to being assigned to these tasks or duties, be qualified in accordance with the licensee's NRC-approved training and qualifications plan. The qualifications of each individual must be documented and attested by a licensee security supervisor. The licensee shall retain this documentation of each individual's qualifications as a record for three years after the employee ends employment in the security-related capacity and for three years after the close of period for which the licensee possesses the special nuclear material under each license, and superseded material for three years after each change.

C. Contract personnel—Contract personnel shall be trained, equipped, and qualified as appropriate to their assigned security-related job tasks or job duties, in accordance with sections II, III, IV, and V of this appendix. The qualifications of each individual must be documented and attested by a licensee security supervisor. The licensee shall retain this documentation of each individual's qualifications as a record for three years after the employee ends employment in the security-related capacity and for three years after the close of period for which the licensee possesses the special nuclear material under each license, and superseded material for three years after each change.

D. Security knowledge, skills, and abilities—Each individual assigned to perform the security related task identified in the licensee physical security or contingency plan shall demonstrate the required knowledge, skill, and ability in accordance with the specified standards for each task as stated in the NRC approved licensee training and qualifications plan. The areas of knowledge, skills, and abilities that shall be considered in the licensee's training and qualifications plan are as follows:

1. Protection of nuclear facilities, transport vehicles, and special nuclear material.
2. NRC requirements and guidance for physical security at nuclear facilities and for transportation.
3. The private security guard's role in providing physical protection for the nuclear industry.
4. The authority of private guards.
5. The use of nonlethal weapons.
6. The use of deadly force.
7. Power of arrest and authority to detain individuals.
8. Authority to search individuals and seize property.
9. Adversary group operations.
10. Motivation and objectives of adversary groups.
11. Tactics and force that might be used by adversary groups to achieve their objectives.

12. Recognition of sabotage related devices and equipment that might be used against the licensee's facility or shipment vehicle.

13. Facility security organization and operation.

14. Types of physical barriers.

15. Weapons, lock and key control system operation.

16. Location of SNM and/or vital areas within a facility.

17. Protected area security and vulnerability.

18. Types of alarm systems used.

19. Response and assessment to alarm annunciations and other indications of intrusion.

20. Familiarization with types of special nuclear material processed.

21. General concepts of fixed site security systems.

22. Vulnerabilities and consequences of theft of special nuclear material or radiological sabotage of a facility.

23. Protection of security system information.

24. Personal equipment use and operation for normal and contingency operations.

25. Surveillance and assessment systems and techniques.

26. Communications systems operation, fixed site.

27. Access control systems and operation for individuals, packages, and vehicles.

28. Contraband detection systems and techniques.

29. Barriers and other delay systems around material access or vital areas.

30. Exterior and interior alarm systems operation.

31. Duress alarm operation.

32. Alarm stations operation.

33. Response force organization.

34. Response force mission.

35. Response force operation.

36. Response force engagement.

37. Security command and control system during normal operation.

38. Security command and control system during contingency operation.

39. Transportation systems security organization and operation.

40. Types of SNM transport vehicles.

41. Types of SNM escort vehicles.

42. Modes of transportation for SNM.

43. Road transport security system command and control structure.

44. Use of weapons.

45. Communications systems operation for transportation, shipment to control center and intraconvoy.

46. Vulnerabilities and consequences of theft of special nuclear material or radiological sabotage of a transport vehicle.

47. Protection of transport system security information.

48. Control of area around transport vehicle.

49. Normal convoy techniques and operations.

50. Familiarization with types of special nuclear materials shipped.

51. Fixed post station operations.

52. Access control system operation.

53. Search techniques and systems for individuals, packages and vehicles.

54. Escort and patrol responsibilities and operation.

55. Contingency response to confirmed intrusion or attempted intrusion.

56. Security system operation after component failure.

57. Fixed site security information protection.

58. Security coordination with local law enforcement agencies.

59. Security and situation reporting, documentation and report writing.

60. Contingency duties.

61. Self defense.

62. Use of and defenses against incapacitating agents.

63. Security equipment testing.

64. Contingency procedures.

65. Night vision devices and systems.

66. Mechanics of detention.

67. Basic armed and unarmed defensive tactics.

68. Response force deployment.

69. Security alert procedures.

70. Security briefing procedures.

71. Response force tactical movement.

72. Response force withdrawal.

73. Response force use of support fire.

74. Response to bomb and attack threats.

75. Response to civil disturbances (e.g., strikes, demonstrators).

76. Response to confirmed attempted theft of special nuclear material and/or radiological sabotage of facilities.

77. Response to hostage situations.

78. Site specific armed tactical procedures and operation.

79. Security response to emergency situations other than security incidents.

80. Basic transportation defensive response tactics.

81. Armed escort deployment.

82. Armed escort adversary engagement.

83. Armed escort formations.

84. Armed escort use of weapons fire (tactical and combat).

85. Armed escort and shipment movement under fire.

86. Tactical convoying techniques and operations.

87. Armed escort tactical exercises.

88. Armed escort response to bomb and attack threats.

89. Verification of shipment documentation and contents.

90. Continuous surveillance of shipment vehicle.

91. Normal and contingency operation for shipment mode transfer.

92. Armed personnel procedures and operation during temporary storage between mode transfers of shipments.

93. Armed escort threat assessment and response.

94. System for and operation of shipment vehicle lock and key control.

95. Techniques and procedures for isolation of shipment vehicle during a contingency situation.

96. Transportation coordination with local law enforcement agencies.

97. Procedures for verification of shipment locks and seals.

98. Transportation security and situation reporting, documentation, and report writing.

99. Procedures for shipment delivery and pickup.

100. Transportation security system for escort by road, rail, air and sea.

E. Requalification—Security personnel shall be requalified at least every 12 months to perform assigned security-related job tasks and duties for both normal and contingency operations. Requalification shall be in accordance with the NRC-approved licensee training and qualifications plan. The results of requalification must be documented and attested by a licensee security supervisor. The licensee shall retain this documentation of each individual's requalification as a record for three years from the date of each requalification.

### III. Weapons training.

A. Guards, armed response personnel and armed escorts requiring weapons training to perform assigned security related job tasks or job duties shall be trained in accordance with the licensees' documented weapons training programs. Each individual shall be proficient in the use of his assigned weapon(s) and shall meet prescribed standards in the following areas:

1. Mechanical assembly, disassembly, range penetration capability of weapon, and bullseye firing.
2. Weapons cleaning and storage.
3. Combat firing, day and night.
4. Safe weapons handling.
5. Clearing, loading, unloading, and reloading.
6. When to draw and point a weapon.
7. Rapid fire techniques.
8. Close quarter firing.
9. Stress firing.
10. Zeroing assigned weapon(s).

### IV. Weapons qualification and requalification program.

Qualification firing for the handgun and the rifle must be for daylight firing, and each individual shall perform night firing for familiarization with assigned weapon(s). The results of weapons qualification and requalification must be documented by the licensee or the licensee's agent. Each individual shall

be requalified at least every 12 months. The licensee shall retain this documentation of each qualification and requalification as a record for three years from the date of the qualification or requalification, as appropriate.

A. Handgun—Guards, armed escorts and armed response personnel shall qualify with a revolver or semiautomatic pistol firing the national police course, or an equivalent nationally recognized course. Qualifying score shall be an accumulated total of 70 percent of the maximum obtainable score.

B. Semiautomatic Rifle—Guards, armed escorts and armed response personnel, assigned to use the semiautomatic rifle by the licensee training and qualifications plan, shall qualify with a semiautomatic rifle by firing the 100-yard course of fire specified in section 17.5(1) of the National Rifle Association, High Power Rifle Rules book (effective March 15, 1976),<sup>1</sup> or a nationally recognized equivalent course of fire. Targets used shall be as stated in section 17.5 for the 100-yard course. Time limits for individuals shall be as specified in section 8.2 of the NRA rule book, regardless of the course fired. Qualifying score shall be an accumulated total of 80 percent of the maximum obtainable score.

C. Shotgun—Guards, armed escorts, and armed response personnel assigned to use the 12 gauge shotgun by the licensee training and qualifications plan shall qualify with a full choke or improved modified choke 12 gauge shotgun firing the following course:

Range	Position	No. Rounds <sup>1</sup>	Target <sup>2</sup>
15 yds .....	Hip fire point .....	4	B-27
25 yds .....	Shoulder .....	4	B-27

<sup>1</sup> The 4 rounds shall be fired at 4 separate targets within 10 seconds using 00 gauge (9 pellet) shotgun shells.

<sup>2</sup> As set forth by the National Rifle Association (NRA) in its official rules and regulations, "NRA Target Manufacturers Index," December 1976. The Index has been approved for incorporation by reference by the Director of the Federal Register. A copy of the index is available for inspection at the NRC Library, 11545 Rockville Pike, Rockville, Maryland 20852-2738.

To qualify the individual shall be required to place 50 percent of all pellets (36 pellets) within the black silhouette.

D. Requalification—Individuals shall be weapons requalified at least every 12 months in accordance with the NRC approved licensee training and qualifications plan, and in accordance with the requirements stated in A, B, and C of this section.

V. Guard, armed response personnel, and armed escort equipment.

<sup>1</sup>Copies of the "NRA High Power Rifle Rules" may be examined at, or obtained from, the National Rifle Association, 1600 Rhode Island Avenue NW., Washington, DC 20036.

A. Fixed Site—Fixed site guards and armed response personnel shall either be equipped with or have available the following security equipment appropriate to the individual's assigned contingency security related tasks or job duties as described in the licensee physical security and contingency plans:

1. Semiautomatic rifles with following nominal minimum specifications:

- (a) .223 caliber.
- (b) Muzzle velocity, 1980 ft/sec.
- (c) Muzzle energy, 955 foot-pounds.
- (d) Magazine or clip load of 10 rounds.
- (e) Magazine reload, < 10 seconds.
- (f) Operable in any environment in which it will be used.

2. 12 gauge shotguns with the following capabilities:

- (a) 4 round pump or semiautomatic.
- (b) Operable in any environment in which it will be used.
- (c) Full or modified choke.

3. Semiautomatic pistols or revolvers with the following nominal minimum specifications:

- (a) .354 caliber.
- (b) Muzzle energy, 250 foot-pounds.
- (c) Full magazine or cylinder reload capability < 6 seconds.
- (d) Muzzle velocity, 850 ft/sec.
- (e) Full cylinder or magazine capacity, 6 rounds.
- (f) Operable in any environment in which it will be used.

4. Ammunition:

(a) For each assigned weapon as appropriate to the individual's assigned contingency security job duties and as readily available as the weapon:

- (1) 18 rounds per handgun.
- (2) 100 rounds per semiautomatic rifle.
- (3) 12 rounds each per shotgun (00 gauge and slug).

(b) Ammunition available on site—two (2) times the amount stated in (a) above for each weapon.

5. Personal equipment to be readily available for individuals whose assigned contingency security job duties, as described in the licensee physical security and contingency plans, warrant such equipment:

- (a) Helmet, combat.
- (b) Gas mask, full face.
- (c) Body armor (bullet-resistant vest).
- (d) Flashlights and batteries.
- (e) Baton.
- (f) Handcuffs.
- (g) Ammunition/equipment belt.

6. Binoculars.

7. Night vision aids, i.e., hand-fired illumination flares or equivalent.

8. Tear gas or other nonlethal gas.

9. Duress alarms.

10. Two-way portable radios (handi-talkie) 2 channels minimum, 1 operating and 1 emergency.



B. Transportation—Armed escorts shall either be equipped with or have readily available the following security equipment appropriate to the individual's assigned contingency security related tasks or job duties, as described in the licensee physical security and contingency plans:

1. Semiautomatic rifles with the following nominal minimum specifications:

- (a) .223 caliber.
- (b) Muzzle velocity, 1,980 ft/sec.
- (c) Muzzle energy, 955 foot-pounds.
- (d) Magazine or clip of 10 rounds.
- (e) Reload capability, 10 seconds.
- (f) Operable in any environment in which it will be used.

2. 12 gauge shotguns.

- (a) 4 round pump or semiautomatic.
- (b) Operable in any environment in which it will be used.
- (c) Full or modified choke.

3. Semiautomatic pistols or revolvers with the following nominal minimum specifications:

- (a) .354 caliber.
- (b) Muzzle energy, 250 foot-pounds.
- (c) Full magazine or cylinder reload capability 6 seconds.
- (d) Muzzle velocity, 850 ft/sec.
- (e) Full cylinder or magazine capacity, 6 rounds.
- (f) Operable in any environment in which it will be used.

4. Ammunition for each shipment.

(a) For each assigned weapon as appropriate to the individual's assigned contingency security job duties and as readily available as the weapon:

- (1) 36 rounds per handgun.
- (2) 120 rounds per semiautomatic rifle.
- (3) 12 rounds each per shotgun (00 gauge and slug).

5. Escort vehicles, bullet resisting, equipped with communications systems, red flares, first aid kit, emergency tool kit, tire changing equipment, battery chargers for radios (where appropriate, for recharging portable radio batteries).

6. Personal equipment to be readily available for individuals whose assigned contingency security job duties, as described in the licensee physical security and contingency plans, warrant such equipment:

- (a) Helmet, combat.
- (b) Gas mask, full face.
- (c) Body armor (bullet-resistant vest).
- (d) Flashlights and batteries.
- (e) Baton.
- (f) Ammunition/equipment belt.
- (g) Pager/duress alarms.

7. Binoculars.

8. Night vision aids, *i.e.*, hand-fired illumination flares or equivalent.

9. Tear gas or other nonlethal gas.

VI. Nuclear Power Reactor Training and Qualification Plan for Personnel Performing Security Program Duties

A. General Requirements and Introduction

1. The licensee shall ensure that all individuals who are assigned duties and responsibilities required to prevent significant core damage and spent fuel sabotage, implement the Commission-approved security plans, licensee response strategy, and implementing procedures, meet minimum training and qualification requirements to ensure each individual possesses the knowledge, skills, and abilities required to effectively perform the assigned duties and responsibilities.

2. To ensure that those individuals who are assigned to perform duties and responsibilities required for the implementation of the Commission-approved security plans, licensee response strategy, and implementing procedures are properly suited, trained, equipped, and qualified to perform their assigned duties and responsibilities, the Commission has developed minimum training and qualification requirements that must be implemented through a Commission-approved training and qualification plan.

3. The licensee shall establish, maintain, and follow a Commission-approved training and qualification plan, describing how the minimum training and qualification requirements set forth in this appendix will be met, to include the processes by which all individuals, will be selected, trained, equipped, tested, and qualified.

4. Each individual assigned to perform security program duties and responsibilities required to effectively implement the Commission-approved security plans, licensee protective strategy, and the licensee implementing procedures, shall demonstrate the knowledge, skills, and abilities required to effectively perform the assigned duties and responsibilities before the individual is assigned the duty or responsibility.

5. The licensee shall ensure that the training and qualification program simulates, as closely as practicable, the specific conditions under which the individual shall be required to perform assigned duties and responsibilities.

6. The licensee may not allow any individual to perform any security function, assume any security duties or responsibilities, or return to security duty, until that individual satisfies the training and qualification requirements of this appendix and the Commission-approved training and qualification plan, unless specifically authorized by the Commission.

7. Annual requirements must be scheduled at a nominal twelve (12) month periodicity. Annual requirements may be completed up to three (3) months before or three (3) months after the scheduled date. However, the next annual training must be scheduled twelve (12) months from the previously scheduled date rather than the date the training was actually completed.

## Nuclear Regulatory Commission

## Pt. 73, App. B

### B. Employment Suitability and Qualification

#### 1. Suitability.

(a) Before employment, or assignment to the security organization, an individual shall:

(1) Possess a high school diploma or pass an equivalent performance examination designed to measure basic mathematical, language, and reasoning skills, abilities, and knowledge required to perform security duties and responsibilities;

(2) Have attained the age of 21 for an armed capacity or the age of 18 for an unarmed capacity; and

(3) Not have any felony convictions that reflect on the individual's reliability.

(4) Individuals in an armed capacity, would not be disqualified from possessing or using firearms or ammunition in accordance with applicable state or Federal law, to include 18 U.S.C. 922. Licensees shall use information that has been obtained during the completion of the individual's background investigation for unescorted access to determine suitability. Satisfactory completion of a firearms background check for the individual under 10 CFR 73.19 of this part will also fulfill this requirement.

(b) The qualification of each individual to perform assigned duties and responsibilities must be documented by a qualified training instructor and attested to by a security supervisor.

#### 2. Physical qualifications.

##### (a) General physical qualifications.

(1) Individuals whose duties and responsibilities are directly associated with the effective implementation of the Commission-approved security plans, licensee protective strategy, and implementing procedures, may not have any physical conditions that would adversely affect their performance of assigned security duties and responsibilities.

(2) Armed and unarmed individuals assigned security duties and responsibilities shall be subject to a physical examination designed to measure the individual's physical ability to perform assigned duties and responsibilities as identified in the Commission-approved security plans, licensee protective strategy, and implementing procedures.

(3) This physical examination must be administered by a licensed health professional with the final determination being made by a licensed physician to verify the individual's physical capability to perform assigned duties and responsibilities.

(4) The licensee shall ensure that both armed and unarmed individuals who are assigned security duties and responsibilities identified in the Commission-approved security plans, the licensee protective strategy, and implementing procedures, meet the following minimum physical requirements, as

required to effectively perform their assigned duties.

##### (b) Vision.

(1) For each individual, distant visual acuity in each eye shall be correctable to 20/30 (Snellen or equivalent) in the better eye and 20/40 in the other eye with eyeglasses or contact lenses.

(2) Near visual acuity, corrected or uncorrected, shall be at least 20/40 in the better eye.

(3) Field of vision must be at least 70 degrees horizontal meridian in each eye.

(4) The ability to distinguish red, green, and yellow colors is required.

(5) Loss of vision in one eye is disqualifying.

(6) Glaucoma is disqualifying, unless controlled by acceptable medical or surgical means, provided that medications used for controlling glaucoma do not cause undesirable side effects which adversely affect the individual's ability to perform assigned security duties, and provided the visual acuity and field of vision requirements stated previously are met.

(7) On-the-job evaluation must be used for individuals who exhibit a mild color vision defect.

(8) If uncorrected distance vision is not at least 20/40 in the better eye, the individual shall carry an extra pair of corrective lenses in the event that the primaries are damaged. Corrective eyeglasses must be of the safety glass type.

(9) The use of corrective eyeglasses or contact lenses may not interfere with an individual's ability to effectively perform assigned duties and responsibilities during normal or emergency conditions.

##### (c) Hearing.

(1) Individuals may not have hearing loss in the better ear greater than 30 decibels average at 500 Hz, 1,000 Hz, and 2,000 Hz with no level greater than 40 decibels at any one frequency.

(2) A hearing aid is acceptable provided suitable testing procedures demonstrate auditory acuity equivalent to the hearing requirement.

(3) The use of a hearing aid may not decrease the effective performance of the individual's assigned security duties during normal or emergency operations.

##### (d) Existing medical conditions.

(1) Individuals may not have an established medical history or medical diagnosis of existing medical conditions which could interfere with or prevent the individual from effectively performing assigned duties and responsibilities.

(2) If a medical condition exists, the individual shall provide medical evidence that the condition can be controlled with medical treatment in a manner which does not adversely affect the individual's fitness-for-duty, mental alertness, physical condition,

or capability to otherwise effectively perform assigned duties and responsibilities.

(e) Addiction. Individuals may not have any established medical history or medical diagnosis of habitual alcoholism or drug addiction, or, where this type of condition has existed, the individual shall provide certified documentation of having completed a rehabilitation program which would give a reasonable degree of confidence that the individual would be capable of effectively performing assigned duties and responsibilities.

(f) Other physical requirements. An individual who has been incapacitated due to a serious illness, injury, disease, or operation, which could interfere with the effective performance of assigned duties and responsibilities shall, before resumption of assigned duties and responsibilities, provide medical evidence of recovery and ability to perform these duties and responsibilities.

### 3. Psychological qualifications.

(a) Armed and unarmed individuals shall demonstrate the ability to apply good judgment, mental alertness, the capability to implement instructions and assigned tasks, and possess the acuity of senses and ability of expression sufficient to permit accurate communication by written, spoken, audible, visible, or other signals required by assigned duties and responsibilities.

(b) A licensed psychologist, psychiatrist, or physician trained in part to identify emotional instability shall determine whether armed members of the security organization and alarm station operators in addition to meeting the requirement stated in paragraph (a) of this section, have no emotional instability that would interfere with the effective performance of assigned duties and responsibilities.

(c) A person professionally trained to identify emotional instability shall determine whether unarmed individuals in addition to meeting the requirement stated in paragraph (a) of this section, have no emotional instability that would interfere with the effective performance of assigned duties and responsibilities.

### 4. Medical examinations and physical fitness qualifications.

(a) Armed members of the security organization shall be subject to a medical examination by a licensed physician, to determine the individual's fitness to participate in physical fitness tests.

(1) The licensee shall obtain and retain a written certification from the licensed physician that no medical conditions were disclosed by the medical examination that would preclude the individual's ability to participate in the physical fitness tests or meet the physical fitness attributes or objectives associated with assigned duties.

(b) Before assignment, armed members of the security organization shall demonstrate physical fitness for assigned duties and re-

sponsibilities by performing a practical physical fitness test.

(1) The physical fitness test must consider physical conditions such as strenuous activity, physical exertion, levels of stress, and exposure to the elements as they pertain to each individual's assigned security duties for both normal and emergency operations and must simulate site specific conditions under which the individual will be required to perform assigned duties and responsibilities.

(2) The licensee shall describe the physical fitness test in the Commission-approved training and qualification plan.

(3) The physical fitness test must include physical attributes and performance objectives which demonstrate the strength, endurance, and agility, consistent with assigned duties in the Commission-approved security plans, licensee protective strategy, and implementing procedures during normal and emergency conditions.

(4) The physical fitness qualification of each armed member of the security organization must be documented by a qualified training instructor and attested to by a security supervisor.

### 5. Physical requalification.

(a) At least annually, armed and unarmed individuals shall be required to demonstrate the capability to meet the physical requirements of this appendix and the licensee training and qualification plan.

(b) The physical requalification of each armed and unarmed individual must be documented by a qualified training instructor and attested to by a security supervisor.

### C. Duty Training

1. Duty training and qualification requirements. All personnel who are assigned to perform any security-related duty or responsibility shall be trained and qualified to perform assigned duties and responsibilities to ensure that each individual possesses the minimum knowledge, skills, and abilities required to effectively carry out those assigned duties and responsibilities.

(a) The areas of knowledge, skills, and abilities that are required to perform assigned duties and responsibilities must be identified in the licensee's Commission-approved training and qualification plan.

(b) Each individual who is assigned duties and responsibilities identified in the Commission-approved security plans, licensee protective strategy, and implementing procedures shall, before assignment:

(1) Be trained to perform assigned duties and responsibilities in accordance with the requirements of this appendix and the Commission-approved training and qualification plan.

(2) Meet the minimum qualification requirements of this appendix and the Commission-approved training and qualification plan.

(3) Be trained and qualified in the use of all equipment or devices required to effectively perform all assigned duties and responsibilities.

2. On-the-job training.

(a) The licensee training and qualification program must include on-the-job training performance standards and criteria to ensure that each individual demonstrates the requisite knowledge, skills, and abilities needed to effectively carry-out assigned duties and responsibilities in accordance with the Commission-approved security plans, licensee protective strategy, and implementing procedures, before the individual is assigned the duty or responsibility.

(b) In addition to meeting the requirement stated in paragraph C.2.(a) of this appendix, before assignment, individuals (e.g., response team leaders, alarm station operators, armed responders, and armed security officers designated as a component of the protective strategy) assigned duties and responsibilities to implement the Safeguards Contingency Plan shall complete a minimum of 40 hours of on-the-job training to demonstrate their ability to effectively apply the knowledge, skills, and abilities required to effectively perform assigned *contingency* duties and responsibilities in accordance with the approved safeguards contingency plan, other security plans, licensee protective strategy, and implementing procedures. On-the-job training must be documented by a qualified training instructor and attested to by a security supervisor.

(c) On-the-job training for contingency activities and drills must include, but is not limited to, hands-on application of knowledge, skills, and abilities related to:

- (1) Response team duties.
- (2) Use of force.
- (3) Tactical movement.
- (4) Cover and concealment.
- (5) Defensive positions.
- (6) Fields-of-fire.
- (7) Re-deployment.
- (8) Communications (primary and alternate).
- (9) Use of assigned equipment.
- (10) Target sets.
- (11) Table top drills.
- (12) Command and control duties.
- (13) Licensee Protective Strategy.

3. Performance Evaluation Program.

(a) Licensees shall develop, implement and maintain a Performance Evaluation Program that is documented in procedures which describes how the licensee will demonstrate and assess the effectiveness of their onsite physical protection program and protective strategy, including the capability of the armed response team to carry out their assigned duties and responsibilities during safeguards contingency events. The Performance Evaluation Program and procedures

shall be referenced in the licensee's Training and Qualifications Plan.

(b) The Performance Evaluation Program shall include procedures for the conduct of tactical response drills and force-on-force exercises designed to demonstrate and assess the effectiveness of the licensee's physical protection program, protective strategy and contingency event response by all individuals with responsibilities for implementing the safeguards contingency plan.

(c) The licensee shall conduct tactical response drills and force-on-force exercises in accordance with Commission-approved security plans, licensee protective strategy, and implementing procedures.

(d) Tactical response drills and force-on-force exercises must be designed to challenge the site protective strategy against elements of the design basis threat and ensure each participant assigned security duties and responsibilities identified in the Commission-approved security plans, the licensee protective strategy, and implementing procedures demonstrate the requisite knowledge, skills, and abilities.

(e) Tactical response drills, force-on-force exercises, and associated contingency response training shall be conducted under conditions that simulate, as closely as practicable, the site-specific conditions under which each member will, or may be, required to perform assigned duties and responsibilities.

(f) The scope of tactical response drills conducted for training purposes shall be determined by the licensee and must address site-specific, individual or programmatic elements, and may be limited to specific portions of the site protective strategy.

(g) Each tactical response drill and force-on-force exercise shall include a documented post-exercise critique in which participants identify failures, deficiencies or other findings in performance, plans, equipment or strategies.

(h) Licensees shall document scenarios and participants for all tactical response drills and annual force-on-force exercises conducted.

(i) Findings, deficiencies and failures identified during tactical response drills and force-on-force exercises that adversely affect or decrease the effectiveness of the protective strategy and physical protection program shall be entered into the licensee's corrective action program to ensure that timely corrections are made to the appropriate program areas.

(j) Findings, deficiencies and failures associated with the onsite physical protection program and protective strategy shall be protected as necessary in accordance with the requirements of 10 CFR 73.21.

(k) For the purpose of tactical response drills and force-on-force exercises, licensees shall:

(1) Use no more than the total number of armed responders and armed security officers documented in the security plans.

(2) Minimize the number and effects of artificialities associated with tactical response drills and force-on-force exercises.

(3) Implement the use of systems or methodologies that simulate the realities of armed engagement through visual and audible means, and reflect the capabilities of armed personnel to neutralize a target through the use of firearms.

(4) Ensure that each scenario used provides a credible, realistic challenge to the protective strategy and the capabilities of the security response organization.

(1) The Performance Evaluation Program must be designed to ensure that:

(1) Each member of each shift who is assigned duties and responsibilities required to implement the safeguards contingency plan and licensee protective strategy participates in at least one (1) tactical response drill on a quarterly basis and one (1) force-on-force exercise on an annual basis. Force-on-force exercises conducted to satisfy the NRC triennial evaluation requirement can be used to satisfy the annual force-on-force requirement for the personnel that participate in the capacity of the security response organization.

(2) The mock adversary force replicates, as closely as possible, adversary characteristics and capabilities of the design basis threat described in 10 CFR 73.1(a)(1), and is capable of exploiting and challenging the licensees protective strategy, personnel, command and control, and implementing procedures.

(3) Protective strategies can be evaluated and challenged through the conduct of tactical response tabletop demonstrations.

(4) Drill and exercise controllers are trained and qualified to ensure that each controller has the requisite knowledge and experience to control and evaluate exercises.

(5) Tactical response drills and force-on-force exercises are conducted safely and in accordance with site safety plans.

(m) Scenarios.

(1) Licensees shall develop and document multiple scenarios for use in conducting quarterly tactical response drills and annual force-on-force exercises.

(2) Licensee scenarios must be designed to test and challenge any components or combination of components, of the onsite physical protection program and protective strategy.

(3) Each scenario must use a unique target set or target sets, and varying combinations of adversary equipment, strategies, and tactics, to ensure that the combination of all scenarios challenges every component of the onsite physical protection program and protective strategy to include, but not limited to, equipment, implementing procedures, and personnel.

D. Duty Qualification and Requalification  
1. Qualification demonstration.

(a) Armed and unarmed individuals shall demonstrate the required knowledge, skills, and abilities to carry out assigned duties and responsibilities as stated in the Commission-approved security plans, licensee protective strategy, and implementing procedures.

(b) This demonstration must include written exams and hands-on performance demonstrations.

(1) Written Exams. The written exams must include those elements listed in the Commission-approved training and qualification plan and shall require a minimum score of 80 percent to demonstrate an acceptable understanding of assigned duties and responsibilities, to include the recognition of potential tampering involving both safety and security equipment and systems.

(2) Hands-on Performance Demonstrations. Armed and unarmed individuals shall demonstrate hands-on performance for assigned duties and responsibilities by performing a practical hands-on demonstration for required tasks. The hands-on demonstration must ensure that theory and associated learning objectives for each required task are considered and each individual demonstrates the knowledge, skills, and abilities required to effectively perform the task.

(3) Annual Written Exam. Armed individuals shall be administered an annual written exam that demonstrates the required knowledge, skills, and abilities to carry out assigned duties and responsibilities as an armed member of the security organization. The annual written exam must include those elements listed in the Commission-approved training and qualification plan and shall require a minimum score of 80 percent to demonstrate an acceptable understanding of assigned duties and responsibilities.

(c) Upon request by an authorized representative of the Commission, any individual assigned to perform any security-related duty or responsibility shall demonstrate the required knowledge, skills, and abilities for each assigned duty and responsibility, as stated in the Commission-approved security plans, licensee protective strategy, or implementing procedures.

2. Requalification.

(a) Armed and unarmed individuals shall be requalified at least annually in accordance with the requirements of this appendix and the Commission-approved training and qualification plan.

(b) The results of requalification must be documented by a qualified training instructor and attested by a security supervisor.

E. Weapons Training

1. General firearms training.

(a) Armed members of the security organization shall be trained and qualified in accordance with the requirements of this appendix and the Commission-approved training and qualification plan.

(b) Firearms instructors.

(1) Each armed member of the security organization shall be trained and qualified by a certified firearms instructor for the use and maintenance of each assigned weapon to include but not limited to, marksmanship, assembly, disassembly, cleaning, storage, handling, clearing, loading, unloading, and re-loading, for each assigned weapon.

(2) Firearms instructors shall be certified from a national or state recognized entity.

(3) Certification must specify the weapon or weapon type(s) for which the instructor is qualified to teach.

(4) Firearms instructors shall be recertified in accordance with the standards recognized by the certifying national or state entity, but in no case shall recertification exceed three (3) years.

(c) Annual firearms familiarization. The licensee shall conduct annual firearms familiarization training in accordance with the Commission-approved training and qualification plan.

(d) The Commission-approved training and qualification plan shall include, but is not limited to, the following areas:

(1) Mechanical assembly, disassembly, weapons capabilities and fundamentals of marksmanship.

(2) Weapons cleaning and storage.

(3) Combat firing, day and night.

(4) Safe weapons handling.

(5) Clearing, loading, unloading, and re-loading.

(6) Firing under stress.

(7) Zeroing duty weapon(s) and weapons sighting adjustments.

(8) Target identification and engagement.

(9) Weapon malfunctions.

(10) Cover and concealment.

(11) Weapon familiarization.

(e) The licensee shall ensure that each armed member of the security organization is instructed on the use of deadly force as authorized by applicable state law.

(f) Armed members of the security organization shall participate in weapons range activities on a nominal four (4) month periodicity. Performance may be conducted up to five (5) weeks before, to five (5) weeks after, the scheduled date. The next scheduled date must be four (4) months from the originally scheduled date.

F. Weapons Qualification and Requalification Program

1. General weapons qualification requirements.

(a) Qualification firing must be accomplished in accordance with Commission requirements and the Commission-approved

training and qualification plan for assigned weapons.

(b) The results of weapons qualification and requalification must be documented and retained as a record.

2. Tactical weapons qualification. The licensee Training and Qualification Plan must describe the firearms used, the firearms qualification program, and other tactical training required to implement the Commission-approved security plans, licensee protective strategy, and implementing procedures. Licensee developed tactical qualification and re-qualification courses must describe the performance criteria needed to include the site specific conditions (such as lighting, elevation, fields-of-fire) under which assigned personnel shall be required to carry-out their assigned duties.

3. Firearms qualification courses. The licensee shall conduct the following qualification courses for each weapon used.

(a) Annual daylight qualification course. Qualifying score must be an accumulated total of 70 percent with handgun and shotgun, and 80 percent with semiautomatic rifle and/or enhanced weapons, of the maximum obtainable target score.

(b) Annual night fire qualification course. Qualifying score must be an accumulated total of 70 percent with handgun and shotgun, and 80 percent with semiautomatic rifle and/or enhanced weapons, of the maximum obtainable target score.

(c) Annual tactical qualification course. Qualifying score must be an accumulated total of 80 percent of the maximum obtainable score.

4. Courses of fire.

(a) Handgun. Armed members of the security organization, assigned duties and responsibilities involving the use of a revolver or semiautomatic pistol shall qualify in accordance with standards established by a law enforcement course, or an equivalent nationally recognized course.

(b) Semiautomatic rifle. Armed members of the security organization, assigned duties and responsibilities involving the use of a semiautomatic rifle shall qualify in accordance with the standards established by a law enforcement course, or an equivalent nationally recognized course.

(c) Shotgun. Armed members of the security organization, assigned duties and responsibilities involving the use of a shotgun shall qualify in accordance with standards established by a law enforcement course, or an equivalent nationally recognized course.

(d) Enhanced weapons. Armed members of the security organization, assigned duties and responsibilities involving the use of any weapon or weapons not described previously shall qualify in accordance with applicable standards established by a law enforcement course or an equivalent nationally recognized course for these weapons.

## 5. Firearms requalification.

(a) Armed members of the security organization shall be re-qualified for each assigned weapon at least annually in accordance with Commission requirements and the Commission-approved training and qualification plan, and the results documented and retained as a record.

(b) Firearms requalification must be conducted using the courses of fire outlined in paragraphs F.2, F.3, and F.4 of this section.

## G. Weapons, Personal Equipment and Maintenance

1. Weapons. The licensee shall provide armed personnel with weapons that are capable of performing the function stated in the Commission-approved security plans, licensee protective strategy, and implementing procedures.

## 2. Personal equipment.

(a) The licensee shall ensure that each individual is equipped or has ready access to all personal equipment or devices required for the effective implementation of the Commission-approved security plans, licensee protective strategy, and implementing procedures.

(b) The licensee shall provide armed security personnel, required for the effective implementation of the Commission-approved Safeguards Contingency Plan and implementing procedures, at a minimum, but is not limited to, the following:

- (1) Gas mask, full face.
- (2) Body armor (bullet-resistant vest).
- (3) Ammunition/equipment belt.
- (4) Two-way portable radios, 2 channels minimum, 1 operating and 1 emergency.

(c) Based upon the licensee protective strategy and the specific duties and responsibilities assigned to each individual, the licensee should provide, as appropriate, but is not limited to, the following.

- (1) Flashlights and batteries.
- (2) Baton or other non-lethal weapons.
- (3) Handcuffs.
- (4) Binoculars.
- (5) Night vision aids (e.g., goggles, weapons sights).
- (6) Hand-fired illumination flares or equivalent.
- (7) Duress alarms.

## 3. Maintenance.

(a) Firearms maintenance program. Each licensee shall implement a firearms maintenance and accountability program in accordance with the Commission regulations and the Commission-approved training and qualification plan. The program must include:

- (1) Semiannual test firing for accuracy and functionality.
- (2) Firearms maintenance procedures that include cleaning schedules and cleaning requirements.
- (3) Program activity documentation.
- (4) Control and accountability (weapons and ammunition).

(5) Firearm storage requirements.

(6) Armorer certification.

## H. Records

1. The licensee shall retain all reports, records, or other documentation required by this appendix in accordance with the requirements of §73.55(r).

2. The licensee shall retain each individual's initial qualification record for three (3) years after termination of the individual's employment and shall retain each re-qualification record for three (3) years after it is superseded.

3. The licensee shall document data and test results from each individual's suitability, physical, and psychological qualification and shall retain this documentation as a record for three (3) years from the date of obtaining and recording these results.

## I. Reviews

The licensee shall review the Commission-approved training and qualification program in accordance with the requirements of §73.55(n).

## J. Definitions

Terms defined in parts 50, 70, and 73 of this chapter have the same meaning when used in this appendix.

[43 FR 37426, Aug. 23, 1978, as amended at 46 FR 2026, Jan. 8, 1981; 53 FR 405, Jan. 7, 1988; 53 FR 19261, May 27, 1988; 57 FR 33432, July 29, 1992; 57 FR 61787, Dec. 29, 1992; 59 FR 50689, Oct. 5, 1994; 74 FR 13987, Mar. 27, 2009]

## APPENDIX C TO PART 73—NUCLEAR POWER PLANT SAFEGUARDS CONTINGENCY PLANS

## I. SAFEGUARDS CONTINGENCY PLAN

Licensee, applicants, and certificate holders, with the exception of those who are subject to the requirements of §73.55 shall comply with the requirements of this section.

## INTRODUCTION

A licensee safeguards contingency plan is a documented plan to give guidance to licensee personnel in order to accomplish specific defined objectives in the event of threats, thefts, or radiological sabotage relating to special nuclear material or nuclear facilities licensed under the Atomic Energy Act of 1954, as amended. An acceptable safeguards contingency plan must contain:

- (1) A predetermined set of decisions and actions to satisfy stated objectives;
- (2) An identification of the data, criteria, procedures, and mechanisms necessary to efficiently implement the decisions; and
- (3) A stipulation of the individual, group, or organizational entity responsible for each decision and action.

The goals of licensee safeguards contingency plans for responding to threats, thefts, and radiological sabotage are:

**Wallis, Keri**

---

**Subject:** FW: Reports Related to Retirement Issue  
**Attachments:** JOURNAL of TRAUMATIC STRESS ARTICLE APRIL 2012.pdf; TROXELL REPORT.pdf  
**Importance:** High

[http://books.google.com/books?id=vpizrmCrt7MC&pg=PA211&lpg=PA211&dq=indirect+exposure+to+the+trauma+of+others:+the+experiences+of+911&source=bl&ots=mYgWRwF2CF&sig=fqMC\\_rL19NONzAHOkfikuC3baIU&hl=en&sa=X&ei=h2KRUI38OeOjAL78oCgBg&ved=0CEAQ6AEwAg#v=onepage&q=indirect%20exposure%20to%20the%20trauma%20of%20others%3A%20the%20experiences%20of%20911&f=true](http://books.google.com/books?id=vpizrmCrt7MC&pg=PA211&lpg=PA211&dq=indirect+exposure+to+the+trauma+of+others:+the+experiences+of+911&source=bl&ots=mYgWRwF2CF&sig=fqMC_rL19NONzAHOkfikuC3baIU&hl=en&sa=X&ei=h2KRUI38OeOjAL78oCgBg&ved=0CEAQ6AEwAg#v=onepage&q=indirect%20exposure%20to%20the%20trauma%20of%20others%3A%20the%20experiences%20of%20911&f=true)

---

**From:** Pat Thompson [<mailto:patt@council2.com>]  
**Sent:** Tuesday, October 30, 2012 3:51 PM  
**To:** Nichols, Devon  
**Subject:** FW: Reports Related to Retirement Issue  
**Importance:** High

---

Devon,  
Here's the study that was forwarded to me.  
Pat



## Wallis, Keri

---

**From:** Lori James <lfjaws@hotmail.com>  
**Sent:** Tuesday, November 13, 2012 9:39 AM  
**To:** Office State Actuary, WA  
**Subject:** High Risk Job Re-classification

---

My name is Lorraine James and I have worked on the front lines with dangerous residents at both Maple Lane and Green Hill School for 17 + years. My job title is Juvenile Rehabilitation Residential Counselor.

- I am subjected **daily** to threats of physical violence verbal abuse.
- I am required to carry handcuffs as well as protection from **blood, spit, urine, feces and semen.**
- I supervise anywhere from 10 to 16 residents **by myself.** They include gang members, youth with **severe mental health** issues, and most have histories of **violent behavior.**
- I have witnessed many assaults on both staff and residents, sometimes **daily.**
- **There is a huge toll that comes with constantly being hyper-vigilante for dangerous situations.** I am currently under a physician's care for hypertension, insomnia, anxiety, and bruxism which required surgery.

Every day I experience the feelings of dread that come with being in potentially dangerous situations. Hearing feet scuffle, yelling, all precursors to assaults which brings feelings of panic and **constant stress.**

I am nearing 58 years of age. I cannot physically restrain a strong, out of control resident. It is not fair to my younger able-bodied co-workers to have to "pick up the slack" of older staff who frequently become injured during a restraint. We are required to attend yearly training on "Dealing With Resistive Youth". The training itself is very rigorous and has resulted in many injuries. Each training becomes more difficult to pass

**I cannot do this until age 65.** I don't know if I can do this until age sixty. This is a job that the

employee **WILL** age out of physically in addition to suffering the results of constant stress. If I could transfer to another agency, I would gladly go, however my age works against me in that I am seen as someone who is nearing retirement age and therefore it would not be wise to invest a lot of time and training into a person who won't be around long.

I would like to be able to end my career with JRA with dignity and pride in a job well done, **not out on disability.**

Thank you,  
Lorraine James  
Green Hill School  
360-740-3421

**Wallis, Keri**

---

**Subject:** FW: 911 Telecommunicators  
**Attachments:** WaAPCO\_ltr Select Committee on Pension Policy.pdf; JOURNAL of TRAUMATIC STRESS ARTICLE APRIL 2012.pdf; TROXELL REPORT.pdf

**From:** Pat Thompson [<mailto:patt@council2.com>]

**Sent:** Monday, December 03, 2012 2:41 PM

**To:** Conway, Sen. Steve; Bailey, Rep. Barbara

**Cc:** Smith, Matt; Nichols, Devon

**Subject:** 911 Telecommunicators

Senator Conway,

Per your request, this is our formal request to include 911 telecommunicators in the Public Safety Employee Retirement System. In addition to the public testimony already offered, please see the attachments for details on this job classification and the need for its inclusion in PESER's. It should also be noted that fire dispatchers are currently in the LEOFF system. Thank you for your consideration.

Pat Thompson

County and City Employees

[http://books.google.com/books?id=vpjzrmCrt7MC&pg=PA211&lpg=PA211&dq=indirect+exposure+to+the+trauma+of+others:+the+experiences+of+911&source=bl&ots=mYgWRwF2CF&sig=fqMC\\_rL19NONzAHOkfkuC3balU&hl=en&sa=X&ei=h2KRUI38OeOjAL78oCgBg&ved=0CEAQ6AEwAg#v=onepage&q=indirect%20exposure%20to%20the%20trauma%20of%20others%3A%20the%20experiences%20of%20911&f=true](http://books.google.com/books?id=vpjzrmCrt7MC&pg=PA211&lpg=PA211&dq=indirect+exposure+to+the+trauma+of+others:+the+experiences+of+911&source=bl&ots=mYgWRwF2CF&sig=fqMC_rL19NONzAHOkfkuC3balU&hl=en&sa=X&ei=h2KRUI38OeOjAL78oCgBg&ved=0CEAQ6AEwAg#v=onepage&q=indirect%20exposure%20to%20the%20trauma%20of%20others%3A%20the%20experiences%20of%20911&f=true)

**From:** [Smith, Matt](#)  
**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**  
**Wash. Federation of State Employees**  
**1212 Jefferson Street SE**  
**Olympia, WA 98501**  
**360-352-7603 ext 1018 FAX 360-352-7079**





**STATE HEADQUARTERS OFFICE**

1212 JEFFERSON ST. S.E., SUITE 300 • OLYMPIA, WA 98501-2332  
(360) 352-7603 • 1-800-562-6002 • FAX: (360) 352-7608 • www.wfse.org

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

**OLYMPIA FIELD OFFICE**  
906 Columbia St. SW, Suite 500  
Olympia, WA 98501  
(360) 786-1303  
1-800-624-0256  
Fax: (360) 786-1338

**SEATTLE FIELD OFFICE**  
6363 7th Ave. S., Suite 220  
Seattle WA, 98108-3407  
(206) 525-5363  
1-800-924-5754  
Fax: (206) 525-5366

**SMOKEY POINT FIELD OFFICE**  
16710 Smokey Point Blvd., Suite 308  
Arlington, WA 98223-8435  
(360) 659-4333  
1-800-967-3816  
Fax: (360) 657-3336

**SPOKANE FIELD OFFICE**  
316 W. Boone Ave., Suite 353  
Spokane, WA 99201-2346  
(509) 326-4422  
1-800-442-8618  
Fax: (509) 326-4424

**TACOMA FIELD OFFICE**  
6003 Tacoma Mall Blvd.  
Tacoma, WA 98409-6826  
(253) 581-4402  
1-800-924-5753  
Fax: (253) 581-4404

**VANCOUVER FIELD OFFICE**  
3305 Main St., Suite 109  
Vancouver, WA 98663-2234  
(360) 735-1115  
1-800-967-9356  
Fax: (360) 735-1121

**YAKIMA FIELD OFFICE**  
3804 Kern Road, Suite B  
Yakima, WA 98902-7801  
(509) 452-9855  
1-800-439-9855  
Fax: (509) 457-1939



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*



# 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*

## **Burkhart, Kelly**

---

**From:** Majken Ryherd <majken.ryherd@gmail.com>  
**Sent:** Monday, December 17, 2012 8:07 AM  
**To:** Office State Actuary, WA  
**Cc:** Jim Richards; Teresita Torres; Nichols, Devon  
**Subject:** Teamsters Joint Council 28 - PSERS recommendations  
**Attachments:** SCPP PSERS job classifications.docx

Please add attached to correspondence for tomorrow's SCPP meeting. Thank you!

Majken Ryherd for Joint Council of Teamsters #28

--

***Majken Ryherd***  
Waypoint Consulting Group  
1.206.214.5887 (Phone)  
majken.ryherd1 (Skype)

December 17, 2012

Dear SPCP Members,

Below are job classifications the Joint Council of Teamsters #28 request be moved to PSERS given the study data regarding injury prevalence compared to the general population and to the current PSERS population. Additionally, many of these classifications also are in public safety professions.

School employees:

Campus Security Officers

Security Service Officers

Security Officers

RN/LPN

Para-Educators/Para-Professional

Maintenance Personal (Grounds, Building, Vehicle, Custodial)

Bus Drivers and other K-12 Commercial Drivers

Telecommunicators (e911 dispatchers)

Probation officers

Detention officers

Animal control officers

Community service officers or code enforcement

All persons employed in the adult prison system who are not currently in PSERS (Teamsters Local 117 may submit in more detail).

Additionally, we continue to ask that more data be gathered for local governments regarding job classifications with great physical hardship. We would hope that city and county road maintenance workers, heavy equipment operators, truck drivers and mechanics and laborers would be recognized and addressed.

Thank you for your consideration,

Majken Ryherd for the Joint Council of Teamsters #28

**From:** [Majken Ryherd](#)  
**To:** [Office State Actuary, WA](#)  
**Cc:** [Jim Richards](#); [Teresita Torres](#); [Nichols, Devon](#)  
**Subject:** Teamsters Local 117 Job Classifications for PSERS  
**Date:** Monday, December 17, 2012 9:20:58 PM  
**Attachments:** [117 Classifications for PSERS.docx](#)

---

Dear SCPP Members,

Please consider the attached job classifications within the adult prison system for moving in to PSERS given the data of the recent study which shows DOC as having higher injury rates than the general population and given that the adult prison system is an integral part of our public safety system.

Thank you,

Majken Ryherd for Joint Council of Teamsters #28

--

Majken Ryherd  
Waypoint Consulting Group  
1.206.214.5887 (Phone)  
majken.ryherd1 (Skype)

**Teamsters Local 117**

**Job Classifications**

**Adult Prisons**

**Recommend to move to PSERS**

Classification Counselors 1, 2, 3

Mental Health Classification Counselor

Construction Maintenance Supervisor

Plant Mechanic

Custodian Supervisors

Maintenance Mechanic

Plumber

Locksmith

Painter

Carpentry

Electrical

Electronics

Grounds

HVAC

Motor pool

Warehouse Worker 1, 2

Truck Driver

Property Staff

Correctional Records Technician

Recreation Specialist 1, 2, 3

Food Manager 1

Adult Correctional Cook

Psychologist

RN 1, 2, 3

LPN

CNA

ARNP

PA

RHIT

Dental Hygienist

Dental Assistant

Psych Social workers

Psych Associate

Psych 3 and 4

X-ray tech

Medical Transcriptionist

Correctional Industry Supervisor A, 2, and 4

Warehouse Operator