

## Firefighters' and Rescue Squad Workers' Pension Fund Advisory Panel

### 2015 Needs Identified

ITEM	DESCRIPTION	STATUS	COMMENTS
Annual Required Contribution (ARC)	Lobby NC General Assembly to ensure full funding of the ARC	Ongoing	Senate budget contains full ARC of \$17,952,208
Liabilities of the Fund	Continue to reduce liabilities	Ongoing	1) Fire & Rescue staff partnering with IT staff have cleaned up 98% of the service credit data to date. 2) Conduent will present the 2016 year-end valuation report to the LGERS Board of Trustees in October 2017
Funding Policy	Maintain a conservative funding policy and appropriate balance on benefits	Ongoing	LGERS Board of Trustees approved State Contribution Rate Stabilization Policy January 2017
Funding Status of the Fund	Strive to reach a 100% funding status for the fund	Ongoing	12/31/2015 valuation funding status of 89.2%, compared with 90.9% in 2014
ORBIT	Full redesign of Firefighter's and Rescue Squad Workers' Pension on ORBIT	On-Hold	Stalled due to ORBIT redesign focus for IT
Data Integrity	Improve integrity of member and department data	Ongoing	Since 10/2015, more than 2,000 records have been refunded, retired, or deceased and removed from the active list in ORBIT. This work continues with the new lapse service project
Operational Metrics	Achieve operational metric goals	Completed	Currently meeting all operational metric goals

Member Statements	Develop member statements	Completed	Members can view their accounts in new ORBIT module now available
Department's Self-Service	Enhance Department's access to service/credit information about each department and its members	Ongoing	With the implementation of the electronic TAD, departments will have access to view this information
Near Retirees	Continue efforts to reconcile the various member contribution amounts and various laws to ensure accuracy of data for members as they near retirement	Completed phase 1 and 2, now working on phase 3	This is included in the age 53 and older project that began 11/1/2015 and continues with auditing member accounts that are age 53 and older. This project continues and is now the age 50 and older project
Proactive Age 53 Near Retirement	Implement an active audit of service starting at age 53 to identify inaccuracies before members reach retirement age	Ongoing	Age 53 and older project that began 11/1/2015 and continues with auditing member's service. Out of the 4,161 members identified, we have reached out to more than 4,000 members since November 2015. To date more than 2,000 cases have been resolved
Communications	Increase communications to departments and members	Completed	Age 53 and older project has increased our communications to members. Our launch of the second issue of the member newsletter to include all LGERS units increased our communication significantly
Lapsed Members	Campaign to encourage lapsed members older than age 65 to apply for return of contributions	Completed	Lapsed memberships are also being addressed in the age 53 and older project

Lapsed Members	Campaign to encourage lapsed members who received a return of contributions in another NC Retirement System to apply for Fire & Rescue return of contributions	Completed	A new monthly report from ORBIT identifies Fire & Rescue members who have requested a refund of another RSD account. We are sending out refund letters and forms to this population to encourage them to request their contributions if they will not meet the required 20 years of service to retire
Lapsed Members	Encourage lapsed members who are not expected to return to active employment to apply for return of contributions	Ongoing	Age 53 and older project addresses this population. New Lapsed Service project will address the remainder of this population
Survivors of Deceased Active Members	Identify and contact survivors of deceased active members to encourage application for return of contributions	Completed and Ongoing	This is being addressed by the team daily. Monthly death matches are conducted to identify deceased members. Research is performed to locate next of kin. An obituary provides survivor information. Many attempts are made to try and reach these survivors including contacting funeral homes and churches
Phase II of Data Audit	Seek funding for Phase II of the data audit and ORBIT	Completed	Conduent data audit completed
Benefit Increase	Monitor the Gross Premium Tax since, as the ARC is reduced, there may be an opportunity to increase benefits to members	Ongoing	Evaluate the possibility of formula-driven benefit enhancements tied to inflation and growth in the economy. This was introduced in 2017 legislation

**2016 Needs**

ITEM	DESCRIPTION	STATUS	COMMENTS
Add to Newsletter	History of Benefits	Completed	Published in the December 2016 newsletter
Tiered benefits for Career Firefighters	Firefighters/Rescue Squad Workers who continue to serve after attaining 20 years of service and have to wait until age 55 to receive benefits; should get more benefits like the National Guard	Future	
TADs	New list of members who are actively serving should show up on TADs.	Ongoing	Will implement new TAD layout with Actives at the top and the inactives at the bottom in June 2017