

Firefighters' and Rescue Squad Workers' Pension Fund Advisory Panel

Needs Identified 2014, 2015, 2016, 2017

ITEM	DESCRIPTION	STATUS	COMMENTS
Annual Required Contribution (ARC)	Lobby NC General Assembly to ensure full funding of the ARC	Ongoing	LGERS Board of Trustees has recommended an FY 2020 appropriation of \$18,652,208 under SCRSP (equal to FY 2019 appropriation plus \$350,000); this would exceed the actuarially determined contribution of \$14,323,684
Liabilities of the Fund	Continue to reduce liabilities	Ongoing	Cavanaugh Macdonald Consulting presented the 2017 year-end valuation report to the LGERS Board of Trustees in October 2018. \$50M unfunded liability for 2017
Funding Policy	Maintain a conservative funding policy and appropriate balance on benefits	Completed	LGERS Board of Trustees approved State Contribution Rate Stabilization Policy (SCRSP) January 2017
Funding Status of the Fund	Strive to reach a 100% funding status for the fund	Ongoing	12/31/2016 valuation funding status of 89.0%, compared with 89.2% as of 12/31/2015 12/31/2017 89.0% valuation funding status 12/31/18 89.0% valuation funding status

ORBIT	Full redesign of Firefighter's and Rescue Squad Workers' Pension on ORBIT	Ongoing	Status as of 5/9/19: Redesign and implementation completed for internal staff to process TADs online. Redesign for Department/Agency submission of TADs has begun and is scheduled for implementation in late 2019.
TADs Online	Leverage Field Users for Testing and review Training data	Begin Summer/Fall 2019	Status as of 5/9/19: Communication and implementation plan scheduled for late 2019. Departments/Agencies will be contacted to participate in testing online TADs.
Data Integrity	Improve integrity of member and department data	Ongoing	Since 10/2015, more than 12,700, records have been refunded, retired, or deceased and removed from the active list in ORBIT. This work continues daily by staff
Policy	Create a vesting period for personnel given dues paid by Department, will allow non-vested refunds to be paid to Department	Future	Currently, we do not track who pays the contributions.
Policy	Evaluate today's Survivor Benefit – Line of Duty Death (\$2400) – A career ending injury/illness is worth more than the death of a responder	Completed	Legislation enacted in 2016 to allow members to name beneficiaries and in the case of line of duty deaths elect the Return of Contributions or lifetime monthly benefit if only one eligible principal beneficiary.

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	Status as of 5/9/19: Redesign for Department/Agency submission of TADs has begun and is scheduled for implementation in late 2019. 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 and ongoing	This project continues daily 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 daily with auditing member's service.
Communications	Increase communications to departments and members	Completed	Status as of 5/9/19: December 2018 newsletter was sent to 18,389 employers and employees. Age 53 and older project has increased our communications to members. We released the third issue of the member newsletter January 2018

Communications	<p>1. Communicate to each Department all that has been done by RSD on their behalf. 2. Communicate to general membership on status of projects. 3. Develop a means of educating members.</p>	Ongoing	<p>Status as of 5/9/19: Newsletter was sent December 2018. Email sent to advise departments/agencies of changes in TAD document and member transfer process March 2019.</p> <p>The development of the FRSWPF Newsletter has closed this communication gap, but we need to provide more in the way of training. Web training is expected to begin for departments in late 2018 with the introduction to online TAD entries.</p>
Communications	Notify Departments of delinquencies of contributions via email or other electronic means.	Future	Currently, deadlines communicated via the Newsletter. After ORBIT rewrite, possibly add further communications.
Communications	Issue reminders of contributions due to departments	Future	Currently, deadlines communicated via the Newsletter. After ORBIT rewrite, possibly add further communications.
Lapsed Members	Campaign to encourage lapsed members older than age 65 to apply for return of contributions	Completed	Lapsed memberships continue to be address by staff daily.
Lapsed Members	Campaign to encourage lapsed members who received a return of contributions in another NC Retirement	Completed	A new monthly report from ORBIT identifies Fire & Rescue members who have requested a refund of another

	System to apply for Fire & Rescue return of contributions		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	Completed	Lapsed Service dedicated project ended 5/31/2018
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. SCRSP adopted Jan. 2017 describes conditions and metrics that LGERS Board will use for recommending benefit increases.

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.	Completed	Status as of 5/9/2019: TAD layout with Actives at the top and the Inactives at the bottom implemented in 2018.

2017 Needs Identified

No additional needs were identified in May 2017.

2018 Needs Identified

ITEM	DESCRIPTION	STATUS	COMMENTS
Communication	Seek feedback from departments/agencies which can be incorporated into process improvements	Future and ongoing	Will add survey to solicit member and department/agency feedback to future emails/newsletters.

Communication	Encourage departments to timely report death of a member	Ongoing	Published in the December 2018 newsletter.
Communication	Remind members who are 55 years of age and paid in full of their ability to start collecting benefits	Future	Will develop batch job that generates letters/emails to notify members of their retirement eligibility.
Legislation	Seek Legislation for a vesting period for employer contributions on behalf of a member who requests a refund. All member contributions should be returned to the member. Vesting period should be at least 5-10 years for refund of employer contributions.	Future	Legislation has not been introduced.