



Public Employee Post-Employment Benefits Commission

Discussion Items for Final Report

September 21, 2007

Draft Working Document

Background and Notes

- In order to lay the groundwork for the remaining Commission hearings, staff has developed the following working document.
- This document will be reviewed at the hearing on September 21, 2007.
- This document proposes three, broad concepts that tie back to the Executive Order which created the Commission.
- It also outlines potential discussion items that could be taken up under each of the three concepts. These items are based on public comment, expert witness testimony and Commission input from previous hearings.
- This document is still pending Commissioner review and input. During the September hearing, Commissioners may identify changes to both the broad concepts and the list of potential discussion items.
- Please note: The discussion topics included in this draft may be considered at a future Commission hearing. In addition, this document should not be used as an indicator of potential recommendations by the Commission.

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In order to build awareness, support, and trust by taxpayers, including the employees of public agencies, the process through which benefits are adopted, modified and/or paid for needs to be open, transparent and defensible.

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1. Actuarial Equivalency
2. Part-Time Employment
3. Formulas
4. Three Legged Stool
5. Understanding of Vesting
6. Part-Time Employee and Retiree Access to Health Care Risk Pools
7. Medicare Eligible

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1. Mitigation of Market Volatility
2. Tax Issues
3. Intergenerational Cost-Shifting
4. Funding Benefit Changes
5. Pay-as-you-go vs. Prefunding
6. Funding Mechanisms
7. Protecting OPEB Funds
8. Pooling and Cost-Sharing
9. Impact of Cost-Containment Strategies

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1. Actuarial Review Panel
2. Actuarial Assumptions
3. Timeliness of Reporting Data
4. Spiking
5. Disability Fraud
6. Increasing Public Awareness
7. Actuarial Review of Proposed Benefits
8. Board Composition
9. Operational/Administrative Governance