

# Police Relief and Pension

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<http://www.seattle.gov/policepension/>

## Department Overview

The Police Relief and Pension Fund (PPEN) provides pension and medical benefit services to eligible active and retired police officers and their beneficiaries. PPEN is a closed plan that only covers police officers who were hired before October 1, 1977. Retiree benefits for police officers hired more recently are primarily covered through a separate state-managed plan.

Management of police benefits funds transitioned in the 1970s from local to state control. Prior to that time, the City paid into PPEN to provide for police officer retiree benefits. In March 1970, the State of Washington took over the provision of certain police pensions through Revised Code of Washington (RCW) Section 41.26, the Law Enforcement Officers and Fire Fighters (LEOFF) Plan 1. Seattle police officers hired between March 1970 and October 1977 enrolled in LEOFF 1, but also received additional benefit coverage through PPEN. As a result, these police officers receive retiree benefits primarily from the state's LEOFF 1 plan as well as any earned increment from the City's PPEN that exceeds LEOFF 1 coverage. Both PPEN and LEOFF 1 closed to new enrollees in October 1977. Police officers hired after that date enroll in the state's LEOFF 2 plan and do not receive benefits from PPEN.

The Seattle Police Pension Board is a seven-member quasi-judicial body chaired by the Mayor or the Mayor's designee, which formulates policy, rules on disability applications, and provides oversight of the Police Relief and Pension Fund. Three staff employees of the board handle all of its operational functions. Staff positions associated with Police Relief and Pension are reflected in the City's position list.

Annual pension and medical benefits projections, which comprise about 95% of the total annual PPEN budget, are based on the forecasts of an independent actuary. The City's General Fund provides funding for nearly all of PPEN's annual budget that supports the Police Relief and Pension Fund obligations. PPEN also has a statutory funding source from police auction proceeds, which contribute a small amount towards the annual budget.

## Budget Snapshot

	2024 Actuals	2025 Adopted	2026 Endorsed	2026 Proposed
<b>Department Support</b>				
Other Funding - Operating	26,186,296	22,464,953	22,517,572	22,508,204
<b>Total Operations</b>	<b>26,186,296</b>	<b>22,464,953</b>	<b>22,517,572</b>	<b>22,508,204</b>
<b>Total Appropriations</b>	<b>26,186,296</b>	<b>22,464,953</b>	<b>22,517,572</b>	<b>22,508,204</b>

Full-Time Equivalents Total*	3.00	3.00	3.00	3.00
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\* FTE totals are provided for informational purposes only. Changes in FTEs resulting from City Council or Human Resources Director actions outside of the budget process may not be detailed here

## Police Relief and Pension

### Budget Overview

The Police Relief and Pension Fund (PPEN) pays legally mandated pension and medical benefits, including long-term care, to eligible retired police officers and qualified beneficiaries. The total pension benefits for PPEN members are increased annually through locally negotiated annual wage increases (AWI) and offset by the benefits paid by the state's LEOFF 1 pension plan which has its own annual growth rate.

Most of PPEN's retirees are represented by either the Seattle Police Management Association (SPMA) or the Seattle Police Officer's Guild (SPOG).

The 2026 Proposed Budget includes a total appropriation decrease of \$9,369 relative to the 2026 Endorsed Budget due to adjustments to labor and internal service costs.

## Police Relief and Pension

### Incremental Budget Changes

#### Police Relief and Pension

	2026 Budget	FTE
<b>Total 2026 Endorsed Budget</b>	<b>22,517,572</b>	<b>3.00</b>
<b>Baseline</b>		
Citywide Adjustments for Standard Cost Changes	2,602	-
<b>Proposed Technical</b>		
Fund Balancing Adjustment	-	-
Bargained Annual Wage Adjustment to Base Budget	(11,082)	-
SCERS Retirement Contribution Rate Reduction	(889)	-
<b>Total Incremental Changes</b>	<b>\$(9,369)</b>	<b>-</b>
<b>Total 2026 Proposed Budget</b>	<b>\$22,508,204</b>	<b>3.00</b>

### Description of Incremental Budget Changes

#### Baseline

##### Citywide Adjustments for Standard Cost Changes

Expenditures \$2,602

Citywide technical adjustments made in the baseline phase reflect changes to internal services costs, including rates from the Department of Finance & Administrative Services, Seattle Information Technology Department, Seattle Department of Human Resources, and for healthcare and other central cost factors. These adjustments reflect initial assumptions about these costs and inflators early in the budget process.

#### Proposed Technical

##### Fund Balancing Adjustment

Revenues \$6,563,891

This is a technical item to record a fund balancing entry for the Police Relief and Pension Fund.

##### Bargained Annual Wage Adjustment to Base Budget

Expenditures \$(11,082)

This centrally administered change adjusts base budget appropriations to reflect the proper Annual Wage Increase (AWI) increment for 2026, as outlined in the agreements between the City and the Coalition of City Unions for personnel costs. AWI increments are determined based on the average change in the local Consumer Price Index (CPI). This change represents a true-up between the forecasted CPI assumption included in the Endorsed Budget and the actual CPI data.

# Police Relief and Pension

## SCERS Retirement Contribution Rate Reduction

Expenditures \$(889)

The City’s employee retirement system, the Seattle City Employees Retirement System (SCERS) is a defined benefit pension program funded by a combination of salary-based employer (i.e., the City) and employee contributions, and investment earnings. Based on the updated actuarial valuation for 2025, this item reduces the employer contribution rate from the endorsed rate of 15.17% to the SCERS minimum actuarial required rate of 15.06%.

## Police Relief and Pension

### Expenditure Overview

	2024 Actuals	2025 Adopted	2026 Endorsed	2026 Proposed
<b>Appropriations</b>				
<b>PPEN - BO-PP-RP604 - Police Relief and Pension</b>				
61060 - Police Relief & Pension Fund	26,186,296	22,464,953	22,517,572	22,508,204
<b>Total for BSL: BO-PP-RP604</b>	<b>26,186,296</b>	<b>22,464,953</b>	<b>22,517,572</b>	<b>22,508,204</b>
<b>Department Total</b>	<b>26,186,296</b>	<b>22,464,953</b>	<b>22,517,572</b>	<b>22,508,204</b>
<b>Department Full-Time Equivalents Total*</b>	<b>3.00</b>	<b>3.00</b>	<b>3.00</b>	<b>3.00</b>

\* FTE totals are provided for informational purposes only. Changes in FTEs resulting from City Council or Human Resources Director actions outside of the budget process may not be detailed here

### Budget Summary by Fund Police Relief and Pension

	2024 Actuals	2025 Adopted	2026 Endorsed	2026 Proposed
61060 - Police Relief & Pension Fund	26,186,296	22,464,953	22,517,572	22,508,204
<b>Budget Totals for PPEN</b>	<b>26,186,296</b>	<b>22,464,953</b>	<b>22,517,572</b>	<b>22,508,204</b>

### Revenue Overview

#### 2026 Estimated Revenues

Account Code	Account Name	2024 Actuals	2025 Adopted	2026 Endorsed	2026 Proposed
360400	Unclaimed Money/Property Sales	114,998	119,000	122,000	122,000
360430	Employr Pnsn Contributions	22,676,737	16,072,313	15,822,313	15,822,313
360900	Miscellaneous Revs-Other Rev	(500,000)	-	-	-
<b>Total Revenues for: 61060 - Police Relief &amp; Pension Fund</b>		<b>22,291,735</b>	<b>16,191,313</b>	<b>15,944,313</b>	<b>15,944,313</b>
400000	Use of/Contribution to Fund Balance	-	6,273,640	6,573,259	6,563,891
<b>Total Resources for: 61060 - Police Relief &amp; Pension Fund</b>		<b>22,291,735</b>	<b>22,464,953</b>	<b>22,517,572</b>	<b>22,508,204</b>
<b>Total PPEN Resources</b>		<b>22,291,735</b>	<b>22,464,953</b>	<b>22,517,572</b>	<b>22,508,204</b>

## Police Relief and Pension

### **PPEN - BO-PP-RP604 - Police Relief and Pension**

The purpose of the Police Relief and Pension Budget Summary Level is to provide responsive benefit services to eligible active-duty and retired Seattle police officers.

<b>Program Expenditures</b>	<b>2024 Actuals</b>	<b>2025 Adopted</b>	<b>2026 Endorsed</b>	<b>2026 Proposed</b>
Death Benefits	14,000	25,000	25,000	25,000
Leadership and Administration	1,325,949	1,239,953	1,292,572	1,293,002
Long-Term Care	5,337,124	-	-	-
Medical Benefits	6,995,699	13,800,000	13,800,000	13,800,000
Pensions	12,513,524	7,400,000	7,400,000	7,390,202
<b>Total</b>	<b>26,186,296</b>	<b>22,464,953</b>	<b>22,517,572</b>	<b>22,508,204</b>
Full-time Equivalents Total*	3.00	3.00	3.00	3.00

*\*FTE totals are provided for informational purposes only. Changes in FTEs resulting from City Council or Human Resources Director actions outside of the budget process may not be detailed here*

The following information summarizes the programs in Police Relief and Pension Budget Summary Level:

#### **Death Benefits**

<b>Expenditures/FTE</b>	<b>2024 Actuals</b>	<b>2025 Adopted</b>	<b>2026 Endorsed</b>	<b>2026 Proposed</b>
Death Benefits	14,000	25,000	25,000	25,000

#### **Leadership and Administration**

<b>Expenditures/FTE</b>	<b>2024 Actuals</b>	<b>2025 Adopted</b>	<b>2026 Endorsed</b>	<b>2026 Proposed</b>
Leadership and Administration	1,325,949	1,239,953	1,292,572	1,293,002
Full Time Equivalents Total	3.00	3.00	3.00	3.00

#### **Long-Term Care**

<b>Expenditures/FTE</b>	<b>2024 Actuals</b>	<b>2025 Adopted</b>	<b>2026 Endorsed</b>	<b>2026 Proposed</b>
Long-Term Care	5,337,124	-	-	-

#### **Medical Benefits**

## Police Relief and Pension

	2024	2025	2026	2026
Expenditures/FTE	Actuals	Adopted	Endorsed	Proposed
Medical Benefits	6,995,699	13,800,000	13,800,000	13,800,000

### Pensions

	2024	2025	2026	2026
Expenditures/FTE	Actuals	Adopted	Endorsed	Proposed
Pensions	12,513,524	7,400,000	7,400,000	7,390,202