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**Testimony to the House Financial Institutions and Pensions Committee
In Support of HB2327
February 20, 2019**

Chairman Kelly and Committee members:

Our associations support HB2327. We are convinced the provisions of this bill will assist us in retaining experienced officers. Most agencies today are struggling with filling vacancies. Retention of experienced officers will slow the attrition and help maintain staffing levels.

Only two of the KPERS plans, KP&F and Judges, currently have a benefit cap. There is no reason for the cap on KP&F benefits. When we have qualified officers or firefighters for their job assignments and they reach the benefit cap it makes little financial sense to continue working even if the employee is still able and willing to perform the required duties.

We have often heard KPERS presentations about the longer the employee is an active member and paying into the system, the shorter the time the system will be paying a benefit. Although we haven't seen the actuarial estimates, it seems like additional benefits will at least be somewhat offset by decreased length of time those benefits will be paid.

It is our understanding the Joint Committee on Pensions, Investments, and Benefits recommended the standing committees of the House and Senate to consider this matter. We encourage you to help our agencies slow the attrition while we are in this period of difficulty of retention and hiring.

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