

Background Information on the State Employees Covered by the MSRS-Correctional State Employees Retirement Plan

1. Current Plan Benefits and Attraction of MSRS-Correctional Plan Coverage. The premise for Correctional State Employees Retirement Plan of the Minnesota State Retirement System (MSRS-Correctional) coverage is that certain employment positions in correctional or security hospital or psychopathic personality treatment center service are hazardous. Because of these hazards, a younger, particularly vigorous workforce in these specific positions is needed. In turn, this justifies creating a plan separate from the Minnesota State Retirement System General Plan (MSRS-General) with larger retirement benefits payable at an earlier normal retirement age, and with disability coverage appropriate for hazardous occupations.

The attraction of MSRS-Correctional for groups seeking this coverage is that the plan pays higher benefits than a general employee plan and has an earlier retirement age. This leads to groups seeking to have positions added to MSRS-Correctional with transfer from MSRS-General.

Because of the better benefits and earlier retirement age, the plan is more costly than a regular employee plan. The plan offers a hybrid of general employee plan and public safety plan features. MSRS-Correctional Plan members are coordinated members, unlike Public Employees Retirement Association Police and Fire Plan (PERA-P&F) members. Like a public safety plan, members can retire without a reduction for early retirement at age 55 or with a reduction at age 50. The accrual rate used to compute the annuity was revised for new employees in 2010. The annuity is computed using a 2.4% yearly service benefit accrual factor if the employee was employed before July 1, 2010, or 2.2% if the employee was first employed in a covered position after June 30, 2010.

Also like a public safety plan, the MSRS-Correctional Plan uses an occupational definition of disability rather than the total impairment disability definition used by the MSRS-General Plan. To qualify for a duty-related disability, the person must have a physical or psychological disease or injury resulting from performance of normal work duties or less frequent work duties specific to the correctional employee. Duty-related disability benefits are generous, typical of a public safety plan. The duty-related disability benefit receives 50% of high-five average salary plus an additional percentage for service in excess of 20 years and ten months. For any excess service, the duty-disability benefit receives an additional 2.4% of the high-five average salary for each additional service year if the disability was first employed before July 1, 2010, or 2.2% of the high-five average salary for each additional service year if first employed after June 30, 2010.

For employees injured while not on the job or while performing work duties that do not present inherent danger, a plan member can receive a non-duty (regular) disability benefit. The regular disability benefit is computed like a retirement benefit but without any reduction due to early retirement. If the individual was hired before July 1, 2009, the minimum benefit must be equivalent to a 15-year service pension. For those hired later, no minimum applies. To qualify for a regular disability benefit the employee must have at least one year of service if hired before July 1, 2009. If hired later than that date, the person must be vested. The person hired after June 30, 2009, is not fully vested until ten years of service is reached. The person is not vested at all prior to five years of service, and is 50% vested at five years, 60% at six years, 70% at seven years, 80% at eight years, 90% at nine years, and 100% vested at ten years. Thus, a person hired after June 30, 2009, is not eligible for any regular disability benefit prior to five years of service, and would receive only a fraction of the computed benefit if the disability occurs prior to achieving ten years of service.

Historically, about 85% of MSRS-Correctional members are employees of the Department of Corrections and about 15% of MSRS-Correctional members are employees of the Department of Human Services. The correctional facilities with the largest numbers of MSRS-Correctional members are MCF-Stillwater, MCF-Lino Lakes, MCF-St. Cloud, and MCF-Faribault. The plan currently has 4,322 active members in approximately 100 employment classifications. Correctional officers comprise the largest single occupational group covered by the plan.

2. Pre-1973 Correctional State Employee Retirement Coverage. Before 1973, all employees of the Department of Corrections were covered by the State Employees Retirement Association (SERA) until 1967, and then by SERA's successor, MSRS-General. MSRS-General's predecessor was established in 1929 (Laws 1929, Ch. 191).

MSRS-General has been a defined benefit plan since its creation 1929 and has been entirely coordinated with the federal Social Security program since 1957. At that time, coordination was available on an "all or none" basis. The then SERA members, by a majority vote on a Social Security referendum, chose coordination. At the same time, and on the same basis of all or none coverage, the other two statewide funds, the General Employee Retirement Plan of the Public Employees Retirement Association (PERA-General) and the Teachers Retirement Association (TRA), held similar referenda, which were rejected by the existing membership of those plans. TRA coordinated with Social Security in 1959 on a "split fund" basis, with the members who did not elect Social Security coverage placed in a phasing-out Basic program. In 1965-1967, PERA coordinated on a "split fund" basis.

The SERA/MSRS-General benefit plan has changed considerably since 1929. Significant plan changes have occurred in 1967, when retirement coverage and contributions were extended to a person's full salary (up to a limit of \$4,800 before 1965 and a limit of \$7,200 before 1967), in 1969, when the predecessor to the Minnesota Post Retirement Investment Fund was created, in 1973, when the calculation of retirement benefits shifted from a career average salary to the highest five successive years average salary and the benefit accrual rates were simplified and increased, in 1989, when the Rule of 90 benefit tier was created, in 1992, when the Minnesota Post Retirement Investment Fund adjustment mechanism was revised, in 1997, when the benefit accrual rates were increased to achieve "uniformity" among the various general employee retirement plans, and in 2010, various benefit and related downsizings were made to address the significant actuarial cost impact resulting from the 2008-2009 Great Recession.

3. 1973 Creation of the MSRS-Correctional Retirement Plan. MSRS-Correctional was established in 1973 as a result of collective bargaining by the State of Minnesota with the American Federation of State, County and Municipal Employees, Council 6, and the resulting implementing legislation (Laws 1973, Ch. 653, Sec. 39-44). The membership of the 1973 plan was limited to a small number of employees of the Department of Corrections or of the Department of Public Welfare (now Human Services), as follows:

- | | |
|------------------------------|--------------------------------------|
| – Attendant Guard | – Director of Attendant Guards |
| – Attendant Guard Supervisor | – Guard Farmer Garden |
| – Correctional Captain | – License Plant Manager |
| – Correctional Counselor I | – Prison Industry Foreman |
| – Correctional Counselor II | – Prison Industry Supervisor |
| – Correctional Counselor III | – Food Service Manager |
| – Correctional Counselor IV | – Prison Farmer Supervisor |
| – Correctional Lieutenant | – Prison Farmer Assistant Supervisor |
| – Correctional Officer | – Rehabilitation Therapist |
| – Correctional Sergeant | |

Pre-July 1, 1973, service in a covered position was generally transferred from MSRS-General, as was prior state employment as a houseparent, guard instructor, and guard farmer dairy. The identification of the state personnel for inclusion in the plan was made by the collective bargaining process and the administrations of the two affected departments. Although a separate retirement plan, MSRS-Correctional shared the State Employees Retirement Fund as its funding and investment mechanism until 1987, when a separate retirement fund was created for MSRS-Correctional. The creation of MSRS-Correctional, with an age 55 normal retirement age, coincided with the imposition of a statutory early mandatory retirement age for correctional personnel covered by MSRS-Correctional. Under Laws 1973, Chapter 653, Section 12, the previously applicable age 70 mandatory retirement age was reduced for correctional employees to age 65 as of July 1, 1974, to age 62 as of January 1, 1975, and phased down to age 55 as of July 1, 1976. The creation of MSRS-Correctional was part of an initiative to accelerate the retirement of the prior cadre of Minnesota prison guards, to upgrade the function and reliability of the security personnel at the state's correctional facilities, reflected in the renaming of the prison guards as correctional officers, to increase the pre-employment educational attainment of correctional personnel to match their upgraded job responsibilities, and to reduce the amount of contraband that was then entering correctional facilities from correctional employees. The initial active membership of the plan on July 1, 1973, was 677.

4. MSRS-Correctional Membership and Coverage Changes

- 1974 Membership Expansion of MSRS-Correctional. The initial expansion for MSRS-Correctional occurred in 1974 (Laws 1974, Ch. 520). Following Interim hearings by the Legislative Retirement Study Commission (renamed in 1975 the Legislative Commission on Pensions and Retirement) at the St. Cloud Reformatory and otherwise, the Legislature authorized an expansion in the plan membership to include special teachers, trades personnel, and maintenance personnel at the Minnesota Correctional Facility (MCF)-Stillwater, MCF-St. Cloud, and MCF -Shakopee. The special teachers, trades personnel, and maintenance personnel transferred to coverage by MSRS-Correctional were those certified by the then newly created Commissioner of Personnel (now Commissioner of Employee Relations) as being regularly engaged in the rehabilitation, treatment, custody, or supervision of inmates. Credit for past applicable correctional employment, including employment as a special schools counselor or a shop instructor, was transferred to MSRS-Correctional. For correctional teachers covered by TRA, a transfer of past member, employer regular, and employer additional contributions from TRA accompanied the service credit transfer. The Commission hearings leading to the 1974 expansion focused primarily on the safety hazards reportedly suffered by these state employees from inmates and the public safety-related rationale of the need to maintain a particularly vigorous workforce through emphasizing an early age normal retirement. The 1974 expansion of the plan increased its active membership by 60, to 737.
- 1975-1978 MSRS-Correctional Coverage Changes. In 1975 (Laws 1975, Ch. 230, Sec. 1), following complaints from correctional personnel facing imminent early retirement, the mandatory retirement age for MSRS-Correctional active members was modified by making it a conditional mandatory retirement age through age 65, with annual extensions beyond the mandatory age if a medical examination supports the extension. The amendment reflected considerable disgruntlement by MSRS-Correctional active members approaching the mandatory retirement age because the 1974 recession considerably reduced the second career employment prospects of the early retirees, especially when those members believed that they retained a physical capacity to continue to perform the employment position responsibilities.

Also in 1975 (Laws 1975, Ch. 368, Sec. 35), allowable service credit for prior state employment at a correctional facility as a farmer or a farmer manager by an MSRS-Correctional active member on July 1, 1973, was transferred to the plan. Special teachers previously covered by the TRA Basic program had a TRA Basic program retirement annuity amount set as a floor benefit amount.

In 1978 (Laws 1978, Ch. 781, Sec. 2), institution educational administrators and institution educational supervisors at correctional facilities were included in MSRS-Correctional membership.

- 1980 Addition of MSRS-Correctional Covered Position Administrative Certification Process. In 1980 (Laws 1980, Ch. 600, Sec. 2-5), coverage by MSRS-Correctional was classified as applicable only to employees in adult correctional facilities, and post-June 1, 1980, employment as a special teacher, a tradesperson, or a maintenance person at MCF-Lino Lakes was included in MSRS-Correctional coverage. Additionally, special authority was enacted for the Commissioner of Personnel (also renamed Employee Relations in 1980), upon the recommendation of the Commissioner of Corrections or the recommendation of the Commissioner of Public Welfare (subsequently renamed Human Services), whichever applies, the notification of and receipt of comments from the Legislative Commission on Pensions and Retirement, and the approval of the Legislative Advisory Committee, to certify additional civil service classifications in adult correctional facilities or in the Minnesota Security Hospital as covered by MSRS-Correctional. The provision was codified as Minnesota Statutes, Section 352.91, Subdivision 4. The provision was intended to allow for plan expansions between legislative sessions when there was an urgency to do so.
- 1981-1987 MSRS-Correctional Coverage Changes. In 1981 (Laws 1981, Ch. 297, Sec. 3-4), service credit for pre-1981 state employment as a security guard by an MSRS-Correctional member was transferred to MSRS-Correctional, with the payment of an additional contribution amount.

In 1986 (Laws 1986, Ch. 458, Sec. 31-32), service credit for correctional employment rendered between 1973 and 1980, that was excluded from MSRS-Correctional coverage because the person was age 45 or older upon hiring were given the option to elect MSRS-Correctional coverage with the payment of an additional contribution amount.

In 1987 (Laws 1987, Ch. 372, Art. 1, Sec. 4), the 1980 administrative certification process for additional MSRS-Correctional active members was amended to require both the Commissioner of Corrections and the Commissioner of Human Services to establish written criteria for basing a recommendation on certifying additional positions for MSRS-Correctional membership to the Commissioner of Employee Relations.
- 1980s MSRS-Correctional Administrative Transfers. Before 1998, several transfers of retirement coverage to MSRS-Correctional were approved by the Commissioner of Employee Relations and implemented by MSRS without the receipt of Legislative Commission on Pensions and Retirement comments as required by Minnesota Statutes 1998, Section 352.91, Subdivision 4. Some or all of these past coverage changes may have been implemented without Legislative Advisory Commission approval also. Although the requested information was not gathered in a timely fashion, the Commission staff was provided with information for at least 48 recent retirement coverage transfers under Minnesota Statutes 1998, Section 352.91, Subdivision 4, which occurred without explicit Commission comment. The 48 transfers involved 19 employment classifications in six correctional facilities and two Department of Human Services' facilities.
- 1996 MSRS-Correctional Coverage Expansion. In 1996 (Laws 1996, Ch. 408, Art. 8, Sec. 10-17), various positions providing service at a correctional facility or the state security hospital were

made newly eligible for MSRS-Correctional coverage, providing the employee has at least 75% inmate or patient contact. The groups added to MSRS-Correctional coverage were in 31 job classifications, as follows:

- | | |
|---|--|
| – Special Teacher in Juvenile Facilities | – Dentist |
| – Registered Nurse Senior | – Electrician Supervisor |
| – Registered Nurse | – General Repair Worker |
| – Registered Nurse-Principal | – Library/Information Research Services Specialist |
| – Licensed Practical Nurse 2 | – Plumber Supervisor |
| – Baker | – Psychologist 3 |
| – Chemical Dependency Counselor Supervisor | – Recreation Therapist |
| – Chief Cook | – Recreation Therapist Coordinator |
| – Cook | – Recreation Program Assistant |
| – Cook Coordinator | – Recreation Therapist Senior |
| – Corrections Behavior Therapist | – Stores Clerk Senior |
| – Corrections Behavior Therapist Specialist | – Water Treatment Plant Operator |
| – Corrections Parent Education Coordinator | – Work Therapy Technician |
| – Corrections Security Caseworker | – Work Therapy Assistant |
| – Corrections Security Caseworker Career | – Work Therapy Program Coordinator |
| – Corrections Teaching Assistant | |

Incumbents in the state employment positions that were newly included in plan coverage were permitted to waive the coverage change and retain their prior coverage and incumbents were permitted to transfer any prior applicable state employment with the payment of an additional contribution amount. The MSRS-Correctional member and employer contribution rates were increased to cover the cost of the coverage expansion. The transfer involved 54 special teachers, 70 nurses, and 277 other classifications of state employees. By July 1, 1996, the plan active membership had increased to 2,264.

- 1997 MSRS-Correctional Coverage Changes. In 1997 (Laws 1997, Ch. 239, Art. 9, Sec. 40-41, and Laws 1997, Ch. 241, Art. 11), certain individuals at the Minnesota sexual psychopathic personality treatment center and individuals in certain employment classifications at MCF-Red Wing (auto mechanic lead, electrician, electrician master of record, groundskeeper intermediate, or plumber master) were added to an uncoded 1996 coverage election law authorizing prospective coverage by MSRS-Correctional rather than continued MSRS-General coverage, with the deadline for making an election set at December 31, 1997. The individuals who transferred prospective coverage to MSRS-Correctional were authorized to elect to transfer prior state service if that service would have been eligible for current MSRS-Correctional coverage, with a deadline of December 31, 1997.
- Post-1996 Administrative Transfers to MSRS-Correctional. Under the 1980 administrative transfer provision, Minnesota Statutes 1998, Section 352.91, Subdivision 4, the Commission considered requests for the transfer of state employees to MSRS-Correctional on three instances – June 1998, June 1999, and December 1999. The June 1998 transfer request involved seven employees in five employment positions in four correctional facilities. The June 1999 transfer request involved a ratification of prior transfers of 51 employees in 20 employment positions in six correctional facilities and two Department of Human Services facilities and a transfer request that involved 39 employees in 10 employment positions and that involved 13 employment positions without incumbents in eight Department of Corrections facilities and two Department of Human Services facilities. The December 1999 transfer request involved 40 employees in 11 employment positions and one employment position without incumbents in eight Department of Corrections' facilities and

two Department of Human Services' facilities. Except for the prospective transfers contained in the June 1999 transfer request, the Legislative Advisory Committee approved the transfers.

- 1999 MSRS-Correctional Coverage Changes. In 1999 (Laws 1999, Ch. 222, Art. 13), nine positions in the Minnesota Extended Treatment Options (METO) Program, located at the Cambridge Regional Treatment Center and operated by the Department of Human Services, were included in MSRS-Correctional coverage if the positions are certified by the Commissioner of Human Services as having at least 75% direct patient contact. The METO Program is a statewide program for adults who have developmental disabilities and who exhibit severe behaviors that present a risk to public safety. The nine job classifications added to MSRS-Correctional coverage were as follows:
 - Behavior Analyst I
 - Human Services Support Specialist
 - Mental Retardation Residential Program Lead
 - Psychologist 2
 - Recreation Program Assistant
 - Recreation Therapist Senior
 - Registered Nurse Senior
 - Skills Development Specialist
 - Social Worker Senior

Individuals who gained prospective MSRS-Correctional coverage were allowed to elect to transfer past METO service to MSRS-Correctional, back to July 1, 1997, providing that the service was in one of the specified positions and the 75% inmate contact requirement was met. To transfer past service coverage, the employee was required to pay the difference between the employee contribution paid to MSRS-General and the employee contribution that would have been paid to MSRS-Correctional, if coverage by that plan had been provided during that time period, plus 6% interest. If payment was made by the member, MSRS was required to transfer from MSRS-General to MSRS-Correctional the funded portion of the benefit that accrued during that period. The transfer involved 115 state employees, including 90 Human Services Support Specialists. The 1999 METO transfer also involved the transfer of several part-time employees to MSRS-Correctional coverage, which was perhaps the first large-scale introduction of part-time employees into Minnesota public safety retirement plan coverage.

- 2000 MSRS-Correctional Coverage Changes. In 2000 (Laws 2000, Ch. 461, Art. 6, Sec. 1-4, 6), several positions in the Department of Corrections and the Department of Human Services were included in MSRS-Correctional if the applicable Commissioner certified that at least 75% of the employee's working time was spent in direct inmate or patient contact. The applicable positions were as follows:
 - registered nurse practitioner at a correctional facility or at the Minnesota Security Hospital;
 - behavior analyst 2, licensed practical nurse 1, office and administrative specialist senior, psychologist 2, social worker specialist, behavior analyst 3, and social worker senior at the Minnesota Security Hospital or the Minnesota Sexual Psychopathic Personality Treatment Center;
 - corrections discipline unit supervisor at Minnesota correctional facilities at Lino Lakes, Oak Park Heights, and St. Cloud;
 - dental assistant registered, at Minnesota correctional facilities at Faribault, Lino Lakes, Moose Lake, Oak Park Heights, and Red Wing;
 - dental hygienist, at MCF-Shakopee;
 - psychologist 2, at the correctional facilities at Faribault, Lino Lakes, Moose Lake, Oak Park Heights, Red Wing, St. Cloud, Shakopee, and Stillwater;
 - the sentencing-to-service crew chief leader involved with the inmate community work crew program at MCF-Faribault and MCF-Lino Lakes; and

- director and assistant group supervisor of the former Phoenix/Pomiga treatment/behavioral change program at MCF-St. Cloud.

Individuals who newly gained MSRS-Correctional coverage were permitted to have comparable past service, if continuous and if performed after June 20, 1975, transferred to MSRS-Correctional. To transfer the past service credit, the individuals were required to have paid in a lump sum by June 30, 2002, the difference for the applicable period between the MSRS-Correctional employee contribution and the employee contributions paid to MSRS-General, plus 6% interest. Upon payment, assets equal to the individual's present value of benefits in MSRS-General were required to be transferred to MSRS-Correctional. The Department of Corrections and the Department of Human Services must cover the expense of computing the proper transfer amounts. The transferred positions were the various Department of Corrections and Department of Human Services employees who were recommended for administrative transfer during 1999, who were formally reviewed by the Legislative Commission on Pensions and Retirement in December 1999, but who were not subsequently approved by the Legislative Advisory Commission.

Additionally, Minnesota Statutes 1998, Section 352.94, Subdivision 4, which previously provided an administrative process for adding additional positions to MSRS-Correctional based on recommendations from the Commissioner of Human Services or Corrections, a review by the Legislative Commission on Pensions and Retirement, and approval by the Legislative Advisory Committee, was repealed.

- 2003-2004 Interim Review of MSRS-Correctional Coverage Provisions. During the 2003-2004 Legislative Interim, Commission staff made a detailed specific comparison of every employment position reported by MSRS as a member of MSRS-Correctional with the governing statutory provisions, indicated that there is a disparity between the MSRS-Correctional membership eligibility provisions and the various Department of Corrections and Department of Human Services occupational positions then reported by MSRS as covered by the plan. The Commission staff analysis identified approximately 5% of the reported MSRS-Correctional membership who lacked a clear statutory basis for inclusion in the plan. The problematic MSRS-Correctional inclusions occurred where information on the employment position or employing facility was lacking, where there was no specific statutory inclusion authority, where there was ambiguous or unclear statutory authority for inclusion, where coverage authority for some employment positions was lacking for the Minnesota Sex Offender Program, where covered personnel were employed at a non-correctional/non-security facility, where reported job titles were incorrect, or where occupational titles have changed without statutory correction. The 2003-2004 interim project resulted in the preparation of corrective legislation in 2004, which was not heard by the Commission due to opposition by affected employee organizations.
- 2004 MSRS-Correctional Coverage Changes. In 2004 (Laws 2004, Ch, 267, Art. 1, Sec. 1), three additional positions in the Department of Corrections were included in MSRS-Correctional if the Commissioner of Corrections certified that at least 75% of the employee's working time was spent in direct inmate or patient contact. The positions were:
 - corrections discipline unit supervisor at MCF-Rush City;
 - dental hygienist at MCF-Rush City; and
 - psychologist 2 at MCF-Rush City.

No transfer to MSRS-Correctional of any past service credit related to past employment in the affected position and covered by MSRS-General was permitted in the 2004 legislation, which

resulted from a House Governmental Operations and Veterans Affairs Policy Committee amendment to the 2004 Omnibus Retirement Bill.

- 2005 MSRS-Correctional Coverage Transfer Request Process. In 2005 (1st Spec. Sess. Laws 2005, Ch. 8, Art. 4, Sec. 3), the Department of Corrections and the Department of Human Services were required to establish a procedure for recommending positions for Correctional Plan coverage, and for determining positions no longer qualified for inclusion under that plan. The evaluation must consider the extent of working time spent in direct contact with patients or inmates, the extent of the physical hazard, and the extent of intervention routinely expected by the employee in a facility incident. Positions may be recommended for inclusion if the individual routinely spends 75% of the employee's time in direct inmate contact and is regularly engaged in rehabilitation, treatment, custody, or supervision of inmates or patients. Any recommendations must be in the form of proposed legislation and be forwarded to the Chair of the Legislative Commission on Pensions and Retirement, the executive director of the Legislative Commission on Pensions and Retirement, the Chair of the House Government Operations and Veterans Affairs Policy Committee, and the Chair of the Senate Government Operations Committee. The recommendations must be received by January 15 to be considered during the upcoming legislative session. In the initial set of recommendations under the 2005 transfer request procedure, the Department of Corrections recommended the transfer of 11 positions, involving 36 employees, and the Department of Human Services recommended the transfer of 13 positions, involving 75 employees.
- 2006 MSRS-Correctional Coverage Changes. In 2006 (Laws 2006, Ch. 271, Art. 2, Sec. 2-12), 22 additional employment positions within the Department of Corrections or the Department of Human Services were added to MSRS-Correctional coverage.
 - The corrections officer inclusion provision was updated to correct a reference to the Minnesota Sex Offender Program, to revise the correctional lieutenant title, and to add corrections canine officers.
 - The maintenance and trades coverage provision was revised to add specific correctional industry personnel with a plan qualification requirement that 75% of the employee's working time be spent in inmate/patient contact.
 - The nursing personnel inclusion provision was updated to correct the registered nurse advance practice title.
 - The "other" correctional personnel inclusion provision was updated to correct title references for central services administrative specialist, intermediate, central services administrative specialists, principal, corrections program therapists 1, 2, and 3, and work therapy technician, and to add the positions of chaplain, corrections inmate program coordinator, corrections transition program coordinator, delivery van driver, general maintenance worker, laundry coordinator, library technician, psychologist 1, and sports medicine specialist.
 - The Minnesota Extended Treatment Options Program covered personnel provision was expanded by adding the positions of behavior analysts 2 and 3, group supervisor, group supervisor assistant, social worker specialists, and speech pathology specialist.
 - The Department Human Services covered personnel provision was expanded by adding the positions of behavior analyst 3, client advocate, dental assistant registered, group supervisor, group supervisor assistant, licensed practical nurse 1, occupational therapist, occupational therapist senior, skills development specialist, social worker specialist, social worker specialist senior, and speech pathology clinician, chemical dependency counselor senior, psychologist 1, psychologist 3, recreation program assistant, recreation therapist senior, rehabilitation counselor senior, work therapy assistant, and work therapy program coordinator.

- The Department of Corrections coverage provision was amended to make the positions of correctional discipline unit supervisor, dental assistant registered, dental hygienist, psychologist 2, and sentencing-to-service crew leader involved with the inmate community work crew program eligible for plan coverage, with 75% inmate contact, at all facilities.
 - A procedure for retaining coverage following an occupational position name change and a procedure for retaining coverage following the transfer of personnel to a newly established correctional facility were established.
 - The Department of Corrections procedure for recommending coverage changes was codified.
 - Past service credit was transferred for the laundry coordinators and delivery van drivers at MCF-Faribault and for the corrections discipline unit supervisor, dental hygienist, and psychologist 2 positions at MCF-Rush City.
- 2007 MSRS-Correctional Coverage Changes. In 2007 (Laws 2007, Ch. 134, Art. 3), four ineligible Department of Corrections and one ineligible Department of Human Services occupational titles were removed from coverage and two Department of Corrections occupational titles (corrections program therapist 4 and plant maintenance engineer lead) and nine Department of Human Services Security Hospital or Sex Offender Program occupational positions (certified occupational therapy assistant 1, certified occupational therapy assistant 2, customer services specialist principal, human services support specialist, licensed alcohol and drug counselor, management analyst 3, recreation therapist lead, security supervisor, and special education program assistant) were added to plan coverage. An ongoing procedure was also established for transferring past service credit from MSRS-General to MSRS-Correctional and funding the additional actuarial liability resulting from the service credit transfer. An individual with service as a stores clerk from 1990 to 1994 at MCF-St. Cloud was authorized to transfer that past service from MSRS-General to MSRS-Correctional using the newly enacted transfer and payment process.
 - 2008 MSRS-Correctional Coverage Changes. In 2008 (Laws 2008, Ch. 349, Art. 6, Sec. 1-2), the positions “general maintenance worker lead” and “painter lead” were added to the positions eligible for Correctional Plan coverage if the employee has at least 75% inmate or patient contact, with the painter lead position placed in the plan for prospective service only and with an eligible individual or individuals in the general maintenance worker lead position authorized to have MSRS-Correctional coverage back to December 1, 2007, if the individual elects that retroactive coverage and makes the contributions necessary to have that service transferred from MSRS-General to MSRS-Correctional.
 - 2009 MSRS-Correctional Coverage Changes. In 2009 (Laws 2009, Ch. 169, Art. 3, Sec. 1-2), the position of “automotive mechanic” was added as an employment position for MSRS-Correctional coverage if the employee has at least 75% inmate or patient contact, and clarified that the position of “automotive mechanic lead” is not included in MSRS-Correctional coverage.
 - 2010 MSRS-Correctional Coverage Changes. In 2010 (Laws 2010, Ch. 359, Art. 2, Sec. 5), a transfer of member and employer contributions that were determined to be erroneous because a plan coverage error was provided for under the general law erroneous correction provision.
 - 2012 MSRS-Correctional Coverage Changes. In 2012 (Laws 2012, Ch. 286, Art. 3, Sec. 1-5), the METO program is ended and remnant functions renamed the Minnesota Specialty Health System-Cambridge. The titles of corrections program therapist positions 1 to 4, which were renamed, are corrected in the plan. The position of psychiatric advanced practice registered nurse is added to

the plan, and the occupation titles clinical program therapist 3 and 4 are added to the Department of Human Services membership provision.

- 2013 MSRS-Correctional Coverage Changes. In 2013 (Laws 2013, Ch. 111, Art. 2, Sec. 19-20, 33), the service credit transfer accompanying coverage changes was modified by eliminating obsolete language from the currently applicable provision and by repealing a pre-2007 transfer procedure.