

# **Appendix A:**

## **Work Group Participants, LCPR Staff, and Other Attendees**

# Probation Officers and 911 Telecommunicators Pension Plans

## Work Group Members and Other Participants

### Members required by Laws 2025, Chapter 102, Article 17, Section 1

Name and Title	Representing
<b>Doug Anderson</b> , Executive Director	Public Employees Retirement Association (PERA)
<b>Amy Strenge</b> , Policy Coordinator	PERA
<b>Erin Leonard</b> , Executive Director	Minnesota State Retirement System (MSRS)
<b>Jenkins Vangehn</b> , Legislative Liaison	MSRS
<b>Paula Graff</b> , Assistant Commissioner Agency Services and Supports	Commissioner of Corrections
<b>Leah Palmer</b> , Director of Emergency Communication Networks Division	Commissioner of Public Safety
<b>Eric Johnson</b> , Probation Director	Minnesota Association of County Probation Officers (MACPO)
<b>TamiJo Lieberg</b> , President	Minnesota Corrections Association (MCA)
<b>Devin Bruce</b> , Director of Legislative and Political Affairs	Minnesota Association of Professional Employees (MAPE)
<b>Jim Hawkins</b> , Probation Officer	International Brotherhood of Teamster Local 320 (Teamsters Local 320)
<b>Latonya Reeves</b> , Vice President	American Federation of State, County and Municipal Employees Council 5 (AFSCME Council 5)
<b>David Minke</b> , Aitkin County Administrator	Association of Minnesota Counties (AMC)
<b>Joseph Mathews</b> , Chief Financial Officer Hennepin County	AMC
<b>Owen Wirth</b> , Intergovernmental Relations Representative	League of Minnesota Cities (LMC)
<b>Mike MacMillan</b> , Director of Court Services for Wright County	Minnesota Inter-County Association (MICA)
<b>Darlene Pankonie</b> , President	Minnesota Association of Public Safety Communications Officials and National Emergency Number Association of Minnesota (APCO-NENA)

Name and Title	Representing
<b>Mike LeDoux</b> , Director of Legislative Affairs	Law Enforcement Labor Services (LELS)
<b>Nicole Kern</b> , Morrison County Community Corrections Director	Minnesota Association of Community Corrections Act Counties (MACCAC)
<b>Scott Vadnais</b> , President, Chair of Work Group	Minnesota Professional Fire Fighters Association (MPFF)
<b>David Titus</b> , Deputy Director	Minnesota Police and Peace Officers Association (MPPOA)

### Other Participants (by invitation)

Name and Title	Representing
<b>Dave Deal</b> , President	Minnesota Public Employees Association (MPEA)
<b>Josh VonHaugg</b> , Forensic Scientist	Minneapolis Police Department Forensic Services Division
<b>Anne Finn</b> , Chair of Work Group	

### Stakeholders (upon request)

Name and Title	Representing
<b>Scott Ford</b> , Lab Director	Midwest Regional Forensic Laboratory Services Guide
<b>Gabriel Gruszynski</b> , Forensic Scientist	Minneapolis Police Department Forensic Services Division
<b>Matt Hilgart</b> , Deputy Director	AMC
<b>Nancy Haas</b> , Lobbyist	MACPO
<b>Courtney Jasper</b> , Lobbyist	MCA
<b>Emilio Lamba</b> , Public Safety Policy Analyst	AMC
<b>Christopher Darsow</b> , President	Transit Managers and Supervisors Association

### Legislative Commission on Pensions and Retirement (LCPR) Staff

Name and Title	Representing
<b>Susan Lenczewski</b> , Executive Director	LCPR
<b>Aleena Wilson</b> , Analyst	LCPR
<b>Mollie Pierson</b> , Commission Assistant	LCPR

# **Appendix B:**

## **Chart Comparing PERA and MSRS Plans**

# Comparison of Public Employees Retirement Association Pension Plans and Minnesota State Retirement System Pension Plans

August 21, 2025

	PERA General	MSRS General	State Fire Marshals Subplan of MSRS General	Military Affairs Subplan of MSRS General
<b>Eligibility</b>	Employees of cities, counties, and school districts (who are not teachers)	Employees of the State of Minnesota, Metropolitan Council, and University of Minnesota	Employees of the Department of Public Safety who are deputy state fire marshals, fire/arson investigators and who elect coverage	Employees of the Department of Military Affairs who are ordered to active duty, elect coverage, and are required to retire early from federal military status
<b>Active Members</b>	164,222	55,453	11	16
<b>Vesting</b>	3 years	3 years <sup>1</sup>	3 years <sup>1</sup>	3 years <sup>1</sup>
<b>Normal (Unreduced) Retirement Age</b>	66	66	55	60
<b>Earliest (Reduced) Retirement Age</b>	55	55	55	55
<b>Early Retirement Reduction</b>	Actuarial Equivalence	Actuarial Equivalence	No reduction	Actuarial Equivalence
<b>EE Contribution Rate</b>	6.5%	6.0%	8.78%	7.6%
<b>ER Contribution Rate</b>	7.5%	6.25%	10.45%	7.85%
<b>Benefit Multiplier</b>	1.7%	1.7% per year to 7/1/2025 1.9% per year after 6/30/2025 <sup>2</sup>	2.0%	1.7% per year to 7/1/2025 1.9% per year after 6/30/2025
<b>Disability Benefit <sup>3</sup></b>	Accrued benefit if unable to do any occupation	Total and permanent disability standard based on actual service without a reduction	Occupational standard Line of duty: 20-year benefit Not Line of duty: 15-year benefit	Occupational standard calculated based on actual service without a reduction
<b>Post-retirement Increases</b>	100% of CPI, 1.0% Min, 1.75% Max	1.75% fixed (starting 1/1/2026)	1.75% fixed (starting 1/1/2026)	1.75% fixed (starting 1/1/2026)

	PERA Correctional	MSRS Correctional	PERA Police & Fire	MSRS State Patrol
<b>Eligibility</b>	Employees of local governments who are responsible for the security, custody and control of the correctional facilities and the inmates	State employees working in a correctional facility or security hospital who meet the requirements in statute	Employees of local governments who are firefighters and law enforcement officers who meet job-related duties in statute	State troopers, crime bureau agents, gambling enforcement agents, conservation officers, DOC fraud investigators, and DOC fugitive apprehension unit members
<b>Active Members</b>	3,914	4,476	11,994	987
<b>Vesting</b>	Vested 50% after 5 years, increasing 10% each year thereafter <sup>4</sup>	Vested 50% after 5 years, increasing 10% each year thereafter <sup>4</sup>	Vested 50% after 5 years, increasing 10% each year thereafter <sup>4</sup>	10 years <sup>5</sup>
<b>Normal (Unreduced) Retirement Age</b>	55	55	55	55 <sup>6</sup>
<b>Earliest (Reduced) Retirement Age</b>	50	50	50	50
<b>Early Retirement Reduction</b>	Actuarial Equivalence	5% per year	5% per year	0.34% per month (4.08% per year)
<b>EE Contribution Rate</b>	5.83% before 7/1/2025 6.83% after 6/30/2025	9.6%	11.8%	15.4%
<b>ER Contribution Rate</b>	8.75% before 7/1/2025 10.25% after 6/30/2025	18.85% (includes 4.45% supplemental)	17.7%	30.1% (includes 7% supplemental)
<b>Benefit Multiplier</b>	1.9% for service before 7/1/2025 2.2% for service after 6/30/2025	2.4% per year for those hired before 7/1/2010 2.2% per year for those hired after 6/30/2010	3.0%	3.0%
<b>Disability Benefit <sup>3</sup></b>	Accrued benefit, but not less than 45% of high five average salary if unable to do own occupation for at least 12 months	Occupational standard Line of duty: 50% of high five average salary + additional multiplier (2.4% or 2.2%) if service over 20 yrs, 10 mos Not Line of duty: based on service in the plan	Accrued benefit, but not less than 60% of high five average salary if unable to do own occupation for at least 12 months; not less than 99% of high five average salary if unable to do any occupation.	Occupational standard Line of duty: 60% of high five average salary + additional 3% for years over 20 years Not Line of duty: minimum of 45% of high five average salary
<b>Post-retirement Increases</b>	100% of CPI, 1.5% Min, 2.5% Max	1.5% fixed	1.0% fixed	1.25% fixed (starting 1/1/2026)

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## Notes

<sup>1</sup> Vesting is five years for employees hired after June 30, 2010, and who terminated employment before July 1, 2023. Current active employees and new hires have three-year vesting.

<sup>2</sup> This is the multiplier for employees first hired after 7/1/1989. The multiplier under the pre-1989 formula is 1.2% for the first ten years, then 1.7% until 7/1/2025, then 1.9% for service 7/1/2025 or later.

<sup>3</sup> Disability benefits are complex and greatly simplified in this summary chart.

<sup>4</sup> Vesting is 3 years if hired before July 1, 2010.

<sup>5</sup> Vesting is 3 years if hired before July 1, 2013.

<sup>6</sup> Most members of the MSRS State Patrol Retirement Plan are subject to a mandatory retirement age of 60 (see [Minnesota Statutes, Section 43A.34](#) for details).

# **Appendix C:**

## **Responses to Survey Retirement Benefits for Public Safety Personnel**



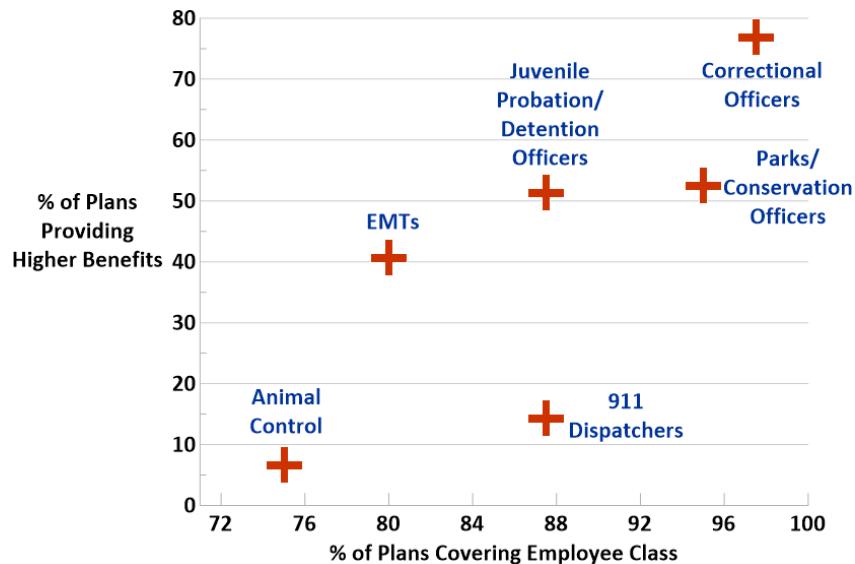
## Responses to survey retirement benefits for public safety personnel

Thirty-two systems in 31 different states responded to this survey; a listing of responding systems is at the end of these results. These totals do not include results for three responding systems that provide benefits only to either teachers or public safety workers. This survey was conducted in March 2023.

NASRA staff supplemented these results by researching and compiling information requested in this survey for an additional eight retirement systems, resulting in data covering a total of 40 statewide systems.<sup>1</sup> This supplemental information begins on page twelve of this report.

### Summary

Figure 1. Percentage of responding systems whose members include specified classifications and that provide a higher level of benefit or lower retirement eligibility requirement than the system's regular (non-public safety) employee classes. Forty systems are included in this group.



<sup>1</sup> Compiling this information based on information accessible via system websites was a challenge and the results of this effort should be considered in this context.

*Other positions listed:*

- State troopers
- Bureau of Investigations agents
- Sheriffs, undersheriffs, deputy sheriffs
- Magistrates of the district court
- Director of Security and Criminal Investigation of the State Lottery
- Secretary of State Investigators
- Conservation Police Officers
- Department of Revenue or the Illinois Gaming Board Investigators
- Central Management Services Police Officers
- Mental Health Police Officers
- Dangerous Drug Investigators
- State Police Investigators
- Attorney General Investigators
- Controlled Substance Inspectors
- State's Attorney Appellate Prosecutor Investigators
- Commerce Commission Police Officers
- Arson Investigators
- Security employees of the Departments of Corrections
- Juvenile Justice and Human Services
- Air Pilots and State Highway Maintenance Workers
- Security employees of the Department of Innovation and Technology
- Ohio Bureau of Identification and Investigation Investigators
- Gaming Agents
- Department of Taxation Investigators
- Fugitive apprehension officers
- Grand River Dam Authority Lake Patrol officers
- Oklahoma Military Department firefighters
- Livestock police officers employed by the State Department of Agriculture
- Oregon State Lottery enforcement agents
- Teachers of juveniles in custody
- State Department of Human Services employees who are prohibited from striking and whose duties include the care of residents in residential facilities that house individuals with intellectual or developmental disabilities
- Nurses in state mental or correctional facilities
- Brand inspectors

State	System	Positions eligible for enhanced benefits	Benefit Provisions	Notes
AL	RSA	Corrections officers	Bonus years, lower retirement age	
AR	PERS	None		Police officers in our system are also not eligible for a higher level of retirement benefits. Prior provisions that granted a higher level of benefits - enhanced service crediting and reduced age and service requirements - ended in 1997. Legislation has been introduced this session to re-instate higher benefits for police officers, but it still does not include these selected public safety positions.
CA	CalPERS	• Corrections officers	Corrections officers have the same formula as California (State) Highway Patrol officers	
CO	PERA	• Juvenile detention specialists • Corrections officers • State troopers • Bureau of Investigations agents, sheriff, undersheriffs & deputy sheriffs	These groups are eligible for lower retirement eligibility criteria (age/service combination) and immediate disability program coverage for disabilities sustained performing job duties.	Most police and fire fighters in the state are covered by a separate retirement system. There are a handful of police officers of municipalities and universities in our system that are not provided these enhanced public safety officer benefits by state law.
ID	PERSI	• 911 dispatchers • Conservation officers / park rangers • Juvenile detention specialists • Juvenile probation officers • Emergency medical technicians (EMTs) • Corrections officers • Magistrates of the district court • Criminal investigators of the Attorney General's office • Director of Security and Criminal Investigation of the State Lottery	Benefit provisions for these and other public safety members differ from those of general members in the following ways: • Retirement eligibility • Multiplier • Line of duty disability • Return to work	Idaho Code Section 59-1303 defines public safety members, additional to police and fire members. Public safety members, as a group, receive identical benefits.
IL	IMRF	None		Our public safety plan is currently only available to county sheriffs and their deputies as well as some municipal police officers in very specific situations. The plan offers a higher formula (with a corresponding higher member contribution rate) and a lower retirement eligibility age. It does not offer any other special benefits usually seen in public safety retirement plans; notably there is no duty disability provision. IMRF does not offer any sort of duty or work-related disability plan for any of its members. We have no other public safety benefit plans. There is pending legislation to add correctional and probation officers to our public safety provisions, but they are not

State	System	Positions eligible for enhanced benefits	Benefit Provisions	Notes
IL	SERS	<ul style="list-style-type: none"> <li>• Conservation officers / park rangers</li> <li>• Juvenile detention specialists</li> <li>• Juvenile probation officers</li> <li>• Corrections officers</li> <li>• Several other positions listed in the “notes” column</li> </ul>	Higher multiplier, lower retirement age, higher contribution rate	<p>currently included. This proposal's fate is unclear at this time as to whether it will become law.</p> <p>Positions under the alternative formula without Social Security are:</p> <ul style="list-style-type: none"> <li>• State policemen</li> <li>• Special Agents</li> <li>• Fire Fighters</li> <li>• Secretary of State Investigators</li> <li>• Conservation Police Officers</li> <li>• Department of Revenue or the Illinois Gaming Board Investigators</li> <li>• Central Management Services Police Officers</li> <li>• Mental Health Police Officers</li> <li>• Dangerous Drug Investigators</li> <li>• State Police Investigators</li> <li>• Attorney General Investigators</li> <li>• Controlled Substance Inspectors</li> <li>• State’s Attorney Appellate Prosecutor Investigators</li> <li>• Commerce Commission Police Officers</li> <li>• Arson Investigators</li> </ul> <p>Positions under the alternative formula with Social Security are:</p> <ul style="list-style-type: none"> <li>• Security employees of the Departments of Corrections</li> <li>• Juvenile Justice and Human Services</li> <li>• Air Pilots and State Highway Maintenance Workers</li> <li>• Security employees of the Department of Innovation and Technology, or employees transferred under Executive Order No. 2003-10 or Executive Order No. 2004-2</li> </ul>
IN	PRS	<ul style="list-style-type: none"> <li>• Conservation officers / park rangers</li> </ul>	Can retire with full benefits at age 50 with 25 years of service	The Indiana Public Retirement System administers multiple plans that cover these groups. Conservation officers have their own plan in the system (Excise, Gaming and Conservation Officers' Retirement Fund), but the other groups listed would be covered by participating employers who cover those positions in their plan resolution that governs their participation in the Public Employees' Retirement Fund (PERF).

State	System	Positions eligible for enhanced benefits	Benefit Provisions	Notes
KS	PERS	<ul style="list-style-type: none"> <li>Emergency medical technicians (EMTs)</li> <li>Corrections officers</li> </ul>	<p>EMTs are eligible for our public safety plan. 2.5% multiplier, 15 years vesting, normal retirement at 50 with 25 years, 55 with 20 years, 60 with 15 years.</p> <p>We have a correctional subgroup of the general employee plan. It's the same benefit calculation (Age X Years of Service X 1.85%), but the normal retirement age is younger. For corrections officers the normal retirement age is 55 with 10 years of service. For other corrections staff with inmate contact (e.g. food service, maintenance) the normal retirement age is 60 with 10 years of service. Vesting is the same at 5 years.</p>	<p>This session there is a bill to move certified law enforcement officers at our Department of Wildlife and Parks under the public safety plan. These employees are current in the general employee plan. It has not passed yet but is progressing.</p> <p>There have been bills to move state corrections position (adult, juvenile, and/or parole) into our public safety plan for several years but that policy has not progressed and does not appear likely in 2023 either.</p>
KY	PPA	<ul style="list-style-type: none"> <li>Conservation officers / park rangers</li> <li>Juvenile detention specialists</li> <li>Emergency medical technicians (EMTs)</li> <li>Corrections officers</li> </ul>	<p>The following groups are subject to lower eligibility requirements, a higher multiplier, highest 3-year final average compensation, and a higher employer pay credit in the hybrid plan:</p> <ul style="list-style-type: none"> <li>Conservation officers / park rangers</li> <li>Juvenile detention specialists</li> <li>Emergency medical technicians (EMTs)</li> <li>Corrections officers</li> </ul>	<p>Hazardous members also receive higher health insurance benefits. For member who participated prior to July 1, 2003, a percentage of the contribution rate is paid toward spouse and dependent coverage based on hazardous service. For members who participated on or after July 1, 2003, a higher dollar contribution is given for hazardous service.</p>
LA	LASERS	<ul style="list-style-type: none"> <li>Conservation officers / park rangers</li> <li>Juvenile detention specialists</li> <li>Juvenile probation officers</li> <li>Corrections officers</li> <li>La. R.S. 11:612(2)&amp;(2.1) define the persons eligible for the Hazardous Duty Services plan, including but not limited to Correctional offices and other titled employed by the Department of Public Safety and Corrections, Wildlife Agents of the enforcement division of the</li> </ul>	<p>Hazardous Duty Services Plan eligibility:</p> <p>a) 12 years of service at age 55 (all years must be worked a member of the HAZ Plan, unless transferred prior service into the plan)</p> <p>b) 25 years of service credit at any age (all years must be worked a member of the HAZ Plan, unless transferred prior service into the plan)</p> <p>c) 20 years at any age, actuarially reduced (all years must be worked a member of the HAZ Plan, unless transferred prior service into the plan)</p>	<p>The Hazardous Duty Services Plan pertains to all Hazardous Duty personnel employed on or after 1/1/2011, and those employees in Hazardous Duty Positions who made the affirmative choice to join the HAZ Plan. Eligibility for the plan is defined by statute. Eligible hazardous duty position employees hired before 1/1/2011 would have been enrolled in whichever plan was required by law and were given the option to join the HAZ Plan.</p>

State	System	Positions eligible for enhanced benefits	Benefit Provisions	Notes
		Department of Wildlife and Fisheries, Park Rangers employed by the Department of Culture, Recreation & Tourism, Office of State Parks, who are P.O.S.T.-certified, who have the power to arrest, and who hold a commission from such office, and other positions and persons defined in the law.	Hazardous Duty Services Plan multiplier is 3.33% if the last 10 years of service was worked in a hazardous duty services position. If not, the multiplier is 2.5%.	
MD	SRPS	<ul style="list-style-type: none"> <li>• Juvenile detention specialists</li> <li>• Juvenile probation officers</li> <li>• Corrections officers</li> </ul>	1.818% benefit multiplier vs. 1.50% for regular employees; earlier normal retirement age than regular employees	We have 3 "special" for public safety officers: Correctional Officers' Retirement System, State Police Officers Retirement System, and Law Enforcement Officers' Pension System. All have the same vesting requirement (10 years) as regular employees but better benefit multipliers (1.818, 2.55, and 2.0, respectively) as compared to regular employees (1.5). But members of all of these systems have earlier normal retirement ages and service credit requirements than do regular employees.
MI	ORS	<ul style="list-style-type: none"> <li>• Conservation officers / park rangers</li> </ul>	Conservation officers hired before April 1, 1991, can draw their pension at any age after 25 YOS if 20 of those years were as a conservation officer. If they were hired as a conservation officer on or after April 1, 1991, they are eligible at any age with 25 YOS as long as 23 years were as a conservation officer. In either case, they must be employed as a conservation officer during the 2 years prior to their retirement. Regular retirement benefits typically are at age 60 with 10 years of service or age 55 with 30 years of service.	
MN	SRS	<ul style="list-style-type: none"> <li>• Conservation officers / park rangers</li> <li>• Corrections officers</li> <li>• Licensed peace officers in various positions of state employment: state patrol, BCA agents, fugitive apprehension, investigators in commerce</li> </ul>	Corrections officers receive a 2.4% multiplier and full retirement at age 55 Conservation officers / park rangers and the other positions listed receive a 3.0% multiplier and full retirement at age 55	The plan structure for our General Plan is a multiplier of 1.7 with FRA at 66. We have 911 telecommunicators, probation officers and others that safety related personnel that are covered by this plan.

State	System	Positions eligible for enhanced benefits	Benefit Provisions	Notes
MO	LAGERS	<ul style="list-style-type: none"> <li>• 911 dispatchers</li> <li>• Emergency medical technicians (EMTs)</li> <li>• Corrections officers</li> </ul>	911 dispatchers, EMTs, and corrections officers have lower eligibility requirements.	Police officers and firefighters have always had a lower retirement age (55) than civilian members of LAGERS (age 60). Dispatchers, EMTs, and jailors have been considered as "general" members of the system with an age 60 retirement. LAGERS was successful amending statutes in 2019 and again in 2022 to give participating employers the option to designate 911 dispatchers, EMTs, and jailors as public safety with an age 55 retirement and a corresponding increase in contributions to fund the lower age.
MS	PERS	None		PERS of Mississippi covers state, university, community college, public school, county and municipal employees. All covered employees have the same benefit structure and contribution rates. Many of the positions in this survey are state, county, or municipal employees in our plan.
ND	PERS	• Corrections officers	Corrections officers receive a higher multiplier and a lower "rule of" requirement for normal retirement.	
NH	NHRS	<ul style="list-style-type: none"> <li>• Conservation officers / park rangers</li> <li>• Emergency medical technicians (EMTs)</li> </ul> Corrections officers	The other positions you asked about (animal control, juvenile justice, dispatchers) are all covered under the "Employee" benefit provisions of our plan, which provides a lower benefit at a later age.	In our state, police and fire unions have generally opposed adding these types of positions to their benefit plan.
NM	PERA	<ul style="list-style-type: none"> <li>• Conservation officers / park rangers</li> <li>• Juvenile probation officers</li> <li>• Corrections officers</li> </ul>	Conservation officers / park rangers and juvenile probation officers in Tier 2 are eligible to retire with 25 years of service and receive a 3.0% multiplier. Corrections officers in Tier 1 are eligible to retire with 20 years of service and receive a 3.5% multiplier. Those in Tier 2 are eligible to retire with 25 years of service and receive a 3.0% multiplier.	While we cover 911 dispatchers, animal control, juvenile detention specialists and EMT's they participate in the normal non-public safety plan. We also cover Judges and Magistrates that participate in separate plans as well as volunteer firefighters.
NV	PERS	<ul style="list-style-type: none"> <li>• 911 dispatchers</li> <li>• Animal control officers</li> <li>• Juvenile detention specialists</li> </ul>	2015 tier w/ higher multiplier, reduce age eligibility	If not covered under the Police/Fire fund, they are covered under the Regular fund.

State	System	Positions eligible for enhanced benefits	Benefit Provisions	Notes
OH	PERS	<ul style="list-style-type: none"> <li>• Conservation officers / park rangers (if they hold the Ohio Peace Officer certification)</li> </ul> <p>The following positions fall under public safety / law enforcement if they elected to be included when the law was changed for those positions in 2017:</p> <ul style="list-style-type: none"> <li>• Ohio Bureau of Identification and Investigation Investigators</li> <li>• Gaming Agents</li> <li>• Department of Taxation Investigators</li> </ul>	<p>Park Rangers are public safety/law enforcement if they hold the Ohio Peace Officer certification. Ohio Bureau of Identification and Investigation Investigators, Gaming Agents, Department of Taxation Investigators fall under public safety/law enforcement if they elected to be included when the law was changed for those positions in 2017.</p> <p>Qualifying park rangers and corrections officers pay higher contribution rates (13% instead of 12%), receive a higher multiplier, and are subject to earlier retirement eligibility. Survivor benefit eligibility is the same for law enforcement and public safety officers as it is for other OPERS members in the Traditional Pension and Combined Plans with one exception: Survivors of law enforcement and public safety officers may be eligible for monthly survivor benefits regardless of how long the officer was contributing to OPERS. Also, if the officer was killed in the line of duty, their surviving spouse will not defer receipt of benefits until age 62.</p> <p>Disability benefit eligibility is also the same with one exception: Law enforcement and public safety officers may apply for disability benefits regardless of the officer's years of service credit if the disabling condition is the result of an on-duty illness or injury.</p>	<p>Some positions such as a Deputy Sheriff may have both law enforcement and non-law enforcement based on whether the employee holds the Ohio Peace Officer certification. A non-certified deputy may work in a position in the jail/corrections.</p>
OK	PERS	<ul style="list-style-type: none"> <li>• Corrections officers</li> <li>• Probation and parole officers</li> <li>• Fugitive apprehension officers</li> <li>• County deputy sheriffs and jailers</li> <li>• Grand River Dam Authority Lake Patrol officers</li> <li>• Oklahoma Military Department firefighters</li> </ul>	<p>2.5% multiplier versus the regular 2%, plus they have a 20 year and out plan.</p>	<p>Other than corrections officers, all other public safety officers are in the regular retirement system with a 2% multiplier, 8-year vesting, and regular retirement age.</p>

State	System	Positions eligible for enhanced benefits	Benefit Provisions	Notes
OR	PERS	<ul style="list-style-type: none"> <li>911 dispatchers</li> <li>Juvenile detention specialists</li> <li>Juvenile probation officers</li> <li>Corrections officers</li> <li>Livestock police officers employed by the State Department of Agriculture</li> <li>Oregon State Lottery enforcement agents</li> <li>Teachers of juveniles in custody</li> <li>State Department of Human Services employees who are prohibited from striking and whose duties include the care of residents in residential facilities that house individuals with intellectual or developmental disabilities</li> </ul>	<p>911 dispatchers receive a higher multiplier.</p> <p>Juvenile detention specialists, Juvenile probation officers, corrections officers, and the other positions listed receive a higher multiplier and are eligible to retire at an earlier age.</p>	I believe our EMTs are covered under our general service category. Our 911 dispatchers are currently in a hybrid benefit system where they receive a higher multiplier, but maintain the "general service" retirement age
RI	ERS	<ul style="list-style-type: none"> <li>Emergency medical technicians (EMTs)</li> <li>Corrections officers</li> </ul>	<p>EMTs are considered public safety, with retirement eligibility at 50/25 or any/27.</p> <p>Corrections officers are eligible to retire at 55/25.</p>	All other benefits, i.e., Teachers, State Employees, and General Municipal Employees are SSNRA and 5 years of contributing service.
SC	PEBA	<ul style="list-style-type: none"> <li>Juvenile detention specialists</li> <li>Juvenile probation officers</li> <li>Corrections officers</li> </ul>	Compared to SCRS, PORS allows retirement at an earlier age/fewer years of service and calculates benefits with a higher multiplier.	Certain other positions, like conservation officers or animal control officers, may be eligible for PORS if the position meets the definition of a "police officer."
SD	SDRS	<ul style="list-style-type: none"> <li>Conservation officers / park rangers</li> <li>Juvenile detention specialists</li> <li>Emergency medical technicians (EMTs)</li> <li>Corrections officers</li> </ul>	Vesting period is the same for all member of our plan, 3 years Multiplier for public safety is 0.2% higher for public safety in the SDRS plan. Public safety can retire and reach full retirement 10 years earlier than non-public safety 47/57	EMTs just came through our current legislative session and will join Public Safety member starting July 1, 2023.
TN	CRS	<ul style="list-style-type: none"> <li>Corrections officers</li> </ul>	Age 55 with 25 years of service; temporary benefit from the later of age 55 or age at retirement until age 62 (first eligibility for Social Security)	Tennessee has used the exception to the federal ADEA to determine who is eligible, i.e., only those meet the definition of police officer or firefighter. A law enforcement task force was created to study benefits available and to study expanded those covered to various job classes. The report can be found here: <a href="https://tinyurl.com/2p99mtpe">https://tinyurl.com/2p99mtpe</a>
TX	TCDRS	None		TCDRS partners with over 830 employers to provide retirement, survivor and disability benefits. TCDRS is a savings-based plan. This means a percentage of each employee's

State	System	Positions eligible for enhanced benefits	Benefit Provisions	Notes
				paycheck is deposited into a TCDRS account that earns 7% interest. Once an employee retires, they receive a benefit payment for life that is based on their final account balance and employer matching. Each employer selects benefits based on their local needs and budgets. There is no provision for adopting different benefits for sub-groups of employees.
UT	URS	<ul style="list-style-type: none"> <li>• 911 dispatchers</li> <li>• Conservation officers / park rangers</li> <li>• Animal control officers</li> <li>• Juvenile detention specialists</li> <li>• Juvenile probation officers</li> <li>• Emergency medical technicians (EMTs)</li> <li>• Corrections officers</li> </ul>	<p>Positions eligible for Public Safety must work 2,080 hours in a calendar year, be in a position where the employees' life or personal safety is at risk (Except for dispatchers) and completion of POST certification training. EMT's would fall into the firefighter's system.</p> <p>Benefits:</p> <p>Tier 1 PS/FF 2.5% multiplier, 20 year system, 3 year FAS          Tier 2 PS/FF 2.0% multiplier, 25 year system, 5 year FAS          Tier 1 Public 2.0% multiplier, 30 year system, 3 year FAS          Tier 2 Public 1.5% multiplier, 35 year system, 5 year FAS          All systems vest at 4 years.</p>	
WA	DRS	<ul style="list-style-type: none"> <li>• Juvenile detention specialists</li> <li>• Juvenile probation officers</li> <li>• Emergency medical technicians (EMTs)</li> <li>• Corrections officers</li> <li>• Nurses in state mental or correctional facilities</li> </ul>	<p>Juvenile detention specialists, juvenile probation officers, and corrections officers are eligible for normal retirement at age 60 instead of 65.</p> <p>Emergency medical technicians (EMTs) are considered firefighters by definition in Washington. They have a normal retirement age of 53.</p>	<p>We have a separate Public Safety Employees Retirement System that allows for the age 60 normal retirement age, mostly for corrections staff.</p>
WI	WRS	<ul style="list-style-type: none"> <li>• 911 dispatchers</li> <li>• Conservation officers / park rangers</li> <li>• Animal control officers</li> <li>• Juvenile detention specialists</li> <li>• Juvenile probation officers</li> <li>• Emergency medical technicians (EMTs)</li> <li>• Corrections officers</li> </ul>	<p>For any employee classified as a protective occupation participant (POP), the following "higher" benefits apply:</p> <p>higher multiplier, earlier minimum and full retirement age, higher employer required contributions, access to duty disability insurance, for certain POP employees of the state - higher matching sick leave credits, access to or availability of certain income tax deductions (Fed and state).</p>	

State	System	Positions eligible for enhanced benefits	Benefit Provisions	Notes
WY	WRS	<ul style="list-style-type: none"> <li>• 911 dispatchers</li> <li>• Conservation officers / park rangers</li> <li>• Juvenile detention specialists</li> <li>• Juvenile probation officers</li> <li>• Emergency medical technicians (EMTs)</li> <li>• Corrections officers</li> <li>• Brand inspectors</li> <li>• Enforcement agents of the gaming commission</li> </ul>	<p>All of these groups are in our Law Enforcement pension plan vs. the Public Employee pension plan for general employees.</p> <p>Key differences:</p> <ul style="list-style-type: none"> <li>• Vesting: 48 months for both plans</li> <li>• Multiplier: 2.5% for Law Enforcement vs. 2.0% for Public Employee</li> <li>• Highest Average Salary: 60 months for both plans</li> <li>• Normal retirement age: 60/ vested or any/20 for Law Enforcement vs. 65/ vested or Rule of 85 for Public Employee</li> </ul> <p>Summary: the biggest differences are the multiplier and normal retirement age. One may note that there is a discrepancy between HAS (60 mos) and vesting (48 mos); the legislature wanted to have a 5-year average to mitigate spiking; but wanted to maintain 4 yrs vesting. So, at 48 mos, one is vested, but the HAS calculation will be decremented with 12 mos of zero. So some us call 48 mos "vested light" -- one needs 60 mos to avoid a big HAS hit.</p>	<p>Full-time parks rangers were recently added to the Law Enforcement plan with a bill this session in the Wyoming legislature. Prior to this, they were in the Public Employee Plan.</p>

	<b>Positions covered</b>	<b>Positions Eligible for Enhanced Benefits</b>	<b>Enhanced benefits description</b>	<b>Notes</b>
Connecticut	<ul style="list-style-type: none"> <li>• 911 dispatchers</li> <li>• Juvenile Probation/Detention Officers</li> <li>• Corrections Officers</li> <li>• Park Rangers/Conservation Officers</li> <li>• Animal Control</li> </ul>	Juvenile Probation Officer Juvenile Detention Officer Corrections Officer Park Rangers/Conservation Officers	Lower retirement eligibility Higher retirement multiplier	Correctional medical attendants are eligible for the same provisions. This position is roughly equivalent to an EMT but stationed in a correctional facility.  A full list of hazardous duty positions by title: <a href="https://www.osc.ct.gov/rbsd/hazduty/classtitle.aspx">https://www.osc.ct.gov/rbsd/hazduty/classtitle.aspx</a>
Hawaii	<ul style="list-style-type: none"> <li>• 911 dispatchers</li> <li>• Juvenile Probation/Detention Officers</li> <li>• Corrections Officers</li> <li>• Park Rangers/Conservation Officers</li> <li>• EMTs</li> <li>• Animal Control</li> </ul>	Corrections officers EMTs	Corrections officers participate in the Contributory Plan under the Police & Fire plan design. This plan has higher contribution requirements, lower retirement eligibility, and a higher retirement multiplier.  EMTs participate in the Hybrid Plan for General Employees but have higher contribution requirements and lower eligibility requirements.	Other positions covered by the same provisions as EMTs include Investigators and Water Safety Officers.
Maine	<ul style="list-style-type: none"> <li>• 911 dispatchers</li> <li>• Juvenile Probation/Detention Officers</li> <li>• Corrections Officers</li> <li>• Park Rangers/Conservation Officers</li> <li>• EMTs</li> <li>• Animal Control</li> </ul>	Corrections Officers 911 Dispatchers Park Rangers/Conservation Officers EMTs	State corrections officers and park rangers participate in the 1998 Special Plan within the MainePERS State & Teacher Plan and have lower eligibility requirements.  Certain county corrections officers, dispatchers, and emergency medical services employees participate in one of several Special Plans within the MainePERS PLD Consolidated Plan. Special Plans have lower eligibility requirements and may also have higher retirement multipliers.	Other positions eligible for the 1998 Special Plan include: <ul style="list-style-type: none"> <li>• Capital Security Officers</li> <li>• Oil and Hazardous Materials Response workers</li> <li>• Liquor Inspectors</li> <li>• State Airplane Pilots</li> <li>• Bureau of Motor Vehicles Inspectors</li> </ul>

Montana		Juvenile Probation/Detention Officers Corrections Officers Park Rangers/Conservation Officers	Lower retirement eligibility requirement and higher retirement multiplier	
New Jersey	<ul style="list-style-type: none"> <li>• 911 dispatchers</li> <li>• Juvenile Probation/Detention Officers</li> <li>• Corrections Officers</li> <li>• Park</li> <li>• Rangers/Conservation Officers</li> <li>• EMTs</li> </ul>	Juvenile Probation/Detention Officers Corrections Officers Park Rangers/Conservation Officers EMTs	Lower retirement eligibility requirement and higher retirement multiplier	List of positions eligible for enhanced benefits:  <a href="https://www.state.nj.us/treasury/pensions/pfrs-titles.shtml">https://www.state.nj.us/treasury/pensions/pfrs-titles.shtml</a>
North Carolina	<ul style="list-style-type: none"> <li>• EMTs</li> <li>• Animal Control</li> </ul>	Juvenile Probation/Detention Officers Corrections Officers Park Rangers/Conservation Officers	Lower retirement eligibility	
West Virginia		Park Rangers/Conservation Officers EMTs	Lower retirement eligibility requirement and higher retirement multiplier	
Vermont		Juvenile Probation/Detention Officers Corrections Officers Park Rangers/Conservation Officers	Lower retirement eligibility requirement and higher retirement multiplier	

# **Appendix D:**

**Email from Angela Rowe,  
National Conference of  
State Legislatures,  
November 5, 2025**

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**From:** Angela Rowe <[angela.rowe@ncsl.org](mailto:angela.rowe@ncsl.org)>  
**Sent:** Wednesday, November 5, 2025 11:13 AM  
**To:** Susan Lenczewski <[Susan.Lenczewski@lcp.r.mn.gov](mailto:Susan.Lenczewski@lcp.r.mn.gov)>  
**Subject:** RE: Pensions and 911 telecommunicators

You don't often get email from [angela.rowe@ncsl.org](mailto:angela.rowe@ncsl.org). [Learn why this is important](#)

**Caution:** This is an external email. Use caution with links and attachments. If you are in doubt please contact the IT Department.

Hi Susan,

Thanks for your email and the additional context regarding this request—it's very helpful.

As you may already know, some state retirement plans include other professions in their categorization of police and fire for the purpose of retirement plan participation, which in some cases includes EMTs and 911 dispatchers. In other states and plans, 911 dispatchers are included in “hazardous” job categories or are classified as first responders, but this varies both by statute and the plan policy itself. What I have included below is a list of several states that allow 911 dispatchers to participate in their pension plan for public employees. This includes links to statute/code with definitions and where applicable, relevant legislation. (Please note that as there are over 5,000 active pension plans in the US, this list is intended to be representative and not exhaustive).

I hope this is helpful for your purposes, but please let me know if you have any additional questions or if you'd like further information.

State	Plan Name	Definition	Eligible to Retire	Other
Idaho	Public Employee Retirement System of Idaho	<a href="#">Idaho Code</a> 19-5101: Emergency communications officer means any emergency call taker or dispatcher whose primary	Rule of 90: Age plus years on the job must equal 90. Emergency Telecommunications Officers must be certified in Idaho's	In 2022, <a href="#">Idaho passed HB 499</a> , making it possible for emergency telecommunicators to qualify for retirement under

		<p>responsibility is to receive or dispatch calls for emergency services in the state of Idaho.</p>	<p>Peace Officer Standards and Training.</p>	<p>the same system as police and firefighters.</p>
Maine	Maine Public Employee Retirement System	<p><a href="#"><u>Maine Revised Statutes 85-A.D:</u></a> Emergency medical dispatcher means a person licensed by the board who provides emergency medical dispatch services as a member of an emergency medical dispatch center licensed by the board.</p> <p>*Maine revised statutes have a broader definition for “dispatcher” for the purpose of retirement plan participation. More information about this definition can be found <a href="#"><u>here</u></a>.</p>	<p><a href="#"><u>Per Maine Revised Statutes 18453 (1-11)</u></a>, certain state employees are members of a “special service retirement plan” rather than the regular plan. Members of these groups, including Emergency Communication Specialists and System administrators, are eligible for earlier retirement than participants in the regular plan. Participants in these special plans are eligible for retirement at age 55 with 10 years of service or 25 years in a covered position.</p>	
Minnesota	Minnesota Public Employee Retirement Association (General Plan)	<p><a href="#"><u>Minnesota Revised Statute 403.02 (17c):</u></a> 911 telecommunicator means a person employed by a public safety answering point, an emergency medical dispatch service provider, or both, who is qualified to answer</p>	<p>If membership in the general plan began July 1, 2023 or after: Full retirement benefit at age 66, reduced retirement benefit at age 55, vested after three years of service. If membership in general plan began between July 1, 2010 and June 30,</p>	<p>In 2021, the Minnesota Legislature authorized a study to explore the cost and impact of moving 911 telecommunicators to the PERA Correctional Plan. This plan offers a higher multiplier, a lower unreduced</p>

		<p>incoming emergency telephone calls or provide for the appropriate emergency response either directly or through communication with the appropriate public safety answering point.</p>	<p>2023: Full retirement benefit at age 66, reduced benefit at age 55 with vesting at 3 years of service if an active employee on July 1, 2023 or five years of service if not.</p>	<p>retirement age of 55, lower employee contributions and different disability benefits. The report was published in early 2022, and <a href="#">during the 2023-2024 legislative session, a bill was introduced</a> to add public safety telecommunicators including 911 dispatchers, to the correctional service retirement plan. This bill failed to pass.</p>
Oregon	Oregon Public Employees Retirement Plan	<p><a href="#">Oregon Revised Statute 181A.348</a>: 911 operator includes:</p> <p>A person whose official duties are receiving information through a 911 emergency reporting system and relaying that information to public or private safety agencies or dispatching emergency equipment or personnel in response to such information;</p> <p>A public safety dispatcher whose primary duties are receiving, processing and</p>	<p>At age 60, or age 58 with 25 years or more of creditable service as a 911 operator.</p>	<p>In 2024, <a href="#">Oregon passed HB 4045</a>, which creates a new “Hazardous” category within the Public Employee Retirement System for 911 operators as well as nurses and physicians at Oregon State Hospital, allowing this class of employees to retire five years earlier</p>

		transmitting public safety information received through a 911 emergency reporting system.		
Utah	Utah Retirement Systems Public Safety Retirement Plan	Per <a href="#">Utah Code 53-6-102</a> , a dispatcher means an employee of a public safety agency of the state or any of its political subdivisions and whose primary duties are to: Receive calls for one or a combination of, emergency police, fire and medical services, and to dispatch the appropriate personnel and equipment in response to the calls; and In response to emergency calls, make urgent decisions affecting the life, health and welfare of the public and public safety employees; or supervise dispatchers or direct a dispatch communication center.	Full monthly retirement benefit if you are" -65 with four years of service -62 with ten years of service -60 with 20 years of service -Any age with 25 years of service	As set forth in Utah Code Title 49, a person entering full-time employment with a participating employer after July 1, 2011, including dispatchers, must choose to participate in either the Hybrid Retirement System or the Defined Contribution Plan.
Virginia	Virginia Retirement System	<a href="#">The Code of Virginia 56-484.16</a> defines a dispatcher as an individual employed by a public safety	Minimum age of 50 and 30 years of service.	In 2025, Virginia lawmakers introduced a package of bills related to retirement, including <a href="#">HB 1564</a> ,

		<p>answering point, an emergency medical dispatch service provider, or both, who is qualified to answer incoming emergency telephone calls or provide for the appropriate emergency response either directly or through communication with the appropriate Public Service Answering Point.</p>	<p>which would reduce the number of years required by emergency dispatchers to qualify for retirement. If passed, dispatchers would fall under the same benefits as firefighters, EMS and police and would be eligible to retire with 25 years of service.</p>
West Virginia	West Virginia Emergency Medical Services Retirement System	<p><a href="#"><u>West Virginia Code</u></a> defines an emergency telecommunicator as a professional telecommunicator meeting the training requirements set forth in 24-6-5 and is a first responder tasked with the gathering of information related to medical emergencies, the provision of assistance and instructions by voice, prior to the arrival of emergency medical services, and the dispatching and support of EMS resources</p>	<p>Full retirement at 50 years of age and 20 years of service (for counties that opt in to new legislation. Otherwise, full retirement remains at age 55 with 25 years of service or 62 with 10 years of service).</p> <p>In 2024, <a href="#"><u>SB 439</u></a> was passed, allowing 911 operators in the state to join the Emergency Medical Services Retirement System, as opposed to the Public Employees Retirement System. The new plan allows employees to retire earlier and with fewer years of service. Legislation passed in 2022 allowed new hires to join the retirement system, but the law in 2024 extends the opportunity to all 911 operators.</p>

		responding to an emergency call.		
Washington	Public Safety Employees' Retirement System	<p><a href="#"><u>Revised Code of Washington</u></a></p> <p><a href="#"><u>38.60.020</u></a> defines a public safety telecommunicator as a first responder working in a primary public safety answering point, regardless of title, who has successfully completed the training, certification, or recertification standards established in the state. This includes an employee of the state, a local public agency or an independent governmental agency whose primary responsibility is to receive, process, transmit or dispatch 911 emergency and non emergency calls for law enforcement, fire, emergency medical, and other public safety services by telephone, radio, or other communication devices and includes an individual who promoted from this position and</p>	Five or more years of service to qualify for full retirement at age 65. Eligible participants can retire as early as age 53 with at least 20 years of service credit, but benefits may be reduced depending on total service credit earned and the retiree's age.	

	supervises individuals who perform these functions.	
--	--	--

Warmly,

**Angela Rowe**  
National Conference of State Legislatures  
Policy Specialist | Employment, Labor & Retirement Program  
303.856.1530 (o) | 303.881.5575 (m)



# **Appendix E:**

**Email from Angela  
Rowe, National  
Conference of State  
Legislatures, December  
17, 2025**



## Re: Pensions and 911 telecommunicators

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**From** Angela Rowe <angela.rowe@ncsl.org>

**Date** Wed 12/17/2025 2:54 PM

**To** Susan Lenczewski <Susan.Lenczewski@lcpr.mn.gov>

**Cc** Aleena Wilson <Aleena.wilson@lcpr.mn.gov>; Mollie Pierson <mollie.pierson@lcpr.mn.gov>

You don't often get email from angela.rowe@ncsl.org. [Learn why this is important](#)

**Caution:** This is an external email. Use caution with links and attachments. If you are in doubt please contact the IT Department.

To follow up on our previous correspondence, probation officers are sometimes covered under law enforcement and/or public safety retirement systems, but more often they appear to be in a separate statutory classification and retirement plan (which is also true of 911 dispatchers and first responders). In many cases, public safety retirement plans are restricted by statute, so that only certain classes of employees who meet defined roles, like police and firefighters, are typically eligible. In some instances, however, these positions are covered under public safety or special risk classifications (like police and fire) for the purposes of pensions. For example, [in Florida](#), correctional officers and community-based correctional probation officers are included in the Public Safety (Special Risk) class. I found a few examples of police and fire plans that include probation officers, as well as a handful that include—or are considering including--911 dispatchers and probation officers in the same category for the purposes of retirement. I've included these examples below, but please note that this list is intended to be representative, not exhaustive.

Probation officers in [Arizona](#) are currently covered under the Corrections Officer Retirement Plan (CORP), which does not include police and fire but is administered by the Public Safety Personnel Retirement System (which does include police and fire).

In Illinois, [HB 2711](#) was introduced earlier this year, which includes a provision that would allow county probation officers to qualify for public safety “SLEP” status (which is a special law enforcement pension tier) under certain retirement systems. In March of 2025, this bill was re-referred to the Rules Committee but hasn't seen any activity since.

New Mexico currently includes probation and parole officers in their State Police Member, Correction Officer Member and Probation and Parole Officer Member Coverage Plan 1 (the name of which was recently changed to the *State Public Safety Member Coverage Plan 1* per [SB128](#) earlier this year). This legislation also amended state retirement law to explicitly include adult probation and parole officers in the plan.

In North Carolina, [probation and parole officers earn law enforcement credit](#) after meeting certain service requirements under the North Carolina Teachers and State Employees Retirement System. These roles are qualified for specialized treatment that is similar to other public safety officers in the state.

As you are aware, [Minnesota established a working group](#) in 2025, with the aim of investigating and recommending retirement plan options for both probation officers and 911 dispatchers, including discussions about creating a new public-safety style plan rather than keeping probation officers in the general membership. This group must complete their recommendations by January of 2026.

In Wisconsin, both 911 dispatchers and probation officers are included in the [protective occupation classification](#) for enhanced pension benefits. This classification also includes law enforcement officers and firefighters, among others.

In the state of Wyoming, [the Law Enforcement Pension Plan](#) includes many roles, including police officers, county sheriffs, probation and parole officers and detention officers or dispatchers for law enforcement agencies.

I hope this information is helpful but please don't hesitate to reach out should you have any additional questions.

Warmly,

**Angela Rowe**

National Conference of State Legislatures

Senior Policy Specialist | Employment, Labor & Retirement Program

303.856.1530 (o) | 303.881.5575 (m)



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# **Appendix F:**

## **2025 S.F. No. 1986 (Kupec)**

**SENATE  
STATE OF MINNESOTA  
NINETY-FOURTH SESSION**

**S.F. No. 1986**

**(SENATE AUTHORS: KUPEC, Frentz and Abeler)**

DATE	D-PG	OFFICIAL STATUS
02/27/2025	571	Introduction and first reading Referred to State and Local Government
04/22/2025	3721	Author added Abeler

## 1.1 A bill for an act

1.2 relating to retirement; authorizing an unreduced early retirement annuity for  
1.3 probation agency employees; increasing employee contributions for probation  
1.4 agency employees beginning January 1, 2026; amending Minnesota Statutes 2024,  
1.5 sections 352.01, by adding a subdivision; 352.04, subdivision 2; 352.116, by adding  
1.6 a subdivision; 353.01, by adding a subdivision; 353.27, subdivision 2; 353.30, by  
1.7 adding a subdivision.

1.8 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.9 Section 1. Minnesota Statutes 2024, section 352.01, is amended by adding a subdivision  
1.10 to read:

1.11        Subd. 28. Probation agency employee. "Probation agency employee" means an employee  
1.12        of a county or state agency who is a probation or supervisory officer, supervisory staff  
1.13        member, or program manager and who provides community supervision services or oversees  
1.14        the delivery of probation services.

1.15 **EFFECTIVE DATE.** This section is effective January 1, 2026.

1.16 Sec. 2. Minnesota Statutes 2024, section 352.04, subdivision 2, is amended to read:

1.17        **Subd. 2. Employee contributions.** (a) The employee contribution to the fund ~~must be~~  
1.18        by each member, except for a member who is a probation agency employee, is equal to the  
1.19        following six percent of the member's salary:.

1.20	<del>from July 1, 2014, to June 30, 2018</del>	5.5
1.21	<del>from July 1, 2018, to June 30, 2019</del>	5.75
1.22	<del>from July 1, 2019, to June 30, 2023</del>	6

2.1                    ~~from July 1, 2023, to June 30, 2025~~                    ~~5.5~~  
2.2                    ~~after June 30, 2025~~                    ~~6~~

2.3                    (b) The employee contribution to the fund by each probation agency employee is equal  
2.4                    to ... percent of the employee's salary.

2.5                    ~~(b) These contributions~~ (c) Contributions under paragraph (a) or (b) must be made by  
2.6                    deduction from salary as provided in subdivision 4.

2.7                    ~~(e) (d) Contribution increases under paragraph (a) or (b) must be paid starting the first~~  
2.8                    day of the first full pay period after the effective date of the increase.

2.9                    **EFFECTIVE DATE.** This section is effective January 1, 2026.

2.10                  Sec. 3. Minnesota Statutes 2024, section 352.116, is amended by adding a subdivision to  
2.11                  read:

2.12                  Subd. 2a. **Normal retirement annuity for probation agency employees.** Upon  
2.13                  separation from county or state service after reaching at least age 60 or with at least 35 years  
2.14                  of service, a probation agency employee is entitled, upon application, to a retirement annuity  
2.15                  in an amount equal to the applicable normal retirement annuity provided in section 352.115,  
2.16                  subdivisions 2 and 3, without any reduction for early retirement.

2.17                  **EFFECTIVE DATE.** This section is effective January 1, 2028.

2.18                  Sec. 4. Minnesota Statutes 2024, section 353.01, is amended by adding a subdivision to  
2.19                  read:

2.20                  Subd. 51. **Probation agency employee.** "Probation agency employee" means an employee  
2.21                  of a county or state agency who is a probation or supervisory officer, supervisory staff  
2.22                  member, or program manager and who provides community supervision services or oversees  
2.23                  the delivery of probation services.

2.24                  **EFFECTIVE DATE.** This section is effective January 1, 2026.

2.25                  Sec. 5. Minnesota Statutes 2024, section 353.27, subdivision 2, is amended to read:

2.26                  **Subd. 2. General employees retirement plan; employee contribution.** (a) For a basic  
2.27                  member of the general employees retirement plan of the Public Employees Retirement  
2.28                  Association, the employee contribution is 9.10 percent of salary. For a coordinated member  
2.29                  of the general employees retirement plan of the Public Employees Retirement Association,  
2.30                  except for a coordinated member who is a probation agency employee, the employee

3.1 contribution is ~~the following percentage~~ 6.5 percent of salary ~~plus any contribution rate~~  
3.2 ~~adjustment under subdivision 3b.~~

3.3 ~~Effective after December 31, 2010~~ 6.25  
3.4 ~~Effective January 1, 2015~~ 6.5

3.5 (b) For a coordinated member who is a probation agency employee, the employee  
3.6 contribution is ... percent of salary.

3.7 ~~(b) These contributions~~ (c) Contributions under paragraph (a) or (b) must be made by  
3.8 deduction from salary as defined in section 353.01, subdivision 10, in the manner provided  
3.9 in subdivision 4. If any portion of a member's salary is paid from other than public funds,  
3.10 the member's employee contribution must be based on the total salary received by the  
3.11 member from all sources.

3.12 **EFFECTIVE DATE.** This section is effective January 1, 2026.

3.13 Sec. 6. Minnesota Statutes 2024, section 353.30, is amended by adding a subdivision to  
3.14 read:

3.15 Subd. 1d. **Probation agency employees.** Upon termination of public service under  
3.16 section 353.01, subdivision 11a, after reaching at least age 60 or with at least 35 years of  
3.17 service, a probation agency employee is entitled, upon application, to a retirement annuity  
3.18 in an amount equal to the applicable normal retirement annuity provided in section 353.29,  
3.19 subdivision 3, without any reduction for early retirement.

3.20 **EFFECTIVE DATE.** This section is effective January 1, 2028.

# **Appendix G:**

## **2025 Amendment S1986-2A**

- 1.1 ..... moves to amend S.F. No. 1986; H.F. No. 1779, as follows:
- 1.2 Page 2, line 4, delete "..." and before "percent" insert "10.35"
- 1.3 Page 3, line 6, delete "..." and before "percent" insert "10.79"

# **Appendix H:**

## **Testimony Provided on**

## **2025 S.F. No. 1986**

## **(Kupec)/H.F. No. 1770**

## **(Wolgamott)**

During two meetings on March 25, 2025, and April, 22, 2025, the LCPR heard testimony from the following individuals on S.F. No. 1986/H.F. No. 1779:

- Doug Anderson, Executive Director, PERA
  - testified that the board is opposed to the bill and provided a [handout](#) and [presentation](#)
- Amy Strenge, Policy Coordinator, PERA
  - testified in opposition to the bill
- Erin Leonard, Executive Director, MSRS
  - testified that the board does not have a position on the bill, but generally supports benefit improvements provided they are funded, but there is concern that the bill does not address cost in an equitable manner since employees will pay more than employers
- Sheri Christensen, Actuary, Gabriel, Roeder, Smith & Company
  - testified that they were retained by the Minnesota Corrections Association to do a cost analysis, provided and reviewed that [actuarial analysis](#)
- Robert Wenthe, Hennepin County Probation Officer, American Federation of State, County & Municipal Employees (AFSCME) Local 552, Council 5
  - testified in support of the bill
- Janene Altman, Ramsey County Probation Officer, Ramsey County
  - testified in support of the bill
- Jim Hawkins, Ramsey County Probation Officer, Ramsey County Probation
  - testified in support of the bill
- Nancy Haas, Minnesota Corrections Association (MCA) Representative
  - testified in support of the bill and provided two handouts: "[Survey Results from MCA Membership](#)" and "[Teamsters 60/35 Reasonable Retirement Probation and Parole Petition](#)"
- Kayla Grimm, Ramsey County Probation Officer
  - testified in support of the bill and answered questions about why younger members support the bill

The following submitted testimony regarding S.F. No. 1986/H.F. No. 1779 was provided to the LCPR:

- [Katie Marek, ISR/CIP Agent, Department of Corrections, MAPE](#)
- [Joint Document in Support from MACPO, MCA, MAPE, Teamsters Local 320, AFSCME Co.](#)

- [Combined Messages of Support for SF1986 AFSME Council 5 Local 522](#)
- [Letter from the Association of Minnesota Counties](#)
- [Letter from the Minnesota Inter-County Association](#)

# **Appendix I:**

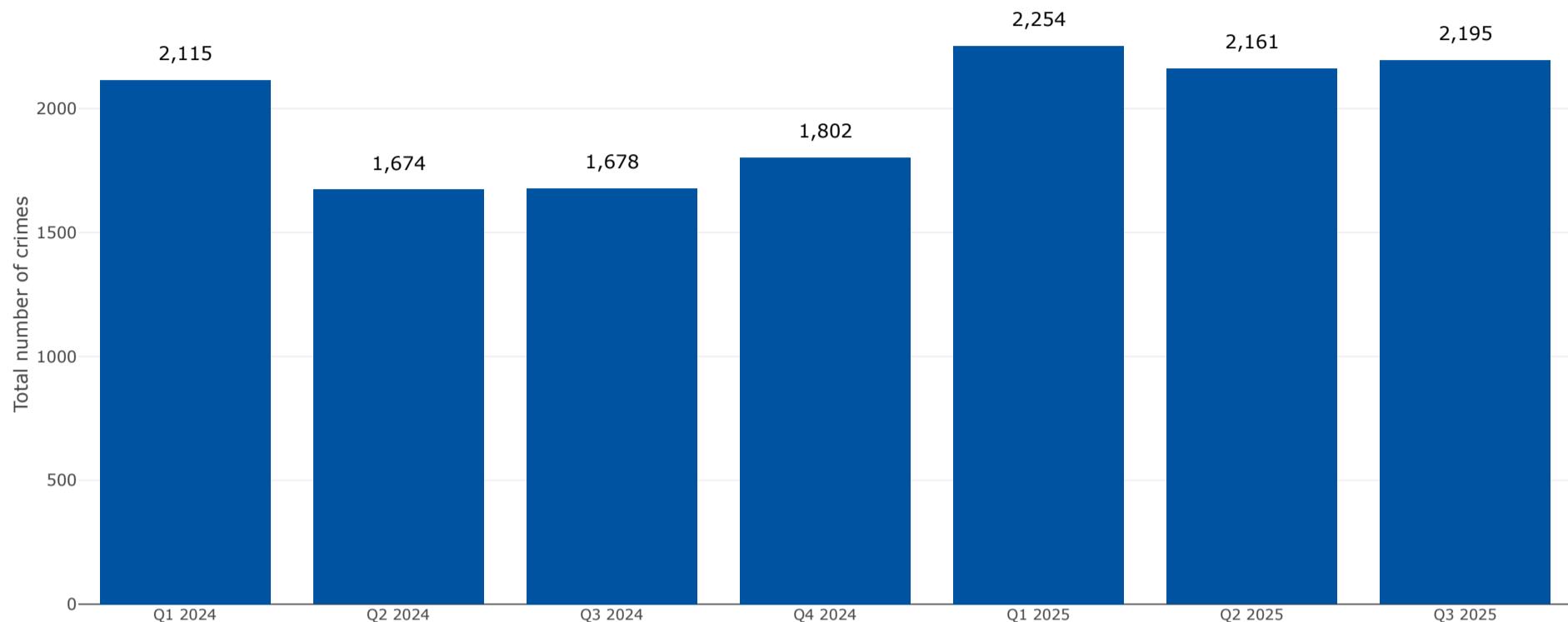
## **Metro Transit Performance Data**

## Safety & security

Data updated undefined 10

### Total crime

From Q1 2024 to Q3 2025



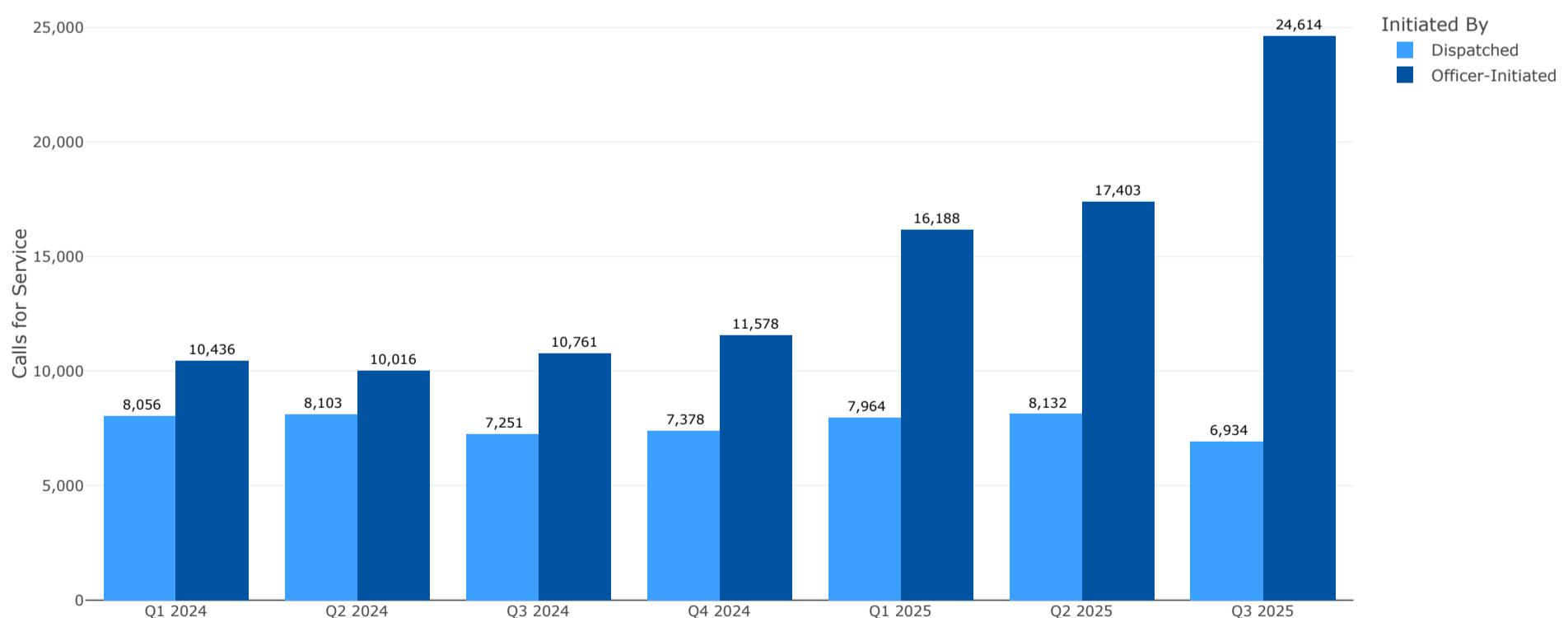
[Download data \(csv\)](#)

### What is the measure?

Total crimes is a measure of how many crimes were recorded by the Metro Transit Police Department, which responds to and investigates all crimes that occur on transit property or on transit vehicles. Reported crimes may lead to an arrest or arrests, which are counted separately.

### Calls for service

From Q1 2024 to Q3 2025



[Download data \(csv\)](#)

### What is the measure?

Dispatched calls for service reflect the number of times someone contacts police seeking response. Officer-initiated calls for service reflect the number of times an officer addresses a concern or crime in progress without being called on to respond. Officer-initiated calls for service are one way of measuring how proactive police officers are on transit.

Need Help?

[SUMMARY STATISTICS for crime and calls for service](#)

## How is the data tracked?

The National Incident Based Reporting System (NIBRS) is used by law enforcement agencies across the U.S. to collect crime and incident data. The Metro Transit Police Department (MTPD), along with all Minnesota law enforcement agencies, submit data to the Minnesota Bureau of Criminal Apprehension (BCA) in a proscribed format that is consistent, reliable, and incorporates checks and balances to ensure accuracy. The BCA then provides the data to the FBI, who compile and publish the [Uniform Crime Report](#) (UCR) for nationwide comparison.

Metro Transit serves eight counties and numerous cities, all of whom have their own law enforcement agencies. As such, MTPD is considered the secondary police agency in these communities; therefore, state statute provides first right of refusal to the city or county police department, even if the crime occurred on Metro Transit property. In these situations, MTPD may assist on the investigation, but the crime data is only reported by the main investigative agency to avoid duplication.

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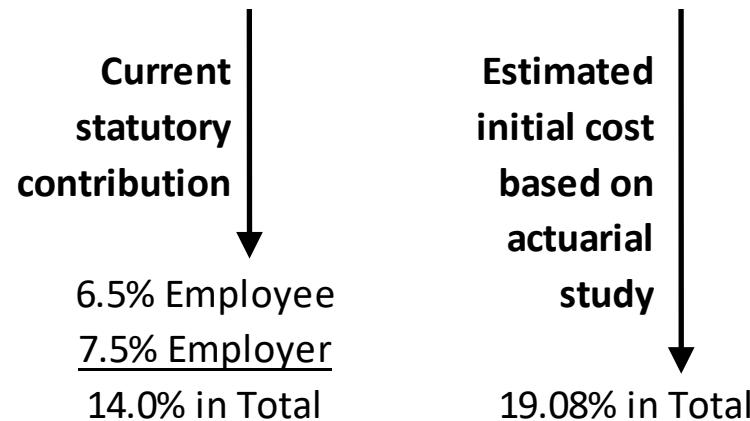
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# **Appendix J:**

## **Estimated Costs of a New PERA Plan**

Benefit Provision	Current General Plan	Proposed New Plan
Full Retirement	Age 66	Age 60
Early Retirement	Age 55	Age 50
Benefit Multiplier	1.70%	2.20%
Disability	Unable to perform any occupation	Unable to perform any occupation
Annual Increases	100% CPI, 1.0% Min, 1.75% Max	100% CPI, 1.0% Min, 2.5% Max



- The actuary measured the new plan cost at 19.08% of payroll
- This cost is based on certain proposed provisions, but other designs are possible
- Some changes can be **estimated** without another actuarial study:
  - Benefit multiplier
  - Annual increase assumption
- Changes that would need a new study:
  - Full retirement age
  - Early retirement provisions
  - Disability benefits

# Estimated Costs of a New PERA Plan

## Estimated Initial Total Plan Cost

Benefit Multiplier	Annual Increase Assumption			
	1.50%	1.75%	2.00%	2.25%
<b>2.20%</b>	18.1%	18.6%	19.1%	19.6%
<b>2.10%</b>	17.3%	17.7%	18.2%	18.7%
<b>2.00%</b>	16.5%	16.9%	17.4%	17.8%
<b>1.90%</b>	15.6%	16.1%	16.5%	16.9%
<b>1.80%</b>	14.8%	15.2%	15.6%	16.0%
<b>1.70%</b>	14.0%	14.4%	14.7%	15.1%

## Estimated Initial Employee Contribution

Benefit Multiplier	Annual Increase Assumption			
	1.50%	1.75%	2.00%	2.25%
<b>2.20%</b>	10.6%	11.1%	11.6%	12.1%
<b>2.10%</b>	9.8%	10.2%	10.7%	11.2%
<b>2.00%</b>	9.0%	9.4%	9.9%	10.3%
<b>1.90%</b>	8.1%	8.6%	9.0%	9.4%
<b>1.80%</b>	7.3%	7.7%	8.1%	8.5%
<b>1.70%</b>	6.5%	6.9%	7.2%	7.6%

### Notes

- The employer contribution is assumed to remain at 7.5%, while the employee will pay the remaining cost.
- Estimates are arranged by annual increase assumption, rather than annual increase formula. Below are details.

Annual Increases	General Plan, Prior to 2026	General Plan, Effective 2026	Correctional Plan
<b>Formula</b>	50% CPI 1.0% Min 1.5% Max	100% CPI 1.0% Min 1.75% Max	100% CPI 1.0% Min 2.5% Max
<b>Assumption</b>	1.25%	1.50%	2.00%

# **Appendix K:**

## **Estimated Costs for a New MSRS Subplan**

# FEBRUARY 2026

## PROPOSED MSRS SUBPLAN- BASED ON WORKGROUP DISCUSSIONS

	General Plan	Proposed Subplan
<b>Summary of Benefits</b>	1.9% Multiplier 1.75% COLA Age 66 FRA Age 55 Early Retirement	1.9% Multiplier 1.75% COLA Age 60 FRA Age 55 Early Retirement
<b>Normal Cost + Expenses</b>	10.03%	16.96%
<b>Amortization of Unfunded Liability</b>	1.08%	
<b>Total ADC</b>	11.11%	16.96%
<b>EE Contribution Amount</b>	6.00%	
<b>ER Contribution Amount</b>	6.25%	
<b>Sufficiency</b>	1.14%	
<b>Estimated Difference in contributions between Plans</b>		4.71%
<b>Less 1.75% PERA Contribution Difference***</b>		2.96%

Results from MSRS actuary, GRS Consulting.

\*\*\*PERA General Contributions, 6.5% EE, 7.5% ER, Total 14% (Difference 1.75), compared to MSRS General Total 12.25%

### Additional Information:

Estimated Populations of Employees: 429

Total Projected Earnings for Group: \$35,377,000

Estimated Cost of 4.71% Payroll: \$1,666,256

# OCTOBER 2025

## ESTIMATED COSTS FOR MSRS SUBPLAN- OCTOBER 2025

	General Plan	Subplan V-1*	Subplan V-1a**	Subplan V-2*	Subplan V-2a**
<b>Summary of Benefits</b>	1.9% Multiplier 1.75% COLA Age 66 FRA	2.0% Multiplier 1.75% COLA Age 60 FRA	1.9% Multiplier 1.75% COLA Age 60 FRA	2.0% Multiplier 1.75% COLA Age 62 FRA	1.9% Multiplier 1.75% COLA Age 62 FRA
<b>Normal Cost + Expenses</b>	10.03%	18.27%	Approx. 17.77%	17.07%	Approx. 16.57%
<b>Amortization of Unfunded Liability</b>	1.08%				
<b>Total ADC</b>	11.11%	18.27%	Approx. 17.77%	17.07%	Approx. 16.57%
<b>EE Contribution Amount</b>	6.00%				
<b>ER Contribution Amount</b>	6.25%				
<b>Sufficiency</b>	1.14%				
<b>Estimated Difference in contributions between Plans</b>		6.02%	5.52%	4.82%	4.32%
<b>Less 1.75% PERA Contribution Difference***</b>		4.27%	3.77%	3.07%	2.57%

\*Draft results from MSRS actuary, GRS Consulting.

\*\*Estimated cost of MSRS change in multiplier from 1.7 to 1.9 cost approximately 1% of pay, assumed 1.9 to 2.0 would cost approximately 0.5%

\*\*\*PERA General Contributions, 6.5% EE, 7.5% ER, Total 14% (Difference 1.75), compared to MSRS General Total 12.25%

# **Appendix L:**

## **PERA Past Service Purchase Presentation**

# PERA Past Service Purchase

Doug Anderson, ASA, MAAA, Executive Director

Amy Strenge, Policy Coordinator

Note: The purpose of this document is to summarize current PERA past service purchase provisions (or lack thereof) and to provide estimates of the present value of the cost to transfer past service from the General Plan to a potential new plan.

PERA does not have a current position regarding allowing past service purchases.



PERA has one previous experience transitioning members to a new plan

	<b>PERA Correctional Plan</b>
<b>Effective Date</b>	July 1, 1999
<b>Benefit Accrual Service</b>	General Plan provisions apply to pre July 1, 1999 benefit accruals. Correctional Plan provisions apply to post June 30, 1999 benefit accruals.
<b>Vesting Service</b>	Prior vesting service applies to new plan (CSA & CBMTOF provisions)
<b>Final Average Salaries</b>	Final Average Salaries apply to both General Plan and Correctional Plan service accruals (CSA provisions)
<b>Past Service Purchases</b>	Not available

# Military Service Purchases

PERA has two types of past service purchases for Military Service

	USERRA	PERA
Required by	Federal requirement	Minnesota Legislative requirement (2019)
Past Service Period	Military service leave must occur during PERA employment	Military Service leave may include service prior to becoming a public employee and service not purchased under USERRA
Purchase Time Period	Purchases must be made within a specified time period	Purchases may be made after the USERRA period
Who Pays	Member and Employer	The member pays the full cost
Cost	Member and Employer contributions plus interest for the applicable period	Actuarial present value of the increase in the future monthly benefit



# Actuarial Present Value Example

Assume member is age 60 with 30 years of service when the new plan is created and actuarial equivalent past service purchases are allowed. Assume the new plan has unreduced benefits at age 60 and a 2.2% multiplier.

	A Years of Service	B Final Average Salary	C Plan Multiplier	D = A x B x C Benefit Before Reduction for Early Retirement	E Early Retirement Reduction Factor	F = D x E Benefit Reduced for Early Commencement	G Present Value Factor @ Age 60	Present Value at Current Age (F x G)	
Coordinated Plan Benefit	30	\$100,000	1.7%	\$51,000	.5794	\$29,550	12.0298	\$355,000	
New Plan Benefit	30	\$100,000	2.2%	\$66,000	1.0000	\$66,000	12.0298	\$794,000	
Difference	The member would need to pay the fund \$439,000 at age 60 to receive the benefit of applying the new plan provisions to their past service which is \$66,000/year at age 60 rather than \$29,550/year.								\$439,000



# Estimated Actuarial Present Values

Age	Years of Past Service								30-34
	<3	3-4	5-9	10-14	15-19	20-24	25-29		
25-29	\$ 56,569	\$ 63,741	\$ 65,415						Average Pay
	\$ 2,947	\$ 8,500	\$ 16,115						Average Cost/EE
	5%	13%	25%						Average Cost/Pay
30-34	\$ 58,698	\$ 69,404	\$ 77,777	\$ 75,897					
	\$ 4,323	\$ 13,156	\$ 27,356	\$ 44,079					
	7%	19%	35%	58%					
35-39	\$ 62,846	\$ 69,771	\$ 77,660	\$ 89,496	\$ 85,831				
	\$ 6,795	\$ 18,924	\$ 38,815	\$ 74,599	\$ 99,493				
	11%	27%	50%	83%	116%				
40-44	\$ 61,886	\$ 67,900	\$ 79,390	\$ 87,448	\$ 93,812	\$ 106,725	\$ 105,260		
	\$ 9,599	\$ 27,060	\$ 58,326	\$ 103,864	\$ 153,921	\$ 234,903	\$ 267,477		
	16%	40%	73%	119%	164%	220%	254%		
45-49	\$ 67,982	\$ 68,806	\$ 80,661	\$ 88,755	\$ 93,274	\$ 104,195	\$ 99,895		
	\$ 15,467	\$ 39,712	\$ 87,966	\$ 157,678	\$ 222,346	\$ 319,180	\$ 378,208		
	23%	58%	109%	178%	238%	306%	379%		
50-54	\$ 45,641	\$ 80,234	\$ 79,306	\$ 90,290	\$ 96,371	\$ 98,254	\$ 102,410	\$ 93,055	
	\$ 13,662	\$ 68,356	\$ 125,227	\$ 237,887	\$ 347,027	\$ 435,485	\$ 549,393	\$ 580,555	
	30%	85%	158%	263%	360%	443%	536%	624%	
55-59	\$ 77,134	\$ 78,289	\$ 78,317	\$ 90,073	\$ 81,563	\$ 97,474	\$ 99,791	\$ 103,074	
	\$ 29,191	\$ 74,457	\$ 137,862	\$ 269,202	\$ 324,780	\$ 499,759	\$ 592,199	\$ 704,060	
	38%	95%	176%	299%	398%	513%	593%	683%	
60-64	\$ 26,158	\$ 62,973	\$ 69,281	\$ 82,696	\$ 85,004	\$ 96,428	\$ 97,231	\$ 102,331	
	\$ 4,983	\$ 46,897	\$ 93,977	\$ 195,515	\$ 276,723	\$ 412,175	\$ 478,160	\$ 537,068	
	19%	74%	136%	236%	326%	427%	492%	525%	



# Past Service Purchase Questions

## Questions to consider related to past service purchases

	<b>Question</b>
<b>Automatic or elective</b>	<ul style="list-style-type: none"><li>• Is it an automatic plan provision (applicable to all) or individual choice?</li></ul>
<b>Partial or Full</b>	<ul style="list-style-type: none"><li>• Are partial past service purchases an option?</li></ul>
<b>Who pays</b>	<ul style="list-style-type: none"><li>• Individual Member (if individual choice)</li><li>• Increased contribution rate to all members</li><li>• Employers / Taxpayers</li><li>• Legislature / Taxpayers</li></ul>
<b>Purchase timing</b>	<ul style="list-style-type: none"><li>• How is the cost calculated if purchased before retirement age?</li></ul>
<b>Taxability</b>	<ul style="list-style-type: none"><li>• Is the cost paid for via pre-tax money (deferred comp) or after-tax money?</li></ul>
<b>Precedent</b>	<ul style="list-style-type: none"><li>• Should past service be allowed in other plans (ex. Higher multiplier in Correctional Plan)?</li></ul>

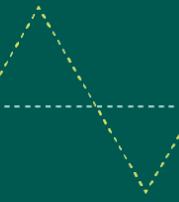


# **Appendix M:**

## **PERA New Plan Replacement**

### **Ratio Examples**

# New Plan Replacement Ratio Examples



Doug Anderson, ASA, MAAA, Executive Director

Amy Strenge, Policy Coordinator



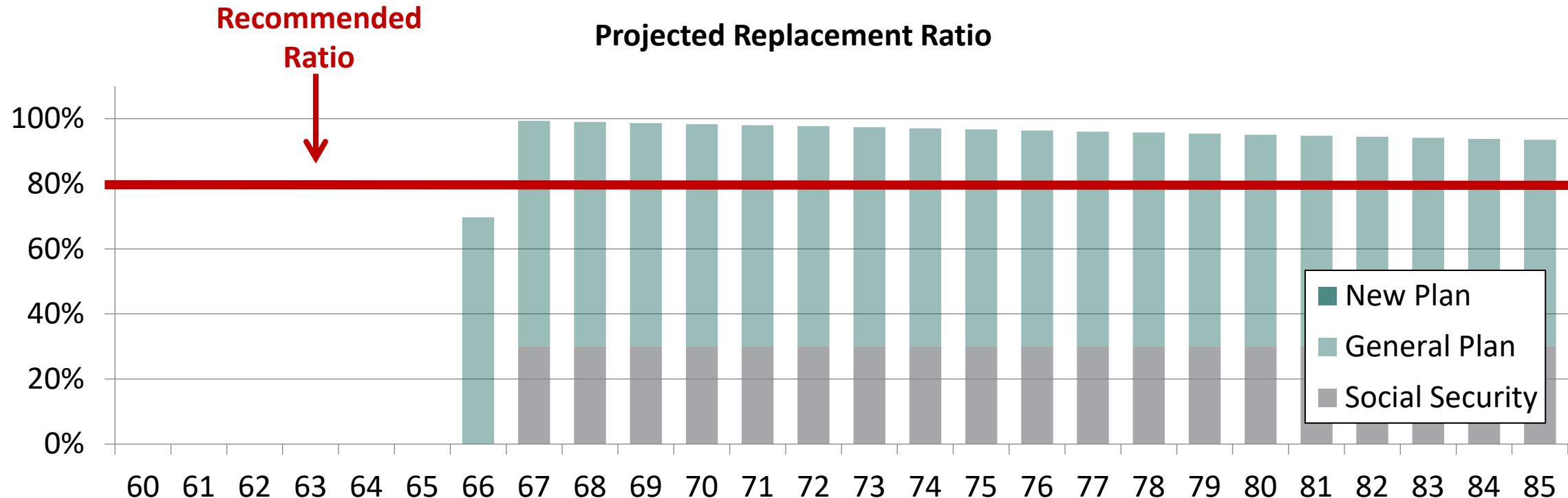
# Replacement Ratios – General Plan Full Retirement

## Assumptions: (41 years General Plan)

- Hire Age 25
- Retire Age 66
- SS Commencement Age 67

## Assumptions:

- Unreduced Retirement Age 66
- Benefit Multiplier 1.70%
- Post Retirement Increase 1.75%



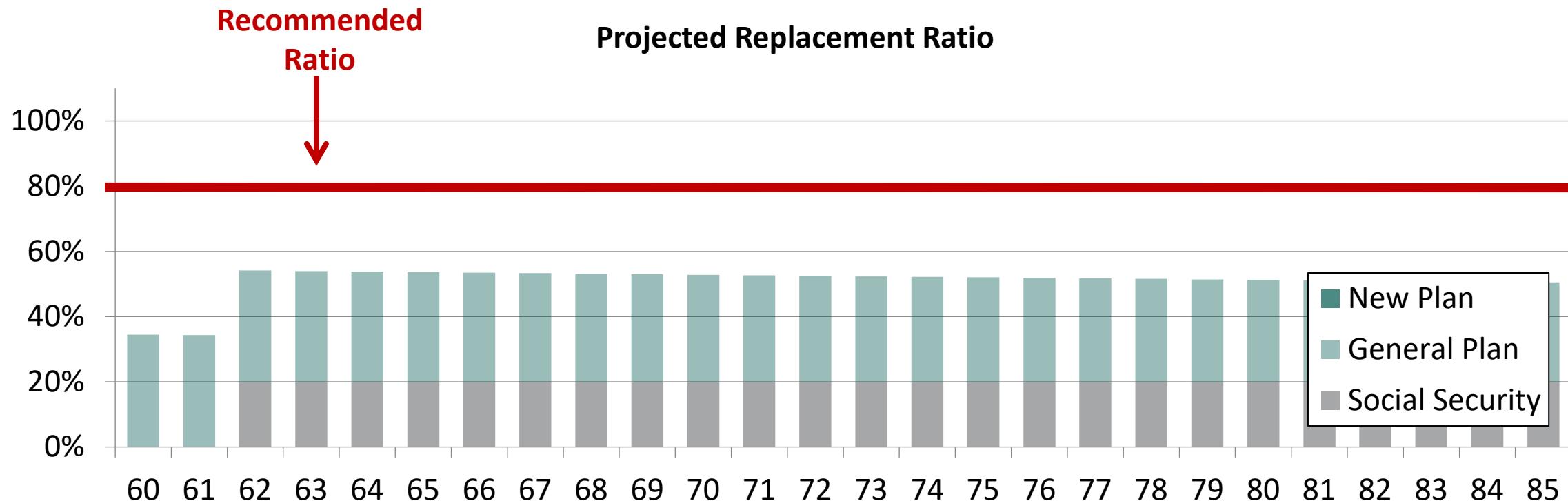
# Replacement Ratios – General Plan Early Retirement

## Assumptions: (35 years General Plan)

■ Hire Age	25
■ Retire Age	60
■ SS Commencement Age	62

## Assumptions:

■ Unreduced Retirement Age	66
■ Benefit Multiplier	1.70%
■ Post Retirement Increase	1.75%



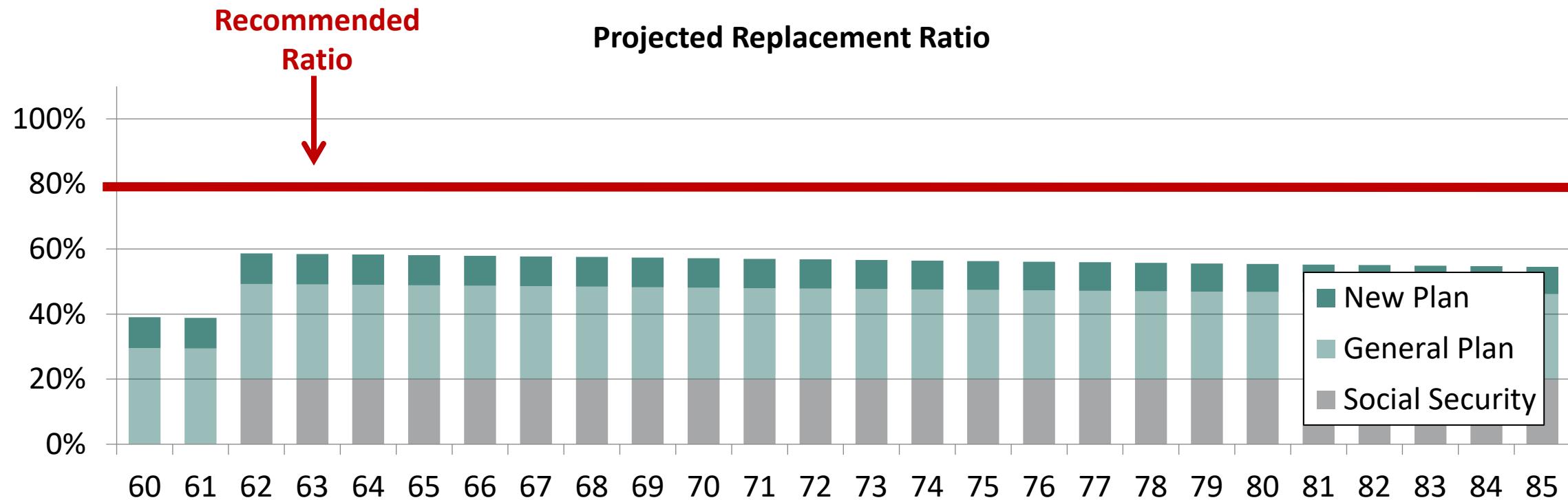
# Replacement Ratios – New Plan for 5 Years

## Assumptions: (30 years General, 5 years New Plan)

- Hire Age 25
- Retire Age 60
- SS Commencement Age 62

## Assumptions:

- Unreduced Retirement Age 66/60
- Benefit Multiplier 1.70%/1.90%
- Post Retirement Increase 1.75%



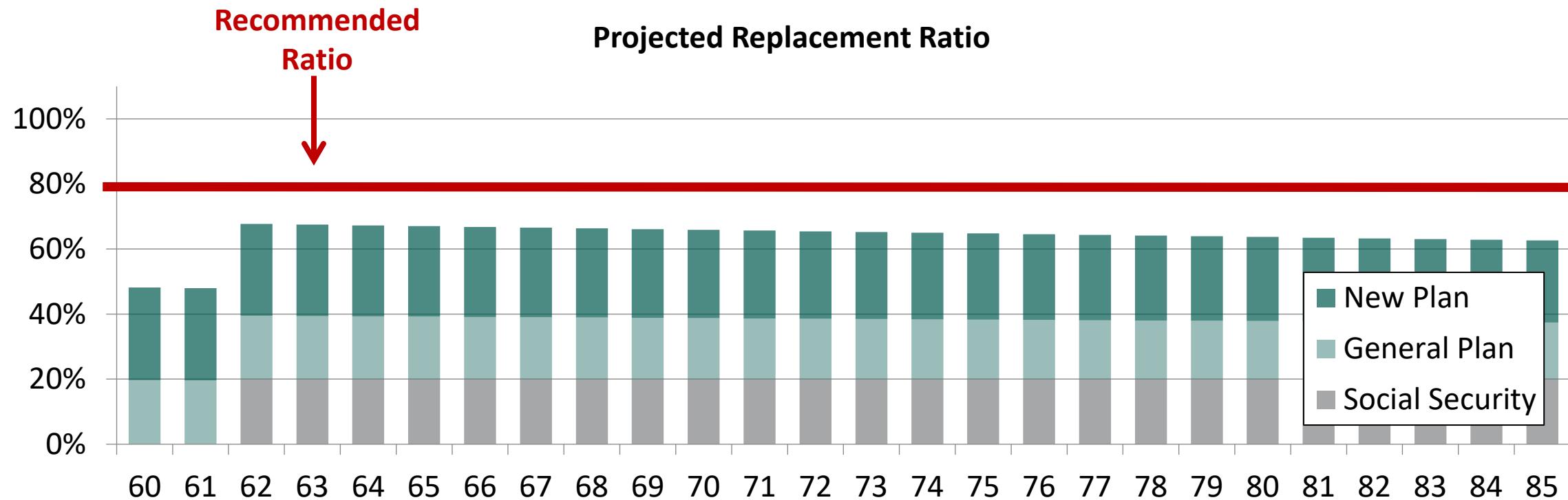
# Replacement Ratios – New Plan for 15 Years

## Assumptions: (20 years General, 15 years New Plan)

- Hire Age 25
- Retire Age 60
- SS Commencement Age 62

## Assumptions:

- Unreduced Retirement Age 66/60
- Benefit Multiplier 1.70%/1.90%
- Post Retirement Increase 1.75%



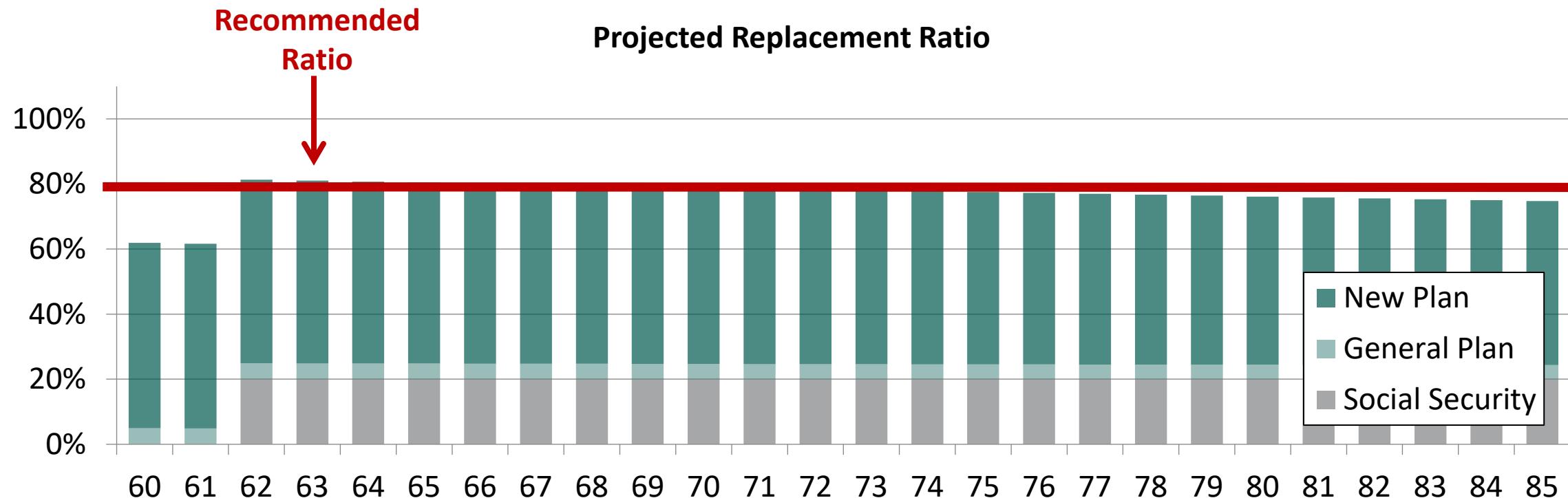
# Replacement Ratios – New Plan for 30 Years

## Assumptions: (5 years General, 30 years New Plan)

- Hire Age 25
- Retire Age 60
- SS Commencement Age 62

## Assumptions:

- Unreduced Retirement Age 66/60
- Benefit Multiplier 1.70%/1.90%
- Post Retirement Increase 1.75%



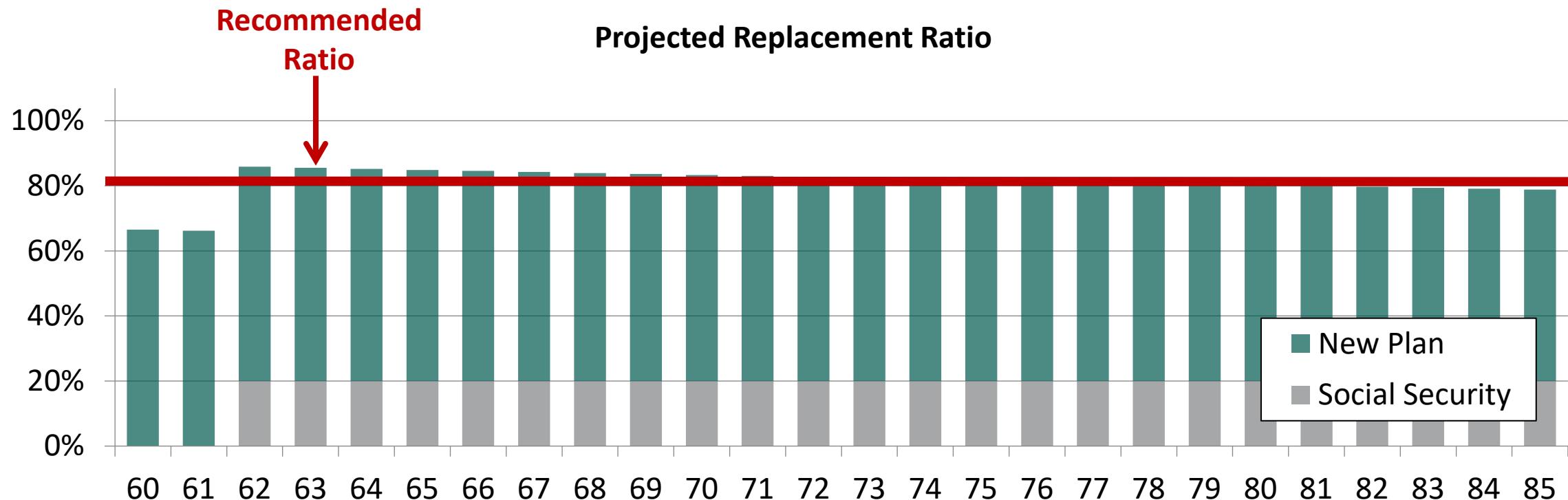
# Replacement Ratios – New Plan for 35 Years

## Assumptions: (35 years New Plan)

- Hire Age 25
- Retire Age 60
- SS Commencement Age 62

## Assumptions:

- Unreduced Retirement Age 60
- Benefit Multiplier 1.90%
- Post Retirement Increase 1.75%



# **Appendix N:**

## **Public Safety Telecommunicator Stakeholder Statement**

## Public Safety Telecommunicator Stakeholder Statement

Minnesota Public Employees Retirement Association (PERA) Board – 2025 Proposal

### Submitted by:

Darlene Pankonie, MN APCO-NENA President & Stakeholder Representative, Public Safety Telecommunicators  
and  
Mike LeDoux, Director of Legislative Affairs, Law Enforcement Labor Services (LELS)

### Purpose

This statement reflects the collective position of Minnesota's Public Safety Telecommunicator (PST) stakeholder group regarding the consensus recommendation of the 2025 Legislative Work Group on the creation of a new PERA pension plan for Probation Officers and Public Safety Telecommunicators.

### Stakeholder Position

Public Safety Telecommunicators support the creation of this new PERA plan. After more than 30 years of advocacy, Minnesota's 911 professionals—recognized nationally as first responders—finally have the opportunity for a pension structure that reflects the critical, high-stress, and public-safety nature of their work. The Work Group's proposed plan appropriately balances fiscal responsibility with equitable recognition of this essential workforce.

### Rationale for Support

**Appropriate Retirement Age:** The new plan establishes a Normal Retirement Age of 60, lowering it by six years from the General Plan. This aligns with workforce data showing that PSTs experience cognitive, emotional, and physical decline beginning near age 50, with very few remaining in the workforce past 60. This adjustment is humane, data-driven, and overdue.

**Fair Employee Contribution:** The proposed 2.32% employee contribution increase (to 8.82%) represents a modest, reasonable investment for a significantly improved benefit formula—1.9% of high-five salary per year of service—and earlier retirement eligibility. The 2.32% contribution increase equals approximately \$58 per paycheck for the average PST earning \$65,000 annually. This modest adjustment supports a more sustainable retirement age and benefit formula.

**Employer Support and Stability:** Employers will continue contributing 7.5%, maintaining the current rate and preserving the 1% supplemental contribution that would otherwise sunset once the General Plan reached 98% funding. This approach supports long-term fund stability without additional near-term county burden.

**Equity Across Public Safety:** PSTs perform critical, first-responder functions that directly impact the safety of the public and field responders. Aligning their retirement benefits with other public-safety classifications corrects a decades-long disparity and enhances workforce recruitment and retention across Minnesota's emergency communications centers.

### **Impact on Current and Future Employees**

**New Workforce Generation:** The greatest long-term benefit will be realized by the younger workforce and future recruits, providing incentive to join and remain in the 911 profession.

**Mixed Pension Structure:** Current employees will keep all benefits already earned under the General Plan and begin earning new benefits under the new plan going forward. At retirement, they will be able to draw from both plans—starting the new plan at age 60 and the General Plan at its normal age of 66—without losing any previously earned service credit or pension value.

**Data-Driven Refinement:** Implementation will, for the first time, allow PERA to accurately determine the true number, demographics, and tenure of PSTs statewide—information essential for future actuarial stability.

### **Why Other Groups Were Not Included**

The Work Group considered—but did not include—additional “public safety-adjacent” positions. The group’s statutory charge and time limitations focused analysis specifically on Probation Officers and Public Safety Telecommunicators. Expanding eligibility to other classes without full validation would have delayed or jeopardized this urgently needed pension reform. The consensus was clear: move forward now for these two groups, then use the established framework to assess other classifications in the future.

### **Alignment With LCPR Principles of Pension Policy**

This proposal aligns directly with the LCPR Principles of Pension Policy, which state that public pension plans should support the recruitment and retention of qualified employees and enable the orderly transition of workers at the end of their careers. The Principles also establish that pension design must reflect the demands and stress levels of public-safety occupations, including the use of lower normal retirement ages when justified. Public Safety Telecommunicators clearly meet these standards due to the extraordinary cognitive, emotional, and operational demands of 911 work. Creating this new plan is therefore both necessary and fully consistent with the LCPR’s established framework for evaluating pension modifications.

### **Conclusion**

This proposal represents the culmination of a generation of advocacy for Minnesota’s 911 professionals. It provides fairness, stability, and a retirement structure aligned with the demands and expectations of those who dedicate their careers to protecting others from behind the headset. As the stakeholder representative for Public Safety Telecommunicators, we strongly urge the PERA Board to support the Work Group’s consensus recommendation and advance this plan to the Legislature.

# **Appendix O:**

**Minnesota Association of County  
Probation Officers, Minnesota  
Corrections Association, Minnesota  
Association of Professional  
Employees, International  
Brotherhood of Teamsters Local 320,  
and American Federation of State,  
County, and Municipal Employees  
Council 5 Handout**

# REASONABLE RETIREMENT FOR PROBATION, PAROLE, AND SUPERVISED RELEASE OFFICERS

A high degree of physical and acute mental competency is required of probation, parole, and supervised release agents/officers in the daily performance of their duties. They supervise a diverse group of clients and meet with them in a variety of settings, at any hour of the day, without any form of personal protection. Their work is high-stress and includes maintaining personal and public safety, managing large caseloads, and the complex nature of the clientele.

At the direction of the 2025 legislature probation officers, probation employers, PERA, MSRS, and other stakeholders worked together to create this early retirement proposal that recognizes the difficult work of probation officers.

**The option to retire at sixty years of age should be ratified to maintain a vital, productive, and safe probation, parole, and supervised release workforce in Minnesota.**

## STATISTICS

- There are approximately 1,800 probation, parole, and supervised release agents in Minnesota.
- Agents hired before 1989 benefit from the Rule of 90 allowing them to retire, without a penalty, when their age plus years of service equals 90.
- Agents hired after 1989, retiring before age 66, receive a six percent reduction each year prior to full retirement.
- The average agent in Minnesota is 44 years old and has served in Minnesota as a probation officer for 14 years.
- According to Washington D.C.: Bureau of Justice Statistics, Minnesota has the 11th highest rate of population under correctional control in the nation, primarily driven by having the 5th highest rate of people under supervision.

## Employee Buy-In

Probation, parole, and supervised release officers across the state of Minnesota, and across the three probation delivery systems, support paying more money to allow them the option for unreduced reasonable retirement at 60 years of age.

## Healthy Workforce and Employee Retention

Reasonable retirement benefits will incentivize agents to stay in the job longer. With the proposed reasonable retirement option, probation officers will know their work is valued and will stay in their role longer knowing that early unreduced retirement is something they paid into over their years of service.



## AGENT RETIREMENT IN NEIGHBORING STATES:

- South Dakota and Wisconsin
  - Rule of 75
- Iowa
  - Rule of 88
- Kansas
  - 55 years of age/30 years of service
- Illinois and Nebraska
  - Age of 55
- Federal
  - Age 57
- Indiana
  - Rule of 85
- Wyoming
  - 20 years of service

## Cost of Benefit Change:

- Estimated impact on agents enrolled in MSRS:
  - Supplemental contribution increase:
    - 3.5% - Agent position, still pending agreement with employers.
- Estimated impact on agents enrolled in PERA:
  - Total supplemental contribution:
    - 2.32%

# **SUPPORT REASONABLE RETIREMENT FOR PROBATION OFFICERS, PAROLE OFFICERS, AND SUPERVISED RELEASE AGENTS**

## The Role Of Probation Officers, Parole Officers, and Supervised Release Agents

Probation, parole, and supervised release agents are a vital part of our public safety ecosystem. These officers directly supervise adult and juvenile probationers who have committed offenses that can range from a DWI to murder. Probation, parole, and supervised release clients are assigned a level of supervision based on their risk to re-offend or their risk to public safety. This includes contact with correctional clients ranging from several times per week to quarterly based on evidence-based practices and validated risk assessment tools. These contacts are community-bound in the office, offender's homes, residential treatment facilities, or in custodial facilities.

Probation, parole, and supervised release officers are subject to consistent primary and secondary trauma. These officers and their families have become the target of violence including sexual assault, physical assault, stalking, and other threats all because of their job. Over their career, trauma can impair their ability to perform the functions of their job. These types of trauma may include person to person crimes committed by offenders, responding to victim's needs, protecting their families in the community when crossing paths with correctional clients, and having a sense of hypervigilance to community members who have been on probation or supervised release in the past or present.

The history of trauma and critical incidents leads to an early burnout of officers as it impairs their ability to continue to be effective agents of change and promote public safety. This proposal will allow probation officers that have been tested mentally and physically, to retire at a reasonable time after having served their community and reaching 60 years of age.

## **Support Organizations**



**Minnesota Association of  
County Probation Officers**



Learn more about the effort to offer probation officers unreduced reasonable retirement by contacting:

AFSCME Council 5: [Ethan.Vogel@AFSCMEMN.org](mailto:Ethan.Vogel@AFSCMEMN.org)

MACPO, Nancy Haas: [Nancy.Haas@PoulHaas.com](mailto:Nancy.Haas@PoulHaas.com)

MCA, Courtney Jasper: [Courtney.Jasper@PoulHaas.com](mailto:Courtney.Jasper@PoulHaas.com)

MAPE, Devin Bruce: [DBruce@MAPE.org](mailto:DBruce@MAPE.org)

Teamsters Local 320, Ed Reynoso: [EReynoso@TeamstersLocal320.org](mailto:EReynoso@TeamstersLocal320.org)

# **Appendix P:**

## **Association of Minnesota Counties Statement**

## **Association of Minnesota Counties Statement**

The Association of Minnesota Counties met this past Sunday [December 7, 2025] for their Annual Conference. There, the Board of Directors discussed the Telecommunicator/Probation Pension Work Group's proposals addressing unreduced retirement pension proposal for probation and telecommunicator positions. AMC staff and county work group participants presented members with a legislative history and overview of legislative and stakeholder efforts and outlined that the current proposal (which represented the work of employer and employee groups) includes:

- Retirement age of 60 unreduced
- Benefit multiplier of 1.9%
- COLA: 100% of CPI up to 1.75%
- Employer contribution of 7.5%
- Employee contribution of 8.82% *recognizing this is a immediate deficiency but having stakeholder agreement to include some reference language on employee pay during early pension funding years.*
- 3 years vesting
- No plan subsidy of past service
- Age of 55 for early retirement (with actuarially equivalent reductions)
- PERA General Duty Disability features
- Employer and employee agreed upon definitions of telecommunicator and probation employees
- Eventual statutory enabling language that points to the public safety nature of these jobs and is similar to intent language used in correctional plans.

Counties still have conflicting beliefs on whether there should be early retirement enhancements/benefits for these positions but do agree that these positions are critical for the continuum of public safety. **If the Legislature does decide to move forward with early retirement options, the AMC Board of Directors support the Work Group Recommendations that have been developed over the course of the past several months and include plan feature outlines and policies mentioned above.**

AMC reserves the right, as all stakeholder groups do, to reconsider this position should plan feature proposals change in the coming months.

# **Appendix Q:**

## **Minnesota Inter-County Association Statement**

## **Minnesota Inter-County Association Statement**

The Minnesota Inter-County Association met on December 10, 2025, at their monthly board meeting to discuss the organization's position on the draft plan from the Work Group on Pension Plans for Probation Officers and 911 Telecommunicators. MICA staff presented the work group draft plan, compared to initial proposals from the different groups as well as how the draft plan compares to other existing pension plans. The draft plan as presented to the MICA board included:

- Retirement age of 60 unreduced
- Benefit multiplier of 1.9%
- COLA: 100% of CPI up to 1.75%
- Employer contribution of 7.5%
- Employee contribution of 8.82%
- 3 years vesting
- No plan subsidy of past service
- Age of 55 for early retirement (with actuarially equivalent reductions)
- PERA General Duty Disability features
- Employer and employee agreed upon definitions of telecommunicator and probation employees
- Intent language in statute that points to the public safety nature of these jobs and why the legislature decided to provide this benefit to these employee groups specifically
- An understanding that in the initial deficiency period that if a higher contribution rate is needed that it would be funded by increased employee contributions

MICA sees this proposal specifically as the best version of this plan if and when the legislature considers early retirement for these employees. It was developed in the manner that proposals of this scale should be, with thoughtful policy discussions and significant time and input spent on developing the plan. Given this context and the features outlined above, MICA supports the Work Group recommendations. MICA reserves the right to reconsider this position if plan features change in the coming months.

# **Appendix R:**

## **League of Minnesota Cities**

## **Position on PERA Probation**

## **Officer & Telecommunicator**

### **Plan**

## LMC Position on PERA Probation Officer & Telecommunicator Pension Plan

### *Background*

The League of Minnesota Cities was appointed as a member of the Work Group tasked with creating a new pension plan for 911 telecommunicators/dis dispatchers and probation officers who are currently part of the PERA General Plan. As members of the work group, LMC represented the perspective of cities as public employers, specifically as it relates to city-employed 911 telecommunicators/dis dispatchers. No cities in Minnesota employ their own probation officers, as they are employed by the counties and the state. There are currently six cities in Minnesota that directly employ 911 telecommunicators/dis dispatchers at their own Public Safety Answering Points:

- Bloomington
- Eden Prairie
- Edina
- Hutchinson
- Minneapolis
- St. Louis Park

### *LMC Position*

As an organization that represents the collective interests of 841 of Minnesota's 856 cities, LMC has modest exposure to the creation of this new pension plan. LMC does have a compelling interest to ensure the financial health of the pension plans administered by PERA, including the General, Police & Fire, and Correctional plans, as well as any potential new plan that would cover potential those employed by a city.

The final product of the Work Group accomplishes the assignment from the legislature by designing a plan that has an earlier unreduced retirement benefit for these public safety employees and does so in a way that accounts for the withdrawal liability and has a minimal impact on the employer contribution rate, which is a significant issue for cities as property tax levies have increased and other significant budgetary concerns. While LMC has not advocated for the creation of a new pension plan for these specific city employees, we as an organization also have not opposed the concept of its creation as long as other plans are held harmless, which is the plan the Work Group has produced. Concerns remain on the new plan (i.e. the issue of starting a fund in deficit due to the initial employee contribution not being projected to fully sustain the new plan in the immediate future), however **LMC as an organization is currently neutral** on the recommendations compiled by the Work Group.

LMC will remain an engaged partner on the 911 Telecommunicator/Probation Officer pension plan as administered by PERA as it is drafted as legislation to be introduced in 2026. This position has the potential to shift as the proposal is introduced as legislation and could be impacted by legislative initiatives that could increase the impact on public employers or other PERA-administered plans.

# **Appendix S:**

## **Letter from the Commissioner of Corrections and the Commissioner of Public Safety**



December 15, 2025

**To:** Members of the Probation Officer and 911 Telecommunicator Work Group

**From:** Commissioner Paul Schnell, Minnesota Department of Corrections

Commissioner Bob Jacobson, Minnesota Department of Public Safety

**RE:** State Agency Positions – Probation Officer and 911 Telecommunicator Work Group

Dear Members of the Probation Officer and 911 Telecommunicator Work Group,

On behalf of the Minnesota Department of Corrections (DOC) and the Department of Public Safety (DPS), we want to thank you for the thoughtful work and collaboration that has gone into this process. We appreciate the group's commitment to examining complex questions of fairness, sustainability, and workforce needs across public safety disciplines.

As the state agencies represented in this effort, DOC and DPS want to ensure our shared positions are clearly reflected as the group finalizes its recommendations:

**1. Employer Contributions**

DOC and DPS do not support employer contribution increases unless there is a corresponding legislative appropriation to fund those costs. We recognize and value the critical contributions of probation officers, telecommunicators, and other public safety professionals; however, given the state's fiscal environment and competing budget priorities, additional employer costs would need to be supported through legislative funding rather than absorbed by agency operating budgets.

**2. Inclusion of Director-Level Positions**

DOC supports including the following two director-level positions in the plan, as long as other supervisors who do not directly work with clients are being included, to ensure consistency:

- *Community Corrections Services Regional Director*
- *Correctional Field Services Director*

Including these positions ensures that all field services leadership roles are treated consistently within the plan and supports the department's ability to recruit and retain qualified leaders.

DPS supports including the State Patrol's director-level position, as long as this person has maintained the training and skills necessary to perform the duties of a Radio Control Operator:

- *Statewide Radio Communications Director*

**3. Public Safety-Adjacent Positions**

The enabling legislation provided the group with the authority to look beyond probation



officers and telecommunicators to include other public safety roles. DOC and DPS believe this work group or a future work group should also more closely examined other public safety positions, particularly those within the Bureau of Criminal Apprehension (BCA) to include the following as well as related director-level positions:

- *Forensic Laboratory Technician (Management Analyst 1 and 2)*
- *Criminal Intelligence Analyst, 2, and 3*
- *Forensic Scientist 1, 2, and 3*
- *Forensic Science Supervisor*

While the group decided not to expand its scope in this way, we believe these positions warrant future consideration given their essential contributions to public safety operations.

#### 4. **Agency Discretion**

If there is no expectation of employer contribution increases, DOC and DPS support maintaining flexibility for the Commissioners of Corrections and Public Safety to designate additional eligible positions within their respective agencies in the future, as operational and programmatic needs evolve.

We understand that the group's recommendations will serve as an important foundation for any future legislative proposals, and that those proposals will likely evolve through the legislative process. We deeply appreciate the thoughtful approach this group has taken and the continued partnership of all involved.

Thank you again for your time, collaboration, and dedication to strengthening Minnesota's public safety workforce.

Sincerely,

A handwritten signature in black ink, appearing to read "Paul Schnell".

**Paul Schnell**  
Commissioner  
Minnesota Department of Corrections

A handwritten signature in black ink, appearing to read "Bob Jacobson".

**Bob Jacobson**  
Commissioner  
Minnesota Department of Public Safety

# **Appendix T: Additional Information**

*If a link is broken, please contact [lcpr@lcpr.mn.gov](mailto:lcpr@lcpr.mn.gov), or the Commission Assistant at 657-296-2750.*

[Workers' Compensation results for the 911 Telecommunicators and Probation Officers](#),  
presented to the Work Group by Brian Zaidman and Clinton Santo, MN Department of Labor  
and Industry

[Features of State Retirement Plans for General Employees and Public Safety Employees](#),  
compiled by the National Association of State Retirement Administrators (NASRA)