

Legislative Commission on Pensions and Retirement  
Centennial Office Building, 1st Floor  
658 Cedar St. St. Paul, MN 55155

March 24<sup>th</sup>, 2026

Chair Frentz and Members of the Legislative Commission on Pensions and Retirement,

On behalf of the Association of Minnesota Counties (AMC) and the Minnesota Inter-County Association (MICA), we appreciate the opportunity to provide comments on the workgroup's recommendations related to pension plan changes for probation officers and 911 telecommunicators.

As public employers, our organizations represent counties responsible for delivering critical public safety and community supervision services across Minnesota. We want to begin by expressing our appreciation for the inclusive and collaborative process led by the workgroup. The opportunity for AMC and MICA to participate meaningfully alongside labor representatives, state agencies, and pension experts was essential in helping develop a thoughtful and balanced proposal.

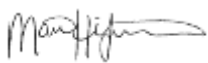
We also want to be transparent that our memberships hold differing perspectives on early retirement proposals. Counties must carefully balance workforce sustainability, fiscal responsibility, and service delivery, and there is not uniform agreement on expanding early retirement benefits as a policy approach.

That said, should the legislature choose to move forward with early retirement proposals for these selected groups, AMC and MICA support the workgroup's recommended proposal as a product of good-faith negotiation and compromise. The recommendation reflects significant engagement from all parties and represents a framework that employers can support moving forward. Importantly, it establishes a structured and clearly defined pension approach for probation officers and 911 telecommunicators, consistent with the legislative directive to develop new plan options for these specific roles.

From an employer perspective, the value of the workgroup's recommendation lies in its balance. It recognizes the unique nature of these professions while also incorporating considerations around plan design, costs, and long-term sustainability by holding the employer contribution constant at 7.5%. The process allowed employer voices to help shape key elements of the proposal, resulting in a recommendation that, while not resolving every concern, reflects a workable path forward.

The AMC and MICA boards did not consider the appropriation included in article 5 when deliberating the proposed plan and thus do not have a position on that component.

AMC and MICA remain committed to continued collaboration with legislators, employee representatives, and pension stakeholders as this proposal advances. We appreciate the Commission's leadership and the opportunity to be engaged in this process.



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