



Responses to NASRA Survey Probation Officers and Emergency Dispatch (911) Operators

This survey was conducted October 8-22, 2002, in response to a request from a NASRA member seeking information about retirement benefits for probation officers and emergency dispatch (911) operators. The responses are presented verbatim, and no editing or analysis has been provided.

1. *Does your retirement system provide pension benefits for employees who work as probation officers?*

Yes: 18

No: 2

2. *If yes, does your system provide a separate plan for probation officers?*

Yes: 3

No: 15

- Not a separate plan; however separate provisions that apply to correctional officers, probation and parole officers and a few other select public safety types.

3. *Under what plan are probation officers covered?*

General employees: 10

Public safety: 4

Correctional officers: 1

Other: 3

- State community-based correctional probation officers are in the Special Risk Class (police, fire, & correctional officers, etc.); non-state probation officers are in the Regular Class.
- could be either general or public safety, depending on board approval
- at the election of their employer - either general or a 25 year plan (retirement at 25 years of service regardless

4. *What are the normal retirement provisions for probation officers? (Years of service and age. For example, 65/5, 62/10, Rule of 80, etc.)*

- Normal retirement after 20 years or age 60, whichever comes first. Pension vesting after 5 years. Medical benefit vesting after 10 years. Full medical premium paid by system after medical vesting requirement and member retires at age 60 or after 25 years of service, whichever comes first.
- Under the [DB] Pension Plan: Special Risk Class - 55/6; 25 regardless of age. Regular Class - 62/6; 30 years regardless of age. Under the DC Plan: All classes vest after 1 year of service; normal retirement provision is not applicable.



- Entry into membership defines the plan tier in which the probation officers participate. There are two open plan tiers: contributory is 1.917% at 60 and noncontributory is 2% at 60 with actuarial reductions for early retirement.
- Plan 1: Age 60 with 5 years of service; Any age with 30 years of service. Plan 2: Age 65 with 5 years of service. Plan 3: Age 65 with at least 10 years of service credit or Age 65 with 5 years of service including 12 months after age 54; Age 65 with 5 years of service earned at the time of transfer from Plan 2
- Non-Hazardous Classification: Age 65/1 month of service credit. Hazardous Classification: Age 55/1 month of service credit. Note: Each participating agency has the option of petitioning the Board of Trustees to approve certain positions as hazardous. The positions must meet the definition of hazardous as defined by state law.
- 65/5; any age/28
- 60/5; 55/25; any age/30
- 62/5 or 55/30 for unreduced benefits 55/5 with reduced if in the general plan. If a county has elected the 25 year plan, then in addition the member can retire with 25 years of probation service regardless of age
- 20 and out
- Any age with 30 yrs; Age 60 with at least 5 yrs
- 65/5 60/25 any age/30
- 65/1 62/10 Rule of 85
- Age 60 or Rule of 80
- 45/20 60/ no minimum
- No separate retirement plan for probation officers. Normal retirement provisions for all general employees are: MSEP (Closed Plan) Age 65/active/4 years of service; 65/5 years of service; 60/15 years of service or Rule of 80 (minimum age 50) MSEP 2000 (New Plan) Age 62/5 years of service Rule of 80 (minimum age 50)
- If in the public safety plan, retirement eligibility is 5 years at age 65; 10 years at 55; 20 years at 50 and 25 years at any age. If they are a member of the regular fund it is 5 at age 65, 10 at age 60, and 30 years at any age.
- Any age /20; 60/10; 65/4
- Full benefits at 20 years.

5. *What are the early retirement provisions for probation officers?*

- 55/5
- Under the DB Plan: Special Risk Class - 35 years and 1 month old with 6 years of service. Regular Class- 42 years and 1 month old with 6 years of service. Reduction is 5% per year prorated on a month-by-month basis. Under the DC Plan vesting occurs after 1 year of service and early retirement provision is not applicable.
- In the open contributory plan you may retire at age 50 with 10 years of service.
- Plan 1 Age 55 with 25 years service. Plan 2 Age 55 with 20 years of service with an actuarially reduced benefit for retirement prior to retirement at age 65. Plan 3 Age 55 with at least 10 years of service with a actuarially reduced benefit prior to retirement at age 65. Age 55 with 30 years of service with a actuarially reduced benefit at 3 percent per year for the difference between retirement age and age 65.



- Non-Hazardous Classification: Age 55/5 years (reduced benefit) any age/25 years (reduced benefit) any age/27 years (unreduced benefit). Hazardous Classification: Age 50/15 years (reduced benefit); any age/20 years (unreduced benefit).
- reduced at age 62 or 25 years of svc
- none
- 55/5 with a 27% reduction - decreases to no reduction at 62 can retire at 55/30 with no reductions if in general plan. If county has elected the 25 year plan - can retire with 25 years of probation service regardless of age
- 55/10
- 25 yrs; age 55 with 10 yrs
- 50/20 60/5
- 55/10
- 50/5
- none
- Early retirement provisions for all general employees are: MSEP Age 55/10 years of service; MSEP 2000; Age 57/5 years of service
- 60/10; 65/4
- Same as for regular members: Age 55 with 10 years of service (actuarially reduced)

6. Does your retirement system provide pension benefits for emergency dispatch employees (911 operators)?

Yes: 14
No: 4

7. Under what plan are 911 operators covered?

General employees: 11
Other: 3

- Regular Class (comparable to general employees but not treated as a separate retirement plan).
- If working for an eligible public employer, 911 operators would be under the general employees plan
- General [plan] but participation of the district is optional

8. Are 911 operators eligible for any pension benefits that are different than for other participants of the same plan?

Yes: 1
No: 13

9. Please describe the pension benefits for which 911 operators are eligible that are different from other plan participants.

- A police dispatcher may pay the full actuarial cost to get from 30 and out to 20 and out. So far, this has been so expensive that no dispatcher has opted for this.



10. What are the normal retirement provisions for employees who are 911 operators?

- 60/5
- Under the DB Plan: Regular Class is 62/6; 30 years regardless of age. Under DC Plan - Vesting occurs after 1 year of service and normal retirement provision is not applicable.
- Plan 1 Age 60 with 5 years of service Any age with 30 years of service Plan 2 Age 65 with 5 years of service Plan 3 Age 65 with at least 10 years of service credit or Age 65 with 5 years of service include 12 months after age 54 Age 65 with 5 years of service earned at the time of transfer from Plan 2
- Non-Hazardous Classification: Age 65/1 month of service credit.
- 60/5 55/25 any age/30
- 30 yrs at any age; Age 60 with at least 5 yrs
- 5 yrs./age 60 25yrs./any age 20 years/any age
- 65/5 60/25 any age/30
- 65/1 62/10 rule of 85
- 65/5 or Rule of 90
- 60/no minimum
- same as regular fund previously described
- Any age /30; 65/4

10. What are the early retirement provisions for 911 operator employees?

- 55/5
- Under the DB Plan: Regular Class is 42 years and 1 month old/6 years. Reduction is 5% per year prorated on a month-by month basis. Under the DC Plan: Vesting occurs after 1 year of service and early retirement provision is not applicable.
- 50/10
- Plan 1: Age 55 with 25 years service. Plan 2: Age 55 with 20 years of service with actuarially reduced benefit for retirement prior to retirement at age 65. Plan 3: Age 55 with at least 10 years of service with a actuarially reduced benefit prior to retirement at age 65. Age 55 with 30 years of service with a actuarially reduced benefit at 3 percent per year for the difference between retirement age and age 65.
- Non-Hazardous Classification: Age 55/5 years (reduced benefit); any age/25 years (reduced benefit); any age/27 years (unreduced benefit).
- none
- 25 yrs age 55 with at least 10 yrs
- 60/5 50/20
- 55/10
- 55/5
- 50/10, Rule of 70
- none