

60 OR 35: 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.

The option to retire at sixty years of age or thirty-five years of service 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 43.8 years old and has served in Minnesota as a probation officer for 12.4 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 supervisions.

BENEFITS

Employee Buy-In

Probation, parole, and supervised release officers across the state of Minnesota, and across the three probation delivery systems, support paying in more money to allow them the option for unreduced reasonable retirement at 60 years of age or 35 years of service.

Healthy Workforce and Employee Retention

Reasonable retirement benefits will incentivize agents to stay in the job longer. With the 60/35 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:

An actuarial study was conducted by GRS Consulting to identify the impact that the 60 years of age/35 years of service would have on individuals paying into the retirement plan.

- Estimated impact on agents enrolled in MSRS:
 - Current % of payroll: 1.31-1.70%
 - Supplemental contribution: 2.01-2.68%
 - Total contribution: 3.32-4.38%
- Estimated impact on agents enrolled in PERA:
 - Current % of payroll: 1.68-2.09%
 - Supplemental contribution: 4.07-5.03%
 - Total contribution: 5.75-7.12%

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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. The 60/35 retirement option will allow probation officers that have been tested mentally and physically, to retire at a reasonable time after having served for 35 years or reaching 60 years of age.

Support Organizations



Minnesota Association of
County Probation Officers



INTERNATIONAL BROTHERHOOD OF
TEAMSTERS
LOCAL 320



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

AFSCME Council 5: Ethan.Vogel@AFSCMEMN.org

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