



NATIONAL CONFERENCE of STATE LEGISLATURES

*The Forum for America's Ideas*

## State Correctional System Officers' Retirement Programs Results from a 50-state survey

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The National Conference of State Legislatures surveyed legislative staff and public pensions system staff of the 50 states and the District of Columbia in July and August, 2009, on their provisions for retirement benefits for correctional system employees. Thirty-one responses were received.

These were the survey questions:

1. Do you have a separate system for correctional officers? If so, are only correctional officers in this system, or are other groups included (i.e. parole and probation officers)?
2. What are the age and service requirements for correctional officers to receive an early and normal service retirement benefit?
3. What is the benefit formula for a service retirement for correctional officers?
4. Do you offer your correctional officers a DROP (Deferred Retirement Option Program)?
5. What is the average age, average years of service, and average benefit for a correctional officer at the time of retirement?

Responses are reported below by question and state. All 30 states provided responses for the first four questions. Data for the fifth question were not available in all states. A blank space following the name of a state indicates that there was no response from that state.

Please email Ron Snell with any questions about this survey.

QUESTION 1. Do you have a separate system for correctional officers? If so, are only correctional officers in this system, or are other groups included (i.e. parole and probation officers)?	
Alabama	
Alaska	No. There is an occupational category for peace officer/firefighters within the Public Employee Retirement System that includes correctional officers.

Arizona	Yes, the Corrections Officer Retirement Plan, also including parole and probation officers and dispatchers.
Arkansas	No - included in state employees retirement system
California	No, they are part of Public Employee Retirement System, in the "Peace Officer/Firefighter" formula (known as POFF)
Colorado	No. Colorado's correction, probation, and parole officers are treated as Colorado PERA "general" state employees. <ul style="list-style-type: none"> <li>• Only Colorado's state patrol officers (state troopers) and Colorado Bureau of Investigation agents are treated as public safety employees.</li> <li>• Different Colorado PERA contribution rates and benefits apply to Colorado PERA's public safety employees, compared to general state employees.</li> <li>• However, all of these employees (state troopers, general state employees, correction officers), are Colorado PERA State Division members.</li> </ul>
Connecticut	
Delaware	
District of Columbia	
Florida	
Georgia	Law Enforcement personnel are under the regular Georgia Employees' Retirement System but some enforcement personnel of certain departments are eligible for retirement at age 55. The enforcement personnel that have this benefit are: <ul style="list-style-type: none"> <li>▪ Uniform Division of the Department of Public Safety – Officer, noncommissioned officer, or trooper</li> <li>▪ Georgia Bureau of Investigation – Officer or agent</li> <li>▪ Department of Natural Resources – Conservation Ranger</li> <li>▪ Department of Revenue – Alcohol and tobacco officer or agent or Special Investigations Unit officer or agent</li> </ul> <p>Only the employees listed here are eligible for these benefits and are specified by statute. There are some state employees who are sworn law enforcement officers who do not have these benefits. Other benefits for certain law enforcement personnel are listed in the "other comments section."</p>
Hawaii	No.
Idaho	
Illinois	
Indiana	
Iowa	Iowa Public Employee Retirement System has a separate system for protection class members. This includes sheriffs, deputies, police officers, jailers, correctional officers, firefighters, emergency medical service providers, and other security and peace officers.
Kansas	It is a subgroup within the larger Kansas Public Employee Retirement System, with specific benefits that allow earlier retirement with no actuarial reduction. The KPERS Correctional plan includes personnel who are "inside the walls" of the state prisons, with the guards and supervisors included in Group A and the other non-uniformed employees who have regular contact with inmates included in Group B. (Parole and probation officers, being "outside the walls," are not included. They are included in the KPERS State Group and periodically request to be moved to the Kansas Police and Firemen's Retirement System for better benefits.)
Kentucky	
Louisiana	In 2001, a separate subplan was established in the Louisiana State Employee

	<p>Retirement System (LASERS) for specified public safety service personnel. This plan is known as the LASERS "secondary component" (R.S. 11:601, et seq). All existing members of LASERS who were eligible for the new secondary component were required to choose whether to stay in the primary component of LASERS or to move to the secondary component.</p> <p>Secondary component membership is mandatory for these certain safety personnel hired on or after January 1, 2002.</p> <p>Other groups besides correctional officers are included. R.S. 11:601(B) reads:  "B. For purposes of the secondary component, the words "member" or "members" shall mean <i>wardens, correctional officers, probation and parole officers, and security personnel who are employed by the Department of Public Safety and Corrections.</i></p>
Maine	
Maryland	
Massachusetts	No.
Michigan	<p>Correctional officers hired after March 31, 1997 are members of the state's defined contribution plan along with most other state employees. Correctional officers hired before March 31, 1997 are members of the Michigan State Employees Retirement System (MSERS) defined benefit plan. MSERS includes classified and unclassified state employees including civil service employees, appointed officials in the executive branch, and employees of the legislative and judicial branches.</p>
Minnesota	<p>There are two separate system and coverage groups:</p> <p>(1) The Correctional State Employees Retirement Plan of the Minnesota State Retirement System (MSRS-Correctional) was established in 1973. The plan initially covered only corrections officers (chiefly prison guards) at correctional facilities and security counselors (attendant guards) at the State security hospital. Membership was expanded periodically, with special correctional teachers, correctional institution tradesmen, and correctional industry personnel added in 1974 and various Department of Corrections and Department of Human Services employees with at least 75 percent regular recurring inmate contact or supervision at correctional institutions, the Minnesota Sex Offender programs, or the Minnesota Extended Treatment Options program. (See Minnesota Statutes, Section 352.91, Subdivisions 1, 2, 2a, 3a, 3c, 3d, 3e, 3f, and 3g)</p> <p>(2) The Local Government Correctional Employees Retirement Plan of the Public Employees Retirement Association (PERA-Correctional) was established in 1999. The plan initially local government jail or correctional facility employees with at least 95 percent inmate contact and supervision. The membership qualifications were modified in 2000 to cover correctional guards, correctional officers, jailer/dispatchers, and correctional supervisors with direct security and custody responsibilities. Additionally, protection officers at the Hennepin County Medical Center in Minneapolis were added to plan coverage. (See Minnesota Statutes, Section 353E.02, Subdivisions 2 and 2a).</p>
Mississippi	No.
Missouri	No. Correction officers are covered as general employees under the Missouri State Employees Retirement System
Montana	<p>Correctional officers in Montana are included in the Game Wardens' and Peace Officers' Retirement System (GWPORS), one of 10 separate systems administered by the Montana Public Employees' Retirement Board. The GWPORS also includes:</p> <ul style="list-style-type: none"> <li>• game wardens assigned to law enforcement in the Department of Fish, Wildlife, and Parks;</li> </ul>

	<ul style="list-style-type: none"> <li>• motor carrier officers employed by the Department of Transportation;</li> <li>• campus security officers employed by the University System;</li> <li>• wardens and deputy wardens employed by the Department of Corrections;</li> <li>• probation and parole officers employed by the Department of Corrections;</li> <li>• stock inspectors and detectives employed by the Department of Livestock; and</li> <li>• drill instructors employed by the Department of Corrections.</li> </ul>
Nebraska	No – correctional officers employed by the state are members of the State Employee Retirement Plan; correctional officers employed by the county are members of the County Employee Retirement Plan.
Nevada	Nevada has two separate systems - the regular retirement system and the police/fire retirement system. All police and fire related positions are within the police/fire retirement system including correctional officers. Responses in this survey are for the retirement provisions enacted in 2009 that affect employees hired on or after January 1, 2010.
New Hampshire	
New Jersey	No separate system for correctional officers. The State and counties may hire correctional officers older than age 35, so the applicable retirement system is determined at age of hire. I am under the impression that most are in PFRS.
New Mexico	Yes, the Public Employees Retirement Association (PERA) includes one plan specific to state police and adult correctional officers and another for "hazardous duty members" (plan 2), including juvenile correctional officers employed by the state Children, Youth and Families Department.
New York	
North Carolina	Correctional employees are members of the Teachers' and State Employees' Retirement System. There are no special benefits relating to these employees.
North Dakota	
Ohio	No - they are members of the general employees division of the Ohio Public Employee Retirement System. Ohio offers enhanced benefits to certain law enforcement personnel, but correctional facility employees are not eligible for those benefits.
Oklahoma	
Oregon	
Pennsylvania	No. The majority of correctional officers are Class AA members although there are some who elected to remain Class A members. (Act 2001-9 offered Class A members the option to elect Class AA membership. All correctional officers hired after July 1, 2001 are Class AA members.)
Puerto Rico	
Rhode Island	Yes. Only correctional officers are included.
South Carolina	The South Carolina Police Officers' Retirement System is a separate system for employees such as correctional officers and also includes police officers, firefighters, peace officers, probate judges, coroners, and magistrates (all with certain eligibility requirements).
South Dakota	
Tennessee	No.
Texas	
Utah	Utah Public Safety Systems include correctional officers.
Vermont	
Virginia	The Virginia Law Officers' Retirement System (VaLORS) includes correctional officers as well as the Capitol Police Force, campus police officers, conservation police officers in the Department of Game and Inland Fisheries, special agents of the Department of

	<p>Alcoholic Beverage Control, and law-enforcement officers employed by the Marine Resource Commission. Correctional officers, including officers employed at juvenile correctional facilities and any adult parole officer and commercial vehicle enforcement officer employed by the Department of Motor Vehicles.</p> <p>(Correctional officer as defined by §53.1-1: "Correctional officer" means a duly sworn employee of the Department of Corrections whose normal duties relate to maintaining immediate control, supervision and custody of prisoners confined in any state correctional facility.)</p>
Washington	<p>The state administers the Public Safety Employees' Retirement System (PSERS) which includes correctional officers at the state and local government level. The statutory qualifications for membership are included below. Other eligible members include some parole/probation officers, enforcement officers of the state Gambling Commission and the Liquor Control Board, State Park Rangers, and some non-commissioned officers of the State Patrol ( the state police force), who perform enforcement duties at weigh stations for trucks.</p> <p>This new retirement system was established in July of 2006. Before then, these individuals were part of the general public employees retirement system. New employees after 2006 who meet the criteria are required to participate in the PSERS. Existing employees who met the criteria when the plan was established were given the opportunity to transfer to the new plan, or remain in the general plan for public employees.</p> <p>(5) "Member" means any employee employed by an employer on a full-time basis:</p> <p>(a) Who is in a position that requires completion of a certified criminal justice training course and is authorized by their employer to arrest, conduct criminal investigations, enforce the criminal laws of the state of Washington, and carry a firearm as part of the job;</p> <p>(b) Whose primary responsibility is to ensure the custody and security of incarcerated or probationary individuals as a corrections officer, probation officer, or jailer;</p> <p>(c) Who is a limited authority Washington peace officer, as defined in RCW <u>10.93.020</u>, for an employer; or</p> <p>(d) Whose primary responsibility is to supervise members eligible under this subsection.</p>
West Virginia	<p>No. Correctional officers are members of the Public Employees Retirement System (PERS), which is the system for all state employees except state police, judges and a handful of employees at the State Department of Education who are allowed to participate in the teacher plans. The plan includes many local and quasi-government employees.</p>
Wisconsin	
Wyoming	<p>Correctional officers are members of the Law Enforcement Pension Plan that includes County Sheriff, deputy county sheriff, municipal police officer, duly authorized investigator of the Wyoming livestock board, investigator employed by the Wyoming state board of outfitters and professional guides, Wyoming correctional officers, probation and parole agent, etc.</p>

<b>QUESTION 2. What are the age and service requirements for correctional officers to receive an early and normal service retirement benefit?</b>				
Alabama				
Alaska	We have a defined contribution plan so there is no "early" or "normal" retirement as there would be in a DB plan.			
Arizona	Service requirements: 20 yrs, 62 + 10 yrs, 80 points, and dispatchers 25 yrs.			
Arkansas	Early retirement benefit - age 55 w/5 years service or any age w/28 years service. The reduced benefit is equal to 1/2 of 1% for each month retirement precedes normal retirement age. Normal retirement - age 65 w/5 years service, or 28 years regardless of age			
California	They can retire as early as age 50 with 5 years of service. Normal retirement in this formula is age 50.			
Colorado	(General State Employee) Service Retirement Requirements: All members: 65/5 years. •Hired before 7/1/05: 50/30 years, Rule 80 & min. age 55. •Hired 7/1/05-12/31/06: 35 years, Rule 80 & min. age 55. •Hired 1/1/07: 35 years, Rule 85 & min. age 55. (General State Employee) Early Retirement Requirements: 50/25, 55/20, 60/5.			
Connecticut				
Delaware				
District of Columbia				
Florida				
Georgia	For the law enforcement personnel listed in the response to Question 1:  Age 55 with 10 or more years of service (eligible for a pension benefit) 25 years with 7% penalty for each year less than 30 or each year under 55, whichever is less (early retirement) 30 years/any age (normal retirement)  ERS Old Plan (employed full-time prior to 7/1/1982): Formula Salary (highest 24 consecutive calendar months) X floor of 2% up to ceiling of 2.20% (dependent upon years of service) X Creditable Service or 2% of average of highest 24 consecutive calendar months for each year of service; whichever is higher.  ERS New Plan (employed full-time from 7/1/1982 to 1/1/2009): Formula Salary (highest 24 consecutive calendar months) X 2.0% X Creditable Service or 2% of average of highest 24 consecutive calendar months for each year of service; whichever is higher.  ERS GSEPS Plan (employed full-time after 1/1/2009): Formula Salary X 1% X Creditable Service or 2% of average of highest 24 consecutive calendar months for each year of service; whichever is higher.			
Hawaii	Depending on the retirement plan the adult correctional officer (ACO) is in, the following are the age and service requirements			
	Retirement Plan	Contribution Rate from Salary	Early Retirement	Regular Retirement

			Age	Credited Service	Age	Credited Service
	Contributory Plan	12.2%	Any age*	25 years (all ACO service)	55	5 years
	Noncontributory Plan	0 %	55**	20 years	62 or 55	10 years 30 years
	Hybrid Plan	6%	55***	20 years	62 or 55	5 30 years
<p>*Benefits are reduced by 5% below age 55 and above age 49 and 11 months; plus 4% below age 50 and above age 44 and 11 months; plus 3% below age 45 and above age 39 and 11 months; plus 2% below age 40.</p> <p>**Benefits are reduced by 6% for each year under age 62.</p> <p>***Benefits are reduced by 5% for each year under age 62.</p>						
Idaho						
Illinois						
Indiana						
Iowa	Correctional Officers are eligible to receive retirement benefits at age 55 based on years of service and earnings. They must be vested, which means at least four years of service. There is no age reduction factor for protection class members.					
Kansas	<p>Retiring With Full Benefits – Group A Age 55 if employed in a Group A position for at least three years immediately before retirement, and any age when age and years of service credit added together equal 85 .</p> <p>Retiring Early – Group A Reduced benefits beginning at age 50 with 10 years of service. Benefits are reduced by 0.2 percent for each month age is less than 55. Requirement of employment in a Group A position for at least three years immediately before retirement.</p> <p>Retiring With Full Benefits – Group B Age 60 if employed in a Group B position for at least three years immediately before retirement and any age when age and years of service credit added together equal 85.</p> <p>Retiring Early – Group B Reduced benefits beginning at age 55 with 10 years of service. Benefits are reduced by 0.2 percent for each month under age 60. Requirement of employment in a Group A position for at least three years immediately before retirement.</p>					
Kentucky						
Louisiana	<p><u>Primary component:</u> (a) 10 years of service at age 60; (b) 20 years at any age if hired on or prior to August 15, 1986 (10 of which must be served in a corrections capacity immediately prior to retirement); (c) 20 years of service at age 50, if hired after August 15, 1986 (10 of which must be served in a corrections capacity immediately prior to retirement...if any of this service is non-corrections related, only 2/3 of that service can be used toward this eligibility provisions); (d) 25 years at any age if hired after August 15, 1986 as a Correctional Officer (Effective July 1, 1999).</p> <p><u>Secondary component:</u> (a) 25 years of service at any age; or (2) 10 years of service at age 60.</p>					
Maine						

Maryland	
Massachusetts	Normal: 55 years old, no service requirement, Early: 20 years of service
Michigan	Correctional officers ("covered positions") can retire early and receive a supplemental retirement allowance at age 56 with 10 years of service in a covered position or age 51 with 25 years of service in a covered position. In both instances, the employee must have spent the last 3 years in a covered position. At the age of 62 the retiree receives the normal retirement benefit.
Minnesota	MSRS-Correctional Normal retirement at age 55 with three years of correctional service Early retirement at age 50 with three years of correctional service  PERA-Correctional Normal retirement at age 55 with three years of correctional service Early retirement at age 50 with three years of correctional service
Mississippi	Age 60 with 8 years (4 years if entered service before July 1, 2007); 25 years of creditable service regardless of age.
Missouri	Under the MSEP 2000, early retirement benefit (reduced) = Age 57 w/ at least 5 years of service, normal retirement benefit = Age 62 w/ at least 5 years of service or Rule of 80 with a minimum age of 48
Montana	The minimum service and age requirements to receive full (unreduced) normal retirement benefit are age 50 with 20 years service or age 55 with 5 years. The benefit formula is not actuarially reduced for early retirement but benefits will not be paid out until the member's 55th birthday (19-8-604, MCA).
Nebraska	All state and county employees are eligible for retirement at age 55. Employees are vested in the retirement plan after 3 years. Employees may become vested in less than 3 years if they:  a.attain age 55 before terminating employment, b.die before terminating employment, or c.qualify for disability benefits.
Nevada	Police/Fire members can retire with 5 years of service at age 65, 10 years of service at age 60, and with 20 years of service at age 50.
New Hampshire	
New Jersey	PFRS has no age for early retirement, just requires that person have 25 or more years; benefit is 65% of average final compensation (3 years), with 1% for each year beyond 25 up to 30 years for a maximum of 70%. Otherwise, at age 55 and beyond, a PFRS member may retire with 50% of average final compensation or 2% for each year up to 30 years and 1% for each year beyond. I think most PFRS members retire on the early benefit. PERS is the system for all State and local public employees not in one of the systems for employees with special skills. The early retirement benefit is available to persons with at least 25 years of service and a certain age.  Recent changes in the law have created tiers that provide that employees may have an early retirement benefit without any reduction penalty at age 55 if hired prior to July 1, 2007; at age 60 if hired after July 1, 2007 but prior to November 1, 2008; and at age 62 if hired thereafter. (For "older" current employees, the normal retirement age is 60, that is, no reduction penalty with any number of years of service.) The PERS benefit formula is the number of years of service divided by 55, then multiplied by average compensation (highest 3 years).

New Mexico	<p>Section 10-11-28. State police member and adult correctional officer member coverage plan 1; age and service requirements for normal retirement. Under state police member and adult correctional officer member coverage plan 1, the age and service requirements for normal retirement are:</p> <p>A.age sixty-five years or older and five or more years of credited service;  B.age sixty-four years and eight or more years of credited service;  C.age sixty-three years and eleven or more years of credited service;  D.age sixty-two years and fourteen or more years of credited service;  E.age sixty-one years and seventeen or more years of credited service;  F.age sixty years and twenty or more years of credited service; or  G.any age and twenty-five or more years of credited service.</p> <p>Section 10-11-38.2. State hazardous duty member coverage plan 2; age and service credit requirements for normal retirement. (1994)  Under state hazardous duty member coverage plan 2, the age and service credit requirements for normal retirement are:</p> <p>A.age sixty-five years or older and five or more years of service credit;  B.age sixty-four years and eight or more years of service credit;  C.age sixty-three years and eleven or more years of service credit;  D.age sixty-two years and fourteen or more years of service credit;  E.age sixty-one years and seventeen or more years of service credit;  F.age sixty years and twenty or more years of service credit; and  G.any age and twenty-five or more years of service credit.</p>
New York	
North Carolina	<p>Teachers' and State Employees' Retirement System</p> <p><u>Correctional Employees (Prison Guards &amp; Probation):</u>  All full-time permanent employees (30 hours per week) are required to be members. In order to retire on an unreduced retirement benefit, a member must meet one of the following conditions:</p> <ol style="list-style-type: none"> <li>(1) Age 65 with 5 years of service;</li> <li>(2) Age 60 with 25 years of service;</li> <li>(3) Any age with 30 years of service.</li> </ol> <p>Reduced retirement benefits are available at age 50 with 20 years or age 60 with 5 years.</p> <p>The formula for the Teachers' and State Employees' Retirement System is 1.82% times AFC (average of four highest consecutive years) times the number of years of service. A member can receive about 52% of salary after 30 years of service.</p>
North Dakota	
Ohio	<p>All regular PERS members, including correctional facility employees, are eligible for retirement after completing the following requirements:</p> <p>Early benefit: A member may retire at age 55 with 25 years of service credit or at age 60 with five years of service credit, but the member receives a reduced retirement benefit.</p> <p>Normal benefit: A member may retire at any age with 30 years of service credit and receive a full retirement benefit. A member who does not have 30 years of service credit may retire at age 65 with at least 5 years of service credit and receive a full retirement benefit (R.C. 145.33).</p>

Oklahoma	
Oregon	
Pennsylvania	Correctional officers who are vested in the system (5 years of Credited Service) are eligible for an early retirement benefit reduced by an Early Retirement Reduction Factor. Normal Retirement Age for correctional officers is age 50 or any age with 35 years of Credited Service.
Puerto Rico	
Rhode Island	For those eligible to retire as of September 30, 2009 the requirements are age 50 with 20 years of service Those not eligible to retire as of that date are subject to a higher age and service threshold: 55 with 25 years. However, the increased threshold is applied proportionally to how much progress a member has achieved toward retirement. That is new employee must meet the new threshold and existing employees will fall somewhere in between based on how close they were to retirement eligibly on October 1, 2009.
South Carolina	Peace Officer Retirement System members may retire at age 55 with at least five years of earned service or at any age with 25 years of service credit, five of which must be earned.
South Dakota	
Tennessee	Same for regular employees. Normal - age 60 or 30 years of service. Early - age 55 with 25 years of service.
Texas	
Utah	20 years at any age; or 10 year at age 60; or 4 years at age 65 (no early retirement provision)
Vermont	
Virginia	Normal Retirement: 60 years of age/5 years of service Early, Unreduced Retirement: 50 years of age/25 years of service Early, Reduced Retirement: 50 years of age/5 years of service
Washington	Normal service retirement is at age 65 with five years of service. A member can retire with an unreduced retirement benefit at age 60 if they have at least 10 years of plan covered service. Early retirement is available to members at least age 53 who have 20 years of service in the plan. This benefit is reduced 3% per year for each year of the difference between the age at retirement and age 60.
West Virginia	Regular Retirement: A member who is currently working for a participating PERS agency may: Retire with full benefits at age 55 if age plus contributing service equals 80 or more. Retire with full benefits at age 60 with 5 or more years of contributing service. Retire with reduced benefits at age 55 with 10 or more years of credited service. Deferred Retirement: A member who is not currently working for a participating PERS agency and has not withdrawn contributions may: Retire at age 62 with full benefits with 5 or more years of credited service, at least 3 of which must be contributing service and the member was hired prior to July 1, 2002. Retire at age 62 with full benefits with 5 or more years of contributory service and if the member was hired on or after July 1, 2002. Retire with full benefits at age 55 if age plus contributing service equals 80 or more. Retire with reduced benefits at age 55 if the member has between 20 and 25 years of service. Retire with reduced benefits if less than 55 years of age if the member has 30 or more years of credited service.

Wisconsin	
Wyoming	Age 60 with 4 years of service or at least 20 years of service regardless of age

**QUESTION 3. What is the benefit formula for a service retirement for correctional officers?**

Alabama	
Alaska	n/a—defined contribution plan.
Arizona	<p><u>Average monthly salary</u> Is 1/36<sup>th</sup> (i.e., one month) of aggregate salary paid during the highest 3 consecutive years of service within the last 10 years of credited service. Reduced pension (&lt;20 years) is 2.5% of average monthly salary x years of service.</p> <p><u>20 to &lt;25 yrs:</u> 50% of average monthly salary for first 20 years + 2% of average monthly salary for each year of service between 20 and 25 years.</p> <p><u>&gt;25 yrs:</u> 50% of average monthly salary for first 25 years + 2.5% of average monthly salary for each year of service above 20 years. Maximum benefit is 80% of average monthly salary.</p>
Arkansas	<p>Contributory plan - 2.0% x FAS x years of service (2.03% for service prior to 7/1/07)</p> <p>Non-Contributory plan - 1.72% x FAS x years of service (1.75% for service prior to 7/1/07) -- retirement prior to age 62, additional .33% of FAS x years of service until age 62</p>
California	3% of final compensation per year of service, limit 90%.
Colorado	<p>The formula for general state employees is as follows:</p> <ul style="list-style-type: none"> <li>• 2.5% per year for all years of service.</li> <li>• Maximum benefit is 100% of Highest Average Salary (HAS) with 40 years of service.</li> <li>• HAS period includes highest three 12 consecutive month periods.</li> <li>• Annual salary increases included in HAS are subject to these limits:</li> </ul> <p><u>Hired before 1/1/07 &amp; retire effective 1/1/09:</u> 15% max. annual salary increase allowed in HAS is redefined to limit "salary spiking". The lowest of highest four 12 consecutive month periods will be the base salary year, but HAS period will still include the highest three 12 consecutive month periods.</p> <p><u>Hired effective 1/1/07:</u> 8% max. annual salary increases allowed in HAS. HAS is redefined (see above).</p>
Connecticut	
Delaware	
District of Columbia	
Florida	
Georgia	See response to Question 2.
Hawaii	<p>Contributory Plans = 2.5% x years of service x average final compensation (AFC) (Maximum 80% AFC limitation)</p> <p>Hybrid Plans = 2% x years of service x average final compensation</p> <p>Noncontributory Plan = 1.25% x years of service x average final compensation</p>
Idaho	
Illinois	
Indiana	
Iowa	Benefits are calculated using a percentage multiplier times the average of their highest three calendar years of earnings. The multiplier is: years of service (up to 22), divided by 22, times 60%. For years of service over 22, 1.5% is added to the

	multiplier for the next eight years for a maximum of 72% at thirty years of service.
Kansas	<p>Retirement benefits are calculated using the following formula:  Final average salary x statutory multiplier x years of service = annual benefit  For example: \$30,000 x 1.75% x 30 = \$15,750 annual benefit</p> <p>Final Average Salary  If your membership date is before July 1, 1993, or you were in your "year of service" waiting for membership on July 1, 1993, your final average salary is either:</p> <p>An average of your four highest years of salary, including additional compensation, such as sick and annual leave; or  An average of your three highest years of salary, excluding additional compensation, such as sick and annual leave.</p> <p>KPERS will use the salary average that benefits you most. If your membership date is July 1, 1993, or after, your final average salary is an average of your three highest years of salary, excluding additional compensation, such as sick and annual leave.</p> <p>Statutory Multiplier  1.75 percent for participating years of service (years you work for an employer in a covered position)  1 percent or 0.75 percent for prior years of service (time worked for an employer before affiliation with KPERS)</p>
Kentucky	
Louisiana	<p><u>Primary component</u>: typically 2.5% of Average Compensation for every year of creditable service.  'Average Compensation' is the earned compensation for the 36 highest months of employment for those hired on or before June 30, 2006. For those hired on or after July 1, 2006, it's 60 months.</p> <p><u>Secondary component</u>: 3 and 1/3% of Average Compensation for every year of creditable service.  'Average Compensation' is the earned compensation for the 36 highest months of employment</p>
Maine	
Maryland	
Massachusetts	(2.5% x service x high 3-year average pay) with a 4 % reduction for each year younger than 55 (i.e., 2.4% at age 54, 2.3% at age 53 etc.)
Michigan	<p>From the time of retirement until the age of 62, covered retirees receive a retirement allowance equal to the member's number of years of credited service multiplied by 2.0% of their final average compensation (highest 3 consecutive year average).  Once they reach the age of 62, their pension multiplier is reduced to 1.5%.</p>
Minnesota	<p>MSRS-Correctional  Normal retirement: 2.4% of highest five years average salary per year of correctional service; supplements Social Security benefits; Social Security leveling optional annuity form available  Early retirement: Normal retirement benefit reduced to actuarial equivalent, assuming 3% deferred annuities augmentation for the period between the early retirement age and the normal retirement age</p> <p>PERA-Correctional</p>

	<p>Normal retirement: 1.9 % of highest five years average salary per year of correctional service; supplements Social Security benefits; Temporary Pre-Age 62 increased benefit optional annuity form available</p> <p>Early retirement: Normal retirement benefit reduced to actuarial equivalent, assuming 3% deferred annuities augmentation for the period between the early retirement age and the normal retirement age</p>
Mississippi	2% of FAC for first 25 years; 2.5% of FAC for all years above 25.
Missouri	All MOSERS general employees receive a normal retirement benefit of Final Average Salary (high 36 months) x years of service x 1.7%. In addition, those retiring under the Rule of 80 are eligible for a temporary supplemental benefit of FAS x years of service x 0.8% to age 62.
Montana	The benefit formula is 2.5% x HAC x years of service. HAC is defined as the average compensation of the 3 highest consecutive years of service.
Nebraska	<p>State and county employees do not have defined benefit plans. Prior to 2002, the State and County Employees Retirement Plans operated solely as defined contribution plans. A cash balance benefit was added by the legislature in 2002 for both state and county employees. As of January 1, 2003, all new state and county plan members participate in the cash balance benefit plan. In 2002 active state and county plan participants were given the option of keeping their defined contribution benefit or converting to the cash balance benefit.</p> <p>Under the cash balance plan, state and county employees are guaranteed an interest credit rate of at least 5%. When investment performance results are above the interest credit rate, the Public Employees Retirement Board (PERB) may (and has) issued a dividend to plan members.</p> <p><u>State Employees Contribution Rates</u> Under both the defined contribution and cash benefit plans, state employees contribute 4.8% of compensation each pay period which is matched by the state at the rate of 156%.</p> <p><u>County Employees Contribution Rates</u> Under both the defined contribution and cash benefit plans, county employees contribute 4.5% of compensation each pay period which is matched by the county at the rate of 150%. In counties <i>under</i> 85,000 in population, certified law enforcement officers who possess a valid law enforcement officer certificate or diploma have an <i>additional supplemental</i> contribution of 1% of compensation each payroll period during the plan year which is matched at 100% by the county. In counties with <i>over</i> 85,000 in population, the additional rates for law enforcement officials is 2% of compensation, matched at 100%.</p> <p><u>State and County Employees</u> Upon termination/retirement, defined contribution and cash balance plan both state and county members have the following payment options:</p> <p>a.deferral of payment until a later date (no later than age 70 ½) b.monthly annuity with choice of a cost-of-living provision c.withdrawal paid either directly to plan member or rolled over to another tax deferred qualified plan or IRA or d.combination of any of the above.</p>

Nevada	Police/Fire members earn 2.5 percent of the their retirement base salary for each year of service. The retirement base salary is determined on an individual's highest 36 months of continuous service.
New Hampshire	
New Jersey	See response to question 2.
New Mexico	<p>Section 10-11-29. State police member and adult correctional officer member coverage plan 1; amount of pension; form of payment A. (2003) Under state police member and adult correctional officer member coverage plan 1, the amount of pension under form of payment A is equal to three percent of final average salary multiplied by credited service. The amount shall not exceed eighty percent of the final average salary.</p> <p>Section 10-11-27. State police member coverage plan 1; applicability. (2003) A. State police member and adult correctional officer member coverage plan 1 is applicable to state police members who are not specifically covered by another coverage plan and adult correctional officer members. The credited service of a state police member who has held the permanent rank of patrolman or sergeant and does not hold an exempt rank or who is assigned to the aircraft division as a pilot, or of an adult correctional officer member, shall have actual credited service increased by twenty percent for the purposes of state police member and adult correctional officer member coverage plan 1.</p> <p>Section 10-11-30. State police member and adult correctional officer member coverage plan 1; final average salary. (Repealed effective July 1, 2011.) (2009) Under state police member and adult correctional officer member coverage plan 1, the final average salary is one thirty-sixth of the greatest aggregate amount of salary paid a member for thirty-six consecutive months of credited service. Under state police member and adult correctional officer member coverage plan 1, if a state police member has less than thirty-six months of credited service, the final average salary is the aggregate amount of salary paid a member for the member's period of credited service divided by the member's credited service.</p>
New York	
North Carolina	See response to question 2.
North Dakota	
Ohio	A normal retirement benefit under PERS is determined by multiplying the first 30 years of service by 2.2% of the member's final average salary (final average salary is the average of the three highest years of compensation). For each year of service over 30 years, the member receives 2.5% of the member's final average salary. A member who retires early receives a modified percentage of the benefit (for instance, a member with 25 years of service at age 55 receives 75% of the normal retirement benefit) (R.C. 145.33).
Oklahoma	
Oregon	
Pennsylvania	2% X Class of Service Multiplier (Class A = 1, Class AA=1.25) X Years of Credited Service X Final Average Salary X Early Retirement Reduction Factor (If applicable).
Puerto Rico	
Rhode Island	<p>The formula is a percent of the final average salary based on: 2% per year for the first 30 years of service, 6% for year 31, 5% for year 32, 4% for year 33, 3% for year 34, 2% for year 35 and thereafter with a maximum of 80%.</p> <p>Final average salary is 3 highest consecutive years for those eligible to retire as of September 30, 2009 and 5 highest for those who become eligible after that.</p>

South Carolina	2.14% X final average salary X years of service.  Final average salary is the annual average of the 12 highest consecutive quarters of earnable compensation which may include up to 45 days of unused annual leave. Creditable service includes years, months and days, converted to a decimal expression of the number of years.
South Dakota	
Tennessee	Basically the formula is: Average final salary X years of service X 1.5% X 1.05% There is also an additional step that provides a small amount for AFC above the social security integration level. AFC=average of 5 highest consecutive years of salary.
Texas	
Utah	2.5% X years of service credit X final average salary. Limited to 20 years plus 2% per year for years above 20 with a cap of 70% of final average salary. Final average salary is the average of the highest 3 year of 5 years for noncontributory and contributory systems respectively.
Vermont	
Virginia	Average Final Compensation (Average of 3 highest years) X 2.0% X Number of years of service = retirement benefit
Washington	2% of final average X years of service. Final average salary is salary the average of the 5 highest consecutive years of salary
West Virginia	2% X years of credited service X final average salary. Final average salary refers to the average annual salary from the highest 36 consecutive months within the last 10 years of employment. Lump sum payments, with the exception of annual increment pay (this is a sort of longevity bonus paid to employees with 3 or more years of service equal to \$60 per full year of service as of July 1 of each year), are not included.
Wisconsin	
Wyoming	2.5% times the number of years of service times the highest average salary with a maximum to 75%

<b>QUESTION 4. Do you offer your correctional officers a DROP (Deferred Retirement Option Program)?</b>	
Alabama	
Alaska	No.
Arizona	No.
Arkansas	Yes.
California	No.
Colorado	No.
Connecticut	
Delaware	
District of Columbia	
Florida	
Georgia	No.
Hawaii	No.
Idaho	

Illinois	
Indiana	
Iowa	No.
Kansas	No.
Kentucky	
Louisiana	Yes (like all Louisiana state employees eligible for retirement)
Maine	
Maryland	
Massachusetts	No.
Michigan	No.
Minnesota	No.
Mississippi	No, but we do offer a PLOP (instead of a DROP) for those who have 28 or more years of creditable service.
Missouri	DROP is offered to all general employees, including correctional officers
Montana	No.
Nebraska	No.
Nevada	No.
New Hampshire	
New Jersey	No.
New Mexico	No.
New York	
North Carolina	No.
North Dakota	
Ohio	No.
Oklahoma	
Oregon	
Pennsylvania	No.
Puerto Rico	
Rhode Island	
South Carolina	No.
South Dakota	
Tennessee	No.
Texas	
Utah	No.
Vermont	
Virginia	No.
Washington	No.
West Virginia	No.
Wisconsin	
Wyoming	No.

<b>QUESTION 5. What is the average age, average years of service, and average benefit for a correctional officer at the time of retirement?</b>	
Alabama	
Alaska	N/A. Defined contribution plan.
Arizona	63.1 years = Age 57.2 years = Age at retirement 19.1 years = Years of service \$21,031 = Average benefit

Arkansas	Average age of security retirees - 58; average service - 20 years Average benefit is unknown as retirees are not designated by job titles					
California	N/R					
Colorado	N/R					
Connecticut						
Delaware						
District of Columbia						
Florida						
Georgia	<b>Benefit Account Type</b>	<b>Description</b>	<b>Average Age @ Retirement</b>	<b>Average Service</b>	<b>Average Basic Benefit Amount from Benefit Account at Retirement</b>	<b>Count</b>
	DISB	Dept. Corrections Probation Officers	51.98	26.37	2426.50	58
	SERV	Dept. Corrections Probation Officers	59.01	28.94	2652.19	234
	SURV	Dept. Corrections Probation Officers	55.83	30.91	2282.83	10
Hawaii	Not available					
Idaho						
Illinois						
Indiana						
Iowa	Average age - 58, average YOS - 26, average monthly benefit - \$2,750.					
Kansas	For the most recent calendar year ended December 31, the average years of service was 21.86 and the monthly average benefit was \$1,237. Data on age of retirees is not published.					
Kentucky						
Louisiana	Over the last 10 years average age is 51; average years of service at retirement is 21.8; the average benefit is \$1734.					
Maine						
Maryland						
Massachusetts	N/R					
Michigan	N/R					
Minnesota	<p>MSRS-Correctional For 7/1/2008 retirees with less than one year on retirement, average age was 58.6 years and average benefit was \$14,015. For 7/1/2008 active members in the age 50-54 cadre, average service was 11.25 years and for the age 55-59 cadre, average service was 8.4 years.</p> <p>PERA-Correctional For 7/1/2008 retirees with less than one year on retirement, average age was 60.7 years and average benefit was \$6,310. For 7/1/2008 active members in the age 50-54 cadre, average service was 5.95 years and for the age 55-59 cadre, average</p>					

	service was 6.1 years.
Mississippi	That information is not available specifically for correctional officers. For the plan as a whole, the average age at retirement is 60 and the average years of service is 24.
Missouri	N/R
Montana	<p>Average age at time of retirement: 55 years*</p> <p>Average years of service at time of retirement: 23.23 years*</p> <p>Average monthly benefit (service retirement) at time of retirement: \$1,760*</p> <p>* These numbers are based on the June 30, 2008, actuarial valuation and MPERA data. They include all members of GWPORS, not just corrections officers. Also, some corrections officers elected in 1997 to remain in the state's Public Employees' Retirement System when the then-Game Wardens' system was expanded to include peace officers. So the numbers here will not be completely reflective of averages for corrections officers.</p>
Nebraska	N/R
Nevada	<p>In fiscal year 2007-08, which is the latest actuarial evaluation, within the police/fire retirement fund the age of retirements were as follows (figures represent service related retirement only - does not include disability related retirements):</p> <p><u>Police/Fire Retirements in Fiscal Year 2007-08</u></p> <p>Under 50 - 69</p> <p>50 - 54 - 107</p> <p>55 - 59 - 70</p> <p>60 - 64 - 44</p> <p>65 - 69 - 23</p> <p>70 - 74 - 2</p> <p>75 - 79 - <u>3</u></p> <p>Total 318</p> <p>Of the 318 individuals that retired, a total of 189 had a retirement benefit of under \$5,000 per month. A total of 129 individuals had a retirement benefit of over \$5,000 per month. The average retirement benefit of all police/fire retirees was \$3,740 per month in FY 2007-08.</p> <p>Information is not available on the average years of service of those who retired in FY 2007-08. Overall in the police/fire retirement fund, as of June 30, 2008, there were 12,307 members, who on average were 39.3 years of age with an average of 9.8 years of service credit.</p>
New Hampshire	
New Jersey	Information not available specifically for correctional officers.
	<p>Average age at retirement, adult correctional officers: 52.3</p> <p>Average years of service, adult correctional officers: 22.8 (reflects 25-year plan with 20% enhancement)</p> <p>Average benefit, state police and adult correctional officers: \$24,528 (actuaries can't separate adult correctional officers out)</p> <p>Information for hazardous duty members/juvenile corrections officers not available.</p>
New York	
North Carolina	We do not have information on these retirees separate from all other retirees. But, for calendar year 2008, for retirees in general government, which includes the Department of Corrections, the average age was 61, average service was 23 years, average retirement benefit was \$21,021, and the average Average Final

	Compensation was \$47,660. If this is not enough information, let me know and I will request info from retirement system.														
North Dakota															
Ohio	Because correctional facility employees are part of the regular PERS membership, information on average years of service, average retirement age, and average benefit is unavailable.														
Oklahoma															
Oregon															
Pennsylvania	<ul style="list-style-type: none"> <li>▪ Avg. Age - 54.2</li> <li>▪ Avg. years of service – 19.8</li> <li>▪ Avg. monthly benefits - \$1,608.59</li> </ul>														
Puerto Rico															
Rhode Island															
South Carolina	The following data are for fiscal year 2008 ending June 30, 2008: Average age for PORS member at time of retirement: 54. Average years of service for PORS member at time of retirement: 17. Average CURRENT annual benefit for PORS member is estimated at \$17,631. The exact average benefit for PORS member at time of retirement not available. Average current annual benefit is for FY08 and includes all annuitants. Benefit includes applicable cost-of-living adjustments.														
South Dakota															
Tennessee	Unknown.														
Texas															
Utah	2008 public safety system retirees: age 51.5; 21.5 years of service; \$28,196 average annual benefit														
Vermont															
Virginia	<p>Answer: Average Age: 55.997 years Average years of service: 23.87 years (285.929 months) Average monthly benefit: \$1,317.20*</p> <p>*When the plan began in 2001, officers who were currently employed in positions covered by this plan were given an election for their retirement benefit. They could choose the 2% multiplier or the 1.7% multiplier with the hazardous duty supplement payable until the member reaches 65 years of age. This supplement is currently approximately \$12,000 annually.</p>														
Washington	This information was not available at the time of our last valuation report, given the system was just established in 2006. A new valuation report will be published this fall, and can be accessed at: <a href="http://www.osa.leg.wa.gov">www.osa.leg.wa.gov</a>														
West Virginia	Not available for correctional officers as a subclass of the greater plan.														
Wisconsin															
Wyoming	<p>Average benefit is \$22,305;</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>AGE</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>Under 50</td> <td>77</td> </tr> <tr> <td>50</td> <td>117</td> </tr> <tr> <td>55</td> <td>146</td> </tr> <tr> <td>60</td> <td>129</td> </tr> <tr> <td>65</td> <td>70</td> </tr> <tr> <td>70</td> <td>29</td> </tr> </tbody> </table>	AGE	TOTAL	Under 50	77	50	117	55	146	60	129	65	70	70	29
AGE	TOTAL														
Under 50	77														
50	117														
55	146														
60	129														
65	70														
70	29														

	75 & Over Total	42 610
We do not have average years of service figures.		

**QUESTION 6: Other comments.**

Alabama	
Alaska	
Arizona	
Arkansas	
California	
Colorado	Colorado state troopers' service retirement requirements are 30 years, 50/25, 55/20, 65/5. Colorado PERA's members are not covered by the federal Social Security system.
Connecticut	
Delaware	
District of Columbia	
Florida	
Georgia	
Hawaii	Employer contributes 19.7% to ERS for contributory adult corrections officers effective July 1, 2008.
Idaho	
Illinois	
Indiana	
Iowa	
Kansas	<a href="http://www.kpers.org/benefitsataglance_correctionalkpers.pdf">http://www.kpers.org/benefitsataglance_correctionalkpers.pdf</a> for plan details cited.
Kentucky	
Louisiana	Certain other public safety personnel within LASERS have enhanced benefits similar to the members of the Secondary Component, for instance: (a) peace officers (other than state troopers) employed by the Department of Public Safety and Corrections; (b) certain law enforcement personnel employed by the Department of Revenue, office of alcohol and tobacco control; (c) wildlife agents of the enforcement division of the Department of Wildlife and Fisheries. State troopers, similarly have enhanced benefits, but are members of a separate state retirement system, the State Police Pension and Retirement System.
Maine	
Maryland	
Massachusetts	There is a special early retirement benefit if the CO has 20 years of service as a CO. The special benefit is 50% of last year's pay with 20 years of service, with a 1% increase for each year of service greater than 20 (i.e. 51% at 21 years of service, 52% at 22 years of service, etc.)
Michigan	
Minnesota	Proposed legislation has been introduced and heard by the Legislative Commission on Pensions and Retirement in past (before 2009) legislative sessions to expand the correctional employee retirement plans to include probation officers and emergency communication officers or to create a separate retirement plan for probation officers

	<p>and emergency communication officers similar to the separate plans for correctional officers, but the proposed legislation has not proceeded, apparently largely because of employing unit objections to the plan cost.</p> <p>In 2009, Minnesota Governor Tim Pawlenty recommended, as part of his proposed budget, the elimination as members of the MSRS-Correctional Plan current and future Department of Corrections and Department of Human Services employees who were not correctional officers or security hospital guards, with retirement coverage for those employees by the MSRS-General State Employees Retirement Plan (MSRS-General.) That proposal was heard by the Legislative Commission on Pensions and Retirement, but was not recommended by the Commission or any other legislative panel during the 2009 Session and was not implemented.</p>
Mississippi	
Missouri	
Montana	
Nebraska	
Nevada	
New Hampshire	
New Jersey	
New Mexico	
New York	
North Carolina	
North Dakota	
Ohio	
Oklahoma	
Oregon	
Pennsylvania	
Puerto Rico	
Rhode Island	Post retirement increases of 3% on the 3rd January following retirement for those eligible to retire as of September 30, 2009 and the lesser of 3% or CPI on the third anniversary for those who become eligible after that.
South Carolina	
South Dakota	
Tennessee	
Texas	
Utah	
Vermont	
Virginia	
Washington	
West Virginia	There have been several bills introduced over the ages proposing special benefit enhancements for correctional employees, new plans, perhaps even inclusion in one of the Trooper retirement plans. Thus far, they have not gained a great amount of traction, but the issues are still out there. I don't believe any have made it out of the first committee of reference in either house. We have been grappling with significant turnover and job vacancy issues in these ranks for several years and there has been a concerted effort to improve these salaries. Perhaps when we finally achieve a competitive salary scale these retirement issues will become more of a focal point.
Wisconsin	
Wyoming	