



National Association of State Retirement Administrators

Responses to survey regarding retirement benefits for 911 dispatchers

Twenty-four systems in 24 different states responded to this survey; a listing of responding systems is at the end of these results. This survey was conducted in September 2021.

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

Yes: 18

No: 5

Other responses given

- We do not collect individual position information for active members. If 911 dispatchers are employees of the city/county they could be covered as general employees. There are no special provisions for 911 dispatchers.

2. *Under what plan are 911 operators covered?*

General employees: 17

Public safety: 1

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

- | | |
|---|----------------------|
| • 65/5 or any/28 | • 55/32 or 67/5 |
| • 65/any, 60/30, or any/35 | • 65/any or 58/30 |
| • 67/10 | • 65/3 |
| • 65/10, 60/15, Rule of 85 at age 55 | • 65/5 or Rule of 90 |
| • 65/5 or Rule of 87 at age 57 | • 60/4, any/20 |
| • 65/10 or Rule of 90 | • 60/5 |
| • Same as eligibility for full Social Security benefits, not to exceed age 66 | • 65/5 |
| • 60/8 or any/30 | • 65/10 or 60/30 |

4. *What are the early retirement provisions for employees who are 911 operators?*

- | | |
|----------------------|---|
| • 55/25 or 60/5 | • 57/25 or 62/5 |
| • 55/5 or any/25 | • 60/10, 57/20, or 55/30 |
| • 55/3 | • 55/5 |
| • 60/15 | • 55/20 |
| • 60/5 or Rule of 80 | • Any age with 25 years of 911 Operator service |
| • 50/15 | |

5. *Please share any other information you think is relevant to this subject.*
- There are two tiers in our Public Employees plan. Employees hired after 7/1/2015 (Tier2) have a normal retirement age of 62 and have 10 year vesting (instead of five). Our Legislature is considering creating a "Tier 3" in PERS for public safety employees (which would include 911 operators and corrections officers). The new tier would have similar provisions to our Deputy Sheriff plan.
 - Dispatchers, EMTs, and jailors are typically considered general employees in LAGERS. However, legislation was enacted in 2019 that enables LAGERS-participating employers in certain counties the choice to consider their dispatchers, EMTs, and jailors to be considered "public safety" employees. This choice is made at the local level and would lower the affected employees' normal retirement age from 60 to 55 (50 early retirement age) just like police officers and firefighters have always had. LAGERS will be seeking legislation in 2022 to widen this option to all of our employers by removing the counties that were carved out of the original legislation.
 - The Minnesota legislature convened a work group to study whether 911 dispatchers should be eligible for enhanced benefits. The focus has been on whether they should transition from the General Plan to the Correctional Plan.
 - It is the responsibility of the employer to petition the Board for hazardous duty coverage for positions that meet the criteria for hazardous duty as defined by statute. Therefore, if the employer does not petition the Board then those positions that meet the definition of hazardous duty are reported in the non-haz plan.

Responding Systems:

- Arkansas Public Employees' Retirement System
- Colorado Public Employees Retirement Association
- Hawaii Employees' Retirement System
- Public Employee Retirement System of Idaho
- Illinois Municipal Retirement Fund
- Indiana Public Retirement System
- Kansas Public Employees' Retirement System
- Kentucky Public Pension Authority
- Louisiana State Employees Retirement System
- Maine Public Employees' Retirement System
- Maryland State Retirement and Pension System
- Michigan Office of Retirement Services
- Minnesota Public Employees' Retirement Association
- Mississippi Public Employees Retirement System
- Missouri Local Government Employees Retirement System
- New Hampshire Retirement System
- Ohio Public Employees' Retirement System
- Oregon Public Employees' Retirement System
- Pennsylvania State Employees' Retirement System
- South Dakota Retirement System
- Tennessee Consolidated Retirement System
- West Virginia Consolidated Public Retirement System
- Wisconsin Department of Employee Trust Funds
- Wyoming Retirement System

For questions about this survey, contact:

- Alex Brown, alex@nasra.org, 202-624-8461
- Keith Brainard, keith@nasra.org, 202-624-8464