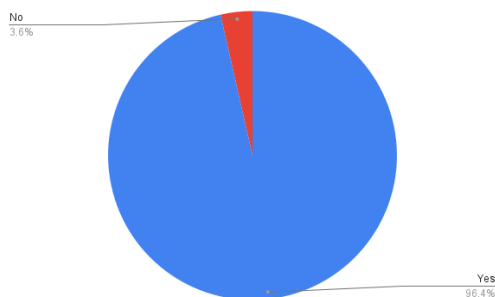




To: Legislative Commission on Pensions and Retirement
From: Minnesota Corrections Association (MCA)
Date: April 21, 2025
Subject: Survey Results from MCA Membership (April 7-April 20, 2025)

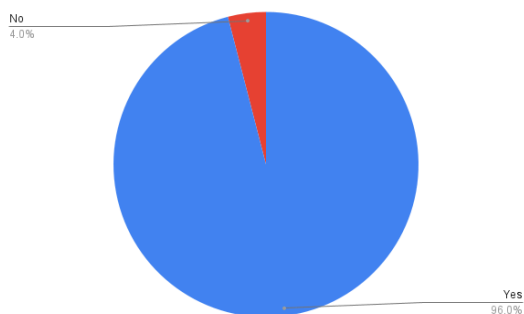
Survey Questions Overview:

- How old are you?
 - The age of respondents ranged from age 20-67.
- Which plan are you in?
 - 193 respondents identified as members of MSRS.
 - Total population of probation officers in MSRS is 296. This survey reflects 65% of MSRS probation officers.
 - 884 respondents identified as members of PERA.
 - Total population of probation officers in PERA is 1314. This survey reflects 67% of PERA probation officers.
 - 100 respondents indicated they were represented by both PERA and MSRS, or did not indicate which plan they are in. Those individuals are not included in the above calculation about MSRS and PERA representation.
- Do you support the pension proposal currently under consideration at the legislature to change your retirement age to 60 or 35 years of service which would add 5.47% to your employee pension contribution (for a total of 11.97%) for PERA members and 5.39% (or 11.39%) for MSRS members?
 - 96.4% of respondents said they supported the proposal.
 - 3.6% of respondents said they did not support the proposal.



All Respondents

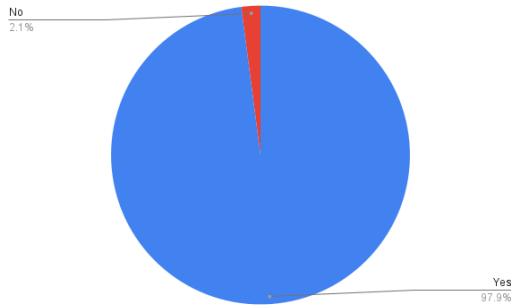
1177 people responded which represents 73% of the eligible population.



Under 40

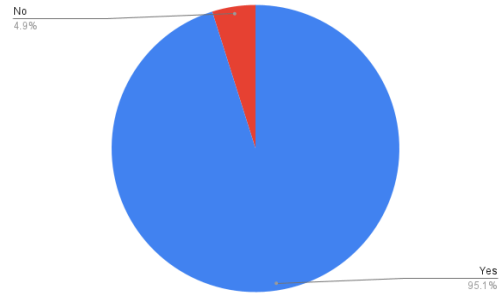
323 people responded which represents 57% of this eligible population.

Support for the 60/35 Proposal by Age:



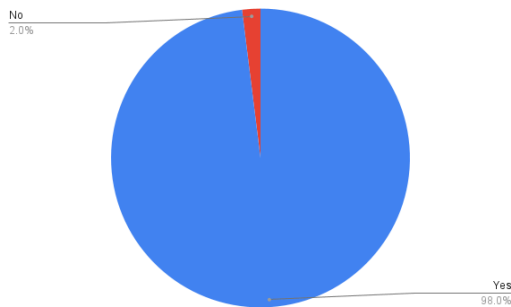
Age 20-29

97 people responded which represents 67% of this population.



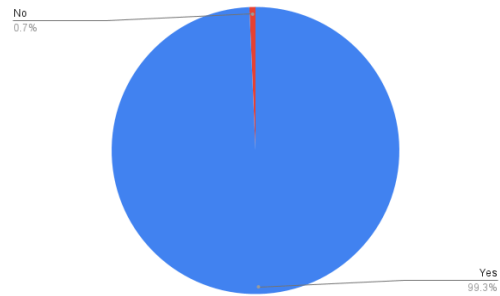
Age 30-39

226 people responded which is 54% of this population.



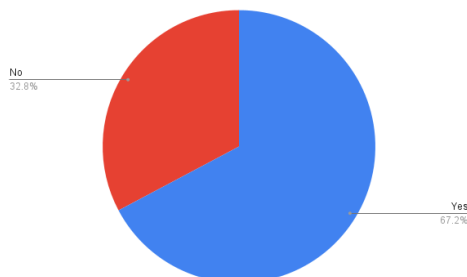
Age 40-49

354 responded which represents 71% of this population.



Age 50-59

442 people responded which is 92% of this population.



Age 60-67

58 people responded which is 82% of this population.

(Current retirement age for this population is 66)

What comments would you like to share with legislators?

"I am a young 23-year-old female that works in Crow Wing County as a Probation Agent. I started my career at the age of 20 before I was even able to legally drink alcohol. From there on I have experienced considerable trauma from working in the field. I have feared for my life more times than I can count while on the job. I have worked with offenders who are violent to keep the community safe and I have helped turned their lives around in ways that are unimaginable. I find it extremely discouraging that we don't get the respect of the credit that is deserved as the United States has gone from mass incarceration to mass supervision, yet the actual supervision is hardly talked about or discussed. We don't get to carry guns or tasers or pepper spray, but we are required to go to the same drug houses, trap houses, violent offenders home's that police would respond to with multiple units. The amount of stress and hypervigilance I experience on a daily basis is beyond what I ever thought going into this field. Yet despite us taking on the majority of the criminal justice world over the past several years, we don't get considered the same as law enforcement or other agencies alike just because we do not carry a gun or have a badge. I genuinely hope you consider this bill as Minnesota and several other states are very anti-jail and pro mass-supervision. Thus, the offender population falls into the hands of Probation Agents all over to supervise these individuals and turn their lives around. I don't understand how people get arrested by cops (who can retire early), go to jail and are watched by corrections officers (who can retire early) and then this line is suddenly drawn when it gets to probation agents where we can supposedly work forever doing this and remain unaffected by the criminal justice system despite dealing with the same population as police officers and correctional officers." – Age 23

"I work with sex offenders and am raising young children. There is time where this job has caused me extreme stress. A reasonable retirement is a way to honor the contributions we have made to society. Often doing jobs that most would not want to." – Age 37

"I support the Pension retirement plan. This will allow job growth for younger people in the field and will create a safer community. " – Age 62

What comments would you like to share with legislators?

"As a 26-year-old probation agent I understand I will pay longer than my 30-, 40- and 50-year-old colleagues. From the few years I have done this work I know this position is stressful, and it has daily safety risks as we work with criminally involved individuals. I do this job to serve my community and help facilitate offender change. We work to support the offender, the community and each other. I ask that you support us, the probation agents of Minnesota, in obtaining a reasonable retirement benefit. thank you." – Age 26

"This is not only a matter of public safety, but is an issue of competitive advantage when it comes to recruiting and retaining employees who are at risk of leaving Minnesota for federal positions or nearby state probation agencies with more favorable retirement policies. " – Age 41

THIS IS MUCH NEEDED/DESERVED!!!!!!" – Age 29

"As an agent for over 17 years, I know firsthand the impact this work has on someone. Despite the at times significant safety risks we encounter and the mental toll we endure, many of us continue to show up day after day and year after year. This is a field of service and myself and my colleagues are in this field because we want to support clients in changing their lives all while making sure community and victim safety is not compromised. The opportunity for a reasonable retirement benefit would acknowledge the cumulative impacts of the work and improve the overall wellbeing of corrections employees. This, in turn, will positively impact job performance leading to enhanced public safety in the long-term." – Age 40

"The stress of this job is so immense. Being only in the career for six years, my mental health has declined, I have hair loss from stress, and there is not a moment on my off days that I am not worrying about my clients and what needs to be prepared for the following week. I AM ALWAYS WORKING ON AND OFF THE CLOCK. I can't imagine being in this job being 55+ years old, so 60 is a better option than whatever the retirement age is right now (66)." – Age 31

What comments would you like to share with legislators?

"Please make it pass. I have to look out for my future too. I'm willing to spend more now when I'm younger so that I can retire at the age and service as proposed. I would be silly not to want this!!" – Age 26.

"Probation officers have high burnout rates on the job given the populations that they work with - these difficulties are exacerbated by issues like limited funding for resources such as mental health, chemical health, etc. for populations that we work with. This plan would incentivize people to retire before letting their burnout dictate how they interact with clients that they work with in a negative way. While we may not be in as rigorous line of work as police, we nonetheless are part of the law enforcement system and have similar stressors which would justify the passing of this legislation even more." – Age 28

"This job has taken a toll on me. I now have high blood pressure and my mental health continues to be getting worse due to the stress and demands of this job. Please consider this proposal so I can be the Mother and Wife my family deserves. I have been in PERA for 37 years and have dedicated my life to public service but now it feels like it is at my detriment to my health and who I want to be. We deal with trauma and violence and mental health issues for clients and secondary trauma and compassion fatigue are affecting me in such negative ways. Please vote for this bill so my family can have the person in their life they deserve." – Age 59.

"This is self-funded. There is no reason not to pass it. This would be an incredible show of good faith in your public employees." --Age 43

"Please allow us this option. We are not asking for any funds, we are willing to pay for it ourselves. We understand it may not be completely equitable for all due to age differences, but collectively, we agree this is the best option for all of us. Many of us paid for prior agent who had Rule of 90 with no benefit to us, that was ok with me. This job is not meant to be done until 66, I am just hopeful I will be able to make it to 60 but even that may not work. I have already been diagnosed with PTSD specifically from the significant safety incidents I have been personally experienced while doing this work. We have been working on this for years, please allow us to spend our money, the way we feel is best." – Age 44

What comments would you like to share with legislators?

"This bill would benefit all probation officers (younger and older). As we lose some of our agents who have been in the field longer, this proposal would help recruit and keep good agents moving forward. 60/35 is more appropriate for the work agents do." – Age 35

"I am under 40 and fully support the increased cost as the 60/35 plan will create safer communities."
- Age 34

"Please consider passing the bill to support Probation and Parole Officers to retire at 60 years old or 35 years of service. We protect the clients and communities we serve and would like to be protected in return. Thanks for your consideration." – Age 33

"We encounter very dangerous situations throughout our career as well as the mental toll working in corrections can have on an individual. We go into the homes of the same individuals that corrections officers deal with inside the facility, but we encounter them on their turf, with no protection, to help keep our communities safe." – Age 32

"Do what's fair for the people who work in a line of work that is often considered underpaid and thankless." – Age 31

"I am a juvenile probation officer in Dakota County. I have been working as a juvenile probation officer for 8 years. I truly enjoy my work with juveniles, but it is a very hard and emotionally taxing job. I completely dedicate myself to the work with each of my clients and helping them move forward in a successful way. However, with the amount of effort I give to each case and each client definitely takes a toll. I am in support of the 60/35 proposal because I think this is a very demanding job and early retirement would be an incentive to continue to provide the best support I can for my clients." – Age 30

"Please pass this bill. I am 29 years old and I am completely okay with adding the 5.39% to my employee pension contribution because it will ultimately pay off in me getting to retire earlier. I think that is such an important benefit to have." – Age 29