



Eligibility of Public Safety Occupations for Enhanced Retirement Benefits

Study resolution

- Review eligibility of public safety occupations for enhanced retirement benefits
 - review the risk and responsibility guidelines developed by JLARC in 2008
 - assess public safety occupations for enhanced benefits
 - review the appropriateness of extending enhanced benefits to additional occupations
 - estimate the cost of enhanced benefits for additional occupations

Study mandate: Resolution approved by Commission, November 7, 2022

JLARC was asked to review enhanced retirement benefits for additional occupations

Occupation	Estimated number of positions
DCR law enforcement ranger	100
DOC special investigator	29
DMV law enforcement officer	60
OAG Medicaid fraud investigator	6
VSP 911 dispatcher	140
Local 911 dispatcher *	1,000
Local juvenile detention specialist *	825
Local animal control officer *	490

** Number of positions is estimate*

Primary research activities

- Structured interviews
 - State and local public safety occupations not currently eligible for enhanced benefits
 - Staff at VRS, DHRM, and DCJS
 - Other state retirement systems
- Survey of managers of 28 state and local public safety occupations
- Analysis of workers' compensation claims data for state and local public safety occupations
- Literature review

In brief:

Responsibility and demand levels* vary for public safety occupations not receiving enhanced retirement benefits

Occupation	Responsibility level	Demand level
Animal control officer	●●●○	●●●●
DCR law enforcement ranger	●●●○	●●●●
911 dispatchers (VSP & local)	●●●●	●○○○
Juvenile detention specialist	●●○○	●●●○
DOC special investigator	●●○○	●●●○
DMV law enforcement officer	●●○○	●●○○
OAG Medicaid Fraud Control Unit special investigator	N/A	N/A

●●●● High ●●●○ Moderate ●●○○ Low ●○○○ Minimal

*Responsibility and demand levels are assessed relative to other state and local public safety occupations.

In this presentation

Background

Levels of Responsibility and Physical and Psychological
Demands of Public Safety Occupations

Additional Considerations

Enhanced retirement benefits allow employees to retire early from public safety occupations

- Some public safety jobs are more physically and psychologically demanding than for a general employee
 - Job duties become more difficult to perform as employees age
- Diminished job performance can jeopardize the safety of the public and fellow officers
- Enhanced benefits are provided for federal law enforcement to ensure a vigorous workforce that can meet the physical and psychological demands of the work*
 - Similar rationale for enhanced benefits generally recognized in Virginia

* “Retirement Benefits for Federal Law Enforcement Personnel,” Congressional Research Service, 2017

Enhanced retirement benefits are more generous than benefits for general state or local employees

- Earlier retirement with fewer years of service
 - Enhanced benefit plan: age 50 with 25 years of service
 - State employee plan: age 50 with 30 years of service*
- Higher multiplier resulting in larger monthly benefit
 - Enhanced benefit plan: 1.7% to 2.0%
 - State employee plan: 1.7%*
- Hazardous duty supplement
 - \$1,407 per month (FY23–24)

* Reflects State Employee Plan 1. Most general state employees now in the Hybrid Plan, which requires more years of service, has a lower multiplier (1%), and has a defined contribution component.

Several state and local public safety occupations currently receive enhanced retirement benefits

Enhanced benefit plan	Occupation
Virginia Law Officers' Retirement System*	DOC correctional officers
	DOC probation officers
	Campus police officers
	DWR conservation police officers
	DJJ correctional officers
State Police Officers' Retirement System	VSP troopers and investigators
Local political subdivision plans	Firefighters and EMTs**
	Sheriffs and deputy sheriffs
	Police officers**
	Local and regional jail staff

*Occupations with largest number of VaLORS members shown. Additional state occupations receive VaLORS benefits. ** If political subdivision chooses to provide enhanced retirement benefits.

In this presentation

Background

**Levels of Responsibility and Physical and Psychological
Demands of Public Safety Occupations**

Additional Considerations

Two guidelines should be used to determine whether enhanced benefits are appropriate

- Employees should have a high level of responsibility for ensuring the safety of others
- Employees should have physically and psychologically demanding jobs that are more difficult to perform as they age

Note: Having low or minimal levels of public safety responsibility or physical and psychological demands does not mean that occupations do not have important public safety roles.

JLARC staff used 3 criteria to assess the responsibility level of public safety occupations

Criteria	Description
Obligation to maintain public safety	Responsibility for enforcing criminal laws of the Commonwealth
Responsibility for emergency first response	Responsibility for responding to medical, fire, and other emergencies that threaten human life and safety
Impact on safety of others	Job performance regularly affects the safety of other employees and members of the public

JLARC staff used 6 criteria to assess the physical & psychological demands of public safety occupations

Criteria	Description
Workers' compensation claims	Job-related injuries and diseases resulting in paid workers' compensation claims
Personal assaults	Assaults with or without a weapon
Motor vehicle accidents	Accidents in or outside a vehicle
Fire-related incidents	Structural fires, wildfires, or controlled burns
Other accidents & chronic conditions	Lifting heavy objects, moving over hazardous terrain, chronic pain, cardiovascular disease, etc.
Mental health impacts	Mental health conditions (e.g., anxiety, depression) caused by trauma

JLARC staff assessed the relative responsibility and demand levels of public safety occupations

- Responsibility and demand assessed by comparing each occupation to all others in the review
- All state public safety occupations and select local public safety occupations* included in review
- Assessments of responsibility and demand based on
 - Workers' compensation claims rate and benefit amounts
 - Survey responses from each occupation
 - Responsibilities articulated in the Code of Virginia and interviews with employees in occupations

*Local public safety occupations reviewed include those requested by the Senate Finance and Appropriations and House Appropriations committees as well as local police officers and deputy sheriffs.

Responsibility and demand levels vary for occupations receiving enhanced benefits

Occupation	Responsibility level	Demand level	Eligible for enhanced benefits
VSP trooper Local police VSP investigator Campus police	●●●●●	●●●●●	✓
DWR conservation police	●●●●○	●●●●●	✓
Deputy sheriff	●●●●○	●●●●○	✓
Capitol police	●●●●●	●●○○○	✓
VMRC police officer	●●●●○	●●○○○	✓
DJJ correctional officer	●●○○○	●●●●○	✓
DOC correctional officer DOC probation officer ABC special investigator	●●○○○	●●○○○	✓

●●●●● High ●●●●○ Moderate ●●○○○ Low ●○○○○ Minimal

Local animal control officers enforce state and local laws related to animals

- Respond to calls involving domestic or wild animals that are in danger or pose a danger
 - Frequently seize abused, neglected, or dangerous animals and take them to their locality's animal shelter
- Work with local police or deputy sheriffs at residences with known aggressive animals
 - Respond to domestic disturbances, conduct welfare checks, execute arrest warrants
- May also assist shelter staff with caring for and euthanizing animals, particularly in smaller localities

Animal control officers have a moderate level of public safety responsibility

- Moderate potential to directly impact the safety of the public and fellow officers
- Respond to calls for emergency assistance with moderate frequency
- Animal control officers typically have authority to enforce only animal-related laws, not all criminal laws
 - Officers in some localities do not have authority to make arrests

Animal control officers face a high level of physical and psychological demands

- Among the highest rates of workers' compensation claims (17 percent of staff annually)*
- High risk of encountering violent or threatening individuals and other physical demands
 - Risk of physical altercation with owners of animals being seized
 - Many injuries occur when restraining large or aggressive animals

**The average workers' compensation claim rate for all non-public safety state employees is 1.7% annually.*

Local animal control officers have moderate responsibility and face high level of demands

Occupation	Responsibility level	Demand level	Eligible for enhanced benefits
VSP trooper Local police VSP investigator Campus police	●●●●●	●●●●●	✓
DWR conservation police	●●●●○	●●●●●	✓
Deputy sheriff	●●●●○	●●●●○	✓
Capitol police	●●●●●	●●○○○	✓
VMRC police officer	●●●●○	●●○○○	✓
DJJ correctional officer	●●○○○	●●●●○	✓
DOC correctional officer DOC probation officer ABC special investigator	●●○○○	●●○○○	✓
Local animal control officer	●●●●○	●●●●●	

●●●●● High ●●●●○ Moderate ●●○○○ Low ●○○○○ Minimal

Estimated cost of providing enhanced benefits for animal control officers

- Estimated increase in local retirement costs in first year ranges from 0.1% to 1.1%
 - Estimated first-year cost increase as high as \$181,000 for one large locality
- Estimated increase in local retirement contribution rate ranges from 0.02% to 0.10%

Based on 8 illustrative localities for which cost estimates were developed.

DCR law enforcement rangers enforce criminal laws at state parks and natural area preserves

- Conduct foot patrols and traffic stops, investigate reports of suspicious persons, respond to calls for medical assistance
- Enforce park rules related to parking fees, excessive noise, alcohol consumption
- Rangers have substantial non-law enforcement activities
 - Park facility maintenance and interpretive programs for the public

DCR law enforcement rangers have a moderate level of public safety responsibility

- Responsible for maintaining public safety by enforcing all criminal laws of the Commonwealth
- Rangers respond to calls for emergency assistance with a moderate frequency
- Job performance of rangers has moderate potential to directly affect the safety of other officers or the public

DCR law enforcement rangers face a high level of physical and psychological demands

- Encounter violent and threatening individuals more often than some other public safety occupations
 - Risk of confronting individuals alone without backup
- Encounter other physical demands more than other public safety occupations
 - Hazardous terrain or moving heavy objects
- Moderate rate of workers' compensation claims (6% of staff annually)
 - High amount of benefits per claim (median of \$1,230)

DCR law enforcement rangers have moderate responsibility and face high demands

Occupation	Responsibility level	Demand level	Eligible for enhanced benefits
VSP trooper Local police VSP investigator Campus police	●●●●●	●●●●●	✓
DWR conservation police	●●●●○	●●●●●	✓
Deputy sheriff	●●●●○	●●●●○	✓
Capitol police	●●●●●	●●○○○	✓
VMRC police officer	●●●●○	●●○○○	✓
DJJ correctional officer	●●○○○	●●●●○	✓
DOC correctional officer DOC probation officer ABC special investigator	●●○○○	●●○○○	✓
DCR law enforcement ranger	●●●●○	●●●●●	

●●●●● High ●●●●○ Moderate ●●○○○ Low ●○○○○ Minimal

Estimated cost of providing enhanced benefits for DCR law enforcement rangers

- Estimated to increase DCR retirement costs 21% the first year
 - Represents an estimated increase of \$807,000

911 dispatchers answer emergency calls and dispatch first responders

- 911 dispatchers receive a broad range of calls
 - Medical emergencies, domestic violence, car accidents, fires, shootings, suspicious persons, suicides, etc.
 - Other calls are less serious or not appropriate for 911
- VSP 911 dispatchers receive calls from the public to #77 and calls transferred from local dispatch centers
- Dispatchers typically stay on the call until first responders arrive on the scene

911 dispatchers have a high level of public safety responsibility

- 911 dispatchers are often the first public safety employees to become involved in an emergency
- High potential for their job performance to impact the safety of 911 callers and other first responders

911 dispatchers face a high level of psychological demands, but minimal physical demands

- High risk for negative mental health effects due to nature of calls (e.g., involve violence or individuals in crisis)
- High to moderate rates of mental health related workers' compensation claims
- Dispatchers are not exposed to physical demands common to other public safety occupations
 - Direct encounters with threatening individuals, motor vehicle accidents, fire-related incidents

911 dispatchers have a high level of responsibility and face a minimal overall level of demands

Occupation	Responsibility level	Demand level	Eligible for enhanced benefits
VSP trooper Local police VSP investigator Campus police	●●●●●	●●●●●	✓
DWR conservation police	●●●●○	●●●●●	✓
Deputy sheriffs	●●●●○	●●●●○	✓
Capitol police	●●●●●	●●○○○	✓
VMRC police officer	●●●●○	●●○○○	✓
DJJ correctional officer	●●○○○	●●●●○	✓
DOC correctional officer DOC probation officer ABC special investigator	●●○○○	●●○○○	✓
911 dispatcher (state and local)	●●●●●	●○○○○	

●●●●● High ●●●●○ Moderate ●●○○○ Low ●○○○○ Minimal

Estimated cost of providing enhanced benefits for 911 dispatchers

- Virginia State Police dispatchers
 - Estimated to increase agency retirement costs 2.3% the first year
 - Represents an estimated increase of \$995,000
- Local 911 dispatchers*
 - Estimated increase in local retirement costs in first year ranges from 0.5% for one large locality to 25% for one small locality
 - Estimated increase in local retirement contribution rate ranges from 0.05% to 2.55%

** Based on 8 illustrative localities for which cost estimates were developed.*

Local juvenile detention specialists supervise residents in local juvenile detention facilities

- Local facilities often include juveniles accused of or found guilty of violent offenses
- Juvenile detention specialists supervise residents in all areas of facilities
 - Classrooms, living pods, common areas
- Detention specialists are not armed
 - Generally cannot use handcuffs or other devices to restrain violent residents

Juvenile detention specialists have a low level of public safety responsibility

- Responsibilities are focused on ensuring resident safety in their facility
 - Not responsible for enforcing criminal laws or responding to emergencies in the community
- Low potential for their actions to directly affect the safety of other staff or the general public
- Respond to calls for emergency assistance within the facility at a moderate frequency

Juvenile detention specialists face a moderate level of physical and psychological demands

- High rate of workers' compensation claims (13% of staff annually)
 - Moderate amount of benefits per claim (median of \$567)
- High risk of encountering violent or threatening youth
 - Workers' compensation claims often result from altercations with residents
- Lower risk for other physical demands
 - Motor vehicle accidents and fires

Local juvenile detention specialists have a low level of responsibility and face moderate demands

Occupation	Responsibility level	Demand level	Eligible for enhanced benefits
VSP trooper Local police VSP investigator Campus police	●●●●●	●●●●●	✓
DWR conservation police	●●●●○	●●●●●	✓
Deputy sheriff	●●●●○	●●●●○	✓
Capitol police	●●●●●	●●○○○	✓
VMRC police officer	●●●●○	●●○○○	✓
DJJ correctional officer	●●○○○	●●●●○	✓
DOC correctional officer DOC probation officer ABC special investigator	●●○○○	●●○○○	✓
Local juvenile detention specialist	●●○○○	●●●●○	

●●●●● High ●●●●○ Moderate ●●○○○ Low ●○○○○ Minimal

Estimated cost of providing enhanced benefits for local juvenile detention specialists

- Estimated increase in local retirement costs in first year is approximately 1%
 - Amount of estimated first-year increase is as high as \$440,000 for one large locality
- Estimated increase in local retirement contribution rate in first year is approximately 0.14%

Based on 8 illustrative localities for which cost estimates were developed.

DOC special investigators conduct investigations related to DOC operations

- Most investigations involve inmates or staff at state prisons, including
 - Drug-smuggling and other contraband
 - Assaults
 - Inmate deaths
 - Gang activity
 - Inappropriate relationships between inmates and staff
- Investigations often require interviewing inmates and staff in state prisons

DOC special investigators have a low level of public safety responsibility

- Responsible for enforcing DOC-related laws and policies, not all criminal laws
- Low potential to directly affect the safety of the public or other officers
- Respond to calls for emergency assistance with minimal frequency

DOC special investigators face a moderate level of physical and psychological demands

- Moderate rate of workers' compensation claims (~6% of staff annually), but a high amount of benefits paid per claim
- Moderate level of physical demands overall

DOC special investigators have a low level of responsibility and face moderate demands

Occupation	Responsibility level	Demand level	Eligible for enhanced benefits
VSP trooper Local police VSP investigator Campus police	●●●●●	●●●●●	✓
DWR conservation police	●●●●○	●●●●●	✓
Deputy sheriff	●●●●○	●●●●○	✓
Capitol police	●●●●●	●●○○○	✓
VMRC police officer	●●●●○	●●○○○	✓
DJJ correctional officer	●●○○○	●●●●○	✓
DOC correctional officer DOC probation officer ABC special investigator	●●○○○	●●○○○	✓
DOC special investigator	●●○○○	●●●●○	

●●●●● High ●●●●○ Moderate ●●○○○ Low ●○○○○ Minimal

Estimated cost of providing enhanced benefits for DOC special investigators

- Estimated to increase DOC retirement costs 1.2% the first year
 - Represents an estimated increase of \$814,000

DMV law enforcement officers enforce laws related to DMV operations

- Conduct investigations and enforcement activities related to
 - Use of fraudulent information to obtain driver's license, motor vehicle title, etc.
 - Violation of tax and fee payment laws (e.g., fuels tax)
 - Illegal sale of salvage vehicles or parts
- Common enforcement activities include
 - Conducting traffic checks of commercial and diesel vehicles
 - Seizing vehicle tags and plates obtained illegally

DMV law enforcement officers have a low level of public safety responsibility

- Officers have authority to enforce all criminal laws but focus on DMV-related laws
- Directly impact the safety of the public and other law enforcement officers with less frequency than other occupations
- Respond to calls for emergency assistance with relatively low frequency

DMV law enforcement officers face a low level of physical and psychological demands

- Low rate of workers' compensations claims (~2% of staff annually)
 - Low amount of benefits per claim (median of \$104)
- Low risk for personal assaults because they encounter violent or threatening individuals relatively less frequently
- Minimal risk for fire-related injuries

DMV law enforcement officers have low levels of responsibility and demands

Occupation	Responsibility level	Demand level	Eligible for enhanced benefits
VSP trooper Local police VSP investigator Campus police	●●●●●	●●●●●	✓
DWR conservation police	●●●●○	●●●●●	✓
Sheriff's deputy	●●●●○	●●●●○	✓
Capitol police	●●●●●	●●○○○	✓
VMRC police officer	●●●●○	●●○○○	✓
DJJ correctional officer	●●○○○	●●●●○	✓
DOC correctional officer DOC probation officer ABC special investigator	●●○○○	●●○○○	✓
DMV law enforcement officer	●●○○○	●●○○○	

●●●●● High ●●●●○ Moderate ●●○○○ Low ●○○○○ Minimal

Estimated cost of providing enhanced benefits for DMV law enforcement officers

- Estimated to increase DMV retirement costs 11% the first year
 - Represents an estimated increase of \$1.5M

OAG Medicaid fraud investigators only recently received law enforcement authority

- Investigate cases involving Medicaid provider fraud
- 2023 legislation (HB 1452) authorized OAG to hire investigators with law enforcement authority
- Previously, OAG relied on other agencies to perform most dangerous parts of investigations
 - Executing search warrants
 - Making arrests
- Premature to assess responsibility and demand levels of investigators

In this presentation

Background

Level of Responsibility and Physical and Psychological
Demands of Public Safety Occupations

Additional Considerations

Additional considerations were referred or raised for inclusion in JLARC review

- Recruitment and retention of public safety staff
- Enhanced retirement benefits for part-time public safety officers
- Return to work for law enforcement occupations
- Income tax subtraction of firefighter retirement benefits
- Enhanced benefits for school resource officers
- Varying levels of enhanced benefits for occupations with similar levels of responsibility and demand

Finding

Some public safety staff suggested in interviews that enhanced retirement benefits would improve recruitment and retention, but other strategies could address these challenges more directly.

Some public safety staff said enhanced benefits could help with recruitment and retention

- Public safety staff cited difficulty competing with occupations that offer enhanced benefits
- Indicated enhanced benefits could help with recruitment
- Public safety staff said psychological demands of working in occupation makes it difficult to stay in occupation long term
 - Example: 911 dispatchers indicated that there is often little or no time to process a traumatic call before taking the next one
 - Example: animal control officers said new staff not prepared for traumatic scenes (e.g., seeing deceased persons or animals)

Several strategies may help address recruitment and retention more directly

- Increasing salaries
 - Higher starting salaries for new employees
 - Larger and more regular salary increases for existing employees
- Signing and retention bonuses
- Larger health insurance premium subsidies
- Additional mental health supports
 - Additional paid leave
 - Downtime after traumatic events
 - Mental health supports provided immediately after traumatic events

Finding

Retirement benefits for part-time salaried and wage public safety employees should be handled differently.

Recent legislation proposed enhanced benefits for part-time law enforcement and correctional officers

- HB 2318 and SB 1445 (2023) would provide enhanced retirement benefits for state and local public safety employees working at least 20 hours per week
 - Law enforcement officers
 - Correctional officers
- Would cover both salaried and wage employees

HB 2318 and SB 1445 were referred to JLARC for review.

Enhanced retirement benefits already available to some part-time public safety employees

- Defined benefits (including enhanced retirement benefits) are available to part-time salaried state employees working at least 20 hours, according to VRS and DHRM*
 - Benefits are pro-rated based on number of hours worked
 - Relatively small number of part-time salaried state public safety employees in Virginia**
- Localities can develop their own policies for how many hours are required to be eligible for pension benefits
 - Employee must be in a permanent, salaried position to be eligible

*Item 4-6.03.e., Chapter 2, 2022 Acts of Assembly, Special Session I. **Only includes part-time employees in occupations where full-time employees receive enhanced benefits.

Retirement benefits for part-time salaried and wage employees should be handled differently

- Enhanced benefits can be provided for part-time salaried employees
 - Consistent pay to calculate employer/employee retirement contributions
- Defined benefits (including enhanced benefits) for part-time wage employees is problematic
 - Often work seasonal or irregular hours, making it difficult to determine employer and employee contributions
 - Wage employees cannot opt out if employer provides enhanced benefits for their employment classification

Defined contribution match may be preferable approach to helping part-time wage employees

- Larger employer match in defined contribution plan could be provided to part-time wage public safety employees
- Cost would depend on employer defined contribution match

Finding

Expanding return to work options for law enforcement officers requires consideration of actuarial plan health, employer contributions, and appropriateness.

SB 1411 (2022) requires VRS and DCJS to provide a report on return-to-work for public safety occupations by November 1, 2023.

Return to work policies provide flexibility for employers and retirees

- Allows part-time retirees to return to work with their employer (or another employer in the VRS system) and continue collecting their retirement benefit
- Helps employers address temporary staffing challenges
- IRS requires break in service between retiring and returning to work to maintain tax-exempt status of plans
- Break in service also discourages employees from retiring solely to return to work (“double dipping”)

State and local employees can return to work under some circumstances

- Any VRS retiree can return to work part-time (32 hours or less weekly) after a 1 month break in service
- Retirees can return full-time to 4 types of positions after a 6 month break in service
 - K-12 instructional and administrative staff (e.g., teachers, principals) in designated “critical shortage” positions
 - K-12 school bus drivers in designated “critical shortage” positions
 - K-12 specialized student support staff in designated “critical shortage” positions
 - Sworn law enforcement returning to work as school security officers
- With VRS approval, a retiree can return to work full time in an interim position for up to 6 months after a 1 month break in service
 - Mainly for executive-level positions that are hard to fill quickly (e.g., county administrator, chief financial officer)

2023 legislation requires a report on expanding return to work options

- SB 1411 requires VRS and DCJS, in consultation with JLARC, to analyze expanding return to work options for law enforcement officers
 - Appropriate break in service
 - Need for retired law enforcement officers to fill staffing shortages
 - Effectiveness of employing retired law enforcement in law enforcement occupations, including field operations
 - Actuarial analysis of need for changes to return to work policies to ensure plan health
- Report to be provided by November 1, 2023

Key considerations for expanding return to work options for law enforcement officers

- Sufficient break in service needed to protect actuarial health of retirement plans
 - Meet IRS rules and maintain tax-exempt status of plans
 - Discourage officers from retiring earlier than planned
- Requiring employer contributions for retirees returning to work
 - Not requiring them could lead to higher employer contribution rates for non-retired employees if retirees become a large part of workforce
- Whether return to work options are appropriate for occupations receiving enhanced retirement benefits
 - Seems counterintuitive to allow for early retirement because of occupational demands and return to work to same occupation

Finding

Proposed income tax subtraction for firefighter retirement benefits could have fiscal impact of \$4–\$8 million annually.

Recent legislation proposed an income tax subtraction for firefighter retirement benefits

- HB 2353 and SB 1403 (2023) would create an income tax subtraction of up to \$40,000 for firefighters and their surviving spouses
 - Retirement benefits for retired firefighters
 - Line of Duty Act (LODA) benefits for surviving spouses of firefighters killed in the line of duty
- Subtraction could be claimed by any local, state, or federal retired firefighters and surviving spouses

HB 2353 and SB 1403 were referred to JLARC for review.

Subtraction could have estimated fiscal impact of \$4M–\$8M annually when fully phased in

- JLARC staff estimate there are approximately 4,000 retired firefighters in Virginia
 - Includes local, state, and federal retired firefighters
 - Based on an estimated total of 12,250 actively employed firefighters statewide*
- Fiscal impact depends on annual income of retired firefighters and their marginal tax rate
 - Annual retirement benefit for firefighters is estimated to be \$58,000**

* U.S. Bureau of Labor Statistics **Based on weighted average for VRS-covered firefighters.

Findings

School resource officers, which JLARC was directed to include in the review, are already eligible for enhanced retirement benefits.

School resource officers (SROs) are already eligible for enhanced retirement benefits

- JLARC directed to include SROs in review of enhanced retirement benefits
- SROs must be employed by local police or sheriff's departments*
 - Deputy sheriffs already eligible for enhanced retirement benefits
 - Local police officers eligible for enhanced retirement benefits if locality has elected to provide coverage
- JLARC staff reviewed eligibility of school security officers (SSOs) for enhanced retirement benefits
 - Ranked lower on criteria for enhanced retirement benefits

*Section 9.1-101 of Code of Virginia.

Finding

Some public safety occupations have similar levels of responsibility and demand but receive different levels of enhanced retirement benefits.

Enhanced benefit levels vary for some public safety occupations with similar responsibility and demand levels

- Campus police officers and local police officers have high responsibility levels and face high level of demand
 - Vast majority of campus police officers do not receive hazardous duty supplement
 - Local police officers receive supplement if their locality provides enhanced benefits
- DWR conservation police and deputy sheriffs have the same responsibility levels and face similar levels of demand
 - Vast majority of conservation police do not receive supplement
 - Localities required to provide sheriffs with enhanced benefits that include supplement

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