

SCPP Study: High Risk Job Classification Possible Committee Findings And Recommendations

This handout was created by staff to facilitate discussion on possible committee findings and/or recommendations around the evaluation of PSERS membership. This handout provides examples of potential findings and recommendations that the committee may adopt, amend, or disregard, in whole or in part; or add to.

Possible Findings

- 1F. The findings of the study are insufficient to recommend specific groups for inclusion in PSERS at this time. The study was not able to look at every occupation in sufficient detail given time and resource constraints. Also, the injury rate data collected was limited and did not include local government or higher education, or break out specific types of injuries. Further study is required to determine if and how PSERS should be expanded.
- 2F. Policy makers will likely find Workers' Compensation compensable claims rates data, by itself, insufficient to classify occupations as high risk or as a basis for PSERS membership. Compensable claims rates are only one indicator of job risk and may not give the complete picture. Policy makers will likely consider other factors such as job duties, training requirements, workplace hazards, types of injuries, exposure to violence, and stress.
- 3F. Some non-PSERS members may have similar job duties or face similar risks as current PSERS members. PSERS membership criteria is based on job duty and employer, not job risk. Some Juvenile Rehabilitation Administration (JRA) and Office of the Insurance Commissioner (OIC) staff are likely excluded solely because their employer is not a PSERS-eligible employer. Some institutional staff may face similar risks as current PSERS members but are excluded because their primary job duty does not involve enforcing criminal laws or ensuring the custody of incarcerated individuals.
- 4F. Basing PSERS membership on job titles will likely lead to inconsistency in membership and could have unintended consequences. Job titles are not uniform throughout all public employers and may be subject to change.

Possible Recommendations

- 1R. **Job risk is better addressed outside of the pension system rather than by expanding PSERS membership.** Adding groups to PSERS will not eliminate all physical risks for older employees, and will likely create long-term contractual rights that cannot easily be undone if job risks change in the future. There are likely options for addressing job risk outside of the pension system including human resource options, safety practices and procedures, or technological advancements.
- 2R. **PSERS membership should not be expanded based exclusively on job risk. Any expansion of PSERS membership should be limited to groups with similar duties or exposed to similar risks as existing PSERS members.** Expanding PSERS based entirely on job risk will make it difficult for policy makers to draw a bright line around membership, and will likely result in the inclusion of occupations not directly related to public safety.
- 3R. **PSERS membership criteria should continue to be based on employer and job duties and not specific job titles.** Basing PSERS membership on job titles will likely lead to inconsistency in membership and could have unintended consequences.
- 4R. **The following group(s) should be studied for possible inclusion in PSERS.**
 - ❖ **Option 1: Groups excluded from PSERS membership because their employer is not listed in statute as a PSERS employer, but would otherwise likely meet membership criteria. Possible occupations could include the following.**
 - **Juvenile Rehabilitation Administration:** Residential & Community Counselors and Counselor Assistants.
 - **Office of the Insurance Commissioner:** Investigators.
 - ❖ **Option 2: Groups with a primary responsibility of supervising or ensuring the custody and safety of residents of mental health institutions, institutions for the developmentally disabled, and correctional facilities. Possible occupations could include the following.**
 - **Mental Health Institutions:** Mental Health Technician, Psychiatric Security Attendant, Security Guard.
 - **Institutions for the Developmentally Disabled:** Attendant Counselors, Psychiatric Childcare Counselor.
 - **Department of Corrections/Special Commitment Center:** Residential Rehabilitation Counselor, Security Guard.

- ❖ **Option 3: Groups with a primary responsibility of providing direct care to residents of mental health institutions, institutions for the developmentally disabled, veteran's homes, and correctional facilities. Possible occupations could include the following.**
 - **Mental Health Institutions:** Licensed Practical Nurse, Psychiatric Security Nurse, Occupational & Recreational Therapists, Institutional Counselor, Psychologists, and Psychiatric Social Workers.
 - **Institutions for the Developmentally Disabled:** Licensed Practical Nurse, Adult Training Specialist, Recreation & Athletic Specialist, Custodian, Psychiatric Social Worker.
 - **Veteran's Home:** Registered Nurse, Licensed Practical Nurse, Nursing Assistant, Psychiatric Social Worker, Custodian.
 - **Department of Corrections:** Registered Nurse, Nursing Assistant, Licensed Practical Nurse.

5R. Further study of options other than PSERS membership should be considered for other groups with higher risk of workplace injury or higher exposure to workplace stress. [Note: This example recommendation would be combined with recommendation(s) under Options 1-3 above.]

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