



Jefferson City Police Department

AGENDA ITEM REPORT

TO: Mr. James Gallup, City Manager

FROM: Andy Dossett, Chief of Police

DATE: July 29, 2025

SUBJECT: TCRS Hazardous Duty Benefit Report from Justin Ball (TCRS)

BACKGROUND:

- Description: TCRS hazardous Duty Benefit for Police and Fire
- Impact

FISCAL IMPACT:

- Budget:
- Cost: \$574,236 lump sum or 10-year amortization

REQUEST/RECOMMENDATION:

The council approved the study required by TCRS to determine the cost to opt into the TCRS hazardous duty benefit for police and fire members who serve a minimum of 20 years with the city. This benefit would provide an additional retirement stipend for those who meet the criteria. Please see attached results of the study.

ATTACHMENTS:

- (1) Email from Justin Ball (TCRS) detailing the cost of the project
- (2) TCRS info brochure

*****CAUTION*****

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Chief Dossett,

The actuarial study results are in for the Hazardous Duty Benefit. Essentially there are three options for paying the liability if you choose to move forward:

Lump sum	1-Year Amortization	10-Year amortization
Legacy \$574,236 and ADC increase of 0.48%	27.26% ADC increase	4.01% ADC increase

Please let me know if you have any questions or if you would like a resolution to adopt this plan provision.

Justin Ball

Regional Outreach Specialist, East TN Region

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State of Tennessee
PUBLIC CHAPTER NO. 919

HOUSE BILL NO. 2683

By Representatives Doggett, Davis, Boyd, Alexander, Russell, Burkhart, Sherrell

Substituted for: Senate Bill No. 2902

**By Senators Bailey, Gardenhire, Haile, Hensley, Jackson, Massey, Southerland, Rose,
Yager**

AN ACT to amend Tennessee Code Annotated, Title 4, Chapter 24; Title 8, Chapter 34; Title 8, Chapter 35; Title 8, Chapter 36 and Title 8, Chapter 37, relative to retirement benefits.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 8, Chapter 36, Part 2, is amended by adding the following as a new section:

(a) Notwithstanding another law to the contrary, members employed as public safety officers are eligible to receive a hazardous duty supplemental benefit in addition to the member's retirement allowance if:

(1) The member meets the eligibility requirements for retirement;

(2) The member has at least twenty (20) years of creditable service in the retirement system as a public safety officer;

(3) The member retires on a service retirement allowance or early service retirement allowance pursuant to this chapter, and does not retire under disability retirement pursuant to part 5 of this chapter;

(4) The chief governing body of the political subdivision passes a resolution authorizing an actuarial study to determine the liability associated with providing the hazardous duty supplemental benefit and accepting responsibility for the costs of the study;

(5) Following receipt of the actuarial study, the governing body of the political subdivision passes a resolution authorizing the supplemental benefit and accepting the liability for the benefit; provided, however, the political subdivision shall not establish the supplemental benefit unless the political subdivision's funded status in the retirement system will be at least seventy percent (70%) after implementation of the supplemental benefit as defined and otherwise provided for in § 8-35-206(i)(1). All costs associated with providing the supplemental benefit must be paid by the political subdivision and not the state; and

(6) After authorizing the supplemental benefit, the political subdivision pays the estimated increased pension liability through one (1) of the following methods:

(A) A lump sum;

(B) An increase in the employer's contribution rate over the course of the fiscal year (July 1-June 30) following the adoption of the authorizing resolution; or

(C) Amortizing the unfunded accrued liability over a period of time not to exceed ten (10) years from the date of the adoption of the resolution.

(b) The hazardous duty supplemental benefit is calculated as follows:

(1) For any such member retiring on a service retirement allowance, the hazardous duty supplemental benefit is equal to three-eighths of one percent (0.375%) of the member's average final compensation multiplied by the member's years of creditable service as a public safety officer with a political subdivision that has adopted the hazardous duty supplemental benefit;

(2) For any such member participating in the legacy plan retiring on an early service retirement allowance pursuant to § 8-36-301, the hazardous duty supplemental benefit is computed in accordance with subdivision (b)(1), but is reduced by four-tenths of one percent (0.4%) for each month by which the member's date of early service retirement precedes the member's service retirement date; and

(3) For any such member participating in the alternate defined benefit plan pursuant to § 8-35-255, hybrid plan pursuant to § 8-35-256, or the hybrid retirement plan for state employees and teachers pursuant to chapter 36, part 9 of this title retiring on an early service retirement allowance, the hazardous duty supplemental benefit is computed in accordance with subdivision (b)(1), but is reduced by an actuarially determined factor as set by the board from time to time.

(c) A retired member covered by this section is entitled to receive an adjustment in the retiree's hazardous duty supplemental benefit pursuant to § 8-36-701, except as otherwise provided in § 8-36-922. Any such adjustment to the hazardous duty supplemental benefit is computed separately from the member's service retirement allowance.

(d) Sections 8-36-102, 8-36-208(a), 8-35-225(h), 8-35-256(h), and 8-36-908 do not reduce or eliminate the supplemental benefit provided by this section, and the supplemental benefit must not be reduced as a result of any optional retirement allowance selected by the member pursuant to § 8-36-601.

(e) The hazardous duty supplemental benefit begins on the member's effective date of retirement or on the first day of the month following the month the member reaches age sixty (60), whichever is later.

(f) The hazardous duty supplemental benefit, including any cost-of-living adjustments attributable to that benefit, ceases on the first day of the month following the month in which the member dies, or on the first day of the month following the month in which the member reaches full retirement age for receipt of old age and survivors benefits under Title II of the Social Security Act (42 U.S.C. §§ 401-425).

(g) The hazardous duty supplemental benefit provided by this section applies to all current and future retired members who meet the eligibility criteria for the supplemental benefit; provided, that the benefit must not be paid retroactively.

(h) For the purposes of this section, the term "public safety officer" means a full-time, salaried employee of a political subdivision who is a sheriff, sheriff's deputy, police officer, chief of police, or any other law enforcement officer with the political subdivision whose primary responsibility is the prevention and detection of crime and apprehension of offenders. The term "public safety officer" for purposes of this section also means a full-time, salaried employee of a political subdivision who is a correctional officer or firefighter.

SECTION 2. This act takes effect January 1, 2025, the public welfare requiring it.

HOUSE BILL NO. 2683

PASSED: April 17, 2024



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES



RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 3rd day of May 2024



BILL LEE, GOVERNOR



Hazardous Duty Supplemental Benefit for Public Safety Officers

(Public Chapter 919)

There is a new law taking effect January 1, 2025, that provides a hazardous duty supplemental benefit for public safety officers in addition to the member's regular retirement allowance. "Public Safety Officer" means either (1) a full-time, salaried employee of a political subdivision who is a sheriff, sheriff's deputy, police officer, chief of police, or any other law enforcement officer whose primary responsibility is the prevention and detection of crime and apprehension of offenders, or (2) a full-time, salaried employee of a political subdivision who is a correctional officer or firefighter.



Local government requirements

The chief governing body of the political subdivision must pass a resolution authorizing an actuarial study to determine the liability and accepting responsibility for the costs of the study. After receipt of the actuarial study, the political subdivision must pass a resolution authorizing the supplemental benefit and accept the liability for the benefit. Political subdivisions may establish the supplemental benefit only if the political subdivision's funded status in the retirement system is at least 70% after implementation of the supplemental benefit. Political subdivisions can pay the increased pension liability through either a lump sum, an increase in the employer's contribution rate, or by amortizing the unfunded accrued liability over a period not to exceed ten (10) years. The effective date of the hazardous duty supplement is the date when the chief governing body of the political subdivision passes a resolution authorizing the supplemental benefit. It applies to current and future retired members who meet the eligibility criteria for the supplemental benefit.

Creditable service requirement

In order to qualify for the hazardous duty supplemental benefit, the member must have at least twenty (20) years of creditable service in TCRS as a Public Safety Officer, and the member must have creditable service as a Public Safety Officer with a political subdivision that has adopted the hazardous duty supplemental benefit. The member must retire on service retirement or early retirement only. For example, if a member has 15 years of service as a Public Safety Officer

with a political subdivision that adopted the resolution and 5 years in a public safety officer position with a political subdivision that did not adopt the resolution, the member is eligible for the supplemental benefit because the member has a total of 20 years as a Public Safety Officer. The amount of the hazardous duty supplemental benefit will be calculated and based on the 15 years of public safety officer service with the political subdivision that adopted the resolution. For the member who is retiring on a service retirement allowance, the hazardous duty supplemental benefit is equal to 0.375% of the member's average final compensation (AFC) multiplied by the member's years of creditable service as a Public Safety Officer with a political subdivision that has adopted the hazardous duty supplemental benefit. The hazardous duty supplemental benefit is not affected by any other benefits, such as bridge benefits, and is not eliminated or reduced due to any other benefits or payment options. The hazardous duty supplemental benefit is subject to a Cost of Living Allowance (COLA).

Benefit start date

The hazardous duty supplemental benefit begins on the member's effective date of retirement or on the first day of the month following the month when the member reaches age 60, whichever is later. The hazardous duty supplemental benefit ends on the earlier of the first day of the month following the month in which the member dies, or on the first day of the month following the month in which the member reaches Social Security full retirement age.

Contact Us

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