



# Include TJJD staff in LECOSRF

The Law Enforcement and Custodial Officers Supplemental Retirement Fund (LECOSRF) was designed for state employees who deal with offenders on a daily basis. It allows staff in positions with a high rate of injury to retire after 20 years of service as long as they are over the age of 57. JCO's, teachers, case managers and other staff in the Texas Juvenile Justice Department work in a dangerous environment **with the highest injury rate of all state agencies and the highest turnover rate.** They need to be included to help reduce turnover and shorten the amount of time employees have to work in such a dangerous environment. Many TJJD staff get seriously injured before they can meet the rule of 80 and retire through the current system. They need a 20-year retirement plan for the stress and risk they have to endure working in TJJD.

Inclusion in LECOSRF would help reduce turnover in TJJD, which currently stands at 30%. Attracting and retaining quality, dedicated staff will not only increase the quality of rehabilitation services provided to the juvenile offender population in the agency,

it will also increase the safety level for both youth and staff. A high turnover rate in TJJD leads to a high injury rate which in turn contributes to a higher turnover rate in cyclical fashion. Experienced staff are critical in dealing with potentially dangerous situations on the job, and inclusion in a 20-year retirement plan would be a strong incentive for employees to stay on the job longer.

## Injury frequency rates for TJJD as compared to agencies currently participating in LECOSRF

AGENCY	2016	2017	2018
Juvenile Justice Dept. (formerly TYC)	19%	17%	18%
Dept. of Criminal Justice	5%	5%	4%
Dept. of Public Safety	5%	7%	5%
Alcoholic Beverage Comm.	5%	3%	3%
Parks and Wildlife Dept.	4%	4%	3%

*from the State Office of Risk Management*

**TSEU asks you to support legislation that would include TJJD staff in LECOSRF only if ERS is 100% funded**