

# THE LAW ENFORCEMENT AND CUSTODIAL OFFICERS SUPPLEMENTAL RETIREMENT FUND (LECOSRF)

This section explains the additional benefits that the State of Texas provides in recognition of the career services performed by law enforcement such as Commissioned Peace Officers and Custodial Officers. The Texas Legislature created the LECOSRF under the provisions of Subtitle 8, Title 8, Texas Government Code. The supplement rewards officers with 20 or more years of CPO/CO service. If you retire with less than 20 years of CPO/CO service, you do not qualify for supplemental benefits. Officers are also members of the state employee retirement program. The LECOS program gives officers an additional benefit if they qualify.

Members of the Law Enforcement and Custodial Officers Supplemental Retirement Fund (LECOSRF) contribute 0.5 percent of their monthly salary pre-tax to the LECOSRF.

## LECOSRF MEMBERSHIP

Three types of membership qualify for supplemental benefits under this program.

You are included in the Supplemental Retirement Program if you are one of the following:

- A “law enforcement officer” who has been commissioned by the Texas Department of Public Safety, Texas Alcoholic Beverage Commission, Texas Parks and Wildlife Department, or the Office of Inspector General at the Texas Youth Commission, and whose commission is recognized by the Texas Commission on Law Enforcement Officers Standards and Education.
- A “custodial officer” for the Texas Department of Criminal Justice – Institutional Division (TDCJ), certified as having normal duties that require you to have direct contact with inmates.
- A “parole officer or caseworker” employed and certified by the Board of Pardons and Paroles or the Texas Department of Criminal Justice (TDCJ).

## ELIGIBLE CREDIT

Creditable service includes all service established in your regular retirement account that has been credited as CPO/CO service. Withdrawn service, service not previously established, and military service may be credited under the LECOSRF with the following provisions:

- As an active employee, your accumulated sick and/or annual leave may be converted into CPO/CO creditable service at retirement if you retire from that CPO/CO position. One month of credit will be earned for each 160 hours or fraction thereof of accumulated sick and/or annual leave. These are calculated separately.
- Military service will be counted as CPO/CO service if you entered military service within 90 days after leaving CPO/CO employment and returned to CPO/CO employment within 90 days after completing active military duty. This service must be purchased to receive retirement credit.
- Additional Service Credit (ASC) can also be counted as CPO/CO service if you are contributing as a CPO/CO when the ASC is purchased. You must have 10 years of service as a CPO/CO or in combination with regular state service to purchase ASC.

Purchase your service as early as possible. You must purchase unestablished service before you apply for retirement.

The cost to purchase any creditable service will be calculated by ERS upon your request. In most cases, on September 1 of each fiscal year, penalty interest amounts increase on service purchases. Payments for creditable service must be received by ERS prior to August 31 of each fiscal year to avoid additional penalty interest cost.

## CPO/CO RETIREMENT ELIGIBILITY

Two factors determine eligibility for retirement: your age and your years of creditable service. Several combinations of those two factors could qualify you for retirement as a CPO or CO. Sick and/or annual leave may be used to qualify for eligibility, and they are calculated separately.

## RETIREMENT UNDER SUPPLEMENT RETIREMENT PROGRAM

- Full CPO/CO benefits: 20 years CPO/CO service at or over age 50. Benefits are calculated with a multiplier of 2.8 percent for the Supplemental Retirement Program.
- Full CPO/CO benefits: Meeting the Rule of 80 with 20 years CPO/CO service at any age. Benefits are calculated with a multiplier of 2.8 percent for the Supplemental Retirement Program.
- Reduced CPO/CO benefits—early retirement: 20 years CPO/CO service before age 50 (annuity is reduced). Benefits are calculated with a multiplier of 2.8 percent for the Supplemental Retirement Program.

## INSURANCE ELIGIBILITY AS A RETIREE

As a CPO/CO, you qualify for group insurance if you have 10 years of creditable CPO/CO service and retire at age 55, or 20 years of creditable CPO/CO service and retire at any age or meet the Rule of 80. If you began work before September 1, 2001, you may be eligible for group insurance benefits if you met retirement qualifications and had at least three years of coverage under the GBP. If you qualify for group insurance benefits, the State will continue to pay the full cost of health insurance premiums for you and half the premium cost for your eligible dependents.

The state employee program funds the largest portion of your annuity, and the LECOSRF increases your annuity.

With 20 or more years CPO/CO service at the time of your retirement, the Supplemental Retirement Program determines the minimum benefits payable for service as a CPO/CO. Benefits will be paid based on a coordination between the LECOSRF and the state employee program. The maximum and minimum percentages allowable under each program are applied so that you receive the highest benefit possible.

## REDUCTION PERCENTAGES FOR EARLY RETIREMENT

Age at Retirement	Percentage of Full Benefit
30	19.6%
31	21.2%
32	22.9%
33	24.8%
34	26.9%
35	29.1%
36	31.5%
37	34.1%
38	37.0%
39	40.1%
40	43.4%
41	47.1%
42	51.1%
43	55.5%
44	60.2%
45	65.5%
46	71.2%
47	77.4%
48	84.2%
49	91.7%
50	100.0%

**CPOs/COs with 20 or more years of creditable service as a CPO/CO have a multiplier of 2.8 percent for the LECOSRF.**

## HOW TO CALCULATE YOUR CPO/CO ANNUITY

### Supplemental Retirement Program

If you have 20 or more years of creditable service as a CPO/CO, you qualify for the Supplemental Retirement Program. Just like in the Regular Retirement Program, you must establish your final average salary. CPO/COs have a multiplier of 2.8 percent, .5 percent higher than the Regular Retirement Program. You must use this multiplier with your years and months of service and your final average salary to arrive at your standard annuity. Your standard annuity is reduced if you take early retirement, select the partial lump sum or take one of the options to provide an annuity for your beneficiary. You can determine your service percentage by using the chart below or by multiplying your years of service by 2.3 percent for the Regular Retirement Program and 2.8 percent for the Supplemental Retirement Program.

Benefits based on your creditable service other than CPO/CO service are payable under the Regular Retirement Program through ERS.

## STANDARD CPO/CO ANNUITY FORMULA:

Final average salary times the percentage for service equals your standard CPO/CO annuity.

The final average salary is the average of your highest 36 months of salary of total state service. This salary includes longevity, BRP, and hazardous duty pay. It excludes overtime pay and clothing allowances. The percentage value for creditable CPO/CO service for 20 or more years is 2.8 percent per year (.233 per month). Your monthly standard annuity cannot be more than 100 percent of your final average salary.

Like regular retirees, you may use any of the five annuity options to provide ongoing benefits for your survivors after your death. You may also take advantage of the Partial Lump Sum Option at retirement, unless there is a reduction in the event you are younger than age 50. (See pages 10-12.)

## CPO/CO STANDARD ANNUITY MULTIPLIER TABLE

(Percentage Value of Creditable Service)

Years	Months											
	0	1	2	3	4	5	6	7	8	9	10	11
20	56.000	56.233	56.467	56.700	56.933	57.167	57.400	57.633	57.867	58.100	58.333	58.567
21	58.800	59.033	59.267	59.500	59.733	59.967	60.200	60.433	60.667	60.900	61.133	61.367
22	61.600	61.833	62.067	62.300	62.533	62.767	63.000	63.233	63.467	63.700	63.933	64.167
23	64.400	64.633	64.867	65.100	65.333	65.567	65.800	66.033	66.267	66.500	66.733	66.967
24	67.200	67.433	67.667	67.900	68.133	68.367	68.600	68.833	69.067	69.300	69.533	69.767
25	70.000	70.233	70.467	70.700	70.933	71.167	71.400	71.633	71.867	72.100	72.333	72.567
26	72.800	73.033	73.267	73.500	73.733	73.967	74.200	74.433	74.667	74.900	75.133	75.367
27	75.600	75.833	76.067	76.300	76.533	76.767	77.000	77.233	77.467	77.700	77.933	78.167
28	78.400	78.633	78.867	79.100	79.333	79.567	79.800	80.033	80.267	80.500	80.733	80.967
29	81.200	81.433	81.667	81.900	82.133	82.367	82.600	82.833	83.067	83.300	83.533	83.767
30	84.000	84.233	84.467	84.700	84.933	85.167	85.400	85.633	85.867	86.100	86.333	86.567
31	86.800	87.033	87.267	87.500	87.733	87.967	88.200	88.433	88.667	88.900	89.133	89.367
32	89.600	89.833	90.067	90.300	90.533	90.767	91.000	91.233	91.467	91.700	91.933	92.167
33	92.400	92.633	92.867	93.100	93.333	93.567	93.800	94.033	94.267	94.500	94.733	94.967
34	95.200	95.433	95.667	95.900	96.133	96.367	96.600	96.833	97.067	97.300	97.533	97.767
35	98.000	98.233	98.467	98.700	98.933	99.167	99.400	99.633	99.867	100.00	100.00	100.00
36	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
37	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

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## OTHER BENEFITS OF CPO/CO MEMBERSHIP

### Disability retirement under the Supplemental Retirement Program

If you are a qualified CPO/CO, you are also eligible for occupational disability retirement benefits under the Supplemental Retirement Program after becoming a member of ERS. Your disability must be a sudden and unexpected injury or disease that results solely from a specific act or occurrence determinable by a definite time and place and solely from an extremely dangerous risk of severe physical or mental trauma or disease that is not common to the public at large and that is peculiar to and inherent in a dangerous duty that arises from the nature and in the course of your state employment. Your employing agency must certify that your disability prevents you from being reasonably accommodated in some other capacity. There are no age or length-of-service eligibility requirements for this benefit.

If you are a CPO or CO who meets the requirements for occupational disability and whose occupational disability directly results from a risk to which law enforcement or custodial officers are exposed because of the nature of their duties (e.g., violent altercation), the occupational disability retirement annuity may be not less than 50 percent of your average monthly compensation, regardless of the amount of service credited to you. If you are a CPO/CO with more than 20 years commissioned service, your standard annuity will be calculated based on a 2.8 percent factor times the average of your 36 highest months of state employment compensation. If you provide evidence that you are 100 percent disabled under federal Social Security law and that your federal Social Security benefits are based on the injury caused by your state job, the benefit will be increased to 100 percent of the average of your 36 highest months of state employment compensation.

To apply for occupational disability, you must submit a written request to ERS including your effective date of retirement, your beneficiary's name and date of birth, your Social Security number, your address and the date of your disabling injury or disease. **The onset date of the disabling injury or disease must be within two years of your application.** Your spouse, employer or legal representative may apply on your behalf. You must file for occupational disability before your retirement effective date. You may apply as early as 90 days before your retirement effective date, or as late as the day of your requested retirement effective date, but the application must be postmarked before midnight. If approved, you will receive retroactive annuity payments as well as your retiree health insurance coverage. Optional life and dependent life coverage may be continued.

There are no provisions under the Supplemental CPO/CO Retirement Program to provide non-occupational disability benefits. If you qualify for non-occupational disability, you are eligible for this benefit under the Regular Retirement Program for state employees.

**Qualified CPOs/COs are also eligible for occupational disability retirement benefits after becoming a member of ERS.**

## SURVIVOR BENEFITS

### Occupational death of a CPO/CO member

Regardless of your age or length of service, if you die as a result of a job-related injury or illness as a CPO/CO, your surviving spouse, or if there is no spouse, the guardian of your surviving dependent minor child(ren) will receive a lump sum payment in the amount of one year's salary. This payment is made in addition to other benefits, but only to a surviving spouse or guardian of dependent minor child(ren).

## DEATH OF A CPO/CO MEMBER

### Regular Retirement Program

If you are a contributing or non-contributing member with at least 10 years but less than 20 years of service at the time of your death, a death benefit annuity would be payable to your beneficiary or estate under the Regular Retirement Program.

### Supplemental Retirement Program

If you are a contributing or non-contributing member with at least 20 years of CPO/CO service credit at the time of your death, a death benefit annuity would be payable to your beneficiary or estate under the Supplemental Retirement Program.

### Chapter 615 benefits

Additional benefits apply to CPOs/COs killed in the performance of duty under Chapter 615 of the Government Code of Texas. The program is funded by the State and is administered by ERS. For more information, visit the ERS website, [www.ers.state.tx.us](http://www.ers.state.tx.us).

## SAMPLE CPO/CO RETIREMENT ANNUITY CALCULATIONS

### Standard annuity for CPO/CO with 20 years of service:

You are a 50-year-old CPO/CO with 20 years of creditable CPO/CO service and a final average salary of \$2,052.50 (highest 36 months salary).

#### Percentage Calculation:

CPO/CO Service 20 years @ 2.8% =	56.00%
<b>Total Percentage</b>	<b>56.00%</b>

#### Standard Annuity Calculation:

Final Average Salary:	\$2,052.50
Percentage	x 56.00%
<b>Total Monthly Standard Annuity</b>	<b>\$1,149.40</b>

Survivor option reduction factor tables are used when retiring employees choose a survivor option to continue payments to a beneficiary after their death. Some of these factors are based on the employee's age at retirement and the beneficiary's age. For more information on the reduction factors that would apply to you and your beneficiary, contact ERS Customer Service at (512) 867-7711 in Austin or (877) 275-4377 toll-free.

### Reduced retirement for under-50 CPO/CO

You are a 44-year-old CPO/CO with 20 years, 4 months of creditable CPO/CO service and a final average salary of \$1,950.51 (highest 36 months salary).

#### Percentage Calculation:

CPO/CO Service 20 years @ 2.8% =	56.00%
4 months @ 0.233% / month =	0.933%
<b>Total Percentage</b>	<b>56.933%</b>

#### Standard Annuity Calculation:

Final Average Salary:	\$1,950.51
Percentage	x 56.933%
<b>Total Monthly Standard Annuity</b>	<b>\$1,110.48</b>

Since you are under age 50, you qualify for reduced retirement benefits. The standard monthly annuity will be reduced, based on the age at retirement. In this case, the benefit will be reduced to reflect your age of 44 at retirement. (Refer to page 18, Reduction Percentages for Early Retirement.)

Monthly Standard Annuity	\$1,110.48
Percentage of Full Benefit for Age 44	x 60.2%
<b>Early Retirement Total Monthly Standard Annuity</b>	<b>\$668.51</b>

If you want to provide a survivor with a monthly annuity, the early retirement monthly standard annuity would also be reduced according to the Retirement Option selected.

## SAMPLE CPO/CO RETIREMENT ANNUITY CALCULATIONS

### Reduced retirement for under-50 CPO/CO w/SER service

You are a 45-year-old CPO/CO with 20 years, 10 months of creditable CPO/CO and 4 years of creditable SER service and a final average salary of \$2,300.00 (highest 36 months salary).

#### Percentage Calculation:

CPO/CO Service 20 years @ 2.8% =	56.00%
10 months @ 0.233% / month =	2.333%
4 years @ 2.3% =	9.2%
<b>Total Percentage</b>	<b>67.533%</b>

#### Standard Annuity Calculation:

Final Average Salary:	\$2,300.00
Percentage	x 67.533%
<b>Total Monthly Standard Annuity</b>	<b>\$1,553.26</b>

Since you are under age 50, you qualify for reduced retirement benefits. The standard monthly annuity will be reduced, based on the age at retirement. In this case, the benefit will be reduced to reflect your age of 45 at retirement. (Refer to page 17, Reduction Percentages for Early Retirement.)

Monthly Standard Annuity	\$1,553.26
Percentage of Full Benefit for Age 45	x 65.5%
<b>Early Retirement Total Monthly Standard Annuity</b>	<b>\$1,017.38</b>

If you want to provide a survivor with a monthly annuity, the early retirement monthly standard annuity would also be reduced according to the Retirement Option selected.

### CPO/CO with added service credit

You are a 55-year-old CPO/CO with 25 years, 10 months of creditable CPO/CO service, five years prior active duty U.S. military service, and a final average salary of \$2,050.50 (highest 36 months salary).

#### Percentage Calculation:

CPO/CO Service 25 years @ 2.8% =	70.000%
10 months @ 0.233% per month =	2.333%
<b>Subtotal Percentage</b>	<b>72.333%</b>

#### Military Service (Regular Retirement Program)

5 years @ 2.3% =	11.500%
<b>Total Percentage</b>	<b>83.833%</b>

#### Standard Annuity Calculation:

Final Average Salary	\$2,050.50
Percentage	x 83.833%
<b>Total Monthly Standard Annuity</b>	<b>\$1,719.00</b>

**Please note:** These are sample calculations. Your monthly benefit could be a higher or lower amount.