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## GUIDELINES FOR CONSIDERATION OF PROTECTION OCCUPATION MEMBERSHIP

The Benefits Advisory Committee is charged with making recommendations to the System and the General Assembly concerning benefits policy. To this end, the BAC adopts the following guidelines to be applied in making recommendations to the General Assembly on requested group classification within the Protection Occupation Membership of §§97B.49B and 97B.49C. It is not the position of the BAC or IPERS administration to initiate legislation for membership inclusion with the Protection Occupation group classification.

1. The primary duties of a Protection Occupation Position are the preservation of the physical safety of individuals and/or protection of property, and
  2. The duties devoted to the preservation of the physical safety of individuals and/or protection of property must be hazardous, and physically demanding. "Hazardous" means that the duties place one's own life in peril or may place another person's life in peril. "Physically demanding" means the duties require strength, or speed, or stamina, or agility, or some combination thereof, and
  3. The duties described above generally require professional certification or specialized training directly related to the preservation of the physical safety of individuals and/or protection of property by individual in those positions. Statutory references to professional certification or specialized training requirements may be useful in the documentation of professional certification or specialized training requirements, and
  4. The duties devoted to the preservation of the physical safety of individuals and/or protection of property must be such that age materially reduces the capacity to perform at an acceptable level. As the result of the material reduction in capacity due to age, the Protection Occupation Member may find it necessary to retire at an earlier age and with less service than a Regular Member and likely to suffer an economic deprivation thereby, and
  5. An employer association or organization that has broad representation of the covered employers that employ members requesting protection occupation status agrees that the duties of the class of positions under review generally meet the foregoing guidelines.
  6. Recommendations to add new group classifications to the Protection Occupation Class must not recommend converting previously earned regular service credits to protection occupation service credits. That is to say that the period that the position was classified as regular membership will remain at the regular membership calculation.
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