



New Hampshire Retirement System
54 Regional Drive, Concord, NH 03301
Phone: (603) 410-3500 - Fax: (603) 410-3501
Website: www.nhrs.org - Email: info@nhrs.org

December 2018

IMPORTANT NOTICE TO NHRS MEMBERS AND RETIREES

The laws governing NHRS retirees working part-time for retirement system-participating employers are changing on January 1, 2019. NHRS is sending this letter to ensure our members and retirees are aware of these significant changes.

Under House Bill 561 (Chapter 293, Laws of 2018), NHRS retirees who take a part-time position with one or more retirement system participating employers after January 1, 2019 – the effective date of the law – are allowed to work a maximum of 1,352 hours per calendar year.

The law also contains a “grandfathering” provision that allows current retirees who are already working part-time for NHRS participating employers to work a maximum of 1,664 hours per calendar year as long as they remain in the position(s) they held on the effective date of the bill.

The bill also includes the following elements:

- **Separation from service:** Members who retire on/after January 1, 2019, must wait 28 days from their effective date of retirement before commencing part-time employment with any NHRS-participating employer. Note: The effective date of retirement is always the first of the month.
- **Penalty for violating statute:** A retiree who exceeds the maximum permitted annual hours will forfeit the state annuity portion of his or her monthly retirement allowance, and any allocable cost of living adjustments, with the forfeiture commencing as soon as administratively feasible in the next calendar year and continuing for 12 months. On average, the state annuity portion provides about half of a retiree’s total pension benefit, although it can be more or less for specific individuals. For most retirees, this represents a significant financial penalty. It is incumbent upon the retiree to carefully monitor his or her hours worked.

Please be aware of the following:

- The law only applies to retirees working part-time for an NHRS participating employer.
- The law only applies to actual retirees, not beneficiaries in receipt of a survivor benefit.
- The hourly limits are per retiree, not per employer. Hours worked for multiple participating employers are combined when determining if a retiree has worked more than the permitted hours.
- The hourly limits will be computed annually, not weekly – there is no weekly limit on hours.
- For more information on working after retirement, please visit:
<https://www.nhrs.org/faqs/faq-part-time-employment>

If you have additional questions not addressed in the above link, please contact NHRS at hb561@nhrs.org.