



EARNABLE COMPENSATION

Earnable Compensation is the compensation paid to a member that may be included in calculating Average Final Compensation (AFC). The definition of Earnable Compensation varies depending on membership status as of July 1, 2011, and/or vested status as of January 1, 2012. Here is a list of compensation types under RSA 100-A breaking down to whom they apply. For more information on earnable compensation, see: <https://www.nhrs.org/employers/employer-resources/laws-administrative-rules/statutory-interpretive-guidance>

KEY: Y – Included as Earnable Compensation. N – Not included as Earnable Compensation.

Type of Compensation	Tier A: Vested Prior to 1/1/12	Tier B or C: Not Vested Prior to 1/1/12
Full Base Rate of Compensation Paid	Y	Y
Overtime Pay	Y	Y
Holiday Pay	Y	Y
Vacation Pay	Y	Y
Sick Pay	Y	Y
Annual Longevity Pay	Y	Y
Cost of Living Bonus	Y	Y
Additional Pay for Extracurricular & Instructional Activities (<i>Teacher/Employee members employed by a school district or SAU and full-time CCSNH faculty* only</i>)	Y	Y
Teacher Development Pay Not Part of Contracted Salary	Y	Y
Annual cash attendance stipends or bonuses (<i>effective 9/10/19</i>)	Y	Y
Fair Market Value of Employer Furnished Meals & Living Quarters, if Subject to Federal Income Tax	Y	Y
Supplemental Pay by Employer while Member is Receiving Workers' Comp.	Y	Y
Salary Continuance	Y	Y
Military Differential Pay - No Termination of Employment	Y	Y
Military Differential Pay After Employment Termination to Enter United States Armed Forces	Y	Y
Extra or Special Duty Pay (<i>Group II members only</i>)	Y	Y**
Severance Pay	***	N
Cash Incentives Paid by Employer to Encourage Member to Retire	Y	N
Pay for Unused Vacation Time	Y	N
Pay for Unused Sick Time	Y	N
End of Career Additional Longevity Pay	Y	N
Settlement Agreements	***	***
Amounts paid more than 120 days after Termination of Employment	***	N

* – Effective 9/10/19 for CCSNH; ** – Tier B **only**; *** – Contact NHRS

Note: AFC is also subject to limitations contained in RSA 100-A: 1, XVIII.

The New Hampshire Retirement System (NHRS) is governed by New Hampshire RSA 100-A, the rules and regulations promulgated by the NHRS Board of Trustees, and Federal laws including the Internal Revenue Code. NHRS also implements policies adopted by the Board of Trustees. These laws, rules, regulations and policies are subject to change. Even though the goal of NHRS is to provide information that is current, correct and complete, NHRS does not make any representation or warranty as to the current applicability, accuracy or completeness of any information provided in this publication. This publication is intended to provide general information only and should not be construed as a legal opinion or as legal advice. Members are encouraged to address specific questions regarding NHRS with an NHRS representative. In the event of any conflict between this publication and the laws, rules and regulations which govern NHRS, the laws, rules and regulations shall prevail.