



## Group II (Police and Fire) Member Benefits

**For members in service prior to July 1, 2011  
and not vested prior to January 1, 2012**

Here is a basic summary of Group II (Police and Fire) benefits for members in service prior to July 1, 2011, and not vested prior to January 1, 2012. In some cases, additional requirements may apply for certain benefits. Further information is available online at [www.nhrs.org](http://www.nhrs.org). *Note: if you are viewing this document online, the underscored items contain links to additional information.*

### Retirement Terms

#### Vesting

Members become vested for retirement benefits upon the earlier of: (1) completion of 10 years of NHRS Creditable Service; or (2) on or after attainment of the NHRS normal retirement age while in service, regardless of years of Creditable Service.

#### **Retirement**

This is not the same as "termination" or the last day of employment. In order to begin collecting a lifetime pension, members must file a retirement application with NHRS and meet certain deadlines.

#### **Accumulated Contributions**

The total amount a member has paid into the retirement system plus credited interest. Employer contributions are not included.

#### **In Service**

Members will be considered in service if both the member and employer are actively contributing to NHRS and the member is earning Creditable Service. Members may also be considered in service for certain benefits if employment is suspended as a result of the Family Medical Leave Act, workers' compensation, or active military duty.

#### Creditable Service

The number of months and years of service credit earned as an NHRS member. Creditable Service is one of the factors used to calculate the pension benefit.

#### Service Credit

Members may be eligible to increase their amount of Creditable Service through purchasing one or more types of service credit.

#### Average Final Compensation (AFC)

The average of a member's five highest years of [Earnable Compensation](#) in NHRS-covered employment. AFC may be subject to Earnable Compensation limits and other statutory provisions. AFC is one of the factors used to calculate the pension benefit.

### About NHRS

The New Hampshire Retirement System (NHRS, the retirement system) is a defined benefit plan. That means the plan provides lifetime pension benefits that are determined at retirement under a formula prescribed by law, not based on investment returns or contributions. NHRS benefits are funded by member contributions, employer contributions, and net investment returns.

All benefits are set by state law ([RSA 100-A](#)). NHRS is also governed by [administrative rules](#) and policies, and the Internal Revenue Code.

### Retirement Benefits

#### Service Retirement

Group II members are eligible to retire upon attainment of both the minimum service requirement and the minimum age listed in the chart below, or at age 60, regardless of their years of Creditable Service. The benefit multiplier used to calculate the pension benefit is based on years of Creditable Service as of January 1, 2012.

Years of Creditable Service as of January 1, 2012	Minimum Age	Minimum Service	Benefit Multiplier
At least 8 but less than 10 years	46	21	2.4 %
At least 6 but less than 8 years	47	22	2.3 %
At least 4 but less than 6 years	48	23	2.2 %
Less than 4 years	49	24	2.1 %

#### **Benefit formula**

Member's AFC multiplied by the benefit multiplier above then multiplied by years of Creditable Service.

#### Vested Deferred Retirement

Members with at least 10 years of Creditable Service who terminate their NHRS-covered employment prior to attaining retirement eligibility and leave their Accumulated Contributions with the retirement system may begin receiving an unreduced pension at the earlier of age 60 or when the member has reached the minimum age and would have completed the minimum service requirement from the chart above.

#### Disability Retirement

Members who are no longer able to perform the duties of their NHRS-covered employment due to an incapacity (either mental or physical) that is likely to be permanent may qualify for a Disability Retirement benefit. There are two types of disability benefits, both of which are subject to independent medical review.

**Ordinary Disability** is a non job-related permanent incapacity. Members must have 10 or more years of Creditable Service to qualify for the benefit.

**Accidental Disability** is a job-related permanent incapacity. There is no minimum service required to qualify.

## Other Benefits

### Death Benefits

Certain pre- and post-retirement [death benefits](#) may be available to eligible beneficiaries of members who die while they are in service and to eligible beneficiaries of retirees.

Among the retiree death benefits is the option to leave a lifetime pension to any one person or to a retiree's children and/or spouse. If a [survivorship option](#) is elected the retiree will receive a reduced pension based on the option selected, the retiree's age, and the age of the primary beneficiary(ies).

Members are encouraged to keep up-to-date beneficiary information on file with the retirement system. [Beneficiary forms](#) are available online or by contacting NHRS.

### Health Insurance

NHRS *does not* provide health insurance.

**State of NH members**, depending on their date of hire, length of service, and eligibility in Group I or Group II, may be eligible for post-retirement health care coverage through the state. Health insurance benefits for retired state employees are administered by the NH Division of Personnel, which may be contacted at (603) 271-1432 or <https://das.nh.gov/riskmanagement/retiree/index.aspx>.

**Political subdivision members** may elect to remain on the group health insurance plan of their last NHRS-covered employer. Employers are not required to pay any portion of the premiums, although some may. Members should contact their employer for details.

### [Medical Subsidy](#)

The Medical Subsidy is a payment made by NHRS directly to the employer to offset the cost of the retiree's medical insurance premium. To qualify for the Medical Subsidy, the retiree must have been an active Group II member as of June 30, 2000, and retired on Service or Ordinary Disability Retirement or have been an active Group II member prior to July 1, 2005, and retired on Accidental Disability Retirement.

### Pension Benefit Increases

Cost-of-living adjustments and/or other Temporary Supplemental Allowances (one-time, lump sum payments) are not automatic. They must be approved by the NH Legislature.

## Retirement Topics

### Approaching Retirement

Members who are approaching retirement may request a benefit estimate from NHRS or schedule a personal appointment with an NHRS Benefits Specialist.

### Pre-Selection of a Survivorship Option

Active contributing members who remain in service beyond their normal retirement age may be eligible to elect a maximum Survivorship Option for a beneficiary(ies) in the event of the member's death while in service and before filing an *Application for Service Retirement*. The lifetime pension will be equal to the 100% Survivorship Option calculated as if Service Retirement had occurred on the day before the member's date of death.

This is not an automatic benefit. Members must [complete a form](#) to qualify. The election expires when NHRS receives an *Application for Service Retirement* from the member.

### Filing for Retirement

Members must file their retirement application with NHRS 30-90 days prior to the effective date of retirement, which is always the first of a month. Members must also terminate NHRS-covered employment prior to their effective date of retirement.

### [Working after Retirement](#)

Retirees may work full-time for a non-NHRS employer and collect a pension. Retirees may not occupy a full-time NHRS-covered position and concurrently receive a pension. State law limits the hours a retiree may work "part-time" for an NHRS participating employer to a maximum of 1,352 hours per calendar year. A retiree who exceeds this limit will forfeit the state annuity portion of his or her pension, and any cost of living adjustments, for 12 months. New retirees must also wait 28 days from their effective date of retirement before commencing part-time employment with a participating employer.

Retirees in receipt of a Disability Retirement may be subject to gainful occupation limits.

## Contact NHRS

54 Regional Drive, Concord, NH 03301  
Phone: (603) 410-3500 — Email: [info@nhrs.org](mailto:info@nhrs.org)

## Learn More

There are several ways for members to learn more about NHRS and stay abreast of issues affecting their retirement.

### [Email Updates](#)

Sign up for email updates to receive news releases, newsletters, and other important notices from the retirement system.

### [My Account](#)

Members and retirees may access their personal account information online, including account balances, demographics (i.e. address, phone number, email), and beneficiary information.

### [Education Sessions](#)

NHRS offers member education sessions throughout the state, as well as online. During these general information programs, members of all ages and in various stages of their career will receive a basic overview of NHRS benefits.

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.