Here is a basic summary of Group II (Police and Fire) benefits for members who are 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.

Note: if you are viewing this document online, the underscored items contain links to additional information.

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 at age 45 with 20 years of Group II Creditable Service or at age 60 regardless of their years of Creditable Service.

Benefit formula

Member’s AFC multiplied by 2\(\frac{1}{2}\)% then multiplied by Creditable Service.

(example: AFC of $40,000 x .025 = $1,000; $1,000 x 20 years of service = $20,000)

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 they would have completed 20 years of Group II service, but not before age 45.

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.

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.

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

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.