

## **IX. RETIREMENT SAVINGS PLANS**

All regular full-time and regular part-time employees participate in the State Employee Retirement System (SERS). The State Board of Retirement manages the State Retirement Plan for all state employees.

Employees contribute 9% of their income plus an additional 2% for wages over \$30,000 per year. Contributions are withheld from employee's base salaries. These contributions are tax deferred and ***in lieu of the Federal Social Security Program.***

The Plan provides for a monthly retirement benefit and is designed to reward long service employees. Actual benefits are based on years of service, pension-eligible pay and age at retirement. Employees must have a minimum of ten years of full-time creditable service to be vested in the State Retirement Plan.

Contact the Department or the State Board of Retirement for details.  
Telephone: 617-367-7770; 800-392-6014 (In MA only)  
State Board of Retirement website: [Massachusetts State Treasury](#)

**If you are contemplating retirement or deferring your retirement, you should contact the Benefits Department to complete forms to continue basic life insurance and/or retiree medical coverage.**

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