## Massachusetts State Employees' Retirement System

You Serve the Commonwealth. We Serve You.



## **Benefits Overview**

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The Massachusetts State Employees' Retirement System
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## **Program Overview**

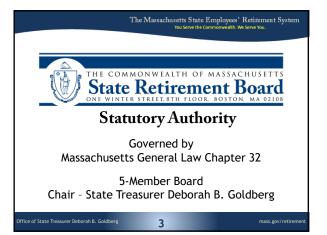
- Introduction
- Eligibility & Plan Rules
  - Application Process
- Post Retirement Matters

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mass.gov/retiremen

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DEFINED BENEFIT PLAN	
(service x age factor) x salary average	
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The Massachusetts State Employees' Retirement System You Serve the Commonwealth. We Serve You.	
MCEDC MEMBERCHID	

MSERS MEMBERSHIP

152,727

87,969 Active Members

64,758 Retiree & Beneficiaries

As of Oct. 28, 2019

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mass.gov/retiremer

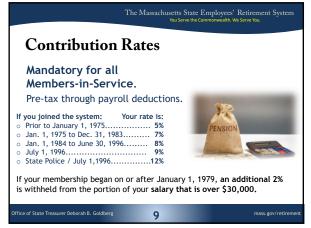
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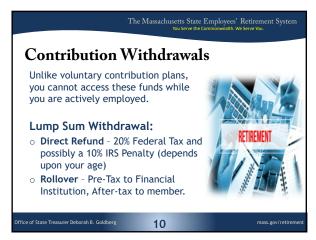
The Massachusetts State Employees' Retirement System You Serve the Commonwealth. We Serve You.

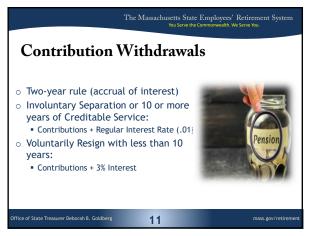
Eligibility & Plan Rules

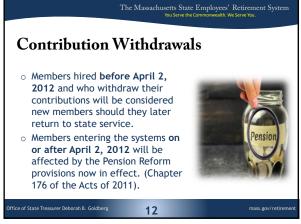












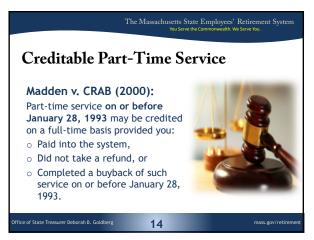
The Massachusette State Employees' Retirement System too Serve the Commonwealth. We Serve too.

Creditable Service

If you are a full-time employee, you will earn 1 year of creditable service for each year completed.

If you are employed on a less than full-time basis you will earn a pro-rated amount of service. (For example, 1 year at 50% service = 6 months creditable service.)

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Creditable Service Purchases

In some instances, you may be eligible to add to your creditable service with a buyback of prior service. In order to do so you must:

Be an active member-in-service at the time of your application, and

You must complete and submit to the Board the appropriate service purchase application(s), along with any required documentation.

All service purchases must be paid in full prior to you receiving a retirement benefit.

Potential Types of Service Purchases

Creditable service
Refunded Prior Service
Service to another Massachusetts public retirement system
Out of State Teaching
Contract Service
The maximum amount of contract service eligible to be purchased is four (4) years and member must be vested,
The contract service being purchased must immediately precede membership into the MSERS with NO MORE THAN A 6 MONTH (180 DAYS) break in service,
The position/job-description must have been substantially similar to the job-description the member held upon re-entry into membership in the MSERS.

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Potential Types of Service Purchases, continued

• Veteran's Service

• The maximum amount of military service eligible to be purchased is up to four (4) years,

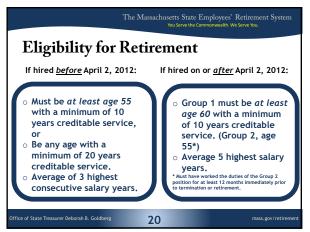
• You must qualify as a veteran as defined in M.G.L. c. 32, Section 1,

• Veterans who also have Active Reserve or MA National Guard Service may be eligible to receive one (1) year of creditable service for five (5) years of Reserve/Guard service

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As of August 31, 2019
the average retirement allowance for members of the MSERS is approximately
\$37,732





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Benefit Calculations

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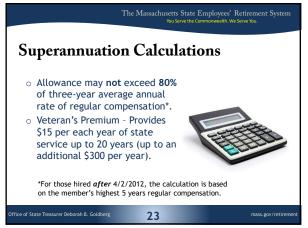
The Massachusetts State Employees' Retirement System You Superannuation Retirement

Typical retirement, calculatic based on:

Your age, as of your last birthday
Your length of creditable service
Your group classification, and
Your highest 36 consecutive moni of regular compensation

'Only for members entering service before 4/2/2012; for those hired on or after 4/2/2012 it's highest 60 months regular compensation. If you retire on your birthday, the higher age factor will be applied.

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## Group Classifications Group 2: Members in this group include probation officers, court officers, certain correctional positions whose major duties require them to have the care, custody, instruction or supervision of prisoners, and certain positions who provide direct care, custody, instruction or supervision of prisoners, and certain positions who provide direct care, custody, instruction or supervision of persons with mental illness or developmental disabilities. • See M.G.L. c.32 §3 for other eligible Group Two positions. Group 3: Limited to State Police Officers Group 4: Members include certain public safety officers, officials, and employees, such as police officers, firefighters, and certain correction officers.

Group Classifications

Group 2 and Group 4 classification subject to Board Approval

Members must be in eligible position for 12 months preceding retirement.

Group 2: adds 5 years to your age at age 55\*

Group 4: adds 10 years to your age at 45\* (or, age 50 for those hired on or after 4/2/2012)

\*Must already be eligible to retire to qualify:

10 years and age 55 or older or,
20 years at any age

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\*Mass and age 55 or older or,
20 years at any age

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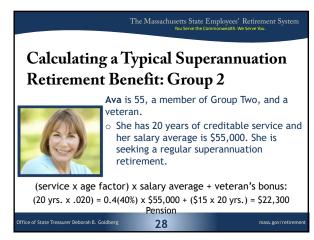
Calculating a Typical Superannuation Retirement Benefit: Group 1

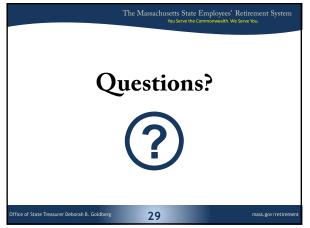
Patricia is 55 and a member of Group One.

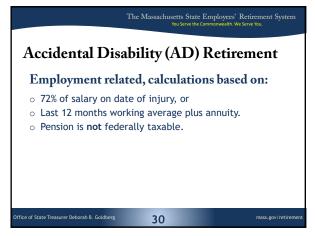
She has 20 years of creditable service and her salary average is \$55,000. She is seeking a regular superannuation retirement.

(service x age factor) x salary average:

(20 yrs. x .015) = 0.3(30%) x \$55,000 = \$16,500 Annual Pension







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Ordinary Disability (OD) Retirement
Non-employment related, calculations based on:

Must have 10 years full-time creditable service to be eligible

Veteran, regardless of age:

50% of last year salary average under Option A

Non-Veteran:

Raise age to 55 and calculate under regular retirement - Three year average salary\*

Pension is federally taxable

"If hired after 4/2/12, raise age to 60 and calculate based on 5 year average salary.





Termination Allowance

1/3 of three year salary average plus annuity (usually 42-48%)

This provision is only available to members who entered into service before April 2, 2012.

Members 55 or over eligible if involuntarily terminated with 20 or more years of service.

Members 55 or over with 30+ years are not eligible.

Members 50 or over with 30+ years are not eligible.

Members under 55 eligible with 30+ years.

Note: Accepting incentive payments to retire disqualifies you for a Section 10(2) Retirement.

Reviewed and decided upon by the Retirement Board and PERAC.

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The Massachusetts State Employees' Retirement System by Governmental We street four.

Active Employees Survivor Benefits
OPTION D

Member must have at least 2 years of creditable service

Active employees can complete a form naming ONE beneficiary, either spouse, unmarried former spouse, child, parent or sibling

An eligible spouse has first-right option to accept the benefit, or waive their rights to it

The form must be witnessed by someone other than the Option D beneficiary designated on the completed form

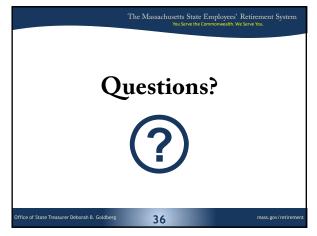
If upon the Active Members death there is no surviving spouse or minor child and no Option D form then either a:

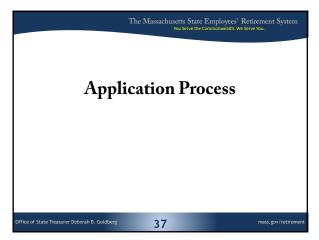
Lump sum refund of account will be provided to the beneficiary on record, or a

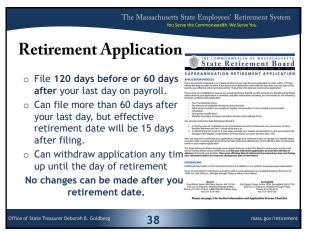
Lump sum payment to estate if no beneficiary on record.

The Option D designation form becomes void upon retiring of State Treasurer Deborah B. Goldberg 35 mass.gov/retirer

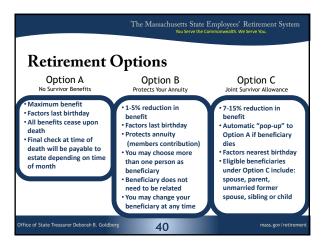
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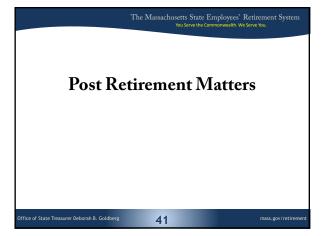


















Working after Retirement

Public Sector Employment

Limited to 960 hours per calendar year, and/or

Your total earnings per calendar year cannot exceed the difference between your retirement allowance and the current salary of the position from which you retired.

After you have been retired one full calendar year, you may earn an additional \$15,000 per year beyond the limitations listed above

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Working after Retirement

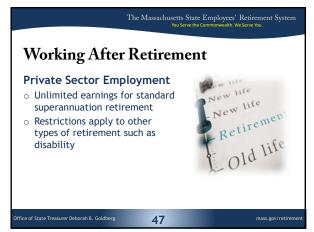
Public Sector Employment, continued

If either of the previous two conditions are met, you must cease employment, or

If you wish to continue working, then you must request to waive your retirement allowance under Section 91.

In certain circumstances, retired members may request to be reinstated to active service under Section 105. Certain conditions must be met by the member including the repayment of retirement benefits received and must work for 5 years after reinstatement before reapplying to retire.

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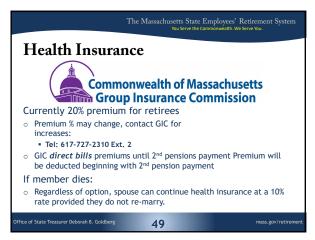
Forfeiture of Benefits

Instances where your retirement allowance or accumulated deductions may be forfeited:

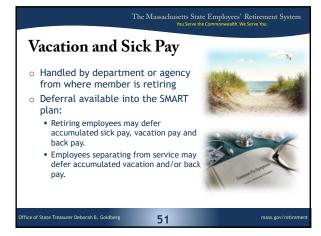
You have misappropriated governmental funds or property

You have violated certain provisions of the Massachusetts Conflict of Interest law (M.G.L. Chapter 268A)

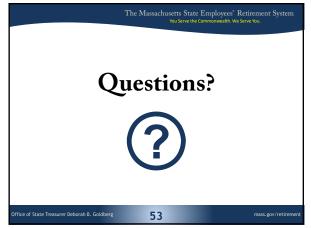
You have violated laws applicable to your office or position











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Educational Materials Disclaimer

The Massachusetts State Retirement Board (MSRB) posts educational materials on its website and social media channels for the convenience of members of the Massachusetts State Employees' Retirement System (MSRR). These educational materials include videos, electronic content, booklets, handouts, sittle blows and other materials distributed in conjunction with presentations MSRB staff may have made.

Please note that these educational materials are current as of their date of publication. Anyone utilizing these educational materials subsequent to their date of publication is responsible for making sure the content is completely up to date in all respects as it may apply to their specific circumstances.

These educational materials should not be construed as, nor are they intended to be advice regarding the potential retirement benefits of any member of the MSERS. The information contained in educational materials is not intended as a substitute for the Massachusetts General Laws or the regulations and policies of the MSER.

MSERS members are solely responsible for making their own retirement benefit decisions. Therefore the MSRB storagly recommends that if you are within 120 days to your retirement tae, contact the MSRB to speak with one of our retirement counselors and start planning your retirement. The MSRB also strongly recommends that you plan your retirement and that you life at least 30 days in advance of leaving your employment. Certain retirement options will not be available to you once you stop working. To contact the State Retirement Board call 617-367-7770 (Boston Office), 413-730-6135 (Springfield Office) or 800-392-6014 (in MA only).