

## **Early Retirement for Non-Judicial Employees**

The Supreme Court has decided to make it possible for some experienced non-judicial employees to retire from full-time service and return to work as part-time employees. This may provide some employees with the opportunity to plan a transition into retirement. It will help the judicial branch reduce salaries and benefits expenditures. Outlined below is information about some of the important issues related to this opportunity.

### **State-Paid Health Insurance**

If you are eligible to retire (you have either (a) completed at least ten years of creditable service with New Hampshire Retirement System (NHRS) and you are at least 60 years old or (b) you have 30 years of NHRS service credit) you are likely eligible for state-paid benefits in retirement. Note that state-paid health insurance will cover you and your spouse during retirement but will not cover any other dependents.

### **Part-Time Employment**

Non-judicial employees may be able to retire, receive an NHRS pension, and return to work in the court system for 29 or fewer hours per week. Non-judicial employees who are interested in this option should discuss their circumstances with their Administrative Judge, the Clerk of the Supreme Court, or the Director of the Administrative Office of the Courts, as appropriate. You will want to discuss the work you could do for the courts (it might be different than your current duties) and a Labor Grade consistent with your proposed new duties and part-time status. Finally, you will need to discuss the intended duration of your part-time employment with the court system. The Court has asked that the part-time work done by retired employees be reviewed at least annually to make sure the relationship continues to be mutually beneficial.

### **New Hampshire Retirement System Pension**

Most employees' pensions will be calculated by dividing the employee's number of years of NHRS creditable service by 60 and then multiplying the result by the average of the employee's highest three years of salary. For example, an employee with 30 years of service and earning \$40,000 per year would enjoy a pension of approximately \$20,000 per year. Furthermore, employees who are less than 60 years old when they retire are subject to permanent pension reductions according to statutory formulas.

### **Additional Information**

Non-judicial employees who are considering taking early retirement and returning to work for the courts on a part-time basis should discuss the above issues with Jeff Smith at 271-2521, extension 2225 or Kim France at 271-2521, extension 2227. You may also want to schedule a meeting with an NHRS Benefits Specialist at 410-3500, extension 0.