



MACRS

DUAL MEMBERSHIP



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DEFINITION

- Dual membership- active member in 2 or more systems
- Dual membership - completely different, not covered in this presentation

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CH. 32 SECTION 5(2)(e)

- A person who has been a member of 2 or more systems and who, on or after January 1, 2010, has received regular compensation from 2 or more governmental units concurrently shall, upon retirement, receive a superannuation retirement allowance to become effective on the date of retirement that is equal to the sum of the benefits calculated pursuant to this section as though the member were retiring solely from each system...

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NOTES:

EXAMPLE 1

- Salary history in handout
- Dual service last 3 years

NOTES:

EXAMPLE 1 - SALARY HISTORY

Year	Board A Salary	Board B Salary
2015	16,262	70,000
2014	15,789	60,000
2013	15,329	50,000
2012	14,882	
2011	14,449	
2010	14,028	
2009	13,619	
2008	13,223	
2007	12,838	
2006	12,464	
2005	12,101	
2004	11,748	
2003	11,406	
2002	11,074	
2001	10,751	
2000	10,438	
1999	10,134	
1998	9,839	
1997	9,552	
1996	9,274	
1995	9,004	
1994	8,742	
1993	8,487	
1992	8,240	
1991	8,000	

ANTI-SPIKING IN EXAMPLE 1

- Calculations in handout
- Anti-spiking Board A
 - Nothing unusual
- Anti-spiking Board B
 - How do you fill out worksheet when less than 5 years of service?

NOTES:

EXAMPLE 1 - ANTI-SPIKING BOARD A

Member's Name:

Board Name:

Fill in all applicable shaded cells in order from top to bottom.

Section 14 of Chapter 176 of the Acts of 2011

Section 14 Effective Date: 4/2/2012

What is the member's retirement date? 12/31/2015
 Is this member subject to the provisions of Section 14? YES

In what year did the member last receive creditable service (e.g. 2012)? 2015

- Starting with the most recent time period as Year 1, enter the last 5 years of creditable service. Enter the beginning and ending dates (i.e. 1/1/12 - 12/31/12).
- Enter the corresponding annual rates of regular compensation.

	Year	Rate of Regular Compensation
Year 1	1/1/2015-12/31/2015	\$16,262.00
Year 2	1/1/2014-12/31/2014	\$15,789.00
Year 3	1/1/2013-12/31/2013	\$15,329.00
Year 4	1/1/2012-12/31/2012	\$14,882.00
Year 5	1/1/2011-12/31/2011	\$14,449.00

Does this member violate Section 14? **NO, use high 3-year average (or high 5-year average if became a member after 4/2/2012)**
 Average if violate Section 14:

Section 18 of Chapter 176 of the Acts of 2011

Is this member subject to the provisions of Section 18? YES

Is the benefit based on a 3-year or 5-year average (Default is 3-year)?

- If Section 14 is violated, provide the last 7 years of regular compensation immediately preceding retirement.
- If Section 14 is not violated, provide 5 years if he/she became a member prior to April 2, 2012. Otherwise, provide 7 years.
- Starting with the most recent time period as Year 1, enter the beginning and ending dates (i.e. 1/1/2012 - 12/31/2012). Note, if the highest years of regular compensation are not the last 3 or 5, please type over the dates that auto-filled from above.

	Year	Regular Compensation Received
Year 1	1/1/2015-12/31/2015	\$16,262.00
Year 2	1/1/2014-12/31/2014	\$15,789.00
Year 3	1/1/2013-12/31/2013	\$15,329.00
Year 4	1/1/2012-12/31/2012	\$14,882.00
Year 5	1/1/2011-12/31/2011	\$14,449.00
Year 6		
Year 7		

Do not enter information in these cells
 Do not enter information in these cells

Does Year 1 Violate Section 18? NO
 Does Year 2 Violate Section 18? NO
 Does Year 3 Violate Section 18? NO
 Does Year 4 Violate Section 18? N/A
 Does Year 5 Violate Section 18? N/A

Year 1 Regular Compensation to use: \$16,262.00
 Year 2 Regular Compensation to use: \$15,789.00
 Year 3 Regular Compensation to use: \$15,329.00
 Year 4 Regular Compensation to use: N/A
 Year 5 Regular Compensation to use: N/A

Does this member potentially violate Section 18? **NO**

Answer only if there is a potential Section 18 violation.
 Exceptions: Answer each of the following questions with "YES" or "NO".

- Did this member have an increase in the number of hours worked?
- Did this member have a bona fide change in position?
- Did the member have a salary or salary schedule modification negotiated for bargaining unit members of Chapter 150E?
- For teachers only, did this teacher perform services set forth in the third sentence of the first paragraph of the definition of "regular compensation"?

Does this member violate Section 18? **NO**
 Average if violate Section 18:

Average to use in calculating retirement benefit:

Initials:

Date:

EXAMPLE 1 - ANTI-SPIKING BOARD B

Member's Name:

Board Name:

Fill in all applicable shaded cells in order from top to bottom.

Section 14 of Chapter 176 of the Acts of 2011

Section 14 Effective Date: 4/2/2012

What is the member's retirement date? 12/31/2015
 Is this member subject to the provisions of Section 14? YES

In what year did the member last receive creditable service (e.g. 2012)? 2015

- Starting with the most recent time period as Year 1, enter the last 5 years of creditable service. Enter the beginning and ending dates (i.e. 1/1/12 - 12/31/12).
- Enter the corresponding annual rates of regular compensation.

Year	Year	Rate of Regular Compensation
Year 1	1/1/2015-12/31/2015	\$70,000.00
Year 2	1/1/2014-12/31/2014	\$60,000.00
Year 3	1/1/2013-12/31/2013	\$50,000.00
Year 4		\$50,000.00
Year 5		\$50,000.00

Does this member violate Section 14? **NO, use high 3-year average (or high 5-year average if became a member after 4/2/2012)**
 Average if violate Section 14:

Section 18 of Chapter 176 of the Acts of 2011

Is this member subject to the provisions of Section 18? YES

Is the benefit based on a 3-year or 5-year average (Default is 3-year)?

- If Section 14 is violated, provide the last 7 years of regular compensation immediately preceding retirement.
 - If Section 14 is not violated, provide 5 years if he/she became a member prior to April 2, 2012. Otherwise, provide 7 years.
 - Starting with the most recent time period as Year 1, enter the beginning and ending dates (i.e. 1/1/2012 - 12/31/2012).
- Note, if the highest years of regular compensation are not the last 3 or 5, please type over the dates that auto-filled from above.

Year	Year	Regular Compensation Received
Year 1	1/1/2015-12/31/2015	\$70,000.00
Year 2	1/1/2014-12/31/2014	\$60,000.00
Year 3	1/1/2013-12/31/2013	\$50,000.00
Year 4	0	\$50,000.00
Year 5	0	\$50,000.00
Year 6		
Year 7		

Do not enter information in these cells
 Do not enter information in these cells

Does Year 1 Violate Section 18? YES
 Does Year 2 Violate Section 18? YES
 Does Year 3 Violate Section 18? NO
 Does Year 4 Violate Section 18? N/A
 Does Year 5 Violate Section 18? N/A

Year 1 Regular Compensation to use: \$60,500.00
 Year 2 Regular Compensation to use: \$55,000.00
 Year 3 Regular Compensation to use: \$50,000.00
 Year 4 Regular Compensation to use: N/A
 Year 5 Regular Compensation to use: N/A

Does this member potentially violate Section 18? **YES, Continue to the Exceptions**

Answer only if there is a potential Section 18 violation.
 Exceptions: Answer each of the following questions with "YES" or "NO".

- Did this member have an increase in the number of hours worked?
- Did this member have a bona fide change in position?
- Did the member have a salary or salary schedule modification negotiated for bargaining unit members of Chapter 150E?
- For teachers only, did this teacher perform services set forth in the third sentence of the first paragraph of the definition of "regular compensation"?

Does this member violate Section 18? YES
 Average if violate Section 18:

Average to use in calculating retirement benefit:

Initials:

Date:

EXAMPLE 1 RETIREMENT BENEFITS

- Board A Superannuation
 - $0.025 \times 25 \times \$15,793.33 = \$9,870.83$
- Board B Superannuation
 - $0.025 \times 3 \times \$55,166.67 = \$4,137.50$
 - refund due to spiking
 - $0.08 \times (\$60,000 - 55,000) \times (1.08) +$
 - $0.08 \times (\$70,000 - 60,500) = \$432 + \$760 =$
 - \$1,192

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NOTE

- There is no 3(8)(c) reimbursement
- Deductions are not transferred
- Do not need 10 years in each Board, only in one of the Boards

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NOTES:

EXAMPLE 2

- Full work history in handout
- Dual service in first 8 years
 - less than 3 years with 3 systems
- Non-dual service for 35 years
- More dual service at end of career

NOTES:

EXAMPLE 2 - SALARY HISTORY

Year	Board A Salary	Board B Salary	Board C Salary	Board D Salary	Board E Salary	Board F Salary
2055					56,243	30,603
2054					54,080	30,300
2053					52,000	30,000
2052					50,000	
2051						
2050				181,826		
2049				174,833		
2048				168,108		
2047				161,643		
2046				155,426		
2045				149,448		
2044				143,700		
2043				138,173		
2042				132,858		
2041				127,749		
2040				122,835		
2039				118,111		
2038				113,568		
2037				109,200		
2036				105,000		
2035				92,515		
2034				88,957		
2033				85,536		
2032				82,246		
2031				79,082		
2030				76,041		
2029				73,116		
2028				70,304		
2027				67,600		
2026				65,000		
2025				56,932		
2024				54,743		
2023				52,637		
2022				50,613		
2021				48,666		
2020				46,794		
2019				44,995		
2018				43,264		
2017				41,600		
2016				40,000		
2015	12,299	6,757				
2014	11,941	6,624	2,300	4 months		
2013	11,593	6,495	6,600			
2012	11,255	6,367	6,200			
2011	10,927	6,242	1,500	3 months		
2010	10,609	6,120				
2009	10,300	6,000				
2008	10,000					

5(3)(a)

- in the case of any member whose creditable service for such period is actually less than three years, such calculation shall be made on the basis of the average annual rate of his regular compensation applicable to that portion of such period during which such service was actually rendered

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BOARD C SALARY

- Total salary: \$16,600
- Service: 2 years 7 months
- Average Salary: $\$16,600 / 2.5833 = \$6,425.89$

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NOTES:

ANTI-SPIKING IN EXAMPLE 2

- All Shown in handout
- Boards A and B nothing special
- Board C less than 3 years
 - salary on worksheet does not match 5(3)(a) calculation
- Boards D and E
 - transfer occurred so only one sheet
 - high 3-year salary is not final 3 years
- Board F less than 5 years
 - same method as Board B in example 1

NOTES:

EXAMPLE 2 - ANTI-SPIKING BOARD A

Member's Name:

Board Name:

Fill in all applicable shaded cells in order from top to bottom.

Section 14 of Chapter 176 of the Acts of 2011

Section 14 Effective Date: 4/2/2012

What is the member's retirement date? 12/31/2055
 Is this member subject to the provisions of Section 14? YES

In what year did the member last receive creditable service (e.g. 2012)? 2015

- Starting with the most recent time period as Year 1, enter the last 5 years of creditable service. Enter the beginning and ending dates (i.e. 1/1/12 - 12/31/12).
- Enter the corresponding annual rates of regular compensation.

	Year	Rate of Regular Compensation
Year 1	1/1/2015-12/31/2015	\$12,299.00
Year 2	1/1/2014-12/31/2014	\$11,941.00
Year 3	1/1/2013-12/31/2013	\$11,593.00
Year 4	1/1/2012-12/31/2012	\$11,255.00
Year 5	1/1/2011-12/31/2011	\$10,927.00

Does this member violate Section 14? **NO, use high 3-year average (or high 5-year average if became a member after 4/2/2012)**
 Average if violate Section 14:

Section 18 of Chapter 176 of the Acts of 2011

Is this member subject to the provisions of Section 18? YES

Is the benefit based on a 3-year or 5-year average (Default is 3-year)?

- If Section 14 is violated, provide the last 7 years of regular compensation immediately preceding retirement.
- If Section 14 is not violated, provide 5 years if he/she became a member prior to April 2, 2012. Otherwise, provide 7 years.
- Starting with the most recent time period as Year 1, enter the beginning and ending dates (i.e. 1/1/2012 - 12/31/2012). Note, if the highest years of regular compensation are not the last 3 or 5, please type over the dates that auto-filled from above.

	Year	Regular Compensation Received
Year 1	1/1/2015-12/31/2015	\$12,299.00
Year 2	1/1/2014-12/31/2014	\$11,941.00
Year 3	1/1/2013-12/31/2013	\$11,593.00
Year 4	1/1/2012-12/31/2012	\$11,255.00
Year 5	1/1/2011-12/31/2011	\$10,927.00
Year 6		
Year 7		

Do not enter information in these cells
 Do not enter information in these cells

Does Year 1 Violate Section 18? NO
 Does Year 2 Violate Section 18? NO
 Does Year 3 Violate Section 18? NO
 Does Year 4 Violate Section 18? N/A
 Does Year 5 Violate Section 18? N/A

Year 1 Regular Compensation to use: \$12,299.00
 Year 2 Regular Compensation to use: \$11,941.00
 Year 3 Regular Compensation to use: \$11,593.00
 Year 4 Regular Compensation to use: N/A
 Year 5 Regular Compensation to use: N/A

Does this member potentially violate Section 18? **NO**

Answer only if there is a potential Section 18 violation.
 Exceptions: Answer each of the following questions with "YES" or "NO".

- Did this member have an increase in the number of hours worked?
- Did this member have a bona fide change in position?
- Did the member have a salary or salary schedule modification negotiated for bargaining unit members of Chapter 150E?
- For teachers only, did this teacher perform services set forth in the third sentence of the first paragraph of the definition of "regular compensation"?

Does this member violate Section 18? **NO**
 Average if violate Section 18:

Average to use in calculating retirement benefit:

Initials:

Date:

EXAMPLE 2 - ANTI-SPIKING BOARD B

Member's Name: _____
 Board Name: _____

Fill in all applicable shaded cells in order from top to bottom.

Section 14 of Chapter 176 of the Acts of 2011

Section 14 Effective Date: 4/2/2012

What is the member's retirement date? 12/31/2055
 Is this member subject to the provisions of Section 14? YES

In what year did the member last receive creditable service (e.g. 2012)? 2015

- Starting with the most recent time period as Year 1, enter the last 5 years of creditable service. Enter the beginning and ending dates (i.e. 1/1/12 - 12/31/12).
- Enter the corresponding annual rates of regular compensation.

	Year	Rate of Regular Compensation
Year 1	1/1/2015-12/31/2015	\$6,757.00
Year 2	1/1/2014-12/31/2014	\$6,624.00
Year 3	1/1/2013-12/31/2013	\$6,495.00
Year 4	1/1/2012-12/31/2012	\$6,367.00
Year 5	1/1/2011-12/31/2011	\$6,242.00

Does this member violate Section 14? **NO, use high 3-year average (or high 5-year average if became a member after 4/2/2012)**
 Average if violate Section 14:

Section 18 of Chapter 176 of the Acts of 2011

Is this member subject to the provisions of Section 18? YES

Is the benefit based on a 3-year or 5-year average (Default is 3-year)? _____

- If Section 14 is violated, provide the last 7 years of regular compensation immediately preceding retirement.
 - If Section 14 is not violated, provide 5 years if he/she became a member prior to April 2, 2012. Otherwise, provide 7 years.
 - Starting with the most recent time period as Year 1, enter the beginning and ending dates (i.e. 1/1/2012 - 12/31/2012).
- Note, if the highest years of regular compensation are not the last 3 or 5, please type over the dates that auto-filled from above.

	Year	Regular Compensation Received
Year 1	1/1/2015-12/31/2015	\$6,757.00
Year 2	1/1/2014-12/31/2014	\$6,624.00
Year 3	1/1/2013-12/31/2013	\$6,495.00
Year 4	1/1/2012-12/31/2012	\$6,367.00
Year 5	1/1/2011-12/31/2011	\$6,242.00
Year 6		
Year 7		

Do not enter information in these cells
 Do not enter information in these cells

Does Year 1 Violate Section 18? NO
 Does Year 2 Violate Section 18? NO
 Does Year 3 Violate Section 18? NO
 Does Year 4 Violate Section 18? N/A
 Does Year 5 Violate Section 18? N/A

Year 1 Regular Compensation to use: \$6,757.00
 Year 2 Regular Compensation to use: \$6,624.00
 Year 3 Regular Compensation to use: \$6,495.00
 Year 4 Regular Compensation to use: N/A
 Year 5 Regular Compensation to use: N/A

Does this member potentially violate Section 18? **NO**

Answer only if there is a potential Section 18 violation.
 Exceptions: Answer each of the following questions with "YES" or "NO".

- Did this member have an increase in the number of hours worked? NO
- Did this member have a bona fide change in position? NO
- Did the member have a salary or salary schedule modification negotiated for bargaining unit members of Chapter 150E? NO
- For teachers only, did this teacher perform services set forth in the third sentence of the first paragraph of the definition of "regular compensation"? NO

Does this member violate Section 18? **NO**
 Average if violate Section 18:

Average to use in calculating retirement benefit:

Initials: _____
 Date: _____

EXAMPLE 2 - ANTI-SPIKING BOARD C

Member's Name:

Board Name:

Fill in all applicable shaded cells in order from top to bottom.

Section 14 of Chapter 176 of the Acts of 2011

Section 14 Effective Date: 4/2/2012

What is the member's retirement date? 12/31/2055
 Is this member subject to the provisions of Section 14? YES

In what year did the member last receive creditable service (e.g. 2012)? 2014

- Starting with the most recent time period as Year 1, enter the last 5 years of creditable service. Enter the beginning and ending dates (i.e. 1/1/12 - 12/31/12).
- Enter the corresponding annual rates of regular compensation.

Year	Year	Rate of Regular Compensation
Year 1	5/1/2013-4/30/2014	\$6,700.00
Year 2	5/1/2012-4/30/2013	\$6,333.33
Year 3	2011	\$6,066.67 ANNUALIZED
Year 4		\$6,066.67
Year 5		\$6,066.67

Does this member violate Section 14? **NO, use high 3-year average (or high 5-year average if became a member after 4/2/2012)**
 Average if violate Section 14:

Section 18 of Chapter 176 of the Acts of 2011

Is this member subject to the provisions of Section 18? YES

Is the benefit based on a 3-year or 5-year average (Default is 3-year)?

- If Section 14 is violated, provide the last 7 years of regular compensation immediately preceding retirement.
 - If Section 14 is not violated, provide 5 years if he/she became a member prior to April 2, 2012. Otherwise, provide 7 years.
 - Starting with the most recent time period as Year 1, enter the beginning and ending dates (i.e. 1/1/2012 - 12/31/2012).
- Note, if the highest years of regular compensation are not the last 3 or 5, please type over the dates that auto-filled from above.

Year	Year	Regular Compensation Received
Year 1	5/1/2013-4/30/2014	\$6,700.00
Year 2	5/1/2012-4/30/2013	\$6,333.33
Year 3	2011	\$6,066.67 ANNUALIZED
Year 4	0	\$6,066.67
Year 5	0	\$6,066.67
Year 6		
Year 7		

Do not enter information in these cells
 Do not enter information in these cells

Does Year 1 Violate Section 18? NO
 Does Year 2 Violate Section 18? NO
 Does Year 3 Violate Section 18? NO
 Does Year 4 Violate Section 18? N/A
 Does Year 5 Violate Section 18? N/A

Year 1 Regular Compensation to use: \$6,700.00
 Year 2 Regular Compensation to use: \$6,333.33
 Year 3 Regular Compensation to use: \$6,066.67
 Year 4 Regular Compensation to use: N/A
 Year 5 Regular Compensation to use: N/A

Does this member potentially violate Section 18? **NO**

Answer only if there is a potential Section 18 violation.
 Exceptions: Answer each of the following questions with "YES" or "NO".

- Did this member have an increase in the number of hours worked?
- Did this member have a bona fide change in position?
- Did the member have a salary or salary schedule modification negotiated for bargaining unit members of Chapter 150E?
- For teachers only, did this teacher perform services set forth in the third sentence of the first paragraph of the definition of "regular compensation"?

Does this member violate Section 18? **NO**
 Average if violate Section 18:

Average to use in calculating retirement benefit:

Initials:

Date:

EXAMPLE 2 - ANTI-SPIKING BOARDS D, E

Member's Name: _____
 Board Name: _____

Fill in all applicable shaded cells in order from top to bottom.

Section 14 of Chapter 176 of the Acts of 2011

Section 14 Effective Date: 4/2/2012

What is the member's retirement date? 12/31/2055
 Is this member subject to the provisions of Section 14? YES

In what year did the member last receive creditable service (e.g. 2012)? 2055

- Starting with the most recent time period as Year 1, enter the last 5 years of creditable service. Enter the beginning and ending dates (i.e. 1/1/12 - 12/31/12).
- Enter the corresponding annual rates of regular compensation.

	Year	Rate of Regular Compensation
Year 1	1/1/2055-12/31/2055	\$56,243.00
Year 2	1/1/2054-12/31/2054	\$54,080.00
Year 3	1/1/2053-12/31/2053	\$52,000.00
Year 4	1/1/2052-12/31/2052	\$50,000.00
Year 5	1/1/2050-12/31/2050	\$181,826.00

Does this member violate Section 14? **NO, use high 3-year average (or high 5-year average if became a member after 4/2/2012)**
 Average if violate Section 14: N/A

Section 18 of Chapter 176 of the Acts of 2011

Is this member subject to the provisions of Section 18? YES

Is the benefit based on a 3-year or 5-year average (Default is 3-year)?

- If Section 14 is violated, provide the last 7 years of regular compensation immediately preceding retirement.
 - If Section 14 is not violated, provide 5 years if he/she became a member prior to April 2, 2012. Otherwise, provide 7 years.
 - Starting with the most recent time period as Year 1, enter the beginning and ending dates (i.e. 1/1/2012 - 12/31/2012).
- Note, if the highest years of regular compensation are not the last 3 or 5, please type over the dates that auto-filled from above.

	Year	Regular Compensation Received
Year 1	1/1/2050-12/31/2050	\$181,826.00
Year 2	1/1/2049-12/31/2049	\$174,833.00
Year 3	1/1/2048-12/31/2048	\$168,108.00
Year 4	1/1/2047-12/31/2047	\$161,643.00
Year 5	1/1/2046-12/31/2046	\$155,426.00
Year 6		
Year 7		

Do not enter information in these cells
 Do not enter information in these cells

Does Year 1 Violate Section 18? NO
 Does Year 2 Violate Section 18? NO
 Does Year 3 Violate Section 18? NO
 Does Year 4 Violate Section 18? N/A
 Does Year 5 Violate Section 18? N/A

Year 1 Regular Compensation to use: \$181,826.00
 Year 2 Regular Compensation to use: \$174,833.00
 Year 3 Regular Compensation to use: \$168,108.00
 Year 4 Regular Compensation to use: N/A
 Year 5 Regular Compensation to use: N/A

Does this member potentially violate Section 18? **NO**

Answer only if there is a potential Section 18 violation.

Exceptions: Answer each of the following questions with "YES" or "NO".

- Did this member have an increase in the number of hours worked? NO
- Did this member have a bona fide change in position? NO
- Did the member have a salary or salary schedule modification negotiated for bargaining unit members of Chapter 150E? NO
- For teachers only, did this teacher perform services set forth in the third sentence of the first paragraph of the definition of "regular compensation"? NO

Does this member violate Section 18? **NO**
 Average if violate Section 18: N/A

Average to use in calculating retirement benefit: **\$174,922.33**

Initials: _____
 Date: _____

EXAMPLE 2 - ANTI-SPIKING BOARD F

Member's Name: _____
 Board Name: _____

Fill in all applicable shaded cells in order from top to bottom.

Section 14 of Chapter 176 of the Acts of 2011

Section 14 Effective Date: 4/2/2012

What is the member's retirement date? 12/31/2055
 Is this member subject to the provisions of Section 14? YES

In what year did the member last receive creditable service (e.g. 2012)? 2055

- Starting with the most recent time period as Year 1, enter the last 5 years of creditable service. Enter the beginning and ending dates (i.e. 1/1/12 - 12/31/12).
- Enter the corresponding annual rates of regular compensation.

Year	Year	Rate of Regular Compensation
Year 1	1/1/2055-12/31/2055	\$30,603.00
Year 2	1/1/2054-12/31/2054	\$30,300.00
Year 3	1/1/2053-12/31/2053	\$30,000.00
Year 4		\$30,000.00
Year 5		\$30,000.00

Does this member violate Section 14? **NO, use high 3-year average (or high 5-year average if became a member after 4/2/2012)**

Average if violate Section 14: N/A

Section 18 of Chapter 176 of the Acts of 2011

Is this member subject to the provisions of Section 18? YES

Is the benefit based on a 3-year or 5-year average (Default is 3-year)?

- If Section 14 is violated, provide the last 7 years of regular compensation immediately preceding retirement.
- If Section 14 is not violated, provide 5 years if he/she became a member prior to April 2, 2012. Otherwise, provide 7 years.
- Starting with the most recent time period as Year 1, enter the beginning and ending dates (i.e. 1/1/2012 - 12/31/2012).
 Note, if the highest years of regular compensation are not the last 3 or 5, please type over the dates that auto-filled from above.

Year	Year	Regular Compensation Received
Year 1	1/1/2055-12/31/2055	\$30,603.00
Year 2	1/1/2054-12/31/2054	\$30,300.00
Year 3	1/1/2053-12/31/2053	\$30,000.00
Year 4	0	\$30,000.00
Year 5	0	\$30,000.00
Year 6		
Year 7		

Do not enter information in these cells
 Do not enter information in these cells

Does Year 1 Violate Section 18? NO
 Does Year 2 Violate Section 18? NO
 Does Year 3 Violate Section 18? NO
 Does Year 4 Violate Section 18? N/A
 Does Year 5 Violate Section 18? N/A

Year 1 Regular Compensation to use: \$30,603.00
 Year 2 Regular Compensation to use: \$30,300.00
 Year 3 Regular Compensation to use: \$30,000.00
 Year 4 Regular Compensation to use: N/A
 Year 5 Regular Compensation to use: N/A

Does this member potentially violate Section 18? **NO**

Answer only if there is a potential Section 18 violation.

Exceptions: Answer each of the following questions with "YES" or "NO".

- Did this member have an increase in the number of hours worked? NO
- Did this member have a bona fide change in position? NO
- Did the member have a salary or salary schedule modification negotiated for bargaining unit members of Chapter 150E? NO
- For teachers only, did this teacher perform services set forth in the third sentence of the first paragraph of the definition of "regular compensation"? NO

Does this member violate Section 18? **NO**
 Average if violate Section 18: N/A

Average to use in calculating retirement benefit: **\$30,301.00**

Initials: _____
 Date: _____

FIVE BENEFITS

- Board A: $0.025 \times 8 \times \$11,944.33 = \$2,388.87$
- Board B: $0.025 \times 7 \times \$6,625.33 = \$1,159.43$
- Board C: $0.025 \times 2.5833 \times \$6,425.89 = \$415.00$
- Boards D and E: $0.025 \times 39 \times \$174,922.33 = \$170,549.27$
 - $80\% \times \$174,922.33 = \$139,937.86$
- Board F: $0.025 \times 3 \times \$30,301.00 = \$2,272.58$

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NOTE

- 80% is applied to each benefit separately
- It does not matter when in someone's career the post-1/1/2010 dual service is
- Minimum allowance in Section 13 does not apply

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NOTES:

EXAMPLE 3

- Salary History in handout
- Dual time early in career
- Then a long break in service
- New job for 8 years

NOTES:

EXAMPLE 3 - SALARY HISTORY

Year	Board A Salary	Board B Salary	Board C Salary
2029			63,178
2028			61,939
2027			60,724
2026			59,534
2025			58,366
2024			57,222
2023			56,100
2022			55,000
2021			
2020			
2019			
2018			
2017			
2016			
2015			
2014		33,075	
2013		31,500	
2012		30,000	
2011	25,306	11,576	
2010	24,333	11,025	
2009	23,397	10,500	
2008	22,497	10,000	
2007	21,632		
2006	20,800		
2005	20,000		

VESTING & 5(2)(e)

- Member worked 18 years total
- Does not have at least 10 years in one system
- Cannot retire

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REFUNDS

- Member can take refund of lesser amount
- Does not undo 5(2)(e)
 - money from un-refunded system still not transferred to future System
 - no way to combine service
- What if member refunds both places?
 - cannot buy back the time

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NOTES:

COMMONWEALTH OF MASSACHUSETTS

Public Employee Retirement Administration Commission

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