



Massachusetts Department of Higher Education

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Richard M. Freeland, *Commissioner*
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Massachusetts Board of Higher Education

TO: State University and Community College Human Resources Officers and Directors
CC: State University and Community College Presidents and Chief Financial Officers,
Sean P. Nelson, Deputy Commissioner of Administration and Finance
FROM: Michael J. Murray, Esq., Director of Employee and Labor Relations
DATE: May 14, 2015
RE: Executive Agencies Employee Retirement Incentive Plan

It has come to the attention of the Department of Higher Education (DHE) that there is uncertainty on the part of some state university and community college employees on whether they are eligible for the Employee Retirement Incentive Plan (ERIP) that was recently signed into law by the Governor. Over the last few days, a number of public higher education employees have contacted the State Retirement Board and inquired whether they may apply for the Employee Retirement Incentive Plan.

As we have discussed, employees of the state universities and community colleges are not within the parameters of the ERIP for executive department agencies which was signed into law last week. They, therefore, are not eligible to apply for the ERIP.

In order to dispel any confusion on the part of employees, please ensure that all employees on your respective campuses are made aware that they are not eligible for the ERIP.

On a related note, the state universities and community colleges, with DHE approval, are pursuing a more modest retirement incentive program that will provide eligible public higher education employees a cash incentive if the employees retire before October 31, 2015. Details of this plan will be provided in the near future once the program has been impact bargained with the higher education bargaining units

As always, if you have any questions, please feel free to contact me.