

## INSTRUCTIONS FOR POST-RETIREMENT EARNINGS WORKSHEET

### Limits on Public Employment in Massachusetts for Retirees of a Public Retirement System

Massachusetts public retirees, who return to public employment with any governmental entity in Massachusetts, are subject to significant earnings and hourly service limitations under state retirement laws. These limitations apply to all persons retired from the public sector in Massachusetts who are receiving a **superannuation** allowance. **The attached Excel worksheet has been designed to accurately calculate the Massachusetts post-retirement earnings limitations to which employees or new hires are subject.** *It does incorporate the additional \$15,000 allowable for retirees who have been retired for 12 months before the calendar year. Please note the worksheet will calculate such excess earnings for the calendar year shown at the top of the worksheet. Such date will automatically reflect the calendar year during which you are filling out such worksheet.*

### Worksheet Instructions

Although it seems to be a cumbersome worksheet that may entail retrieving information from other governmental entities, it is essential that updated data is inserted into the top grid entitled “MA Public Pension Information”. This information should include total projected earnings and hours worked in other governmental entities. In accordance with the statutory earnings limitation provisions, the data should be based on a **calendar year** and should include all hours of work and all earnings received by the retiree from any Massachusetts governmental entity. If the employee is only being compensated by the respective employer on a non-hourly basis and such is stated within this top grid, as “Projected Non-hourly Annual Earnings from this Employer Unit”, *do not include such amount prorated in either lines “h” or “i” of the lower grid.*

The form is designed for you to include relevant data in each of the appropriate **yellow cells**, including the top line entitled “Employer Unit/Department Name and **Calendar Year**”.

After inputting all the correct information into this top grid, the retiree’s maximum allowable earnings for the calendar year will be automatically detailed in the second grid and totaled below it in the line entitled: “**A. Equals the maximum allowable amount for Public Retirees**” - *Please note that on the second to last line of this top grid, requesting “Projected Non-hourly Annual Earnings...” is only intended for any fixed salary compensation from the employer. Do **not** include any earnings paid on an hourly basis from the employer on this line.*

Once this amount is calculated, all you need to do is insert the estimated number of hours the retiree would be working during the calendar year and the corresponding hourly rate in lines “g” and “h” (yellow cells) in the next grid below.

Since retiree’s earnings limits are based on **both** total earnings and hours worked, the worksheet estimates excess earnings for each limitation. However, if a member is deemed in excess of both limits, only the larger applies. Such excess amount will be displayed in line: “**E. Estimated Amount Deemed Excess**” - Under statutory post-retirement earnings limits, this excess amount is to be repaid by the retiree to the respective treasurer or paying entity. If this amount is not repaid by the retiree, the Retirement Board may recover it.

Please refer to PERAC MEMO #30/2013 for more details on retiree earnings limits at [www.mass.gov/perac](http://www.mass.gov/perac)

# Calculation Worksheet for Post-Retirement Earnings in the Public Sector

<b>Employer Unit / Department Name</b>	<b>2014</b>
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*[Enter requested information in the shaded areas only for individuals who are receiving a Massachusetts (Chapter 32) pension payment]  
 [A copy of this completed worksheet should be submitted to the employees respective Retirement Board]*

Name of Retiree being Rehired:   
 Date(s) of Reemployment of Retiree:

**MA Public Pension Information:**

MA Government Entity from which Retired	
MA Public Retirement System from which Retired	
Title of Position from which Retired	
Date Retired (mm/dd/yyyy)	
Current Annual Salary of the Position from which the Individual Retired	
Total Retirement Allowance anticipated in the calendar year	
Projected Annual Earnings from <i>other</i> MA Government Entities	
Projected Number of Hours from <i>other</i> MA Government Entities	
Projected Non-hourly Annual Earnings from this Employer Unit	
Source of information provided above	

**Maximum Allowable Earnings for Calendar Year:**

a. Current Annual Salary of Position Retired From	\$0.00
b. Additional Earnings Allowance (c 32 § 91 (b) amended by c 176 § 50 of the Acts of 2011)	\$15,000.00
c. Projected Annual Earnings from other MA Government Entities	\$0.00
d. Projected Non-hourly Annual Earnings from this Employer Unit	\$0.00
e. Current Annual Retirement Allowance	\$0.00

*A. Equals the maximum allowable amount for Public Retirees [A = ((a+b)-(c+d+e))]:* **\$15,000.00**

f. <b>Maximum</b> Number of <b>allowable</b> Hours for Public Retirees	<b>960</b>
g. Projected Number of Hours from other MA Government Entities	0
h. Projected Number of Hours Expected to Work from this Employer Unit	
i. Hourly Rate from this Employer Unit	
j. <b>Maximum</b> Number of Hours <b>allowable</b> at the Hourly Rate from this Employer Unit	

*B. Proposed Estimated Hourly Earnings from this Employer Unit [B = (h\*i)]:* **\$0.00**

*C. Proposed Estimated Excess Earnings over 960 hours:* **\$0.00**

*D. Proposed Estimated Excess Earnings over maximum allowable amount:* **\$0.00**

*E. Estimated Amount Deemed Excess:* **\$0.00**

**If the amount in B exceeds the amount in A and / or the amount in C is greater than zero, the retiree is deemed an Excess Earner.  
 The amount in C is the excess earnings attributable to exceeding the 960 hours limit.  
 The amount in D is the earnings that exceed the maximum allowable amount in A.  
 The amount in E is the larger of or equal to C or D. If paid to the retiree, it must be recouped by the employer.**

<i>Retiree Signature</i>	<i>Date</i>
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<i>Department Head / Treasurer Signature</i>	<i>Date</i>
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