

HB 622-FN - AS INTRODUCED

2025 SESSION

25-0612

09/11

HOUSE BILL **622-FN**

AN ACT relative to the definition of "part-time" for purposes of employment of a retired member of the New Hampshire retirement system.

SPONSORS: Rep. Trottier, Belk. 8; Rep. Bordes, Belk. 5; Rep. Proulx, Hills. 15; Sen. Pearl, Dist 17

COMMITTEE: Executive Departments and Administration

ANALYSIS

This bill increases the hours that a part-time employee in the New Hampshire retirement system can work, removes the 28-day waiting period before a retired member may be employed on a part-time basis, and adds that certain detail assignments performed by retired law enforcement officers shall not count towards the maximum hours cap.

Explanation: Matter added to current law appears in ***bold italics***.
 Matter removed from current law appears ~~[in brackets and struckthrough]~~
 Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.

STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Twenty Five

AN ACT relative to the definition of "part-time" for purposes of employment of a retired member of the New Hampshire retirement system.

Be it Enacted by the Senate and House of Representatives in General Court convened:

1 1 New Hampshire Retirement System; Definitions. Amend RSA 100-A:1, XXXIV to read as
2 follows:

3 XXXIV. "Part-time" for purposes of employment of a retired member of the New Hampshire
4 retirement system, but excepting per diem court security officers and court bailiffs, and the assistant
5 director for safety and security of the judicial branch, means employment by one or more
6 participating employers of the retired member which shall not exceed [1,352] **1,664** hours in a
7 calendar year, except as provided in RSA 100-A:7-b, **and except that outside private detail**
8 **assignments performed by retired law enforcement officers shall not count as hours worked**
9 **under this paragraph.** ~~[Notwithstanding the foregoing, no retired member shall be employed on a~~
10 ~~part-time basis by any participating employer for a period of 28 days from the member's effective~~
11 ~~date of retirement.]~~

12 2 Effective Date. This act shall take effect 60 days after its passage.

HB 622-FN- FISCAL NOTE
AS INTRODUCED

AN ACT relative to the definition of "part-time" for purposes of employment of a retired member of the New Hampshire retirement system.

FISCAL IMPACT: This bill does not provide funding, nor does it authorize new positions.

Estimated State Impact				
	FY 2025	FY 2026	FY 2027	FY 2028
Revenue	\$0	\$0	\$0	\$0
<i>Revenue Fund(s)</i>	None			
Expenditures*	\$0	Indeterminable	Indeterminable	Indeterminable
<i>Funding Source(s)</i>	General Fund			
Appropriations*	\$0	\$0	\$0	\$0
<i>Funding Source(s)</i>	None			

*Expenditure = Cost of bill

*Appropriation = Authorized funding to cover cost of bill

Estimated Political Subdivision Impact				
	FY 2025	FY 2026	FY 2027	FY 2028
Local Revenue	\$0	\$0	\$0	\$0
Local Expenditures	\$0	Indeterminable	Indeterminable	Indeterminable

*The New Hampshire Retirement System states it is not able to separate the fiscal impact of this legislation between county and local government, therefore the fiscal impact is shown together as political subdivisions.

METHODOLOGY:

This bill allows New Hampshire Retirement System (NHRS) eligible employees to retire and continue to work without a break in service up to a maximum of 1,664 hours in a calendar year, or an average of 32 hours per week. The following positions are exempt: per diem court security officers, court bailiffs, and the assistant director for safety and security of the judicial branch as well as detail assignments done by retired law enforcement officers.

The Department of Administrative Services states that in accordance with RSA 98-A:6-a, any individual employed in state service on a part-time basis whose employment calls for 30 hours or more of work in a normal calendar week, and whose position is anticipated to have a duration of six months or more, shall be entitled to elect to receive such health and dental benefits as are

afforded full-time state employees on a pro-rated basis. The DAS assumes that an NHRS retiree in this scenario would likely be filling a benefits-eligible vacancy in the state budget, thereby resulting in a neutral budget impact. To avoid paying health and dental benefits, an agency must ensure that a part-time employee does not work more than 29.5 hours per week.

The New Hampshire Retirement System has indicated that this bill will lead to an indeterminable increase in expenditures since it is unclear how many NHRS employers would adopt this provision. Additionally, it's important to note that the effect on the Unfunded Actuarial Accrued Liability (UAAL) is also uncertain. This is due to the possibility of the number of members who might retire and continue working part-time, no longer participating in the retirement system, could potentially reduce the number of new full-time contributing NHRS employees, as the hours of part-time workers could offset the need for full-time positions.

AGENCIES CONTACTED:

Department of Administrative Services and New Hampshire Retirement System