

Days between jobs/systems?

Those that don't: 10

Those that do: 5

The question:

Good morning,

I need your input and could use some advice: We are looking at how we grant cred service for the gaps between jobs/systems. Currently, when someone transfers to our system we start cred service on their first paid workday. However, we recognize that the person loses days in between when the sending system ends cred service on the last day of work (i.e. ends on a Friday, starts on a Monday, loses two days service for the weekend). A wider gap occurs with police and fire that work rotating shifts (5 and 3). They might end on a Tuesday, start on Thursday of the following week, and lose-out on eight days. Another example would be if the sending system doesn't give days (stop work on May 14th, only give service to April 31st). Somebody with a 20-year career would end up 1 or 2 months short after twenty years. Now the question: What does your system do? and, What do you suggest for a solution? [Click here to go to the discussion area in LinkedIn.](#)

Thank you for your help.

Dale

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Those that don't:

1 - In answer to your other question regarding service and losing a day here or there. I only give them the time they started and so yes.....they would lose a day here, a day there. The Statue is different on interest as I have to make up the interest they lost

coming here because the Statue says they have to get 12 months of interest and so I treat the interest differently than the service.

Patricia (Trycia) Ivas, Gloucester

2 - We don't do days, so it's true that members might miss out on some days of cred serv in some of your situations. We don't have a rotating shift problem like the one you described, we'd just give them full credit. Your scenarios only affects probably 1 or 2 percent of our membership though and usually the worst thing that happens is the member has to work a few more days or a week or two to reach that next month of service before they retire.

David Shipka, Northampton

3 - Amesbury also starts CS on first pay. Unfortunately, there is no perfect way to cover the gaps, but when someone leaves here they are also given CS up to the last payday (some exceptions do apply). We try to make sure all of the days are accounted for too, so that when a member retires they are not penalized.

It will be interesting to see what other responses you get.

Sheryl Trezise, Amesbury

4 - Our system is not as complicated as yours. But I would give credit based on the previous retirement system's letter; for a hire date at our Agency, I would use the date that HR stated they were hired.

Joseph Petty, Mass Housing

5 - In Berkshire County we only credit date of hire and date of termination. When someone retires if they end up short as you described your board can always grant the 1 month of creditable service...its allowable in Chapter 32, I am not sure what section but if you are interested we can find it.

Sheila LaBarbera, Berkshire County

6 - We start creditable service on the day they are employed and retirement deductions are withheld. Any transfers are posted as is, some include days and some do not.

Marianne Fiske, Greenfield

7 - Via phone conversation - Start date is the hire date, end date is the last day worked; give cred service to the day; don't give cred service for the days between jobs; advise employees to resign as of the day immediately before the day they start their first day on the new job – Frank Zecha, Brookline

8 - Braintree does not give days served when accepting liability, and I notice that many other Board do not as well. I have been told by PERAC Auditors that if the service time is consecutive (meaning they only took a weekend off) that full time should be granted but if a week, or a few days are missing, then the service time is in fact disrupted. If I am aware that members are transferring out, I try to make my members aware of the potential break in service, as this has happened to me. When I left one system to come to Braintree, I took two weeks vacation. Had I known how the system worked I would have made sure that pension deductions were taken from

the vacation time so that I had uninterrupted service. Live and Learn! The only fair solution I can imagine is if all of the Boards accepted years, months and DAYS, but I imagine that might get a little harrowing for the Actuaries calculating the 3(8)c's at PERAC. However, I will say that it is the personal responsibility of all members to find out how their pension system works and how a move may affect their service time.

Jeanne Martineau, Braintree

9 - I do not count those days. I always use the date of hire that our member unit gives me.
Charlene Laporte, Southbridge

10 - Gardner uses the date of hire as the start date for creditable service and the termination date as the end of CS. If there is a two day (weekend gap) on one side or the other – so be it. Never had the issue you mentioned with fire or police. If anything, police CS seems to overlap a few days when changing localities.
Clifton Melatti, Gardner

Those that do:

1 - I've never charged anyone for those breaks on the weekend, I just change the membership date to the date following the last day for which they are paid from the other position. We don't give service for longer breaks, but you could pursuant to 4(1)(c) even for periods for which they are not compensated, if that is the Board's choice, as long as the break doesn't exceed a month. We do credit days, but since for calculation purposes we are limited to years and full months, when a person has multiple periods of employment, if the total days remaining goes over 30, we credit them with another month. Hope it helps.

Carolyn Russo, Revere Retirement

2 - If the member was short a few days of a full month because of the interval between jobs of a break of a few days--we would give him the month. We may change our employment date by the few days to give him the full month, or if we had proof that the other system did not give him credit right up until the last day of work--we would charge them.

Gary Brenner, Lynn

3 - Adams just starts the day after they leave the other system. Usually they start right away or overlap, so we don't have an issue.

Cheryl Lillie, Adams

4 - On transfer in we give the 2 or 3 day that is the most. But if we see a large gap we would ask the board (transfer out) for the payroll to make sure no vacation was used that would cover any gap.

Joseph Juppé, Waltham

5 - Lawrence adjusts the dates if a member transfers in, as long as the break is within a one month time period. On another note, I receive calls from other boards asking me to adjust my service dates because of a few overlapping days. Maybe I am too easy going, but if the service is within the month and our board receives the transfer, instead of making a board, "recreate the wheel", I adjust. Chapter 32, Section 4, C states that creditable service in the case of any member may be allowed by the board for any period of his continuous absence without regular compensation which is not in excess of one month. Any portion of any leave or period of continuous absence of any member without regular compensation which is in excess of one month shall not be counted as creditable service. Bottom line, as long as a member is transferring within the commonwealth and no more than a one month gap occurs. I see no reason for them to lose time.
Gina Rizzo, Lawrence