

Andover Supplementary Regulations

	MEMBERSHIP:	<p>01/05/2000 - The Board voted to give members who are eligible to purchase active duty military service a <i>choice</i> of when to begin their military buyback, just as regular municipal makeups are handled. PERAC's guidelines require the member to <i>apply</i> for permission to do the makeup within the 180-day window, but nothing in the law requires the member to begin <i>payment</i> at that time.</p> <p>10/30/1996 - Retirement Board voted to accept Veterans buyback – Chapter 71 of the Acts of 1996, with the following stipulations: the buyback must be completed (paid in full) within 5 years, the minimum payment per week will be \$10, and no interest will be charged</p> <p>09/29/1995 - Retirement Board voted to place emergency fire/police signal operators to Group 2 (dispatchers)</p> <p>06/28/1991 - Retirement Board voted that effective 09/01/1991 any employee working 20 hours or more per week in a permanent position (except seasonal and substitutes) will have mandatory retirement deductions taken from day one of their employment; any employee working less than 20 hours per week would have mandatory OBRA (or social security) deductions taken</p> <p>10/29/1970 - Retirement Board voted to grant membership to crossing guards</p>
	CREDITABLE SERVICE:	<p>10/31/1972 - Retirement Board voted to grant a full year of creditable service for each year of service performed by an employee working in a permanent part time position of 20 hours or more per week</p> <p>07/01/1937 - The Retirement Board does not accept liability for substitute service of any nature</p>
	REGULAR COMPENSATION:	<p>07/18/2006 - Retirement Board voted not to take retirement deductions from the following payments (effective dates are noted, if applicable):</p> <p style="text-align: center;"><u>Andover Independent Employees Association (AIEA):</u> Effective immediately:</p>

Andover Supplementary Regulations

		<p>Tuition Reimbursement Education Incentive (one time payments – not regular and recurring) Effective 07/01/2007: 15% longevity increase for 26-week period</p> <p><u>American Federation of State, County, and Municipal Employees (AFSCME):</u> Effective for contract covering the periods July 1, 2004 through June 30, 2007: 15% longevity increase for 8-week period</p> <p><u>Andover Public Safety Emergency Signal Operators/Communicators (Dispatchers):</u> Effective for contract covering the periods July 1, 2004 through June 30, 2007: 15% longevity increase for 16-week period for members w/ 30 or more years service 15% longevity increase for 8-week period for member w/ less than 30 years service</p> <p><u>Town of Andover Department Heads (Dept Heads):</u> Effective 07/01/2007: 15% longevity increase for 52-week period</p> <p><u>International Association of Firefighters, Local 1658, AFL-CIO (Firefighter):</u> Effective 07/01/2007: 15% longevity increase for 52-week period</p> <p>07/18/2006 - Retirement Board voted not to take retirement deductions from the following payments (effective dates are noted, if applicable) continued from previous page:</p> <p><u>Andover Police Patrolmen’s Union (APPO):</u> Effective 07/01/2007: 15% longevity increase for 52-week period</p>
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	<p>MISCELLANEOUS:</p>	<p>12/17/2007 - Any documents held in the retirement office that are scheduled for destruction which contain confidential information (ie, SSN, date of birth, etc) will be shredded before discarding or recycling.</p> <p>02/22/2006 - Monthly premiums for a retiree and/or survivor's health insurance will be deducted from his/her gross monthly retirement check automatically unless their monthly check does not cover the full premium for their health insurance, in which case, the person will be billed monthly</p> <p>02/23/2001 - The spouse of any married employee retiring under Mass General Laws chapter 32 must sign the acknowledgment of his or her retiring spouse's option choice in the presence of an Andover Contributory Retirement System staff or Board member</p>