

DEFINITION OF "EMPLOYEE" FOR LCCR

The Board of Trustees for Clerks' of Court Retirement and Relief Fund ("LCCR") shall interpret the definition of "employee" as stated in La. R.S. 11:1503(4) as follows. This statutory definition requires the employee to be a "regular" employee. In order to have an objective criterion, this Board adopts the following:

- 1) If an employee works over twenty hours a week, averaged over a retirement contributing reporting period, that employee shall be required to contribute to the retirement system as a "regular" employee unless item (2) below applies.
- 2) If an employee is hired to work less than six months out of any twelve month rolling period, that employee shall not be considered to be a "regular" employee.
- 3) If that employee in fact does work six months or more out of any twelve month rolling period, that employee shall be deemed a "regular" employee since the date of hire and both employee and employer contributions plus interest at the actuarially assumed interest rate on all contributions shall be required to be paid from the inception of the employment, with the employer contributions plus interest payable within thirty days and the employee contributions plus interest payable over six months in equal installments per payroll period beginning with the next payroll period.

Effective January 1, 2015