


**MEMORANDUM**

December 8, 2016

TO: Government Operations and Fiscal Policy Committee

FROM: Robert H. Drummer, Senior Legislative Attorney 

SUBJECT: **Worksession:** Expedited Bill 43-16, Retirement – Membership Groups – Group J  
- Established

Expedited Bill 43-16, Retirement – Membership Groups – Group J - Established, sponsored by Lead Sponsor Council President at the request of the County Executive, was introduced on October 18, 2016. A public hearing was held on November 15.

Bill 43-16 would establish Group J in the Employees' Retirement System and transfer employees in Group E who are not deputy sheriffs or correctional officers to Group J as of the effective date of this legislation.

**Background**

The County Code currently has group designations for all uniformed employees who participate in the ERS. There are employees currently participating in Group E, which is designated for deputy sheriffs and correctional officers, who are non-uniformed employees. Moving these non-uniformed employees into their own group would provide better information for the actuary to project the liability for their benefits and better track the participation by each retirement group. The Bill would not change the retirement benefits for these employees.

**Public Hearing**

There were no witnesses at the public hearing. Linda Herman, Executive Director of the Montgomery County Employee Retirement Plans, submitted written testimony in support of the Bill on behalf of the Executive. See ©19.

**Issues**

**1. Should the Bill define the specific positions included as a uniformed correctional officer?**

After discussing the use of the term County correctional officer with Executive staff, we recommend that the actual positions that are considered uniformed correctional officers in Group E should be spelled out. Staff Amendment 1 would list the following positions as a uniformed County correctional officer - Correctional Officer I, Correctional Officer II, Correctional Officer III, Correctional Dietary Officer I, Correctional Dietary Officer II, Correctional Supervisor-

Sergeant, Correctional Dietary Supervisor, Correctional Shift Commander-Lieutenant, Correctional Unit Commander-Captain, Deputy Warden, or Warden. Listing these positions would better clarify who remains in Group E and who is moved to the new Group J. **Council staff recommendation:** approve Amendment 1. See ©20.

## 2. Technical amendment.

Council staff noticed after introduction that line 56 contains a reference to subparagraph (e)(7). This subparagraph does not currently exist. It would be added by Expedited Bill 36-16, Employees' Retirement System – Disability Retirement – Redetermination of Eligibility – Amendments, which has not been enacted. Amendment 2 would remove this reference. See ©21. **Council staff recommendation:** approve Amendment 2.

## 3. Should the Bill be enacted?

There was no testimony opposing the Bill. The Bill would move certain positions out of Group E and into a new Group J. It would not affect the retirement benefits for these employees. It would be consistent with the way uniformed and non-uniformed employees of the Police Department are split into 2 separate retirement groups. The Bill would enhance the information available to the actuaries when they project future liabilities for the retirement plans. **Council staff recommendation:** enact the Bill with Amendments 1 and 2.

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Expedited Bill No. 43-16  
Concerning: Retirement – Membership  
Groups – Group J – Established  
Revised: October 14, 2016 Draft No. 2  
Introduced: October 18, 2016  
Expires: April 18, 2018  
Enacted: \_\_\_\_\_  
Executive: \_\_\_\_\_  
Effective: \_\_\_\_\_  
Sunset Date: None  
Ch. \_\_\_\_\_, Laws of Mont. Co. \_\_\_\_\_

## COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

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Lead Sponsor: Council President at the request of the County Executive

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**AN EXPEDITED ACT to:**

- (1) establish Group J in the Employees' Retirement System;
- (2) transfer employees in Group E who are not sheriffs or correctional officers to Group J as of the effective date of the legislation; and
- (3) generally amend the law regarding the Employees' Retirement System.

By amending

Montgomery County Code  
Chapter 33, Personnel and Human Resources  
Sections 33-37, 33-38, 33-39, 33-42 and 33-43

<b>Boldface</b>	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing law by original bill.</i>
[Single boldface brackets]	<i>Deleted from existing law by original bill.</i>
<u>Double underlining</u>	<i>Added by amendment.</i>
[[Double boldface brackets]]	<i>Deleted from existing law or the bill by amendment.</i>
* * *	<i>Existing law unaffected by bill.</i>

*The County Council for Montgomery County, Maryland approves the following Act:*

1           **Sec. 1. Sections 33-37, 33-38, 33-39, 33-42 and 33-43 are amended as**  
 2 **follows:**

3 **33-37. Membership requirements and membership groups.**

4   \*       \*       \*

5           (f) *Membership groups and eligibility.* Any full-time or part-time  
 6 employee is eligible for membership in the appropriate membership  
 7 group if the employee meets all of the requirements for the group:

8   \*       \*       \*

9           (4) Group E: The Chief Administrative Officer, the Council  
 10 Administrator, the hearing examiners, the County Attorney and  
 11 each head of a principal department or office of the County  
 12 government, if appointed to that position before July 30, 1978,  
 13 or a member having held that position on or before October 1,  
 14 1972. Any sworn deputy sheriff or County correctional officer  
 15 [and any County correctional staff or officer as designated by the  
 16 chief administrative officer]. Any group E member who has  
 17 reached elective early retirement date may retain membership in  
 18 group E if the member transfers from the position which  
 19 qualified the member for group E. Any group E member who is  
 20 temporarily transferred from the position which qualified the  
 21 member for group E may retain membership in group E as long  
 22 as the temporary transfer from the group E position does not  
 23 exceed 3 years. Notwithstanding the foregoing provisions in  
 24 group E, any employee who is eligible for membership in group  
 25 E must participate in the guaranteed retirement income plan or  
 26 the retirement savings plan under Article VIII if the employee:

- 27 (A) (i) begins, or returns to, County service on or after  
 28 October 1, 1994 (except as provided in the last sentence of  
 29 subsection (e)(2));  
 30 (ii) is not represented by an employee organization; and  
 31 (iii) does not occupy a bargaining unit position; or  
 32 (B) (i) begins County service on or after October 1, 1994;  
 33 and  
 34 (ii) is subject to the terms of a collective bargaining  
 35 agreement between the County and an employee  
 36 organization which requires the employee to participate in  
 37 the guaranteed retirement income plan or the retirement  
 38 savings plan.

39 \* \* \*

- 40 (8) Group J: Any County member who works in a correctional  
 41 facility and due to the required duties of the member's position,  
 42 is designated by the Chief Administrative Officer. Any group J  
 43 member who has reached elective early retirement date may  
 44 retain membership in group J if the member transfers from the  
 45 position which qualified the member for group J. Any group J  
 46 member who is temporarily transferred from the position which  
 47 qualified the member for group J may retain membership in  
 48 group J as long as the temporary transfer from the group J  
 49 position does not exceed 3 years. Notwithstanding the foregoing  
 50 provisions in group J, any employee who is eligible for  
 51 membership in group J must participate in the guaranteed  
 52 retirement income plan or the retirement savings plan under  
 53 Article VIII if the employee:

54                   (A) (i) begins, or returns to, County service on or after  
 55                                   October 1, 1994 (except as provided in the last  
 56                                   sentence of subsection (e)(2)) or (e)(7);

57                                   (ii) is not represented by an employee organization; and

58                                   (iii) does not occupy a bargaining unit position; or

59                   (B) (i) begins County service on or after October 1, 1994;  
 60                                   and

61                                   (ii) is subject to the terms of a collective bargaining  
 62                                   agreement between the County and an employee  
 63                                   organization which requires the employee to  
 64                                   participate in the guaranteed retirement income plan  
 65                                   or the retirement savings plan.

66           (g) *Transfer from one group to another.* A member who elects to transfer  
 67                   from one membership group to another as a result of amendments to  
 68                   this Article must transfer by December 31, 1978, or forfeit this option.  
 69                   However, under paragraph 4, a group D member may transfer to group  
 70                   F at any time before the member's retirement date. Additional  
 71                   contributions made as a result of the transfer must not be treated as  
 72                   picked-up contributions.

73           (1) Transfers From Group A to Group E, F, G, [or] H, or J. Whenever  
 74                   a group A member transfers to a position which is qualified for  
 75                   membership in group E, F, G, [or] H, or J, the retirement service  
 76                   credits earned as a group A member must be used for the purpose  
 77                   of qualifying for retirement. Except for the contribution rate  
 78                   increase as of the effective date of transfer, there will be no  
 79                   additional charges levied on any member who is transferred prior  
 80                   to July 1, 1970. Any member who transfers after July 1, 1970,

81 in addition to paying the contribution rate increase as of the  
 82 effective date of transfer, must pay the additional amount of  
 83 contributions that would have been paid as a member of group E,  
 84 F, G, [or] H, or J from July 1, 1970, or hire date, if later, plus  
 85 interest at the rate of 6 ½ percent per annum to date of full  
 86 payment.

87 (2) Transfers From Group B, D, E, F, [or] G, or J to Group A or H.

88 Whenever a group B, D, E, F, [or] G, or J member transfers to a  
 89 position which is qualified for membership in group A or H, the  
 90 retirement service credits earned as a group B, D, E, F, [or] G, or  
 91 J member must be used for the purpose of qualifying for  
 92 retirement as a group A or H member. The rate of contribution  
 93 must be decreased as of the date of transfer, and the difference in  
 94 member contributions must not be refunded. Notwithstanding  
 95 any other provision of this Article, any group E, [or] F, or J  
 96 member who has not met the elective early retirement date and  
 97 who transfers to group A or H must receive credited service at  
 98 the rate of 1.25 years of service for each full year of service as a  
 99 member of group E, [or] F, or J. Notwithstanding any other  
 100 provision of this Article, any group G member who has not met  
 101 the normal retirement date and who transfers to group A or H  
 102 must receive credited service at the rate of 1.25 years of service  
 103 for each full year of service as a member of group G.

104 (3) Transfers From Group B to Group E, F, [or] G, or J. Whenever a  
 105 group B member transfers to a position which is qualified for  
 106 membership in group E, F, [or] G, or J, the retirement date must  
 107 be adjusted accordingly. Except for the contribution rate increase

108 as of the effective date of transfer, there must be no additional  
109 charges levied on any member who transferred on or before July  
110 1, 1970. Any member who transfers after July 1, 1970, in  
111 addition to paying the contribution rate increase as of the  
112 effective date of transfer, must pay the additional amount of  
113 contributions that would have been paid as a member of group E,  
114 F, [or] G<sub>2</sub> or J from July 1, 1970, or hire date, if later, plus interest  
115 at the rate of 6 ½ percent per annum to date of full payment.

116 (4) Transfers From Group D to Group E, F, [or] G<sub>2</sub> or J. A group D  
117 member may transfer to group E, F, [or] G<sub>2</sub> or J and the  
118 retirement service credits earned as a group D member must be  
119 used for the purpose of qualifying for retirement under group E,  
120 F, [or] G<sub>2</sub> or J. Except for the contribution rate increase as of the  
121 effective date of transfer, there will be no additional charges  
122 levied on any member who transferred on or before July 1, 1970.  
123 Any member who transfers after July 1, 1970, in addition to  
124 paying the contribution rate increase as of the effective date of  
125 transfer, must pay the additional amount of contributions that  
126 would have been paid as a member of group E, F, [or] G<sub>2</sub> or J  
127 from July 1, 1970, plus interest at the rate of 6 ½ percent per  
128 annum to date of full payment.

129 (5) Transfers From Group H to Group A, E, F, [or] G<sub>2</sub> or J. A group  
130 H member may transfer to group A, E, F, [or] G<sub>2</sub> or J and the  
131 retirement service credits earned as a group H member must be  
132 used for the purpose of qualifying for retirement under group A,  
133 E, F, [or] G<sub>2</sub> or J. Any member who transfers on or after July 1,  
134 1989, in addition to paying the contribution rate increase as of



135 the effective date of transfer, must pay the additional amount of  
 136 contributions that would have been paid as a member of group  
 137 A, E, F, [or] G, or J from July 1, 1970, or hire date, if later, plus  
 138 interest at the rate of 6 ½ percent per annum to date of full  
 139 payment.

140 \* \* \*

141 **33-38. Normal retirement date, mandatory retirement date, early retirement**  
 142 **date, and trial retirement.**

143 (a) *Normal retirement date.* The normal retirement date is the first day of  
 144 the month elected by a member after the member meets the years of  
 145 service and age requirements for the applicable membership group. For  
 146 normal retirement:

147 \* \* \*

148 (8) Group J: The member must have at least:

149 (A) 15 years of credited service and be at least age 55; or

150 (B) 25 years of credited service and be at least age 46.

151 ~~[(8)](9)~~ \* \* \*

152 ~~[(9)](10)~~ \* \* \*

153 \* \* \*

154 (c) *Early retirement date.*

155 (A) the group A member has at least 15 years of credited  
 156 service and has reached age 50, or has at least 20 years of  
 157 credited service and has reached age 45;

158 (B) the group B member has at least 15 years of credited  
 159 service and has reached age 45;

- 160 (C) the group E member has at least 15 years of credited  
 161 service and has reached age 45, or has at least 20 years of  
 162 credited service and has reached age 41;
- 163 (D) the group F member has at least 15 years of credited  
 164 service and has reached age 45, or has at least 20 years of  
 165 credited service and has reached age 41; [or]
- 166 (E) the group H member has at least 15 years of credited  
 167 service and has reached age 50, or has at least 20 years of  
 168 credited service and has reached age 45[.]; or
- 169 (F) the group J member has at least 15 years of credited  
 170 service and has reached age 45, or has at least 20 years of  
 171 credited service and has reached age 41.

172 **33-39. Member contributions and credited interest.**

173 (a) *Member contributions.* Each member of the retirement system must  
 174 contribute a portion of the member's regular earnings through regular  
 175 payroll deductions.

176 (1) Member Contributions to the Optional Retirement Plan. A  
 177 member of the Optional Retirement Plan must contribute the  
 178 following percentage of regular earnings:

179 [A.](A) \* \* \*

180 [B.](B) \* \* \*

181 [C.](C) \* \* \*

182 [D.](D) Group E, F, [or] G, or J member, 9 ½ percent for  
 183 service beginning on the first pay period after June 30,  
 184 2011 and 10 ½ percent for service beginning on the first  
 185 pay period after June 30, 2012.

186 (2) Member Contributions to the Integrated Retirement Plan. A  
 187 member of the Integrated Retirement Plan must contribute the  
 188 following percentage of regular earnings:

189 \* \* \*

190 (C) Group E and Group J, 5 ¾ percent for service beginning  
 191 on the first pay period after June 30, 2011 and 6 ¾ percent  
 192 for service beginning on the first pay period after June 30,  
 193 2012 up to the maximum Social Security wage base, and  
 194 9 ½ percent for service beginning on the first pay period  
 195 after June 30, 2011 and 10 ½ percent for service beginning  
 196 on the first pay period after June 30, 2012 of regular  
 197 earnings that exceed the wage base;

198 (b) *Credited interest.*

199 \* \* \*

200 (3) Effective July 1, 1989, interest must be credited annually on each  
 201 member's accumulated contributions as of June 30, 1989, and  
 202 thereafter, as follows:

203 \* \* \*

204 (D) For group E and J members, interest will be credited at a  
 205 rate of 4 percent per annum.

206 **33-42. Amount of pension at normal retirement date or early retirement date.**

207 \* \* \*

208 (b) *Amount of pension at normal retirement date.*

209 (1) Pension amount for an Optional Retirement Plan member.

210 (A) Except for a Group E, F, [or] G, or J member, the annual  
 211 pension for a member of the optional retirement plan who  
 212 retires on a normal retirement must equal 2 percent of  
 213 average final earnings multiplied by years of credited

214 service, up to a maximum of 36 years, plus sick leave  
 215 credits. Years of credited service of less than one full year  
 216 must be prorated.

217 (B) For a Group E or Group J member who is a member of the  
 218 optional plan and retires on a normal retirement, the  
 219 annual pension must equal 2.4 percent of average final  
 220 earnings for each of the first 25 years of credited service  
 221 completed, and 2 percent of average final earnings for  
 222 each year of credited service of more than 25 years, to a  
 223 maximum of 31 years plus sick leave credits. Years of  
 224 credited service of less than one full year must be prorated.  
 225 Sick leave credits used for years in excess of 25 years must  
 226 be credited at 2 percent of average final earnings. The  
 227 maximum benefit with the application of sick leave credits  
 228 must not exceed 76 percent of average final earnings.

229 \* \* \*

230 (2) Pension amount for an Integrated Retirement Plan member.

231 \* \* \*

232 (C) For a Group E or Group J member in the integrated  
 233 retirement plan who retires on a normal retirement, the  
 234 annual pension must be computed as follows:

235 \* \* \*

236 (d) *Adjustment for pension payments previously paid.*

237 \* \* \*

238 (2) If a member receives service connected disability pension  
 239 payments, and subsequently returns to work and re-enters the  
 240 retirement system within 5 years of the date that disability  
 241 retirement commenced and prior to attaining age 55, if a group

242 A or H member, or age 45 if a group B, E, F, [or] G, or J member,  
 243 the number of years of prior service, plus the number of years the  
 244 member was on retirement, plus the number of years accrued  
 245 after re-entering the system must be used in computing the  
 246 amount of pension at subsequent retirement.

247 \* \* \*

248 **Sec. 33-43. Disability Retirement**

249 \* \* \*

250 (g) *Medical reexamination of disability retiree.* The Chief Administrative  
 251 Officer must require a member receiving disability pension payments  
 252 to undergo either a yearly physical examination or to submit a medical  
 253 doctor's certificate verifying continuation of the disability during the 5  
 254 years after retirement, and once in every 3 years thereafter, until age 55  
 255 for a member of group B, E, F, [or] G, or J or age 60 for a member of  
 256 group A or H, unless the Chief Administrative Officer finds that a  
 257 physical examination is unnecessary because of the nature and severity  
 258 of the injury or illness. The Chief Administrative Officer must review  
 259 the findings of the physical examination and take appropriate action,  
 260 which may include submitting the results of the evaluation to the  
 261 Disability Review Panel for a redetermination whether the individual  
 262 qualifies for disability benefits in accordance with subsection (d). If a  
 263 member does not submit to the examination, the Chief Administrative  
 264 Officer may reduce or discontinue any disability pension payments  
 265 which the member receives. The Disability Review Panel may require  
 266 the member to submit to an additional independent medical  
 267 examination. A member may appeal a decision to reduce or discontinue

268 disability pension payments to the appropriate Disability Arbitration  
269 Board.

270 \* \* \*

271 **Sec. 2. Expedited Effective Date.**

272 The Council declares that this legislation is necessary for the immediate  
273 protection of the public interest. This Act takes effect on the date on which it becomes  
274 law. Any active group E member who is not a County correctional officer or a sworn  
275 deputy sheriff must become a group J member on the date this law takes effect.

276

277

278 *Approved:*

279

280

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Nancy Floreen, President, County Council Date

281 *Approved:*

282

---

Isiah Leggett, County Executive Date

283 *This is a correct copy of Council action.*

284

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Linda M. Lauer, Clerk of the Council Date

285

## LEGISLATIVE REQUEST REPORT

Expedited Bill 43-16

*Retirement – Membership Groups – Group J - Established*

**DESCRIPTION:** The legislation creates Group J in the Employees' Retirement System (ERS) for employees who are currently in Group E and do not hold the position of Deputy Sheriff or Correctional Officer. The new group J will serve to distinguish, for actuarial and administrative purposes, their participation in the ERS. Deputy Sheriffs and Correctional Officers would remain in Group E while all other County employees currently in Group E would transfer to a new Group J.

This legislation does not change the retirement benefits provided to either Group E or Group J participants. The sole purpose of the legislation is to segregate the two groups in the same fashion as the County Code does currently for Police, Fire and non-uniformed employees who participate in the ERS.

**PROBLEM:** The County Code currently has group designations for all uniformed employees who participate in the ERS. There are employees currently participating in Group E, which is designated for deputy sheriffs and correctional officers, who are non-uniformed employees. Moving these non-uniformed employees into their own group would provide better information for the actuary to project the liability for their benefits and better track the participation by each retirement group.

**GOALS AND OBJECTIVES:** To divide Group E of the Employees' Retirement System (ERS) into two different groups. Deputy Sheriffs and Correctional Officers would remain in Group E while all other designated correctional staff would transfer to a new Group J.

**COORDINATION:** Montgomery County Employee Retirement Plans & the Office of Human Resources

**FISCAL IMPACT:** Office of Management and Budget

**ECONOMIC IMPACT:** Department of Finance

**EVALUATION:** N/A

**EXPERIENCE  
ELSEWHERE:** N/A

**SOURCE OF  
INFORMATION:** Shawn Stokes, Director OHR  
Linda Herman, Montgomery County Employee Retirement Plans

**APPLICATION  
WITHIN  
MUNICIPALITIES:** N/A

**PENALTIES:** N/A

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Bill



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OFFICE OF THE COUNTY EXECUTIVE  
ROCKVILLE, MARYLAND 20850

RECEIVED  
MONTGOMERY COUNTY  
COUNCIL

Isiah Leggett  
County Executive

MEMORANDUM

September 28, 2016

TO: Nancy Floreen, President  
Montgomery County Council

FROM: Isiah Leggett, County Executive *Timothy L. Firestone (Acting)*

SUBJECT: Legislation to Amend Chapter 33, Personnel and Human Resources.

I am attaching for the Council's consideration a bill that would amend the County's retirement law to create Group J in the Employees' Retirement System (ERS) for employees who are currently in Group E and do not hold the position of Sheriff or Correctional Officer. The new group J will serve to distinguish, for actuarial projection and administrative purposes, their participation in the ERS. Deputy Sheriffs and Correctional Officers would remain in Group E while all other County employees currently in Group E would transfer to a new Group J.

This legislation does not change the retirement benefits provided to either Group E or Group J participants. The sole purpose of the legislation is to segregate the two groups in the same fashion as the County Code does currently for Police, Fire and non-uniformed employees who participate in the ERS.

Thank you for your consideration of this matter.

Attachments: Fiscal Impact Statement  
Draft legislation

c: Shawn Stokes, Director, OHR  
Linda Herman, Executive Director, MCERP



**Fiscal Impact Statement**  
**Council Bill XX-16 Employees' Retirement System – Establish Group J**

**1. Legislative Summary.**

Bill XX-16 would:

- establish Group J in the Employees' Retirement System (ERS);
- transfer employees in Group E who are not sheriff's deputies or correctional officers to Group J as of the effective date of the legislation;
- serve to distinguish, for actuarial projection and administrative purposes, the participation in ERS of employees who are not sheriff's deputies or correctional officers; and
- generally amend the law regarding the Employees' Retirement System.

**2. An estimate of changes in County revenues and expenditures regardless of whether the revenues or expenditures are assumed in the recommended or approved budget. Includes source of information, assumptions, and methodologies used.**

Expenditures related to setting up the new retirement plan (Group J) within Oracle, the workforce system of record within Montgomery County, are expected to be at least \$41,300 in FY17, for approximately 340 hours of staff time. Expenditures in subsequent fiscal years for any routine maintenance of the plan are expected to be minimal. These costs will be absorbed within the Department of Technology Services, Enterprise Resource Planning (ERP), during FY17. ERP resources will cover the creation of a new retirement code, moving employees from their current retirement code to the new code, updating PeopleSoft interface files, and other administrative tasks. After Group J is set up, additional staff and contractor time within the Montgomery County Employee Retirement Plan (MCERP) office to administer the plan separate from work on other plans is expected to be de minimus.

**3. Revenue and expenditure estimates covering at least the next 6 fiscal years.**

See #2

**4. An estimate of expenditures related to County's information technology (IT) systems, including Enterprise Resource Planning (ERP) systems.**

See #2

**5. An actuarial analysis through the entire amortization period for each bill that would affect retiree pension or group insurance costs.**

Not applicable. Although this bill involves the retirement system, it will simply place employees who are not sheriff's deputies or correctional officers into a retirement plan identical to what they have now. Retirement benefits available to these employees in Group J will not change.

**6. Later actions that may affect future revenue and expenditures if the bill authorizes future spending.**

Not applicable

**7. An estimate of the staff time needed to implement the bill.**

See #2.

**8. An explanation of how the addition of new staff responsibilities would affect other duties.**

This work would be absorbed by current ERP staff, and other work may be displaced while implementation of Group J occurs in FY17.

**9. An estimate of costs when an additional appropriation is needed.**

An additional appropriation is not assumed as part of this analysis.

**10. A description of any variable that could affect revenue and cost estimates.**

The estimate described in #2 will vary to the degree that the staff hours ultimately necessary to establish the new Group J vary from the projection.

**11. Ranges of revenue or expenditures that are uncertain or difficult to project.**

No applicable

**12. If a bill is likely to have no fiscal impact, why that is the case.**


Not applicable

**13. Other fiscal impacts or comments.**

Not applicable

**14. The following contributed to and concurred with this analysis:**

Linda Herman, Director, Montgomery County Employee Retirement Plans  
Corey Orlosky, Office of Management and Budget  
Lori O'Brien, Office of Human Resources  
Amanda Hardy-Konkus, Enterprise Resource Planning

  
\_\_\_\_\_  
Jennifer A. Hughes, Director  
Office of Management and Budget

9/23/16  
\_\_\_\_\_  
Date

**Economic Impact Statement**  
**Bill XX-16, Employees' Retirement System – Establish Group J**

**Background:**

Bill XX-16 would:

- establish Group J in the Employees' Retirement System (ERS);
- transfer employees in Group E who are not sheriff's deputies or correctional officers to Group J as of the effective date of the legislation;
- serve to distinguish, for actuarial projection and administrative purposes, the participation in ERS of employees who are not sheriff's deputies or correctional officers; and
- generally amend the law regarding the Employees' Retirement System.

**1. The sources of information, assumptions, and methodologies used.**

Not Applicable.

**2. A description of any variable that could affect the economic impact estimates.**

There are no variables under this legislation that could have a substantive economic impact on the County.

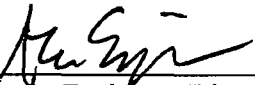
**3. The Bill's positive or negative effect, if any on employment, spending, savings, investment, incomes, and property values in the County.**

The legislation does not have an economic impact on the County because it will simply place employees who are not sheriff's deputies or correctional officers into a retirement plan that is identical to what they have currently. Retirement benefits available to these employees in Group J will not change. Moving the non-uniformed employees into their own group will result in additional clarity for actuarial projections of the liability and better tracking of participation by retirement group.

**4. If a Bill is likely to have no economic impact, why is that the case?**

Please see the answer to question 3.

**5. The following contributed to or concurred with this analysis: David Platt, Dennis Hetman, and Robert Hagedoorn, Finance.**

  
\_\_\_\_\_  
Alexandre A. Espinosa, Director  
Department of Finance

9/21/2016  
Date

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**TESTIMONY ON BEHALF OF THE COUNTY EXECUTIVE LEGGETT ON  
EXPEDITED BILL 43-16E, EMPLOYEES' RETIREMENT SYSTEM –  
MEMBERSHIP GROUPS – ESTABLISHMENT GROUP J**

Good afternoon. I am Linda Herman, Executive Director of the Montgomery County Employee Retirement Plans, which oversees the assets and the administration of the County's three retirement plans. I am here today on behalf of the County Executive to testify in support of Bill 43-16E, Employees' Retirement System – Membership Groups – Establishment of Group J.

The legislation creates Group J in the Employees' Retirement System (ERS) for employees who are currently in Group E and do not hold the position of Deputy Sheriff or Correctional Officer. The new group J will serve to distinguish, for actuarial and administrative purposes, their participation in the ERS. Deputy Sheriffs and Correctional Officers would remain in Group E while all other County employees currently in Group E would transfer to a new Group J.

This legislation does not change the retirement benefits provided to either Group E or Group J participants. The sole purpose of the legislation is to segregate the two groups in the same fashion as the County Code does currently for Police, Fire and non-uniformed employees who participate in the ERS.

The County Code currently has group designations for all uniformed employees who participate in the ERS. There are employees currently participating in Group E, which is designated for deputy sheriffs and correctional officers that are non-uniformed employees. We would like to move the non-uniformed employees into their own group which would result in providing clearer information to the actuary for projections of the liability as well as better tracking of participation by retirement group.

We look forward to working with the Council in its deliberations on this legislation.

## Amendment 1 - Defining Uniformed Correctional Officer

*Amend lines 9-26 as follows:*

- (4) Group E: The Chief Administrative Officer, the Council Administrator, the hearing examiners, the County Attorney and each head of a principal department or office of the County government, if appointed to that position before July 30, 1978, or a member having held that position on or before October 1, 1972. Any sworn deputy sheriff or uniformed County correctional officer in the position of Correctional Officer I, Correctional Officer II, Correctional Officer III, Correctional Dietary Officer I, Correctional Dietary Officer II, Correctional Supervisor-Sergeant, Correctional Dietary Supervisor, Correctional Shift Commander-Lieutenant, Correctional Unit Commander-Captain, Deputy Warden, or Warden [and any County correctional staff or officer as designated by the chief administrative officer]. Any group E member who has reached elective early retirement date may retain membership in group E if the member transfers from the position which qualified the member for group E. Any group E member who is temporarily transferred from the position which qualified the member for group E may retain membership in group E as long as the temporary transfer from the group E position does not exceed 3 years. Notwithstanding the foregoing provisions in group E, any employee who is eligible for membership in group E must participate in the guaranteed retirement income plan or the retirement savings plan under Article VIII if the employee:

**Amendment 2 - Technical Amendment**

*Amend lines 54-56 as follows:*

- (A) (i) begins, or returns to, County service on or after October 1, 1994 (except as provided in the last sentence of subsection (e)(2)) ~~[[or (e)(7)]]~~;