


MEMORANDUM

October 27, 2017

TO: County Council

FROM: Robert H. Drummer, Senior Legislative Attorney 

SUBJECT: **Introduction:** Expedited Bill 33-17, Employees' Retirement Savings Plan – Disability Benefits Plan – Termination of Benefits - Amendments

Expedited Bill 33-17, Employees' Retirement Savings Plan – Disability Benefits Plan – Termination of Benefits – Amendments, sponsored by Lead Sponsor Council President Berliner at the request of the County Executive, is scheduled to be introduced on October 31, 2017. A public hearing is tentatively scheduled for November 28 at 1:30 p.m.

Bill 33-17 would increase the age long term disability benefits end from 65 to 70.

Background

County employees who are participants in the Retirement Savings Plan, the Guaranteed Retirement Income Plan, or the Elected Officials Plan are eligible for benefits under the Disability Benefits Plan (the Plan).¹ The Plan provides long term disability benefits for both service-connected and non-service connected disabilities. A service connected benefit is 52.5% of salary for partial disability and 70% of salary for total disability. A non-service connected benefit is 2% of salary per year of County employment with a minimum benefit of 30% and a maximum benefit of 60% of salary. The County contributes 75% of the cost of the Plan and each employee contributes 25% of the cost. See the basic outline of the Plan at ©9 and the Summary of the Plan Description at ©10-18.

The Plan requires the CAO to terminate disability benefits when a participant reaches the age of 65. Bill 33-17 would extend eligibility for disability benefits from age 65 to age 70. OMB estimates that the County's annual cost to extend benefits to age 70 would be \$420,000. The annual total cost to all employees would be \$140,000 or \$2.22 per month per employee. See the Fiscal Impact Statement at ©5. This increase in employee disability benefits was negotiated between the Executive and MCGEO. The MOU between the Executive and MCGEO is at ©19-20. In addition to the eligible employees represented by MCGEO, the Bill would increase the disability benefit for eligible non-represented employees, including elected officials.

¹ Employees participating in the defined benefit plans under the Employee's Retirement System are eligible for a different disability retirement pension that would not be affected by Bill 33-17.

This packet contains:

Expedited Bill 33-17
Legislative Request Report
Memo from County Executive
Fiscal and Economic Impact statement
Plan Outline
Summary of Plan Description
MOU with MCGEO

Circle #

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F:\LAWBILLS\1733 Employees' Retirement Savings Plan-Disability Benefits Plan\Intro Memo.Docx

Expedited Bill No. 33-17
Concerning: Employees' Retirement
Savings Plan - Disability Benefits
Plan - Termination of Benefits -
Amendments
Revised: October 18, 2017 Draft No. 1
Introduced: October 31, 2017
Expires: May 1, 2019
Enacted: [date]
Executive: [date signed]
Effective: [date takes effect]
Sunset Date: None
Ch. [#], Laws of Mont. Co. [year]

COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

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

AN EXPEDITED ACT to:

- (1) amend the age for termination of long term disability benefits; and
- (2) generally amend the laws governing the Disability Benefits Plan.

By amending

Montgomery County Code
Chapter 33, Personnel and Human Resources
Section 33-133

Boldface

Underlining

[Single boldface brackets]

Double underlining

[[Double boldface brackets]]

* * *

Heading or defined term.

Added to existing law by original bill.

Deleted from existing law by original bill.

Added by amendment.

Deleted from existing law or the bill by amendment.

Existing law unaffected by bill.

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

1 **Sec. 1. Section 33-133 is amended as follows:**

2 **33-133. Termination of Benefits.**

3 (a) *Non-public safety employee.* The administrator must terminate initial or
4 continued disability benefits to a non-public safety employee if the
5 employee:

6 (1) recovers from the disability, as determined by the administrator;

7 (2) does not provide the administrator with information that the
8 administrator requires; or

9 (3) attains age 70 [65], or a later age if required under federal law.

10 (b) *Public safety employee.* The administrator must terminate initial or
11 continued disability benefits to a public safety employee if the employee:

12 (1) recovers from the disability, as determined by the administrator;

13 (2) does not provide the administrator with information that the
14 administrator requires; or

15 (3) attains age 70 [65], or a later age if required under federal law, if
16 the benefit is for a non-service connected disability.

17 **Sec. 2. Expedited Effective Date.**

18 The Council declares that this legislation is necessary for the immediate
19 protection of the public interest. This Act takes effect on January 1, 2017. The
20 amendments in Section 1 apply to all participants receiving benefits or entitled to
21 receive benefits on or after January 1, 2017.

22 *Approved:*

23 _____
Roger Berliner, President, County Council

Date

LEGISLATIVE REQUEST REPORT

Expedited Bill 33-17

Employees' Retirement Savings Plan – Disability Benefits Plan – Termination of Benefits - Amendments

DESCRIPTION: The legislation would change the benefits provided under the Long Term Disability Program (LTD2) by extending the age at which benefits end from 65 to age 70. The change brings the LTD2 program's income replacement in line with the changes made to the availability for full unreduced Social Security benefits. Full Social Security benefits are not available to employees born after 1943 until they reach the age of 66 or later (reduced benefits are still available at age 62).

PROBLEM: Stopping the benefits at age 65 forces participants receiving LTD2 benefits, who are not receiving Social Security disability benefits, to apply for the reduced Social Security benefits when the LTD2 benefit ends at 65. Taking a reduction from the full benefit from Social Security places an undue hardship on the LTD2 participants. The bulk of those participants receiving LTD2 benefits became disabled performing their day-to-day County duties and were awarded service connected disability benefits. Providing this increased benefit for the approximately 6,000 employees covered by the program results in a very minimal increase in the monthly premium paid by the County and employees and results in a better alignment with benefits provided by the Social Security Administration.

GOALS AND OBJECTIVES: To provide income replacement to County and participating employees who become disabled.

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: To be researched.

SOURCE OF INFORMATION: Montgomery County Employee Retirement Plans
Office of Human Resources

APPLICATION WITHIN MUNICIPALITIES: N/A

PENALTIES: N/A




OFFICE OF THE COUNTY EXECUTIVE
ROCKVILLE, MARYLAND 20850

Isiah Leggett
County Executive

MEMORANDUM

October 16, 2017

TO: Roger Berliner, President
Montgomery County Council

FROM: Isiah Leggett, County Executive 

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

I am attaching for Council's consideration a bill that would amend the County's law related to the payment of long-term disability benefits to participating employees. The legislation would change the benefits provided under the Long Term Disability Program (LTD2) by extending the age at which benefits end from 65 to age 70. The change brings the LTD2 program's income replacement in line with the changes made to the availability for full, unreduced Social Security benefits. Full Social Security benefits are not available to employees born after 1943 until they reach the age of 66 or later (reduced benefits are still available at age 62). On average, affected County employees were born after 1943.

Stopping the benefits at age 65 forces participants receiving LTD2 benefits, who are not receiving Social Security disability benefits, to apply for the reduced Social Security benefits when the LTD2 benefit ends at 65. Taking a reduction from the full benefit from Social Security places an undue hardship on the LTD2 participants. The bulk of those participants receiving LTD2 benefits became disabled performing their day-to-day County duties and were awarded service connected disability benefits. Providing this increased benefit for the approximately 6,000 employees covered by the program results in a minimal increase in the monthly premium paid by the County and employees, and results in better alignment with benefits provided by the Social Security Administration.

Thank you for your consideration of this matter.

Attachments

c: Linda Herman, Executive Director, MCERP
Shawn Stokes, Director, Office of Human Resources

Fiscal Impact Statement
Expedited Bill XX-17 – Disability Benefits Plan

1. Legislative Summary

The bill would amend the age for termination of long term disability benefits from age 65 to age 70, and generally amend the laws governing the County's Long Term Disability Benefits Plan (LTD2).

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.

This bill would change the benefits provided by LTD2 by extending the age at which benefits end from 65 to 70. An actuarial analysis performed by the Fund's actuary, Aon, estimates the annual cost of the County's portion of these benefits to increase from \$873,000 to \$1,293,000, an increase of \$420,000. The employee portion of the benefit would increase from \$291,000 to \$431,000, an increase of \$140,000. This charge is administered through payroll, and would result in a monthly increase of \$2.22 per employee. The analysis assumes the current cost share arrangement between the County and employees of 75%/25%.

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

Assuming an increase of \$420,000 annually, this bill would have an estimated impact of \$2,520,000 in increased expenditures over the next 6 fiscal years. There is no anticipated impact on revenues.

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

See above.

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

Not applicable.

6. An estimate of the staff time needed to implement the bill.

There are no additional costs for staff to implement the legislation.

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

Not applicable.

8. An estimate of costs when an additional appropriation is needed.

Not applicable.

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

Not applicable.

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

Not applicable.

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

Not applicable.

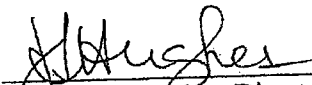
12. Other fiscal impacts or comments.

Not applicable.

13. The following contributed to and concurred with this analysis:

Corey Orlosky, Office of Management and Budget

Linda Herman, Executive Director, Montgomery County Employee Retirement Plans



Jennifer A. Hughes, Director
Office of Management and Budget

10/12/17
Date

Economic Impact Statement
Expedited Bill xx-17, Disability Benefits Plan

Background:

This legislation would amend Montgomery County Code Section 33-133, Termination of Benefits, to increase the age from 65 to 70 for termination of long term disability benefits.

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

Source of information is the Montgomery County Long-Term Disability Benefits Plan (LTD2). An actuarial valuation is performed every two years for the program to set the contribution rate for the County, participating agencies and employees. Based on the actuarial analysis performed by the fund's actuary for Expedited Bill #-17, an estimate of the increase in the annual cost of the County's portion would be \$420,000 from \$873,000 to \$1,293,000. The employee portion of the benefit would increase from \$291,000 to \$431,000, an increase of \$140,000, resulting in a monthly increase of \$2.22 per employee. The analysis conducted by the actuary assumes the current cost share agreement between the County and employees of 75%/25%.

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

The variables that could affect the economic impact estimates are the number of recipients who reside in the County receiving long-term disability benefits, the total amount of benefits or income received by those recipients, and the deduction from the salary of County employees.

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

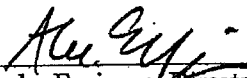
Because of the lack of data on the number of recipients currently residing in the County receiving long-term disability benefits, it is uncertain whether Expedited Bill #-17 would have a significant effect on the County's economy and total personal income. The increase in benefits would have a positive impact on an individual recipient's personal income. However, since the estimated annual cost of the County's portion of these benefits would increase by only \$420,000, the economic impact on the County's overall economy and income would be minimal. Finally, since Expedited Bill #-17 would change the employee benefit portion and result in an increase of \$2.22 per month or \$26.64 per year, it would also have a minimal impact on the economy.

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

Please see paragraph #3

**Economic Impact Statement
Expedited Bill xx-17, Disability Benefits Plan**

5. The following contributed to or concurred with this analysis: David Platt, and Rob Hagedoorn, Finance; Linda Herman and Robert Goff, MCERP.



Alexandre Espinosa, Director
Department of Finance

10/9/2017
Date

Montgomery County

Long Term Disability Benefits Plan (LTD2)

Background:

- When the Retirement Savings Plan (RSP) was created in October 1994 for all non-uniformed public safety and non-public safety employees, the LTD2 plan was also created.
 - An actuarial analysis is performed every two years to set the contribution rate for the County, participating agencies and employees.
- As part of collective bargaining with MCGEO, the County is required to make employer contributions (8% of the LTD2 participant's salary) until the participant turns 62
- The County pays the employer contribution for insurance benefits for LTD2 participants
- LTD2 participant's RSP or Guaranteed Retirement Income Plan (GRIP) account is frozen until age 62, if employer contributions are required

Covered employees:

- All County employees hired after October 1994, who are non-uniformed public safety or non-public safety, who participate in the RSP and GRIP
- Total covered employees – approximately 6,000 (including participating agencies)

Benefits:

- Service Connected
 - 52.5% or 70% of salary until age 65
- Non-Service Connected
 - 2% per year of County employment with a minimum of 30% and a maximum of 60% until age 65

Contributions:

- FY 17/18
 - 75% - County - \$13.82 per month, per participant, annual total - \$873,000
 - 25% - Employees - \$4.61 per month, per participant, annual total - \$291,000

Recommended Change:

- **Continuing service connected disability until age 70**
 - Benefits
 - Monthly disability payments would continue until age 70
 - Health insurance benefits would continue, if eligible
 - Estimated Cost increases
 - County from \$873,000 to \$1.293 million - \$420,00 annually
 - Employees from \$291,000 to \$431,000 (\$4.61 per month to \$6.83) - \$140,000 annually



MONTGOMERY COUNTY

Disability Benefits Plan

Summary Plan Description

October 2016

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Introduction

The purpose of this Summary Description is to provide you with an informal guide to the key provisions of the Disability Benefits Plan (Long Term Disability (LTD) Plan), as provided for in the Montgomery County Code, Chapter 33, Article VIII, Division 2 ("County Code"). Every effort has been made to accurately summarize the LTD Plan. However, in the event of a conflict between this Summary Description and the County Code, the County Code will govern.

While Montgomery County Government (the "County") expects to continue the LTD Plan, it is the County's position that there is no implied contract between employees and the County to do so. The County reserves the right to change or discontinue any of the terms of the LTD Plan, subject to applicable laws and collective bargaining agreements. In addition, the County may amend the LTD Plan, either prospectively or retroactively, as required by Federal or State law.

The LTD Plan is sponsored by the County. Other government agencies and quasi-government agencies elect to participate in the County's LTD Plan. If you are an employee of one of those agencies, you participate under the same terms and conditions as a County employee.

Eligibility

You are eligible for the LTD Plan if you are budgeted to work for the County or a participating agency at least 20 hours a week and participate in the:

- Retirement Savings Plan,
- Guaranteed Retirement Income Plan, or
- Elected Officials' Plan.

Your LTD coverage begins automatically on your date of retirement plan membership.

Definition of Disability

To qualify for LTD Plan benefits, you must meet the LTD Plan's definition of disability. Disability is divided into two stages: initial disability and continued disability. If you qualify for an initial disability, the County will re-evaluate you before the end of 36 months (12 months for a public safety employee who has a non-service-related disability) to determine if you meet the requirements for a continuing disability.

Disability benefits are also divided into two categories: non-service-connected and service-connected, depending upon the disability.

Initial Disability

You are considered disabled if you cannot perform the job you held when you became disabled. Your condition must be the result of an accident, illness or injury and not

caused by your willful misconduct or willful negligence. See non-service-connected and service-connected for more information.

Temporary Disability

After you qualify for an initial disability, you may be approved for a temporary disability for one or more one year periods. At the end of the period of the temporary disability, a determination will be made as to whether you will continue to receive payments under this LTD Plan.

Continuing Disability

If you qualify for an initial disability, at the end of the initial period you are generally considered disabled if:

- your condition has not changed;
- you cannot perform any job for which you are reasonably suited, based on your education, training or retraining and experience; and,
- your condition is likely to be permanent. If you are a public safety employee, you also must also be unable to earn substantially similar final earnings.

If you qualify for service-connected benefits, you may be considered partially incapacitated. If you are partially incapacitated, you are considered unable to perform one or more of the essential functions of the job you held when you became disabled but you may still perform other substantial gainful employment.

See non-service-connected and service-connected for more information.

Application Process

You (or your representative) may file an application for disability benefits with the Chief Administrative Officer. Applications should be filed through the Montgomery County Employee Retirement Plans (MCERP), 101 Monroe Street, 15th Floor, Rockville, MD 20850.

In applying for LTD benefits, MCERP will provide you with the proper forms and any assistance you require with the application process. In addition to completing the forms and submitting to MCERP, you will also need to provide copies of your medical records to the MCERP Disability Manager. Your application and your medical records will be forwarded to the Disability Review Panel.

In order to receive service-connected benefits for an accidental injury that does not cause mental impairment, you must report the injury as soon as practicable, but within one year of the injury or you must submit a timely claim for workers' compensation. You must also file an application for benefits within one year of separation from County service. These time periods do not begin if you have incapacitating injuries and are unable to make a report due to the injuries.

For a non-service-connected disability, the disabling condition or injury must have occurred prior to termination of employment.

Disability Review Panel

The Disability Review Panel will review your application and medical records. Upon completion of the review, the Panel will recommend to the Chief Administrative Officer whether or not you are eligible to receive LTD benefits. When making its determination, the Disability Review Panel may require you to undergo an independent medical examination.

MCERP will notify you in writing of the Chief Administrative Officer's decision. The effective date of your payments would be the earlier of the date by which you have exhausted all accrued sick and compensatory leave in excess of 80 hours or the date of the Chief Administrative Officer's decision.

Benefits

The monthly benefits (payments) you receive from the LTD plan replace a percentage of your final earnings. Your final earnings are your highest average annual pay earned at the County or participating agency (less shift pay differential) for any 18 consecutive-month period. The amount you receive depends on whether your disability is service-connected or non-service-connected. Employment taxes (FICA) will be withheld from your payments for the first six months.

Service-Connected Disability

A service-connected disability is a condition due to an accident, illness, occupational disease or condition which is aggravated while performing your duties as an employee.

Amount of Benefits

- Partial Incapacity - You receive 52-1/2% of your final earnings (minus any offset) if the Disability Review Panel determines that you do not qualify for total incapacity. If you are partially incapacitated, you are considered unable to perform one or more of the essential functions of the job you held when you became disabled, but you may still perform other substantial gainful employment.
- Total Incapacity - You receive at least 70% of your final earnings (minus any offsets) if the Disability Review Panel determines that the disability meets the Social Security Administration's requirements for disability. In order to be determined to be disabled by the Social Security Administration, you must be unable to engage in any substantial gainful activity because of a medically determinable physical or mental impairment that can be expected to end in death, or last for at least 12 months.

You do not have to actually have a Social Security determination in order to be eligible for the 70% benefit.

Social Security Award – You will receive 70% of your final earnings (minus any offsets) if you meet the following conditions:

- (a) you are awarded Social Security disability benefits;
- (b) you applied for Social Security benefits within 90 days of the County's notification to you of the disability determination.;
- (c) you submit the information within 60 days of receiving the Social Security decision; and
- (d) the Social Security benefits were based on the same impairment.

Ineligibility

You are not eligible to receive service or non-service-connected benefits until you have been employed by the County (or participating agency) for at least 6 months and you are a member of a County retirement plan.

You are not eligible to receive service-connected disability benefits if you committed an offense that would justify termination for misconduct.

Alternative Position

You may receive a 5% salary increase if you accept an alternative position in the County government for which you are qualified. Your salary in the alternative position will not exceed the maximum salary of the pay grade assigned to the position. A member of the Office, Professional and Technical Bargaining Unit or the Service, Labor and Trades Bargaining Unit who accepts an alternative placement incentive is not eligible to apply for a service-connected disability benefit based on the disability for which the alternative placement was made.

Non-Service-Connected Disability

A non-service-related disability is a condition due to an accident or illness that is not the direct result of performing your duties as an employee. You will not receive any benefits for an accident or illness caused by your own willful misconduct or willful negligence. You must have worked for the County for the six months immediately preceding the disability.

If your disability is non-service-connected, you will receive 2% of your final earnings multiplied by the number of years you have been a member of one or more of the County's retirement plans, up to a maximum of 60% of your final earnings. You will receive a minimum benefit of 30% of your final earnings. In addition, see Reduction in Benefits section.

Examples:

1. If you have been a member of the County's retirement plan for 17 years, your monthly payment is 34% of your final earnings (2% x 17 years of service).
2. If you have been a member of the retirement plan for 10 years, your monthly payment is 30% of your final earnings. The minimum payment is 30%.

Public Safety Employee Cost of Living Adjustment

If you are a public safety employee, you will receive a cost of living adjustment each year. This will equal 60% of the annual change in the cost of living index (as determined by the Baltimore-Washington Area Consumer Price Index). The cost of living adjustment is limited to 3% each year. If you receive a disability retirement benefit for a disability occurring after June 30, 2011, as determined by the Disability Review Panel, any adjustment of your benefit payment will not exceed 2.5%.

Reduction in Benefits

Your benefits will be reduced for the following:

1. Other LTD Benefits

Your benefits will be reduced one dollar for each one dollar you receive from:

- Social Security disability benefits (including benefits paid to your dependents because of your disability)
- any other government group income maintenance insurance coverage
- any government disability plan
- the Employees' Retirement System
- the GRIP or RSP – any amount you are entitled to receive (i.e., your plan account) for a public safety employee

A. If you receive any of these payments as a lump sum, your LTD benefit will be adjusted as if the lump sum were being paid as an annuity.

B. You are required to apply for Social Security disability benefits. If you receive retroactive benefits covering the period of time you received benefits from the LTD Plan, you must reimburse the County.

C. The benefit calculated under this formula may be adjusted by benefits from other sources and you may receive less than 30% of your final earnings.

2. Employment

Your County disability benefit will be reduced one dollar for each three dollars of your earnings or income you receive because of employment, including net earnings from self-employment.

3. Workers' Compensation

The LTD payment you receive from the County is subject to a reduction by any workers' compensation award for which you may be eligible. If you are eligible for both and your disability benefit is greater than what you are entitled to receive from workers' compensation, you will receive only the disability benefit. (Your

LTD payment satisfies the County's workers' compensation obligation.) You must report any changes in your income to the MCERP.

Payment Period

If you are a non public safety employee, your continued disability benefits will generally last until:

- you recover from your disability (before age 65)
- you fail to provide the Chief Administrative Officer with any necessary information (such as any earnings or tax information), or if you refuse to see a doctor)
- you reach age 65 (unless you became disabled after age 62), or
- your death.

If you are disabled at age 62 or older your benefits will last as follows:

Age	Length of benefits
62-64	3 years (36 payments)
65-67	2 years (24 payments)
68+	1 year (12 payments)

If you are a public safety employee and your disability is service-connected, your benefit will last for your lifetime (as long as you remain disabled and provide requested information). Your benefits will not automatically end when you turn 65.

Employer Contributions to the Retirement Savings Plan and Guaranteed Income Retirement Plan

If you are a non-public safety employee and you become disabled, you may receive employer contributions to your retirement plan until you reach age 62. To qualify for these employer contributions, your disability must be determined by the Disability Review Panel to make you unable to engage in any substantial gainful activity by reason of any medically determinable physical or mental impairment which can be expected to result in death or which has lasted or can be expected to last for a continuous period of not less than 12 months. You may not receive a distribution of your account balance in the RSP or GRIP while you are receiving these contributions.

Re-Evaluation of Continuation of Payments

After the initial disability period, you must undergo a medical examination to determine if you are entitled to receive continued disability benefits. If you are found to be ineligible, the disability benefits under this LTD Plan will end.

Re-Employment Program

The Chief Administrative Officer may offer you a job through a program for employees who are on disability. The re-employment program would assign you a job you could perform with your disability, and which is suited for you based on your training, education, experience and physical and mental capabilities. You will be notified if you

qualify for this program. If you are selected for the program, you must participate or you will forfeit your benefits.

Appeals

The Chief Administrator has the full discretion to interpret the Plan. If you disagree with any decisions regarding your eligibility for disability benefits, including a decision to discontinue your benefits, you may appeal the decision within 20 days of your receipt of written claim denial. The appeal should be sent to the Office of Human Resources at 101 Monroe Street, 7th Floor, Rockville, Maryland 20850. The Disability Arbitration Board will review your appeal and should issue a decision within 30 days after a hearing.

Errors

If you receive any monetary amount due to an error, you must return it to the County.

Resources

MCERP

Mail: 101 Monroe Street, 15th Floor
Rockville, MD 20850

Email: Retirement@montgomerycountymd.gov

Phone: 240-777-8230

Fax: 301-279-1424

Web: www.montgomerycountymd.gov/retirement

Disability Manager

Mail: 101 Monroe Street, 15th Floor
Rockville, MD 20850

Phone: 240-777-8238

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE MONTGOMERY COUNTY GOVERNMENT
AND THE MUNICIPAL & COUNTY GOVERNMENT EMPLOYEES ORGANIZATION
UNITED FOOD & COMMERCIAL WORKERS, LOCAL 1994, AFL-CIO**

The Montgomery County Government (Employer) and the Municipal & County Government Employees Organization, UFCW Local 1994, AFL-CIO (Union) (hereinafter parties) engaged in a collective bargaining mid-term change to the Long Term Disability Benefits (LTD2) for affected Montgomery County bargaining unit employees hired after October 1994, who are non-public safety and public safety employees who participate in the Retirement Savings Plan or the Guaranteed Retirement Income Plan.

This Memorandum of Agreement is to address what the parties recognize is a needed change in the Montgomery County Code (Code), Sec.33-133 regarding Termination of Benefits, for non-public safety and public safety employees who participate in the LTD2 program. In the Code, the administrator must terminate initial or continued disability benefits to a non-public safety or public safety employee covered by the program if the employee has attained the age of 65 or a later age if required under federal law.

After discussions on the termination of LTD2 benefits for affected employees turning 65, the parties have come to an agreement to recommend amending the termination date in the County Code from age 65 to age 70.

This Agreement takes into account that full unreduced Social Security benefits are not available to employees born after 1943 until they reach the age of 66 or later (reduced benefits are still available at age 62). On average affected County employees were born after 1943. The income replacement, or monthly benefit, payable from the County's Long Term Disability Plan (LTD2) stops at age 65 as defined in the Code. Stopping at age 65 forces participants receiving LTD2 benefits, who are not receiving Social Security disability benefits, to apply for the reduced Social Security benefits when the LTD2 benefit ends at 65. Taking a reduction from the full benefit from Social Security places an undue hardship on the LTD2 participants. The bulk of those participants receiving LTD2 benefits became disabled performing their day-to-day County duties and were awarded service connected disability benefits. Providing this increased benefit for the approximately 6,000 employees covered by the program results in a very minimal increase in the monthly premium paid by the County and employees and results in a better alignment with benefits provided by the Social Security Administration.

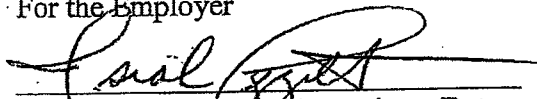
However minimum, the parties recognize that there is an increased cost both to the County and to the affected employees. To address this increase in LTD2 benefits, the parties agree that the contribution amount will increase for each party, but the cost sharing will remain the same at the current 75/25 percentage level, with the County's share at 75 percent and the affected employees at 25%.

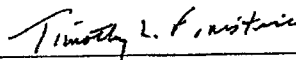
The parties will submit legislation to the County Council that would amend Montgomery County Code to provide for this change in LTD2 benefits. This change to the benefits will be effective

January 1, 2017 and will also apply to individuals receiving benefits or entitled to benefits as of that date.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives this ___ day of October 2017.

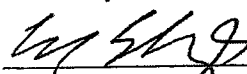
For the Employer


Isiah Leggett, County Executive Date

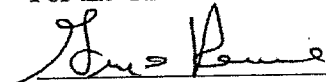
 10/13/17
Timothy L. Firestine, CAO Date
Chief Administrative Officer

 10/12/17
Shawn Y. Stokes, Director, OHR Date

 10-9-17
William F. Scott, Chief Negotiator Date

 10/9/2017
County Attorney Date
Approved for form and legality

For the Union

 10-11-17
Gino Renne, President Date