COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

By: Council President at the Request of the County Executive

AN EXPEDITED ACT to:

- (1) amend the Discontinued Retirement Service Plan to replace the age and length of service eligibility requirements with eligibility based upon the employee's normal retirement date;
- (2) amend Group F pension multipliers for the Integrated Retirement Plan; and
- (3) generally amend the law regarding retirement plans for Group F members.

By amending

Montgomery County Code Chapter 33, Personnel and Human Resources Sections 33-38A and 33-42

Boldface Heading or defined term.

<u>Underlining</u> *Added to existing law by original bill.*[Single boldface brackets]

**Deleted from existing law by original bill.

<u>Double underlining</u>

Added by amendment.

[[Double boldface brackets]] 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. Sections 33-38A and 33-42 are amended as follows:		
2	33-38A. Deferred Retirement Option Plans		
3		* * *	
4	(a)	DROP Plan for Group F members. "Discontinued Retirement Service	
5		Program" or "DRSP" means the DROP program for Group F members.	
6		(1) Eligibility. A Group F member who [is at least 46 years old and	
7		has at least 25 years of credited service] has reached their normal	
8	retirement date may participate in the DRSP.		
9		* * *	
10	33-42. Amount of pension at normal retirement date or early retirement date.		
11		* * *	
12	(b)	Amount of pension at normal retirement date.	
13		* * *	
14		(2) Pension amount for an Integrated Retirement Plan member.	
15		* * *	
16		(D) For a Group F member in the integrated retirement plan who	
17		retires on a normal retirement, the annual pension must be	
18		computed as follows:	
19		(i) From date of retirement to the month of attainment of	
20		the maximum Social Security retirement benefit age:	
21		2.4[%] percent of average final earnings multiplied	
22		by years of credited service up to a maximum of 36	
23		years, including sick leave credits. Credited service	
24		of less than one full year must be prorated. The	
25		maximum benefit with the application of sick leave	
26		credits must not exceed 86.4[%] percent of average	
27		final earnings. Effective January 1, 2025, the	

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multiplier will increase to 2.6 percent of average final earnings multiplied by years of credited service up to 25 years, and 2.4 percent of average final earnings multiplied by years of credited service from 25 years to a maximum of 34 years, including sick leave credits.

(ii) From the month the member reaches the maximum Social Security [normal] retirement benefit age: 1.65[%] percent of average final earnings up to the maximum of 36 years, including sick leave credits, up to the Social Security maximum covered compensation in effect on the date of retirement, plus 2.4[%] percent of average final earnings above the Social Security maximum covered compensation in effect on the date of retirement, multiplied by years of credited service up to a maximum of 36 years, including sick leave credits. Years of credited service of less than one full year must be prorated. The County must increase this initial amount by the costof-living adjustments provided under Section 33-44(c) for the period from the member's date of retirement to the month in which the member reaches the maximum Social Security retirement benefit age. Effective January 1, 2025, the multiplier will increase to 1.8 percent of average final earnings up to a maximum of 25 years, and 1.65 percent of average final earnings for more than 25 years to a maximum

of 34 years, including sick leave credit, up to the 55 Social Security maximum covered compensation in 56 effect on the date of retirement, plus 2.6 percent of 57 average final earnings above the Social Security 58 maximum covered compensation in effect on the date 59 of retirement multiplied by years of credited service 60 from 25 years, and 2.4 percent of average final 61 earnings above the Social Security maximum 62 covered compensation in effect on the date of 63 retirement multiplied by years of credited service 64 from 25 years to a maximum 34 years, including sick 65 66 leave credits.

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Sec. 2. Effective date. The Council declares that this legislation is necessary for the immediate protection of the public interest. This Act takes effect on the date on which it becomes law.

Approved:

Eran Glim	July 25, 2023
Evan Glass, President, County Council	Date
Approved:	
Marc Ell	August 7, 2023
Marc Elrich, County Executive	Date
This is a correct copy of Council action.	
Said	August 7, 2023
Sara R. Tenenbaum, Clerk of the Council	Date