

COUNTY COUNCIL OF BALTIMORE COUNTY, MARYLAND
Legislative Session 2016, Legislative Day No. 9

Bill No. 37-16

Mrs. Vicki Almond, Chairwoman
By Request of County Executive

By the County Council, May 2, 2016

A BILL
ENTITLED

AN ACT concerning

Employees' Retirement System – Contribution rates

FOR the purpose of changing the rates of member contributions to the Employees' Retirement System; and generally relating to the Employees' Retirement System.

By repealing and reenacting, with amendments

Section 5-1-203(9), (10), (11), and (12)
Article 5. Pensions and Retirement
Baltimore County Code 2003

1 SECTION 1. BE IT ENACTED BY THE COUNTY COUNCIL OF BALTIMORE
2 COUNTY, MARYLAND, that the Laws of Baltimore County shall read as follows:

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Article 5. Pensions and Retirement

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.
[Brackets] indicate matter stricken from existing law.
~~Strike out~~ indicates matter stricken from bill.
Underlining indicates amendments to bill.

1 § 5-1-203.

2

3 (9) (i) This paragraph applies to a member who begins service on or after July 1,
4 2007.

5 (ii) [Notwithstanding any other provision of this subtitle, the rate of regular
6 contributions shall be:

7 1. Except as otherwise provided in this subparagraph:

8 A. Beginning July 1, 2010, six and one-half (6.5) percent of
9 earnable compensation for all members; and

10 B. Beginning July 1, 2011, seven (7) percent of earnable
11 compensation for all members;

12 2. For Group 4 members:

13 A. Beginning July 1, 2010, eight (8) percent of earnable
14 compensation; and

15 B. Except as provided in subitems 5 and 6 of this item,
16 beginning July 1, 2011, eight and one-half (8.5) percent of earnable compensation;

17 3. For Deputy Sheriffs and Correctional Officers:

18 A. Beginning July 1, 2010, seven and one-half (7.5) percent of
19 earnable compensation; and

20 B. Except as provided in subitem 5 of this item, beginning
21 July 1, 2011, eight (8) percent of earnable compensation; and

22 4. For an appointed department head:

1 A. Beginning July 1, 2010, ten (10) percent of earnable
2 compensation; and

3 B. Beginning July 1, 2011, ten and one-half (10.5) percent of
4 earnable compensation;

5 5. For Deputy Sheriffs, Correctional Officers, and sworn members of
6 the Fire Department, hired on or after July 1, 2011, ten (10) percent of earnable compensation;
7 and

8 6. For sworn members of the Police Department on pay schedule IV
9 hired on or after July 1, 2014, ten (10) percent of earnable compensation.

10 (iii)] Notwithstanding any other provision of this subtitle, membership benefits
11 shall be considered vested after the member has completed a minimum of ten (10) years of
12 membership service.

13 [(10) Notwithstanding any other provision of law, the rate of contribution of employees
14 who began service before July 1, 2007 shall increase as follows:

15 (i) Beginning July 1, 2010, the rate of contribution shall increase over the rate
16 that the employee would pay under the existing law by the following amounts:

17 1. Group 3 members (other than appointed department heads), by
18 one-half (0.5) percent; and

19 2. Group 4 members and appointed department heads, by one (1)
20 percent; and

21 (ii) Beginning July 1, 2011, the rate of contribution shall increase over the rate
22 that the employee would pay under the existing law by the following amounts:

1 1. Group 3 members (other than appointed department heads), by an
2 additional one-half (0.5) percent; and

3 2. Group 4 members and appointed department heads, by an
4 additional one-half (0.5) percent.

5 (11) (i) This paragraph applies to employees on pay schedule VII notwithstanding
6 any other provisions of law.

7 (ii) Beginning on July 1, 2012, for an employee who was in service on pay
8 schedule VII before July 1, 2012, the rate of contribution shall increase by an additional one (1)
9 percent over the rate that the employee would pay under the existing law.

10 (iii) Beginning on July 1, 2012, for an employee who begins service on pay
11 schedule VII after July 1, 2012, the rate of contribution shall be ten (10) percent.

12 (12)](10) (i) This paragraph applies to former employees of the Baltimore
13 County Public Library who:

14 1. Accepted offers of employment with the county as a result of the
15 changes enacted in Bill 23-14; and

16 2. Were members of a state retirement system.

17 (ii) Notwithstanding any other provision of law, an employee may join the
18 retirement system within 180 days after the effective date of Bill 46-14 and may transfer all
19 service credit to the county system in accordance with the relevant provisions of state and county
20 law.

21 (iii) An employee who joins the retirement system shall be deemed as having
22 joined the retirement system on the date the employee joined the state retirement system and
23 shall:

- 1 1. Pay accumulated contributions as provided for Group 3 members
2 under Plan A who joined the retirement system before July 1, 2007;
- 3 2. Be entitled to a Group 3 retirement benefit under Plan A and post-
4 retirement increases as if the member had joined the retirement system before July 1, 2007; and
- 5 3. Be allowed to participate in the deferred retirement option program
6 under § 5-1-304 of this article.

7 (11)(I) THIS PARAGRAPH APPLIES TO A MEMBER WHO BEGAN SERVICE
8 BEFORE JULY 1, 2007.

9 (II) EXCEPT AS OTHERWISE PROVIDED IN THIS PARAGRAPH:

10 1. BEGINNING ON JULY 1, 2016:

11 A. THE RATE OF CONTRIBUTION FOR A MEMBER PAYING
12 MORE THAN 7.25 PERCENT SHALL BE REDUCED TO 7.25 PERCENT;

13 B. THE RATE OF CONTRIBUTION FOR A MEMBER PAYING LESS
14 THAN 6.25 PERCENT SHALL BE INCREASED TO 6.25 PERCENT; AND

15 C. THE RATE OF CONTRIBUTION FOR A MEMBER PAYING 6.25
16 PERCENT OR MORE BUT NOT MORE THAN 7.25 PERCENT SHALL REMAIN
17 UNCHANGED.

18 2. BEGINNING ON JULY 1, 2017:

19 A. THE RATE OF CONTRIBUTION FOR A MEMBER PAYING LESS
20 THAN 6.75 PERCENT SHALL BE INCREASED TO 6.75 PERCENT; AND

21 B. THE RATE OF CONTRIBUTION FOR A MEMBER PAYING 6.75
22 PERCENT OR MORE BUT NOT MORE THAN 7.25 PERCENT SHALL REMAIN
23 UNCHANGED.

1 3. BEGINNING ON JULY 1, 2018, THE RATE OF CONTRIBUTION
2 SHALL BE 7.25 PERCENT.

3 (III)1. THIS SUBPARAGRAPH APPLIES TO SWORN MEMBERS OF THE
4 FIRE DEPARTMENT ON PAY SCHEDULES V AND VIII.

5 2. BEGINNING ON JULY 1, 2016, THE RATE OF CONTRIBUTION
6 SHALL BE 8.65 PERCENT.

7 3. BEGINNING ON JULY 1, 2017, THE RATE OF CONTRIBUTION
8 SHALL BE 9.0 PERCENT.

9 4. BEGINNING ON JULY 1, 2018:

10 A. THE RATE OF CONTRIBUTION FOR A MEMBER ON PAY
11 SCHEDULE V SHALL BE 9.5 PERCENT; AND

12 B. THE RATE OF CONTRIBUTION FOR A MEMBER ON PAY
13 SCHEDULE VIII SHALL BE 10 PERCENT.

14 (IV)1. THIS SUBPARAGRAPH APPLIES TO SWORN MEMBERS OF THE
15 POLICE DEPARTMENT ON PAY SCHEDULES IV AND VII.

16 2. BEGINNING ON JULY 1, 2016:

17 A. THE RATE OF CONTRIBUTION FOR A MEMBER ON PAY
18 SCHEDULE VII WHO WAS APPOINTED ON OR BEFORE JUNE 30, 2012 AND A

19 MEMBER ON PAY SCHEDULE IV SHALL BE 8.65 PERCENT; AND

20 B. THE RATE OF CONTRIBUTION FOR A MEMBER ON PAY
21 SCHEDULE VII WHO WAS APPOINTED ON OR AFTER JULY 1, 2012 SHALL BE 10.0

22 PERCENT.

1 3. BEGINNING ON JULY 1, 2017, THE RATE OF CONTRIBUTION
2 FOR A MEMBER ON PAY SCHEDULE VII WHO WAS APPOINTED ON OR BEFORE
3 JUNE 30, 2012 SHALL BE 9.0 PERCENT.

4 4. BEGINNING ON JULY 1, 2018, THE RATE OF CONTRIBUTION
5 FOR A MEMBER ON PAY SCHEDULE VII WHO WAS APPOINTED ON OR BEFORE
6 JUNE 30, 2012 SHALL BE 9.5 PERCENT.

7 (V)1. THIS SUBPARAGRAPH APPLIES TO:

8 A. CORRECTIONAL OFFICERS ON PAY SCHEDULE 1C; AND

9 B. DEPUTY SHERIFFS ON PAY SCHEDULE XIII.

10 2. BEGINNING ON JULY 1, 2016:

11 A. THE RATE OF CONTRIBUTION FOR A MEMBER PAYING
12 MORE THAN 7.5 PERCENT SHALL BE REDUCED TO 7.5 PERCENT;

13 B. THE RATE OF CONTRIBUTION FOR A MEMBER PAYING LESS
14 THAN 6.5 PERCENT SHALL INCREASE TO 6.5 PERCENT; AND

15 C. THE RATE OF CONTRIBUTION FOR A MEMBER PAYING 6.5
16 PERCENT OR MORE BUT NOT MORE THAN 7.5 PERCENT SHALL REMAIN
17 UNCHANGED.

18 3. BEGINNING ON JULY 1, 2017:

19 A. THE RATE OF CONTRIBUTION FOR A MEMBER PAYING LESS
20 THAN 7.0 PERCENT SHALL INCREASE TO 7.0 PERCENT; AND

21 B. THE RATE OF CONTRIBUTION FOR A MEMBER PAYING 7.0
22 PERCENT OR MORE BUT NOT MORE THAN 7.5 PERCENT SHALL REMAIN
23 UNCHANGED.

1 C. BEGINNING JULY 1, 2018, THE RATE OF CONTRIBUTION
2 SHALL BE 7.5 PERCENT.

3 (VI)1. THIS ~~PARAGRAPH~~ SUBPARAGRAPH APPLIES TO APPOINTED
4 DEPARTMENT HEADS.

5 2. BEGINNING ON JULY 1, 2016:

6 A. THE RATE OF CONTRIBUTION FOR A MEMBER PAYING LESS
7 THAN 8.75 PERCENT SHALL INCREASE TO 8.75 PERCENT;

8 B. THE RATE OF CONTRIBUTION FOR A MEMBER PAYING
9 MORE THAN 10.0 PERCENT SHALL BE REDUCED TO 10.0 PERCENT; AND

10 C. THE RATE OF CONTRIBUTION FOR A MEMBER PAYING
11 MORE THAN 8.75 PERCENT BUT NOT MORE THAN 10.0 PERCENT SHALL REMAIN
12 UNCHANGED.

13 3. BEGINNING ON JULY 1, 2017:

14 A. THE RATE OF CONTRIBUTION FOR A MEMBER PAYING LESS
15 THAN 9.25 PERCENT SHALL INCREASE TO 9.25 PERCENT; AND

16 B. THE RATE OF CONTRIBUTION FOR A MEMBER PAYING
17 MORE THAN 9.25 PERCENT BUT NOT MORE THAN 10 PERCENT SHALL REMAIN
18 UNCHANGED.

19 4. BEGINNING ON JULY 1, 2018, THE RATE OF CONTRIBUTION
20 SHALL BE 10.0 PERCENT.

21 (12)(I) THIS PARAGRAPH APPLIES TO A MEMBER WHO BEGINS SERVICE ON
22 OR AFTER JULY 1, 2007.

1 (II) EXCEPT AS OTHERWISE PROVIDED IN THIS PARAGRAPH,
2 BEGINNING ON JULY 1, 2016, THE RATE OF CONTRIBUTION SHALL BE 7.0
3 PERCENT.

4 (III)1. THIS SUBPARAGRAPH APPLIES TO SWORN MEMBERS OF THE
5 FIRE DEPARTMENT ON PAY SCHEDULES V AND VIII.

6 2. BEGINNING ON JULY 1, 2016:

7 A. THE RATE OF CONTRIBUTION FOR A MEMBER WHO BEGAN
8 SERVICE ON OR BEFORE JUNE 30, 2011 SHALL BE 8.65 PERCENT; AND

9 B. THE RATE OF CONTRIBUTION FOR A MEMBER WHO BEGAN
10 SERVICE ON OR AFTER JULY 1, 2011 SHALL BE 10 PERCENT.

11 3. BEGINNING ON JULY 1, 2017, THE RATE OF CONTRIBUTION
12 FOR A MEMBER WHO BEGAN SERVICE ON OR BEFORE JUNE 30, 2011 SHALL BE 9.0
13 PERCENT.

14 4. BEGINNING ON JULY 1, 2018:

15 A. THE RATE OF CONTRIBUTION FOR A MEMBER ON PAY
16 SCHEDULE V WHO BEGAN SERVICE ON OR BEFORE JUNE 30, 2011 SHALL BE 9.5
17 PERCENT; AND

18 B. THE RATE OF CONTRIBUTION FOR A MEMBER ON PAY
19 SCHEDULE VIII WHO BEGAN SERVICE ON OR BEFORE JUNE 30, 2011 SHALL BE 10
20 PERCENT.

21 (IV)1. THIS SUBPARAGRAPH APPLIES TO SWORN MEMBERS OF THE
22 POLICE DEPARTMENT ON PAY SCHEDULES IV AND VII.

23 2. BEGINNING ON JULY 1, 2016:

1 A. THE RATE OF CONTRIBUTION FOR A MEMBER ON PAY
2 SCHEDULE IV WHO BEGAN SERVICE ON OR BEFORE JUNE 30, 2014 SHALL BE 8.5
3 PERCENT;

4 B. THE RATE OF CONTRIBUTION FOR A MEMBER ON PAY
5 SCHEDULE VII WHO WAS APPOINTED ON OR BEFORE JUNE 30, 2012 SHALL BE 8.65
6 PERCENT; AND

7 C. THE RATE OF CONTRIBUTION FOR A MEMBER ON PAY
8 SCHEDULE VII WHO WAS APPOINTED ON OR AFTER JULY 1, 2012 AND FOR A
9 MEMBER ON PAY SCHEDULE IV WHO BEGAN SERVICE ON OR AFTER JULY 1, 2014
10 SHALL BE 10 PERCENT.

11 3. BEGINNING ON JULY 1, 2017, THE RATE OF CONTRIBUTION
12 FOR A MEMBER ON PAY SCHEDULE VII WHO WAS APPOINTED ON OR BEFORE
13 JUNE 30, 2012 SHALL BE 9.0 PERCENT.

14 4. BEGINNING ON JULY 1, 2018, THE RATE OF CONTRIBUTION
15 FOR A MEMBER ON PAY SCHEDULE VII WHO WAS APPOINTED ON OR BEFORE
16 JUNE 30, 2012 SHALL BE 9.5 PERCENT.

17 (V) 1. THIS SUBPARAGRAPH APPLIES TO:

- 18 A. CORRECTIONAL OFFICERS ON PAY SCHEDULE 1C; AND
- 19 B. DEPUTY SHERIFFS ON PAY SCHEDULE XIII.

20 2. BEGINNING ON JULY 1, 2016:

21 A THE RATE OF CONTRIBUTION FOR A MEMBER WHO BEGAN
22 SERVICE ON OR BEFORE JUNE 30, 2011 SHALL BE 8.0 PERCENT; AND

1 B. THE RATE OF CONTRIBUTION FOR A MEMBER WHO BEGAN
2 SERVICE ON OR AFTER JULY 1, 2011 SHALL BE 10 PERCENT.

3 (VI)1. THIS ~~PARAGRAPH~~ SUBPARAGRAPH APPLIES TO APPOINTED
4 DEPARTMENT HEADS.

5 2. BEGINNING ON JULY 1, 2016, THE RATE OF CONTRIBUTION
6 SHALL BE 10.5 PERCENT.

7
8 SECTION 2. AND BE IT FURTHER ENACTED, that this Act, having passed by the
9 affirmative vote of five members of the County Council, shall take effect on July 1, 2016.