



RETIREMENT BENEFITS

INDEX CODE: 715
EFFECTIVE DATE: 03-17-21

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I. NOTIFICATION

Any employee who intends to retire must submit written notice to the Personnel Section no less than 60 days before the intended retirement date.

II. ANNE ARUNDEL COUNTY EMPLOYEES RETIREMENT PLAN

All permanent County employees not included in any of the other pension plans are eligible to participate in the Anne Arundel County Employees' Retirement Plan. The plan's structure is divided into two tiers of benefits. A participant in the Employees' Retirement Plan hired before July 1, 2015 vests in the benefits of the plan upon completion of actual plan service plus transferred service totaling five years. If a participant in the Employees' Retirement Plan hired on or after July 1, 2015 vests in the benefits of the plan upon completion of actual plan service plus transferred service totaling 10 years. Normal retirement age is age 60, unless the employee has completed 30 years of service, regardless of age. The plan also provides death and disability benefits.

At normal retirement, in Tier 1, the employee receives 2% of final average earnings (defined as the average rate of earnings for the highest three years out of the last five years) times the years and months of credited service, with a maximum benefit of 60%. Participants are required to contribute 4% of their compensation. The County is required to contribute remaining amounts to fund the plan.

At normal retirement, in Tier 2, the employee receives 1% of final average earnings (defined as the average rate of earnings for the highest three years out of the last five years) times the years and months of credited service, with a maximum benefit of 30%. Participants are not required to make any contribution. The County is required to contribute amounts necessary to fund the plan.

All benefits are subject to annual cost of living adjustments not to exceed 3% of the benefits payable at normal retirement.

III. POLICE SERVICE PERSONNEL RETIREMENT PLAN

All permanent County employees in police service are eligible to participate in this plan. Employees who retire at or after age 50 are entitled to an annual retirement benefit in an amount equal to 2.5% of final earnings (defined as highest average rate of earnings in any three consecutive years during the last 10 years before retirement) for each year of service up to 20 years, plus 2% for each year of service between 20 and 30 years, plus 2% for each year of active military service up to a three-year maximum. A participant's maximum benefit may exceed 70% of the participant's final average basic pay to the extent that the amount of the pension in excess of 70% is based on disability leave service and credited pre-plan military service.

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Participants with 20 years of service may elect normal retirement regardless of age. The plan also provides death and disability benefits. It also provides for a cost of living adjustment annually to reflect changes in the consumer price index with an annual maximum of 4% of the benefit payable at normal retirement. Participants are required to contribute 7.25% of their compensation. The County is required to contribute the remaining amounts necessary to fund the plan.

IV. DETAILED INFORMATION

Detailed information about all County fringe benefits is distributed to all employees upon hiring and as changes in benefits occur. Specific question about fringe benefits should be directed to Police Personnel.

V. RETIRED OFFICERS' CREDENTIALS

The issuance of retired officer credentials (retirement badge and identification card) to a sworn member upon retirement is at the discretion of the Chief of Police, or his/her designee. Officers will receive these items from the Chief of Police, or his/her designee.

VI. PROPONENT UNIT: Personnel Section.

VII. CANCELLATION: This directive cancels Index Code 715 dated *07-06-15*.