



Fiscal 2021 Survey

County Employee Retirement Plans and Pensions

The following county pension programs are profiled in this survey:

Anne Arundel County

Baltimore City

Baltimore County

Calvert County

Caroline County

Carroll County

Cecil County

Charles County

Frederick County

Garrett County

Harford County

Howard County

Montgomery County

Prince George's County

St. Mary's County

Washington County

Wicomico County

Some counties participate in the State's Pension System to provide their employees with pension benefits. Other counties have a local pension system for some employees, and participate one or more of the State Pension System plans for other categories of employees.

Here are a summary of the State Pension System plan benefits:

Benefit	Employees' Pension System	Law Enforcement Officers' Pension System (LEOPS)	Correctional Officers' Retirement System (CORS)
Social Security	Yes	Yes	Yes
Plan Formula	EE's hired prior to 7/1/11: 1.2% x AFC x Years of Service prior to 7/1/98 + 1.8% x AFC x Years of Service on or after 7/1/98. EE's hired on or after 7/1/11: 1.5% x AFC x Years of Service.	2% up to up to 32.5 yrs - 65% max	1.85%
Earnings Include	Base salary	Base salary	Base salary
Average Final Compensation (AFC)	EE's hired prior to 7/1/11: average of highest 3 consecutive years. EE's hire on or after 7/1/11: average of highest 5 consecutive years.	EE's hired prior to 7/1/11: average of highest 3 consecutive years. EE's hire on or after 7/1/11: average of highest 5 consecutive years.	EE's hired prior to 7/1/11: average of highest 3 years. EE's hire on or after 7/1/11: average of highest 5 years.
Normal Service Retirement Eligibility	EE's hired prior to 7/1/11: 30 years of service, regardless of age, or age 62 with 5 years of service. EE's hired on or after 7/1/11: Rule of 90 (age and years of service must equal 90) or age 65 with 10 years of service.	Age 50 or 25 years of service	20 years of service, regardless of age, or age 55 with 5 years of service
Employee Contributions	7%	7%	5%
Cost-of-Living Increases	For service earned prior to 7/1/11: up to 3% compounded annually For service earned on or after 7/1/11: up to 2.5%, compounded annually, if the SRPS meets its assumed rate of return on investments; up to 1% if the SRPS does not meet its assumed rate of return	For service earned prior to 7/1/11: up to 3% compounded annually For service earned on or after 7/1/11: up to 2.5%, compounded annually, if the SRPS meets its assumed rate of return on investments; up to 1% if the SRPS does not meet its assumed rate of return	For service earned prior to 7/1/11: unlimited COLA, compounded annually For service earned on or after 7/1/11: up to 2.5%, compounded annually, if the SRPS meets its assumed rate of return on investments; up to 1% if the SRPS does not meet its assumed rate of return

The following abbreviations are used throughout the retirement survey:

Updated	The date the county last updated this information
Social Security	Whether the county participates in social security (Y/N)
Offers Retirement	Whether the county offers retirement benefits (Y/N)
Num Plans	The number of plans the county offers
Plan	Which of the following plans a county offers
Loan	Whether a county allows employees to borrow against certain retirement plans.
Ben/Cont	Whether a pension plan is defined benefit (meaning a retiree will receive a set benefit) or defined contribution
Mand/Vol	Whether employee contributions are mandatory or voluntary
EE Amount	The required employee contribution to a pension plan as a percent of salary
ER Amount	The employer contribution to a retirement or pension plan as a percent of salary

The following abbreviations are used throughout the pension survey:

CS	Credited service. Credited service includes regular service, purchased service, transferred and unused sick leave up to a certain limit. The maximum years of credited service allowed is retirement plan.
AFC	Average final compensation

Compensation Survey System

MACo General Retirement Summary Report

11/2/2020

ALLEGANY COUNTY								
Updated	10/2/2020							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	1							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	Y	n/a	Defined Contribution	Mandatory				
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	Y	Y		Voluntary				
Other	N	n/a						
Other Comments								
Retirement Comments								

Anne Arundel County								
Updated	9/24/2019							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	0							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	Y	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	Y							
403 (b)	Y	n/a						
457	Y							
Other	N	n/a						
Other Comments								
Retirement Comments								

Baltimore County								
Updated	10/1/2020							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	1							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	Y	n/a	Defined Benefit	Mandatory	51192461	144605770	Robert Burros	NEPC
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	N							
Other	N	n/a						

Other Comments	
Retirement Comments	There is no separate plan for Fire/EMS, Police/Sheriff, etc. The employee and employer contributions provided are for all members of the plan.

Calvert County								
Updated	8/12/2020							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	1							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	Y	Y	Defined Contribution	Mandatory	0.03	0.05		
403 (b)	N	n/a						
457	Y	N	Defined Contribution	Voluntary				
Other	N	n/a						
Other Comments								
Retirement Comments	There is an additional defined benefit pension plan that is currently closed to new members,. There are approximately 65 people in this plan							

Caroline County								
Updated	9/29/2020							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	2							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	Y	n/a	Defined Contribution	Mandatory	0.07	20.71		
City/County Pension	Y	n/a	Defined Contribution	Mandatory	0.05	0.14		
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	N							
Other	N	n/a						
Other Comments								
Retirement Comments								

Carroll County								
Updated	7/9/2020							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	3							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	Y	n/a	Defined Benefit	Mandatory	0.05	Each July, per ADC.		
Disability Pension	N	n/a						
401 (k)	Y	N	Defined Contribution	Voluntary	Min. of 1% per pay			
401 (a)	N							
403 (b)	N	n/a						
457	Y	N	Defined Contribution	Voluntary	Min. of \$10 per pay			
Other	N	n/a	6					

Other Comments	
Retirement Comments	

Cecil County								
Updated	8/3/2020							
Social Security:								
Offers Retirement:								
Num Plans:	0							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	Y	n/a	Defined Benefit	Mandatory	7	10.24	Maryland State Retirement	
City/County Pension	Y	n/a	Defined Benefit	Mandatory	8	11.68	Prudential	Segal
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	Y		Defined Contribution	Voluntary		375	Empower Retirement	
Other	N	n/a						
Other Comments								
Retirement Comments								

Charles County								
Updated	7/27/2020							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	2							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	Y	n/a	Defined Benefit	Mandatory	0.04		Prudential	
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	Y	N			varies	none	3 vendors	
Other	N	n/a						
Other Comments								
Retirement Comments	Deferred Comp/457 Vendors - Nationwide, Mass Mutual, MetLife, employees select contribution amount (max contribution 19,000 annually)							

Dorchester County								
Updated	8/27/2020							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	1							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	Y	n/a	Both	Mandatory				
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	Y	N		Voluntary	0			
Other	N	n/a						

Other Comments	
Retirement Comments	

Garrett County								
Updated	10/29/2019							
Social Security:	Y							
Offers Retirement:	N							
Num Plans:	1							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	Y	n/a	Defined Benefit	Mandatory	3.3875	10.9875	Board of County Commissioners	First United Bank & Trust
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	Y		Defined Contribution	Voluntary	0	2.42	Nationwide	Nationwide
403 (b)	N	n/a						
457	Y		Defined Contribution	Voluntary	2		Nationwide	Nationwide
Other	N	n/a						
Other Comments								
Retirement Comments	Retirement plan Garrett County Government Personnel Retirement Plan Employee must contribute minimum of 2% into 457 plan for County to contribute 2.42% into 401(a) plan							

Harford County								
Updated	10/23/2019							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	1							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	Y	n/a	Defined Benefit	Mandatory	0.07	varies		
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	Y		Defined Contribution	Voluntary	0.07	0.07		
403 (b)	N	n/a						
457	Y		Defined Contribution	Voluntary	varies	0		
Other	N	n/a						
Other Comments								
Retirement Comments								

Kent County								
Updated	8/18/2020							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	1							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	Y	n/a	Defined Benefit	Mandatory	0.07	0.1024		
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	Y	Y	Defined Contribution 8					Empower retirement Solutions

Other	N	n/a						
Other Comments								
Retirement Comments								

Prince George's County

Updated	7/31/2020							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	11							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	Y	n/a	Defined Benefit	Mandatory	0/5%			
City/County Pension	Y	n/a	Defined Benefit	Mandatory	0.0348			
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	Y	Y	Defined Contribution	Mandatory	0.05			
403 (b)	N	n/a						
457	Y	N	Defined Contribution	Voluntary				
Other	N	n/a						
Other Comments								
Retirement Comments								

Queen Anne's County

Updated	10/29/2019							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	3							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	Y	n/a	Defined Benefit	Mandatory				
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	Y	Y	Defined Contribution	Voluntary	1	0		
Other	N	n/a						
Other Comments								
Retirement Comments	For the state system, we have LEOPS., CORs and Employees plans. 457 - currently offer - Valic, Nationwide & ICMA							

Somerset County

Updated	10/7/2019							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	2							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	Y	n/a	Defined Contribution	Mandatory	0.07	0.0938	Erica Yeager	n/a
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	Y	Y		Voluntary	Any Amount	0	Erica Yeager	Richard DeNardi
Other	N	n/a						

Other Comments	
Retirement Comments	

St. Mary's County								
Updated	7/30/2020							
Social Security:	Y							
Offers Retirement:	N							
Num Plans:	0							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	Y	n/a	Defined Benefit	Mandatory	7	10.24		
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	Y	N		Voluntary		0		
Other	N	n/a						
Other Comments								
Retirement Comments								

Talbot County								
Updated	8/25/2020							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	1							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	Y	n/a		Mandatory	0.07	FY 2021 10.24%		
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	N							
Other	N	n/a						
Other Comments								
Retirement Comments								

Washington County								
Updated	8/31/2020							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	2							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	Y	n/a	Both	Mandatory	0.06	0.28	Bolton USA	Bolton USA
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	Y	Y	Defined Benefit	Voluntary	up to 19,500	0	Nationwide Retirement Investment	Nationwide Retirement Investments
Other	N	n/a	10					

Other Comments	
Retirement Comments	For the 457 plan employees can contribute and additional 6,500 age 50 catch up limit.

Wicomico County								
Updated	10/2/2020							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	3							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	Y	n/a	Defined Benefit	Mandatory	.0562 per annual amt	.1095 per annual amt	Jaclyn Curry	
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	Y	N	Defined Contribution	Voluntary		variable	Empower	Bolton Partners
403 (b)	N	n/a						
457	Y	Y	Defined Contribution	Voluntary	\$20 or more per pay		Empower	Bolton Partners
Other	N	n/a						
Other Comments								
Retirement Comments								

Compensation Survey System
MACo General Pension Benefits Summary Report
11/2/2020

Section A: Details

Entity	Plan Formula	Earnings Include	Avg. Period for AFC	Normal Retirement Age	Cost-of-Living Increases
Calvert County	Not an active plan. 54 members in the plan with no new members allowed				
Caroline County	1.60%	Base Pay	60 Months or 5 Years of Service	62 or 30 Years of Service	N/A
Carroll County	(0.7% X AFC X pre-10/1/2009 Cred. Service) + (1.6% X AFC X post-10/1/2009 Cred. Service) + (1.0% X AFC X pre-employment military, up to 5 years).		Average of highest 3 years of base salary.	Earlier of 30 years of service or Age 62.	Maximum of 2% per year.
Dorchester County					
Prince George's County	0 – 30 Years x AFC x 1% = Maximum 30%	Base Salary only	Hired before July 1, 2012 3 years (36 months) Hired after July 1, 2012 5 years (60 months)	Hired before July 1, 2012 - age 62 or 30 years of service hired after July 1, 2012 - 65 or rule of 90	N/A
St. Mary's County					
Wicomico County	2% * final average (highest earnings 36 months) * service in the plan with qualifying sick leave and military service credits			age 55 with 5 years vested or 25 years in the plan whichever comes first	

Section B: Comments

Entity	Comments
Calvert County	
Caroline County	N/A
Carroll County	
Dorchester County	Member of Maryland State Retirement
Prince George's County	
St. Mary's County	
Wicomico County	