



2024 Employees Retirement Plan Seminar

Preparing for Retirement

How will your life be different?

- New interests and activities?
- Second career?
- Family responsibilities?

How much money will you need to support your new lifestyle?

Preparing for Retirement

Make a Budget for your future:

Income

Expenses

Plan for Changes

Sources of Income:

- Pension

- Social Security

When should you begin payments? When should your spouse?

www.ssa.gov

- Savings, 457(b), 401(k), IRAs

When can you draw without penalty?

- Investments

Expenses:

- Health Care and Insurance
- Home, Rent, Auto Insurance
- Living Expenses
- Taxes

Retirement Plan Provisions

- Pension Plan is a Defined Benefit Plan
- Benefit amount is based on a formula
- Lifetime annuity for retiree
- Survivor benefits for spouse or child
- Disability Retirement benefits

Retirement Eligibility

Normal Retirement (unreduced benefits)

- 30 years of credited service (can use D/L), or
- Age 60 with five (5) years of actual plan service plus transferred service if hired before 07/01/2015
- Age 60 with ten (10) years of actual plan service plus transferred service if hired after 07/01/2015
- Age 60 with ten (10) years of actual plan service plus transferred service for elected County Council members elected on or after December 1, 2014.
- Age 60 with eight (8) years of actual plan service plus transferred service if County Exec or appointed on or after December 1, 2014.
- Note: D/L may not be used to meet vesting requirements

Retirement Eligibility

Early Retirement (Reduced):

- Age 50+ and with 20+ yrs of credited service (can use D/L to reach 20 yrs). Benefit will be reduced from the lesser of age to 60 or service to 30 years, whichever provides the smaller reduction.

NEW – Vested participants who are eligible for Early Retirement when their employment ends may wait until a later date (age 60 at the latest) to start collecting their pension, with a smaller reduction in benefits.

Early Retirement Reduction

Year(s) Retired Before Normal Retirement Date	Approximate Amount of Reduction
0	0%
1	2%
2	5%
3	9%
4	14%
5	20%
6	28%
7	36%
8	44%
9	52%
10	60%

Benefit Formulas

Your Final Average Basic Pay (FABP) multiplied by your years and months of credited service, multiplied by your Tier percentage.

Tier 1 (Contributory):

FABP x service credit x .02 = annual pension

Tier 2 (Non-Contributory):

FABP x service credit x .01 = annual pension

Retirement Calculation

Benefit examples:

Tier 1:

$$\$100,000 \times 30 \text{ yrs} \times 2\% = \underline{\$60,000} \text{ per year}$$

Tier 2:

$$\$100,000 \times 30 \text{ yrs} \times 1\% = \underline{\$30,000} \text{ per year}$$

Final Average Basic Pay

FABP is an average of your highest **three (3)** years annual basic pay during your entire employment with AACO as of the anniversary date of your date of termination.

However, if you had an involuntary salary reduction, then your FABP will be based on your last **five (5)** years only.

Service Credit

- ❖ Actual Plan Service
 - Years & months from hire date to retirement date
- ❖ Transferred Service and/or Purchased Service
 - May be used towards vesting
 - May be used towards retirement eligibility
- ❖ Pre-plan military service (up to 36 months)
 - May not be used towards vesting
 - May be used to reach retirement eligibility
- ❖ Disability leave accrual
 - May be used towards retirement eligibility

Disability Hours Credit Conversion Table

40/80 Hours				
# Of Hours		Decimal Equivalent		Months
0	87	0.0000		0
88	263	0.0833		1
264	439	0.1667		2
440	615	0.2500		3
616	791	0.3333		4
792	967	0.4167		5
968	1143	0.5000		6
1144	1319	0.5833		7
1320	1495	0.6667		8
1496	1671	0.7500		9
1672	1847	0.8333		10
1848	2023	0.9167		11
2024	2199	1.0000		12
2200	2375	1.0833		13
2376	2551	1.1667		14
2552	2727	1.2500		15
2728	2903	1.3333		16
2904	3079	1.4167		17
3080	3255	1.5000		18
3256	3431	1.5833		19
3432	3607	1.6667		20
3608	3783	1.7500		21
3784	3959	1.8333		22
3960	4135	1.9167		23
4136	4311	2.0000		24

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Maximum Pension Benefit

Benefit may not exceed 60% of your FABP except for additional credit for military service or accumulated disability leave. Military credit is always credited at the 2% rate.

Pension Calculation Sample

Anne Arundel County Employees Tier 1 Retirement Plan

Basic Information

Example Only

Name

John M. Doe

Social Security Number

123-45-6789

Street Address

123 Main Street

City, State, Zip

Annapolis, MD 21014

Date of Birth

12/10/1968

Marital Status

Married

Spouse Name

Jane Doe

Spouse SSN

111-22-3344

Spouse Date of Birth

2/17/1970

Pension Calculation Sample

Service Data

Date of Hire or Pension Entry	12/17/1994
Date of Termination	12/31/2024
(a) County Employee Service	30.0000
(b) Transferred Service	0.0000
Transferred Employee Contributions?	Not Applicable
Annual Benefit Offset If Contrib's Not Transferred	\$0.00
(c) Purchased Service	0.0000
Months of Pre-County Military Service	36
(d) Credited Years of Pre-County Military Service	3.0000
Unused Disability Hours	2050.00
(e) Unused Disability Leave	1.0000
(f) Total Credited Service	34.0000
(f) = (a)+(b)+(c)+(d)+(e)	
note: benefit calculation will effectively limit to not more than [30 yrs + (d) + (e)]	

Pension Calculation Sample

Salary Data

Annual Basic Pay on 12/31/2024	\$105,000
Annual Basic Pay on 12/31/2023	\$100,000
Annual Basic Pay on 12/31/2022	\$95,000
Annual Basic Pay on 12/31/2021	\$90,000
Annual Basic Pay on 12/31/2020	\$86,000
Maximum 3 Year Total	\$300,000
Final Average Earnings (FABP)	\$100,000.00

Employee Contribution Data

Employee Contributions as of 12/1/2024 with interest:	\$85,837.18
Total Post-Tax Contributions:	\$1,500.00

Anne Arundel County Employees Tier 1 Retirement Plan

John M. Doe (123-45-6789)

Retirement Benefits

- (1) Percentage Multiplier: (Calc caps at 30.0 yrs actual svc credit, then add 2% D/L + Military)

2.0% x Credited Service

= (2.0% x 34.0000)

= 68.000%

- (2) Maximum Multiplier:

60% + 2.0% x (Disability Leave Service + Pre-County Military Service)

= 60% + 2.0% x (4)

= 68.000%

- (3) Annual Benefit at Normal Retirement Date (1/1/2025):

Multiplier x Final Average Earnings

= 68.000% x \$100,000.00

= \$68,000

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Pension Options Sample

Benefit Options	<u>Option</u>	<u>Annual Benefit</u>	<u>Monthly Benefit</u>	<u>Monthly Survivor Benefit</u>
Modified Cash Refund Annuity	1.0000	\$68,000.04	\$5,666.67	N/A
100% Joint & Survivor	0.8906	\$60,560.88	\$5,046.74	\$5,046.74
80% Joint & Survivor	0.9105	\$61,914.00	\$5,159.50	\$4,127.60
66 2/3 % Joint & Survivor	0.9243	\$62,852.40	\$5,237.70	\$3,491.80
50% Joint & Survivor	0.9421	\$64,062.84	\$5,338.57	\$2,669.29
100% Joint & Survivor Pop Up	0.879	\$59,772.00	\$4,981.00	\$4,981.00
80% Joint & Survivor Pop Up	0.9008	\$61,254.48	\$5,104.54	\$4,083.63
66 2/3 % Joint & Survivor Pop Up	0.916	\$62,288.04	\$5,190.67	\$3,460.45
50% Joint & Survivor Pop Up	0.9356	\$63,620.88	\$5,301.74	\$2,650.87
Social Security Adjustment Until Age 62	N/A	\$77,114.64	\$6,426.22	\$0.00
Social Security Adjustment At Age 62	N/A	\$62,234.64	\$5,186.22	\$0.00

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Retirement Payment Options

Modified Cash Refund

This is the normal form of payment. It provides you with a monthly benefit during your lifetime.

If you die before you receive an amount equal to your employee contributions including interest, the remainder will be paid to the last designated beneficiaries on file with the Office of Personnel.

Retirement Payment Options

Joint and Survivor Option

Under this option you may designate one joint annuitant, either a spouse or a child.

Upon your death, this person would receive 100%, 80%, 66 2/3% or 50% of your monthly pension for their lifetime.

Your monthly pension amount would be reduced based on the election you choose at retirement.

Retirement Payment Options

Joint and Survivor Pop-Up Options

If your joint annuitant predeceases you, your benefit “pops-up” (increases) to the amount of the Modified Cash Refund.

Under this option you may designate one joint annuitant, either a spouse or a child.

Upon your death, this person would receive 100%, 80%, 66 2/3% or 50% of your monthly pension for their lifetime.

Your monthly pension would be reduced based on the election you choose at retirement.

This option is not available for Tier 2 participants

Retirement Payment Options

Social Security Adjustment Option

The retiree is provided with a larger monthly pension benefit before age 62 and a smaller benefit thereafter. The sum of the pension plan benefit and the social security benefit is intended to remain level before and after age 62.

You may not combine this option with another option. This benefit ends at death of participant. There is no refund remaining contributions and interest.

Cost of Living Adjustments

Pension Benefit adjustments due to COLA's occur on July 1 of each year. There are two different portions of the COLA: one is applied to benefits earned (accrued) prior to February 1, 1997; the other is applied to benefits earned after January 31, 1997.

Pre 2-1-97 Benefit: 3% cap, simple

- Must be retired on or before June 1st
- First COLA will be prorated based on when you retire

Post 2-1-97 Benefit: 60% of CPI up to 2.5% cap, compounded

- To be eligible for first COLA, you must be retired on or before January 1st

FINAL STAGE COMPLETING THE RETIREMENT PROCESS

What do I do?

- Schedule a counseling session with your Pension Analyst 4-8 weeks prior to your retirement date
- Review the final figures and complete the paperwork sent to you by the analyst
- Notify your employer at least 2 weeks prior to retirement
- Locate copies of your marriage certificate (if applicable) as well as proof of birth dates for both you and your spouse. Birth certificates are required for all dependents covered on your retiree insurance.

What should I bring?



- Bring tax withholding forms. Federal and Maryland state taxes will be withheld from your pension as elected by you.
- Bring direct deposit form. Even if your paycheck has been directly deposited, you will need to setup direct deposit for your retirement check. Bring a voided check or copy of savings deposit slip or bank direct deposit form.
- Bring proof of birth dates for both you and joint annuitant as well as a copy of your marriage certificate (if applicable). Birth certificates are required for all dependents covered on retiree insurance.

Reemployment After Retirement

Reemployment with an Anne Arundel County Pension System participating employer:

If you are reemployed with the County after you retire your retirement benefit will be reduced by

\$1.00 for every \$2.00

you earn as a rehired retired employee.

Exceptions to Reemployment Offset

- Rehired with the County in a contractual agreement to work 1500 hours or less per Calendar Year;
- Rehired with the County in a grant funded position regardless of hours;
- Rehired with the County in the Office of the State's Attorney or the Office of the Sheriff in a position that requires the employee to be certified as a Police Officer by the Police Training Commission.
- NEW – Rehired in a classified position in a different job classification after 90 days of retirement.
- Employees rehired under these exceptions DO NOT accrue a new pension benefit during the period of reemployment.

Reemployment After Retirement

County policy requires that a retiree be removed from the County payroll for at least 30 days before being reemployed.

No offer of re-employment should be discussed by you and your employer prior to retirement.

Reemployment After Retirement

Distributions from your 457(b) T. Rowe Price account are not permitted during your period of reemployment unless you are older than 59 1/2.

You are permitted to resume salary deferral contributions into the 457(b) Plan during your period of reemployment.

Reemployment After Retirement

If you elected a Normal or Early retirement and accept employment with the private sector or with a non-participating employer:

**NO REDUCTION IN YOUR PENSION
AND NO RESTRICTIONS**

Employee Retirement Savings Plan (ERSP)

(option for employees hired after July 1, 2018)

- Assets are immediately available to the participant when County employment ends.
- No action is required at retirement.
- Contact T. Rowe Price for account distributions.
- Early withdrawal tax penalties apply before age 55 or 59 ½ depending on employment separation date.
- Distributions mandatory starting at age 72.

Employee Retirement Savings Plan (ERSP)

Vesting Requirement

The County contributions will be vested **20% per year with a 5 year graded** schedule as follows:

<u>Vested percentage</u>	<u>Years of service</u>
20%	1 year
40%	2 years
60%	3 years
80%	4 years
100%	5 years

You are always **100% vested** the employee contributions portion of your account.



- The 457(b) Plan is administered by T. Rowe Price
- Allows for additional savings pre-tax or post-tax Roth
- Offers various investment Retirement Funds
- Deferrals may be changed at any time
- Deferrals may be stopped at any time
- Enroll at any time



ROTH option:

This will allow you to contribute to your 457 account on an after tax basis and pay no taxes on qualifying distributions when the money is withdrawn.

There is a minimum of 5 years from first deposit and age 59 1/2 to get the tax savings.

This is NOT a ROTH IRA.



CONTRIBUTIONS:

- Lesser of 100% of eligible compensation or IRS Limitation
- Contribution Limit 2025: \$23,500
- Over 50 Catch-up 2025: \$7,500 (\$31,000 total)
- **NEW: Ages 60–63 Catch-up 2025: \$11,250 (\$34,750 total)**
- 457 Special Catch-up:
 - 2 x allowable limit (\$46,000) in the 3 consecutive calendar years prior to year of normal retirement age.
 - not required to retire after participating.
- Final balances for Annual Leave, Disability Leave, Comp hours (except executive CT) are all eligible to be deferred into your Plan account



Before-Retirement Distributions Limited to:

- 1) Loan
- 2) Unforeseeable Emergency (Financial Hardship), or
- 4) You are 59 ½ or older
- 5) Qualified Birth or Adoptions

After-Retirement Distributions:

- Assets are immediately available to the participant upon retirement
- No decision or action required at retirement
- Distributions mandatory starting at age 72 (new)
- Taxed as ordinary income at distribution for non-Roth contributions



The Anne Arundel County
Deferred Compensation Plan

➔ IT'S A
SNAP!

Distribution Options:

- Do Nothing
- Lump Sum
- Partial Lump Sum
- Installment payments
- Fixed payment amount over period of X years
- Rollover to an eligible retirement plan.



The Anne Arundel County
Deferred Compensation Plan



IT'S A
SNAP!

Loans after Retirement:

If you have an existing loan balance at the time your employment ends you may:

- Contact TRP and arrange to continue making manual monthly loan payments on the existing loan balance, or
- Contact TRP and request the total payoff amount and pay in full, or
- Take a Plan Loan Offset rather than paying back the loan.
If the participant does not continue loan payments, the loan will cease to exist and the loan amount will be considered a taxable distribution after the greater of 90 days or the end of the calendar quarter following a missed loan payment.

Contact Information

Pension Team

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