

**MEMORANDUM**

July 29, 2016

TO: County Council

FROM: Robert H. Drummer, Senior Legislative Attorney 

SUBJECT: **Introduction:** Expedited Bill 36-16, Employees' Retirement System – Disability Retirement – Redetermination of Eligibility - Amendments

Expedited Bill 36-16, Employees' Retirement System – Disability Retirement – Redetermination of Eligibility – Amendments, sponsored by Lead Sponsor Council President Floreen at the request of the County Executive, is scheduled to be introduced on August 2, 2016. A public hearing is tentatively scheduled for September 13 at 1:30 p.m.

County Code §33-43(g) requires the periodic medical reexamination of a disability retiree. The Chief Administrative Officer (CAO) is authorized to reduce or discontinue disability retirement benefits if the retiree is no longer medically qualified. Although a disability retiree whose benefits are discontinued due to a medical reexamination can apply for an open County position, there is currently no provision permitting the CAO to non-competitively appoint the person to a merit position.

Bill 36-16 would permit the County to non-competitively re-appoint a former County employee to the same position or a position of comparable status in the same Department if the individual's disability retirement benefits are discontinued due to a medical reexamination. The Bill would also permit the former disability retiree to become a member of the retirement plan in which the individual was enrolled when the individual left County service if the individual was vested at the time the individual left County service. These 2 new provisions would only apply to a member who became disabled on or before July 1, 2016.

Finally, the Bill would add a definition for a position of comparable status.

This packet contains:

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Expedited Bill No. 36-16  
Concerning: Employees' Retirement  
System – Disability Retirement –  
Redetermination of Eligibility –  
Amendments  
Revised: July 26, 2016 Draft No. 3  
Introduced: August 2, 2016  
Expires: February 2, 2018  
Enacted: \_\_\_\_\_  
Executive: \_\_\_\_\_  
Effective: \_\_\_\_\_  
Sunset Date: None  
Ch. \_\_\_\_\_, Laws of Mont. Co. \_\_\_\_\_

## COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

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Lead Sponsor: Council President at the request of the County Executive

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### AN EXPEDITED ACT to:

- (1) require the County to re-employ certain former County employees if the individual's disability retirement benefits are discontinued;
- (2) define a position of comparable status; and
- (3) generally amend the law regarding disability retirement.

### By amending

Montgomery County Code  
Chapter 33, Personnel and Human Resources  
Sections 33-37, 33-38A and 33-43

<b>Boldface</b>	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing law by original bill.</i>
<b>[Single boldface brackets]</b>	<i>Deleted from existing law by original bill.</i>
<u>Double underlining</u>	<i>Added by amendment.</i>
<b>[[Double boldface brackets]]</b>	<i>Deleted from existing law or the bill by amendment.</i>
* * *	<i>Existing law unaffected by bill.</i>

*The County Council for Montgomery County, Maryland approves the following Act:*



\* \* \*

28  
29 (4) Group E: The Chief Administrative Officer, the Council  
30 Administrator, the hearing examiners, the County Attorney and  
31 each head of a principal department or office of the County  
32 government, if appointed to that position before July 30, 1978,  
33 or a member having held that position on or before October 1,  
34 1972. Any sworn deputy sheriff and any County correctional  
35 staff or officer as designated by the chief administrative officer.  
36 Any group E member who has reached elective early retirement  
37 date may retain membership in group E if the member transfers  
38 from the position which qualified the member for group E. Any  
39 group E member who is temporarily transferred from the position  
40 which qualified the member for group E may retain membership  
41 in group E as long as the temporary transfer from the group E  
42 position does not exceed 3 years. Any former group E member  
43 who returns to County service under Section 33-43(g)(4) because  
44 the member's disability retirement benefits are discontinued  
45 pursuant to Section 33-43(g)(1) must return as a group E member  
46 even if the position is not qualified for group E membership if  
47 the individual was vested under Section 33-45 at the time the  
48 individual left County service. Notwithstanding the foregoing  
49 provisions in group E, any employee who is eligible for  
50 membership in group E must participate in the guaranteed  
51 retirement income plan or the retirement savings plan under  
52 Article VIII if the employee:

- 53 (A) (i) begins, or returns to, County service on or after  
54 October 1, 1994 (except as provided in the last  
55 sentence of subsection (e)(2) or (e)(7));  
56 (ii) is not represented by an employee organization; and  
57 (iii) does not occupy a bargaining unit position; or  
58 (B) (i) begins County service on or after October 1, 1994;  
59 and  
60 (ii) is subject to the terms of a collective bargaining  
61 agreement between the County and an employee  
62 organization which requires the employee to  
63 participate in the guaranteed retirement income plan  
64 or the retirement savings plan.
- 65 (5) Group F: sworn police officers.
- 66 (A) A group F member who has reached elective early  
67 retirement date may retain membership in group F if the  
68 member is transferred from the position that qualified the  
69 member for group F membership.
- 70 (B) A group F member who is temporarily transferred from  
71 the position that qualified the member for group F  
72 membership may retain membership in group F as long as  
73 the temporary transfer from the group F position does not  
74 exceed 3 years.
- 75 (C) Notwithstanding the foregoing provisions in group F, an  
76 employee who is eligible for membership in group F must  
77 participate in the retirement savings plan under Article  
78 VIII or the guaranteed retirement income plan if the  
79 employee:

- 80 (i) begins, or returns to, County service on or after  
81 October 1, 1994 (except as provided in the last  
82 sentence of subsection (e)(2) or (e)(7));
- 83 (ii) is not represented by an employee organization;  
84 and
- 85 (iii) does not occupy a bargaining unit position.
- 86 (D) An employee who is eligible for membership in group F  
87 must participate in the retirement savings plan under  
88 Article VIII if the employee:
- 89 (i) begins County service on or after October 1, 1994;  
90 and
- 91 (ii) is subject to the terms of a collective bargaining  
92 agreement between the County and an employee  
93 organization that requires the employee to  
94 participate in the retirement savings plan.
- 95 (E) A group F member who is a member of the Police  
96 Bargaining Unit may transfer to the retirement savings  
97 plan under Article VIII if the employee has accumulated  
98 enough credited service to obtain the maximum retirement  
99 benefit under the optional or integrated plan.
- 100 (F) Any former group F member who returns to County  
101 service under Section 33-43(g)(2) because the member's  
102 disability retirement benefits are discontinued pursuant to  
103 Section 33-43(g)(1) must return as a Group F member  
104 even if the individual does not qualify as a sworn police  
105 officer if the individual was vested under Section 33-45 at  
106 the time the individual left County service.

107 (6) Group G: Any paid firefighter, paid fire officer, and paid rescue  
108 service personnel. Any group G member who has reached normal  
109 retirement may retain membership in group G if the member  
110 transfers from the position which qualified the member for group  
111 G. Any group G member who is temporarily transferred from the  
112 position which qualified the member for Group G may retain  
113 membership in group G as long as the temporary transfer from  
114 the group G position does not exceed 3 years.

115 (A) Notwithstanding the foregoing provisions in group G, any  
116 employee who is eligible for membership in group G must  
117 participate in the retirement savings plan under Article  
118 VIII if the employee:

- 119 (i) begins County service on or after October 1, 1994;  
120 and  
121 (ii) is subject to the terms of a collective bargaining  
122 agreement between the County and an employee  
123 organization which requires the employee to  
124 participate in the retirement savings plan.

125 (B) An employee who is eligible for membership in group G  
126 must participate in the retirement savings plan under  
127 Article VIII or the guaranteed retirement income plan if:

- 128 (i) the employee begins, or returns to, County service  
129 on or after October 1, 1994 (except as provided in  
130 the last sentence of subsection (e)(2) or (e)(7);  
131 (ii) is not represented by an employee organization;  
132 and  
133 (iii) does not occupy a bargaining unit position.

134 (C) Any former group G member who returns to County  
135 service under Section 33-43(g)(3) because the member's  
136 disability retirement benefits are discontinued pursuant to  
137 Section 33-43(g)(1) must return as a group G member  
138 even if the individual does not qualify as a paid firefighter,  
139 paid fire officer or paid rescue service personnel if the  
140 individual was vested under Section 33-45 at the time the  
141 individual left County service.

142 (7) Group H: Any member, including any probationary employee,  
143 who holds a bargaining unit position described in section 33-  
144 105(a)(1) or section 33-105(a)(2), unless the member is eligible  
145 for membership in group B or E. Notwithstanding the foregoing  
146 provisions in group H, any employee who is eligible for  
147 membership in group H must participate in the guaranteed  
148 retirement income plan or the retirement savings plan under  
149 Article VIII if the employee:

150 (A) begins, or returns to, County service on or after October 1,  
151 1994 (except as provided in the last sentence of subsection  
152 (e)(2) or (e)(7)); and

153 (B) is subject to the terms of a collective bargaining agreement  
154 between the County and an employee organization which  
155 requires the employee to participate in the guaranteed  
156 retirement income plan or the retirement savings plan.

157 \* \* \*

158 **33-38A. Deferred Retirement Option Plans.**

159 \* \* \*

160 (a) *DROP Plan for Group F members.* "Discontinued Retirement Service  
161 Program" or "DRSP" means the DROP program for Group F members.

162 (1) *Eligibility.* A Group F member who is at least 46 years old and  
163 has at least 25 years of credited service may participate in the  
164 DRSP. A member who returns to County employment under  
165 Section 33-43(g)(2)(B) and participates as a Group F member  
166 under Section 33-37 is eligible to participate if, prior to receiving  
167 disability retirements benefits under Section 33-43, the member  
168 had 12 years and 6 months of credited service as a sworn police  
169 officer with Montgomery County government.

170 \* \* \*

171 (b) *DROP Plan for Group G members.*

172 (1) *Eligibility.* An employee who is a member of Group G and who  
173 has met the minimum requirements for a normal retirement may  
174 participate in the DROP Plan. A member who returns to  
175 employment under Section 33-43(g)(3)(B) and participates as a  
176 Group G member under Section 33-37 is eligible to participate  
177 if, prior to receiving disability retirements benefits under Section  
178 33-43, the member had 10 years of credited service as a paid  
179 firefighter, paid fire officer or a paid rescue service personnel  
180 with Montgomery County government.

181 \* \* \*

182 (c) *DROP Plan for Sworn Deputy Sheriffs and Uniformed Correctional*  
183 *Officers.*

184 \* \* \*

185 (3) *Eligibility.* A sworn deputy sheriff or uniformed correctional  
186 officer who is at least age 55 years old and has at least 15 years

187 of credited service or is at least 46 years old and has at least 25  
 188 years of credited service may participate in the DROP. A  
 189 uniformed correctional officer or sworn deputy sheriff must  
 190 participate in the optional retirement plan or the integrated  
 191 retirement plan as a Group E member in order to participate in  
 192 the DROP. A member who returns to employment under Section  
 193 33-43(g)(4) and participates as a Group E member under Section  
 194 33-37 is eligible to participate if prior to receiving disability  
 195 benefits under Section 33-43, the member had 12 years and six  
 196 months of credited service as a sworn deputy sheriff or  
 197 uniformed correctional officer with Montgomery County  
 198 government.

199 \* \* \*

200 **33-43. Disability Retirement.**

201 \* \* \*

202 (b) *Definitions.* In this Section, the following words and phrases have the  
 203 following meanings:

204 \* \* \*

205 *Position of comparable status* means a position:

206 (1) with a grade and salary range resulting in the same pay as the  
 207 position the member was assigned before receiving disability  
 208 retirement benefits;

209 (2) in the same department; and

210 (3) for which the member is qualified.

211 \* \* \*

212 (g) *Medical reexamination of disability retiree.*

213           (1) The Chief Administrative Officer must require a member  
214 receiving disability pension payments to undergo either a yearly  
215 physical examination or to submit a medical doctor's certificate  
216 verifying continuation of the disability during the 5 years after  
217 retirement, and once in every 3 years thereafter, until age 55 for  
218 a member of group B, E, F, or G, or age 60 for a member of group  
219 A or H, unless the Chief Administrative Officer finds that a  
220 physical examination is unnecessary because of the nature and  
221 severity of the injury or illness. The Chief Administrative Officer  
222 must review the findings of the physical examination and take  
223 appropriate action, which may include submitting the results of  
224 the evaluation to the Disability Review Panel for a  
225 redetermination whether the individual qualifies for disability  
226 benefits in accordance with subsection (d). If a member does not  
227 submit to the examination, the Chief Administrative Officer may  
228 reduce or discontinue any disability pension payments which the  
229 member receives. The Disability Review Panel may require the  
230 member to submit to an additional independent medical  
231 examination. A member may appeal a decision to reduce or  
232 discontinue disability pension payments to the appropriate  
233 Disability Arbitration Board.

234           (2) Group F.

235           (A) A retired Group F member must be non-competitively  
236 reappointed (unless the reappointment is declined) to a  
237 sworn police officer position, or to a Police Officer  
238 Candidate's position, at a rank, grade and step equal to that

239 of the position to which the member was assigned when  
240 the disability occurred, if:

241 (i) the employee became disabled on or before July 1,  
242 2016;

243 (ii) the member's disability pension payments are  
244 discontinued as a result of a physical examination  
245 conducted under subsection (g)(1);

246 (iii) the member is determined by the Chief  
247 Administrative Officer to be physically able to  
248 perform all of the essential duties of a sworn police  
249 officer; and

250 (iv) the member is eligible for certification as a law  
251 enforcement officer by the Police Training  
252 Commission

253 (B) A retired Group F member must be non-competitively  
254 reappointed to a non-sworn position of comparable status  
255 within the Police Department (unless the reappointment is  
256 declined) if:

257 (i) the member became disabled on or before July 1,  
258 2016;

259 (ii) the member's disability pension payments are  
260 discontinued as a result of a physical examination  
261 conducted under subsection (g)(1); and

262 (iii) the member is not eligible for certification as a  
263 sworn law enforcement officer, or if the member is  
264 not medically approved for reappointment to a

265 sworn police officer position by the Employee  
266 Medical Examiner; or

267 (iv) the member is determined by the Chief  
268 Administrative Officer to be unable to perform all  
269 of the essential duties of a sworn police officer, but  
270 the Chief Administrative Officer determines that the  
271 member is able to perform the duties of a position  
272 of comparable status within the Police Department.

273 (3) Group G.

274 (A) A retired Group G member must be non-competitively  
275 reappointed (unless the reappointment is declined) to a  
276 paid fire fighter, paid fire officer, or paid rescue service  
277 personnel position, at a rank, grade and step equal to that  
278 of the position to which the member was assigned when  
279 the disability occurred, if:

280 (i) the employee became disabled on or before July 1,  
281 2016;

282 (ii) the member's disability pension payments are  
283 discontinued as a result of a physical examination  
284 conducted under subsection (g)(1); and

285 (iii) the member is determined by the Chief  
286 Administrative Officer to be physically able to  
287 perform all of the essential duties of a paid fire  
288 fighter, paid fire officer or paid rescue service  
289 personnel.

290 (B) A retired Group G member must be non-competitively  
291 reappointed to a position of comparable status within the

292 Fire and Rescue Service Department (unless the  
293 reappointment is declined) if:

294 (i) the member became disabled on or before July 1,  
295 2016;

296 (ii) the member's disability pension payments are  
297 discontinued as a result of a physical examination  
298 conducted under subsection (g)(1); and

299 (iii) the member is not eligible for certification as a paid  
300 fire fighter, paid fire officer, or paid rescue service  
301 position, or if the member is not medically approved  
302 for reappointment to a paid fire fighter, paid fire  
303 officer, or paid rescue service position by the  
304 Employee Medical Examiner; or

305 (iv) the member is determined by the Chief  
306 Administrative Officer to be unable to perform all  
307 of the essential duties of a paid fire fighter, paid fire  
308 officer, or paid rescue service personnel, but the  
309 Chief Administrative Officer determines that the  
310 member is able to perform the duties of a position  
311 of comparable status within the Fire Department.

312 (4) Group E:

313 (A) A retired Group E member must be non-competitively  
314 reappointed (unless the reappointment is declined) to a  
315 position at a rank, grade and step equal to that of the  
316 position to which the member was assigned when the  
317 disability occurred if;

318 (i) The member became disabled on or before July 1,  
319 2016;

320 (ii) the member's disability pension payments are  
321 discontinued as a result of a physical examination  
322 conducted under subsection (g)(1); and

323 (iii) the member is determined by the Chief  
324 Administrative Officer to be physically able to  
325 perform all of the essential duties of the position to  
326 which the member was assigned when the disability  
327 occurred;

328 (B) A retired Group E member must be non-competitively  
329 reappointed to a position of comparable status (unless the  
330 reappointment is declined) if:

331 (i) the member became retired on or before July 1,  
332 2016;

333 (ii) the member's disability pension payments are  
334 discontinued as a result of a physical examination  
335 conducted under subsection (g)(1); and

336 (iii) the member is not eligible for the position to which  
337 the member was assigned when the disability  
338 occurred.

339 (5) Groups A and H: A retired Group A or H member must be non-  
340 competitively reappointed (unless the reappointment is declined)  
341 to either that position at the grade and step equal the individual  
342 held when the disability occurred or a comparable position at the  
343 same grade and step if:

344 (A) the member became retired on or before July 1, 2016;

345 (B) the member's disability pension payments are  
346 discontinued as a result of a physical examination  
347 conducted under subsection (g)(1); and

348 (C) the member is determined by the Chief Administrative  
349 Officer to be physically able to perform all of the essential  
350 duties of the position to which the member was assigned  
351 when the disability occurred.

352 \* \* \*

353 **Effective Date.**

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

356 *Approved:*

357  
358  
\_\_\_\_\_  
Nancy Floreen, President, County Council Date

359 *Approved:*

360  
\_\_\_\_\_  
Isiah Leggett, County Executive Date

361 *This is a correct copy of Council action.*

362  
\_\_\_\_\_  
Linda M. Lauer, Clerk of the Council Date

## LEGISLATIVE REQUEST REPORT

Expedited Bill 36-16

### *Employees' Retirement System-Disability Retirement-Redetermination of Eligibility- Amendments*

**DESCRIPTION:** The Bill amends the County's retirement law to permit the CAO to non-competitively re-employ certain former County employees to a position of comparable status if the individual has disability retirement benefits discontinued after a medical reexamination. The Bill would define a position of comparable status. The Bill would also permit the former disability retiree to become a member of the retirement plan in which the individual was enrolled when the individual left County service if the individual was vested at the time the individual left County service.

**PROBLEM:** The County Code does not provide for non-competitive re-employment of persons whose disability retirement benefits have been stopped due to a medical reexamination.

**GOALS AND OBJECTIVES:** The goal of the Bill is to encourage the re-employment of former County employees whose disability retirement benefits have been stopped due to a medical reexamination.

**COORDINATION:** Montgomery County Employee Retirement Plans, Office of Human Resources, and the County Attorney's Office have reviewed this Bill.

**FISCAL IMPACT:** Office of Management and Budget

**ECONOMIC IMPACT:** Finance

**EVALUATION:** N/A

**EXPERIENCE ELSEWHERE:** Numerous other retirement plans in the surrounding jurisdictions offer similar re-employment rights to certain persons whose disability retirement benefits have been stopped.

**SOURCE OF**

**INFORMATION:** Linda Herman, Montgomery County Employee Retirement Plans  
Shawn Stokes, Office of Human Resources  
Amy Moskowitz, Office of the County Attorney

**APPLICATION**

**WITHIN**

**MUNICIPALITIES:N/A**

**PENALTIES:** N/A

F:\LAWBILLS\1636 ERS Personnel - Disability Retirement - Amendments\LRR.Doc



OFFICE OF THE COUNTY EXECUTIVE  
ROCKVILLE, MARYLAND 20850

Isiah Leggett  
County Executive

MEMORANDUM

July 20, 2016

TO: Nancy Floreen, Council President

FROM: Isiah Leggett, County Executive 

SUBJECT: Expedited Bill to Amend the County's Retirement Law

I am attaching for the Council's consideration a bill that would amend the County's retirement law to permit persons whose Employees' Retirement System's disability retirement benefits have been stopped, due to no longer being medically eligible to receive the benefits, to be non-competitively rehired by the County government.

The County Code establishes the requirements for disability retirement benefits in Section 33-43 and provides for the ongoing re-evaluation of certain persons receiving the disability benefits. However, it does not currently provide for the non-competitive reappointment of persons whose disability benefits are stopped. The legislation would permit the County government to re-employ these individuals non-competitively to County government positions within the department in which they were working prior to the disability award being granted.

The bill would permit the Board to delegate its duties as it deems appropriate and consistent with its fiduciary duties and its written policies and procedures.

Thank you for your prompt consideration of this bill.

Attachments

**Fiscal Impact Statement**  
**Expedited Bill XX-16, Employees' Retirement System - Disability**

**1. Legislative Summary.**

This bill would amend the law concerning the re-employment of certain former County employees to County employment following a discontinuation of disability benefits, and define a "position of comparable status".

**2. An estimate of changes in County revenues and expenditures regardless of whether the revenues or expenditures are assumed in the recommended or approved budget. Includes source of information, assumptions, and methodologies used.**

This bill would provide for the non-competitive re-employment of certain former County employees whose disability benefits had been stopped due to their no longer being medically eligible to receive the benefits. These individuals would be placed into either the position formerly occupied, if qualifications are met, or into positions of comparable status. Since the bill would permit non-competitive re-employment into a vacant position, this bill is not estimated to have a fiscal impact.

This bill would have no impact on County revenues.

**3. Revenue and expenditure estimates covering at least the next 6 fiscal years.**

Not applicable

**4. An actuarial analysis through the entire amortization period for each bill that would affect retiree pension or group insurance costs.**

The number of individuals who may no longer be eligible for disability retirement payments and could be non-competitively re-employed is not expected to be significant. This bill is not estimated to have a material fiscal impact.

**5. Later actions that may affect future revenue and expenditures if the bill authorizes future spending.**

Not applicable.

**6. An estimate of the staff time needed to implement the bill.**

Not applicable.

**7. An explanation of how the addition of new staff responsibilities would affect other duties.**

Not applicable.

**8. An estimate of costs when an additional appropriation is needed.**

Not applicable.

**9. A description of any variable that could affect revenue and cost estimates.**

In the event the individual being re-employed is on the high end of the particular grade/step scale, there could be a fiscal impact between the personnel costs of the re-employment over the personnel costs of an alternative hire lower in the grade/step. The number of re-employments is difficult to project, but is not expected to be significant.

**10. Ranges of revenue or expenditures that are uncertain or difficult to project.**

See response to #9.

**11. If a bill is likely to have no fiscal impact, why that is the case.**

Not applicable.

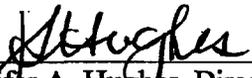
**12. Other fiscal impacts or comments.**

Not applicable.

**13. The following contributed to and concurred with this analysis:**

Corey Orlosky, Office of Management and Budget

Linda Herman, Director, Montgomery County Employee Retirement Plans

  
\_\_\_\_\_  
Jennifer A. Hughes, Director  
Office of Management and Budget

7/15/16  
\_\_\_\_\_  
Date

**Economic Impact Statement**  
**Bill #-16, Employees' Retirement System**

**Background:**

This legislation would amend the County's retirement plan to re-employ certain former County employees to County employment if the individual's disability retirement benefits are discontinued under County Code Section 33-43G. Section 33-43 governs the award and payment of disability retirement benefits and sets forth the criteria for the required ongoing medical evaluation of persons receiving disability retirement benefits. However, current law does not provide for the non-competitive re-employment of persons whose disability retirement benefits have been discontinued. Bill #-16 would amend the Code to permit re-employment of such individuals. Also, County Council did not define comparable status in the County Code. Bill #-16 amends Section 33-43 by adding the following definition to Section 33-43(b):

"Position of comparable status means a position that is the same pay as the position the member was assigned before receiving disability retirement benefits and which is in the same department and for which the member is qualified."

**1. The sources of information, assumptions, and methodologies used.**

Sources of information include the Montgomery County Employees Retirement Plans (MCERP) and the Office of Management and Budget (OMB). The Department of Finance did not use any assumptions or methodologies in the preparation of the economic impact statement (EIS). Data provided by MCERP as of June 30, 2015, states that there were 6,380 retirees and beneficiaries of which 1,125 (17.6%) were receiving disability retirement benefits. However, without specific data on the probability that current retirees receiving disability benefits will be ineligible for such benefits and not be re-employed, it is uncertain if Bill #-16 would have an impact on the County's economy.

**2. A description of any variable that could affect the economic impact estimates.**

The variable that could affect the impact estimates are the number of retirees who would be re-employed.

**3. The Bill's positive or negative effect, if any on employment, spending, savings, investment, incomes, and property values in the County.**

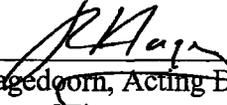
As stated in paragraph 1, without specific data on the number of retirees who may be re-employed, it is uncertain whether Bill #-16 would have an impact on the County's employment, spending, savings, incomes, and property values. However, if the number of retirees who are re-employed is small in terms of the County's total employment, there would be no significant positive effect on the County's economy.

**4. If a Bill is likely to have no economic impact, why is that the case?**

Please see paragraph 3 on the impact to the County's economy.

**Economic Impact Statement**  
**Bill #-16, Employees' Retirement System**

5. The following contributed to or concurred with this analysis: David Platt, Finance; Linda Herman, Executive Director, Montgomery County Employee Retirement Plans; Corey Orlosky, OMB.

  
\_\_\_\_\_  
Robert Hagedorn, Acting Director  
Department of Finance

7/12/16  
\_\_\_\_\_  
Date