

County Council of Howard County, Maryland

2026 Legislative Session

Legislative Day No. 6

Resolution No. 75 -2026

Introduced by: The Chairperson at the request of the County Executive

Short Title: Fiscal Year 2027 Retirement Incentive Program Established

Title: A RESOLUTION establishing the Fiscal Year 2027 Retirement Incentive Program; defining certain terms; establishing eligibility requirements; identifying certain positions that are excluded from participation; authorizing the development of Policies and Procedures; stating that there is no impact on retiree health benefits; requiring the availability of funds; and generally related to the Fiscal Year 2027 Retirement Incentive Program.

Introduced and read first time _____, 2026.

By order _____
Michelle Harrod, Administrator

Read for a second time at a public hearing on _____, 2026.

By order _____
Michelle Harrod, Administrator

This Resolution was read the third time and was Adopted___, Adopted with amendments___, Failed___, Withdrawn___, by the County Council on _____, 2026.

Certified By _____
Michelle Harrod, Administrator

Approved by the County Executive _____, 2026

Calvin Ball, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; TEXT IN SMALL CAPITALS indicates additions to existing law; ~~Strike-out~~ indicates material deleted by amendment; Underlining indicates material added by amendment

1 **WHEREAS**, in response to current and anticipated fiscal challenges, with the goal of
2 managing long-term personnel costs while minimizing the need for disruptive workforce reductions,
3 the County Executive wishes to establish the Retirement Incentive Program (the “Program”); and
4

5 **WHEREAS**, the Program is a voluntary, limited-time opportunity for eligible employees
6 to retire and receive a one-time financial incentive, in addition to their standard retirement
7 benefits and leave payouts, that is based on the employee’s eligibility service years; and
8

9 **WHEREAS**, the Office of Human Resources and Department of Finance shall
10 administer the Program; and
11

12 **WHEREAS**, eligible employees will receive a one-time payment of \$20,000, plus an
13 additional \$300 for each year of service up to 30 years for a maximum total one-time payment of
14 up to \$29,000.
15

16 **NOW, THEREFORE, BE IT RESOLVED** by the County Council of Howard County,
17 Maryland this ____ day of _____, 2026, that the voluntary Fiscal Year 2027
18 Retirement Incentive Program is established and the pertinent provisions are as follows:

19 **I. Relevant definitions.**

- 20 a. “Eligibility Service” is based on the definition of “year of eligibility service” in Section
21 1.406(aag) of the Howard County Code, the Howard County Retirement Plan.
- 22 b. “Normal Retirement Date” shall be as set out in Section 1.406(aj) of the Howard County
23 Code, the Howard County Retirement Plan.
24

25 **II. Eligibility Requirements.** Subject to specific exclusions provided in III, employees who meet
26 ALL of the following requirements may apply for the Program:

- 27 a. Classified employees who are members of the Howard County Retirement Plan and not
28 otherwise excluded from participation;
- 29 b. The employee elects normal retirement with an effective date of July 1, 2026;
- 30 c. Employees who are eligible for normal retirement as of July 1, 2026 where “Eligibility for
31 Normal Retirement” is defined as:

- 1 i. 30 years of eligibility service and any age; or
- 2 ii. Age 62 with at least 5 years of eligibility service; or
- 3 iii. Age 63 with at least 4 years of eligibility service; or
- 4 iv. Age 64 with at least 3 years of eligibility service; or
- 5 v. Age 65 with at least 2 years of eligibility service.

6

7 **III. Specifically Excluded.** The following positions are excluded from participation in the
8 Program:

- 9 a. Members of the Howard County Police and Fire Employees' Retirement Plan;
- 10 b. Members of a retirement or pension plan sponsored by the State of Maryland;
- 11 c. Police positions who may be members of the Howard County Retirement Plan; (Position
12 Classification Codes: 2101, 2125, 2123 2121, 7767, 7766, 7764, 7762);
- 13 d. Dispatchers in the Howard County Department of Police (Position Classification Codes:
14 2301, 2303, 2304, 2305, and 2307);
- 15 e. Employees of the Howard County Soil Conservation District, the Howard County
16 Economic Development Authority, and the Howard County Housing Commission;
- 17 f. Corrections positions in the Howard County Department of Corrections as defined by
18 County Code Section 1.406(o) or otherwise assigned to the following Position
19 Classification Codes: 2201, 2205, 2207, 2211, 2210, 2209, 2217, 2223, 2212, 2213, 2221,
20 2225, 2227, 2229, 2203, 2219, 2215;
- 21 g. Positions in the Exempt Service pursuant County Code Section 1.111(b)(1)-(4);
- 22 h. Plan members in the State-authorized exempt service under Howard County Code Section
23 1.305 (including but not limited to positions assigned to the Office of the Sheriff of Howard
24 County, the Circuit Court of Howard County and the Howard County State's Attorney's
25 Office);
- 26 i. Executive Exempt employees as listed in the Howard County Code Section 1.306;
- 27 j. Employees in the Exempt Service as provided in Howard County Charter Section 702;
- 28 k. Part-time benefited employees as provided in Howard County Code Section 1.308; and
- 29 l. Grant Funded employees as provided in Howard County Code Section 1.307.

1 **IV. Incentive.** Employees who choose to participate in the Program, meet all the requirements,
2 and whose application is approved by the Chief Administrative Officer shall receive a one-
3 time payment of \$20,000, plus an additional \$300 for each year of service up to 30 years for
4 a maximum total one-time payment of up to \$29,000.

5
6 **V. Policies and Procedures.** The Department of County Administration shall develop and
7 implement Program policies and procedures that shall include an application process.

8
9 **VI. No Impact on Retiree Health Benefits.** Eligibility for retiree health benefits will follow
10 current County policies and is not changed by participation in this Program.

11
12 **VII. Subject to availability of funds.** This Program is subject to the availability of funds.