



STAFF REPORT ON PROPOSED LEGISLATION

To: Mayor Gavin Buckley

From: Michael Mallinoff, City Manager

Date: June 28, 2024

Subject: R-32-24: City of Annapolis Police Department and Fire Department Employee Retirement Plan Amendment

Purpose of legislation

The purpose of this legislation is to implement the terms and conditions of collective bargaining with UFCW Local 400 representing uniformed police and IAFF Local 1926 representing uniformed fire union members. The changes to the Police and Fire Retirement Plan Document include an optional fifth year of DROP, allowance for purchase of prior service and military service at the beginning of employment rather than at the time of retirement with the City, and allowing widowed spouses to remarry without a loss of survivor benefits to the spouse (or the deceased member's minor children if covered by retiree health insurance).

Impact of legislation on operations

This legislation brings the plan provisions in line with aThe DROP provisions continue to provide for cost neutrality with regard to DROP.

Impact of legislation on staffing

No additional staff required to implement changes.

Prepared by Tricia Hopkins, Director, Office of Human Resources