

**ST. MARY'S COUNTY SHERIFF'S OFFICE RETIREMENT PLAN**  
**BOARD OF TRUSTEES MEETING**  
**January 24, 2008**

**Members Present:** John W. Savich, County Administrator  
Elaine M. Kramer, Chief Financial Officer  
Daniel L. Morris, Citizen Member  
Lt. Terry L. Black  
Sr. DFC William E. Raddatz

**Others Present:** Susan Sabo, Plan Administrator  
Dee Snyder, Benefits Coordinator  
Colin Keohan, Deputy County Attorney

**CALL TO ORDER**

The meeting was called to order at approximately 2:10 p.m.

**ACCEPTANCE OF THE AGENDA**

Sue Sabo asked that the discussion regarding Scott Earhart be moved to last on the agenda so that it could be discussed in closed session. Bill Raddatz made a motion, seconded by Dan Morris, to accept the agenda as amended. Motion carried.

**APPROVAL OF MINUTES**

Bill Raddatz made a motion, seconded by Elaine Kramer, to approve the minutes from the meeting of 11-15-07. Motion carried.

**COMING TO CLOSURE ON ACCRUAL RATE**

John Savich emphasized the need to make a decision on the changes to the retirement accrual rate so that a recommendation could be taken to the Board of County Commissioners for consideration in the current budget cycle. Sue Sabo reviewed the discussions from the prior meeting when it was decided to change the accrual rate from 2% to 2.5% and to cap the benefit at 80% of average pay. Still to be decided is whether the change would apply to only future service or retroactive to all service or retroactive to a specific length of time. John Savich offered the reminder that the changes were being considered to improve the ability to recruit and retain deputies and correctional officers. Bill Raddatz made a motion to increase the members' contribution rate by 2% to 8% and to change the accrual rate from 2% to 2.5% retroactively for all service with a cap at 80% effective July 1, 2008. Terry Black seconded the motion. The Board Members discussed the ramifications of the high cost of the recommendation prior to voting on the motion. Bill Raddatz and Terry Black voted in favor of the motion. Elaine Kramer and John Savich voted against the motion. Dan Morris abstained from voting. Motion was denied. Bill Raddatz then offered the same motion changing the retroactive service to 10 years of

service instead of full service. Dan Morris seconded the motion. Bill Raddatz, Dan Morris and Terry Black voted in favor of the motion. Elaine Kramer and John Savich voted against the motion. The motion carried. John Savich asked Sue Sabo to write a letter to the Board of County Commissioners explaining the recommended change. Bill Raddatz made a motion, seconded by Terry Black, to authorize John Savich to sign the letter on behalf of the Board of Trustees. Motion carried. Sue Sabo will also initiate action to schedule a Public Hearing to amend the Plan document if the proposed changes are approved.

#### DISABILITY RETIREMENT COSTS

Board Members discussed possible options of what might be acceptable changes to the current 33-1/3% non-catastrophic or 66-2/3% catastrophic line-of-duty disability benefits. John Savich asked Sue Sabo to prepare a comparison study of other plan designs for review at the next meeting. Mr. Savich stressed the need to be competitive and fair in making a decision.

#### ADMINISTRATOR'S REPORT

Bills paid since last meeting:

12-12-07 Whiteford, Taylor & Preston for legal services through 11-30-07 - \$420.00

12-4&12-27-07 Bolton Partners for actuarial services through 11-30-07 - \$13,960.00

1-10-08 Med-Eval, Inc. for independent exam for Patricia Beall - \$800.00

Terry Black, William Raddatz and Daniel Morris have all been accepted by the Board of County Commissioners for new terms starting on January 1, 2008. They have signed acceptance letters today that will be returned to the Public Information Office.

Retirees are now eligible for a tax credit up to \$3,000 for the cost of premiums for health insurance benefits for anyone retired with full service or on disability retirement. Early retirees are not eligible for the credit. Retirees wishing to take the credit will do so as they file their tax returns.

Mark Smith started a line-of-duty disability retirement on January 1, 2008. Patricia Beall started an ordinary disability retirement on January 1, 2008.

#### NEXT MEETING

The next meeting is scheduled for February 28, 2008.

#### CLOSED SESSION

At 3:35 p.m., Elaine Kramer made a motion, seconded by Bill Raddatz, to enter a closed session to discuss an issue pertaining to a personnel matter. Motion carried. At 3:50 p.m., Elaine Kramer made a motion, seconded by Bill Raddatz, to reopen the meeting. Motion carried.

ADJORNMENT

The meeting adjourned at approximately 3:51 p.m.

Respectfully submitted,

APPROVED:

Dee Snyder  
Recorder

John W. Savich