

BOARD OF TRUSTEES OF THE
RETIREMENT SAVINGS PLAN (“RSP”) OF THE CITY OF BALTIMORE

RETIREMENT ELIGIBILITY POLICY FOR NON-HYBRID MEMBERS

The City of Baltimore has determined that employees who choose the Retirement Savings Plan (“RSP”) Non-Hybrid retirement option will be eligible to receive retiree health care benefits when they terminate City employment commensurate with their employment years of service. The RSP Board desires to establish the following age and length-of-service criteria to govern Non-Hybrid eligibility.

The RSP Board has determined that for a Non-Hybrid member to be considered retirement eligible, he/she needs to reach the earliest ERS retirement age and service, which is at least age fifty-five (55) with at least five (5) years of service. Once deemed retirement eligible, a Non-Hybrid member would be eligible to receive retiree health care benefits based on the following chart developed by the Employee Benefits Division of the Department of Human Resources.

Retiree	Retiree Contribution	City Contribution
With 15 or more City service years	50%	50%
With 10 to 14 City service years	80%	20%
With 5 to 9 City service years	100%	0%
Less than 5 City service years	Not eligible	Not eligible

A record for each member’s years of City service, including hire dates and termination dates, will be maintained by the ERS/RSP to determine tiered eligibility for retiree health benefits.

Approved by the RSP Board of Trustees: June 13, 2019