

**AMENDMENT 2025-2
TO THE
CHARLES COUNTY PENSION PLAN**

Effective July 1, 2018, the County Commissioners of Charles County, Maryland (the "County") amended and restated the Charles County Pension Plan (the "Plan").

The County entered into a collective bargaining agreement with the International Association of Firefighters effective July 1, 2025 through June 30, 2029 that provides for special early retirement provisions for certain public safety employees resulting in the need to amend the Plan for the special early retirement provisions. The County also wishes to update the Plan to reflect changes to Maryland law governing service transfers.

Therefore, the Plan, as amended and restated, is hereby further amended effective July 1, 2025 as follows:

FIRST CHANGE

Section 4.2(A) is amended to read as follows:

(A) A Participant may elect to retire on any date on or after the first date which qualifies as an Early Retirement Date, in which case the Termination Date shall be deemed to be the Participant's Early Retirement Date and the Participant shall be entitled to receive an annual early retirement benefit equal to the benefit computed pursuant to Section 4.1 (based upon the Participant's actual Years of Service and Final Average Earnings at his or her Early Retirement Date), but subject to Section 4.7, subject to actuarial reduction for payment prior to the date which would have been the Participant's Normal Retirement Date.

The actuarial reduction for these purposes shall be in accordance with Table I, attached hereto and incorporated into this Plan by reference.

Early retirement benefits shall commence on the first day of the month coincident with or otherwise next following the Participant's Normal Retirement Date, unless the Participant elects to have his or her benefits commence on the first day of any prior month coincident with or following his or her Early Retirement Date.

The benefits payable pursuant to this Section 4.2 shall be payable in the normal form provided by Section 4.1, unless an optional form of payment has been elected pursuant to Section 10.

SECOND CHANGE

Section 4.7 of the Plan is amended to read as follows:

4.7 Early Retirement Window

The Plan shall provide for a special early retirement window for Public Safety Participants, other than Animal Control Public Safety Participants, beginning July 1, 2025 and ending June 30, 2029, unless otherwise reflected in the collective bargaining agreement implemented between the County and the International Association of Firefighters.

- (A) Definitions: The following terms, as used for purposes of this Section 4.7 shall have the following meanings:
 - (1) "Window Program" means the special early retirement provisions set forth in this Section 4.7.
 - (2) "Eligible Participant" means a Public Safety Participant, other than an Animal Control Services Public Safety Participant who has earned at least 19 Years of Service, determined for purposes of determining the amount of a Participant's retirement benefit pursuant to Section 4.1, as of the July 1 of the Plan Year during which the Participant applies to participate in the Window Program.
- (B) Window Program Benefit: An Eligible Participant who elects to participate, and is accepted for participation in, the Window Program will receive the Early Retirement Benefit described in Section 4.2, without the Actuarial Reduction for payment before the Eligible Participant's Normal Retirement Date, determined as provided in Section 4.2. The Early Retirement Benefit, without the Actuarial Reduction, will be payable over the lifetime of the Participant, or the life of the Participant and the Contingent Pensioner or Beneficiary named in accordance with Section 10, as applicable.
- (C) Eligibility to Participate in Window Program
 - (1) Limitation on Eligible Participants: Between July 1, 2025 and June 30, 2029 and except as provided in subsection (C)(3) below, a maximum of eight Eligible Participants may participate in the Special Window Program.
 - (2) Further Limitation on Eligible Participants: No more than two Eligible Participants may participate in the Special Window

Program during any period beginning July 1 and ending on the following June 30 (the "Annual Election Period"). In the event more than two Eligible Participants apply to participate during any one of the Annual Election Periods, the eligibility will be determined on the basis of seniority with the County in terms of years, months, and days of employment with the County. In the event applicants have the same number of years, months, and days of employment with the County, eligibility will be determined on the basis of age with the oldest Eligible Participant being awarded participation in the Special Window Program.

- (3) Exceptions to the Limitations on Eligible Participants: The County, in its discretion, may allow more than eight Eligible Participants to participate in the Special Window Program between July 1, 2025 and June 30, 2029 and more than two Eligible Participants to participate in the Special Window Program between any Annual Election Period upon the majority vote of the Director of Emergency Services, the Director of Fiscal Administrative Services and the County Administrator, or the designee of any of those positions.
- (4) Timing of Election: Once a Participant becomes an Eligible Participant for purposes of this Section 4.7, he or she may elect to participate in the Special Window Program between July 1 and September 30 and submit a binding letter of resignation as of the July 16 of the year following the year the election to participate in the Special Window Program is made.

- (D) Irrevocability of Election: If an Eligible Participant applies to participate in the Special Window Program and the Eligible Participant is accepted as a Participant in the Special Window Program, the Eligible Participant's election becomes irrevocable.
- (E) Termination of Special Window Program: The Special Window Program will terminate effective June 30, 2029 with the need for further action by the County.

THIRD CHANGE

Section 6.2(C) is amended to read as follows:

- (C) Reserved.

The County Commissioners of Charles County, Maryland hereby cause this Amendment 2025-2 to the Charles County Pension Plan to be executed this 11th day of July, 2025.

COUNTY COMMISSIONERS OF CHARLES COUNTY, MARYLAND



Reuben B. Collins, II, Esquire, President



Ralph Patterson II (Jul 10, 2025 13:34 EDT)

Ralph E. Patterson, II, M.A., Vice President



Gilbert Bowling III (Jul 10, 2025 14:13 EDT)

Gilbert O. Bowling, III, Commissioner



Thomasina Coates (Jul 10, 2025 14:37 EDT)

Thomasina O. Coates, M.S. Commissioner



Amanda Stewart (Jul 11, 2025 18:33 EDT)

Amanda M. Stewart, Ed.D., Commissioner