

MONTGOMERY COUNTY

2. to clarify the calculation for members receiving benefits under the disability benefits program at normal retirement date and to clarify the definition of current salary;
3. to repeal the provision that the member or the member's department head has made application for disability retirement at least 30 days before the date of retirement is to be effective;
4. to amend "final earnings" by deleting references to "sudden" and "progressive" disability TO CHANGE THE DEFINITION OF "FINAL EARNINGS" TO MEAN BY---AMENDING---"PROGRESSIVE DISABILITY"---TO---INCLUDE---THE---REGULAR---SALARY---OF---AN---EMPLOYEE LESS ANY SHIFT---DIFFERENTIAL---ON---THE---LAST---DAY---OF---ACTIVE SERVICE---OR---THE---AVERAGE---OF---THE---36---CONSECUTIVE---HIGHEST---MONTHS OF REGULAR---SALARY---OF---THE---EMPLOYEE---LESS---ANY---SHIFT---PAY DIFFERENTIAL, WHICHEVER IS HIGHER; THE ANNUAL AVERAGE OF THE REGULAR SALARY OF AN EMPLOYEE LESS ANY SHIFT PAY DIFFERENTIAL FOR THE 18 MONTH PERIOD IMMEDIATELY PRECEDING THE DISABILITY OR ANY CONSECUTIVE 18 MONTH PERIOD, WHICHEVER IS GREATER; OR FOR AN EMPLOYEE WHOSE SALARY HAS BEEN REDUCED AS A RESULT OF A DISCIPLINARY ACTION, THE ANNUAL AVERAGE OF THE REGULAR SALARY OF THE EMPLOYEE FOR THE 18 MONTH PERIOD PRECEDING THE DISABILITY;
5. to provide that an employee may receive non-service-connected disability benefits only for an injury or illness which occurred subsequent to enrollment in the Montgomery County Employees' Retirement System;
6. to provide that an employee with a service-connected disability is not eligible for disability benefits if eligible for normal retirement;
7. to change the offset provisions to exclude personal income from the reduction formula by providing that income received from Social Security and income received from a government retirement plan would be subject to offsets only if the benefits received from these sources relate to the disability;
8. to provide that the first \$300 a month of income will be exempt from the offset unless the salary of an employee receiving non-service-connected disability benefits is equal to or greater than the salary the employee may WOULD have received if the original employment had not been interrupted;
9. to clarify that age and service criteria both apply in determining eligibility for normal retirement;
10. to provide that benefits will be terminated REDUCED BY HALF if an employee refuses to accept-employment PARTICIPATE IN