

**CITY OF BALTIMORE
COUNCIL BILL 26-0211
(First Reader)**

Introduced by: Councilmembers Torrence and Jones

Cosponsored by: Councilmembers Parker, Conway, Middleton, Gray, Bullock, Blanchard,
Glover, Ramos, Dorsey, and Porter

Introduced and read first time: June 22, 2026

Assigned to: Labor and Workforce Committee

REFERRED TO THE FOLLOWING AGENCIES: City Solicitor, Department of Finance, Employees' and
Elected Officials' Retirement System

A BILL ENTITLED

1 AN ORDINANCE concerning

2 **Employees' Retirement System – Art Museum Employees – Eligibility**

3 FOR the purpose of making certain employees of the Baltimore Museum of Art and the Walters
4 Art Museum eligible for membership in the Employees' Retirement System; requiring a
5 certain actuarial study; and providing for the effective dates of this Ordinance.

6 BY repealing and re-ordaining, with amendments,

7 Article 22 - Retirement Systems

8 Section 1(2)(i)

9 Baltimore City Code

10 (Edition 2000)

11 BY adding

12 Article 22 - Retirement Systems

13 Section 18

14 Baltimore City Code

15 (Edition 2000)

16 **SECTION 1. BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF BALTIMORE,** That the
17 Laws of Baltimore City read as follows:

EXPLANATION: CAPITALS indicate matter added to existing law.
[Brackets] indicate matter deleted from existing law.

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Baltimore City Code

Article 22. Retirement Systems

Subtitle 1. Employees' Retirement System

§ 1. Definitions.

(2) *Employee.*

(i) *In general.*

“Employee” means, except as provided in subparagraph (ii) of this paragraph, any of the following:

(A) any permanent officer or employee of the Mayor and City Council of Baltimore, including any officer or employee of an agency, department, unit, subdivision, or instrumentality of the Mayor and City Council;

(B) any permanent officer or employee, by whatever authority appointed, whose salary or compensation is paid by the Mayor and City Council of Baltimore, except when the City acts only as an agent for the convenience of disbursing payroll funds;

(C) any employee of the Baltimore City Public School System who is not eligible to participate in the Maryland State Retirement and Pension System;

(D) any employee of the Maryland Department of Public Safety and Correctional Services who:

1. was a City employee working at the Baltimore City Jail when the State assumed administration of the Jail in July 1991; and

2. on becoming a State employee, elected to remain a member of this System;

(E) any employee of the Baltimore Museum of Art or of the Walters Art [Museum who was employed by either museum on or before June 30, 2014, except that, after termination of that employment, if the employee is rehired on or after July 1, 2014, the employee no longer is an “employee” for purposes of this subtitle;] MUSEUM; and

(F) the State’s Attorney for Baltimore City.

SECTION 2. AND BE IT FURTHER ORDAINED, That the Laws of Baltimore City read as follows:

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1 **§ 18. ACTUARIAL STUDY.**

2 (A) *IN GENERAL.*

3 THE EMPLOYEES' RETIREMENT SYSTEM, IN CONSULTATION WITH THE DEPARTMENT OF
4 FINANCE, THE WALTERS ART MUSEUM, AND THE BALTIMORE MUSEUM OF ART, SHALL
5 CONDUCT AN ACTUARIAL STUDY EVALUATING THE COST, FEASIBILITY, AND FISCAL IMPACT
6 OF GRANTING RETIREMENT SERVICE CREDIT FOR PRIOR SERVICE TO EMPLOYEES WHO
7 BECOME MEMBERS PURSUANT TO THIS ORDINANCE.

8 (B) *CONTENTS.*

9 THE STUDY SHALL EVALUATE:

- 10 (1) THE COST AND ACTUARIAL IMPACT OF GRANTING VESTED STATUS TO EMPLOYEES
11 WITH 10 OR MORE YEARS OF CONTINUOUS SERVICE AT THE WALTERS ART
12 MUSEUM OR THE BALTIMORE MUSEUM OF ART;
- 13 (2) OPTIONS FOR RECOGNIZING, PURCHASING, TRANSFERRING, OR OTHERWISE
14 CREDITING PRIOR SERVICE TOWARDS RETIREMENT ELIGIBILITY AND BENEFITS;
- 15 (3) THE IMPACT ON EMPLOYER AND EMPLOYEE CONTRIBUTION RATES;
- 16 (4) ANY LEGAL, ADMINISTRATIVE, OR FUNDING REQUIREMENTS NECESSARY TO
17 IMPLEMENT PRIOR-SERVICE CREDIT; AND
- 18 (5) RECOMMENDATIONS FOR IMPLEMENTATION IN A MANNER CONSISTENT WITH THE
19 ACTUARIAL SOUNDNESS OF THE EMPLOYEES' RETIREMENT SYSTEM.

20 (C) *SUBMISSION.*

21 THE EMPLOYEES' RETIREMENT SYSTEM SHALL SUBMIT ITS FINDINGS AND
22 RECOMMENDATIONS TO THE MAYOR AND CITY COUNCIL ON OR BEFORE MARCH 1, 2027.

23 (D) *BOARD MAY STRUCTURE.*

24 FOR PURPOSES OF EVALUATING AND IMPLEMENTING ANY RECOMMENDATION ARISING
25 FROM THE STUDY REQUIRED UNDER THIS SECTION, THE BOARD OF TRUSTEES OF THE
26 EMPLOYEES' RETIREMENT SYSTEM MAY STRUCTURE THE FUNDING OF ANY ACTUARIAL
27 ACCRUED LIABILITY, UNFUNDED LIABILITY, OR OTHER DEFICIENCY ASSOCIATED WITH THE
28 RECOGNITION OF PRIOR SERVICE THROUGH AN AMORTIZATION PERIOD NOT TO EXCEED 20
29 YEARS, SUBJECT TO THE RECOMMENDATION OF THE SYSTEM'S ACTUARY AND APPLICABLE
30 ACTUARIAL STANDARDS.

31 (E) *INTENT.*

- 32 (1) NOTHING IN THIS SECTION SHALL BE CONSTRUED TO GRANT PRIOR-SERVICE CREDIT,
33 VESTED STATUS, OR ADDITIONAL RETIREMENT BENEFITS ABSENT FURTHER ACTION BY
34 THE MAYOR AND CITY COUNCIL.

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1 (2) THE AUTHORITY GRANTED IN SUBSECTION (D) OF THIS SECTION IS INTENDED SOLELY
2 TO PROVIDE A FINANCING MECHANISM FOR ANY FUTURE IMPLEMENTATION
3 AUTHORIZED BY LAW.

4 (F) *RULES AND REGULATIONS.*

5 SUBJECT TO TITLE 4 {“ADMINISTRATIVE PROCEDURE ACT – REGULATIONS”} OF THE CITY
6 GENERAL PROVISIONS ARTICLE, THE BOARD OF TRUSTEES MAY ADOPT SUCH RULES,
7 REGULATIONS, AND PROCEDURES AS ARE NECESSARY TO IMPLEMENT THIS SECTION WHILE
8 MAINTAINING THE ACTUARIAL SOUNDNESS OF THE EMPLOYEES’ RETIREMENT SYSTEM.

9 (G) *RECOMMENDATIONS.*

10 FOLLOWING COMPLETION OF THE STUDY REQUIRED BY THIS SECTION, THE BOARD OF
11 TRUSTEES OF THE EMPLOYEES’ RETIREMENT SYSTEM SHALL RECOMMEND ANY
12 AMENDMENTS TO THIS CODE, THE RULES OF THE EMPLOYEES’ RETIREMENT SYSTEM, OR
13 OTHER APPLICABLE LAWS NECESSARY TO IMPLEMENT THE STUDY’S RECOMMENDATIONS.

14 **SECTION 3. AND BE IT FURTHER ORDAINED,** That upon review of the study and any
15 recommendations submitted pursuant to this Ordinance, the City may enact such amendments as
16 are necessary to recognize prior service, provide vesting credit, establish contribution
17 requirements, and implement any related retirement benefits in a manner consistent with the
18 actuarial soundness of the Employees’ Retirement System.

19 **SECTION 4. AND BE IT FURTHER ORDAINED,** That the Mayor and City Council anticipate
20 that implementation of any recommendation arising from the study required by this Ordinance
21 may require subsequent amendments to Article 22 of the Baltimore City Code and related
22 provisions governing the Employees’ Retirement System. The findings of the study shall be used
23 to inform such legislative updates.

24 **SECTION 5. AND BE IT FURTHER ORDAINED,** That this Ordinance takes effect on
25 September 1, 2026. Section 2 of this Ordinance shall remain effective until the end of
26 December 31, 2027, at which time, with no further action required by the City Council, Section 2
27 of this Ordinance shall be abrogated and of no further force and effect.