

Office of the Superintendent of Schools  
MONTGOMERY COUNTY PUBLIC SCHOOLS  
Rockville, Maryland

January 29, 2020

MEMORANDUM

To: Members of the Board of Education

From: Jack R. Smith, Superintendent of Schools

Subject: Retiree Rates (FMC-12-12-19-02)

**Question**

Dr. Docca asked staff if the retiree rates are slowing down and if so the reasoning. Staff agreed to provide some actual numbers and rates of retiree participation from the Office of Human Resources and Development.

**Response**

Retirement numbers based on the staffing year, August 1 to July 1, from Fiscal Year (FY) 2011 through FY 2019 are provided in the following chart. The experience studies indicate that employees are working beyond their eligible retirement date. Employees may not be able to afford to live on their retirement income, which tends to be a major justification in delaying retirement. These data include employees who retired immediately upon eligibility for retirement, as well as individuals who postponed their retirement to a later date.

<b>Staffing Year (August 1–July 1) by Month and FY</b>									
<b>Retirement Month</b>	<b>FY 2011</b>	<b>FY 2012</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>
August	30	34	32	31	33	38	37	35	13
September	23	16	11	28	25	31	33	38	34
October	11	11	17	10	17	22	28	22	22
November	12	9	15	10	17	33	31	17	25
December	6	9	22	18	23	13	19	19	25
January	40	35	24	28	28	44	41	48	51
February	17	22	20	16	26	33	29	24	25
March	14	18	13	11	12	21	11	23	20
April	9	21	20	21	11	22	19	19	20
May	10	11	12	19	18	18	24	18	17
June	13	9	17	13	18	21	22	15	15
July	425	328	374	382	382	414	396	362	357
<b>Total</b>	610	523	577	587	610	710	690	640	624

If you have any questions, please contact Dr. Andrew M. Zuckerman, chief operating officer, at 240-740-3050 or Mrs. Lance Dempsey, associate superintendent, Office of Human Resources and Development, at 301-279-3270.

JRS:AMZ:LD:cdd

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