



Agenda Item Summary Report

Meeting Date:
October 20, 2025

Submitted by:
Michelle Bailey Hedgepeth, Town Administrator
Vito Tinelli, Town Treasurer

Item Title: Law Enforcement Officers Retirement Plan (LEOPS) Review | Update October 2025
(Information Only)

Law Enforcement Officers Retirement Plan (LEOPS) Review | Update October 2025 (Information Only)
Status up on

Work Session Item [X]
Council Meeting Item [X]

Documentation Attached:
LEOPS Guide
What is LEOPS?

Recommended Action:

Information only, no direction is needed at this time.

Overview: Staff wanted to provide an update to the Council and the Police Department Team on the recent steps taken to gather more data on the LEOPS Program. This item provides the Council with an update on the process and possible recommendations.

As budget planning for FY 2027 approaches, the Town Administrator has re-engaged with the State Pension Program to gather updated information. The move to LEOPS would allow law enforcement officers to have shorter service periods than they currently have with our existing plan. This would require that the Town transfer all existing law enforcement funds to LEOPS and make additional payments to the funds for a series of years, 15-20, and repay the difference at a low interest rate.

Key Updates:

- **Earliest Transfer Date:** The Town of Bladensburg could enter the LEOPS Program on July 1, 2026, if it submits updated application materials and required data in fall 2025. Formal Council action will be necessary, as this involves the allocation of funds and the transfer of funding from the current retirement account.

Next Steps and Timeline:

- **Application:** The Town submitted an updated application(s), a written request for a preliminary valuation, and will pay the preliminary valuation fee of \$7,450 (subject to adjustment) in late August 2025.
- **Census Data:** The Town has submitted census data and job descriptions for all applicable positions. In the initial direction from the Public Safety Department, all positions were submitted. The analyst reviewed the positions and found that only the sworn positions were to be included in the listing. Mr. Tinelli is working on the final information, which was needed by October 15, 2025.
- **Preliminary Valuation:** When the Town completed a preliminary valuation in a few weeks. The State Pension Program has requested confirmation on whether the Town intends to request an updated valuation for the July 1, 2026, transfer date.

Possible Recommendations:

- The Town Council will review the report in November, and the Town Administrator and Town Treasurer will provide information on how the Town would pay for the program.
- If the Town Council intends to proceed with the LEOPS application for the FY 2026 transfer in November 2025, the Town Administrator and Town Treasurer will provide a Council item for approval.
- If the Town Council defers proceeding, they will have updated costs of the program to consider for future funding cycles.

Optimistic Outlook: The LEOPS Program remains a significant opportunity to enhance the Town's ability to attract and retain skilled officers while providing competitive retirement benefits. Moving forward with this timeline ensures the Town has ample time for accurate data collection and thoughtful financial planning.

Budgeted Item: Yes ☐ No ☐ NA

Budgeted Amount: TBD

One-Time Cost:

Ongoing Cost: YES

Council Priority: Yes ☒ No ☐

Continued Date:

Approved Date: