



## Agenda Item Summary Report

**Meeting Date:**  
February 10, 2025

**Submitted by:**  
Michelle Bailey Hedgepeth, Town Administrator  
Tyrone Collington, Police Chief

**Item Title:** Law Enforcement Retirement Review (Information Only)

Follow up: Process for entering the LEOPS Program for the law enforcement personnel for the Town of Bladensburg.

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

**Documentation Attached:**  
LEOPS Guide  
What is LEOPS?

**Recommended Action:**

Provide direction on budgeting funds for a re-evaluation in FY 2026 and explore possible options for law enforcement personnel for the FY 2027 Budget.

**Overview:** Chief Collington requested an update on the Council's position regarding entering Town officers into the LEOPS Program. This discussion revisits the evaluation conducted in 2022, during which the decision was made to defer entry into the program until a later date.

As budget planning for FY 2026 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 re-pay 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 2025.

### Next Steps and Timeline:

- **By September 1, 2025:** Submit updated application(s), a written request for a preliminary valuation, and pay the preliminary valuation fee of \$7,450 (subject to adjustment).
- **September/October 2025:** Submit census data and job descriptions for all applicable positions.
- **2022 Preliminary Valuation:** The Town completed a preliminary valuation in April 2022. 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 council could direct the Town Administrator to seek a new preliminary estimate in FY 2026 and develop a budget in FY 2027 to consider this matter.
- The council would review this estimate to confirm its intent to proceed with the LEOPS application for the FY 2026 transfer in September 2025.
- If approved, the Town Administrator will coordinate submitting updated application materials and preliminary valuation requests within the outlined timeline.

**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.

**Next Steps:**

- Provide direction to staff on proceeding with the LEOPS application and updated valuation for FY 2026 entry.
- Include preliminary valuation costs and LEOPS transition considerations in the FY 2026 budget planning process.

**Budgeted Item:** Yes ☐ No ☐ NA

**Budgeted Amount:** TBD

**One-Time Cost:**

**Ongoing Cost:** YES

**Council Priority:** Yes ☒ No ☐

**Continued Date:**

**Approved Date:**