

## RETIREE COLA as of July 1, 2020

*Howard County Code Sections 1.435 and 1.435A stipulate that the County's retirement plans will award a Cost-of-Living Adjustment (COLA) each July 1 to plan retirees.*

# 1.8425%

**To be eligible** a retiree must be in pay status 12 or more months as of July 1, 2020.

**The percentage increase** is based on the change from February to February in the CPI-U for the Baltimore/Columbia/Towson MD area as published by the Bureau of Labor Statistics.

**Catch-up provision:** Not applicable at July 1, 2020. Only applies if the formula yields a result greater than 2%.

### Retiree COLA History (15 years)

Date	Actual Ratio	HCRP Retiree COLA (max = 3%)	P&F Retiree COLA (max = 2%)
7/1/2006	3.3415%	3.0%	2.0%
7/1/2007	4.0576%	3.0%	2.0%
7/1/2008	4.6572%	3.0%	2.0%
7/1/2009	0.3838%	0.3838%	0.3838%
7/1/2010	2.2515%	2.2515%	2.2515%*
7/1/2011	3.0358%	3.0358%*	3.0358%*
7/1/2012	2.7594%	2.7594%	2.3480%*
7/1/2013	1.4086%	1.4086%	1.4086%
7/1/2014	1.5849%	1.5849%	1.5849%
7/1/2015	0.2484%	0.2484%	0.2484%
7/1/2016	0.9736%	0.9736%	0.9736%
7/1/2017	1.3195%	1.3195%	1.3195%
7/1/2018	2.2662%	2.2662%	2.2662%*
7/1/2019	0.8254%	0.8254%	0.8254%
7/1/2020	1.8425%	1.8425%	1.8425%

\* "Catch-up" was applied to retirees who received less than the maximum in prior years.

By comparison:

- Social Security COLA for 2020 (awarded January 2020) was 1.6%.
- MD State Retirement COLA for 2020 (to be awarded July 2020) is 1.812%.