

RETIREE COLA **as of July 1, 2019**

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.

To be eligible a retiree must be in pay status 12 or more months as of July 1, 2019.

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.

February 2019 Index = 254.433

February 2018 Index = 252.350

$$254.433 \div 252.350 = 1.008254$$

(or 0.8254%)

Catch-up provision: Not applicable at July 1, 2019. 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%)
7/1/2005	3.8950%	3.0%	2.1017%*
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%

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