



NOW HIRING: RETIREMENT BENEFITS MANAGER III

PARTICIPATE.

SAVE.

INVEST.

RETIRE.



Montgomery County Employee Retirement Plans

THE POSITION

Montgomery County Employee Retirement Plans (MCERP) is seeking a Retirement Benefits Manager to join our team. This person will report to the Executive Director. The Manager, with a staff of 4 employees, will be responsible for ensuring that the mission of MCERP is carried out in accordance with strategic plan objectives across all retirement plans and trusts. The Manager will have responsibility for planning, developing, and implementing the provisions of the retirement plans, communicating plan benefits and expectations, and evaluating the achievement of established objectives. In addition, he/she will evaluate policies and programs for the MCERP, as well as manage human capital and financial resources.

MCERP manages the administration, compliance and financial reporting for the County's retirement programs. As of 12/31/19, the net assets of our plans total over \$7.0 billion, with over 6,800 retirees and 10,000 employees.

IDEAL CANDIDATE

The ideal candidate should possess a strong knowledge of both defined benefit and defined contribution programs. This person will be sensitive to the impact of changes to retirement programs and their overall effect on the County's operational and fiscal health. Additionally, this person will expertly and effectively communicate these impacts to employees, retirees, labor unions, and various managers throughout the County. The next Retirement Benefits Manager will have excellent management and negotiation skills to be used in the collective bargaining process.

This person will have extensive knowledge of retirement systems used to store, calculate, and pay benefits, Internal Revenue Service rules related to the retirement benefit structures, accounting regulations and reporting (Governmental Accounting Standards Board), and compliance policies and practices in the oversight of business operations and functions.

MINIMUM QUALIFICATIONS

- Five years of progressively responsible professional experience in defined benefit **AND** defined contribution plan regulation and reporting.
- Graduation from an accredited college or university with a Bachelor's degree.
- Professional certification, such as CEBS, is preferred.

PREFERRED CRITERIA

- Experience managing complex defined benefit and defined contribution plan operations.
- Experience with PeopleSoft/Oracle or other pension systems and the actuarial science behind their calculations.
- Experience planning, directing, and supervising the work of subordinate personnel.
- Experience establishing and maintaining effective working relationships with officials, managers, employees, and the public.

BENEFITS

The starting salary is highly competitive between \$79,196 to \$141,751 subject to the qualifications, credentials, and experience of the successful candidate. Montgomery County has an exceptional compensation package including:

- Medical, dental, vision, and life insurance
- Long-term disability
- Flexible spending account
- Defined contribution and cash balance retirement plans
- Deferred Compensation Plan
- Vacation, sick leave, wellness program, and other highly competitive benefits.

APPLICATION PROCESS

This position is open until filled. To be considered for this exceptional career opportunity, submit your application by the first resume review date of **Monday, June 26, 2020**. To learn more, please visit:

<https://executivesearch.cpshr.us/JobDetail?ID=1654>

Confidential inquiries regarding this position are encouraged. For further information contact:

Andrew Nelson
Executive Recruiter
(916) 471-3329
anelson@cpshr.us

Montgomery County, MD is an equal opportunity employer.