



### **Northfield Township**

MERS Defined Contribution & MERS 457 Supplemental Retirement Plan

**Municipal Employees' Retirement System** 

1134 Municipal Way, Lansing, MI 48917 800.767.MERS (6377)

## **About MERS of Michigan**

MERS is an independent, professional retirement services company that was created to administer the retirement plans for Michigan municipalities on a not-for-profit basis

#### BY THE NUMBERS





participants



in combined total assets



## An Independent Elected Board

- MERS is governed by an elected board that operates without compensation
- Our board is committed to accountability and transparency; holding the line on costs; and watching out for the best interest of our members



#### **MERS Retirement Board**

is responsible for administration of the system with fiduciary responsibility for the investment of assets and oversight.

 MERS provides customers with peace of mind because the MERS Retirement Board takes on the sole fiduciary responsibility of their plan

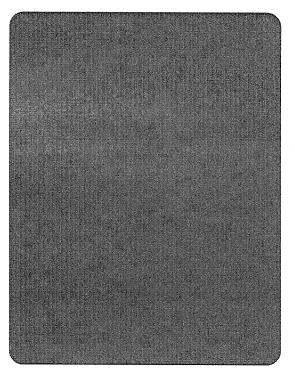


## Municipal Retirement Plan Experts

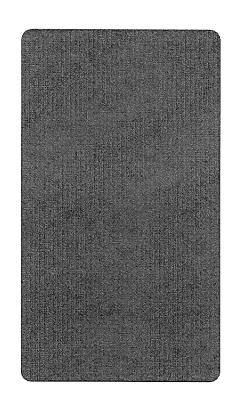
We provide one-stop access to shared professional retirement services:

- Plan Governance
- Administration
- Portfolio management
- Investment options
- Participant education
- Legal counsel
- Plan compliance, including tax qualification











# **Fiduciary Responsibility**

# A Hot Topic Facing Municipalities

- With recent high-profile class action suits alleging violation of fiduciary duty, employers need to manage fiduciary risks
- When fiduciary breaches occur there can be:
  - Personal liability
  - Fines and penalties
  - Legal action
  - Plan disqualification
  - Higher operating expenses





## **Fiduciary Oversight**

- A fiduciary is anyone who has discretionary authority over:
  - Plan assets
  - The administration of the plan
  - The management of the plan
- Fiduciaries are subject to standards of conduct and must act on behalf of participants
- Responsibilities:
  - Adherence to Plan Document
  - Investment oversight
  - Ensure reasonable expenses

MERS provides employers with peace of mind because the **MERS** Retirement Board takes on the sole fiduciary responsibility of their plan.



## Degrees of Fiduciary Responsibility

When it comes to the fiduciary responsibility for your retirement plan, not all plan providers assume the role of sole fiduciary.



#### Plan Provider

In some instances, the plan provider takes fiduciary responsibility, establishes the plan document, determines the investment options available and monitors performance.

MERS provides employers with this level of confidence.

#### Co-Fiduciary Responsibility

Many plan providers act as co-fiduciaries. The provider offers investment information and makes recommendations. The employer is responsible for selecting and monitoring the performance of the funds.

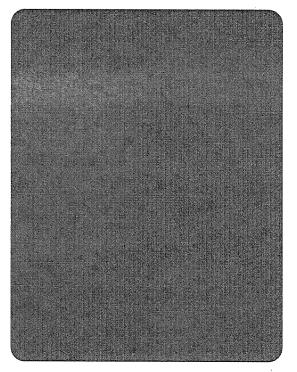
The plan provider and employer share fiduciary responsibility for the plan.

#### **Employer**

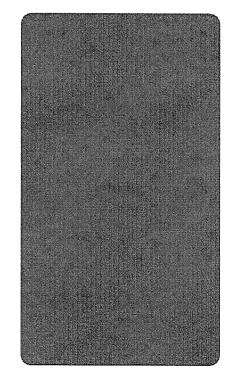
Most plan providers act only as a record keeper and leave decisions regarding the plan document, investment options and performance monitoring to the employer.

The employer has unlimited choices under this scenario, but risks being held liable for fiduciary violations.



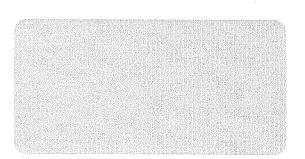












## Simplified Investment Options

- Our streamlined investment menu is a sophisticated set of selections by our experienced investment professionals
- MERS performs the necessary research, due diligence and monitoring to ensure high-quality options
- MERS offers several fully diversified, professionally managed portfolios that provide access to funds not otherwise available with other providers
- Our prebuilt portfolio funds use outside institutional investment managers that are selected and monitored by the MERS Office of Investments and Retirement Board

#### **Investment Categories**



#### "Do it for me"

Fully diversified target date funds that automatically adjust over time



#### "Help me do it"

Prebuilt portfolios that are monitored and rebalanced quarterly



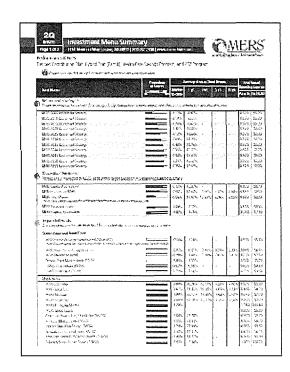
### "I'll do it myself"

Self-Directed Brokerage Account to access funds outside of MERS

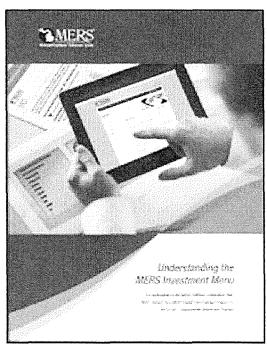


## **MERS Investment Menu Resources**

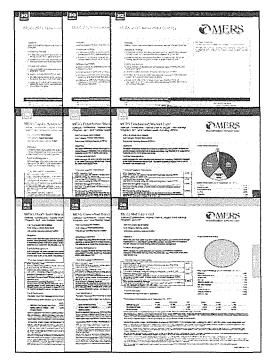
Using research and best practices, MERS developed our investment information to assist investors of every experience level:



Performance and Fee Summary with Categories



Overview Booklet with Glossary of Terms



**Detailed Fund Sheets** 

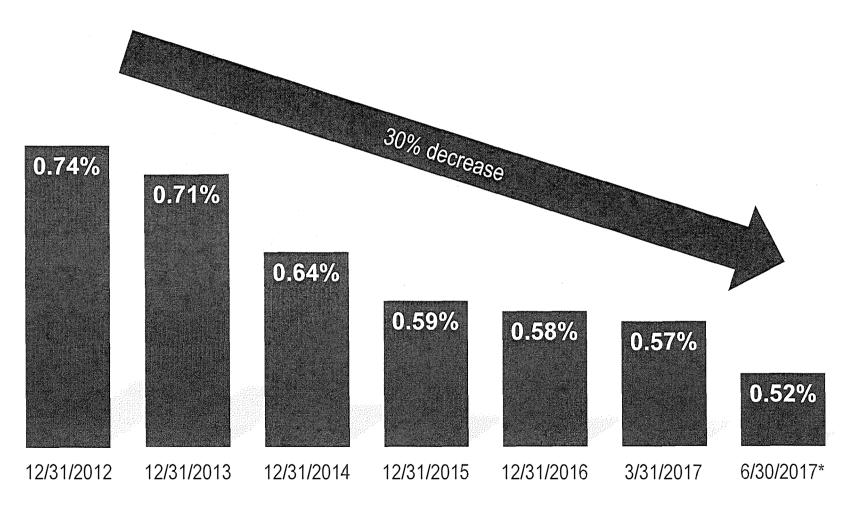


### **MERS Investment Guidance**

- Online investment guidance available to participants through Guidance Plus!
- Risk Advisor helps participants determine their personal tolerance for risk
- Resource for information on key investing concepts:
  - Plan Ahead importance of time, effect of inflation, etc.
  - Save for the Future rate of return, pre-tax vs. Roth savings, employer contributions, rollovers, etc.
  - Invest Wisely investment categories, management styles, glossary of terms, risk vs. return, diversification, etc.

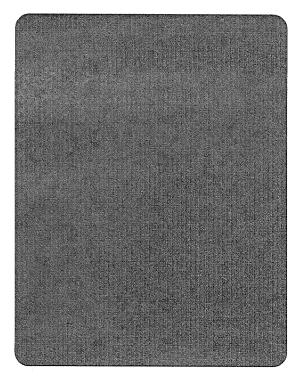


# **MERS Average Fund Costs**

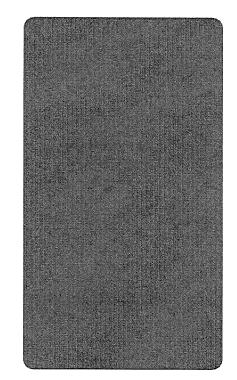


<sup>\*</sup> Projected average fund costs based on recently approved reductions to MERS Operating Costs on 6/30/2017.



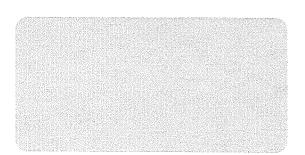








# **Provider Comparison**



### VOYA Comparison: Average Fund Expense

**Defined Contribution Plan:** Fee Comparison

Defined Contribution Plan	John Hancock <sup>1</sup>	MERS (Appendix I)
Average Underlying Fund Expense	1.01%	0.22%
Average Administrative Expense	0.25%	0.30%
Average Total Expense	1.26%	0.52%

**457 Program:** Fee Comparison

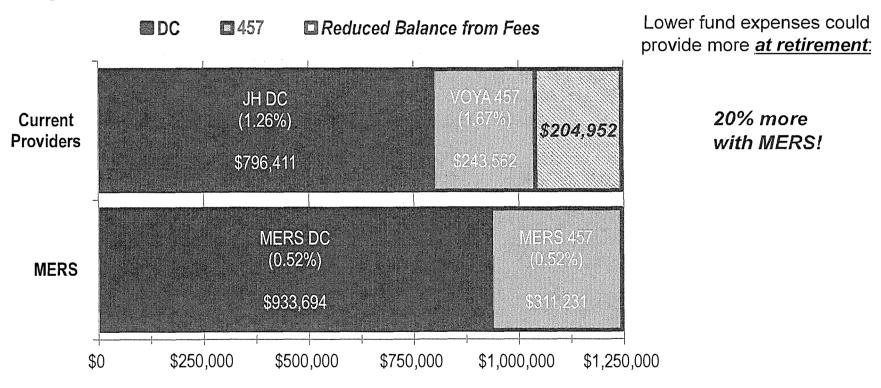
457 Program	VOYA <sup>1</sup>	MERS (Appendix I)
Average Underlying Fund Expense	0.83%	0.22%
Average Administrative Expense	0.84%	0.30%
Average Total Expense	1.67%	0.52%

Average Fund Calculations: The average expense for each "investment style" is calculated by adding the expense ratio for each fund included in the category then dividing by the total number of funds in the plan.

<sup>&</sup>lt;sup>1</sup>Burnham and Flowers provided the average fund fees to Northfield Township for its John Hancock DC Plan and its Voya 457 Program. MERS funds and calculations are shown in Appendix I.

## Impact of Fees on Account Growth

Why Costs Matter: Hypothetical Account Growth Illustration (Appendix II)

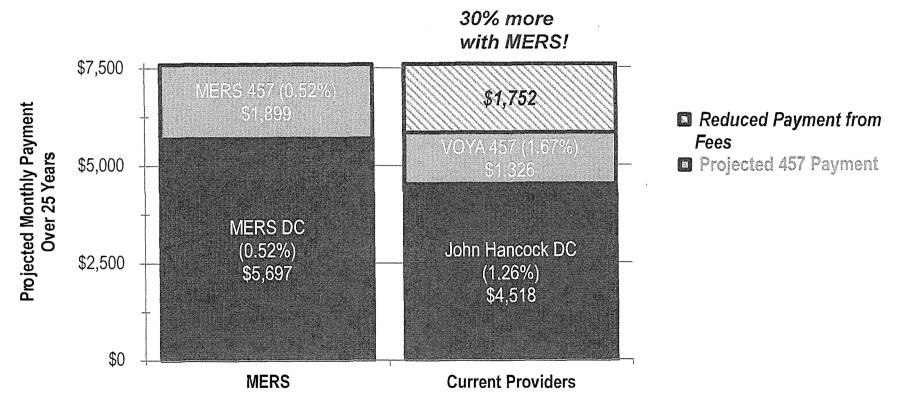


**Hypothetical Illustration Assumptions:** This illustration projects the retirement balance for an employee who is currently 30, earning \$42,000, and with a current retirement DC Plan balance of \$15,000 and \$5,000 457 balance. Wages are assumed to increase 2% annually. The illustration assumes 10% of wages are contributed by the employer into the DC Plan and the participant contributes 5% into both the DC Plan and the 457 Program. Contributions are assumed to be invested bi-weekly and to remain at the same ratio of earnings until retirement at age 62. This illustration assumes 7.5% gross investment return <u>prior</u> to factoring in the corresponding average investment expenses. Fees and expenses are one of many factors to consider when evaluating an investment.

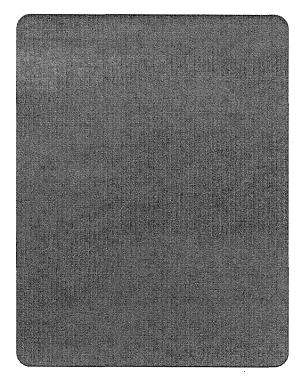
## Impact of Fees on Income in Retirement

Why Costs Matter: Hypothetical Account Distribution Illustration (Appendix III)

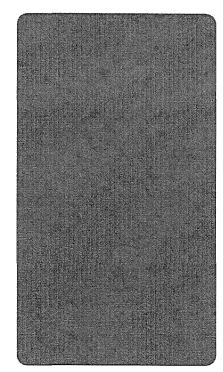
Lower fund expenses could provide more <u>during retirement</u>:



**Hypothetical Illustration Assumptions:** At 62, the employee retires and draws the balance accumulated (as shown on the preceding slide) in equal monthly payments from both the DC Plan and the 457 Program accounts for 25 years. The illustration assumes a 6% Gross Return through retirement, <u>prior</u> to factoring in fund expenses. Fund expenses are assumed to be the calculated average as shown in the previous slides. At the end of 25 years, the balance is projected to be depleted.



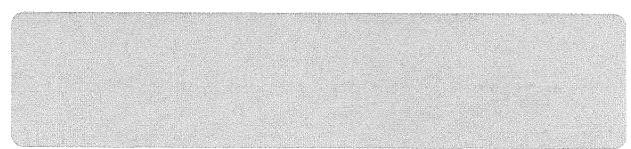








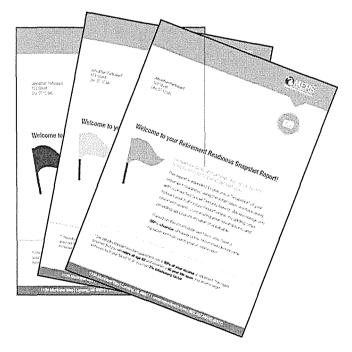




## Preparing Your Employees for the Future

- Plan providers often offer financial planning for a fee
- Given the extremely low utilization rates, MERS provides a solution that reaches a broader percentage of participants
- Retirement Readiness reports provide individual guidance at no additional cost to the participant or the employer

### Retirement Readiness Snapshot Reports





## Develop the Full Retirement Picture

#### The "Full Picture" report allows participants to:

- Add spouse and outside investment information online to build their "Full Picture" report
- Receive customized suggestions for improving their retirement readiness
  - Increase retirement savings
  - Review investment selections
  - Onsider delaying retirement
  - % Adjust retirement income replacement ra





# Participant Education is Key



#### Pizza & Planning

- Free, localized education for employees after traditional work hours
- Held at different locations in the state throughout the year
- Group presentation on variety of topics



#### On-site education

- Informational sessions held at your location during work hours or when convenient for your employees
- Attendance at benefit fairs



#### Online videos and webinars



## **Benefits of Partnering with MERS**

- ✓ Fiduciary responsibility and plan compliance
- ✓ Customer service excellence
  - Participant education
  - Employer resources
  - Established relationship with MERS Regional Team
- ✓ Cost effective benefits
  - No cost to the employer
  - Low participant fees
  - Oversight and administration
- ✓ Participant Resources
  - Guidance Plus
  - Retirement readiness



## We're Here to Help!



MERS Service Center offers, knowledgeable, over-the-phone assistance to both employers and employees.



Your MERS Regional Team is available to assist you with all of your plan and education needs.



MERS provides employers and participants with a variety of publications and resources about their retirement plan. These are available on our website or by calling the MERS Service Center.



You have online access to the MERS Employer Portal to generate a report on demand that summarizes relevant plan metrics such as plan balances, contributions, number of participants, investment information and much more.



### **Appendix II: MERS Average Fund Expense**

#### **MERS Investment Options**

Target Date Funds	Investment Management Expense	Fund Company Rebate	Custody and Record-keeping Costs Costs	ting Annual Expenses
MERS 2005 Retirement Strategy	0.12%	0.00%	0.15% 0.15%	0.42%
MERS 2010 Retirement Strategy	0.12%	0.00%	0.15% 0.15%	0.42%
MERS 2015 Retirement Strategy	0.13%	0.00%	0.15% 0.15%	0.43%
MERS 2020 Retirement Strategy	0.13%	0.00%	0.15% 0.15%	0.43%
MERS 2025 Retirement Strategy	0.13%	0.00%	0.15% 0.15%	0.43%
MERS 2030 Retirement Strategy	0.13%	0.00%	0.15% 0.15%	0.43%
MERS 2035 Retirement Strategy	0.13%	0.00%	0.15% 0.15%	0.43%
MERS 2040 Retirement Strategy	0.13%	0.00%	0.15% 0.15%	0.43%
MERS 2045 Retirement Strategy	0.13%	0.00%	0.15% 0.15%	0.43%
MERS 2050 Retirement Strategy	0.13%	0.00%	0.15% 0.15%	0.43%
MERS 2055 Retirement Strategy	0.13%	0.00%	0.15% 0.15%	0.43%
MERS 2060 Retirement Strategy	0.13%	0.00%	0.15%	0.43%

Asset Allocation Funds	Investment Management Expense	Fund Company Rebate	Custody and Record-keeping Costs	MERS Operating Costs	Annual Expenses
MERS Global Stock Portfolio (100/0)	0.41%	0.00%	0.15%	0.15%	0.71%
MERS Capital Appreciation Portfolio (80/20)	0.32%	0.00%	0.15%	0.15%	0.62%
MERS Established Market Portfolio (60/0)	0.31%	0.00%	0.15%	0.15%	0.61%
MERS Total Market Portfolio	0.32%	0.00%	0.15%	0.15%	0.62%
MERS Balanced Income Portfolio (40/60)	0.30%	0.00%	0.15%	0.15%	0.60%
MERS Capital Preservation Portfolio (20/80)	0.26%	0.00%	0.15%	0.15%	0.56%
MERS Diversified Bond Portfolio (0/100)	0.28%	0.00%	0.15%	0.15%	0.58%



### **Appendix II: MERS Average Fund Expense** (Continued)

#### **MERS Investment Options**

Stock Funds	Investment Management Expense	Fund Company Rebate	Custody and Record-keeping Costs	MERS Operating Costs	Annual Expenses
Large Cap Stock Index	0.05%	0.00%	0.15%	0.15%	0.35%
Mid Cap Stock Index	0.05%	0.00%	0.15%	0.15%	0.35%
Small Cap Stock Index	0.05%	0.00%	0.15%	0.15%	0.35%
International Stock Index	0.09%	0.00%	0.15%	0.15%	0.39%
Emerging Market Stock	0.91%	0.00%	0.15%	0.15%	1.21%
Real Estate Stock	0.96%	-0.38%	0.15%	0.15%	0.88%

Bond Funds	Investment Management Expense	Fund Company Rebate	Custody and Record-keeping Costs	MERS Operating Costs	Annual Expenses
Stable Value	0.31%	0.00%	0.15%	0.15%	0.61%
Short-Term Income	0.05%	0.00%	0.15%	0.15%	0.35%
Bond Index	0.14%	-0.03%	0.15%	0.15%	0.41%
High Yield Bond	0.55%	0.00%	0.15%	0.15%	0.85%

MERS Average of ALL Funds 0.52%



### **Appendix V: Account Growth Illustration**

2		ent Salary			Providens \$42,000		TOTAL STREET,	ket Return		J    (D)0		VOYA (457	) <u>N</u>	ERS (DO) 7.50%		RS (497) 7.50%
		cted Salary		*******	2.0%		Inve	estment Expe	ense	1.26%		1.67%		0.52%		0.52%
	Cont	ibution Rate		DC: 1	5%; <b>457</b> : 5%	6	Net	Investment l	Return	6.24%		5.83%		6.98%	after the first of the first of the second second	6.98%
Age		Jehn Har	GOGREDO)			17/61	/A(457)			MER	\$ (DO)			***************************************	S (457)	
30	\$15,000	\$1,130	\$5,400	\$21,530	\$5,000	\$351	\$1,800	\$7,151	M 645.000							
31	\$21,530	\$1,553	\$5,508	\$28,591	\$7,151	\$481	\$1,836	\$9,468	\$15,000 \$21,668	\$1,268	\$5,400	\$21,668	\$5,000	\$423	\$1,800	\$7,223
32	\$28,591	\$2,010	\$5,618	\$36,219	\$9,468	\$621	\$1,873	\$11,962		\$1,753	\$5,508	\$28,929	\$7,223	\$584	\$1,836	\$9,643
33	\$36,219	\$2,504	\$5,731	\$44,454	\$11,962	\$772	\$1,073	\$11,902	\$28,929	\$2,281	\$5,618	\$36,829	\$9,643	\$760	\$1,873	\$12,276
34	\$44,454	\$3,038	\$5,845	\$53,337	\$14,644	\$934	\$1,948	\$14,644 \$17,526	\$36,829	\$2,855	\$5,731	\$45,414	\$12,276	\$952	\$1,910	\$15,138
35	\$53,337	\$3,612	\$5,962	\$62,911	\$17,526	\$1,108			\$45,414	\$3,479	\$5,845	\$54,739	\$15,138	\$1,160	\$1,948	\$18,246
36	\$62,911	\$4,232	\$6,081	\$73,225	\$17,520	\$1,108	\$1,987	\$20,621	\$54,739	\$4,156	\$5,962	\$64,857	\$18,246	\$1,385	\$1,987	\$21,619
37	\$73,225	\$4,899	\$6,203	\$84,326	\$23,943	\$1,495	\$2,027	\$23,943	\$64,857	\$4,891	\$6,081	\$75,829	\$21,619	\$1,630	\$2,027	\$25,276
38	\$84,326	\$5,616	\$6,327	\$96,269	\$23,943	\$1,495 \$1,710	\$2,068	\$27,505	\$75,829	\$5,687	\$6,203	\$87,719	\$25,276	\$1,896	\$2,068	\$29,240
39	\$96,269	\$6,388	\$6,453	\$109,111	\$31,324		\$2,109	\$31,324	\$87,719	\$6,550	\$6,327	\$100,595	\$29,240	\$2,183	\$2,109	\$33,532
40	\$109,111	\$7,218	\$6,583	\$122,912		\$1,940	\$2,151	\$35,415	\$100,595	\$7,484	\$6,453	\$114,532	\$33,532	\$2,495	\$2,151	\$38,177
41	\$122,912	\$8,110	\$6,714	\$137,736		\$2,186	\$2,194	\$39,795	\$114,532	\$8,494	\$6,583	\$129,609	\$38,177	\$2,831	\$2,194	\$43,203
42	\$137,736	\$9,067	\$6,849	\$157,730		\$2,450	\$2,238	\$44,483	\$129,609	\$9,587	\$6,714	\$145,911	\$43,203	\$3,196	\$2,238	\$48,637
43	\$153,651	\$10,095	\$6,985	\$170,731	\$44,483	\$2,733	\$2,283	\$49,499	\$145,911	\$10,769	\$6,849	\$163,528	\$48,637	\$3,590	\$2,283	\$54,509
44	\$170,731	\$10,000	\$0,965 \$7,125		\$49,499	\$3,035	\$2,328	\$54,862	\$163,528	\$12,045	\$6,985	\$182,558	\$54,509	\$4,015	\$2,328	\$60,853
45 I	\$189,054	\$12,380	\$7,125 \$7,268	\$189,054 \$208,702	\$54,862	\$3,357	\$2,375	\$60,594	\$182,558	\$13,424	\$7,125	\$203,107	\$60,853	\$4,475	\$2,375	\$67,702
46	\$208,702	\$12,360	\$7,200 \$7,413	\$208,702	\$60,594	\$3,703	\$2,423	\$66,719	\$203,107	\$14,912	\$7,268	\$225,287	\$67,702	\$4,971	\$2,423	\$75,096
47 [	\$229,763	\$15,040			\$66,719	\$4,071	\$2,471	\$73,262	\$225,287	\$16,518	\$7,413	\$249,219	\$75,096	\$5,506	\$2,471	\$83,073
48	\$252,331		\$7,561	\$252,331	\$73,262	\$4,465	\$2,520	\$80,247	\$249,219	\$18,251	\$7,561	\$275,031	\$83,073	\$6,084	\$2,520	\$91,677
49 [	\$276,506	\$16,463	\$7,713	\$276,506	\$80,247	\$4,885	\$2,571	\$87,703	\$275,031	\$20,120	\$7,713	\$302,864	\$91,677	\$6,707	\$2,571	\$100,955
49 [ 50 [	\$270,300	\$18,022 \$10,602	\$7,867	\$302,396		\$5,334	\$2,622	\$95,659	\$302,864	\$22,135	\$7,867	\$332,865	\$100,955	\$7,378	\$2,622	\$110,955
50 [ 51 [	•	\$19,692	\$8,024	\$330,112		\$5,812	\$2,675	\$104,146		\$24,306	\$8,024	\$365,195	\$110,955	\$8,102	\$2,675	\$121,732
ວເ <u>[</u> 52 ∫		\$21,479	\$8,185	\$359,776		\$6,323	\$2,728	\$113,197		\$26,645	\$8,185	\$400,025	\$121,732	\$8,882	\$2,728	\$133,342
	\$359,776	\$23,392	\$8,348	\$391,516		\$6,867	\$2,783	\$122,847		\$29,165	\$8,348	\$437,539	\$133,342	\$9,722	\$2,783	\$145,846
53 [	\$391,516	\$25,438	\$8,515	\$425,469		\$7,447	\$2,838	\$133,133	\$437,539	\$31,879	\$8,515	\$477,933		\$10,626	\$2,838	\$159,311
54 [	\$425,469	\$27,627	\$8,686	\$461,782		\$8,066	\$2,895	\$144,094	\$477,933	\$34,801	\$8,686	\$521,420	\$159,311	\$11,600	\$2,895	\$173,807
55 [	\$461,782	\$29,967	\$8,859	\$500,608		\$8,725	\$2,953	\$155,772	\$521,420	\$37,947	\$8,859	\$568,226		\$12,649	\$2,953	\$189,409
56 🎚	\$500,608	\$32,470	\$9,036	\$542,115		\$9,427	\$3,012	\$168,211	\$568,226	\$41,332	\$9,036	\$618,595	\$189,409	\$13,777	\$3,012	\$206,198
57 ∐ 50 ∏	\$542,115	\$35,144	\$9,217	\$586,476		\$10,174	\$3,072	\$181,457	\$618,595	\$44,975	\$9,217	\$672,787	\$206,198	\$14,992	\$3,072	\$224,262
58 [	,	\$38,003	\$9,402	\$633,881		\$10,970	\$3,134	\$195,562	\$672,787	\$48,893	\$9,402	\$731,081	\$224,262	\$16,298	\$3,134	\$243,694
59 🎚	\$633,881	\$41,057	\$9,590	\$684,527		\$11,818	\$3,197	\$210,576	\$731,081	\$53,108	\$9,590	\$793,779	\$243,694	\$17,703	\$3,197	\$264,593
60 🎚	\$684,527	\$44,320	\$9,781	\$738,629		\$12,720	\$3,260	\$226,556	\$793,779	\$57,641	\$9,781	\$861,201	\$264,593	\$19,214	\$3,260	\$287,067
61	\$738,629	\$47,805	\$9,977	\$796,411	\$226,556	\$13,680	\$3,326	\$243,562	\$861,201	\$62,515	\$9,977	\$933,694	\$287,067	\$20,838	\$3,326	\$311,231

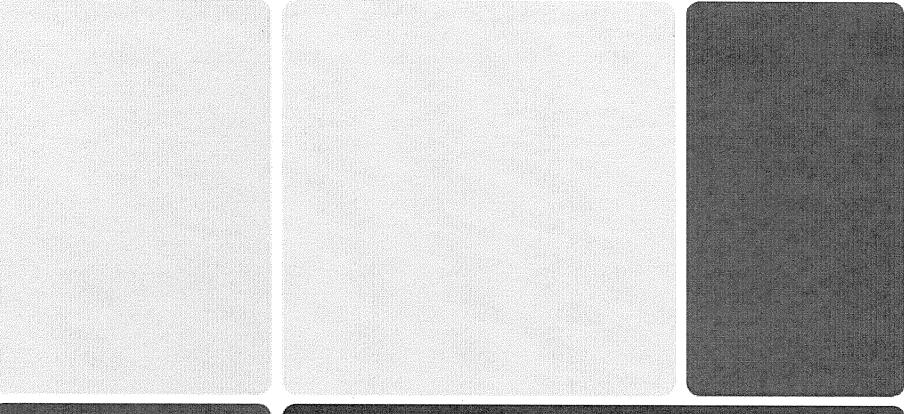
#### **Appendix VI: Account Distribution Calculation**

Distribution Illustration								
Assumptions	John Hancock (DC)	<b>VOYA</b> (457)	MERS (DC)	MERS (457)				
Balance at Retirement (PV)	\$796,411	\$243,562	\$933,694	\$311,231				
Balance after Retirement (FV)	\$0	\$0	\$0	\$0				
Equal Monthly Payment (PMT)	\$4,518	\$1,326	\$5,697	\$1,899				
Total Monthly Payments (N)	300	300	300	300				
Market Return	6.00%	6.00%	6.00%	6.00%				
Average Fee	1.26%	1.67%	0.52%	0.52%				
Net Investment Return (Rate)	4.74%	4.33%	5.48%	5.48%				
Annual Income	\$54,217	\$15,907	\$68,358	\$22,786				
Total of All Payments	\$1,626,498	\$477,223	\$2,050,752	\$683,584				

Calculation uses the Time Value of Money (TVM), where PV=Payment; FV=Future Value; PMT=Payment; N=Number of Periods; ip=Interest Rate per period, and k=1 if payment made at the end of period, or 1+ip if made at the beginning:

$$PMT = \left(PV + \frac{PV + FV}{(1+ip)^{N} - 1}\right) \times \frac{-ip}{k}$$







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