

# **MACOMB COUNTY HUMAN RESOURCES POLICY**

## **RETIREMENT SYSTEM**

Eligible full-time and/or part-time employees shall become members of and be covered by the Macomb County Employees' Retirement System and shall be eligible for benefits as determined by the County.

All full-time employees hired into the County on or after January 1, 2016, shall participate in a Defined Contribution Retirement Plan under which the employee:

1. Will be eligible to receive a one-time fixed payment of \$1,000 from the Macomb County Employees' Retirement System. This payment will be made to an employee after separation from employment and who meets the Employer contribution vesting requirements as outlined in Section 5. below, after the completion of five (5) years of service.
2. Will not be eligible for or participate in the Macomb County Employees' Retirement System for any other benefit, including DROP, other than for the one-time fixed payment as outlined in Section 1. above.
3. Will participate in a Defined Contribution Retirement Plan into which the Employee shall contribute 3% of his/her base wage and the Employer shall contribute 6% of the employee's base pay. Upon the completion of 5 years of actual service with the Employer, employees shall be eligible to elect to increase his/her contribution from 3% to 4% of his/her base pay. If such election is made by the employee, the Employer shall increase its contribution from 6% to 8% of the employee's base pay.
4. Will not be eligible for Employer provided retiree medical, prescription drug, dental or vision coverage and life insurance. The eligible employee, however, shall receive \$100 per pay period deposited by the County into the Defined Contribution Retirement Plan, not to exceed \$2,600 per year.

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5. Employees shall have the following schedule as it relates to vesting for the Employer contributions:

Completion of 1 year of service	20%
Completion of 2 years of service	40%
Completion of 3 years of service	60%
Completion of 4 years of service	80%
Completion of 5 years of service	100%



Office of County Executive

Approved: July 8, 2014  
Revised: December 15, 2015  
Revised: September 26, 2016  
Revised: January 3, 2017