



CITY OF GRAND RAPIDS
POLICE & FIRE RETIREMENT SYSTEM
233 E. FULTON, SUITE 216
GRAND RAPIDS, MI 49503
PHONE: 616-365-5015
FAX: 616-288-9509

WINTER 2016
ISSUE A

The Retirement Register

Key Employee Incentive Program (KEIP)

Effective November 2, 2016, any employee of the City of Grand Rapids who is either a Fire Fighter (fire employee), law enforcement officer (Police employee), or law enforcement Command Officer, and a member of the City of Grand Rapids Police & Fire Retirement System may voluntarily elect to participate in the City of Grand Rapids Police & Fire Retirement System Key Employee Incentive Program (KEIP) upon meeting the eligibility requirements. During the KEIP participation, the individual continues with full employment status, and is considered an employee of the City, and an active member of his/her respective union. A KEIP participant is not a retiree of the Retirement System.

As of the effective date of KEIP participation, (KEIP date), the dollar amount of the individual's monthly pension benefit shall be computed using the Retirement System provisions in effect on the KEIP date (KEIP benefit). Seventy-five percent (75%) of the participant's KEIP benefit shall be credited monthly to the participant's KEIP account which shall be credited with interest. Upon separation of employment, the retiree shall begin to receive payment of the KEIP benefit and distributions from his/her KEIP account. KEIP accounts are established and maintained within the Defined Benefit Plan of the Retirement System and managed by the Board of Trustees of the City of Grand Rapids Police & Fire Retirement System. Each KEIP participant is solely responsible for analyzing the tax consequences of participation in the KEIP.

Listed below is a summary of additional provisions for the KEIP program:

- The employee must be on normal, active duty, and meet the following conditions: 1) attain service retirement eligibility (as defined in the pension ordinance) with 10 or more years of credited service, and 2) maintain a minimum leave accrual balance of 100 hours (i.e. sick time, vacation, etc.)
- The employee must complete and sign application forms as required by the Retirement System no less than 30 days, but no more than 90 days prior to the date of participation in the KEIP. The minimum period for participation in the KEIP is one (1) year and the maximum period is five (5) years from the employee's KEIP date. Once participation in the KEIP has been elected, it is **IRREVOCABLE**.
- During the KEIP participation period, the KEIP participant shall have a one-time option to extend the KEIP end date, however, the KEIP end date must be within the maximum participation period (5 years from his/her KEIP date). The election to extend the KEIP end date must be received by the Retirement Systems office no less than 90 days prior to the expiration of the original KEIP end date.
- On the employee's effective KEIP date, he/she will become a KEIP participant, and shall cease to accrue additional retirement benefits. The amount of credited service, benefit multiplier, and final average salary shall be fixed as of his/her KEIP date. Increases in compensation and accrual of additional service during KEIP participation will NOT be factored into the pension benefits of KEIP participants.
- KEIP participants will continue to maintain full employment status with all rights and privileges afforded to employees in the respective Union, including, but not limited to, seniority, promotions, benefit/wage changes, vacation balances and schedules of accumulation, union membership and representation, as well as Retirement System membership and Board representation. Employee and employer contributions to the Retirement System shall cease as of the participant's KEIP date.

There are numerous other provisions for this KEIP program. For further information, please contact either your respective Union president, or the Retirement Systems office at (616) 365-5015.

New Retirees

The Trustees and staff of the Police & Fire Retirement System are pleased to congratulate the following new retirees:

Mark Mathis	(Police)	08/17/16
Jeffrey Steere	(Fire)	08/22/16
Gregory Edgcombe	(Police)	09/27/16
William Corner*	(Police)	10/01/16
Whitney Wu*	(Police)	10/01/16
James Fannon*	(Police)	11/01/16
June Faber	(Fire)	11/19/16

*Deferred Member

2017 Pre-Retirement Planning Session for Active Employees

The Retirement Systems Office will offer planning sessions for small groups of 5-6 active employees, and their beneficiaries, to discuss retirement issues. The presentations are geared for those employees who are contemplating retiring within the next couple of years. Information on the 457 deferred compensation plan will be distributed to participants, and there will also be a representative from Insurance Services to speak about retiree healthcare provisions.

The presentations for 2017 are scheduled for **May 10 and September 13. The meetings will be held from 5:30 - 7:00 p.m. in the Retirement Systems Office, 233 E. Fulton, Suite 216.** If you are interested in attending any of these sessions, please contact Lisa Balkema at 365-5015 to register.

2017 Board Meeting Dates

January 18	March 15	June 21	September 20	December 20
February 15	May 17	August 16	November 15*	

Unless otherwise announced, the meetings will be held in the Retirement Systems Office located at 233 E. Fulton, Suite 216.

*Meeting will be held at City Hall, 300 Monroe Avenue, NW.

In Memory of Departed Friends

David Knisley*	05/08/16	Vern Lentz	10/07/16
Marsha Ball**	07/27/16	Joan Stoddard**	10/11/16
Donald Marsh	07/29/16	Robert Tilma	10/12/16
Leatrice Mollien**	08/05/16	JoAnn Dunn**	10/29/16
Alvin Elzinga	08/30/16	Charles Gilmer	11/10/16
Mary Keil**	09/04/16	Fredric Ryskamp	11/14/16
Allen Weston	09/27/16		

* Active Employee

**Denotes Beneficiary