



CITY OF GRAND RAPIDS
POLICE & FIRE RETIREMENT SYSTEM
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The Retirement Register

What is Final Average Salary?

Final Average Salary is the average of a member's highest annual compensation rates as provided by salary ordinance during each of the 3 consecutive calendar years of employment when such compensation rates were highest, provided no such rates of salary occur in a calendar year after the calendar year in which the employee attains the number of years of credited service which, when multiplied by the applicable benefit multiplier, equals the allowance cap. The 3-year average salary is increased by use of an adjustment factor, which is an actuarially determined percentage (i.e. gross-up factor) based upon a rolling 5-year average of calendar years of overtime, acting assignment compensatory time, clothing allowances, shop pay, shift pay, witness fees, etc. as appropriate per group.

Fire members can elect to convert up to the monetary equivalent of six days accrued vacation time when upon retirement, such cash payment in lieu of unused vacation is made. Such accrued vacation time shall be added to the salary earned during the calendar year in which such payment was made, which shall then be averaged.

Credited Service means the member's employment while regularly employed by the City as a Police Officer or Firefighter member, to the applicable credited service maximums. It is measured in years and months.

How Can I Estimate My Age & Service Benefit?

The benefit is a monthly allowance payable (at the end of) each calendar month, or part thereof, for the rest of the retiree's life. It is determined as follows:

The benefit is the number of years of credited service multiplied by 2.8% (.028)* of the member's adjusted final average salary.

To illustrate, suppose a member was born March 2, 1966, was employed July 22, 1989 and intended to work continuously to July 22, 2022 (at age 56). The amount of credited service would be 33 years.

Further suppose the salary rates to be:

<i>Calendar Year</i>	<i>Highest Compensation Rate During Year</i>
2022	\$80,831
2021	\$80,831
2020	\$78,706

The three highest years of compensation in the above example is \$240,368; dividing by 3 results in a final average salary of \$80,122.67, which is increased by the FAS adjustment factor (in this example 15.9%). Finally, the monthly single life benefit would be \$7,150.39, computed as follows:

- 2.8% of final average salary
- Credited service of 33 years
- Adjusted Final Average Salary of \$92,862.17 (\$80,122.67 increased by 15.9% FAS adjustment factor**).
- (a) .028 x (b) 33.00 x (c) 92,862.17 = \$85,804.65 ÷ 12 = \$7,150.39 per month

*For Police members hired on or after 12/20/11, the multiplier is 2.0% unless a higher multiplier is purchased. For Fire members hired on or after 1/10/12, the multiplier is 2.0% unless a higher multiplier is purchased.

New Retirees

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

Daniel Myers*	(Police)	07/01/2021	Gary Metcalf	(Fire)	07/20/2021
Matthew DeJong	(Police)	07/02/2021	Scott Przekop	(Police)	08/01/2021
Russell Bolter	(Fire)	07/05/2021	John Zinn	(Fire)	08/02/2021
Richard Bush II	(Fire)	07/05/2021	Bronson Barnes	(Fire)	09/10/2021
David Olivier	(Fire)	07/06/2021	Richard Lewis	(Police)	10/05/2021
Felix Perdue	(Police)	07/06/2021	Ruth Walters	(Police)	10/20/2021
Donald Lake	(Police)	07/08/2021	David Parish	(Fire)	11/3/2021
Patrick Merrill, Jr.	(Police)	07/13/2021	Collin Kelly	(Fire)	11/04/2021
Thomas Gootjes	(Police)	07/20/2021	Curtis VanderKooi	(Police)	11/30/2021

*Deferred Member

In Memory of Departed Friends

Esther Szotko*	06/26/2021	Eloise Covell*	9/30/2021
James Zasadil	07/19/2021	Kenneth VanDyke	10/19/2021
Keri Smith*	09/03/2021	Robert Carpenter	10/21/2021
Frank Woronko, Jr.	09/07/2021	Merry Bass*	10/28/2021
Wayne Bass	9/26/2021		

*Denotes Beneficiary

2022 Pre-Retirement Planning Session for Active Employees

The Retirement Systems Office will offer evening presentations 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 2022 are scheduled for May 11 and September 14. 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 either of these sessions, please contact Lisa Balkema at (616) 365-5015.