

CASE STUDY

Meridian Charter Township



Key Takeaways

- The Township successfully migrated four major retirement plans to MERS, streamlining administration and improving employee access.
- Employee education and consistent communication ensured a smooth transition with high engagement and satisfaction.
- Employees appreciated the online app and the ability to connect with representatives easily.



Municipality Profile

Meridian Charter Township is home to nearly 45,000 residents across Haslett, Okemos, and parts of East Lansing and Williamston. With 906 acres of parks and Lake Lansing within its borders, Meridian Township is centrally located near Michigan State University and the State Capitol.

MERS Programs Used

- Defined Contribution (DC) Plan
- 457 Program
- Health Care Savings Program (HCSP)
- Retiree Health Funding Vehicle (RHFV)



Situation

Meridian Charter Township employs 170 staff members, with 130 targeted or impacted by the retirement plan transition. As a municipality with police and fire departments, the Township required a robust and accessible retirement solution for its diverse workforce.

Process

In August 2023, the Township Board approved the migration of four retirement plans to MERS. The HR Department collaborated closely with MERS to plan and execute the transition, including employee education meetings and ongoing support. By November 2023, all accounts were successfully migrated with minimal disruption.

Strategy

- Migrating four plans simultaneously: DC (\$9M), 457 (\$16.5M), HCSP (\$3.76M), and RHFV (\$8.14M).
- Hosting onsite training sessions to educate employees about their new offerings.
- Promoting the myMERS app for easy access and support.
- Leveraging MERS representatives for phone, email, and in-person assistance.

Results

- All plans were operational immediately after a brief blackout period.
- Employees expressed enthusiasm and satisfaction with the new online tools.
- High attendance at training sessions demonstrated strong engagement.
- Administrative efficiency improved with centralized access and support.



1134 Municipal Way
Lansing, MI 48917
mersofmich.com
800.767.6377

Note: This case study may contain a description of MERS benefits, policies or procedures. MERS has made every effort to ensure that the information provided is accurate and up to date. Where the publication conflicts with the relevant Plan Document, the Plan Document controls. For questions related to this document or other MERS products and services, please contact our Service Center at 800.767.6377