

CASE STUDY

Saginaw County Road Commission



SAGINAW COUNTY GARAGE

Key Takeaways

- Having a custom benefit statement showing participants where their money and contributions went throughout the year was informative and helped to illustrate the value of the benefits they had.
- The Commission plans to continue offering this type of statement to employees going forward.



Municipality Profile

- 74 employees
- Saginaw County Road Commission maintains roads and bridges within Saginaw County in mid-Michigan and includes four districts and one special county-wide crew.

MERS Programs Used

- Health Care Savings Program
- Retiree Health Funding Vehicle
- Defined Benefit Plan (some divisions closed to new hires)
- 457 Program

Situation

Commission administrators were unsure if employees truly understood the value of their benefits when looking at their overall compensation package.

Process

In 2022, Commission administrators decided that during W2 distribution time they would implement an initiative whereby employees could clearly see how the contributions they were making to each of their plans added up, as well as the contributions the employer was making on their behalf.

Strategy

The Commission provided employees with a special benefits statement. that included, not only their total contributions, but also the total contributions the road commission was making

into their account on their behalf. This helped employees see how their hard-earned money was growing and will provide added financial wellness in retirement. In addition to creating this special document, HR and benefit staff made an intentional effort to be more hands-on. They welcome employees into their office and answer any benefit question they have and help them download the myMERS app on their phone, as well as help them navigate through the app and view their benefit information. They also hold a Benefits Open Enrollment meeting towards the end of every year. They have speakers from all their benefit options at this event, including their MERS Benefit Education Specialist.

Results

The Saginaw County Road Commission is better able to illustrate the value of their benefits, giving the Commission another tool to use in its recruitment and retention efforts. Commission administrators received positive feedback from employees.



Best-in-class team accepting Impact Award at the MERS 2023 Annual Conference

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