

### **Shelby Township, MI – Plan Design, Participant Services, and Fee Reduction**

RPA was retained by Shelby Township via competitive bid in 2017 to be their plan and participant investment advisor. Shelby Township has no active defined benefit program; all eligible employees participate in the 401(a) plan combined and have access to a voluntary 457(b) plan.

Shelby offered two recordkeepers. There were two 457(b) plan providers, with one of the 457(b) providers also serving as the 401(a) provider. Between the three plans, there were more than 200 investment options offered to employees.

RPA conducted a comprehensive review of the plan services and fees while simultaneously educating the plan trustees on available plan designs and investment products. In late 2017, RPA implemented an enhanced participant services model, increasing the frequency of onsite service and adding participant retirement counseling and financial planning services.

In 2018, we conducted an RFP for recordkeeping services to benchmark the plans' pricing. As a result of the RFP, we migrated the plan from an annuity structure to an open-architecture mutual fund platform. Further, the plans' total estimated all-in cost was reduced by 56%, resulting in an estimated financial benefit of \$400,000 annually to plan participants on assets of \$58 million+ while maintaining a 3.5% fixed account interest rate through 2020.