

Your Ticket to Retirement

Retirement Survey Results

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In August 2025, the Wayne County Employees' Retirement System (WCERS) conducted a survey aimed at gathering insights from employees regarding their retirement plans. While we received a modest number of responses, the feedback was both constructive and informative, and I would like to share some key findings with everyone.

One of the first questions we posed was whether employees knew which specific retirement plan they were enrolled in. Encouragingly, the majority of respondents confirmed that they had a clear understanding of their respective plans, indicating a solid foundation of awareness among our workforce.

We also sought to understand what additional information might help employees enhance their comprehension of their retirement plans. The responses were diverse, highlighting a range of preferences from employees. Suggestions included the organization of in-person educational sessions led by knowledgeable retirement representatives, as well as requests for simplified documentation, such as concise bullet points that outline key features of the plans and comprehensive step-by-step guides on how to navigate various processes associated with the Retirement System.

In another query, we asked whether employees felt they understood their retirement plans thoroughly. Most respondents expressed confidence in their understanding, which is a positive sign of engagement with the Wayne County Employees' Retirement System.

Furthermore, we examined ways in which the Retirement System could better meet the needs of our employees. Feedback varied widely, with some employees expressing a desire for continued educational outreach through regular email communications that would keep them informed about their options and updates. Others emphasized the importance of creating user-friendly access to online account information, facilitating easier navigation and management of their retirement accounts.

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Retirement Survey Results Continued

We value all the feedback we received, and I would like to share a few insights based on this input.

The Wayne County Employees' Retirement System produces a monthly newsletter for active employees that includes valuable information on retirement savings, budgeting, and debt reduction strategies. These resources are designed to empower employees to evaluate their financial situation and enhance their overall financial health.

In partnership with Empower, WCERS provides access to a dedicated retirement counselor, Kandie Anglin, who is here to support all Wayne County employees and retirees. Kandie is committed to educating and assisting employees with the voluntary plans available through the system. She conducts personalized one-on-one sessions and hosts monthly webinars, in addition to visiting each Wayne County department to deliver informative presentations on retirement savings.

Employees can easily receive updates about upcoming webinars via their county email. To take advantage of individualized support, simply visit WCERS.org and click on the link titled "Empower" (formerly Prudential) to access the Empower login page. Once there, click on "Meet Your Plan Representative" to schedule an appointment with our retirement counselor, Kandie Anglin. We encourage you to explore these valuable resources to strengthen your financial future!

We genuinely appreciate all the feedback received from employees, as it plays a crucial role in shaping our continuous efforts to improve our services. Based on these insights, we aim to enhance communication providing more comprehensive information related to the mandatory retirement plans and resources, ensuring that all employees feel supported and informed regarding their retirement planning.

Listed below are the contact details for the advisors and Wayne County Employees' Retirement System staff to assist you with any questions or information regarding your retirement savings options.

- 1) Wayne County Employees' Retirement System is dedicated to guiding you through the various stages of retirement planning, whether it's estimating your retirement income, understanding pension options, or maximizing your savings. If you have questions related to retirement estimates you can contact Jared Steele at (313) 224-7124 or email him at jsteele@waynecountymi.gov and if you have questions related to your retirement plan and savings options you can contact Patrena Mitchell at (313) 224-6712 or email her at pmitchell@waynecountymi.gov.
- 2) Financial assistance is available to all employees through Titan Wealth Advisors. Titan Wealth Advisors provides comprehensive resources, including personalized financial analysis, investment strategies, and detailed information about your retirement. You can contact Titan Wealth Advisors at (248) 327-0272.
- 3) Additionally, your dedicated retirement counselor Kandie Anglin, through Empower will conduct workshops and informational sessions to keep you informed about the latest developments in retirement planning, investment opportunities, and changes to retirement benefits. You can contact Kandie Anglin at (248) 840-0655 or email her at kandie.anglin@empower.com.

All services offered by *Titan Wealth Advisors* and *Empower retirement counselor* Kandie Anglin are available at **no cost to members**, ensuring you have access to valuable financial guidance without any financial burden.

We truly value your feedback, and WCERS appreciates the time and effort you've invested in our survey. If you have any questions or need assistance, please don't hesitate to reach out. We're dedicated to supporting you on your journey to a successful retirement!

THIS IS 50—Will I Ever Be Able to Retire?

Many people feel apprehensive about reviewing their retirement plans, often due to concerns about having sufficient savings for a comfortable retirement. This concern is particularly relevant for Gen X women. According to a 2022 AARP survey, only 27 percent of women aged 50 to 64 are confident in their financial readiness for retirement.

As the first generation to navigate the shift from pensions to 401(k) plans, Gen X women face unique challenges; only 14 percent of Gen Xers have access to defined-benefit pensions. This transition may contribute to the fact that many women's retirement savings currently lag behind those of their male counterparts. For instance, a 2023 report by Bank of America indicates that Gen X men have, on average, 53 percent more in their 401(k) accounts than Gen X women.

Entering your 50s with concerns about your retirement security can be challenging, but it's important to remember that you still have options. Financial experts; Marie Taylor from Edward Jones in West Hempstead, New York, affirm that it's not too late to make impactful changes. You still have time to enhance your savings, and creating a well-thought-out savings plan can help alleviate stress. Here are some constructive recommendations from financial professionals to help you on your journey to a more secure retirement.

- ◆ Take the initiative and confront your financial concerns head-on. Many individuals believe they haven't saved enough for retirement, but often, all they need is a thoughtful and realistic retirement plan. Autumn Knutson, founder and lead financial planner at Styled Wealth in Tulsa, Oklahoma, highlights the importance of context in this process. By understanding when and where you plan to retire, along with your timeline for claiming Social Security, you can create a more effective financial strategy for your future.
- ◆ Take the initiative to educate yourself about personal finance. You have many resources at your disposal, including financial planners, podcasts, friends, books, and community programs.
- ◆ Embrace gradual progress. It can be beneficial to identify opportunities for discretionary income, even in small amounts, to allocate towards reducing high-interest debt. Additionally, making contributions to tax-advantaged accounts, such as an IRA or a 401(k), should be a priority.
- ◆ In terms of professional growth, don't hesitate to explore possibilities for advancement. If you believe a raise is warranted, it may be worth discussing this with your employer. If a raise isn't currently possible, seeking to understand the criteria for eligibility can better prepare you for future opportunities.

Making the choice to understand your financial situation more clearly can greatly help in reducing anxiety. If you have retirement plan accounts from previous employers, consider reviewing them. Assessing the growth and current value of these accounts can provide valuable insights for your future retirement benefits. Although the funds in these past accounts alone may not ensure a comfortable retirement, they can offer a foundation for refining your budget and increasing contributions to your current retirement plan. Gaining clear information empowers you to make informed decisions, fostering a sense of security and confidence in your financial future.

While it is recognized that the journey to retirement may present more complexities for Gen X women compared to earlier generations, there remains a great deal of optimism. As Knutson notes, "Individuals possess more agency than they might realize." — Joanna Nesbit To read the full article right click on the following link: [Gen X Women Worry: Will I Ever Be Able to Retire?](#)

Why Is Labor Day a Smart Time to Focus on Retirement Planning?

For those who are approaching retirement, Labor Day offers a valuable opportunity to reflect on your financial future. This is the perfect time to consider important questions, such as how much will I need to retire comfortably or am I on the right track for my retirement goals. With the right guidance, you can navigate these decisions effectively.

Why You Should Consider Talking to a Financial Advisor This Fall

As summer draws to a close, now is an ideal moment to engage in retirement preparedness with a financial advisor who can meet with you and go over your current financial retirement plans and provide valuable insight for your future retirement planning. These sessions offer trustworthy advice in a welcoming and low-pressure setting. Here's what you can look forward to:

Engaging Expert-Led Sessions: Take advantage of opportunities to have your questions addressed by seasoned financial advisors and planners who can provide valuable insights.

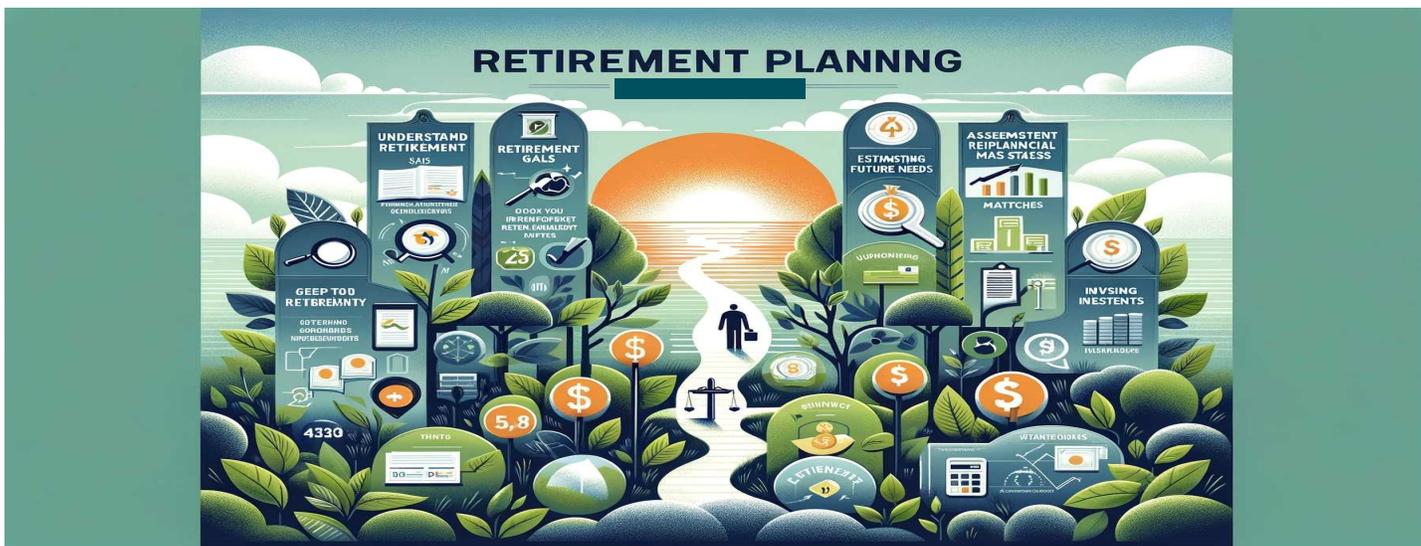
Informative and Practical Topics: Enhance your knowledge on tax strategies designed for retirees, discover effective ways to maximize your Social Security benefits, and gain thoughtful investment advice specifically tailored for seniors.

Tailored Personal Guidance: Schedule a complimentary one-on-one consultation with Titan Wealth Advisors or your financial planner to explore your unique financial goals and develop a strategy that works for you.

Accessible Education with No Strings Attached: Benefit from impartial educational resources that prioritize your needs, allowing you to learn without any pressure to make a purchase.

This Labor Day, why not take a meaningful step toward securing the retirement you've always envisioned? Participating in a free retirement advisor session is a fantastic opportunity to enhance your understanding of retirement planning. You will not only gain invaluable insights, but also connect with a free financial advisors who can guide you on your journey.

Are you ready to take action? Contact Titan Wealth Advisors at (248) 327-0272 and schedule a complimentary one-on-one consultation with a knowledgeable financial expert. Let this Labor Day mark the beginning of your path to a confident and secure retirement!



Upcoming Webinars and Retirement Plan Informational

UPCOMING EMPOWER WEBINAR:

September 10, 2025

Planning for Healthcare Costs

REGISTER: [Microsoft Virtual Events Powered by Teams](#)

Empower Retirement Counselor Kandie Anglin will be at the following locations in September for 1:1 meetings.

- **DPS/Field Engineering Office:** 3309 Michigan Ave, Wayne, MI 48184 – September 5th 7:30 a.m. – 4 p.m.
- **Coleman A. Young Municipal:** 2 Woodward Ave, Detroit, MI 48226 – September 11th 9 a.m. – 4 p.m. 7th FL, Room 700C
- **Wayne County Retirement Office:** 28 W. Adams, Suite 1900, Detroit, MI 48226 - Sept. 12th 9 a.m. - 1p.m., Sept. 18th 1 p.m. – 4 p.m.
- **Field Engineering Office:** 400 Monroe, Detroit, MI 48226 – Sept. 25th 9 a.m. – 4 p.m. FEO 3rd FL

If you would like to meet with the retirement counselor Kandie Anglin at one of the locations listed above please click on the link below to be directed to the online schedule.

[Book Appointment](#)



Defined Benefit Hybrid Plan Definitions

If you are experiencing difficulties in understanding your defined benefit retirement plan, here is a detailed breakdown that explains the key components of the plan, including vesting requirements and employee contribution percentages. A defined benefit plan typically guarantees a specified monthly benefit upon retirement, based on factors such as salary history and duration of employment.

Defined Benefit/Hybrid is a pension plan with two (2) components: a **mandatory** Defined Benefit component and a **voluntary** Defined Contribution component.

It provides a stream of income that the employer owes once you meet retirement eligibility/vesting requirements. Think of this like Social Security.

- * Defined Benefit Hybrid Plan has a **mandatory employee contribution** of 6%/7% (of gross wages or base wages) as designated by your Union’s Collective Bargaining Agreement.
- * The Defined Contribution has a voluntary after-tax contribution that employees can contribute up to 7.5%, calculated out at a **flat dollar amount**, of the *gross* bi-weekly wages.
- * The Defined Benefit portion (pension) vests after ten (10) years.
- * The Defined Contribution portion vests immediately.
- * Full retirement age: 62 (if you complete 10+ years of service, but have not met full retirement age, you may be eligible for a deferred retirement).

If you have any questions or need clarification about your defined benefit plan, we encourage you to reach out to Patrena Mitchell at (313) 224-6712. Patrena is here to assist you and will provide valuable insights and information to help you maximize your understanding and benefits from the plan. Your journey towards a clearer understanding is important to us!

Wayne County Retirement Regular & Quarterly Board Meetings Schedule 2025: All meetings will be held on the 18th floor of the Grand Park Centre at 10:00am, unless otherwise specified.

Monday, January 27	<i>Monday, February 10</i> Monday, February 24	Monday, March 31	Friday, April 25	<i>Friday, May 9</i> Friday, May 23	Monday, June 30
Monday, July 28	<i>Friday, August 8</i> Monday, August 25	Monday, September 26	Monday, October 27	<i>Friday, November 14</i> Friday, November 21	Friday, December 19

WAYNE COUNTY RETIREMENT COMMISSION

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Frank Simone, Vice Chair
Tom Yee
Denis Martin

RETIREE MEMBERS

Elizabeth Misuraca
Ron Yee

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Alisha Bell, Chairperson
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