



IMRF Early Retirement Incentive

*Member benefits,
eligibility requirements, costs,
and procedures to retire under the IMRF ERI*

Illinois Municipal Retirement Fund
2211 York Road
Oak Brook, IL 60523-2337
1-800-ASK-IMRF
(1-800-275-4673)
7:30 a.m. — 5:30 p.m.

REVISED JUNE 2008

Inside Front Cover

IMRF Early Retirement Incentive

Eligible members.....	1
Member benefits under the IMRF ERI.....	2
Notice of Intent to Retire Under Employer’s IMRF ERI	3
IMRF Form 5.21, “Notice of Intent to Retire Under Employer’s IMRF ERI”	5
How your ERI cost is calculated.....	7
Paying member costs for the ERI	8
If you return to work.....	9
If death occurs.....	9
Multiple plans	10
Pension reduction for under age 60/less than 35 years service.....	11
Estimating your future pension and cost for ERI	12
Chart to estimate member ERI cost for Regular service credit.....	14
Chart to estimate a future Regular service credit pension.....	15
Chart to estimate member ERI cost for SLEP service credit	16
Chart to estimate a future SLEP pension	17
Chart to estimate member ERI cost for ECO service credit	18
Chart to estimate a future ECO pension	19
Worksheet to calculate your estimated ERI cost.....	20
Worksheet to estimate monthly pension after age 60/35 year reduction and ERI costs.....	21
Pension Estimate Request Form	22
Steps to retire under ERI	25

This page intentionally left blank.

Eligible members

To be eligible to retire under the IMRF ERI:

- Your employer must adopt the program.
- You must be participating in IMRF on the effective date of your employer's ERI program. You would still be considered participating in IMRF if you are
 - on layoff status with right of re-employment,
 - on IMRF Benefit Protection Leave of Absence, or
 - receiving IMRF disability benefits for less than two years.
- You **must be at least age 50 and have at least 20 years of service credit** by your date of retirement.
 - The 20 years of service credit can include reciprocal service
 - The 20 years of service credit can include service with another IMRF employer
 - Unused, unpaid sick leave cannot be used to meet the 20-year service requirement
- Your date of retirement must be no later than 12 months from your employer's ERI program effective date.
- You cannot have previously received a pension using IMRF service credit.

*IMRF will **not** inform members
that their employer has adopted ERI.
It is the employer's responsibility to do so.*

*However, IMRF **will** inform members who are eligible for ERI
and who have been receiving IMRF temporary disability benefits
for less than two years.*

*Also, if a member inquires, IMRF will confirm whether an
employer has adopted the program.*

Member benefits under the IMRF ERI

- Eligible members may purchase from one month up to five years of additional service credit. For each period of service established, your age at retirement will be increased accordingly.

Example:

Your actual age	56 yrs. 5 mo.	Your actual service	22 yrs. 3 mo.
You purchase	3 yrs. 7 mo.		3 yrs. 7 mo.
Your ERI age	60 yrs. 0 mo.	Your ERI service	25 yrs. 10 mo.

Members age 60 or older may also purchase up to five years of additional service credit. Although age enhancement is no longer necessary, the additional service credit will result in a larger pension.

- **Please note:** Although you can use reciprocal service credit to meet the service requirement for the IMRF ERI, **you will not be eligible to receive a pension from the reciprocal system unless you meet its age requirement without the IMRF ERI age/service enhancements.**

Members participating in the Elected County Official (ECO) plan

- The maximum ECO pension (80% of final rate of earnings) is earned after 20 years of ECO service credit.
- Age 55 is the minimum age to retire under ECO.
- An ECO member who retires under ERI with 20 years of ECO service will have his or her age enhanced for benefit calculation purposes, but the pension amount will **not** be increased (because it is already at the maximum amount).

Example:

An ECO member at age 50 with 20 years of ECO service can purchase five years of ECO service allowing him or her to retire at age 50 (instead of the minimum age of 55). However, the **amount** of the pension will not increase.

Notice of Intent to Retire Under Employer's IMRF ERI

- If your employer adopts the ERI and you intend to retire under it, you must notify IMRF of your intention to do so.
- You can either complete and mail IMRF Form 5.21, "Notice of Intent to Retire Under Employer's IMRF Early Retirement Incentive," (sample on page 5), or you can call an IMRF Member Services Representative at 1-800-ASK-IMRF (1-800-275-4673), Monday - Friday 7:30 a.m. — 5:30 p.m.
- You can also FAX the Notice of Intent to IMRF at 630-368-5397.
- **You may file your Notice of Intent at any time, but no later than when you file your application for retirement (IMRF Form 5.20). We suggest you file your Notice with IMRF as soon as you decide that you will retire under your employer's ERI.**
- Receipt of your notice does not guarantee your eligibility for the ERI nor for an IMRF pension.
- As a general rule, your Notice of Intent is not a letter of resignation. Although you may file a Notice, you are not required to apply for an IMRF pension. However, some employers may treat a Notice of Intent as a letter of resignation. If you have any questions regarding this, talk with your employer.
- IMRF will acknowledge receipt of your intent with a letter and the publication, "*Can I Afford to Retire?*" Your employer will receive a courtesy copy of the acknowledgment letter.

This page intentionally left blank.



NOTICE OF INTENT TO RETIRE UNDER EMPLOYER'S IMRF EARLY RETIREMENT INCENTIVE

IMRF Form 5.21 (Rev. 5/06)

INSTRUCTIONS

- IMRF employers can adopt by resolution the IMRF Early Retirement Incentive (ERI) program.
- If your employer has adopted the IMRF ERI and you intend to retire under the ERI, **you may file this form at any time, but no later than when you file your application for retirement (IMRF Form 5.20).**
- This Notice of Intent does not guarantee your eligibility for the ERI nor for an IMRF pension.
- Your last date of employment will be determined by your employer. However, you may request to retire before June 30 so you will be eligible to receive the following year's Supplemental Benefit Payment ("13th check").
- To claim an IMRF pension, you must file IMRF Form 5.20, "Application for Retirement Annuity."
- To estimate your cost for the ERI, refer to the IMRF Early Retirement Incentive Booklet.
- **If you do not receive acknowledgement of your Notice of Intent within three weeks, CONTACT IMRF.**

PLEASE PRINT OR TYPE -- USE BLACK INK

Member's First name	Middle Initial	Last	Jr., Sr., II, etc.	Social Security Number
Street (mailing) address				City
State and Zip + 4				Date of Birth month/date/year

DECLARATION

I elect to participate in the IMRF early retirement incentive program.

ACKNOWLEDGEMENTS

I have read, understand, and have been allowed to inquire regarding the following conditions of this early retirement incentive:

- I must contribute my usual member contributions (Regular 4.50%, SLEP 7.5%, ECO 7.50%) for each year and month of IMRF service credit I wish to purchase. (Cost is reduced by 3/4% if member has no eligible spouse.)
- I will pay a percentage of the highest 12 consecutive months used in calculating my final rate of earnings which are the highest 48 consecutive months within my last ten years of IMRF service.
- My IMRF service credit and age will be increased by the years and months I purchase.
- **If I return to work for any IMRF employer in any position, my IMRF pension will be suspended** (from the date of employment), and I will repay IMRF any enhanced pension I received from this early retirement incentive. **Exception:** you can hold an elected position and continue to receive your ERI pension if you choose to not participate in IMRF *and* your pension is not based on any service earned in that position during any term of office.
- To claim an IMRF pension, I must submit IMRF Form 5.20, "Application for Retirement Annuity," within one year of the effective date of my employer's IMRF ERI program. I understand that if I retire after one year from the effective date of my employer's IMRF ERI program, I will be unable to retire under the ERI.

Signature of Member

Date

Illinois Municipal Retirement Fund

Suite 500, 2211 York Road, Oak Brook Illinois 60523-2337

Service Representatives 800/ASK-IMRF (1-800-275-4673) 7:30 a.m. – 5:30 p.m.

This page intentionally left blank.

How your ERI cost is calculated

- For each year of service credit you purchase, you will pay 4.5 percent (7.5 percent for Sheriff's Law Enforcement Personnel [SLEP]) of your highest 12 consecutive months of salary within the final rate of earnings period. (ECO members pay 7.5% of their final salary for each year of service credit purchased)

Example (Regular Plan):

The highest 12 months of salary	\$27,000
x member contribution	x <u>4.5%</u>
Subtotal	\$ 1,215
x 3 years 7 months*	x <u>3.583</u>
Member ERI Cost	<u>\$ 4,353</u>

- If you do not have an eligible surviving spouse when you retire, your contribution is reduced to 3.75 percent for Regular, 6.75 percent for SLEP and ECO.
- A maximum payment of 22.5 percent (37.5 percent for SLEP and ECO) will be made to IMRF for five years of service credit and age enhancement.
- Charts to estimate an IMRF pension and member cost for ERI can be found on pages 14 through 19; worksheets are provided on pages 20 and 21. You can also request an ERI pension estimate (see IMRF Form BF-20 "Pension Estimate Request," on page 23) which will include your ERI costs.

*Months of service conversion chart

Example:

1 year 6 months =	1.500
3 years 4 months =	3.333
4 years 9 months =	4.750

.083 = 1 month	.417 = 5 months	.750 = 9 months	2.00 = 2 years
.167 = 2 months	.500 = 6 months	.833 = 10 months	3.00 = 3 years
.250 = 3 months	.583 = 7 months	.917 = 11 months	4.00 = 4 years
.333 = 4 months	.667 = 8 months	1.00 = 1 year	5.00 = 5 years

Paying member costs for the ERI

- **Lump sum payments from employer**—If you receive any lump sum payments for vacation, sick leave and/or personal leave, your employer must forward the net payment (gross amount less federal and state taxes, IMRF member contributions, etc.) to IMRF. The net payment will be applied toward your ERI cost.

If the net payment for sick, vacation, and/or personal time is greater than your ERI cost, your employer would forward to IMRF an amount required to pay your cost. Your employer would forward to you any remaining balance of the net payment. If the net payment is less than your ERI cost, you will be billed separately by IMRF. Please do not send any payment to IMRF until you receive an invoice from IMRF.

This payment must be remitted to IMRF even if the payment is spread over several months. As long as the payment for vacation, sick leave and/or personal leave is due to your retirement and is paid during the 12 months before your retirement date, it is payable to IMRF.

- **Refunds from IMRF**—If you are entitled to a refund from IMRF for surviving spouse, SLEP, or voluntary additional contributions, you may request that the refund be applied toward your ERI cost. If the refund is greater than your ERI cost, IMRF will refund the balance to you.
- **Rollover from traditional IRA or qualified savings plan**—You may roll over tax-deferred funds from a traditional IRA, 457 plan, or 403b plan to pay your ERI cost. Funds from a Roth IRA cannot be used to pay for the ERI.
- **24 equal installments**—Your contributions for the ERI can be paid in a single sum or deducted from your pension in 24 equal monthly installments. Interest is not charged during the 24 months. The 24-month payment period is fixed by law and cannot be extended.
- **Additional member payments**—Once deductions for the 24 equal monthly installments begin, you can forward additional payments or pay off the balance of your ERI cost at any time.

If you return to work

- **If you retire under the ERI and you return to work for any IMRF employer in any position, even as an independent contractor, you will**
 - **lose the ERI enhancements** and
 - **pay IMRF the difference between the ERI enhanced pension and the pension you would have received without the ERI**—less the amount you paid for the ERI.

Exception: you can hold an elected position and continue to receive your ERI pension if you choose to not participate in IMRF *and* your pension is not based on any service earned in that position during any term of office.

- If you would not have been entitled to a pension without an ERI, i.e., you were less than age 55 at retirement:
 - you would be required to repay IMRF for all pension payments received less the amount you paid
 - when you again retire, your pension will be recalculated without the enhancements.
- You may retire under ERI only once. For example, you retire under ERI and return to work for an IMRF employer. If that employer adopted ERI, you would not be eligible to retire under it.

If death occurs

- If a surviving spouse pension is payable, your spouse would receive approximately one-half of your enhanced ERI pension.
- If you die and a balance for your ERI cost remains, the remainder will be deducted from the IMRF death benefit:
 - If a surviving spouse pension is payable, the remainder of the 24 equal installments will be deducted from the surviving spouse pension
 - If a surviving spouse pension is **not** payable, the balance will be deducted from the lump sum death benefit payment.
- If you paid more for the ERI than you received in an enhanced pension, the amount not paid out as a benefit will be refunded to your beneficiary or to your estate.

Multiple plans

- **If you have any combination of service credit, e.g., SLEP and Regular, or Regular and ECO:**

The type of service credit you can purchase under the ERI will be determined by the plan you currently participate in. If your current employer adopts ERI and you participate in:

- SLEP, you would purchase SLEP service credit.
- Regular, you would purchase Regular service credit.
- ECO, you would purchase ECO service credit.

- **If you are participating under two IMRF employers, one SLEP and one Regular:**

- the type of service credit purchased under the ERI will be determined by which employer adopts the ERI.
- if both employers adopt the program and **of your 20 years of total service credit** you have:

- Less than 15 years of SLEP service credit:

- you would purchase regular service credit

- 15 or more years of SLEP service credit:

- you would purchase the number of years desired; your cost would be calculated as follows:

7.5% per year purchased x SLEP ERI final rate of earnings

plus

4.5% per year purchased x Regular ERI final rate of earnings

- **If you participate in the ECO plan:**

- If an original ECO member participates under two employers, the member will purchase ECO service credit, regardless which employer adopts ERI.
- If a revised ECO member participates under two employers, the type of service credit purchased under ERI will be determined by which employer adopts the ERI.

Pension reduction for under age 60/less than 35 years of service

- The IMRF ERI does not alter the existing IMRF benefit formula. The current benefit formula calls for a pension reduction if you retire before age 60. (This reduction does not apply to SLEP pensions.) This reduction will apply if your ERI enhanced age is less than 60. If when you retire:
 - your ERI enhanced age is between 55 and 60 and your ERI enhanced service is less than 30 years, your pension will be reduced by 1/4% for each month your ERI enhanced age is under age 60.
 - your ERI enhanced age is between 55 and 60 and your ERI enhanced service is at least 30 but less than 35 years, your pension will be reduced by the **lesser** of
 - 1/4% for each month your ERI enhanced age is less 60 **or**
 - 1/4% for each month your ERI enhanced service is less than 35 years.
 - your ERI enhanced age is 60 or your ERI enhanced service is 35 years, the full amount of the pension is paid.
- If your actual age is 55 or greater, you can avoid the reduction by purchasing sufficient service to reach an enhanced age of 60 or 35 years of service credit.
- If your actual age is less than 55, the pension reduction will be calculated using your enhanced age and service credit.

Example:

Actual Age	51 yrs. 4 mo.	Actual Service	22 yrs. 3 mo.
You purchase	5 yrs. 0 mo.		5 yrs. 0 mo.
ERI age	56 yrs. 4 mo.	ERI service	27 yrs. 3 mo.

Months ERI enhanced age less than 60: 44

Pension would be reduced 1/4% for each month under age 60:	44 months
	x .25%
	11%

The amount of the your ERI enhanced pension would be permanently reduced by 11%.

Estimating your future pension and cost for ERI

Regular

- To estimate your ERI cost for Regular service credit, refer to the chart on page 14. You can also refer to pages 20 and 21.
- To estimate your future IMRF pension, refer to the chart on page 15. This chart will provide an approximate future IMRF pension for a member with a retirement of age 60 or older (actual or ERI enhanced).
- Social Security benefits are in addition to the figures shown.

SLEP

- To estimate your ERI cost for SLEP service credit, refer to the chart on page 16. You can also refer to pages 20 and 21.
- To estimate your future SLEP pension, refer to the chart on page 17. This chart will provide an approximate future SLEP pension for SLEP members at age 50 or older.
- Social Security benefits are in addition to the figures shown.

ECO

- To estimate your ERI cost for ECO service credit, refer to the chart on page 18. You can also refer to pages 20 and 21.
- To estimate your future ECO pension, refer to the chart on page 19. This chart will provide an approximate future ECO pension for ECO members at age 55 or older.
- Social Security benefits are in addition to the figures shown.

Regular, SLEP, and ECO

- Your exact final rate of earnings, years of service credit, and years and months of ERI service credit purchased will be used to calculate the pension when you retire.
- To estimate your monthly pension after deductions, use the worksheets on pages 20 and 21.
- You can also request an ERI pension estimate from IMRF. The estimate will provide your cost for the ERI. (Pension Estimate Request on page 23.)

Chart to estimate member ERI cost for Regular service credit

Monthly Final Rate of Earnings	MONTHS OF REGULAR SERVICE CREDIT PURCHASED															
	1	2	3	4	5	6	7	8	9	10	11	12	24	36	48	60
	MEMBER'S COST FOR REGULAR ERI SERVICE PURCHASED (IN DOLLARS)															
300	14	27	41	54	68	81	95	108	122	135	149	162	324	486	648	810
400	18	36	54	72	90	108	126	144	162	180	198	216	432	648	864	1,080
500	23	45	68	90	113	135	158	180	203	225	248	270	540	810	1,080	1,350
600	27	54	81	108	135	162	189	216	243	270	297	324	648	972	1,296	1,620
700	32	63	95	126	158	189	221	252	284	315	347	378	756	1,134	1,512	1,890
800	36	72	108	144	180	216	252	288	324	360	396	432	864	1,296	1,728	2,160
900	41	81	122	162	203	243	284	324	365	405	446	486	972	1,458	1,944	2,430
1000	45	90	135	180	225	270	315	360	405	450	495	540	1,080	1,620	2,160	2,700
1100	50	99	149	198	248	297	347	396	446	495	545	594	1,188	1,782	2,376	2,970
1200	54	108	162	216	270	324	378	432	486	540	594	648	1,296	1,944	2,592	3,240
1300	59	117	176	234	293	351	410	468	527	585	644	702	1,404	2,106	2,808	3,510
1400	63	126	189	252	315	378	441	504	567	630	693	756	1,512	2,268	3,024	3,780
1500	68	135	203	270	338	405	473	540	608	675	743	810	1,620	2,430	3,240	4,050
1600	72	144	216	288	360	432	504	576	648	720	792	864	1,728	2,592	3,456	4,320
1700	77	153	230	306	383	459	536	612	689	765	842	918	1,836	2,754	3,672	4,590
1800	81	162	243	324	405	486	567	648	729	810	891	972	1,944	2,916	3,888	4,860
1900	86	171	257	342	428	513	599	684	770	855	941	1,026	2,052	3,078	4,104	5,130
2000	90	180	270	360	450	540	630	720	810	900	990	1,080	2,160	3,240	4,320	5,400
2100	95	189	284	378	473	567	662	756	851	945	1,040	1,134	2,268	3,402	4,536	5,670
2200	99	198	297	396	495	594	693	792	891	990	1,089	1,188	2,376	3,564	4,752	5,940
2300	104	207	311	414	518	621	725	828	932	1,035	1,139	1,242	2,484	3,726	4,968	6,210
2400	108	216	324	432	540	648	756	864	972	1,080	1,188	1,296	2,592	3,888	5,184	6,480
2500	113	225	338	450	563	675	788	900	1,013	1,125	1,238	1,350	2,700	4,050	5,400	6,750
2750	124	248	371	495	619	743	866	990	1,114	1,238	1,361	1,485	2,970	4,455	5,940	7,425
3000	135	270	405	540	675	810	945	1,080	1,215	1,350	1,485	1,620	3,240	4,860	6,480	8,100
3250	146	293	439	585	731	878	1,024	1,170	1,316	1,463	1,609	1,755	3,510	5,265	7,020	8,775
3500	158	315	473	630	788	945	1,103	1,260	1,418	1,575	1,733	1,890	3,780	5,670	7,560	9,450
3750	169	338	506	675	844	1,013	1,181	1,350	1,519	1,688	1,856	2,025	4,050	6,075	8,100	10,145
4000	180	360	540	720	900	1,080	1,260	1,440	1,620	1,800	1,980	2,160	4,320	6,480	8,640	10,800

To use this table

1. Find your monthly rate of earnings in the first column. (For estimating purposes, divide your highest one year's salary by 12.)
2. Find the months of service credit (top line) you wish to purchase.
3. Your approximate ERI cost will be the amount shown at the point where the earnings lines and service columns intersect.

For example:

You wish to purchase 3 years, 6 months of service and have a final rate of earnings of \$900:

36 months	\$1,458
6 months	\$ 243
Total estimated cost	\$1,701

Chart to estimate a future Regular service credit pension

- Social Security benefits are in addition to the figures shown.

Monthly Final Rate of Earnings	YEARS OF REGULAR SERVICE CREDIT																															
	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	35	40							
300	40	45	50	55	60	65	70	75	81	87	93	99	105	111	117	123	129	135	141	147	153	159	165	195	225							
400	53	60	66	73	80	86	93	100	108	116	124	132	140	148	156	164	172	180	188	196	204	212	220	260	300							
500	66	75	83	91	100	108	116	125	135	145	155	165	175	185	195	205	215	225	235	245	255	265	275	325	375							
600	80	90	100	110	120	130	140	150	162	174	186	198	210	222	234	246	258	270	282	294	306	318	330	390	450							
700	93	105	116	128	140	151	163	175	189	203	217	231	245	259	273	287	301	315	329	343	357	371	385	455	525							
800	106	120	133	146	160	173	186	200	216	232	248	264	280	296	312	328	344	360	376	392	408	424	440	520	600							
900	120	135	150	165	180	195	210	225	243	261	279	297	315	333	351	369	387	405	423	441	459	477	495	585	675							
1000	133	150	166	183	200	216	233	250	270	290	310	330	350	370	390	410	430	450	470	490	510	530	550	650	750							
1100	146	165	183	201	220	238	256	275	297	319	341	363	385	407	429	451	473	495	517	539	561	583	605	715	825							
1200	160	180	200	220	240	260	280	300	324	348	372	396	420	444	468	492	516	540	564	588	612	636	660	780	900							
1300	173	195	216	238	260	281	303	325	351	377	403	429	455	481	507	533	559	585	611	637	663	689	715	845	975							
1400	186	210	233	256	280	303	326	350	378	406	434	462	490	518	546	574	602	630	658	686	714	742	770	910	1050							
1500	200	225	250	275	300	325	350	375	405	435	465	495	525	555	585	615	645	675	705	735	765	795	825	975	1125							
1600	213	240	266	293	320	346	373	400	432	464	496	528	560	592	624	656	688	720	752	784	816	848	880	1040	1200							
1700	226	255	283	311	340	368	396	425	459	493	527	561	595	629	663	697	731	765	799	833	867	901	935	1105	1275							
1800	240	270	300	330	360	390	420	450	486	522	558	594	630	666	702	738	774	810	846	882	918	954	990	1170	1350							
1900	253	285	316	348	380	411	444	475	513	551	589	627	665	703	741	779	817	855	893	931	969	1007	1045	1235	1425							
2000	266	300	333	367	400	432	467	500	540	580	620	660	700	740	780	820	860	900	940	980	1020	1060	1100	1300	1500							
2100	280	315	350	385	420	455	490	525	567	609	651	693	735	777	819	861	903	945	987	1029	1071	1113	1155	1365	1575							
2200	293	330	366	403	440	476	513	550	594	638	682	726	770	814	858	902	946	990	1034	1078	1122	1166	1210	1430	1650							
2300	306	345	383	421	460	498	536	575	621	667	713	759	805	851	897	943	989	1035	1081	1127	1173	1219	1265	1495	1725							
2400	320	360	400	440	480	520	560	600	648	696	744	792	840	888	936	984	1032	1080	1128	1176	1224	1272	1320	1560	1800							
2500	333	375	416	458	500	541	583	625	675	725	775	825	875	925	975	1025	1075	1125	1175	1225	1275	1325	1375	1625	1875							
2750	366	412	458	504	550	595	641	687	742	797	852	907	962	1017	1072	1127	1182	1237	1292	1347	1402	1457	1512	1787	2062							
3000	400	450	500	550	600	650	700	750	810	870	930	990	1050	1110	1170	1230	1290	1350	1410	1470	1530	1590	1650	1950	2250							
3250	433	487	541	595	650	704	758	812	877	942	1007	1072	1137	1202	1267	1332	1397	1462	1527	1592	1657	1722	1787	2112	2437							
3500	466	525	583	641	700	758	816	875	945	1015	1085	1155	1225	1295	1365	1435	1505	1575	1645	1715	1785	1855	1925	2275	2625							
4000	533	600	666	733	800	866	933	1000	1080	1160	1240	1320	1400	1480	1560	1640	1720	1800	1880	1960	2040	2120	2200	2600	3000							

To use this table

1. Find your monthly rate of earnings in the first column. (For estimating purposes, divide the last four years of salary by 48.)
2. Find your years of service credit (top line) including the ERI service credit.
3. The approximate monthly pension at age 60 or older (ERI enhanced age) will be the amount shown at the point where your earnings line and service column intersect. If your ERI enhanced age is less than 60, please refer to page 19 to determine the pension reduction.
4. Enter the amount found on the chart above in line A on the worksheet on page 21.

For example:

25 years of service credit and final rate of earnings of \$1,500 a month will provide an IMRF pension of \$675 per month at age 60 or older.

Chart to estimate member ERI cost for SLEP service credit

Monthly Final Rate of Earnings	MONTHS OF SLEP SERVICE CREDIT PURCHASED															
	1	2	3	4	5	6	7	8	9	10	11	12	24	36	48	60
	MEMBER'S COST FOR SLEP SERVICE PURCHASED (IN DOLLARS)															
1000	75	150	225	300	375	450	525	600	675	750	825	900	1800	2700	3600	4500
1100	83	165	248	330	413	495	578	660	743	825	908	990	1980	2970	3960	4950
1200	90	180	270	360	450	540	630	720	810	900	990	1080	2160	3240	4320	5400
1300	98	195	293	390	488	585	683	780	878	975	1073	1170	2340	3510	4680	5850
1400	105	210	315	420	525	630	735	840	945	1050	1155	1260	2520	3780	5040	6300
1500	113	225	338	450	563	675	788	900	1013	1125	1238	1350	2700	4050	5400	6750
1600	120	240	360	480	600	720	840	960	1080	1200	1320	1440	2880	4320	5760	7200
1700	128	255	383	510	638	765	893	1020	1148	1275	1403	1530	3060	4590	6120	7650
1800	135	270	405	540	675	810	945	1080	1215	1350	1485	1620	3240	4860	6480	8100
1900	143	285	428	570	713	855	998	1140	1283	1425	1568	1710	3420	5130	6840	8550
2000	150	300	450	600	750	900	1050	1200	1350	1500	1650	1800	3600	5400	7200	9000
2500	188	375	563	750	938	1125	1313	1500	1688	1875	2063	2250	4500	6750	9000	11250
3000	225	450	675	900	1125	1350	1575	1800	2025	2250	2475	2700	5400	8100	10800	13500
3500	263	525	788	1050	1313	1575	1838	2100	2363	2625	2888	3150	6300	9450	12600	15750
4000	300	600	900	1200	1500	1800	2100	2400	2700	3000	3300	3600	7200	10800	14400	18000
4500	338	675	1013	1350	1688	2025	2363	2700	3038	3375	3713	4050	8100	12150	16200	20250
5000	375	750	1125	1500	1875	2250	2625	3000	3375	3750	4125	4500	9000	13500	18000	22500
5500	413	825	1238	1650	2063	2475	2888	3300	3713	4125	4538	4950	9900	14850	19800	24750
6000	450	900	1350	1800	2250	2700	3150	3600	4050	4500	4950	5400	10800	16200	21600	27000
6500	488	975	1463	1950	2438	2925	3413	3900	4388	4875	5363	5850	11700	17550	23400	29250
7000	525	1050	1575	2100	2625	3150	3675	4200	4725	5250	5775	6300	12600	18900	25200	31500

To use this table

1. Find your monthly rate of earnings in the first column. (For estimating purposes, divide your highest one year's salary by 12.)
2. Find the months of service credit (top line) you wish to purchase.
3. Your approximate ERI cost will be the amount shown at the point where the earnings lines and service columns intersect.

For example:

You wish to purchase 3 years, 6 months of service and have a final rate of earnings of \$1400:

36 months	\$3,780
6 months	\$ 630
Total estimated cost	\$4,410

Chart to estimate a future SLEP pension

- Social Security benefits are in addition to the figures shown.

Monthly Final Rate of Earnings	YEARS OF SLEP SERVICE CREDIT												
	20	21	22	23	24	25	26	27	28	29	30	31	32
	AMOUNT OF MONTHLY SLEP PENSION (IN DOLLARS)												
1,000	500	525	550	575	600	625	650	675	700	725	750	775	800
1,100	550	578	605	633	660	688	715	743	770	798	825	853	880
1,200	600	630	660	690	720	750	780	810	840	870	900	930	960
1,300	650	683	715	748	780	813	845	878	910	943	975	1,008	1,040
1,400	700	735	770	805	840	875	910	945	980	1,015	1,050	1,085	1,120
1,500	750	788	825	863	900	938	975	1,013	1,050	1,088	1,125	1,163	1,200
1,600	800	840	880	920	960	1,000	1,040	1,080	1,120	1,160	1,200	1,240	1,280
1,700	850	893	935	978	1,020	1,063	1,105	1,148	1,190	1,233	1,275	1,318	1,360
1,800	900	945	990	1,035	1,080	1,125	1,170	1,215	1,260	1,305	1,350	1,395	1,440
1,900	950	998	1,045	1,093	1,140	1,188	1,235	1,283	1,330	1,378	1,425	1,473	1,520
2,000	1,000	1,050	1,100	1,150	1,200	1,250	1,300	1,350	1,400	1,450	1,500	1,550	1,600
2,500	1,250	1,313	1,375	1,438	1,500	1,563	1,625	1,688	1,750	1,813	1,875	1,938	2,000
3,000	1,500	1,575	1,650	1,725	1,800	1,875	1,950	2,025	2,100	2,175	2,250	2,325	2,400
3,500	1,750	1,838	1,925	2,013	2,100	2,188	2,275	2,363	2,450	2,538	2,625	2,713	2,800
4,000	2,000	2,100	2,200	2,300	2,400	2,500	2,600	2,700	2,800	2,900	3,000	3,100	3,200
4,500	2,250	2,363	2,475	2,588	2,700	2,813	2,925	3,038	3,150	3,263	3,375	3,488	3,600
5,000	2,500	2,625	2,750	2,875	3,000	3,125	3,250	3,375	3,500	3,625	3,750	3,875	4,000
5,500	2,750	2,888	3,025	3,163	3,300	3,438	3,575	3,713	3,850	3,988	4,125	4,263	4,400
6,000	3,000	3,150	3,300	3,450	3,600	3,750	3,900	4,050	4,200	4,350	4,500	4,650	4,800
6,500	3,250	3,413	3,575	3,738	3,900	4,063	4,225	4,388	4,550	4,713	4,875	5,038	5,200
7,000	3,500	3,675	3,850	4,025	4,200	4,375	4,550	4,725	4,900	5,075	5,250	5,425	5,600

To use this table

1. Find your final monthly rate of earnings in the first column. (For estimating purposes, divide the last four years of salary by 48.)
2. Find your years of service credit (top line) including the ERI service credit.
3. Your approximate monthly pension at age 50 or older will be the amount shown at the point where your earnings line and service column intersect.
4. Enter the amount found on the chart above in line A on the worksheet on page 21.

For example:

25 years of service credit and final rate of earnings of \$1,500 a month will provide a SLEP pension of \$938 per month at age 50 or older.

Chart to estimate member ERI cost for ECO service credit

Monthly Final Rate of Earnings	MONTHS OF ECO SERVICE CREDIT PURCHASED															
	1	2	3	4	5	6	7	8	9	10	11	12	24	36	48	60
	MEMBER'S COST FOR ECO SERVICE CREDIT PURCHASED (IN DOLLARS)															
300	23	45	68	90	113	135	158	180	203	225	248	270	540	810	1,080	1,350
400	30	60	90	120	150	180	210	240	270	300	330	360	720	1,080	1,440	1,800
500	38	75	113	150	188	225	263	300	338	375	413	450	900	1,350	1,800	2,250
600	45	90	135	180	225	270	315	360	405	450	495	540	1,080	1,620	2,160	2,700
700	53	105	158	210	263	315	368	420	473	525	578	630	1,260	1,890	2,520	3,150
800	60	120	180	240	300	360	420	480	540	600	660	720	1,440	2,160	2,880	3,600
900	68	135	203	270	338	405	473	540	608	675	743	810	1,620	2,430	3,240	4,050
1000	75	150	225	300	375	450	525	600	675	750	825	900	1,800	2,700	3,600	4,500
1100	83	165	248	330	413	495	578	660	743	825	908	990	1,980	2,970	3,960	4,950
1200	90	180	270	360	450	540	630	720	810	900	990	1,080	2,160	3,240	4,320	5,400
1300	98	195	293	390	488	585	683	780	878	975	1,073	1,170	2,340	3,510	4,680	5,850
1400	105	210	315	420	525	630	735	840	945	1,050	1,155	1,260	2,520	3,780	5,040	6,300
1500	113	225	338	450	563	675	788	900	1,013	1,125	1,238	1,350	2,700	4,050	5,400	6,750
1600	120	240	360	480	600	720	840	960	1,080	1,200	1,320	1,440	2,880	4,320	5,760	7,200
1700	128	255	383	510	638	765	893	1,020	1,148	1,275	1,403	1,530	3,060	4,590	6,120	7,650
1800	135	270	405	540	675	810	945	1,080	1,215	1,350	1,485	1,620	3,240	4,860	6,480	8,100
1900	143	285	428	570	713	855	998	1,140	1,283	1,425	1,568	1,710	3,420	5,130	6,840	8,550
2000	150	300	450	600	750	900	1,050	1,200	1,350	1,500	1,650	1,800	3,600	5,400	7,200	9,000
2100	158	315	473	630	788	945	1,103	1,260	1,418	1,575	1,733	1,890	3,780	5,670	7,560	9,450
2200	165	330	495	660	825	990	1,155	1,320	1,485	1,650	1,815	1,980	3,960	5,940	7,920	9,900
2300	173	345	518	690	863	1,035	1,208	1,380	1,553	1,725	1,898	2,070	4,140	6,210	8,280	10,350
2400	180	360	540	720	900	1,080	1,260	1,440	1,620	1,800	1,980	2,160	4,320	6,480	8,640	10,800
2500	188	375	563	750	938	1,125	1,313	1,500	1,688	1,875	2,063	2,250	4,500	6,750	9,000	11,250
2750	206	413	619	825	1,031	1,238	1,444	1,650	1,856	2,063	2,269	2,475	4,950	7,425	9,900	12,375
3000	225	450	675	900	1,125	1,350	1,575	1,800	2,025	2,250	2,475	2,700	5,400	8,100	10,800	13,500
3250	244	488	731	975	1,219	1,463	1,706	1,950	2,194	2,438	2,681	2,925	5,850	8,775	11,700	14,625
3500	263	525	788	1,050	1,313	1,575	1,838	2,100	2,363	2,625	2,888	3,150	6,300	9,450	12,600	15,750
3750	281	563	844	1,125	1,406	1,688	1,969	2,250	2,531	2,813	3,094	3,375	6,750	10,125	13,500	16,875
4000	300	600	900	1,200	1,500	1,800	2,100	2,400	2,700	3,000	3,300	3,600	7,200	10,800	14,400	18,000

To use this table

1. Find your monthly rate of earnings in the first column. (For estimating purposes, divide your current year's salary by 12.)
2. Find the months of service credit (top line) you wish to purchase.
3. Your approximate ERI cost will be the amount shown at the point where the earnings lines and service columns intersect.

For example:

You wish to purchase 3 years, 6 months of service and have a final rate of earnings of \$900:

36 months	\$2,430
6 months	<u>\$ 405</u>
	2,835

Chart to estimate a future ECO pension

- Social Security benefits are in addition to the figures shown.

Monthly Final Rate of Earnings	YEARS OF ECO SERVICE CREDIT												
	8	9	10	11	12	13	14	15	16	17	18	19	20
	AMOUNT OF MONTHLY ECO PENSION (IN DOLLARS)												
300	72	84	96	108	120	135	150	165	180	195	210	225	240
400	96	112	128	144	160	180	200	220	240	260	280	300	320
500	120	140	160	180	200	225	250	275	300	325	350	375	400
600	144	168	192	216	240	270	300	330	360	390	420	450	480
700	168	196	224	252	280	315	350	385	420	455	490	525	560
800	192	224	256	288	320	360	400	440	480	520	560	600	640
900	216	252	288	324	360	405	450	495	540	585	630	675	720
1000	240	280	320	360	400	450	500	550	600	650	700	750	800
1100	264	308	352	396	440	495	550	605	660	715	770	825	880
1200	288	336	384	432	480	540	600	660	720	780	840	900	960
1300	312	364	416	468	520	585	650	715	780	845	910	975	1,040
1400	336	392	448	504	560	630	700	770	840	910	980	1,050	1,120
1500	360	420	480	540	600	675	750	825	900	975	1,050	1,125	1,200
1600	384	448	512	576	640	720	800	880	960	1,040	1,120	1,200	1,280
1700	408	476	544	612	680	765	850	935	1,020	1,105	1,190	1,275	1,360
1800	432	504	576	648	720	810	900	990	1,080	1,170	1,260	1,350	1,440
1900	456	532	608	684	760	855	950	1,045	1,140	1,235	1,330	1,425	1,520
2000	480	560	640	720	800	900	1,000	1,100	1,200	1,300	1,400	1,500	1,600
2100	504	588	672	756	840	945	1,050	1,155	1,260	1,365	1,470	1,575	1,680
2200	528	616	704	792	880	990	1,100	1,210	1,320	1,430	1,540	1,650	1,760
2300	552	644	736	828	920	1,035	1,150	1,265	1,380	1,495	1,610	1,725	1,840
2400	576	672	768	864	960	1,080	1,200	1,320	1,440	1,560	1,680	1,800	1,920
2500	600	700	800	900	1,000	1,125	1,250	1,375	1,500	1,625	1,750	1,875	2,000
2750	660	770	880	990	1,100	1,238	1,375	1,513	1,650	1,788	1,925	2,063	2,200
3000	720	840	960	1,080	1,200	1,350	1,500	1,650	1,800	1,950	2,100	2,250	2,400
3250	780	910	1,040	1,170	1,300	1,463	1,625	1,788	1,950	2,113	2,275	2,438	2,600
3500	840	980	1,120	1,260	1,400	1,575	1,750	1,925	2,100	2,275	2,450	2,625	2,800
4000	960	1,120	1,280	1,440	1,600	1,800	2,000	2,200	2,400	2,600	2,800	3,000	3,200

To use this table

1. Find your final monthly rate of earnings in the first column. (For estimating purposes, divide the last four years of salary by 48.)
2. Find your years of service credit (top line) including the ERI service credit.
3. Your approximate monthly pension at age 50 or older will be the amount shown at the point where your earnings line and service column intersect.
4. Enter the amount found on the chart above in line A on the worksheet on page 21.

For example:

20 years of ECO service credit and final rate of earnings of \$1,500 a month will provide an ECO pension of \$1,200 per month at age 55 or older.

Worksheet to calculate your estimated ERI cost

- Example illustrates costs for member with an ERI enhanced age of 55, ERI enhanced Regular service of 25 years and monthly final rate of earnings of \$3,000.

		Example
1. Highest 12 consecutive months of salary*	\$ _____	\$36,000
2. Member contributions (4.5% regular, 7.5% SLEP, 7.5% ECO)	x _____	x <u>4.50%</u>
3. Subtotal	\$ _____	\$1,620
4. Years and months you wish to purchase (see page 7 to convert into decimal)	x _____	x <u>5.00</u>
5. Your ERI cost	\$ _____	\$8,100
6. Deduct any lump sum payments from you or your employer	- \$ _____	-0-
7. Your net ERI cost	\$ _____	\$8,100
8. If balance remains, divide amount on line 7 by 24	÷ 24	÷ <u>24</u>
9. 24-month ERI deduction (enter on line D on page 19)	\$ _____	<u><u>\$337.50</u></u>

*When IMRF calculates your ERI cost, we review your records and determine the highest 12 consecutive months of salary within your Final Rate of Earnings period. Your Final Rate of Earnings period is your highest 48 consecutive months of salary within your last 10 years of service. In most cases, a member's highest 48 months is his or her last 48 months of salary reported to IMRF. To estimate your ERI cost here, you may wish to use your last 12 months of salary.

Worksheet to estimate monthly pension after age 60/35 year reduction and ERI costs

- Example illustrates costs for member with an ERI enhanced age of 55, ERI enhanced Regular service of 25 years, and monthly final rate of earnings of \$3,000.

Example

A. Monthly pension \$ _____ \$ 1,350.00

If under age 60/35 year reduction applies:

Number of months your ERI age is less than 60
or total service credit is less than 35 years
 (whichever is less) _____

60 months

Multiply by x .25%

x .25%

Monthly percent reduction _____%

15%

Monthly pension

(Line A above) \$ _____

\$ 1,350

Multiply monthly %
 reduction against pension _____

x 15%

B. Monthly reduction \$ _____

\$ 202.50

C. Monthly pension (A less B)
 after age 60/35 year reduction \$ _____

\$ 1,147.50#

D. Subtract 24-month ERI
 deduction (line 9 on page 18) \$ _____

- \$ 337.50

E. Monthly pension
 less reduction(s) \$ _____

\$ 810.00*

#Monthly pension of \$1,350.00 less \$202.50 equal \$1,147.50.

*After the ERI cost is paid, the pension would return to \$1,147.50 a month.

This page intentionally left blank.



PENSION ESTIMATE REQUEST

IMRF Form BF-20 (9/2003)

- The amount of your IMRF pension is based on your final rate of earnings and years and months of service credit.
- If you have any questions while completing this form, please call an IMRF Service Representative at 1-800-ASK-IMRF. (1-800-275-4673)

Member's first name	Middle Initial	Last	Jr., Sr., II, etc.	Social Security number
Street (Mailing) address				Telephone number (Home) ()
City, State and Zip + 4		County		Telephone number (Work) ()
<input type="checkbox"/> Check this box if this is a new address		Date	Signature	

Estimate One Anticipated Last Day of Work	Estimate Two Anticipated Last Day of Work
Unused, Unpaid Sick days to be included in estimate (Not to exceed 240 days)	Unused, Unpaid Sick days to be included in estimate (Not to exceed 240 days)

Additional Service credit

Have you ever participated in IMRF through another employer? yes no

Do you plan to retire under the Early Retirement Incentive (ERI)? yes no

If yes, calculate this estimate with _____ years and _____ months of ERI service (maximum of 5 years)

Do you have a Past Service Application on file? yes no

If yes: calculate this estimate with _____ years and _____ months of Past Service

If you took a refund, served in the military or are eligible to purchase or convert other service, you may increase the amount of your pension. Contact IMRF to learn if you are eligible to purchase or convert past service.

Do you have reciprocal service in another Illinois Pension System(s)? yes no

If IMRF is not the most recent retirement system you participated in, you should contact your most recent system to obtain a reciprocal pension estimate.

Name of Reciprocal System: _____ Dates: From _____ To _____

Name of Reciprocal System: _____ Dates: From _____ To _____

Additional payments

Project additional earnings with raises of _____% each year.

Do you expect to be paid for vacation, personal and/or sick days? yes no

Do you expect to receive any other severance pay or bonus? yes no

In total, how much will you receive? (If not known, leave blank) \$ _____

How will this money be paid? (If not known, leave blank) Lump sum in _____ (month)

Divided over _____ (months)

Comments:

This page intentionally left blank.

Steps to Retire Under IMRF ERI

- Step 1** Employer passes resolution adopting the IMRF ERI.
- Step 2** Employer informs its IMRF members of the adoption of the ERI and of the program's effective date.
- Step 3** Members intending to retire under the ERI notify IMRF of their intent **to do so** by completing Form 5.21, "Member's Notice of Intent to Retire Under the IMRF ERI," or by calling an IMRF Member Services Representative at 1-800-ASK-IMRF (1-800-275-4673). The Notice of Intent does not guarantee a member's eligibility for the ERI nor for an IMRF pension.
- Step 4** IMRF acknowledges receipt of the member's intent to the member and the employer.
- Step 5** Employer determines retiring members' termination dates. Employer is to give members 30 days notice of the date. Members may waive the 30-day notice. However, if a member requests to retire before July 1st so he or she will be eligible for the "13th payment" the following year, the employer must allow the member to do so.
- Step 6** Member submits IMRF Form 5.20, "Application for Retirement Annuity," to IMRF 30 days before termination date.
- Step 7** Employer submits IMRF Form 6.41, "Notice of Termination of IMRF Participation" for member.
- Step 8** IMRF begins paying an estimated ERI enhanced pension. If member is eligible for a refund of contributions (surviving spouse, SLEP, voluntary additional), IMRF notifies member of refund. Member can use refund to pay member ERI costs, if desired.
- Step 9** Employer sends in member's final payroll report.
- Step 10** After final payroll received, IMRF recalculates member's pension to determine final pension amount.

- Step 11** If member eligible for level option pension (actual age less than 62), IMRF notifies member of option.
- Step 12** IMRF calculates member's cost for the ERI and sends invoice to employer.
- Step 13** Employer returns invoice with the net payment for the member's sick, vacation, and/or personal time. If net payment greater than member's ERI cost, employer forwards balance of net payment to member.
- Step 14** After 30 days, IMRF sends invoice to member indicating ERI service purchased, payments received, and balance remaining. Member can return invoice with any payments toward his or her cost of the ERI.
- Step 15** After 30 days have passed or payment received from member, if any balance remains for member's ERI cost, IMRF begins deducting 24 equal installments (without interest) from member's pension.

Inside Back Cover

**Illinois Municipal Retirement Fund
IMRF Early Retirement Incentive
Member Benefits, Costs and Procedures**

Oak Brook Office
2211 York Road
Suite 500
Oak Brook, IL 60523-2337

Springfield Regional Counseling Center
3000 Professional Drive
Suite 101
Springfield, IL 62703

Members and employers should mail all correspondence, forms, payments, etc. to our Oak Brook office (2211 York Road, Suite 500, Oak Brook, IL 60523-2337).

IMRF Member Services Representatives

1-800-ASK-IMRF (1-800-275-4673)

www.imrf.org

Rev. 06/2008