



# ISSUE BRIEF

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## **Senate Bill 3652:**

Employer Resolution – Early Retirement

### **IMRF Position:**

SUPPORT

### **Sponsor:**

**Senator Karina Villa**  
**Representative Maura Hirschauer**

## Proposed Change in the Law

This bill corrects language in the sample employer resolution in the statute to adopt an Early Retirement Incentive (ERI) to correspond to the actual return to work requirements in the law.

## Reasons for Position

The IMRF statute includes a permanent ERI option for employers that opens a one-year window that allows IMRF members with that employer who have at least 20 years of IMRF service and are at least 50 years of age to retire by purchasing up to five years of service credit and age. In order to adopt the ERI, employers must receive a cost study from IMRF and pass a resolution, including the cost study, in an open meeting. The statute includes a suggested form for the resolution, although it is not required for employers to use that particular form.

The return to work provision in the statute restricts annuitants who retired under an IMRF ERI from returning to any paid employment with any IMRF-participating employer, with some limited exceptions, such as elected office. The sample resolution, however, was written incorrectly and copied the regular return to work language, rather than the ERI return to work language.

This change is a correction only and would merely align the wording of the resolution with that in the actual statute. It would have no effect on the procedures or rules of ERI retirements; IMRF and its employers and members follow the statutory requirements.

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