

# EMPLOYER REMINDER

Information and tips to aid administrators in standard IMRF procedures.

## ROUTE TO:

- |   |   |
|---|---|
| <input type="checkbox"/> Director           | <input type="checkbox"/> Personnel/HR       |
| <input type="checkbox"/> Manager            | <input type="checkbox"/> Data Processing    |
| <input type="checkbox"/> Department Head(s) | <input type="checkbox"/> Payroll Dept.      |
| <input type="checkbox"/> Authorized Agent   | <input type="checkbox"/> Accounting/Finance |
| <input type="checkbox"/> Assistant to AA    | <input type="checkbox"/> Other              |
| <input type="checkbox"/> Web Assistant      |   |

## 2018 employer rates and maximum IMRF wages

January is the first month employers will begin calculating employer contributions using their 2018 employer rate. It's also an appropriate time to review maximum IMRF wages, which vary by Tier.

### 2018 employer rates

In November 2017, IMRF provided a *Final Rate Notice* for 2018 to all Authorized Agents. This document, located in the new Annual Documentation section of [Employer Access](#), details your employer's 2018 contribution rate and includes contributions for:

- **Retirement benefits:** Calculated for each employer, based on actuarial costs.
- **Death benefits:** Calculated for each employer, based on the average age of its employees.
- **Disability benefits:** All employers pay the same rate.
- **Supplemental benefit payment (13<sup>th</sup> Payment):** The rate is fixed by statute; all employers pay the same rate.
- **Early Retirement Incentive (ERI):** If applicable.

Your employer's 2018 rate may also be sourced by selecting the "Wages and Contributions" menu option in [Employer Access](#), then choosing "Display Contribution Rates." Your employer's contributions are automatically calculated in the wage report.

### Maximum IMRF wages

Federal tax law limits the amount of wages that can be used for pension purposes. **IMRF Tier 1 member wages** do not include compensation in excess of \$275,000 (in 2018). *This limit applies to Tier 1 members who began IMRF participation in 1996 or after.* Employers do not withhold IMRF contributions or report earnings for wages that exceed this limit.

For 2018, **IMRF Tier 2 member wages** do not include compensation in excess of \$113,644.91. Employers should continue to report earnings over \$113,644.91, but *should not* withhold IMRF contributions for wages exceeding this amount. IMRF **will not** accept contributions on wages over this amount for Tier 2 members.

### For more information

Employers with questions may contact IMRF using the *exclusive, employer-only phone number, 1-800-728-7971.*

Visit [www.imrf.org](http://www.imrf.org) for publications, forms, booklets, legislative updates, video tutorials, and Employer Access login.

Main Office: 2211 York Rd., Ste. 500, Oak Brook, IL 60523-2337

Member-only Phone Number: 1-800-ASK-IMRF (275-4673) *Monday - Friday, 7:30 AM—5:30 PM (CST)*

Employer-only Phone Number: 1-800-728-7971

