



Authorized Agent Workshop Webinar

Module 3 of 4
IMRF Benefits





COVID-19 and IMRF

IMRF is secure, agile, and proactive.

- Fully adapted to operational challenges posed by COVID-19
- Providing all key services to members and employers
- Pivoting staff between in-person and remote work



Locally funded, financially sound.



2019 Award Recipient



Many Resources are Available Online

**WEB-CENTRIC
INITIATIVE**

**Member
Access**

**NEW MEMBER
PAGE**

Click here.



Locally funded, financially sound.



Authorized Agent Webinar Plan for 2021

 Tuesday,
January 11, 2022

———— *Module 1 of 4* ————
Introduction, Enrollment & Termination

 Tuesday,
February 8, 2022

———— *Module 2 of 4* ————
Wage Reporting

 Today,
Thanks for joining us!

———— **Module 3 of 4** ————
IMRF Benefits

 Wednesday,
December 8, 2021

———— *Module 4 of 4* ————
Employer Rates & Legislation



Locally funded, financially sound.



How to Download this Presentation

www.imrf.org

Text Size: A A A | Home | Contact Us | Español Search: Search IMRF

Member Access Employer Access
 User Name: Username Password: Password SIGN IN
 Forgot Username Forgot Password Register

Locally funded, financially sound.

MY ACCOUNT MEMBERS RETIREES EMPLOYERS INVESTMENTS

EMPLOYER PROCEDURES EMPLOYERS MUS

- Authorized Agents Manual
- Employer Tasks and Forms
- Employer Support Videos
- Employer Workshops and Materials
- Your Employer
- GASB 68 Resource
- Employer Rates
- Reports for Employers

Text Size: A A A | Home | Contact Us | Español Search: Search IMRF

Member Access Employer Access
 User Name: Username Password: Password SIGN IN
 Forgot Username Forgot Password Register

MY ACCOUNT MEMBERS RETIREES EMPLOYERS INVESTMENTS ABOUT IMRF FORMS AND PUBLICATIONS ARCHIVE

Employer Workshop Webinars & Materials

for IMRF Employers

Authorized Agent Workshops

This year our Employer Workshops will be offered online in four separate webinar modules designed for Authorized Agents and other employer representatives. Staff members who assist you with day-to-day IMRF issues and processes, such as enrollment, payroll reporting, benefit applications and various member inquiries, are invited to attend.

- Module 1 - Authorized Agent Webinar: Introduction, Enrollment and Termination
- Module 2 - Authorized Agent Webinar: Wage Reporting
- Module 3 - Authorized Agent Webinar: IMRF Benefits
- Module 4 - Authorized Agent Webinar: Employer Rates and Legislative

Details and Dates

Employer Workshop Webinar
 Click here for the Authorized Agent Workshop Webinar presentation and links to supplemental information.

AUTHORIZED AGENT WORKSHOP ADDITIONAL INFORMATION PAGE



Locally funded, financially sound.



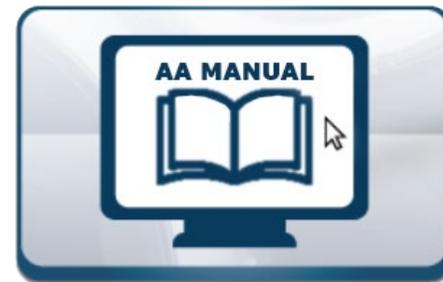
Resources Available to You



- Checklists & Memos
- Archive of Employer Digests
- Support Videos
- Webinars



- Forms
- Secure Messaging
- Employer Specific Information
- Document Archive



- **Guide for Administering IMRF**

Clickable Links

Any time you see these three icons in today's presentation, you can click on them.



Locally funded, financially sound.



Employer Access Help Guide



Employer Access

for IMRF Employers

Manage Your Account With Employer Access

Employer Access allows you to perform essential administrative tasks quickly and easily. With your Employer Access account, you can report wages, enroll and manage members, view member and employer documents, make payments to IMRF, and much more.

Your home page
After you log in, your home page links to where you can perform a variety of essential tasks. You can go back to this page by clicking the "Home" button from any other page in Employer Access.

Village of Anytown

Important News and Information from IMRF
QA Build Updated on 2/19/2020 for 2/25/2020

IMRF Employer Id: 000000
Hourly Standard: 1000 Hours

Wages and Contributions
[Report Wages](#)
[Report Wage Adjustments](#)
[Display Wage Report History](#)
[Display Wage Adjustment History](#)
[Display Contribution Rates](#)

Payments
[Pay Online](#)
[Display Payment History](#)
[Display Account Balance](#)

Members
[Enroll Member](#)

Need help? Click here. [Help](#)

View your role and number of unread Secure Messages

User Name: ANY AGENT (AAA000000) Role: Authorized Agent
Secure Messages: [\(0 Unread\)](#)

View Employer ID and Hourly Standard

Report, correct, and view member earnings and contributions. View current, past, and future employer rates.

View charges, credits, and advices related to your Account Balance. Click "Pay Online" to visit the First Data website to pay your monthly IMRF contributions.

• Enroll a member

Quick Links

- Make EFT payments to IMRF
- Employer Support Videos
- AA Manual

EMPLOYER ACCESS

TIPS & TRICKS

Employer Access Tips and Tricks

- Don't get locked out—use the "Forgot Password" button.
- Five incorrect login attempts during any month will result in a 24-hour lockout.
- Remember to change your password every 30 days.
- Log in to your account at least once every 90 days to keep your account active. Inactive accounts are terminated.
- Authorized Agents whose accounts are terminated must re-register for an account. Web Assistants whose



Locally funded, financially sound.



Resources for New Authorized Agents

Welcome, new IMRF Authorized Agent!

for IMRF Employers



As an IMRF Authorized Agent, you serve as an essential link between your employer, your IMRF members, and IMRF.

Below you will find many of the resources you'll need to perform common Authorized Agent tasks.

Employer Access

Employer Access is the secure area of IMRF's website where you will manage most of your essential administrative tasks. With your Employer Access account, you can report wages, enroll and manage members, view and upload member and employer documents, and much more.

Access your account here.

Workshops

IMRF offers a variety of workshops on topics of interest:

- **Employer workshops**
- **Member workshops**
- **Retiree workshops**

Employer tasks and forms

Quick Links

Enrolling Members in IMRF

Reporting Wages Using the Import Process

Reporting Wages Using the Manual Process

Authorizing Web Assistants and Security Administrators



New Authorized Agent

Click here for instructions on how to set up a new Authorized Agent Account.



Locally funded, financially sound.



2019 Award Recipient



Topics of the Day

- Service and Earnings
- IMRF Benefits
- Additional Information
- Questions and Answers



Locally funded, financially sound.



Service and Earnings



Locally funded, financially sound.



2019 Award Recipient



Understanding Service Credit

- How members earn service credit
- Past service
- Reciprocity
- Sick time



Locally funded, financially sound.





How Do You Earn Service Credit?

- Working for an IMRF employer
 - full-time
 - part-time
- Being on IMRF disability
- Seasonal position
- Unused/unpaid sick time converted to service credit
 - can not be used to vest
- Purchasing service credit

- Military Service
- Reinstatement
- Retroactive
- Omitted
- SLEP Conversion
- Benefit Protection Leave
- Out of State



Locally funded, financially sound.



Malcolm Baldrige
National Quality Award
2019 Award Recipient



Process for Acquiring Past Service



Submit application while participating



Payment information will be mailed to you



Request comparative estimates with and without additional service



Locally funded, financially sound.



Purchase of Service

- Applications must be received while the member is in an active, participating status.
- One payment for any amount of service following termination date is allowed.
- Types of service that members can purchase include:

- **Military Service**
- Reinstatement
- Retroactive
- **Omitted**
- SLEP Conversion
- **Benefit Protection Leave**
- **Out of State**



Locally funded, financially sound.



Malcolm Baldrige
National Quality Award
2019 Award Recipient



Past Service Employer Issues

- **Employer costs are factored into the employer contribution rate**
 - Two-year lag after member purchases service
- **Employer resolution or approval may be required**
- **Contributions and cost**
 - Determined by Pension Code
 - Vary by type of service



Locally funded, financially sound.



Systems that Share Reciprocity

- Cook County Employees
- Cook County Forest Preserve
- General Assembly
- IMRF
- Judges
- Laborers' Annuity & Benefit Fund of Chicago
- Chicago Teachers'
- Chicago Park Employees'
- Municipal Employees of Chicago
- Metropolitan Water Reclamation
- State Employees'
- State Teachers'
- State Universities



Locally funded, financially sound.



How Reciprocity Works

- **Minimum of one year service per system**
 - Exception for teaching assistants exists
- **Combined service meets vesting of all systems**
- **Each system pays its prorated share**
- **Request pension estimates from last system**
- **Submit application with each system**



Locally funded, financially sound.



Unused/Unpaid Sick Time

■ Did You Know?

- Full days are applied
- Pension effective date needs to be within 60 days of the IMRF termination date
- Final employer only, unless retiring from certain educational employers

1-20	1 month	121-140	7 months
21-40	2 months	141-160	8 months
41-60	3 months	161-180	9 months
61-80	4 months	181-200	10 months
81-100	5 months	201-220	11 months
101-120	6 months	221-240	12 months



Locally funded, financially sound.





Earnings

■ Reported monthly, and they include:

- Regular wages
- Overtime and vacation pay
- Back pay and sick pay
- Bonuses and awards
- 403(b), 457 Plans do not reduce contributions to IMRF
- Reportable up to 1 month after your participation terminates

■ Wage cap

- Tier 2 – \$116,740.42 max in 2021



Locally funded, financially sound.



Benefits Overview

- Refunds
- Disability
- Death
- Retirement Plans



Locally funded, financially sound.



2019 Award Recipient



Refunds



Locally funded, financially sound.



Refunds are Allowed When a Member Terminates

Employers submit online termination

Member may apply for a refund online or use IMRF Form 5.10:

- Member contributions only
- IRS taxes
- Rollovers
- Refund can't be paid to a member who is still employed with an IMRF employer

Encourage members to contact IMRF at 1-800-ASK-IMRF to learn about options.



Locally funded, financially sound.



Taking an IMRF Refund

If you stop working for your IMRF employer, you can have 100% of your IMRF contributions returned to you:

- Roll over to other plans
- Paid directly to you
- Taxes and additional tax if under 59-1/2
- Or leave your contributions in IMRF
- Many other IMRF employers



Locally funded, financially sound.



Disability Benefits



Locally funded, financially sound.



2019 Award Recipient



IMRF Disability Protection

All IMRF members are covered once they have 12 consecutive months of service:

- Protects income and service
- Protects retirement and death benefits
- Includes pregnancy
- Has a 30-day waiting period. Earnings from employer must stop; workers' comp and Social Security disability offsets



Locally funded, financially sound.



Disability Types

Temporary

- All claims begin as temporary
- Includes maternity and alcoholism
- Does not include self-inflicted
- Substitutes for normal wages
- Continues service

Total and Permanent

- IMRF evaluates for eligibility



Locally funded, financially sound.



Disability Application

- 1. Member applies for disability benefits**
 - Online or Form 5.40
- 2. Employer's Statement, eForm 5.41**
 - Submit if member will be off more than 30 days
 - Must be complete and timely
 - After submitted, IMRF sends a packet to the member with forms to complete
- 3. Physician's Certification, Form 5.42**
- 4. Submit eForm 5.45 when employee returns to work**



Locally funded, financially sound.



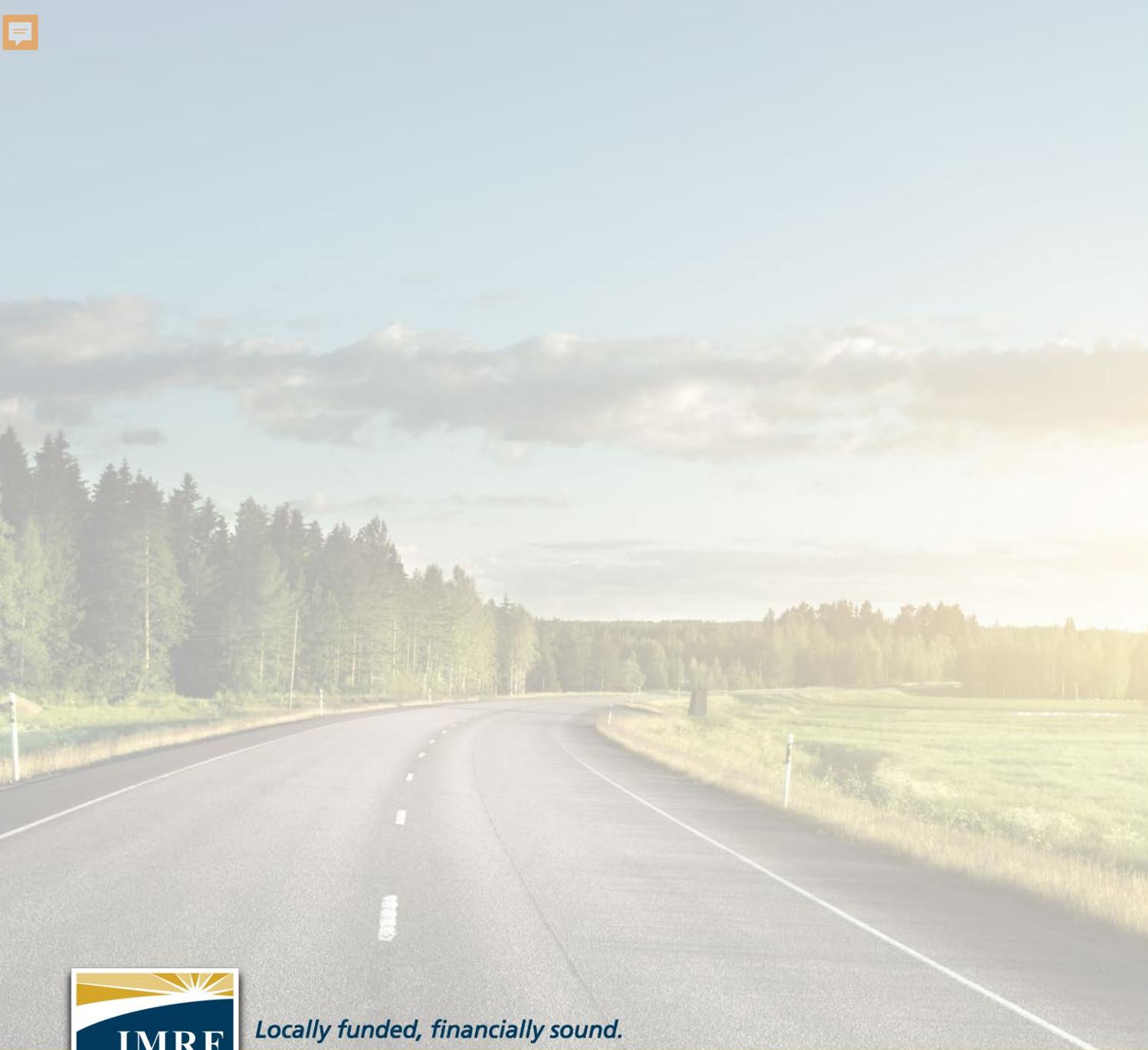
Employer Role in Disability

- Missing members on IMRF report?
Error message is a clue to do something
- Submit Form 5.41 when employee is off work on medical leave
- Don't wait for the member to apply
- Refer members with questions directly to IMRF



Locally funded, financially sound.





Death Benefits



Locally funded, financially sound.



Malcolm Baldrige
National Quality Award

2019 Award Recipient



Death Benefits Based on Member Status

Active Member

- Contributions, interest, and one year's salary
- Employer submits online termination
 - Report sick days and reportable wages

Inactive Member

- Contributions plus interest
- Submit online termination if not sent previously

Retiree

- \$3,000 lump sum + surviving spouse pension
- Send secure message



Locally funded, financially sound.





\$3,000 Surviving Spouse Pension



50%

of your benefit payment

OR



66%

of your benefit payment



Locally funded, financially sound.



Remind Members to Keep Beneficiary Information Current!



- **Member's Personal Statement of Benefits**
 - Lists primary beneficiary information only
- **Set up their Member Access Account**
 - Shows complete beneficiary information
- **Default beneficiary is member's estate**



Locally funded, financially sound.



IMRF Pension Benefits

- **Defined Benefit Plan**
- **Pension Calculation**
- **Tier 1 and Tier 2**



Locally funded, financially sound.



2019 Award Recipient



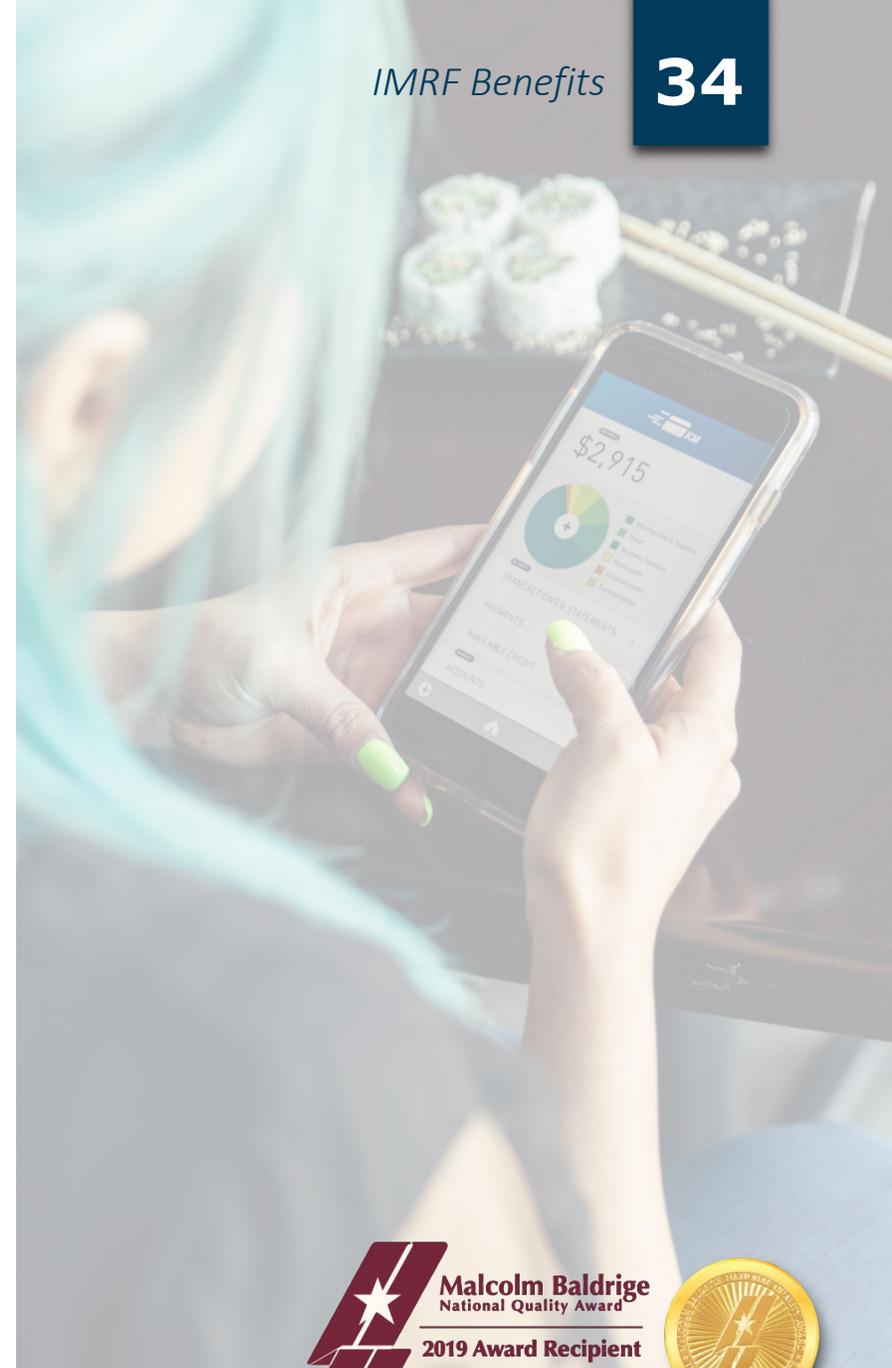
IMRF Pension Benefits are Based on Two Variables



A Member's Earnings



A Member's Years of Service Credit



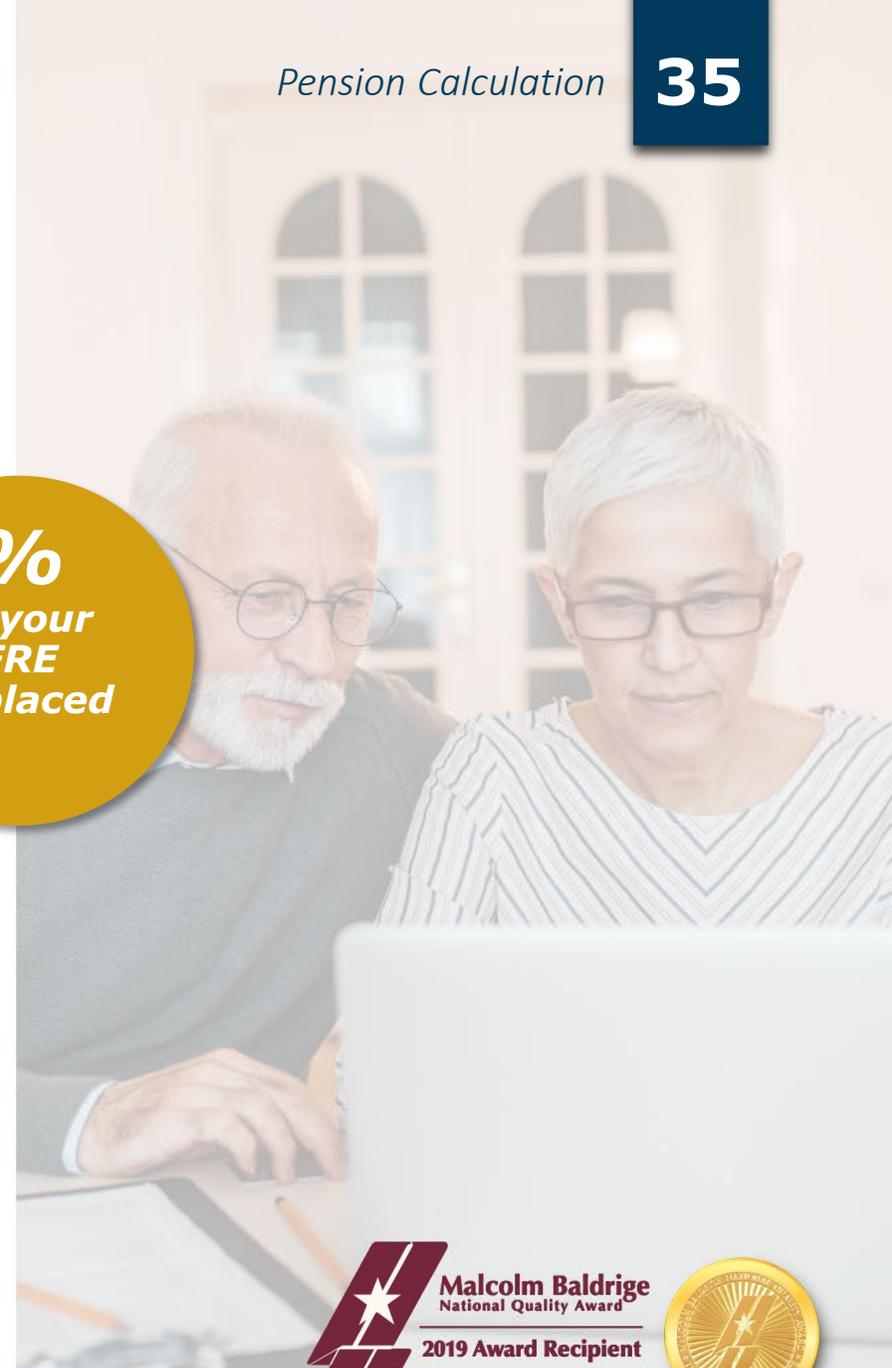
Locally funded, financially sound.



Service Determines How Much of Your Final Rate of Earnings (FRE) is Replaced



Each year and month of service is used in the calculation of your pension.



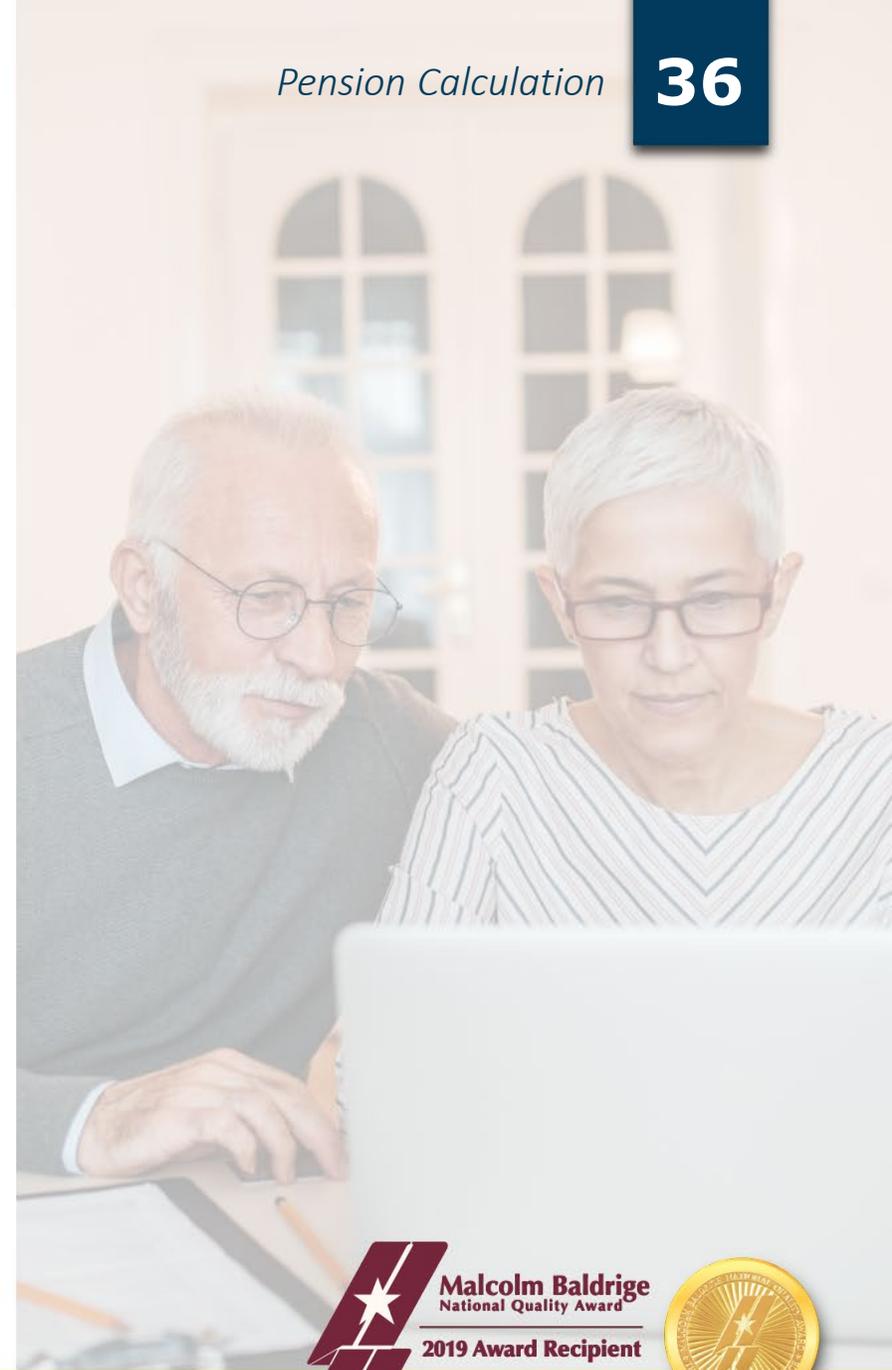
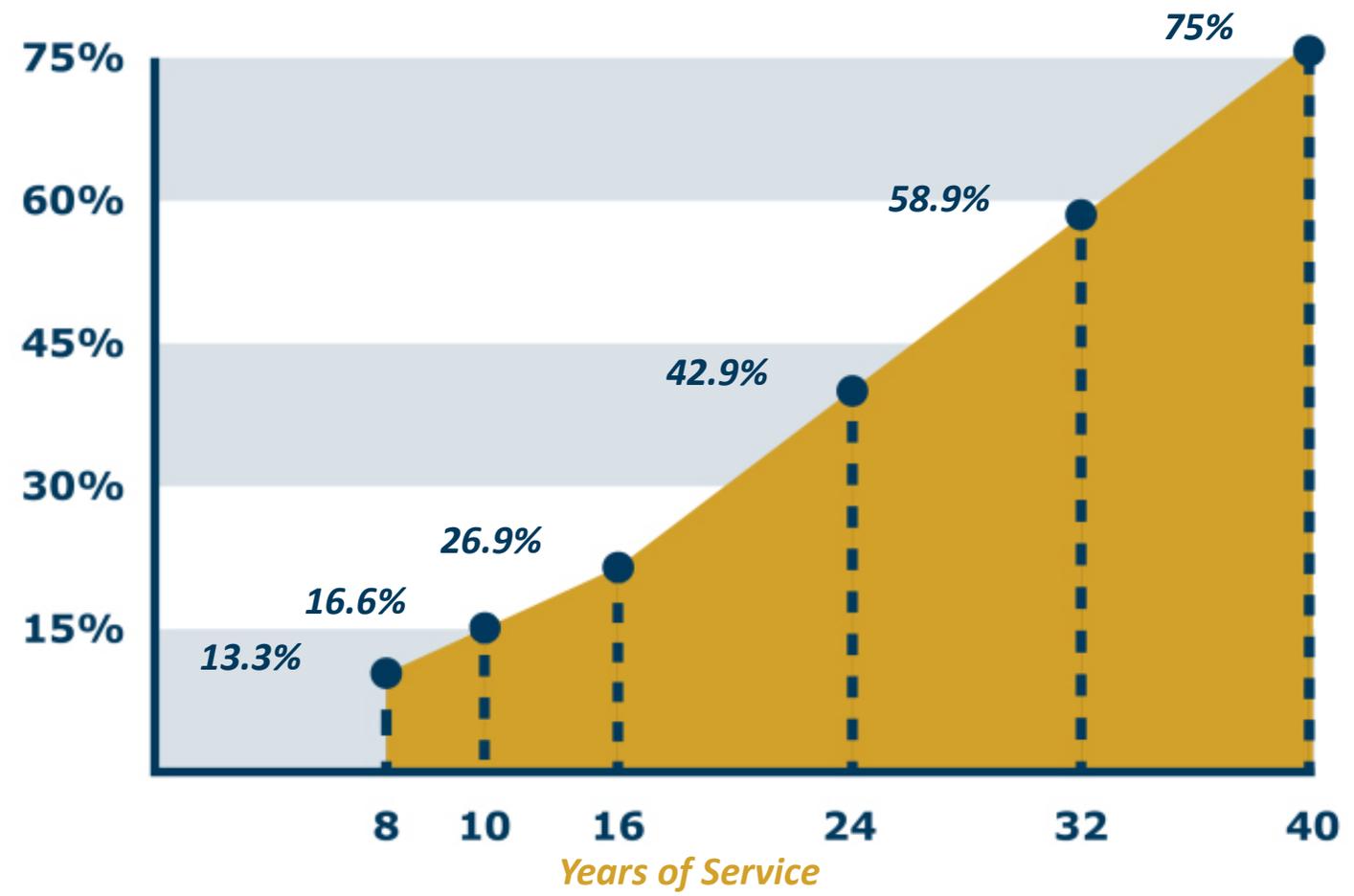
Locally funded, financially sound.



2019 Award Recipient



Service and FRE % Comparison



Locally funded, financially sound.



Maximum Pension Payments

Maximum pension payments are different in each plan:

- Regular Plan - 40 years - 75%
- SLEP Tier 1 - 32 years - 80%
- SLEP Tier 2 - 30 years - 75%

Members with 40 or more years of service:

- Can stop all contributions (Form 6.24)
- VA contributions stop with this election
- Freeze final rate of earnings
- Disability and death benefits continue



Locally funded, financially sound.





OR



Member participation began prior to January 1, 2011

Member participation began on or after January 1, 2011



Locally funded, financially sound.





Regular Plan Benefits

Eligibility

- 8 years service
- Age 60 (unreduced)

Reduction if under age 60 or less than 35 years of service

- 0.25% per month
- Reduction is permanent
- Smallest reduction is applied
- Age 55 (earliest age)



Locally funded, financially sound.



2019 Award Recipient





Regular Plan Benefits

Eligibility

- 10 years service
- Age 67 (unreduced)

Reduction if under age 67 or less than 35 years of service

- 0.5% per month
- Reduction is permanent
- Smallest reduction is applied
- Age 62 (earliest age)



Locally funded, financially sound.



2019 Award Recipient





SLEP Plan Benefits

Eligibility

- 20 years service
- Age 50

2.5% for each year of service

- 20 years = 50% 24 years = 60%
- 28 years = 70% 32 years = 80%

48 month Final Rate of Earnings



Locally funded, financially sound.



2019 Award Recipient





SLEP Plan Benefits

Eligibility

- 10 years service
- Age 55 (unreduced)
- 2.5% for each year
- Maximum benefit of 75% with 30 years

Reduction if under 55

- 0.5% per month
- Reduction is permanent
- Smallest reduction applied

Age 50 (earliest age)

- 96 month Final Rate of Earnings (overtime not included)



Locally funded, financially sound.



Malcolm Baldrige
National Quality Award

2019 Award Recipient





Final Rate of Earnings



Average of your highest consecutive
***48 months**

Average of your highest consecutive
***96 months**

** Over the last 10 years of earnings



Locally funded, financially sound.



Pension Increases



3% increase each January

- Based on original pension
- First year pro-rated

Lesser of 3% or ½ of CPI URBAN

- 2021 increase is .70%
- After age 67



Locally funded, financially sound.



2019 Award Recipient



Additional Pension Related Benefits

- Optional Pension
- Spousal Refund
- Special Needs Annuity
- Voluntary Additional Pension (from VAC)
- 13th Benefit Payment
- IMRF ERI



Locally funded, financially sound.



Optional Pension

Allows retirees take a larger pension until age 62, and then a reduced pension after.

Standard benefit

\$1,601



Optional benefit until age 62

\$2,176

After age 62

\$1,535



ONLY available to members who retire prior to age 62.



Locally funded, financially sound.



Malcolm Baldrige National Quality Award

2019 Award Recipient



Spousal Refund Options

If you are not married at time of retirement...

- Lump sum payment - minus federal taxes
- Lifetime monthly annuity payments
- Roll over lump sum to a qualified retirement account



Locally funded, financially sound.



Special Needs Annuity

- Also known as Reversionary Annuity

- Reduce your pension to provide an additional annuity to someone else upon death

- Options based on tier and marital status
 - Set up at time of retirement
 - Irrevocable
 - One beneficiary
 - Call IMRF for estimate



Locally funded, financially sound.



Voluntary Additional Contribution (VAC) Plan

If you contributed to the VAC program...

- **Lifetime monthly annuity payments**
 - Requires minimum of \$4,500 balance at retirement
- **Lump sum payment (if selected)**
 - There will be a tax liability on the “taxable” portion unless that portion is rolled over.
- **Roll over to qualified retirement account**



Locally funded, financially sound.



2019 Award Recipient





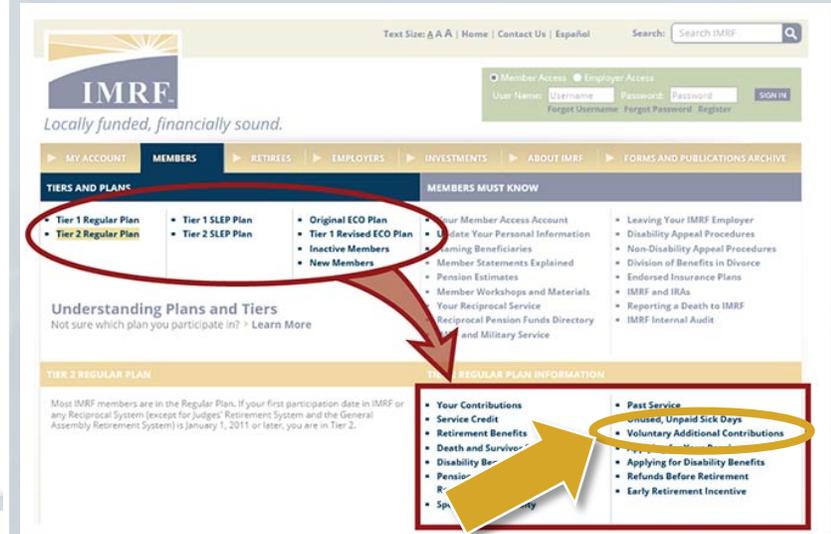
Voluntary Additional Contributions (VAC) Plan

Optional Contributions

- Up to 10% of IMRF reportable earnings, after tax
- Currently earn an interest rate of 7.25%
 - Credited annually based on previous January 1 balance
- IMRF Form 6.30

Based on IMRF wages, do not deduct:

- From SLEP Tier 2 overtime
- From wages over Tier 2 cap (\$116,740.42)
- If employee has over 40 years of service and has stopped contributing



Locally funded, financially sound.





Voluntary Additional Contribution Example

VAC SALARY CONTRIBUTION COMPARISON

Both members started contributing to VAC at age 25 and earned \$30,500 with 2% raises each year before retiring at age 67.

Total Benefit
\$104,209

or
\$765 monthly*

Interest
\$83,725

His Contributions
\$20,484



*Gross for life with increases according to your Tier

Total Benefit
\$521,044

or
\$3,868 monthly*

Interest
\$418,625

Her Contributions
\$102,418



*Gross for life with increases according to your Tier



Locally funded, financially sound.



Understanding VAC

- **You can withdraw your contributions anytime.**
 - If taken before retirement, you can only withdraw your contributions, none of the interest accrued.
- **No partial refunds while working**



Locally funded, financially sound.



VAC Options

If you contribute to VAC program, here are your options when you retire...

- Lifetime monthly annuity payments
- Lump sum payment
- Roll over to qualified retirement account



Locally funded, financially sound.



Supplemental Pension Payment



13th Payment

Eligibility

- Need to be retired at least 12 months
- Paid in July

Amount

- Varies each year
- July of 2021 the amount was 24.729%

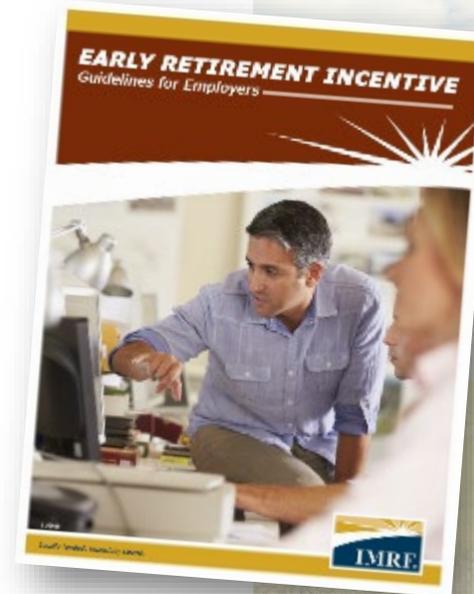


Locally funded, financially sound.



Early Retirement Incentive (ERI)

- ERI is employer optional
- 1 year window
- Employee eligibility
 - Tier 1: Age 50 and 20 years
 - Tier 2: Age 57 and 20 years
- Cost study required
 - Contact your Field Representative
- Employer and member booklets are online



Locally funded, financially sound.



Additional Information



Locally funded, financially sound.



Malcolm Baldrige
National Quality Award

2019 Award Recipient



Returning to Work for an IMRF Employer During Retirement?

- Retirees must call IMRF at 1-800-275-4673 before returning to work!
- There could be a costly financial penalty.
- **New Board Policy Effective 1/1/2021**
 - Links to General Memo 686 and 688 in the right column



Locally funded, financially sound.



Malcolm Baldrige
National Quality Award
2019 Award Recipient



Considering Working After Retirement?



Important Changes

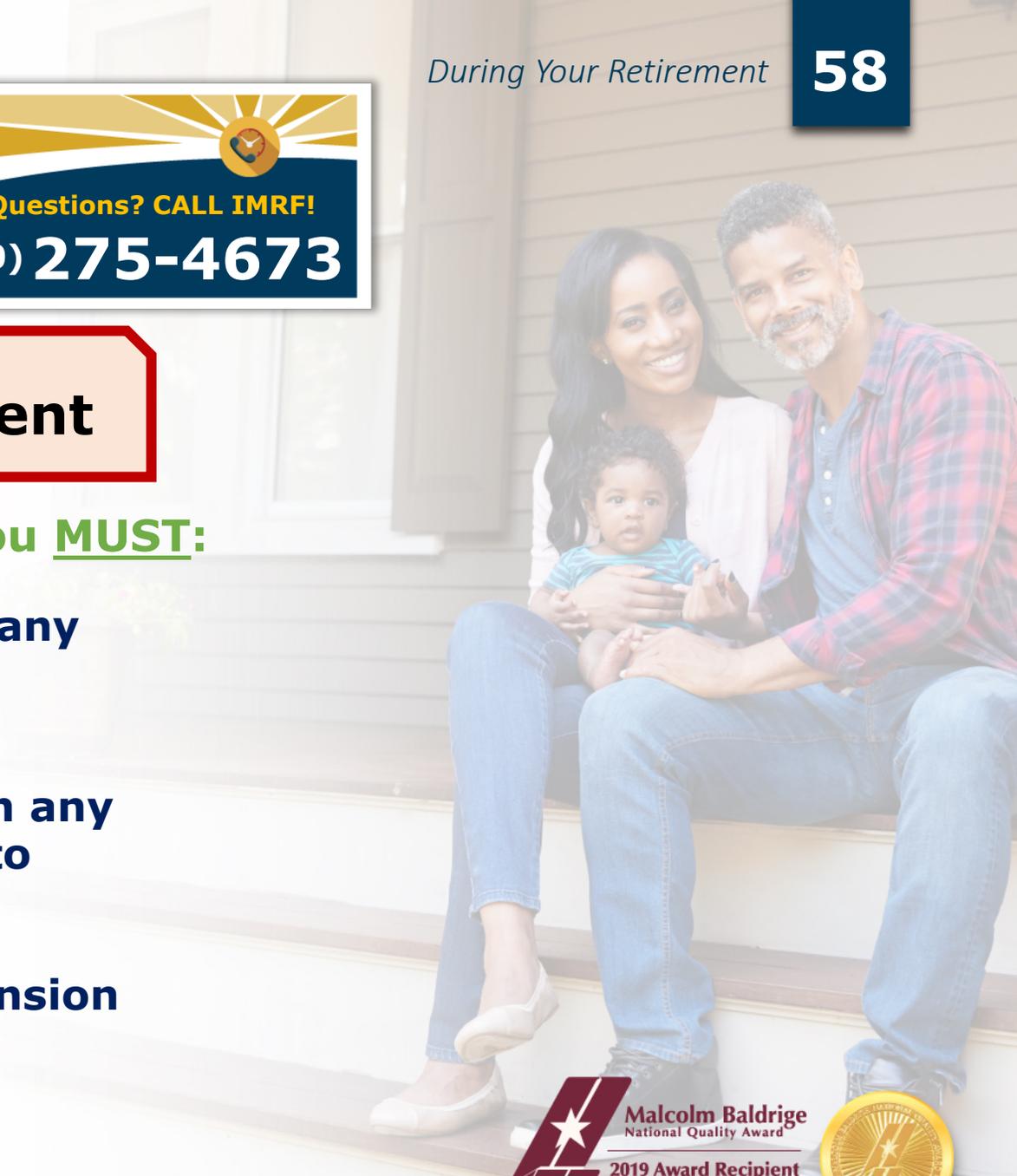
Separation of Service Requirement

To begin receiving pension payments, you **MUST**:

- Stop working for any IMRF employer in any capacity
- **Not** enter into any agreement or pre-arrangement to return to employment in any capacity with any IMRF employer prior to retirement.
- Must wait at least 60 days after your pension start date.



Locally funded, financially sound.



Considering Working After Retirement?



Important Changes

Separation of Service Requirement

The requirements you **MUST** adhere to include:

- Do not return to work or make plans to return in any capacity.
- Must wait at least 60 days after your pension start date.

IF YOU VIOLATE THESE RULES, YOU WILL BE REQUIRED TO REPAY ANY PENSION PAYMENTS RECEIVED.



Locally funded, financially sound.



Considering Working After Retirement?

NEW!

Return to Work Rules

These rules apply after you meet the Separation of Service requirements to become retired.

Once the retiree has worked enough hours to reach the hourly standard, he or she must either:

- **Be enrolled in IMRF (and his or her pension will be suspended), or**
- **Stop working for his or her IMRF employer for the remainder of the 12-month.**

The 12-month period begins with first employment date with that employer after retirement.



Locally funded, financially sound.



Malcolm Baldrige
National Quality Award

2019 Award Recipient



Considering Working After Retirement?

Important Changes

Return to Work Rules

These rules apply after you meet the Separation of Service requirements to become retired.

A retiree who returns to work after 60 days in an IMRF Qualifying Position:

- **Is no longer immediately re-enrolled in IMRF with his or her pension stopped.**
- **Is only re-enrolled in IMRF once he or she has reached the hourly standard.**



Locally funded, financially sound.



2019 Award Recipient



Health Insurance Continuation

■ Illinois Insurance Code PA 86-1444

■ Department of Insurance

- Contact the Consumer Service Division
- 877-527-9431 (toll free)

■ COBRA is a federal provision



Locally funded, financially sound.

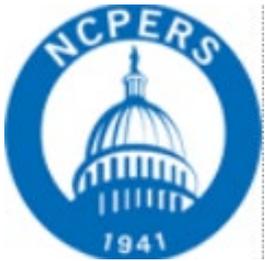


Endorsed Plans



Doyle Rowe, Ltd.

- 1-800-564-7227
- www.doyle Rowe.com/IMRFEndorsedPlans



National Conference on Public Employee Retirement Systems (NCPERS) Life Insurance

- 1-800-525-8056
- <https://www.mybensite.com/imrf/>



Locally funded, financially sound.



Questions & Answers



Locally funded, financially sound.



Malcolm Baldrige
National Quality Award

2019 Award Recipient



Thank you for joining us.

Remember to encourage your employees to sign up for...



A link to the presentation along with a survey will be emailed to you today.

We appreciate your feedback!



Locally funded, financially sound.

