



2025 Authorized Agent Workshop Webinar

Part 2 of 2

Benefits, Employer Rates and Legislation



Malcolm Baldrige
National Quality Award

2019 Award Recipient



Authorized Agent Webinar Schedule for 2025



Wed. Mar. 12th
Wed. April 9th

Part 1
Introduction, Enrollment, Wage Reporting and Termination



Wed. Mar. 26th
Wed. April 23rd

Part 2
IMRF Benefits, Employer Rates & Legislation



To sign up for future Authorized Agent webinars, please go to www.imrf.org, under Employers tab and select Workshops & Materials.



Locally funded, financially sound.



Topics of the Day


- **Overview of IMRF Benefits:
Refunds, Disability, Death and Retirement Benefits**
- **Employer Rates and Resources**
- **Legislative Changes**
- **Questions and Answers**



Locally funded, financially sound.



Resources for Authorized Agents

- Employer Access
- Employer Learning Center 
- Workshops
- Authorized Agent Manual



Locally funded, financially sound.



Employer Access Help Link – Accessing through www.imrf.org

The screenshot shows the IMRF website navigation menu with the following categories: MEMBERS, RETIREES, EMPLOYERS, INVESTMENTS, ABOUT IMRF, and PUBLICATIONS AND ARCHIVE. The 'EMPLOYERS' category is selected, displaying two columns of content.

FOR AUTHORIZED AGENTS

- Authorized Agents Manual
- New Authorized Agent Information

EMPLOYERS MUST KNOW

- IMRF Employer Representatives
- Employer Workshops and Materials
- Employer Access Learning Center
- GASB 68 Resources
- Employer Rates
- Reports for Employers
- Considering Participation in IMRF
- Early Retirement Incentive
- Employees with Reciprocal Service
- FMLA
- Appeal Procedures
- IMRF Employer Compliance Review
- Converting Military Service
- Hiring IMRF Retirees - Cautions
- Pay Increases - Know the Costs
- NCPERS Group Life Insurance
- 2024 Employer Rate Webinar
- Employer Cost and Participation


New Authorized Agents

Learn about IMRF procedures and how to administer IMRF in this 2-part online webinar series that prepares new Authorized Agents to perform common IMRF tasks. **Effective January 1, 2024, Illinois pension law** requires all new IMRF Authorized Agents to complete an IMRF-provided training course within three months of appointment. **Register today.**



Locally funded, financially sound.





MARK YOUR CALENDAR 2025

To add a retired IMRF member's health insurance deduction **for the first time**, you need to submit the appropriate enrollment form **signed by the member**. You can do this one of three ways:

- Attach the appropriate signed enrollment form to a secure message in Employer Access. Choose the topic "Deductions."
- Fax it to IMRF at 630-706-4289
- Mail it to IMRF

You must submit the signed form by the submission deadlines listed below.

To change, retroactively adjust, or terminate a retired IMRF member's health insurance deduction, you need to complete an "Insurance & Union Data Collection" in Employer Access prior to the submission deadlines listed below. Please visit the Employer or Partner Learning Center for step by step procedures or instructional video assistance.

For example, we must receive deduction information by the **February 1, 2025**, benefit payment no later than...

UPDATED

Go to imrf.org

Employers: Retiree Insurance and Union Deductions Cut-off Change

Please note the submission cut-off is now April 17, for the May 1 Benefit Payment. The remaining months of 2025 have also changed.

[LEARN MORE AND VIEW THE NEW SCHEDULE](#)

Pop Up messages
On Employer
Access Learning
Center link



Locally funded, financially sound.



Malcolm Baldrige
National Quality Award
2019 Award Recipient



IMRF Benefits Overview

- Refunds
- Disability
- Death
- Retirement Plans



Locally funded, financially sound.



Refunds

- Separate employment with all IMRF employers
- Employers submit termination data collection
- Members submit application for refund on Member Portal



Member contributions only
IRS taxes
Rollovers



Locally funded, financially sound.



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
- 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 and earnings

Total and Permanent

- IMRF evaluates for eligibility



Locally funded, financially sound.



Disability Protocol

Secure Disability Checklist from Employer Access Learning Center

Data Collections for Employer – Complete when member will be off for more than 30 days

- Employer Disability Certification**
- Return to work data collection when employee returns to work along with physician release.**

Member required documentation through member portal or mail:

- Member Disability Application**
- Physician Certification**
- Copy of Member Birth Certificate required**



Locally funded, financially sound.

IMRF Employer Checklist

Disability Checklist

DO NOT submit this checklist to IMRF—for employer's use only.

Use this checklist as a reference only or place a copy in the member's file. The completed checklist then provides documentation of the disability application process and should **not** be submitted to IMRF.

To avoid possible loss of benefits...
Application for disability benefits must be made to IMRF no later than six months from the date of disability (this date refers to the date assigned by the doctor certifying the employee's disability).

Disability Checklist

- Date member last worked (does not include sick or vacation time) _____
- Date member last paid (not the date of the member's last paycheck, but the last day for which the member will receive wages or compensation, including sick and vacation time) _____

Member signs into Member Access for the following forms:

- Attending Physician's Statement—Temporary Disability Claim
- Member's Application for IMRF Disability Benefits

Member applies for disability through Member Access

- Member completes and submits the Member's Application for IMRF Disability Benefits form

Employer signs into Employer Access:

- Employer creates the Employer Disability Certification Data Collection

Other issues, if applicable:

- Health Insurance Continuation vs. COBRA, see IMRF Manual for Authorized Agents
- If workers' compensation is supplemented, check reporting rules by calling Employer Services at 1-800-728-7971
- Workers' compensation and/or Social Security offsets
- If disability will last longer than five months, advise member to apply for Social Security disability. Phone Number: 1-800-772-1213
- Consider retirement benefits vs. disability options if eligible

Employer should complete and file with IMRF at the end of disability:

- Create a Disability Return to Work Data Collection in Employer Access
- Submit physician release



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 or call 800-728-7971



IMRF Employer Checklist

Death Benefit Checklist

DO NOT submit this checklist to IMRF—for employer's use only.

Use this checklist as a reference only or place a copy in the member's file. The completed checklist then provides documentation of the death benefit application process and should not be submitted to IMRF.

IMRF Employer Representatives are available for the spouse of deceased participating members to call to discuss benefits.

To avoid possible delay of benefits...
The Employer must:

- Create a Termination Information Data Collection in Employer Access
- Report the member's final earnings

Death Benefit Checklist:

If the member was actively participating in IMRF or receiving an IMRF disability benefit at the time of death:

- Create a Termination Information Data Collection in Employer Access
- Advise survivors to contact IMRF at 1-800-ASK-IMRF (1-800-275-4673)

If the member was receiving an IMRF pension:

- Advise survivors to contact IMRF at 1-800-ASK-IMRF (1-800-275-4673)

Death Benefit Checklist:

- For Health Insurance Continuation vs. COBRA information, see the Manual for Authorized Agents
- Contact other public Illinois Pension Systems under the Reciprocal Act
- Notify member's Deferred Compensation carrier (if applicable)



Locally funded, financially sound.



\$3,000

**Surviving Spouse
Pension**



50%

of your benefit payment



66 2/3%

of your benefit payment



Locally funded, financially sound.



2019 Award Recipient



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.



2019 Award Recipient



IMRF Pension Benefits

- Pension Calculation
- Tier 1 and Tier 2



Locally funded, financially sound.



2019 Award Recipient



Regular Plan Benefits



AGE	REDUCTION	YEARS OF SERVICE
60	0%	35
59	3%	34
58	6%	33
57	9%	32
56	12%	31
55	15%	30

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



AGE	REDUCTION	YEARS OF SERVICE
67	0%	35
66	6%	34
65	12%	33
64	18%	32
63	24%	31
62	30%	30

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

Maximum benefit of 80% with 32 years

48 month Final Rate of Earnings



Locally funded, financially sound.



Malcolm Baldrige
National Quality Award

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

Age 50 (earliest age)

96 month Final Rate of Earnings



Locally funded, financially sound.



2019 Award Recipient



What is IMRF Pension Amount Based On?



**Final Rate
of Earnings (FRE)**



**Years & Months
of Service**



**Age at
Retirement**



Locally funded, financially sound.





Final Rate of Earnings



VS

Average of member's highest consecutive
***48 months**

Average of member's highest consecutive
***96 months**

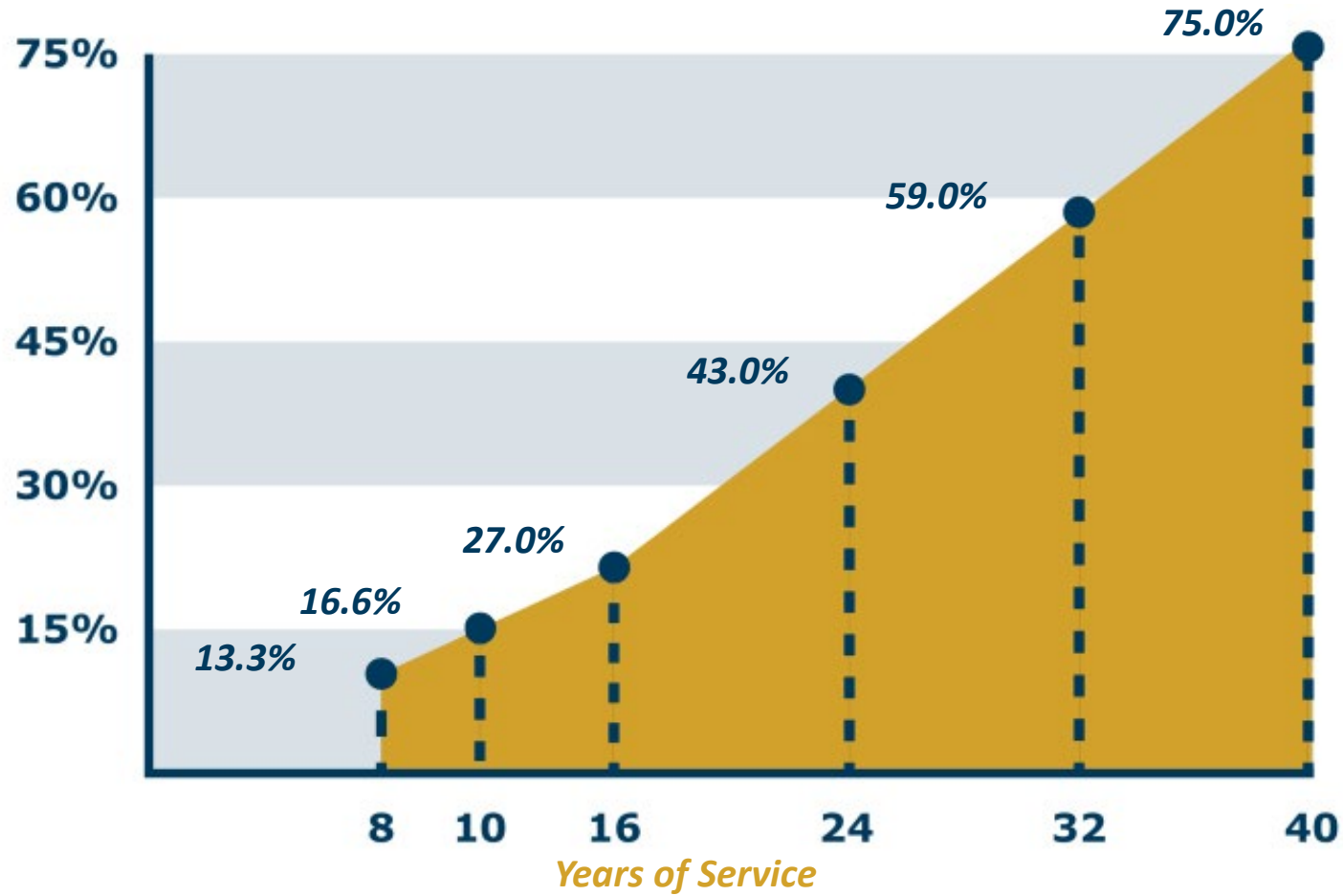
*** Over the last 10 years of earnings*



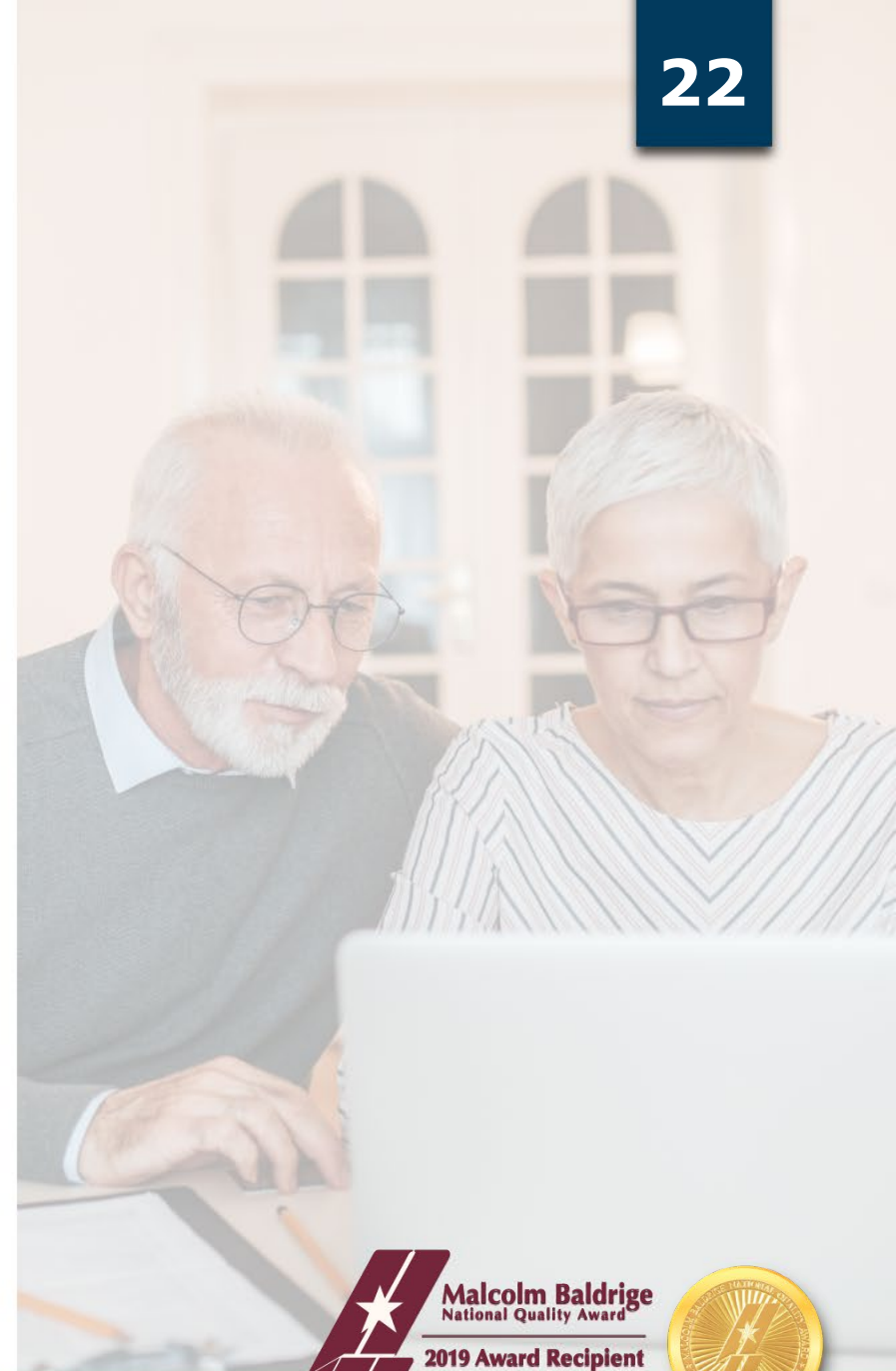
Locally funded, financially sound.



Service and FRE % Comparison



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 month
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.



Maximum Pension Payments

REG 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 (not automatic)
- VA contributions stop with this election
- Freeze final rate of earnings
- Disability and death benefits continue



Locally funded, financially sound.



Pension Increases



3% increase each January

Based on original pension

First year prorated

Lesser of 3% or ½ of CPI URBAN

2025 increase will be 1.20%

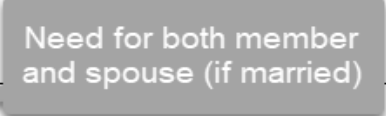




Locally funded, financially sound.



Member filing for Retirement ...

After application is filed (online or mail)

Document	Is this document required?
<i>Application for Direct Deposit</i>	YES 
Birth Certificate	YES 
<i>Designation of Beneficiary</i>	YES  <p>You will need to send a new <i>Designation of Beneficiary</i> form to IMRF. IMRF death benefits change once you retire.</p> <p>Visit www.imrf.org for details about IMRF death benefits.</p>
Form W-4P, <i>Withholding Certificate for Pension or Annuity Payments</i>	Required if you have specific tax withholding instructions you want us to follow. If you do not send us a completed form W-4P, we will apply default tax withholding instructions.
Marriage or Civil Union Certificate	Required if you are married.
Judgment of Dissolution of Marriage/Civil Union (Divorce Decree)	Required if you are divorced. <i>(First page and Judge's signature page only)</i>



Locally funded, financially sound.



2019 Award Recipient



★ Resource Tip and Tools

27

MEMBERS

1

RETIREES

EMPLOYERS

INVESTMENTS

ABOUT IMRF

PUBLICATIONS AND ARCHIVE

Member Workshops and Materials

2

for Active IMRF Members



Pre-Retirement Workshop Webinar

Plan Your Retirement

IMRF's Pre-Retirement Workshops are intended for members within five years of retirement. We will address the steps you must take before and during the IMRF retirement application process.

The Pre-Retirement Workshop webinar is now offered online, on-demand on the IMRF website. You can view this recently recorded webinar at any time, when it is convenient for you.

[View Tier 1 Pre-Retirement Workshop Webinar](#)

[View Tier 2 Pre-Retirement Workshop Webinar](#)

Excellent Resource for Members



Locally funded, financially sound.



Malcolm Baldrige
National Quality Award

2019 Award Recipient



Additional Pension Related Benefits

- Special Needs Annuity
- Voluntary Additional Pension (from VAC)
- Optional Pension – Tier 1
- Spousal Refund
- 13th Benefit Payment
- IMRF ERI



Locally funded, financially sound.



2019 Award Recipient



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



Locally funded, financially sound.



2019 Award Recipient



Voluntary Additional Contributions (VAC) Plan

Optional Contributions

10% max-IMRF reportable earnings after tax
Currently earn an interest rate of 7.25%

Based on IMRF wages, do not deduct:

From SLEP Tier 2 overtime

Tier 2 cap \$127,283.01 effective 1/2025



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



SALARY CONTRIBUTION
1%

Total Benefit

\$521,044

or

\$3,868 monthly*

Interest

\$418,625

Her Contributions

\$102,418

*Gross for life with increases according to your Tier



SALARY CONTRIBUTION
5%



Locally funded, financially sound.



Supplemental Pension Payment

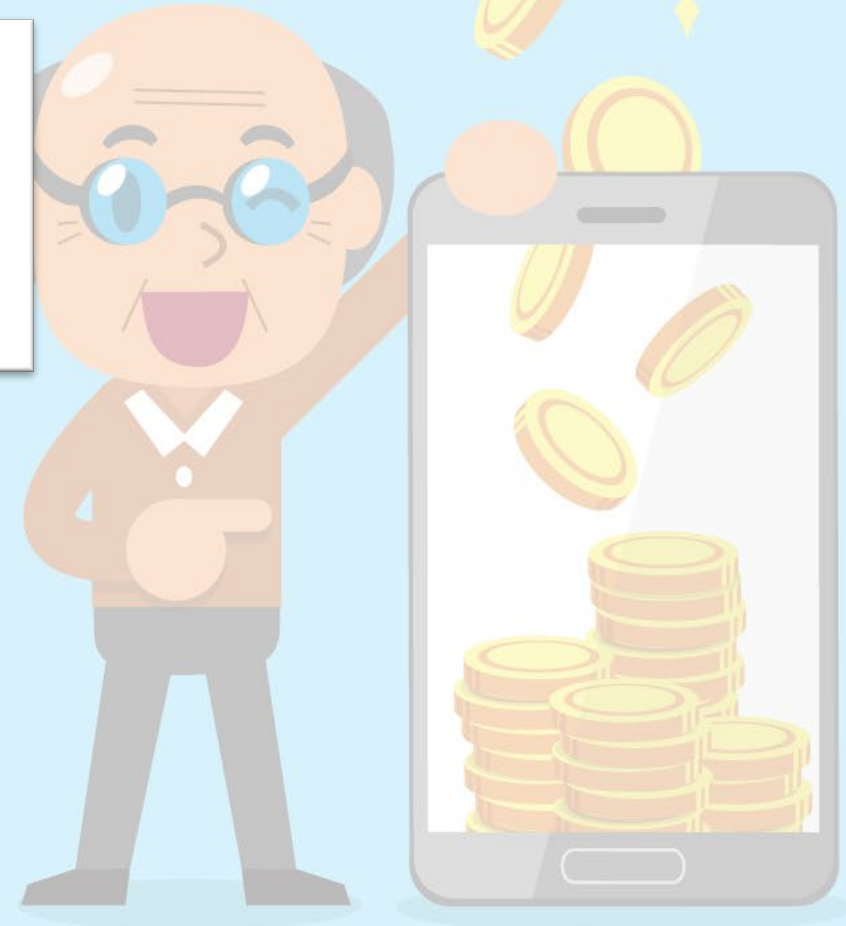


Eligibility

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

Amount

- Varies each year
- July 2024 amount 25.00%.



Locally funded, financially sound.



Early Retirement Incentive (ERI)

■ Employee eligibility

Tier 1: Age 50 and 20 years with IMRF

Tier 2: Age 57 and 20 years with IMRF

■ Cost study required

Contact your Employer Representative



Locally funded, financially sound.



Employer Rates

- Reserve Accounts
- Pension Dollar>Returns
- Components of Employer Rates
- Annual Documentation



Locally funded, financially sound.



2019 Award Recipient



Employer Reserve Account

EACH EMPLOYER
HAS ITS OWN
RESERVE ACCOUNT

Your employer pays for the retirement benefits of only its employees.

How your employer reserve account works.

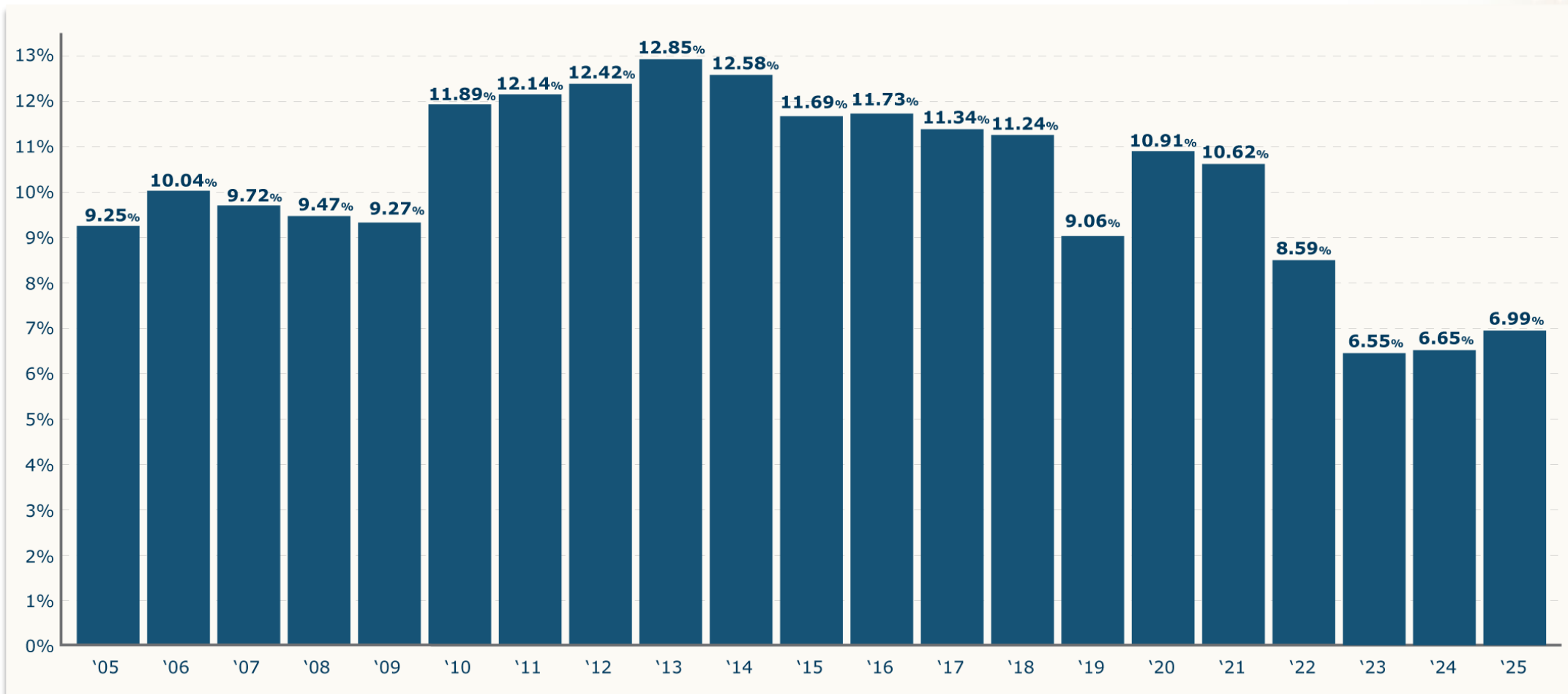
- Credited with contributions made by your employer.
- Credited investment gain or loss made on contributions.
- Debited retirement costs of your employees.



Locally funded, financially sound.



Average Regular Plan Employer Contribution Rates



Locally funded, financially sound.



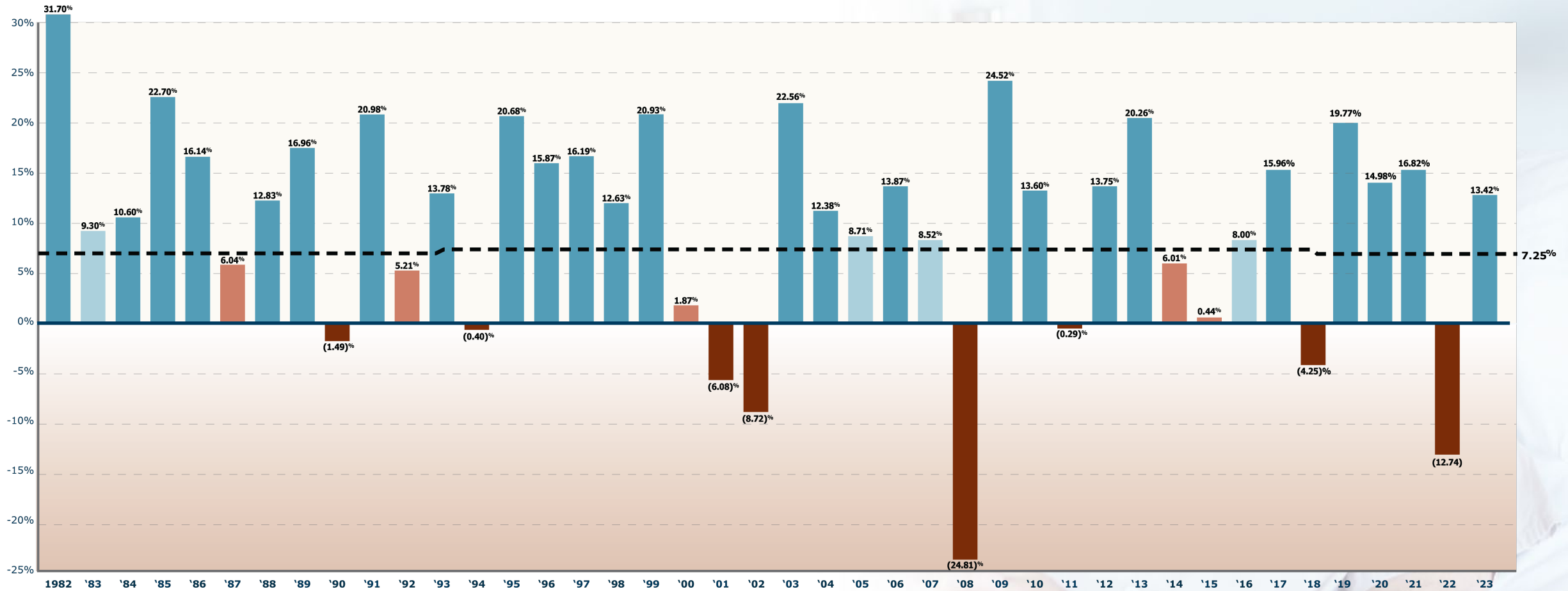
2024 IMRF Pension Dollar



Locally funded, financially sound.



Gross Investment Returns: Strong But Volatile



IMRF's Assumed Rate of Return 	Years IMRF did not meet its Assumed Rate of Return 8 Negative returns 5 Positive returns that fell short of goal	Years IMRF exceeded its Assumed Rate of Return 4 Positive returns that met goal but did not exceed 10% 24 Positive returns that met goal and exceeded 10%
--	---	--



Locally funded, financially sound.



Reserve Accounts and Funded Status

Employer Reserve serves as a “balancing account”

100%
FUNDED STATUS

MEMBER RESERVE

Variable
FUNDED STATUS

EMPLOYER RESERVE

100%
FUNDED STATUS

ANNUITANT RESERVE

7.25%

Member Reserve and **Annuitant Reserve** accounts must be kept at 100% funded status. IMRF credits these accounts 7.25% yearly.

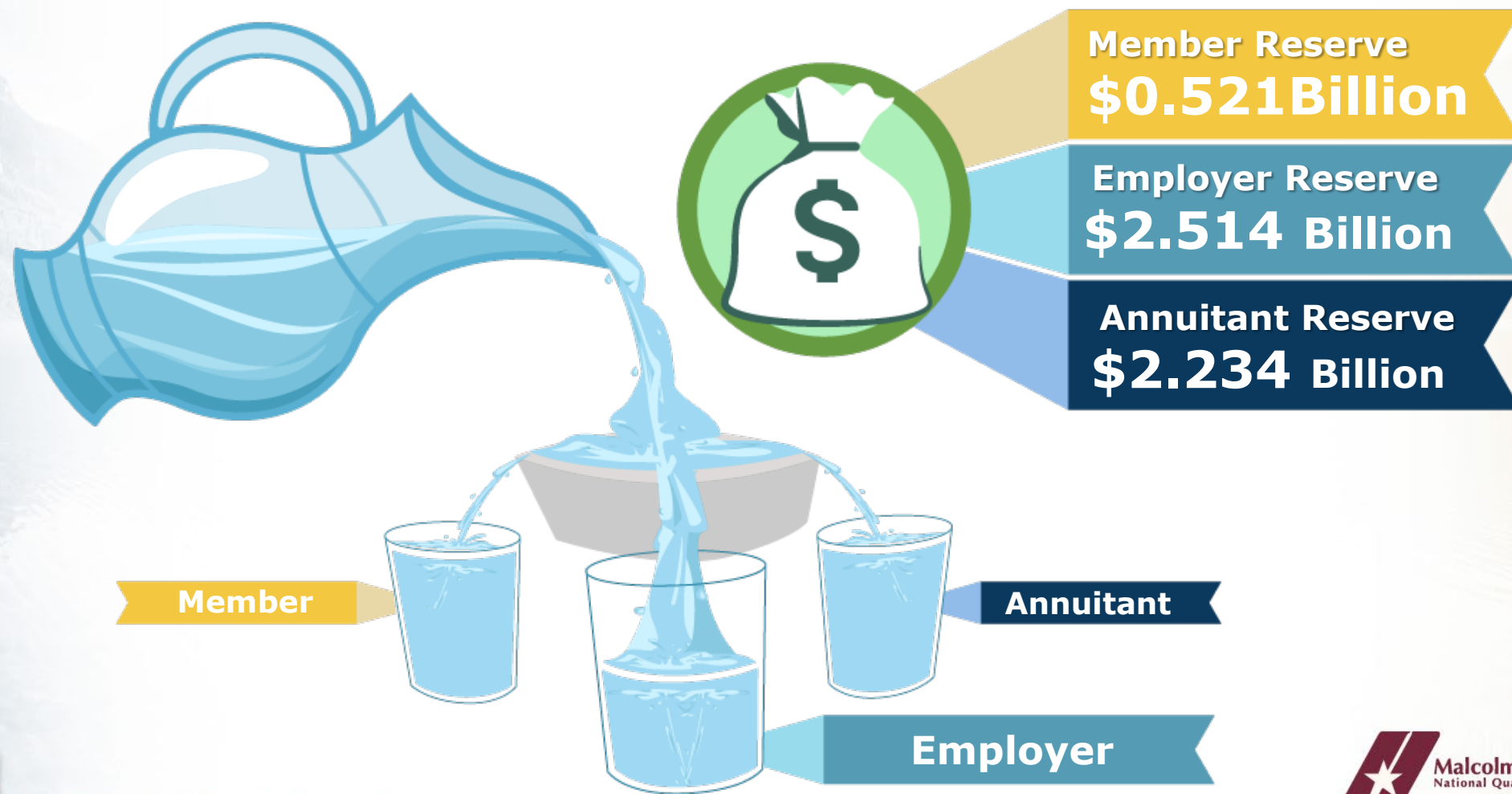
7.25%



Locally funded, financially sound.



Actuarial Funded 10 Year Trend



Locally funded, financially sound.



Malcolm Baldrige
National Quality Award
2019 Award Recipient



Methodology for Distributing Costs



Locally funded, financially sound.



How is your employer's rate calculated?

1

IMRF provides demographic and financial data as of year-end to IMRF's actuaries.

2

Actuaries apply assumptions to the demographic and financial data.

3

The actuaries then produce an actuarial valuation for IMRF.

4

Actuaries rely on the valuation to set contribution rates for each employer.



Locally funded, financially sound.



Five Parts of the Employer Rate

Each part is calculated separately and used for specific purposes designated by state law.

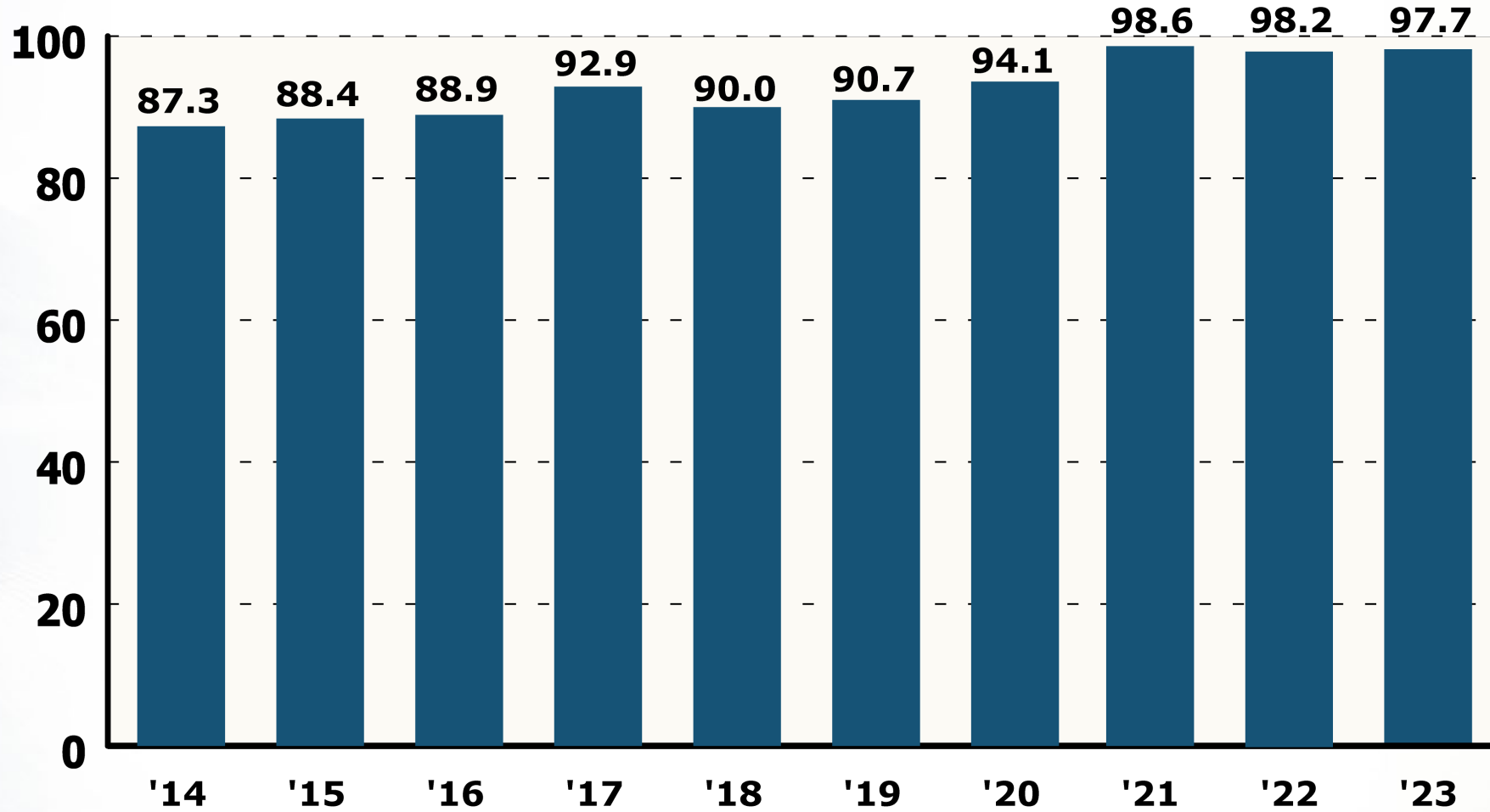
- Normal Retirement Contributions
- Disability Benefit Contributions
- Death Benefit Contributions
- Supplemental Retirement Contributions (“13th” Payment)
- Unfunded Liability Contributions



Locally funded, financially sound.



Actuarial Funded 10 Year Trend



Locally funded, financially sound.



Annual Documentation



Locally funded, financially sound.



2019 Award Recipient



Annual Documentation

There are two main purposes for our documentation



Projects your future costs

Employer Reserve Statement
Rate Notices- Partner Portal (To Be Finalized)



Financial reporting

GASB Statements & Reporting (Look for in Spring)
SOC-1 Type 2 Report



Locally funded, financially sound.



How to locate Employer Rate

CONTACT METHODS INDICATORS RESERVES **CONTRIBUTIONS**

Contribution Rates

2025

Filter by Plan (REG, SLEP or ECO)

Year	Effective Date	Pension Plan	Rate Type	Contribution Rate
2025	01-01-2025	REG	Employer retirement normal contribution	4.94%
2025	01-01-2025	REG	Employer retirement funding adjustment contribution	1.75%
		REG	Employer death contribution	0.12%
2025	01-01-2025	REG	Employer disability contribution	0.04%
2025	01-01-2025	REG	Employer supplemental benefit payment contribution	0.62%
Total				7.47%

Partner Information



Locally funded, financially sound.



Employer Rate 2025 Meetings/Webinar

MEMBERS

RETIREES

EMPLOYERS

INVESTMENTS

ABOUT IMRF

PUBLICATIONS AND ARCHIVE

2025 Employer Rate Meetings



MARCH 12, 2025

IMRF will host four in-person Employer Rate Workshops and one online Employer Rate Webinar this year.

- **In-Person: Wednesday, May 14** from 10-11 AM at **Arrowhead Golf Club** in Wheaton
- **In-Person: Wednesday, May 14** from 2-3 PM at **Hilton Chicago/Northbrook**
- **Online Webinar: Thursday, May 15** from 10-11 AM
- **In-Person: Thursday, May 15** from 2-3 PM at **Hilton Garden Inn Chicago/Tinley Park**
- **In-Person: Friday, May 16** from 10-11 AM at the **Express Personnel Building** in Springfield

Click on your preferred workshop/webinar date to register today!

The Employer Rate Meetings will review the impact of year-end financial and actuarial data on IMRF, and the data's estimated impact on individual employers. IMRF Executive Director Brian Collins and Chief Financial Officer Mark Nannini will conduct the meetings.

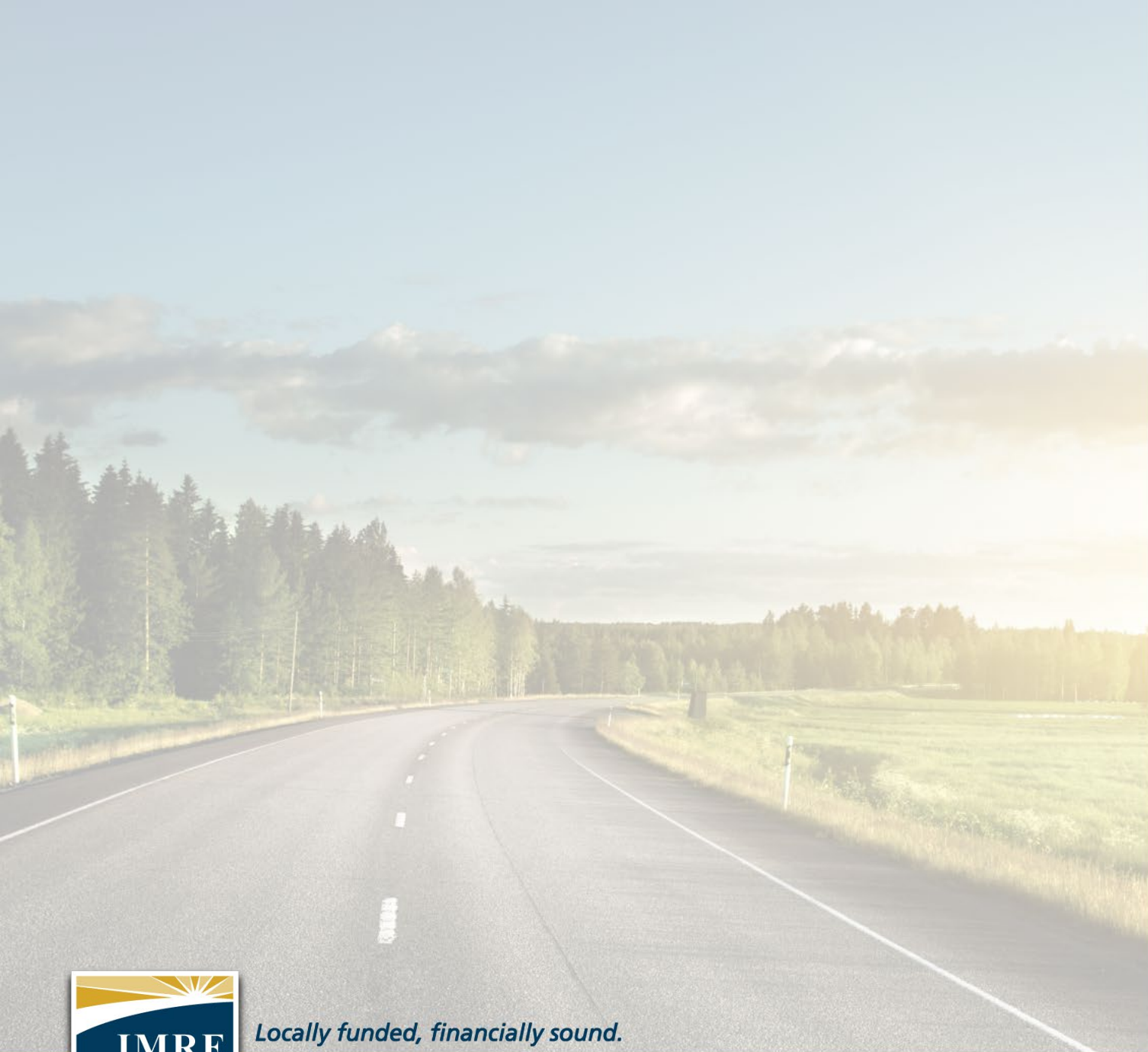
Quick Links

[Employer Rates](#)



Locally funded, financially sound.





Legislative Changes



Locally funded, financially sound.



Malcolm Baldrige
National Quality Award

2019 Award Recipient



Where to Find Legislative Information


[MEMBER LOGIN](#)
[EMPLOYER LOGIN](#)

Locally funded, financially sound.

MEMBERS		RETIREES		EMPLOYERS		INVESTMENTS		ABOUT IMRF 1		PUBLICATIONS AND ARCHIVE	
ABOUT IMRF						FIND US OR CONTACT US					
<ul style="list-style-type: none"> General Information IMRF Workshops Transparency Portal Media Room IMRF News 				<ul style="list-style-type: none"> Board of Trustees Strategic Plan Illinois Pension Legislation 2 Board Resolutions Employment at IMRF Procurement 		<ul style="list-style-type: none"> Contact Us Senior Leadership Team 				<ul style="list-style-type: none"> Oak Brook Office Springfield Office 	
ILLINOIS PENSION LEGISLATION						LEGISLATION RESOURCES 3					
<p>The Illinois Pension Code determines how IMRF operates and administers IMRF benefit plans. IMRF serves its members and employers as a source of information about legislation that affects the pension code and serves as an advocate to represent the interests of members and employers to state lawmakers.</p>						<ul style="list-style-type: none"> Illinois Legislative Information Illinois Pension and Insurance Code 103rd General Assembly Bills Introduced in 2023 Laws Recently Passed 					



Locally funded, financially sound.



USE CAUTION WHEN REHIRING IMRF RETIREES

Returning to work may affect pension benefits of IMRF Retirees

- You must call IMRF at 1-800-728-7971 if you hire or re-hire an IMRF retiree!
- Potential employer liability
- Retiree must call IMRF too!
- If retiree does not qualify for IMRF, don't deduct IMRF contributions



Locally funded, financially sound.



★ Resource Tip and Tools

[MEMBERS](#) | [RETIREES](#) | [EMPLOYERS](#) | [INVESTMENTS](#) | [ABOUT IMRF](#) | [PUBLICATIONS AND ARCHIVE](#)

2025 Employer Newsletters

for IMRF Employers

IMRF's **Employer Digest** is emailed to all employers with an active Employer Access account. This e-newsletter includes news and links to best inform employers and help them administer IMRF.

Editions are displayed for the current year only.

IMRF Employer Digest 03/2025 - #3

- Identifying Members with Missing Termination Information
- Correcting Missing Contributions & Enrollment Information
- IMRF Financial Update Video
- Mark Your Calendar for Employer Rate Meetings
- IMRF Board of Trustees News
- February Board Meeting Highlights
- Evaluate Positions Yearly for IMRF Participation
- Authorized Agent Webinars
- Employer Access Learning Center

IMRF Employer Digest 02/2025 - #2

- Please Complete Employer Survey by Feb 19
- Cautions on Hiring IMRF Retirees
- Authorized Agent Webinars
- Employer Access Learning Center

Quick Links

- 2024 Employer Newsletters
- 2023 Employer Newsletters
- 2022 Employer Newsletters
- 2021 Employer Newsletters
- 2020 Employer Newsletters
- 2019 Employer Newsletters
- 2018 Employer Newsletters
- 2017 Employer Newsletters
- 2016 Employer Newsletters
- 2015 Employer Newsletters
- 2014 Employer Newsletters
- 2013 Employer Newsletters



Locally funded, financially sound.



How to download this presentation

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

www.imrf.org

MY ACCOUNT MEMBERS RETIREES EMPLOYERS INVESTMENTS ABOUT IMRF FORMS AND PUBLICA

EMPLOYER PROCEDURES

- Authorized Agents Manual
- Employer Tasks and Forms
- Employer Support Videos
- Employer Workshops and Materials

EMPLOYERS MUST KNOW

- Your Employer Access Account
- GASB 68 Resources
- Employer Rates
- Reports for Employers
- Converting Military S
- Hiring IMRF Retirees
- Accelerated Payments
- Payments to Retiring

IMPORTANT NOTE: By law, all new Authorized Agents must attend Authorized Agent training within three months of appointment.

Authorized Agent Webinar Additional Info

for IMRF Employers

Thank you for attending the Authorized Agent Webinar. This page will help you find more in-depth information about topics covered in the webinar here on IMRF.org.

Please feel free to download the presentation and click the links highlighted inside it.

with links to IMRF.org

Authorized Agent Workshop Webinar

FOR MORE INFO

Click here.

[Download Presentation Part 1: Intro, Enrollment, Wage Reporting, & Termination](#)

[Download Presentation Part 2: Benefits, Employer Rates, & Legislation](#)



Locally funded, financially sound.



What We've Covered Today:

- Overview of IMRF Benefits
(Refunds, Disability, Death and Retirement Benefits)
- Employer Rates and Resources
- Proposed Legislation
- Questions and Answers



Locally funded, financially sound.



Questions and Answers

Please contact our Employer
Support Team at

1-800-728-7971

or submit a secure message.



Locally funded, financially sound.



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.

