



Your Road to Retirement

Navigating the Retirement Process

for SLEP Plan Tier 1 and Tier 2 Members

Presented by _____

Morgan Johnson

Agenda

- **Your Retirement Benefits**
- **Before You Retire**
- **After You Retire**
- **IMRF Online Resources**



Your Retirement Benefits



IMRF Pension Dollar

The IMRF Pension Dollar
Pensions are a shared responsibility.

Every dollar paid to IMRF retirees comes from three sources:

68¢

IMRF Investment
Earnings

21¢

IMRF
Employers

11¢

IMRF
Members

Enrollment in IMRF

- Enrollment is based on number of hours expected to be worked during a 12-month period.
- Each employer has a specific hourly standard.

600
HOUR STANDARD

or

1,000
HOUR STANDARD

Retirement Benefits



*Member participation began
prior to January 1, 2011*

or



*Member participation began
on or after January 1, 2011*



SLEP Benefits



Eligibility

20 years service
Age 50

No age reduction

Eligibility

10 years service
Age 50 (earliest age)
Age 55 (unreduced)

Reduction if under age 55

0.5% per month
Reduction is permanent



Earn Service Credit through Reciprocity



Have you worked for an employer with another Illinois pension system?

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



How Reciprocity Works



**Minimum of one
year service per
system.**

*Exception for teaching
assistants exists*

**Each system
applies its own
formula and
pays its
prorated share.**

**Combined
service meets
vesting of all
systems.**

**Request pension
estimates from
last system.**

**Submit
application with
each system.**

Service Credit

What's included in the pension calculation?



- **Working for an IMRF employer**
 - full-time
 - reciprocal service
 - part-time
- **Being on IMRF disability**
- **Seasonal position**
- **Purchasing service credit**
- **Unused/unpaid sick time converted to service credit**

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



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
- Cannot be used to vest

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



IMRF Pension Amounts Are Based On...

Your Final Rate of Earnings (FRE)



Your Age at Retirement



Your Total Years of Service Credit



FRE

Final Rate of Earning



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



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

** Over the last 10 years of earnings



Service Determines How Much of Your FRE is Replaced

SLEP Plan Equation

**FOR
EACH YEAR
2.5%**

=

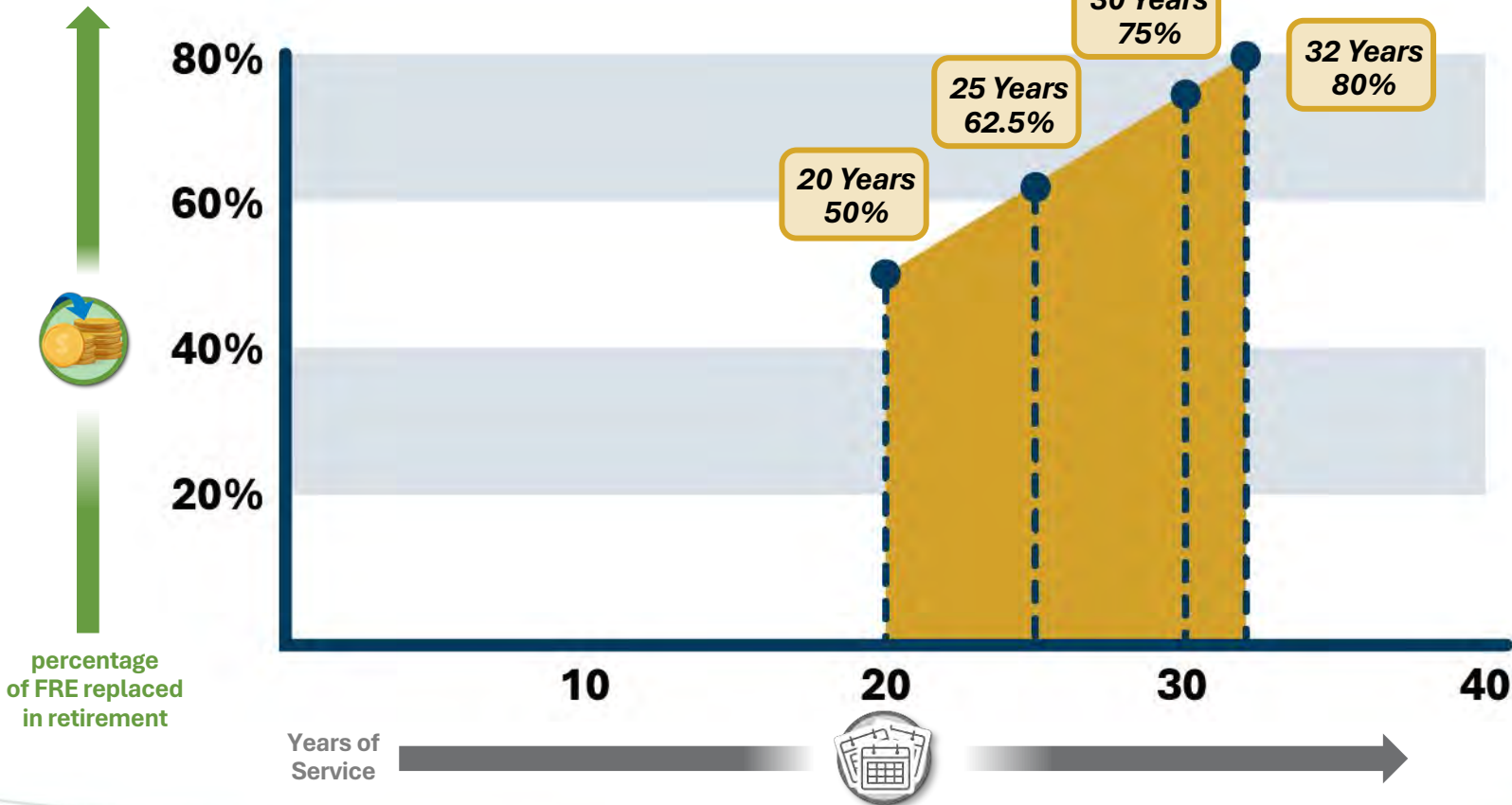
**%
OF YOUR
FRE REPLACED**

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



Service Determines How Much of Your FRE is Replaced

SLEP Plan Equation



Members vest at 20 years.

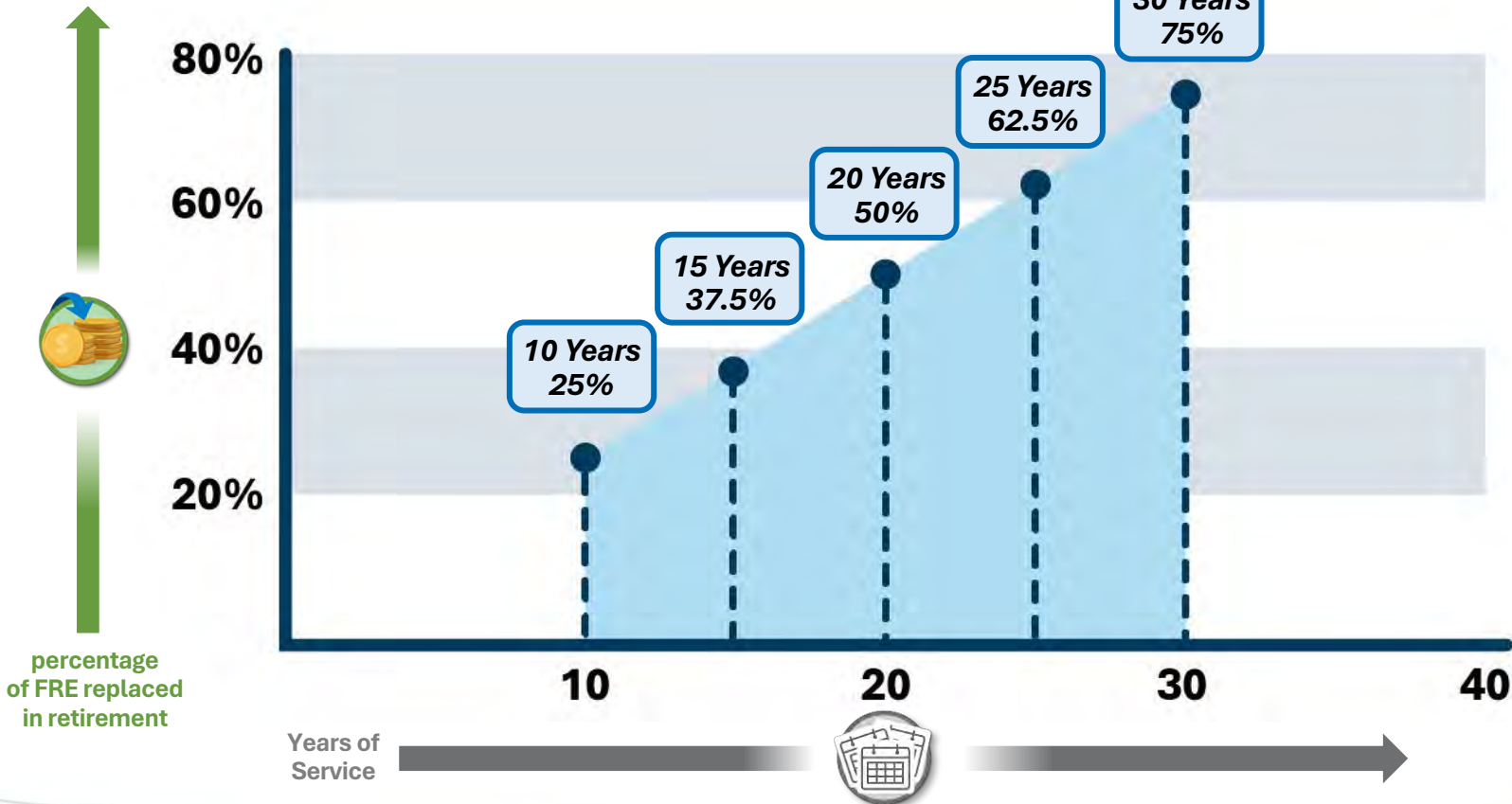
The relationship between years of service and FRE are the same for both Tier 1 and Tier 2





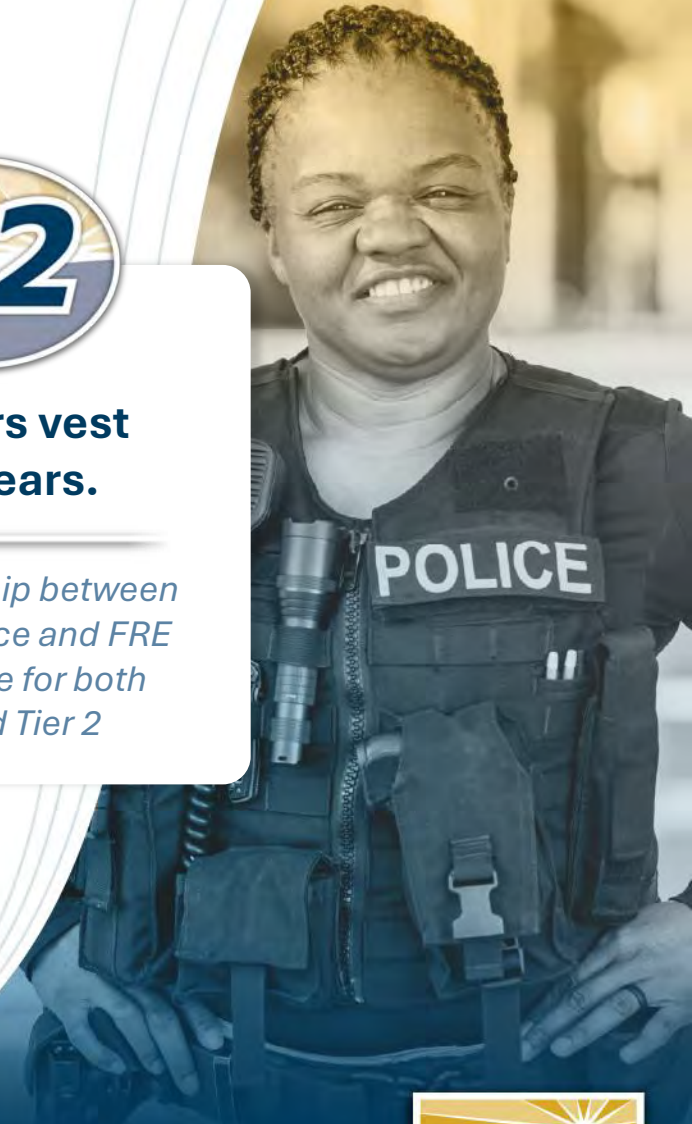
Service Determines How Much of Your FRE is Replaced

SLEP Plan Equation



Members vest at 10 years.

The relationship between years of service and FRE are the same for both Tier 1 and Tier 2



Before You Retire



Applying for Your Pension

- **Submit Pension Application**
 - 30 days in advance of your termination
 - Application for IMRF Pension, Application for Direct Deposit, W-4P Tax Withholding & Designation of Beneficiary
- **Apply Online or Paper**
- **Require a Copy of Your:**
 - Birth Certificate
 - Marriage Certificate/Civil Union Certificate or
 - Divorce Decree
 - Optional: Spouse Birth Certificate



After You Retire

- **Pension is effective on 1st of the month following termination date**
- **1st Payment is typically issued:**
8 weeks following pension effective date
- **Thereafter – payment is deposited on 1st of the month**
- **An estimated pension is paid to members until IMRF receives final wages from employer**



Retirement Options

When you retire, you may need to make the following elections...

If you are under age 62 when you retire...

Under Age 62: Optional Pension

If you have no spouse when you retire...

Surviving Spouse Refund

If you have participated in the VAC program...

Voluntary Additional Contributions



If you are under age 62 when you retire...

Optional Pension

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

\$2,176
UNTIL AGE 62

\$1,535
AFTER AGE 62

or

\$1,601
STANDARD

If you have no spouse when you retire...

Surviving Spouse Refund



**Supplementary Lifetime
monthly Annuity Payments**

or



Lump Sum Payment

- Minus federal taxes
- You can rollover lump sum to a qualified retirement account



If you have participated in the VAC program ...

Voluntary Additional Options



Supplementary Lifetime monthly Annuity Payments

- requires a minimum of \$4,500 balance at retirement

or



Lump Sum Payment

- there will be a tax liability on the “taxable” portion unless that portion is rolled over

Health Insurance Continuation

- Ask your employer about your options
- There are state and federal laws in place to help you bridge the gap between working and retirement



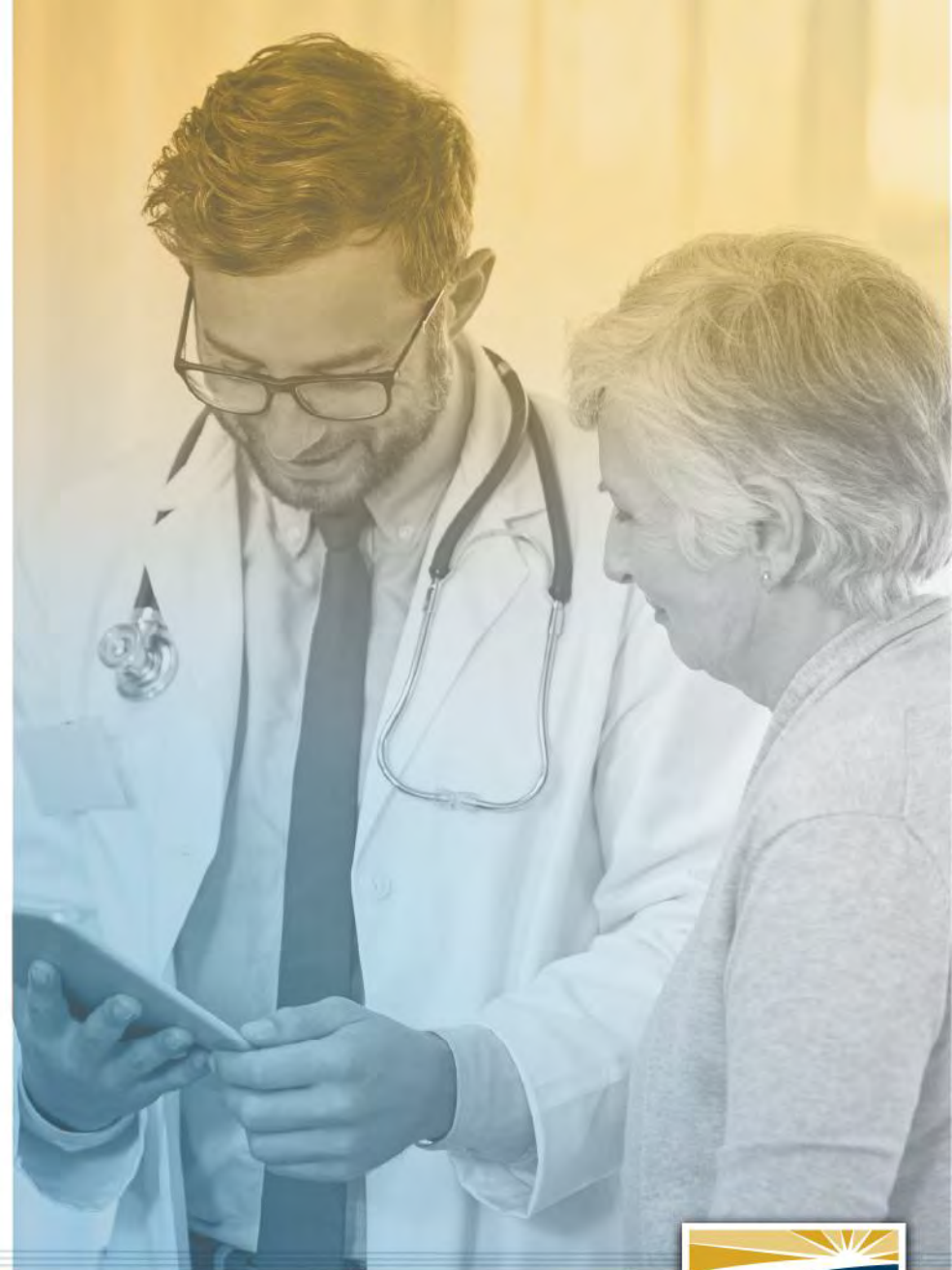
DRL administers of voluntary medical, prescription drug, dental, vision and long term care plans available to IMRF retirees

Health Insurance

1-800-564-7227



- **IMRF does not offer health insurance**
- If you continue under your employer's health insurance, or you partake in any Doyle Rowe coverage, we can make those insurance deductions from your IMRF pension



Life Insurance Continuation

- Ask your employer about your options
- There are state and federal laws in place to help you bridge the gap between working and retirement



*National Conference on Public
Employee Retirement Systems*

Life Insurance

1-800-525-8056



- **IMRF does not offer life insurance**
- This plan must be adopted by your employer, it will not be available to all IMRF members
- You can only sign up for NCPERS Life Insurance as a member, you can continue it as a retiree



After You Retire





3%

Increase each January

- Based on original pension
- First year prorated
- Starts immediately

Pension Increases

Cost of Living
Adjustments

COLA



**Lesser of 3% or
1/2 of increase of CPI URBAN**

Increase each January

- Based on original pension
- 2026 increase is 1.500%
- Starts after age 67 or after 12 pension payments



13th Payment

What is it?

A Supplemental Pension payment funded by your employer's contributions.

How much will it be?

A percentage base on your June Payment.

In 2025 was 26.113%.

When will you get it?

It will be included with your July pension check every year.

Eligibility begins after you've received your 12th pension payment

Taxes & Social Security

Your pension is subject to Federal Tax

- Questions about how to fill out the W4P tax withholding form must be answered by your financial advisor
- IMRF cannot offer tax advice

Illinois does not currently tax pensions

- Other notable state that also do not tax pension income are Florida, Tennessee, Texas, and Nevada

Moving to another state?

- Subject to tax in your state

No reduction in Social Security or IMRF

- Section 218 agreement



Considering Working After Retirement?

Separation of Service Requirement

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

- Stop working for any IMRF employer in any capacity
- No pre-arrangement to return to work with any IMRF employer
- Must wait at least 60 days after your pension effective date



Considering Working After Retirement?

Don't rely on information from someone else. **Call IMRF directly.**

- You should contact IMRF before you return to work
- Restricted to number of hours permitted to work within a year

If you violate these rules, you will be required to repay any pension payments received.





Surviving Spouse Pension



50%

of your benefit

- Eligible for COLA increases each year
- Eligible for 13th payment each year

66 & 2/3%

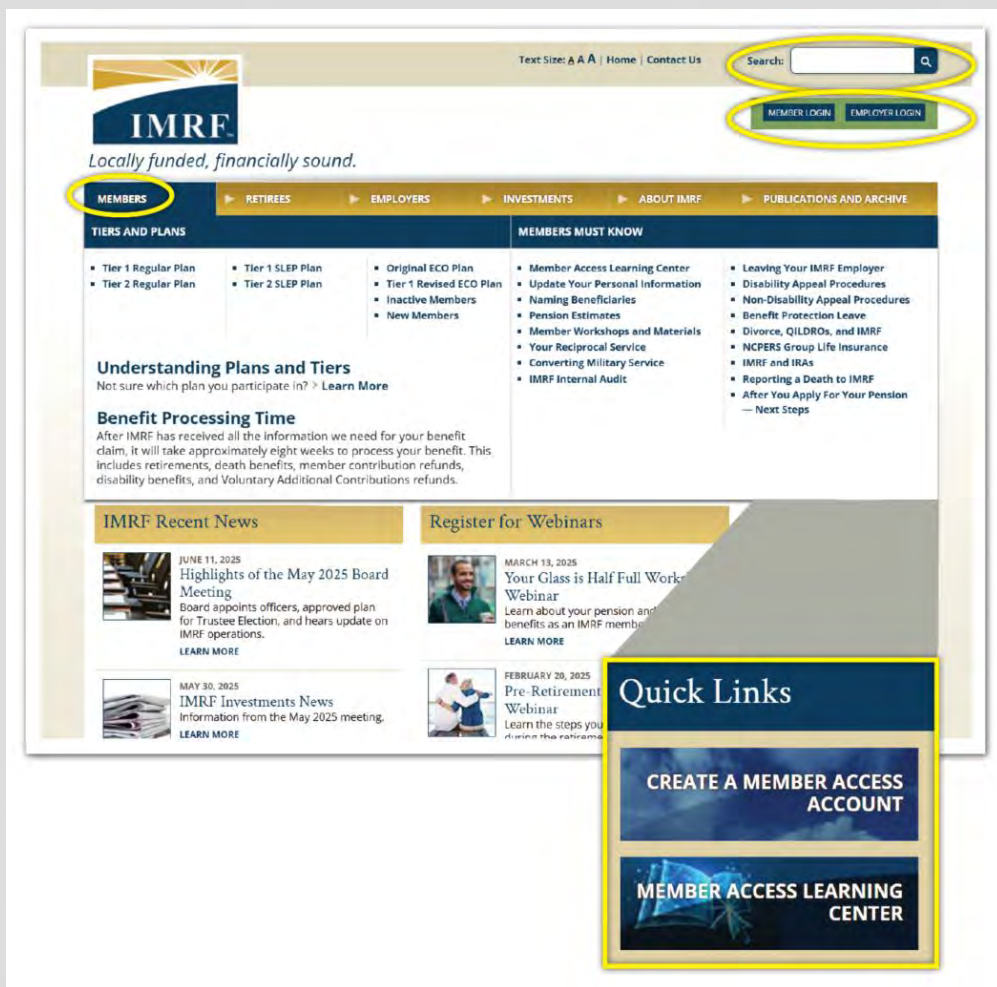
of your benefit

- Eligible for COLA increases each year
- Eligible for 13th payment each year

IMRF Online Resources



Navigating Our Online Resources



www.imrf.org is a great place to start. It's filled with helpful links and information for Members

- Login to **Member Access**
- The Members tab has information about pension calculations, converting reciprocal service, disability benefits, and more.
- Create a **Member Access** Account
- Member Access Learning Center

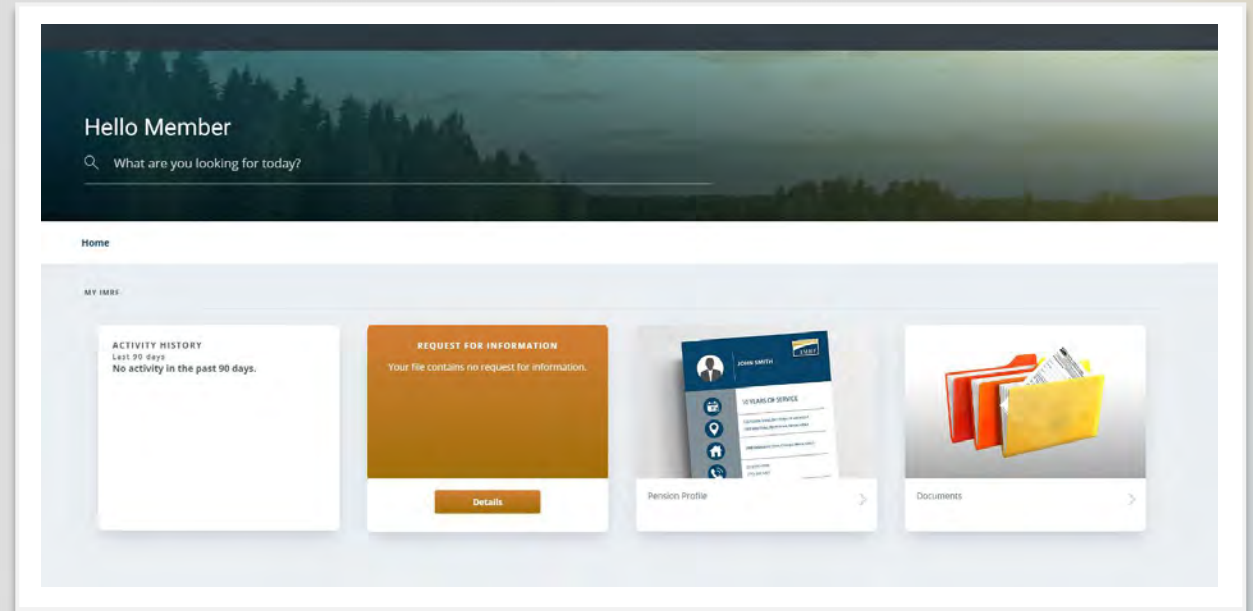
Getting Started



- You must have a personal email on file with IMRF to register
- Other helpful tips here

A screenshot of the IMRF Member Access sign-in page. The page has a dark grey background with the IMRF logo at the top left. The text reads: 'Sign In' with a 'Need Help?' link. Below that, it says 'Welcome to IMRF Member Access! This website provides the information and tools you need to manage your IMRF benefits. Please enter your user ID and password to access the site. If this is your first time logging in, please use the self-registration link. If you need help logging in, contact IMRF Member Services at 1-800-ASK-IMRF (275-4673)'. There are two input fields: 'User ID:' with a 'Forgot your User ID?' link, and 'Password:' with a 'Forgot your Password?' link. A 'Sign In' button is at the bottom left, and a 'Self-registration' link is at the bottom right, circled in yellow with a green arrow pointing to it.

All Your Personalized Information is in...



- Send IMRF a secure message
- Update your contact information
- Apply for refunds, disability benefits, and retirement
- Track a claim
- Download your annual statement
- Download personalized forms to update your IMRF account
- Choose your notification preferences
- Change or update your beneficiaries



How to Track a Claim Online

- On the main dashboard of your member access account, you will see the recent activity card first, on the top left
- This is referencing any activity IMRF is handling for you behind the scenes
- If we are not processing any claims for you this will be blank. **Your recent logins will not be listed here**

The screenshot displays the 'MY IMRF' dashboard. On the left, the 'ACTIVITY HISTORY' section is highlighted with a yellow border and contains the following information: 'Last 90 days', 'Retirement Initiation', 'In Progress' (with a progress bar), 'Submitted: Aug 10, 2024', and 'Last Update: Aug 10, 2024'. A green arrow points from the 'Request for Information' section to the 'Activity History' section. On the right, the 'REQUEST FOR INFORMATION' section is highlighted with an orange background and contains the text: 'Your file contains a request for information.' and a 'Details' button.



Requests for Your Information

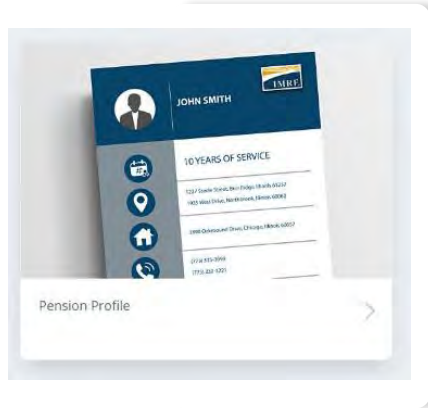
- If we are waiting on documentation from you, it will be listed here as seen in the example
- If we are not processing any claims and don't need information from you this will be blank.

The screenshot displays the 'MY IMRF' dashboard. On the left, under 'ACTIVITY HISTORY Last 90 days', there is a 'Retirement Initiation' entry with an 'In Progress' status bar. Below this, it shows 'Submitted: Aug 10, 2024' and 'Last Update: Aug 10, 2024'. On the right, a prominent orange box with a yellow border contains the text 'REQUEST FOR INFORMATION' and 'Your file contains a request for information.' A green arrow points to this box. At the bottom of this box is a 'Details' button.





Updating your Personal Information



Basic Personal Information

Survivor(s) Information

Authorized Representative

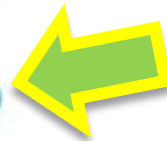
Basic Personal Information

Keeping your personal information up to date is very important. Doing so ensures prompt, accurate and efficient administration of your plan.

Personal Information

Full Name	Prior Last Name
	Not on file
Date of Birth	Gender
January 31, 1996	Female
Marital Status	Member Id
Married	

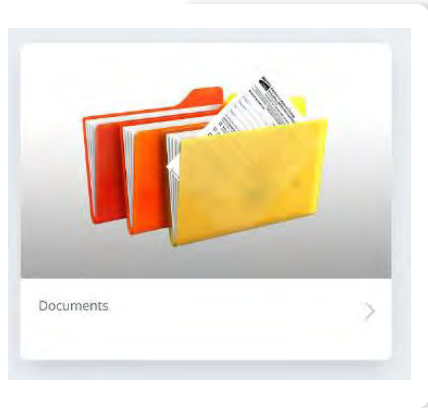
Update



- Beneficiaries
- Address
- Communication preferences



Viewing Your Member Statements



- Your IMRF Member Statements
- Tax documents and more...

Annual Benefit Statements

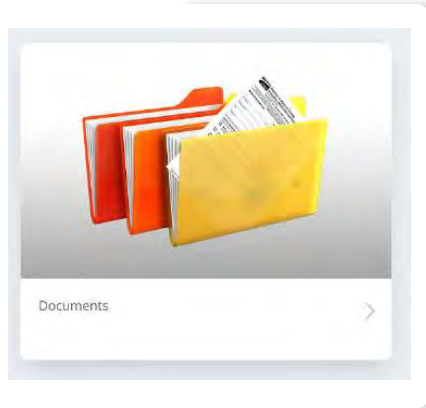
Click on an annual statement to open it.

Period	Name	Posted date
2024	Annual Statement	Feb 22, 2024
2023	Annual Statement	Feb 10, 2023
2022	Annual Statement	Feb 9, 2022
2021	Annual Statement	Feb 11, 2021
2020	Annual Statement	Feb 14, 2020
2019	Annual Statement	Feb 21, 2019
2018	Annual Statement	Feb 16, 2018
2017	Annual Statement	Feb 11, 2017





How to Generate a Document



Annual Benefit Statements

Other Documents

- Create customized documents with your own barcode for easy and accurate processing
- It may take a few minutes to generate the document requested

Other Documents

Refresh

Click on a document to open it.

Name	Type	From	Date
Welcome Letter	Letter	IMRF	Dec 23, 2025

Documents 1 to 1 of 1

Unable to view your document?

Produce a document

Select the document you need and click **Produce**. The document will be generated from the information in your record.

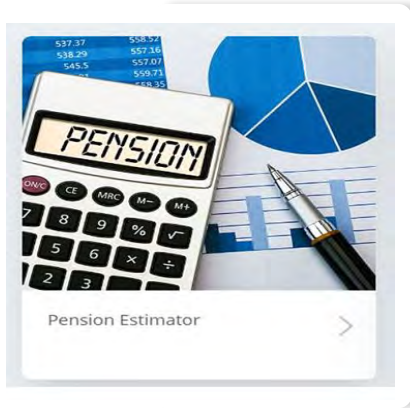
Select

Produce





Pension Estimates



Estimate Saved assumptions

View demo

My projection parameters

Reset

Retirement scenarios

- Scenario 1
Retirement date: 07-01-2027 Age 55
- Scenario 2
Retirement date: 08-01-2040 Age 58
- Scenario 3
Retirement date: 07-01-2042 Age 60

Termination scenario: Scenario 4

Expected annual salary increase: 0%

Please use the [Purchase of Service](#)

Recalculate

Pension benefit

Below is your **estimated** pension benefit for each of the selected scenario(s), taking into account the assumptions you chose. Depending on plan provisions, your pension amount may vary over time during retirement. For more information, click **Display details**.

Initial monthly pension

Scenario	Retirement age	Initial monthly pension
Scenario 1	55	\$2,720
Scenario 2	58	\$3,540
Scenario 3	60	\$3,960

Pension income source

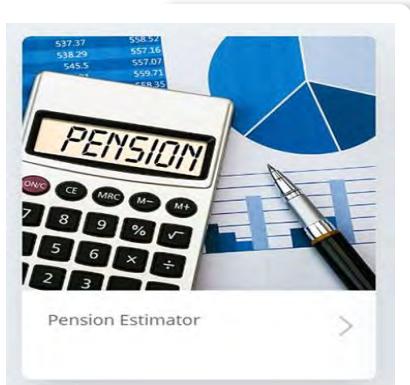
- IMRF pension
- Additional contributions

Display details





Pension Estimates



Expected annual salary increase ⓘ

3%

Start date ⓘ

01-01-2030

Please use the [Purchase of Service Estimator](#) to identify your service buyback periods as well as the estimated cost of the buyback.

Additional service ⓘ

Additional service

You can include your accumulated sick days to the estimate. Each 20 days is worth an additional month of service.

Service Decimal	Months Service	Sick Days
0.083	1	1-20
0.167	2	21-40
0.250	3	41-60
0.333	4	61-80
0.417	5	81-100
0.500	6	101-120
0.583	7	121-140
0.667	8	141-160
0.750	9	161-180



Recap

- **Your Retirement Benefits**
- **Before You Retire**
- **After You Retire**
- **IMRF Online Resources**



Thanks for joining us!

**Member Services Phone
1-800-ASK-IMRF (1-800-275-4673)
Monday–Friday, 7:30 am – 5:30 pm**