

1 AN ACT concerning public employee benefits.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Illinois Pension Code is amended by changing
5 Section 7-141.1 as follows:

6 (40 ILCS 5/7-141.1)

7 Sec. 7-141.1. Early retirement incentive.

8 (a) The General Assembly finds and declares that:

9 (1) Units of local government across the State have
10 been functioning under a financial crisis.

11 (2) This financial crisis is expected to continue.

12 (3) Units of local government must depend on additional
13 sources of revenue and, when those sources are not
14 forthcoming, must establish cost-saving programs.

15 (4) An early retirement incentive designed
16 specifically to target highly-paid senior employees could
17 result in significant annual cost savings.

18 (5) The early retirement incentive should be made
19 available only to those units of local government that
20 determine that an early retirement incentive is in their
21 best interest.

22 (6) A unit of local government adopting a program of
23 early retirement incentives under this Section is

1 encouraged to implement personnel procedures to prohibit,
2 for at least 5 years, the rehiring (whether on payroll or
3 by independent contract) of employees who receive early
4 retirement incentives.

5 (7) A unit of local government adopting a program of
6 early retirement incentives under this Section is also
7 encouraged to replace as few of the participating employees
8 as possible and to hire replacement employees for salaries
9 totaling no more than 80% of the total salaries formerly
10 paid to the employees who participate in the early
11 retirement program.

12 It is the primary purpose of this Section to encourage
13 units of local government that can realize true cost savings,
14 or have determined that an early retirement program is in their
15 best interest, to implement an early retirement program.

16 (b) Until the effective date of this amendatory Act of
17 1997, this Section does not apply to any employer that is a
18 city, village, or incorporated town, nor to the employees of
19 any such employer. Beginning on the effective date of this
20 amendatory Act of 1997, any employer under this Article,
21 including an employer that is a city, village, or incorporated
22 town, may establish an early retirement incentive program for
23 its employees under this Section. The decision of a city,
24 village, or incorporated town to consider or establish an early
25 retirement program is at the sole discretion of that city,
26 village, or incorporated town, and nothing in this amendatory

1 Act of 1997 limits or otherwise diminishes this discretion.
2 Nothing contained in this Section shall be construed to require
3 a city, village, or incorporated town to establish an early
4 retirement program and no city, village, or incorporated town
5 may be compelled to implement such a program.

6 The benefits provided in this Section are available only to
7 members employed by a participating employer that has filed
8 with the Board of the Fund a resolution or ordinance expressly
9 providing for the creation of an early retirement incentive
10 program under this Section for its employees and specifying the
11 effective date of the early retirement incentive program.
12 Subject to the limitation in subsection (h), an employer may
13 adopt a resolution or ordinance providing a program of early
14 retirement incentives under this Section at any time.

15 The resolution or ordinance shall be in substantially the
16 following form:

17 RESOLUTION (ORDINANCE) NO.

18 A RESOLUTION (ORDINANCE) ADOPTING AN EARLY

19 RETIREMENT INCENTIVE PROGRAM FOR EMPLOYEES

20 IN THE ILLINOIS MUNICIPAL RETIREMENT FUND

21 WHEREAS, Section 7-141.1 of the Illinois Pension Code
22 provides that a participating employer may elect to adopt an
23 early retirement incentive program offered by the Illinois
24 Municipal Retirement Fund by adopting a resolution or
25 ordinance; and

1 WHEREAS, The goal of adopting an early retirement program
2 is to realize a substantial savings in personnel costs by
3 offering early retirement incentives to employees who have
4 accumulated many years of service credit; and

5 WHEREAS, Implementation of the early retirement program
6 will provide a budgeting tool to aid in controlling payroll
7 costs; and

8 WHEREAS, The (name of governing body) has determined that
9 the adoption of an early retirement incentive program is in the
10 best interests of the (name of participating employer);
11 therefore be it

12 RESOLVED (ORDAINED) by the (name of governing body) of
13 (name of participating employer) that:

14 (1) The (name of participating employer) does hereby adopt
15 the Illinois Municipal Retirement Fund early retirement
16 incentive program as provided in Section 7-141.1 of the
17 Illinois Pension Code. The early retirement incentive program
18 shall take effect on (date).

19 (2) In order to help achieve a true cost savings, a person
20 who retires under the early retirement incentive program shall
21 lose those incentives if he or she later accepts employment
22 with any IMRF employer in a position for which participation in
23 IMRF is required or is elected by the employee.

24 (3) In order to utilize an early retirement incentive as a
25 budgeting tool, the (name of participating employer) will use
26 its best efforts either to limit the number of employees who

1 replace the employees who retire under the early retirement
2 program or to limit the salaries paid to the employees who
3 replace the employees who retire under the early retirement
4 program.

5 (4) The effective date of each employee's retirement under
6 this early retirement program shall be set by (name of
7 employer) and shall be no earlier than the effective date of
8 the program and no later than one year after that effective
9 date; except that the employee may require that the retirement
10 date set by the employer be no later than the June 30 next
11 occurring after the effective date of the program and no
12 earlier than the date upon which the employee qualifies for
13 retirement.

14 (5) To be eligible for the early retirement incentive under
15 this Section, the employee must have attained age 50 and have
16 at least 20 years of creditable service by his or her
17 retirement date.

18 (6) The (clerk or secretary) shall promptly file a
19 certified copy of this resolution (ordinance) with the Board of
20 Trustees of the Illinois Municipal Retirement Fund.

21 CERTIFICATION

22 I, (name), the (clerk or secretary) of the (name of
23 participating employer) of the County of (name), State of
24 Illinois, do hereby certify that I am the keeper of the books
25 and records of the (name of employer) and that the foregoing is
26 a true and correct copy of a resolution (ordinance) duly

1 adopted by the (governing body) at a meeting duly convened and
2 held on (date).

3 SEAL

4 (Signature of clerk or secretary)

5 (c) To be eligible for the benefits provided under an early
6 retirement incentive program adopted under this Section, a
7 member must:

8 (1) be a participating employee of this Fund who, on
9 the effective date of the program, (i) is in active payroll
10 status as an employee of a participating employer that has
11 filed the required ordinance or resolution with the Board,
12 (ii) is on layoff status from such a position with a right
13 of re-employment or recall to service, (iii) is on a leave
14 of absence from such a position, or (iv) is on disability
15 but has not been receiving benefits under Section 7-146 or
16 7-150 for a period of more than 2 years from the date of
17 application;

18 (2) have never previously received a retirement
19 annuity under this Article or under the Retirement Systems
20 Reciprocal Act using service credit established under this
21 Article;

22 (3) (blank);

23 (4) have at least 20 years of creditable service in the
24 Fund by the date of retirement, without the use of any
25 creditable service established under this Section;

1 (5) have attained age 50 by the date of retirement,
2 without the use of any age enhancement received under this
3 Section; and

4 (6) be eligible to receive a retirement annuity under
5 this Article by the date of retirement, for which purpose
6 the age enhancement and creditable service established
7 under this Section may be considered.

8 (d) The employer shall determine the retirement date for
9 each employee participating in the early retirement program
10 adopted under this Section. The retirement date shall be no
11 earlier than the effective date of the program and no later
12 than one year after that effective date, except that the
13 employee may require that the retirement date set by the
14 employer be no later than the June 30 next occurring after the
15 effective date of the program and no earlier than the date upon
16 which the employee qualifies for retirement. The employer shall
17 give each employee participating in the early retirement
18 program at least 30 days written notice of the employee's
19 designated retirement date, unless the employee waives this
20 notice requirement.

21 (e) An eligible person may establish up to 5 years of
22 creditable service under this Section. In addition, for each
23 period of creditable service established under this Section, a
24 person shall have his or her age at retirement deemed enhanced
25 by an equivalent period.

26 The creditable service established under this Section may

1 be used for all purposes under this Article and the Retirement
2 Systems Reciprocal Act, except for the computation of final
3 rate of earnings and the determination of earnings, salary, or
4 compensation under this or any other Article of the Code.

5 The age enhancement established under this Section may be
6 used for all purposes under this Article (including calculation
7 of the reduction imposed under subdivision (a)1b(iv) of Section
8 7-142), except for purposes of a reversionary annuity under
9 Section 7-145 and any distributions required because of age.
10 The age enhancement established under this Section may be used
11 in calculating a proportionate annuity payable by this Fund
12 under the Retirement Systems Reciprocal Act, but shall not be
13 used in determining benefits payable under other Articles of
14 this Code under the Retirement Systems Reciprocal Act.

15 (f) For all creditable service established under this
16 Section, the member must pay to the Fund an employee
17 contribution consisting of the total employee contribution
18 rate in effect at the time the member purchases the service for
19 the plan in which the member was participating with the
20 employer at that time multiplied by 4.5% of the member's
21 highest annual salary rate used in the determination of the
22 final rate of earnings for retirement annuity purposes for each
23 year of creditable service granted under this Section. ~~For~~
24 ~~erable service established under this Section by a person~~
25 ~~who is a sheriff's law enforcement employee to be deemed~~
26 ~~service as a sheriff's law enforcement employee, the employee~~

1 ~~contribution shall be at the rate of 6.5% of highest annual~~
2 ~~salary per year of creditable service granted.~~ Contributions
3 for fractions of a year of service shall be prorated. Any
4 amounts that are disregarded in determining the final rate of
5 earnings under subdivision (d)(5) of Section 7-116 (the 125%
6 rule) shall also be disregarded in determining the required
7 contribution under this subsection (f).

8 The employee contribution shall be paid to the Fund as
9 follows: If the member is entitled to a lump sum payment for
10 accumulated vacation, sick leave, or personal leave upon
11 withdrawal from service, the employer shall deduct the employee
12 contribution from that lump sum and pay the deducted amount
13 directly to the Fund. If there is no such lump sum payment or
14 the required employee contribution exceeds the net amount of
15 the lump sum payment, then the remaining amount due, at the
16 option of the employee, may either be paid to the Fund before
17 the annuity commences or deducted from the retirement annuity
18 in 24 equal monthly installments.

19 (g) An annuitant who has received any age enhancement or
20 creditable service under this Section and thereafter accepts
21 employment with or enters into a personal services contract
22 with an employer under this Article thereby forfeits that age
23 enhancement and creditable service; except that this
24 restriction does not apply to (1) service in an elective
25 office, so long as the annuitant does not participate in this
26 Fund with respect to that office, (2) a person appointed as an

1 officer under subsection (f) of Section 3-109 of this Code, and
2 (3) a person appointed as an auxiliary police officer pursuant
3 to Section 3.1-30-5 of the Illinois Municipal Code. A person
4 forfeiting early retirement incentives under this subsection
5 (i) must repay to the Fund that portion of the retirement
6 annuity already received which is attributable to the early
7 retirement incentives that are being forfeited, (ii) shall not
8 be eligible to participate in any future early retirement
9 program adopted under this Section, and (iii) is entitled to a
10 refund of the employee contribution paid under subsection (f).
11 The Board shall deduct the required repayment from the refund
12 and may impose a reasonable payment schedule for repaying the
13 amount, if any, by which the required repayment exceeds the
14 refund amount.

15 (h) The additional unfunded liability accruing as a result
16 of the adoption of a program of early retirement incentives
17 under this Section by an employer shall be amortized over a
18 period of 10 years beginning on January 1 of the second
19 calendar year following the calendar year in which the latest
20 date for beginning to receive a retirement annuity under the
21 program (as determined by the employer under subsection (d) of
22 this Section) occurs; except that the employer may provide for
23 a shorter amortization period (of no less than 5 years) by
24 adopting an ordinance or resolution specifying the length of
25 the amortization period and submitting a certified copy of the
26 ordinance or resolution to the Fund no later than 6 months

1 after the effective date of the program. An employer, at its
2 discretion, may accelerate payments to the Fund.

3 An employer may provide more than one early retirement
4 incentive program for its employees under this Section.
5 However, an employer that has provided an early retirement
6 incentive program for its employees under this Section may not
7 provide another early retirement incentive program under this
8 Section until the liability arising from the earlier program
9 has been fully paid to the Fund.

10 (Source: P.A. 96-775, eff. 8-28-09; 97-609, eff. 8-26-11.)

11 Section 99. Effective date. This Act takes effect upon
12 becoming law.