

DAVOUST, Allan, Fahy, Kudlicki, Leonberger, Mitchell, Vazquez

HUMAN SERVICES COMMITTEE
Wednesday, August 5, 2009
10:30 a.m.

1. Call to Order
2. Minutes: June 11, 2009 and June 17, 2009
3. Monthly Financial Reports – June and July

VETERANS ASSISTANCE COMMISSION

- Monthly Report – June
- FY VA Expenditures State & Kane County

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT
EMPLOYMENT & EDUCATION

- Monthly Reports –June and July

HUMAN RESOURCES

- Monthly Charts - June and July
- Resolutions
 - IMRF Benefit Protection (Kliewer)
 - IMRF Benefit Protection (Sabdo)
 - 2008 EEOP
 - Hiring for KCDEE
- Wellness Program (Isaacson)
- Review of Health Insurance
- Discussion on IMRF Early Retirement Plan
- Update on Tuition Reimbursement Expenses

ADJOURNMENT to Wednesday, 9/2, at 10:30 am.

VETERANS ASSISTANCE COMMISSION

Report To: VETERANS ASSISTANCE COMMISSION DELEGATES

Jun 08	Dec 08	Jan 09	Feb 09	Mar 09	Apr 09	May 09	Jun 09	Jul 09	Aug 09	Sep 09	Oct 09	Nov 09	Year Totals
196	63	157	124	172	71	173	85						845
446	303	283	366	384	301	351	417						2,405
70	43	34	43	70	41	55	38						324
8	5	8	7	2	5	6	0						33
15	3	4	10	9	6	5	6						43
2	0	0	0	2	1	2	3						8
1	0	0	0	2	0	1	0						3
5	1	2	1	2	1	2	2						11
1	0	0	0	1	1	0	0						2
0	0	0	0	0	1	2	1						4
3	1	2	1	1	0	0	2						7
1	0	1	0	0	0	0	0						1
0	0	0	1	2	0	0	0						3
54	52	46	45	70	85	54	64						416
0	0	0	0	0	1	0	0						1
4	2	5	2	6	6	4	5						30
1,234	1,366	1,568	1,706	2,203	2,345	1,716	1,779						12,683
0	0	0	5	0	0	0	0						5

VETERANS ASSISTANCE COMMISSION DELEGATES

Report To: HUMAN SERVICE COMMITTEE

Jun 08	Dec 08	Jan 09	Feb 09	Mar 09	Apr 09	May 09	Jun 09	Jul 09	Aug 09	Sep 09	Oct 09	Nov 09	Year Totals
\$6,048	\$7,385	\$5,498	\$7,373	\$8,142	\$6,567	\$5,718	\$5,380						\$46,063
78	\$75	\$119	\$555	\$325	\$11	\$18	\$0						\$1,103
0	\$128	\$98	\$30	\$84	\$128	\$95	\$0						\$563
109	\$0	\$0	\$0	\$64	\$0	\$0	\$0						\$64
0	\$0	\$0	\$0	\$0	\$0	\$0	\$0						\$0
55	\$725	\$425	\$525	\$625	\$475	\$550	\$275						\$3,600
225	\$200	\$250	\$275	\$375	\$300	\$250	\$150						\$1,800
0	\$0	\$0	\$0	\$0	\$0	\$0	\$0						\$0
0	\$0	\$0	\$0	\$0	\$0	\$0	\$0						\$0
0	\$0	\$0	\$350	\$0	\$0	\$162	\$0						\$512
255	\$255	\$255	\$315	\$285	\$500	\$280	\$192						\$2,082
0	\$0	\$0	\$0	\$0	\$0	\$0	\$0						\$0
21	20	27	29	35	29	24	24						188
18	20	17	24	25	21	18	15						140
13	13	10	12	16	6	8	7						72
18	20	17	24	25	21	18	15						140
3	0	10	5	10	8	6	9						48
5	2	2	3	4	2	2	2						17

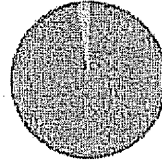
FY 2008 DISTRIBUTION OF VA EXPENDITURES

<u>STATE OF ILLINOIS</u>	<u>FY 2008</u>	<u>FY 2007</u>	<u>KANE COUNTY</u>	<u>FY 2008</u>	<u>FY 2007</u>
NATIONAL VETERANS POPULATION	23,333,968	23,701,354	COUNTY VETERANS POPULATION	25,432-3%	25,785-3%
STATE VETERANS POPULATION	822,104-7 TH	841,679-7 TH	STATE VETERANS POPULATION %	3%	3%
TOTAL IL VA EXPENDITURES	\$2,398,756*-10 TH	\$2,167,489*-9 TH	STATE VET POPULATION RANK	7 TH	8 TH
			COUNTY POPULATION (FY 08)	510,000(EST)	500,000 (EST)
			COUNTY VET POPULATION %	5.0%	5.1%
			COUNTY VA EXPENDITURES**	\$40,816-8 TH	\$38,267-9 TH
			COUNTY RANK - NO VA HOSPITAL	6 TH	6 TH
COMPENSATION & PENSION**	\$851,369-17 TH	\$736,604-14 TH	COUNTY RANK - C&P**	\$16,697-7 TH	\$13,762-8 TH
EDUCATION & VOC REHAB**	\$95,238-8 TH	\$120,595-8 TH	COUNTY RANK - ED&VOC**	\$2,602-11 TH	\$3,174-8 TH
INSURANCE & INDEMNITIES**	\$63,283-6 TH	\$70,662-6 TH	COUNTY RANK - INS & IND**	\$1,829-5 TH	\$2,082-6 TH
CONSTRUCTION**	\$24,052-12 TH	\$20,113-6 TH	COUNTY MEDICAL EXPENDITURES**	\$19,687-9 TH	\$19,250-9 TH
GENERAL OPERATING**	\$85,055-11 TH	\$72,678-9 TH	COUNTY RANK - NO VA HOSPITAL	8 TH	6 TH
MEDICAL EXPENDITURES*	\$1,279,759-7 TH	\$1,146,837-6 TH		* BILLION	** MILLION

Job Seekers Submitting County Job Applications

Gender

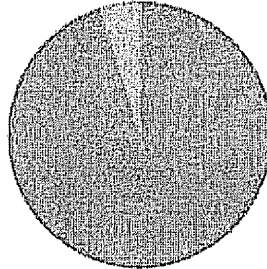
Males	1
Females	40
Total	41



Female	97.6%
Male	2.4%
Total	100.0%

Race

White	2
Black	0
American Indian/ Alaskan Native	0
Hispanic	0
Other	0
MultiRacial	0
Pacific Islander/ Hawaiian	0
No Race Entered	39
Total	41



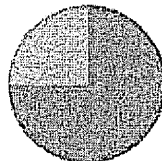
No Race Entered	95.1%
White	4.9%
Total	100.0%

Handicapped	0
Veteran	0
Vietnam Veteran	0
Disabled Veteran	0
Special DisabledVet	0

Job Seekers Submitting County Job Applications

Gender

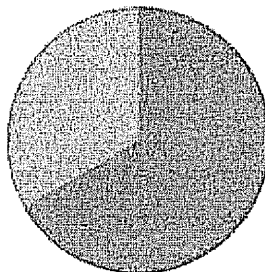
Males	6
Females	18
Total	24



Female	75.0%
Male	25.0%
Total:	100.0%

Race

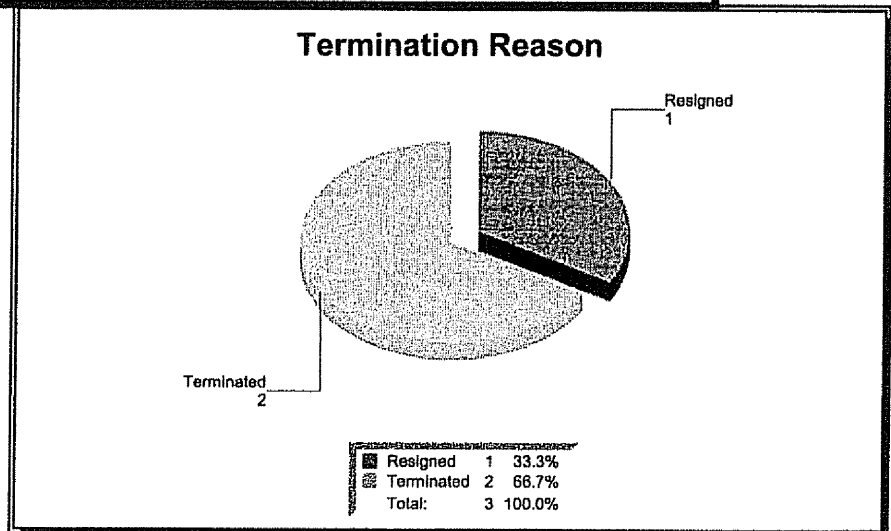
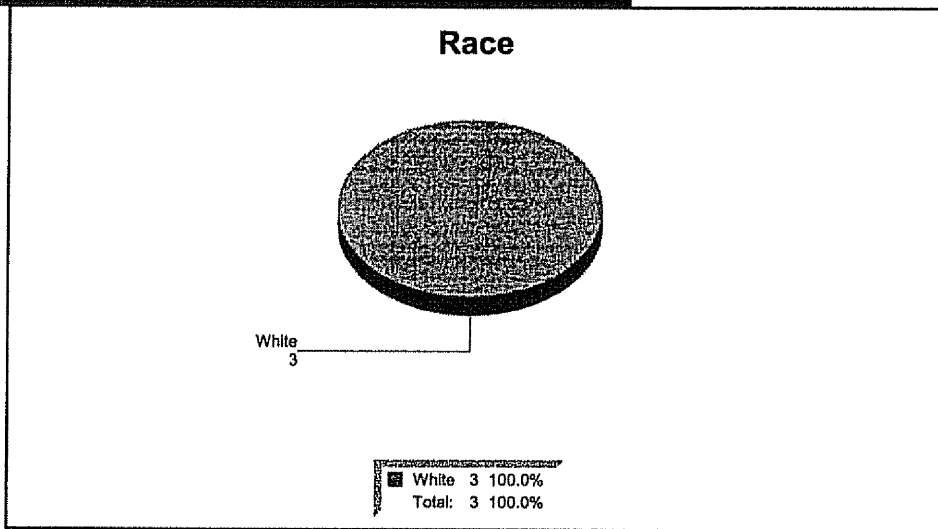
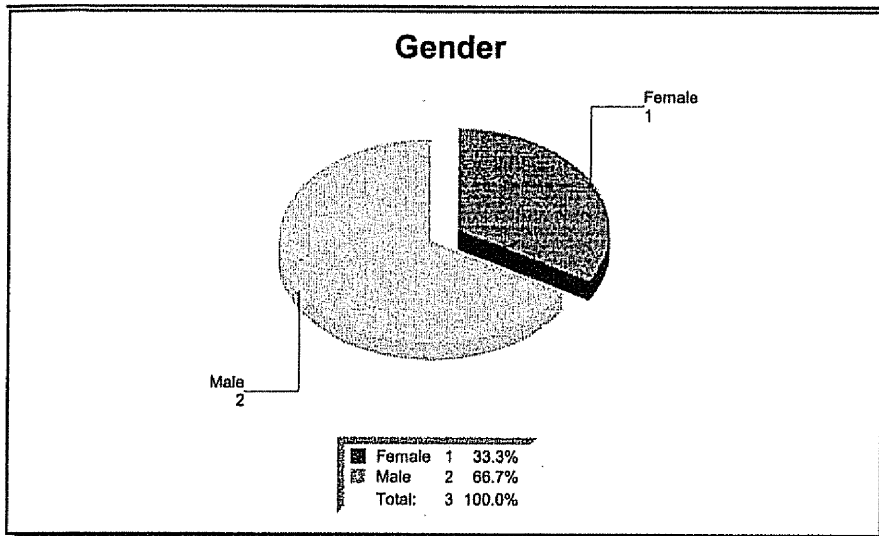
White	7
Black	0
American Indian/ Alaskan Native	0
Hispanic	1
Other	0
MultiRacial	0
Pacific Islander/ Hawaiian	0
No Race Entered	16
Total	24



No Race Entered	66.7%
Hispanic/Latino	4.2%
White	29.2%
Total:	100.0%

Handicapped	0
Veteran	0
Vietnam Veteran	0
Disabled Veteran	0
Special DisabledVet	0

Kane County Terminations by Gender, Race and Reason
EEO Report for 6/1/2009 - 6/30/2009



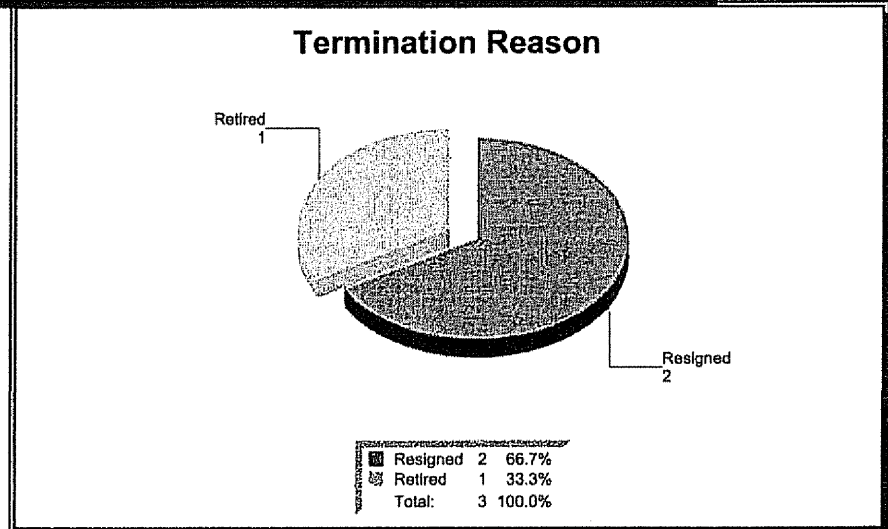
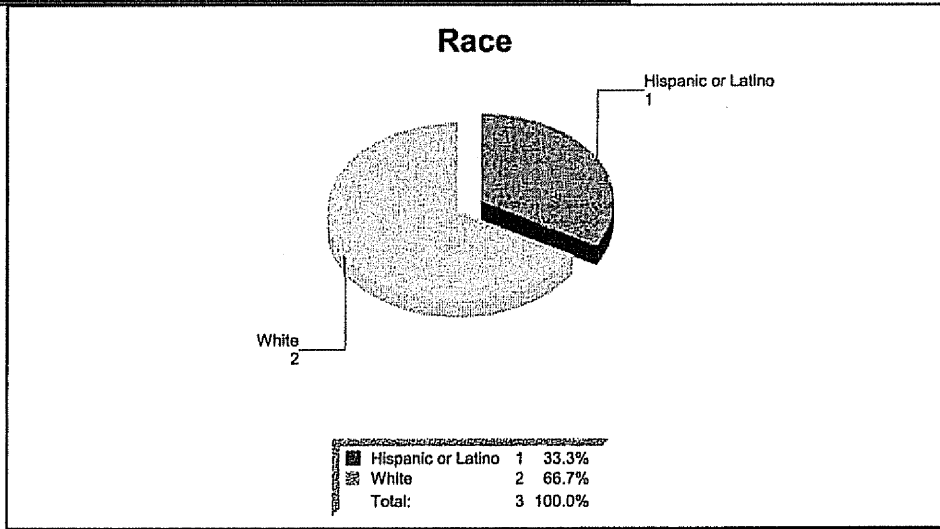
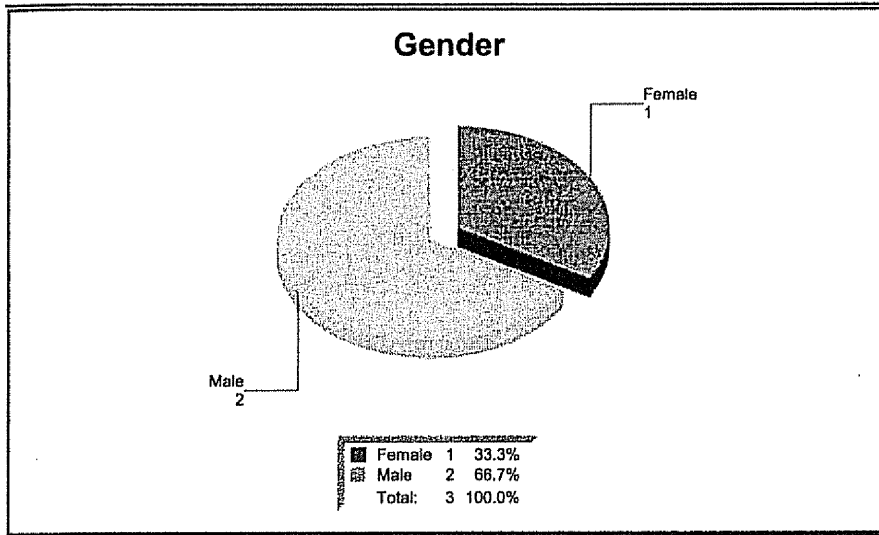
Kane County Termination Report

6/1/2009 - 6/30/2009

<u>Department</u>	<u>Employee Name</u>	<u>Termination Reason</u>	<u>Hire Date</u>	<u>Termination Date</u>
Building Management	MATHEWS, ROBERT	Terminated	06/13/2007	06/05/2009
Sheriff/Adult Corrections	MEYER, ROGER D	Terminated	02/16/2007	06/02/2009
State's Attorney	WARNKE, VALERIE A	Resigned	10/07/2002	06/12/2009

3 Terminated Employees

Kane County Terminations by Gender, Race and Reason
EEO Report for 7/1/2009 - 7/31/2009



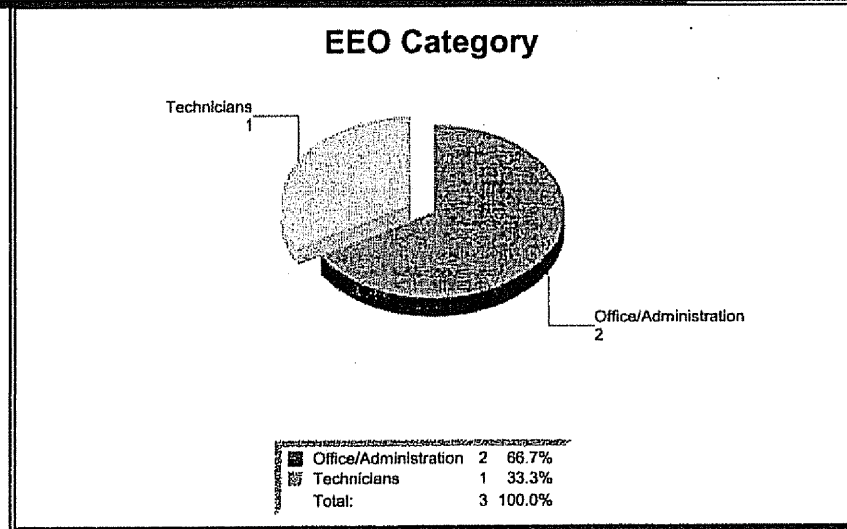
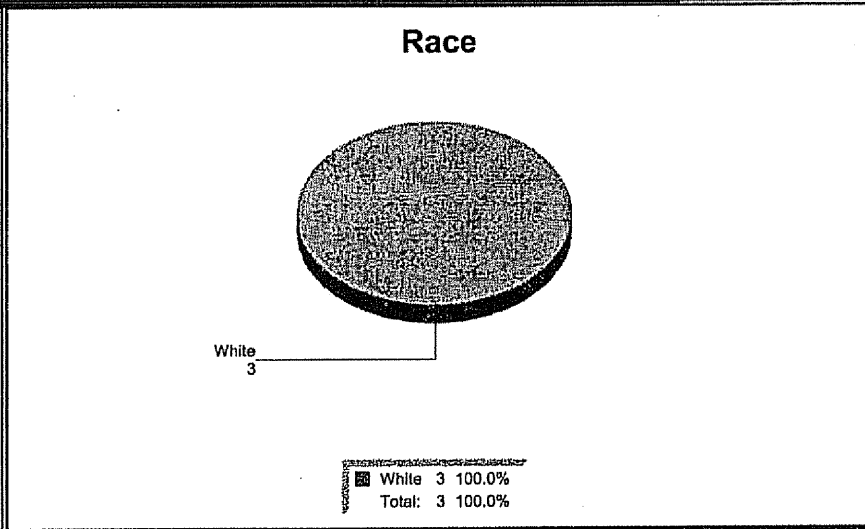
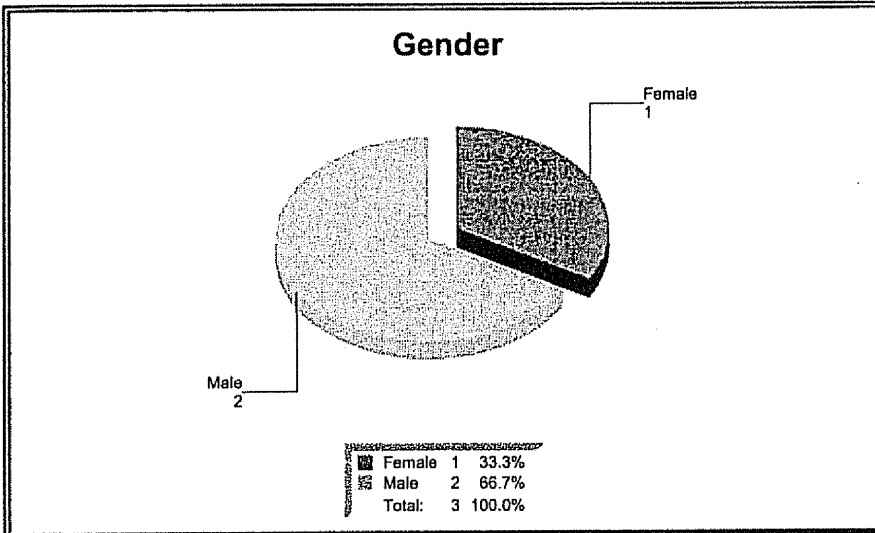
Kane County Termination Report

7/1/2009 - 7/31/2009

<u>Department</u>	<u>Employee Name</u>	<u>Termination Reason</u>	<u>Hire Date</u>	<u>Termination Date</u>
Sheriff/Adult Corrections	ATKINSON, GENEVA	Resigned	12/06/2007	07/03/2009
Court Services/Juvenile Justice Center	JOHANNING, VINCENT J	Resigned	08/25/2008	07/10/2009
Sheriff/Sheriff	SLOGGETT, DEAN	Retired	01/10/1982	07/03/2009

3 Terminated Employees

Kane County New Hires by Gender, Race and Category
EEO Report for 6/1/2009 - 6/30/2009



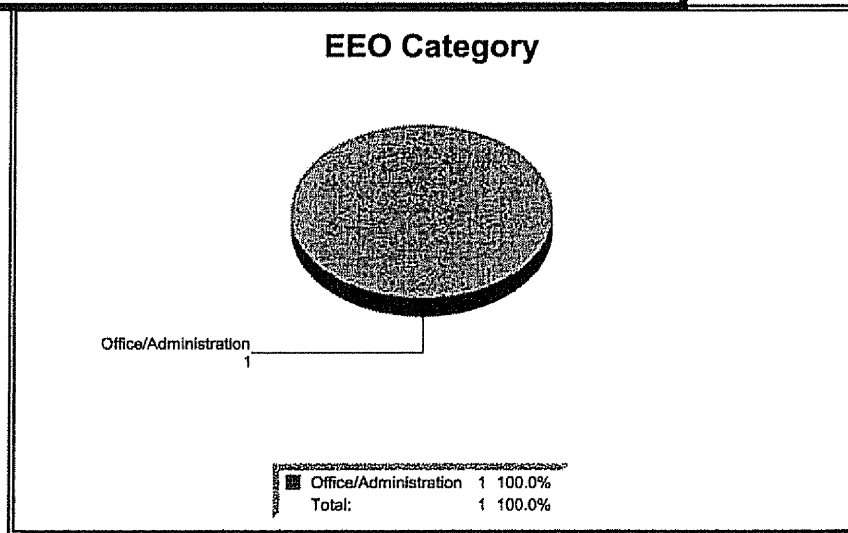
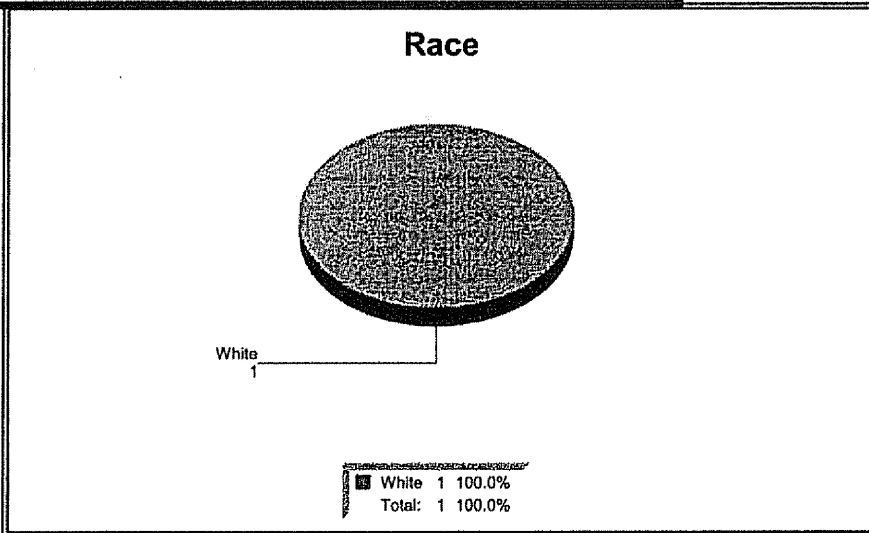
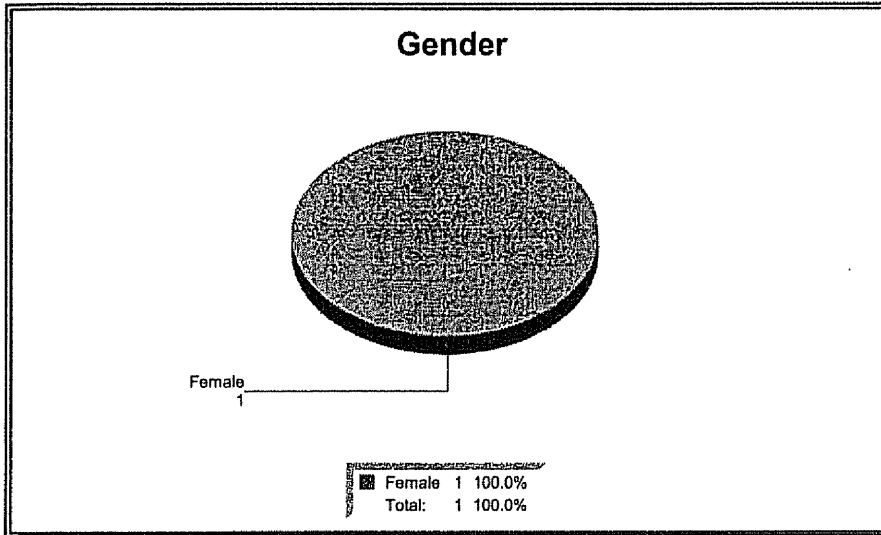
Kane County New Hire Report

6/1/2009 - 6/30/2009

<u>Department</u>	<u>Employee Name</u>	<u>Status</u>	<u>Hire Date</u>
Dept of Employ and Educ- PR ONLY	NORDIGIAN-MUNSON, RUTH	A-Regular	06/01/2009
Circuit Clerk	ODONNELL, SHANNON W	A-Regular	06/15/2009
Transportation	SUNDQUIST, KEVIN D	A-Seasonal	06/01/2009

3 New Hire Employees

Kane County New Hires by Gender, Race and Category
EEO Report for 7/1/2009 - 7/31/2009



Kane County New Hire Report

7/1/2009 - 7/31/2009

<u>Department</u>	<u>Employee Name</u>	<u>Status</u>	<u>Hire Date</u>
Regional Office of Education	THOMAS, CARRIE A	A-Regular	07/06/2009

1 New Hire Employees

STATE OF ILLINOIS
COUNTY OF KANE

RESOLUTION NO. 09 - _____

**ACCEPTING OBLIGATION DUE IMRF
(Christina M. Kliewer)**

WHEREAS, Christina M. Kliewer applied for and was granted a leave of absence from March 31, 2009 through June 23, 2009; and

WHEREAS, this employee desires to maintain service credits with the Illinois Municipal Retirement Fund for paying her contribution plus interest to IMRF within two years after the termination of the leave of absence; and

WHEREAS, this employee desires to be protected for death and disability benefits during this leave.

NOW, THEREFORE, BE IT RESOLVED by the Kane County Board that it agrees to accept the obligation due IMRF for employee contributions with interest thereon payable through future employee monthly contributions.

BE IT FURTHER RESOLVED that the County's authorized agent is hereby directed to file a certified copy of this resolution with the Illinois Municipal Retirement Fund.

Passed by the Kane County Board on September 8, 2009.

John A. Cunningham
Clerk, County Board
Kane County, Illinois

Karen McConnaughay
Chairman, County Board
Kane County, Illinois

Vote:
Yes _____
No _____
Voice _____
Abstentions _____

9IMRF-Kliewer

STATE OF ILLINOIS

COUNTY OF KANE

RESOLUTION NO. 09 -

**ACCEPTING OBLIGATION DUE IMRF
(Christy Sabdo)**

WHEREAS, Christy Sabdo applied for and was granted a leave of absence from February 27, 2009 through June 17, 2009; and

WHEREAS, this employee desires to maintain service credits with the Illinois Municipal Retirement Fund for paying her contribution plus interest to IMRF within two years after the termination of the leave of absence; and

WHEREAS, this employee desires to be protected for death and disability benefits during this leave.

NOW, THEREFORE, BE IT RESOLVED by the Kane County Board that it agrees to accept the obligation due IMRF for employee contributions with interest thereon payable through future employee monthly contributions.

BE IT FURTHER RESOLVED that the County's authorized agent is hereby directed to file a certified copy of this resolution with the Illinois Municipal Retirement Fund.

Passed by the Kane County Board on September 8, 2009.

John A. Cunningham
Clerk, County Board
Kane County, Illinois

Karen McConnaughay
Chairman, County Board
Kane County, Illinois

Vote:
Yes _____
No _____
Voice _____
Abstentions _____

9IMRF-Sabdo

STATE OF ILLINOIS
COUNTY OF KANE

RESOLUTION NO. 09 -

RESTATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY PLAN

WHEREAS, the County of Kane or the offices of Kane County elected officials is a recipient agency that receives financial assistance from the U.S. Office of Justice Programs; and

WHEREAS, in 2005, the County of Kane created and adopted an Equal Employment Opportunity Plan to insure full and equal participation of men and women regardless of race or national origin in the workforce of the recipient agency; and

WHEREAS, the County of Kane desires to amend and restate the plan with current statistics regarding its workforce.

NOW, THEREFORE, BE IT RESOLVED by the Kane County Board that the 2008 restatement of the Equal Employment Opportunity Plan is hereby approved by the Kane County Board and shall be disseminated as required by U.S. Office of Justice regulations.

Passed by the Kane County Board on September 8, 2009.

John A. Cunningham
Clerk, County Board
Kane County, Illinois

Karen McConnaughay
Chairman, County Board
Kane County, Illinois

Vote:
Yes _____
No _____
Voice _____
Abstentions _____

9-2008EEOPlan

STATE OF ILLINOIS

COUNTY OF KANE

RESOLUTION NO. 09 - _____

**APPROVAL OF PERSONNEL HIRING
KANE COUNTY DEPARTMENT OF EMPLOYMENT & EDUCATION
(CASEMANAGERS)**

WHEREAS, the downturn in the economy since the recession began in December 2007 has caused employers to downsize their workforces by laying off significant numbers of workers; and

WHEREAS, the latest unemployment statistics released by the Illinois Department of Employment Security indicate that some municipalities in the Kane County workforce area have unemployment rates that exceed 13 percent; and

WHEREAS, the enormous number of laid off workers seeking funding for skills training and job search assistance has caused an unprecedented rise in the caseloads of staff of the Kane County Department of Employment & Education, causing a severe strain on staff; and

WHEREAS, additional staff is needed to provide job search and training assistance to these laid off workers to position them for future employment when the economy improves; and

WHEREAS, the Kane County Department of Employment and Education has been awarded over Ten Millions Dollars and no /100 (\$10,000,000.00) in federal grants to provide services to these laid off workers.

NOW, THEREFORE, BE IT RESOLVED by the Kane County Board that the Kane County Department of Employment & Education is approved to hire four (4) case managers who will be 100% funded out of federal Workforce Investment Act grants.

Line item	Line Item Description	Was personnel/item/service approved in original budget or a subsequent budget revision?	Are funds <u>currently</u> available for this personnel/item/service in the specified line item?	If funds are not currently available in the specified line item, where are the funds available?
999.998.998	Payroll only	N/A	Yes	N/A

Passed by the Kane County Board on September 8, 2009.

John A. Cunningham
Clerk, County Board
Kane County, Illinois

Karen McConnaughay
Chairman, County Board
Kane County, Illinois

Vote:
Yes _____
No _____
Voice _____
Abstentions _____

2. Member has no spouse or spouse is not eligible for a surviving spouse pension:

The member can choose a reversionary annuity that will provide any one individual a pension equal to 50%, 75% or 100% of his or her reduced pension, that is, the reduced pension the member will receive if he or she chooses a reversionary annuity.

In cases where a member's spouse is not eligible for a surviving spouse pension, this option allows the member to provide a benefit which is similar to IMRF's surviving spouse pension.

If the reversionary annuitant predeceases the member, the pension that would have been paid to that individual is no longer payable. The member's pension will not be adjusted. Once a member agrees to reduce his or her pension, the reduction is permanent.

14. Pension Estimates

IMRF will furnish an estimate of a pension upon request. The member's Social Security number and anticipated retirement date should be included with each request.

A member can also calculate a pension estimate using his or her actual final rate of earnings and service credit via the secure Member Access Area of the IMRF website. See 1.80 B. IMRF Website.

If a member has eight or more years of service credit and applies for a separation refund, an estimate of the monthly pension he or she will forfeit by accepting the refund will be printed on the refund check.

C. IMRF Early Retirement Incentive (ERI)

1. Features of the IMRF Early Retirement Incentive

- a. The IMRF Early Retirement Incentive (ERI) is a permanent part of the IMRF benefit program. It is a tool IMRF employers can use, if and when they need it, to save fringe benefits and payroll costs by providing an incentive for long-term members to retire.

In order to save money with an ERI, employers are encouraged to either replace no more than 80% of members electing to retire under the program, or to reduce replacement staff salaries to no more than 80% of current salary levels.

- b. Eligible members can purchase between one month and five years of age and service credit for the purpose of determining retirement benefits.
- c. The ERI provides flexibility for employers by allowing the employer to determine the timing of member terminations. However, if a member requests to retire before July 1st so he or she will be eligible to receive the following year's Supplemental Benefit Payment (13th check), the employer must allow the member to do so.
- d. Members may terminate up to a year from the effective date of the employer's ERI program.
- e. The employer cost of adopting the ERI can be paid for over a period of no more than 10 years. (See Subsequent Offerings in this section.) If an employer adopts the program, the ERI applies to all IMRF members, including elected officials participating in IMRF.

2. Eligible employers

All IMRF employers can adopt the IMRF ERI, however, some restrictions apply. See Subsequent Offerings in this section.

3. Member benefits under ERI

Without the ERI, Regular members can retire at age 55. With ERI, they can retire at age 50 provided they have 20 years of service credit before adding the incentive.

Without the ERI, Regular members receive reduced benefits if they are less than age 60 with less than 35 years of service credit when they retire. Under ERI, members less than age 55 can purchase sufficient service to reach age 55. Members age 55 to 60 can avoid the reduction by purchasing sufficient service/age to reach age 60 or 35 years of service.

Regular Plan pensions are based upon a formula which provides a member with a percentage of his or her final rate of earnings for each year of service credit. A member will be able to increase the percentage he or she receives by purchasing one month to five years of additional service credit.

Eligible members may purchase from one month up to five years of additional service credit. For each period of service established, the member's age at retirement will be increased accordingly.

Example:

Member's actual age	56 yrs. 5 mo.	Actual service	22 yrs. 3 mo.
Member purchases	3 yrs. 7 mo		+ 3 yrs. 7 mo.
Member's ERI age	60 yrs. 0 mo.	ERI service	25 yrs. 10 mo.

If the member's enhanced ERI age will be less than age 60 when he or she retires, the under age 60 reduction will still apply. See 5.20 B. 7. Under Age 60 Reduction.

Member's age 60 or older may also purchase up to five years of additional service credit. Although age enhancement is no longer necessary, the additional service credit will result in a larger pension.

Note: Although a member can use reciprocal service credit to meet the service requirement for the IMRF ERI, the member will not be eligible to receive a pension from the reciprocal system unless he or she meets its age requirement without the IMRF ERI age/service enhancements.

4. Eligible members

To be eligible to retire under the IMRF ERI:

- a. The member's employer must adopt the program.
- b. The member must be participating in IMRF on the effective date of his or her employer's ERI program. A member would still be considered participating in IMRF if he or she is:
 1. On layoff status with right of re-employment,
 2. On IMRF Benefit Protection Leave of Absence, or
 3. Receiving IMRF disability benefits for less than two years.
- c. The member must be at least age 50 and have at least 20 years of service credit by his or her date of retirement.
 1. The 20 years of service credit can include reciprocal service
 2. The 20 years of service credit can include service with another IMRF employer

3. Unused, unpaid sick leave cannot be used to meet the 20-year service requirement
- d. The member's date of retirement must be no later than 12 months from his or her employer's ERI program effective date.
- e. The member cannot have previously received a pension using IMRF service credit.

5. Adopting the IMRF ERI/Cost Study Requirement

Before an employer can adopt an ERI and in order to utilize the ERI as a budgeting tool, the employer must have IMRF prepare an actuarial cost estimate.

The cost estimate must be based on the same time period as the ERI being considered by the governing body. If the employer does not know when it will offer the ERI, the employer's IMRF Field Representative can prepare multiple cost estimates each using a different time period.

After reviewing the cost estimate, the governing body would pass a resolution or ordinance adopting the ERI. (See Exhibit 6KK, Form 6.77, "Suggested Form of Resolution to Adopt IMRF Early Retirement Incentive.")

If an employer submits the ERI resolution without a cost estimate, IMRF will not implement the program, and the employer will need to both conduct the cost estimate and adopt a second resolution.

Dissolving employers

If an employer is aware or has reason to be aware of its future dissolution under state law, the process of adopting an ERI has changed. If an employer is dissolving, and its IMRF assets and liabilities will be transferred to:

- a. One successor unit of government:

The dissolving employer must provide the ERI Cost Study to the successor, and the successor must also approve the ERI. A copy of the successor unit's resolution approving the ERI must be available to IMRF upon request.

- b. More than one successor unit of government:

The dissolving employer must provide the ERI Cost Study to each successor unit, and a majority of the successors must approve the ERI. Copies of the successor unit's resolutions approving the ERI must be available to IMRF upon request.

- c. No successor unit of government and the law does not specify responsibility for the IMRF assets and obligations:

The IMRF Board of Trustees must approve the ERI.

The ERI is available for one year from the program effective date.

If an employer adopts the program, the ERI applies to all eligible IMRF members, regardless of the position held or length of service with the unit of government. The ERI would also apply to elected officials participating in IMRF.

Note: Although an employer may believe that it knows which/how many of its IMRF members will retire under the ERI, it is possible that other members may also be eligible. A member may have reciprocal service credit, previous IMRF service credit with a former employer, a separation refund he or she plans to repay, past service credit he or she plans to purchase, etc.

6. Employer costs for the ERI

Once an employer adopts the ERI and a member retires under it, a separate ERI reserve account will be established. For details on employer costs for ERI, refer to 7.23 Financing the cost of IMRF Early Retirement Incentive (ERI).

7. Resolution to Adopt Amortization Period

Employers can customize the ERI to the financial circumstances of their own unit of local government. This flexibility is provided by allowing employers to determine the amount of time needed to pay off the incurred pension liability.

An amortization period of 10 years is assumed. Amortization of the incurred pension liability can take no longer than 10 years and no less than five years. If an employer would like an amortization period of other than 10 years, it would submit a resolution doing so. (Refer to Exhibit 6LL, IMRF Form 6.78, "Suggested form of Resolution to Adopt Amortization Period for IMRF Early Retirement Incentive.")

Please note: due to the method IMRF uses to calculate employer contribution rates, only whole year (5, 6, 7, 8, 9, 10) amortization periods are allowed.

The amortization period resolution should be received in the IMRF office no later than six months from the effective date of the employer's ERI program. If no resolution is received, a 10-year amortization period will be assumed. If an employer would like an amortization period of less than 10 years, it would submit IMRF Form 6.78, Suggested form of Resolution to Adopt Amortization Period for IMRF Early Retirement Incentive.

8. Subsequent ERI offerings

An employer cannot adopt later ERI programs until the cost of the previous ERI is paid in full. If an employer needs to implement a second ERI program before the cost of the first program has been amortized, the employer should contact IMRF for payoff information.

The lump sum payment should be submitted to IMRF via govONE Electronic Funds Transfer (EFT) pay-by-phone or pay online system. The govONE EFT systems allow you to identify the payment as employer ERI cost.

An employer may offer a second ERI program once previous costs have been paid regardless of the time. An employer must again have IMRF prepare a cost estimate before a second ERI program can be adopted.

9. Informing members of the ERI

After an employer adopts the ERI by resolution, it should inform its members of the program. **If an employer has any IMRF members who have been on IMRF disability for less than two years**, those members may also be eligible for ERI and must also be notified of the program. Employers should notify their members for two reasons:

- a. IMRF will not inform members of an individual employer that their employer has adopted the program. Adoption of the program is an internal personnel matter for the employer. However, if a member contacts IMRF, we will confirm whether an employer adopted the program.

To assist employers, we have developed a member ERI packet employers can duplicate and give to their members. You can download and print the member ERI booklet from the IMRF website, www.imrf.org.

- b. The legislation requires members who intend to retire under the ERI to notify IMRF of their intention by completing IMRF Form 5.21, "Notice of Intent to Retire Under IMRF ERI." (See Exhibit 5C.) For more information on the Notice of Intent, refer to paragraph 11 Notice of Intent to Retire Under Employer's IMRF ERI in this section.

Federal law requires an employer who is seriously considering offering early retirement benefits to inform certain employees who ask about such benefits. A unit of government which intends to keep its investigation into IMRF's ERI confidential may want to consult with its attorney about this issue.

10. Determining member termination dates

The employer determines the timing of member terminations. A member may terminate up to one year from the effective date of the employer's ERI program.

Example:

Effective date of ERI program:	September 30, 2006
Termination date can be:	September 30, 2006, through September 30, 2007

If a member requests to retire before July 1st so he or she will be eligible to receive the following years Supplemental Benefit Payment (13th check), the employer must allow the member to do so.

Employers are to give a member at least 30 days notice of his or her designated termination date. The 30-day notice may be waived by the member.

11. Notice of Intent to Retire Under Employer's IMRF ERI (Form 5.21, Exhibit 5C)

If a member intends to retire under his or her employer's ERI program, the member must notify IMRF of his or her intention.

The member can either complete and mail IMRF Form 5.21, Notice of Intent to Retire Under IMRF ERI, (Exhibit 5C), or he or she can call an IMRF Service Representative at 1-800-ASK-IMRF (1-800-275-4673), Monday through Friday 7:30 A.M. to 5:30 P.M. The member can also fax the Notice of Intent to IMRF at 630-368-5397.

The member can file the Letter of Intent with his or her application for retirement (IMRF Form 5.20, "Application for Retirement Annuity") and can also file the Letter of Intent as late as his or her retirement date. However, we encourage members to file a Letter of Intent (IMRF Form 5.21) as soon as his or her employer adopts the ERI and the member decides to retire under it.

Receipt of a notice does not guarantee eligibility for the ERI or for an IMRF pension.

As a general rule, a Notice of Intent is not a letter of resignation. Although a member may file a Notice, he or she is not required to apply for an IMRF pension. However, some employers may treat a Notice of Intent as a letter of resignation. Members should talk with their employers regarding this issue.

IMRF will acknowledge receipt of a member's notice of intent with a letter and the publication, "Can I Afford to Retire?" The member's employer will receive a courtesy copy of the acknowledgment letter.

12. Member costs for ERI

For each year of service credit a member purchases, he or she will pay 4.5% (4.5% for SLEP) of the member's highest 12 consecutive months of salary within the final rate of earnings period. (ECO members pay 7.5% of their final salary for each year of service credit purchased.)

Example (Regular Plan):

The highest 12 months of salary	\$27,000
x member contribution	x 4.5%
Subtotal	\$ 1,215
x 3 years 7 months	x 3.583
Member ERI Cost	\$ 4,353

A member will make a maximum payment of 22.5% (37.5% for SLEP and 37.5% for ECO) to IMRF for five years of service credit and age enhancement.

a. If the member has any combination of service credit, e.g., SLEP and Regular, or Regular and ECO, the type of service credit he or she may purchase under the ERI will be determined by the plan the member currently participates in. If the member's current employer adopts ERI and the member participates in:

1. Regular, the member would purchase Regular service credit.
2. SLEP, the member would purchase SLEP service credit.
3. ECO, the member would purchase ECO service credit.

b. If the member is participating under two IMRF employers under different plans, e.g., under SLEP for one employer and under the Regular for the other employer:

1. The type of service credit purchased under the ERI will be determined by which employer adopts the ERI.
2. If both employers adopt the program and of the member's 20 years of total service credit he or she has:

- a. **Less than 15 years of SLEP service credit:** he or she would purchase Regular service credit (4.5% per year purchased)
- b. **15 or more years of SLEP service credit:** he or she would purchase the number of years desired; the member's cost would be calculated as follows:

7.5% per year purchased	x	SLEP ERI final rate of earnings
	plus	
4.5% per year purchased	x	Regular ERI final rate of earnings

c. If the member participates in the Original ECO plan and participates under two employers:

1. If the member participates in Original ECO, the member will purchase ECO service credit regardless which employer adopts ERI.
2. If the member participates in Revised ECO:
 - a. If the County employer adopts ERI, the member will purchase ECO service credit.
 - b. If the non-ECO employer adopts ERI, the member will purchase either Regular or SLEP service credit, whichever is appropriate.

d. If the member has no eligible surviving spouse when he or she retires, the member contribution rate is reduced to 3.75% for Regular IMRF, 6.75% for SLEP, and 6.75% for ECO.

To estimate a member's ERI cost for IMRF service credit, refer to tables on the following pages.