

94TH GENERAL ASSEMBLY State of Illinois 2005 and 2006 HB1187

Introduced 2/8/2005, by Rep. Robert S. Molaro

SYNOPSIS AS INTRODUCED:

40 ILCS	5/7-116	from	Ch.	108	1/2,	par.	7-116
40 ILCS	5/7-139	from	Ch.	108	1/2,	par.	7-139
40 ILCS	5/7-147	from	Ch.	108	1/2,	par.	7-147
40 ILCS	5/7-174	from	Ch.	108	1/2,	par.	7-174
30 ILCS	805/8.29 new						

Amends the IMRF Article of the Illinois Pension Code. Grants service credit for the first month of participating employment, even if a paycheck is not issued during that month. Changes the manner of calculating the contribution required for establishing certain prior service credit. For persons switching from total and permanent disability to a retirement annuity, includes any accrued increases in the disability benefit in the final rate of earnings for retirement annuity purposes. Allows disability benefits to be retroactive to the beginning of the previous calendar year. Makes the annuitant trustee a voting member of the Board and increases the number of votes required for action to 5. Amends the State Mandates Act to require implementation without reimbursement. Effective immediately.

LRB094 04141 EFG 34162 b

FISCAL NOTE ACT
MAY APPLY

PENSION IMPACT NOTE ACT MAY APPLY STATE MANDATES ACT MAY REQUIRE REIMBURSEMENT

1 AN ACT concerning public employee benefits.

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

- Section 5. The Illinois Pension Code is amended by changing

 Sections 7-116, 7-139, 7-147, and 7-174 as follows:
- 6 (40 ILCS 5/7-116) (from Ch. 108 1/2, par. 7-116)
- 7 Sec. 7-116. "Final rate of earnings":
 - (a) For retirement and survivor annuities, the monthly earnings obtained by dividing the total earnings received by the employee during the period of either (1) the 48 consecutive months of service within the last 120 months of service in which his total earnings were the highest or (2) the employee's total period of service, by the number of months of service in such period. For a person switching from a total and permanent disability benefit to a retirement annuity, calculation of the final rate of earnings for retirement annuity purposes shall include all annual or one-time increases in the disability benefit that have accrued.
 - (b) For death benefits, the higher of the rate determined under paragraph (a) of this Section or total earnings received in the last 12 months of service divided by twelve. If the deceased employee has less than 12 months of service, the monthly final rate shall be the monthly rate of pay the employee was receiving when he began service.
 - (c) For disability benefits, the total earnings of a participating employee in the last 12 calendar months of service prior to the date he becomes disabled divided by 12.
 - (d) In computing the final rate of earnings: (1) the earnings rate for all periods of prior service for which an employee contribution has been paid under subdivision (a)1 of Section 7-139 shall be the salary rate used in computing that contribution, and for other periods of prior service shall be

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considered equal to the average earnings rate for the last 3 calendar years of prior service for which creditable service is received under Section 7-139 or, if there is less than 3 years of creditable prior service, the average for the total prior service period for which creditable service is received under Section 7-139; (2) for out of state service and authorized leave, the earnings rate shall be the rate upon which service credits are granted; (3) periods of military leave shall not be considered; (4) the earnings rate for all periods of disability shall be considered equal to the rate of earnings upon which the employee's disability benefits are computed for such periods; (5) the earnings to be considered for each of the final three months of the final earnings period shall not exceed 125% of the highest earnings of any other month in the final earnings period; and (6) the annual amount of final rate of earnings shall be the monthly amount multiplied by the number of months of service normally required by the position in a year.

- 19 (Source: P.A. 90-448, eff. 8-16-97.)
- 20 (40 ILCS 5/7-139) (from Ch. 108 1/2, par. 7-139)
- 21 Sec. 7-139. Credits and creditable service to employees.
- 22 (a) Each participating employee shall be granted credits 23 and creditable service, for purposes of determining the amount 24 of any annuity or benefit to which he or a beneficiary is 25 entitled, as follows:
 - 1. For prior service: Each participating employee who is an employee of a participating municipality or participating instrumentality on the effective date shall be granted creditable service, but no credits under paragraph 2 of this subsection (a), for periods of prior service for which credit has not been received under any other pension fund or retirement system established under this Code, as follows:
- If the effective date of participation for the participating municipality or participating

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instrumentality is on or before January 1, 1998, creditable service shall be granted for the entire period of prior service with that employer without any employee contribution.

the effective date of participation for the participating municipality or participating instrumentality is after January 1, 1998, creditable service shall be granted for the last 20% of the period of prior service with that employer, but no more than 5 years, without any employee contribution. A participating employee may establish creditable service for remainder of the period of prior service with that employer by making an application in writing, accompanied by payment of an employee contribution in an amount determined by the Fund, based on the employee contribution rates in effect at the time of application for the creditable service and the employee's <u>actual</u> salary rate <u>during that prior service</u> on the effective date of participation for that employer, plus interest at the effective rate from the date of the prior service to the date of payment. Application for this creditable service may be made at any time while the employee is still in service.

A municipality that (i) has at least 35 employees; (ii) is located in a county with at least 2,000,000 inhabitants; and (iii) maintains an independent defined benefit pension plan for the benefit of its eligible employees may restrict creditable service in whole or in part for periods of prior service with the employer if the governing body of the municipality adopts an irrevocable resolution to restrict that creditable service and files the resolution with the board before the municipality's effective date of participation.

Any person who has withdrawn from the service of a participating municipality or participating instrumentality prior to the effective date, who reenters the service of the same municipality or participating

instrumentality after the effective date and becomes a participating employee is entitled to creditable service for prior service as otherwise provided in this subdivision (a)(1) only if he or she renders 2 years of service as a participating employee after the effective date. Application for such service must be made while in a participating status. The salary rate to be used in the calculation of the required employee contribution, if any, shall be the employee's actual salary rate during that prior service the employee's salary rate at the time of first reentering service with the employer after the employer's effective date of participation.

The changes to this subdivision (a)1 made by this amendatory Act of the 94th General Assembly, relating to the salary rate used in calculating contributions for prior service, are prospective only; they do not increase the required amount of, nor entitle any person to a refund of, any contribution for prior service already paid.

- 2. For current service, each participating employee shall be credited with:
 - a. Additional credits of amounts equal to each payment of additional contributions received from him under Section 7-173, as of the date the corresponding payment of earnings is payable to him.
 - b. Normal credits of amounts equal to each payment of normal contributions received from him, as of the date the corresponding payment of earnings is payable to him, and normal contributions made for the purpose of establishing out-of-state service credits as permitted under the conditions set forth in paragraph 6 of this subsection (a).
 - c. Municipality credits in an amount equal to 1.4 times the normal credits, except those established by out-of-state service credits, as of the date of computation of any benefit if these credits would increase the benefit.

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credits.

- d. Survivor credits equal to each payment of survivor contributions received from the participating employee as of the date the corresponding payment of earnings is payable, and survivor contributions made for the purpose of establishing out-of-state service
 - 3. For periods of temporary and total and permanent disability benefits, each employee receiving disability benefits shall be granted creditable service for the period during which disability benefits are payable. Normal and survivor credits, based upon the rate of earnings applied for disability benefits, shall also be granted if such credits would result in a higher benefit to any such employee or his beneficiary.
 - 4. For authorized leave of absence without pay: A participating employee shall be granted credits and creditable service for periods of authorized leave of absence without pay under the following conditions:
 - a. An application for credits and creditable service is submitted to the board while the employee is in a status of active employment, and within 2 years after termination of the leave of absence period for which credits and creditable service are sought.
 - b. Not more than 12 complete months of creditable service for authorized leave of absence without pay shall be counted for purposes of determining any benefits payable under this Article.
 - c. Credits and creditable service shall be granted for leave of absence only if such leave is approved by the governing body of the municipality, including approval of the estimated cost thereof to the municipality as determined by the fund, and employee contributions, plus interest at the effective rate applicable for each year from the end of the period of leave to date of payment, have been paid to the fund in accordance with Section 7-173. The contributions shall

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be computed upon the assumption earnings continued during the period of leave at the rate in effect when the leave began.

- d. Benefits under the provisions of Sections 7-141, 7-146, 7-150 and 7-163 shall become payable to employees on authorized leave of absence, or their designated beneficiary, only if such leave of absence is creditable hereunder, and if the employee has at least one year of creditable service other than the service granted for leave of absence. Any employee contributions due may be deducted from any benefits payable.
- e. No credits or creditable service shall be allowed for leave of absence without pay during any period of prior service.
- 5. For military service: The governing body of a municipality or participating instrumentality may elect to allow creditable service to participating employees who leave their employment to serve in the armed forces of the United States for all periods of such service, provided that the person returns to active employment within 90 days after completion of full time active duty, but creditable service shall be allowed such person for any period that can be used in the computation of a pension or any other pay or benefit, other than pay for active duty, for service in any branch of the armed forces of the United States. If necessary to the computation of any benefit, the shall establish municipality credits board for participating employees under this paragraph on the assumption that the employee received earnings at the rate received at the time he left the employment to enter the armed forces. A participating employee in the armed forces shall not be considered an employee during such period of service and no additional death and no disability benefits are payable for death or disability during such period.

Any participating employee who left his employment

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with a municipality or participating instrumentality to serve in the armed forces of the United States and who again became a participating employee within 90 days after completion of full time active duty by entering the service different municipality or participating instrumentality, which has elected to allow creditable service for periods of military service under the preceding paragraph, shall also be allowed creditable service for his period of military service on the same terms that would apply if he had been employed, before entering military service, by the municipality or instrumentality which employed him after he left the military service and the employer costs arising in relation to such grant of creditable service shall be charged to and paid by that municipality or instrumentality.

Notwithstanding the foregoing, any participating employee shall be entitled to creditable service as required by any federal law relating to re-employment rights of persons who served in the United States Armed Services. Such creditable service shall be granted upon payment by the member of an amount equal to the employee contributions which would have been required had the employee continued in service at the same rate of earnings during the military leave period, plus interest at the effective rate.

5.1. In addition to any creditable service established under paragraph 5 of this subsection (a), creditable service may be granted for up to 24 months of service in the armed forces of the United States.

In order to receive creditable service for military service under this paragraph 5.1, a participating employee must (1) apply to the Fund in writing and provide evidence of the military service that is satisfactory to the Board; (2) obtain the written approval of the current employer; and (3) make contributions to the Fund equal to (i) the employee contributions that would have been required had

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the service been rendered as a member, plus (ii) an amount determined by the board to be equal to the employer's normal cost of the benefits accrued for that military service, plus (iii) interest on items (i) and (ii) from the date of first membership in the Fund to the date of payment. If payment is made during the 6-month period that begins 3 months after the effective date of this amendatory Act of 1997, the required interest shall be at the rate of 2.5% per year, compounded annually; otherwise, the required interest shall be calculated at the regular interest rate.

- 6. For out-of-state service: Creditable service shall be granted for service rendered to an out-of-state local governmental body under the following conditions: The employee had participated and has irrevocably forfeited all rights to benefits in the out-of-state public employees pension system; the governing body of his participating municipality or instrumentality authorizes the employee to establish such service; the employee has 2 years current service with this municipality or participating instrumentality; the employee makes а payment contributions, which shall be computed at 8% (normal) plus 2% (survivor) times length of service purchased times the average rate of earnings for the first 2 years of service with the municipality or participating instrumentality whose governing body authorizes the service established plus interest at the effective rate on the date such credits are established, payable from the date the employee completes the required 2 years of current service to date of payment. In no case shall more than 120 months of creditable service be granted under this provision.
- 7. For retroactive service: Any employee who could have but did not elect to become a participating employee, or who should have been a participant in the Municipal Public Utilities Annuity and Benefit Fund before that fund was superseded, may receive creditable service for the period

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of service not to exceed 50 months; however, a current or former elected or appointed official of a participating municipality may establish credit under this paragraph 7 for more than 50 months of service as an official of that municipality, if the excess over 50 months is approved by resolution of the governing body of the affected municipality filed with the Fund before January 1, 2002.

Any employee who is a participating employee on or 1981 and who was excluded from after September 24, participation by the age restrictions removed by Public Act 82-596 may receive creditable service for the period, on or after January 1, 1979, excluded by the age restriction and, in addition, if the governing body of the participating municipality or participating instrumentality elects to allow creditable service for all employees excluded by the age restriction prior to January 1, 1979, for service during the period prior to that date excluded by the age Any employee restriction. who was excluded participation by the age restriction removed by Public Act 82-596 and who is not a participating employee on or after September 24, 1981 may receive creditable service for service after January 1, 1979. Creditable service under this paragraph shall be granted upon payment of the employee contributions which would have been required had he participated, with interest at the effective rate for each year from the end of the period of service established to date of payment.

- 8. For accumulated unused sick leave: A participating employee who is applying for a retirement annuity shall be entitled to creditable service for that portion of the employee's accumulated unused sick leave for which payment is not received, as follows:
 - a. Sick leave days shall be limited to those accumulated under a sick leave plan established by a participating municipality or participating instrumentality which is available to all employees or

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a class of employees.

- b. Only sick leave days accumulated with a participating municipality or participating instrumentality with which the employee was in service within 60 days of the effective date of his retirement annuity shall be credited; If the employee was in service with more than one employer during this period only the sick leave days with the employer with which the employee has the greatest number of unpaid sick leave days shall be considered.
- c. The creditable service granted shall be considered solely for the purpose of computing the amount of the retirement annuity and shall not be used to establish any minimum service period required by any provision of the Illinois Pension Code, the effective date of the retirement annuity, or the final rate of earnings.
- d. The creditable service shall be at the rate of 1/20 of a month for each full sick day, provided that no more than 12 months may be credited under this subdivision 8.
- e. Employee contributions shall not be required for creditable service under this subdivision 8.
- f. Each participating municipality and participating instrumentality with which an employee has service within 60 days of the effective date of his retirement annuity shall certify to the board the number of accumulated unpaid sick leave days credited to the employee at the time of termination of service.
- 9. For service transferred from another system: Credits and creditable service shall be granted for service under Article 3, 4, 5, 14 or 16 of this Act, to any active member of this Fund, and to any inactive member who has been a county sheriff, upon transfer of such credits pursuant to Section 3-110.3, 4-108.3, 5-235, 14-105.6 or 16-131.4, and payment by the member of the amount by which

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(1) the employer and employee contributions that would have been required if he had participated in this Fund as a sheriff's law enforcement employee during the period for which credit is being transferred, plus interest thereon at the effective rate for each year, compounded annually, from the date of termination of the service for which credit is being transferred to the date of payment, exceeds (2) the amount actually transferred to the Fund. Such transferred service shall be deemed to be service as a sheriff's law enforcement employee for the purposes of Section 7-142.1.

(b) Creditable service - amount:

- 1. One month of creditable service shall be allowed for month for which a participating employee made contributions as required under Section 7-173, or for which creditable service is otherwise granted hereunder. Creditable service shall be granted for the first month of participating employment, even if a paycheck was not issued during that month. Not more than one 1 month of service shall be credited and counted for one $\frac{1}{2}$ calendar month, and not more than $\underline{\text{one}}$ $\frac{1}{2}$ year of service shall be credited and counted for any calendar year. A calendar month means a nominal month beginning on the first day thereof, and a calendar year means a year beginning January 1 and ending December 31.
- 2. A seasonal employee shall be given 12 months of creditable service if he renders the number of months of service normally required by the position in a 12-month period and he remains in service for the entire 12-month period. Otherwise a fractional year of service in the number of months of service rendered shall be credited.
- 3. An intermittent employee shall be given creditable service for only those months in which a contribution is made under Section 7-173.
- (c) No application for correction of credits or creditable service shall be considered unless the board receives an application for correction while (1) the applicant is a

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participating employee and in active employment with a participating municipality or instrumentality, or (2) while the applicant is actively participating in a pension fund or retirement system which is a participating system under the Retirement Systems Reciprocal Act. A participating employee or other applicant shall not be entitled to credits or creditable service unless the required employee contributions are made in a lump sum or in installments made in accordance with board rule.

- (d) Upon the granting of a retirement, surviving spouse or child annuity, a death benefit or a separation benefit, on account of any employee, all individual accumulated credits shall thereupon terminate. Upon the withdrawal of additional contributions, the credits applicable thereto shall thereupon terminate. Terminated credits shall not be applied to increase the benefits any remaining employee would otherwise receive under this Article.
- 18 (Source: P.A. 92-424, eff. 8-17-01; 93-933, eff. 8-13-04.)
- 19 (40 ILCS 5/7-147) (from Ch. 108 1/2, par. 7-147)
- Sec. 7-147. Temporary disability benefits Commencement and duration. Temporary disability benefits shall be payable:
- 22 (a) Upon receipt by the fund of a written application therefor. The effective date may be no earlier than the first 23 day of the calendar year immediately preceding the year in 24 25 which the application is received by the Fund. not more than 6 26 months prior to the receipt by the fund of the application. However, if an employee executes an application and delay 27 28 filing is caused by negligence or fault of any officer 29 employee of the applicant's municipality or participating 30 instrumentality, the effective date may be the later of 30 days 31 prior to the date the application is executed or one year prior to the date received by the fund. 32
 - (b) Once a month as of the end of each calendar month;
- 34 (c) For less than a month in a fraction equal to that 35 created by making the number of days of disability in the month

- the numerator and the number of the days in the month the denominator;
- 3 (d) To the beneficiary of a deceased participating employee
 4 for the unpaid amount accrued to the date of death;
- 5 (e) For a period ending on the last day of the month when 6 the total period during which temporary disability benefits are paid equals 1/2 of the total period of service (excluding 7 periods of disability) of the employee as of the date of his 8 disability or 30 months, whichever is the lesser; provided that 9 10 when a participating employee becomes disabled within 5 years 11 of a previous period or periods of temporary or total and 12 permanent disability, temporary disability benefits shall be payable for a period not to exceed the lesser of 30 months or a 13 period computed as follows: 14
- 1. the lesser of 30 months or 1/2 of the total service 16 preceding the first period of disability within such 5-year 17 period;
- 2. less the total amount of all periods of disability within said 5-year period;
- 3. plus 1/2 of the total amount of service (excluding periods of disability) subsequent to the first period of disability within such 5-year period;
- 23 (f) while the temporary disability continues.
- 24 (Source: P.A. 86-272.)
- 25 (40 ILCS 5/7-174) (from Ch. 108 1/2, par. 7-174)
- Sec. 7-174. Board created.
- 27 (a) A board of 8 members shall constitute a board of
 28 trustees authorized to carry out the provisions of this
 29 Article. Each trustee shall be a participating employee of a
 30 participating municipality or participating instrumentality or
 31 an annuitant of the Fund and no person shall be eligible to
 32 become a trustee after January 1, 1979 who does not have at
 33 least 8 years of creditable service.
- 34 (b) The board shall consist of representatives of various 35 groups as follows:

- 1. 4 trustees shall be a chief executive officer, chief finance officer, or other officer, executive or department head of a participating municipality or participating instrumentality, and each such trustee shall be designated as an executive trustee.
 - 2. 3 trustees shall be employees of a participating municipality or participating instrumentality and each such trustee shall be designated as an employee trustee.
 - 3. One trustee shall be an annuitant of the Fund, who shall be designated the annuitant trustee.
- (c) A person elected as a trustee shall qualify as a trustee, after declaration by the board that he has been duly elected, upon taking and subscribing to the constitutional oath of office and filing same in the office of the Fund.
- (d) The term of office of each trustee shall begin upon January 1 of the year following the year in which he is elected and shall continue for a period of 5 years and until a successor has been elected and qualified, or until prior resignation, death, incapacity or disqualification.
- (e) Any elected trustee (other than the annuitant trustee) shall be disqualified immediately upon termination of employment with all participating municipalities and instrumentalities thereof or upon any change in status which removes any such trustee from all employments within the group he represents. The annuitant trustee shall be disqualified upon termination of his or her annuity.
- (f) The trustees shall fill any vacancy in the board by appointment, for the period until the next election of trustees, or, if the remaining term is less than 2 years, for the remainder of the term, and until his successor has been elected and qualified.
- (g) Trustees shall serve without compensation, but shall be reimbursed for any reasonable expenses incurred in attending meetings of the board and in performing duties on behalf of the Fund and for the amount of any earnings withheld by any employing municipality or participating instrumentality

- because of attendance at any board meeting.
- 2 (h) Each trustee other than the annuitant trustee shall be
- 3 entitled to one vote on any and all actions before the board+
- 4 the annuitant trustee is not entitled to vote on any matter. At
- 5 least <u>5 concurring</u> 4 concurring votes shall be necessary for
- 6 every decision or action by the board at any of its meetings.
- 7 No decision or action shall become effective unless presented
- 8 and so approved at a regular or duly called special meeting of
- 9 the board.
- 10 (Source: P.A. 89-136, eff. 7-14-95.)
- 11 Section 90. The State Mandates Act is amended by adding
- 12 Section 8.29 as follows:
- 13 (30 ILCS 805/8.29 new)
- 14 Sec. 8.29. Exempt mandate. Notwithstanding Sections 6 and 8
- of this Act, no reimbursement by the State is required for the
- implementation of any mandate created by this amendatory Act of
- the 94th General Assembly.
- 18 Section 99. Effective date. This Act takes effect upon
- 19 becoming law.