

# Reciprocal Systems Benefits

January, 2011

# Chicago Teachers' Pension Fund

(40 ILCS 5/17)

## Retirement Benefits

The Public School Teachers' Pension & Retirement Fund has a defined benefit retirement plan which provides a predetermined benefit by combining service credit, salary and age.

Employee Contribution is 9%.

### Retirement Eligibility Requirements

Age 55 with 20 years (reduced)

Age 60 with 20 years

Age 62 with 5 years

**Early Retirement Reduction:** One-half of 1% for each month below age 60 to a minimum age 55. This reduction can be avoided if employee retires under an employer-approved early retirement program and makes a one-time contribution to the Fund.

**Final Average Compensation** is an average of the four highest consecutive years of service in last 10 years.

### Fixed Benefit Formula

2.2% for all years after 1998, and all upgraded years.

Step rate for all years prior to 7-1-98 without 2.2% formula upgrade. (Step rates: 1.67%, 1-10 years; 1.9%, 11-20 years; 2.1%, 21-30 years; 2.3% after 30 years.)

The Maximum Benefit is 75% (33.95 years x 2.2% or 37.8 years with the step formula).

Annual Pension Increase of 3%.

## Disability Benefits

**Occupational Disability:** 75% of annual salary at time of illness or injury, less Worker's Compensation Settlement. Service credit accumulates from the injury to age 65 when the benefit converts to a service retirement pension.

**Nonoccupational Disability:** 2.2% of average salary for service prior to 7-1-98 and for all service if upgrade elected. Without service upgrade, the formula is: 1.67% of average salary per year from 10 to 20 years. At 20 years, the step-rate formula is discounted 1/2 of 1% per month for retirees less than age 55 to a maximum five years. No age discount after 25 years of service.

## Death Benefits

**Lump Sum Death Benefit:** Six times last month salary, to maximum of \$10,000. After retirement, if there is no survivor, contributions in excess of pension payments are refundable.

### Survivor Benefit:

Minimum one and one-half years of service if active, or 10 years if not for more than one year. Eligible spouse must be age 50 if no eligible children. No minimum age for spouse with minor children.

## Maximum/Minimum for Death in Service

**Spouse or Child:** The spouse/child benefit is the greater of 50% of member's earned pension, or 30% of member's average salary, maximum \$400 per month. The \$400 maximum does not apply to the 50% benefit.

**Spouse/Children:** The survivor/children benefit is the greater of 50% of member's earned pension, or 60% of member's average salary, maximum \$600 per month. The \$600 maximum does not apply to the 50% benefit.

## Maximum/Minimum for Death after Retirement

**Spouse or Child:** The spouse/child benefit is the greater of 50% of annuitant's pension at time of death, or 30% of annuitant's average salary at retirement, up to a maximum \$400 per month or annuitant's pension at death, whichever is less. The maximums do not apply to the 50% benefit.

**Spouse/Children:** The survivor/children benefit is the greater of 50% of annuitant's pension at time of death, or 60% of annuitant's average salary at retirement, up to a maximum \$600 per month or annuitant's pension at death, whichever is less. These maximums do not apply to the 50% benefit.

Parent: None.

# County Employees' Annuity and Benefit Fund of Cook County

## Forest Preserve Employees' Annuity and Benefit Fund of Cook County

(40 ILCS 5/9 and 40 ILCS 5/10)

### Retirement Benefits

County & Forest Preserve Employees' Fund has a fixed benefit and money purchase retirement plan which provides a predetermined benefit by combining service credit and salary.

Employee Contribution is 8.5%; 9% for Cook County sheriff police.

#### Retirement Eligibility Requirements

Age 50 with 10 years\* (reduced)

Age 60 with 10 years

Age 50 with 30 years

\* 1/2 of 1% reduction for each month below age 60 if less than 30 years service.

Final average compensation is an average of the four highest consecutive years of service in last 10 years.

#### Fixed Benefit Formula:

Beginning 7-1-02, 2.4% per year of service, plus Optional Program.\*

\* The Optional Program allowed employees to purchase an additional 1% of FAS per year of county service, subject to age discount if below age 60 with less than 30 years. Not to exceed the maximum 80% FAS. This benefit expired on 7-1-05.

Cook County Police have special formula.

The Maximum Benefit is 80% of final average salary.

Annual Pension Increase of 3% each January 1 following full year of retirement with 30 years of service or age 60.

### Disability Benefits

Occupational Disability: 75% less Worker's Compensation from first day.

Nonoccupational Disability: 50% from 31st day or first day without pay, whichever is later. Maximum of 1/4 of total service, not to exceed five years. Annuity at termination if unable to return to work.

### Death Benefits

Lump sum death benefit of contributions plus interest returned if no survivors, less annuity paid. Does not include contributions for annuity increase. Also, \$1,000 death benefit payable to heirs of deceased annuitant.

#### Survivor Benefit

Spouse in Service: The greater of 10% of FAS or 65% of employee annuity, discounted by 0.5% per month that spouse is under age 55. 3% compound increase Jan 1 after first anniversary.

Spouse Out of Service: Before age 50 with 10 years, 65% of employee annuity at death, discounted if under 55 and less than 30 years. 3% compound increase Jan 1 after first anniversary.

Child: Nonoccupational: 4 years, Occupational: Any service.

#### Maximum/Minimum for Death in Service

Spouse: Occupational is 60% of highest salary. Nonoccupational is 50% of annuity earned. Minimum is 10% of final average salary. 3% compound increase Jan 1 after first anniversary.

Children: Maximum for occupational is 70% of final monthly salary. Nonoccupational is 60% of final monthly salary. Greater of \$140 or 10% of final average salary per month, per child.

Family: Occupational is 70% of final monthly salary. Nonoccupational is 60% of final monthly salary.

Parent: None

#### Maximum/Minimum for Death after Retirement

Spouse: 65% of annuity payable at death. If spouse is under age 55, age discount applies.

Children: Maximum of 60% of final monthly salary. Minimum of \$140 per month, per child, or 10% of final average salary, whichever is greater.

Family: 60% of final monthly salary plus 10% of final average salary.

Parent: None.

# Illinois Municipal Retirement Fund

(40 ILCS 5/7)

## Retirement Benefits

Municipal Retirement Fund has a fixed benefit and money purchase retirement plan which provides a predetermined benefit by combining service credit and salary.

Employee Contribution is 4.5%; SLEP & ECO Plans are 7.5%. (*SLEP is the Sheriff's Law Enforcement Personnel plan; ECO is the Elected County Official's plan.*)

## Retirement Eligibility Requirements

Age 55 with 8 years\* (reduced)

Age 60 with 8 years

Age 50 with 20 years (ERI).

Minimum 20 years with SLEP Plan.

Minimum 8 years of service in same elected position with revised ECO plan.

\*1/4% reduction for each month under age 60 if service isn't 35 years, between age 55 and 60.

## Final Average Compensation

• Regular and SLEP plans are the highest 48 consecutive months in last 120 months.

• ECO plan is the annualized salary payable on the last day of participation, divided by 12.

• Revised ECO plan is the average of the highest 48 months of ECO service in the same elected office.

## Fixed Benefit Formula:

1.667% for first 15 years

2.0% for over 15 years.

SLEP Plan: 2.5% per year.

ECO Plan: 3% for first eight years; 4% for 8-12 years; 5% for over 12 years.

• *All IMRF members are coordinated with Social Security.*

The Maximum Benefit is 75% of final average salary for regular employees; 80% for ECO & SLEP employees.

Annual Pension Increase of 3% each January 1.

## Disability Benefits

50% from 31st day for both occupational and nonoccupational.

## Death Benefits

Lump Sum Death Benefit of year's salary plus credits, if death in service.

Survivor Benefit: Any age with eight years of service. 3% automatic increase.

## Maximum/Minimum for Death in Service

Spouse: 50% of retirement annuity, plus \$3,000. (*\*SLEP/ ECO*)

Children: None. \*See Comments section about the ECO plan.

Family: Not applicable. \*See Comments section about the ECO plan.

Parent: None. \*See Comments section about the ECO plan.

## Maximum/Minimum for Death after Retirement

Spouse: 50% of retirement annuity, plus \$3,000.

\*See Comments section about the ECO plan.

Children: None. \*See Comments section about the ECO plan.

Family: Not applicable. \*See Comments section about the ECO plan.

Parent: None. \*See Comments section about the ECO plan.

*\*Comments: Elected County Officials may pay additional contributions for higher disability, death and survivor benefits.*

# Judges' Retirement System of Illinois

(40 ILCS 5/18)

## Retirement Benefits

The Judges' Retirement System has a defined benefit retirement plan which provides a predetermined benefit by combining service credit and salary.

Employee Contribution is 11%, 8.5% without spouse.

### Retirement Eligibility Requirements

Age 55 with 10 years (reduced)

Age 60 with 10 years

Age 62 with 6 years

*\* Members receive 5/12 of 1% credit for each month of service over 20 years to use as credit for any reduction for retiring before age 60.*

### Reduction for Early Retirement:

Age 55 with 10 years reduced 1/2 of 1% for each month below age 60

### Final Average Compensation

is final rate of pay for members prior to 8-10-09. Judges who became a member after this date, pension is based on a four-year average.

### Fixed Benefit Formula:

3.5% for first 10 years

5% for over 10 years

The Maximum Benefit is 85% of final rate of pay.

Annual Pension Increase is 3% each January 1 following one full year of retirement at any age.

Sick Leave: No credit for sick leave.

## Disability Benefits

Temporary: Two years of service, 50% of salary to end of term.

Permanent: With 10 or more years of service, earned retirement annuity regardless of age.

*Pension and survivor benefits are reduced by any Workers' Compensation benefits received for service related disabilities.*

## Death Benefits

**Lump Sum Death Benefit:** Contributions refunded if no surviving spouse.

**Survivor Benefit:** In service for 1 1/2 years if spouse is age 50 without child; any age with child under 18 or under 22 unmarried, full-time student or disabled child over 18. After termination, member must have vested rights, 3% included.

### Maximum/Minimum for Death in Service

Spouse: 7.5% of salary, or 66 2/3% of earned pension, whichever is greater.

Children: 5% of salary per child; maximum 20% of salary for all children, or 66 2/3% of earned pension, whichever is greater.

Family: Combination of benefits for spouse and children. See preceding two paragraphs.

Parent: None

### Maximum/Minimum for Death after Retirement

Spouse: 66 2/3% of earned pension.

Children: 5% of salary per child; maximum 20% of salary for all children, or 66 2/3% of earned pension, whichever is greater.

Family: Combination of benefits for spouse and children. See preceding two paragraphs.

Parent: None.

# General Assembly Retirement System

(40 ILCS 5/2)

## Retirement Benefits

The General Assembly Retirement System has a fixed benefit retirement plan which provides a pre-determined benefit by combining service credit and salary.

Employee Contribution is 11.5%; 9.5% without survivors.

## Retirement Eligibility Requirements

Age 55 with 8 years

Age 62 with 4 years

## Final Average Compensation

is final rate of pay for members prior to 8-10-09. Legislators who became a member after this date, pension is based on a four-year average.

## Fixed Benefit Formula:

3% for first 4 years; 3.5% next two years; 4% next two years, 4.5% next four years; 5% for each year over 12 years.

The Maximum Benefit is 85% of final rate of pay.

Annual Pension Increase is 3% each January 1 or July 1 after first anniversary after age 60.

Sick Leave: No credit for sick leave.

## Disability Benefits

Permanent: Eight years of service for unreduced retirement annuity regardless of age.

*Pension and survivor benefits are reduced by any Workers' Compensation benefits received for service related disabilities.*

## Death Benefits

**Lump Sum Death Benefit:** Contributions returned if no survivors.

**Survivor Benefit:** Must be in service for 2 years, age 50 for spouse without child, any age with child under 18 or under 22 unmarried full-time student or disabled child over 18; or disabled (after termination must have vested rights), 3% included.

## Maximum/Minimum for Death in Service

**Spouse:** 66 2/3% of earned pension, or 10% of salary, whichever is greater.

**Children:** 20% of salary per child; maximum 50% of salary for all children, or 75% of earned pension, whichever is greater.

**Family:** 50% of salary, or 75% of earned pension, whichever is greater.

**Parent:** None

## Maximum/Minimum for Death after Retirement

**Spouse:** 66 2/3% of earned pension.

**Children:** Maximum 75% of earned pension.

**Family:** 75% of earned pension.

**Parent:** None.

# Laborers' Annuity & Benefit Fund of Chicago

(40 ILCS 5/11)

## Retirement Benefits

The Laborers' Benefit Fund has a fixed benefit and money purchase retirement plan which provides a predetermined benefit by combining service credit and salary.

Employee Contribution is 8.5%.

### Retirement Eligibility Requirements

Age 55 with 10 years (\$ purchase)  
Age 60 with any years (\$ purchase)  
Age 55 with 20 years (reduced)  
Age 50 with 30 years  
Age 55 with 25 years  
Age 60 with 10 years

**Early Retirement Reduction:** One-fourth of 1% for each month below age 60, except if member has 25 years of service.

**Final Average Compensation** is an average of the four highest consecutive years of service in last 10 years.

### Fixed Benefit Formula

2.4% per year with:  
10 or more years at age 60;  
20 or more years at age 55;  
30 or more years at age 50;

The **Maximum Benefit** is 80% of the final average salary. The minimum is \$850 for withdrawals at age 60 or over with at least 10 years of Laborers' service.

**Annual Pension Increase** is 3% compounded, payable at the earlier of: 1) the later of age 53 and the third anniversary of retirement; OR 2) the later of age 60 and the first anniversary of retirement. All increases are payable in January of the year of the increase.

## Disability Benefits

**Occupational Disability:** 75% less Worker's Compensation.

**Nonoccupational Disability:** 50% from 31st day. Five year maximum. Annuity at termination if unable to return to work.

## Death Benefits

**Lump Sum Death Benefit:** Contributions plus interest returned if no survivors, less ½ of 1% for automatic increase.

**Survivor Benefit:** Any service, any age for money purchase. For fixed benefit formula, employee must meet retirement eligibility requirements. Spouse age discount of ¼ of 1% for each month below age 55 (age 50 if 25 years of service).

**In Service Death with 10 Years of Service:** 50% of formula annuity with no age requirement or age discount, provided marriage in effect for 10 years. No cost of living increase.

## Maximum/Minimum for Death in Service

**Spouse:** Maximum for occupational is 60% of highest salary. Nonoccupational is 50% of highest salary. Minimum of \$800 with five years of Laborers' service.

**Children:** Maximum for occupational is 70% of final salary. Nonoccupational is 60%. \$220 for half-orphan, \$250 for full-orphan.

**Family:** Occupational is 70% of final monthly salary. Nonoccupational is 60% of final monthly salary.

**Parent:** None

## Maximum/Minimum for Death after Retirement

**Spouse:** 50% of pension at time of death. Minimum of \$800 with 10 years of Laborers' service.

**Children:** Maximum of 60% of final monthly salary. Minimum of \$220 for half-orphan, \$250 for full-orphan.

**Family:** Maximum of 60% of final monthly salary.

**Parent:** None.

# Metropolitan Water Reclamation District Retirement Fund

(40 ILCS 5/13)

## Retirement Benefits

The Metropolitan Water Reclamation District Fund is a defined benefit retirement plan, which provides a predetermined benefit by combining service credit and salary.

**Employee Contribution** is 9%. Elected Officials also have an alternative plan to enhance benefits.

### Retirement Eligibility Requirements

Age 50 or 55\* with 10 years (*reduced*)

Age 50 or 55\* with 30 years

Age 60 with 5 years

**Early Retirement Reduction:** Lesser of 1/2 of 1% for each month below age 60 or below 30 years of service. Minimum age 50 or age 55\* with 10 years.

**Final Average Compensation** is an average of the two highest consecutive years of service in last 10 years.

### Fixed Benefit Formula:

2.2% for first 20 years

2.4% for years over 20.

The **Maximum Benefit** is 80% of final average salary. Minimum with 10 years of service is \$500, plus \$25 per year in excess of 10 years, not to exceed \$750. If reciprocal, minimum is reduced by the sum of all reciprocal annuities payable. If less than 10 years, the minimum is \$250 if not reciprocal, term or disability annuity.

**Annual Pension Increase** is 3% compounded. No minimum age, with increase the first anniversary of retirement.

## Disability Benefits

**Occupational Disability:** 75% less Worker's Compensation.

**Nonoccupational Disability:** 50% from first day, provided all sick leave is used. \*Disability is not payable for first 3 days, unless disability continues for at least 11 additional days. Employees may save their vacation days.

## Death Benefits

**Lump Sum Refund** of contributions (excluding contributions for annuity increases) plus interest. After retirement, if there is no eligible survivor, contributions in excess of pension payments are refundable.

### Survivor Benefit

In service or retired: Any age any service, or 3 years of service\*.

If retired or died in service after 8-22-89: surviving spouse gets 60% of employee annuity at time of death, plus 1% for each year of service (85% maximum). All employees after 1-1-92: surviving spouse annuity is discounted .25% for each month younger than employee (maximum 60% discount). Discount is reduced for each year of marriage at withdrawal.

**Child:** Nonoccupational must have two years of service (3 years\*); or 10 years if annuitant. Occupational can have any service. Unmarried under age 18 (under 23 if full-time student)

## Maximum/Minimum for Death in Service

**Spouse:** Maximum 85% of accrued annuity. Minimum \$500 with 10 years of service or \$250 with less than 10 years, unless reciprocal, term or disability annuity. Occupational minimum is 50% of last earned salary with 3% compounded annual increase.

**Children:** Maximum \$5,000 per family. \$500 per child.

**Family:** See previous two paragraphs.

**Parent:** None.

## Maximum/Minimum for Death after Retirement

**Spouse:** Maximum 85% of accrued annuity. Minimum with 10 years of service is the greater of: (1) \$500 plus \$25 per year in excess of 10 years, not to exceed a maximum \$750; or (2) 50% of employee annuity at death. If less than 10 years of service, a minimum of \$250 if not reciprocal, term or disability annuity.

**Children:** Maximum \$2,500 per family. \$500 for first child, \$350 for additional.

**Family:** See previous two paragraphs.

**Parent:** None.

\* *If hired after 6-13-97*



# Municipal Employees' Annuity & Benefit Fund of Chicago

(40 ILCS 5/8)

## Retirement Benefits

The Municipal Employees' Benefit Fund has a fixed benefit and money purchase retirement plan which provides a predetermined benefit by combining service credit and salary.

Employee Contribution is 8.5%.

### Retirement Eligibility Requirements

Age 55 with 10 years (\$ purchase)  
Age 60 with any years (\$ purchase)  
Age 55 with 20 years (reduced)  
Age 50 with 30 years  
Age 55 with 25 years  
Age 60 with 10 years

**Early Retirement Reduction:** One-fourth of 1% for each month below age 60, if the member has less than 25 years of service.

**Final Average Compensation** is an average of the four highest consecutive years of service in last 10 years.

### Fixed Benefit Formula:

2.4% per year with:  
10 or more years at age 60;  
20 or more years at age 55;  
30 or more years at age 50;

**Alternative Plan:** Elected Officials may pay optional contributions to receive higher benefits.

The **Maximum Benefit** is 80% of the final average salary. The minimum is \$850 for withdrawals at age 60 or over with at least 10 years of Municipal service.

**Annual Pension Increase** of 3% compounded, payable either three years after retirement or age 60, whichever occurs first after receiving a pension for at least one year. Annual increases are payable in January.

## Disability Benefits

**Occupational Disability:** 75% less Worker's Compensation.

**Nonoccupational Disability:** 50% from 31st day. Five year maximum. Annuity at termination if unable to return to work.

## Death Benefits

**Lump Sum Death Benefit:** Contributions plus interest returned if no survivors, less ½ of 1% for automatic increase.

**Survivor Benefit:** Any service, any age for money purchase. For fixed benefit formula, employee must meet retirement eligibility requirements. Spouse age discount of ¼ of 1% for each month below age 55 (age 50 if 25 years of service).

In service death with 10 years of service: 50% of formula annuity with no age requirement or age discount, provided marriage in effect for 10 years. No cost of living increase.

## Maximum/Minimum for Death in Service

**Spouse:** Maximum for occupational is 60% of highest salary. Nonoccupational is 50% of highest salary. Minimum of \$800 with five years of Municipal service.

**Children:** Maximum for occupational is 70% of final salary. Nonoccupational is 60%. \$220 for half-orphan, \$250 for full-orphan.

**Family:** Occupational is 70% of final monthly salary. Nonoccupational is 60% of final monthly salary.

**Parent:** None

## Maximum/Minimum for Death after Retirement

**Spouse:** 50% of pension at time of death. Minimum of \$800 with 10 years of Municipal service.

**Children:** Maximum of 60% of final monthly salary. Minimum of \$220 for half-orphan, \$250 for full-orphan.

**Family:** Maximum of 60% of final monthly salary.

**Parent:** None.

# Park Employees' Annuity and Benefit Fund

(40 ILCS 5/12)

## Retirement Benefits

The Park Employees' Benefit Fund has a fixed benefit and money purchase retirement plan which provides a predetermined benefit by combining service credit and salary.

Employee Contribution is 9%.

### Retirement Eligibility Requirements

Age 50 with 10 years (reduced)

Age 50 with 30 years

Age 60 with 4 years

**Early Retirement Reduction:** One-fourth of 1% for each month below age 60 to age 50 if the member has less than 30 years of service.

**Final Average Compensation** is an average of the four highest consecutive years of service in last 10 years.

### Fixed Benefit Formula:

2.4% per year (beginning 1-1-04)

\* This fund has an optional minimum fixed benefit formula based on length of service and salary. Optional military & U.S. govt. service credit paid on basis of actuarial normal cost with applicable interest.

**The Maximum Benefit** is 80% of the final average salary.

**Annual Pension Increase** of 3%.

## Disability Benefits

**Occupational Disability:** 75% plus pension contributions, less Worker's Compensation.

**Nonoccupational Disability:** 45% plus pension contributions after eight consecutive and retroactive to 1st day.

## Death Benefits

**Lump Sum Death Benefit:** \$10,000 maximum and \$3,000 minimum.

**Survivor Benefit:** Any service and age for spouse. Two years of service for child.

### Maximum/Minimum for Death in Service

**Spouse:** Maximum of 50% of employees highest monthly salary. Minimum of \$100 per month. 3% annual increase, compounded.

**Children:** \$100 for half-orphan, \$150 for full-orphan.

**Family:** Maximum of 60% of employees highest monthly salary when combining spouse and child benefits.

**Parent:** None.

### Maximum/Minimum for Death after Retirement

**Spouse:** Maximum of 50% of employees highest monthly salary. Minimum of \$100 per month. 3% annual increase, compounded.

**Children:** \$100 for half-orphan, \$150 for full-orphan.

**Family:** Maximum of 60% of employees highest monthly salary when combining spouse and child benefits.

**Parent:** None.

# State Employees' Retirement System

(40 ILCS 5/14)

## Retirement Benefits

The State Employees' Retirement Fund has a defined benefit retirement plan which provides a pre-determined benefit by combining service credit and salary.

**Employee Contribution** is 8% for noncoordinated members, and 4% for coordinated members (employer pickup).

### Retirement Eligibility Requirements

Age + years of service = 85 years

Age 55 with 25 years (reduced)

Age 60 with 8 years. Alternative formula employees: age 55 with 20 years; age 50 with 25 years.

**Early Retirement Reduction:** One-half of 1% for each month below age 60 to age 55.

**Final Average Compensation** is an average of the four highest consecutive years of service in last 10 years.

**Alternative Formula Employees:** final rate of pay, AFC, or final four years, whichever is higher.

### Fixed Benefit Formula:

2.2% per year for noncoordinated employees; 1.67% per year for coordinated employees.

**Alternative Formula Employees:** noncoordinated is 3% per year; coordinated is 2.5% per year.

**The Maximum Benefit** is 75% of final average salary. 80% for alternative formula employees.

**Annual Pension Increase of 3%** each January 1 following full year of retirement at any age. If under age 60 at retirement, January 1 following one year and age 60. If Rule of 85, January 1 following one year

of retirement. Alternative formula employees: January 1 following one year and age 55.

## Disability Benefits

**Occupational Disability:** 75% less Worker's Compensation.

**Nonoccupational Disability:** 50% after 1 1/2 yrs. service, less Social Security, if applicable.

## Death Benefits

**Lump Sum Death Benefit:** Refund of retirement contributions, plus interest if death occurs before retirement, plus \$1,000 to survivor beneficiary. Option of non-occupational death if spouse is sole survivor/beneficiary.

If survivor's annuity is not payable and death occurs before retirement, a lump sum benefit is payable equal to one month's salary for each full year of service. Maximum of 50% of final annual compensation.

**Survivor Age & Service:** One and one-half years of service, age 50 for spouse without child; any age with child under 18, or under 22 if a full-time student, or disabled child over 18. A 3% increase January 1 following first full year, unless member was retired, then January 1 following start of benefit.

### Maximum/Minimum for Death in Service

**Spouse:** Maximum of \$400, less 1/2 of Social Security, if applicable. Minimum 50% of annuity earned. Social Security may not reduce benefit by more than one-half.

**Children:** Maximum of \$600 or 80% of average final salary, less 1/2 of

Social Security benefits, if applicable. Minimum 50% of annuity earned. Social Security may not reduce benefit by more than one-half.

**Family:** Maximum of \$600 or 80% of average final salary, less 1/2 of Social Security benefits, if applicable. Minimum 50% of annuity earned. Social Security may not reduce benefit by more than one-half.

**Parent:** Maximum of \$400 for both parents, less 1/2 of Social Security benefits, if applicable. Minimum 50% of annuity earned. Social Security may not reduce benefit by more than one-half.

### Maximum/Minimum for Death after Retirement

**Spouse:** Maximum of \$400 or 80% of pension, less 1/2 of Social Security benefits, if applicable. Minimum 50% of annuity earned. Social Security may not reduce benefit by more than one-half.

**Children:** Maximum of \$600 or 80% of pension, less 1/2 of Social Security benefits, if applicable. Minimum 50% of annuity earned. Social Security may not reduce benefit by more than one-half.

**Family:** Maximum of \$600 or 80% of pension, less 1/2 of Social Security benefits, if applicable. Minimum 50% of annuity earned. Social Security may not reduce benefit by more than one-half.

**Parent:** Maximum of \$400 for both parents, less 1/2 of Social Security benefits, if applicable. Minimum 50% of annuity earned. Social Security may not reduce benefit by more than one-half.

# State Universities Retirement System

(40 ILCS 5/15)

## Retirement Benefits

The State Universities Retirement System has a fixed benefit and money purchase retirement plan. Members may elect portable, self-managed, or traditional SURS. Any election other than traditional may change your benefits.

Employee Contribution is 8%.

### Retirement Eligibility Requirements

Age 55 with 8 years (reduced)

Age 60 with 8 years

Age 62 with 5 years

*\* For members active on 8-2-02, any age with 30 years.*

**Early Retirement Reduction:** One-half of 1% for each full month before age 60 unless member has 30 years or is disabled.

**Final Average Compensation** is the greater of an average of the highest four consecutive academic years, or the last 48 months.

### Fixed Benefit Formula:

2.2% for members active on 7-7-97.

Otherwise:

1.67% for first 10 years

1.9% for 11- 20 years

2.1% for 21- 30 years

2.3% for more than 30 years

**The Maximum Benefit** is 80% for members active on 7-7-97. A maximum of 75% for those certified between 9-14-77 and 7-6-97. Up to 80% for those certified before 9-14-77 and ending before 7-7-97.

**Annual Pension Increase** is 3% compounded annually each January 1, prorated on the first January after retirement.

## Disability Benefits

**Occupational Disability:** 50% from 61st day, less Worker's Compensation.

**Nonoccupational Disability:**

50% from 61st day after two years of service. 35% after maximum 50% benefit has been paid if member is totally disabled. Two year requirement is waived if disability is the result of an accident.

## Death Benefits

**Before Retirement or Active on Date of Death:** A lump sum benefit if no survivor, total refund of contributions plus interest with up to \$5,000 additional state-paid death benefit to named beneficiaries. If a survivor benefit is paid, the lump sum is reduced and there is no additional state-paid benefit.

**Before Retirement or Inactive on Date of Death:** A lump sum benefit if no survivor, total refund of contributions plus interest, but no additional state-paid death benefit.

**After Retirement:** A lump sum benefit if no survivor is the greater of account balance or \$1,000 (\$500 in some cases).

**Survivor Benefit:** 1 1/2 years service if active on date of death, 10 years if inactive, payable to spouse at age 50 without child or any age with child under 18, 22 if a full-time student, or disabled child over 18. 3% automatic annual increase on January 1 after benefit begins.

## Maximum/Minimum for Death in Service

**Spouse:** The greater of 30% times final average salary (up to maximum of \$400) and 50% of earned annuity.

**Children:** The greater of 30% times final average salary (up to maximum of \$400 for one child, \$600 for two or more children) and 50% of earned annuity.

**Family:** The greater of 30% times final average salary (up to maximum of \$400 for one dependent, \$600 for two or more) and 50% of earned annuity.

**Parent:** The greater of 30% times final average salary (up to \$400 for one parent, \$600 for two) and 50% of earned annuity.

## Maximum/Minimum for Death after Retirement

**Spouse:** The greater of 80% of base annuity (up to \$400) and 50% of the annuity at death.

**Children:** The greater of 80% of base annuity (up to \$400 for one child, \$600 for two or more) and 50% of earned annuity.

**Family:** The greater of 80% of base annuity (up to \$400 for one dependent, \$600 for two or more) and 50% of earned annuity.

**Parent:** The greater of 80% of base annuity (up to \$400 for one parent, \$600 for two) and 50% of annuity at death.

# Teachers' Retirement System

(40 ILCS 5/16)

## Retirement Benefits

The Teachers' Retirement System has a fixed benefit and money purchase retirement plan which provides a predetermined benefit by combining service credit and salary.

Employee Contribution is 9.4%.

### Retirement Eligibility Requirements

Age 55 with 20 years (reduced)

Age 60 with 10 years

Age 62 with 5 years

Age 65 with less than five years gets a lump sum payment only.

**Early Retirement Reduction:** One-half of 1% for each month below age 60. Not applicable if employee and employer make one-time contribution, or employee has 35 or more years of service.

**Final Average Compensation** is an average of the four highest consecutive years of service in last 10 years.

### Fixed Benefit Formula:

1.67% for first 10 years

1.9% for 11 through 20 years

2.1% for 21 through 30 years

2.3% for more than 30 years

2.2% for all service after 6-30-98

*\* Members may make a payment to upgrade all pre-7-1-98 service to 2.2% level.*

The Maximum Benefit is 75% of final average salary.

**Annual Pension Increase:** 3% each January 1 following initial increase.

**Sick Leave:** Maximum of 2 years service credit.

## Disability Benefits

**Occupational Disability:** 60% from first day, less Worker's Compensation.

### Nonoccupational Disability:

Permanent-35% after expiration of temporary disability.

Temporary-40% after three years.

## Death Benefits

**Lump Sum Death Benefit:** Death in service is a minimum 1/6 of employees highest salary within last four years. Death out of service is a minimum of the greater of 1/6 of highest salary within last four years, actual survivor benefit contributions, or \$3,000.

\* Lump Sum Death Benefit payable only if no monthly survivor benefits; \$1000 payment with such monthly benefits. Retirement contributions plus interest refunded if death prior to retirement; any unused contributions are refunded if death after retirement.

**Survivor Benefit:** 1 1/2 years for spouse age 50 without child; any age with child under 18, or under 22 if full-time student, or disabled child over 18.

## Maximum/Minimum for Death in Service

**Spouse:** Maximum of \$400 for one child; \$600 for two or more children. Min. 50% of annuity earned. 3% compounded annual increase.

**Children:** Maximum of \$400 for one child; \$600 for two or more children. Min. 50% of annuity earned. 3% compounded annual increase.

**Family:** Maximum of \$600; minimum 50% of annuity earned. 3% compounded annual increase.

**Parent:** Maximum of \$400 for one or both parents. Minimum 50% of annuity earned. 3% compounded annual increase.

## Maximum/Minimum for Death after Retirement

**Spouse:** Maximum \$400; minimum of 50% of annuity earned; 3% compounded annual increase.

**Children:** Maximum of \$400 for one child; \$600 for two or more children. Min. 50% of annuity earned. 3% compounded annual increase.

**Family:** Maximum of \$600, but not more than 80% of original annuity. Minimum 50% of annuity. 3% compounded annual increase.

**Parent:** Maximum of \$400 for one or both parents, but not more than 80% of original annuity. Minimum 50% of annuity. 3% compounded annual increase.

| System                               | Normal Form of Benefit   | Normal & Early Service/Age Requirements  | Reduction For Early Retirement  | Final Average Compensation  | Fixed Benefit Formula   |
|--------------------------------------|--|--|---|---|---|
| Judges                               | Defined Benefit  | 10 yrs age 55 (reduced)<br>10 yrs age 60<br>6 yrs age 62<br>26 yrs age 55*   | age 55, 10 yrs reduced<br>.5% for each mo. below<br>age 60 unless 26 yrs of<br>judicial service                           | Final rate of pay   | 3.5% for first 10 yrs<br>5.0% for each year thereafter  |
| General Assembly                     | Defined Benefit  | 8 yrs age 55<br>4 yrs age 62   | N/A   | Final rate of pay   | 3.0% yrs 1-4; 3.5% yrs 5-6; 4.0% yrs<br>7-8; 4.5% yrs 9-12; 5.0% yrs thereaft.  |
| State Employees                      | Fixed Benefit  | age + service = 85 yrs<br>25 yrs age 55 (reduced)<br>8 yrs age 60  | .5% for each mo.<br>below age 60 to 55,<br>if less than Rule of 85  | Average of 4<br>highest consecutive<br>yrs in last 10   | Non-coord. employees: 2.2% /year<br>Coord. employees: 1.67% /year   |
| State Teachers                       | Fixed Benefit & Money Purchase   | 20 yrs age 55 (reduced)<br>10 yrs age 60<br>5 yrs age 62<br><5 yrs age 65, lump sum<br>payment only                              | .5% for each mo. below<br>age 60. N/A if EE & ER<br>make one-time contrib;<br>or min. 35 yrs service                      | Average of 4<br>highest consecutive<br>yrs in last 10   | 1.67% yrs 1-10; 1.90% yrs 11-20;<br>2.10% yrs 21-30; 2.30% 30+ yrs; 2.2%<br>for all serv. after 6-30-98. May make<br>payment to upgrade yrs to 2.2%.                                    |
| State Universities                   | Fixed Benefit & Money Purchase*<br><i>not for new employees<br/>after 7-1-05</i> | 8 yrs age 55 (reduced)<br>8 yrs age 60; 5 yrs age 62<br>30 years any age*  | .5% for each mo. below<br>age 60. N/A if EE & ER<br>make one-time contrib;<br>or min. yrs service<br>shown in left column | Average of 4<br>highest consecutive<br>academic yrs, or<br>last 48 mo<br>(if higher) for<br>12 mo EEs | 1.67% yrs 1-10; 1.90% yrs 11-20;<br>2.10% yrs 21-30; 2.30% 30+ yrs; 2.2%<br>for all serv. if retired 6-30-98 or after.  |
| Illinois Municipal                   | Fixed Benefit & Money Purchase   | 8 yrs age 60<br>8 yrs age 55 (reduced)<br>20 yrs age 50 (ERI)<br>20 yrs (SLEP)<br>8 yrs (ECO)                                    | .25% for each mo.<br>below age 60 if less<br>than 35 yrs service,<br>between ages 55-60                                   | Average of 48<br>highest consecutive<br>mo in last 120.<br>(*SLEP/ECO)                                | 1.667% yrs 1-15; 2.0% yrs thereafter;<br>SLEP: 2.5% each year<br>ECO: 3.0% yrs 1-8; 4.0% yrs 9-12;<br>5.0% thereafter.  |
| Cook County & Forest Preserves       | Fixed Benefit & Money Purchase   | 10 yrs age 50 (reduced)<br>10 yrs age 60<br>30 yrs age 50  | .5% for each mo.<br>below age 60 if less<br>than 30 yrs service   | Average of 4<br>highest consecutive<br>yrs in last 10   | 2.4% per year (eff. 7-1-02)<br>plus Optional Program*   |
| Metro. Water Reclam. District        | Defined Benefit  | 10 yrs age 50<br>(or age 55*)<br>5 yrs age 60  | .5% for each mo.<br>below age 60 or 30 yrs<br>service.  | Average of 2<br>highest consecutive<br>yrs in last 10   | 2.2% for first 20 yrs<br>2.4% for each year thereafter  |
| Chicago Police                       | Fixed Benefit & Money Purchase   | 10 yrs age 50 (reduced)<br>20 yrs age 50   | N/A   | Average of 4<br>highest consecutive<br>yrs in last 10   | 2.5% per year   |
| Chicago Fire                         | Fixed Benefit & Money Purchase   | 10 yrs age 50 (reduced)<br>20 yrs age 50<br>Retire w/20 yrs service<br>payout not until age 50                                   | Reduction for <20 yrs   | Average of 4<br>highest consecutive<br>yrs in last 10   | 2.5% if age 50 with 20 years,<br>otherwise reduced  |
| Chicago Laborers & Chicago Municipal | Fixed Benefit & Money Purchase   | 10 yrs age 55 (purchase)<br>any yrs age 60 (purch)<br>10 yrs age 60<br>20 yrs age 55 (reduced)<br>25 yrs age 55<br>30 yrs age 50 | .25% for each mo.<br>below age 60,<br>down to age 55.<br>N/A if 25 yrs service  | Average of 4<br>highest consecutive<br>yrs in last 10   | 2.4% per year   |
| Chicago Park District                | Fixed Benefit & Money Purchase   | 4 yrs age 60<br>10 yrs age 50 (reduced)<br>30 yrs age 50 fixed ben.  | .25% for each mo.<br>below age 60,<br>down to age 50.<br>N/A if 30 yrs service  | Average of 4<br>highest consecutive<br>yrs in last 10   | 2.4% per year   |
| Chicago Teachers                     | Defined Benefit  | 20 yrs age 55 (reduced)<br>20 yrs age 60<br>5 yrs age 62   | .5% for each mo. below<br>age 60, down to age<br>55. N/A if one-time<br>contrib. to an ERI.                               | Average of 4<br>highest consecutive<br>yrs in last 10   | 2.2% for all years after 1998 + all<br>upgraded years. Step rate for years<br>prior to 1-1-98, w/o 2.2% upgrade:<br>1.67% yrs 1-10; 1.9% yrs 11-20;<br>2.1% yrs 21-30; 2.3% thereafter. |

| Maximum/<br>Minimum Retiree<br>Annuity  | Automatic<br>Retiree<br>Increases   | Employee<br>Contribution                               | Comments  |
|---|---|--|---|
| 85%   | 3% compounded January 1,<br>after first anniv, any age  | 11%<br>8.5% w/o spouse                                 | * Members receive 5/12 of 1% credit for each<br>month of service over 20 years to use as credit for<br>any reduction toward retirement before age 60.   |
| 85%   | 3% compounded Jan 1 or<br>July 1 after first anniv and<br>age 60  | 11.5%<br>9.5% w/o survivors                            |   |
| 75%   | 3% compounded Jan 1,<br>following first full year of<br>retire (exceptions)   | 8% non-coord<br>4% coord<br>(ER pick-up)*              | * See Benefits Directory  |
| 75%   | 3% compounded each Janu-<br>ary 1 after initial increase.   | 9%   | Lump Sum Death Benefit payable only if no month-<br>ly survivor benefits; \$1000 payment with such mo.<br>benefits. Ret. contributions plus interest refunded if<br>death prior to retirement; unused contributions<br>refunded if death after retirement.  |
| 80%*<br>75% (employed<br>between 9-14-77 &<br>7-6-97) up to 80%<br>(employed before<br>9-14-77 & ending<br>before 7-7-97)             | 3% compounded annually<br>each January 1, prorated<br>first Jan. after retirement.                                  | 8%   | If survivor's annuity is not payable and death occurs<br>before retirement, lump-sum benefit is payable<br>(\$5,000 if dependent, \$2,500 if non-dependent)<br>plus refund of 8% EE contribution and interest. May<br>elect portable SURS, self-managed plan or regular<br>SURS. Election other than regular SURS may change<br>benefits. * If member was active on 7-7-97. |
| 75% Regular<br>80% ECO & SLEP   | 3% each January 1   | 4.5%<br>7.5% (ECO & SLEP)                              | All IMRF members are coord. with SS. Sheriffs &<br>Deputy Sheriffs: 3% add. contributions, min. 20 yrs.;<br>50% after 20 yrs.; flat 2.5% for each year up to 80%;<br>Elected county officials may pay add. contributions<br>for higher benefits.  |
| 80% of FAS  | 3% compounded January<br>1 after first anniv if 30 yrs<br>service or age 60.  | 8.5%; 9% for sheriffs<br>(3% optional through<br>6/05) | Elected Officials may pay add. contributions to<br>receive higher annuity benefits. Cook County Police<br>have special formula. EEs may pay add. deductions<br>to obtain a higher annuity under the optional pro-<br>gram. (expired 7-1-05)   |
| Max 80% of FAS.<br>Min \$500 + \$25/yr<br>for >10 yrs to \$750<br>max. Age 60 w/10<br>yrs. Min \$250 if not<br>recip/term/disability. | 3% compounded annually<br>in retirement anniv month.<br>No min. age.  | 9%   | Elected Officials have an alternative plan to enhance<br>benefits.<br>* applies to employees hired after 6-13-97  |
| 75%   | 3% if DOB before 1-1-50<br>w/20 yrs; 1.5% if DOB after<br>1-1-50 w/20 yrs after age 60                              | 9%   | This fund has an optional minimum fixed benefit<br>formula based on length of service & salary.   |
| 75% of highest salary   | 1.5% for 20 yrs born after<br>1-1-45; 3% until death if<br>born before 1-1-45.                                      | 9.125%   | This fund has an optional minimum fixed benefit<br>formula based on length of service & salary.   |
| 80% max of FAS.<br>\$850 min at age 60<br>w/10 years.   | 3% compounded payable<br>in January, either 3 yrs after<br>retire or age 60 (whichever<br>is 1st) after 1 yr anniv. | 8.5%   | There is another fixed benefit formula for those with<br>15-20 years serv and min. 65, which is ave mo. sal-<br>ary for any 4 consec. years within last 10 x 1% x # of<br>years serv + \$2.08 1/3 x years of service. EOs may<br>pay add. contrib. to receive higher annuity benefits.  |
| 80% of FAS  | 3%  | 9%   | This fund has an optional minimum fixed benefit<br>formula based on length of service and salary. Op-<br>tional military & U.S. govt. service paid on basis of<br>actuarial normal cost with applicable interest.   |
| 75% (33.95 yrs<br>w/2.2% formula;<br>37.8 yrs w/step<br>formula   | 3% payable in Jan. either one<br>yr. after retire or Jan. after<br>age 61 (whichever is later)                      | 9%   |   |

| System                               | Death In Service Lump Sum Death Benefit  | Death In Service Age/Service Survivor  | Death In Service for Spouse  | Death In Service for Children  |
|--------------------------------------|--|--|--|--|
| Judges                               | Contribution returned if no survivors.   | In service for 1.5 yrs., age 50 spouse w/o child, any age with child under 18 or under 22 unmarried, full-time student or disabled child over 18. After termination must have 10 yrs service, 3% increase.   | 7.5% of salary, or 66 2/3% of earned pension, whichever is greater.  | 5% of salary per child; Max. 20% of salary for children, or 66 2/3% of earned pension, whichever is greater.   |
| General Assembly                     | Contribution returned if no survivors.   | In service for 2 yrs, age 50 spouse w/o child, any age with child under 18 or under 22 unmarried, full-time student or disabled child over 18. After termination must have vested rights. 3% inc.  | 7.5% of salary, or 66 2/3% of earned pension, whichever is greater.  | 20% of salary per child; max. 50% of salary for all children, or 75% of earned pension, whichever is greater.  |
| State Employees                      | *Refund of EE retire contrib, plus interest if death occurs before retirement, plus \$1000 to survivor bene. Option of nonocc death if spouse is sole survivor/beneficiary.                | 1.5 yrs, age 50 spouse w/o child, any age with child under 18, or under 22 if a full-time student, or disabled child over 18. 3% increase compounded (exceptions). *   | Max. \$400, less 1/2 of S.S. if applicable; Min. 50% of annuity earned. S.S. may not reduce benefit by more than 1/2.  | Max. \$600 or 80% of FAS, less 1/2 of S.S. if applicable; Min. 50% of annuity earned, S.S. may not reduce benefit by more than 1/2.                        |
| State Teachers                       | Death in service: Min 1/6 of highest salary within last 4 years. Death out of service: Min greater of 1/6 of highest salary within last 4 years, actual surv benefit contribs, or \$3000.  | 1.5 yrs, age 50 spouse w/o child, any age with child under 18, or under 22 if a full-time student, or disabled child over 18.  | Max. \$400 for 1 child, \$600 for 2 or more; Min. 50% of annuity earned; 3% compounded annual increase.  | Max. \$400 for one child \$600 for two or more. Max. \$400 for one child \$600 for two or more. Min. 50% of annuity earned. 3% compounded annual increase. |
| State Universities                   | Refund of EE retire contribs, plus interest if death occurs before retirement, plus \$1000 to survivor beneficiaries.  | 1.5 yrs, age 50 spouse w/o child, any age with child under 18, or under 22 if a full-time student, or disabled child over 18. 3% automatic annual increase.  | Max \$400. Min 50% of annuity earned.  | Max. \$400 for one child, \$600 for two or more children.  |
| Illinois Municipal                   | Year's salary plus credits, if death in service.   | Any age with 8 years of service. 3% automatic increase.  | 50% of retire annuity, plus \$3,000. (*SLEP/ECO)   | None. (*SLEP & ECO)  |
| Cook County & Forest Preserves       | Contributions plus interest returned if no survivors, less annuity paid. Does not include contrib for annuity increase. Also, \$1000 death benefit payable to heirs of deceased annuitant. | Spouse: In service-10% FAS or 65% annuity (greater), discounted <age 55. Out of service-before age-50 w/10 yrs. 65% of annuity at death, discounted if <age 55 & <30 yrs. 3% compound increase Jan 1 after 1st anniv. Child: Non-occ: 4 yrs, Occ: Any service.   | Occ. is 60% of highest salary. Non-occ. is 50% of annuity earned. Min 10% of FAS. 3% compound increase Jan 1 after 1st anniversary.  | Max. for occ: 70% of final mo salary; Non-occ: 60% of final mo salary; Greater of \$140 or 10% of FAS per mo, per child.                                   |
| Metro. Water Reclam. District        | Contributions plus interest if no surviving spouse, less pension payments made.  | Spouse: In serv/retired, any age, any service. (* or 3 yrs. serv). All hires after 1-1-92 discounted for age diff. if married <10 yrs. Out of serv. before age 55 w/10 yrs., discounted <60 or 30 yrs. Child: Non-occ. 2 (*or 3) yrs. serv, Occupational; any service if unmarried under 18 or under 23 and full-time student. | Max. 85% of accrued annuity. Min. \$500 w/10 yrs service or \$250 unless recip/term/disab. Then \$200 term annuity. Occup. min. is 50% of last salary with 3% annual increase. | Min. 2 (*or 3) yrs service: \$500 per child if one parent survives; \$1000 per child if no parents survive. Family maximum of \$5000.                      |
| Chicago Police                       | Fixed amount depending on employee age paid to designated beneficiary. Also, contribution returned if no survivors.  | 50% of employee annuity if employee is over 50 with 20 years of service.   | \$800 minimum  | 10% or 15% (full orphan) of max salary of first-class patrol, limited to 60% of salary for family.   |
| Chicago Fire                         | Fixed amount depending on employee age paid to designated beneficiary. Also, contribution plus interest returned if no survivors.  | 50% of employee annuity if employee is over 50 with 20 years of service. In service with 18 months: 30% of first-class fireman.  | Maximum can be higher w/ money purchase.   | 10% or 15% (full orphan) of max salary of first-class fireman, limited to 60% of salary.   |
| Chicago Laborers & Chicago Municipal | Contributions plus interest returned if no survivors, less 1/2 of 1% for automatic increase.   | Any age, any serv for money purchase. For fixed benefit formula, same requires as full benefit (except 4 years serv require if non-occ. and for child) no cost of living increase.   | Laborers: Max. for occ: 60% of highest salary. Non-occ: 50% \$800 min. w/ 5 years service. Municipal: Occ. 60% of salary. Non-occ. 50% of salary.                              | Max. for occ: 70% of highest salary. Non-occ: 60% min. \$220 half orphan, \$250 full orphan.   |
| Chicago Park District                | \$10,000 maximum. \$3,000 minimum.   | Two years of service for child. Any service and age for spouse.  | Max. 50% of EE's highest mo salary. Min. \$100 per mo.   | Max. 60% of employee highest mo salary. \$100 half orphan, \$150 full.   |
| Chicago Teachers                     | 6 x last mo salary, to \$10,000 max. After retire, benefit is 20% less per year to min. of \$5,000. If no survivor, refund of contribs in excess of pension payments.                      | 1.5 yrs serv of active, or 10 yrs if out of serv >1 yr. Spouse must be 50 w/o children, any age w/ eligible minor child.   | Min 50% of annuity earned or 30% of avg salary > to max \$400/mo   | Same as for spouse.  |



D E A T H   A F T E R   R E T I R E M E N T

| Maximum/<br>Minimum<br>for Family   | Maximum/<br>Minimum<br>for Parent  | Maximum/<br>Minimum<br>for Spouse  | Maximum/<br>Minimum<br>for Children  | Maximum/<br>Minimum<br>for Family  | Maximum/<br>Minimum<br>for Parent  |
|---|--|--|--|--|--|
| Combin. of benefits for spouse & children (see last 2 boxes)              | None   | 66 2/3% of earned pension.   | 5% of salary/child. Max 20% of salary for all, or 66 2/3% of earned pension, whichever is greater.               | Combo of benefits for spouse & child (see last 2 boxes).                                       | None   |
| 50% of salary or 75% of earned pension, whichever is greater.             | None   | 66 2/3% of earned pension.   | Max 75% of earned pension.   | 75% of earned pension.   | None   |
| Max \$600 or 80% of FAS, less 1/2 of SS. Min 50% of annuity.              | Max \$400 for both parents, less 1/2 of SS if applicable. SS may not reduce benefit more than 1/2. | Max \$400 or 80% of pension, less 1/2 of SS. Min 50% of annuity. SS may not reduce benefit more than 1/2.                                      | Max \$600 or 80% of pension, less 1/2 of SS. Min 50% of annuity. SS may not reduce benefit more than 1/2.        | Max \$600 or 80% of pension, less 1/2 of SS. Min 50% of annuity earned.                        | Max \$400 for both, less 1/2 of SS. SS may not reduce benefit more than 1/2.   |
| Max \$600. min 50% of annuity earned. 3% compounded annual increase.      | Max \$400 per parent. Min 50% of annuity earned. 3% compounded annual increase.                    | Max \$400. Min 50% of annuity. 3% compounded annual increase.  | Max \$400, 1 child. \$600 2 or more. Not to exceed 80% of annuity. Min 50% of annuity earned.                    | Max \$600 but not more than 80% of annuity. Min 50% of annuity. 3% compounded annual increase. | Max \$400 for one parent or both parents, not to exceed 80% of annuity. Min 50% of annuity. 3% compounded annual increase. |
| Max \$600. Minimum 50% of annuity earned.                                 | \$400 for one parent, \$600 for two parents.   | Max \$400, but not more than 80% of annuity. Min 50% of annuity.   | Max \$400 for 1 child \$600 for 2 or more. Not to exceed 80% of annuity. Min 50% of annuity earned.              | Max \$600 but not more than 80% of annuity. Min 50% of annuity.                                | \$400 for one parent, \$600 for two, but not more than 80% of annuity. Min 50% of annuity.                                 |
| N/A (*SLEP/ECO)   | None (*SLEP/ECO)   | Same as death in service. (*SLEP/ECO)  | None (*SLEP/ECO)   | N/A (*SLEP/ECO)  | None (*SLEP/ECO)   |
| Occ 70% of FAS. Nonocc 60% of FAS.  | None.  | 50% of highest salary  | Max 65% of annuity at death. Min \$140/mo/child, or 10% FAS, whichever is greater.                               | Max 60% of final mo salary + 10% of FAS.   | None   |
| See previous two boxes.   | None.  | Max 85% of annuity earned. Min \$500 + \$25/yr in excess of 10 yrs. Max \$750 or 50% EE annuity at death. Min \$250 if not recip, term, disab. | Min 2 (*or 3) service yrs. \$500 per child for 1/2 orphan; \$1000 per child for full orphan. Max \$5,000 family. | See previous two boxes.  | None   |
| 100% of salary maximum. No minimum.                                       | 18% of current salary  | No max. \$800 min.   | 10% or 15% (full orphan) of salary of first-class patrol, limited to 60% of salary for family.                   | Max 60% of salary. No min.   | None   |
| 100% of salary maximum. No minimum.                                       | 18% of salary  | 50% of annuity at time of death. \$800 min.  | 10% or 15% (full orphan) of salary of first-class fireman, limited to 60% of salary.                             | Max 60% of salary. No min.   | 18% of salary  |
| Occ 70% of FAS. Nonocc 60% of FAS.  | None   | 50% of pension at time of death. \$800 min w/ 10 yr service.   | Max 60% of highest mo salary; min \$220 half-orphan, \$250 full-orphan.  | Max 60% of final mo salary.  | None   |
| Each has min \$100/month. Max is 60% of EE's final monthly salary         | None   | Max 50% of EE's highest mo salary. Min \$100/mo. 3% annual increase.   | Max 60% of highest mo salary; \$100 half-orphan, \$150 full-orphan.  | Each has min \$100/mo. Max is 60% of EE final mo salary.                                       | None   |
| Min 60% of avg salary to max \$600/mo or 50% of annuity earned (greater). | None   | Max \$400, but not more than annuity. Min 50% of annuity.  | Max \$400 one child, \$600 2 or more, but not more than annuity. Min 50% of annuity earned.                      | Max \$600, but not more than annuity. Min 50% of annuity.                                      | None   |

| System                               | Age/Service<br>Occupational Disability   | Age/Service<br>Nonoccupational Disability   | 40 ILCS 5/Article |
|--------------------------------------|--|---|-------------------|
| Judges                               | Temporary: With two years of service, 50% of salary to end of term.<br>Permanent: With 10 years of service, earned retirement annuity, regardless of age.<br>Both reduced for Workers' Compensation, if service-related. |   | 18                |
| General Assembly                     | Permanent: With 8 years of service, full retirement annuity, regardless of age.<br>Reduced for Workers' Compensation, if service-related.  |   | 2                 |
| State Employees                      | 75% from first day, less Workers' Compensation.  | Temporary: 50% after 1.5 years of service, less Social Security, if applicable.   | 14                |
| State Teachers                       | 60% from first day, less Workers' Compensation.  | Temporary: 40% after 3 years.<br>Permanent: 35% after temporary disability expires.   | 16                |
| State Universities                   | 50% from 61st day, less Workers' Compensation.   | Temporary: 50% after 2 years of service.<br>Permanent: 35% after maximum 50% benefit has been paid if employee is totally disabled.         | 15                |
| Illinois Municipal                   | 50% from 31st day.   | 50% from 31st day.  | 7                 |
| Cook County & Forest Preserves       | 75% from first day, less Workers' Compensation.  | Temporary: 50% from 31st day. 25% of service or 5 year maximum.<br>Permanent: Annuity at termination if unable to return to work.           | 9<br>10           |
| Metro. Water Reclam. District        | 75% from first day, less Workers' Compensation.  | Temporary: 50% from first day, if all sick leave is used (*4th day, unless 2 week disability minimum).<br>25% of service or 5 year maximum. | 13                |
| Chicago Police                       | 75% from first day.  | Temporary: 50% from 31st day.   | 5                 |
| Chicago Fire                         | 75% duty disability, 65% occupational disability.  | Temporary: 50% from 31st day.   | 6                 |
| Chicago Laborers & Chicago Municipal | 75% from first day, less Workers' Compensation.  | Temporary: 50% from 31st day. 5 year maximum.<br>Permanent: Annuity at termination if unable to return to work.                             | 11<br>8           |
| Chicago Park District                | 75% less Workers' Compensation to age 65.  | Temporary: 45% plus pension contributions after 8 consecutive days and retroactive to first day.  | 12                |
| Chicago Teachers                     | 75% from first day, less Workers' Compensation. Annuity at age 65.   | Permanent: 1.67% from 10-20 years; 20 to <25 years of service formula, discounted 0.5% month between ages 50-55. No discount if >25.        | 17                |