

TRS, IMRF, and SURS Retirement Benefits Provided for IEA Members

## Tier 1 and 2 in Detail

**PreK-12 Members:** Participate in the Teachers' Retirement System (TRS). Tier 1 and 2 both contribute 9%.

**Higher Education Members:** Participate in the State Universities Retirement System (SURS). Tier 1 and 2 both contribute 8%.

**Education Support Professionals:** Participate in the Illinois Municipal Retirement Fund (IMRF). Tier 1 and 2 both contribute 4.5% and participate in Social Security.

Tier 1 members are public educators that began participation in an Illinois public pension plan prior to January 1, 2011.

Tier 2 members are public educators that started employment in a position covered by an Illinois public pension plan on or after January 1, 2011.

The retirement benefits and eligibility requirements for Tier 1 and 2 members are as follows:

Retirement Eligibility:

- TRS allows for an unreduced retirement annuity with the following:
  - Age 55 with 35 years of service
  - Age 60 with 10
  - Age 62 with 5
  - TRS Tier 2 requires age 67 and 10 years
  - Tier 2 does allow for a permanently reduced annuity between the ages of 62-67 with 10 years. The reduction is equal to 6% a year for each year under the age of 67
- IMRF allows for an unreduced retirement annuity with the following:
  - Age 55 with 35 years of service
  - Age 60 with 8
  - IMRF Tier 2 requires age 67 and 10 years
  - Tier 2 does allow for a permanently reduced annuity between the ages of 62-67 with 10 years. The reduction is equal to 6% a year for each year under the age of 67
- SURS allows for an unreduced retirement annuity with the following:
  - Any age with 30 years of service
  - Age 60 with 8
  - Age 62 with 5
  - SURS Tier 2 requires age 67 and 10 years
  - Tier 2 does allow for a permanently reduced annuity between the ages of 62-67 with 10 years. The reduction is equal to 6% a year for each year under the age of 67

The Multiplier (Is the same for Tier 1 and Tier 2 participants):

- 2.2% for each year you work (TRS/SURS)
- 1.66% first 15 years, 2% each year after that (IMRF)

Post Retirement Annual Increases for Annuities:

- 3% each year compounded (TRS/SURS)
- 3% of your original pension annually (IMRF)+ a 13<sup>th</sup> check every year equal to a portion of your monthly payment
- Tier 2 members in TRS, IMRF, and SURS will receive an annual adjustment to their annuity on the Jan. 1 occurring either on or after the attainment of age 67 or the first anniversary of the annuity start date, whichever is later

Final Average Salary (FAS):

- The average of the four highest consecutive years in your last ten years of service (TRS/SURS)
- The average of the forty-eight highest consecutive months in the last ten years of service (IMRF)
- The Tier 2 FAS for members in TRS, IMRF, and SURS is the average of the 96 highest consecutive months in the last 10 years of service

Sick Leave (Remains the same for Tier 1 and 2):

- Unused sick leave can be used to calculate one's annuity. Up to two years in TRS and only one year in IMRF and SURS

Survivor and Disability Benefits:

- All three retirement plans provide these benefits to both Tier 1 and 2 members

Maximum Pensionable Salary (Applicable only to Tier 2):

- A maximum pensionable salary cap was created only for Tier 2 and is currently \$127,283. The cap is indexed annually by using 3 percent, or ½ of the Consumer Price Index (CPI) for the previous year, whichever is less

A Basic Formula to Determine your Pension:

- The Multiplier X Years of Service=% of Final Average Salary (FAS)
  - TRS and IMRF members pensions can only be calculated up to 75% of their FAS and up to 80% for those in SURS