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Alternative Formula Employee Fact Sheet

Your retirement benefit is paid monthly for your lifetime. Your retirement effective date is no earlier than the first day of the month following eligibility. You will receive your first retirement check approximately 10 weeks after your retirement date.

You must apply for benefits in order to receive them. Contact your agency's Retirement Coordinator approximately 30-90 days before retiring so they can begin the separation process.

We can mail you a retirement packet or you can download it from our website. The packet includes a retirement application, forms and information about insurance, taxes and direct deposit. The application must be returned to our office before the retirement process begins.

Lump-Sum Salary Payments

Employees may receive a lump-sum payment at retirement for unused vacation and sick days earned between January 1, 1984 and December 31, 1997. This payment can be used to meet service eligibility requirements and increase your retirement benefit (21 days of sick & vacation time equals one month of service credit). If you want to purchase this service credit, complete Form 1404 with your agency's payroll coordinator. This additional service credit does not affect your final average compensation. For any questions regarding this payment, contact your agency's payroll coordinator.

The alternative retirement formula applies to SERS members in specific positions*. The alternative formula is 2.5% for each year of service for employees contributing to Social Security (covered) and 3.0% for each year of service for employees not contributing to Social Security (non-covered). The maximum alternative retirement benefit is 80% of final average compensation.

Eligibility

To receive an alternative formula benefit, you must have a minimum of 20 years of alternative service credit. Any covered service credit not earned under alternative formula is calculated using a 1.67% retirement formula.

Tier 1 may retire:

- Age 50-55 with 25 years of alternative service credit.
- Age 55 and over with 20 years of alternative service credit.

Tier 2 may retire:

- Age 60 with 20 years of alternative service credit.

Pension benefits are based on three factors: final average compensation, years of creditable service and the retirement formula.

Final Average Compensation and retirement increases

Tier 1

For members in the alternative formula prior to Jan. 1, 1998, the highest 48 out of 120 months of service or the final rate of pay, whichever is higher (capped at 115%). Members in the alternative formula after Jan. 1, 1998, final average compensation is the average of the last 48 months of service or final rate of pay, whichever is higher (capped at 115%). You will receive your first 3% increase on Jan. 1 following the first full year of retirement after age 55.

Tier 2

Final average compensation is the average of the 96 highest consecutive months of service within the last 120 months of service. Your non-compounding increases each year are either 3% or one-half of the Consumer Price Index, whichever is less.

**See specific positions on the reverse side.*

Tier 1 alternative formula positions

- State Policeman
- Firefighter
- Security Employee with DOC or Juvenile Justice (includes Prisoner Review Board)
- Air Pilot
- Special Agent
- Secretary of State Investigator
- Conservation Police Officer
- Revenue Investigator
- Department of Human Services Security Employee (inc. Mental Health police)
- Central Management Services Police Officer
- Dangerous Drug Investigator
- State Police Investigator
- Attorney General Investigator
- Controlled Substance Inspector
- State's Attorney Appellate Prosecutor Investigator
- Commerce Commission Police Officer
- State Fire Marshal Arson Investigator
- State Highway Maintenance Worker
- Gaming Board Investigator

Tier 2 alternative formula positions

- State Policeman
- Firefighter
- Security Employee with DOC or Juvenile Justice