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**VILLAGE OF SUGAR GROVE  
BOARD REPORT**

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**TO:** VILLAGE PRESIDENT & BOARD OF TRUSTEES  
**FROM:** MATT ANASTASIA, FINANCE DIRECTOR  
**SUBJECT:** RESOLUTION: TO INCLUDE CASH PAYMENTS IN LIEU OF OR RELATED TO HEALTH INSURANCE AS IMRF EARNINGS  
**AGENDA:** APRIL 15, 2025  
**DATE:** APRIL 8, 2025

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**ISSUE**

Should the board approve a Resolution to Include Cash Payments in Lieu of or Related to Health Insurance as IMRF Earnings?

**DISCUSSION**

Since Plan Year 2020, the Village has offered an Employee Opt-Out Health Insurance Incentive Program. This program allows employees, who are able to prove health insurance coverage through their Spouse or Parents plan, not the Health Insurance Exchange Market, to receive a Medical Opt-Out incentive for opting to utilize that plan instead of the Village plan.

Currently, all other deductions and payments made to employees are calculated to be counted as IMRF Earnings for pension calculations. Approving this resolution will allow the Village's Opt-Out Program to be counted as IMRF Earnings as well.

**COST**

There is no cost associated with this action.

**RECOMMENDATION**

The Village Board approves Resolution 20250415H to Include Cash Payments in Lieu of or Related to Health Insurance as IMRF Earnings.



FOR3700-000987X



# Resolution to Include Cash Payments in Lieu of or Related to Health Insurance as IMRF Earnings

Revised July 2019

Questions? Call 1-800-728-7971.

Upload this form through Employer Access

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Employer Number					Employer Name

## RESOLUTION

Number 20250415H

**WHEREAS**, standard member earnings reportable to the Illinois Municipal Retirement Fund do not include the value of health insurance or cash payments in lieu of or related to healthcare benefits; and

**WHEREAS**, the governing body of an IMRF participating unit of government may elect to include in IMRF earnings cash payments in lieu of or related to healthcare benefits; and

**WHEREAS**, the \_\_\_\_\_ of the  
Board, Council, etc.

\_\_\_\_\_ is authorized to include  
Employer Name  
cash payments made separately from salary and made in lieu of or related to healthcare benefits as earnings reportable to IMRF and it is desirable that it do so.

**NOW THEREFORE BE IT RESOLVED** that the \_\_\_\_\_ of the  
Board, Council, etc.

\_\_\_\_\_ does hereby elect to  
Employer Name  
include as earnings reportable to IMRF cash payments made separately from salary and made in lieu of or related to healthcare benefits effective \_\_\_\_\_.  
Effective Date

**BE IT FURTHER RESOLVED** that \_\_\_\_\_ is authorized and  
Clerk or Secretary of the Board  
directed to file a duly certified copy of this resolution with the Illinois Municipal Retirement Fund.



FOR3700-000987X

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Employer Number

**CERTIFICATION**

I, \_\_\_\_\_, the \_\_\_\_\_  
Name Clerk or Secretary

of the \_\_\_\_\_ of the County of \_\_\_\_\_,  
Employer Name County

State of Illinois, do hereby certify that I am keeper of its books and records and that the foregoing is a true and correct  
copy of a resolution duly adopted by its \_\_\_\_\_ at a meeting duly convened  
Governing Body

and held on the \_\_\_\_\_ day of \_\_\_\_\_, 20 \_\_\_\_\_.

\_\_\_\_\_  
Signature of Clerk or Secretary of the Board (*write; do not print or type*)

**IMRF**, 2211 York Road, Suite 500, Oak Brook, Illinois 60523-2337  
Employer Services: 1-800-728-7971 FAX: 630-706-4289  
**[www.imrf.org](http://www.imrf.org)**