

RETIREE & SURVIVOR BENEFITS



TIER 1 individuals who became a member of SERS or a reciprocal system before January 1, 2011

September 2024

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SERS MISSION STATEMENT

To provide an orderly means whereby aged or disabled employees may be retired from active service, without prejudice or hardship, and to enable the employees to accumulate reserves for themselves and their dependents for old age, disability, death and termination of employment, thus effecting economy and efficiency in the administration of the State Government.

GENERAL INFORMATION

This handbook presents a general overview of the various SERS benefits available to Tier 1 annuitants and their eligible survivors and other beneficiaries. These benefits, when combined with other sources of retirement income, are designed to provide annuitants with financial security in their retirement years and provide some financial security to the persons who rely on SERS members.

Please read this handbook carefully and keep it for future reference. Also, make sure your loved ones are familiar with this handbook and they know where it and other important papers are located.

If you have any questions about the information in this handbook, please feel free to call us at (217) 785-7444 (Springfield).



ADDRESSES & PHONE NUMBERS

You may contact us Monday through Friday from 8:00 a.m. until 4:30 p.m. E-mail us with any questions or comments at: sers@srs.illinois.gov

SPRINGFIELD

2101 S. Veterans Parkway, P. O. Box 19255 Springfield, IL 62794-9255 General: 217-785-7444 Fax: 217-785-7019

CHICAGO

Michael A. Bilandic Building 160 North LaSalle Street, Suite S200 Chicago, Illinois 60601 Fax: 312-814-5805

TDD/TTY

A Telecommunications Device for the Deaf (TDD) is available for members and annuitants who are hearing impaired or who have a speech disability. You may access this service by dialing 866-321-7625.

WEBSITE

SERS maintains its' website at srs.illinois.gov. The website provides an overview of the retirement and death benefits provided by SERS, and gives you easy access to a variety of information, including: discussions of current retirement issues, contact information for System staff, answers to frequently asked questions, and information about upcoming workshops and other educational opportunities.

In addition, our website contains annual financial reports for the System and, the Illinois State Board of Investment, as well as information about how to contact other state and federal agencies and officials.



ANNUITANT ADDRESSES

It is important for annuitants to provide their current permanent mailing address to the System and report to the System any changes to that address so that the System continues to direct this information to the appropriate address. Annuitants can report a change of address to the System by obtaining the form from the SERS website and returning a completed copy to the System.



ANNUITANT WORKSHOP

The Understanding Your Retirement Benefits workshop is designed to help you understand your benefits and the services SERS offers. The workshop helps retirees and survivors understand the elections made at retirement, member services account information, annual statements and relevant forms, and provides general insurance information.

Your "Statement of Account" is available on the SERS Member Services website. The Member Services account includes your calendar year deductions and totals, as well as your nominated beneficiaries and group insurance information.



GROUP INSURANCE

All of your information in your SERS record that not subject to disclosure under the Freedom of Information Act is considered confidential, and is only provided to you and to those you permit to have access. SERS takes great measures to ensure that your personal information is protected.



Eligible annuitants, eligible survivors, ARCP recipients, and eligible occupational death benefit recipients can participate in the State of Illinois Group Insurance Program, as can individuals who have elected to receive an accelerated pension benefit payment in lieu of a SERS retirement annuity. Group insurance coverage includes health, prescriptions, dental and vision. Life insurance is also available to eligible members.

MEDICARE

Medicare is a federally funded health program for individuals age 65 and older and certain disabled individuals under age 65. Medicare is made up of Part A (hospitalization), Part B (other medical services) and Part D (Prescription Drugs).

When retirees, survivors, disabled members and their covered dependents first become eligible for Medicare, the state health insurance becomes the secondary payer. Questions about Medicare should be directed to the CMS Medicare Unit at 217-782-7007.

Additional information regarding group insurance eligibility and benefits can be found on mybenefits.illinois.gov/, or on the SRS website under "Insurance".



RETIREE INFORMATION



RETIREMENT ANNUITY (PENSION)

All SERS records are maintained by your Social Security and Member ID numbers. To receive any benefit, you must apply for it. All benefit claims should be made to the SERS Claims Division. After you begin receiving benefits, you should notify SERS in writing if your name or address changes.

FIRST RETIREMENT ANNUITY PAYMENT

SERS processes your first annuity payment after we receive your pension application and other required information from your employing agency. The normal processing time is approximately 8-10 weeks from the date you leave service.

The Comptroller's office will mail the first annuity payment directly to your home. You will also receive a tax brochure and a "Notice of Preliminary Retirement Annuity Approval," which contains information about your annuity.

FUTURE RETIREMENT ANNUITY PAYMENTS

Future annuity payments are mailed on the 19th of each month, unless the 19th is on a weekend or holiday. If the 19th falls on a weekend or holiday, annuity payments are issued on the last working day before the 19th. If your payment is mailed directly to your home, please allow ten working days for its delivery.

Failure to advise SERS of an address change may result in a delayed payment.



DIRECT DEPOSIT (Electronic Funds Transfer)

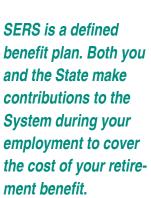
When you apply for a SERS benefit, you will receive a "Direct Deposit Agreement for Benefit Payments" form along with an explanation of the SERS direct deposit program. We encourage you to have your monthly retirement annuity directly deposited into your bank account by completing and returning this form with your application for benefits.

When you choose to have your monthly retirement annuity directly deposited into your bank account, your first payment may be mailed to your home. All future payments will be deposited into your bank account on the 19th of each month. You will not receive a payment stub for each direct deposit payment.

TAXATION OF YOUR RETIREMENT ANNUITY

Illinois law exempts all SERS benefits from state income tax. If you retired prior to January 1, 2023 but did not direct the System to withhold federal taxes in a specific manner by submitting a valid W-4P form, taxes are withheld using the rate for a married person with three exemptions. If you retired on or after January 1, 2023 but did not direct the System to withhold federal taxes in a specific manner by submitting a valid W-4P form, taxes are withheld using the rate for a single person/married person filing separately.

Each year, the Comptroller's office will send you a 1099-R form showing the total annuity amount you received during the past year, as well as any taxes withheld.







If you receive a survivor contribution refund because you were not married at retirement and you later remarry, you can repay the refund plus interest after you have been married one full year, to qualify your spouse for a survivor benefit.

TAXATION OF REFUND ASSOCIATED WITH RETIREMENT

Survivor contribution refunds and alternative retirement formula contribution refunds are subject to federal income tax withholding. You can rollover your lump sum payment and defer tax on it until a later date. (Refer to the tax brochure for more information.)

After receiving your survivor contribution refund, or alternative retirement formula refund, you will receive by January 31 of the following year from the Comptroller's office a 1099-R form that will reflect the amount rolled-over.

INCREASES FOR RETIREES

SERS retirees receive a 3% automatic increase to their pensions on January 1 following their first full year of retirement, or attainment of age 60, whichever is later. Future increases of 3% of your current pension will also be made each January 1 thereafter. Future increases are not limited by the provision in the Illinois Pension Code that prevents a SERS base retirement annuity from exceeding 75% of the final average compensation.

If you retired using the Rule of 85, you are eligible for your first increase on January 1 following your first full year of retirement, even if you are not age 60. If you retired under the alternative formula, you will receive a 3% increase to your pension on January 1 following your first full year of retirement or age 55, whichever is later. Future increases are not limited by the provision in the Illinois Pension Code that limits the base alternative retirement annuities to 80% of final average compensation.



RETIREE REEMPLOYMENT

RETURNING TO EMPLOYMENT AFTER RETIRING

If you return to State employment on a contractual basis and were not a participant in the 2002–2003 Early Retirement Incentive (ERI) program or if you return to employment in the private sector, your SERS benefit is not affected. However, note that 2002-2003 ERI participants are prohibited from working contractually for the State. In addition, if you return to State employment on a temporary or permanent basis after retirement, you must notify the SERS Claims Division immediately, and



you should be aware of the consequences of reemployment that are described below.

If you elected reciprocity between SERS and another Illinois public retirement system, then you must notify the other retirement system that you have returned to work. Each reciprocal retirement system has specific rules to determine if retirees are eligible to receive pension benefits during periods of reemployment.

If you become reemployed by an employer covered by a retirement system from which you retired reciprocally in a manner that causes your benefit to be suspended under that reciprocal system, then your SERS benefit shall be suspended as well.

TEMPORARY REEMPLOYMENT

If your reemployment with the State will last for 75 or fewer working days during a calendar year, you will continue to receive your SERS pension payment during your period of temporary reemployment. During this period, you will not make any contributions to SERS, but you may be required to contribute to Social Security if employed in a position coordinated with Social Security.



If you work for more than 75 working days during a calendar year, your pension benefit will end on the 76th day of reemployment, and you will resume contributing to SERS and accruing creditable service. Note that, for purposes of this limitation, any part of a day of temporary reemployment is counted as a full day of reemployment.

PERMANENT REEMPLOYMENT

If you are reemployed by the State on a permanent basis, you will not be eligible for pension benefits during



your period of reemployment with the State. During that period, you will make contributions to SERS, and may also be required to contribute to Social Security if your position is covered by Social Security.

After you again retire from state employment, you must reapply for a pension. Your new pension amount will be the benefit amount at time of suspension, plus

an additional amount based on the service and earning credits earned during your reemployment.

If you reenter state service within three years after retiring, you may qualify to have your new retirement benefit computed as though you never retired, as the full benefit will include earnings credits earned during the reemployment period. To qualify, you must repay all of the pension benefits you received, plus interest.

The repayment may be made in a lump sum, by installments paid within five years after your reemployment, or before your next retirement date, whichever is first. If you choose not to complete installment payments before retirement or the end of the five-year period, your installment payments will be refunded and your full pension will not include the new earnings credits.



3. SURVIVOR & CONTINUAL OCCUPATIONAL DEATH BENEFITS

Illinois recognizes legal civil unions between individuals. Under the Illinois Religous Freedom Protetion and Civil Union Act, an individual who is a party to a civil union with a SERS member is entitled to the same SERS benefits as are afforded to the spouses of SERS members. Throughout this handbook, the terms "civil union partner" and "spouse" are used interchangeably.

Your beneficiaries must always notify us in the event of your death. We cannot process any payments to your beneficiary until we receive a copy of your death certificate.



SURVIVOR OR OCCUPATIONAL DEATH ANNUITY PAYMENTS

To receive any benefit, you must apply for it. All benefit claims should be made to the Claims Division. After you begin receiving benefits, you should notify SERS in writing if your name or address changes.

All SERS records are maintained according to your Social Security or Member ID number.

FIRST SURVIVOR OR OCCUPATIONAL DEATH ANNUITY PAYMENT

SERS will process your first annuity payment after it receives your application and other required information. The normal processing time is approximately 30 days after all necessary information is received.

The Comptroller's office will mail the first annuity payment directly to your home. You will also receive a Notice of Benefit Approval, which contains information about your annuity.

FUTURE SURVIVOR OR OCCUPATIONAL DEATH ANNUITY PAYMENTS

Future annuity payments are mailed on the 19th of each month, unless the 19th is on a weekend or holiday. If the 19th falls on a weekend or holiday, then the annuity payments are mailed on the last working day before the 19th. If your payment is mailed directly to your home, please allow 14 business days for delivery.

Failure to advise SERS of an address change may result in a delayed payment.



SOCIAL SECURITY OFFSET

If an employee contributed to both SERS and Social Security, an offset of 50% of the survivor's Social Security benefit is usually applied to the SERS survivor's benefit

when the survivor reaches age 60.

If the survivor is over age 60 when the benefit begins, the offset starts with the first payment. These offsets do not reduce the SERS survivors benefit by more than 50%.

This offset will not occur if the SERS retiree was authorized to choose and chose, at retirement, to have his or her retirement annuity reduced by

DIRECT DEPOSIT

(Electronic Funds Transfer)

When you apply for a SERS benefit, you will receive a "Direct Deposit Agreement for Benefit Payments" form along with an explanation of the SERS direct deposit program. We encourage you to have your monthly retirement annuity directly deposited into your bank account by completing and returning this form with your application for benefits.

The Comptroller's office will mail the first annuity payment directly to your home. All future payments will be deposited into your bank account on the 19th of each month.

3.825% in exchange for not having the Social Security offset applied, or if the SERS member was an active or inactive state employee on the date of death.

SURVIVING CHILDREN ELIGIBILITY

If a child who is receiving a survivor's annuity or occupational death benefit is under age 18, (or age 22 if full-time student) and marries, then their survivor or occupational death benefit will be terminated. Furthermore, a child that attains age 18 who is not a full-time student, or a full-time student that attains age 22 are not eligible to receive a survivor's annuity or occupational death benefit.



TAXATION OF THE SURVIVOR OR OCCUPATIONAL DEATH ANNUITY PAYMENTS

All SERS benefits are exempt from Illinois state income tax. The occupational death benefit annuity is not subject to federal tax. The survivor's annuity is subject to federal tax. If you began receiving a survivor's annuity prior to January 1, 2023 but did not direct the System to withhold federal taxes in a specific manner by submitting a valid W-4P form, taxes are withheld using

the rate for a married person with three exemptions. If you began receiving a survivor's annuity on or after January 1, 2023 but did not direct the System to withhold federal taxes in a specific manner by submitting a valid W-4P form, taxes are withheld using the rate for a single person/married person filing separately.

If your federal tax withholding information is not on file with SERS, taxes are withheld using the rate for a married person

with three exemptions. Each year, the Comptroller's office is required to send you a 1099-R form showing the total annuity amount you received for the past year, as well as any taxes withheld. Use the 1099-R when preparing your income tax return.

INCREASES FOR SURVIVOR OR OCCUPATIONAL DEATH BENEFIT RECIPIENTS

If you are a survivor of a retired state employee, a 3% increase is applied on January 1 on or after the effective date of your benefit.

If you are a survivor of an active or inactive state employee, a 3% increase is applied on January 1 following the first full year of payments. Future increases of 3% will be made each January 1 thereafter.

SURVIVOR EMPLOYMENT

ESOEME

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The only employment restriction for individuals receiving a survivor, or occupational death benefit from SERS is for disabled, unmarried children over age 18. This benefit is payable if the disabled child is unable to engage in any gainful activity (i.e., is unable to work for the State of Illinois or otherwise earn more than the "substantial gainful activity" rate as determined by the Social Security Administration per calendar quarter).



LUMP-SUM DEATH BENEFITS

DEATH IN SERVICE

WITH SURVIVOR ANNUITY PAYABLE

If an active employee dies and a monthly survivor annuity is payable on account of the employee's service, the nominated beneficiary on file with SERS receives a lump-sum death benefit. The lump-sum death benefit consists of the member's retirement contributions and credited interest less, in the case of members who die in service after retirement, any retirement annuity payments.

The named beneficiary may choose to rollover the payment and defer tax on it until a later date. After receiving such benefit, you will receive a 1099-R form by January 31, of the following year.

The 1099-R shows the taxable portion of the lump-sum benefit and any tax withheld. Refer to our Tax document for more information.

WITHOUT SURVIVOR ANNUITY PAYABLE

If an active employee dies and a monthly survivor annuity is not payable on account of the employee's service, the nominated beneficiary on file with SERS receives a lump-sum death benefit. The payment consists of all the member's contributions and credited interest, plus one month's salary for each year of service, (but not more than six month's salary). Refer to your annual Member Services account for specific information about the amounts that will be paid to your beneficiary/survivor after your death.



The named beneficiary may choose to rollover the payment and defer tax on it until a later date. After receiving such benefit, you will receive a 1099-R form by January



31 of the following year. Refer to the Tax document for more information.

The Comptroller's office is required to send you a 1099-R by January 31 of the year following the receipt of this payment. The 1099-R shows the taxable portion of the lump-sum benefit received and any taxes withheld. Refer to the Tax document for more information.

DEATH AFTER RETIREMENT

WITH SURVIVOR ANNUITY PAYABLE

If a retired SERS member dies and a monthly survivor annuity is payable on account of the member's service, then no lump-sum death benefit is issued.

WITHOUT SURVIVOR ANNUITY PAYABLE

If a retired SERS member dies and a monthly survivor annuity is not payable on account of the member's service, the nominated beneficiary-(or beneficiaries) receive the greater of: \$500 or (ii) the excess, if any, of the member's accumulated contributions and credited interest over the total of all retirement annuity payments received by the member prior to his or her death.

The Comptroller's office is required to send you a 1099-R by January 31 of the year following the receipt of this payment. The 1099-R shows the taxable portion of the lump sum benefit received and any taxes withheld. Refer to the Tax brochure for more information.







The State Employees' Retirement System is a defined benefit plan governed by Section 401(a) of the Internal Revenue Code. In a defined benefit plan, the amount of your retirement benefit is based on your final average compen-sation and years of service credit.

PLAN DOCUMENT

This handbook attempts to describe SERS benefits in nontechnical language and is being provided for general informational purposes only and with the understanding that SERS is not rendering legal, financial, or other professional advice. This publication does not have the force of law and is not intended to and does not implement, apply, interpret, or prescribe any law or policy. If the information in this publication conflicts with any applicable law or administrative rules in any way, the applicable law and administrative rules prevail. SERS does not assume any responsibility for any consequences that may result from application of the information in this publication.

BOARD OF TRUSTEES

The SERS Board of Trustees is responsible for the operation of SERS. Some trustees serve on the Board because of their position in State government. Others are appointed by the Governor because of their particular expertise. Still others are elected by you, our members.

The Board consists of the State Comptroller who acts as Chairman, six trustees who are appointed by the Governor, four elected SERS members and two elected retirees.

ADMINISTRATION

SERS is administered by the board-appointed Executive Secretary.



SERS FUNDING

Contributions are made by the State and its members. All contributions not required for current operations are invested by the Illinois State Board of Investment for the exclusive benefit of our members and their beneficiaries.

To safeguard the proper operation and funding of this multi-billion dollar retirement system, operations are monitored both internally and externally. SERS' financial and administrative activities are subject to an annual audit by an independent accounting firm under the direction of the State's Auditor General.

Proper funding includes an actuarial review of the fund balances to ensure that funds will be available for current and future benefit payments.

EMPLOYER IDENTIFICATION NUMBER

The Employer Identification Number of SERS is 37-1026227.

LEGAL PROCESS

Legal process may be served on SERS' Executive Secretary.

EMPLOYMENT RIGHTS

Membership in SERS does not guarantee a right or claim to any benefit not accrued under the terms of the plan document.

For record-keeping purposes, the plan year is July 1 through June 30.





GLOSSARY OF TERMS

Automatic Annual Increase: An annual increase in a retirement annuity, survivor's annuity, or occupational death annuity.

A 3% increase of a member's retirement annuity each January 1 following the first full year of retirement, or age 60, whichever is later. Under the Rule of 85, the increase is paid on January 1 following the first full year of retirement, regardless of age.

For alternative formula members, the 3% increase is paid on January 1 following the first full year of retirement or age 55, whichever is later.

For survivor or occupational death annuity from an active or inactive member, a 3% increase is paid on January 1 following one full year of benefits.

For survivor or occupational death annuity from a retired *member*, a 3% increase is paid on January 1 on or after the effective date of the benefit.

COLA (Cost-of-Living Adjustment): See the definition of automatic annual increase.



Credited Service: The total service certified to a member's record.

Defined-Benefit Plan: : An employer-sponsored retirement plan where member benefits are computed using a formula that considers factors, such as accrued service credit and salary history.

Direct Deposit: The deposit of funds electronically into a bank account rather than through a physical, paper check. By choosing Direct Deposit, your second and subsequent benefit payments are electronically deposited into your bank account.

Final Average Compensation (FAC):

For Retirement and Survivor Benefits – Final Average Compensation is the 48 highest consecutive months of service within the last 120 months of service. For alternative formula employees employed January 1, 1998 or after, FAC is the final rate of pay or final 48 months, whichever is higher.

For Death and Disability Benefits – Final Average Compensation is the rate of pay at the date of death or disability, or the 48 highest consecutive months of service within the last 120 months, whichever is greater.

Level Income Option: An option that is available to SERS members who are covered employees (i.e., any employee who pays into Social Security as a State Employee). Their SERS benefit is increased for the period before he or she begins receiving Social Security benefits na dis reduced when he or she begins receiving Social Security benefits. This option provides an income leveling effect throughout an individual's retirement years. Alternative Formula Employees employed prior to January 1, 1998, FAC is the average of the highest 48 consecutive months over the last 120,or average of the last 48 months, whichever is higher.



Nominated Beneficiary: The beneficiary chosen by the member to receive a SERS benefit. A beneficiary form is kept on file with SERS. This beneficiary should not be confused with the Group Life Insurance beneficiary, or the Deferred Compensation beneficiary.

Pension: The terms "pension" and "retirement annuity" are synonymous.

Qualified Plan: A retirement plan that meets the requirements of Section 401(a) of the Internal Revenue Code of 1986, as amended (26 U.S.C. 401(a)).

Retirement Annuity (Pension): A monthly benefit that is paid to a retired SERS member for life and that is calculated based on considerations such as the member's age at retirement, accrued service credits, salary history, and nature of employment.

Retirement Systems' Reciprocal Act: Article 20 of the Illinois Pension Code (40 ILCS 5/Art. 20). The Reciprocal Act provides continuity of pension credits for individuals who have participated in more than one Illinois public employee retirement system or pension fund. There are currently thirteen retirement systems participating in the Retirement Systems' Reciprocal Act. They are listed on pages 2-3 of the SERS employee handbook.

Rollover: Postponing taxation of distributions by "rolling-over" the taxable portion of the payment to another qualified plan, or to an Individual Retirement Account (IRA).

Survivor Annuity Beneficiary: A beneficiary (spouse, child, dependent parent) designated by statute to receive a monthly survivor's annuity upon the death of the member.

Survivor Contribution Refund: A refund of the contributions that a member's has made toward a survivor benefit.



HOW TO REGISTER FOR THE SRS MEMBER SERVICES WEBSITE

Step 1: Create a New ILogin Profile

If you're an existing user in any of the below Illinois programs, do not create a new ILogin account. Use your existing user name (email address) and password to sign in to the member services website and proceed to Step 5: Member Services Account Registration. **Duplicate email accounts are not allowed.**

- Illinois Department of Employment Security (IDES) Unemployment Insurance
- Illinois Medicaid Program Advanced Cloud Technology (IMPACT)
- Illinois Department of Public Health (IDPH) Vax Verify Immunization
- Illinois Department of Insurance (IDOI)

Visit *member.srs.illinois.gov*. Select the Sign up link at the bottom. Enter your email, first name, last name, and password. Click Sign Up.

Step 2: Activate ILogin Account

On the Setup Security Methods menu, click the "Set Up" button under the Email option to start the account activation process. A verification email is sent to the email address you entered. Check your email for the user account activation email, sent from State of Illinois <lLogin.No-Reply@Illinois,gov>. Note: If you do not see this email, check your junk or spam folder. In the email, click the Activate ILogin Account link, Then set up a multi-factor authentication.

Illinois.gov email addresses are not allowed. However, there are several free email clients available. They are commercial providers who are not affiliated with the State of Illinois, and email messages are not stored in State of Illinois systems.

- Google: gmail.com
- Yahoo Mail: yahoo.com
- Microsoft: hotmail.com, outlook.com

Step 3: Set Up Security Methods

As part of account registration, at least one MFA (Multifactor Authentication) security method (not including email) **must be added** to secure your account and complete your ILogin account creation.

- Phone | Note: This is the simplest authentication option and if you upgrade your phone, this method follows your phone number without downloading apps.
 - SMS Text Message
 - Voice/Landline
- Okta Verify (Mobile App Installation Required)
- Google Authenticator (Mobile App Installation Required)



HOW TO REGISTER FOR THE SRS MEMBER SERVICES WEBSITE

Step 4: (Optional) Add Additional MFA

After setting up your first MFA, you can add additional MFA methods to increase the security of your ILogin account. This step is optional but recommended.

Otherwise, your ILogin account setup is now complete.

Click Set up later to finish the setup and access your new ILogin account.

Step 5: Member Services Account Registration

Once your ILogin account setup is complete, you will need to register your Member Services account by filling out basic personal information and a one-time activation code. If you've already received a letter from SRS with an activation code, proceed to <u>member</u>. <u>srs.illinois.gov</u> and input your code to activate your account.

If you need an activation code, navigate to <u>srs.illinois.gov</u>, click "Member Services Login Instructions", then click "Request Activation Code". Follow the on-screen instructions to access your account.

Step 6: View SRS Membership Data

View your membership data, phone numbers, email addresses, and earnings statements.

Access Member Services at <u>member.SRS.Illnois.gov</u>. Remember to keep your member information up to date.

FAQs

https://iloginhelp.illinois.gov/frequently-asked-questions.html

How To Guides

https://iloginhelp.illinois.gov/how-to-guides.html



SPRINGFIELD

