

Village of Oak Park  
IMRF Early Retirement Incentive Preliminary Analysis  
November 1, 2020 – October 31, 2021

The following chart provides a review of the employees eligible for an IMRF ERI, and identifies positions that could be held vacant for a minimum of four years subject to an accompanying service reduction as well as positions which would need to be filled through either internal promotion or a competitive recruitment. Exempt v. non-exempt refers to eligibility for overtime and indicates salaried versus hourly staff positions.

Total Eligible for ERI	Example of Positions	45	
		Exempt	Non-Exempt
Positions not planned for backfill within 4 years and will result in elimination of some services	Highly responsible clerical, public works field employees	16	
		1	15
Management Positions for which an existing staff member would be promoted and that position would be left vacant	Department Director level positions	4	
		4	0
Positions which would be required to be filled by competitive recruitment upon retirement to avoid reduction of services	Highly responsible clerical, public works field employees, supervisory, internal services employees such as mechanics and non-sworn public safety	25	
		11	14

In a best case scenario, total Village savings from reduced services, salary and benefits is estimated to be \$1.1 million over five years (based upon the analysis in the chart that 20 of 45 positions would result in a multi-year position vacancy).