

**AMENDMENT TO BY-LAWS**

**OF**

**ROCKFORD POLICE RELIEF ASSOCIATION**

**This proposed set of changes will be added to Association bylaws and follow Article II Section 1. Members b(ii)**

Officers hired through the Rockford Police Department's lateral program ("Lateral Officers") face a unique hurdle in attaining full membership status and retirement benefits, which require a minimum of 20 years of dedicated service and 20 years of regular membership in the Rockford Police Relief Association (the "Association"). To address this particular group of officers governed by the program, which the department initiated on August 1, 2016, the Association has implemented the following changes to its bylaws (effective 10/11/2023):

**Membership Options for Lateral Officers within the Association:**

1. **Completion of Full Service:** Lateral Officers have the option to complete a full 20 years of service and 20 years of regular membership to obtain retirement benefits, mirroring the requirements for non-Lateral Officers. By doing so, they become eligible for the retirement benefits, consistent with and as limited by, the Association's bylaws.
  
2. **Flexible Tenure:** Alternatively, Lateral Officers may choose to become members of the Association and work for a period less than the minimum 20 years of service and membership. During this tenure, the Lateral Officers enjoy the normal benefits afforded to active members. However, absent full compliance with Section 3 below, the Lateral Officers do not qualify for retirement benefits, as they have not met the 20-year service membership required by the bylaws.
  
3. **Purchase of Eligible Service Years:** Lateral Officers also have the option to purchase up to 5 years of service and membership they are eligible to transfer through the department's lateral program when initially employed. Lateral Officers are allowed to purchase and transfer, at most, five (5) years at the time of hiring. These purchased and transferred years both count towards their years of service and years of membership in the Association. As an example, a Lateral Officer with more than 5 years of experience with another municipality may be provided credit for up to 5 of those years upon their timely election and payment of association dues for their transferred years. Notwithstanding the forgoing, a Lateral Officer must retire from the Rockford Police Department to be eligible for Association retirement benefits.

- To utilize this option, officers must inform the Association's executive board, in writing, within 6 months of becoming employed by the Rockford Police Department, of (i) the number of years they intend to transfer and (ii) complete the payment for these years within five years of their employment date.
  
- The cost for the transferred years shall be determined based on the Association dues' rate at the time of hiring multiplied by the length of time to be transferred. For instance, an officer hired under the lateral program transferring five years of service would pay the initial dues rate multiplied by the number of years of service being transferred, spread over 26 pay periods. All payments made under this section are non-refundable.
  
- It is imperative to remit the calculated cost to the relief association within five years of hiring. Failure to do so will result in the officer only being eligible for retirement benefits when having met either option b(1) or b(2), as outlined above.

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**This proposed set of changes extends the deadline located within Association bylaws Article VIII  
Section 3. Supplemental Income Benefit 2(iii)**

(iii) In order to be eligible for a share of said distribution said member shall submit proof of payment of health insurance premium not later than ~~January 31~~ **March 15** following the year for which the distribution is to be made. (e.g. to be eligible for a share of 1998 distribution member must submit proof of payment of health insurance premium not later than January 31, 1999) Distribution shall not exceed that amount of insurance premium paid by said member. Supplemental Medicare/Medicaid premium payment shall be included in said coverage.