

EMPLOYEE BENEFITS BY REPRESENTATION UNIT (6/21/25)

	SERVICE	SUPERVISORY	MANAGEMENT	POLICE MANAGEMENT	POLICE	FIRE MANAGEMENT	FIRE	EXECUTIVE	
NUMBER OF EMPLOYEES	430	82	162	6	84	6	55	14	
CONTRACT TERM	10/1/2022 – 10/10/2025	11/12/2022 – 12/5/2025	9/17/2022 – 8/29/2025	3/4/2023 – 3/12/2027	3/4/2023 – 3/13/2026	10/1/2022 – 10/10/2025	9/17/2022 – 9/26/2025	10/1/2022 – 10/10/2025	
RETIREMENT RATES 2023-2024									
Tier 1 EMPLOYER RATE	<u>Tier 1</u> 2% @ 55 25.83%	<u>Tier 1</u> 2% @ 55 24.33%	<u>Tier 1</u> 2% @ 55 24.33%	<u>Tier 1</u> 3% @ 50 97.52%	<u>Sworn:</u> <u>Tier 1</u> 3% @ 50 96.52%	<u>Non-sworn:</u> <u>Tier 1</u> 2% @ 55 23.33%	<u>Tier 1</u> 3% @ 50 96.95%	<u>Tier 1</u> 3% @ 50 96.95%	<u>Tier 1</u> 2% @ 55 23.33% Fire Chief 96.95% Police Chief 98.52%
Tier 2 EMPLOYER RATE <i>Added in Safety 9/3/11 Added in Misc. 5/12/12</i>	<u>Tier 2</u> 2% @ 60 25.83%	<u>Tier 2</u> 2% @ 60 24.33%	<u>Tier 2</u> 2% @ 60 24.33%	<u>Tier 2</u> 3% @ 55 28.04%	<u>Tier 2</u> 3% @ 55 27.04%	<u>Tier 2</u> 2% @ 60 23.33%	<u>Tier 2</u> 3% @ 55 28.14%	<u>Tier 2</u> 3% @ 55 28.14%	<u>Tier 2</u> 2% @ 60 23.33% City Mgr 25.33%
Tier 3 EMPLOYER RATE <i>Added 1/1/13</i>	<u>Tier 3</u> 2% @ 62 25.83	<u>Tier 3</u> 2% @ 62 24.33%	<u>Tier 3</u> 2% @ 62 24.33%	<u>Tier 3</u> 2.7 @ 57 11.12%	<u>Tier 3</u> 2.7 @ 57 10.12%	<u>Tier 3</u> 2% @ 62 23.33%	<u>Tier 3</u> 2.7 @ 57 1.46%	<u>Tier 3</u> 2.7 @ 57 13.42% MSO 12.22%	<u>Tier 3</u> 2% @ 62 23.33%
*EMPLOYEE PAYS <i>Employees are picking up % of employers' contribution.</i>	<u>Tier 1 & 2</u> *9.50%	<u>Tier 1 & 2</u> *11.00%	<u>Tier 1 & 2</u> *11.00%	<u>Tier 1 & 2</u> *13.00%	<u>Tier 1 & 2</u> *14.00%	<u>Tier 1 & 2</u> *12.00%	<u>Tier 1 & 2</u> *12.00%	<u>Tier 1 & 2</u> *12.00%	<u>Tier 1 & 2</u> *12.00% City Mgr *10.00%
	<u>Tier 3</u> *11.00%	<u>Tier 3</u> *12.50%	<u>Tier 3</u> *12.50%	<u>Tier 3</u> *18.50%	<u>Tier 3</u> *19.50%	<u>Tier 3</u> *13.50%	<u>Tier 3</u> *17.50%	<u>Tier 3</u> *17.50% MSO 16.75%	<u>Tier 3</u> *12.00% Fire & Police Chief Safety *12.00%
	(414h2)	(414h2)	(414h2)	(414h2)	(414h2)	(414h2)	(414h2)	(414h2)	<u>Tier 3</u> *13.50% (414h2)

Total Retirement Rate includes Employer Rate plus Unfunded liability from actuarial reports.

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2025 RATES (MONTHLY)	SERVICE		SUPERVISORY		MANAGEMENT		POLICE MANAGEMENT		POLICE		FIRE MANAGEMENT		FIRE		EXECUTIVE	
	City Pays	Empl Pays	City Pays	Empl Pays	City Pays	Empl Pays	City Pays	Empl Pays	City Pays	Empl Pays	City Pays	Empl Pays	City Pays	Empl Pays	City Pays	Empl Pays
*MEDICAL PLAN (incl. \$158.00 PERS MIN.)																
EMPLOYEE ONLY	\$1343.30	\$132.80	\$1355.38	\$145.02	\$1258.49	\$217.61	\$1170.17	\$ 0.00	\$1077.17	\$ 93.00	\$1100.07	\$70.00	\$1074.17	\$ 96.00	\$1228.49	\$247.61
EMPLOYEE + ONE	\$2745.59	\$206.61	\$2780.76	\$220.04	\$2586.98	\$365.22	\$2302.54	\$37.80	\$2209.54	\$130.80	\$2248.34	\$92.00	\$2222.30	\$118.04	\$2556.98	\$395.22
EMPLOYEE + FAMILY	\$3586.97	\$250.89	\$3635.99	\$265.05	\$3384.07	\$453.79	\$2997.44	\$45.00	\$2904.44	\$138.00	\$2946.94	\$95.50	\$2920.94	\$121.50	\$3354.07	\$483.79
DENTAL PLAN EMPLOYEE FAMILY	City Paid \$44.00 \$126.70		City Paid \$44.00 \$126.70		City Paid \$44.00 \$126.70		City Paid \$44.00 \$126.70		City Paid \$60.24 \$173.52		City Paid \$44.00 \$126.70		City Paid \$44.00 \$126.70		City Paid \$44.00 \$126.70	
VISION PLAN EMPLOYEE FAMILY	City Paid \$10.64 \$18.74		City Paid \$10.64 \$18.74		City Paid \$10.64 \$18.74		City Paid \$10.64 \$18.74		City Paid \$12.20 \$21.50		City Paid \$10.64 \$18.74		City Paid \$10.64 \$18.74		City Paid \$10.64 \$18.74	
CASH IN LIEU OF MEDICAL	\$200 Per Month		\$200 Per Month		\$200 Per Month		\$200 Per Month		\$200 Per Month		\$200 Per Month		\$200 Per Month		\$200 Per Month	
LIFE INSURANCE	\$20,000 (.082/\$1,000)		\$20,000 (.082/\$1,000)		\$25,000 (.082/\$1,000)		\$25,000 (.082/\$1,000)		\$50,000 (.082/\$1,000)		\$25,000 (.082/\$1,000)		\$30,000 (.082/\$1,000)		\$25,000 (.082/\$1,000)	
SDI	Yes		Yes		Yes				<u>Sworn:</u> Union Plan	<u>Non-sworn:</u> \$4,000 (.655/\$100)			Union Plan City pays \$16/mo per EE		\$10,000 (.655/\$100)	
LONG TERM DISABILITY (MAX MO. BENEFIT)	\$4,000 (.655/\$100)		\$7,500 (.655/\$100)		\$10,000 (.655/\$100)		\$10,000 (.655/\$100)				\$10,000 (.655/\$100)				\$10,000 (.655/\$100)	
RETIRED HEALTH COVERAGE INCENTIVE (AGE/YEAR OF SERVICE) CITY MONTHLY CONTRIBUTION	55/10 \$100.00 + \$158.00 PERS + sick leave incentive or sick leave service credit option		55/10 \$100.00 + \$158.00 PERS + sick leave incentive or sick leave service credit option		50/5 \$89.00+ \$158.00 PERS + sick leave incentive or sick leave service credit option		50/5 \$139.00+ \$158.00 PERS or \$784.49 + \$158.00 PERS if 20+ yrs of service +sick leave incentive or sick leave service credit option		50/5 139.00+ \$158.00 PERS or \$784.49 + \$158.00 PERS if 20+ yrs of service +sick leave incentive or sick leave service credit option		50/5 \$112.04+ \$158.00 PERS or \$967.30 + \$158.00 PERS if 20+ yrs of service + retirement sick leave conversion and/or sick leave service credit		50/5 \$112.04+ \$158.00 PERS or \$967.30 + \$158.00 PERS if 20+ yrs of service + sick leave service credit		50/5 \$89.00+ 158.00 PERS + sick leave incentive or sick leave service credit option	

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	SERVICE	SUPERVISORY	MANAGEMENT	POLICE MANAGEMENT	POLICE	FIRE MANAGEMENT	FIRE	EXECUTIVE
LONGEVITY PAY	2.5% after 10 Yrs 4.5% at 15 Yrs	2.5% after 10 Yrs 4.5% at 15 Yrs	2.5% after 10 Yrs 4.5% at 15 Yrs	5% after 10 Yrs 10% at 15 Yrs 15% at 20 yrs	5% after 10 Yrs 10% at 15 Yrs 15% at 20 Yrs	2.5% after 10 Yrs 4.5% at 15 Yrs 6.5% at 17 Yrs 8.5% at 20 Yrs 10.5% at 22 yrs 12.5% at 25 yrs	2.5% after 6 years 4.5% at 10 Yrs 6.5% at 15 Yrs 8.5% at 17 Yrs 10.5% at 20 Yrs 12.5% at 22 Yrs	2.5% Fire Chief Police Chief 2.5% after 10 yrs 4.5% at 15 yrs 6.5% at 20 yrs 8.5% at 25 yrs
SHIFT DIFFERENTIALS	Yes	Yes	No	No	No	No	No	No
CALL BACK PAY	2 Hour Minimum	2 Hour Minimum	-0-	-0-	4 Hour Minimum	-0-	2 Hour Minimum	-0-
VEHICLE ALLOWANCE	-0-	-0-	-0-	-0-	-0-	-0-	-0-	\$107 Per Month
BILINGUAL PAY	.55 Cents Per Hour	.30 Cents Per Hour	-0-	\$200	5% of Base Pay	2% of Base Pay	5% of Base Pay	-0-
PERSONAL BUSINESS LEAVE	24 Hours	24 Hours	24 Hours	-0-	24 Hours	40 Hour Schedule =8 Hours	-0-	24 Hours
PAID BIRTH/ADOPTIVE LEAVE	40 Hours	40 Hours	40 Hours (12/mo rolling year)	-0-	-0-	40 Hour Schedule =40 Hours 56 Hour Schedule =48 Hours	48 Hours	40 Hours
UNIFORM ALLOWANCE	Provided	Provided	-0-	Provided	Provided	Provided	Provided	-0-
TUITION REIMBURSEMENT (ANNUAL)	\$500	\$500	\$500	\$2000	\$500	-0-	\$350	\$500
EDUCATIONAL INCENTIVE	-0-	-0-	-0-	BA/BS Degree-5% of Base Pay	AA/AS Degree-2.5% of Base Pay BA/BS Degree-5% of Base Pay	AA/AS Degree or 60 Units and Actively Pursuing Degree=2% of Base Pay BA/BS Degree=4% of Base Pay	AA/AS Degree or 60 Units and Actively Pursuing Degree=2% of Base Pay BA/BS Degree=4% of Base Pay	-0-

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	SERVICE	SUPERVISORY	MANAGEMENT	POLICE MANAGEMENT	POLICE	FIRE MANAGEMENT	FIRE	EXECUTIVE
MANAGEMENT VACATION ANNUAL	-0-	-0-	80 Hours	80 Hours	-0-	40 Hour Schedule =80 Hours 56 Hour Schedule =112 Hours	-0-	80 Hours
CLASS A/B LICENSES	\$50 Per period	\$50 Per period	No	No	No	No	No	No
VACATION	1-5 Years=80 Hours 6-10 Yrs=120 Hrs 11+=120 hrs+8 hrs for each yr after 10 yrs to a maximum of 160 hrs	1-5 Years=80 Hours 6-10 Yrs=120 Hrs 11+=120 hrs + 8 hrs for each yr after 10 yrs to a maximum of 160 hrs	1-5 Years=80 Hours 6-10 Yrs=120 Hrs 11+=120 hrs+8 hrs for each yr after 10 yrs to a maximum of 160 hrs	1-5 Yrs=80 Hrs 6-10 Yrs=120 Hrs 11+=120 hrs + 8 hrs for each yr after 10 yrs to a maximum of 160 hrs	1-5 Yrs=80 Hrs 6-10 Yrs=120 Hrs 11+ Yrs=120 hrs+ 8 hrs for each yr after 10 yrs to a maximum of 160 hrs	40 Hours/Wk 1-5 Yrs=80 Hrs 6-10 Yrs= 120 Hrs 11 + Yrs =120 hrs +8 hrs for each yr after 10 yrs to a maximum of 160 hrs 56 Hours/Wk. 1-5 Yrs=12 hrs mo 6-10 Yrs=18 hrs mo 11 + Yrs ==18 hrs mo + 1 hr per month for each year of service after 10 yrs to a maximum of 24 hrs per month	40 Hours/Wk 1-5 Yrs= 80 Hrs 6-10 Yrs=120 Hrs 11+=120 hrs +8 hrs for each yr after 10 yrs to a maximum of 160 hrs 56 Hours/Wk. 1-5 Yrs= 12 hrs mo 6-10 Yrs= 18 hrs mo 11+=18 hrs mo+ 1 hr for each yr to a maximum of 24 hrs per mo	1-5 Yrs= 80 Hrs 6-10 Yrs=120 Hrs 11+=120 Hrs+8 hrs for each yr after 10 yrs to a maximum of 160 hrs
OPTIONAL BENEFIT PLAN (ANNUAL) LESS THAN 10 YEARS/ MORE THAN 10 YEARS	-0-	-0-	\$1300/\$1500	\$1300/\$1500	-0-	\$1300/\$1500	-0-	\$1300/\$1500

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