

EMPLOYEE BENEFITS BY REPRESENTATION UNIT (12/21/2024)	

	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									
<u>Tier 1</u> EMPLOYER RATE	<u>Tier 1</u> 2% @ 55 27.51%	<u>Tier 1</u> 2% @ 55 26.01%	<u>Tier 1</u> 2% @ 55 26.01%	<u>Tier 1</u> 3% @ 50 25.30%	<u>Sworn:</u> <u>Tier 1</u> 3% @ 50 24.30%	<u>Non-sworn:</u> <u>Tier 1</u> 2% @ 55 25.01%	<u>Tier 1</u> 3% @ 50 26.30%	<u>Tier 1</u> 3% @ 50 26.30%	<u>Tier 1</u> 2% @ 55 25.01% Fire Chief 26.30% Police Chief 26.30%
<u>Tier 2</u> Added in Safety 9/3/11 Added in Misc. 5/12/12 EMPLOYER RATE	<u>Tier 2</u> 2% @ 60 27.51%	<u>Tier 2</u> 2% @ 60 26.01%	<u>Tier 2</u> 2% @ 60 26.01%	<u>Tier 2</u> 3% @ 55 20.96%	<u>Tier 2</u> 3% @ 55 19.96%	<u>Tier 2</u> 2% @ 60 25.01%	<u>Tier 2</u> 3% @ 55 21.96%	<u>Tier 2</u> 3% @ 55 21.96%	<u>Tier 2</u> 2% @ 60 25.01% City Mgr 27.01%
<u>Tier 3</u> Added 1/1/13 EMPLOYER RATE	<u>Tier 3</u> 2%@62 27.51%	<u>Tier 3</u> 2%@62 26.01%	<u>Tier 3</u> 2%@62 26.01%	<u>Tier 3</u> 2.7@57 10.72%	<u>Tier 3</u> 2.7@57 9.72%	<u>Tier 3</u> 2%@62 25.01%	<u>Tier 3</u> 2.7@57 11.72%	<u>Tier 3</u> 2.7@57 11.72% MSO 10.76%	<u>Tier 3</u> 2%@62 25.01%
*EMPLOYEE PAYS Employees are picking up % of employers' contribution.	<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%	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.

EMPLOYEE BENEFITS BY REPRESENTATION UNIT (12/21/2024)																
2025 RATES (MONTHLY)	SERVICE		SUPERVISORY		MANAGEMENT		POLICE MANAGEMENT		POLICE		FIRE MANAGEMENT		FIRE		EXECUTIVE	
*MEDICAL PLAN (incl. \$158.00 PERS MIN.) EMPLOYEE ONLY EMPLOYEE + ONE EMPLOYEE + FAMILY	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
	\$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
	\$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
	\$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 LONG TERM DISABILITY (MAX MO. BENEFIT)	Yes \$4,000 (.655/\$100)		Yes \$7,500 (.655/\$100)		Yes \$10,000 (.655/\$100)		\$10,000 (.655/\$100)		Sworn: Union Plan Non-sworn: \$4,000 (.655/\$100)		\$10,000 (.655/\$100)		Union Plan City pays \$16/mo per EE		\$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	
Total Retirement Rate includes Employer Rate plus Unfunded liability from actuarial reports.																

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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	<u>40 Hours/Wk</u> 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 <u>56 Hours/Wk.</u> 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	<u>40 Hours/Wk</u> 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 <u>56 Hours/Wk.</u> 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

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