	SERVICE	SUPERVISORY	MANAGEMENT	POLICE MANAGEMENT	POL	LICE	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%	Tier 1 2% @ 55 26.01%	<u>Tier 1</u> 2% @ 55 26.01%	Tier 1 3% @ 50 25.30%	Sworn: Tier 1 3% @ 50 24.30%	Non-sworn: Tier 1 2% @ 55 25.01%	Tier 1 3% @ 50 26.30%	<u>Tier 1</u> 3% @ 50 26.30%	Tier 1 2% @ 55 25.01% Fire Chief 26.30% Police Chief 26.30%
Tier 2 Added in Safety 9/3/11 Added in Misc. 5/12/12 EMPLOYER RATE	Tier 2 2% @ 60 27.51%	Tier 2 2% @ 60 26.01%	Tier 2 2% @ 60 26.01%	Tier 2 3% @ 55 20.96%	<u>Tier 2</u> 3% @ 55 19.96%	Tier 2 2% @ 60 25.01%	Tier 2 3% @ 55 21.96%	Tier 2 3% @ 55 21.96%	Tier 2 2% @ 60 25.01% City Mgr 27.01%
Tier 3 Added 1/1/13 EMPLOYER RATE	Tier 3 2%@62 27.51%	Tier 3 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%	Tier 3 2%@62 25.01%	<u>Tier 3</u> 2.7@57 11.72%	Tier 3 2.7@57 11.72% MSO 10.76%	Tier 3 2%@62 25.01%
*EMPLOYEE PAYS Employees are picking up % of employers' contribution.	Tier 1 & 2 *9.50% Tier 3 *11.00%	Tier 1 & 2 *11.00% Tier 3 *12.50%	Tier 1 & 2 *11.00% Tier 3 *12.50%	Tier 1 & 2 *13.00% Tier 3 *18.50%	Tier 1 & 2 *14.00% Tier 3 *19.50%	Tier 1 & 2 *12.00% Tier 3 *13.50%	Tier 1 & 2 *12.00% Tier 3 *17.50%	Tier 1& 2 *12.00% Tier 3 *17.50% MSO 16.75%	Tier 1 & 2 *12.00% City Mgr *10.00% Fire & Police Chief Safety *12.00%
	(414h2)	(414h2)	(414h2)	(414h2)	(414h2)	(414h2)	(414h2)	(414h2)	Tier 3 *13.50% (414h2)
				e includes Employer Rate plus Un					

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

2025 RATES (MONTHLY)	SERVI	ICE	SUPERV	VISORY	MANAGE	EMENT	POLIC MANAGE		POLICE		FIRE MANAGEMENT		FIRE		EXECUTIVE	
*MEDICAL PLAN (incl. \$158.00 PERS MIN.)	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
EMPLOYEE ONLY EMPLOYEE + ONE EMPLOYEE + FAMILY	\$1343.30 \$2745.59 \$3586.97	\$132.80 \$206.61 \$250.89	\$1355.38 \$2780.76 \$3635.99	\$145.02 \$220.04 \$265.05	\$1258.49 \$2586.98 \$3384.07	\$217.61 \$365.22 \$453.79	\$1170.17 \$2302.54 \$2997.44	\$ 0.00 \$37.80 \$45.00	\$1077.17 \$2209.54 \$2904.44	\$ 93.00 \$130.80 \$138.00	\$1100.07 \$2248.34 \$2946.94	\$70.00 \$92.00 \$95.50	\$1074.17 \$2222.30 \$2920.94	\$ 96.00 \$118.04 \$121.50	\$1228.49 \$2556.98 \$3354.07	\$247.61 \$395.22 \$483.79
DENTAL PLAN EMPLOYEE FAMILY	City F \$44. \$126.	.00	\$44	City Paid City Paid \$44.00 \$126.70 \$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 P \$10.6 \$18.7	64	City \$10 \$18	.64	City F \$10. \$18.	64	City Pa \$10.6 \$18.7	4	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 Pe	r 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, (.082/\$		\$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)		\$7,; (.655/	500	Yes \$10,000 (.655/\$100)		\$10,000 (.655/\$100)		S <u>worn:</u> 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	55/1 \$100.00 + \$15 + sick leave inco leave service c	88.00 PERS entive or sick	55/ \$100.00 + \$1 + sick leave sick leave so opt	58.00 PERS incentive or ervice credit	\$89.00+ \$15 + sick leave i sick leave ser optio	8.00 PERS ncentive or rvice credit	50/5 \$139.00+ \$158. \$784.49 + \$158 20+ yrs of +sick leave in sick leave serv option	00 PERS or .00 PERS if service centive or vice credit	139.00+ \$ \$784.49 + \$158. s +sick leave incent	50/5 158.00 PERS or 00 PERS if 20+ yrs of service ive or sick leave service dit option	\$112.04+ \$1 \$967.30 + \$ 20+ yrs + retirements conversion a	50/5 58.00 PERS or 158.00 PERS if of service ent sick leave and/or sick leave the credit	50/ \$112.04+ \$15 or \$967.30 + PERS if 20 servi + sick leav cred	\$158.00 PERS \$158.00 0+ yrs of ice e service	50/: \$89.00+ 158 + sick leave in sick leave ser optio	0.00 PERS ncentive or vice credit

	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
AGENCY SHOP	No	No	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-	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-

	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