City Offer

Increase in cost from today

Description	Year 1	Year 2	Year 3	Contract Total
DC of hybrid (currently 2%) +1%, +1%, +1%	$ 35,235	$ 70,469	$ 105,704	$ 211,408
Shift Prem ($1.25) (was $0.50)	24,342	24,342	24,342	73,026
5% Salary - Yr 1	319,416			319,416
3% Salary - Yr 2		518,073		518,073
3.5% Salary - Yr 3			748,817	748,817
Salary Increase effect on OT	$ 44,918	$ 73,216	$ 107,221	225,354
Insurance (Reducing 1%/year) 14%, 13%, 12%	39,318	45,962	65,893	151,172
Vacation - extra 8 hrs	18,482	19,037	19,703	57,221
	-	-	-	-
	$ 481,710	$ 751,098	$ 1,071,680	$ 2,304,488
	7%	11%	16%	

POLC Offer

Increase in cost from today

Description	Year 1	Year 2	Year 3	Contract Total
DC of hybrid (currently 2%) +1%, +1%, +1%	35,235	70,469	105,704	$ 211,408
Shift Prem ($1.25) (was $0.50)	24,342	24,342	24,342	73,026
5% Salary - Yr 1	319,716			319,716
5% Salary - Yr 2		643,252		643,252
5% Salary - Yr 3			977,131	977,131
Salary Increase effect on OT	44,918	92,081	141,603	278,602
Insurance (Reducing 1%/year) 14%, 13%, 12%	39,318	45,962	65,893	151,173
Longevity (% based on yr of svc)	64,093	67,298	70,663	202,054
On Call Hours	22,709	22,709	22,709	68,127
	-	-	-	-
	550,331	966,113	1,408,045	2,924,489
	8%	14%	21%	

No overtime or shift differential factored in

	Rate	Hours Per Pay	Salary	Holiday Pay	Longevity	FICA	WC	Current 85% HAP Fam	Current 4% Hybrid DC	Hybrid DB	Total	Increase	% Inc	Estimated Extrapolated Cost 55 Officers
FY 2025	43.156	84	$ 94,253	$ 4,488		$ 7,554	$ 701	$ 21,423	$ 3,770	$ 6,458	$ 138,646			
UNION OFFER														
	5%							Inc 1%	Inc 1%					
FY 2026	45.3138	84	$ 98,965	$ 4,713	$ 2,100	$ 8,092	$ 751	$ 21,675	$ 4,948	$ 6,781	$ 148,025	$ 9,378	6.8%	$ 515,813
	5%							Inc 1%	Inc 1%					
FY 2027	47.57949	84	$ 103,914	$ 4,948	$ 2,205	$ 8,497	$ 789	$ 21,927	$ 6,235	$ 7,120	$ 155,633	$ 7,609	5.1%	$ 418,476
	5%							Inc 1%	Inc 1%					
FY 2028	49.95846	84	$ 109,109	$ 5,196	$ 2,315	$ 8,921	$ 828	$ 22,179	$ 7,638	$ 7,476	$ 163,662	$ 8,028	5.2%	$ 441,565
														$ 1,375,854
CITY OFFER														
	5%							Inc 1%	Inc 1%					
FY 2026	45.3138	84	$ 98,965	$ 4,713		$ 7,931	$ 736	$ 21,675	$ 4,948	$ 6,781	$ 145,749	$ 7,103	5.1%	$ 390,657
	3%							Inc 1%	Inc 1%					
FY 2027	46.67321	84	$ 101,934	$ 4,854		$ 8,169	$ 758	$ 21,927	$ 6,116	$ 6,984	$ 150,743	$ 4,994	3.4%	$ 274,648
	3.5							Inc 1%	Inc 1%					
FY 2028	48.30678	84	$ 105,502	$ 5,024		$ 8,455	$ 785	$ 22,179	$ 7,385	$ 7,228	$ 156,558	$ 5,816	3.9%	$ 319,858
	HAP Total Cost		$ 25,203											