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%					
FY 2026	45.3138	84	$ 98,965	$ 4,713	$ -	$ 7,931	$ 736	$ 21,423	$ 4,948	$ 6,781	**$ 145,497**	**$ 6,851**	4.9%	$ 376,795
	5%								Inc 1%					
FY 2027	47.57949	84	$ 103,914	$ 4,948	$ -	$ 8,328	$ 773	$ 21,423	$ 6,235	$ 7,120	**$ 152,740**	**$ 7,243**	5.0%	$ 398,357
	5%								Inc 1%					
FY 2028	49.95846	84	$ 109,109	$ 5,196	$ -	$ 8,744	$ 812	$ 21,423	$ 7,638	$ 7,476	**$ 160,397**	**$ 7,657**	5.0%	$ 421,132
														$ 1,196,284
CITY OFFER 5, 4, 4														
	5%													
FY 2026	45.3138	84	$ 98,965	$ 4,713		$ 7,931	$ 736	$ 21,423	$ 3,959	$ 6,781	**$ 144,507**	**$ 5,861**	4.2%	$ 322,364
	4%								Inc .5%					
FY 2027	47.12635	84	$ 102,924	$ 4,901		$ 8,249	$ 766	$ 21,423	$ 4,632	$ 7,052	**$ 149,945**	**$ 5,438**	3.8%	$ 299,090
	4								Inc .5%					
FY 2028	49.01141	84	$ 107,041	$ 5,097		$ 8,579	$ 796	$ 21,423	$ 5,352	$ 7,334	**$ 155,622**	**$ 5,676**	3.8%	$ 312,186
														$ 933,641
CITY OFFER 4, 4, 4														
	4%								Inc 1%					
FY 2026	44.88224	84	$ 98,023	$ 4,668		$ 7,856	$ 729	$ 21,423	$ 4,901	$ 6,716	**$ 144,315**	**$ 5,669**	4.1%	$ 311,804
	4%								Inc 1%					
FY 2027	46.67753	84	$ 101,944	$ 4,854		$ 8,170	$ 758	$ 21,423	$ 6,117	$ 6,985	**$ 150,251**	**$ 5,935**	4.1%	$ 326,433
	4								Inc .5%					
FY 2028	48.54463	84	$ 106,021	$ 5,049		$ 8,497	$ 789	$ 21,423	$ 6,891	$ 7,264	**$ 155,934**	**$ 5,683**	3.8%	$ 312,577
														$ 950,814