

3-YEAR PROPOSALS FOR THE PBA

Cost of pattern	
wage increases	5.06%
ATG	0.11%
	5.17%
savings	-1.00%
	4.17%

City Illustration for PBA #1

3 year agreement 8/1/02 - 7/31/05

\$1,000 lump sum payment upon ratification

General wage increase effective 8/1/03	3.00%	
General wage increase effective 8/1/04	<u>4.00%</u>	7.12%

Funding for 8/1/04 general wage increase effective 4/1/05:

New schedule for all 253 8:15's*	-2.72%
New 6-month academy rate of \$25,435	<u>-0.48%</u>
	-3.20%

Charge for advancing 2.95% for 8 months (from 4/1/05 to 8/1/04)	<u>0.25%</u>
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Net of savings/funding movement charge	<u>-2.95%</u>
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Going out cost of package	4.17%
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*This costing assumes that all Police Officers work 8:35's. Those Officers that do not work 8:35's would be required to work 10 additional tours and their tour length would be adjusted so that the number of hours per year do not exceed 2088.

City Illustration for PBA #2

3 year agreement 8/1/02 - 7/31/05

\$1,000 lump sum payment upon ratification

General wage increase effective 8/1/03 3.00%

General wage increase effective 8/1/04 5.00%

8.15%

Funding for 8/1/04 general wage increase effective 4/1/05:

10 additional tours for all (253 8:35's) -3.49%

new 6-month academy rate of \$25,158
after 6 months = \$30,000 -0.83%

-4.32%

Charge for advancing 3.98% for 8 months
(from 4/1/05 to 8/1/04) 0.34%

Net of savings/funding movement charge -3.98%

Going out cost of package 4.17%

City Illustration for PBA #3

3 year agreement 8/1/02 - 7/31/05

\$1,000 lump sum payment upon ratification

General wage increase effective 8/1/03	3.00%	
General wage increase effective 8/1/04	<u>5.18%</u>	8.34%

Funding for 8/1/04 general wage increase effective 4/1/05:

10 additional tours for new hires (253 8:35's)	-1.20%
NSD-eligible hours 8pm - 6am for all	<u>-3.32%</u>
	-4.52%

Charge for advancing 4.17% for 8 months (from 4/1/05 to 8/1/04)	<u>0.35%</u>
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Net of savings/funding movement charge	<u>-4.17%</u>
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Going out cost of package	4.17%
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City Illustration for PBA #4

3 year agreement 8/1/02 - 7/31/05

\$1,000 lump sum payment upon ratification

General wage increase effective 8/1/03 3.00%

General wage increase effective 8/1/04 4.00%

7.12%

Funding for 8/1/04 general wage increase effective 4/1/05:

10 additional tours for new hires (253 8:35's) -1.20%

eliminate PLD for new hires -0.10%

No annuity for new hires until 1st Grade -0.12%

New academy step = \$25,000

after 6 months = \$30,000

after 1 year = \$33,125 -1.33%

9 paid holidays for new hires (2 fewer) -0.17%

3 fewer A/L days for new hires until 1st Grade -0.28%

-3.20%

Charge for advancing 2.95% for 8 months
(from 4/1/05 to 8/1/04)

0.25%

Net of savings/funding movement charge

-2.95%

Going out cost of package

4.17%

City Illustration for PBA #5

3 year agreement 8/1/02 - 7/31/05

\$1,000 lump sum payment upon ratification

General wage increase effective 8/1/03 3.00%

General wage increase effective 8/1/04 7.50%

10.73%

Funding for 8/1/04 general wage increase effective 4/1/05:

10 additional tours for all (253 8:35's) -3.49%

NSD-eligible hours 8pm - 6am for all -3.32%

New Academy step - \$29,535 -0.31%

-7.12%

Charge for advancing 6.56% for 8 months
(from 4/1/05 to 8/1/04)

0.56%

Net of savings/funding movement charge

-6.56%

Going out cost of package

4.17%

**ALTERNATIVE PENSION PLAN DESIGNS
POLICE AND FIRE**

PLAN	CURRENT		NEW
	Police 20 Years & Out	Fire 20 Years & Out	Police & Fire Age 50 with 25 Years
MEMBER CONTRIBUTION	<ul style="list-style-type: none"> Required contributions for first 20- yrs of service. Vary by entry age from 8.05% at age 20 to 4.30% at ages 43 and above Offset by 5% ITHP No net employee contributions for entry age >= 39 Earn 8.25% interest 	<ul style="list-style-type: none"> Required contributions for first 20- yrs of service. Vary by entry age from 8.20% at age 20 to 6.25% at age 30 Offset by 5% ITHP No net employee contributions for entry age >= 39 Earn 8.25% interest 	<ul style="list-style-type: none"> 5% for first 25- yrs of service No ITHP Earn 5% interest
BENEFIT FORMULA	<ul style="list-style-type: none"> 2.5% x 1-yr FAS x service x first 20- yrs of service, plus 1 2/3% x avg salary for yrs of service >= 20- yrs 	<ul style="list-style-type: none"> Same as Police 20 Years & Out 	<ul style="list-style-type: none"> 2.0% x 3-yr FAS x service
NORMAL & EARLY RETIREMENT	<ul style="list-style-type: none"> Unreduced when would have attained 20- yrs of service Vested benefit with at least 5- yrs of service is also payable when would have attained 20- yrs of service 	<ul style="list-style-type: none"> Same as Police 20 Years & Out 	<ul style="list-style-type: none"> Unreduced at normal retirement age of age 50 & 25- yrs of service Early reduced at 20- yrs with reduction factors of 5% per yr below age 50 & 25- yrs Vesting based on 10- yrs of service with benefit payable at age 65
BENEFIT SUPPLEMENTATION	COLA and VSF	COLA and VSF	None