

June 1, 2025

Subject: Police and Fire Department Retirement Plan - Fire Tier 1 with Healthcare Retirement Contribution Rates

The Board of Administration for the Police and Fire Department Retirement Plan (Retirement Board) approved new Retirement Contribution Rates for the fiscal year 2025-2026. The Retirement Contribution Rate is the percentage of your salary that you and the City pay into the Retirement Plan.

These rates are effective Pay Period 14 (June 22, 2025); with a pay date of July 11, 2025.

	Fiscal Year 2025-2026 Rates			Fiscal Year 2024-2025 Rates		
Benefit	City	Employee	Total	City	Employee	Total
Pension						
Normal Cost	37.81%	12.00%	49.81%	36.57%	11.81%	48.38%
Unfunded Liability/Prior Service Cost	*	0.00%	0.00%	***	0.00%	0.00%
Subtotal	37.81%	12.00%	49.81%	36.57%	11.81%	48.38%
Medical and Dental	**	8.00%	8.00%	****	8.00%	8.00%
Total	37.81%	20.00%	57.81%	36.57%	19.81%	56.38%

* Amount determined as a flat dollar amount of \$10,102,269 for all Tier 1 and not a rate of pay
 ** Amount determined as a flat dollar amount of \$12,327,976 for all Tier 1 and not a rate of pay
 *** Amount determined as a flat dollar amount of \$68,686,197 for all Tier 1 and not a rate of pay
 **** Amount determined as a flat dollar amount of \$11,917,287 for all Tier 1 and not a rate of pay

The Retirement Board sets the rates of contribution based on actuarial studies of the retirement funds' projected benefit costs and expected fund earnings. Please note that the contribution rates may be changed after actuarial reviews, which are currently performed annually.