

# Council Work Session

June 6, 2024

# URS projects Amortization eventually 0% & Overall Rates Decreasing



<b>URS Pension Benefits</b>			
	<b>Required Yrs Service</b>	<b>% Yr</b>	<b># Yrs of Salary</b>
<b>T1 - Public</b>	30	2.00%	3
<b>T2 - Public</b>	35	1.50%	5
<b>T1 - PS</b>	20	2.50%	3
<b>T2 - PS</b>	25	2.00%	5
<b>T1 - Fire</b>	20	2.50%	3
<b>T2 - Fire</b>	25	2.00%	5

# Summary of Proposal

- **Tier 1 All:** URS Required + Up to 4%\*
- **Tier 2 Public:** URS Required + Up to 4%\*
- **Tier 2 PS & Fire:** URS Required + Up to 5%\*

URS Current Rates - FY '24				URS FY '25 Rates				Difference	
Employee	Employer	Amortization	Total	Employee	Employer	Amortization	Total		
<b>Public Employees</b>									
Tier 1	0	11.86	6.11	17.97	0	11.86	5.11	16.97	-1
Tier 2	0	10.08	6.11	16.19	0.7	10.08	5.11	15.89	-0.3
<b>Public Safety</b>									
Tier 1	0	22.29	11.75	34.04	0	22.29	11.25	33.54	-0.5
Tier 2	2.59	14.08	11.75	28.42	4.73	14.08	11.25	30.06	1.64
<b>Firefighter</b>									
Tier 1	15.05	3.61	0	18.66	15.05	1.61	0	16.66	-2
Tier 2	2.59	14.08	0	16.67	4.73	14.08	0	18.81	2.14

City FY '24 Contributions				City Proposed				
Employee	Employer	Amortization	Total	Employee Max % Cont. - Includes Required URS EE	FY '25 Employer	FY '25 Amortization	Max Total Cont.	
<b>Public Employees</b>								
<b>Tier 1</b>	0	11.86	6.11	17.97	4	11.86	5.11	17.9
<b>Tier 2</b>	0	10.08	6.11	16.19	4	10.08	5.11	16.19
<b>Public Safety</b>								
<b>Tier 1</b>	0	22.29	11.75	34.04	4	22.29	11.25	23
<b>Tier 2</b>	2.59	14.08	11.75	28.42	5	14.08	11.25	30.33
<b>Firefighter</b>								
<b>Tier 1</b>	15.05	3.61	0	18.66	4	1.61	0	17.9
<b>Tier 2</b>	2.59	14.08	0	16.67	5	14.08	0	19.08

### City's Cost: Employee + Employer + 401k

	Employee	Employer	401k	TOTAL
T1 Public	0.00%	16.97%	0.93%	<b>17.90%</b>
T2 Public	0.70%	15.19%	0.30%	<b>16.19%</b>
T1 PS	0.00%	33.54%	0.00%	<b>33.54%</b>
T2 PS	4.73%	25.33%	0.27%	<b>30.33%</b>
T1 Fire	15.05%	1.61%	1.24%	<b>17.90%</b>
T2 Fire	4.73%	14.08%	0.27%	<b>19.08%</b>

## City's Cost: Employee + Employer + 401k

	Employee	Employer	401k	TOTAL	Difference '25 v. '24
T1 Public	0.00%	16.97%	0.93%	<b>17.90%</b>	0.00%
T2 Public	0.70%	15.19%	0.30%	<b>16.19%</b>	0.00%
T1 PS	0.00%	33.54%	0.00%	<b>33.54%</b>	-0.50%
T2 PS	4.73%	25.33%	0.27%	<b>30.33%</b>	1.91%
T1 Fire	15.05%	1.61%	1.24%	<b>17.90%</b>	-0.76%
T2 Fire	4.73%	14.08%	0.27%	<b>19.08%</b>	2.41%



# Possible Matching

- FY '25 - no required match
- FY '26 - employee \$1 = \$2 from City
- FY '27 - employee \$1.50 = \$2 from City
- FY '28 - employee \$2 = \$2 from City