



SUMMARY OF KEY CONFIDENTIAL CHANGES

Term: July 1, 2025 – June 30, 2028 (Changes effective July 8, 2025 unless otherwise indicated)

Wages	Increase base salary for all classifications below the market median to the market median effective in July 2025. 5% in July 2026 5% in July 2027
Holidays	Additional one (1) floating holiday per year
Retiree Health Benefits	Employees who retire prior to reaching the age of 60 shall be entitled to receive a monthly benefit of \$20/month for each year of pensionable service with the City, until the employee reaches the age of 65. Employees who retire at or after the age of 60 shall be entitled to receive a monthly benefit of \$20/month for each year of pensionable service with the City for a period of five (5) years following retirement.



SUMMARY OF KEY MANAGEMENT CHANGES

Term: July 1, 2025 – June 30, 2028 (Changes effective July 2025 unless otherwise indicated)

Wages	Increase base salary for all classifications below the market median to the market median effective in July 2025. 5% in July 2026 5% in July 2027
Holidays	Add 1 floating holiday per year
Pay Differentials	Police Captains: Receive 10% POST Pay Police Captains: Eligible for Bilingual Pay



SUMMARY OF KEY EXECUTIVE CHANGES

Term: July 1, 2025 – June 30, 2028 (Changes effective July 2025 unless otherwise indicated)

Wages	Increase base salary for all classifications below the market median to the market median effective in July 2025. 5% in July 2026 5% in July 2027
Holidays	Add 1 floating holiday per year
Pay Differentials	Police Chief: Receive 10% POST Pay Police Chief: Eligible for Bilingual Pay
Severance	Eligible for severance package