

Pension Fairness *for Addison, IL*

Our first responders deserve a stable, fair, & sustainable pension system that honors our dual commitment to provide generous benefits while also protecting taxpayers.

Our Taxpayers

Prior to Tier 2, our unfunded liabilities were growing at an unsustainable rate. Between 1999 and 2010, our police pension funding ratio dropped from **85%** to **68%**, even as employer contributions per employee increased:



Statewide, municipal police & fire remain the best funded pensions in Illinois after IMRF, with average funded ratios of **62.8%** & **65.7%** in 2023 and an amortization date of 2040.

FY23 pension contributions:
\$4.2 Million

Pension obligations equaled **78%** of our municipal property tax levy in 2023.

As Tier 1 employees retire & Tier 2 employees become the majority, **significant savings are on the horizon for local taxpayers**. Rolling back Tier 2 would undermine our progress & increase the tax burden on our community.

Our First Responders

We take pride in offering generous pay and benefits to the first responders who protect and serve our community.

A new officer sworn in at age 25 with a Tier 2 pension in 2024 would receive a starting salary of **\$84,359** plus additional benefits such as health insurance and paid time off.

In 2024, an officer with 30 years of service and a final salary of **\$119,713**, would receive a starting Tier 2 pension of **\$89,785**. Due to the 2019 reforms to consolidate public safety pension funds, Tier 2 pensions fully comply with federal **Safe Harbor** requirements.

By age 85, she will have received a total of **\$3.15 million** in pension benefits, and after her death her spouse will continue to receive survivor's benefits.

Average Compensation in the Chicago Area

Starting Salary

 **\$75,877**

 **\$66,426**

Starting Pension

 **\$87,305**

 **\$71,250**

What about... *Public Safety Recruitment and Retention?*

Municipalities, like employers across the country, have faced recruitment challenges in recent years, but these challenges are not correlated with public safety pension benefits in Illinois. **Eligibility lists in some municipalities are beginning to grow**, thanks in part to implementing best practices for recruitment and retention rather than permanent and constitutionally protected benefit enhancements.

Lowering the retirement age would also give our most experienced first responders an incentive to retire earlier, meaning agencies will lose the professional knowledge of our most qualified leaders.

**We ask you to stand with us to protect Tier 2 and ensure
Pension Fairness for Illinois Communities.**

squintell@dmmc-cog.org • 630-571-0480 • 1220 Oak Brook Road, Oak Brook, IL, 60523