

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

Pension Fairness *for Aurora, 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 **76%** to **46%**, 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: | \$1.9 Million |
| \$31.2 Million | FY23-24 increase in contributions |

Pension obligations equaled **38%** 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 **\$85,280** plus additional benefits including health insurance and paid time off.

In 2024, an officer with 30 years of service and a final salary of **\$161,365** would receive a starting Tier 2 pension of **\$121,024**. 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 **\$4.3 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.

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Pension Fairness for Bartlett, 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 **81%** to **79%**, 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:
\$2.5 Million

\$478,439
FY23-24 increase in contributions

Pension obligations equaled **39%** 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 **\$77,704** 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 **\$124,540** would receive a starting Tier 2 pension of **\$93,405**. 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 **\$3.28 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.

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Pension Fairness for Bloomingdale, 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 **101%** 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:
\$2.3 Million

\$80,762
FY23-24 increase in contributions

Pension obligations were over **300%** 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 **\$76,378** plus additional benefits including health insurance and paid time off.

In 2024, an officer with 30 years of service and a final salary of **\$104,026** would receive a starting Tier 2 pension of **\$78,019**. 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 **\$2.7 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.

Pension Fairness *for Bolingbrook, 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 **77%** to **58%**, 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: | \$2.6 Million |
| \$13.2 Million | FY23-24 increase in contributions |

Our FY23 property tax levy for police and fire pensions totaled **\$10.3 million**.

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 **\$78,009** 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 **\$145,071** would receive a starting Tier 2 pension of **\$108,803**. 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 **\$3.8 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.

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Pension Fairness *for Burr Ridge, 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

Despite growing unfunded liabilities, our village has funded pensions responsibly. In 2010, our police pension funding ratio was **70%**, and employer contributions per employee have continued to increase:



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:
\$ 923,960

Pension obligations equaled **75%** 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 **\$76,638** 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 **\$115,000** would receive a starting Tier 2 pension of **\$86,250**. 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 **\$3.0 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.

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Pension Fairness for Clarendon Hills, 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 **98%** to **62%**, 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:
\$730,021

\$18,743
FY23-24 increase in contributions

Pension obligations equaled **16.4%** 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 **\$79,712** plus additional benefits such as health insurance and paid time off.

A In 2024, an officer with 30 years of service and a final salary of **\$110,033** would receive a starting Tier 2 pension of **\$82,525**. 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 **\$2.9 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
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Pension Fairness *for Darien, 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, police pension funding ratios were dropping across the state, even as employer contributions per employee increased.

Contributions per employee, 2023:  **\$64,071**

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: **\$2.4 Million** | **\$183,771** FY23-24 increase in contributions

Pension obligations equaled **92%** of our general 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 **\$76,252** 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 **\$122,953** would receive a starting Tier 2 pension of **\$92,214**. 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 **\$2.9 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.

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Pension Fairness for Elmhurst, 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 **82%** to **59%**, 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: | \$1.0 Million |
| \$7.7 Million | FY23-24 increase in contributions |

Pension obligations equaled **124%** 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 **\$84,754** 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 **\$133,000** would receive a starting Tier 2 pension of **\$99,750**. 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 **\$3.5 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.

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Pension Fairness for Glendale Heights, 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 **73%** to **49%**, 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:
\$4.0 Million

Pension obligations equaled **128%** 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 **\$73,445** 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 **\$110,302** would receive a starting Tier 2 pension of **\$82,726**. 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 **\$2.9 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.

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Pension Fairness *for Hanover Park, 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, police pension funding ratios were dropping across the state, even as employer contributions per employee were increasing.

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: | \$602,647 |
| \$5.75 Million | FY23-24 increase in contributions |

Pension obligations equaled **48%** 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 **\$80,575** 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 **\$111,148** would receive a starting Tier 2 pension of **\$83,361**. Due to the 2019 reforms to consolidate public safety pension funds, Tier 2 pensions fully comply with federal **Safe Harbor** requirements.

By age 85, the officer will have received a total of **\$2.9 million** in pension benefits, and after the officer's death the 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.

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Pension Fairness for Illinois Communities.**

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Pension Fairness for Itasca, 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 **70%** to **60.2%**, even as employer contributions per employee increased:



FY23 pension contributions:

\$2.05 Million

\$135,171

FY23-24 increase in contributions

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 **\$75,056** plus additional benefits including health insurance and paid time off.

In 2024, an officer with 30 years of service and a final salary of **\$109,597** would receive a starting Tier 2 pension of **\$82,197**. Due to the 2019 reforms to consolidate public safety pension funds, Tier 2 pensions fully comply with federal **Safe Harbor** requirements.

By age 85, our officer will have received a total of **\$2.9 million** in pension benefits and after the officer's death their spouse will continue to receive survivor's benefits.

Average Compensation in the Chicago Area

Starting Pension

\$87,305

\$71,250

Starting Salary

\$75,877

\$66,426

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.

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Pension Fairness for Lombard, 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 **77%** to **59%**, 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: | \$1.2 Million |
| \$5.8 Million | FY23-24 increase in contributions |

Pension obligations equaled **53%** 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 **\$80,940** 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 **\$136,064** would receive a starting Tier 2 pension of **\$102,048**. 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 **\$3.6 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.

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Pension Fairness *for Naperville, 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 **96%** to **67%**, 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: | \$456,006 |
| \$17.9 Million | FY23-24 increase in contributions |

Pension obligations equaled **256%** 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 **\$78,716** 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 **\$114,198** would receive a starting Tier 2 pension of **\$85,648**. 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 **\$3.0 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.**

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Pension Fairness *for Oak Brook, 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 **105%** to **73%**, 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:

\$5.6 Million

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 communities across the state.

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 **\$76,233** 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 **\$129,201** would receive a starting Tier 2 pension of **\$96,900**. 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 **\$3.4 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.

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Pension Fairness *for Roselle, 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 **72%** to **61%**, 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: | \$184,395 |
| \$3.1 Million | FY23-24 increase in contributions |

Pension obligations equaled **50%** 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 **\$77,050** 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 **\$110,000** would receive a starting Tier 2 pension of **\$82,500**. 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 **\$2.9 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.

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Pension Fairness for Schaumburg, 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 **81%** to **62%**, 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: | \$1.75M |
| \$13.4 Million | FY23-24 increase in contributions |

Pension obligations equaled **69%** 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 **\$72,757** 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 **\$116,687** would receive a starting Tier 2 pension of **\$87,515**. 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 **\$3.1 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.

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Pension Fairness for Warrenville, 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 **64%** to **50%**, 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:
\$1.2 Million

Pension obligations equaled **48%** 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 **\$76,476** plus additional benefits including health insurance and paid leave.

In 2024, an officer with 30 years of service and a final salary of **\$132,467** would receive a starting Tier 2 pension of **\$99,350**. 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 **\$3.5 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.

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Pension Fairness for West Chicago, 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 **70%** to **63%**, 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: | \$363,100 |
| \$3.1 Million | FY23-24 increase in contributions |

Pension obligations equaled **70%** 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

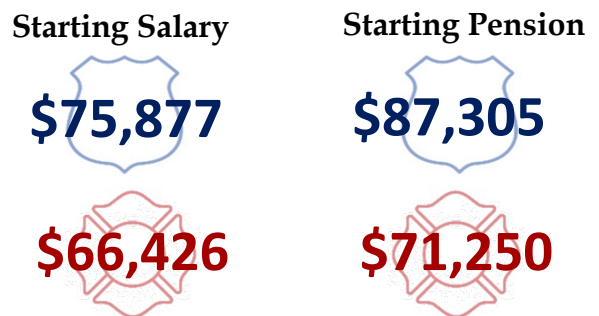
We take pride in offering generous pay and benefits to the first responders who protect and serve our community.

A new officer sworn in at age 25 with a Tier 2 pension in 2024 would receive a starting salary of **\$79,863** plus additional benefits including health insurance and paid leave.

In 2024, an officer with 30 years of service and a final salary of **\$118,114** would receive a starting Tier 2 pension of **\$88,585**. 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 **\$3.1 million** in pension benefits, and after her death her spouse will continue to receive survivor's benefits.

Average Compensation in the Chicago Area



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.

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Pension Fairness for Wheaton, 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 **91%** to **61%**, 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:
\$6.4 Million

\$1.3 Million
FY23-24 increase in contributions

Pension obligations equaled **54%** 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 **\$74,707** 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 **\$115,076** would receive a starting Tier 2 pension of **\$86,307**. 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 **\$3.0 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.**

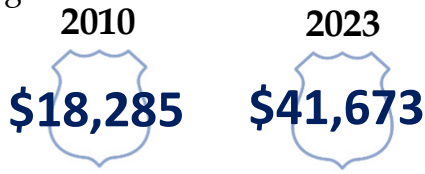
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Pension Fairness for Willowbrook, IL

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. In 2010, our police pension funding ratio was **81%**, but funding ratios were dropping across the state despite employer contributions per employee increasing:



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:
\$1.2 Million

\$250,486
FY23-24 increase in contributions

Our community currently has 5 active Tier 1 officers and 19 active Tier 2 officers. As Tier 1 employees continue to retire, **significant savings are starting to benefit 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 **\$78,307** plus additional benefits including health insurance and paid leave.

In 2024, an officer with 30 years of service and a final salary of **\$137,518** would receive a starting Tier 2 pension of **\$103,137**. 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 **\$3.6 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.

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Pension Fairness *for Wood Dale, 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 **95%** to **70%**, 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: | \$201,622 |
| \$1.8 Million | FY23-24 increase in contributions |

Pension obligations equaled **51%** 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 **\$80,633** 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 **\$117,134** would receive a starting Tier 2 pension of **\$87,850**. 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 **\$3.1 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.

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Pension Fairness for Woodridge, 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. In 2010, our police pension funding ratio was **63%**, and our employer contributions per employee have continued to increase:



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:
\$4.03 Million

Pension obligations equaled **122%** 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 **\$79,498** plus additional benefits such as insurance and paid time off.

In 2024, an officer with 30 years of service and a final salary of **\$121,733** would receive a starting Tier 2 pension of **\$91,300**. 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 **\$3.2 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.

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