

2025

SERVE & PROTECT Reimbursement Schedule

Date of Hire (year)	Years of Service *	New hire	Years of full-time employment								
			5Yr	10 Yr	13 Yr	16 Yr	19 Yr	21 Yr	22 Yr	23Yr	24 Yr
2025	0	2025	2030	2035	2038	2041	2044	2046	2047	2048	2049
2024	1	2024	2029	2034	2037	2040	2043	2045	2046	2047	2048
2023	2	2023	2028	2033	2036	2039	2042	2044	2045	2046	2047
2022	3	2022	2027	2032	2035	2038	2041	2043	2044	2045	2046
2021	4	2021	2026	2031	2034	2037	2040	2042	2043	2044	2045
2020	5	2020	2025	2030	2033	2036	2039	2041	2042	2043	2044
2019	6	2019	2024	2029	2032	2035	2038	2040	2041	2042	2043
2018	7	2018	2023	2028	2031	2034	2037	2039	2040	2041	2042
2017	8	2017	2022	2027	2030	2033	2036	2038	2039	2040	2041
2016	9	2016	2021	2026	2029	2032	2035	2037	2038	2039	2040
2015	10	2015	2020	2025	2028	2031	2034	2036	2037	2038	2039
2014	11	2014	2019	2024	2027	2030	2033	2035	2036	2037	2038
2013	12	2013	2018	2023	2026	2029	2032	2034	2035	2036	2037
2012	13	2012	2017	2022	2025	2028	2031	2033	2034	2035	2036
2011	14	2011	2016	2021	2024	2027	2030	2032	2033	2034	2035
2010	15	2010	2015	2020	2023	2026	2029	2031	2032	2033	2034
2009	16	2009	2014	2019	2022	2025	2028	2030	2031	2032	2033
2008	17	2008	2013	2018	2021	2024	2027	2029	2030	2031	2032
2007	18	2007	2012	2017	2020	2023	2026	2028	2029	2030	2031
2006	19	2006	2011	2016	2019	2022	2025	2027	2028	2029	2030
2005	20	2005	2010	2015	2018	2021	2024	2026	2027	2028	2029
2004	21	2004	2009	2014	2017	2020	2023	2025	2026	2027	2028
2003	22	2003	2008	2013	2016	2019	2022	2024	2025	2026	2027
2002	23	2002	2007	2012	2015	2018	2021	2023	2024	2025	2026
2001	24	2001	2006	2011	2014	2017	2020	2022	2023	2024	2025
2000	25	2000	2005	2010	2013	2016	2019	2021	2022	2023	2024
1999	26	1999	2004	2009	2012	2015	2018	2020	2021	2022	2023
1998	27	1998	2003	2008	2011	2014	2017	2019	2020	2021	2022
1997	28	1997	2002	2007	2010	2013	2016	2018	2019	2020	2021
1996	29	1996	2001	2006	2009	2012	2015	2017	2018	2019	2020
1995	30	1995	2000	2005	2008	2011	2014	2016	2017	2018	2019
1994	31	1994	1999	2004	2007	2010	2013	2015	2016	2017	2018

Areas in orange represent years of service eligible for reimbursement.

* Years of service for this table is based on continuous years of service for fulltime law enforcement and full-time firefighters. Any gap of employment, the years of service for full time firefighters and law enforcement starts over.

Example: A law enforcement officer was employed full time at a police department from January 2010-December 2019, left employment and worked in the oilfield from January 2020-December 2021, then came back to law enforcement January 2022. The years of service calculation starts January 2022 and does not include the 9 years previously worked from 2010-2019.

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