

# 2026

# SERVE & PROTECT Reimbursement Schedule

Areas in orange and with ● symbol represent years of service eligible for reimbursement.

| Date of Hire (year) | Years of Service * | New hire | Years of full-time employment |          |          |          |          |          |          |          |          |
|---------------------|--------------------|----------|-------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|
|                     |                    |          | 5 Years                       | 10 Years | 13 Years | 16 Years | 19 Years | 21 Years | 22 Years | 23 Years | 24 Years |
| 2026 ●              | 0 ●                | 2026 ●   | 2031                          | 2036     | 2039     | 2042     | 2045     | 2047     | 2028     | 2049     | 2050     |
| 2025                | 1                  | 2025     | 2030                          | 2035     | 2038     | 2041     | 2044     | 2046     | 2047     | 2048     | 2049     |
| 2024                | 2                  | 2024     | 2029                          | 2034     | 2037     | 2040     | 2043     | 2045     | 2046     | 2047     | 2048     |
| 2023                | 3                  | 2023     | 2028                          | 2033     | 2036     | 2039     | 2042     | 2044     | 2045     | 2046     | 2047     |
| 2022                | 4                  | 2022     | 2027                          | 2032     | 2035     | 2038     | 2041     | 2043     | 2044     | 2045     | 2046     |
| 2021 ●              | 5 ●                | 2021     | 2026 ●                        | 2031     | 2034     | 2037     | 2040     | 2042     | 2043     | 2044     | 2045     |
| 2020                | 6                  | 2020     | 2025                          | 2030     | 2033     | 2036     | 2039     | 2041     | 2042     | 2043     | 2044     |
| 2019                | 7                  | 2019     | 2024                          | 2029     | 2032     | 2035     | 2038     | 2040     | 2041     | 2042     | 2043     |
| 2018                | 8                  | 2018     | 2023                          | 2028     | 2031     | 2034     | 2037     | 2039     | 2040     | 2041     | 2042     |
| 2017                | 9                  | 2017     | 2022                          | 2027     | 2030     | 2033     | 2036     | 2038     | 2039     | 2040     | 2041     |
| 2016 ●              | 10 ●               | 2016     | 2021                          | 2026 ●   | 2029     | 2032     | 2035     | 2037     | 2038     | 2039     | 2040     |
| 2015                | 11                 | 2015     | 2020                          | 2025     | 2028     | 2031     | 2034     | 2036     | 2037     | 2038     | 2039     |
| 2014                | 12                 | 2014     | 2019                          | 2024     | 2027     | 2030     | 2033     | 2035     | 2036     | 2037     | 2038     |
| 2013 ●              | 13 ●               | 2013     | 2018                          | 2023     | 2026 ●   | 2029     | 2032     | 2034     | 2035     | 2036     | 2037     |
| 2012                | 14                 | 2012     | 2017                          | 2022     | 2025     | 2028     | 2031     | 2033     | 2034     | 2035     | 2036     |
| 2011                | 15                 | 2011     | 2016                          | 2021     | 2024     | 2027     | 2030     | 2032     | 2033     | 2034     | 2035     |
| 2010 ●              | 16 ●               | 2010     | 2015                          | 2020     | 2023     | 2026 ●   | 2029     | 2031     | 2032     | 2033     | 2034     |
| 2009                | 17                 | 2009     | 2014                          | 2019     | 2022     | 2025     | 2028     | 2030     | 2031     | 2032     | 2033     |
| 2008                | 18                 | 2008     | 2013                          | 2018     | 2021     | 2024     | 2027     | 2029     | 2030     | 2031     | 2032     |
| 2007 ●              | 19 ●               | 2007     | 2012                          | 2017     | 2020     | 2023     | 2026 ●   | 2028     | 2029     | 2030     | 2031     |
| 2006                | 20                 | 2006     | 2011                          | 2016     | 2019     | 2022     | 2025     | 2027     | 2028     | 2029     | 2030     |
| 2005 ●              | 21 ●               | 2005     | 2010                          | 2015     | 2018     | 2021     | 2024     | 2026 ●   | 2027     | 2028     | 2029     |
| 2004 ●              | 22 ●               | 2004     | 2009                          | 2014     | 2017     | 2020     | 2023     | 2025     | 2026 ●   | 2027     | 2028     |
| 2003 ●              | 23 ●               | 2003     | 2008                          | 2013     | 2016     | 2019     | 2022     | 2024     | 2025     | 2026 ●   | 2027     |
| 2002 ●              | 24 ●               | 2002     | 2007                          | 2012     | 2015     | 2018     | 2021     | 2023     | 2024     | 2025     | 2026 ●   |
| 2001 ●              | 25 ●               | 2001     | 2006                          | 2011     | 2014     | 2017     | 2020     | 2022     | 2023     | 2024     | 2025     |
| 2000 ●              | 26 ●               | 2000     | 2005                          | 2010     | 2013     | 2016     | 2019     | 2021     | 2022     | 2023     | 2024     |
| 1999 ●              | 27 ●               | 1999     | 2004                          | 2009     | 2012     | 2015     | 2018     | 2020     | 2021     | 2022     | 2023     |
| 1998 ●              | 28 ●               | 1998     | 2003                          | 2008     | 2011     | 2014     | 2017     | 2019     | 2020     | 2021     | 2022     |
| 1997 ●              | 29 ●               | 1997     | 2002                          | 2007     | 2010     | 2013     | 2016     | 2018     | 2019     | 2020     | 2021     |
| 1996 ●              | 30 ●               | 1996     | 2001                          | 2006     | 2009     | 2012     | 2015     | 2017     | 2018     | 2019     | 2020     |

\* Years of service for this table is based on continuous years of service for full-time 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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