

## Public Safety Retention Bonus

### Frequently Asked Questions

#### What is Public Safety Retention Bonus?

The City of Memphis has an interest in retaining experienced and qualified Memphis Police Services Division (MPD) personnel and Memphis Fire Services Division (MFD) personnel and commits to pay a retention bonus to MPD and MFD personnel who meet certain eligibility criteria and voluntarily elect to enter into a Letter of Commitment.

#### Who is eligible?

To be eligible for the Retention Bonus, Employee must at time of open enrollment:

- (a) be employed as a full-time commissioned officer with MPD; **or**
- (b) be employed as full-time commissioned personnel with MFD; **or**
- (c) be employed as a paramedic with MFD; **or**
- (d) be employed as a full-time dispatcher or full-time alarm operator with MPD or MFD and have completed his/her initial training period as required by his/her division **or**
- (e) be employed in any position represented by the International Association of Firefighters, Local 1784, and have completed his/her initial training period as required by his/her Division.

#### What positions qualify?

*Note: Employees must be on active payroll at the time of distribution of payments with no pending termination, such as a set date of retirement.*

- **Commissioned Fire and Police Employees**
  - Management-rank commissioned positions
  - Paramedics
- **Communication Workers**
  - Dispatchers
  - Fire alarm operators
  - Communication management positions
  - Emergency response call operators
- **International Association of Firefighters (IAFF) Positions**

#### How much is the Public Safety Retention Bonus Pay?

Employee's Retention Bonus will be the amount equivalent to 9% of Employee's annual salary, as outlined in the City's pay plan, and exclusive of incentives, at the time of payment.

**How do I sign-up?**

There will be an open enrollment period July – August 5, 2022, with anticipated payout in August/September 2022.

**If I received a sign-on bonus, can I still receive the retention bonus?**

Yes.

**If a person resigned or retired prior to September 2022, are they still eligible to receive the Public Safety Retention Bonus?**

No. Employees must be in active status (no pending termination) in the system and on payroll at the time of distribution of payments.

**Will the Public Safety Retention Bonus be taxed and, if so, at what rate?**

Yes, federal tax is deducted. IRS guidelines and the status you selected on your W-4 for withholding will determine the amount that is deducted.

**What else will be deducted from this payment?**

The required contribution rate for employees who participate in the City's retirement plan will be deducted.

**Will the Public Safety Retention Bonus count towards my pension?**

Yes. However, it will depend primarily on your retirement plan. The impact will vary based on your earnings, date of hire, service history, age at retirement, etc. For more details about how it will impact you, contact Total Rewards at [benefitsquestions@memphistn.gov](mailto:benefitsquestions@memphistn.gov)

**If I want to change my federal tax deduction election, how do I submit the request?**

Deduction changes can be made through the Self-Service Portal or contact Payroll directly by email at [Payroll@memphistn.gov](mailto:Payroll@memphistn.gov) or by phone at 636-6161.

**Where can I get additional information?**

Contact HR at 901-636-6800 or email [benefitsquestions@memphistn.gov](mailto:benefitsquestions@memphistn.gov).

**If I am in the DROP, can I sign up?**

**For the Two-Year Agreement** – Yes - Employees enrolled in the DROP prior to August 31, 2022 are eligible to enter into the Two-Year Letter of Commitment, provided that he/she can meet the service commitments outlined in the Letter. Payments made under the Letter of Commitment will not count toward Employee's pension calculation if someone is in the DROP.

**For the Five-Year Agreement** – Employees enrolled in the DROP prior to January 1, 2022, are ineligible to enter into the 5-Year Letter of Commitment. If Employee enrolls in the DROP after entering into the Letter of Commitment, he/she will not be subject to the Repayment Provisions unless Employee is unable to meet the time requirements of the letter of commitment.

**Can I extend the two-year letter of commitment?**

Employees may have the ability to extend the term of the Two-Year Letter of Commitment for up to 3 years in 2024. More information regarding open enrollment for the extension will be available in early 2024.

**Financial Wellness Resources**

The City of Memphis partners with financial wellness experts to assist employees with money management and other financial tools. Explore ways to maximize your bonus payment:

[Operation Hope](#) offers virtual financial wellness workshops each month on money management and financial wellness. Email [darfeiswilliams@operationhope.org](mailto:darfeiswilliams@operationhope.org) for more information.

[Prudential Financial](#) offers online resources and assessments to assist with money management and financial wellness.

[Healthy Learn](#) offers online resources on money management and financial wellness.