

CURRENT 5% RAISE GIVEN TO MEMPHIS POLICE DEPARTMENT EFFECTIVE JULY 1, 2023 VS. PROPOSED 14% RAISE SALARY COMPARISON

| JOB TITLE | Salary | 5% Increase | 14% Increase |
|--------------------------|---------|-------------|--------------|
| POLICE RECRUIT | | 50,299.98 | 54,611.40 |
| POLICE OFFICER II - PROB | | 50,299.98 | 54,611.40 |
| POLICE OFFICER II | 1-2 YRS | 55,920.23 | 60,713.39 |
| | 2-3 YRS | 60,139.44 | 65,294.25 |
| | 3-5 YRS | 66,323.71 | 72,008.60 |
| | 5+ YRS | 67,631.66 | 73,428.65 |
| SERGEANT | | 73,797.63 | 80,123.14 |
| POLICE LIEUTENANT | | 79,955.42 | 86,808.74 |
| POLICE MAJOR | | 91,161.25 | 98,975.07 |

**The retention bonus is temporary and is not part of your base salary. After your retention bonus is paid out, your salary will return to the original base pay and will only reflect a 5% increase.*

How does the 5% and 14% salaries compare to the other agencies benchmarked?

With a 5% increase for Memphis Police Department commissioned positions, the COM will still be lower than most of the local municipalities. This assumes that the local municipalities are not receiving an increase.

With a 14% increase for Memphis Police Department commissioned positions, the COM will be higher than most of the local municipalities. This is a permanent increase to your base salary. Your future earnings, pension and overtime will also reflect this increase.

The retention bonus program was limited to five years and will be cancelled. The next administration is not obligated to offer any raise or bonus beyond that.



CURRENT 5% RAISE GIVEN TO MEMPHIS FIRE DEPARTMENT EFFECTIVE JULY 1, 2023 VS. PROPOSED 14% RAISE SALARY COMPARISON

| JOB TITLE | Salary | 5% Increase | 14% Increase |
|-----------------------|---------|-------------|--------------|
| FIRE RECRUIT | | 40,119.26 | 43,558.05 |
| FIRE PRIVATE II | 1-2 YRS | 57,288.23 | 62,198.65 |
| | 2-3 YRS | 61,415.99 | 66,680.22 |
| | 3+ YRS | 63,592.89 | 69,043.71 |
| FIREFIGHTER/PARAMEDIC | 1-2 YRS | 62,444.93 | 67,797.35 |
| | 2-3 YRS | 66,943.15 | 72,681.13 |
| | 3+ YRS | 69,315.52 | 75,256.85 |
| FIRE ALARM OPERATORS | | 66,122.70 | 71,790.36 |
| FIRE DRIVER | | 67,600.26 | 73,394.57 |
| FIRE LIEUTENANT | | 76,748.22 | 83,326.64 |
| BATTALION CHIEF | | 98,509.05 | 106,952.68 |

**The retention bonus is temporary and is not part of your base salary. After your retention bonus is paid out, your salary will return to the original base pay and will only reflect a 5% increase.*

How does the 5% and 14% salaries compare to the other agencies benchmarked?

With a 5% increase for Memphis Fire Department commissioned positions, the COM will still be lower than most of the local municipalities. This assumes that the local municipalities are not receiving an increase.

With a 14% increase for Memphis Fire Department commissioned positions, the COM will be higher than most of the local municipalities. This is a permanent increase to your base salary. Your future earnings, pension and overtime will also reflect this increase.

The retention bonus program was limited to five years and will be cancelled. The next administration is not obligated to offer any raise or bonus beyond that.



WILL I MAKE MORE MONEY WITH THE SALARY INCREASE THAN I WOULD FROM THE BONUS RETENTION PROGRAM?

Yes. The bonus retention program is calculated using only your annual base wages. The proposed 14 percent salary increase not only includes your annual base wages, but also overtime pay, and incentive pay, which is a percentage of your base pay.

The retention bonus is temporary (one year 2023) and is not part of your base salary. After your retention bonus is paid out, your salary will return to the original base pay and will only reflect a 5% increase.

*The difference between a one time bonus vs. a continued increase is roughly \$9000

POLICE INCREASE EXAMPLE

| P3 | Current base wage | With one-time retention bonus | With 14% raise |
|-----------|-------------------|-------------------------------|----------------|
| Annual | \$64,411 | \$70,208 | \$73,428 |
| Monthly | \$5,367 | | \$6,119 |
| Bi-weekly | \$2,477 | | \$2,824 |
| Hourly | \$30.96 | | \$35.30 |

FIRE INCREASE EXAMPLE

| Fire Private (3+ Yrs.) | Current base wage | With one-time retention bonus | With 14% raise |
|------------------------|-------------------|-------------------------------|----------------|
| Annual | \$60,564 | \$66,014 | \$69,043 |
| Monthly | \$5,046 | | \$5,753 |
| Bi-weekly | \$2,329 | | \$2,655 |
| Hourly | \$29.11 | | \$33.19 |

*The retention bonus program was limited to five years and will be cancelled.
The next administration is not obligated to offer any raise or bonus beyond that.*

CURRENT 4% RAISE GIVEN TO MEMPHIS COMMUNICATION WORKERS EFFECTIVE JULY 1, 2023 VS. PROPOSED 13% RAISE SALARY COMPARISON

| JOB TITLE | Salary | 4% Increase | 13% Increase |
|------------------------|---------|-------------|--------------|
| Communications Workers | 0-1 YRS | 47,789.96 | 51,925.62 |
| | 1-2 YRS | 55,947.92 | 60,789.57 |
| | 2-3 YRS | 60,105.86 | 65,307.33 |
| | 3 YRS+ | 65,493.85 | 71,161.59 |
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**The retention bonus is temporary and is not part of your base salary. After your retention bonus is paid out, your salary will return to the original base pay and will only reflect a 4% increase.*

How does the 4% and 13% salaries compare to the other agencies benchmarked?

With a 4% increase for Memphis Public Safety Communications positions, the COM will still be lower than most of the local municipalities. This assumes that the local municipalities are not receiving an increase.

With a 13% increase for Memphis Police Department commissioned positions, the COM will be higher than most of the local municipalities. This assumes that the local municipalities are not receiving an increase.

The retention bonus program was limited to five years and will be cancelled. The next administration is not obligated to offer any raise or bonus beyond that.

WILL I MAKE MORE MONEY WITH THE SALARY INCREASE THAN I WOULD FROM THE BONUS RETENTION PROGRAM?

Yes. The bonus retention program is calculated using only your annual base wages. The proposed 13 percent salary increase not only includes your annual base wages, but also overtime pay, and incentive pay, which is a percentage of your base pay.

The retention bonus is temporary (one year 2023) and is not part of your base salary. After your retention bonus is paid out, your salary will return to the original base pay and will only reflect a 4% increase.

*The difference between a one time bonus vs. a continued increase is roughly \$8000

COMMUNICATION WORKER INCREASE EXAMPLE

| Police Dispatcher (3+ yrs.) | Current base wage | With one-time retention bonus | With 13% raise |
|--|--------------------------|--------------------------------------|-----------------------|
| Annual | \$62,974 | \$68,641 | \$71,161 |
| Monthly | \$5,247 | | \$5,929 |
| Bi-weekly | \$2,442 | | \$2,736 |
| Hourly | \$30.27 | | \$34.21 |

*The retention bonus program was limited to five years and will be cancelled.
The next administration is not obligated to offer any raise or bonus beyond that.*