



Proposed Pay Raises for Police and Fire

In his final proposed budget, Mayor Jim Strickland has asked the City Council to approve a 14% percent salary increase for Police (Memphis Police Association) and Fire (International Association of Fire Fighters) employees and a 13% increase for Communication Dispatchers. The bonus retention program is funding nine percent (9%) of this increase. The City will require all participants in the retention bonus program to sign a release that ends the agreement between the City and the employee. Once the termination is signed and the salary increase is implemented, you will not be obligated to repay any bonus money should you decide to leave employment with the City.

Here are some answers to questions you may have:

General Questions

Who is eligible?

Full-time, commissioned fire and police employees including management staff, communication workers, and IAFF positions.

What positions qualify?

Commissioned Fire and Police Employees Includes:

- Management-rank commissioned positions
- Paramedics
- Fire and police recruits

Communication Workers Includes:

- Dispatchers
- Fire alarm operators
- Communication management positions
- Emergency response call operators

IAFF Positions:

- All positions

Why now? Why not finish the retention bonus program for public safety and then add the raise?

A: This is a one-time opportunity proposed by Mayor Strickland who is leaving office at the end of the year due to term limits. He agreed to include the **permanent** raise in both the budget and the Memorandum of Understanding. Also, the retention bonus program is limited to five years and expires in 2024. The next mayor is not obligated to offer any raise or bonus beyond that.

Can I get the wage increase and the retention bonus?

A: No. The bonus retention program is funding the pay raises. A base wage increase puts more money into the pockets of Police, CWA Communication Workers and Fire IAFF employees.

When will I receive this new salary increase?

A: If approved by Council, it will be effective July 1, 2023. You are scheduled to receive this new increase on pay period #15 on July 21, 2023.

Am I still bound by the provisions of the retention agreement letter I signed to get the bonus?

A: No. The City will require all participants in the retention bonus program to sign a release that ends the agreement between the City and the employee. Once the termination is signed, you will not be obligated to repay any bonus money should you decide to leave employment with the City.

How will this affect my pension?

A. Due to the increases in incentive pay that come along with the increase in base wages, your pension payout calculation will be higher than it would be with just a bonus alone. Additionally, the base wage increase is guaranteed indefinitely, while the bonus program is not guaranteed to go beyond five years.

Do I need to do anything to receive this new increase?

A: Yes – If you signed a retention bonus agreement you must sign a release form during the termination enrollment period. If you did not sign a retention agreement no action is required.

Police Increase Example

Will I make more money with the salary increase than I would from the bonus retention program?

A: 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.

<u>P3</u>	<u>Current base wage</u>	<u>With one-time retention bonus</u>	<u>With 14% raise</u>
Annual	\$64,411	\$70,208	\$73,428
Monthly	\$5,367	\$5,850	\$6,119
Bi-weekly	\$2,477	\$2,700	\$2,824
Hourly	\$30.96	\$33.75	\$35.30

Fire Increase Example

Will I make more money with the salary increase than I would from the bonus retention program?

A: 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.

<u>Fire Private (3+ Yrs.) (56 Hour Rate)</u>	<u>Current base wage</u>	<u>With one-time retention bonus</u>	<u>With 14% raise</u>
Annual	\$60,564	\$66,014	\$69,043
Monthly	\$5,046	\$5,501	\$5,753
Bi-weekly	\$2,329	\$2,539	\$2,655
Hourly	\$29.11	\$31.73	\$33.19

Police Communication Worker Increase Example

Will I make more money with the salary increase than I would from the bonus retention program?

A: 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.

<u>Police Dispatcher (3+ yrs.)</u>	<u>Current base wage</u>	<u>w/one-time bonus</u>	<u>w/13% raise</u>
Annual	\$62,974	\$68,641	\$71,161
Monthly	\$5,247	\$5,720	\$5,930
Bi-weekly	\$2,422	\$2,640	\$2,736
Hourly	\$30.27	\$33.00	\$34.21

If you have further questions, please email us at benefitsquestions@memphistn.gov or call 901-636-6800.