

TOTAL REWARDS TOP 10



10

- ◆ 14 Paid Holidays - Total number of company-recognized days off each year.

9

- ◆ Perks - Your City of Memphis I.D. badge unlocks exclusive discounts at the YMCA, Your Inner Yogi, Raleigh Tire, AT&T, T-Mobile, and more.

8

- ◆ Health & Wellness - Earn up to \$400 a year for completing wellness activities and four FREE onsite fitness centers.

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- ◆ Education Benefits - Full-time employees can get up to \$3,000 for degree programs.

6

- ◆ Death Benefits - The City provides a Line of Duty Death Benefit of \$150,000-\$350,000 based upon salary.

5

- ◆ Healthcare - A benefits package that includes Medical, Dental, and Vision insurance.

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- ◆ Employee Health Center - Provides FREE healthcare, labs, and some medications to full and part-time employees, their dependents, and retirees.

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- ◆ Retirement - For our retirees, we offer private healthcare options through a healthcare exchange, and an HRA.

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- ◆ Disability Coverage - Full-time employees over 18 are eligible for free long term disability coverage.

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- ◆ Sick Bank Leave - Members can receive up to 1,040 hours of paid leave based on their Medical Condition.

**FOR MORE
INFO:**

PRESENTED
BY: THE
CITY OF
MEMPHIS

City of Memphis TOP 10 TOTAL REWARDS

14 Paid Holidays: NEW YEAR'S DAY, MARTIN LUTHER KING BIRTHDAY, PRESIDENT'S DAY, MARTIN LUTHER KING MEMORIAL, GOOD FRIDAY, MEMORIAL DAY, JUNETEENTH, INDEPENDENCE DAY, LABOR DAY, VETERANS' DAY, THANKSGIVING DAY, THANKSGIVING HOLIDAY, CHRISTMAS EVE, CHRISTMAS DAY.

Health & Wellness: Employees and their spouses can earn up to \$400 a year for completing various wellness activities through the Blue Cross Blue Shield of Tennessee wellness incentive program including discounts on Fitness Your Way memberships. We offer four FREE onsite fitness centers where employees can take advantage of personal training, fitness challenges, and group classes (Benefits Guide 2025, p. 32).

Education Benefits: Full-time employees can get up to \$3,000 for degree programs and \$2,000 for certificates annually, \$50 monthly student loan contributions after 12 months, and access to the Public Service Loan Forgiveness program to have student loans reduce or forgiven (Benefits Guide 2025, p. 35).

Healthcare: We offer a comprehensive benefits package for full-time employees that includes Medical, Dental, and Vision insurance provided by Blue Cross Blue Shield of Tennessee (BCBST). We also offer a maximum benefit of \$30,000 for fertility treatments, with \$15,000 allocated for medical procedures and another \$15,000 for pharmacy expenses (Benefits Guide 2025, p. 15).

Perks: Your City of Memphis I.D. badge unlocks exclusive discounts at the YMCA, Your Inner Yogi, Raleigh Tire, AT&T, T-Mobile, and more. Enjoy free library cards, free MATA rides, and additional discounts on goods, services, and amusement parks through Access Perks, Working Advantage, LifeCare, Magic Springs, and Nashville Shores. We offer exceptional benefits including a free wellness clinic, tuition reimbursement, student loan repayment, a gym membership, and \$750 towards co-pays and other healthcare expenses. These perks support your physical and financial well-being, enhancing your overall quality of life (Benefits Guide 2025, p. 47).

Death Benefit: The City provides a free \$10,000 Death Benefit plus one month's wages and a Line of Duty Death Benefit of \$150,000-\$350,000 dependent upon salary (Benefits Guide 2025, p. 37 & 68).

Sick Bank Leave: The Sick Leave Bank is a program that will grant paid sick leave to eligible employees who have exhausted their own sick leave and all other applicable paid time off. Sick Leave Bank members can receive up to 1,040 hours (in a rolling 12-month period) of paid leave if their medical condition qualifies (Benefits Guide 2025, p. 13).

Disability Coverage: Full-time employees over the age of 18 are eligible for free long term disability coverage. Employees can participate in voluntary short-term disability insurance that can pay up to 70 % of wages (Benefits Guide 2025, p. 38).

Employee Health Center: The Employee Health Center provides FREE healthcare, labs, and some medications to full and part-time employees, their dependents, and retirees. The Health Center offers acute and primary care, mental health support, physical therapy, nutrition coaching, care coordination, and 24/7 telehealth. To receive care, call 901.636.0111 or visit a center located in City Hall (125 N Main St) on Level 1-B or 3295 Poplar Ave. Ste. 105 (Benefits Guide 2025, p. 34).

Retirement: For our retirees, we offer private healthcare options through a healthcare exchange, along with an HRA (Health Reimbursement Arrangement) to help offset the cost of premiums. Medicare eligible retirees can also take advantage of (or have access to, whichever fits best) Medicare supplemental plans and the HRA (Benefits Guide 2025, p. 67).

