PORTSMOUTH POLICE DEPARTMENT
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Portsmouth Police Department
Employee Retention Plan
(*Proposal*)

Retention Benefit

- Every full-time police officer (except the Police Chief) would receive a $2,500 stipend on the first pay date in October or to be determined. For year 2, every full-time police officer (except the Police Chief) would receive a $2,500 stipend on the first pay date in August.

- Any officer who received the initial $2,500 stipend and is still employed the following July 1st (start of the following fiscal year) will receive a second $2,500 stipend in July.

Repayment for Separation from Service

- Any officer who resigns, retires, or is terminated from employment (other than death or disability) prior to the following July 1st (start of the next fiscal year) will be required to repay the full $2,500 stipend back to the Town.

- Any officer who retires with 20 years of credited service prior to February 1st following the initial payment will be required to repay the full $2,500 stipend back to the Town.

Conditions

- This stipend is non-pensionable and contingent on the following:
  - The Police Union must sign a memorandum of agreement prior to receiving the stipend.
  - The employee must be a full-time police officer with the Town of Portsmouth as of the preceding July 15th prior to the initial payment.
    - Any full time Police Officer hired after July 15th will receive a pro-rated initial stipend.
  - This retention plan will remain in effect for 2 years and expire on July 15, 2025.

Maximum Cost year 1 (FY24): $2500/37 officers	$ 92,500
Maximum Cost year 2 (FY25): $5000/37 officers	$185,000
Maximum Cost year 3 (FY26): $2500/37 officers	$ 92,500

Scenario 1:

- Officer Smith has been working as a full-time police officer since July 15, 2022.
- Officer Smith will receive a $2,500 stipend on the first pay date in October 2023 or to be determined.
- Officer Smith remains a full-time police officer with the department and receives a second $2,500 stipend in July 2024.
    - If Officer Smith resigns as a full-time police officer with the department prior to July 1, 2024, Officer Smith is now required to pay back the $2,500 stipend they received in October 2023.

Scenario 2:

- Officer Smith begins working as a full-time police officer November 1, 2023.
- Officer Smith will receive a pro-rated stipend at the start of their employment with the Town.
- Officer Smith remains a full-time police officer with the department and receives a $2,500 stipend in July 2024.
    - If Officer Smith resigns or is dismissed as a full-time police officer with the department prior to July 1, 2024, Officer Smith is now required to pay back the pro-rated amount of the stipend they received in November 2023.

Scenario 3:

- Officer Smith has been working as a full-time police officer since January 1, 2004.
- Officer Smith will receive a $2,500 stipend on the first pay date in October 2023 or to be determined.
- Officer Smith retires with 20 years of credited service in March 2024 and will not be required to re-pay the stipend received in October 2023.
    - If Officer Smith retired prior to February 1, 2024, they would be required to re-pay the stipend received in October 2023.