

City	What is the annual salary (range is preferable) for your city manager/administrator?	Does your city have a city manager agreement or contract?	What is the length of the contract or agreement?	Does the agreement/contract include a severance package?	What is the length of the severance package?	What type of retirement benefits are offered to the city manager/administrator?	What types of leave are offered to the city manager/administrator?	Is a car allowance or take home vehicle provided to the city manager/administrator?	Does your city offer paid parental leave to all employees?	Do you have plans to begin offering this benefit?	Population
Alcoa	\$120,328 - \$175,037	Yes	1 YEAR	Yes	1 WEEK FOR EVERY YEAR OF SERVICE W/A MAX OF 6 MONTHS	SAME AS EMPLOYEES	SAME AS EMPLOYEES	Take home vehicle	No	No	8,449
Bristol	\$103,000 - \$167,000	Yes	indefinitely until terminated by either the City or the City Manager	Yes	If terminated, equal to 9 months base salary at the time of the termination	Same as other full time employees - pre-65 HRA and post 65 payment on supplemental policy	Same as other full time employees - holiday, sick and vacation. City Manager is given 5 extra days of executive leave each year.	Take home vehicle	No	No	26,702
Chattanooga	We currently do not have the position City Manager/Administrator	No						None of the above	No	No	167,674
Collierville	\$176,000.00	No				Defined benefit pension plan same as all other employees	Same leave benefits as are available to all employees.	Car allowance	No	No	51,324
Cookeville	\$113,172-\$169,769	Yes	Open ended	Yes	Six months	Dependent upon city employment status prior to becoming city manager	Same as any other city employee: vacation leave; sick leave	Take home vehicle	No	No	34,842
Crossville	\$111,468.45 to \$133,211.73	Yes	2 years	Yes	6 months	Retirement benefits would equal those of all employees: 5 years to be vested in the retirement program, must be age 55 with 30 years service or age 60 with 20 years service for health insurance to be paid until age 65	City leave policy applies to City Managers: accrues sick and vacation time per pay period. City manager is able to flex some personal time equal to that of council meetings and work sessions.	Take home vehicle	No	No	12,071
Gatlinburg	Chose not to respond	Yes						Car allowance	No	No	3,944
Germantown	\$144,360.00 - \$230,976.00	No				The same that is offered to all employees	The same that is offered to employees	None of the above	No	No	41,333
Greeneville	\$129,969 to \$147,048	Yes	No termination of contract	Yes	4 months from the date of termination	Same as all employees- TCRS	All leaves available to employees (annual, sick, personal, holidays) and executive leave	Car allowance	No	No	15,062
Kingsport	Min. \$121,392 Max. \$174,973	No				The person selected and sworn-in for the City Manager position would benefit from having a mandatory membership contribution of 5% with Mission Square 401(a) (formerly ICMA-RC) retirement with the City matching, dollar for dollar, their 5% contribution. In addition, they would have available to them the option to voluntary contributions with the City matching employee voluntary contribution up to a maximum of 3%.	Vacation and sick time/leave	Car allowance	No	No	51,274
Knoxville	\$0 - \$200,000	No				Pension is mandatory, deferred compensation is optional.	None	None of the above	No	No	178,874

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Maryville	\$198,449.00	Yes	2 years	Yes	6 months	TCRS pension, 457b, Roth IRA and 457b Roth retirement accounts	Accrued sick, vacation leave; holiday pay; funeral leave	Take home vehicle	No	No	27,536
Morristown	Due to the nature of this position it is not listed on our salary table and is based on the results of contract negotiations between he/she and City Council. The current Administrator base salary is \$182,052	Yes	Three years from date with an automatic renewal for an additional year on each anniversary date of Administrator's employment under agreement. Unless written notice of non-renewal is given by either party at least 90 days prior to the next anniversary date.	No		Provided the same benefits equal to that of other full time employees. Plus City contributes maximum amounts allowed by law into the ICMA deferred comp plan	Sick Leave and Vacation Leave	Car allowance	No	No	29,137
Paris	\$91,976.00	Yes	1 year	Yes	It was 6 months salary if I had been terminated in the first two years of service; 4 months salary if terminated in years 3 - 5; 3 months salary if terminated after year 5	only enrollment in TCRS	Typical sick and vacation, the same as any employee, and since the position is considered 24/7 I am allowed compensatory time at my own discretion.	Car allowance	No	No	10,316
Sevierville	\$130,082 to \$162,349	No				TCRS Legacy Plan	Standard employee leave	Car allowance		No	17,889

City	First Name	Last Name	Email Address	Title	Population
Alcoa	Melissa	Thompson	mthompson@cityofalcoa-tn.gov	Director of HR & Administrative Svcs.	8,449
Bristol	Mary	Williams	mlwilliams@bristoltn.org	Director of Administration	26,702
Chattanooga	Laura	Land	lland@chattanooga.gov	HR Business Partner	167,674
Collierville	Jay	Jeffries	jjeffries@colliervilletn.gov	Director, Human Resources	51,324
Cookeville	Carl	Sells	csells@cookeville-tn.gov	Human Resources Director	34,842
Crossville	Leah	Crockett	leah.crockett@crossvilletn.gov	Human Resources Manager	12,071
Gatlinburg	Michele	Diebold	micheled@gatlinburgtn.gov		3,944
Germantown	Ola	Terrell-Jordan	oterrell-jordan@germantown-tn.gov	HR Director	41,333
Greeneville	Patsy	Fuller	pfuller@greenevilletn.gov	HR Director	15,062
Kingsport	Tonya	Fletcher	tonyafletcher@kingsporttn.gov	HR Administrator	51,274
Knoxville	Brooke	Bright	bbright@knoxvilletn.gov	HR Analyst	178,874
Maryville	Leslie	Crawford	lgcrawford@maryville-tn.gov	Human Resources Manager	27,536
Morristown	Michelle	Woods	mwoods@mymorristown.com	Accounting Manager	29,137
Paris	Kim	Foster	kfoster@cityofparistn.gov	City Manager	10,316
Sevierville	Kristi	Ward	kward@seviervilletn.org	Human Resources Manager	17,889