

City	Pop	City Manager Agreement/Contract ? Y/N	What is the length of the contract or agreement?	Does the agreement include a severance package? Y/N	If yes, what is the length of the severance package?	Do you continue to pay the city's portion of health insurance coverage as part of the severance package? Y/N	Do you continue to pay the city's portion of health insurance coverage as part of the severance package FOR THE SPOUSE? Y/N	For what length of time do you continue to pay the city's portion of the health insurance coverage?	Tenure of current manager	Minimum Salary	Actual/Median Salary	Maximum Salary	Car Allowance (Y/N)
Alcoa	8449	Yes	Annually	Yes	4 months plus one additional month for each yr employed up to a max of six months	Yes	Yes	through the severance period	20 years	N/A	\$160,620.00	N/A	Y
Arlington	13217	Yes	usually only two years, last one they went three to sync with elections	Yes	12 months	Yes	Yes	12 months	5 years	\$85,000	\$118,000	\$124,000	N
Athens	13458	Yes	No length, until he resigns or they cancel the contract in which they must give him notice	Yes	Depends on length of service, less than one year, three months, severance, 2 years, four months severance, 3 years, 5 months severance, after 4 years, severance is paid for six months.	Yes	Yes	Same as severance schedule	3 years	\$99,594.00	\$112,500.96	\$146,641.00	Y
Collegedale	8282	No	N/A	No	N/A	No	No	N/A	12 years	N/A	\$128,315.00	N/A	Y
Crossville	11564	Yes	2 years	Yes	6 months	No	No	Through the end of the month of separation (Ex. Separate 12/15, insurance paid until 4/30/21)	4 years	\$107,681.60	\$119,454.40	\$131,892.80	No. Vehicle is provided to City Manager for business purposes.
Dickson	14538	No	N/A	N/A	N/A	N/A	N/A	N/A	9 years	\$90,949.23	\$113,302.25	\$135,655.28	N
East Ridge	20979	Yes, employment agreement	Annual and automatically renews	Yes	If agreement is terminated by City without cause, separation pay is 4 months	No	N/A	N/A	Since April 2019	N/A	\$115,000.00	N/A	\$450/month
Goodlettsville	15921	No	N/A	N/A	N/A	N/A	N/A	N/A	8 years	\$109,228	\$124,058	\$174,764	N, allowed to use city vehicle
Lakeland	12430	Yes	At will - City Manager may resign with 60 days notice and be paid accrued vacation/comp leave (but not severance if a resignation).	Yes	Six months pay if terminated other than for cause.	Yes (agreement states with benefits)	Yes, for six months (agreement states with benefits)	For six months if terminated other than for cause.	2.25 years	\$92,997	\$114,444	\$120,873	No allowance, but Yes he has a City vehicle provided).
Lawrenceburg	10428	Yes	Annually	Yes	3 months	Yes	Yes	If they have 20 years of service, it is for life. If not part of retirement, then it is 3 months.	7 years	N/A	\$64,272.00	\$67,392 with longevity bonus included	N, allowed to use city vehicle
Lewisburg	11100	No	N/A	N/A	N/A	N/A	N/A	N/A	Current;y has transitioning interim in position	N/A	\$90,000.00	N/A	N
McMinnville	13605	Yes	None, just an annual performance review	Currently, "no" however in negotiations to add	N/A	No	No	N/A	1 year	\$73,132.80	\$86,673.60	\$116,875.20	N, allowed to use city vehicle
Millington	11132	Yes	2 years	Y	Whatever time is left on the contract	N	N	N/A	5 years	\$87,806	127,318	127,318	Y
Red Bank	11651	Yes	Annually	Y	1 year	No	No	N/A	18 months	N/A	N/A	\$108,259.00	Y
Signal Mountain	8363	Yes	Annually	No	N/A	No	No	N/A	6 years	N/A	\$102,000.00	N/A	Car allowance - \$5,400 annually
Tullahoma	18655	Yes	No specific length, just reviewed if chosen to do so by a party.	Yes	9 months	Yes- entire cost under COBRA	Yes- entire cost under COBRA	6 months	1 year 9 months	N/A	\$119,059.50	N/A	Vehicle provided that is shared with other staff
Union City	10895	No	N/A	N/A	N/A	N/A	N/A	N/A	11 years	\$114,101.11	\$114,101.11	\$114,101.11- unless there is a cost of living pay increase	N
White House	11600	Yes	4 years	Yes	4 months	No	No	N/A	9 years	No minimum. Salary is set annually in the operating budget.	\$103,477.14	N/A	Has use of city vehicle for executive of his duties
Winchester	8530	No	N/A	N/A	N/A	No	No	No	17 years	\$75,063.00	\$88,840.00	\$106,453.00	N

Survey Contact Information

City	Contact	Title	Email	Phone
Alcoa	Melissa Thompson	HR Director	mthompson@cityofalcoa-tn.gov	(865) 380-4753
Arlington	Catherine Durant	Town Administrator	cdurant@townofarlington.org	(901) 867-2620
Athens	Nina Edmonds	Human Resources Director	nedmonds@cityofathens-tn.com	(423) 744-2703
Collegedale	Kristen Boyd	Human Resources Manager	kboyd@collegedale-tn.gov	(423) 468-1963
Crossville	Leah Crockett	Human Resources Manager	leah.crockett@crossville-tn.gov	(931) 456-5681
Dickson	Chris Norman	Administrative Assistant	cnorman@cityofdickson.com	(615) 441-9508
East Ridge	Trish Perry	Human Resources Director	tperry@eastridge-tn.gov	(423) 867-7711
Goodlettsville	Dawn West	Human Resources Director	dwest@goodlettsville-tn.gov	(615) 851-2206
Lakeland	Michael Walker	Finance Director, Human Resources Director	mwalker@lakeland-tn.org	(901) 867-2717
Lawrenceburg	Doug Edwards	Human Resources Director	dedwards@lawrenceburg-tn.gov	(931) 762-4459
Lewisburg	Joe Beard	City Manager	buck.beard@lewisburg-tn.gov	(931) 359-1544
McMinnville	Libby Rutledge	Human Resource Administrator	lrutledge@mcminnville-tn.gov	(931) 473-1209
Millington	John Trusty	Finance Director, Personnel Director	j.trusty@millington-tn.gov	(901) 873-5701
Red Bank	Tracey Perry	City Recorder	tperry@redbank-tn.gov	(423) 877-1103
Signal Mountain	Carol White	Town Recorder, Finance Director	cwhite@signalmountain-tn.gov	(423) 886-2177 press 4
Tullahoma	Casta Brice	Human Resources Director	cbrice@tullahoma-tn.gov	(931) 455-2648
Union City	Amanda Darnall	Personnel Administrator	personnel@unioncity-tn.gov	(731) 885-1341
White House	Amanda Burns	Human Resources Director	aburns@cityofwhitehouse.com	615) 672-4350 Ext. 2108
Winchester	Danielle McKinley	Human Resources Director	daniellemckinley@winchester-tn.com	(931) 967-4771