

Municipality	First Name	Last Name	Email	Is your city or town planning to provide merit increases in FY2024?	What is the amount of the merit increase for FY2024? (please provide a percent amount)	Is your city or town planning to provide cost of living adjustments or any 'across the board' increases in FY2024?	What is the amount of the COLA or 'across the board' increase for FY2024? (please provide a percent amount)	Is your city or town planning to provide step increases for FY2024?	What is the amount of the step increase for FY2024? (please provide a percent amount)	Do you have anything else to share on merit or step increases or COLA provision for FY2024?
Bartlett	Ted	Archdeacon	tarchdeacon@cityofbartlett.org	No		Yes	5%	Yes	1.1%	
Chattanooga	Mande	Lawrence	alawrence@chattanooga.gov	No		No		Yes	We are proposing a step pay grade plan.	No.
Cleveland	Kimberly	Miller	kimmiller@clevelandtn.gov	Yes	3.5%	Yes	1.5	No		No
Collierville	William	Burke	bburke@collierville.gov	No		Yes	5%	No		
Columbia	Wanda	McClain	wmcclain@columbiatn.com	No		Yes	5 % Cost of Labor increase	No		
Germantown	Courtney	Taylor	ctaylor@germantown-tn.gov	No		Yes	6%	Yes	6%	
Hendersonville	Jesse	Eckenroth	jeckenroth@hvilletn.org	Yes	2.5% (merit and step are one and the same)	Yes	Undetermined	Yes	Step was noted above in the merit question	No
Johnson City	Melanie	Keene	mkeene@johnsoncitytn.org	Yes	2-3%	Yes	3%	Yes	3%	
Kingsport	Tyra	Copas	TyraCopas@KingsportTN.gov	No		Yes	Comp redesign included current market values, so COLA is embeded in the de	Yes	Comp redesign so individuals will be place on appropriate step based on the time in the position. Varies by individual.	
Knoxville	Kelly	Drummond	kdrummond@knoxvilletn.gov	Yes	.05% of our operating budget	Yes	2.5% for general government and uniformed	Yes	1.7% for uniformed	General Gov min and max will increase by 1.5%
Mt. Juliet	Lynn	Gore	lgore@mtjuliet-tn.gov	No		Yes	6%	No		We have a Merit Bonus paid 12/23. Based on Performance lump sum of up to 2%.
Smryna	Jeff	Craig	jeff.craig@townofsmryna.org	Yes	Averages about 2.5% plus a 1% bonus	Yes	1.5% market adjustment on top of merit pay	No		We have a performance based pay plan. No steps. 2.5% is average merit but some get more
Spring Hill	Richard	Stokes	rstokes@springhilltn.org	No		Yes	5%	Yes	2%	Subject to approval by BOMA on Second Reading.