

City	Did your municipality implement an increase to your pay scales in FY2020?	Did your municipality implement an increase to your pay scales in FY2020? COMMENT	Did your municipality implement an increase to your pay scales in FY2021?	Did your municipality implement an increase to your pay scales in FY2021? COMMENT	Did your municipality implement an increase to your pay scales in FY2022?	Did your municipality implement an increase to your pay scales in FY2022? COMMENT	Are you planning on implementing a pay scale increase in FY2023?	Are you planning on implementing a pay scale increase in FY2023? COMMENT	Title	Name	Email
Bartlett	Yes	2%	No		Yes	4%	Yes	2%	Personnel Director	Ted Archdeacon	tarchdeacon@cityofbartlett.org
Kingsport	No		Yes	2%	Yes	2%	Yes	Not sure at this time.	Human Resources Director	Tyra Copas	TyraCopas@KingsportTN.gov
Knoxville	No		No		No		Yes	2.50%	Director of Human Resources	Kelly Drummond	kdrummond@knoxvilletn.gov
Memphis	No		No		No		Yes	This had not been determined. It depends on various factors.	Chief Human Resources Officer	Alexandria Smith	alex.smith@memphistn.gov
Nashville	Yes	Varied from 2-5%	Yes	2-5%	Yes	2-5%	Yes	No policy. Varies based on budget availability	Finance Director	Talia Lomax-O'dneal	talia.lomaxodneal@nashville.gov

City	What is your policy regarding increase in pay for promotions? (i.e. 5% per grade with a 10% maximum increase)	What is your policy regarding decrease in pay for demotions? (i.e. 5% per grade with a 10% maximum decrease)	Is there anything else you would like to share on your pay scale maintenance practices?	Title	Name	Email
Bartlett	Wherever possible, a promotion should be accompanied by an increase of at least 5%.	Minimum pay reduction of 5%.		Personnel Director	Ted Archdeacon	tarchdeacon@cityofbartlett.org
Kingsport	Employees promoted and moved up at least three pay grades shall receive either a minimum increase of five percent, rounded to the next step in the pay grade or advance to the minimum step of the pay grade for the new position, whichever is higher.	We do not give increase in pay for demotions. Per City policy, employees, voluntarily or involuntarily, demoted or transferred to a position in a lower pay grade shall be compensated at the same step in the lower pay grade.		Human Resources Director	Tyra Copas	TyraCopas@KingsportTN.gov
Knoxville	5% per grade	We do not typically take away pay		Director of Human Resources	Kelly Drummond	kdrummond@knoxvillekn.gov
Memphis	Seven (7%) percent promotional increase, but not to exceed the salary range maximum of his/her new classification OR (B) Promotional increase to the minimum of the salary range of his/her new classification.	The employee's salary will normally be reduced by the greater of either: (A) Seven (7%) percent OR (B) the amount which will reduce the salary to a rate equal to the third quartile of his or her new classification.	Please visit <a href="https://totalrewards.memphistn.gov">https://totalrewards.memphistn.gov</a> under Compensation Tab to review our Compensation Manual, Pay Scale and other information.	Chief Human Resources Officer	Alexandria Smith	alex.smith@memphistn.gov
Nashville	Varies	Varies		Finance Director	Talia Lomax-O'dneal	talia.lomaxodneal@nashville.gov