

Municipality	First Name	Last Name	Email	Do you have a formal early retirement incentive program in place for your municipality?	Please explain what incentives are provided in your program.	How did you determine the advantages of early retirement incentives. (i.e., estimate participation, actuarial study, etc.)	What do you perceive to be the advantages/disadvantages for your workforce in providing early retirement incentives?	Have you considered offering a plan? Please explain why or why not.	Has your municipality ever offered an early retirement incentive program as one-time-only option?	What incentives were offered in this one-time-only option?
Chattanooga	Jason	Silvers	jsilvers@chattanooga.gov	No				Yes, to offer incentivized options for long term employees.	No	
Clarksville	Tessa	Luntz	tessa.luntz@cityofclarksville.com	No				No	No	
Collierville	William	Burke	bburke@collierville.tn.gov	No				yes	No	
Gatlinburg	Michele	Diebold	micheled@gatlinburg.tn.gov	No				no	No	
Germantown	Courtney	Taylor	ctaylor@germantown-tn.gov	No						
Greenville	Patsy	Fuller	pfuller@greenville.tn.gov	Yes	The Bridge is mandatory retirement for Police and Fire only. Age 60. They receive additional funds until SS age.	participation interest before implementing	some retirees would rather work longer; others receiving the bridge is about 70% of their working pay.		No	
Hendersonville	Jason	Gallo	jgallo@hville.tn.org	No				No	No	
Johnson City	Melanie	Rice	mrice@johnsoncity.tn.org	No				Not at this time, due to offering one in 2022. It was not exactly an early retirement program. We had many staff that were around or well over retirement age and were afraid that years and years of experience and knowledge could walk out of the door at any given day. So, I am answering yes to the next question.	Yes	6-months of salary continuation
Knoxville	Kelly	Drummond	kdrummond@knoxville.tn.gov	No				Not recently. We are having a hard time maintaining full staffing for several departments so we don't need people to retire early.	Yes	It was for the teachers when the County took over the school system in 1987. No other incentives have been offered since that time.
Maryville	Leslie	Crawford	lgcrawford@maryville-tn.gov	No				Not at this time.	Yes	This was around 1987-2000 and I do not have the specifics regarding the plan.
Murfreesboro	Randolph	Wilkerson	rwilkerson@murfreesborotn.gov	No				It hasn't been discussed since I've been here.	No	
Nashville	Mike	Taylor	michael.d.taylor@nashville.gov	No				No	No	
Oak Ridge	Eric	Ault	eaault@oakridgetn.gov	No				Some have suggested that we consider offering the 55-25 Bridge through TCRS for police and fire employees. At this time, there are no plans to adopt it.	No	
Pigeon Forge	Lois	Sutton	lsutton@cityofpigeonforgetn.gov	No				No	No	
Sevierville	Kristi	Ward	kward@sevierville.tn.org	No				No, due to staffing issues.	No	

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Smyrna	Jeff	Craig	jeff.craig@townofsmyrna.org	Yes	Retiree Health Reimbursement Account is set up for anyone age 62 with 15 years of service. We will reimburse their ACA premiums until they are age 65 and medicare eligible. Up to \$20k per year.	Estimate the savings in salary and claims that will not be paid	Could lose experienced workers we do not really want to lose yet.		No	
Springfield	Kimberly	Brickles	Kimberly.Brickles@springfieldtn.gov	No				No-Has not come up	No	