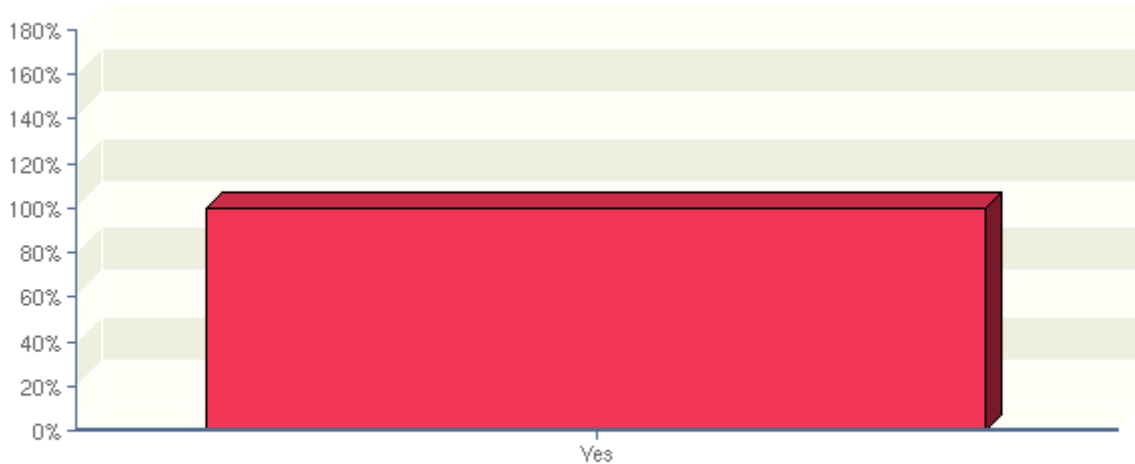


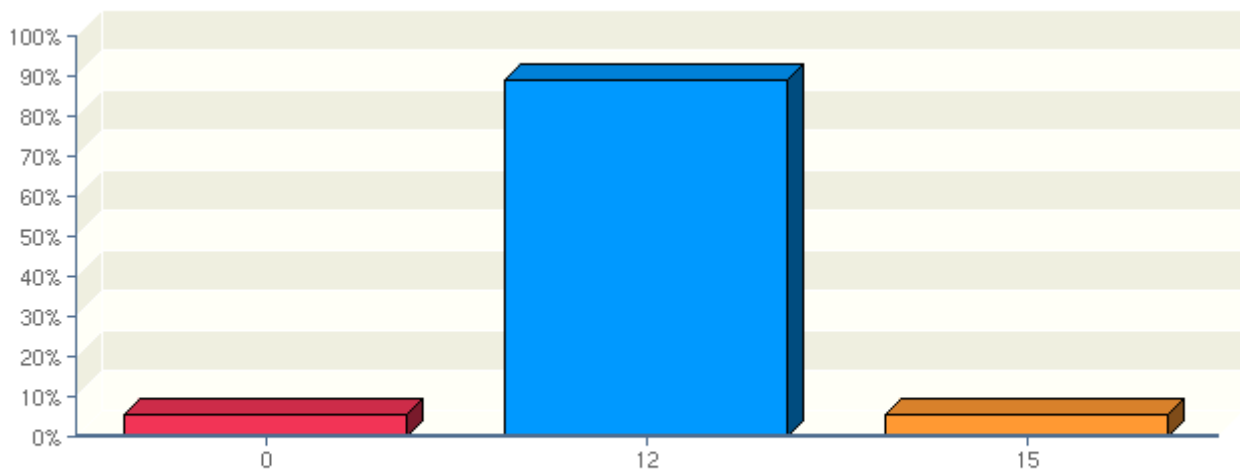
Employee Benefits Survey (2015)

1. Does your organization offer Sick Leave?



Item	Count	Percent %
Yes	18	100.00%

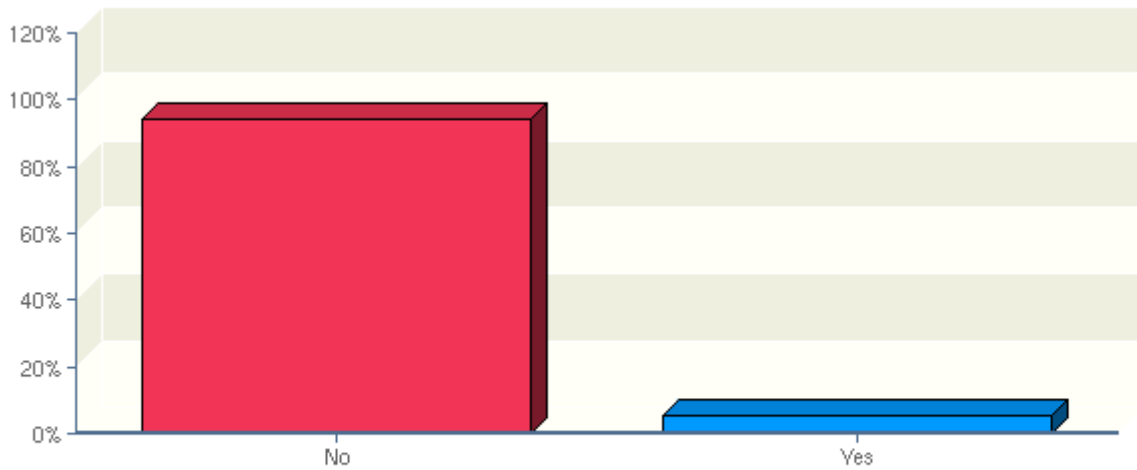
2. If yes, what is the total number of sick days offered per year?



Item	Count	Percent %
12	16	88.89%
0	1	5.56%
15	1	5.56%

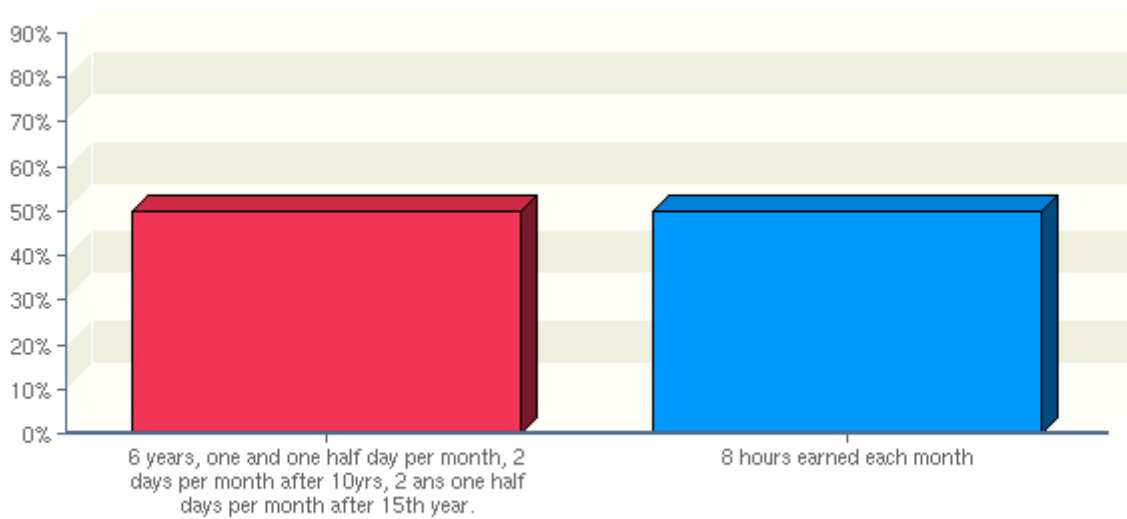
Average: 11.50

3. Does the number of sick leave days change with seniority?



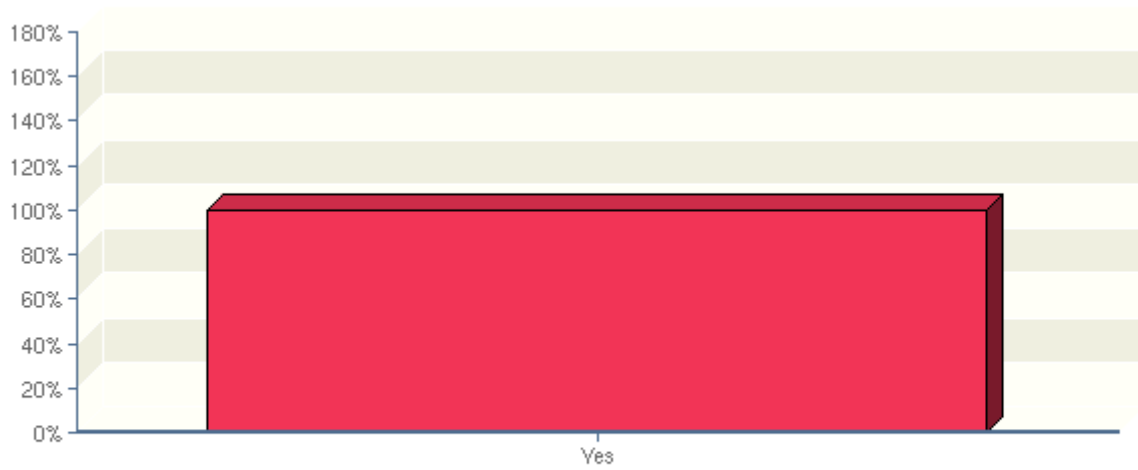
Item	Count	Percent %
No	17	94.44%
Yes	1	5.56%

4. Please indicate when the amount of sick days increases and at what increment:



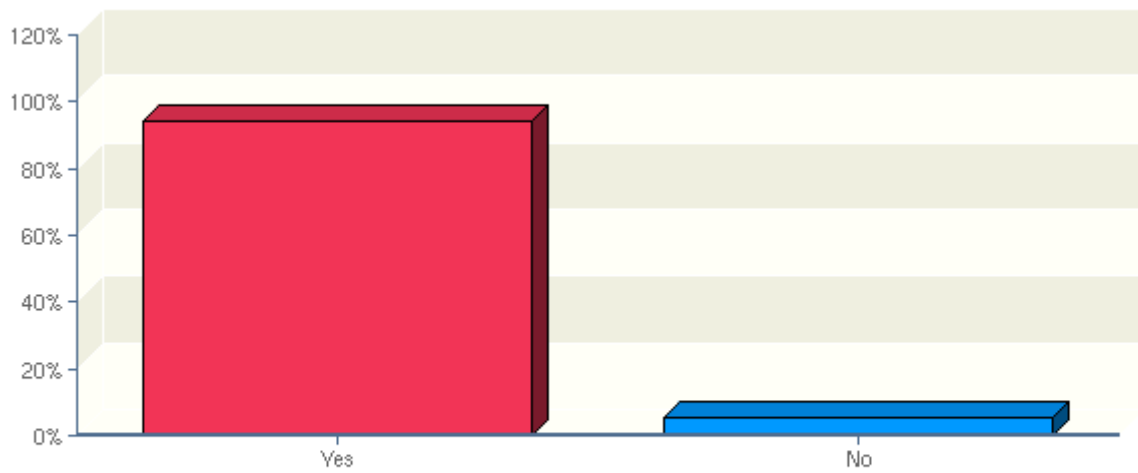
Item	Count	Percent %
6 years, one and one half day per month, 2 days per month after 10yrs, 2 ans one half days per month after 15th year.	1	50.00%
8 hours earned each month	1	50.00%

5. Does your organization offer Vacation Leave?



Item	Count	Percent %
Yes	18	100.00%

6. Do employees accrue vacation leave based on years of service?

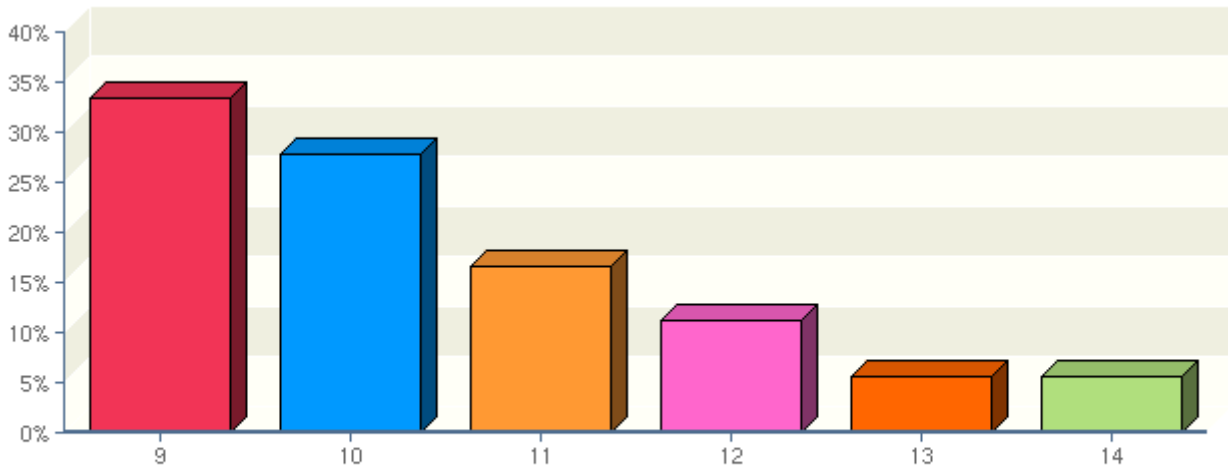


Item	Count	Percent %
Yes	17	94.44%
No	1	5.56%

7. Please indicate your accrual rates by years of service:

Item	Count	Percent %
0-1yrs. 3.33hrs; 1-5 6.67hrs; 5-15 yrs 10.00hrs; 15-20 13.33hrs; 20+yrs 16.67hrs.	1	5.88%
0-3 years: 10 days; 3-7 years: 15 days; 7-12 years: 20 days; 12+ years: 24 days.	1	5.88%
0-5 yrs=12days, 6+yrs=18days	1	5.88%
1 to 5 years = 2 weeks and 5+ years = 3 weeks	1	5.88%
1-10 years (12 days), 10+ - 15 years (15 days), 15+ years (18 days)	1	5.88%
1-5 years = 2weeks, 6 years = 2 weeks/1day, adding one day per year until 10 years = 3 weeks max	1	5.88%
1mo-60mo=6.67hr/mo; 61mo-156mo=10hr/mo; 157mo-336mo=13.33hr/mo; +337mo=16.67hr/mo	1	5.88%
1yr=6.5days; 2-7yrs=10.4days; 8-15yrs=15day; 15+=24.7days	1	5.88%
6 mos. to 10 years - 12 days per year - max accrual of 144 hours (18 days) 11 to 20 years - 15 days per year - max accrual of 180 hours (22.5 days) After 20 years - 21 days per year - max accrual of 252 hours (31.5 days)	1	5.88%
< 1 year=0 accrual; 1-9yrs=6.67hrs/month; 10-19yrs=10hr/month (max 240); 20+=13.33hr/month (max 320)	1	5.88%
20 yrs-6.4620.	1	5.88%
accrue 5 days first year, yrs 1-10=10 days, 11 yrs =11 days, 12 yrs=12 days,...20 yrs + =20 days	1	5.88%
After 1 yr 10 days, after 6yrs 15days, after 15yrs 20days, after 25yrs 25 days.	1	5.88%
bi-weekly rates are as follows - 3.23 hrs 0-6 yrs, 4.61 hrs 6-14 yrs, 6.46 hrs 14+	1	5.88%
It begins at 8 hours per month, and increases gradually until employees with 25 years receive 25 and 1/2 days per year.	1	5.88%
accrue 1 week 1st year, 2 weeks 1-5 yrs, 2.5 weeks 5-10 yrs, 3 weeks 10-20 yrs, 4 weeks 20+ yrs	1	5.88%
less than 3 years = 8 hours/month; 3 to 10 years=12 hours/month; 10-20 years=16 hours/month; over 20 years = 20 hours/month	1	5.88%

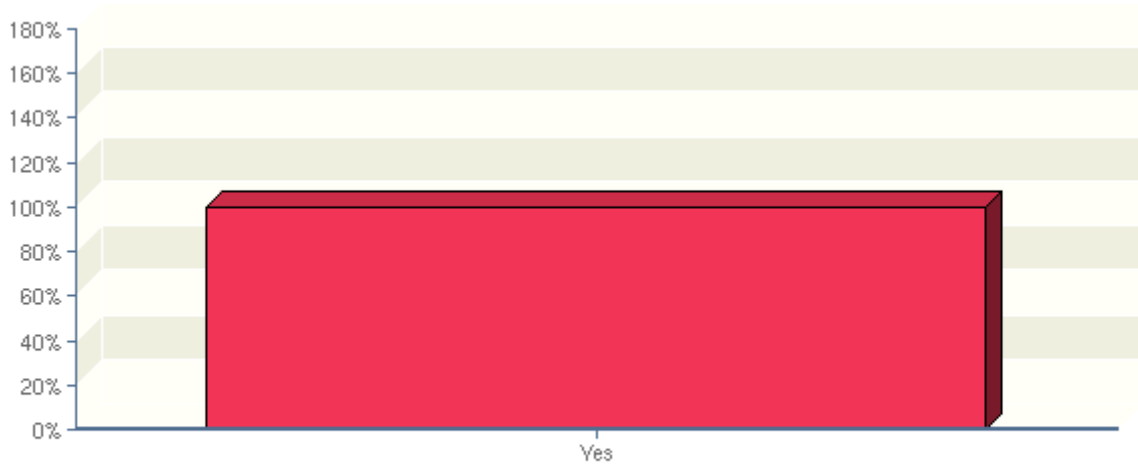
8. How many holidays does your city offer?



Item	Count	Percent %
9	6	33.33%
10	5	27.78%
11	3	16.67%
12	2	11.11%
14	1	5.56%
13	1	5.56%

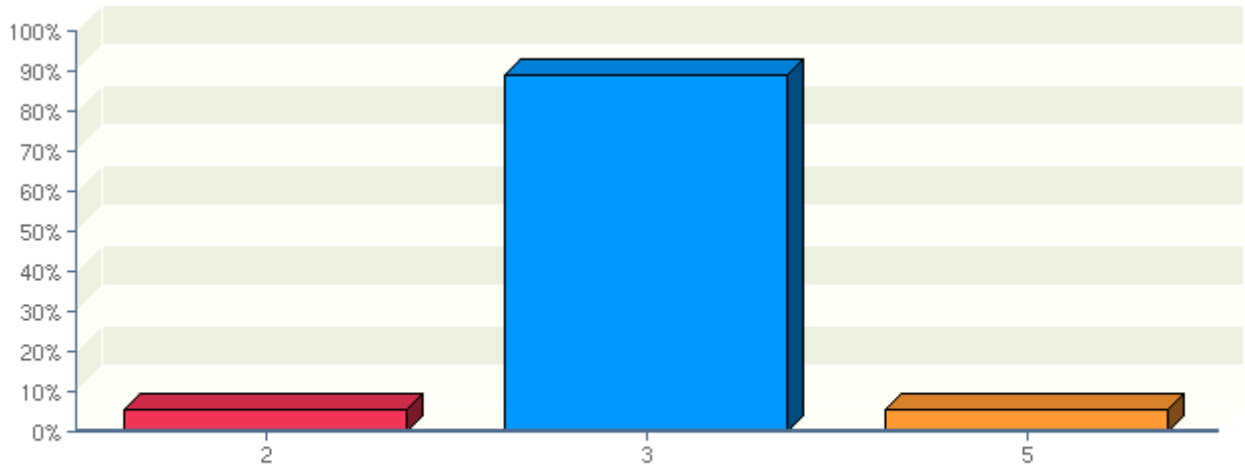
Average: 10.44

9. Does your organization offer Bereavement Leave?



Item	Count	Percent %
Yes	18	100.00%

10. How many bereavement days are provided?



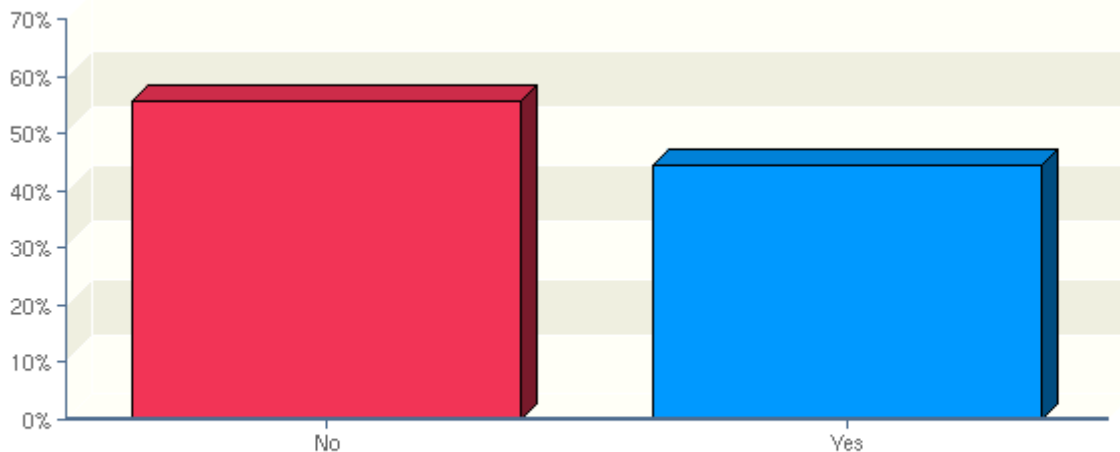
Item	Count	Percent %
3	16	88.89%
2	1	5.56%
5	1	5.56%

Average: 3.06

11. What relatives may employees use bereavement leave for?

Item	Count	Percent %
immediate family	2	11.76%
"immediate family" defined as: spouse, parent, sibling, children, in-law parents, in-law siblings, in-law children, grandparents, grandchildren, great-grandparents, step mother, step father, step children, legal guardian. Mayor has authority to expand scope of "immediate family."	1	5.88%
father, mother, foster parent, brother, sister, step-brother/sister, spouse, son, daughter, current father-in-law, current mother-in-law, grandfather, grandmother, grandchildren, current step-mother, current step-father, current step-children, and foster children living in the same domicile.	1	5.88%
Immediate Family (current spouse, parents, step-parents, grandparents, current parents-in-law, foster parents, children, siblings, employee's in-laws, grandchildren, adopted children and other conditions for children (court order, loco parentis) Use of one sick day allowed for bereavement leave for an aunt or uncle.	1	5.88%
immediate family + whomever Mayor approves	1	5.88%
immediate family - spouse, dependent children (including step-children residing in the employee's home) and parents.	1	5.88%
immediate family including grandparent, grandchild, parent-in-law and foster parents	1	5.88%
Parents, Children, Spouse, grandparents, sister/brother-in-law.	1	5.88%
parents, sister, brother, grandparent, in-laws, child or spouse.	1	5.88%
parents, step-parents, brothers, sisters, spouse, children, step-children, father-in-law, and mother-in-law.	1	5.88%
Spouse, child, mother, father, mother or father in law, brother, sister, grandmother or grandfather, grandchild , step parent step child, step brother or sister	1	5.88%
Spouse, child, parents, siblings, parents-in-law, grandparents, grandparents-in-law, grandchildren.	1	5.88%
spouse, mother, father, legal guardian, children, sister, brother, grandparents, grandchildren, plus the various combinations of half, step, in-law, adopted and foster relationships that can be derived.	1	5.88%
spouse, mother, step-mother, father, step-father, child, step-child, sister, brother, grandparents, current mother-in-law, current father-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, step-grandparents, grandparents-in-law and grandchildren.	1	5.88%
spouse, parent, step-parent, grandparent, child, step-child, grandchild, brother, sister, parents-in-law, brother or sister-in-law, foster parents or legal guardian of the employee.	1	5.88%
The spouse, mother, father, guardian, children, sister, brother, grandparents, grandchildren plus the various combinations of half, step, in-law, and adopted relationships that can be derived from those named.	1	5.88%

12. Does your organization provide any other additional Paid Time Off?

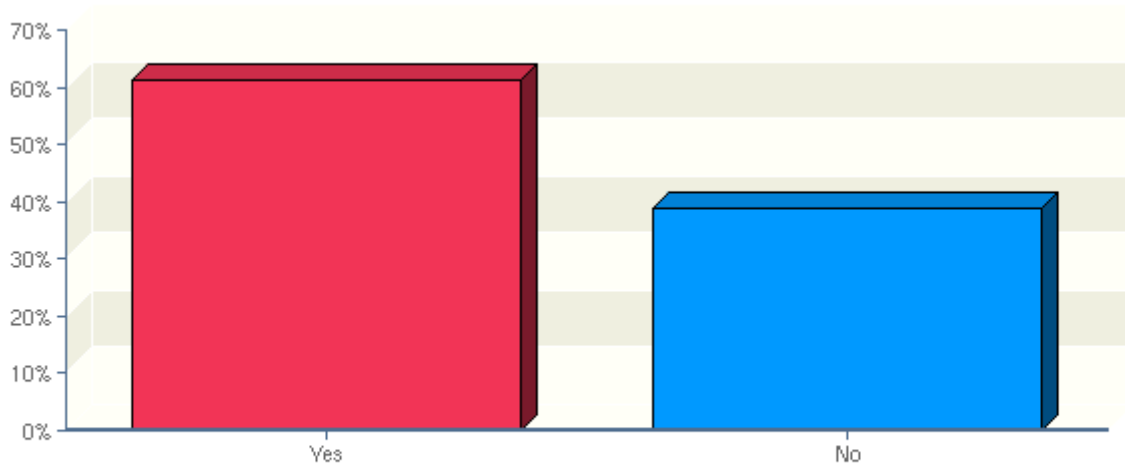


Item	Count	Percent %
No	10	55.56%
Yes	8	44.44%

13. If yes, please list:

Item	Count	Percent %
Additional 2 days of sick leave if needed	1	12.50%
Bonus Leave - 5 days for 15 years and up of service.	1	12.50%
Bonus leave up to 5 days per year	1	12.50%
Civil Leave, Military Leave	1	12.50%
Comp time, Jury duty, Military leave, Voting leave, Sick Leave Pool, Occupational Disability Leave, 25 year anniversary=3 days paid leave	1	12.50%
jury duty, compensatory time, administrative leave (exempt employees only).	1	12.50%
Jury Leave, Military Leave	1	12.50%
Personal Day, Floating Holiday	1	12.50%

14. Does your organization provide Longevity Pay?

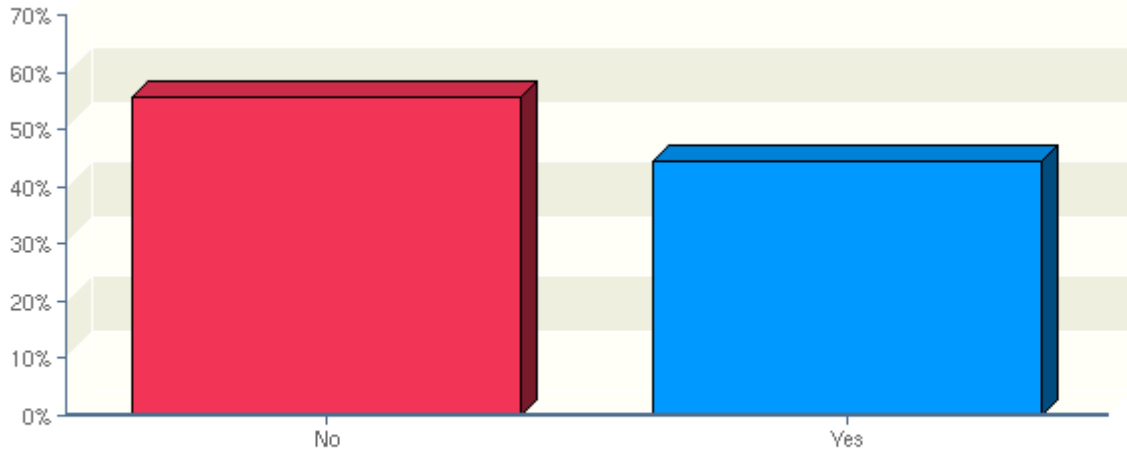


Item	Count	Percent %
Yes	11	61.11%
No	7	38.89%

15. If yes, please describe how much, how often and when provided:

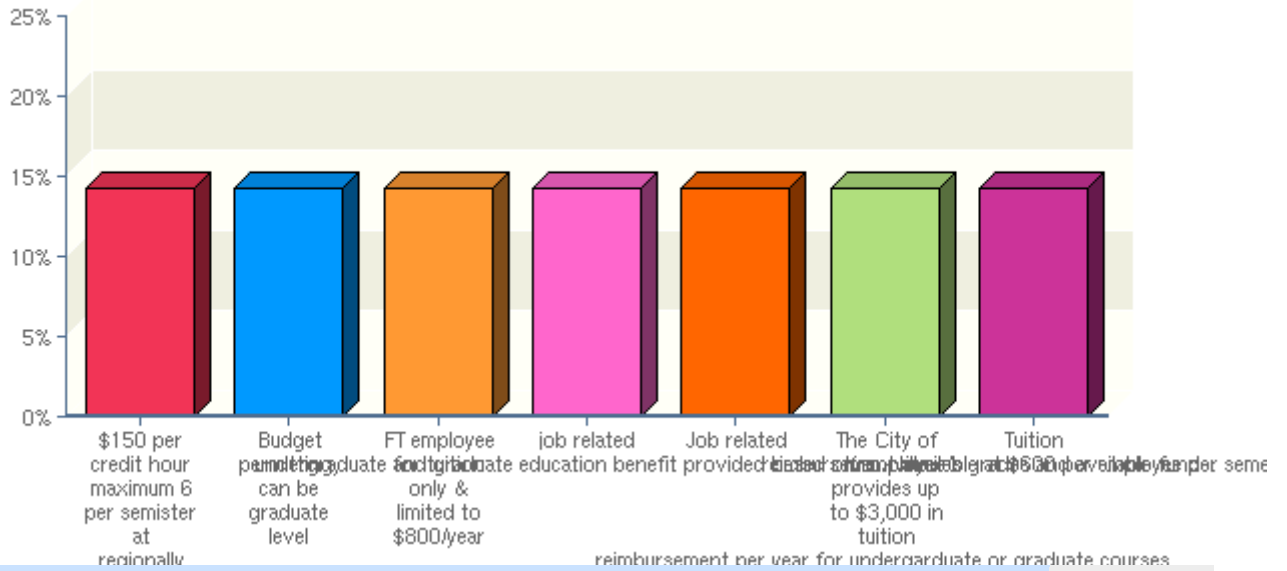
Item	Count	Percent %
\$40 per year after 5 years of employment. Provided annually in early November.	1	9.09%
\$40/year starting after 5 full yrs of service.	1	9.09%
\$50 per year of service after 5 years.	1	9.09%
5 - 10 years (\$10 per year), 10 - 20 years (\$20 per year), 20+ years (\$30 per year)	1	9.09%
5 yrs=\$150 and so on up to 20 yrs += \$900, paid out 1st week of December	1	9.09%
5yrs=\$120; 10yrs=\$240; 15yrs=\$360; 20yrs+= \$480	1	9.09%
After 5 years, employees receive a bonus each September 30, starting at \$133 and topping out at \$963.	1	9.09%
After four years of service, employees receive an extra \$120 for every year beyond four that they have served.	1	9.09%
Annually, the Friday before Thanksgiving: 1-9 yrs = \$150, 10-14 yrs=\$200, 15-19 yrs=\$300, 20-24 yrs=\$400 & 25 or more=\$500.	1	9.09%
Every 5 years of service you receive \$159.	1	9.09%
Program is being phased out and dollar amounts were frozen in 2003. Prior to 2003, longevity was based on 7.5% of salary after 15 years of service.	1	9.09%

16. Does your organization provide Education Benefit - Undergrad Only?



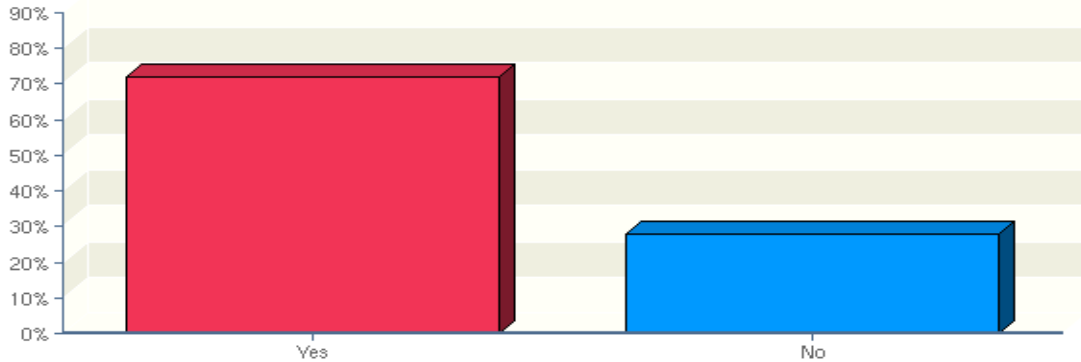
Item	Count	Percent %
No	10	55.56%
Yes	8	44.44%

17. If yes, under what circumstances?



Item	Count	Percent %
\$150 per credit hour maximum 6 per semester at regionally accredited college.	1	14.29%
Budget permitting, can be graduate level	1	14.29%
FT employee for tuition only & limited to \$800/year	1	14.29%
job related	1	14.29%
Job related undergraduate and graduate education benefit provided based on employee's grades and available funds.	1	14.29%
The City of Knoxville provides up to \$3,000 in tuition reimbursement per year for undergraduate or graduate courses.	1	14.29%
Tuition reimbursement available at \$600 per employee per semester	1	14.29%

18. Does your organization offer Education Benefits - Job Related Only?

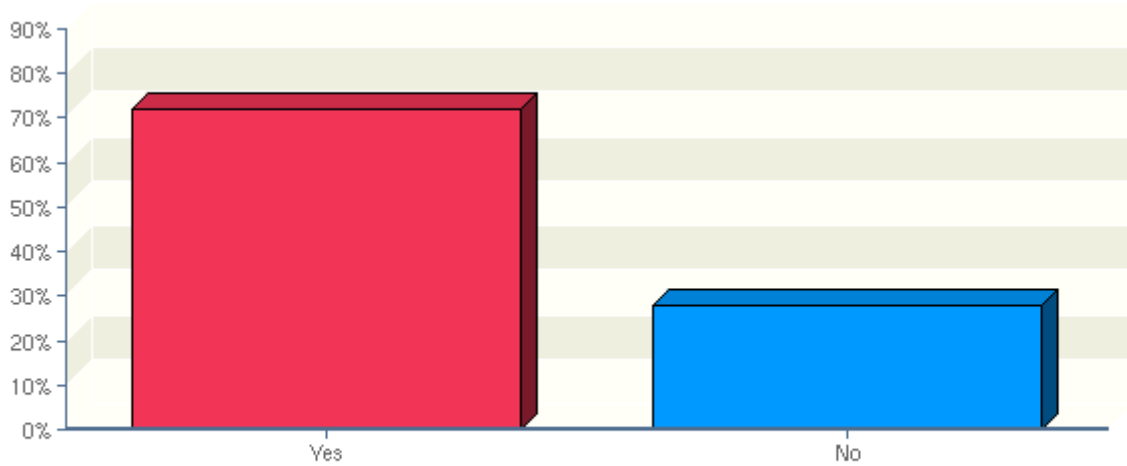


Item	Count	Percent %
Yes	13	72.22%
No	5	27.78%

19. If yes, under what circumstances and what departments?

Item	Count	Percent %
\$150 per credit hour maximum 6 per semester at regionally accredited college.	1	11.11%
\$4,000.00 per fiscal year. Regular full-time employee after 6moths of employment.	1	11.11%
all departments - must have one year of employment	1	11.11%
Budget permitting, any department	1	11.11%
Department head determines what is needed for employee to perform better in position.	1	11.11%
Department heads may authorize or require employee attendance at conferences, seminars, workshops or other functions intended to improve or upgrade the employee's job skills.	1	11.11%
not budgeted since 2002	1	11.11%
Tuition reimbursement is available to all employees.	1	11.11%
We reimburse \$1,800 per calendar year with a passing grade of "C" and above.	1	11.11%

20. Does your organization offer Education Benefits?

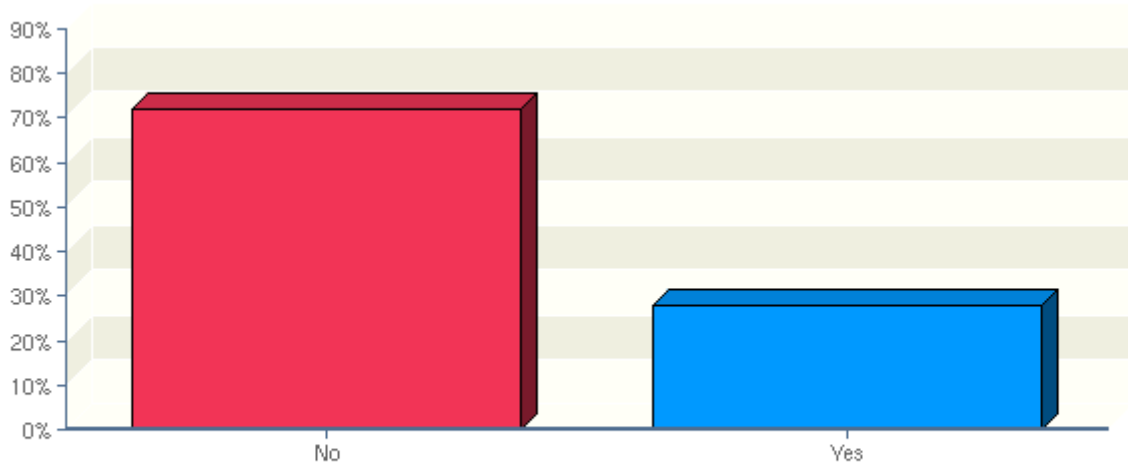


Item	Count	Percent %
Yes	13	72.22%
No	5	27.78%

21. If yes, under what circumstances?

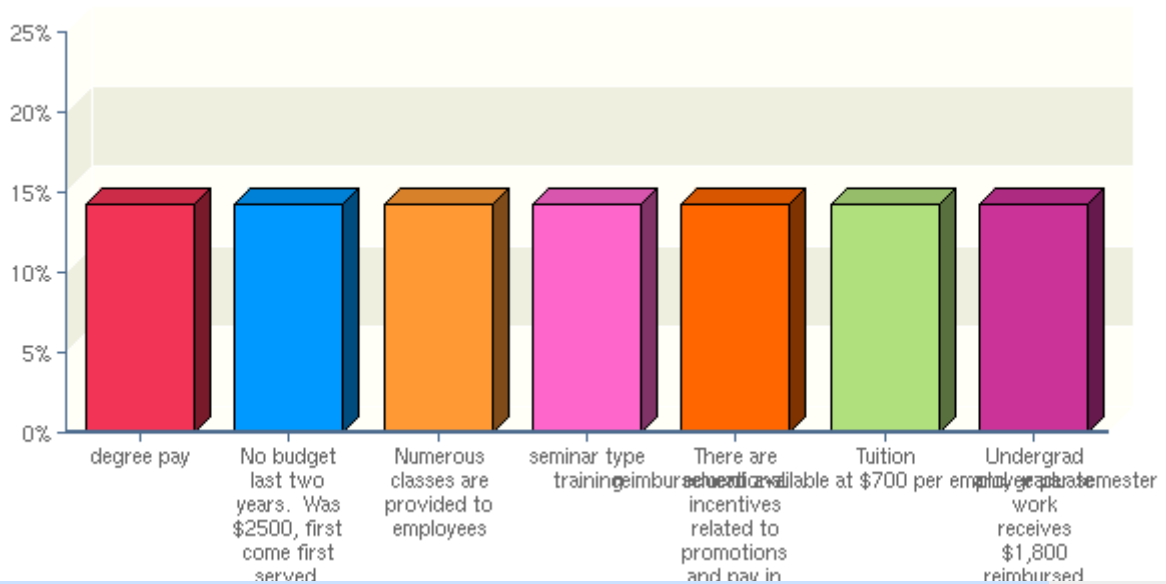
Item	Count	Percent %
\$150 per credit hour maximum 6 per semester at regionally accredited college.	1	9.09%
CDL Licenses are reimbursed	1	9.09%
Certifications that are applicable to an employee's current position are paid for by the City. Public Works pays for Laborer's to get their CDL to prepare for future job openings as Drivers.	1	9.09%
continuing education/seminars i.e. CPA's, e	1	9.09%
Department heads may authorize or require employee attendance at conferences, seminars, workshops or other functions intended to improve or upgrade the employee's job skills.	1	9.09%
Dept budget permitting	1	9.09%
Electric apprentice program for journeyman certification	1	9.09%
If a job requires a certification, for example, a water plant operator, the City pays for the required continuing education to keep the certification current.	1	9.09%
Many departments have line items in their budgets to pay for registration/certification/testing fees.	1	9.09%
not budgeted since 2002	1	9.09%
when needed for job	1	9.09%

22. Do you provide any other Education Benefits?



Item	Count	Percent %
No	13	72.22%
Yes	5	27.78%

23. If yes, please describe:



Item	Count	Percent %
degree pay	1	14.29%
No budget last two years. Was \$2500, first come first served.	1	14.29%
Numerous classes are provided to employees	1	14.29%
seminar type training	1	14.29%
There are educational incentives related to promotions and pay in both the Police and Fire Departments.	1	14.29%
Tuition reimbursement available at \$700 per employee per semester	1	14.29%
Undergrad and graduate work receives \$1,800 reimbursed per calendar year with a passing grade of "C" and above.	1	14.29%

24. What other benefits not mentioned above does your organization offered?

Item	Count	Percent %
Christmas luncheon; Christmas gift, budget permitting; Safety gift, budget permitting; Civic Center membership discounts; pay other third of what Work Comp does not pay; discounts for Verizon cell phones; discounts to play on City Golf Course; Life Insurance and Voluntary Life insurance; Short/Long Term Disability; Health/Dental insurance; 401k plan; direct deposit; Christmas Club savings account.	1	10.00%
Civil leave for voting and jury duty. Complete list of health and welfare benefits,	1	10.00%
EAP, LTD, Defined Benefit retirement program administered through the Town, life insurance, health insurance, Christmas Bonus, misc. insurance plans offered, shift differential, 457 Plan, discounted athletic club membership.	1	10.00%
Health Club Membership	1	10.00%
Leave Donation Program - full-time employees who have a "personal medical emergency" can request donated leave from other employees. Employees choose to donate to each individual on a case-by-case basis. The employee needing the leave must go one week without pay and have exhausted all accrued leave. Participation in the program is voluntary	1	10.00%
On the job training .	1	10.00%
Paid Medical, Vision, Dental and Life Insurance for Employee and Family with Disability Insurance on Employee. Retirement matching contribution on Employee Contribution	1	10.00%
Pension, 457b, EAP, Health Ins, Life Ins.	1	10.00%
Sick Leave Bank, Employee Assistance Program	1	10.00%
TCRS - non-contributory, City pays 100% of individual health insurance & 20% of family rate & \$50,000 Life Insurance for ALL full-time employees	1	10.00%

25. Comments

Item	Count	Percent %
Bereavement Leave - 3 days if interment is within 400 mile radius; 5 days if beyond 400 miles;	1	50.00%
Please contact me to receive a list of all of our benefits.	1	50.00%

Contact Information

	Contact Person	City Name	Phone Number	# Employees
1	Elaine Hurdle	Collierville	901/457-2263	475
2	Casta Brice	Tullahoma	931/455-2648 X119	144
3	Mike Worsham	Brentwood	615/371-0060	245
4	Nicholas Bradshaw	Knoxville	865/215-3901	1604
5	Gina Holt	Springfield	615/382-2200	260
6	Kim Sanders	Morristown	423/581-0100	297
7	Kathy J. Valentine	Pigeon Forge	865/429-7307	380
8	teresa Best	Maryville	865/273-3428	308
9	David Crawford	Gallatin	615/451-5890	356
10	Steve Adams	Metro Development and Housing Agency	615/252-8551	325
11	Dale Jackson	Memphis Development and Housing Agency	901/544-1316	150
12	Angie Lyons	Elizabethton	423/547-6248	250
13	Janet Curry	Farragut	865/966-7057	44
14	Rita Brown	Athens	423/744-2703	120
15	Jeffrey Davis	Cleveland	423/559-3313	325
16	Celeste Taylor	Martin	731/587-3126	148
17	Lynn Henning	Jackson	731/425-8252	667
18	Terri Barron	Kingsport	423/224-2471	740