

Retiree Re-employment and Paperless HR Survey

Re-Employment of Retirees

1. Does your organization rehire employees back after they have retired from your organization?

Organization	Yes/No
Brentwood	Yes
Alcoa	Yes
Gallatin	Yes/No
Jackson	Yes
Martin	Yes
Hendersonville	Yes
Cookeville	No
Collierville	Yes/No
Dyersburg	Yes
Maryville	No
McMinnville	No
Farragut	No
Memphis	Yes/No
Lawrenceburg	Yes
Franklin	Yes
Portland	No

2. If yes, what are the conditions of re-employment?

Organization	Re-employment Conditions
Gallatin	May rehire specific restrictions, however, with Voluntary Buyout Program participants.
Martin	They are only allowed to work up to a maximum of 120 days per TCRS guidelines.
Hendersonville	TCRS max they can work is 120 days
Cookeville	If fully retired with TCRS, there are many considerations, but we have had two that worked minimum hours.
Collierville	They must apply to our temporary staffing service and we will employ them through the staffing service.
Dyersburg	Must be retired for 30 days before returning to work.
Memphis	Must not have been on our Deferred Retirement Option Plan.
Lawrenceburg	We follow the limits of TCRS.
Franklin	Part time work and salary not to exceed 2/3 of final salary.

a. Are they re-hired back full-time?

Organization	Yes/No
Alcoa	No
Gallatin	Yes
Jackson	No
Martin	No

Hendersonville	No
Cookeville	No
Collierville	No
Dyersburg	Yes
Maryville	No
McMinnville	No
Farragut	No
Memphis	No
Lawrenceburg	No
Franklin	No

b. Are they re-hired back part-time only?

Organization	Yes/No
Alcoa	Yes
Gallatin	No
Jackson	Yes
Martin	Yes
Hendersonville	Yes
Cookeville	Yes
Collierville	No
Dyersburg	No
Maryville	No
McMinnville	No
Farragut	No
Memphis	Yes
Lawrenceburg	Yes
Franklin	No

3. Does your organization have a policy on re-hiring employees back after they have retired from your organization?

Organization	Yes/No
Brentwood	Yes
Alcoa	No
Gallatin	No
Jackson	No
Martin	No
Hendersonville	Yes
Cookeville	No
Collierville	No
Dyersburg	Yes
Maryville	No
Farragut	No
Memphis	Yes
Lawrenceburg	No
Franklin	Yes

4. What retirement program does your organization participate?

Organization	Retirement Program
Brentwood	TCRS
Alcoa	TCRS
Gallatin	401K
Jackson	TCRS
Martin	TCRS
Hendersonville	TCRS
Cookeville	TCRS
Collierville	Town of Collierville Retirement Program.
Dyersburg	TCRS - State 401K Plan for new hires
Maryville	TCRS
McMinnville	TCRS
Farragut	TN 401K & 457
Memphis	Hybrid (current) and Defined Benefit (grandfathered)
Lawrenceburg	TCRS
Franklin	City of Franklin Pension Plan and TCRS
Portland	TCRS

Paperless HR

5. Has your HR Department gone paperless

Organization	Yes/No
Brentwood	No
Alcoa	No
Gallatin	No
Jackson	No
Martin	No
Hendersonville	No
Cookeville	No
Collierville	No
Dyersburg	No
Maryville	No
McMinnville	No
Farragut	No
Memphis	No
Lawrenceburg	No
Franklin	No
Portland	No

6. If yes, what products, procedures or methods are you currently using?

Organization	Product/Procedure or Method
Cookeville	Have been looking at some demonstrations and am very interested in products others are using.

Memphis	Not all processes are paperless - we do utilize Oracle HR Self-Service and NEOGOV position requisitions.
Lawrenceburg	We are trying to use more email without printing attachments and utilize electronic signatures whenever possible.

Contact Information

Name	Organization	# of Employees	Contact Phone Number
Michael Worsham	City of Brentwood	262	615.371.0060
Melissa Thompson	City of Alcoa	270	865.380.4756
Debbie Johnson	City of Gallatin	526	615.451.5890
Lynn Henning	City of Jackson	711	731.425.8252
Deborah Yeager	City of Martin	204	731.587.3126
Peter Voss	City of Hendersonville	350	615.590.4604
Gail Fowler	City of Cookeville	425	931.520.5256
Cindy Greer	City of Collierville	544	901.457.2290
Sue Teague	City of Dyersburg	265	731.288.7607
Teresa Best	City of Maryville	311	865.273.3428
Jennifer Rigsby	City of McMinnville	152	931.473.1209
Janet Curry	Town of Farragut	50	865.257.0243
Eric Sabatini	City of Memphis	6500	901.636.6411
Doug Edwards	City of Lawrenceburg	131	931.762.4459
Shirley Harmon-Gower	City of Franklin	751	615.791.3216
Jo Ella Goad	City of Portland	140	615.325.6776