

## Testing Standards, Salary Survey and Retirement

### Testing Standards

1. Do you have a police department?

City	Yes/No
Gallatin	Yes
Brentwood	Yes
Munford	Yes
Franklin	Yes
LaVergne	Yes
Springfield	Yes
Chattanooga	Yes
Farragut	No
Portland	Yes
Memphis	Yes
Maryville	Yes
Elizabethton	Yes
Lawrenceburg	Yes

- If yes, how often do you offer police department testing?

City	How Often
Gallatin	Twice a Year
Brentwood	Twice a Year
Munford	N/A
LaVergne	As Needed
Springfield	As Needed
Chattanooga	Bi-Annually
Memphis	Varies on Personnel needs and budget
Maryville	Annually
Elizabethton	Annually
Lawrenceburg	Annually

2. Do you have a fire department?

City	Yes/No
Gallatin	Yes
Brentwood	Yes
Munford	Yes
Franklin	Yes
LaVergne	Yes
Springfield	Yes
Chattanooga	Yes
Farragut	No
Portland	Yes

City	Yes/No
Memphis	Yes
Maryville	Yes
Elizabethton	Yes
Lawrenceburg	Yes

If yes, how often do you offer fire department testing?

City	How Often
Gallatin	Twice a Year
Brentwood	Twice a Year
Munford	Monthly
Franklin	Annually
LaVergne	As needed
Springfield	As needed
Chattanooga	Bi-Annually
Portland	As Needed
Memphis	Varies based on personnel needs and budget
Maryville	As needed
Elizabethton	Annually
Lawrenceburg	Annually

### Salary Survey

**Sustainability Coordinator** - Performs difficult technical work to identify, analyze, program, and coordinate the recycling and sustainability efforts within the Town. Additionally, this position facilitates the advancement of recycling and sustainability efforts in conjunction with all inter-governmental agencies. Work is performed under the supervision of the Assistant Town Administrator. BS degree required.

3. Does your organization employ a Sustainability Coordinator or a similar position?

City	Yes/No
Gallatin	No
Brentwood	No
Munford	No
Franklin	No
LaVergne	No
Springfield	No
Chattanooga	Yes and No
Farragut	Yes
Portland	No
Memphis	Yes
Maryville	No
Elizabethton	No
Lawrenceburg	No

If yes, please indicate the minimum, mid-point and maximum salary

City	Minimum Salary	Mid-point	Maximum Salary
Farragut	34492	43977	53463
Memphis	46966.40	59425.13	71864.00

**Storm water Coordinator** - Performs difficult advanced technical work managing the development and administration of the Town's storm water program, conducting plans reviews, preparing and maintaining files and records, and related work as apparent or assigned. Work is performed under the limited supervision of the Engineer. BS degree required.

4. Does your organization employ a Storm water Coordinator or a similar position?

City	Yes/No
Gallatin	No
Brentwood	No
Munford	No
Franklin	Yes
LaVergne	Yes
Springfield	Yes
Chattanooga	Yes
Farragut	Yes
Portland	No
Memphis	Yes
Maryville	Yes
Elizabethton	Yes
Lawrenceburg	Yes

If yes, please indicate the minimum, mid-point and maximum salary

City	Minimum Salary	Mid-point	Maximum Salary
Franklin	56036	65925	79110
LaVergne	43298		54849
Springfield	40332		55037
Chattanooga	41572	53500	65429
Farragut	41665	53122	64580
Memphis	37340.80	47611.20	57283.20
Maryville	42643	57287	77024
Elizabethton	35423.00		52895.40
Lawrenceburg	38459		50044

### Retirement

5. Is there a minimum # of years an employee is required to work for the City in order to be eligible for retiree health insurance?

City	Yes/No
Brentwood	Yes
Munford	No
Franklin	Yes
Springfield	No
Chattanooga	No

City	Yes/No
Farragut	No
Portland	Yes
Memphis	No
Maryville	Yes
Elizabethton	Yes
Lawrenceburg	No

If yes, what is the minimum # of years?

City	Minimum # of Years
Brentwood	20 years/ Age 55
Franklin	20 Years
Portland	10 years
Memphis	Any retiree, regardless of years employed, is eligible for health insurance if they meet necessary requirements.
Maryville	20 years

6. Is there a maximum # of years the city will pay for the retiree's health insurance?

City	Yes/No
Brentwood	No
Munford	No
Franklin	No
Springfield	Yes
Chattanooga	No
Portland	Yes
Memphis	No
Maryville	Yes
Elizabethton	No
Lawrenceburg	No

If yes, what is the maximum number of years the city will pay the retiree health insurance?

City	Maximum # Years
Springfield	Until retiree reaches 65
Portland	Medicare eligible
Maryville	5 years

7. Are retirees charged any % of the monthly premium?

City	Yes/No
Brentwood	No
Munford	No
Franklin	Yes

City	Yes/No
Springfield	Yes
Chattanooga	No
Portland	No
Memphis	Yes
Maryville	Yes
Elizabethton	No
Lawrenceburg	Yes

If yes, what is the percentage (%) paid?

City	% Paid
Franklin	Based on age and years of service
Springfield	85%
Memphis	Up To 70% for non-Medicare and up to 25% for Medicare-eligible
Maryville	50%
Lawrenceburg	30% for dependents on regular insurance and \$100 per month for those who are Medicare eligible

8. If you provide health insurance, how do you navigate the Medicare eligibility date which is no longer 65 years for everyone?

City	Navigate Medicare Eligibility
Franklin	Retirees are eligible until age 65
Springfield	Still using 65 for now
Portland	Provided until individual Medicare eligibility
Memphis	As of 2014 all Medicare Eligible are required to go on Medicare; process to verify eligibility is pending.
Maryville	Medicare eligibility is still 65 unless disabled. Social security eligibility dates can vary based on birth year.
Lawrenceburg	We provide regular insurance until they are Medicare eligible, at which point we provide Medicare Supplemental insurance and part of drug costs.

**Comments:**

City	Comments
Gallatin	We do not offer retiree health insurance
Chattanooga	We do not offer health benefits for retirees. For the Sustainability position, our position is Director level and is not included in our pay plan.
Farragut	Farragut does not offer retiree health insurance.
Portland	All eligible employees and their covered dependents who retire from the City before age 65 will be allowed to continue health coverage until becoming eligible for Medicare. Retired employees must meet one of the following criteria to qualify for continuation of medical

City	Comments
	<p>insurance coverage after retirement:</p> <p>Age 55 with at least 20 years of service with the agency and be covered under the Plan for at least one full year immediately prior to retirement, or</p> <p>Age 55 with at least 10 years of service with the City and be covered under the Plan for at least three full years immediately prior to retirement, or</p> <p>30 years of service under age 65.</p> <p>The employee does not have to be drawing a monthly retirement check in order to maintain their coverage. However, should the City withdraw from the Plan, the retiree would no longer be eligible to continue coverage.</p> <p>City pays employee portion of premium only.</p>
Memphis	Regarding Question 2 above, ideally testing would take place for each rank every two years but has been longer (3-4 years or more). Regarding question 3, our position is a Recycling Manager.

**Contact Information:**

Name	City	Contact Number	Number of Employees
Debbie G. Johnson	City of Gallatin	615.451.5890	380
Mike Worsham	City of Brentwood	615.371.0060	260
Mary Pinner	City of Munford	901.837.5969	104
Ally White	City of Franklin	615.791.3216	683
Cheryl Lewis Smith	City of LaVergne	615.287.8622	200
Gina Holt	City of Springfield	615.382.2200	250
Kendal Helms	City of Chattanooga	423.643.7213	2770
Janet Curry	Town of Farragut	865.966.7057	50
John Grubbs	City of Portland	615.325.6776	132
Eric Sabatini	City of Memphis	901.576-6411	6500
Teresa Best	City of Maryville	865.273.3428	304
Angie Lyons	City of Elizabethton	423.547.6248	265
Doug Edwards	City of Lawrenceburg	931.762.4459	128