

Pay Increases in FY2021

Responses from the TCMA Member Forum | April 2020

City	Is your city providing any pay increases for the FY2021?	Contact	Title	Email Address
Alcoa	We have deferred implementing a new comp plan with the upcoming budget and will keep salaries the same except for normal step increases. We're basically going to adopt a continuation budget with limited new capital in hopes of being able to amend it when things return to normal.	Mark Johnson	City Manager	mjohnson@cityofalcoa-tn.gov
Athens	Athens is not budgeting for new (needed) positions as hoped, and no pay increases. Our hope is to come back with budget amendments if the economy reboots and provide at least COLA.	C. Seth Sumner	City Manager	citymanager@athenstn.gov
Brentwood	No salary adjustments included in the budget but a commitment to assess revenue trends mid-year and to consider adjustments at that time, if appropriate.	Kirk Bednar	City Manager	kirk.bednar@brentwoodtn.gov
Columbia	Columbia does not plan to budget pay increases in the budget as proposed. We do plan to evaluate actual revenues during the first half of the fiscal year and tentatively come back with the possibility of some time of increase or bonus.	Thad Jablonski	Assistant City Manager/CFO/City Recorder	tjablonski@columbiatn.com
East Ridge	No COLA but will reevaluate at the end of the first and second quarters	Chris Dorsey	City Manager	cdorsey@eastridgetn.gov
Fayetteville	Fayetteville is not planning any raises at this time, but will review in December in hopes of making raises retroactive to July.	Scott Collins	City Administrator	scollins@fayettevilletn.com
Franklin	Franklin will not be including either market/COLA or merit increases in our initial FY21 budget. We will revisit the entire budget later in the year (August/September time frame). Wages will be looked at as a part of that assessment, but I am not optimistic about any pay increases in FY21. We are "holding the line" on employee benefit contributions for FY21 in order to keep our folks "whole."	Eric Stuckey	City Administrator	eric.stuckey@franklintn.gov
Germantown	No merit or COLA increases but will be including step increases in the budget for FY2021	Jason Huisman	Assistant City Administrator	jhuisman@germantown-tn.gov
Goodlettsville	No increases will be included in the FY21 Budget. This decision and others will be revisited after Quarter 1 of FY21.	Tim Ellis	City Manager	tellis@goodlettsville.gov
Harriman	Harriman has not made a final determination, but likely will not budget raises this year. We may either reassess the situation later in the year to implement raises at that time or consider a bonus in lieu of a raise.	Kevin Helms	City Manager	khelms@cityofharriman.net
Johnson City	We are not including any salary adjustments, new positions, or position upgrades in the FY21 budget. We are forecasting a 10-12% decline in sales tax and no increase in property tax next year. We will review our position at the end of the 2nd quarter and make adjustments if revenues allow.	Pete Peterson	City Manager	mdpete@johnsoncitytn.org
LaVergne	We are recommending to the city council that raises are put off until at least January 1, 2021 in order to see what our revenues are doing for the first few months of the fiscal year.	Bruce Richardson	City Administrator / City Recorder	brichardson@lavergne-tn.gov
Maryville	Maryville is proposing to Council on May 8th our regular 2.5% steps for employees not topped out as well as a 2.5% COL. However, the COL may not make it but we will fine tune the budget as we get closer to 1st and 2nd reading. Council was polled about this early this month and desires to leave it until we have more information and therefore a better projection for revenues.	Greg McClain	City Manager	gmcclain@maryville-tn.gov
Mt. Juliet	Mt. Juliet is not proposing a COL. We hope to revisit later in the year.	Sheila Lockett	Deputy City Manager	slockett@mtjuliet-tn.gov

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Pittman Center	Recommending no pay raises or COLA. Simply cannot afford it with the loss of hotel/motel tax and sales tax.	Michael Borders	City Administrator	bordersm92@gmail.com
South Pittsburg	No raises in FY2021. Considering a bonnus if funds are available toward end of FY2021	Gene Vess	City Administrator	gvess@southpittsburg-tn.gov
Spring Hill	Likewise, Spring Hill is not considering pay increases this year. We will re-evaluate mid year.	Victor Lay	City Administrator	vlay@springhilltn.org
Thompson's Station	We have 3.5% in the FY20-21 budget, after the first reading. We may actually just consider a COLA in range of a few percent depending on how things continue to unfold in Thompson's Station, TN.	Kenneth McLawhon	Town Administrator	kmclawhon@thompsons-station.com
Tullahoma	In Tullahoma, we're planning to recommend step increases only and when we come back later in the FY21 year to do a budget amendment (as I suspect we may need to do) we'll look at whether any cost of living may be funded at that time. Like some of you said, we're forecasting no growth in property tax and significant losses in sales tax due to closed hotels, particularly. Pre-pandemic, we did a market study to update our comp plan and it appeared we needed an adjustment of 3-4% to stay competitive in our market area - however, only time will tell whta the actual job market looks like after this.	Jennifer Ward Moody	City Administrator	jmoody@tullahomatn.gov
Winchester	2.5%-3.0% COLA in FY2021. We have not had budget readings so far	Beth Rhoton	City Administrator	bethrhoton@winchester-tn.com