

<b>Contact</b>	When an employee is on unpaid military leave, does your city continue to pay the <u>city's</u> contribution to a 401 K or other defined contribution program for the employee?	If yes, do you pay 100% of the contribution or less?	Does your city pay the <u>employee's</u> contribution to a 401K or other defined contribution program for the employee?	If yes, do you pay 100% of the contribution or less?	When employees return from military leave, can they make up the missed contributions?	If so, how long do they have to make that up?
Bartlett Peter Voss Human Resources Director 901.385.5522 pvoss@cityofbartlett.org	<b>No 401 K – have program where pay same amt. as if employee were still working</b>		n/a			
Brentwood Michael Worsham Human Resources Director 615.371.0060 worshamm@brentwood-tn.com	<b>Only if have supplement – match what the employee contributes up to 3%</b>		<b>No</b>		<b>No policy</b>	
Clarksville Bill McNutt Human Resources Director 931.645.7451 bmcnut@cityofclarksville.com	<b>TCRS No 401 K – optional 457 B</b>		n/a			
Cleveland Jeff Davis Human Resources Director 423.559.3313 jdavis@cityofclevelandtn.com	<b>TCRS No 401 K – optional 457 B</b>		n/a			
Franklin Shirley Harmon Human Resources Director 615.791.3216	<b>No 401K 401A-ICMA and have own Defined Benefit Plan</b>		n/a			

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Germantown Patricia McConnell Human Resources Director 901.757.7274 PmcConn@ci.germantown.tn.us	<b>No 401K</b>		<b>n/a</b>			
Hendersonville Kaye Palmer Human Resources Director 615.264.5314 kpalmer@hvilltn.org	<b>TCRS No 401K</b>		<b>n/a</b>			
Johnson City Ed Fennell Human Resources Director 423.434.6016 P51@johnsoncitytn.org	<b>TCRS No 401K, but have pension</b>		<b>n/a</b>			
Kingsport Barbara Duncan Human Resources Director 423.224.2448 Duncan@ci.kingsport.tn.us	<b>TCRS Does not contribute to our 457 plan</b>		<b>n/a</b>		<b>Yes, depending upon IRS regulations</b>	
Maryville Teresa Best Human Resources Director 865.273.3428 tabest@ci.maryville.tn.us	<b>-TCRS -401 A -No 401K Pay salary up to 160 hrs. -If called to active duty will pay difference for 90 days</b>		<b>n/a</b>			

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Murfreesboro Sue Mahon Human Resources Director 615.848.2553	<b>No 401 K – have program where as if person is still working</b>		n/a			
Oak Ridge Jannice McGinnis Finance Director 865.425.3617 jmcginnis@cortn.org	<b>No 401K Have 457</b>		n/a			