

Name	Phone Number	Email Address	City	Do you have a policy regarding rehiring former employees?	Do you take previous employment with your city into account with regards to pay/vacation/sick days?	What are the requirements? (For example, less than a year away from the job, termination not due...
Jeff Davis	423-559-3313	jdavis@clevelandtn.gov	Cleveland	N		
Mary Milam	901-757-7214	mmilam@germantown-tn.gov	Germantown	N		
Bruce Applegate	865-425-3570	bapplegate@oakridgetn.gov	Oak Ridge	Y	N	
Debbie Johnson	615-451-5890	debbie.johnson@gallatin-tn.gov	Gallatin	N		
Deana Williamson	423-581-0100	dwilliamson@mymorristown.com	Morristown	Y	Y	If within 6 months then benefits are kept-vacation and comp time are always paid out at termination.
Mary Lee Williams	423-989-5525	mlwilliams@bristoltn.org	Bristol	N		
						The City is pleased to consider applications for open positions from former employees who had satisfactory performance and attendance records, and left their employment with the City in good standing. A former employee that was terminated for cause is not eligible for rehire. Former employees will be subject to the same hiring guidelines as new employees, regardless of their length of separation from the City. / With respect to benefits: / • Rehired employees will have to satisfy the same eligibility requirements as a new employee for / the calculation of the service awards and vacation. / • However, if an employee returns within a one-year period and left his/her previous employment in / good standing, they will be given credit for previous service with respect to service awards and / vacation. / • If an employee returns within a five-year period, he/she will be given credit for previous / service with respect to the City's Pension plan. /
Shelley Taylor	931-698-1948	staylor@springhilltn.org	Spring Hill	Y	Y	
Janet Southards	615-773-6290	jsouthards@mtjuliet-tn.gov	Mt. Juliet	Y	Y	If an employee is rehired within 1 year they may receive up to 75% of their seniority date.

						Employees that voluntarily resigned must have given at least two weeks notice (4 for exempt employee) and their previous length of employment must have exceeded their break in service. If these are met they are eligible to accrue benefits at the same level as when they left service.
Jeff Craig	615-355-5791	jeff.craig@townofsmyrna.org	Smyrna	Y	Y	
Gail Fowler	931-520-5256	gfowler@cookeville-tn.org	Cookeville	Y	Y	Reinstatement within 180 days of separation - employee may be entitled to any unused sick leave accumulated.
Mike Worsham	615-371-0060	michael.worsham@brentwoodtn.gov	Brentwood	Y	Y	Full-time employees who leave employment with the City on good terms and then are rehired in the future will have their prior full-time service period counted for purposes of determining benefit eligibility for those benefit programs that have an eligibility waiting period. In addition, this prior full-time service period will be counted towards determining the employee's rate for vacation leave accrual as well as longevity bonuses.
Connie Etzkin	931-560-1565	cetzkin@columbiatn.com	Columbia	N		
Teresa Best	865-273-3428	tabest@maryville-tn.gov	Maryville	Y	N	
Sylvia Reichle	615-443-2809	Sylvia.reichle@lebanontn.org	Lebanon	N		