

**TITLE 4**

**MUNICIPAL PERSONNEL**

**CHAPTER**

1. MATTERS GOVERNED BY EMPLOYEE HANDBOOK.
2. MISCELLANEOUS EMPLOYMENT RELATED MATTERS..
- 3.--6. DELETED.

**CHAPTER 1**

**MATTERS GOVERNED BY EMPLOYEE HANDBOOK**

**SECTION**

- 4-101. Employee handbook.  
4-102.--4-107. Deleted..

**4-101. Employee handbook.**<sup>1</sup> The employee handbook dated January 1, 2018, incorporated fully herein by reference, shall govern the hiring, retention, discipline and termination of employees; will promote uniformity and fairness in the employment process and work environment; will ensure compliance with all applicable federal and state law, and city ordinances; and will provide city employees and candidates for employment with information regarding employment policies, expectation, and benefits. The employee handbook shall be made available during regular business hours at the office of the city manager for reference, and a copy shall be provided to each employee of the city upon commencement of employment. (1979 Code, § 1-701, as replaced by Ord. #1045, Nov. 2017)

**4-102.--4-107. Deleted.** (1979 Code, §§ 1-707--1-707, as deleted by Ord. #1045, Nov. 2017)

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<sup>1</sup>The Employee Handbook for the City of Pigeon Forge (and any amendments thereto) are available in the office of the city manager.

## CHAPTER 2

### MISCELLANEOUS EMPLOYEE RELATED MATTERS

#### SECTION

4-201. Social Security benefits extended.

4-202.--4-204. Deleted.

**4-201. Social Security benefits extended.** The City of Pigeon Forge, Tennessee extends to the employees and officials thereof, who are not excluded by law or this chapter, and whether employed in connection with a governmental or proprietary function, the benefits of the System of Federal Old Age and Survivors Insurance as authorized by the Federal Social Security Act and amendments thereto, including Public Law 734, 81st Congress.

(1) The city mayor is hereby authorized and directed to enter into and execute any and all agreements and amendments thereto with any and all necessary state and federal agencies as may be necessary from time to time to secure said coverage of employees and officials, as provided in the proceeding section.

(2) The city shall also appropriate funds for the employer's contribution as required by applicable state and federal laws or regulations, and the same shall be paid over to the applicable state or federal agency designated by said laws or regulations.

(3) The city shall maintain records of such contributions by employees and the city as are required by state and federal laws and regulations.

(4) There shall be no authority to enter into an agreement to provided Social Security benefits to any employee or official who is now covered or authorized to be covered by any other ordinance creating any retirement system for the employee or official, or particular position, or where coverage is excluded or unauthorized by state or federal laws or regulations. The city also specifically excludes from coverage election officials/workers who receive remuneration of less than one thousand dollars (\$1,000.00) per year (as of January 1, 1995, as adjusted since that time pursuant to section 218(c)(8)(B) of the Social Security Act). (1979 Code, § 1-801, as replaced by Ord. #1045, Nov. 2017)

**4-202.--4-204. Deleted.** (1979 Code, §§ 1-802--1-804, as deleted by Ord. #1045, Nov. 2017)

**CHAPTERS 3--6**

**DELETED**

(these chapters were deleted by Ord. #1045, Nov. 2017)