

Benefits

Dear Reader:

The following document was created from the MTAS website ([mtas.tennessee.edu](https://www.mtas.tennessee.edu)). This website is maintained daily by MTAS staff and seeks to represent the most current information regarding issues relative to Tennessee municipal government.

We hope this information will be useful to you; reference to it will assist you with many of the questions that will arise in your tenure with municipal government. However, the *Tennessee Code Annotated* and other relevant laws or regulations should always be consulted before any action is taken based upon the contents of this document.

Please feel free to contact us if you have questions or comments regarding this information or any other MTAS website material.

Sincerely,

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Benefits

Reference Number: MTAS-496

Group & State Health Insurance

Reference Number: MTAS-501

Group Health Insurance

Municipalities have supplementary authority to establish group insurance plans (life, hospitalization, disability, or medical) for officials and employees after the governing body:

- appoints a committee to recommend a contract with an insurance company authorized to do business in Tennessee;
- approves the contract by a majority vote (the council may later modify the contract); and
- provides an election so employees and officials may accept or reject such coverage.

The city may pay all the costs or may pay a portion of the costs and deduct the remainder from employees' paychecks. Such a plan may be discontinued with at least a three-month notice to the participants. T.C.A. §§ 8-27-601–607.

State standards for a group health plan require coverage for:

- mammography screenings if the benefits include mastectomies, T.C.A. § 56-7-2502;
- reconstructive surgery if mastectomies are provided. T.C.A. § 56-7-2507;
- speech and hearing benefits, T.C.A. § 56-7-2603;
- prostate cancer screenings ordered by a physician, T.C.A. § 56-7-2354;
- mental health treatment to the same extent as medical or surgical benefits, T.C.A. § 56-7-2360; and
- infant hearing screenings, T.C.A. § 56-7-2508.

State Group Health Insurance

Cities may join the state's group health insurance program, which provides group health benefits for local government employees. This law provides for continued health coverage for the dependents of an employee killed while on active military duty. T.C.A. § 8-27-207. A similar program is provided for school system employees. T.C.A. §§ 8-27-301, *et seq.*

Unemployment Insurance

Reference Number: MTAS-1507

Unemployment insurance is a program that provides up to 26 weeks of benefits to Tennessee workers who have lost their jobs through no fault of their own. For more specific information on certain aspects of this benefit click on the sections below.

Penalties for Failure to Pay

Reference Number: MTAS-878

T.C.A. §§ 50-7-101, *et seq.*, prescribe the state's unemployment compensation program. Information concerning the application of this program to Tennessee municipalities can be obtained from local offices of the state Department of Employment Security. The statute contains a number of remedies available to the state for collection of unpaid premiums. T.C.A. §§ 50-7-401, *et seq.*

Premium v. Reimbursement

Reference Number: MTAS-879

Every municipality in Tennessee is required to participate in the state's unemployment insurance compensation program. The program provides for up to 26 weeks of subsistence funds to Tennessee workers who, through no fault of their own, are laid off or terminated for any reason other than gross misconduct. Private sector employers are required to purchase unemployment compensation insurance from the Tennessee Department of Labor and Workforce Development at premiums based upon each employer's claims history. An employer whose employees (or former employees) have filed a high number of claims for unemployment insurance compensation will pay a higher premium than other employers whose claim experience is lower.

State and local governments in Tennessee, including municipalities, have a choice, however, that is not available to private sector employers. At their option, cities may designate themselves as either a "premium paying" or a "reimbursement" employer. A municipality's choice in this matter has implications for its annual budget.

A "premium-paying" municipality is one that elects to provide a program of unemployment compensation through the traditional method of paying insurance premiums to the Tennessee Department of Labor and Workforce Development. Similar to the program mandated for private sector employers, "premium-paying" cities pay a quarterly insurance premium to the state and in return, the state pays claims for unemployment insurance filed against the city. As in the private sector, each city's insurance premium is based upon its claims history and, therefore, such premiums may increase or decrease accordingly.

A municipality's alternative to paying premiums is to designate itself as a "reimbursement employer." This option essentially allows cities to self-insure their unemployment compensation liabilities. Consequently, "reimbursement employers" are not required to pay unemployment compensation insurance premiums to the state of Tennessee but must pay 100 percent of all claims for unemployment compensation filed by employees (or former employees).

Selecting the Best Option

Reference Number: MTAS-880

Following are two methods you can use to determine which option is best for your municipality:

Premium Paying

- Determine how many eligible employees your municipality has. Elected officials and appointed policy-making officials should NOT be counted as they are not eligible for unemployment compensation benefits. If your city operates a school system, do count all education employees whether professional, administrative or non-professional. These employees cannot draw unemployment compensation benefits during vacation periods, but they are eligible for benefits if they are separated from employment during the regular school year.
- Compute your city's maximum taxable payroll by calculating the salaries and wages of all eligible employees up to a maximum of \$7,000 each. (Only the first \$7,000 in salary or wages is subject to the unemployment compensation employer tax for 2018 - this can change annually.)
- Multiply the maximum taxable payroll amount by 1.5 percent. For each employee who earns \$7,000 per year or more, the municipality's annual premium will be \$105.
- During a city's first year as a premium paying employer, the amount of its annual premium will be equal to 1.5 percent of its maximum taxable payroll as determined in step three. In subsequent years, after a claims history is established, the premium will range from 0.3 percent to 3.0 percent of maximum taxable payroll, depending on the city's claims experience.

Example: Your city has 50 employees, all of whom earn more than \$7,000 per year. The maximum taxable payroll, therefore, is \$350,000 (50 x \$7,000). Your premium during the first year as a premium-paying employer will be equal to 1.5 percent of the maximum taxable payroll or \$5,250 (\$350,000 x .015).

Reimbursement

- Review your city's personnel records for the past several years, and estimate the number of employees who will file and be eligible for unemployment compensation during the coming year.
- If you are reasonably certain that the town will not be firing or laying off any employees in the coming year, it may be wise to become a reimbursing employer.
- Estimate your potential liability under the reimbursement option. If the city lays off an employee, through no fault of his or her own, the employee is eligible to draw up to 26 weeks of benefits at a minimum of \$30 per week, up to a maximum of \$275 per week. A claimant must have a two-calendar-quarter average wage of at least \$780.01 to qualify for the minimum benefit of \$30 per week, and a two-quarter average of at least \$7,150.01 to qualify for the maximum benefit of \$275 per week.
- A detailed benefit table is provided in Tennessee Code Annotated § 50-7-301. The table classifies weekly unemployment compensation benefits according to the employee's average earnings based on the employee's average total wages in the two highest paying quarters of his or her base period. The base period is the first four of the last five calendar quarters prior to the calendar quarter in which the unemployment claim is filed.

Example: Your city anticipates having to lay off two employees in the coming year. Both employees would be eligible to receive unemployment compensation benefits. One employee is presently earning \$20,000 per year (with a two-quarter average wage of \$5,000); the other employee earns \$12,000 per year (with a two-quarter average wage of \$3,000).

The first employee's unemployment benefits, as determined by the benefits chart cited in T.C.A. § 50-7-301, will be \$192 per week for a maximum liability of \$4,992 over a 26-week eligibility period.

The second employee will qualify, according to the same chart, for a weekly benefit of \$115 per week for a maximum liability of \$2,990 over 26 weeks. The maximum 26-week liability for both employees would be \$7,982 (\$4,992 + \$2,990).

A city's decision whether to be a premium-paying or a reimbursement employer should hinge on an analysis of its liabilities under each option. Generally, a city that experiences little in the way of layoffs or terminations would do well to select the reimbursement option. In most years, this method would likely result in a savings, although such cities should expect a periodic "spike" in its costs should a layoff or termination occur.

Considerations for Premium v. Reimbursement

Reference Number: MTAS-881

Cities opting to be premium-paying employers should enjoy two immediate advantages. First, such cities can calculate, in advance, their annual premiums, then set their annual budgets accordingly. Second, once such premiums are paid, the city will not incur additional, unexpected costs throughout the year when layoffs or terminations occur. The downside, of course, is that a premium paying city must pay its premiums even in those years when it does not experience lay offs or terminations.

Cities that select the reimbursement option can realize considerable savings during those years when it avoids layoffs and terminations. Over a period of years, these savings can be sufficient to offset the occasional unemployment compensation claim filed against the city. The downside is the city's assumption of risk. If multiple layoffs or terminations occur, a city may be faced with a large, unbudgeted expense to reimburse the Tennessee Department of Labor for paying unemployment compensation claims.

There are several other factors to consider, including:

- It takes 36 consecutive months (ending on December 31 of each year) for a premium-paying municipality to establish an experience rating. Until the experience rating is established, cities are required to pay the entry-level premium rate (1.5 percent X maximum taxable wages).
- Even though they are not required to pay unemployment compensation premiums, reimbursement employers are still obligated to file quarterly reports with the Department of Labor indicating wages paid to their employees.
- Claimants who worked for reimbursement employers receive the same benefits and in the same manner as those who worked for premium-paying employers.
- Reimbursement employers can be held liable for any overpayment of benefits made by the Department of Labor. Such employers can receive a refund for all overpayments made to former employees only after the Department of Labor has received a refund from the claimant.
- Even if good reasons exist for firing an employee, reimbursing cities should not assume they will not have to make unemployment compensation payments. As always, it is important for cities to fully document all disciplinary problems that might lead to the firing of an employee. Unless a city can prove that it has given an employee proper notice of such disciplinary problems, as well as opportunities to correct the behavior, reimbursing cities will end up paying for unemployment compensation, even if they had solid reasons for terminating the employee.

Short of a detailed history of a problem, the only situations in which employers can avoid paying unemployment compensation are those cases in which the employee is caught stealing or committing some other crime in the scope of his or her employment. However, documenting an employee's misconduct may help cities avoid paying unemployment compensation. In the case *Ralph Williams v. Tennessee Department of Employment Security*, the Tennessee Court of Appeals — Eastern Section affirmed that misconduct is sufficient to deny unemployment compensation. Misconduct is "conduct showing willful disregard for any employer's interest; it is conduct which deliberately violates or disregards the standards of behavior which an employer has the right to expect of an employee."

Unemployment Insurance: Resources

Reference Number: MTAS-1508

Tennessee Unemployment Insurance Handbook for Employers [1], published by the Tennessee Department of Labor, is an excellent manual for private- and public-sector employers and provides a thorough explanation of the Unemployment Insurance Program.

T.C.A. § 50-7-301. The Tennessee law pertaining to unemployment compensation. Includes multiple benefit tables for calculating weekly unemployment compensation benefits.

The Tennessee Department of Labor and Workforce Development, Employment Security Division website for unemployment insurance at <http://www.tn.gov/workforce/section/unemployment> [2]. This site includes a wide variety of helpful information, including forms, an FAQ sheet, the *Handbook for Employers*, etc.

Who is Not Covered?

Reference Number: MTAS-503

Unemployment insurance is a program that provides up to 26 weeks of benefits to Tennessee workers who have lost their jobs through no fault of their own. Most employers in Tennessee participate in this program by paying an unemployment premium on the first [\$7,000 in 2018 - subject to change annually] of an employee's calendar year wages to the Tennessee Department of Labor and Workforce Development (TDLWD). The rate varies from employer to employer but is normally not more than 10 percent of employees' taxable wages. Municipalities have an option to be a "premium paying" employer, which mirrors the process followed by the private sector in Tennessee, or they can choose to be a "reimbursing" employer. In the latter case, the municipality would reimburse the state for unemployment benefits paid on behalf of former employees of the municipality.

The method the municipality uses determines both the amount and timing of any payments to the state. In both cases, the municipality must accurately report quarterly the employees covered and the amount of wages paid for that quarter. Premium paying municipalities must remit an amount quarterly based on the taxable covered wages for that quarter. Reimbursing municipalities must report the gross wages for each employee; however, they are not required to submit premium amounts with the report. It is important for municipalities to determine who should be included on the quarterly report. That is the focus of the remainder of this brief.

Who is an Employee?

Your standard answer might be "everyone who receives a payroll check from the city." But for purposes of the Tennessee Employment Security Law, that would be incorrect. T.C.A. § 50-7-207(c) lists several types of activities that are considered "excluded services" under the Tennessee Employment Security Law. Any wages paid to someone for those activities would not be reported on the Wage Report (LB-0851) or Premium Report (LB-0456) filed quarterly with the TDLWD.

The exclusion that affects municipalities is found in T.C.A. § 50-7-207(c)(5)(D). It specifically excludes elected officials, as well as anyone employed by the municipality in a position that is designated by law as "a major nontenured policymaker or advisory position; or a policymaking or advisory position the performance of the duties of which ordinarily does not require more than eight (8) hours per week." It also excludes an employee working on a temporary basis due to a "fire, storm, snow, earthquake, flood or similar emergency."

Following are some individuals who under normal circumstances would not be considered employees of the municipality under the Tennessee Employment Security Law:

- Any elected official (e.g., mayor, council members, judge, recorder, etc.);
- Board members (e.g., beer board, planning and zoning board, utility board, etc.);
- Election workers; and
- Temporary personnel employed due to an emergency situation (e.g., police officers, EMTs, paramedics, firemen, etc.).

Correcting an Error

Errors can be corrected for any overstatement of reported wages by filing a Claim for Adjustment or Refund form (LB-0459) [3]. This form is also available from your local Tennessee Employment Security Employer Accounts Office. If the municipality is a "premium paying" employer, a credit for premiums paid will be issued by TDLWD. Since a "reimbursing" employer reimburses TDLWD for their proportionate share of benefits paid to a claimant, they will receive a credit only after TDLWD has received a repayment of benefits from the claimant. Either credit can be applied against future premiums and reimbursements, or a refund the claimant. Either credit can be applied against future premiums and reimbursements, or a refund may be requested. All refund requests must be made within three years of the payment.

For more information, please contact your MTAS management or finance consultant or any of these resources:

<https://www.tn.gov/content/dam/tn/workforce/documents/employers/HandbookforEmployers2013.pdf> [4] can be downloaded.

T.C.A. § 50-7-207 contains information on what is considered employment under the Tennessee Employment Security Law.

You may contact the Employment Security Division of the Tennessee Department of Labor and Workforce Development in Nashville at (844) 224-5818 or your area's Employer Account Office.

Links:

[1] <http://www.tn.gov/workforce/employers/tax-and-insurance-redirect/employer-handbook.html>

[2] <http://www.tn.gov/workforce/section/unemployment>

[3] <https://www.tn.gov/content/dam/tn/workforce/documents/Forms/LB-0459.pdf>

[4] <https://www.tn.gov/content/dam/tn/workforce/documents/employers/HandbookforEmployers2013.pdf>

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