

City	First Name	Last Name	Title	Email Address	Phone Number	Fax Number	Do you have any comments regarding benefit plans that might be helpful to
Cleveland	Jeffery	Davis	HR Director		423-559-3313	423-472-3670	
Crossville	Sandra	Gruber	HR Director	skgruber@crossvilletn.gov	931-456-5681	931-484-7713	
Bristol	Kevin	Bratton	HR Director	kbratton@bristoltn.org	423-989-5525	423-968-7197	
Columbia	Kate	Collier	Personnel Director	kcollier@columbiatn.com	931-560-1570	931-381-7722	
Maryville	Amy	Large	HR Generalist	aclarge@ci.maryville.tn.us	865-273-3427	865-273-3434	The amounts I listed above for vacation earned are for new hires through the 6th year. It goes up after that. Also, our
Johnson City	Ed	Fennell	HR Director	p51@johnsoncitytn.org	423-434-6016	423-461-1652	
Clinton	Jennifer	Jenks	Accounting Supervisor	jjenks@clintontn.net	865-457-9799	865-457-4651	
Sweetwater	Jessica	Morgan	City Recorder	jmorgan@sweetwatertn.net	423-337-6979	423-337-9663	We have vision exams covered in basic health policy. No hardware covered. 4th
Pigeon Forge	Brenda	Finney	Payroll Clerk/Human Resources Assistant	bfinney@cityofpigeonforge.com	865-429-7301	865-429-7340	Vacation time is added on the employees' anniversary date. Example if an employee has worked for the city for 5 yrs on thier anniversary date they cannot have an accrued total of more than 80
Gallatin	Dave	Crawford	Personnel Official	dave.crawford@gallatin-tn.gov	615-452-5400	615-451-5960	
Kingsport	Barbara	Duncan	HR Manager	duncan@ci.kingsport.tn.us	423-224-2471	423-224-2474	

Health Insurance -- Individual				Health Insurance -- Family			
	City Cont/ Per Mth %	City Cont/ Per Mth \$			City Cont/Per Mth %	City Cont/Per Mth \$	
Cleveland	358.60	100%		Cleveland	659.58	69.7	
Crossville	331.55	100%		Crossville	\$618.00	66%	
Bristol	M - 424.45 W - 375.01	M - 92% W - 98%		Bristol	M - 797.16 W - 1068.08	M - 66% W - 87%	
Columbia	366.34	100%		Columbia	\$878.21	80%	
Maryville	457.00	100%		Maryville	1074	100%	
Johnson City	269.08	80%		Johnson City	\$691.32	80%	
Clinton	282.25	100%		Clinton	706.28	100	
Sweetwater	354.35	100%		Sweetwater	0	0	
Pigeon Forge	247.76	100%		Pigeon Forge	683.33	100	
Gallatin	402.33	100%		Gallatin	868.34	75%	
Kingsport	262.54	70%		Kingsport	656.27	70	
Health Insurance -- Individual				Health Insurance -- Family			
	Emp Cont/Per Mth %	Emp Cont/Per Mth \$			Emp Cont/Per Mth \$	Emp Cont/Per Mth %	
Cleveland	0	0		Cleveland	287.26	30.3	
Crossville	0	0		Crossville	\$319.35	34%	
Bristol	M - 36.90 W - 10.84	M - 8% W - 2%		Bristol	M - 410.65 W - 166.84	M - 34% W - 13%	
Columbia	0	0		Columbia	\$219.55	20%	
Maryville	0	0		Maryville	0	0	
Johnson City	68	0.2		Johnson City	\$173.00	20%	
Clinton	0	0		Clinton	0	0	
Sweetwater	0	0		Sweetwater	707	100	
Pigeon Forge	0	0		Pigeon Forge	0	0	
Gallatin	0	0		Gallatin	288.37	25%	
Kingsport	112.52	30%		Kingsport	281.26	30	
Health Insurance -- Individual				Health Insurance			
	Total Cost (mth) \$	Total Cost (mth)%			Total Cost (mth) \$	Total Cost (mth)%	
Cleveland	358.6	100		Cleveland	946.84	100	
Crossville	331.55	100%		Crossville	\$939.02	100%	
Bristol	M - 461.35 W - 385.85	M - 100% W - 100%		Bristol	M-1207.81 W-1234.92	M - 100% W- 100%	
Columbia	366.34	0		Columbia	\$1,097.76	100%	
Maryville	457			Maryville	1074		
Johnson City	337.08			Johnson City	\$864.32		
Clinton	282.25	100		Clinton	706.28	100	
Sweetwater	354.35	100		Sweetwater	707	100	
Pigeon Forge	247.76	100		Pigeon Forge	683.33	100	
Gallatin	402.33	100%		Gallatin	1156.71	100%	
Kingsport	375.06	100		Kingsport	937.53	100	

Dental Insurance -- Individual			Dental Insurance -- Family		
	City Cont/ Per Mth %	City Cont/ Per Mth \$		City Cont/Per Mth %	City Cont/Per Mth \$
Cleveland	22.73	100	Cleveland	40.76	69.3
Crossville	\$21.82	100%	Crossville	\$58.02	89%
Bristol	\$10.00	53%	Bristol	0	0
Columbia	\$18.00	100%	Columbia	\$18.00	29%
Maryville	30.11	100%	Maryville	30.11	
Johnson City			Johnson City		
Clinton	28.22	100	Clinton	53.01	100
Sweetwater	31	100	Sweetwater	0	0
Pigeon Forge	17.04	100	Pigeon Forge	50.46	100
Gallatin	0	0%	Gallatin	0	0%
Kingsport	0	0	Kingsport	0	0
Dental Insurance -- Individual			Dental Insurance -- Family		
	Emp Cont/Per Mth %	Emp Cont/Per Mth \$		Emp Cont/Per Mth \$	Emp Cont/Per Mth %
Cleveland	0	0	Cleveland	18.06	30.7
Crossville	-0-	-0-	Crossville	\$7.22	11%
Bristol	\$8.89	47%	Bristol	\$45.61	100%
Columbia	0	0	Columbia	\$44.00	71%
Maryville	-0-	0	Maryville	71.67	
Johnson City			Johnson City		
Clinton	0	0	Clinton	0	0
Sweetwater	0	0	Sweetwater	36	100
Pigeon Forge	0	0	Pigeon Forge	0	0
Gallatin	14.34	100%	Gallatin	35.54	100%
Kingsport	26.56	100	Kingsport	97.36	100
Dental Insurance -- Individual			Dental Insurance -- Family		
	Total Cost (mth) \$	Total Cost (mth)%		Total Cost (mth) \$	Total Cost (mth)%
Cleveland	22.73	100	Cleveland	58.82	100
Crossville	\$21.82	100%	Crossville	\$65.24	100%
Bristol	\$18.89	100%	Bristol	\$45.61	100%
Columbia	\$18.00	100%	Columbia	\$62.00	100%
Maryville	30.11		Maryville	101.78	
Johnson City			Johnson City		
Clinton	28.22	100	Clinton	53.01	100
Sweetwater	31	100	Sweetwater	36	100
Pigeon Forge	17.04	100	Pigeon Forge	50.46	100
Gallatin	14.34	100%	Gallatin	35.54	100%
Kingsport	26.56	100	Kingsport	97.36	100

Vision Insurance -- Individual			Vision Insurance -- Family		
	City Cont/ Per Mth %	City Cont/ Per Mth \$		City Cont/Per Mth %	City Cont/Per Mth \$
Cleveland	0	0	Cleveland	0	0
Crossville	100%	-0-	Crossville	100%	-0-
Bristol	N/A		Bristol	N/A	
Columbia	Included in Medical Coverage		Columbia	Included in Medical Coverage	
Maryville	-0-	0	Maryville	-0-	0
Johnson City	included in health plan		Johnson City		
Clinton			Clinton		
Sweetwater	0	0	Sweetwater	0	0
Pigeon Forge	included in medical		Pigeon Forge	included in medical	
Gallatin	included in health plan		Gallatin	Included in Health Plan	
Kingsport	0	0	Kingsport	0	0
Vision Insurance -- Individual			Vision Insurance -- Family		
	Emp Cont/Per Mth %	Emp Cont/Per Mth \$		Emp Cont/Per Mth %	Emp Cont/Per Mth %
Cleveland	7.74	100	Cleveland	20.08	100
Crossville	-0-	-0-	Crossville	-0-	-0-
Bristol	N/A		Bristol	N/A	
Columbia			Columbia		
Maryville	8.86	100%	Maryville	25.26	100%
Johnson City			Johnson City		
Clinton			Clinton		
Sweetwater	0	0	Sweetwater	0	0
Pigeon Forge			Pigeon Forge		
Gallatin			Gallatin		
Kingsport	0	0	Kingsport	0	0
Vision Insurance -- Individual			Vision Insurance -- Family		
	Total Cost (mth) \$	Total Cost (mth)%		Total Cost (mth) \$	Total Cost (mth)%
Cleveland	7.74	100	Cleveland	20.08	100
Crossville	100%	-0-	Crossville	100%	-0-
Bristol	N/A		Bristol	N/A	
Columbia			Columbia		
Maryville	8.86		Maryville	25.26	
Johnson City			Johnson City		
Clinton			Clinton	Included in Health	Included in Health
Sweetwater	0	0	Sweetwater	0	0
Pigeon Forge			Pigeon Forge		
Gallatin			Gallatin		
Kingsport	0	0	Kingsport	0	0

City	Does the city offer basic life insurance coverage?	If basic life insurance is offered to employees, what is the monthly premium that employees pay?	What the amount of basic life insurance offered? (Enter dollar amount)
Cleveland	Yes	0	2 times anual salary
Crossville	Yes	-0-	2 x annual Salalry
Bristol	Yes	\$0	\$20,000 min/\$50,000 max
Columbia	Yes	None	1 x annual salary
Maryville	Yes	-0-	\$30,000 - \$50,000
Johnson City	Yes	Employer pays 100% of premium 10.5 cents per 1,000	formula times salary
Clinton		0	4 x Annual Compensation
Sweetwater	Yes	0	10000
Pigeon Forge	Yes	0	2 times their annual salary
Gallatin	Yes	Zero, City pays 100%	1.5 times annual salary + \$5000
Kingsport	Yes	0	100,000

City	How many hours per month of vacation leave does a full-time employee accrue?	Is there a waiting period before new hires are eligible to take vacation leave?	Can employees carry over vacation leave from one year to the next?
Cleveland	0-1 yrs 3.33, 1-4 yrs 6.67, 5-14 yrs 10.00, 15-19 yrs 13.33, 20+ yrs 16.67. 28 day fire employees - 0-1 yrs 4.67, 1-4 yrs 9.34, 5-14 yrs 14.00, 15-19 yrs 18.67, 20+ yrs 23.34.	No	Yes
Crossville	9.6	6 months	Yes
Bristol	7	6 months	Yes
Columbia	Varies from 6.67 hours for new hires to 16.66 hours based on service time	1 year	Yes
Maryville	7	6 months	Yes
Johnson City	based on tenure and years of service	No	Yes
Clinton	6.5	No	Yes
Sweetwater	varies on longevity & shift	1 year	No
Pigeon Forge	1-4 yrs 10 days 5+ yrs 15 days	6 months	Yes
Gallatin	depends on yrs svc/ 2 weeks vac =6.66	6 months	Yes
Kingsport	6.67	6 months	Yes
	<b>If so how many hours can be carried over to the next year?</b>	<b>How many sick leave hours are accrued per month per employee?</b>	<b>What is the accrual cap per year for sick leave?</b>
Cleveland	240	8.0 reg employees, 24.0 fire employees	none
Crossville	240	8	unlimited
Bristol	240	8	n/a
Columbia	200	8	2080
Maryville	168	8	
Johnson City	80	8	none
Clinton	160	10	120 hrs
Sweetwater	0	8	72
Pigeon Forge	see below	8	720
Gallatin	annual allotment	8	No cap
Kingsport	80	8	1040