

October 20, 2014

City of Lewisburg Tennessee  
 Mr. Randall D. Dunn  
 City Manager  
 131 East Church Street  
 Lewisburg, Tennessee 37091

VIA ELECTRONIC MAIL

Dear Mr. Dunn:

Responsive to your inquiry regarding defined benefit retirement plans and benefits, the following information is presented:

- o Columbia – Money Purchase Plan and Trust Adoption Agreement
- o Franklin – Employee’s Pension Plan Summary Description
- o Johnson City – 401(a)/457(b) Defined Contribution Retirement Plan Summary
- o Kingsport – Appendix A (defined contribution plan summary)

The contribution rates for these plans, as well as the City of Belle Meade defined contribution plan, are as follows:

	Mandatory Employee Contribution and City Match			Optional Employee Contribution - City Match
	Employee	City	Total	Maximum
<b>Kingsport</b>	5%	5%	10%	3%
401(a)/457 (b) supplement				
Maximum city contribution	<b>8%</b>			
<b>Johnson City</b>	5%	5%	10%	3%
401(a)/457 (b) supplement				
Maximum city contribution	<b>8%</b>			
<b>Belle Meade</b>	2%	5%	7%	3%
401 (k) / 457 (b) supplement				
Maximum city contribution	<b>8%</b>			
<b>Franklin</b>	5%	5%	10%	3%
401 (a)				
Maximum city contribution	<b>8%</b>			
<b>Columbia</b>	4%	4%	8%	2%
401 /457(b) supplement				
Maximum city contribution	<b>10%</b>			

(Note: City pays employee mandatory contribution)

As can be seen, four of the five cities make a maximum retirement contribution of up to eight percent (8%), with three of five cities requiring a mandatory employee contribution of five percent (5%).

The vesting period for these five cities follows:

	Vesting (Years)					
	1	2	3	4	5	6
Belle Meade	20%	40%	60%	80%	100%	
Columbia	0%	0%	0%	0%	100%	
Franklin	0%	0%	0%	0%	100%	
Johnson City	0%	25%	50%	75%	100%	
Kingsport	0%	20%	40%	60%	80%	100%

Four of five cities grant full vesting following 5 years of services. Only one city allows a partial vesting.

You may also find useful the following information on hybrid plans offered by the Tennessee Consolidated Retirement System (TCRS):

- o Local Government Plan Options
- o Hybrid Plan with Cost Controls – New Hires on or after July 1, 2014
- o Hybrid Plan FAQs

Very truly yours,



Jeffrey J. Broughton  
Municipal Management Consultant