

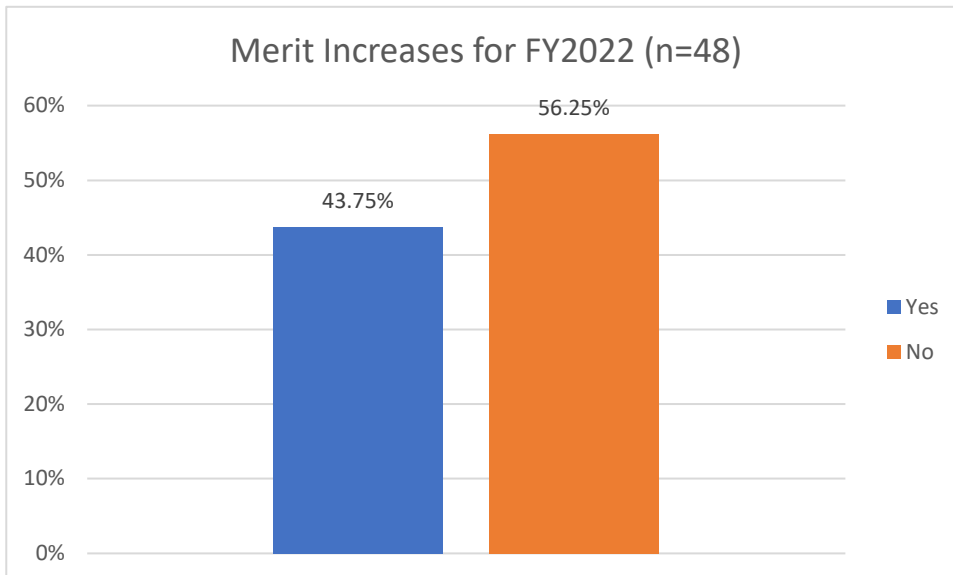


Pay Increases for FY2022 in Tennessee Cities

MTAS Research and Information Center | May 2021

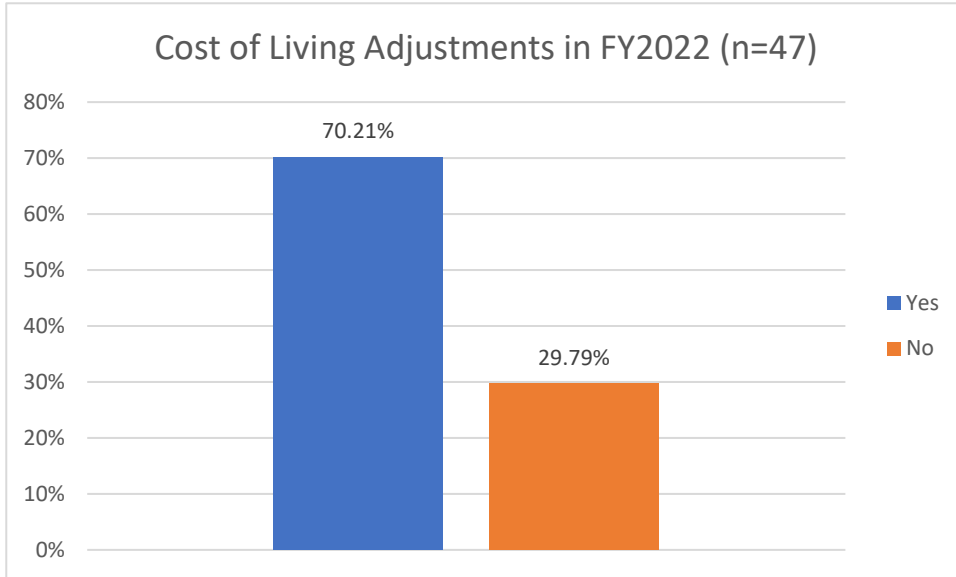
Survey invitations were sent to 79 active email addresses and 48 complete responses were received for a response rate 60 percent.

1. Are you planning to provide merit increases in FY2022?



Average merit increase: 2.44%

2. Are you planning to provide cost of living adjustments in FY2022?



Average cost of living adjustment: 2.88%

Comments

Signal Mountain: At the time of the survey, these issues had not been discussed with council.

Smyrna: They are planning to provide merit increases. Also provided these comments: Merit increase based on annual performance evaluation and therefore the percentage varies. We do not pay based on COLA and have moved to 'market adjustments' from salary surveys.

City	Email	Are you planning to provide merit increases in FY2022?	What is the proposed merit increase amount?	Are you planning on providing a cost of living adjustment in FY2022?	What is the proposed cost of living adjustment amount?	Additional comments?
Arlington	cdurant@townofarlington.org	Yes		3 No		Only employees who are not at the Max end of their pay scale will be eligible for increases based on positive Performance Evaluations.
Ashland City	GBowman@ashlandcitytn.gov	No		Yes	3	Merit increases were based on performance appraisal and available funds.
Athens	mkeith@athenstn.gov	No		Yes	2	
Bartlett	dphebus@cityofbartlett.org	No		Yes	4	Bartlett has career ladder step increases available to qualified full-time staff. In addition to the career ladder increases, the BMOA provide cost of living adjustments annually as revenues permit.
Bellemeade	lmills@citybellemeade.org	Yes		5 No		
Carthage	tjones@townofcarthagetn.com	No		No		We have not considered either question in our present budget.
Chattanooga	dmadison@chattanooga.gov	No		Yes		Plan to implement update compensation based on 2 year old study that was delayed due to the pandemic.
Clarksville	laurie.matta@cityofclarksville.com	No		Yes	2.5	
Clinton	gcook@clintontn.net	No		Yes	2	
Collierville	vwells@colliervilletn.gov	Yes		3 No		Proposed increase is subject to the approval and adoption of the Fiscal Year 2022 Operating Budget.
Crossville	fred.houston@crossvilletn.gov	No		Yes	1	
Eagleville	pdye@eaglevilletn.com	Yes	4-5	No		
East Ridge	dqualls@eastridgetn.gov	No		Yes	3	
Elizabethton	destes@cityofelizabethton.org	No		Yes	4	
Etowah	finance@cityofetowahtn.com	No		Yes	1.6	
Gallatin	rachel.nichols@gallatintn.gov	No		Yes	2.5	
Gatlinburg	roberth@gatlinburgtn.gov	No		Yes	3	We have not decided for sure yet, but I think this is a safe assumption.
Germantown	aroyals@germantown-tn.gov	Yes		3 No		
Goodlettsville	jhigh@goodlettsville.gov	Yes		1 Yes	2	

City	Email	Are you planning to provide merit increases in FY2022?	What is the proposed merit increase amount?	Are you planning on providing a cost of living adjustment in FY2022?	What is the proposed cost of living adjustment amount?	Additional comments?
Greeneville	lyoung@greenevilletn.gov	No		Yes		1 The Town of Greeneville has proposed (based on funding) for a 1% COLA across the board. The 2nd part of the pay increase (based on funding) is Year 2 of the 6-year pay plan implementation, with each level being a 2.5% pay adjustment. These are in priority order for the FY 22 budget. Thank you!
Greeneville	klowe@greenevilletn.gov	Yes	2.5	Yes		1
Harrogate	debengland.cityofharrogate@gmail.com	No		Yes		3
Hohenwald	khamm@hohenwald.com	No		Yes		2
Jackson	barnold@cityofjackson.net	No		No		
Johnson City	janetj@johnsoncitytn.org	No		Yes		4 Adjustment proposed is not purely Merit or COLA, but rather a pay plan adjustment to make our salaries more competitive with the market.
Kingston Springs	Michelle.Kelley@kingstontn.gov	No		Yes		5
Kingston Springs	dfinch@kingstonsprings-tn.gov	Yes	1	Yes		3
La Vergne	progers@lavergetn.gov	No		Yes		6
Lakeland	mwalker@lakelandtn.org	Yes	2	Yes		3
Lebanon	stuart.lawson@lebanontn.org	Yes	1.5	Yes		3 We capped the merit raises this year at 1.5%. That was for about 77 employees. We adjusted our entire pay grade system and that was at 3.00%.
Manchester	banderson@cityofmanchestertn.com	No		No		
Maryville	maswift@maryville-tn.gov	No		Yes	2.5	
Memphis	shirley.ford@memphistn.gov	Yes	2	No		Increases of 2% are proposed for Police and Fire only.
Millington	j.trusty@millingtontn.gov	Yes	3	No		
Monterey	elladishman@montereycityhall.com	No		Yes		3
Morristown	jbarnard@mymorristown.com	No		Yes		3

City	Email	Are you planning to provide merit increases in FY2022?	What is the proposed merit increase amount?	Are you planning on providing a cost of living adjustment in FY2022?	What is the proposed cost of living adjustment amount?	Additional comments?	
Mt. Juliet	dhire@mtjuliet-tn.gov	Yes		2	Yes	6 Based on a review of salaries from surrounding cities, staff determined that current rates are well below market. The initial COLA is a 3% with an additional 3% to bring rates closer to market. There is a potential for an additional 2% COLA but that is not currently funded in the budget. A more in depth salary study is planned for July.	
Nashville	talia.lomaxodneal@nashville.gov	Yes		3	Yes	2	
Newport	tinam@newporttn.org	No			No		There are a few increases, based on individual merits, not an across the board
Oliver Springs	rlwalker701@comcast.net	Yes		3	No		
Pulaski	recorder@pulaski-tn.com	No			Yes		3
Sevierville	lmclurg@seviervilletn.org	Yes		5	Yes		3 Roughly 20% of those that have been employed four to six years or longer receive merit pay. Those employed less than 4 years are generally eligible for 2.5% progression pay.
Signal Mountain	cwhite@signalmountaintn.gov						These questions have not yet been addressed with our Council.
Smyrna	rex.gaither@townofsmyrna.org	Yes					Merit increase based on annual performance evaluation and therefore the percentage varies. We do not pay based on COLA and have moved to 'market adjustments' from salary surveys.
Springfield	lcrockett@springfield-tn.org	Yes	2-3.4		No		We will be due for a market adjustment next year.
Thompson's Station	sbanks@thompsons-station.com	No			Yes		3.5 Plans include proposing new step pay plan for all positions.
Tullahoma	swilson@tullahomatn.gov	Yes		1.5	Yes		2 We do not provide a 'merit increase'; what I have listed above is the 1.5% annual step on the city's adopted compensation plan.
White House	aburns@whitehousetn.gov	Yes			No		
Winchester	vanessafults@winchester-tn.com	Yes		2.5	Yes		2.5