

City	Does your city require the city manager or administrator to reside within the city limits?	If the individual does not already reside within the city limits, are they given a timeframe to relocate into the city?	What is that timeframe?	Are there other specifications regarding residency requirements for the position (e.g. must reside in the county)?	What are those specifications?	Do you offer any incentives for the city manager or administrator to reside within the city limits?	Could you please explain the incentives offered?	You responded that your city does not require the city manager or administrator to reside within the city limits. At any time, did the city have a residency requirement for the city manager or administrator?	Would you share why the requirement was removed for the position and when it was removed?	First Name	Last Name	Email
Algood	No							No		Keith	Morrison	keith.morrison@algoodtn.gov
Arlington	No							No		Catherine	Durant	cdurant@townofarlington.org
Athens	Yes	No		No		No				Randall	Dowling	rdowling@athenstn.gov
Atoka	Yes	No		Yes	At the time of my original employment agreement, it was strongly preferred that I reside within the town limits but could reside with 10 miles of town limits with Board approval. The Board of Mayor and Aldermen at the time declined to allow me to reside outside of town limits. There is no Charter requirement to reside within the town limits that I am aware of. My feelings are that residency requirements are antiquated and unnecessary.	No				Marc	Woerner	mwoerner@atokatn.gov
Belle Meade	No							No		Jennifer	Moody	jmoody@citybellemeadetn.org
Berry Hill	No							No		Joe	Baker	jbaker@berryhilltn.net
Bristol	Yes	Yes	1 Year	No		No				Kelli	Bourgeois	kbourgeois@bristoltn.org
Chapel Hill	No							Yes	Not enough qualified candidates	Phillip	Dye	phillipdye@townofchapelhilltn.gov
Cleveland	Yes	Yes	90 days	No		No				Joe	Fivas	jfivas@clevelandtn.gov
Clifton	No							No		Doug	Kibbey	citymanager@cityofclifton.com
Clinton	No							No		Roger	Houck	rhouck@clintontn.net
Columbia	Yes	Yes	for a new appointment a reasonable amount of time is granted to allow the individual to locate within the corporate limits	No		No				Tony	Massey	tmassey@columbiatn.gov
Cookeville	Yes	No		No		No				James	Mills	jam@cookeville-tn.gov
Crossville	No							Yes	It is actually a requirement, but is negotiable. I do not live within the City limits and it was a part of my contract that I would be allowed to reside outside the City.	Valerie	Hale	valerie.hale@crossvilletn.gov
Dickson	No							No		David	Travis	administrator@cityofdickson.com
Englewood	Yes	Yes	90 Days	No		No				Robert	Cline	townmanager@townofenglewood.com
Etowah	Yes	Yes	6 mos	No		No				Russell	Blair	citymanager@cityofetowahtn.com
Farragut	Yes	Yes	6 months	No		No				David	Smoak	dsmoak@townoffarragut.org
Forest Hills	No							No		Mark	Hill	mark.hill@cityofforesthills.com
Gatlinburg	No							No		Greg	Patterson	gregp@gatlinburgtn.gov
Germantown	Yes	Yes	90 days	No		No				Jason	Huisman	jhuisman@germantown-tn.gov
Goodlettsville	No							No		Tim	Ellis	tellis@goodlettsville.gov
Jefferson City	No							No		James	Gallup	jgallup@jeffersoncitytn.gov
Kingston	No									David	Bolling	David.Bolling@kingstontn.gov
Lakesite	No							No		Kristen	Ert Acuff	kert@lakesitetn.gov
Lenoir City	No							No		Amber	Scott	ascott@lenoircitytn.gov
Livingston	Yes	No		No		No				Lori	Burnett	mayorleb@cityoflivingston.net
Maynardville	No							No		Thomas	McCormick	citymanager@maynardvilletn.com
McMinnville	Yes	Yes	90 days	No		No				Nolan	Ming	nming@mcminnvilletn.gov
Morristown	Yes	Yes	It is not stated which would assume a reasonable amount of time for relocation would be afforded. The charter indicates that the city administrator may live outside the city limits during tenure only with the consent of council.	No		No				Andrew	Ellard	aellard@mymorristown.com

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Mount Carmel	No							No		Jim	Stables	jim.stables@mountcarmeltn.gov
Mt. Pleasant	No							No		Phillip	Grooms	pgrooms@mtpleasant-tn.gov
Notensville	No							No		Victor	Lay	vlay@notensvilletn.gov
Oak Hill	No							Yes	It happened before I was hired. I can only speculate for the obvious reasons. I have no actual knowledge when it happened.	Steven	Collie	citymanager@oakhilltn.us
Paris	No							Yes	Prior to April 2022 the City of Paris required all city employees to reside within Henry County. This was removed in April 2022 due to recruitment and retention issues.	Kim	Foster	kfoster@cityofparistn.gov
Pigeonville	No							No		David	Wear	dwear@cityofpigeonforttn.gov
Piperton	No							No		Stephen	Steinbach	ssteinbach@pipertontn.gov
Red Bank	No							Yes	When I applied for the job I was told I had to live within the city. Subsequently upon hiring my initial contract stated that I had to live within the city. After a couple of years on the job, I researched the city charter and it specifically said the city manager did not have to live within the city limits. So I pointed this out to the commissioners and asked the commission to amend my contract and they did so. I still do, in fact, live within the city, but my contract has been amended to not require it.	Martin	Garnum	mgarnum@redbanktn.gov
Rocky Top	No							Yes	To live within 5 miles of city limits	Michael	Ellis	mellis@rockytoptn.org
Smyrna	Yes	Yes	90 days	No		No				Davod	Santucci	david.santucci@townofsmryna.org
Sparta	No							Yes	not sure	Tonya	Tindle	t.tindle@spartatn.gov
Spring Hill	Yes	Yes	negotiable	No		No				Chris	Clausi	cclausi@springhilltn.org
Springfield	No							Yes	It was not removed. The requirement is for the city manager to reside in the county.	Ryan	Martin	Ryan.Martin@springfieldtn.gov
Sweetwater	No							No		Jessica	Morgan	jmorgan@sweetwatertn.gov
Tullahoma	No							No		Jason	Quick	jquick@tullahommatn.gov
Tusculum	No							No		Randy	Harley	recorder@tusculumcity.org
White House	No							No		Gerald	Herman	gherman@whitehousetn.gov