

2009 & 2010 Salary Increases

(revised 02/12/2010)

1. Did your organization provide a salary increase to employees in fiscal year 2008/2009?

City	Yes/No
Memphis	Yes
Collierville	Yes
Springfield	Yes
Gallatin	Yes
Maryville	No
McMinnville	No
Clarksville	No
Brentwood	Yes
Athens	Yes
Lakeland	No
Crossville	Yes
Kingsport	Yes
Dyersburg	No
Farragut	Yes
Metro Nashville Airport Authority	No
Alcoa	No
Pigeon Forge	Yes
Bartlett	Yes

2. If yes, what type of increase did your organization give? (merit, cost of living, bonus, etc...)

City	Type of Increase
Memphis	Cost of Living increase
Collierville	Merit and step increase (Police and Fire)
Springfield	Cost of Living increase
Gallatin	Cost of Living and step increase
Brentwood	Cost of Living increase
Athens	Cost of Living and merit increase
Crossville	Cost of Living increase
Kingsport	Step increase
Farragut	Cost of Living increase
Pigeon Forge	Cost of Living increase
Bartlett	Career Ladder Step Increase

3. If you gave a salary increase, did you give a percentage increase or a dollar amount increase?

City	Amount/Percent of Increase
Memphis	5%
Collierville	n/a
Springfield	2%
Gallatin	3%
Brentwood	6%
Athens	2% COLA; 3% Merit
Crossville	3%
Kingsport	Average 2.5%
Farragut	2-4%
Pigeon Forge	2%
Bartlett	2-4%

4. If you did not give a salary increase, did you give any other type of compensation? (i.e. lump sum bonus, gifts, time off, etc...)

City	Yes/No
Collierville	No
Maryville	No
McMinnville	Yes
Clarksville	Yes
Lakeland	No
Dyersburg	Yes
Metro Nashville Airport Authority	Yes
Alcoa	No
Bartlett	No

5. If yes, please describe:

City	Type of Compensation
McMinnville	Increased annual leave rate and added birthday leave
Clarksville	Longevity payments are given to employees with years of service (4% of salary lump sum). For employees less than six years, a stipend of 2% has been given last 2 years.
Dyersburg	We gave our regular step increases and a \$50 Christmas gift (bonus).

City	Type of Compensation
Metro Nashville Airport Authori	\$100 gift card

6. Does your organization plan to provide a salary increase in fiscal year 2009/2010?

City	Yes/No
Memphis	No response
Collierville	No
Springfield	No
Gallatin	Yes
Maryville	No response
McMinnville	No
Clarksville	Has not been determined
Brentwood	Yes
Athens	Yes
Lakeland	No
Crossville	Yes
Kingsport	Yes
Dyersburg	Has not been determined
Farragut	Yes
Metro Nashville Airport Authori	Has not been determined
Alcoa	No Response
Pigeon Forge	Yes
Bartlett	Yes

7. If yes, what type of increase did your organization give? (merit, cost of living, bonus, etc...)

City	Type of Increase
Memphis	Has not been determined
Gallatin	Step increase but no COL
Clarksville	Has not been determined
Brentwood	COLA
Athens	Merit Only
Crossville	Merit
Kingsport	Step Increase
Dyersburg	Has not been determined
Farragut	Merit
Metro Nashville Airport Authori	Has not been determined

City	Type of Increase
Pigeon Forge	2%
Bartlett	Career Ladder Step Incre

8. Do you plan to give a percentage increase or a dollar amount increase?

City	Percent or Dollar Amount
Memphis	Has not been determined
Gallatin	Percent
Clarksville	Has not been determined
Brentwood	Percent
Athens	Percent
Crossville	Percent
Kingsport	Percent
Dyersburg	Has not been determined
Farragut	Percent
Metro Nashville Airport Authori	Has not been determined
Bartlett	2-4%

9. If you do not plan to give a salary increase, do you plan to give any other type of compensation? (i.e. lump sum bonus, gifts, time off, etc...)

City	Yes/No
Memphis	No
Collierville	No response
Springfield	No
Gallatin	No Response
Maryville	Unknown at this point
McMinnville	No
Clarksville	Yes
Brentwood	No response
Athens	No Response
Lakeland	No
Crossville	Yes
Kingsport	No
Dyersburg	No
Farragut	No
Metro Nashville Airport Authori	No Response
Alcoa	No Response
Pigeon Forge	No Response
Bartlett	No

10. If yes, please describe\

City	Comments
Memphis	Cost of Living increase
Collierville	Christmas bonus checks were increased from to \$200
Maryville	#6- #10 are unknown at this point
Gallatin	Step increases are 2.5%; COLA % for 08/09 wa 3.0% And no COLA in 09/10. No discussion yet abo 10/11
Brentwood	In the upcoming year we are currently analyz what we can afford and haven't reached an conclusions yet.
Crossville	A salary increase for 09/10 has not been giv far But will be given if the economy picks up aga Will be a percentage based on employee evaluations and not a COLA.
Kingsport	Preliminary budget numbers include a step increase but this could change once all numbers for al items are added up.
Pigeon Forge	Unknown at this time
Clarksville	Likely the same as described in #5 above, if n general Wage increase or increases to bring up in line market wages.
Alcoa	We have not completed the upcoming budg yet.
Farragut	8-09 used a merit increase of up to 4%. Individ employee's raises ranged from 2-4%.

Contact Information

City	Number o Employee	Contact Person	Contact Number
Memphis	7000	Pearl Gibson	901/576-6479
Collierville	461	Elaine Hurdle	901/457-2294
Springfield	250	Regina Holt	615/382-2200

City	Number of Employees	Contact Person	Contact Number
Gallatin	357	Dave Crawford	615/451-5890
Maryville	340	Teresa Best	865/273-3428
McMinnville	155	Fredia Black	931/473-1209
Clarksville	1100	Will Wyatt	931/645-7451
Brentwood	245	Michael Worsham	615/371-2200 ext 21
Athens	120	Rita Brown	423/744-2703
Lakeland	33	Cheryl Yarbro	901/867-2717
Crossville	168	Sandra Gruber	931/456-5681
Kingsport	707.5	Barbara Duncan	423/299-9401
Dyersburg	269	Sue Teague	731/288-7607
Farragut	50	Janet Curry	865/966-7057
Metro Nashville Airport Authority	280	Amy Armstrong	615/275-1621
Alcoa	364	Melissa Thompson	865/380-4753
Pigeon Forge	390	Kathy Valentine	865/429-7307
Bartlett	691	Peter Voss	901/385-5515

Thanks for taking the time to respond to this survey. Please save this document and return to Richard Stokes at richard.stokes@tennessee.edu or print the completed form and fax to 615/532-4963.