

CITY OF HENDERSONVILLE  
GENERAL COMMITTEE  
February 10, 2026, at 6:00 p.m.  
101 Maple Drive North, Hendersonville, TN 37075

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I.	Call to Order by the Chairman	
II.	Acceptance of agenda	
III.	Minutes	
	A. Approval of January 13, 2026, meeting minutes	2-3
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V.	Ordinances and Resolutions	
Clary	1. Reading of Resolution 2026-05, a resolution of the City of Hendersonville, Tennessee expressing opposition to any state-imposed cap on property taxes, which limits local governments in funding services desired by their residents, and urging the city’s legislative delegation to oppose state legislation that would impose such a cap	4-15
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VII.	Adjournment	

Anyone needing accommodations due to disabilities, please contact the ADA Coordinator at 615-822-1016 at least 24 hours prior to the meeting.



**GENERAL COMMITTEE MEETING**

**January 13, 2026**

**CONFERENCE ROOM 2**

**6:00 p.m.**

Present: Bob Garza and Karen Dixon

Absent: Rachel Collins

Others Present: Mayor Jamie Clary, Jesse Eckenroth, Jason Gallo, Casey LaMarr, Keith Free, Stephen Wizenread, JP Finnegan, Mark Evans, Frank Amedia, Chris Gabe, Mark Boyd, Chuck Hall, Joe Russo and Warren Hawkins

**Motion to Accept the Agenda**

Motion: Karen Dixon

Second: Bob Garza

Vote: Approved unanimously

**Motion to Approve the December 9, 2025 General Committee meeting minutes**

Motion: Karen Dixon

Second: Bob Garza

Vote: Approved unanimously

**Citizens Comments:**

None

**Ordinances and Resolutions:**

**Resolutions:**

Reading of Resolution 2026-01, a resolution approving the TBN Music City (Millenia Cottages) Final Development Plan located at 645 East Main Street, Hendersonville, TN

Chairman Garza stated that the developer has met all the qualifications that we needed them to do. There were some parking issues and other small issues that have been resolved. Karen Dixon asked if they had anything to share.

Frank Amedia wanted to say they were very appreciative. The tornado of December 2023 set them back. They have been able to get a lot of good insight and a lot of good input. The community outreach and relationships improved even greater. We were able to complete repairs to the mansion and are very proud of that.

Motion: Karen Dixon – Send to BOMA with a positive recommendation

Second: Bob Garza

Vote: Approved unanimously to send to BOMA with a positive recommendation

**Ordinances:**

Reading of Ordinance 2026-01, an ordinance amending the Hendersonville Municipal Code repealing and replacing Title 4 (Municipal Personnel) amending Section 2-101 (Appointing Members to various Boards and Commissions, and to adopt a revised edition of the Personnel Rules and Regulations

Chairman Garza turned the floor over to Jason Gallo to explain. What is before you are two years of culmination of work trying to revise and update the Personnel Rules and Regulations that all employees adhere to. We are also updating the municipal code to streamline and make it as concise as possible but also make it easy to understand and interpret.

Motion: Karen Dixon – move to BOMA with a positive recommendation

Second: Bob Garza

Vote: Approved unanimously to send to BOMA with a positive recommendation

**Other Agenda Items:**

**Discussion: Aviation Noise**

The rules were extended to allow a citizen, Warren Hawkins, to speak. Mr. Hawkins expressed concerns from residents regarding noticeable increase in commercial aircraft noise. The volume and frequency of low-flying aircraft have increased significantly. It is common to observe ten or more aircraft within a 30-minute period in landing approach. He is asking the City's leadership to formally acknowledge this issue and establish sustained communication with BNA & FAA as well as leaders and other affected communities in order to discuss ways to mitigate the noise from flights.

Vice-Chairman Dixon said she has received several complaints and information that someone obtained from BNA showing a new pattern that goes over the peninsula in Ward 4. Someone from the office of John Rose was supposed to come and discuss what he had learned from an investigation. She feels there is a need to investigate since the airport will double in size in the next few years.

Chairman Garza expressed that we owe it to the City of Hendersonville for our leaders to be very vocal and very active; especially since we are the "Best City to live in in Tennessee" and the 38<sup>th</sup> best in the country. We have got to stay on top of it! Someone added that Alderman Roberson has been receiving calls about it too.

**Other Business**

Chairman Garza asked Keith Free when Trader Joe's is coming to Hendersonville. Keith responded they do not have any information on that yet.

**Motion to Adjourn**

Motion: Karen Dixon

Second: Bob Garza

Vote: Approved unanimously

Upon proper motion and proper second, the meeting was adjourned at 6:19 p.m.

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Bob Garza, Chairman

## RESOLUTION 2026-05

Sponsor: **Clary**

### **A RESOLUTION OF THE CITY OF HENDERSONVILLE, TENNESSEE EXPRESSING OPPOSITION TO ANY STATE-IMPOSED CAP ON PROPERTY TAXES, WHICH LIMITS LOCAL GOVERNMENTS IN FUNDING SERVICES DESIRED BY THEIR RESIDENTS, AND URGING THE CITY'S LEGISLATIVE DELEGATION TO OPPOSE STATE LEGISLATION THAT WOULD IMPOSE SUCH A CAP**

**WHEREAS**, the City of Hendersonville, Tennessee is a municipal corporation organized and existing under the laws of the State of Tennessee and is responsible for providing essential public services, infrastructure, and facilities for the health, safety, and welfare of its residents;

**WHEREAS**, property taxes are a primary and necessary revenue source for municipalities to fund core governmental services, including but not limited to firefighting, crime prevention, roads and infrastructure, parks, and schools;

**WHEREAS**, Hendersonville's current city property tax rate is the lowest it has been in more than 20 years;

**WHEREAS**, local elected officials are best positioned to assess the needs, priorities, and fiscal conditions of their communities and to make accountable decisions regarding local taxation through an open, transparent, and democratic process;

**WHEREAS**, a state-imposed cap on local property tax rates would unduly restrict municipal fiscal authority, impair the city's ability to respond to local conditions and emergencies, and shift critical budgetary decisions away from locally elected officials and residents;

**WHEREAS**, such caps may result in unintended consequences, including lower salaries for first responders, reduced service levels for residents, deferred maintenance of infrastructure, lower bond ratings, diminished public safety capacity, and increased reliance on fees or unfair revenue mechanisms;

**WHEREAS**, the City recognizes the importance of fiscal responsibility and taxpayer accountability, and notes that existing statutory requirements already provide safeguards through budget adoption processes, public notice, public hearings, and elections;

**WHEREAS**, based mostly on retail items, the CPI does not reflect purchasing practices of local governments, which use state-mandated bidding processes, often with few, highly-specialized bidders;

**WHEREAS**, proposed legislation would hinder local governments and cause cities to forego services that residents desire because those cities outsource paving, trash collection, and infrastructure improvements—a practice that saves taxpayer dollars—through competitive bidding processes that are vulnerable to market forces' fluctuations in cost;

**WHEREAS**, the proposed legislation’s option for referenda does not consider the timing involved for cities to accept bids for trash service, paving, infrastructure improvements, and first responder vehicles;

**WHEREAS**, the proposed legislation discourages local governments from operating with low property taxes, slim excess, minimal debt, and small surpluses;

**WHEREAS**, a cap on property tax increases would add an unnecessary regulation at a time when residents are demanding fewer government regulations;

**WHEREAS**, a cap on property taxes restricts a freedom from residents to seek greater services from their local governments; and

**WHEREAS**, the proposed cap, determined by the state government and imposed on local governments, would violate the belief that the best governing is exercised when it is closest to the governed;

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF MAYOR AND ALDERMEN OF THE CITY HENDERSONVILLE, TENNESSEE**, as follows:

**1. OPPOSITION TO STATE CAPS.**

The City hereby formally opposes any legislation that would impose a statewide cap, limitation, or restriction on municipal property tax rates or assessments.

**2. LOCAL CONTROL.**

The City affirms that decisions regarding property tax rates should remain a matter of local control, determined by locally elected officials who are directly accountable to the residents they serve.

**3. LEGISLATIVE DELEGATION.**

The City respectfully urges its members of the Tennessee General Assembly to oppose any proposed legislation that would limit or cap municipal property tax authority and to support legislation that preserves local fiscal autonomy.

**4. DISTRIBUTION.**

The Mayor is authorized and directed to transmit copies of this Resolution to the City’s legislative delegation, the Tennessee Municipal League, and other appropriate state officials.

This Resolution shall take effect from and after its adoption, the public welfare requiring it.

Adopted this the \_\_\_\_ day of \_\_\_\_\_, 2026.

**APPROVED:**

\_\_\_\_\_  
**JAMIE CLARY**, Mayor

**ATTEST:**

\_\_\_\_\_  
**TAMARA INGERSOLL**, City Recorder

**APPROVED AS TO FORM AND LEGALITY:**

\_\_\_\_\_  
**LANCE A. WRAY**, City Attorney

**LEGISLATIVE HISTORY**  
Resolution 2026-05

**Sponsor:** Clary

**Committee:** General

**Date of Committee Meeting:** February 10, 2026

**Committee Recommendation:**

**BOMA Reading:** February 10, 2026

DATE:	February 10, 2026
ORDINANCE/RESOLUTION #	Resolution 2026-05
SPECIFIC REQUEST/ RECOMMENDATION:	BOMA is being asked to oppose legislation in the Tennessee General Assembly that will severely restrict its ability to raise property taxes regardless of why the city may need more funds
REPORT PREPARED BY:	Jamie Clary



<b>BACKGROUND:</b>	<b>1</b>
<p>The Tennessee General assembly is considering a couple bills that would place a cap on local governments when they raise property taxes. The bills place that cap on local governments based on inflation. The legislators are doing this at the urging of Americans for Prosperity, which is claiming, “Local government spending is out of control.”</p>	

<b>DISCUSSION:</b>	<b>2</b>
<p>Hendersonville currently has its lowest tax rate in at least 20 years. Contrary to claims by Americans for Prosperity, our local taxes are not out of control. Perhaps some counties and cities are raising taxes exorbitantly. However, their voters have the opportunity to hold them accountable or appreciate the expansion of services.</p> <p>The most prominent bill, HB1873, would cap property tax increase to two percentage points above CPI, the inflation rate. It neglects to consider that local governments are not buying groceries and other retail items, that go into determining the CPI. Hendersonville is paying staff, paving roads, and seeking bids from specialized vendors. CPI is an extremely poor measure of the increased costs the city must deal with.</p> <p>The bill does allow referenda as an option to raise property tax above the cap. But, it greatly restricts when those referend could be held. Likely, local governments will miss deadlines for bids and contracts.</p> <p>The impact of a state law limiting city funding in this manner would be:</p> <ul style="list-style-type: none"> <li>Difficulty responding to citizen requests for services;</li> <li>Possible cuts to core governmental services, including but not limited to firefighting, crime prevention, roads and infrastructure, parks, and schools;</li> <li>Removing city decisions to state office holders;</li> <li>Impair the city’s ability to respond to local conditions and emergencies;</li> <li>Create lower comparative salaries for first responders and other city employees;</li> <li>Reduced service levels for residents;</li> <li>Deferred maintenance of infrastructure;</li> <li>Lower bond ratings;</li> <li>Diminished public safety capacity;</li> <li>Increased reliance on fees or unfair revenue mechanisms;</li> <li>Cuts in trash service;</li> </ul>	

Reductions in infrastructure improvements;  
Difficulty replacing emergency vehicles;  
Encouraging local governments to build up unnecessary surpluses;  
Encourage governments to raise taxes before there is a need to raise taxes;  
Making state government bigger by adding an unnecessary regulation at a time when residents are demanding fewer government regulations; and  
Continuing the trend of transferring decisions away from the people most impacted by those decisions.

**FISCAL IMPACT:**

**3**

The City would be forgoing opportunities to meet needs of its citizens because of millions of dollars that would not be available to pay for those needs.



★ AMERICANS FOR PROSPERITY TENNESSEE ★

# THE VOLUNTEER WAY

## 2026 POLICY AGENDA



### TOGETHER, WE CAN LEAD- THE VOLUNTEER WAY!



**LICENSURE REFORM** will allow teachers to teach with an Associate Degree, expand Scope of Practice in healthcare, etc. Failure to pass reforms prohibits people from self-actualizing / contributing to the economy & society while driving up costs for taxpayers / consumers.



**REGULATORY REFORM** will result in Tennessee having a nation-leading business environment.



**EDUCATION FREEDOM** for all families, not just the ones lucky enough to win the lottery.



**TAXES** must remain limited & low to ensure government accountability.



**HEALTHCARE** operators need barriers to providing care removed- increasing competition, driving down costs for consumers.



### REGULATORY FREEDOM ACT

The Regulatory Freedom Act makes it easier to repeal red tape and bureaucracy that strain our economy. It simultaneously provides more legislative oversight to the most expensive, burdensome regulations.



### EXPAND SCHOOL CHOICE

Thousands of students were denied the opportunity to participate in the Education Freedom Scholarship due to the lottery-like nature of having limited spots available. We must make these families whole and ensure initial demand is met.



### REPEAL CERTIFICATE OF NEED

More than a billion dollars in funding for rural healthcare is on the line, as the Trump Administration has signaled it wants to see CON laws repealed across the board and will grant Tennessee these funds if lawmakers stand with the free-market & President Trump.



### CAP LOCAL PROPERTY TAXES

Local government spending habits are out-of-control. Tennessee is 1 of only 4 states in America without a state-mandated cap on local property taxes. It's time to force local governments to live within their means, just like the people have to.

Source: <https://tn.americansforprosperity.org/wp-content/uploads/sites/15/2025/12/Volunteer-Way-Leg-Agenda.png>

## ATTACHMENTS:

5

- Tennessee House Bill 1873 (HB1873)

HOUSE BILL 1873

By Zachary

AN ACT to amend Tennessee Code Annotated, Title 48  
and Title 67, Chapter 5, relative to real property  
taxes.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 67, Chapter 5, Part 1, is amended by  
adding the following as a new section:

(a) As used in this section:

(1) "Inflation" means the most recent percentage change in the consumer  
price index, all cities average, published by the United States department of  
labor;

(2) "Local government" means a county, incorporated city or town, or  
metropolitan government having the power to levy taxes, or any special taxing  
district, including a special school district, on behalf of which ad valorem property  
taxes may be levied, for the support of governmental and related activities and  
services;

(3) "New construction":

(A) Means an addition to real property, including, but not limited  
to, a structure, fixture, or other improvement to real property; and

(B) Includes an improvement or addition to an existing structure  
on real property; and

(4) "Total revenue":

(A) Means the gross revenue collected from ad valorem real property taxes levied by a local government by category of real property, as applicable, during the immediately preceding tax year; and

(B) Excludes new gross tax revenue that is collected from new construction and collected during the immediately preceding tax year.

(b) Except by a referendum election held in accordance with subsection (c), a local government shall not increase a real property tax rate by an amount that:

(1) Would cause the local government to realize an increase in total revenue exceeding inflation plus two percent (2%); or

(2) Would cause the local government to realize an increase in total revenue exceeding inflation plus six percent (6%) over the preceding three (3) tax years.

(c)

(1) The governing body of a local government shall direct the county election commission to hold a referendum election to raise a real property tax rate by an amount that exceeds the limitations set forth under subsection (b) upon the adoption of a resolution or ordinance by the governing body by a two-thirds (2/3) vote calling for a referendum election on the question.

(2) The resolution or ordinance adopted by the governing body must specify the tax rate that is to be voted on by the electorate, the date on which the tax rate would go into effect, the proposed date of the election, and that the referendum election is to be held at a general election.

(3) The publication of notice and manner of holding the referendum election must be as otherwise prescribed by law; provided, that the referendum

election must be held during a regular November election as set forth in § 2-3-203.

(4) If a majority of the qualified voters of a local government voting in an election held under subdivision (c)(1) vote in favor of approving the tax rate specified in the resolution or ordinance, then the local government may increase the tax rate on the date specified in the resolution or ordinance.

(d) The limitations provided for in this section do not apply to:

(1) Taxes levied or pledged to pay or secure the payment of the principal and interest on bonds. Taxes to pay or secure the payment of principal and interest on bonds may be levied without limitation as to rate or amount, regardless of whether the bonds are in default or in danger of default;

(2) Actions taken by the comptroller of the treasury pursuant to § 9-21-403(c); or

(3) A local government's authority to change rates for utilities that the local government owns or operates.

SECTION 2. Tennessee Code Annotated, Section 67-5-102(a), is amended by deleting subdivision (2) and substituting instead:

(2) The amount of such tax shall be fixed by the county legislative body of each county, subject to a referendum if required by Section 1.

SECTION 3. Tennessee Code Annotated, Section 67-5-102(c), is amended by adding the language "; provided, however, that limitations and restrictions provided in Section 1 relative to the amount of any county, municipality, metropolitan government, or other tax entity's ad valorem tax levy must remain in full force and effect in accordance with such laws" immediately after the language "1973".

SECTION 4. Tennessee Code Annotated, Section 67-5-103, is amended by adding the language "; provided, however, that limitations and restrictions provided in Section 1 relative to the amount of any county, municipality, metropolitan government, or other tax entity's ad valorem tax levy must remain in full force and effect in accordance with such laws" immediately after the language "1973".

SECTION 5. Tennessee Code Annotated, Section 67-5-1702, is amended by deleting the section and substituting instead:

A tax rate in excess of the certified tax rate as provided for in § 67-5-1701 must not be levied by the governing body of any county, municipality, metropolitan government, or other tax entity until a resolution or ordinance has been approved by the governing body; provided, that the governing body shall comply with the rate and levy limitation provisions of Section 1 in establishing a tax rate that is in excess of the certified tax rate, and shall further comply with the following procedures:

(1) The governing body shall advertise its intent to exceed the certified tax rate on the website of the governing body and in a newspaper of general circulation in the county, and the chief executive officer of the governmental entity, shall within thirty (30) days after publication furnish the state board of equalization an affidavit of publication; and

(2) The governing body, after public hearing, may adopt a resolution or ordinance levying a tax rate in excess of the certified tax rate; provided, that such increase complies with Section 1.

SECTION 6. This act takes effect July 1, 2026, the public welfare requiring it, and applies to all tax years beginning on or after that date.

**RESOLUTION 2026-04**

**Sponsors:** Clary

**A RESOLUTION TO WAIVE PERMIT FEES FOR PROPERTIES DAMAGED BY THE JANUARY 2026 WINTER STORMS**

**WHEREAS** the City wishes to provide relief to existing property owners and businesses within the City of Hendersonville requiring repairs or reconstruction of buildings and structures damaged by the recent destructive winter storms occurring in January 2026;

**WHEREAS** the Board of Mayor and Aldermen have the expressed authority to waive fees pursuant to Chapter 3.2.5 of the Hendersonville Zoning Ordinance; and

**WHEREAS** the Planning Director and Building & Codes Director shall have the authority to approve permits for repairs and reconstruction that are eligible for waived fees, which shall be limited to a like-for-like replacement of buildings and structures existing on-site prior to the January 2026 winter storms:

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF MAYOR AND ALDERMEN OF THE CITY OF HENDERSONVILLE, TENNESSEE**, that it is the expressed will of this Board that until July 1, 2026, permit fees for like-for-like building and structure repairs or reconstruction due to property damage resulting from the January 2026 winter storms are hereby waived by the City of Hendersonville, Tennessee, subject to the approval by the Planning and Codes Departments.

Adopted this the \_\_\_\_ day of \_\_\_\_\_, 2026.

**APPROVED:**

\_\_\_\_\_  
**JAMIE CLARY**, Mayor

**ATTEST:**

\_\_\_\_\_  
**TAMARA INGERSOLL**, City Recorder

**APPROVED AS TO FORM & LEGALITY:**

\_\_\_\_\_  
**LANCE A. WRAY**, City Attorney

**LEGISLATIVE HISTORY**  
Resolution 2026-04

**Sponsor:** Clary

**Committee:** General

**Date of Committee Meeting:** February 10, 2026

**Committee Recommendation:**

**BOMA Reading:** February 10, 2026

DATE:	February 10, 2026
ORDINANCE/RESOLUTION #	Resolution 2026-04
SPECIFIC REQUEST/ RECOMMENDATION:	That BOMA considers a resolution to eliminate permit and inspection fees associated damage from the January 2026 Winter Storm Fern.
REPORT PREPARED BY:	Greg Story – Codes Director Keith Free – Planning Director Jesse Eckenroth – Chief of Operations



<b>BACKGROUND:</b>	1
<p>Beginning January 24, 2026, the City of Hendersonville sustained damage from a snow and ice storm, Winter Storm Fern. The damage to the city, especially the electrical grid, was substantial. Electrical infrastructure throughout the city was severely compromised, some residents lost electrical power for over a week. Numerous telephone poles and power lines were down and required immediate replacement; however, NES is expected to continue working in the city to complete all non-emergent electrical system repairs. The ice storm caused significant damage to tree limbs and whole trees throughout the city. Mayor Clary issued a state of emergency for the city; debris cleanup is expected to take months and cost millions.</p>	

<b>DISCUSSION:</b>	2
<p>The proposed resolution will eliminate the cost of obtaining some permits for businesses and residents. The requirements to have permit fees waived are:</p> <ol style="list-style-type: none"> <li>1. The building or structure must have been damaged by the Winter Storm Fern, and</li> <li>2. The building or structure must be replaced in a like-for-like manner</li> </ol> <p>The waiving of permit fees will not apply to a business or home that is utilizing the situation to significantly modify, expand or enhance. The resolution is intended to assist residents and business owners rebuild what was lost or damaged as a result of the storm and does not have leeway to extend to repairs or rebuilds that are not like-for-like. The determination of like-for-like will be jointly made between the Codes and Planning Directors.</p>	

<b>FISCAL IMPACT:</b>	3
<p>The fiscal impact will be negligible. Revenue will not be collected for permits and associated plan review processes and inspections, however, the revenue from the storm activity was never anticipated in the FY26 Budget. The workload for the plan review and permit process is expected to be absorbed by the existing staff; no budget amendment is required.</p>	

<b>ATTACHMENTS:</b>	4
<ul style="list-style-type: none"> <li>• Resolution 2026-04</li> </ul>	



**RESOLUTION 2026-03**

**Sponsor:** Clary

**A RESOLUTION TO DISCONTINUE A PERIOD OF TEMPORARY EMPLOYMENT FOR EMPLOYEES OF A POLITICAL SUBDIVISION PARTICIPATING IN THE TENNESSEE CONSOLIDATED RETIREMENT SYSTEM IN ACCORDANCE WITH STATE LAW PURSUANT TO TENNESSEE CODE ANNOTATED, TITLE 8, CHAPTERS 34 THROUGH 37.**

**WHEREAS, Tennessee Code Annotated, § 8-35-107 allows a political subdivision to establish a non-recoverable period of temporary employment not to exceed six (6) months in duration for all of its employees before they are eligible for membership in said retirement system; and**

**WHEREAS, the City of Hendersonville desires to discontinue said temporary employment period for all of its new employees hired after the effective date of this Resolution:**

**NOW, THEREFORE, BE IT RESOLVED THAT THE BOARD OF MAYOR AND ALDERMEN OF THE CITY OF HENDERSONVILLE, TENNESSEE, hereby authorizes a discontinuance of its present temporary employment period for all new employees hired after the effective date of this Resolution.**

Adopted this the \_\_\_\_ day of \_\_\_\_\_, 2026.

**APPROVED:**

\_\_\_\_\_  
**JAMIE CLARY, Mayor**

**ATTEST:**

**APPROVED AS TO FORM & LEGALITY:**

\_\_\_\_\_  
**TAMARA INGERSOLL, City Recorder**

\_\_\_\_\_  
**LANCE A. WRAY, City Attorney**

**LEGISLATIVE HISTORY**  
Resolution 2026-03

**Sponsor:** Clary

**Committee:** General

**Date of Committee Meeting:** February 10, 2026

**Committee Recommendation:**

**BOMA Reading:**

DATE:	February 10 <sup>th</sup> , 2026
ORDINANCE/RESOLUTION #	Resolution 2026 – 03
SPECIFIC REQUEST/ RECOMMENDATION:	That the Board of Mayor and Alderman consider removing the six (6) month TCRS waiting period for all eligible employees
REPORT PREPARED BY:	Jason Gallo – Administrative Services Director



**BACKGROUND:** 1

The city’s Defined Benefit Plan through Tennessee Consolidated Retirement Services (TCRS) currently requires that new full-time employees wait six (6) months before the city begins retirement contributions toward the plan. Once the six (6) months have passed, the city begins the contributions for all eligible employees.

Once the six (6) months are completed, the eligible employee may file a “buyback” claim with TCRS to regain the time lost. In the past, the city’s plan was a contributory plan, so employees hired between 10/1/1976 and 09/30/1995 would be required to pay the buyback amount. Anyone hired after 09/30/1995, does not have to pay for the buyback as the city moved to non-contributory model but kept the six (6) month waiting period. As a non-contributory employer, the city is required to pay for the buyback claim.

**DISCUSSION:** 2

Most public employers in Tennessee who have TCRS for their employees have removed the six (6) month waiting period. The City is one of the few in Middle Tennessee that still has the waiting period. TCRS has an existing initiative to work with the remaining agencies to eliminate the waiting period for new employees.

The removal of the six (6) month waiting period for TCRS would put the city in alignment with surrounding agencies and TCRS. It improves the appearance of the benefits and removes hurdles for employees trying to understand how much service time they actually have with TCRS.

**FISCAL IMPACT:** 3

There is no fiscal impact with this change.