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CITY OF PARIS, TENNESSEE

NEWSLETTER

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Budget Update from the City Manager

It is that time of year again, budgets and tough decisions for the City. This year we are happy to share the following highlights of the 2016-2017 City of Paris Budget. The items that directly and specifically concern the City employees are as follows:

Health Insurance – We will continue to get our healthcare coverage from United Healthcare. Although we had a pretty good year, we are still facing a 9.35% increase in premiums. See the table below for specific information.

Salary Adjustments – The commission has decided to implement year two of a three year plan to adjust salaries across the board and bring them in line with similar positions in West TN. Additionally, due in part to the increase in healthcare premiums, the Commission also decided to give a 2% COLA (Cost of Living Allowance) across the board. We realize that our employees are our most valuable asset and it is important to us to do whatever we can to show our appreciation for their dedication and hard work.

Capital – Since we realize it's hard for you to do your job well without the proper equipment, we have over \$575,000 budgeted for equipment purchases in the upcoming fiscal year.

Every year we face decisions about how to best use the resources that have been entrusted to us by the citizens of this community. It's always an exercise in give and take and priority setting. This year's budget is no different, but I think we have the best possible plan in place for the upcoming year. I appreciate your mindfulness and care as you complete your responsibilities each day.

Kim Foster, City Manager

2016/2017 Employee Benefits from Barbara Wyrick

We are pleased to announce that we are making no changes to the current City of Paris Employee Benefit Package. The benefits you and your families are accustomed to having will remain unchanged for the 2016 /2017 plan year. United Healthcare of River Valley will continue providing our group medical benefits. Dental and Vision coverage remains with Blue Cross Blue Shield of TN, and USable continues offering our group Basic Life and AD&D, Voluntary Life and Short Term Disability insurance.

While we received a small increase in the cost of our medical coverage, rates for all other lines of coverage remain the same. The City of Paris contributes a generous 75% of the cost of the premiums for medical coverage for all employees and their covered dependents. Eligible employees also receive \$10,000 in Basic Life and AD&D insurance, and \$2,500 in Health Reimbursement funds for eligible qualifying medical expenses. Both provided by the City of Paris at no cost to employees.

Keep in mind that elections are for 12 months and without a Qualifying Event cannot be changed until the next annual open enrollment in 2017. Examples of a Qualifying Event or Change in Family Status; marriage, divorce, birth or adoption, death, or change in employment status.

Monthly Premiums and Bi-Monthly Payroll Deduction Amounts:

Medical	Monthly Premium	Employer Contribution	Employee Cost monthly	Employee Payroll Ded (24)
Emp. Only	\$431.51	\$323.63	\$107.88	\$53.94
Emp & Sp	\$906.18	\$679.64	\$226.54	\$113.27
Emp & Children	\$789.67	\$592.25	\$197.42	\$98.71
Family	\$1,309.63	\$982.22	\$327.41	\$163.71
Dental				
Emp. Only	\$29.38	-	\$29.38	\$14.69
Emp & Sp	\$58.79	-	\$58.79	\$29.40
Family	\$92.85	-	\$92.85	\$46.43
Vision				
Emp. Only	\$7.70	-	\$7.70	\$3.85
Emp & Sp	\$15.39	-	\$15.39	\$7.70
Emp & Children	\$16.16	-	\$16.16	\$8.08
Family	\$23.09	-	\$23.09	\$11.55

Newsletter Submissions

This is our first issue of the City's newsletter. We have had newsletters in the past and are attempting to bring them back in an effort to keep our employees informed of things going on in the City as well as keeping us all connected with our co-workers. We are very open to suggestions for items that will be included.

As one of the features of our newsletter, we would like to include birthdays in our monthly newsletter. If you do **not** want to have your birthday in the newsletter please send me an email or drop me a note at City Hall that states you do not want your birthday in the City of Paris newsletter. bwyrick@cityofparistn.gov. NOTE: Only the day will be published, not the year. Your age will certainly be kept confidential!

The City of Paris would like to include a family friendly portion in the newsletter. Please send birth announcements, weddings, rewards or achievements that have taken place in your family or your co-worker's family. Please seek your co-worker's permission before submitting their information.

Please welcome our two new Street Department employees:

You may email your information/pictures



Cody Benson



Dennis Tharpe

Employee Appreciation Event Scheduled

The City Manager and City Commission wish to show their appreciation to the employees of the City of Paris by hosting an Employee Appreciation event this summer. An ice cream party and cornhole tournament is scheduled for July 21 at 2:00 p.m. in the rear of City Hall. We will have an ice cream sundae bar and drinks will be served to hopefully cool things down on a hot summer afternoon. There will also be door prizes and a cornhole champion will be crowned. We hope this will provide our employees an opportunity to meet and get to know employees from other departments since we rarely have the chance to do so. Your Department Head will be providing more information and a sign up sheet soon.

Department Highlight

If you have been employed by the City of Paris for more than five years, chances are you may not be acquainted with the Business Office Staff. The "front office" as we often call it has gone through quite the transformation in the past five years.

Traci Pillow was appointed Finance Director following Kim Foster's appointment to the position of City Manager. Traci has been with the City of Paris for 6 1/2 years. Traci is responsible for the City's finances from Accounts Receivable/Payable to Tax collections and Human Resources.

Tanya Rogers is usually the first face you see as you walk into the front door of City Hall. Aside from providing everyone with a smiling face as they enter, Tanya handles most of the property tax and business tax collections. She is also responsible for ordering supplies for the Business Office. If you have been to City Hall recently it is almost certain that you spoke with Tanya.

Kendall Mitchell is the Chief Account Clerk. Kendall began her service with the City in April, 2015. Kendall is the person that pays the City's bills. She also handles the bookkeeping aspects of the City's business to insure that everything balances!

If you have had questions regarding salary or benefits, you may have had the opportunity to speak with **Barbara Wyrick** who is the Payroll/HR Clerk. You may want to remember Ms. Barbara's name, she is responsible for making sure everyone gets paid! Barbara handles all of the Human Resource related duties for the City of Paris. Barbara has been with the City of Paris for only 6 months but came to us with over 20 years of payroll and HR experience so she will most certainly be an asset to the business office.



M. J. Stancook has served as the Administrative Assistant to the City Manager since September, 2015. M. J. prepares the agendas and minutes for the City Commission. She assists the City Manager with the day to day duties of the office. M.J. also handles the insurance duties for the City with regard to damages to any City vehicle or property. M.J. wears many hats and has really gained a wealth of knowledge about the City and how it operates. If you call City Hall, most likely M.J. is the person who will answer the phone.

If you work with computers or telephones in any way you have probably come in contact with **Shelton Maye**. Shelton handles all of the IT responsibilities as well as any purchasing of computers or electronics. Shelton is a contractor who works part-time and began working with the city in June, 2014 and has truly been a lifesaver for us at times.

We hope you soon have an opportunity to come by City Hall and say hello, we're at your service!