



FINANCE DEPARTMENT AGENDA ITEM REPORT

TO: Mayor and City Council
FROM: Holly Cox, Human Resources
DATE: April 16, 2026
SUBJECT: TCRS Hazardous Duty Supplemental Benefit Study

BACKGROUND:

- This study is to evaluate the potential cost and impact of adding the Hazardous Duty Supplemental Benefit for eligible employees. The study will provide the City with the information needed to determine whether this benefit would be feasible and sustainable in the future.
- Approval of the attached resolution does not commit the City to implementing the benefit. It simply authorizes the Tennessee Consolidated Retirement System (TCRS) to perform the study and provide the necessary information for Council's consideration.

FISCAL IMPACT:

The cost for the proposed study is \$410.

REQUEST/RECOMMENDATION:

I am requesting Council approval of the attached resolution authorizing the TCRS to complete a Hazardous Duty Supplemental Benefit study during Fiscal Year 2026-27.

If approved, I will coordinate with TCRS to have the study completed during FY 2026-27 and will bring the results back to Council for consideration in the FY27-28 Operating Budget.

ATTACHMENTS:

Proposed Resolution