

The savings would be calculated by taking the current salary of the retiree, times 2 years, times 50%. The maximum bonus would be \$5,000.

- e. The City Council may authorize adjustments to any of the figures used to calculate retirement incentives contained herein on an annual basis as part of the budget process. In no event shall an employee be entitled to combined benefits in c and d.
- f. The City of Crossville will pay employees individual health insurance benefits until they are eligible for Medicare if they retire at age 55 with 30 years of service or at age 60 with 20 years service. The employee can continue to cover their family, if eligible, and at their own expense until the employee reaches age 65 or becomes Medicare eligible.

#### **F. DEATH**

Upon the death of an employee, his or her beneficiary will receive his or her next payroll check, pay for all eligible leave, and complete assistance in settling benefit issues.

#### **G. DISCIPLINARY ACTION**

All local government employees not under an employment contract for a specified time period are employees at-will of the City of Crossville. The City of Crossville reserves the right to discharge at-will employees for cause or for no reason, except that no employee will be discharged for reasons that are prohibited by state and federal law. There may be occasions when the City of Crossville exercises disciplinary actions short of termination against employees. These actions in no way create a property right in employment for at-will employees.

#### **H. GRIEVANCE PROCEDURES**

A grievance is defined as an employee's feeling of dissatisfaction, and any differences, disagreements, or disputes arising between an employee and his/her supervisor and/or employer regarding some aspect of his/her employment, application or interpretation of regulations and policies, or some management decision affecting him/her. A grievance may be something real, alleged, or a misunderstanding concerning only administrative orders involving the employee's health, safety, physical facilities, equipment or materials used. Such misunderstandings, complaints, points of view, and opinions will be considered a grievance, except in cases where they relate to personnel actions arising out of pay, suspension, and dismissal.

It is the local government's desire to address grievances informally, and both supervisors and employees are expected to make every effort to resolve problems as