



627 Woodland St.  
Nashville, TN 37206-4291  
800-251-8732 | 615-256-4533  
tseaonline.org

October 4, 2021

The Honorable Bill Lee  
Governor, State of TN  
State Capitol, 1<sup>st</sup> Floor  
600 Dr. Martin Luther King Jr. Blvd.  
Nashville, TN 37243

Governor Lee,

We are reaching out to you concerning this year's pay for performance cycle, which ends at the end of September. Before we continue, we'd like to once again offer our sincere thanks for the tremendous investment in state employees' salaries and the legacy retirement plan included in the current budget passed during the most recent legislative session. These are challenging times, and we appreciate this commitment to our state employees.

As we look forward, TSEA's Board of Directors and membership wanted to remind our state leaders that this year's pay for performance cycle is drawing to a close with no funding for a raise for employees rated as "valued"; a rating that includes the vast majority of employees. As we understand it, there is only funding remaining for a one-time bonus for employees who have achieved the Outstanding or Advanced level.

One considerable concern we have is the impact this may have on employee morale when the majority of employees realize their hard work during these hazardous and difficult times may go unrewarded, especially at a time when we also see record revenue. Further, after many years, employees are just beginning to understand and have some degree of comfort with the pay-for-performance system. This could severely undermine that progress.

We request that some adjustments be made to the budget to help mitigate this problem. We trust that there is a way to avert this disappointing result for the majority of state employees and find an equitable solution for all.

I can be reached at 615-509-8088 should you have any questions regarding this or need any additional information. Governor Lee, we look forward to hearing from your office.

Sincerely,

Randy H. Stamps  
TSEA Executive Director



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October 4, 2021

The Honorable Randy McNally  
Lt. Governor, TN State Senate  
Suite 700, Cordell Hull Building  
425 Rep. John Lewis Way N.  
Nashville, TN 37243

Lt. Governor McNally,

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Randy H. Stamps  
TSEA Executive Director



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October 4, 2021

The Honorable Cameron Sexton  
Speaker of the House, TN House of Representatives  
Suite 600, Cordell Hull Building  
425 Rep John Lewis Way N.  
Nashville, TN 37243

Speaker Sexton,

We are reaching out to you concerning this year's pay for performance cycle, which ends at the end of September. Before we continue, we'd like to once again offer our sincere thanks for the tremendous investment in state employees' salaries and the legacy retirement plan included in the current budget passed during the most recent legislative session. These are challenging times, and we appreciate this commitment to our state employees.

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Randy H. Stamps  
TSEA Executive Director