

La Vergne, Holiday Compensation for Public Safety Employees Survey

February 2014



I. Full-time Public Safety Employees

How do you compensate full-time firefighters when they are:

	(1) <u>Scheduled</u> to work a holiday	(2) <u>Not</u> scheduled to work a holiday?	(3) <u>Called in</u> to work a holiday?	(3.a) Are these policies the same for full-time police patrol employees?	(3.b) If not, please explain:
Bristol	They are paid their regular shift pay in addition to holiday pay (24 hours)	They are paid 11.25 hours of holiday pay	They receive holiday pay plus any overtime pay they earn	Yes	
Cleveland	Full-time firefighters are paid 14.77 hours of holiday pay in each pay period (13 per yr) in lieu of time off. Firefighters work a 24/48 schedule and must work the holiday if it is regularly scheduled shift			No	96 hrs per year either as paid-time or time off with pay
Collierville	The Town compensates all shift firefighters twelve hours straight time	The same as [scheduled]	Paid time and one half (regular overtime)		

Columbia	Firefighters are all paid 12 hours holiday pay for each holiday. Hours count towards non-worked hours for overtime purposes			No	Police patrol employees schedule their holidays throughout the year. They may take the "holiday" on a day other than the actual holiday
Cookeville	Firefighters are paid the equivalent of one day's wages for every holiday regardless if they work or not	See [scheduled]	See [scheduled], plus overtime pay	No	
Gallatin	Public Safety Employees are able to use their holiday leave time the month before the holiday, the month of the holiday or the month after the holiday. Of course, all leave must be approved by their supervisor etc. ahead of time. If an employee does not use their holiday leave, they may be paid for it at the end of the month following the holiday. This is the same for all public safety employees				

	regardless of whether they work the holiday or not				
Germantown	City of Germantown public safety shift employees (Police & Fire) receive 10 holidays paid in a once a year lump sum, regardless if the holiday falls on scheduled or regular day off				
Maryville	They receive their normal pay for hours worked that day. Full time firefighters receive a lump sum payment each calendar year in December for eligible holidays at a rate of 11.2 hours per holiday in lieu of time off	See [scheduled]	If a firefighter is called in when not on regular duty, the firefighter receives one and one-half times their hourly wage	No	Police officers receive 10 holidays per year. Employees who are required to work on an official City holiday may be granted another day off with regular pay. The City has the option to pay an employee holiday pay in lieu of a day off. If a police officer gets called in due to an emergency, the employee receives one and one-half times their hourly wage
Morristown	Receives double pay	Receives 8 hours of straight time	See [scheduled]	Yes	N/A

Oak Ridge	Fire Department shift employees and patrol employees are given additional General Leave (Vacation/Annual) hours to compensate for holidays observed by other employees so there is no additional compensation if they are scheduled to work on an observed holiday	See [scheduled]	Any City employee that is called in to work on a holiday, in the case of an emergency, would receive compensation at the overtime rate with a guarantee of a minimum of two hours payment	Yes	N/A
Spring Hill	Regular, hourly rate + vacation day	Regular, hourly rate	Regular, hourly rate + vacation day; if this results in OT, we pay the OT, as well	Yes	N/A

II. Part-time Public Safety Employees

How do you compensate part-time firefighters when they are:

	(4) Scheduled to work a holiday	(5) Not scheduled to work a holiday?	(6) Called in to work a holiday?	(6.a) Are these policies the same for part-time police patrol employees?	(6.b) If not, please explain:
Bristol	N/A	N/A	N/A	N/A	N/A
Cleveland	N/A	N/A	N/A		
Collierville	N/A (We do not have part-time firefighters)	N/A (We do not have part-time firefighters)	N/A (We do not have part-time firefighters)	N/A	N/A (We do not have part-time police officers)
Columbia	N/A	N/A	N/A	N/A	N/A
Cookeville	N/A	N/A	N/A		
Gallatin	N/A (We do not have any benefit eligible part-time public safety employees)	N/A	N/A	N/A	N/A
Germantown	Regular pay only	Part-time are only paid when they actually work. They do not receive holiday pay	Regular pay only		
Maryville	They receive their normal pay for hours worked. Part time employees are not eligible for holidays	Part-time employees are not eligible for holidays	They are compensated at the regular hourly rate	Yes	N/A
Morristown	N/A	N/A	N/A		
Oak Ridge	The City of Oak Ridge has no part-time firefighters or police personnel	N/A	N/A	N/A	N/A
Spring Hill	Regular, hourly rate	No compensation	Regular, hourly rate	N/A	N/A

III. General Employee Benefits

7. How many hours or days of holiday time per year do you provide to the following (*please specify hours or days in your response*):

	General government part-time (less than 40 hours/week) employees	General government full-time (40 hours/week) employees	Full-time police patrol employees	Full-time fire department shift employees
Bristol* (see additional comments in #9)	N/A	11 paid holidays	11 paid holidays	11 paid holidays
Cleveland	N/A	96 hrs	96 hrs	pd 14.77 hrs holiday pay each pay period (13/yr)
Collierville	Part-time employees are not eligible for holiday pay	<i>[Respondent provided a checklist of 11 observed holidays – see table in Q8 below]</i>	<i>[Respondent provided a checklist of 11 observed holidays – see table in Q8 below]</i>	<i>[Respondent provided a checklist of 11 observed holidays – see table in Q8 below]</i>
Columbia	0	88 <i>[hours]</i>	88 <i>[hours]</i>	132 <i>[hours]</i>
Cookeville	10 days	10 days		
Gallatin* (see additional comments in #9)	10 days	10 days	10 days (8 hrs = 1 day; 40 hr avg work week) (8.4 hrs = 1 day: 42 hr avg work week)	10 days (11.2 hrs = 1 day; 20% of a 56 hr avg work week)
Germantown	None	80 hours	85 hours	120 hours
Maryville	0	10 days	10 days	112 hours (paid lump sum)
Morristown* (see additional comments in #9)	9 days	9 days	9 days	9 days

Oak Ridge	Regular part-time employees receive pay for the hours they would be scheduled to work on the day observed as the holiday. If they would not normally be scheduled to work on a day observed as a holiday, they receive no compensation. Temporary employees receive no compensation on observed holidays	11[days]	Equivalent to 11 [days] in their General Leave accrual	Equivalent to 11 [days] in their General Leave accrual
Spring Hill	12 days	12 days	12 days	12 days

President's Day (3rd Monday in Feb.)		Y		Y-Floating holiday			Y			Y	Y	5
Thanksgiving Day (4th Thursday in Nov.)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	11
Veterans Day (Nov. 11)		Y		Y-Floating holiday							Y	3
Additional Holidays	Full time employees who have completed their 6 month probationar y period receive a floating holiday. The floating holiday must be taken in the calendar year earned		Personal Day – at employee's discretion									2
Total # of Holidays Observed per City	11	12	11	11	10	10	10	10	9	11	12	

9. If you have any additional comments regarding employee holiday benefits/pay, please provide them here:

Bristol: A full-time employee may observe other religious holidays and charge such time away from work in the following order: compensatory time off, floating holiday, vacation or leave without pay.

Gallatin: 20% of an employee's average work week is considered a 'day' for holiday purposes regardless of their actual work day. The "20% of avg work week = 1 day" calculation is also used to calculate vacation and sick leave accruals for our employees.

Morristown: Morristown does have "Employee's Birthday" but is not considered a holiday. It is considered as a flexible day.