

Safety Incentive Program Survey
By Richard Stokes, MTAS Human Resources Consultant
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1. Does your city have a Safety Incentive Program in place?

Yes – 3 No - 12

City/Organization	Yes/No
Maryville	No
Hendersonville	Yes
Athens	No
Columbia	Yes
Cleveland	No
Brentwood	No
Metropolitan Nashville Development and Housing Agency	No
Gallatin	No
Johnson City	No
Springfield	Yes
Jackson	No
Franklin	No
Bartlett	No
Chattanooga	No
Metropolitan Nashville Water Services	No

2. If yes;

a. Are the goals and objectives of the safety incentive program clearly defined?

Yes - 4 No - 0

City/Organization	Goal Clearly Defined
Hendersonville	Yes
Columbia	Yes
Springfield	Yes
Chattanooga	Yes

b. Is the incentive program tied to the city's general safety program?

Yes - 3 No - 1

City/Organization	General Safety Program
Hendersonville	Yes
Columbia	Yes
Springfield	Yes
Chattanooga	No

c. Who is eligible to participate in the safety incentive program?

City/Organization	Eligible Participants
Hendersonville	Non-exempt
Columbia	All employees
Springfield	All employees
Chattanooga	All employees

d. Does the program have the support of upper management?

Yes - 4 No - 0

City/Organization	Management Support
Hendersonville	Yes
Columbia	Yes
Springfield	Yes
Chattanooga	Yes

e. What types of activities are provided in the safety incentive program?

City/Organization	Types of Activities
Springfield	Employee luncheons
Chattanooga	Safety lunches and awards

f. What types of rewards/incentives are offered?

City/Organization	Types of Rewards
Hendersonville	Time off
Columbia	Cash, Safety committee also sponsors city picnic by providing ice cream and door prizes
Springfield	Cash, time off
Chattanooga	Cash, time off, t-shirts, hats, etc...

g. How are rewards/incentives selected?

City/Organization	Reward Selection
Hendersonville	Based on actual records
Columbia	We have just stated a citywide safety bingo program. Bingo numbers are drawn weekly.
Springfield	Employee committee reviews all suggestions and recommendations.
Chattanooga	Based on work performance and safety record.

h. How are employees selected for recognition?

City/Organization	Employee Selection
Hendersonville	See g above
Columbia	Currently we do not have any type of individual safety recognition program.
Springfield	Once an award is granted, the employee has the choice of being recognized or not.
Chattanooga	All employees are eligible

i. Who administers the safety incentive program?

City/Organization	Administration
Hendersonville	Departments, HR and Payroll
Columbia	Safety Committee
Springfield	Employee Safety Committee and Employee Suggestion Award Committee
Chattanooga	The Safety Director and Administrator

j. Is the city's safety committee involved in the program?

Yes - 2 No - 2

City/Organization	Yes/No
Hendersonville	No
Columbia	Yes
Springfield	Yes
Chattanooga	No

City/Organization	Comments
Maryville	While we do not have a program in place, I would like a copy of your results if you would e-mail them to me. Thanks – Leland
Hendersonville	We also have a safety suggestion contest once a quarter. The Safety Committee selects winners. Prize is a \$25 gift card of employee choice, local merchants
Franklin	We have just hired a new Risk Manager and are beginning several new programs and a safety incentive program is on the list of goals.
Chattanooga	The city does not have an incentive program but some of the individual departments do have them.

Contact Information

City	# of Employees	Contact Person	Contact Number
Maryville	315	Leland Blackwood	865-273-3430
Hendersonville	250	Kaye Palmer	615-264-5314
Athens	120	Rita Brown	423-744-2703
Columbia	428	Danny King	931-540-5203
Cleveland	310	Jeff Davis	423-559-3313
Brentwood	230	Kirk Bednar	615-371-0060
Metropolitan Nashville Development and Housing Agency	349	Steve Adams	615-252-8551
Gallatin	300	David Crawford	615-425-5400 ext 237
Johnson City	865	Joy Baker, Risk Mgr	423-434-6010
Springfield	248	Gina Holt	615-382-2200
Jackson	640	Lynn B. Henning	731-425-8252
Franklin	568	Shirley Harmon	615-550-6720
Bartlett	600	Peter Voss	901-385-5522
Chattanooga	2700	Roger Hankins	423-425-6417
Metropolitan Nashville Water Services	700	Ilene Cowden	615-862-4860

Thanks for taking the time to respond to this survey.