

Survey Results– Various Topics

Please respond to each of the following question:

Police and Fire

- Does your police department utilize a four (4) ten (10) hour day (40 hours per week)?

City	Yes/No
Centerville	Yes
Farragut	N/A
Tullahoma	No
McMinnville	No
Chattanooga	No
Sevierville	No
Crossville	Yes
Portland	No
Memphis	No
Knox County	N/A
Springfield	No
Columbia	No
Brentwood	No
Germantown	No
Jackson	No
Goodlettsville	No
Munford	No
Murfreesboro	No

If yes, how many hours do the employees received for a holiday? 8 hours

City	four (4) ten (10) hour day (40 hours per week)
Centerville	10 hours
Tullahoma	N/A
Crossville	8 hours

2. Does your city fire department utilize a 28 day cycle for fire personnel?

City	Yes/No
Centerville	N/A
Farragut	N/A
Tullahoma	Yes
McMinnville	No
Chattanooga	Yes
Sevierville	Yes
Crossville	No
Portland	No
Memphis	Yes
Knox County	N/A
Springfield	No
Columbia	Yes
Brentwood	Yes
Germantown	Yes
Jackson	No
Goodlettsville	Yes
Munford	Yes
Murfreesboro	Yes

Personnel Committee

1. Does your city have a personnel committee?

City	Yes/No
Centerville	Yes
Farragut	Yes
Tullahoma	No
McMinnville	No
Chattanooga	No
Sevierville	No
Crossville	Yes
Portland	No
Memphis	No
Knox County	No
Springfield	No
Columbia	No
Brentwood	No
Germantown	yes
Jackson	No
Goodlettsville	No
Munford	No
Murfreesboro	No

2. Are they responsible for the following:

a. reviewing personnel policies

City	Yes/No
Centerville	No
Farragut	Yes
Crossville	Yes

b. Are they responsible for reviewing job descriptions

City	Yes/No
Centerville	No
Farragut	Yes
Crossville	No

c. Are they responsible for reviewing salaries

City	Yes/No
Centerville	Yes
Farragut	Yes
Crossville	No

d. Are they responsible for recruitment and selection

City	Yes/No
Centerville	No
Farragut	Yes
Crossville	No

e. Are they responsible for performance reviews

City	Yes/No
Centerville	No
Farragut	Yes
Crossville	No

3. Other responsibilities: _____

City	Other
Chattanooga	Job descriptions and salaries are reviewed and maintained by the Compensation Analyst. Recruitment is the responsibility of the HR Generalist. The City does not have a standard performance management.
Crossville	They serve as an advisory committee and hear any personnel grievances.
Portland	Legislative and Finance Committee oversees (a) and (c), HR/Mayor (b) and (c), HR and dept. heads (d) and (e)
Memphis	City has a Civil Service System. The Civil Service Commission conducts hearings to review disciplinary actions, limited to suspensions, dismissals, or demotions of any employees not exempted from the provisions of the Charter and Code
Germantown	The Personnel Advisory Commission is advisory and meets once every quarter.

Salary Survey (positions described in endnotes)

Position - Pre-Treatment Technician ⁱ City	Minimum	Average or Actual	Maximum
Centerville	\$25,734.52	\$26,734.52	\$32,768.26
Chattanooga	\$31,021.00	\$35,792.00	\$48,824.00
Memphis	\$34,341.00	\$41,408.00	\$51,521.00
Springfield	\$34,279.00	\$40,446.00	\$46,613.00
Average	\$31,343.88	\$36,095.13	\$44,931.57

Position - Pre-Treatment Inspector ⁱⁱ City	Minimum	Average or Actual	Maximum
Centerville	\$26,734.52	\$29,751.39	\$32,768.26
Chattanooga	\$34,201.00	\$36,077.00	\$53,829.00
Portland	\$27,328.00	\$32,793.50	\$38,259.00
Memphis	\$37,939.00	\$52,603.00	\$57,283.00
Columbia	\$36,358.40	\$45,448.00	\$54,537.60
Average	\$32,512.18	\$39,334.58	\$47,335.37

Position - Park Operations Supervisorⁱⁱⁱ	Minimum	Average or Actual	Maximum
City			
Centerville	\$32,768.26	\$34,092.10	\$40,854.34
Farragut	\$39,122.14	\$49,982.00	\$60,639.33
Chattanooga	\$31,021.00	36,089.00	\$48,824.00
Crossville	\$30,529.00	\$37,502.00	\$43,035.00
Portland	\$27,328.00	\$27,328.00	\$27,328.00
Memphis	\$34,341.00	\$44,377.00	\$51,521.00
Knox County	\$46,616.00	\$60,601.00	\$74,585.00
Springfield	\$30,888.00	\$36,556.00	\$42,224.00
Columbia	\$28,932.80	\$37,044.80	\$43,388.80
Brentwood	\$47,000.00	\$58,818.00	\$70,636.00
Munford	\$33,333.00	\$33,333.00	\$33,333.00
Murfreesboro	\$41,199.00	\$47,725.00	\$54,251.00
Average	\$35,256.52	\$42,487.17	\$49,218.29

Position - Head Groundkeeper^{iv}	Minimum	Average or Actual	Maximum
City			
Centerville	\$26,734.52	\$27,814.59	\$32,768.26
Tulahoma	\$23,115.00	\$28,732.00	\$32,361.00
Chattanooga	\$31,021.00	\$36,089.00	\$48,824.00
Knox County	\$33,651.00	\$40,381.00	\$47,111.00
Columbia	\$28,932.80	\$36,212.80	\$43,388.80
Brentwood	\$33,510.00	\$41,892.50	\$50,275.00
Jackson	\$33,821.00	\$36,327.00	\$38,834.00
Goodlettsville	\$29,487.00	\$34,691.00	\$43,363.00
Munford	\$37,000.00	\$37,000.00	\$37,000.00
Murfreesboro	\$29,809.00	\$34,530.50	\$39,252.00
Average	\$30,708.13	\$35,367.04	\$41,317.71

Contact Information:

City	Number of Employees	Contact Person	Contact Number
Farragut	51	Janet Curry	865.966.7057
Centerville	55	Tammy Smith	931.729.4246 ext. 106
Munford	108	Mary Pinner	901.837.5969
Goodlettsville	127	Dawn Freeman	615.851.2206
Tullahoma	142	Casta Brice	931.455.2648
McMinnville	147	Jennifer Rigsby	931.473.1209
Portland	158	John Grubbs	615.325.6776
Crossville	172	Sandra Gruber	931.456.5681
Springfield	247	Gina Holt	615.382.2200
Brentwood	250	Mike Worsham	615.371.0060
Sevierville	275	Kristi Inman	865.868.0908
Columbia	364	Connie Etzkin	931.560.1565
Germantown	375	Mary Milam	901.757.7214
Jackson	675	Lynn Henning	731.425.8252
Murfreesboro	971	Glen Godwin	615.848.2553
Knox County	1,900	Diana Sweet	865.215.4209
Chattanooga	2,509	Kendal Helms	423.643.7226
Memphis	6,600	Eric Sabatini	901.576.6411

Thanks for taking the time to respond to this survey. Please save this document and return to Richard Stokes @ richard.stokes@tennessee.edu or print the completed form and fax to 615/532-4963.

ⁱ Pretreatment Technicians - Incumbents in this classification are responsible for collecting samples and monitoring and inspecting food service facilities and industries to ensure appropriate equipment is in place. Typical duties include: installing and maintaining monitoring equipment; monitoring rivers; and, assisting industry representatives solve problems. Works under limited supervision

ⁱⁱ Pretreatment Inspector - Incumbents in this classification are responsible for inspecting food service facilities, industries, remediation sites, and construction sites to ensure pretreatment compliance. Duties include investigating interference problems and preparing compliance reports and correspondence. Works under limited supervision and employees use independent judgment.

ⁱⁱⁱ Park Operations Supervisor - Under general supervision of the Superintendent of Parks, execute multiple types of maintenance, custodial, and construction tasks and supervising the work of others. Responsible for supervising the work of others in the performance of their duties; maintenance and cleaning of ball fields, buildings, playgrounds, shelters, and other facilities; assisting in the maintenance and construction of turf grass, sports facilities, shelters, buildings, street lighting, trails, fences, irrigation systems, etc...

^{iv} Head Groundkeeper - This position is under the administrative direction of the Director of Parks and Recreation or his assistant. The employee performs supervisory work in the care and maintenance of the municipal parks and athletic fields.