

City/Town	First Name	Last Name	Email	Are there certification training requirements for a fire employee to receive a pay scale wage increase?	Are there certification training requirements for a fire employee to receive a pay scale wage increase? Please Describe	Are there equipment requirements for fire employees that are not provided by the city?	Are there equipment requirements for fire employees that are not provided by the city? Please Describe	Please describe the work shifts/schedules used by your firefighters.	On average, how many hours are firefighters scheduled to work per month?	What is the ratio of firefighters per 1,000 population?	How many firefighters have left employment with the fire department in the years indicated below? - FY2021	How many firefighters have left employment with the fire department in the years indicated below? - FY2022	How many firefighters have left employment with the fire department in the years indicated below? - FY2023	How many firefighters have left employment with the fire department in the years indicated below? - FY2024	What is the average length of service for the firefighters who leave employment with the fire department?	Do you conduct exit interviews with firefighters leaving employment with the fire department?	What are the most often cited reasons for leaving employment with the fire department?
Bartlett	Tommy	Gately	tgately@cityofbartlett.org	Yes -- please describe those requirements below	Related to position and must be approved by Fire Chief	No		Modified Kelley- 24 on, 24 off, 24 on, 24 off, 24 on, 96 off- Repeat	224	1.82						Yes	Business opportunities outside the profession.
Clarksville	Freddie	Montgomery	freddie.montgomery@cityofclarksville.com	No		No		24 on 48 off	192 (8 shifts) Then Kelly Day	1.57	14	20	13		Most are retirement 20+ years Dismissals less than 5 years	Yes	Retirement, terminations
Hendersonville	Scotty	Bush	sbush@hvilletn.org	Yes -- please describe those requirements below	FF II within 2 years = 5%	No		24/48 on a 27-day work schedule with a Kelly Day every 9 shifts	204 is considered their overtime threshold	1.7	1	7	FY 2023----11	9	12.9 years of service from FY 2021-2024 data requested above question	Yes	Pay and benefits and wanting more time to spend with family
Johnson City	David	Bell	dbell@johnsoncitytn.org	Yes -- please describe those requirements below	Employees must Be certified to a Tennessee Firefighter II level to move from Trainee to Firefighter.	No		We work a 28 day pay cycle. Employees are paid OT at the end of the cycle. We have three (3) shifts that work 24-ON, 24-OFF, 24-ON, 24-OFF, 24-ON, AND 96-OFF.	221.5 hours per 28-day pay cycle or 240 hours per month on average.	1.74 FFs/1,000 in population	2	3	1	2	14.9 years	Yes	Money, Family Issues, and Medical Issues.
Memphis	Gina	Sweat	MFDInquiries@memphistn.gov	Yes -- please describe those requirements below	Employees have to study to get their EMT licenses. We they pass those classes, their job title and salary increases.	Yes	Employees go through Fire Training for the first year. And it's additional training exercises that can taught on-site at stations if employees are unfamiliar with certain scenarios.	We have 3 shifts (A, B, and C shifts). All of those shifts are 24 hours. Then in between days, all shifts are off for 4 days.	144 hours is the amount of time worked in a month. But it can range if the employee chooses to do overtime.	The ratio is 2.62% out of 1,600 current commissioned firemen in Memphis Fire Dept. Memphis' 2024 census population is 610,919.	156	162	160	188	Some firemen leave between 3 to 25 years on the fire dept.	Yes, we do conduct exit interviews for the employees. It is done electronically.	They don't state too many reasons why. When they resign, they just resign.