

- 1. What is the minimum call-out number of hours paid? Is time paid from the time the employee leaves their location until they return home, or the time they arrive on the job to the time the job ends?**

City	Minimum Callout hours	Time Paid (leaving or arriving)
Columbia	4 hours	Arrival to the job
Kingsport	2 hours	Location – home
Gallatin	2 hours	Arrival to the job
Mt. Juliet	1 hour	Their location
Crossville	2 hours minimum; paid hourly increments after initial 2 hours	Paid from the time call is received until arrive back home.
Elizabethton	2 hours	from the time they leave their location until they return home.
Sevierville	2 hours	yes
McMinnville	2 hours	the time they arrive on the job to the time the job ends
Cleveland	2 hours	Arrival to job ends
Chattanooga	2 hours	

- 2. If employees carry a beeper for call-out, are they compensated for the week they carry that beeper? If so, at what rate are they compensated? If so, what is number of hours they are compensated?**

City	Beeper	Compensation Rate	# of Hours
Columbia	No		
Kingsport	No		
Gallatin		Whether or not the time an employee is on call is counted as compensable time depends on the employee's freedom while on call.	Only the actual hours worked will be counted as time worked for the purposes of calculating overtime.
Mt. Juliet	Yes	\$115 week	
Crossville	Yes	Regular hourly rate	8 hours
Elizabethton	Yes	Straight Time Pay	4 hours
Sevierville	Yes	\$150 week	Hours worked
McMinnville	Yes	\$70	Flat rate
Cleveland	No		

City	Beeper	Compensation Rate	# of Hours
Chattanooga	Yes	\$70/week if greater than 7 days; \$10/day if less than 7 days	

**3. Do your employees receive more than time and a half if called out on a holiday? (i.e. triple time pay?)**

City	More than Time and a half
Columbia	No
Kingsport	No
Gallatin	No
Mt. Juliet	Yes
Crossville	No
Elizabethton	Yes – double time for holidays
Sevierville	No
McMinnville	No
Cleveland	Yes – double time
Chattanooga	No

**Contact:**

Name	City	# of Employees	Contact phone #
Connie Etzkins	Columbia	386	931.560.1565
George DeCroes	Kingsport	800	423.224.2448
Debbie Johnson	Gallatin	400	615.451.5890
Janet Southard	Mt. Juliet	161	615.773.6290
Leah Crockett	Crossville	170	931.456.5681
Angie Lyon	Elizabethton	260	423.547.6248
Kristi Inman	Sevierville	265	865.453.5504
Jennifer Rigsby	McMinnville	153.	931.473.1509
Jeff Davis	Cleveland	324	423.559.3313
Alicia Niehoff	Chattanooga	2357	423.643.7208