

**Survey Results
TPMA/ MTAS
Fire Department Sick Leave Policies
Revised May 25, 2007**

This survey was performed at the request of Jeff Davis, Human Resources Director for the City of Cleveland.

TPMA sent out a survey to determine how municipalities handle sick leave for Fire Department employees. The survey asked if municipalities Fire Department staff accrue sick leave at the same or different rate than regular employees.

General Survey Information

- 14 total responses
- 4 jurisdictions accrue at the same rate
- 10 jurisdictions accrue at a different rate

Notes

Some jurisdictions such as the Airport Authority do not make distinctions between regular workforce and public safety officers (who are both police and fire). The Airport Authority does not have sick leave; they converted to annual leave which is similar to a PTO bank with no “sick days”.

This survey is not applicable to Knox County Government or the Nashville Metro Housing Authority.

Municipality	# of Employees	# of Fire Dept. Employees	Same or Different	Notes	Can employee receive payment upon separation for sick time not used?
Athens	120	20	Same	Employees work 10 and 14 hour shifts. Their leave is figured based upon an 8 hour day. Ex: John took 2 hrs of sick leave on a 10 hour day only 1.6 hours would be deducted from John's balance. On a 14 hour day, only 1.14 hours would be deducted from John's pay.	NO
Bristol	322	51	Different	Fire Dept. employees accrue 11.25 hours per month. Leave is charged at a one for one rate. No limits on the use of sick time.	NO
Cleveland	320	90	Different	Fire Dept. employees accrue 24 hours per month. No limits on the use of sick time.	NO
Collierville	458	68	Both	Fire Dept. employees accrue 24 hours for a 24 hour shift. Fire dept. employees who work 8 hour shifts accrue at the same rate as other employees.*	NO
Columbia	384	95	Different	Fire Dept. employees earn 144 hours per year (12 hours per month). Non Fire Dept. employees earn 96 per year.	Yes, but only for eligible retirees.

Gallatin	335	54	Different	Fire Dept. employees earn 11.2 hours per month. FD employees must use their sick time for the care of themselves or immediate family members.	YES, but only for eligible retirees. Max is 50%.
Gatlinburg	301	39	Same	Sick leave is limited to use for personal illness, healthcare appointments and out of town funerals requiring more than 3-day bereavement leave, and or the acute illness of an employees immediate family member.	YES, but for eligible retirees only. Max is 50%.
Goodlettsville	139	18	Same		NO
Jackson	648	169	Different	Fire Dept employees accrue 15 hours per month. Leave hours are charged per shift- 24 hrs.	NO
Maryville	325	37	Different	Fire Dept. employees accrue 10.15 hours per pay period or 22 hours per month. (Two for One). Employees can only use 80 sick hours per year to care for a family member. Max sick leave accrual is 3,300 hours.	Yes, but for eligible retirees only. 50% up to a max of 495 hrs.
McMinnville	155	32	Different	Fire Dept. Employees accrue 12 hours per month.	TCRS system allows retirees to use sick time to count toward work day credit.

Sevierville	255	27	Different	Fire Dept. employees accrue 10 hours per month. Other employees accrue 8 hours per month.	NO
Memphis	6,800	1,700	Different	12-30 hours (based on length of service) per month for 56 hour weekly schedules.	YES, but for retirement and death only. Max of up to 900 hours.
Sparta	80	6	Same		NO