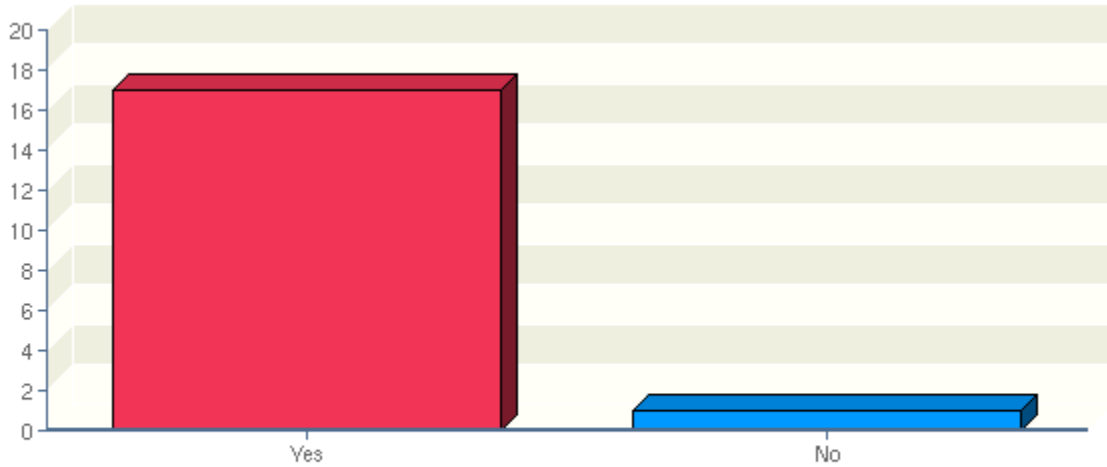


Firefighters Vacation Accrual Summary Report

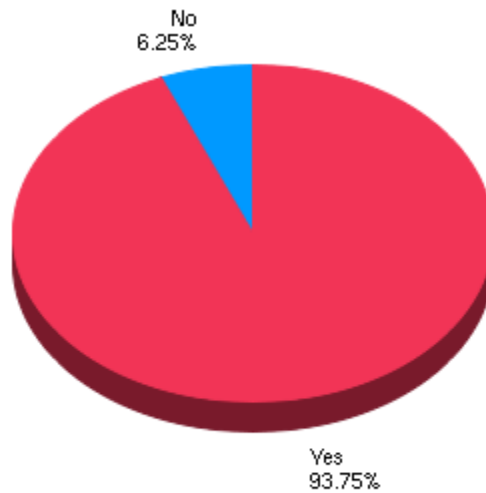
March 23, 2010

1. Does your city operate a Fire Department



Item	Count	Percent %
Yes	17	94.44%
No	1	5.56%

2. If yes, do the regular full-time employees of the fire department earn vacation leave?



Item	Count	Percent %
Yes	15	93.75%
No	1	6.25%

3. How much vacation time per month does the Fire Fighter accrue? (i.e. 8 hrs per month; 12 hours per month, etc...)

Item	Count	Percent %
12 hours	2	11.76%
1 to 4 yrs earn 9.75 hrs per month; 5 yrs or more earn 14.5 hrs per month	1	5.88%
1-5yrs accrue 8.5 hours per month. 6+ years accrue 12.75 hours per month	1	5.88%
15 hours	1	5.88%
18 hours per month	1	5.88%
6months - 1 year service = 53 hours/year; 1-4years = 106 hours/year; 5-9 years = 160 hours/years; 10+ years = 213 hours/year.	1	5.88%
8 hours per month according to length of service.	1	5.88%
8.83 (1-5yrs), 13.25(6-16yrs), 17.66 (16+ yrs)	1	5.88%
Based on yrs of service. 0-6 yrs accrues 9.62 hrs per month; 6-14 yrs accrues 14.67 hrs per month; 14-20 yrs accrues 19.28 hrs per month; 20+ yrs accrues 23.83 hrs per month.	1	5.88%
chart available	1	5.88%
depends on length of service: 1-3yrs = 3.334 hours, 3-7yrs = 6.667hours, 7-15yrs = 10hours, 16+=13.334 hours	1	5.88%
Depends on years of service; begins at 10 hours per month; maximum accrual is 30 hours per month.	1	5.88%
Firefighters accrue 120 hours on their employment anniversary date	1	5.88%
From 8 hrs to 12 hrs per month depending on years of service	1	5.88%
Permanent full-time employees earn personal leave; the amount earned depends on category of civilian, sworn police or sworn fire and total years of service; Sworn Fire: 0-10 yrs ear 32 days annually; 11-17 yrs earn 38 days annually; 18+ yrs earn 43 days annually	1	5.88%
varies depending upon service years	1	5.88%

4. How does your organization charge vacation leave for Fire Fighters?

Item	Count	Percent %
24 hours	3	17.65%
hour for hour	2	11.76%
1 hour increments up to 22 hours to cover entire shift	1	5.88%
17 hours per shift	1	5.88%
22 hours are deducted when taking off a full shift.	1	5.88%
23 and 1/4 hrs for a full day/shift	1	5.88%
24 hour shift = 24 hours vacation	1	5.88%
24 hours per shift	1	5.88%
8 hours for full shift off: prorated if less than 8 hours based on 10 hour day or 14 hour night.	1	5.88%
as used	1	5.88%
charged to personal leave	1	5.88%
Firefighters work a 24 hour shift. If they take vacation for a complete shift, they will use 24 hours.	1	5.88%
hour for hour (one day = 24 hours)	1	5.88%
hour for hour - if they are off one day, they take 24 hours of leave	1	5.88%

5. At what point do the accrual rates change?

Item	Count	Percent %
0 to 1 yr - 72hrs; 5yrs - 144hrs, 10yrs - 180 hours; 20yrs - 216hrs, 20+ yrs - 288	1	7.14%
0-10 yrs ear 32 days annually; 11-17 yrs earn 38 days annually; 18+ yrs earn 43 days annually	1	7.14%
1, 10 and 15 years	1	7.14%
10 years and 20 years	1	7.14%
24 hours shift = 24 hours vacation	1	7.14%
5,10,15,16,17,18,19,and 20	1	7.14%
56 hours for year one, 112 hrs for yrs 2-10, an additional 11.2 hrs per yr up to 20 yrs capping hrs at 224.	1	7.14%
5yrs	1	7.14%
6months - 1 year service = 53 hours/year; 1-4years = 106 hours/year; 5-9 years = 160 hours/years; 10+ years = 213 hours/year.	1	7.14%
6yrs, 14yrs, 20yrs	1	7.14%
8.83 (1-5yrs), 13.25(6-16yrs), 17.66 (16+ yrs)	1	7.14%
beginning at year 5 and every year thereafter until maximum accrual attained at 24 years of service.	1	7.14%
Beginning with the 6th year of service.	1	7.14%
Less than 10 years of continues service, 18 hours per month; 10 to 19 years of service, 27 hours per month and 20 plus years of service, 36 hours per month.	1	7.14%

Appendix 2: Comments:

Open Text Responses:
Employees accrue on a per pay period basis. The amount listed have been converted to a monthly amount.
Fire Department employees earn leave (and take leave) the same as all other employees.
We pay bi-weekly so a sample accrual rate would be: 112/26 per periods = 4.31.

Appendix 3: First Name

Lorie
Cheryl
Lynn
Melissa
Jean
Dawn
Peter
Mike
Teresa
Rita
Sue
Kate
Gina
Elaine
Dave
Kathy
Casta

Appendix 4: Last Name

Spivey
Yarbro
Henning
Thompson
Smith
Freeman
Voss
Worsham
Best
Brown
Mahon
Collier
Holt
Hurdle
Crawford
Valentine
Brice

Appendix 5: Company Name

City of Sparta
City of Lakeland
City of Jackson
City of Alcoa
City of Chattanooga
City of Goodlettsville
City of Bartlett
City of Brentwood
City of Maryville
City of Athens
City of Murfreesboro
City of Columbia
City of Springfield
City of Collierville
City of Gallatin
City of Pigeon Forge
City of Tullahoma

Appendix 6: Phone Number

931-836-3248
901-867-2717
731-425-8252
865-380-4753
423-757-4862
615-851-2206
901-385-5515
615-371-0060
865-273-3428
423-744-2703
615-848-2553
931-560-1570
615-382-2200
901-457-2294
615-451-5890
865-429-7307
931-455-2648

Appendix 7: # of employees

85
32
650
262
2399
139
460
250
250
325
120
843
400
462
357
390
146