

# Fire Shift Commanders – Assistant Fire Chief Overtime in Selected Tennessee Cities

MTAS Research and Information Center | February 2018



1. Does your organization have a full-time paid fire department?

Organization	Yes/No
Gallatin	Yes
Mt. Juliet	Yes
Hendersonville	Yes
Goodlettsville	Yes
Kingsport	Yes
Sevierville	Yes
Brentwood	Yes
McMinnville	Yes
Bartlett	Yes
Cleveland	Yes
Crossville	Yes
Portland	Yes
Greeneville	Yes
Lawrenceburg	Yes
Tullahoma	Yes

2. Does your organization utilize the position of Fire Shift Commander or Assistant Fire Chief?

Organization	Yes/No
Gallatin	Yes
Mt. Juliet	Yes
Hendersonville	Yes
Goodlettsville	Yes
Kingsport	Yes
Sevierville	No
Brentwood	Yes
McMinnville	Yes
Bartlett	Yes
Cleveland	Yes
Crossville	Yes
Portland	Yes
Greeneville	Yes
Lawrenceburg	Yes
Tullahoma	Yes

3. If yes, what title does your organization use?

Organization	Title Used
Gallatin	Asst. Chief Operations and Asst. Chief Administration
Mt. Juliet	Assistant Fire Chief
Hendersonville	We have a Deputy Fire Chief and Division Chief
Goodlettsville	Assistant Fire Chief
Kingsport	Both - Deputy Chief (fire shift commander) and Assistant fire chief
Sevierville	N/A
Brentwood	Battalion Chief
McMinnville	Captain
Bartlett	Battalion Commander & Assistant Fire Chief
Cleveland	Battalion Chief
Crossville	Commander
Portland	Assistant Fire Chief
Greeneville	Assistant Fire Chief
Lawrenceburg	Battalion Chief
Tullahoma	Deputy Fire Chief

4. Are your Fire Shift Commander/Assistant Fire Chief exempt or non-exempt?

Organization	Exempt/Non-Exempt
Gallatin	Exempt
Mt. Juliet	Non-Exempt - Part Time 28 hours per week
Hendersonville	Exempt
Goodlettsville	Exempt
Kingsport	Exempt
Sevierville	N/A
Brentwood	non-exempt
McMinnville	non-exempt
Bartlett	Exempt
Cleveland	Exempt
Crossville	Exempt
Portland	N/A
Greeneville	Exempt
Lawrenceburg	Non-Exempt
Tullahoma	Exempt

5. Are your Fire Shift Commanders/Assistant Fire Chiefs strictly “suppression” or “administrative and suppression”?

Organization	Suppression/Administrative and Suppression
Gallatin	N/A
Mt. Juliet	N/A
Hendersonville	Administrative and Suppression
Goodlettsville	Administrative
Kingsport	Administrative and Suppression

Organization	Suppression/Administrative and Suppression
Sevierville	N/A
Brentwood	N/A
McMinnville	Administrative and Suppression
Bartlett	Administrative and Suppression
Cleveland	Administrative and Suppression
Crossville	Administrative and Suppression
Portland	Administrative and Suppression
Greeneville	N/A
Lawrenceburg	N/A
Tullahoma	N/A

6. How does your organization handle a fire employee's salary when moving from non-exempt to exempt?

Organization	Fire Employee salaries
Gallatin	Pay Grade for Exempt position on chart
Mt. Juliet	N/A
Hendersonville	Both position are considered promotion and reflect a 7.5% increase in salary. Deputy Fire Chief is 8 hour employee, exempt no overtime. Division Chief continues on shift schedule. The majority of their time is spent administrative work for the shift.
Goodlettsville	Our firefighter are paid salary with OT, so no adjustment needed.
Kingsport	Pay off comp time / 5% promotion pay to base
Sevierville	N/A
Brentwood	N/A
McMinnville	We wait for the 27 day cycle to end then move to 40 hour week.
Bartlett	Exempt wages compensates for loss of overtime wages.
Cleveland	They are changed from 28 day hourly payroll rate to bi-weekly salaried rate.
Crossville	N/A
Portland	Apply FLSA tests for exemption, consult Council approved Wage Scale, consider experience, training/education for exempt role; performance history and length of service
Greeneville	as all other Salary exempt.
Lawrenceburg	The only exempt employee in our Fire Department is the Chief. The battalion chiefs (there are 3 of them) work the same 24-hour shifts as their subordinates, with

Organization	Fire Employee salaries
	one day on and two days off. When I suggested in the past that the battalion chiefs ought to be classified as salaried exempt, I met great opposition, with the reason being that if these employees were put on salary, they would stop responding to mass callouts, because they would not get paid, and it would not work for a small FD.
Tullahoma	Fire Captains were moved from non-exempt to exempt during compensation study. Wage adjustment based on market rate and the average of overtime and call outs were a factor in setting the new salary.

7. On average, how much overtime do your Shift Commander-Assistant Fire Chief receive on a annual basis?

Organization	Overtime
Gallatin	N/A
Mt. Juliet	The position is capped at 28 hours per week.
Hendersonville	None as they are exempt
Goodlettsville	salary, no OT
Kingsport	Exempt position
Sevierville	N/A
Brentwood	\$1K
McMinnville	144 hours
Bartlett	N/A
Cleveland	None they are exempt.
Crossville	N/A
Portland	931 (Avg. 2016-17)
Greeneville	Unsure. This is a new position.
Lawrenceburg	Approximately 58 hours per year
Tullahoma	Exempt - no overtime, able to earn comp time. Limited comp time earned.

**Contact Information**

<b>Name</b>	<b>Organization</b>	<b>Number of Employees</b>	<b>Contact Phone Number</b>
Debbie Johnson	City of Gallatin	409	615.451.5890
Janet Southards	City of Mt. Juliet	160	615.773.6290
Peter Voss	City of Hendersonville	312	615.590.4604
Dawn Freeman	City of Goodlettsville	130	615.851.2206
George DeCroes	City of Kingsport	800	423.224.2448
Kristi Ward	City of Sevierville	270	865.453.5504
Mike Worsham	City of Brentwood	263	
Jennifer Rigsby	City of McMinnville	154	931.473.1209
Ted Archdeacon	City of Bartlett	700	901.385.5515
Jeff Davis	City of Cleveland	325	423.559.3313
Leah Crockett	City of Crossville	160	931.456.5681
Jo Ella Goad	City of Portland	140	615.325.6776
Patsy Fuller	Town of Greeneville	225	423.787.6189
Doug Edwards	City of Lawrenceburg	131	931.760.4459
Casta Brice	City of Tullahoma	147	931.455.2648