

Firefighter Scheduling Survey --SCHEDULING

MTAS Research and Information Center | July 2024



City	What shift do your firefighters work?	What shift do your firefighters work?	What FLSA work period have you established for your firefighters?	What FLSA work period have you established for your firefighters? - Other (please describe)	Do you use a "Kelly Day" (designated day off) to control FLSA overtime?
Athens	24-hour work period		28 days		Yes
Atoka	24-hour work period		28 days		No
Dyersburg	24-hour work period		28 days		Yes
Goodlettsville	24-hour work period		21 days		Yes
Greeneville	Other (please describe)	24-15	28 days		No
Manchester	Other (please describe)	24 on 48 off, but only paid for 16 hrs work for each shift	28 days		No
McMinnville	24-hour work period		27 days		No
Millington	24-hour work period		14 days		No
Nolensville	48-hour work period (i.e. 2 consecutive 24-hour work periods)		28 days		Yes
Red Bank	24-hour work period		27 days		Yes
Springfield	24-hour work period		14 days		No
Tullahoma	24-hour work period		28 days		Yes
Union City	24-hour work period		28 days		No

City	How are your firefighters are paid?	How do you arrive at the salary amount?	How many hours of sick leave are accrued monthly by firefighters? If you there is a tiered accrual rate for sick leave, please explain.	How many hours of annual leave are accrued monthly by firefighters? If you there is a tiered accrual rate for annual leave, please explain.	Do firefighters earn any other type paid leave (i.e. bonus days, personal days, etc.)?	Please describe the other type of leave and the accrual rate for that leave.
Athens	Hourly		Salaried staff- 3.70 hours per pay period or 12 days per year 720 hours allowable limit, 5.53 hours per two week pay period that equates to six 24 hour shifts per year. Maximum allowable limit 1008 hours	Salaried staff- 1st day to 3 years- 3.70 hours per two week pay period or 12 days per year 144 hours allowable limit, 4 to 7 years- 4.62 hours per two week pay period or 15 days per year 180 hours allowable limit, 8 to 14 years- 5.24 hours per two week pay period or 17 days per year 208 hours allowable limit, After 15 years- 6.46 hours per two week pay period or 20 days per year 252 hours allowable limit - Firefighters hourly 1st day to 3 years- 5.53 hours per two week pay period or six 24 hour shifts per year 216 hours allowable limit, 4 to 7 years- 7.38 hours per two week pay period or eight 24 hour shifts per year 288 hours allowable limit, 8 to 14 years- 8.12 hours per two week pay period or 8.8 shifts per year 316 hours allowable limit, After 15 years- 9.23 hours per two week pay period or ten 24 hour shifts per year 360 hours allowable limit	Yes	One floating holiday
Atoka	Hourly		12	New Hire to completion of 3 years - 10 hours/month - 120hrs Annually, 4-6 years - 12 hours/month - 144hrs Annually, 7-9 years - 16 hours/month - 192hrs Annually, 10-14 years - 20 hours/month - 240hrs Annually, 15 years or more - 24 hours/month - 288hrs Annually	Yes	Floating Holiday
Dyersburg	Hourly		12	1st yr - 6hrs a month, 2nd - 10hrs, 10 yrs - 16hrs, 20 yrs -20 hrs.	No	
Goodlettsville	Salaried	HR says the FF are salaried but paid hourly. Annual salary set by city manager and hourly rate is derived for OT by dividing by 2080 hours.	10.6	12	No	
Greeneville	Hourly		8 hrs. per month	Annual: 0-5=96, After 5-10= 112, After 10-15= 128, After 15-20= 144, After 20= 160		
Manchester	Hourly		10 hrs per month	Annual leave is accrued by time in service0-9 years 96 hours (6 days)10-20 years (144 hours or 9 days) 21 years and above 192 hours (12 days)	No	
McMinnville	Hourly		12	0-1 5hr 1-4 12hr 5-9 14hr 10-15 17hr 16-19 19hr 20 or more 23hr	Yes	get 72hr personal
Millington	Hourly		12	0-10 years 12, 10-20 years 15, 20+ years 20	No	
Nolensville	Hourly		11.08	0-2 Years 6.67: 2 years 8: 3 years 8.67: 4 years 9.33: 5 years 10: 6 years 10.67: at 10 years they get 13.33	No	

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Red Bank	Salaried	They are paid by the hour, in the payroll computer they are setup as salaried so they have the same pack check each payday to facilitate budgeting of household bills. After each 27 day cycle overtime is calculated and then paid as required.	8hrs entire career per month	10.6 hrs a month 0-10 years of service, 15.90 hrs a month 11-20 years of service, 21.2 hrs a month over 20 years of service	Yes	12 hrs for birthday annually, 12 hrs per city recognized holiday pay or can take off in lieu of pay.
Springfield	Hourly		8 hrs/month for first year, then 12 hrs/month	first year 8hrs/month, 1-10years 12 hrs/month, 10-15years 14 hrs/month, 15+ 16 hrs/month	Yes	Holiday pay- all firefighters get additional pay for 12 holidays. 8/hrs straight pay for all hourly employees whether at work or not.
Tulahoma	Hourly		Fire fighters shall accrue sick leave at the rate of 5.5384 hours per pay period which is six (6) twenty-four (24) hour shifts per year.	Employees hired prior to July 1, 1998 0-1 year 6 hours, 1-5 years 12 hours, 5-10 years 18 hours, 10+ years 24 hours Employees hired after July 1, 1998 0-1 year 6 hours, 1-5 years 12 hours, 5-10 years 15 hours, 10-15 years 18 hours, 15+ years 24 hours	Yes	Two additional Personal Days per calendar year
Union City	Hourly		12	25 to 35 hours per month. Tiered accrual based on years of service. Annual Leave effectively includes floating holidays. Annual leave may not be carried over from one FY to the next.	Yes	City-wide Longevity Leave is awarded every five years on a tiered basis ranging from 8 hours for 5 years service to 40 hours for 25 years service. Longevity Leave may be accrued and carried over between fiscal years.

Firefighter Scheduling Survey -- CONTACTS

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