

City/Town	What is your policy for on-call pay?	What is your policy for call-out pay?	What is your vacation policy?	What is your sick leave policy?	What holidays do you provide? (Please list all.)	Do you currently observe Juneteenth as a holiday?	If you do not currently observe Juneteenth (June 19), which options apply? - Selected Choice	Do you offer any other paid time off such as birthdays, etc? - Selected Choice	Would you mind sharing your personnel policies?	Do you have anything else to share on on-call or call-out pay or any of the other topics covered in this survey?	First Name	Last Name	Email
Gatlinburg	Yes, Utilities is "on-call." We call it "standby." They have someone on "standby" every day from 4:30 pm – 12:30 am. They are paid 8 hours of straight time, when they are on standby. If they need to go in and work it is paid at an OT rate.	Call-Out pay the City pays a minimum of 2 hours and it is paid at OT rate.	They put in for vacation and depending on how many are off they are then approved. Time off is limited in July and October, due to busy season.	They earn 8 hours a month.	New Years, MLK, Good Friday, Memorial Day, 4th of July, Labor Day, Veterans Day, Thanksgiving and Day after, Christmas Eve and Christmas	No	We have made a decision not to observe Juneteenth as a holiday	No	Friday, Memorial Day	May add President's Day in this budget cycle as a holiday, being presented to Commission.	Michele	Diebold	micheled@gatlinburgtn.gov
Livingston						Yes					Phyllis	Looper	plooper@cityoflivingston.net
Louisville	N/A	Employee is paid 4 hours minimum plus time worked.	Full Time employees accrue 1 week after six months and 2 weeks after one year. Unused vacation may not be carried over beyond their anniversary date.	Paid at the discretion of the Mayor.	New Year's Day, Good Friday, Memorial Day, Labor Day, Thanksgiving day and the day after, Christmas Eve, Christmas Day, Martin Luther King Day, President's day, Independence Day, Veteran's Day	No	Other	No			Michael	Long	recorder@louisvilletn.gov
Maynardville	n/a	2 hours for any call out or actual time if more it usually is ot	10 days 0-9 15 days 10-14 1 day added per year past with 20 day cap	8 hours earned per month/720 hour cap	we follow the county schedule 15 days	Yes		No	x		Gina	Singletary	recorder@maynardvilletn.com
Mountain City	1 hour pay per day	Regular pay or overtime if applicable	5 days after one year, 10 days after 5 years, 15 days after 15 years, 20 days plus one day per year after 20 years of service	80 hours to start, adding 4 days per year thereafter, unlimited accumulation	New Years Day, MLK Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Easter Monday, Veteran's Day, Thanksgiving Day and Friday after, Christmas Day and day after.	Yes		No		Policies are currently being reviewed and revised by MTAS. Thank you.	Audra	Gerty	agerty@mountaincitytn.org
Mt. Pleasant		When an on-call employee is called out, he/she shall receive two-hour minimum pay, or the actual time worked, whichever is greater. Subsequent callouts will be paid only for actual time worked	must work a year to get a 5 days/ 2-9yrs of service 10 days/ 10-15yrs of service 15 days/ 16-20yrs of service 15 days plus 1 additional day for each year of service up to a maximum of 20 days/ 20 plus years 20 days	each employee accruals one day a month up to 720hrs	New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran's Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve half Day,	Yes		Birthday	x		Laytoya	Alderson	lalderson@mtpleasant-tn.gov
Oliver Springs	person on call gets a flat \$84.00 call out hours separate	each call out 2 two hour at rate of time & a half(regardless if 40 hours reached or not)	allotted each 1st payday of the month at a rate based on length of service	8. hrs allotted 1st payday of month	all except Columbus day	Yes		No		polices can be sent per request from City Manger. cory.jenkins@oliversprings-tn.gov	Ramona	Walker	rlwalker701@comcast.net
Pleasant View	N/A	N/A	8 hours earned each month through year 5; 12 hours years 6-10	8 hours earned each month	New Years Day, MLK Day, Presidents Day, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Labor Day, Veterans Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day, New Years Eve	Yes		No			Lisa	Parker	lparker@townofpleasantview.com
Tiptonville	No	N/A	After first year of employment the employee will get 10 vacation days per year. At no time shall an employee total credit for accrued vacation leave exceed 20 days.	All full time employees shall accumulate one day of sick leave each month. It accumulates during employees service. Employee shall not be paid for unused sick leave upon termination, resignation or retirement.	New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving, Day after Thanksgiving, Christmas Eve and Christmas Day, Juneteenth	Yes		No			Fran	Hearn	fran.hearn@tiptonvillecityhall.com

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Tusculum	N/A	Time and one half - comp time if Police or Public Works called in.	5 days (40 hours) after 1 year, 10 days (80 hours) after 2 years, 12 days (96 hours) after 10 years	5 days per year, can accrue up to 50 days. Upon leaving employment under honorable conditions, the employee will be paid for any unused sick days up to 25 days.	New Year's, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day and 2 Floating Holidays designated by the Mayor.	No	We have not discussed it yet.	No	x	No	Randy	Harley	recorder@tusculumcity.org