

1. Does your organization have a police or fire department? If yes, do you hire certified police officers? If yes, do you hire experienced firefighters? If yes, do you hire police or fire recruits and send them to a training academy?

City	Police/Fire Dept.	Certified Police Officers	Experienced Fire fighters	Send to Training Academy
Gallatin	Yes	Yes	Yes	Yes
Kingsport	Yes	Yes	Yes	yes
Jackson	Yes	Yes	Yes	Yes
Savannah	Yes	Yes	Yes	Yes
Portland	Yes	Yes	Yes	Yes
Sparta	Yes	Yes	Yes	Yes
Bartlett	Yes	Yes	Yes	Yes
Maryville	Yes	Yes	Yes	Yes
Lawrenceburg	Yes	Yes	Yes	Yes
Memphis	Yes	Yes	Yes	Yes
Crossville	Yes	Yes/No	Yes/No	Yes
Dyersburg	Yes	Yes/Sometimes	No/Not always	Yes
McMinnville	Yes	Yes	Yes	Yes
Mt. Juliet	Yes	Yes	Yes	Yes - sometimes but depends on how the requisition is completed. If they only want Certified Officers, then those are the only applications collected.
Cleveland	Yes	Yes	Yes	Yes
Clarksville	Yes	Yes	Yes	Yes
Chattanooga	Yes	Yes	Yes	Yes

2. How do you classify recruits while they are in the training academy? Do they get paid during training? If so, please explain how their pay is determined:

City	Classify Recruits	Paid During Training	How Pay is Determined
Gallatin	Trainee	Yes	Pay schedule trainee, probationary
Kingsport	Police Officer/Firefighter Trainee	Yes	Hourly at established trainee pay rate.

City	Classify Recruits	Paid During Training	How Pay is Determined
Jackson	Regular FT Firefighters or Police Officers	Yes	For certified officers or firefighters, their pay is equivalent to their years of service and certification up to a maximum of four years of service.
Savannah	As a regular employee	Yes	New recruits are paid their regular starting wage while at the academy for a normal bi-weekly pay period of 84 hours
Portland	Uncertified Police Officer	Yes	Uncertified Police Officers are included on the city's wage chart. They are paid the minimum for the position and receive a \$1.00 increase when they complete the academy.
Sparta	FT employees	Yes	Hourly
Bartlett	Pre-Certified	Yes	Hourly pay
Maryville	Regular employee status	Yes	They are paid the same rate that they will be paid upon completion of the academy.
Lawrenceburg	Paid Full-Time	Yes	Entry Level Step Pay
Memphis	Recruit	Yes	Per City Compensation Policy in consultation with Fire or Police Divisions
Crossville	Non-certified Police or Fire	Yes	Pay is based on a 40 hour workweek. Hourly wage as if working 2040 hours per year.
Dyersburg	Patrolman	Yes	As a new Patrolman
McMinnville	Lesser pay grade until completion	Yes	Paid by the hours worked
Mt. Juliet	Under Class 4 vs. 8 for certified officers	Yes	We have a step plan. The uncertified officers would start under the first level of the step plan for an uncertified officer.
Cleveland	Police Officer/Fire Fighter	Yes	Same as certified Police and Fire
Clarksville	Firefighter/Cadets	Yes	The firefighters pay is the same through training and upon completion. The police cadets are paid at the cadet rate until successful completion of TN LEA and upon successful completion of their assignment with a Field Training Officer. Once those two

City	Classify Recruits	Paid During Training	How Pay is Determined
			items are successfully completed, the officer is no longer a cadet and is reclassified as a Police Officer 1 level, and the pay is increased to a P1 pay grade.
Chattanooga	Cadets	Yes	Set rate during academy attendance

3. If the recruit gets injured during training, do they continue to get paid? Are they paid even if they are unable to train due to the injury? How do you deal with recruits who are unable to finish training due to injury?

City	Paid During Training while Injured	Paid if Unable to Train due to Injury	Recruits unable to Finish Training
Gallatin	Yes	Yes	
Kingsport	Yes	Yes	
Jackson	Yes	Yes	We extend their probationary period for the time lost due to injury.
Savannah	Yes	Yes (if they can complete the training.)	This has not been a major issue for us, but we have had one incident of a new recruit not being able to complete training due to an injury. He was not accepted by the academy for a future class and we were left with no choice but to terminate his employment since being certified requires a recruit to successfully complete the academy. If a recruit is able to return to the academy on a timely basis they would be retained by the city.
Portland	Yes/No - At the time they are in training, they are employees of the city. Yes or No depending on how long they had worked for the city and from any sick leave that they had accrued. We would treat this as a Workers' Comp	Yes, if they have sick leave available. If unable to work, and they were enrolled in STD, those payments would begin after 14 days off work. Workers' Comp benefits might also apply.	

City	Paid During Training while Injured	Paid if Unable to Train due to Injury	Recruits unable to Finish Training
	injury and file a claim.		
Sparta	Yes	Yes	Evaluated on a case by case basis
Bartlett	Yes	Yes	Once
Maryville			The employee would be placed on light duty and re-enter the next academy at the point he/she went out with injury.
Lawrenceburg	Yes	Yes	Recycle
Memphis	Yes	Yes	They continue to get paid until it is determined they will be unable to rejoin and progress with their class. At this point, they are separated from employment. They are allowed to join the next Recruit class.
Crossville	Yes		New recruits would not have sick leave available to them. Would utilize same standards as set forth by Work Comp carrier.
Dyersburg	Yes	Yes/same as worker's comp	Have not had that experience.
McMinnville	Yes		Fortunately we have not had this to happen
Mt. Juliet	Yes		We've had two people fall and hurt their ankle/knee during the final run of the academy. They both qualified their time on their entry time trial so they were able to graduate.
Cleveland	Yes	Yes	Transfer or terminate
Clarksville	Yes/OJI Policy	Yes	If the employee will recover from the injury, the employee will resume the training at the Academy or resume the in house training. Upon completion, they will resume duties as normal. If the employee is injured in a way that it is impossible to complete the required training due to a catastrophic injury or significant change in health circumstance, then the employee cannot meet the minimum requirements to

City	Paid During Training while Injured	Paid if Unable to Train due to Injury	Recruits unable to Finish Training
			serve as a firefighter or police officer. As such, the employee will be separated from his or her employment with the City.
Chattanooga	Yes	Yes	They are not retained.

Comments:

City	Comments
Gallatin	Assuming work comp, they must be able to perform the essential functions when they return from the injury.
Kingsport	If in probationary period, would recommend termination
Portland	We have not had that experience. Would handle them like any other employee suffering a Workers' Comp injury.
Sparta	Workers comp would take over if they are injured while at the academy as a paid police officer or firefighter
Maryville	An injury during training is handled the same as any other worker's comp injury. Payment depends on the length of time the employee is unable to perform work.
Lawrenceburg	If it were a career-ending injury, we would try to settle the work comp claim and make reasonable accommodation offers for possible transfer to other departments.
Dyersburg	We do not normally hire experienced firefighters. They are required to have EMT certification, then we train them. We do send new police patrolmen to academy.
McMinnville	Work Comp takes over

Contact Information

Name	Organization	# of Employees	Population	Contact Number
Debbie Johnson	City of Gallatin	403	34,334	615.451.5890
George DeCroes	City of Kingsport	800	53,000	423.224.2448
Lynn B. Henning	City of Jackson	711	67,000	731.425.8252
Bobbie Matlock	City of Savannah	86	7,900	731.925.3303, X100
Jo Ella Goad	City of Portland	140	12,000	615.325.6776
Lorie Spivey Jeffries	City of Sparta	80	5,000	931.836.3248
Ted Archdeacon	City of Bartlett	700	60,000	901.385.6430
Teresa Best	City of Maryville	311	27,536	865.273.3428
Doug Edwards	City of Lawrenceburg	130	15,000	931.762.4459
Eric Sabatini	City of Memphis	6,638	650,000	931.636.6411
Leah Crockett	City of Crossville	170	11,000	931.456.5681
Sue Teague	City of Dyersburg	265	18,000	731.288.7607
Jennifer Rigsby	City of McMinnville	153	13,900	931.473.1209
Janet Southard	City of Mt. Juliet	160	28,000	615.773.6290
Jeff Davis	City of Cleveland	325	42,000	423.559.3313
John Eskew	City of Clarksville	1,150	150,287	931.645.7451
Alicia Niehoff	City of Chattanooga	2,357	176,588	423.643.7208