



Municipal Technical Advisory Service INSTITUTE FOR PUBLIC SERVICE

MTAS Promotional Pay and Workers Compensation Survey

May 2018

Promotional pay

1. Do you apply a percentage increase to the employee's base salary?
 - a. If so, what is the percentage increase and how is it applied?

City	Yes/No	% Increase
Brentwood	Yes	higher of 7% or grade minimum
Munford	No	
Kingsport	Yes	5% or minimum of new grade whichever is higher
Cleveland	Yes	8.2% for one grade promotion, 17.1% for two grade promotion.
McMinnville	Yes	at least 5% but depends on the level could be more
Dyersburg	No	We have a 10-step pay scale. When promoted to a higher paying position, they are raised 2 steps.
Farragut	Yes	5% increase to current base
Crossville	Yes	Percentage is based upon a whether their Grade classification changes with the promotion.
Lawrenceburg	Yes	We have a 7-step scale that is different for every position and rank.

2. Do you provide a promotional increase based on a percentage range?
 - a. If so, what is the range and what is the determination criteria?

City	Yes/No	Range/Determination Criteria
Brentwood	No	
Munford	No	
Kingsport	No	
Cleveland	No	
McMinnville	No	
Dyersburg	No	The 10-step pay increments.
Farragut	No	
Crossville	No	
Lawrenceburg	No	

3. Do you apply a fixed dollar amount to the employee's base salary?
 - a. If so, what is the amount?

City	Yes/No	Amount	Comments
Brentwood	No		
Munford	No		
Kingsport	No		
Cleveland	No		
McMinnville	No		
Dyersburg	No		It is based on the step pay scale, normally a step raise is between 30 cents/hr. to 50 cents/hr.
Farragut	No		the 5% is the usual percentage but it can go up to 7% depending on pay grade increase and other factors
Crossville	No		Our compensation plan is divided into Grades; each Grade has Steps. Each Step is a 2.5% increase. If an employee is staying within the same Grade, their increase would be in 2.5% increments. If an employee changes a Grade, their percentage could vary.
Lawrenceburg	No		

Workers Compensation

1. Do you pay employees their regular wages while away from work at doctor, therapy appointments, or other related appointments?
 - a. If the appointment is outside of working hours, do you pay employees extra?
 - b. If you don't pay employees, what leave time do they take?

City	Yes/No	Outside Payment	Leave Taken
Brentwood	No	No	
Munford	Yes & No	No	Sick
Kingsport	Yes	No	
Cleveland	Yes	Yes	
McMinnville	Yes	No	
Dyersburg	Yes	No	Sick
Farragut	Yes	No	
Crossville	No	No	Sick leave until work comp begins to pay their wages.
Lawrenceburg	Yes	No	We follow the complex state work comp pay laws, using sick leave or other

			leave to supplement any partial pay via insurance.
--	--	--	--

2. Do you pay employees regular mileage rate or the worker comp mileage if they travel over 30 miles round trip if they use their own vehicle?

City	Yes/No
Brentwood	Yes
Munford	Yes
Kingsport	Yes
Cleveland	Yes
McMinnville	Yes
Dyersburg	Yes
Farragut	Yes
Crossville	Yes
Lawrenceburg	Yes

3. Do you allow employees to go to their doctor appointments in a city/department vehicle?

Comments:

City	Yes/No	Comments
Brentwood	No	
Munford	No	
Kingsport	No	
Cleveland	No	
McMinnville	No	
Dyersburg	No	We pay employees on worker's comp up to 4 weeks at their regular pay, then they go on the work comp (66-2/3% pay). They are allowed to use any accrued sick hours to make up the difference to their regular 40 hours pay if requested!
Farragut	No	
Crossville	No	
Lawrenceburg	No	

Contact Information

Name	Organization	# of Employees	Contact Number
Mike Worsham	City of Brentwood	265	615.371.0060
Mary Pinner	City of Munford	102	901.837.5969
George Decroes	City of Kingsport	750	423.224.2448
Jeff Davis	City of Cleveland	329	423.559.3313

Name	Organization	# of Employees	Contact Number
Jennifer Rigsby	City of McMinnville	294	931.473.1209
Sue Teague	City of Dyersburg	265	731.288.7607
Janet Curry	Town of Farragut	54	865.966.7057
Leah Crockett	City of Crossville	160	931.456.5681
Doug Edwards	City of Lawrenceburg	131	931.762.4459