

Physical Agility Testing

Please complete the following questions and return to Richard.stokes@tennessee.edu. Your assistance will be greatly appreciated.

1. Does your organization conduct physical agility testing for Police Officers?

City	Yes/No
Mt. Juliet	Yes
Jackson	Yes
Columbia	Yes
Tullahoma	No
Athens	No
Bristol	Yes
Clarksville	Yes
Springfield	Yes
Maryville	No
Lawrenceburg	No
Memphis	Yes
Gallatin	No

- a. If yes, how often do you conduct the testing?

City	How Often
Mt. Juliet	At hire
Jackson	During hiring process
Columbia	As required, at least twice annually
Bristol	New hire testing only
Clarksville	Three years
Springfield	Pre-employment
Memphis	Only as an applicant.

- b. What are the consequences of the employee failing the physical agility test?

City	Consequences
Mt. Juliet	Yearly
Jackson	Will not hire
Columbia	No longer considered for hire
Bristol	Disqualifies applicant
Clarksville	Out of consideration at that time
Springfield	Disqualified for employment
Memphis	Must pass to be considered for employment.

2. Does your organization conduct physical agility testing for Fire Fighters?

City	Yes/No
Mt. Juliet	Yes
Jackson	Yes
Columbia	Yes
Tulahoma	No
Athens	No
Bristol	Yes
Clarksville	Yes
Springfield	Yes
Maryville	Yes
Lawrenceburg	Yes
Memphis	Yes
Gallatin	Yes

a. If yes, how often do you conduct the testing?

City	How Often
Mt. Juliet	Yearly
Jackson	During hiring process
Columbia	As required, at least twice annually
Bristol	New hire testing only
Clarksville	As needed when new hire list required
Springfield	Pre-employment
Maryville	At hire
Lawrenceburg	Annually
Memphis	Only as an applicant.
Gallatin	Every 6 months for applicants

b. What are the consequences of the employee failing the physical agility test?

City	Consequences
Mt. Juliet	Case by Case basis
Jackson	Will not hire
Columbia	No longer considered for hire
Bristol	Disqualifies the applicant
Clarksville	Out of consideration at that time
Springfield	Disqualified for employment
Lawrenceburg	Given 6 months to re-test; if failed again, possible termination.
Memphis	Must pass to be considered for employment.
Gallatin	Pre-employment only

3. Does your city provide any form of holiday time off when employees are required to work a holiday?

City	Yes/No
Mt. Juliet	Yes
Jackson	Yes
Columbia	No
Tullahoma	No
Athens	No
Bristol	No
Clarksville	Yes
McMinnville	No
Springfield	No
Maryville	Yes
Lawrenceburg	No
Memphis	Yes
Gallatin	Yes

a. If yes, what type of time off?

City	Type of Time Off
Mt. Juliet	Comp Time
Jackson	Regular time
Clarksville	Paid time off
Maryville	Another day off with regular pay
Memphis	Either additional day's pay or day off, by mutual agreement.
Gallatin	Holiday comp time

b. How long does the employee have to use the time?

City	Length of Time to Use
Mt. Juliet	No time limit
Jackson	Within the month
Clarksville	Within one year
Maryville	Holiday hours must be used by the end of each fiscal year.
Memphis	No formal limitation per policy.
Gallatin	month before and month after holiday

4. Comments:

City	Comments
McMinnville	We pay for the shift worked but no extra time off
Maryville	Firefighters receive a lump sum for all paid holidays each Dec in lieu of time off.
Lawrenceburg	Rather than holiday time off, every employee subject to work holidays gets 8 hours holiday pay.

Contact Information

City	# of Employees	Contact Person	Contact Number
Mt. Juliet	147	Janet Southland	615.754.2551
Jackson	702	Lynn Henning	731.425.8252
Columbia	386	Connie Etzkin	931.560.1565
Tullahoma	144	Casta Brice	931.455.2648
Athens	111	Rita Brown	423.744.2703
Bristol	364FT & PT	Ruth Akers	423.989.5527
Clarksville	1137	Will Wyatt	931.645.7451
McMinnville	152	Jennifer Rigsby	931.473.1209
Springfield	250	Gina Holt	615.382.2200
Maryville	304	Teresa Best	865.273.3428
Lawrenceburg	129	Doug Edward	931.762.4459
Memphis	6544	Eric Sabatini	901.636.6411
Gallatin	382	Debbie Johnson	615.451.5890

Thanks for taking the time to respond to this survey. Please save this document and return to Richard Stokes at richard.stokes@tennessee.edu or print the completed form and fax to 615/532-4963.