

Worker's Compensation Change

1. Do you compensate employees off on Worker's Compensation with the $66\frac{2}{3}$ of their salary as specified by law?

City	Yes/No
Elizabethton	yes
Munford	yes
Clarksville	See comments
Mt. Juliet	No
Metro Nashville Housing Authority	yes
Columbia	yes
Maryville	Yes
Crossville	Yes
Covington	Yes
Cookeville	Yes
Chattanooga	Yes
Farragut	Yes
McMinnville	Yes
Lawrenceburg	Yes
Athens	Yes
Franklin	Yes
Spring Field	Yes
Oak Ridge	no

2. If yes, has your organization ever paid employees 100% of their salary while off on worker's compensation?

City	Yes/No
Elizabethton	no
Munford	yes
Clarksville	See comments
Mt. Juliet	Yes
Metro Nashville Housing Authority	yes
Columbia	No
Maryville	No
Crossville	Yes
Covington	Yes
Cookeville	Yes
Chattanooga	No
Farragut	No
McMinnville	Yes
Lawrenceburg	No
Athens	No
Franklin	Yes

Spring Field	Yes
Oak Ridge	Yes

3. When you made your change from 100% to 66 2/3%, how did you approach your city council?

City	Comment
Clarksville	The City does not participate in any Workers Compensation program as we are self-insured under our On the Job Injury Program. So while we do not do the same as other cities for Workers Comp, we do offer 75% of the employee's salary if the employee has medical documentation to remain off work for six months. After six months, the employee may use sick time or if there is no more accrued sick time, the employee may solicit donated sick hours from other city employees. The City stops paying for OJI injuries after 1 year from the date of injury. After that, if the employee is unable to return to full duty, the employee may be separated from employment with the City and be eligible for long term disability that pays for 60% of his or her full time salary for eight years.
Mt. Juliet	We still pay the employee for the first 90 day's and they sign over their Comp income to payroll. After ninety day's they receive the W/C check at 66 2/3%.
Metro Nashville Housing Authority	N/A
Columbia	N/A
Crossville	We didn't have to go through Council. We never pay 100% in addition to WC. We do pay sick leave up to their gross bi-weekly income to cover their insurance deductions, etc...
Cookeville	Still pay 100% up to 90 days
Chattanooga	Don't know
Farragut	N/A
McMinnville	We're looking to change ours this fall
Lawrenceburg	I was not here and do not know how that was accomplished.
Franklin	We pay the employee 100% of their salary for the first seven workdays after injury. The date of injury is paid with a regular pay code. We actually reduced that number from 20 workdays to 7. We found that some employees were taking advantage of the system. We

	approached the Board of Mayor and Alderman stating that we were reducing the benefit but that it was still above the minimum requirements of the TN WC guidelines.
Springfield	It was a long time ago, and we updated our safety manual at the same time. The pay change was included in all the updates. I believe our claims decreased quite a bit, but that was at least 20 years ago.
Oak Ridge	The City of Oak Ridge has always paid 100% from day one for injured employees. Any amount that is received on their behalf from the workers compensation carrier is then signed over to the City. We provide full salary for the first 12 weeks upon having acceptable medical justification. Additional "injury leave" may be granted by the City Manager in certain situations.

4. Was there a decrease in the number of worker's compensation claims as a result?

City	Yes/No
Munford	no
Metro Nashville Housing Authority	No
Crossville	yes
Chattanooga	No
Lawrenceburg	No
Franklin	No
Springfield	Yes

Contact Information:

City	# of Employees	Contact Person	Contact Number
Elizabethton	300	Angie Lyon	423.547.6248
Munford	108	Mary Pinner	901.837.5969
Mt. Juliet	145	Janet Southards	615.754.2552
MDHA	291	Steve Adams	615.252.8551
Columbia	400	Bill Hendry	931.560.1567
Maryville	304	Teresa Best	865.273.3428
Crossville	170	Sandra Gruber	931.456.5681
Covington	135	Tiny Barton	901.476.9613
Cookeville	420	Gail Fowler	931.520.5256
Chattanooga	2000	Jenny Lowry	423.643.6441
Farragut	50	Janet Curry	865.966.7057
McMinnville	216 total	Jennifer Rigsby	931.473.1209
Lawrenceburg	129	Doug Edwards	931.762.4459
Athens	109	Rita Brown	423.744.2703

Franklin	673	Shirley Harmon	615.791.3277
Springfield	250	Gina Holt	615.382.2200
Oak Ridge	369	Penny Sissom	865.482.8465

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