**Survey Results– Various Topics**

Please respond to each of the following question:

**Police and Fire**

1. Does your police department utilize a four (4) ten (10) hour day (40 hours per week)?

|  |  |
| --- | --- |
| **City** | **Yes/No** |
| Centerville | Yes |
| Farragut | N/A |
| Tullahoma | No |
| McMinnville | No |
| Chattanooga | No |
| Sevierville | No |
| Crossville | Yes |
| Portland | No |
| Memphis | No |
| Knox County | N/A |
| Springfield | No |
| Columbia | No |
| Brentwood | No |
| Germantown | No |
| Jackson | No |
| Goodlettsville | No |
| Munford | No |
| Murfreesboro | No |
|  |  |

If yes, how many hours do the employees received for a holiday?

|  |  |
| --- | --- |
| **City** | **four (4) ten (10) hour day (40 hours per week** |
| Centerville | 10 hours |
| Tullahoma | N/A |
| Crossville | 8 hours |
|  |  |
|  |  |

1. Does your city fire department utilize a 28 day cycle for fire personnel?

|  |  |
| --- | --- |
| **City** | **Yes/No** |
| Centerville | N/A |
| Farragut | N/A |
| Tullahoma | Yes |
| McMinnville | No |
| Chattanooga | Yes |
| Sevierville | Yes |
| Crossville | No |
| Portland | No |
| Memphis | Yes |
| Knox County | N/A |
| Springfield | No |
| Columbia | Yes |
| Brentwood | Yes |
| Germantown | Yes |
| Jackson | No |
| Goodlettsville | Yes |
| Munford | Yes |
| Murfreesboro | Yes |
|  |  |

**Personnel Committee**

1. Does your city have a personnel committee?

|  |  |
| --- | --- |
| **City** | **Yes/No** |
| Centerville | Yes |
| Farragut | Yes |
| Tullahoma | No |
| McMinnville | No |
| Chattanooga | No |
| Sevierville | No |
| Crossville | Yes |
| Portland | No |
| Memphis | No |
| Knox County | No |
| Springfield | No |
| Columbia | No |
| Brentwood | No |
| Germantown | yes |
| Jackson | No |
| Goodlettsville | No |
| Munford | No |
| Murfreesboro | No |

1. Are they responsible for the following:
	1. reviewing personnel policies

|  |  |
| --- | --- |
| **City** | **Yes/No** |
| Centerville | No |
| Farragut | Yes |
| Crossville | Yes |
|  |  |
|  |  |

* 1. Are they responsible for reviewing job descriptions

|  |  |
| --- | --- |
| **City** | **Yes/No** |
| Centerville | No |
| Farragut | Yes |
| Crossville | No |
|  |  |
|  |  |

* 1. Are they responsible for reviewing salaries

|  |  |
| --- | --- |
| **City** | **Yes/No** |
| Centerville | Yes |
| Farragut | Yes |
| Crossville | No |
|  |  |
|  |  |

* 1. Are they responsible for recruitment and selection

|  |  |
| --- | --- |
| **City** | **Yes/No** |
| Centerville | No |
| Farragut | Yes |
| Crossville | No |
|  |  |
|  |  |

* 1. Are they responsible for performance reviews

|  |  |
| --- | --- |
| **City** | **Yes/No** |
| Centerville | No |
| Farragut | Yes |
| Crossville | No |
|  |  |

1. Other responsibilities:

|  |  |
| --- | --- |
| **City** | **Other**  |
| Chattanooga | Job descriptions and salaries are reviewed and maintained by the Compensation Analyst. Recruitment is the responsibility of the HR Generalist. The City does not have a standard performance management. |
| Crossville | They serve as an advisory committee and hear any personnel grievances. |
| Portland | Legislative and Finance Committee oversees (a) and (c), HR/Mayor (b) and (c), HR and dept. heads (d) and (e) |
| Memphis | City has a Civil Service System. The Civil Service Commission conducts hearings to review disciplinary actions, limited to suspensions, dismissals, or demotions of any employees not exempted from the provisions of the Charter and Code |
| Germantown | The Personnel Advisory Commission is advisory and meets once every quarter. |

**Salary Survey** (*positions described in endnotes*)

|  |  |  |  |
| --- | --- | --- | --- |
| **Position** - Pre-Treatment Technician[[1]](#endnote-1)**City** | **Minimum** | **Average or Actual** | **Maximum** |
| Centerville | $25,734.52 | $26,734.52 | $32,768.26 |
| Chattanooga | $31,021.00 | $35,792.00 | $48,824.00 |
| Memphis | $34,341.00 | $41,408.00 | $51,521.00 |
| Springfield | $34,279.00 | $40,446.00 | $46,613.00 |
| Average | $31,343.88 | $36,095.13 | $44,931.57 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Position** - Pre-Treatment Inspector[[2]](#endnote-2)**City** | **Minimum** | **Average or Actual** | **Maximum** |
| Centerville | $26,734.52 | $29,751.39 | $32,768.26 |
| Chattanooga | $34,201.00 | $36,077.00 | $53,829.00 |
| Portland | $27,328.00 | $32,793.50 | $38,259.00 |
| Memphis | $37,939.00 | $52,603.00 | $57,283.00 |
| Columbia | $36,358.40 | $45,448.00 | $54,537.60 |
| Average | $32,512.18 | $39,334.58 | $47,335.37 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Position** - Park Operations Supervisor[[3]](#endnote-3)**City** | **Minimum** | **Average or Actual** | **Maximum** |
| Centerville | $32,768.26 | $34,092.10 | $40,854.34 |
| Farragut | $39,122.14 | $49,982.00 | $60,639.33 |
| Chattanooga | $31,021.00 | 36.089.00 | $48,824.00 |
| Crossville | $30,529.00 | $37,502.00 | $43,035.00 |
| Portland | $27,328.00 | $27,328.00 | $27,328.00 |
| Memphis | $34,341.00 | $44,377.00 | $51,521.00 |
| Knox County | $46,616.00 | $60,601.00 | $74,585.00 |
| Springfield | $30,888.00 | $36,556.00 | $42,224.00 |
| Columbia | $28,932.80 | $37,044.80 | $43,388.80 |
| Brentwood | $47,000.00 | $58,818.00 | $70,636.00 |
| Munford | $33,333.00 | $33,333.00 | $33,333.00 |
| Murfreesboro | $41,199.00 | $47,725.00 | $54,251.00 |
| Average | $35,256.52 | $42,487.17 | $49,218.29 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Position** - Head Groundkeeper[[4]](#endnote-4)**City** | **Minimum** | **Average or Actual** | **Maximum** |
| Centerville | $26,734.52 | $27,814.59 | $32,768.26 |
| Tullahoma | $23,115.00 | $28,732.00 | $32,361.00 |
| Chattanooga | $31,021.00 | $36,089.00 | $48,824.00 |
| Knox County | $33,651.00 | $40,381.00 | $47,111.00 |
| Columbia | $28,932.80 | $36,212.80 | $43,388.80 |
| Brentwood | $33,510.00 | $41,892.50 | $50,275.00 |
| Jackson | $33,821.00 | $36,327.00 | $38,834.00 |
| Goodlettsville | $29,487.00 | $34,691.00 | $43,363.00 |
| Munford | $37,000.00 | $37,000.00 | $37,000.00 |
| Murfreesboro | $29,809.00 | $34,530.50 | $39,252.00 |
| Average | $30,708.13 | $35,367.04 | $41,317.71 |

**Contact Information:**

|  |  |  |  |
| --- | --- | --- | --- |
| **City** | **Number of Employees** | **Contact Person** | **Contact Number** |
| Farragut | 51 | Janet Curry | 865.966.7057 |
| Centerville | 55 | Tammy Smith | 931.729.4246 ext. 106 |
| Munford | 108 | Mary Pinner | 901.837.5969 |
| Goodlettsville | 127 | Dawn Freeman | 615.851.2206 |
| Tullahoma | 142 | Casta Brice | 931.455.2648 |
| McMinnville | 147 | Jennifer Rigsby | 931.473.1209 |
| Portland | 158 | John Grubbs | 615.325.6776 |
| Crossville | 172 | Sandra Gruber | 931.456.5681 |
| Springfield | 247 | Gina Holt | 615.382.2200 |
| Brentwood | 250 | Mike Worsham | 615.371.0060 |
| Sevierville | 275 | Kristi Inman | 865.868.0908 |
| Columbia | 364 | Connie Etzkin | 931.560.1565 |
| Germantown | 375 | Mary Milam | 901.757.7214 |
| Jackson | 675 | Lynn Henning | 731.425.8252 |
| Murfreesboro | 971 | Glen Godwin | 615.848.2553 |
| Knox County | 1,900 | Diana Sweet | 865.215.4209 |
| Chattanooga | 2,509 | Kendal Helms | 423.643.7226 |
| Memphis | 6,600 | Eric Sabatini | 901.576.6411 |

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.

1. Pretreatment Technicians - Incumbents in this classification are responsible for collecting samples and monitoring and inspecting food service facilities and industries to ensure appropriate equipment is in place. Typical duties include: installing and maintaining monitoring equipment; monitoring rivers; and, assisting industry representatives solve problems. Works under limited supervision [↑](#endnote-ref-1)
2. Pretreatment Inspector - Incumbents in this classification are responsible for inspecting food service facilities, industries, remediation sites, and construction sites to ensure pretreatment compliance. Duties include investigating interference problems and preparing compliance reports and correspondence. Works under limited supervision and employees use independent judgment. [↑](#endnote-ref-2)
3. Park Operations Supervisor - Under general supervision of the Superintendent of Parks, execute multiple types of maintenance, custodial, and construction tasks and supervising the work of others. Responsible for supervising the work of others in the performance of their duties; maintenance and cleaning of ball fields, buildings, playgrounds, shelters, and other facilities; assisting in the maintenance and construction of turf grass, sports facilities, shelters, buildings, street lighting, trails, fences, irrigation systems, etc… [↑](#endnote-ref-3)
4. Head Groundkeeper - This position is under the administrative direction of the Director of Parks and Recreation or his assistant. The employee performs supervisory work in the care and maintenance of the municipal parks and athletic fields. [↑](#endnote-ref-4)