



City of Knoxville, TN

2014 PUBLIC SAFETY TOTAL COMPENSATION REPORT

August 8, 2014

FINAL REPORT

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Executive Summary

Background

This report contains the results of the City of Knoxville 2014 Public Safety Total Compensation Study, which includes information on pay ranges, compensation policies, paid leave programs, and benefits offered to the City's Uniformed Police and Fire personnel. Comparative data is effective as of January 1, 2014.

The primary objective of the study was to determine the City of Knoxville's market position for both pay and benefits among all police and fire ranks..

The 18 comparator cities, listed below, reflect a combination of other municipalities in Tennessee as well as similarly-size cities in bordering states.

- City of Birmingham (AL)
- City of Chattanooga (TN)
- City of Clarksville (TN)
- City of Cleveland (TN)
- City of Durham (NC)
- City of Huntsville (AL)
- City of Lexington-Fayette (KY)
- City of Little Rock (AR)
- City of Memphis (TN)
- City of Mobile (AL)
- City of Nashville (TN)
- City of Newport News (VA)
- City of Norfolk (VA)
- City of Oak Ridge (TN)
- City of Richmond (VA)
- City of Roanoke (VA)
- City of Savannah (GA)
- City of Winston-Salem (NC)

The study includes 18 public safety ranks: ten (10) Police ranks and eight (8) Fire ranks. Since rank structures among the comparator cities may not be consistent with Knoxville's structure, the survey instrument contained level descriptions rather than rank titles. This approach was designed to encourage survey respondents with making job matches based on duties and qualifications rather than rank title. The survey document titles are shown below with the City's title in parenthesis. For example, we used the title Police Level A for the survey document to represent the City's title of Police Officer Recruit. **Appendix A** shows the job summaries for each rank.

Police Ranks

- Police Level A (Police Officer Recruit)
- Police Level B (Police Officer)
- Police Level C (Police Officer I)
- Police Level D (Police Officer II)
- Police Level E (Police Officer III)
- Police Level F (Police Officer IV)
- Police Level G (Police Sergeant)
- Police Level H (Police Lieutenant)
- Police Level I (Police Captain)
- Police Level J (Police Deputy Chief)

Fire Ranks

- Fire Level A (Firefighter Recruit)
- Fire Level B (Firefighter)
- Fire Level C (Senior Firefighter)
- Fire Level D (Master Firefighter)
- Fire Level D (Fire Officer)
- Fire Level F (Fire Assistant Chief)
- Fire Level G (Fire Assistant Chief, Senior)
- Fire Level H (Fire Deputy Chief)

Summary of Findings for Uniformed Police Personnel

Pay Ranges for Uniformed Police Personnel

Overall, we found that the City of Knoxville’s pay ranges for uniformed Police personnel are below market for most ranks, as shown in **Table 1**. The starting rates for each rank are 87% to 101% of the market average. At the midpoint and maximum of the range, Knoxville’s pay rates range from 10% to 25% below market.

**TABLE 1
UNIFORMED POLICE PERSONNEL MARKET POSITION
ACROSS ALL RANKS PAY ONLY**

Police Ranks	Count of Matches	Uniformed Police Personnel Pay Ranges as a Percent of the Market Average		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Police Level A (Police Officer Recruit)	13	101%	NA	NA
Police Level B (Police Officer)	18	95%	88%	83%
Police Level C (Police Officer I)	11	91%	86%	82%
Police Level D (Police Officer II)	6	89%	85%	82%
Police Level E (Police Officer III)	2	87%	82%	79%
Police Level F (Police Officer IV)	1	95%	82%	75%
Police Level G (Police Sergeant)	18	93%	90%	88%
Police Level H (Police Lieutenant)	18	90%	88%	87%
Police Level I (Police Captain)	18	89%	88%	88%
Police Level J (Police Deputy Chief)	17	87%	87%	87%
Overall Market Average		91%	88%	86%

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Figures shown in **blue** are above market (more than 105% of the market average)

Further details regarding pay for uniformed Police ranks are shown on Pages 16 through 58. In addition, **Appendix B** contains detailed data associated with each rank and each peer city.

Total Compensation for Uniformed Police Personnel

As seen in **Table 2**, the City’s market position for Uniformed Police Personnel from a base salary or total compensation basis is roughly equivalent. All ranks, except Police Officer Recruit, are compensated below the market average.

TABLE 2
UNIFORMED POLICE PERSONNEL MARKET POSITION
ACROSS ALL RANKS TOTAL COMPENSATION

Police Ranks	Base Pay (range midpoint)	Employer Total Compensation Costs
Police Level A (Police Officer Recruit)	101% (minimum)	98% (minimum)
Police Level B (Police Officer)	88%	87%
Police Level C (Police Officer I)	86%	85%
Police Level D (Police Officer II)	85%	84%
Police Level E (Police Officer III)	82%	82%
Police Level F (Police Officer IV)	82%	82%
Police Level G (Police Sergeant)	90%	89%
Police Level H (Police Lieutenant)	88%	87%
Police Level I (Police Captain)	88%	87%
Police Level J (Police Deputy Chief)	87%	86%
Overall Market Average	88%	86%

Total compensation includes employer annual costs associated with salary (at the range midpoint), health-related benefits costs, and current contributions to defined benefit and defined contribution retirement plans. Health costs are weighted based on the City of Knoxville’s medical plan enrollment distribution.

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Figures shown in **blue** are above market (more than 105% of the market average)

See Page 83 for more details on the total compensation calculations.

Summary of Findings for Uniformed Fire Personnel

Pay Ranges for Uniformed Fire Personnel

Overall, we found that the City of Knoxville’s pay ranges for uniformed Fire personnel are below market at the pay range minimum, midpoint, and maximum for all ranks except Firefighter Recruit, as shown in **Table 3**.

Specifically, the starting rates for each rank are 87% to 96% of the market average, while the midpoints range from 80% to 90% of the market average. At the pay range maximum, Knoxville’s pay rates are even further behind market, ranging from 76% to 88% of the market average.

TABLE 3
UNIFORMED FIRE PERSONNEL MARKET POSITION
ACROSS ALL RANKS PAY ONLY

Firefighter Ranks	Count of Matches	Uniformed Fire Personnel Pay Ranges as a Percent of the Market Average		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Firefighter Level A (Firefighter Recruit)	11	96%	NA	NA
Firefighter Level B (Firefighter)	18	90%	84%	80%
Firefighter Level C (Senior Firefighter)	4	87%	80%	76%
Firefighter Level D (Master Firefighter)	15	93%	88%	84%
Firefighter Level E (Fire Officer)	16	92%	87%	84%
Firefighter Level F (Fire Assistant Chief)	16	90%	89%	88%
Firefighter Level G (Fire Assistant Chief, Senior)	14	88%	86%	85%
Firefighter Level H (Fire Deputy Chief)	16	93%	90%	88%
Overall Market Average		91%	87%	84%

Figures shown in **red** are below market (less than 95% of the market average)
 Figures shown in **black** within the market range (95% to 105% of the market average)
 Figures shown in **blue** are above market (more than 105% of the market average)

Further details regarding pay for uniformed fire ranks are shown on Pages 96 through 130.
 In addition, **Appendix B** contains detailed data associated with each rank and each peer city.

Total Compensation for Uniformed Fire Personnel

As seen in **Table 4**, the City’s market position for Uniformed Fire Personnel from a base salary or total compensation basis is roughly equivalent. . On average, Knoxville’s total for Fire personnel is slightly below market.

TABLE 4
UNIFORMED FIRE PERSONNEL MARKET POSITION
ACROSS ALL RANKS TOTAL COMPENSATION

Firefighter Ranks	Base Pay (pay range midpoint)	Employer Total Compensation Costs
Firefighter Level A (Firefighter Recruit)	96% (minimum)	94% (minimum)
Firefighter Level B (Firefighter)	84%	84%
Firefighter Level C (Senior Firefighter)	80%	81%
Firefighter Level D (Master Firefighter)	88%	87%
Firefighter Level E (Fire Officer)	87%	87%
Firefighter Level F (Fire Assistant Chief)	89%	88%
Firefighter Level G (Fire Assistant Chief, Senior)	86%	85%
Firefighter Level H (Fire Deputy Chief)	90%	89%
Overall Market Average	87%	87%

Total compensation includes employer annual costs associated with salary (at the range midpoint), health-related benefits costs, and current contributions to defined benefit and defined contribution retirement plans. Health costs are weighted based on the City of Knoxville’s medical plan enrollment distribution.

Figures shown in **red** are below market (less than 95% of the market average)
 Figures shown in **black** within the market range (95% to 105% of the market average)
 Figures shown in **blue** are above market (more than 105% of the market average)

See [Page 156](#) for more details on the total compensation calculations.

The remainder of this report provides further details regarding the study’s methodology and findings.

Uniformed Police Personnel

Methodology

Data Sources

The City developed a list of 18 comparator cities, which includes six (6) other cities in Tennessee and 12 similarly sized municipalities located in bordering states. Seven (7) of the peer cities have a population less than Knoxville and 11 have a larger population.

City	2013 Population Estimate	Land Area (Square Miles)	Population per Square Mile (Density)
Oak Ridge (TN)	29,419	149.9	196
Cleveland (TN)	42,774	26.9	1,590
Roanoke (VA)	98,465	42.9	2,295
Clarksville (TN)	142,357	94.9	1,500
Savannah (GA)	142,772	74.7	1,911
Chattanooga (TN)	173,366	135.2	1,282
Newport News (VA)	182,020	68.3	2,665
Knoxville (TN)	183,270	92.7	1,977
Huntsville (AL)	186,254	174.1	1,070
Mobile (AL)	194,899	117.9	1,653
Little Rock (AR)	197,357	116.2	1,698
Birmingham (AL)	212,113	149.9	1,415
Richmond (VA)	214,114	60.1	3,563
Winston-Salem (NC)	236,441	108.9	2,171
Durham (NC)	245,475	94.6	2,595
Norfolk (VA)	246,139	53.7	4,584
Lexington-Fayette (KY)	308,428	284.5	1,084
Nashville (TN)	634,464	473.3	1,341
Memphis (TN)	653,450	279.3	2,340

Police Personnel Ranks

The study includes ten (10) Police ranks. Since rank structures may not be consistent with Knoxville’s structure, the survey instrument contained level descriptions rather than rank titles. This approach was designed to encourage survey respondents with making job matches based on duties and qualifications rather than rank title. The survey document titles are shown below with the City’s title in parenthesis. The job summaries for each rank can be found in **Appendix A**.

Police Ranks

- Police Level A (Police Officer Recruit)
- Police Level B (Police Officer)
- Police Level C (Police Officer I)
- Police Level D (Police Officer II)
- Police Level E (Police Officer III)
- Police Level F (Police Officer IV)
- Police Level G (Police Sergeant)
- Police Level H (Police Lieutenant)
- Police Level I (Police Captain)
- Police Level J (Police Deputy Chief)

Data Adjustments

Geographic Adjustments

To adjust for **geographic differences in the cost-of-labor** between the peer locations and Knoxville, we used the Cost of Labor differentials reported by the Economic Research Institute (ERI) as of January 2014 for the 25-mile radius around each city.

It is important to note that the Cost of Labor differentials do not necessarily reflect cost-of-living differences. ERI has found that cost-of-living differences (which reflect the supply and demand for goods and services) are not a good predictor of salary levels. In other words, while the cost of housing (or other goods and services) in Knoxville may differ from the cost of housing in another city by a certain percentage, the prevailing salaries may not differ by the same percentage. ERI emphasizes that – for adjusting salaries in a market study such as this one – the Cost of Labor differentials provide a more accurate method of determining whether employers are paying a competitive wage appropriate to a given geographic area.

The geographic adjustments we applied are shown in **Table 5**. A **negative** adjustment means that the cost of labor in a comparator city is higher than in Knoxville. For example, the cost of labor in Richmond is 8.9% higher than in Knoxville. Conversely, a **positive** adjustment means that the cost of labor in a comparator city is lower than in Knoxville. For example, the cost of labor in the Cleveland, TN is 1.1% lower than in Knoxville.

**TABLE 5
GEOGRAPHIC ADJUSTMENTS**

Location (25 mile radius)	Geographic Adjustment
City of Richmond (VA)	-8.9%
City of Durham (NC)	-8.1%
City of Newport News (VA)	-6.6%
City of Norfolk (VA)	-6.6%
City of Huntsville (AL)	-5.6%
City of Memphis (TN)	-4.7%
City of Winston-Salem (NC)	-4.6%
City of Birmingham (AL)	-4.4%
City of Savannah (GA)	-3.6%
City of Roanoke (VA)	-2.6%
City of Nashville (TN)	-2.5%
City of Mobile (AL)	-1.4%
City of Oak Ridge (TN)	0.0%
City of Chattanooga (TN)	0.2%
City of Lexington-Fayette (KY)	0.3%
City of Clarksville (TN)	0.9%
City of Little Rock (AR)	0.9%
City of Cleveland (TN)	1.1%

Work Cycle Adjustments

Since work cycles vary across municipalities, we adjusted the reported pay rates to be consistent with Knoxville’s standard work schedule, as shown in **Table 6**. The majority of the comparator cities have the same annual work hours as Knoxville. The other eight (8) peers Police work cycles are longer, therefore we decreased the reported pay rates for those cities.

**TABLE 6
UNIFORMED POLICE PERSONNEL WORK CYCLES**

Peer City	Hours	Numbers of Days	Hours per Year	Percent Adjustment
City of Birmingham (AL)	160	28	2,086	0.0%
City of Chattanooga (TN)	160	28	2,086	0.0%
City of Clarksville (TN)	171	28	2,229	-6.4%
City of Cleveland (TN)	160	28	2,086	0.0%
City of Durham (NC)	171	28	2,229	-6.4%
City of Huntsville (AL)	160	28	2,086	0.0%
City of Lexington-Fayette (KY)	160	28	2,086	0.0%
City of Little Rock (AR)	160	28	2,086	0.0%
City of Memphis (TN)	172	28	2,242	-7.0%
City of Mobile (AL)	168	28	2,190	-4.7%
City of Nashville (TN)	170	28	2,216	-5.9%
City of Newport News (VA)	160	28	2,086	0.0%
City of Norfolk (VA)	170	28	2,216	-5.9%
City of Oak Ridge (TN)	160	28	2,086	0.0%
City of Richmond (VA)	160	28	2,086	0.0%
City of Roanoke (VA)	168	28	2,190	-4.7%
City of Savannah (GA)	160	28	2,086	0.0%
City of Winston-Salem (NC)	171	28	2,229	-6.4%
City of Knoxville Uniformed Police Personnel	40	7	2,086	

The combined adjustments for each comparator city, taking into consideration both geographic and work cycle adjustments are shown in **Table 7**.

**TABLE 7
UNIFORMED POLICE PERSONNEL OVERALL ADJUSTMENTS**

Peer City	Geographic Adjustment	Workweek Adjustment	Both Adjustments Combined
City of Birmingham (AL)	-4.4%	0.0%	-4.4%
City of Chattanooga (TN)	0.2%	0.0%	0.2%
City of Clarksville (TN)	0.9%	-6.4%	-5.5%
City of Cleveland (TN)	1.1%	0.0%	1.1%
City of Durham (NC)	-8.1%	-6.4%	-14.5%
City of Huntsville (AL)	-5.6%	0.0%	-5.6%
City of Lexington-Fayette (KY)	0.3%	0.0%	0.3%
City of Little Rock (AR)	0.9%	0.0%	0.9%
City of Memphis (TN)	-4.7%	-7.0%	-11.7%
City of Mobile (AL)	-1.4%	-4.7%	-6.1%
City of Nashville (TN)	-2.5%	-5.9%	-8.4%
City of Newport News (VA)	-6.6%	0.0%	-6.6%
City of Norfolk (VA)	-6.6%	-5.9%	-12.5%
City of Oak Ridge (TN)	0.0%	0.0%	0.0%
City of Richmond (VA)	-8.9%	0.0%	-8.9%
City of Roanoke (VA)	-2.6%	-4.7%	-7.3%
City of Savannah (GA)	-3.6%	0.0%	-3.6%
City of Winston-Salem (NC)	-4.6%	-6.4%	-11.0%
Average	-3.1%	-2.6%	-5.8%

Rank Structure

Table 8 shows how each survey respondent matched their city’s ranking structure to the survey level descriptions. While Knoxville has ten (10) ranks for uniformed Police personnel, most of the cities have fewer ranks. The differences are primarily related to Knoxville’s non-supervisory ranks (Police Officer I-IV).

**TABLE 8
UNIFORMED POLICE PERSONNEL RANK STRUCTURE**

Knoxville Police Ranks	Birmingham	Chattanooga	Clarksville	Cleveland	Durham
Total # of Ranks	5	9	8	6*	8**
Level A (Recruit)		Cadet	Cadet		Recruit
Level B (Police Officer)	Police Officer	Police I	Police Officer I	Police Officer	Police Officer
Level C (Police Officer I)		Police II	Police Officer II		Corporal
Level D (Police Officer II)		Police III	Police Officer III		
Level E (Police Officer III)		Master Police Officer			
Level F (Police Officer IV)					
Level G (Sergeant)	Sergeant	Sergeant	Sergeant	Sergeant	Sergeant
Level H (Lieutenant)	Lieutenant	Lieutenant	Lieutenant	Lieutenant	Lieutenant
Level I (Captain)	Captain	Captain	Captain	Captain	Captain
Level J (Deputy Chief)	Deputy Chief	Assistant Chief	Deputy Chief	Assistant Chief	Deputy Chief

*Cleveland also has a Detective rank that they did not include as a match to any of the Knoxville ranks.

**Durham also has an Assistant Police Chief rank that they did not include as a match to any of Knoxville ranks.

TABLE 8 *continued*
UNIFORMED POLICE PERSONNEL RANK STRUCTURE

Knoxville Police Ranks	Huntsville	Lexington-Fayette	Little Rock	Memphis	Mobile
Total # of Ranks	6	5	4	9*	8**
Level A (Recruit)	Cadet			Recruit	Cadet
Level B (Police Officer)	Police Officer	Police Officer	Police Officer	Police Officer II	Police Officer
Level C (Police Officer I)					Corporal
Level D (Police Officer II)					
Level E (Police Officer III)					
Level F (Police Officer IV)					
Level G (Sergeant)	Sergeant	Sergeant	Sergeant	Sergeant	Sergeant
Level H (Lieutenant)	Lieutenant	Lieutenant	Lieutenant	Lieutenant	Lieutenant
Level I (Captain)	Captain	Captain	Captain	Major	Captain
Level J (Deputy Chief)	Deputy	Police Chief		Deputy Chief	Assistant Chief

*Memphis has a separate pay ranges for Helicopter Pilots (above the PO II range), as well as two additional ranks of Lieutenant Colonel and Colonel between Major and Deputy Chief. In addition, Memphis maintains higher pay ranges for Officers who are designated as Limited English Proficiency (LEP) Officers and those assigned to the Tact Unit.

**Mobile also has a Major rank between Captain and Assistant Police Chief.

TABLE 8 continued
UNIFORMED POLICE PERSONNEL RANK STRUCTURE

Knoxville Police Ranks	Nashville	Newport News	Norfolk	Oak Ridge	Richmond
Total # of Ranks	9*	8	7	7**	11***
Level A (Recruit)	Trainee	Recruit	Recruit	Trainee	Recruit
Level B (Police Officer)	Police Officer 1	Police Officer	Police Officer	Certified Officer	Police Officer I
Level C (Police Officer I)	Police Officer 2	Police Officer, Senior	Corporal		Police Officer II
Level D (Police Officer II)	Police Officer 3	Police Officer, Master			Police Officer III
Level E (Police Officer III)					Police Officer IV
Level F (Police Officer IV)					Police Officer Master
Level G (Sergeant)	Sergeant	Sergeant	Sergeant	Sergeant	Sergeant
Level H (Lieutenant)	Lieutenant	Lieutenant	Lieutenant	Lieutenant	Lieutenant
Level I (Captain)	Captain	Captain	Captain	Captain	Captain
Level J (Deputy Chief)	Deputy Chief	Assistant Chief	Assistant Chief	Deputy Chief	Deputy Chief

*Nashville also has a Commander rank (between Captain and Deputy Chief) that they did not match to any of Knoxville's ranks, as well as a separate pay range for Officers designated as Field Training Officer (10% above the Police Officer pay range).

**Oak Ridge also has a Detective rank that they did not include as a match to any of the Knoxville ranks.

***Richmond also has a Police Major rank (between Captain and Deputy Chief) that they did not match to any of Knoxville's ranks.

TABLE 8 *continued*
UNIFORMED POLICE PERSONNEL RANK STRUCTURE

Knoxville Police Ranks	Roanoke	Savannah	Winston-Salem
<i>Total # of Ranks</i>	7	9*	7
Level A (Recruit)		Police Officer Trainee	Police Officer Trainee
Level B (Police Officer)	Police Officer	Police Officer / Advanced Police Officer	Police Officer
Level C (Police Officer I)	Police Officer II	Corporal	Corporal / Detective
Level D (Police Officer II)	Senior Police Officer		
Level E (Police Officer III)			
Level F (Police Officer IV)			
Level G (Sergeant)	Sergeant	Sergeant	Sergeant
Level H (Lieutenant)	Lieutenant	Lieutenant	Lieutenant
Level I (Captain)	Captain	Captain	Captain
Level J (Deputy Chief)	Deputy Chief	Major	Assistant Chief

*Savannah also has a Police Cadet rank (below Police Officer Trainee) and a Star Corporal (between Corporal and Sergeant) that they did not match to any of Knoxville's ranks,

Study Findings

Pay Ranges for Uniformed Police Personnel

Overall, we found that the City of Knoxville’s pay ranges for uniformed Police personnel are below market for most ranks, as shown in **Table 9**. The starting rates (pay range minimum) for each rank are 88% to 102% of the market average. At the pay range midpoints and maximums, Knoxville’s base salaries range from 10% to 25% below the market average.

TABLE 9
UNIFORMED POLICE PERSONNEL MARKET POSITION
ACROSS ALL RANKS BASE PAY ONLY

Police Ranks	Count of Matches	Uniformed Police Personnel Pay Ranges as a Percent of the Market Average		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Police Level A (Police Officer Recruit)	13	101%	NA	NA
Police Level B (Police Officer)	18	95%	88%	83%
Police Level C (Police Officer I)	11	91%	86%	82%
Police Level D (Police Officer II)	6	89%	85%	82%
Police Level E (Police Officer III)	2	87%	82%	79%
Police Level F (Police Officer IV)	1	95%	82%	75%
Police Level G (Police Sergeant)	18	93%	90%	88%
Police Level H (Police Lieutenant)	18	90%	88%	87%
Police Level I (Police Captain)	18	89%	88%	88%
Police Level J (Police Deputy Chief)	17	87%	87%	87%
Overall Market Average		91%	88%	86%

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Figures shown in **blue** are above market (more than 105% of the market average)

Across all ranks, Knoxville’s Police pay ranges are lower than nearly all peer cities with the exception of Clarksville and Mobile, as shown in **Table 10**.

**TABLE 10
UNIFORMED POLICE PERSONNEL MARKET POSITION BY PEER – BASE PAY ONLY**

Peer City*	# of Job Matches	Uniformed Police Personnel as a Percent of their Peers		
		Range Minimum	Range Midpoint	Range Maximum
City of Birmingham (AL)	5	69%	72%	73%
City of Chattanooga (TN)	9	91%	94%	96%
City of Clarksville (TN)	8	103%	105%	108%
City of Cleveland (TN)	5	87%	84%	81%
City of Durham (NC)	7	96%	87%	83%
City of Huntsville (AL)	6	92%	85%	81%
City of Lexington-Fayette (KY)	5	58%	61%	62%
City of Little Rock (AR)	4	74%	75%	75%
City of Memphis (TN)	6	76%	83%	95%
City of Mobile (AL)	7	121%	107%	100%
City of Nashville (TN)	8	82%	78%	77%
City of Newport News (VA)	8	81%	70%	64%
City of Norfolk (VA)	7	76%	77%	81%
City of Oak Ridge (TN)	6	90%	82%	79%
City of Richmond (VA)	10	90%	80%	74%
City of Roanoke (VA)	7	93%	87%	82%
City of Savannah (GA)	7	83%	86%	92%
City of Winston-Salem (NC)	7	97%	77%	69%

Figures shown in **red** are below market (less than 95% of the market average).
 Figures shown in **black** within the market range (95% to 105% of the market average).
 Figures shown in **blue** are above market (more than 105% of the market average)

Base pay rates have been adjusted for geographic differences in the cost of labor and work cycle differences.
 See Pages 8-11 for more details regarding data adjustments.

Compensation Policies for Uniformed Police Personnel

The survey document included questions related to the following pay policies and practices:

- Recent pay schedule adjustments (for Fiscal Years 2013 and 2014)
- Shift differentials
- Standby or on-call pay
- Call-back pay
- Holiday pay
- Overtime pay
- Incentive pay
- Special duty pay
- Longevity pay policies

Tables 11 through **43** show the market study findings for these compensation policies and practices.

Eight (8) of the peer cities reported no pay schedule adjustments in the past two (2) years. The other cities reported adjustments ranging from 0% to 4.6%, as shown in **Table 11**.

**TABLE 11
UNIFORMED POLICE PERSONNEL
PAY SCHEDULE ADJUSTMENTS FOR FISCAL YEARS 2013 AND 2014**

Peer City	Fiscal Year 2013	Fiscal Year 2014	Compounded 2-Year Adjustments
City of Birmingham (AL)	1.00%	1.00%	2.01%
City of Chattanooga (TN)	1.50%	TBD	1.50%
City of Clarksville (TN)	0.00%	0.00%	0.00%
City of Cleveland (TN)	1.00%	3.50%	4.54%
City of Durham (NC)	3.00%	3.00%	6.09%
City of Huntsville (AL)	1.00%	1.00%	2.01%
City of Lexington-Fayette (KY)	0.00%	0.00%	0.00%
City of Little Rock (AR)	2.50%	TBD	2.50%
City of Memphis (TN)	0.00%	4.60%	4.60%
City of Mobile (AL)	0.00%	0.00%	0.00%
City of Nashville (TN)	0.00%	0.00%	0.00%
City of Newport News (VA)	1.50%	2.00%	3.53%
City of Norfolk (VA)	2.00%	2.00%	4.04%
City of Oak Ridge (TN)	0.00%	0.00%	0.00%
City of Richmond (VA)	0.00%	0.00%	0.00%
City of Roanoke (VA)	NR	NR	NR
City of Savannah (GA)	0.00%	0.00%	0.00%
City of Winston-Salem (NC)	0.00%	0.00%	0.00%
<i>Market Average</i>	<i>0.79%</i>	<i>1.14%</i>	<i>1.81%</i>
City of Knoxville Uniformed Police Personnel	0.00%	0.00%	0.00%

TBD- To be determined
NR- No response

The average pay increases for uniformed Police personnel in the past two years range from 0.00% to 5.00%, as shown in **Table 12**.

TABLE 12
UNIFORMED POLICE PERSONNEL
AVERAGE PAY INCREASES FOR FISCAL YEARS 2013 AND 2014

Peer City	Fiscal Year 2013	Fiscal Year 2014	Compounded 2-Year Adjustments
City of Birmingham (AL)	1.00%	1.00%	2.01%
City of Chattanooga (TN)	1.50%	TBD	1.50%
City of Clarksville (TN)	2.00%	TBD	2.00%
City of Cleveland (TN)	1.00%	3.50%	4.54%
City of Durham (NC)	3.00%	3.00%	6.09%
City of Huntsville (AL)	3.00% or 5.00%	3.00% or 5.00%	6.09% to 10.25%
City of Lexington-Fayette (KY)	0.00%	0.00%	0.00%
City of Little Rock (AR)	2.50%	TBD	2.50%
City of Memphis (TN)	0.00%	4.60%	4.60%
City of Mobile (AL)	NR	NR	
City of Nashville (TN)	3.00%	3.00%	6.09%
City of Newport News (VA)	1.50%	2.00%	3.53%
City of Norfolk (VA)	2.00%	2.00%	4.04%
City of Oak Ridge (TN)	1.50%	1.00%	2.52%
City of Richmond (VA)	0.00%	5.00%	5.00%
City of Roanoke (VA)	2.00%	TBD	2.00%
City of Savannah (GA)	0.00%	0.00%	0.00%
City of Winston-Salem (NC)	2.01%	TBD	2.01%
<i>Market Average*</i>	<i>1.59%</i>	<i>2.43%</i>	<i>3.21%</i>
City of Knoxville Uniformed Police Personnel	2.50%	2.50%	5.06%

TBD- To be determined

NR- No response

*Market average is calculated based on 4% increase for the City of Huntsville.

While most of the comparator cities do not provide shift differentials, four (4) cities indicated that they pay \$0.50 to \$0.60 per hour for those working the second shift and \$0.50 to \$1.00 per hour for those working the third shift, as shown in **Tables 13** and **14**.

**TABLE 13
UNIFORMED POLICE PERSONNEL SHIFT DIFFERENTIAL FOR SECOND SHIFT**

Peer City	Second Shift Definition	Shift Differential Amount
City of Birmingham (AL)	NA	NA
City of Chattanooga (TN)	NA	NA
City of Clarksville (TN)	NA	NA
City of Cleveland (TN)	NA	NA
City of Durham (NC)	NA	NA
City of Huntsville (AL)	NA	NA
City of Lexington-Fayette (KY)	2 pm to 8 am	\$0.50/hour (members permanently assigned to 2nd shift in the Bureaus of Patrol and Special Operations)
City of Little Rock (AR)	Majority of the regularly scheduled shift hours from 3 pm to 11 pm	\$0.55/hour
City of Memphis (TN)	NA	NA
City of Mobile (AL)	NA	NA
City of Nashville (TN)	Begins at 6 pm	\$0.60/hour
City of Newport News (VA)	NA	NA
City of Norfolk (VA)	NA	NA
City of Oak Ridge (TN)	NA	NA
City of Richmond (VA)	One-half or more of the employee's regular working hours are scheduled after 5 pm	\$0.50/hour
City of Roanoke (VA)	NA	NA
City of Savannah (GA)	NA	NA
City of Winston-Salem (NC)	NR	NR
City of Knoxville Uniformed Police Personnel	NA	NA

NR- No response
NA- Not applicable

TABLE 14
UNIFORMED POLICE PERSONNEL SHIFT DIFFERENTIAL FOR THIRD SHIFT

Peer City	Third Shift Definition	Shift Differential Amount
City of Birmingham (AL)	NA	NA
City of Chattanooga (TN)	NA	NA
City of Clarksville (TN)	NA	NA
City of Cleveland (TN)	NA	NA
City of Durham (NC)	NA	NA
City of Huntsville (AL)	NA	NA
City of Lexington-Fayette (KY)	8 pm to 12 am	\$1.00/hour (members permanently assigned to 3rd shift in the Bureaus of Patrol and Special Ops)
City of Little Rock (AR)	Majority of the regularly scheduled shift hours occur between 11 pm and 7 am	\$0.80/hour
City of Memphis (TN)	NA	NA
City of Mobile (AL)	NA	NA
City of Nashville (TN)	2 am provided shift begins before 5 am	\$0.70/hour
City of Newport News (VA)	NA	NA
City of Norfolk (VA)	NA	NA
City of Oak Ridge (TN)	NA	NA
City of Richmond (VA)	One-half or more of the employee's regular working hours are scheduled after 5 pm	\$0.50/hour
City of Roanoke (VA)	NA	NA
City of Savannah (GA)	NA	NA
City of Winston-Salem (NC)	NR	NR
City of Knoxville Uniformed Police Personnel	NA	NA

NR- No response
NA- Not applicable

Supplemental pay for standby/on-call time and call-back time varies significantly across the cities, as shown in **Tables 15** and **16**.

**TABLE 15
UNIFORMED POLICE PERSONNEL STANDBY OR ON-CALL TIME PAY**

Peer City	Standby or On-Call Time Definition	Standby or On-Call Time Pay
City of Birmingham (AL)	Employee on-call but does not have to be on the scene	Paid 1 hour of straight time (weekend: 3 hours)
City of Chattanooga (TN)	NR	No payment for on-call time
City of Clarksville (TN)	NA	NA
City of Cleveland (TN)	NR	10 hours pay/week to be on standby
City of Durham (NC)	Being on-call for emergency response if needed	1 hour compensatory time/day on-call
City of Huntsville (AL)	Non-exempt employees who are severely restricted during off-duty time and are engaged by the City to wait to perform assigned duties	Paid at straight time
City of Lexington-Fayette (KY)	NA	NA
City of Little Rock (AR)	NA	NA
City of Memphis (TN)	NA	NA
City of Mobile (AL)	NA	NA
City of Nashville (TN)	NA	NA
City of Newport News (VA)	NA	NA
City of Norfolk (VA)	All hours other than an employee's regularly scheduled work hours on week days and 24 hours on Saturday and Sunday	Non-exempt employees receive the following based on length of on-call duty: 1) \$112/week 2) \$137/week including designated holiday 3) \$16/day 4) \$40/designated holiday
City of Oak Ridge (TN)	NA	NA
City of Richmond (VA)	Employee is provided with phone/pager so employee's time is considered their own under FLSA	No payment
City of Roanoke (VA)	Duty assignment made by the department head specifying that certain employees make themselves available to perform certain essential work outside regular work hours	Whether or not employee is called back they will receive 1 hour of pay or time off for each 8 hours of stand-by duty
City of Savannah (GA)	Non-exempt personnel who remain on call during non-working hours or vacation	1.5x hourly rate for each hour worked. Minimum of 2 hours
City of Winston-Salem (NC)	NR	NR
City of Knoxville Uniformed Police	Employees must remain available to be called back on short notice and are restricted in their activities by their department director. Not all employees considered "on-call" are eligible for pay.	If the time on call back exceeds 3 hours, the employee shall be compensated for all additional hours worked on call back at 1.5x rate.

NR- No response
NA- Not applicable

TABLE 16
UNIFORMED POLICE PERSONNEL CALL-BACK TIME PAY

Peer City	Call-Back Time Definition	Call-Back Time Pay
City of Birmingham (AL)	Employee is actually on the scene	Minimum of 4 hours at straight time
City of Chattanooga (TN)	NA	NA
City of Clarksville (TN)	NA	NA
City of Cleveland (TN)	NR	Minimum of 2 hours of pay
City of Durham (NC)	When an officer is on call and gets called into work	Regular time, hour for hour, paid in compensatory time
City of Huntsville (AL)	Non-exempt employees who are unexpectedly called back to their assignment after normal working hours	Equivalent of 2 regular hours of work, or actual hours worked at the rate of 1.5x the regular pay rate
City of Lexington-Fayette (KY)	NA	NA
City of Little Rock (AR)	NA	NA
City of Memphis (TN)	Called back to duty	Minimum of 4 hours
City of Mobile (AL)	NA	NA
City of Nashville (TN)	Employees are called back to work outside the regularly scheduled time due to unplanned assignments or emergency situations	Minimum of 2 hours of pay
City of Newport News (VA)	Time employees work when called to return, including travel to site that is greater than normal travel to work	Minimum of 2 hours of pay
City of Norfolk (VA)	NA	NA
City of Oak Ridge (TN)	NR	Minimum of 2 hours pay
City of Richmond (VA)	Called back to do actual work	0.5 hour travel and minimum of 1 hour of work. Minimum 0.25 hour if can handle by phone
City of Roanoke (VA)	Non-exempt employee returns to job	Minimum of 2 hours pay at the regular or overtime rate as applicable
City of Savannah (GA)	Non-exempt personnel who remain on call during non-working hours or vacation	1.5x regular rate for each hour worked. Minimum of 2 hours pay
City of Winston-Salem (NC)	NR	NR
City of Knoxville Uniformed Police	Pay for employees who are required to return to work for emergency purposes. Employees who are no longer at the work site, and have been requested to respond on short notice to perform emergency work. Employees cannot receive call back pay and on-call pay for the same period.	If the employee, while on-call, is called back in to work, the employee will be paid for hours worked at the appropriate rate of pay according to the FLSA.

NR- No response
NA- Not applicable

Holiday pay hours vary from straight time, overtime, double time, or compensatory time, with no standard or prevailing practice, as shown in **Tables 17** and **18**.

TABLE 17
UNIFORMED POLICE PERSONNEL
HOLIDAY PAY FOR WORK ON REGULARLY SCHEDULED HOLIDAYS

Peer City	Regularly Scheduled Holiday Pay
City of Birmingham (AL)	Regular pay and option of taking off another day or banking Holiday time
City of Chattanooga (TN)	NA
City of Clarksville (TN)	Employee gets paid for the regular work day and offered an alternative day off for their "holiday"
City of Cleveland (TN)	Double pay or compensatory time
City of Durham (NC)	Regular pay
City of Huntsville (AL)	Full-time employees required to work on a holiday shall receive the same amount of time off at a later date. The employee receives 1 hour for each hour worked on the holiday, not to exceed the value of the holiday. This provision also applies if such holiday falls on a full-time employee's "off day"
City of Lexington-Fayette (KY)	Paid at regular rate for all holiday hours worked
City of Little Rock (AR)	The City agrees to pay holiday premium pay equivalent to 9 days' pay. A daily pay rate is computed by dividing the base pay, including holiday pay, by 260
City of Memphis (TN)	Additional day's pay
City of Mobile (AL)	1.5x pay plus regular pay
City of Nashville (TN)	All members of the Police Department scheduled to work a holiday are compensated at 1.5x his regular pay rate for all hours actually worked on the holiday and shall also receive a floating holiday
City of Newport News (VA)	8 hours additional compensation
City of Norfolk (VA)	Non-exempt employees receive 1.5x their hourly pay rate (the extra 0.5 hours are not counted toward overtime) plus time off equal to the hours actually worked. Exempt employees receive their regular pay rate and time off equal to the hours actually worked. When the normal workweek includes a Saturday or Sunday and a designated holiday falls on a regularly scheduled weekend workday, the holiday is observed on the actual workday
City of Oak Ridge (TN)	NA
City of Richmond (VA)	Shift employees receive 8 hours for each holiday. The employer has the option to either pay or give leave
City of Roanoke (VA)	Holiday pay is regular pay and the same amount of time off at a later date not to exceed 88 hours annually
City of Savannah (GA)	Officers accrue holiday leave every pay period
City of Winston-Salem (NC)	NR
City of Knoxville Uniformed Police	Uniformed employees are given a lump sum for 9 paid holidays once annually. Employees required to work on the holiday are paid actual time for hours worked on the holiday

NR- No response
 NA- Not applicable

TABLE 18
UNIFORMED POLICE PERSONNEL
HOLIDAY PAY WORK ON FOR NON-REGULARLY SCHEDULED WORKDAY

Peer City	Non-Regularly Scheduled Holiday Pay
City of Birmingham (AL)	1.5x pay, if you have 80 regular working hours. Straight time if < 80 regular working hours
City of Chattanooga (TN)	NA
City of Clarksville (TN)	Employee gets paid for the regular work day and is offered an alternative day off for their "holiday" when circumstances allow
City of Cleveland (TN)	Double pay or compensatory time
City of Durham (NC)	Compensatory pay
City of Huntsville (AL)	All full-time employees scheduled to work on a holiday, or if such holiday falls on the employee's off day, shall have such holiday deferred and is authorized to take said holiday off on another day equivalent to 1 hour for each hour worked on the recognized holiday, not to exceed the value of the holiday
City of Lexington-Fayette (KY)	Any Member working a pre-planned special event outside of their normal duty hours is paid at a rate of 1.5x regular pay rate for actual time spent at the event, minimum of 3 hours at 1.5x regular pay rate
City of Little Rock (AR)	The City pays holiday premium pay for 9 holidays. A daily pay rate is computed by dividing the base pay, including holiday pay, by 260
City of Memphis (TN)	Additional day's pay
City of Mobile (AL)	1.5x pay plus regular pay
City of Nashville (TN)	1.5x pay
City of Newport News (VA)	8 hours additional compensation
City of Norfolk (VA)	Non-exempt employees receive 1.5 pay (the extra .5 hours are not counted toward overtime) plus time off equal to the hours actually worked. Exempt employees are compensated at their regular pay rate and granted time off equal to the hours actually worked. Holiday leave must be used within 12 months of accrual
City of Oak Ridge (TN)	NA
City of Richmond (VA)	Shift employees receive 8 hours for each holiday. The employer has the option to either pay or give leave
City of Roanoke (VA)	Holiday compensation is 1.5x pay and applicable time off in lieu of holiday taken at a later date
City of Savannah (GA)	Officers accrue holiday leave every pay period
City of Winston-Salem (NC)	NR
City of Knoxville Uniformed Police	Uniformed employees are given a lump sum for 9 paid holidays once annually. If the employee is required to work on the holiday, he/she is then paid actual time for hours worked on the holiday

NR- No response
NA- Not applicable

Court time is typically paid as overtime, depending on the work hours, as shown in **Table 19**.

TABLE 19
UNIFORMED POLICE PERSONNEL COURT TIME PAY

Peer City	Court Time Pay
City of Birmingham (AL)	Officers who are required to make a court appearance obtain an Overtime Form from the Attorney handling the case. Officers should inform their immediate supervisor of any on-call Court overtime
City of Chattanooga (TN)	Court appearances, which arise out of the employee's job duties, are used in calculating whether the above persons exceed such hours/work period
City of Clarksville (TN)	Employees are paid up to 15 hours of overtime and are paid comp time thereafter
City of Cleveland (TN)	Regular or overtime rate, as applicable
City of Durham (NC)	Regular pay
City of Huntsville (AL)	Non-Exempt full-time employees required to appear in court on behalf of the city outside of their regular hours will be compensated at time and a half
City of Lexington-Fayette (KY)	Court appearance and/or preparation for a duty-related matter outside of regularly scheduled work hours are paid a rate of 1.5 time regular pay rate (minimum of 2 hours)
City of Little Rock (AR)	1.5x regular rate (minimum of 2 hours) for all required court appearances outside of regularly scheduled duty hours. The employee selects overtime or compensatory time by written notification
City of Memphis (TN)	Minimum of 4 hours - paid time, 6 hours comp-time, or actual time in court, whichever is greater
City of Mobile (AL)	Regular pay
City of Nashville (TN)	Time spent in court or in making official appearances will be counted as time worked and will be paid at regular rate or overtime rate as applicable (minimum of 2 hours). Court time applies to all Non-exempt sworn personnel
City of Newport News (VA)	No additional court time pay
City of Norfolk (VA)	Employees required to appear in court or provide a deposition on a day off receive 1.5x their hourly rate for each hour they are required to appear (1 hour minimum)
City of Oak Ridge (TN)	Overtime outside of regular work schedule
City of Richmond (VA)	Employees required to appear in court when they are off duty are paid 1.5x regular rate for each hour or major part thereof (minimum of 1 hour) spent in attendance
City of Roanoke (VA)	If employees are on duty when attending court, they are paid as a regular day. If they attend court on their day off, they are paid 'Public Safety Court Attendance' which is court time but at an overtime rate
City of Savannah (GA)	\$30 stipend is received for attending court if scheduled off duty
City of Winston-Salem (NC)	NR
City of Knoxville Uniformed Police	Employees required by duty or subpoena to appear before a court or other public body on a day off shall receive 3 hours at time and one-half for each appearance up to 3 hours in length provided that the 3 hour period is not adjacent to or does not overlap the employee's regularly scheduled work time. No employee may be paid both court time and regular time or overtime for the same time period. Court appearances in excess of 3 hours shall be compensated on the basis of time and one-half for time spent in court

Three (3) Tennessee cities receive supplemental pay from the State as well as one (1) city in Kentucky, as shown in **Table 20**.

TABLE 20
UNIFORMED POLICE PERSONNEL STATE SUPPLEMENTAL PAY

Peer City	Offer state supplemental pay?	Annual amount
City of Birmingham (AL)	No	
City of Chattanooga (TN)	No	
City of Clarksville (TN)	Yes	\$600
City of Cleveland (TN)	Yes	\$600
City of Durham (NC)	No	
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	Yes	\$3,100
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	No	
City of Oak Ridge (TN)	Yes	\$600
City of Richmond (VA)	No	
City of Roanoke (VA)	No	
City of Savannah (GA)	No	
City of Winston-Salem (NC)	NR	
City of Knoxville Uniformed Police Personnel	Yes	\$600

NR- No response
NA- Not applicable

Table 21 shows the FLSA status of each Police personnel rank (that is, which ranks are automatically eligible for overtime pay and which are not). All of the comparator cities treat the Sergeant rank as FLSA Non-Exempt, while seven (7) also treat the Lieutenant as Non-Exempt, similar to Knoxville. The City of Mobile treats all ranks as Non-Exempt.

TABLE 21
UNIFORMED POLICE PERSONNEL – FLSA EXEMPTION STATUS BY RANK

Knoxville		Birmingham		Chattanooga		Clarksville	
<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>
Recruit	NE		NE	Cadet	NE	Cadet	NE
Police Officer	NE	Police Officer	NE	Police I	NE	Police Officer I	NE
Police Officer I	NE			Police II	NE	Police Officer II	NE
Police Officer II	NE			Police III	NE	Police Officer III	NE
Police Officer III	NE			Master Police Officer	NE		
Police Officer IV	NE						
Sergeant	NE	Sergeant	NE	Sergeant	NE	Sergeant	NE
Lieutenant	NE	Lieutenant	E	Lieutenant	E	Lieutenant	NE
Captain	E	Captain	E	Captain	E	Captain	E
Deputy Chief	E	Deputy Chief	E	Assistant Chief	E	Deputy Chief	E

NE = Non-Exempt (eligible for overtime pay)
E = Exempt (generally not eligible for overtime pay)

TABLE 21 *continued*
UNIFORMED POLICE PERSONNEL – FLSA EXEMPTION STATUS BY RANK

Knoxville		Cleveland		Durham		Huntsville	
<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>
Recruit	NE			Recruit	NE	Cadet	NE
Police Officer	NE	Police Officer	NE	Police Officer	NE	Police Officer	NE
Police Officer I	NE			Corporal	NE		
Police Officer II	NE						
Police Officer III	NE						
Police Officer IV	NE						
Sergeant	NE	Sergeant	NE	Sergeant	NE	Sergeant	NE
Lieutenant	NE	Lieutenant	E	Lieutenant	E	Lieutenant	E
Captain	E	Captain	E	Captain	E	Captain	E
Deputy Chief	E	Assistant Chief	E	Deputy Chief	E	Deputy Chief	E

NE = Non-Exempt (eligible for overtime pay)

E = Exempt (generally not eligible for overtime pay)

TABLE 21 *continued*
UNIFORMED POLICE PERSONNEL – FLSA EXEMPTION STATUS BY RANK

Knoxville		Lexington-Fayette		Little Rock		Memphis	
<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>
Recruit	NE					Recruit	NE
Police Officer	NE	Police Officer	NE	Police Officer	NE	Police Officer II	NE
Police Officer I	NE						
Police Officer II	NE						
Police Officer III	NE						
Police Officer IV	NE						
Sergeant	NE	Sergeant	NE	Sergeant	NE	Sergeant	NE
Lieutenant	NE	Lieutenant	E	Lieutenant	NE	Lieutenant	NE
Captain	E	Captain	E	Captain	E	Major	E
Deputy Chief	E	Police Chief	E		E	Deputy Chief	E

NE = Non-Exempt (eligible for overtime pay)

E = Exempt (generally not eligible for overtime pay)

TABLE 21 *continued*
UNIFORMED POLICE PERSONNEL – FLSA EXEMPTION STATUS BY RANK

Knoxville		Mobile		Nashville		Newport News	
<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>
Recruit	NE	Cadet	NE	Trainee	NE	Recruit	NE
Police Officer	NE	Police Officer	NE	Police Officer 1	NE	Police Officer	NE
Police Officer I	NE	Corporal	NE	Police Officer 2	NE	Police Officer, Senior	NE
Police Officer II	NE			Police Officer 3	NE	Police Officer, Master	NE
Police Officer III	NE						
Police Officer IV	NE						
Sergeant	NE	Sergeant	NE	Sergeant	NE	Sergeant	NE
Lieutenant	NE	Lieutenant	NE	Lieutenant	NE	Lieutenant	E
Captain	E	Captain	NE	Captain	E	Captain	E
Deputy Chief	E	Assistant Chief	NE	Deputy Chief	E	Assistant Chief	E

NE = Non-Exempt (eligible for overtime pay)

E = Exempt (generally not eligible for overtime pay)

TABLE 21 *continued*
UNIFORMED POLICE PERSONNEL – FLSA EXEMPTION STATUS BY RANK

Knoxville		Norfolk		Oak Ridge		Richmond	
<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>
Recruit	NE	Recruit	NE	Trainee	NE	Recruit	NE
Police Officer	NE	Police Officer	NE	Certified Officer	NE	Police Officer I	NE
Police Officer I	NE	Corporal	NE			Police Officer II	NE
Police Officer II	NE					Police Officer III	NE
Police Officer III	NE					Police Officer IV	NE
Police Officer IV	NE					Police Officer Master	NE
Sergeant	NE	Sergeant	NE	Sergeant	NE	Sergeant	NE
Lieutenant	NE	Lieutenant	E	Lieutenant	NE	Lieutenant	NE
Captain	E	Captain	E	Captain	E	Captain	E
Deputy Chief	E	Assistant Chief	E	Deputy Chief	E	Deputy Chief	E

NE = Non-Exempt (eligible for overtime pay)

E = Exempt (generally not eligible for overtime pay)

TABLE 21 *continued*
UNIFORMED POLICE PERSONNEL – FLSA EXEMPTION STATUS BY RANK

Knoxville		Roanoke		Savannah		Winston-Salem	
<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>
Recruit	NE			Trainee	NE	Trainee	NR
Police Officer	NE	Police Officer	NE	PO/ Advanced PO	NE	Police Officer	NR
Police Officer I	NE	Police Officer II	NE	Police Corporal	NE	Police Corporal / Detective	NR
Police Officer II	NE	Senior PO	NE				
Police Officer III	NE						
Police Officer IV	NE						
Sergeant	NE	Sergeant	NE	Sergeant	NE	Sergeant	NR
Lieutenant	NE	Lieutenant	E	Lieutenant	E	Lieutenant	NR
Captain	E	Captain	E	Captain	E	Captain	NR
Deputy Chief	E	Deputy Chief	E	Major	E	Assistant Chief	NR

NE = Non-Exempt (eligible for overtime pay)

E = Exempt (generally not eligible for overtime pay)

NR = No Response. Winston-Salem would not provide this information.

Table 22 shows that most cities pay overtime based on work in a 7-day or 14-day period, while Knoxville pays overtime based on work in a 28-day period, after 171 hours. Most of the comparator cities offer compensatory time to Non-Exempt Police officers, although four (4) do not (Mobile, Newport News, Richmond and Roanoke).

**TABLE 22
UNIFORMED POLICE PERSONNEL OVERTIME PAY POLICIES – NON-EXEMPT**

Peer City	When are Non-exempt Uniformed Police Personnel eligible for overtime pay?	Do you offer compensatory time to Non-exempt Police?
City of Birmingham (AL)	After 80 hours in 14 day period	Yes
City of Chattanooga (TN)	After 171 hours in 28 day period	Yes
City of Clarksville (TN)	After 171 hours in 28 day period	Yes
City of Cleveland (TN)	After 86 hours in 14 day period	Yes
City of Durham (NC)	After 171 hours in 28 day period	Yes
City of Huntsville (AL)	After 40 hours in 7 day period	Yes
City of Lexington-Fayette (KY)	After 40 hours in 7 day period	Yes
City of Little Rock (AR)	After 40 hours in 7 day period	Yes
City of Memphis (TN)	After 43 hours in 7 day period	Yes
City of Mobile (AL)	After 40 hours in 7 day period	No
City of Nashville (TN)	After 40.5 hours in 7 day period	Yes
City of Newport News (VA)	After 80 hours in 14 day period	No
City of Norfolk (VA)	After 40 hours in 7 day period	Yes
City of Oak Ridge (TN)	After 40 hours in 7 day period	Yes
City of Richmond (VA)	No response	No
City of Roanoke (VA)	After 84 hours in 14 day period	No
City of Savannah (GA)	After 40 hours in 7 day period	Yes
City of Winston-Salem (NC)	No response	NR
City of Knoxville Uniformed Police Personnel	After 171 hours in 28 day period	Yes

Table 23 shows that seven (7) of the 18 comparator cities allow Exempt Police personnel to receive overtime pay or compensatory time, although the arrangement is generally not automatic and requires approval of senior leadership, consistent with Knoxville’s Police.

**TABLE 23
UNIFORMED POLICE PERSONNEL OVERTIME PAY POLICIES - EXEMPT**

Peer City	Do you pay any FLSA Exempt Police overtime pay or compensatory time?
City of Birmingham (AL)	Yes, upon the order of the Mayor for special events
City of Chattanooga (TN)	NR
City of Clarksville (TN)	No, exempt personnel are allowed to modify their schedules within reason during the same pay period to compensate for the additional hours worked
City of Cleveland (TN)	No
City of Durham (NC)	Yes, management leave policy
City of Huntsville (AL)	Yes, exempt employees may accrue compensatory time with the approval of the Department Head, at the rate of 1 hour for each hour worked in excess of the standard work period
City of Lexington-Fayette (KY)	No
City of Little Rock (AR)	No
City of Memphis (TN)	No
City of Mobile (AL)	Yes, compensatory time may be permissible, at one time
City of Nashville (TN)	No
City of Newport News (VA)	No
City of Norfolk (VA)	No
City of Oak Ridge (TN)	No
City of Richmond (VA)	No
City of Roanoke (VA)	Yes, exempt employees may be paid overtime when specifically approved in advance by the City Manager
City of Savannah (GA)	Yes, exempt Police under Major may earn compensatory leave at straight rate
City of Winston-Salem (NC)	NR
City of Knoxville Uniformed Police Personnel	Yes, exempt personnel may only receive compensation in excess of salary if approved by the Chief of Police and the Director of Finance and Accountability

NR- No response

Incentive Pay for Uniformed Police Personnel

The survey included questions about three (3) different types of incentive based pay increases offered to uniformed Police personnel:

- Education Incentive Pay
- Fitness Incentive Pay
- Safe Driving Record Incentive Pay

Most of the comparator cities provide a base pay increase or supplemental pay to recognize educational attainment (either a percentage increase or flat dollar supplement), and a few provide reimbursement for education costs. Base pay increases for a Bachelor's degree range from 5% to 10%, as shown in **Table 24**

Only two (2) of the comparator cities provide incentives related to physical fitness, as shown in **Table 25**. Lexington-Fayette offers a monetary reward and Clarksville includes physical fitness in the promotional advancement criteria.

None of the peers offers a form of safe driving record incentive pay (**Table 26**).

**TABLE 24
UNIFORMED POLICE PERSONNEL EDUCATION INCENTIVE POLICY**

Peer City	Education Incentive?	Policy
City of Birmingham (AL)	Yes	5% Associates degree, 10% Bachelor's degree, and 15% Master's degree
City of Chattanooga (TN)	Yes	After 1 year of service, all FT regular employees are eligible for tuition reimbursement of 80% for grade C or better
City of Clarksville (TN)	Yes	Point system is used for promotions at the supervisory level. Points added to a candidate's overall score as follows: 1 for Associates, 2 for Bachelors, and 3 for Masters degrees
City of Cleveland (TN)	Yes	Education reimbursement of \$1,430/year
City of Durham (NC)	Yes	2.5% Associate's degree: 5% Bachelor's Degree or above. City also has a reimbursement amount of \$400 towards courses taken with a passing grade of C or better
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	Yes	30 - 59 credit hours: \$450; 60 - 89 credit hours: \$750; 90 + credit hours: \$950; Bachelor's Degree or above: \$1,500
City of Little Rock (AR)	Yes	Ranges from \$0 - \$150/month
City of Memphis (TN)	Yes	1 year college-1% (hired prior to 2 year College Entry level requirement), 2 years college- 2.5% (hired prior to 2 year College Entry level requirement), 3 years college- 5%, 4 years college- 7.5%
City of Mobile (AL)	Yes	5% Associates degree, 10% Bachelor's degree and 15% Master's degree
City of Nashville (TN)	Yes	3% Associates degree and 6% Bachelor's degree or higher
City of Newport News (VA)	No	
City of Norfolk (VA)	Yes	\$504/year for a degree in any program certified by the Police Chief as relevant. Eligible ranks: Officer - Captain. Limited to 1 supplement regardless of number of degrees
City of Oak Ridge (TN)	No	
City of Richmond (VA)	Yes	Associates degree \$500, Bachelor's degree \$1,000, Master's degree \$2,000 No new applications for educational incentives or increases in educational incentives between July 2010 and July 2014
City of Roanoke (VA)	Yes	Career Enhancement Program includes consideration for training, formal education, experience, and specialized assignments. Pay supplement of \$1,076 to \$4,802/year
City of Savannah (GA)	Yes	Police with a Bachelor's degree will start on Step 20
City of Winston-Salem (NC)	No response	
Count of Yes	14 of 17	11 provide a pay supplement/increase, 2 provide reimbursement, and 1 includes educational attainment as a criteria for promotion
City of Knoxville Uniformed Police Personnel	Yes	Uniformed officers with Bachelor's degree are eligible for a 7.5% pay increase

**TABLE 25
UNIFORMED POLICE PERSONNEL PHYSICAL FITNESS INCENTIVE**

Peer City	Physical Fitness Incentive?	Policy
City of Birmingham (AL)	No	
City of Chattanooga (TN)	No	
City of Clarksville (TN)	Yes	A point system is used for promotions at the supervisory level. 1 supplemental point will be added to a candidate's overall score who performs at the 55th percentile or better, as derived from the standard norms from the Cooper Institute
City of Cleveland (TN)	No	
City of Durham (NC)	No	
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	Yes	Any Member who meets or exceeds the 30th percentile under the Cooper Norms (based on the general population by age and gender) for at least 3 of the 4 exercises is paid \$300 each fiscal year. This benefit is suspended beginning July 1, 2012, and will recommence on July 1, 2014
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	No	
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	No	
City of Savannah (GA)	No	
City of Winston-Salem (NC)	NR	
Count of Yes	2 of 17	
City of Knoxville Uniformed Police Personnel	Yes	Annual leave is awarded for this Incentive Program. Officers can receive 5, 8, or 10 hours/quarter based on test scores

NR- No response

**TABLE 26
UNIFORMED POLICE PERSONNEL SAFE DRIVING RECORD INCENTIVE PAY**

Peer City	Safe Driving Record Incentive?	Policy
City of Birmingham (AL)	No	
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	No	
City of Durham (NC)	No	
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	No	
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	No	
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	No	
City of Savannah (GA)	No	
City of Winston-Salem (NC)	NR	
<i>Count of Yes</i>	<i>0 of 17</i>	
City of Knoxville Uniformed Police Personnel	Yes	Annual leave is awarded for safe driving. Qualifying officers receive 8 or 16 hours of annual leave based on current assignment. This is awarded once a year

NR- No response

Special Duty Pay for Uniformed Police Personnel

Table 27 shows a summary of the prevalence of each type of special duty pay for uniformed Police personnel. More details are shown on **Tables 28** through **41**.

**TABLE 27
SPECIAL DUTY PAY SUMMARY**

Type	# of Peers Offering (out of 17 ¹)	% of Peers Offering	Knoxville Offers?
K-9 Special Duty	11	65%	✓
Hazardous or HAZMAT	4	24%	
SWAT or Emergency Response	8	47%	
Bomb Technician/Squad	7	41%	
Crime Scene Investigator	5	29%	
Investigative or Detective	3	18%	
Traffic Direction/Control	1	6%	
Field Training Officer	9	53%	
School Liaison	1	6%	
Bilingual Skills	5	29%	
Negotiator	5	29%	
Search and Rescue	1	6%	
Mobile Field Force or Riot Control	2	12%	
Other	6	35%	

¹ One of the 18 comparator cities (Winston-Salem) would not provide information on their special duty pay policies.

**TABLE 28
UNIFORMED POLICE PERSONNEL
K-9 SPECIAL DUTY PAY**

Peer City	K-9 Special Duty Pay? (Yes or No)	Policy
City of Birmingham (AL)	Yes	5% pay increase
City of Chattanooga (TN)	Yes	1 hour off of each shift
City of Clarksville (TN)	Yes	K-9 Officers are allowed 1 hour/day to take care of their dogs
City of Cleveland (TN)	Yes	3.5% step
City of Durham (NC)	No	
City of Huntsville (AL)	Yes	5% pay increase
City of Lexington-Fayette (KY)	Yes	\$1,400/year
City of Little Rock (AR)	No	
City of Memphis (TN)	Yes	\$600/year
City of Mobile (AL)	No	
City of Nashville (TN)	Yes	30 minutes maintenance for dogs
City of Newport News (VA)	No	
City of Norfolk (VA)	Yes	K-9 Officer: \$840/year to defray dog-care costs
City of Oak Ridge (TN)	Yes	1 hour of pay/day
City of Richmond (VA)	No	
City of Roanoke (VA)	Yes	Career Enhancement Program includes consideration for training, formal education, experience, and specialized assignments Pay supplement of \$1,076 to \$4,802/year
City of Savannah (GA)	No	
City of Winston-Salem (NC)	NR	
Count of Yes	11 of 17	
City of Knoxville Uniformed Police Personnel	Yes	K-9 officers receive additional pay of 8 hours straight time pay each pay period for caring and feeding their canine

NR- No response

**TABLE 29
UNIFORMED POLICE PERSONNEL
HAZARDOUS OR HAZMAT SPECIAL DUTY PAY**

Peer City	Hazardous or HAZMAT Special Duty Pay? (Yes or No)	Policy
City of Birmingham (AL)	Yes	5% pay increase
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	No	
City of Durham (NC)	No	
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	Yes	\$1,400/year
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	Yes	5% pay increase
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	No	
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	Yes	Career Enhancement Program includes consideration for training, formal education, experience, and specialized assignments Pay supplement of \$1,076 to \$4,802/year
City of Savannah (GA)	No	
City of Winston-Salem (NC)	NR	
Count of Yes	4 of 17	
City of Knoxville Uniformed Police Personnel	No	

NR- No response

**TABLE 30
UNIFORMED POLICE PERSONNEL
SWAT TEAM OR EMERGENCY RESPONSE TEAM SPECIAL DUTY PAY**

Peer City	SWAT Team or Emergency Response Team Special Duty Pay? (Yes or No)	Policy
City of Birmingham (AL)	Yes	5% pay increase
City of Chattanooga (TN)	No	
City of Clarksville (TN)	Yes	\$1,200/year
City of Cleveland (TN)	Yes	3.5% step increase
City of Durham (NC)	No	
City of Huntsville (AL)	Yes	5% pay increase
City of Lexington-Fayette (KY)	Yes	\$1,400/year
City of Little Rock (AR)	No	
City of Memphis (TN)	Yes	\$600/year
City of Mobile (AL)	Yes	5% pay increase
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	No	
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	Yes	Career Enhancement Program includes consideration for training, formal education, experience, and specialized assignments Pay supplement of \$1,076 to \$4,802/year
City of Savannah (GA)	No	
City of Winston-Salem (NC)	NR	
<i>Count of Yes</i>	<i>8 of 17</i>	
City of Knoxville Uniformed Police Personnel	No	

NR- No response

**TABLE 31
UNIFORMED POLICE PERSONNEL
BOMB TECHNICIAN/SQUAD SPECIAL DUTY PAY**

Peer City	Bomb Technician/Squad Special Duty Pay? (Yes or No)	Policy
City of Birmingham (AL)	Yes	5% pay increase
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	Yes	3.5% step increase
City of Durham (NC)	No	
City of Huntsville (AL)	Yes	5% pay increase
City of Lexington-Fayette (KY)	No	
City of Little Rock (AR)	No	
City of Memphis (TN)	Yes	\$600/year
City of Mobile (AL)	Yes	5% pay increase
City of Nashville (TN)	No	
City of Newport News (VA)	Yes	\$1,500/year
City of Norfolk (VA)	No	
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	Yes	Career Enhancement Program includes consideration for training, formal education, experience, and specialized assignments Pay supplement of \$1,076 to \$4,802/year
City of Savannah (GA)	No	
City of Winston-Salem (NC)	NR	
Count of Yes	7 of 17	
City of Knoxville Uniformed Police Personnel	No	

NR- No response

**TABLE 32
UNIFORMED POLICE PERSONNEL
CRIME SCENE INVESTIGATOR (CSI) SPECIAL DUTY PAY**

Peer City	Crime Scene Investigator Special Duty Pay? (Yes or No)	Policy
City of Birmingham (AL)	No	
City of Chattanooga (TN)	No	
City of Clarksville (TN)	Yes	Up to \$600/year (prorated by days of participation)
City of Cleveland (TN)	No	Uniformed Police Personnel promoted to CSI receive a 8.2% pay increase
City of Durham (NC)	Yes	Forensics Certification: 3% pay increase
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	No	
City of Little Rock (AR)	No	
City of Memphis (TN)	Yes	
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	Yes	Investigator: \$60/month for duration of assignment
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	Yes	Career Enhancement Program includes consideration for training, formal education, experience, and specialized assignments Pay supplement of \$1,076 to \$4,802/year
City of Savannah (GA)	No	
City of Winston-Salem (NC)	NR	
<i>Count of Yes</i>	<i>5 of 17</i>	
City of Knoxville Uniformed Police Personnel	No	

NR- No response

**TABLE 33
UNIFORMED POLICE PERSONNEL
INVESTIGATIVE OR DETECTIVE SPECIAL DUTY PAY**

Peer City	Investigative or Detective Special Duty Pay? (Yes or No)	Policy
City of Birmingham (AL)	No	
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	Yes	Uniformed Police Personnel promoted to a Detective receive a 9.3% pay increase
City of Durham (NC)	No	
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	No	
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	Yes	Investigator: \$720/year for duration of assignment; \$840/year if investigator/drug dog handler
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	Yes	Career Enhancement Program includes consideration for training, formal education, experience, and specialized assignments Pay supplement of \$1,076 to \$4,802/year
City of Savannah (GA)	No	
City of Winston-Salem (NC)	NR	
Count of Yes	3 of 17	
City of Knoxville Uniformed Police Personnel	No	

NR- No response

**TABLE 34
UNIFORMED POLICE PERSONNEL
TRAFFIC DIRECTION/CONTROL SPECIAL DUTY**

Peer City	Traffic Direction/Control Special Duty Pay? (Yes or No)	Policy
City of Birmingham (AL)	No	
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	No	
City of Durham (NC)	No	
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	No	
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	No	
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	Yes	Career Enhancement Program includes consideration for training, formal education, experience, and specialized assignments Pay supplement of \$1,076 to \$4,802/year
City of Savannah (GA)	No	
City of Winston-Salem (NC)	NR	
<i>Count of Yes</i>	<i>1 of 17</i>	
City of Knoxville Uniformed Police Personnel	No	

NR- No response

**TABLE 35
UNIFORMED POLICE PERSONNEL
FIELD TRAINING OFFICER SPECIAL DUTY PAY**

Peer City	Field Training Officer Special Duty Pay? (Yes or No)	Policy
City of Birmingham (AL)	Yes	5% pay increase
City of Chattanooga (TN)	Yes	5 overtime hours/week
City of Clarksville (TN)	No	
City of Cleveland (TN)	Yes	3.5% step increase
City of Durham (NC)	Yes	4% for training recent Police Academy Graduates
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	Yes	\$1,400/year
City of Little Rock (AR)	Yes	3 hours/shift (only for time spent actually training probationary Police officers)
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	Yes	\$1,500/year
City of Norfolk (VA)	Yes	\$960/year for duration of assignment
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	Yes	Career Enhancement Program includes consideration for training, formal education, experience, and specialized assignments Pay supplement of \$1,076 to \$4,802/year
City of Savannah (GA)	No	
City of Winston-Salem (NC)	NR	
<i>Count of Yes</i>	9 of 17	
City of Knoxville Uniformed Police Personnel	No	

NR- No response

**TABLE 36
UNIFORMED POLICE PERSONNEL
SCHOOL LIAISON OFFICER SPECIAL DUTY PAY**

Peer City	School Liaison Officer Special Duty Pay? (Yes or No)	Policy
City of Birmingham (AL)	No	
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	No	
City of Durham (NC)	No	
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	No	
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	No	
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	Yes	Career Enhancement Program includes consideration for training, formal education, experience, and specialized assignments Pay supplement of \$1,076 to \$4,802/year
City of Savannah (GA)	No	
City of Winston-Salem (NC)	NR	
<i>Count of Yes</i>	<i>1 of 17</i>	
City of Knoxville Uniformed Police Personnel	No	

NR- No response

**TABLE 37
UNIFORMED POLICE PERSONNEL
BILINGUAL SKILLS SPECIAL DUTY PAY**

Peer City	Bilingual Skills Special Duty Pay? (Yes or No)	Policy
City of Birmingham (AL)	No	
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	No	
City of Durham (NC)	Yes	\$1,000/year upon providing documentation of usage. Officers have to test every 3 years and be proficient at a conversational level
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	Yes	\$1,400/year
City of Little Rock (AR)	Yes	Court Certified Interpreters: \$1,196/year
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	Yes	\$360/year for Officers certified by HR and the Chief of Police as having Spanish language skills
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	Yes	Career Enhancement Program includes consideration for training, formal education, experience, and specialized assignments Pay supplement of \$1,076 to \$4,802/year
City of Savannah (GA)	No	
City of Winston-Salem (NC)	NR	
Count of Yes	5 of 17	
City of Knoxville Uniformed Police Personnel	No	

NR- No response

**TABLE 38
UNIFORMED POLICE PERSONNEL
NEGOTIATOR SPECIAL DUTY PAY**

Peer City	Negotiator Special Duty Pay? (Yes or No)	Policy
City of Birmingham (AL)	No	
City of Chattanooga (TN)	No	
City of Clarksville (TN)	Yes	Up to \$600/year (prorate by day)
City of Cleveland (TN)	No	
City of Durham (NC)	No	
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	Yes	\$1,400/year
City of Little Rock (AR)	No	
City of Memphis (TN)	Yes	\$600/year
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	Yes	\$1,500/year
City of Norfolk (VA)	No	
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	Yes	Career Enhancement Program includes consideration for training, formal education, experience, and specialized assignments Pay supplement of \$1,076 to \$4,802/year
City of Savannah (GA)	No	
City of Winston-Salem (NC)	NR	
<i>Count of Yes</i>	<i>5 of 17</i>	
City of Knoxville Uniformed Police Personnel	No	

NR- No response

**TABLE 39
UNIFORMED POLICE PERSONNEL
SEARCH AND RESCUE SPECIAL DUTY PAY**

Peer City	Search and Rescue Special Duty Pay? (Yes or No)	Policy
City of Birmingham (AL)	No	
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	No	
City of Durham (NC)	No	
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	No	
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	No	
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	Yes	Career Enhancement Program includes consideration for training, formal education, experience, and specialized assignments Pay supplement of \$1,076 to \$4,802/year
City of Savannah (GA)	No	
City of Winston-Salem (NC)	NR	
<i>Count of Yes</i>	<i>1 of 17</i>	
City of Knoxville Uniformed Police Personnel	No	

NR- No response

**TABLE 40
UNIFORMED POLICE PERSONNEL
MOBILE FIELD FORCE – RIOT CONTROL SPECIAL DUTY PAY**

Peer City	Mobile Field Force – Riot Control Special Duty Pay? (Yes or No)	Policy
City of Birmingham (AL)	No	
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	No	
City of Durham (NC)	No	
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	No	
City of Little Rock (AR)	No	
City of Memphis (TN)	Yes	Crisis intervention: \$600/year
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	No	
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	Yes	Career Enhancement Program includes consideration for training, formal education, experience, and specialized assignments Pay supplement of \$1,076 to \$4,802/year
City of Savannah (GA)	No	
City of Winston-Salem (NC)	NR	
<i>Count of Yes</i>	2 of 17	
City of Knoxville Uniformed Police Personnel	No	

NR- No response

**TABLE 41
UNIFORMED POLICE PERSONNEL
OTHER SPECIAL DUTY PAY**

Peer City	Other Special Duty Pay? (Yes or No)	Policy
City of Birmingham (AL)	No	
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	No	
City of Durham (NC)	No	
City of Huntsville (AL)	Yes	5% increase for CNRT and Vehicle Homicide
City of Lexington-Fayette (KY)	Yes	\$1,400/year for the following responsibilities: Motorcycle Certified Members (who are currently utilized in a Motorcycle assignment), Collision Reconstruction Unit, Mounted Unit, Training Unit, Downtown Bike Patrol, Air Support Unit, Chaplain, and Members assigned to the Bureau of Investigations
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	Yes	Tactical Team: \$1,500/year Drivers for the Incident Response Team and TACT Team: \$750/year
City of Norfolk (VA)	Yes	Diver: \$35/month for duration of assignment
City of Oak Ridge (TN)	No	
City of Richmond (VA)	Yes	\$0.75 for special duty pay, if approved by Chief Administrative Officer
City of Roanoke (VA)	Yes	Annual salary increment of \$600 payable on a bi-weekly basis
City of Savannah (GA)	No	
City of Winston-Salem (NC)	NR	
Count of Yes	6 of 17	
City of Knoxville Uniformed Police Personnel	No	

NR- No response

Longevity Pay

Eight (8) of the comparator cities provide longevity pay to uniformed Police personnel, as shown in **Table 42**. For three (3) of these cities, longevity pay starts after five (5) years of service, while five (5) of the cities start longevity pay after nine (9) years. While there is no typical policy among these cities, many of the comparators increase the longevity pay amount by \$50 per year, which is lower than Knoxville’s progression of \$120 per year. For each year of service, Knoxville’s longevity payments are higher than the survey average.

**TABLE 42
UNIFORMED POLICE PERSONNEL LONGEVITY PAY BY YEARS OF SERVICE**

Peer City	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	Max
City of Birmingham (AL)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Chattanooga (TN)	--	--	--	--	\$250	\$300	\$350	\$400	\$450	\$500	\$550	\$600	\$650	\$700	\$750	\$800	\$850	\$1500
City of Clarksville (TN)	--	--	--	--	\$50	\$100	\$150	\$200	\$250	\$300	\$350	\$400	\$450	\$500	\$550	\$600	\$650	None
City of Cleveland (TN)	--	--	--	--	\$250	\$300	\$350	\$400	\$450	\$500	\$550	\$600	\$650	\$700	\$750	\$800	\$850	None
City of Durham (NC)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Huntsville (AL)	\$63	\$126	\$189	\$252	\$315	\$378	\$441	\$504	\$567	\$630	\$693	\$756	\$819	\$882	\$945	\$1008	\$1071	None
City of Lexington (KY)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Little Rock (AR)	\$60	\$120	\$180	\$240	\$300	\$360	\$420	\$480	\$540	\$600	\$660	\$660	\$780	\$840	\$900	\$1152	\$1224	\$1800
City of Memphis (TN)	--	--	--	--	\$402	\$402	\$402	\$402	\$402	\$536	\$536	\$536	\$536	\$536	\$670	\$670	\$670	\$938
City of Mobile (AL)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Nashville (TN)	\$110	\$193	\$275	\$358	\$440	\$523	\$558	\$633	\$688	\$743	\$798	\$825	\$853	\$880	\$908	\$935	\$935	\$935
City of Newport News (VA)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Norfolk (VA)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Oak Ridge (TN)	--	--	--	--	\$500	\$600	\$700	\$800	\$900	\$1000	\$1100	\$1200	\$1300	\$1400	\$1500	\$1600	\$1700	\$2500
City of Richmond (VA)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Roanoke (VA)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Savannah (GA)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Winston-Salem (NC)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
<i>Market Average</i>	<i>\$78</i>	<i>\$146</i>	<i>\$215</i>	<i>\$283</i>	<i>\$313</i>	<i>\$370</i>	<i>\$421</i>	<i>\$477</i>	<i>\$531</i>	<i>\$601</i>	<i>\$655</i>	<i>\$697</i>	<i>\$755</i>	<i>\$805</i>	<i>\$872</i>	<i>\$946</i>	<i>\$994</i>	<i>NA</i>
City of Knoxville	\$120	\$240	\$360	\$480	\$600	\$720	\$840	\$960	\$1080	\$1200	\$1320	\$1440	\$1560	\$1680	\$1800	\$1920	\$2040	\$2400

Note – Longevity pay was not included in the pay range comparison

**TABLE 43
UNIFORMED POLICE PERSONNEL LONGEVITY MAXIMUM**

Peer City	Maximum Annual Longevity Amount	Years to Maximum	Longevity pay included as covered compensation for pensions?
City of Birmingham (AL)	NA		
City of Chattanooga (TN)	\$1,500	30 years	Yes
City of Clarksville (TN)	No Maximum	No Maximum	Yes
City of Cleveland (TN)	No Maximum	No Maximum	Yes
City of Durham (NC)	NA		
City of Huntsville (AL)	No Maximum	No Maximum	Yes
City of Lexington-Fayette (KY)	NA		
City of Little Rock (AR)	\$1,800	25 years	Yes
City of Memphis (TN)	\$938	25 years	Yes
City of Mobile (AL)	NA		
City of Nashville (TN)	\$935	20 years	No
City of Newport News (VA)	NA		
City of Norfolk (VA)	NA		
City of Oak Ridge (TN)	\$2,500	25 years	No
City of Richmond (VA)	NA		
City of Roanoke (VA)	NA		
City of Savannah (GA)	NA		
City of Winston-Salem (NC)	NA		
City of Knoxville Uniformed Police Personnel	\$2,400	24 years	Yes

NA- Not applicable

Paid Leave for Uniformed Police Personnel

The survey included questions related to paid time off, including:

- Vacation time accrual, including cash out policies
- Paid sick leave accrual, including cash out policies
- Holidays and personal days

Knoxville's total paid leave entitlements are slightly lower than the market average at most years of service.

Details about each comparator city's paid leave policies are shown in **Tables 44** through **50**.

**TABLE 44
UNIFORMED POLICE PERSONNEL
TYPE OF PAID LEAVE PROGRAM**

Peer City	Traditional Leave or Paid Time Off (PTO)
City of Birmingham (AL)	Traditional
City of Chattanooga (TN)	Paid Time Off (PTO)
City of Clarksville (TN)	Traditional
City of Cleveland (TN)	Traditional
City of Durham (NC)	Traditional
City of Huntsville (AL)	Traditional
City of Lexington-Fayette (KY)	Traditional
City of Little Rock (AR)	Traditional
City of Memphis (TN)	Traditional
City of Mobile (AL)	Traditional
City of Nashville (TN)	Traditional
City of Newport News (VA)	Traditional
City of Norfolk (VA)	Traditional
City of Oak Ridge (TN)	Traditional
City of Richmond (VA)	Traditional
City of Roanoke (VA)	Traditional
City of Savannah (GA)	Traditional
City of Winston-Salem (NC)	Traditional
City of Knoxville Uniformed Police Personnel	Traditional

The total paid leave for each peer city, which includes vacation, sick leave, holidays, and personal days is shown in **Table 45**. Knoxville’s total paid leave is slightly lower than the market average for most years of service categories.

**TABLE 45
UNIFORMED POLICE PERSONNEL TOTAL PAID LEAVE**

Peer City	Total Paid Leave Days ¹ per Year, by Years of Service										
	>1	1	3	5	10	12	15	20	25	30	30+
City of Birmingham (AL)	23	35	35	35	35	41	41	41	47	47	47
City of Chattanooga (TN) (PTO)	36	36	36	36	36	40	40	44	44	44	44
City of Clarksville (TN)	34	35	35	35	35	37	40	45	50	55	56
City of Cleveland (TN)	29	29	34	39	39	39	44	49	49	49	49
City of Durham (NC)	36	36	36	39	42	42	42	45	48	48	48
City of Huntsville (AL)	24	37	37	37	40	40	43	47	47	47	47
City of Lexington-Fayette (KY)	38	38	38	38	44	44	44	44	44	44	44
City of Little Rock (AR)	44	44	44	44	44	44	44	44	44	44	44
City of Memphis (TN)	35	40	40	40	57	59	68	70	73	73	73
City of Mobile (AL)	32	32	32	34	37	37	39	42	47	47	47
City of Nashville (TN)	45	45	45	45	45	45	45	45	45	45	45
City of Newport News (VA)	39	39	39	39	43	46	46	48	49	49	49
City of Norfolk (VA)	39	39	39	42	45	45	47	50	50	50	50
City of Oak Ridge (TN)	39	41	43	43	48	48	48	48	48	48	48
City of Richmond (VA)	37	37	37	40	43	43	46	49	49	49	49
City of Roanoke (VA)	32	32	32	34	36	36	37	38	39	40	40
City of Savannah (GA)	34	34	34	36	40	40	42	44	45	45	45
City of Winston-Salem (NC)	28	33	35	38	41	41	43	47	47	47	47
<i>Market Average</i>	35	37	37	39	42	43	44	47	48	48	48
City of Knoxville Uniformed Police Personnel	31	31	36	36	41	45	45	45	45	45	45
Difference	-4	-6	-1	-3	-1	2	1	-2	-3	-3	-3

¹ Total paid leave days includes annual entitlement for vacation, sick leave, holidays, personal/floating days.

Knoxville’s vacation policies are slightly less generous than the survey average in the early years of service, more generous in the middle years, then comparable to the market average in the later years.

**TABLE 46
UNIFORMED POLICE PERSONNEL – VACATION ACCRUAL**

Peer City	Vacation Days Accrued per Year, by Years of Service										
	>1	1	3	5	10	12	15	20	25	30	30+
City of Birmingham (AL)	0	12	12	12	12	18	18	18	24	24	24
City of Chattanooga (TN) (PTO)	36	36	36	36	36	40	40	44	44	44	44
City of Clarksville (TN)	11	12	12	12	12	14	17	22	27	32	33
City of Cleveland (TN)	5	5	10	15	15	15	20	25	25	25	25
City of Durham (NC)	12	12	12	15	18	18	18	21	24	24	24
City of Huntsville (AL)	0	13	13	13	16	16	19	23	23	23	23
City of Lexington-Fayette (KY)	15	15	15	15	21	21	21	21	21	21	21
City of Little Rock (AR)	15	15	15	15	15	15	15	15	15	15	15
City of Memphis (TN)	5	10	10	10	15	17	20	22	25	25	25
City of Mobile (AL)	10	10	10	12	15	15	17	20	25	25	25
City of Nashville (TN)	20	20	20	20	20	20	20	20	20	20	20
City of Newport News (VA)	20	20	20	20	24	27	27	29	30	30	30
City of Norfolk (VA)	12	12	12	15	18	18	20	23	23	23	23
City of Oak Ridge (TN)	21	23	25	25	30	30	30	30	30	30	30
City of Richmond (VA)	12	12	12	15	18	18	21	24	24	24	24
City of Roanoke (VA)	12	12	12	14	16	16	17	18	19	20	20
City of Savannah (GA)	12	12	12	14	18	18	20	22	23	23	23
City of Winston-Salem (NC)	5	10	12	15	18	18	20	24	24	24	24
<i>Market Average*</i>	<i>11</i>	<i>13</i>	<i>14</i>	<i>15</i>	<i>18</i>	<i>18</i>	<i>20</i>	<i>22</i>	<i>24</i>	<i>24</i>	<i>24</i>
City of Knoxville	10	10	15	15	20	24	24	24	24	24	24
Difference	-1	-3	1	0	2	6	4	2	0	0	0

*The market average does not include Chattanooga because they have a PTO leave program that combines vacation time, sick leave, and holidays.

Knoxville’s sick leave days are consistent with the market, but the number of holidays and personal days are somewhat lower than the market average, as shown in **Table 47**.

TABLE 47
UNIFORMED POLICE PERSONNEL – OTHER PAID LEAVE DAYS PER YEAR

Peer City	Sick Days	Holidays	Personal/Floating Days
City of Birmingham (AL)	12	11	0
City of Chattanooga (TN) (PTO)	Included in PTO	Included in PTO	Included in PTO
City of Clarksville (TN)	12	11	0
City of Cleveland (TN)	12	12	0
City of Durham (NC)	12	11	1
City of Huntsville (AL)	13	10	1
City of Lexington-Fayette (KY)	15	6	2
City of Little Rock (AR)	15	9	5
City of Memphis (TN)*	12	14	4
City of Mobile (AL)	10	12	0
City of Nashville (TN)	12	10	3
City of Newport News (VA)	8	11	0
City of Norfolk (VA)	12	13	2
City of Oak Ridge (TN)	7	11	0
City of Richmond (VA)	12	12	1
City of Roanoke (VA)	9	11	0
City of Savannah (GA)	12	10	0
City of Winston-Salem (NC)	12	10	1
<i>Market Average**</i>	12	11	1
City of Knoxville Uniformed Police Personnel	12	9	0

*Memphis – Sick leave is based on years of service: 1-5 years (12 days), 6-9 years (18 days), 10-14 years (24 days), 15 years + (30 days)

**The market average does not include the paid leave information from Chattanooga because they have a PTO leave program.

**TABLE 48
UNIFORMED POLICE PERSONNEL
VACATION AND SICK LEAVE ACCUMULATION**

Peer City	Maximum Days per Year	
	Unused Vacation/PTO	Unused Sick
City of Birmingham (AL)	0	Unlimited
City of Chattanooga (TN) (PTO)	10	10
City of Clarksville (TN)	30	Unlimited
City of Cleveland (TN)	30	Unlimited
City of Durham (NC)	30	Unlimited
City of Huntsville (AL)	33	Unlimited
City of Lexington-Fayette (KY)	50	75
City of Little Rock (AR)	35	200
City of Memphis (TN)	0	Unlimited
City of Mobile (AL)	35	Unlimited
City of Nashville (TN)	60	120
City of Newport News (VA)	50	Unlimited
City of Norfolk (VA)	48	Unlimited
City of Oak Ridge (TN)	Based on YOS	Unlimited
City of Richmond (VA)	2x annual accrual rate	Unlimited
City of Roanoke (VA)	36	Unlimited
City of Savannah (GA)	4x annual accrual rate	32.5
City of Winston-Salem (NC)	30	Unlimited
City of Knoxville Uniformed Police Personnel	2x annual accrual rate	Unlimited

TABLE 49
UNIFORMED POLICE PERSONNEL VACATION AND SICK LEAVE CASH-OUT

Peer City	Vacation/PTO Leave			Unused Sick Leave		
	At End of Year	At Termination	At Retirement	At End of Year	At Termination	At Retirement
City of Birmingham (AL)	0	Unlimited	Unlimited	0	0	0
City of Chattanooga (TN) (PTO)	60 days	60 days	60 days	60 days	60 days	60 days
City of Clarksville (TN)	0	30 days	30 days	0	0	Unlimited
City of Cleveland (TN)	0	Unlimited	Unlimited	0	0	0
City of Durham (NC)	0	30 days	30 days	0	0	0
City of Huntsville (AL)	0	33 days	0	0	0	Unlimited (50% of total)
City of Lexington-Fayette (KY)	0	60 days	60 days	15* days	90 days	90 days
City of Little Rock (AR)	0	35 days	35 days	0	90 days	90 days
City of Memphis (TN)	0	25 days	25 days	0	0	75 days
City of Mobile (AL)	35 days	35 days	35 days	0	0	75%
City of Nashville (TN)	0	60 days	60 days	0	0	0
City of Newport News (VA)	0	Unlimited	Unlimited	0	0	0
City of Norfolk (VA)	0	48 days	48 days	0	0	0
City of Oak Ridge (TN)	5 days	Based on YOS	Based on YOS	0	0	0
City of Richmond (VA)	0	2x accrual rate	2x accrual rate	0	0	0
City of Roanoke (VA)	0	36 days	0	0	0	Can apply to creditable service years
City of Savannah (GA)	0	Unlimited	Unlimited	0	0	0
City of Winston-Salem (NC)	0	Unlimited	Unlimited	0	0	0
City of Knoxville Uniformed Police Personnel	0	2x accrual rate	2x accrual rate	0	0	120 days (paid for 60)

*Lexington Uniformed Police Personnel can cash out 15 sick leave days if their balance current balance is 90 days.

**TABLE 50
UNIFORMED POLICE PERSONNEL SICK LEAVE CONVERSION PENSION CREDITS**

Peer City	Can Police convert unused sick leave to pension credits?	Maximum allowed
City of Birmingham (AL)	Yes	NR
City of Chattanooga (TN) (PTO)	No	
City of Clarksville (TN)	Yes	All earned annual leave over 240 hours is rolled into sick leave. All sick leave may be used as service credit for the pension benefit
City of Cleveland (TN)	Yes	Unlimited
City of Durham (NC)	Yes	Unlimited
City of Huntsville (AL)	Yes	Unlimited
City of Lexington-Fayette (KY)	Yes	NR
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	Yes	Unlimited
City of Newport News (VA)	No	
City of Norfolk (VA)	Yes	Unlimited
City of Oak Ridge (TN)	Yes	Unlimited
City of Richmond (VA)	Yes	Unused leave converted to service time at 50% rate (2 hr leave = 1 hr service)
City of Roanoke (VA)	Yes	Up to 75% of the unused extended illness leave balance can be used as creditable service
City of Savannah (GA)	Yes	2,080 hours
City of Winston-Salem (NC)	Yes	Unlimited
Count of Yes	13 of 18	
City of Knoxville Uniformed Police Personnel	Yes	Sick leave balances can be converted to service credit at the rate of 1 month of sick leave for every 20 days of unused sick leave

Health Benefits for Uniformed Police Personnel

The survey asked about the most populous PPO plan offered to uniformed Police personnel, as well as prescription drug, dental, and vision benefits.

All of the peer cities offer a PPO medical plan, as shown in **Table 51**. While all cities also offer other health-related benefits, the dental and vision programs are typically provided as a separate benefit election.

**TABLE 51
UNIFORMED POLICE PERSONNEL
TYPE OF HEALTH PLANS OFFERED**

Peer City	Offer PPO/POS?	Included in Medical Premium?		
		Prescription Benefits	Dental Benefits	Vision Benefits
City of Birmingham (AL)	✓	Yes	No	No
City of Chattanooga (TN)	✓	Yes	No	No
City of Clarksville (TN)	✓	No	No	Yes
City of Cleveland (TN)	✓	Yes	No	Yes
City of Durham (NC)	✓	Yes	No	No
City of Huntsville (AL)	✓	Yes	No	No
City of Lexington-Fayette (KY)	✓	Yes	No	Yes
City of Little Rock (AR)	✓	Yes	No	No
City of Memphis (TN)	✓	Yes	No	No
City of Mobile (AL)	✓	Yes	Yes	Yes
City of Nashville (TN)	✓	Yes	No	No
City of Newport News (VA)	✓	Yes	No	No
City of Norfolk (VA)	✓	Yes	No	No
City of Oak Ridge (TN)	✓	Yes	No	No
City of Richmond (VA)	✓	Yes	No	Yes
City of Roanoke (VA)	✓	Yes	No	Yes
City of Savannah (GA)	✓	Yes	No	No
City of Winston-Salem (NC)	✓	Yes	No	Yes
City of Knoxville Uniformed Police Personnel	✓	Yes	Yes	No

PPO/POS – Preferred Provider Plan or Point of Service Plan

Knoxville’s total monthly costs and cost-sharing arrangements for all health-related benefits (medical, prescription drugs, dental, and vision plans) are fairly consistent with the survey average, as shown in **Tables 52 and 53**.

**TABLE 52
UNIFORMED POLICE PERSONNEL TOTAL MONTHLY HEALTH COST**

Peer City	Employer Cost (\$)				Employee Cost (\$)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Birmingham (AL)	\$327	NA	\$943	\$1,169	\$65	NA	\$197	\$283
City of Chattanooga (TN)	\$351	\$641	\$737	\$1,064	\$111	\$207	\$237	\$341
City of Clarksville (TN)	\$562	\$908	\$1,023	\$1,377	\$46	\$195	\$208	\$324
City of Cleveland (TN)	\$459	\$858	\$858	\$858	\$0	\$353	\$353	\$353
City of Durham (NC)	\$568	\$814	\$814	\$1,121	\$56	\$212	\$212	\$521
City of Huntsville (AL)	\$381	\$629	\$844	\$984	\$107	\$211	\$230	\$274
City of Lexington-Fayette (KY)	\$531	\$631	\$631	\$731	\$32	\$288	\$351	\$438
City of Little Rock (AR)	\$450	\$755	\$755	\$755	\$0	\$473	\$473	\$473
City of Memphis (TN)	\$342	NA	NA	\$835	\$208	NA	NA	\$453
City of Mobile (AL)	\$312	NA	NA	\$707	\$54	NA	NA	\$140
City of Nashville (TN)	\$499	NA	NA	\$1,153	\$160	NA	NA	\$422
City of Newport News (VA)	\$408	\$633	\$853	\$1,132	\$147	\$212	\$305	\$399
City of Norfolk (VA)	\$462	\$640	\$728	\$1,168	\$107	\$284	\$407	\$651
City of Oak Ridge (TN)	\$558	\$709	\$983	\$1,219	\$73	\$279	\$371	\$472
City of Richmond (VA)	\$550	NA	\$972	\$1,013	\$111	NA	\$554	\$788
City of Roanoke (VA)	\$506	\$508	\$508	\$513	\$41	\$203	\$487	\$523
City of Savannah (GA)	\$459	NA	\$747	\$1,040	\$88	NA	\$276	\$480
City of Winston-Salem (NC)	\$448	\$1,180	\$877	\$1,346	\$106	\$302	\$251	\$435
Market Average	\$454	\$742	\$818	\$1,010	\$84	\$268	\$328	\$432
City of Knoxville: \$500 S	\$456	\$710	\$781	\$958	\$64	\$333	\$361	\$429
City of Knoxville: \$500 P	\$481	\$748	\$823	\$1,009	\$122	\$457	\$498	\$597
City of Knoxville: \$1,000 S	\$379	\$604	\$655	\$783	\$34	\$230	\$256	\$319
City of Knoxville: \$1,000 P	\$429	\$674	\$739	\$901	\$72	\$333	\$362	\$435

Includes cost for medical, prescription drugs, dental, and vision programs.

NA –Not Applicable

**TABLE 53
UNIFORMED POLICE PERSONNEL TOTAL MONTHLY HEALTH COST-SHARING**

Peer City	Employer Cost-Sharing (%)				Employee Cost-Sharing (%)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Birmingham (AL)	83%	NA	83%	80%	17%	NA	17%	20%
City of Chattanooga (TN)	76%	76%	76%	76%	24%	24%	24%	24%
City of Clarksville (TN)	92%	82%	83%	81%	8%	18%	17%	19%
City of Cleveland (TN)	100%	71%	71%	71%	0%	29%	29%	29%
City of Durham (NC)	91%	79%	79%	68%	9%	21%	21%	32%
City of Huntsville (AL)	78%	75%	79%	78%	22%	25%	21%	22%
City of Lexington-Fayette (KY)	94%	69%	64%	63%	6%	31%	36%	37%
City of Little Rock (AR)	100%	61%	61%	61%	0%	39%	39%	39%
City of Memphis (TN)	62%	NA	NA	65%	38%	NA	NA	35%
City of Mobile (AL)	85%	NA	NA	83%	15%	NA	NA	17%
City of Nashville (TN)	76%	NA	NA	73%	24%	NA	NA	27%
City of Newport News (VA)	74%	75%	74%	74%	26%	25%	26%	26%
City of Norfolk (VA)	81%	69%	64%	64%	19%	31%	36%	36%
City of Oak Ridge (TN)	88%	72%	73%	72%	12%	28%	27%	28%
City of Richmond (VA)	83%	NA	64%	56%	17%	NA	36%	44%
City of Roanoke (VA)	93%	71%	51%	49%	7%	29%	49%	51%
City of Savannah (GA)	84%	NA	73%	68%	16%	NA	27%	32%
City of Winston-Salem (NC)	81%	80%	78%	76%	19%	20%	22%	24%
Market Average	85%	73%	71%	70%	15%	27%	29%	30%
City of Knoxville: \$500 S	88%	68%	68%	69%	12%	32%	32%	31%
City of Knoxville: \$500 P	80%	62%	62%	63%	20%	38%	38%	37%
City of Knoxville: \$1,000 S	92%	72%	72%	71%	8%	28%	28%	29%
City of Knoxville: \$1,000 P	86%	67%	67%	67%	14%	33%	33%	33%

Includes cost for medical, prescription drugs, dental, and vision programs.

NA – Not Applicable

Tables 54 and 55 show the costs and cost-sharing arrangements for medical plans only.

TABLE 54
UNIFORMED POLICE PERSONNEL PPO/POS PLAN MONTHLY COST

Peer City	Employer Cost (\$)				Employee Cost (\$)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Birmingham (AL)	\$314	NA	\$924	\$1,139	\$51	NA	\$156	\$218
City of Chattanooga (TN)	\$351	\$641	\$737	\$1,064	\$83	\$154	\$175	\$254
City of Clarksville (TN)*	\$532	\$878	\$993	\$1,347	\$46	\$152	\$170	\$236
City of Cleveland (TN)	\$434	\$812	\$812	\$812	\$0	\$335	\$335	\$335
City of Durham (NC)	\$540	\$773	\$773	\$1,080	\$33	\$164	\$164	\$415
City of Huntsville (AL)	\$381	\$629	\$844	\$984	\$67	\$111	\$149	\$174
City of Lexington-Fayette (KY)	\$531	\$631	\$631	\$731	\$0	\$228	\$289	\$341
City of Little Rock (AR)	\$423	\$722	\$722	\$722	\$0	\$442	\$442	\$442
City of Memphis (TN)	\$342	NA	NA	\$835	\$176	NA	NA	\$355
City of Mobile (AL)	\$312	NA	NA	\$707	\$54	NA	NA	\$140
City of Nashville (TN)	\$471	NA	NA	\$1,125	\$157	NA	NA	\$375
City of Newport News (VA)	\$389	\$633	\$819	\$1,075	\$133	\$212	\$281	\$357
City of Norfolk (VA)	\$462	\$640	\$728	\$1,168	\$87	\$239	\$369	\$590
City of Oak Ridge (TN)	\$558	\$709	\$983	\$1,219	\$73	\$279	\$371	\$472
City of Richmond (VA)	\$550	NA	\$972	\$1,013	\$84	NA	\$499	\$701
City of Roanoke (VA)	\$479	\$479	\$479	\$479	\$38	\$184	\$468	\$474
City of Savannah (GA)	\$459	NA	\$747	\$1,040	\$51	NA	\$212	\$387
City of Winston-Salem (NC)	\$430	\$1,180	\$877	\$1,313	\$106	\$302	\$251	\$414
Market Average	\$442	\$727	\$803	\$992	\$69	\$234	\$289	\$371
City of Knoxville: \$500 S	\$452	\$705	\$776	\$953	\$31	\$236	\$261	\$325
City of Knoxville: \$500 P	\$477	\$743	\$818	\$1,004	\$88	\$360	\$398	\$494
City of Knoxville: \$1,000 S	\$374	\$599	\$650	\$778	\$1	\$132	\$156	\$216
City of Knoxville: \$1,000 P	\$424	\$669	\$734	\$896	\$39	\$235	\$262	\$331

*City of Clarksville has a stand-alone prescription drug plan. For this table, we have combined monthly medical and prescription drug premium costs. All other peer cities have prescription drug coverage through the medical plan.

Monthly costs have been rounded to the nearest dollar

PPO/POS – Preferred Provider Organization or Point of Service Plan

NA- Not Applicable

TABLE 55
UNIFORMED POLICE PERSONNEL PPO/POS PLAN MONTHLY COST-SHARING

Peer City	Employer Cost-Sharing (%)				Employee Cost-Sharing (%)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Birmingham (AL)	86%	NA	86%	84%	14%	NA	14%	16%
City of Chattanooga (TN)	81%	81%	81%	81%	19%	19%	19%	19%
City of Clarksville (TN)	92%	85%	85%	85%	8%	15%	15%	15%
City of Cleveland (TN)	100%	71%	71%	71%	0%	29%	29%	29%
City of Durham (NC)	94%	82%	82%	72%	6%	18%	18%	28%
City of Huntsville (AL)	85%	85%	85%	85%	15%	15%	15%	15%
City of Lexington-Fayette (KY)	100%	73%	69%	68%	0%	27%	31%	32%
City of Little Rock (AR)	100%	62%	62%	62%	0%	38%	38%	38%
City of Memphis (TN)	66%	NA	NA	70%	34%	NA	NA	30%
City of Mobile (AL)	85%	NA	NA	83%	15%	NA	NA	17%
City of Nashville (TN)	75%	NA	NA	75%	25%	NA	NA	25%
City of Newport News (VA)	75%	75%	74%	75%	25%	25%	26%	25%
City of Norfolk (VA)	84%	73%	66%	66%	16%	27%	34%	34%
City of Oak Ridge (TN)	88%	72%	73%	72%	12%	28%	27%	28%
City of Richmond (VA)	87%	NA	66%	59%	13%	NA	34%	41%
City of Roanoke (VA)	93%	72%	51%	50%	7%	28%	49%	50%
City of Savannah (GA)	90%	NA	78%	73%	10%	NA	22%	27%
City of Winston-Salem (NC)	80%	80%	78%	76%	20%	20%	22%	24%
<i>Market Average</i>	<i>87%</i>	<i>76%</i>	<i>74%</i>	<i>73%</i>	<i>13%</i>	<i>24%</i>	<i>26%</i>	<i>27%</i>
City of Knoxville: \$500 S	94%	75%	75%	75%	6%	25%	25%	25%
City of Knoxville: \$500 P	84%	67%	67%	67%	16%	33%	33%	33%
City of Knoxville: \$1,000 S	100%	82%	81%	78%	0%	18%	19%	22%
City of Knoxville: \$1,000 P	92%	74%	74%	73%	8%	26%	26%	27%

Knoxville pays a lower share of dental benefits compared with the survey average, although seven (7) of the surveyed employers offer this benefit on a voluntary basis (that is, 100% employee paid).

**TABLE 56
UNIFORMED POLICE PERSONNEL DENTAL PLAN MONTHLY COST**

Peer City	Employer Cost (\$)				Employee Cost (\$)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Birmingham (AL)	\$13.03	NA	\$18.94	\$30.32	\$8.50	NA	\$30.00	\$47.00
City of Chattanooga (TN)	\$0.00	\$0.00	\$0.00	\$0.00	\$22.56	\$42.48	\$51.96	\$72.00
City of Clarksville (TN)	\$30.00	\$30.00	\$30.00	\$30.00	\$0.00	\$43.00	\$38.00	\$88.00
City of Cleveland (TN)	\$24.66	\$45.76	\$45.76	\$45.76	\$0.00	\$18.06	\$18.06	\$18.06
City of Durham (NC)	\$27.54	\$41.12	\$41.12	\$40.90	\$13.56	\$29.78	\$29.78	\$79.40
City of Huntsville (AL)	\$0.00	\$0.00	\$0.00	\$0.00	\$33.28	\$81.25	\$68.38	\$81.25
City of Lexington-Fayette (KY)	\$0.00	\$0.00	\$0.00	\$0.00	\$32.31	\$59.71	\$62.31	\$96.53
City of Little Rock (AR)	\$22.46	\$28.46	\$28.46	\$28.46	\$0.00	\$29.22	\$29.22	\$29.22
City of Memphis (TN)	\$0.00	NA	NA	\$0.00	\$27.86	NA	NA	\$83.40
City of Mobile (AL)	Included in medical premium				Included in medical premium			
City of Nashville (TN)	\$28.28	NA	NA	\$28.28	\$0.00	NA	NA	\$37.72
City of Newport News (VA)	\$18.00	NA	\$33.00	\$56.00	\$6.00	NA	\$11.00	\$19.00
City of Norfolk (VA)	\$0.00	\$0.00	\$0.00	\$0.00	\$14.11	\$33.83	\$28.23	\$45.12
City of Oak Ridge (TN)	NA	NA	NA	NA	NA	NA	NA	NA
City of Richmond (VA)	\$0.00	NA	\$0.00	\$0.00	\$26.82	NA	\$55.23	\$87.32
City of Roanoke (VA)	\$26.66	\$29.06	\$29.06	\$33.60	\$2.80	\$18.88	\$18.88	\$49.36
City of Savannah (GA)	\$0.00	NA	\$0.00	\$0.00	\$30.21	NA	\$51.79	\$75.92
City of Winston-Salem (NC)	\$18.00	NA	NA	\$33.00	\$0.00	NA	NA	\$21.00
Market Average	\$13.04	\$19.38	\$17.41	\$20.40	\$13.63	\$39.58	\$37.91	\$58.14
City of Knoxville: Delta Base	\$4.51	NA	NA	NA	\$0.00	NA	NA	NA
City of Knoxville: Delta Low	\$4.51	NA	NA	\$4.51	\$17.44	NA	NA	\$55.31
City of Knoxville: Delta High	\$4.51	NA	NA	\$4.51	\$28.05	NA	NA	\$89.07
City of Knoxville: CIGNA	\$4.51	NA	NA	\$4.51	\$8.44	NA	NA	\$23.54

NA- Not applicable

TABLE 57
UNIFORMED POLICE PERSONNEL DENTAL PLAN MONTHLY COST-SHARING

Peer City	Employer Cost-Sharing (%)				Employee Cost-Sharing (%)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Birmingham (AL)	61%	NA	39%	39%	39%	NA	61%	61%
City of Chattanooga (TN)	0%	0%	0%	0%	100%	100%	100%	100%
City of Clarksville (TN)	100%	41%	44%	25%	0%	59%	56%	75%
City of Cleveland (TN)	100%	72%	72%	72%	0%	28%	28%	28%
City of Durham (NC)	67%	58%	58%	34%	33%	42%	42%	66%
City of Huntsville (AL)	0%	0%	0%	0%	100%	100%	100%	100%
City of Lexington-Fayette (KY)	0%	0%	0%	0%	100%	100%	100%	100%
City of Little Rock (AR)	100%	49%	49%	49%	0%	51%	51%	51%
City of Memphis (TN)	0%	NA	NA	0%	100%	NA	NA	100%
City of Mobile (AL)	Included in medical premium				Included in medical premium			
City of Nashville (TN)	100%	NA	NA	43%	0%	NA	NA	57%
City of Newport News (VA)	75%	NA	75%	75%	25%	NA	25%	25%
City of Norfolk (VA)	0%	0%	0%	0%	100%	100%	100%	100%
City of Oak Ridge (TN)	NA	NA	NA	NA	NA	NA	NA	NA
City of Richmond (VA)	0%	NA	0%	0%	100%	NA	100%	100%
City of Roanoke (VA)	90%	61%	61%	41%	10%	39%	39%	59%
City of Savannah (GA)	0%	NA	0%	0%	100%	NA	100%	100%
City of Winston-Salem (NC)	100%	NA	NA	61%	0%	NA	NA	39%
Market Average	50%	31%	31%	27%	50%	69%	69%	73%
City of Knoxville: Delta Base	100%	NA	NA	NA	0%	NA	NA	NA
City of Knoxville: Delta Low	21%	NA	NA	8%	79%	NA	NA	92%
City of Knoxville: Delta High	14%	NA	NA	5%	86%	NA	NA	95%
City of Knoxville: CIGNA	35%	NA	NA	16%	65%	NA	NA	84%

NA- Not applicable

Knoxville also pays a lower share of vision benefits compared with the survey average. Eight (8) of the peers include this coverage in the medical premium, while another eight (8) provide it as a 100% paid voluntary benefit.

**TABLE 58
UNIFORMED POLICE PERSONNEL VISION PLAN MONTHLY COST**

Peer City	Employer Cost (\$)				Employee Cost (\$)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Birmingham (AL)	\$0.00	NA	\$0.00	\$0.00	\$5.66	NA	\$11.37	\$18.30
City of Chattanooga (TN)	\$0.00	\$0.00	\$0.00	\$0.00	\$4.96	\$10.24	\$9.76	\$14.52
City of Clarksville (TN)	Included in medical premium				Included in medical premium			
City of Cleveland (TN)	Included in medical premium				Included in medical premium			
City of Durham (NC)	\$0.00	\$0.00	\$0.00	\$0.00	\$9.60	\$18.24	\$18.24	\$26.86
City of Huntsville (AL)	\$0.00	\$0.00	\$0.00	\$0.00	\$6.80	\$18.33	\$12.96	\$18.33
City of Lexington-Fayette (KY)	Included in medical premium				Included in medical premium			
City of Little Rock (AR)	\$5.00	\$5.00	\$5.00	\$5.00	\$0.00	\$2.00	\$2.00	\$2.00
City of Memphis (TN)*	\$0.00	NA	NA	\$0.00	\$4.60	NA	NA	\$14.30
City of Mobile (AL)	Included in medical premium				Included in medical premium			
City of Nashville (TN)	\$0.00	NA	NA	\$0.00	\$3.10	NA	NA	\$9.48
City of Newport News (VA)	\$0.80	NA	\$0.80	\$0.80	\$8.00	NA	\$13.00	\$23.00
City of Norfolk (VA)	\$0.00	\$0.00	\$0.00	\$0.00	\$5.48	\$10.94	\$9.58	\$15.92
City of Oak Ridge (TN)**	Included in medical premium				Included in medical premium			
City of Richmond (VA)	Included in medical premium				Included in medical premium			
City of Roanoke (VA)	Included in medical premium				Included in medical premium			
City of Savannah (GA)	\$0.00	NA	\$0.00	\$0.00	\$6.58	NA	\$11.83	\$17.07
City of Winston-Salem (NC)	Included in medical premium				Included in medical premium			
Market Average	\$0.58	\$1.00	\$0.73	\$0.58	\$5.48	\$11.95	\$11.09	\$15.98
City of Knoxville: Base	\$0.34	NA	NA	NA	\$0.00	NA	NA	NA
City of Knoxville: Vision	\$0.34	\$0.34	\$0.34	\$0.34	\$5.32	\$8.66	\$11.00	\$14.64

NA- Not applicable

**TABLE 59
UNIFORMED POLICE PERSONNEL VISION PLAN MONTHLY COST-SHARING**

Peer City	Employer Cost-Sharing (%)				Employee Cost-Sharing (%)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Birmingham (AL)	0%	NA	0%	0%	100%	NA	100%	100%
City of Chattanooga (TN)	0%	0%	0%	0%	100%	100%	100%	100%
City of Clarksville (TN)	Included in medical premium				Included in medical premium			
City of Cleveland (TN)	Included in medical premium				Included in medical premium			
City of Durham (NC)	0%	0%	0%	0%	100%	100%	100%	100%
City of Huntsville (AL)	0%	0%	0%	0%	100%	100%	100%	100%
City of Lexington-Fayette (KY)	Included in medical premium				Included in medical premium			
City of Little Rock (AR)	100%	71%	71%	71%	0%	29%	29%	29%
City of Memphis (TN)*	0%	NA	NA	0%	100%	NA	NA	100%
City of Mobile (AL)	Included in medical premium				Included in medical premium			
City of Nashville (TN)	0%	NA	NA	0%	100%	NA	NA	100%
City of Newport News (VA)	9%	NA	6%	3%	91%	NA	94%	97%
City of Norfolk (VA)	0%	0%	0%	0%	100%	100%	100%	100%
City of Oak Ridge (TN)**	Included in medical premium				Included in medical premium			
City of Richmond (VA)	Included in medical premium				Included in medical premium			
City of Roanoke (VA)	Included in medical premium				Included in medical premium			
City of Savannah (GA)	0%	NA	0%	0%	100%	NA	100%	100%
City of Winston-Salem (NC)	Included in medical premium				Included in medical premium			
Market Average	11%	14%	10%	7%	89%	86%	90%	93%
City of Knoxville: Base	100%	NA	NA	NA	0%	NA	NA	NA
City of Knoxville: Vision	6%	4%	3%	2%	94%	96%	97%	98%

NA- Not applicable

The survey included questions about basic life insurance, short-term disability, and long-term disability benefits. All of the cities offer a basic life insurance plan, the majority of peers offer a long-term disability program, and eight (8) of the peers offer a short-term disability fully paid for by the employee. Detailed results are shown in **Tables 60** through **62**.

**TABLE 60
UNIFORMED POLICE PERSONNEL
BASIC LIFE INSURANCE MONTHLY COST**

Peer City	Employer Cost (\$)	Employee Cost (\$)	Maximum Benefit Amount
City of Birmingham (AL)	NR	\$0.00	1.75x salary
City of Chattanooga (TN)	\$0.18/\$1,000	\$0.00	\$50,000
City of Clarksville (TN)	NR	\$0.00	\$15,000
City of Cleveland (TN)	\$0.29/\$1,000	\$0.00	\$200,000
City of Durham (NC)	NR	\$0.00	\$250,000
City of Huntsville (AL)	\$0.219/\$1,000	\$0.00	\$20,000
City of Lexington-Fayette (KY)	NR	NR	\$25,000
City of Little Rock (AR)	\$0.171/\$1,000	\$0.00	1 – 3x salary
City of Memphis (TN)	\$0.24/\$1,000	\$0.12/\$1,000	1.5x salary
City of Mobile (AL)	\$0.25/\$1,000	\$0.00	\$75,000
City of Nashville (TN)	\$0.26/\$1,000	NA	\$50,000
City of Newport News (VA)	NR	\$0.00	2x salary
City of Norfolk (VA)	NR	\$0.00	2x salary
City of Oak Ridge (TN)	NR	\$0.00	\$30,000
City of Richmond (VA)	0.48% of salary	0.71% of salary	2x salary
City of Roanoke (VA)	NR	\$0.00	2x salary
City of Savannah (GA)	NR	\$0.00	\$100,000
City of Winston-Salem (NC)	\$0.21/\$1000	\$0.00	\$150,000
City of Knoxville Uniformed Police Personnel	\$0.172/\$1,000	\$0.00	\$50,000

NR-No response
NA- Not applicable

**TABLE 61
UNIFORMED POLICE PERSONNEL
LONG TERM DISABILITY MONTHLY COST**

Peer City	Employer Cost (\$ or %)	Employee Cost (\$ or %)
City of Birmingham (AL)	\$0.00	NA
City of Chattanooga (TN)	Not offered	
City of Clarksville (TN)	\$0.43/\$100	\$0.00
City of Cleveland (TN)	0.48% payroll	\$0.00
City of Durham (NC)	\$0.00	Based on age and salary
City of Huntsville (AL)	\$0.095/\$1,000	\$0.00
City of Lexington-Fayette (KY)	NR	NR
City of Little Rock (AR)	\$1,000/employee	\$0.00
City of Memphis (TN)	0.30% of payroll	\$0.00
City of Mobile (AL)	Not offered	
City of Nashville (TN)	\$0.00	Based on salary
City of Newport News (VA)	NR	\$0.00
City of Norfolk (VA)	Not offered	
City of Oak Ridge (TN)	NR	\$0.00
City of Richmond (VA)	\$0.00	NR
City of Roanoke (VA)	50% of total cost	50% of total cost
City of Savannah (GA)	NR	\$0.00
City of Winston-Salem (NC)	Not offered	
City of Knoxville Uniformed Police Personnel	\$0.286/\$1,000	\$0.00

NR- No response

NA- Not applicable

**TABLE 62
UNIFORMED POLICE PERSONNEL
SHORT TERM DISABILITY MONTHLY COST**

Peer City	Employer Cost (\$)	Employee Cost (\$)
City of Birmingham (AL)	\$0.00	NA
City of Chattanooga (TN)	\$0.00	< age 55 - \$0.49/\$10
City of Clarksville (TN)	Not offered	
City of Cleveland (TN)	Not offered	
City of Durham (NC)	\$0.00	Based on age and salary
City of Huntsville (AL)	Not offered	
City of Lexington-Fayette (KY)	NR	NR
City of Little Rock (AR)	Not offered	
City of Memphis (TN)	\$0.00	\$0.20/\$10.00
City of Mobile (AL)	Not offered	
City of Nashville (TN)	\$0.00	Based on salary
City of Newport News (VA)	\$0.00	Based on salary
City of Norfolk (VA)	Not offered	
City of Oak Ridge (TN)	Not offered	
City of Richmond (VA)	\$0.00	NR
City of Roanoke (VA)	Not offered	
City of Savannah (GA)	Not offered	
City of Winston-Salem (NC)	\$0.00	Based on age and weekly benefit
City of Knoxville Uniformed Police Personnel	\$0.00	Based on age, salary and amount of benefit

NR- No response

NA- Not applicable

Three (3) of the cities reimburse employees for wellness activities and five (5) of the cities offer lower medical contributions to employees who participate in wellness programs, although none of the surveyed employers offer both, as shown in **Table 63**.

**TABLE 63
UNIFORMED POLICE PERSONNEL WELLNESS BENEFITS**

Peer City	Reimburse for wellness activities?	Policy Summary	Lower medical contributions for wellness participation?	Policy Summary
City of Birmingham (AL)	No		No	
City of Chattanooga (TN)	Yes	Wellness program awards points to various healthy activities (up to 30,000 points/year). Points may be cashed in for prizes or cash	No	
City of Clarksville (TN)	No		No	
City of Cleveland (TN)	No		No	
City of Durham (NC)	No		No	
City of Huntsville (AL)	No	Personnel receive tobacco cessation at no cost or co-pay	Yes	Reduced premium for participation in HRA and biometric screenings, \$300 annually
City of Lexington-Fayette (KY)	No		No	
City of Little Rock (AR)	No		Yes	If an employee has an annual physical, they will have a 15% reduction in medical insurance premiums
City of Memphis (TN)	No		No	
City of Mobile (AL)	No		No	
City of Nashville (TN)	No		No	
City of Newport News (VA)	Yes	Gym membership is reimbursed if employees goes at least 8 times/month at 3 of the local facilities	No	
City of Norfolk (VA)	No		Yes	\$10/month reduction in medical premiums for completing well-being assessment
City of Oak Ridge (TN)	No		No	
City of Richmond (VA)	No		Yes	Premiums are 10% higher for those employees not participating in wellness assessment

**TABLE 63
UNIFORMED POLICE PERSONNEL WELLNESS BENEFITS**

Peer City	Reimburse for wellness activities?	Policy Summary	Lower medical contributions for wellness participation?	Policy Summary
City of Roanoke (VA)	No		No	
City of Savannah (GA)	Yes	\$15/month reimbursement for fitness membership 100% reimbursement for marathon or pre-diabetic program \$100 for completing health screening, a physical, and a health survey Discounts for weight loss or diabetic programs.	No	
City of Winston-Salem (NC)	No		Yes	\$50 wellness discount in monthly premiums is given to employees who: 1) participate in the annual biometric screening, 2) complete an annual health risk assessment, 3) get an annual physical, and 4) attend 1 wellness class/year
City of Knoxville Uniformed Police	Yes	\$384/year for employee only, \$768/year for employee+one or more dependents in HRA dollars. Additional \$150/year if you earn < \$31,570 or \$75/year if you earn \$31,570-43,220. Need to complete "My Health" requirements	Yes	Need to complete "My Health" requirements for benefits offered at lower rates

Retirement Plans for Uniformed Police Personnel

Costs and contributions for Police defined benefit retirement plans vary significantly among the peer cities.

**TABLE 64
UNIFORMED POLICE PERSONNEL DEFINED BENEFIT PENSION PLAN**

Peer City	Employer Normal Cost (% of pay)	Total Employer Contributions (% of pay)	Total Employee Contributions (% of pay)	Longevity pay considered part of base pay for pensions?	Overtime pay included in pension calculations?
City of Birmingham (AL)	6.50%	6.50%	6.50%		
City of Chattanooga (TN)	35.86%	NR	8-9%	✓	✓
City of Clarksville (TN)	17.38%	17.38%	0.00%	✓	✓
City of Cleveland (TN)	20.12%	NR	0.00%	✓	✓
City of Durham (NC)	7.07%	7.07%	6.00%		✓
City of Huntsville (AL)	13.92%	13.92%	6.00%	✓	✓
City of Lexington-Fayette (KY)	10.75%	36.53%	12.00%		
City of Little Rock (AR)	9.81%	18.70%	8.50%	✓	
City of Memphis (TN)	32.54%	6.00%	8.00%	✓	
City of Mobile (AL)	3.36%	9.21%	8.00%		
City of Nashville (TN)	10.88%	NA	NA		
City of Newport News (VA)	36.57%	NR	5.00%		
City of Norfolk (VA)	23.80%	23.80%	5.00%		✓
City of Oak Ridge (TN)	15.00%	15.00%	0.00%		✓
City of Richmond (VA)	37.35%	40.00%	2.00%		
City of Roanoke (VA)	11.51%	22.23%	NR		
City of Savannah (GA)	10.00%	NR	6.67%		
City of Winston-Salem (NC)	7.28%	7.28%	6.00%		✓
Market Average	17.21%	17.20%	5.31%	NA	NA
City of Knoxville Uniformed Police Personnel	17.91%	15.00%	6.00%	Yes	No

NR- No response
NA- Not applicable
✓ - Yes

Five (5) of the surveyed cities offer a defined contribution plan (such as a 401a plan) to uniformed Police personnel, with three (3) making contributions on behalf of the employee. Twelve (12) offer a voluntary deferred compensation plan (a 457 plan) with primarily only employee contributions, as shown in **Tables 65** and **66**.

**TABLE 65
UNIFORMED POLICE PERSONNEL
DEFINED CONTRIBUTION 401 (A) RETIREMENT PLAN**

Peer City	Offer Defined Contribution 401 (a) retirement plan? (Yes or No)	Automatic Employer Contributions (\$ or % of salary)	Employer Match (\$ or %)
City of Birmingham (AL)	Yes	6.50%	6.50%
City of Chattanooga (TN)	No	NA	NA
City of Clarksville (TN)	Yes	0.00%	0.00%
City of Cleveland (TN)	No	NA	NA
City of Durham (NC)	No	NA	NA
City of Huntsville (AL)	No	NA	NA
City of Lexington-Fayette (KY)	Yes	0.00%	0.00%
City of Little Rock (AR)	NR	NR	NR
City of Memphis (TN)	No	NA	NA
City of Mobile (AL)	No	NA	NA
City of Nashville (TN)	NR	NR	NR
City of Newport News (VA)	No	NA	NA
City of Norfolk (VA)	No	NA	NA
City of Oak Ridge (TN)	No	NA	NA
City of Richmond (VA)	Yes	5.00%	NR
City of Roanoke (VA)	No	NA	NA
City of Savannah (GA)	No	NA	NA
City of Winston-Salem (NC)	Yes	5.00%	0.00%
Market Average	5 of 16	3.30%	1.63%
City of Knoxville	No	NA	NA

NR- No response
NA- Not applicable

**TABLE 66
UNIFORMED POLICE PERSONNEL
DEFERRED COMPENSATION 457 (B) RETIREMENT PLAN**

Peer City	Offer Deferred Compensation 457 (b) retirement plan? (Yes or No)	Automatic Employer Contributions (\$ or % of salary)	Employer Match (\$ or %)
City of Birmingham (AL)	Yes	0.00%	0.00%
City of Chattanooga (TN)	Yes	0.00%	0.00%
City of Clarksville (TN)	Yes	0.00%	0.00%
City of Cleveland (TN)	No	NA	NA
City of Durham (NC)	No	NA	NA
City of Huntsville (AL)	No	NA	NA
City of Lexington-Fayette (KY)	Yes	0.00%	0.00%
City of Little Rock (AR)	NR	NR	NR
City of Memphis (TN)	Yes	0.00%	0.00%
City of Mobile (AL)	No	NA	NA
City of Nashville (TN)	Yes	0.00%	0.00%
City of Newport News (VA)	Yes	\$10/month for employees making >\$35,000 annually	Match in increments of \$10 from \$10 - \$40/month for employees > \$35,000 salary
City of Norfolk (VA)	Yes	0.00%	0.00%
City of Oak Ridge (TN)	No	NA	NA
City of Richmond (VA)	Yes	0.00%	NR
City of Roanoke (VA)	Yes	0.00%	0.00%
City of Savannah (GA)	Yes	\$20/month or POAB dues	NA
City of Winston-Salem (NC)	Yes	4.00%	0.00%
<i>Market Average</i>	<i>12 of 17</i>	<i>0.40%</i>	<i>0.00%</i>
City of Knoxville Uniformed Police Personnel	Yes	NA	\$260 per year

NR- No response

NA- Not applicable

Total Compensation for Uniformed Police Personnel

Methodology for Uniformed Police Personnel Total Compensation

To determine the total compensation costs for each peer city, we calculated the sum of the following for each rank:

- The calculated midpoint of the base pay range (average of the minimum and maximum base pay rates)
- Total employer costs for all health related benefits (medical, prescription drugs, dental, and vision), weighted by Knoxville's current enrollment distribution among coverage tiers in the medical plan
- The current normal costs associated with the defined benefit retirement plan, based on the most recent plan valuation
- Maximum employer contribution to both defined contribution and deferred compensation plans

Total Compensation Findings for Uniformed Police Personnel

As seen in **Table 67**, the City’s market position for Uniformed Police Personnel from a base salary or total compensation basis is roughly equivalent. All ranks are compensated below the market average, except Police Officer Recruit. **Table 68** shows more details regarding these calculations.

TABLE 67
UNIFORMED POLICE PERSONNEL MARKET POSITION
ACROSS ALL RANKS TOTAL COMPENSATION

Police Ranks	Base Pay (range midpoint)	Employer Total Compensation Costs
Police Level A (Police Officer Recruit)	101% (minimum)	98% (minimum)
Police Level B (Police Officer)	88%	87%
Police Level C (Police Officer I)	86%	85%
Police Level D (Police Officer II)	85%	84%
Police Level E (Police Officer III)	82%	82%
Police Level F (Police Officer IV)	82%	82%
Police Level G (Police Sergeant)	90%	89%
Police Level H (Police Lieutenant)	88%	87%
Police Level I (Police Captain)	88%	87%
Police Level J (Police Deputy Chief)	87%	86%
Overall Market Average	88%	86%

Total compensation includes employer annual costs associated with salary (at the range midpoint), health-related benefits costs, and current contributions to defined benefit and defined contribution retirement plans. Health costs are weighted based on the City of Knoxville’s medical plan enrollment distribution.

Figures shown in **red** are below market (less than 95% of the market average)
 Figures shown in **black** within the market range (95% to 105% of the market average)
 Figures shown in **blue** are above market (more than 105% of the market average)

TABLE 68
UNIFORMED POLICE PERSONNEL TOTAL COMPENSATION MARKET POSITION BY RANK

Rank	Base Pay (range midpoint)	Employer Cost of Benefits		Employer Total Compensation Costs (Pay and Benefits)
		Weighted Total Health Benefit Costs* (Medical, Rx, Dental, & Vision)	Retirement Benefit Costs (Defined Benefit, Defined Contribution & Deferred Compensation)	
<i>Police Level A (Police Officer Recruit)</i>				
Knoxville (minimum)	\$31,975	\$7,430	\$5,987	\$45,392
Market Average (minimum)	\$31,557	\$8,428	\$6,378	\$46,363
<i>Knoxville as % of Market Average</i>	<i>101%</i>	<i>88%</i>	<i>94%</i>	<i>98%</i>
<i>Police Level B (Police Officer)</i>				
Knoxville	\$38,011	\$7,430	\$7,068	\$52,508
Market Average	\$43,333	\$8,428	\$8,758	\$60,519
<i>Knoxville as % of Market Average</i>	<i>88%</i>	<i>88%</i>	<i>81%</i>	<i>87%</i>
<i>Police Level C (Police Officer I)</i>				
Knoxville	\$39,874	\$7,430	\$7,401	\$54,706
Market Average	\$46,484	\$8,428	\$9,394	\$64,306
<i>Knoxville as % of Market Average</i>	<i>86%</i>	<i>88%</i>	<i>79%</i>	<i>85%</i>
<i>Police Level D (Police Officer II)</i>				
Knoxville	\$41,829	\$7,430	\$7,751	\$57,010
Market Average	\$49,411	\$8,428	\$9,986	\$67,825
<i>Knoxville as % of Market Average</i>	<i>85%</i>	<i>88%</i>	<i>78%</i>	<i>84%</i>
<i>Police Level E (Police Officer III)</i>				
Knoxville	\$43,879	\$7,430	\$8,119	\$59,428
Market Average	\$53,192	\$8,428	\$10,750	\$72,370
<i>Knoxville as % of Market Average</i>	<i>82%</i>	<i>88%</i>	<i>76%</i>	<i>82%</i>

TABLE 68
UNIFORMED POLICE PERSONNEL TOTAL COMPENSATION MARKET POSITION BY RANK

Rank	Base Pay (range midpoint)	Employer Cost of Benefits		Employer Total Compensation Costs (Pay and Benefits)
		Weighted Total Health Benefit Costs* (Medical, Rx, Dental, & Vision)	Retirement Benefit Costs (Defined Benefit, Defined Contribution & Deferred Compensation)	
Police Level F (Police Officer IV)				
Knoxville	\$47,340	\$7,430	\$8,739	\$63,508
Market Average	\$57,632	\$8,428	\$11,647	\$77,708
Knoxville as % of Market Average	82%	88%	75%	82%
Police Level G (Police Sergeant)				
Knoxville	\$51,210	\$7,430	\$9,432	\$68,071
Market Average	\$56,946	\$8,428	\$11,509	\$76,883
Knoxville as % of Market Average	90%	88%	82%	89%
Police Level H (Police Lieutenant)				
Knoxville	\$58,013	\$7,430	\$10,650	\$76,093
Market Average	\$65,615	\$8,428	\$13,261	\$87,304
Knoxville as % of Market Average	88%	88%	80%	87%
Police Level I (Police Captain)				
Knoxville	\$66,899	\$7,430	\$12,242	\$86,570
Market Average	\$75,677	\$8,428	\$15,294	\$99,399
Knoxville as % of Market Average	88%	88%	80%	87%
Police Level J (Police Deputy Chief)				
Knoxville	\$81,216	\$7,430	\$14,806	\$103,451
Market Average	\$93,208	\$8,428	\$18,837	\$120,473
Knoxville as % of Market Average	87%	88%	79%	86%
City of Knoxville Uniformed Police Personnel as a % of Overall Market	87%	88%	80%	86%

Uniformed Fire Personnel

Methodology

Data Sources

The City developed a list of 18 comparator cities, which includes six (6) other cities in Tennessee and 12 similarly sized municipalities located in bordering states. Seven (7) of the peer cities have a population less than Knoxville and 11 have a larger population.

City	2013 Population Estimate	Land Area (Square Miles)	Population per Square Mile (Density)
Oak Ridge (TN)	29,419	149.9	196
Cleveland (TN)	42,774	26.9	1,590
Roanoke (VA)	98,465	42.9	2,295
Clarksville (TN)	142,357	94.9	1,500
Savannah (GA)	142,772	74.7	1,911
Chattanooga (TN)	173,366	135.2	1,282
Newport News (VA)	182,020	68.3	2,665
Knoxville (TN)	183,270	92.7	1,977
Huntsville (AL)	186,254	174.1	1,070
Mobile (AL)	194,899	117.9	1,653
Little Rock (AR)	197,357	116.2	1,698
Birmingham (AL)	212,113	149.9	1,415
Richmond (VA)	214,114	60.1	3,563
Winston-Salem (NC)	236,441	108.9	2,171
Durham (NC)	245,475	94.6	2,595
Norfolk (VA)	246,139	53.7	4,584
Lexington-Fayette (KY)	308,428	284.5	1,084
Nashville (TN)	634,464	473.3	1,341
Memphis (TN)	653,450	279.3	2,340

Fire Personnel Ranks

The study includes eight (8) Fire ranks. Since rank structures may not be consistent with Knoxville's structure, the survey instrument contained level descriptions rather than rank titles. This approach was designed to encourage survey respondents to match jobs based on duties and qualifications rather than rank title. The survey document titles are shown below with the Knoxville's rank title in parenthesis. The job summaries for each rank can be found in **Appendix A**.

Fire Ranks

- Fire Level A (Firefighter Recruit)
- Fire Level B (Firefighter)
- Fire Level C (Senior Firefighter)
- Fire Level D (Master Firefighter)
- Fire Level D (Fire Officer)
- Fire Level F (Fire Assistant Chief)
- Fire Level G (Fire Assistant Chief, Senior)
- Fire Level H (Fire Deputy Chief)

Data Adjustments

Geographic Adjustments

To adjust for **geographic differences in the cost-of-labor** between the peer locations and Knoxville, we used the Cost of Labor differentials reported by the Economic Research Institute (ERI) as of January 2014 for the 25-mile radius around each city.

It is important to note that the Cost of Labor differentials do not necessarily reflect cost-of-living differences. ERI has found that cost-of-living differences (which reflect the supply and demand for goods and services) are not a good predictor of salary levels. In other words, while the cost of housing (or other goods and services) in Knoxville may differ from the cost of housing in another city by a certain percentage, the prevailing salaries may not differ by the same percentage. ERI emphasizes that – for adjusting salaries in a market study such as this one – the Cost of Labor differentials provide a more accurate method of determining whether employers are paying a competitive wage appropriate to a given geographic area.

The geographic adjustments we applied are shown in **Table 69**. A **negative** adjustment means that the cost of labor in a comparator city is higher than in Knoxville. For example, the cost of labor in Richmond is 8.9% higher than in Knoxville. Conversely, a **positive** adjustment means that the cost of labor in a comparator city is lower than in Knoxville. For example, the cost of labor in the Cleveland, TN is 1.1% lower than in Knoxville.

TABLE 69
GEOGRAPHIC ADJUSTMENTS

Location (25 mile radius)	Geographic Adjustment
City of Richmond (VA)	-8.9%
City of Durham (NC)	-8.1%
City of Newport News (VA)	-6.6%
City of Norfolk (VA)	-6.6%
City of Huntsville (AL)	-5.6%
City of Memphis (TN)	-4.7%
City of Winston-Salem (NC)	-4.6%
City of Birmingham (AL)	-4.4%
City of Savannah (GA)	-3.6%
City of Roanoke (VA)	-2.6%
City of Nashville (TN)	-2.5%
City of Mobile (AL)	-1.4%
City of Oak Ridge (TN)	0.0%
City of Chattanooga (TN)	0.2%
City of Lexington-Fayette (KY)	0.3%
City of Clarksville (TN)	0.9%
City of Little Rock (AR)	0.9%
City of Cleveland (TN)	1.1%

Work Cycle Adjustments

Since work cycles vary across municipalities, we adjusted the reported pay rates to be consistent with Knoxville’s standard work schedule, as shown in **Table 70**. All of the peer cities work the same or less hours in their standard work year, we increased the reported rates for these cities, ranging from 3.7% to 9.8%.

**TABLE 70
UNIFORMED FIRE PERSONNEL WORK CYCLES**

Peer City	Hours	Numbers of Days	Hours per Year	Percent Adjustment
City of Birmingham (AL)	216	28	2,816	3.7%
City of Chattanooga (TN)	204	28	2,659	9.8%
City of Clarksville (TN)	204	27	2,758	5.9%
City of Cleveland (TN)	216	28	2,816	3.7%
City of Durham (NC)	120	15	2,920	0.0%
City of Huntsville (AL)	224	28	2,920	0.0%
City of Lexington-Fayette (KY)	224	28	2,920	0.0%
City of Little Rock (AR)	204	27	2,758	5.9%
City of Memphis (TN)	224	28	2,920	0.0%
City of Mobile (AL)	224	28	2,920	0.0%
City of Nashville (TN)	204	27	2,758	5.9%
City of Newport News (VA)	216	27	2,920	0.0%
City of Norfolk (VA)	224	28	2,920	0.0%
City of Oak Ridge (TN)	224	28	2,920	0.0%
City of Richmond (VA)	224	28	2,920	0.0%
City of Roanoke (VA)	204	28	2,659	9.8%
City of Savannah (GA)	224	28	2,920	0.0%
City of Winston-Salem (NC)	224	28	2,920	0.0%
City of Knoxville Uniformed Fire Personnel	56	7	2,920	

NR- No response

NA- Not applicable

The combined adjustments for each peer city, taking into consideration both geographic and work cycle adjustments are shown in **Table 71**.

**TABLE 71
UNIFORMED FIRE PERSONNEL OVERALL ADJUSTMENTS**

Peer City	Geographic Adjustment	Workweek Adjustment	Both Adjustments Combined
City of Birmingham (AL)	-4.4%	3.7%	-0.7%
City of Chattanooga (TN)	0.2%	9.8%	10.0%
City of Clarksville (TN)	0.9%	5.9%	6.8%
City of Cleveland (TN)	1.1%	3.7%	4.8%
City of Durham (NC)	-8.1%	0.0%	-8.1%
City of Huntsville (AL)	-5.6%	0.0%	-5.6%
City of Lexington-Fayette (KY)	0.3%	0.0%	0.3%
City of Little Rock (AR)	0.9%	5.9%	6.8%
City of Memphis (TN)	-4.7%	0.0%	-4.7%
City of Mobile (AL)	-1.4%	0.0%	-1.4%
City of Nashville (TN)	-2.5%	5.9%	3.4%
City of Newport News (VA)	-6.6%	0.0%	-6.6%
City of Norfolk (VA)	-6.6%	0.0%	-6.6%
City of Oak Ridge (TN)	0.0%	0.0%	0.0%
City of Richmond (VA)	-8.9%	0.0%	-8.9%
City of Roanoke (VA)	-2.6%	9.8%	7.2%
City of Savannah (GA)	-3.6%	0.0%	-3.6%
City of Winston-Salem (NC)	-4.6%	0.0%	-4.6%
Average	-3.1%	2.5%	-0.6%

Rank Structure

Table 72 shows how each survey respondent matches their city’s ranking structure to the survey level descriptions. While Knoxville has eight (8) ranks for uniformed Fire personnel, eight (8) cities have more ranks, six (6) cities have fewer ranks, and four (4) cities have the same amount, as shown in **Table 72**. The most variation amongst matches is related to the levels below Fire Level F (Fire Assistant Chief).

**TABLE 72
UNIFORMED FIRE PERSONNEL RANK STRUCTURE**

Knoxville Fire Ranks	Birmingham	Chattanooga	Clarksville	Cleveland	Durham
# of Ranks and Pay Levels	7*	7	9** (7 pay levels)	9*** (6 pay levels)	6
Level A (Recruit)		Fire Cadet			Fire Recruit
Level B (Firefighter)	Firefighter	Firefighter	Firefighter	Firefighter	Firefighter
Level C (Senior Firefighter)					Fire Technician
Level D (Master Firefighter)	Apparatus Operator	Firefighter Senior	Fire Engineer	Driver/Engineer	
Level E (Fire Officer)	Lieutenant	Lieutenant	Fire Lieutenant	Lieutenant	Fire Captain
Level F (Assistant Chief)	Captain	Captain	District Fire Chief		Battalion Chief
Level G (Assistant Chief, Snr)	Battalion Chief I	Battalion Chief	Assistant Chief	Battalion Commander	
Level H (Deputy Chief)	Assistant Chief	Assistant Chief	Deputy Chief	Deputy Chief	Deputy Chief

*Birmingham also has a Battalion Chief II above the Assistant Chief rank.

**Clarksville also has a Fire Captain between the Lieutenant and District Chief ranks, as well as a Fire Investigator and Fire Prevention Officer paid at the same level as Captain.

***Cleveland also has a Fire Inspector rank (paid at the same level as Lieutenant), as well as Fire Captain, Fire Marshal, and Fire Training Coordinator (all paid at the same level) between the Lieutenant and Battalion Commander

TABLE 72 continued
UNIFORMED FIRE PERSONNEL RANK STRUCTURE

Knoxville Fire Ranks	Huntsville	Lexington-Fayette	Little Rock	Memphis	Mobile
# of Ranks and Pay Levels	12* (8 pay levels)	4	3	14**	9***
Level A (Recruit)	Cadet			Recruit	
Level B (Firefighter)	Firefighter	Firefighter	Firefighter	Fire Private II	Firefighter
Level C (Senior Firefighter)					
Level D (Master Firefighter)	Driver/Engineer		Apparatus Engineer	Driver	Fire Service Driver
Level E (Fire Officer)	Captain	Lieutenant		Lieutenant	Captain
Level F (Assistant Chief)	District Chief	Captain	Fire Captain	Battalion Chief	District Chief
Level G (Assistant Chief, Snr)		Major		Division Chief	
Level H (Deputy Chief)	Deputy Chief			Deputy Chief	Deputy Chief

*Huntsville also has the following ranks:

- Fire Prevention/Investigation Officer (between the Driver/Engineer and Captain ranks)
- Fire Training Officer (paid the same as Fire Prevention/Investigator, between Driver/Engineer and Captain ranks)
- Assistant Fire Marshal (between the Captain and District Chief ranks)
- Hazmat/Special Operations Chief (paid at the same level as the District Chief)
- Fire Marshal and Assistant Chief (paid at the same level, between the District Chief and Deputy Chief)

**Memphis also has the following ranks:

- Fire Alarm Operator I and Fire Alarm Operator Senior
- Firefighter/Paramedic
- Fire Inspector
- Fire Captain (between Lieutenant and Battalion Chief)
- Fire Investigator (between Captain and Battalion Chief)
- Fire Safety Chief (between Captain and Battalion Chief)
- Fire Marshal (paid at the same level as the Deputy Chief)

***Mobile also has the following ranks:

- Firefighter-Driver (between FF and Fire Service Driver)
- Fire Service Chief (between Captain and District Chief)
- Fire Administrator (between District Chief and Deputy Chief)
- Assistant Fire Service Chief (above Deputy Chief)

TABLE 72 continued
UNIFORMED FIRE PERSONNEL RANK STRUCTURE

Knoxville Fire Ranks	Nashville	Newport News	Norfolk	Oak Ridge	Richmond
# of Ranks and Pay Levels	24* (10 pay levels)	20** (14 pay levels)	15*** (12 pay levels)	8****	10*****
Level A (Recruit)	Recruit	Recruit	Recruit	Trainee	Recruit
Level B (Firefighter)	Fire Fighter 1	Firefighter/Medic	Firefighter EMT	Firefighter (Certified)	Fire Fighter I
Level C (Senior Firefighter)	Fire Fighter 3				Fire Fighter III
Level D (Master Firefighter)	Fire Engineer	FF/Medic, Senior	FF EMT Enhanced		Fire Fighter Master
Level E (Fire Officer)	Captain	FF/Medic, Master	Lieutenant	Captain	Lieutenant
Level F (Assistant Chief)	District Chief	Captain	Captain	Battalion Chief	Captain
Level G (Assistant Chief, Snr)	Assistant Chief	Battalion Chief	Battalion Chief	Assistant Chief	Battalion Chief
Level H (Deputy Chief)	Deputy Chief	Deputy Chief	Deputy Chief	Deputy Chief	Deputy Chief

*Nashville also has the following ranks:

- Fire Fighter 2 (between FF 1 and FF 3)
- Fire Inspector 1 and 2 (paid at the same level as Firefighter 2 and 3)
- Fire/EMT Dispatcher (paid at the same level as Firefighter 2)
- Fire Arson Investigator 1 and 2 (paid at the same level as Fire Engineer and Fire Captain)
- Firefighter Paramedic (paid at the same level as Firefighter 3)
- Fire Lieutenant (paid at the same level as Firefighter 3)
- Fire Instructor and Assistant Fire Marshal (paid at the same level as Captain)
- Fire Assistant Training Officer and Deputy Fire Marshal (paid at the same level as District Chief)
- Fire Training Officer and Fire Marshal (paid at the same level as Assistant Chief)
- Fire Commander (between Assistant Chief and Deputy Chief)
- Fire Services Deputy Director (paid at the same level as Deputy Chief)

*Newport News also has two FF/Medic Technician and Specialist rank series and a Fire Marshal series (Assistant I, II, Deputy and Marshal), as well as a Lieutenant rank (between Master and Captain), an Assistant Fire Chief rank (between Battalion Chief and Deputy Chief) and an EMS Chief (below Deputy Chief):

***Norfolk also has separate pay ranges for FF EMT-C, EMT-I, and EMT-P, Fire Inspector, a two-level Fire Marshal series, a Fire/Paramedic Lieutenant (above the Fire Lieutenant), and an Assistant Chief rank (between Battalion Chief and Deputy Chief).

****Oakridge also has an Inspector rank (between FF and Captain) and a Projects Officer (between Captain and Battalion Chief).

*****Richmond also has a Firefighter II rank (between I and III) and a Firefighter IV ranks (between III and Master)

TABLE 72 continued
UNIFORMED FIRE PERSONNEL RANK STRUCTURE

Knoxville Fire Ranks	Roanoke	Savannah	Winston-Salem
# of Ranks and Pay Levels	12* (8 pay levels)	12** (11 pay levels)	8*** (6 pay levels)
Level A (Recruit)		Trainee	Trainee
Level B (Firefighter)	Firefighter EMT	Firefighter	Firefighter
Level C (Senior Firefighter)		Advanced Firefighter	
Level D (Master Firefighter)	Lieutenant	Master Firefighter	Fire Engineer
Level E (Fire Officer)	First Lieutenant		Captain
Level F (Assistant Chief)	Captain	Captain	
Level G (Assistant Chief, Snr)	Battalion Chief	Battalion Chief	Battalion Chief
Level H (Deputy Chief)	Deputy Chief	Assistant Chief	District Chief

*Roanoke also has the following ranks:

- Firefighter Paramedic (paid on the same range as Firefighter EMT)
- Fire Prevention Specialist and Fire Protection Specialist (paid at the same level as Lieutenant)
- Fire EMS Support Administrator (between Captain and Battalion Chief)
- Deputy Fire Marshal (paid at the same level as Captain)
- Fire Marshal (paid at the same level as Battalion Chief)

**Savannah also has the following ranks:

- Fire Prevention Inspector (between Advanced Firefighter and Master Firefighter)
- Fire Investigator (between Master Firefighter and Captain)
- Chief Fire Investigator (between Captain and Battalion Chief)
- Fire Marshal (between Battalion Chief and Assistant Chief)
- Fire Training Officer (paid at the same level as Fire Marshal)

*** Winston-Salem also has the following ranks:

- Fire Inspector (paid at the same level as fire Engineer)
- Fire Investigator (between Fire Engineer and Captain)

Study Findings

Pay Ranges for Uniformed Fire Personnel

Overall, we found that the City of Knoxville’s pay ranges for uniformed Fire personnel are below market at the pay range minimum, midpoint, and maximum for all ranks except Firefighter Recruit, as shown in **Table 73**.

TABLE 73
UNIFORMED FIRE PERSONNEL MARKET POSITION
ACROSS ALL RANKS PAY ONLY

Firefighter Ranks	Count of Matches	Uniformed Fire Personnel Pay Ranges as a Percent of the Market Average		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Firefighter Level A (Firefighter Recruit)	11	96%	NA	NA
Firefighter Level B (Firefighter)	18	90%	84%	80%
Firefighter Level C (Senior Firefighter)	4	87%	80%	76%
Firefighter Level D (Master Firefighter)	15	93%	88%	84%
Firefighter Level E (Fire Officer)	16	92%	87%	84%
Firefighter Level F (Fire Assistant Chief)	16	90%	89%	88%
Firefighter Level G (Fire Assistant Chief, Senior)	14	88%	86%	85%
Firefighter Level H (Fire Deputy Chief)	16	93%	90%	88%
Overall Market Average		91%	87%	84%

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Figures shown in **blue** are above market (more than 105% of the market average)

Table 74 shows the overall comparison to each surveyed municipality, for all ranks matched by the cities.

TABLE 74
UNIFORMED FIRE PERSONNEL MARKET POSITION BY PEER – PAY ONLY

Peer City	# of Matches	Uniformed Fire Personnel as a Percent of their Peers		
		Range Minimum	Range Midpoint	Range Maximum
City of Birmingham (AL)	6	95%	92%	87%
City of Chattanooga (TN)	7	88%	83%	79%
City of Clarksville (TN)	6	97%	98%	96%
City of Cleveland (TN)	5	91%	89%	85%
City of Durham (NC)	6	104%	95%	89%
City of Huntsville (AL)	6	102%	96%	91%
City of Lexington-Fayette (KY)	4	66%	73%	76%
City of Little Rock (AR)	3	78%	89%	96%
City of Memphis (TN)	7	68%	77%	89%
City of Mobile (AL)	5	113%	107%	100%
City of Nashville (TN)	8	75%	72%	71%
City of Newport News (VA)	7	86%	74%	68%
City of Norfolk (VA)	7	85%	85%	85%
City of Oak Ridge (TN)	6	93%	86%	83%
City of Richmond (VA)	8	88%	79%	74%
City of Roanoke (VA)	6	86%	82%	77%
City of Savannah (GA)	7	110%	104%	100%
City of Winston-Salem (NC)	6	102%	83%	75%

Figures shown in **red** are below market (less than 95% of the market average).

Figures shown in **black** within the market range (95% to 105% of the market average).

Figures shown in **blue** are above market (more than 105% of the market average)

Base pay rates have been adjusted for geographic differences in the cost of labor and work cycle differences.

See [Pages 88-91](#) for more details regarding data adjustments.

Compensation Policies for Uniformed Fire Personnel

The survey document included questions related to the following pay policies and practices:

- Recent pay schedule adjustments (for Fiscal Years 2013 and 2014)
- Shift differentials
- Standby or on-call pay
- Call-back pay
- Holiday pay
- Overtime pay
- Incentive pay
- Special duty pay
- Longevity pay policies

Tables 75 through **103** show the market findings for these compensation policies and practices.

Six (6) of the peer cities reported no pay schedule adjustments in the past two (2) years. The other cities reported adjustments ranging from 1.00% to 8.40%, as shown in **Table 75**.

**TABLE 75
UNIFORMED FIRE PERSONNEL
PAY SCHEDULE ADJUSTMENTS FOR FISCAL YEARS 2013 AND 2014**

Peer City	Fiscal Year 2013	Fiscal Year 2014	Compounded 2-Year Adjustments
City of Birmingham (AL)	1.00%	0.50%	1.5%
City of Chattanooga (TN)	1.50%	TBD	1.5%
City of Clarksville (TN)	0.00%	TBD	0.0%
City of Cleveland (TN)	1.00%	3.50%	4.5%
City of Durham (NC)	0.00%	0.00%	0.0%
City of Huntsville (AL)	1.00%	1.00%	2.0%
City of Lexington-Fayette (KY)	2.90%	8.40%	11.5%
City of Little Rock (AR)	2.50%	TBD	2.5%
City of Memphis (TN)	0.00%	4.60%	4.6%
City of Mobile (AL)	0.00%	0.00%	0.0%
City of Nashville (TN)	0.00%	1.50%	1.5%
City of Newport News (VA)	1.50%	2.00%	3.5%
City of Norfolk (VA)	2.00%	2.00%	4.0%
City of Oak Ridge (TN)	0.00%	0.00%	0.0%
City of Richmond (VA)	0.00%	0.00%	0.0%
City of Roanoke (VA)	NR	NR	NR
City of Savannah (GA)	0.00%	0.00%	0.0%
City of Winston-Salem (NC)	0.00%	0.00%	0.0%
<i>Market Average</i>	<i>0.79%</i>	<i>1.68%</i>	<i>2.19%</i>
City of Knoxville Uniformed Fire Personnel	0.00%	0.00%	0.00%

NR- No response

TBD- To be determined

**TABLE 76
UNIFORMED FIRE PERSONNEL
AVERAGE PAY INCREASES FOR FISCAL YEARS 2013 AND 2014**

Peer City	Fiscal Year 2013	Fiscal Year 2014	Compounded 2-Year Increases
City of Birmingham (AL)	5.00%	5.00%	10.3%
City of Chattanooga (TN)	1.50%	TBD	1.5%
City of Clarksville (TN)	2.00%	TBD	2.0%
City of Cleveland (TN)	1.00%	3.50%	4.5%
City of Durham (NC)	3.00%	3.00%	6.1%
City of Huntsville (AL)	3% or 5%	3% or 5%	6.1% to 10.3%
City of Lexington-Fayette (KY)	2.90%	8.40%	11.5%
City of Little Rock (AR)	2.50%	TBD	2.5%
City of Memphis (TN)	0.00%	4.60%	4.6%
City of Mobile (AL)	0.00%	0.00%	0.0%
City of Nashville (TN)	0.00%	3.00%	3.0%
City of Newport News (VA)	1.50%	2.00%	3.5%
City of Norfolk (VA)	2.00%	2.00%	4.0%
City of Oak Ridge (TN)	1.50%	1.00%	2.5%
City of Richmond (VA)	0.00%	5.00%	5.0%
City of Roanoke (VA)	3.00%	TBD	3.0%
City of Savannah (GA)	0.00%	0.00%	0.0%
City of Winston-Salem (NC)	1.64%	TBD	1.6%
<i>Market Average*</i>	<i>1.75%</i>	<i>3.19%</i>	<i>4.11%</i>
City of Knoxville Uniformed Fire Personnel	2.50%	2.50%	5.06%

TBD- To be determined

NR- No response

*Market average is calculated based on 4% increase for the City of Huntsville.

Richmond is the only surveyed city to provide a shift differential to Fire personnel, while the other cities schedule Fire personnel for 24 hour shifts, as shown in **Tables 77** and **78**.

TABLE 77
UNIFORMED FIRE PERSONNEL SHIFT DIFFERENTIAL FOR SECOND SHIFT

Peer City	Second Shift Definition	Shift Differential Amount
City of Birmingham (AL)	NA, Incumbents work a 24 hour shift	NA
City of Chattanooga (TN)	NA, Incumbents work a 24 hour shift	NA
City of Clarksville (TN)	NA, Incumbents work a 24 hour shift	NA
City of Cleveland (TN)	NA, Incumbents work a 24 hour shift	NA
City of Durham (NC)	NA, Incumbents work a 24 hour shift	NA
City of Huntsville (AL)	NA, Incumbents work a 24 hour shift	NA
City of Lexington-Fayette (KY)	NA, Incumbents work a 24 hour shift	NA
City of Little Rock (AR)	NA, Incumbents work a 24 hour shift	NA
City of Memphis (TN)	NA, Incumbents work a 24 hour shift	NA
City of Mobile (AL)	NA, Incumbents work a 24 hour shift	NA
City of Nashville (TN)	NA, Incumbents work a 24 hour shift	NA
City of Newport News (VA)	NA, Incumbents work a 24 hour shift	NA
City of Norfolk (VA)	NA, Incumbents work a 24 hour shift	NA
City of Oak Ridge (TN)	NA, Incumbents work a 24 hour shift	NA
City of Richmond (VA)	One-half or more of the employee's regular working hours are scheduled after 5 pm	\$0.50/hour
City of Roanoke (VA)	NA, Incumbents work a 24 hour shift	NA
City of Savannah (GA)	NA, Incumbents work a 24 hour shift	NA
City of Winston-Salem (NC)	NA, Incumbents work a 24 hour shift	NA
City of Knoxville Uniformed Fire Personnel	NA	NA

NA- Not applicable

TABLE 78
UNIFORMED FIRE PERSONNEL SHIFT DIFFERENTIAL FOR THIRD SHIFT

Peer City	Third Shift Definition	Shift Differential Amount
City of Birmingham (AL)	NA, Incumbents work a 24 hour shift	NA
City of Chattanooga (TN)	NA, Incumbents work a 24 hour shift	NA
City of Clarksville (TN)	NA, Incumbents work a 24 hour shift	NA
City of Cleveland (TN)	NA, Incumbents work a 24 hour shift	NA
City of Durham (NC)	NA, Incumbents work a 24 hour shift	NA
City of Huntsville (AL)	NA, Incumbents work a 24 hour shift	NA
City of Lexington-Fayette (KY)	NA, Incumbents work a 24 hour shift	NA
City of Little Rock (AR)	NA, Incumbents work a 24 hour shift	NA
City of Memphis (TN)	NA, Incumbents work a 24 hour shift	NA
City of Mobile (AL)	NA, Incumbents work a 24 hour shift	NA
City of Nashville (TN)	NA, Incumbents work a 24 hour shift	NA
City of Newport News (VA)	NA, Incumbents work a 24 hour shift	NA
City of Norfolk (VA)	NA, Incumbents work a 24 hour shift	NA
City of Oak Ridge (TN)	NA, Incumbents work a 24 hour shift	NA
City of Richmond (VA)	One-half or more of the employee's regular working hours are scheduled after 5 pm	\$0.50/hour
City of Roanoke (VA)	NA, Incumbents work a 24 hour shift	NA
City of Savannah (GA)	NA, Incumbents work a 24 hour shift	NA
City of Winston-Salem (NC)	NA, Incumbents work a 24 hour shift	NA
City of Knoxville Uniformed Fire Personnel	NA	NA

NA- Not applicable

Supplemental pay for standby/on-call and call-back time varies significantly across the peer cities, as shown in **Tables 79** and **80**.

TABLE 79
UNIFORMED FIRE PERSONNEL - STANDBY OR ON-CALL TIME PAY

Peer City	Standby or On-Call Time Definition	Standby or On-Call Time Pay
City of Birmingham (AL)	NR	Public Safety Dispatchers: minimum of 2 hours at straight time
City of Chattanooga (TN)	NA	NA
City of Clarksville (TN)	NA	NA
City of Cleveland (TN)	NA	NA
City of Durham (NC)	NA	NA
City of Huntsville (AL)	Non-exempt employees who are severely restricted during off-duty time and in their personal activities and are engaged by the City to wait to perform assigned duties	Paid at straight time
City of Lexington-Fayette (KY)	NA	NA
City of Little Rock (AR)	Employee must be readily accessible at all times during the standby period	\$2.00/hour
City of Memphis (TN)	NA	NA
City of Mobile (AL)	NA	NA
City of Nashville (TN)	NA	NA
City of Newport News (VA)	NA	NA
City of Norfolk (VA)	All hours other than an employee's regularly scheduled work hours on week days, and 24 hours on Saturday and Sunday	Non-exempt employees receive the amounts based on length of duty: 1) \$112/week 2) \$137/week including City holiday 3) \$16/day 4) \$40/designated holiday
City of Oak Ridge (TN)	NA	NA
City of Richmond (VA)	Employee is provided with phone/pager so employee's time is considered his own under FLSA	No payment
City of Roanoke (VA)	Duty assignment made by the department head specifying that certain employees make themselves available to perform certain essential work, such work to be performed outside regular work hours	Whether or not employee is called back they will receive 1 hour of pay or time off for each 8 hours of stand-by duty
City of Savannah (GA)	Non-exempt personnel who remain on call during non-working hours or vacation.	1.5x hourly rate for each hour worked. Minimum of 2 hours
City of Winston-Salem (NC)	Fire Investigators and Fire Inspectors required to be in a formal "on-call" status are not required to remain on property	Minimum of 2 hours of compensation at regular rate is given for responding to an emergency.
City of Knoxville Uniformed Fire Personnel	Employees must remain available to be called back on short notice and are restricted in their activities by their department director. Not all employees considered "on-call" are eligible for pay	If the time on call back exceeds 3 hours, the employee shall be compensated for all additional hours worked on call back at 1.5x rate

NA- Not applicable
NR- No response

**TABLE 80
UNIFORMED FIRE PERSONNEL - CALL-BACK TIME PAY**

Peer City	Call-Back Time Definition	Call-Back Time Pay
City of Birmingham (AL)	Employee is actually on the scene	Fire Inspectors: minimum of 4 hours at straight time
City of Chattanooga (TN)	NA	NA
City of Clarksville (TN)	NA	NA
City of Cleveland (TN)	Called back on duty (off-duty runs are voluntary)	Pay for all hours worked at an overtime rate
City of Durham (NC)	Employee is hired back to work for a specified length of time	NR
City of Huntsville (AL)	Non-exempt employees who are unexpectedly called back to their assignment after normal working hours	Equivalent of 2 hours of work, or the actual number of hours worked at rate of 1.5x regular pay rate
City of Lexington-Fayette (KY)	NA	NA
City of Little Rock (AR)	NR	40-hour employees receive minimum 4 hours at 1.5x regular rate in comp time; 56-Hour employees receive min 3 hours at 1.5x regular rate
City of Memphis (TN)	Called back to duty	Minimum of 4 hours pay at 1.5x regular rate
City of Mobile (AL)	NA	NA
City of Nashville (TN)	Employees are called back to work outside regularly scheduled time due to unplanned assignments or emergency situations	Minimum of 2 hours of pay
City of Newport News (VA)	Time employees work when called to return, including travel to site that is greater than normal travel to work	Minimum of 2 hours of pay
City of Norfolk (VA)	NA	NA
City of Oak Ridge (TN)	NR	Minimum of 2 hours
City of Richmond (VA)	Called back to do actual work	0.5 hour travel and minimum of 1 hour of work. Minimum 0.25 hour if can handle by phone
City of Roanoke (VA)	Non-exempt employee returns to job	Minimum of 2 hours pay at the regular or overtime rate
City of Savannah (GA)	Non-exempt personnel who remain on call during non-working hours or vacation	Minimum of 2 hours at 1.5x regular pay rate
City of Winston-Salem (NC)	Fire employees receive call-back compensation when called back to duty outside their work schedule	Minimum of 2 hours of pay
City of Knoxville Uniformed Fire Personnel	Employees who are no longer at the work site, and have been requested to respond on short notice to perform emergency work	The employee will be paid for hours worked at the appropriate rate of pay according to the FLSA. Employees who receive call back pay are not eligible to receive on-call pay for the same time period

NA- Not applicable

NR- No response

Holiday pay policies are offered as straight time, overtime, double time, or compensatory time, with no standard or prevailing practice, as shown in **Table 81**.

**TABLE 81
UNIFORMED FIRE PERSONNEL
HOLIDAY PAY FOR WORK PERFORMED ON REGULARLY SCHEDULED HOLIDAYS**

Peer City	Regularly Scheduled Holiday Pay
City of Birmingham (AL)	Firefighters accrue 8 hours, Public Safety Dispatchers are paid 8 hours
City of Chattanooga (TN)	NA
City of Clarksville (TN)	Employee gets paid for the regular work day and is offered an alternative day off for their "holiday"
City of Cleveland (TN)	Paid 14.77 hours holiday pay/pay period (13 holidays/year)
City of Durham (NC)	Employees are given banked holidays at the beginning of the calendar year to use at their discretion until December 31 of that calendar year. No additional pay is given for working on a holiday
City of Huntsville (AL)	Full-time employees required to work on a holiday receive the same amount of time off at a later date. The employee receives 1 hour for each hour worked on the holiday, not to exceed the value of the holiday. This provision also applies if such holiday falls on a full-time employee's "off day"
City of Lexington-Fayette (KY)	Bargaining Unit members required to be on duty on a premium holiday are compensated 1.5x their hourly pay rate for all hours worked. The holiday pay begins on the holiday at 7am and conclude at 7 am the following day
City of Little Rock (AR)	The City pays holiday premium pay for 9 holidays. For 56-hour employees the daily pay rate is computed by dividing the base pay, including holiday pay, by 243. For 40-hour employees the daily pay rate is computed by dividing the base pay, including holiday pay, by 260
City of Memphis (TN)	Double time, regular pay plus holiday pay
City of Mobile (AL)	1.5x their regular pay plus regular pay
City of Nashville (TN)	Fire employees who work in positions where shifts are scheduled and services are provided 7 days a week, will receive 1 floating holiday in lieu of each holiday for general employees
City of Newport News (VA)	8 hours additional compensation
City of Norfolk (VA)	Non-exempt employees receive 1.5x their hourly pay rate (the extra 0.5 hours are not counted toward overtime) plus time off equal to the hours actually worked. Exempt employees receive their regular pay rate and time off equal to the hours actually worked. When the normal workweek includes a Saturday or Sunday and a designated holiday falls on a regularly scheduled weekend workday, the holiday is observed on the actual workday
City of Oak Ridge (TN)	NA
City of Richmond (VA)	12 hours/holiday for shift personnel
City of Roanoke (VA)	Holiday pay is regular pay and the same amount of time off at a later date not to exceed 88 hours annually
City of Savannah (GA)	Uniformed Fire personnel receive holiday leave every paycheck
City of Winston-Salem (NC)	Fire employees who are scheduled to work on a holiday receive straight time or regular pay for that day and the holiday hours are added to their accruals
City of Knoxville Uniformed Fire Personnel	Uniformed employees are given a lump sum for 9 paid holidays once annually. Employees required to work on a holiday are paid actual time for hours worked on the holiday

NR- No response

**TABLE 82
UNIFORMED FIRE PERSONNEL
HOLIDAY PAY FOR WORK PERFORMED ON NON-REGULARLY SCHEDULED WORKDAY**

Peer City	Non-Regularly Scheduled Holiday Pay
City of Birmingham (AL)	Firefighters accrue 8 hours, Public Safety Dispatchers are paid 8 hours
City of Chattanooga (TN)	NA
City of Clarksville (TN)	Employee gets paid for the regular work day and is offered an alternative day off for their "holiday"
City of Cleveland (TN)	Paid 14.77 hours holiday pay/pay period (13 holidays/year)
City of Durham (NC)	Employees are given banked holidays at the beginning of the calendar year to use at their discretion until December 31 of that year. No additional pay is given for working on a holiday
City of Huntsville (AL)	For fire suppression personnel having an established 21 day work period each holiday have a declared value of 24 hours/holiday. For other full-time employees working alternate schedules, as approved by the Mayor, each holiday receives the value assigned by the Human Resources Director
City of Lexington-Fayette (KY)	NA
City of Little Rock (AR)	The City pays holiday premium pay for 9 holidays. For 56-hour employees the daily pay rate computed by dividing the base pay, including holiday pay, by 243. For 40-hour employees the daily pay rate computed by dividing the base pay, including holiday pay, by 260
City of Memphis (TN)	Paid for holiday
City of Mobile (AL)	1.5x pay + regular pay
City of Nashville (TN)	Employees required to work during a holiday are compensated at a rate of 1.5x their regular hourly rate. The regular hourly rate is based on work hours scheduled for that week
City of Newport News (VA)	8 hours additional compensation
City of Norfolk (VA)	Non-exempt employees receive 1.5x their hourly pay rate (the extra .5 hours are not counted toward overtime) plus time off equal to the hours actually worked. Exempt employees are compensated at their regular pay rate and granted time off equal to the hours actually worked. Holiday leave must be used within 12 months of accrual
City of Oak Ridge (TN)	NA
City of Richmond (VA)	12 hours/holiday for shift personnel
City of Roanoke (VA)	Holiday compensation is 1.5x pay and applicable time off in lieu of holiday taken at a later date
City of Savannah (GA)	Uniformed Fire personnel receive holiday leave every paycheck
City of Winston-Salem (NC)	Hours worked on a non-scheduled holiday are credited to holiday accruals for fire employees
City of Knoxville Uniformed Fire Personnel	Uniformed employees are given a lump sum for 9 paid holidays annually. Employees required to work on a holiday are paid actual time for hours worked on the holiday

NR- No response

NA- Not applicable

Three (3) Tennessee cities receive supplemental pay from the state government as well as one (1) city in Kentucky (**Table 81**).

**TABLE 83
UNIFORMED FIRE PERSONNEL STATE SUPPLEMENTAL PAY**

Peer City	Offer state supplemental pay?	Annual amount
City of Birmingham (AL)	No	
City of Chattanooga (TN)	No	
City of Clarksville (TN)	Yes	\$600
City of Cleveland (TN)	Yes	\$600
City of Durham (NC)	No	
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	Yes	\$3,100
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	No	
City of Oak Ridge (TN)	Yes	\$600
City of Richmond (VA)	No	
City of Roanoke (VA)	No	
City of Savannah (GA)	No	
City of Winston-Salem (NC)	No	
City of Knoxville Uniformed Fire Personnel	Yes	\$600

Table 84 shows the FLSA exemption status of each rank (that is, which ranks are automatically eligible for overtime pay and which are not). For most cities, ranks at Battalion Chief and above are treated as Exempt (equivalent of Knoxville’s Senior Assistant Chief).

**TABLE 84
UNIFORMED FIRE PERSONNEL – FLSA EXEMPTION STATUS BY RANK**

Knoxville		Birmingham		Chattanooga		Clarksville	
<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>
Recruit	NE			Fire Cadet	NE		
Firefighter	NE	Firefighter	NE	Firefighter	NE	Firefighter	NE
Senior Firefighter	NE						
Master Firefighter	NE	Apparatus Operator	NE	Firefighter Senior	NE	Fire Engineer	NE
Fire Officer	NE	Lieutenant	NE	Lieutenant	NE	Fire Lieutenant	NE
Assistant Chief	E	Captain	NE	Captain	NE	District Fire Chief	E
Assistant Chief, Senior	E	Battalion Chief I	E	Battalion Chief	E	Assistant Chief	E
Deputy Chief	E	Assistant Chief	E	Assistant Chief	E	Deputy Chief	E

Knoxville		Cleveland		Durham		Huntsville	
<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>
Recruit	NE			Recruit	NE	Cadet	NE
Firefighter	NE	Firefighter	NE	Firefighter	NE	Firefighter	NE
Senior Firefighter	NE			Fire Technician	NE		
Master Firefighter	NE	Driver/Engineer	NE			Driver/Engineer	NE
Fire Officer	NE	Lieutenant	NE	Fire Captain	NE	Captain	NE
Assistant Chief	E			Battalion Chief	E	District Chief	E
Assistant Chief, Senior	E	Battalion Commander	E				
Deputy Chief	E	Deputy Chief	E	Deputy Chief	E	Deputy Chief	E

NE = Non-Exempt (eligible for overtime pay)
E = Exempt (generally not eligible for overtime pay)

TABLE 84 continued
UNIFORMED FIRE PERSONNEL – FLSA EXEMPTION STATUS BY RANK

Knoxville		Lexington		Little Rock		Memphis	
<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>
Recruit	NE					Recruit	NE
Firefighter	NE	Firefighter	NE	Firefighter	NE	Fire Private II	NE
Senior Firefighter	NE						
Master Firefighter	NE			Apparatus Engineer	NE	Driver	NE
Fire Officer	NE	Lieutenant	NE			Lieutenant	NE
Assistant Chief	E	Captain	NE	Fire Captain	NE	Battalion Chief	E
Assistant Chief, Senior	E	Major	E			Division Chief	E
Deputy Chief	E					Deputy Chief	E

Knoxville		Mobile		Nashville		Newport News	
<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>
Recruit	NE			Recruit	NE	Recruit	NE
Firefighter	NE	Firefighter	NE	Fire Fighter 1	NE	Firefighter/Medic	NE
Senior Firefighter	NE			Fire Fighter 3	NE		
Master Firefighter	NE	Fire Service Driver	NE	Fire Engineer	NE	FF/Medic, Senior	NE
Fire Officer	NE	Captain	NE	Captain	NE	FF/Medic, Master	NE
Assistant Chief	E	District Chief	NE	District Chief	E	Captain	NE
Assistant Chief, Senior	E			Assistant Chief	E	Battalion Chief	E
Deputy Chief	E	Deputy Chief	E	Deputy Chief	E	Deputy Chief	E

NE = Non-Exempt (eligible for overtime pay)
E = Exempt (generally not eligible for overtime pay)

TABLE 84 continued
UNIFORMED FIRE PERSONNEL – FLSA EXEMPTION STATUS BY RANK

Knoxville		Norfolk		Oak Ridge		Richmond	
<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>
Recruit	NE	Recruit	NE	Trainee	NE	Recruit	NE
Firefighter	NE	Firefighter EMT	NE	Firefighter (Certified)	NE	Fire Fighter I	NE
Senior Firefighter	NE					Fire Fighter III	NE
Master Firefighter	NE	FF EMT Enhanced	NE			Fire Fighter Master	NE
Fire Officer	NE	Lieutenant	NE	Captain	NE	Lieutenant	NE
Assistant Chief	E	Captain	NE	Battalion Chief	NE	Captain	NE
Assistant Chief, Senior	E	Battalion Chief	E	Assistant Chief	E	Battalion Chief	E
Deputy Chief	E	Deputy Chief	E	Deputy Chief	E	Deputy Chief	E

Knoxville		Roanoke		Savannah		Winston-Salem	
<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>	<i>Rank</i>	<i>FLSA Status</i>
Recruit	NE			Trainee	NE	Trainee	NE
Firefighter	NE	Firefighter EMT	NE	Firefighter	NE	Firefighter	NE
Senior Firefighter	NE			Advanced Firefighter	NE		
Master Firefighter	NE	Lieutenant	NE	Master Firefighter	NE	Fire Engineer	NE
Fire Officer	NE	First Lieutenant	NE			Captain	E
Assistant Chief	E	Captain	NE	Captain	NE		
Assistant Chief, Senior	E	Battalion Chief	E	Battalion Chief	E	Battalion Chief	E
Deputy Chief	E	Deputy Chief	E	Assistant Chief	E	District Chief	E

NE = Non-Exempt (eligible for overtime pay)
E = Exempt (generally not eligible for overtime pay)

Only six (6) of the comparator cities provide overtime pay or compensatory time to FLSA Exempt Fire personnel, as summarized in **Table 85**.

**TABLE 85
UNIFORMED FIRE PERSONNEL OVERTIME PAY POLICIES – FLSA EXEMPT POSITIONS**

Peer City	Do you pay any FLSA exempt Fire overtime pay or compensatory time?
City of Birmingham (AL)	Yes, only during state of emergency or natural disaster
City of Chattanooga (TN)	No
City of Clarksville (TN)	Yes, exempt employees are allowed to use compensatory time
City of Cleveland (TN)	No
City of Durham (NC)	Yes, exempt employees fall under the Management Leave Policy and receive 80 hours management leave/year
City of Huntsville (AL)	Yes, exempt employees may accrue compensatory time at straight rate
City of Lexington-Fayette (KY)	Yes, exempt employees earn compensatory time for all hours worked over 40/week
City of Little Rock (AR)	No
City of Memphis (TN)	No
City of Mobile (AL)	Yes, exempt employees receive compensatory time at straight rate
City of Nashville (TN)	No
City of Newport News (VA)	No
City of Norfolk (VA)	No
City of Oak Ridge (TN)	No
City of Richmond (VA)	No
City of Roanoke (VA)	No
City of Savannah (GA)	No
City of Winston-Salem (NC)	No
City of Knoxville Uniformed Fire Personnel	Yes, exempt employees may receive compensation in excess of salary if approved by Chief of Fire and Director, Finance & Accountability

NR- No response

Incentive Pay for Uniformed Fire Personnel

The survey included questions about two (2) different types of incentive based pay increases offered to uniformed Fire personnel:

- Education Incentive Pay
- Fitness Incentive Pay

Half of the surveyed cities offer an education incentive to uniformed Fire personnel, typically in the form of a pay increase.

None of the peers offer a monetary reward as a physical fitness incentive for Fire personnel.

More details on incentive pay policies for uniformed Fire personnel is provided in **Tables 86** and **87**.

**TABLE 86
UNIFORMED FIRE PERSONNEL EDUCATION INCENTIVE PAY**

Peer City	Education Incentive?	Policy
City of Birmingham (AL)	Yes	5% Associates degree, 10% Bachelor's degree, and 15% Master's degree
City of Chattanooga (TN)	Yes	After 1 year of service, all FT regular employees are eligible for tuition reimbursement of 80% for grade C or better
City of Clarksville (TN)	No	
City of Cleveland (TN)	No	
City of Durham (NC)	Yes	2.5% Associate's Degree, 5% Bachelor's or Master's Degree - also reimbursement amount of \$400 towards courses taken with a passing grade of C or better
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	No	
City of Little Rock (AR)	No	
City of Memphis (TN)	Yes	1 year college - 1%, 2 years college - 2.5%, 3 years college - 5%, 4 years college (degree) - 7.5%
City of Mobile (AL)	Yes	5% Associates, 5% Bachelors, 5% Masters
City of Nashville (TN)	Yes	3% Associates degree and 6% Bachelor's degree or higher
City of Newport News (VA)	No	
City of Norfolk (VA)	Yes	\$504/year for a degree in any program certified by the Chief of Fire as relevant to the performance of the employee's position
City of Oak Ridge (TN)	No	
City of Richmond (VA)	Yes	Associates \$500, Bachelors \$1,000, Masters \$2,000. No new applications for educational incentives or increases in incentives in accordance with this section are accepted between July 2010 and ending July 2014
City of Roanoke (VA)	No	
City of Savannah (GA)	No	
City of Winston-Salem (NC)	Yes	5% increase for Associates, 10% for Bachelors
Count of Yes	9 of 18	
City of Knoxville Uniformed Fire Personnel	No	

**TABLE 87
UNIFORMED FIRE PERSONNEL PHYSICAL FITNESS INCENTIVE**

Peer City	Physical Fitness Incentive?	Policy
City of Birmingham (AL)	No	
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	No	
City of Durham (NC)	No	
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	No	
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	No	
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	No	
City of Savannah (GA)	No	
City of Winston-Salem (NC)	No	
<i>Count of Yes</i>	<i>0 of 18</i>	
City of Knoxville Uniformed Fire Personnel	Yes	12 hours annual leave awarded/quarterly incentive test. KFD employees assigned to 80 biweekly schedule receive 8 hours/test

NR- No response

Special Duty Pay for Uniformed Fire Personnel

Table 88 shows a summary of the prevalence of each type of special duty pay for uniformed Fire personnel. Some jurisdictions have separate pay ranges or ranks to recognize these skills and duties, while others provide a pay supplement, as shown in **Tables 89 through 101**.

**TABLE 88
SPECIAL DUTY PAY SUMMARY**

Type	# of Peers Offering Pay Supplements or Separate Pay Range	% of Peers Offering	Knoxville Offers?
Fire Apparatus Driver/ Operator/Engineer	12	67%	
First Responder (FRS) – Basic (EMT)	6	33%	✓
First Responder – Advanced (EMT)	6	33%	
First Responder – Paramedic	9	50%	✓
Advanced Life Support or Advanced Cardiac Life Support	3	17%	
Fire Prevention Pay	13	72%	
K-9 Duty Pay	1	6%	✓
Hazardous or HAZMAT Technician	9	50%	
Training Officer	6	33%	
Fire Education Officer	2	11%	
Float Pay	0	0%	✓
Bilingual Skills Pay	2	11%	
Other	6	33%	

TABLE 89
UNIFORMED FIRE PERSONNEL
FIRE APPARATUS DRIVER/OPERATOR/ENGINEER SUPPLEMENTAL PAY

Peer City	Fire Apparatus Driver/Operator/Engineer Supplemental Pay?	Policy
City of Birmingham (AL)	Separate pay range	Apparatus Operator pay range is 5% above Firefighter range
City of Chattanooga (TN)	None	
City of Clarksville (TN)	Separate pay range	Fire Engineer pay range is 6% above Firefighter range
City of Cleveland (TN)	Separate pay range	Driver/Engineer pay range is 12% above Firefighter range. Personnel promoted to Engineer receive an 8.2% pay increase
City of Durham (NC)	Separate pay range	Fire Technician pay range is 13%-16% above Firefighter range
City of Huntsville (AL)	Separate pay range	Driver/Engineer pay range is 5% above Firefighter range.
City of Lexington-Fayette (KY)	None	
City of Little Rock (AR)	Separate pay range	Apparatus Engineer pay range maximum is 9% above Firefighter maximum
City of Memphis (TN)	Separate pay range	Driver pay range is 6%-18% above Fire Private II pay range
City of Mobile (AL)	Separate pay range	Two levels. FF Driver pay range is 2%-5% above Firefighter range. Fire Service Driver is 10% above Firefighter range.
City of Nashville (TN)	Separate pay range	Fire Engineer pay range is 10% above Firefighter II pay range
City of Newport News (VA)	None	
City of Norfolk (VA)	Pay supplement	\$80/month for duration of assignment
City of Oak Ridge (TN)	None	
City of Richmond (VA)	None	
City of Roanoke (VA)	Pay supplement	Each employee of the Fire-EMS department who has been certified and performs inspection and repair duties to the department's "turn out" gear, Self-Contained Breathing Apparatus (SCBA) and safety sensitive equipment as part of the Fire Maintenance Safety Program by the Fire-EMS Chief is accorded an annual salary supplement of \$1,500 payable on a bi-weekly basis
City of Savannah (GA)	None	
City of Winston-Salem (NC)	Separate pay range	Fire Engineer pay range is 30%-36% above Firefighter pay range
Count	12 of 18	
City of Knoxville Uniformed Fire Personnel	No	

**TABLE 90
UNIFORMED FIRE PERSONNEL
FIRST RESPONDER (FRS) – BASIC (EMT) SUPPLEMENTAL PAY**

Peer City	First Responder (FRS) – Basic (EMT) Pay	Policy
City of Birmingham (AL)	Pay supplement	5% pay increase when assigned to a rescue unit as a paid basic EMT
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	Pay supplement	\$50 stipend/28 days
City of Durham (NC)	No	
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	Pay supplement	\$0.827/hourly (56-hr employee) or \$1.323/hourly (40-hr employee); personnel temporarily assigned to perform EMT duties is compensated \$0.944/hourly
City of Little Rock (AR)	Pay supplement	Certified EMT personnel receive \$1,6800 annually
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	Pay supplement	5% of regular pay. Employees must be sanctioned by the City of Norfolk Medical Director to practice at each level of certification
City of Oak Ridge (TN)	Pay supplement	\$300/year
City of Richmond (VA)	No	
City of Roanoke (VA)	No	Only for employees hired prior to April 1991: \$1,200/year
City of Savannah (GA)	No	
City of Winston-Salem (NC)	No	
Count	6 of 18	
City of Knoxville Uniformed Fire Personnel	Yes	\$950 annually, divided by 26 and paid bi-weekly

**TABLE 91
UNIFORMED FIRE PERSONNEL
FIRST RESPONDER – ADVANCED (EMT) SUPPLEMENTAL PAY**

Peer City	First Responder – Advanced (EMT) Pay?	Policy
City of Birmingham (AL)	Pay supplement	5% pay increase when assigned to a rescue unit as a paid basic EMT
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	No	
City of Durham (NC)	Pay supplement	3% pay increase if assigned to a squad vehicle
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	Pay supplement	\$0.827/hour (56-hr employee) or \$1.323/hour (40-hr employee); Employees temporarily assigned to perform EMT duties is paid \$0.944/hour
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	Pay supplement	5% of regular pay. Employees must be sanctioned by the City of Norfolk Medical Director to practice at each level of certification
City of Oak Ridge (TN)	Pay supplement	\$300/year
City of Richmond (VA)	No	
City of Roanoke (VA)	Pay supplement	The City Manager is authorized to continue a merit pay program for Firefighter/Emergency Medical Technicians who attain an EMT-I or Paramedic certificate. The annual pay supplement in the amount of \$4,000/year payable on a bi-weekly basis
City of Savannah (GA)	No	
City of Winston-Salem (NC)	No	
<i>Count</i>	<i>6 of 18</i>	
City of Knoxville Uniformed Fire Personnel	No	

**TABLE 92
UNIFORMED FIRE PERSONNEL
FIRST RESPONDER – PARAMEDIC SUPPLEMENTAL PAY**

Peer City	First Responder – Paramedic Pay?	Policy
City of Birmingham (AL)	Pay supplement	10% pay increase
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	Pay supplement	\$100 stipend/28 days
City of Durham (NC)	No	
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	Pay supplement	\$0.344/hour (56-hr employee) or \$0.549/hour (40-hr employee); Paramedic assigned will be paid \$1.583/hour (56-hr employee) or \$2.534/hour (40-hr employee); personnel temporarily assigned to perform paramedic duties will be paid \$1.417/hour
City of Little Rock (AR)	No	
City of Memphis (TN)	Separate pay range	Paramedic pay range is 9% above Fire Private pay range
City of Mobile (AL)	Pay supplement	20% Paramedic Incentive Pay
City of Nashville (TN)	No	
City of Newport News (VA)	Pay supplement	\$333 supplemental pay/month
City of Norfolk (VA)	Pay supplement	5% of regular pay. Employees must be sanctioned by the City of Norfolk Medical Director to practice at each level of certification
City of Oak Ridge (TN)	Pay supplement	\$900/year
City of Richmond (VA)	No	
City of Roanoke (VA)	Pay supplement	City Manager is authorized to continue a merit pay program for Firefighter/Emergency Medical Technicians who attain an EMT-I or Paramedic certificate. Annual pay supplement is in the amount of \$4,000/year payable on a bi-weekly basis
City of Savannah (GA)	No	
City of Winston-Salem (NC)	No	
Count	9 of 18	
City of Knoxville Uniformed Fire Personnel	Yes	\$1,500 annually, divided by 26 and paid bi-weekly

**TABLE 93
UNIFORMED FIRE PERSONNEL
ADVANCED LIFE SUPPORT OR ADVANCED CARDIAC LIFE SUPPORT SUPPLEMENTAL PAY**

Peer City	Advanced Life Support or Advanced Cardiac Life Support Pay?	Policy
City of Birmingham (AL)	No	
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	No	
City of Durham (NC)	No	
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	Pay supplement	\$0.37/hour for a 56-hour employee and \$0.592/hour for a 40-hour employee
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	Pay supplement	20% Assignment Incentive Pay when assigned to Advanced Life Support Ambulance
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	Pay supplement	EMT-Cardiac: 5% of regular pay. Employees must be sanctioned by the City of Norfolk Medical Director to practice at each level of certification
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	No	
City of Savannah (GA)	No	
City of Winston-Salem (NC)	No	
Count	3 of 18	
City of Knoxville Uniformed Fire Personnel	No	

TABLE 94
UNIFORMED FIRE PERSONNEL - FIRE PREVENTION SUPPLEMENTAL PAY

Peer City	Fire Prevention Pay	Policy
City of Birmingham (AL)	Separate pay range	Inspectors are hired at the Lieutenant level only (pay range is 15% above Firefighter range)
City of Chattanooga (TN)	No	
City of Clarksville (TN)	Separate pay range	Fire Prevention Officer is paid at the Captain level (30% to 44% above the Firefighter pay range)
City of Cleveland (TN)	Separate pay range	Fire Inspector pay range is 25% above Firefighter pay range
City of Durham (NC)	Separate pay range	Fire Inspector is paid at the Captain level (40% to 42% above Firefighter)
City of Huntsville (AL)	Separate pay range	Fire Prevention Officer pay range is 15%-16% above Firefighter range
City of Lexington-Fayette (KY)	No	
City of Little Rock (AR)	No	
City of Memphis (TN)	Separate pay range	Fire Inspector pay range is 18%-31% above Fire Private II range
City of Mobile (AL)	No	
City of Nashville (TN)	Separate pay ranges	Fire Inspector I and II pay ranges are 10% above Firefighter I and II ranges
City of Newport News (VA)	Pay supplement	\$125 supplemental pay/month; Coordinator receives \$250/month
City of Norfolk (VA)	Separate pay ranges	Fire Inspector pay range is 10%-34% above Firefighter pay range
City of Oak Ridge (TN)	Separate pay ranges	Fire Inspector pay range is 10% above Firefighter pay range
City of Richmond (VA)	No	
City of Roanoke (VA)	Pay supplement	Each employee of the Fire-EMS Department who has been certified and performs Fire Inspector duties as part of the Fire Prevention Program assigned by the Fire-EMS Chief shall be accorded an annual salary supplement of \$1,500/year payable on a bi-weekly basis
City of Savannah (GA)	Separate pay ranges	Fire Prevention Inspector pay range is 16%-74% above Firefighter range
City of Winston-Salem (NC)	Separate pay ranges	Fire Inspector pay range is 30%-36% above Firefighter range
Count	13 of 18	
City of Knoxville Uniformed Fire Personnel	No	

**TABLE 95
UNIFORMED FIRE PERSONNEL - K-9 DUTY SUPPLEMENTAL PAY**

Peer City	K-9 Duty Pay	Policy
City of Birmingham (AL)	No	
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	No	
City of Durham (NC)	No	
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	No	
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	Pay supplement	\$840/year to defray dog-care costs for duration of assignment
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	No	
City of Savannah (GA)	No	
City of Winston-Salem (NC)	No	
<i>Count</i>	<i>1 of 18</i>	
City of Knoxville Uniformed Fire Personnel	Yes	Provides additional pay consisting of 4 hours straight time for qualifying employees related to KFD's K-9 service animal. Currently limited to 1 investigator in KFD's Fire Explosion Investigative Unit

**TABLE 96
UNIFORMED FIRE PERSONNEL - HAZARDOUS OR HAZMAT TECHNICIAN SUPPLEMENTAL PAY**

Peer City	Hazardous or HAZMAT Technician Pay	Policy
City of Birmingham (AL)	Pay supplement	5% pay increase when assigned to a hazmat unit
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	No	
City of Durham (NC)	No	
City of Huntsville (AL)	Pay supplement	5% higher pay rate than the established pay rate
City of Lexington-Fayette (KY)	Pay supplement	\$0.370/hour for a 56-hour employee and \$0.592/hour for a 40-hour employee
City of Little Rock (AR)	No	
City of Memphis (TN)	Pay supplement	\$31.85 biweekly
City of Mobile (AL)	Pay supplement	5% pay increase
City of Nashville (TN)	No	
City of Newport News (VA)	Pay supplement	\$1,500/year (Coordinator paid \$3,000/year)
City of Norfolk (VA)	Pay supplement	5% increase for duration of assignment
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	Pay supplement	\$1,200/year for employee who are certified to either the Specialist or Technician level for the handling of hazardous materials and who is a member of the Regional Hazardous Materials Response Team
City of Savannah (GA)	No	
City of Winston-Salem (NC)	Pay supplement	Fire employees working within these designations are compensated an additional \$100/month
Count	9 of 18	
City of Knoxville Uniformed Fire Personnel	No	

**TABLE 97
UNIFORMED FIRE PERSONNEL - TRAINING OFFICER SUPPLEMENTAL PAY**

Peer City	Training Officer Pay?	Policy
City of Birmingham (AL)	Pay supplement	5% pay increase
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	Separate pay range	Fire Training Coordinator pay range is at Captain level (40% above Firefighter)
City of Durham (NC)	No	
City of Huntsville (AL)	Separate pay range	Fire Training Officer pay range 15%-16% above Firefighter range.
City of Lexington-Fayette (KY)	No	
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	Separate pay ranges	3 levels. Fire Instructor pay range is at Captain level (22% above Firefighter level). Assistant Training Officer is at District Chief level (10% above Instructor). Training Officer is at Assistant Chief level (20% above Assistant Training Officer)
City of Newport News (VA)	No	
City of Norfolk (VA)	Pay supplement	3% of minimum pay rate for pay grade, for duration of assignment
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	No	
City of Savannah (GA)	Separate pay range	Fire Training Chief pay range is at Fire Marshal level (64% above Firefighter)
City of Winston-Salem (NC)	No	
Count	6 of 18	
City of Knoxville Uniformed Fire Personnel	No	

**TABLE 98
UNIFORMED FIRE PERSONNEL - FIRE EDUCATION OFFICER SUPPLEMENTAL PAY**

Peer City	Fire Education Officer Pay?	Policy
City of Birmingham (AL)	Pay Supplement	5% pay increase
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	No	
City of Durham (NC)	No	
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	No	
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	Pay Supplement	\$117/month for certified EMT-Cardiac and EMT-Intermediate, \$292/month for certified EMT-Paramedic. Eligibility-Lieutenants, Captains, Battalion Chiefs
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	No	
City of Savannah (GA)	No	
City of Winston-Salem (NC)	No	
Count	2 of 18	
City of Knoxville Uniformed Fire Personnel	No	

**TABLE 99
UNIFORMED FIRE PERSONNEL - FLOAT PAY SUPPLEMENTAL PAY**

Peer City	Float Pay?	Policy
City of Birmingham (AL)	No	
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	No	
City of Durham (NC)	No	
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	No	
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	No	
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	No	
City of Savannah (GA)	No	
City of Winston-Salem (NC)	No	
<i>Count</i>	<i>0 of 18</i>	
City of Knoxville Uniformed Fire Personnel	Yes	\$5 each time the employee has to float

TABLE 100
UNIFORMED FIRE PERSONNEL - BILINGUAL SKILLS SUPPLEMENTAL PAY

Peer City	Bilingual Skills Pay	Policy
City of Birmingham (AL)	No	
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	No	
City of Durham (NC)	Pay supplement	\$1,000 incentive paid yearly upon confirmation of usage. Participants are tested every 3 years for conversational level
City of Huntsville (AL)	No	
City of Lexington-Fayette (KY)	No	
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	No	
City of Norfolk (VA)	No	
City of Oak Ridge (TN)	No	
City of Richmond (VA)	No	
City of Roanoke (VA)	No	
City of Savannah (GA)	No	
City of Winston-Salem (NC)	Pay supplement	Fire employees who pass a Spanish Language Certification Program receive an adjustment of \$1,100 at the start of their next pay period. Spanish language must be a business need for the employee to be eligible for the pay supplement
Count	2 of 18	
City of Knoxville Uniformed Fire Personnel	No	

**TABLE 101
UNIFORMED FIRE PERSONNEL - OTHER SUPPLEMENTAL PAY**

Peer City	Other Pay Supplement	Policy
City of Birmingham (AL)	Pay supplement	5% increase when assigned to a heavy rescue unit
City of Chattanooga (TN)	No	
City of Clarksville (TN)	No	
City of Cleveland (TN)	No	
City of Durham (NC)	No	
City of Huntsville (AL)	Pay supplement	Fire and Rescue personnel assigned to the 911 Center , while serving in a special assignment capacity receive an additional 5% of pay
City of Lexington-Fayette (KY)	Pay supplement	\$0.37/hour for a 56-hour employee and \$0.592/hour for a 40-hour employee: Rescue, Building Inspection, and Fire Investigation , and Mechanics in the garage with Emergency Vehicle Technician certification
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	No	
City of Newport News (VA)	Pay supplement	\$1,500/year (Coordinators receive \$3,000/year): Technical Rescue Team, Bomb Squad, Marine Incident Response Team
City of Norfolk (VA)	Pay supplement	Firearm Allowances -\$100/month. Eligibility-Chief (as Fire Marshall), Captain (as Lead Fire Investigator), Firefighters (as Assistant Fire Investigators), HAZMAT Investigators, eligible employees must also be certified as a law enforcement officer. Battalion Chief Aide: \$80/month as assigned for duration of assignment
City of Oak Ridge (TN)	No	
City of Richmond (VA)	Pay supplement	\$0.75/hour for special duty with Chief Administrative Officer approval
City of Roanoke (VA)	No	
City of Savannah (GA)	No	
City of Winston-Salem (NC)	No	
<i>Count</i>	<i>6 of 18</i>	
City of Knoxville Uniformed Fire Personnel	No	

Longevity Pay

Eight (8) of the comparator cities provide longevity pay to uniformed Fire personnel, the same jurisdictions that indicated they provide longevity pay to Police personnel, as shown in **Table 102**. All of these cities start longevity pay at five (5) years of service. While there is no typical policy among these cities, many of the comparators increase the longevity pay amounts by \$50 per year of service, which is lower than Knoxville’s \$120 per year increase. Six (6) of these cities include longevity pay in pension calculations.

**TABLE 102
UNIFORMED FIRE PERSONNEL - LONGEVITY PAY BY YEARS OF SERVICE**

Peer City	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	Max
City of Birmingham (AL)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Chattanooga (TN)	\$250	\$300	\$350	\$400	\$450	\$500	\$550	\$600	\$650	\$700	\$750	\$800	\$850	\$900	\$950	\$1000	\$1050	\$1500
City of Clarksville (TN)	\$50	\$100	\$150	\$200	\$250	\$300	\$350	\$400	\$450	\$500	\$550	\$600	\$650	\$700	\$750	\$800	\$850	None
City of Cleveland (TN)	\$250	\$300	\$350	\$400	\$450	\$500	\$550	\$600	\$650	\$700	\$750	\$800	\$850	\$900	\$950	\$1000	\$1050	None
City of Durham (NC)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Huntsville (AL)	\$315	\$378	\$441	\$504	\$567	\$630	\$693	\$756	\$819	\$882	\$945	\$1008	\$1071	\$1134	\$1197	\$1260	\$1323	None
City of Lexington (KY)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Little Rock (AR)	\$300	\$360	\$420	\$480	\$540	\$600	\$660	\$660	\$780	\$840	\$900	\$1152	\$1224	\$1296	\$1368	\$1440	\$1512	\$1800
City of Memphis (TN)	\$300	\$300	\$300	\$300	\$300	\$420	\$420	\$420	\$420	\$420	\$600	\$600	\$600	\$600	\$720	\$720	\$720	\$1020
City of Mobile (AL)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Nashville (TN)	\$110	\$193	\$275	\$358	\$440	\$523	\$578	\$633	\$688	\$743	\$798	\$825	\$853	\$880	\$908	\$935	\$935	\$935
City of Newport News (VA)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Norfolk (VA)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Oak Ridge (TN)	\$500	\$600	\$700	\$800	\$900	\$1000	\$1100	\$1200	\$1300	\$1400	\$1500	\$1600	\$1700	\$1800	\$1900	\$2000	\$2100	\$2500
City of Richmond (VA)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Roanoke (VA)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Savannah (GA)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Winston-Salem (NC)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
<i>Market Average</i>	<i>\$259</i>	<i>\$316</i>	<i>\$373</i>	<i>\$430</i>	<i>\$487</i>	<i>\$559</i>	<i>\$613</i>	<i>\$659</i>	<i>\$720</i>	<i>\$773</i>	<i>\$849</i>	<i>\$923</i>	<i>\$975</i>	<i>\$1026</i>	<i>\$1093</i>	<i>\$1144</i>	<i>\$1193</i>	<i>NA</i>
City of Knoxville	\$120	\$240	\$360	\$480	\$600	\$720	\$840	\$960	\$1080	\$1200	\$1320	\$1440	\$1560	\$1680	\$1800	\$1920	\$2040	\$2400

Note – Longevity pay was not included in the pay range comparison

**TABLE 103
UNIFORMED FIRE PERSONNEL - LONGEVITY MAXIMUM**

Peer City	Maximum Annual Longevity Amount	Years to Maximum	Longevity pay included as covered compensation for pensions?
City of Birmingham (AL)	NA	NA	NA
City of Chattanooga (TN)	\$1,500	30 years	Yes
City of Clarksville (TN)	No Maximum	No Maximum	Yes
City of Cleveland (TN)	No Maximum	No Maximum	Yes
City of Durham (NC)	NA	NA	NA
City of Huntsville (AL)	No Maximum	No Maximum	Yes
City of Lexington-Fayette (KY)	NA	NA	NA
City of Little Rock (AR)	\$1,800	25 years	Yes
City of Memphis (TN)	\$1,020	30 years	Yes
City of Mobile (AL)	NA	NA	NA
City of Nashville (TN)	\$935	20 years	No
City of Newport News (VA)	NA	NA	NA
City of Norfolk (VA)	NA	NA	NA
City of Oak Ridge (TN)	\$2,500	25 years	No
City of Richmond (VA)	NA	NA	NA
City of Roanoke (VA)	NA	NA	NA
City of Savannah (GA)	NA	NA	NA
City of Winston-Salem (NC)	NA	NA	NA
City of Knoxville Uniformed Fire Personnel	\$2,400	24 years	Yes

NA- Not applicable

NR- No response

Paid Leave for Uniformed Fire Personnel

The survey included questions related to paid time off, including:

- Vacation time accrual, including cash out policies
- Paid sick leave accrual, including cash out policies
- Holidays and personal days

Knoxville's total paid leave entitlements are slightly above the market average at most years of service.

Details about each city's paid leave plan are shown in **Tables 104** through **110**.

**TABLE 104
UNIFORMED FIRE PERSONNEL
TYPE OF PAID LEAVE PROGRAM**

Peer City	Traditional Leave or Paid Time Off (PTO)
City of Birmingham (AL)	Traditional
City of Chattanooga (TN)	Paid Time Off (PTO)
City of Clarksville (TN)	Traditional
City of Cleveland (TN)	Traditional
City of Durham (NC)	Traditional
City of Huntsville (AL)	Traditional
City of Lexington-Fayette (KY)	Traditional
City of Little Rock (AR)	Traditional
City of Memphis (TN)	Traditional
City of Mobile (AL)	Traditional
City of Nashville (TN)	Traditional
City of Newport News (VA)	Traditional
City of Norfolk (VA)	Traditional
City of Oak Ridge (TN)	Traditional
City of Richmond (VA)	Traditional
City of Roanoke (VA)	Traditional
City of Savannah (GA)	Traditional
City of Winston-Salem (NC)	Traditional
City of Knoxville Uniformed Fire Personnel	Traditional

The total paid leave for each peer city, which includes vacation, sick leave, holidays, and personal days is shown in **Table 105**. Knoxville's total paid leave is slightly higher than the market average for most years of service categories.

TABLE 105
UNIFORMED FIRE PERSONNEL – TOTAL PAID LEAVE

Peer City	Total Paid Leave per Year, by Years of Service										
	<1	1	3	5	10	12	15	20	25	30	30+
City of Birmingham (AL)	36	36	36	36	36	42	42	42	48	48	48
City of Chattanooga (TN)	16	16	16	16	16	19	19	22	22	22	22
City of Clarksville (TN)	47	48	48	48	48	50	53	58	63	68	69
City of Cleveland (TN)	29	34	34	39	39	39	44	49	49	49	49
City of Durham (NC)	24	24	24	27	30	30	30	33	36	36	36
City of Huntsville (AL)	17	30	30	30	34	34	37	40	40	40	40
City of Lexington-Fayette (KY)	27	27	27	27	29	29	29	31	31	31	31
City of Little Rock (AR)	24	31	31	32	34	34	36	37	37	37	37
City of Memphis (TN)	23	32	32	32	41	41	46	46	46	46	46
City of Mobile (AL)	40	40	40	44	47	47	51	54	61	61	61
City of Nashville (TN)	45	45	45	45	45	45	45	45	45	45	45
City of Newport News (VA)	22	22	22	24	25	25	26	27	27	27	27
City of Norfolk (VA)	37	37	37	40	43	43	45	48	48	48	48
City of Oak Ridge (TN)	34	34	35	37	39	39	41	41	41	41	41
City of Richmond (VA)	36	36	36	39	42	42	45	48	48	48	48
City of Roanoke (VA)	18	19	19	21	22	22	23	24	25	26	26
City of Savannah (GA)	25	25	25	26	28	28	29	30	31	31	31
City of Winston-Salem (NC)	28	33	35	38	41	41	43	47	47	47	47
<i>Market Average</i>	29	32	32	33	36	36	38	40	41	42	42
City of Knoxville	31	31	36	36	41	45	45	45	45	45	45
<i>Difference</i>	2	-1	4	3	5	9	7	5	4	3	3

Knoxville’s vacation policies are slightly more generous than the survey average, as shown in **Table 106**.

**TABLE 106
UNIFORMED FIRE PERSONNEL - VACATION ACCRUAL**

Peer City	Vacation Days Accrued per Year, by Years of Service										
	<1	1	3	5	10	12	15	20	25	30	30+
City of Birmingham (AL)	12	12	12	12	12	18	18	18	24	24	24
City of Chattanooga (TN) (PTO)	16	16	16	16	16	19	19	22	22	22	22
City of Clarksville (TN)	11	12	12	12	12	14	17	22	27	32	33
City of Cleveland (TN)	5	10	10	15	15	15	20	25	25	25	25
City of Durham (NC)	12	12	12	15	18	18	18	21	24	24	24
City of Huntsville (AL)	0	13	13	13	17	17	20	23	23	23	23
City of Lexington-Fayette (KY)	7	7	7	7	9	9	9	11	11	11	11
City of Little Rock (AR)	0	7	7	8	10	10	12	13	13	13	13
City of Memphis (TN)	0	9	9	9	12	12	14	14	14	14	14
City of Mobile (AL)	14	14	14	18	21	21	25	28	35	35	35
City of Nashville (TN)	20	20	20	20	20	20	20	20	20	20	20
City of Newport News (VA)	10	10	10	13	14	14	14	15	15	15	15
City of Norfolk (VA)	12	12	12	15	18	18	20	23	23	23	23
City of Oak Ridge (TN)	16	16	17	19	21	21	23	23	23	23	23
City of Richmond (VA)	12	12	12	15	18	18	21	24	24	24	24
City of Roanoke (VA)	9	10	10	11	13	13	13	14	15	16	16
City of Savannah (GA)	7	7	7	8	10	10	11	12	13	13	13
City of Winston-Salem (NC)	5	10	12	15	18	18	20	24	24	24	24
<i>Market Average*</i>	9	11	12	13	15	16	17	20	21	21	21
City of Knoxville	10	10	15	15	20	24	24	24	24	24	24
Difference	1	-1	3	2	5	8	7	4	3	3	3

*The market average does not include the paid leave information from Chattanooga because they have a PTO leave program.

Knoxville’s sick leave policies for Fire personnel are somewhat more generous than the survey averaged personal days are somewhat less generous, as shown in **Table 107**.

**TABLE 107
UNIFORMED FIRE PERSONNEL - PAID LEAVE DAYS PER YEAR**

Peer City	Sick Days	Holidays	Personal/Floating Days
City of Birmingham (AL)	12	12	0
City of Chattanooga (TN) (PTO)	Included in PTO	Included in PTO	Included in PTO
City of Clarksville (TN)	12	11	13
City of Cleveland (TN)	12	12	0
City of Durham (NC)	Unlimited	11	1
City of Huntsville (AL)	6	10	1
City of Lexington-Fayette (KY)	7	13	0
City of Little Rock (AR)	15	9	0
City of Memphis (TN)*	6	13	4
City of Mobile (AL)	14	12	0
City of Nashville (TN)	12	10	3
City of Newport News (VA)	8	4	0
City of Norfolk (VA)	12	13	0
City of Oak Ridge (TN)	7	11	0
City of Richmond (VA)	11	12	1
City of Roanoke (VA)	5	3	2
City of Savannah (GA)	8	10	0
City of Winston-Salem (NC)	12	10	1
<i>Market Average**</i>	10	10	2
City of Knoxville Uniformed Fire Personnel	12	9	0

*Memphis – Sick leave are based on years of service: 56 hour employees accumulate 12 hour/month , 144 hours/year (1-5 years), 216 hours/year (6-9 years), 288 hours/year (10-14 years), 360 hours/year (15 years +)

**The market average does not include the paid leave information from Chattanooga because they have a PTO leave program.

**TABLE 108
UNIFORMED FIRE PERSONNEL - VACATION AND SICK LEAVE ACCUMULATION**

Peer City	Maximum Days per Year	
	Unused Vacation/PTO	Unused Sick
City of Birmingham (AL)	Unlimited	Unlimited
City of Chattanooga (TN) (PTO)	10	10
City of Clarksville (TN)*	30	Unlimited
City of Cleveland (TN)	30	Unlimited
City of Durham (NC)	15	Unlimited
City of Huntsville (AL)	15	Unlimited
City of Lexington-Fayette (KY)	16	35
City of Little Rock (AR)	19	100
City of Memphis (TN)	0	Unlimited
City of Mobile (AL)	12	Unlimited
City of Nashville (TN)	60	120
City of Newport News (VA)	23	Unlimited
City of Norfolk (VA)	21	Unlimited
City of Oak Ridge (TN)**	Based on YOS	Unlimited
City of Richmond (VA)	2x annual accrual	Unlimited
City of Roanoke (VA)	17	Unlimited
City of Savannah (GA)	4x annual accrual	130
City of Winston-Salem (NC)	30	Unlimited
City of Knoxville Uniformed Fire Personnel	2x accrual rate	Unlimited

YOS – Years of Service

**TABLE 109
UNIFORMED FIRE PERSONNEL - VACATION AND SICK LEAVE CASH-OUT**

Peer City	Vacation/PTO Leave			Unused Sick Leave		
	At End of Year	At Termination	At Retirement	At End of Year	At Termination	At Retirement
City of Birmingham (AL)	18 days	13 days	13 days	0	0	0
City of Chattanooga (TN) (PTO)	60 days	60 days	60 days	60 days	60 days	60 days
City of Clarksville (TN)*	0	30 days	30 days	0	0	Unlimited
City of Cleveland (TN)	0	Unlimited	Unlimited	0	0	NA*
City of Durham (NC)	0	15 days	15 days	0	0	0
City of Huntsville (AL)	33 days	33 days	33 days	0	0	Unlimited (50% cash out rate)
City of Lexington-Fayette (KY)	0	Unlimited	Unlimited	7 days if 35 day balance remains	Unlimited if 20+ YOS	Unlimited if 20+ YOS
City of Little Rock (AR)	Unlimited	Unlimited	Unlimited	65 days	65 days	65 days
City of Memphis (TN)	0	14 days	14 days	0	0	38 days
City of Mobile (AL)	NA	12 days	12 days	0	0	Unlimited (75% cash out rate)
City of Nashville (TN)	0	60 days	60 days	0	0	0
City of Newport News (VA)	0	Unlimited	Unlimited	0	0	0
City of Norfolk (VA)	0	21 days	21 days	0	0	Unlimited
City of Oak Ridge (TN)**	2 days	Based on YOS	Based on YOS	0	0	0
City of Richmond (VA)	0	2x annual accrual	2x annual accrual	0	0	0
City of Roanoke (VA)	0	17 days	0	0	0	NA*
City of Savannah (GA)	0	Unlimited	Unlimited	0	0	0
City of Winston-Salem (NC)	0	Unlimited	Unlimited	0	0	0
City of Knoxville	0	2x accrual rate	2x accrual rate	0	0	120 days (paid for 60)

*NA- Not Applicable; Cleveland and Roanoke unused sick leave at retirement is applied to retirement service credit

**TABLE 110
UNIFORMED FIRE PERSONNEL - PENSION CREDIT CONVERSION**

Peer City	Can Fire convert unused sick leave to pension credits?	Maximum Allowed
City of Birmingham (AL)	Yes	If an individual has accumulated 1/2 of the total number of hours they would have in the number of years of employment
City of Chattanooga (TN) (PTO)	No	
City of Clarksville (TN)*	Yes	All earned annual leave over 15 days are rolled into sick leave. All sick leave may be used as service credit for the pension benefit
City of Cleveland (TN)	Yes	Unlimited
City of Durham (NC)	Yes	Unlimited
City of Huntsville (AL)	Yes	Unlimited
City of Lexington-Fayette (KY)	Yes	
City of Little Rock (AR)	No	
City of Memphis (TN)	No	
City of Mobile (AL)	No	
City of Nashville (TN)	Yes	Unlimited
City of Newport News (VA)	No	
City of Norfolk (VA)	Yes	Unlimited
City of Oak Ridge (TN)**	Yes	Unlimited
City of Richmond (VA)	Yes	Unused leave converted to service time at 50% rate (2 hr leave = 1 hr service)
City of Roanoke (VA)	Yes	Can apply to creditable service years
City of Savannah (GA)	Yes	130 days
City of Winston-Salem (NC)	Yes	Unlimited
Count of Yes	13 of 18	
City of Knoxville Uniformed Fire Personnel	Yes	Sick leave balances that are converted to credited service shall be computed in whole months at the rate of 1 month of sick leave for every 20 days of unused sick leave

Health Benefits for Uniformed Fire Personnel

The survey asked about the most populous PPO plan offered to uniformed Fire personnel, as well as prescription drug, dental, and vision benefits.

All of the surveyed jurisdictions offer a PPO medical plan, as shown in **Table 111**. While all cities also offer other health-related benefits, the dental and vision programs are typically provided as a separate benefit election.

TABLE 111
UNIFORMED FIRE PERSONNEL - TYPE OF HEALTH PLANS OFFERED

Peer City	Offer PPO/POS?	Included in Medical Premium?		
		Prescription Benefits	Dental Benefits	Vision Benefits
City of Birmingham (AL)	✓	Yes	No	No
City of Chattanooga (TN)	✓	Yes	No	No
City of Clarksville (TN)	✓	No	No	Yes
City of Cleveland (TN)	✓	Yes	No	Yes
City of Durham (NC)	✓	Yes	No	No
City of Huntsville (AL)	✓	Yes	No	No
City of Lexington-Fayette (KY)	✓	Yes	No	Yes
City of Little Rock (AR)	✓	Yes	No	No
City of Memphis (TN)	✓	Yes	No	No
City of Mobile (AL)	✓	Yes	Yes	Yes
City of Nashville (TN)	✓	Yes	No	No
City of Newport News (VA)	✓	Yes	No	No
City of Norfolk (VA)	✓	Yes	No	No
City of Oak Ridge (TN)	✓	Yes	No	No
City of Richmond (VA)	✓	Yes	No	Yes
City of Roanoke (VA)	✓	Yes	No	Yes
City of Savannah (GA)	✓	Yes	No	No
City of Winston-Salem (NC)	✓	Yes	No	Yes
City of Knoxville Uniformed Fire Personnel	✓	Yes	Yes	No

PPO/POS – Preferred Provider Plan or Point of Service Plan

Knoxville’s total monthly cost and cost sharing arrangements for all health-related benefits (medical, prescription drug, dental, and vision plans) are fairly consistent with the survey average, as shown in **Tables 112 and 113**.

TABLE 112
UNIFORMED FIRE PERSONNEL TOTAL HEALTH BENEFITS MONTHLY COST

Peer City	Employer Cost (\$)				Employee Cost (\$)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Birmingham (AL)	\$327	NA	\$943	\$1,169	\$65	NA	\$197	\$283
City of Chattanooga (TN)	\$351	\$641	\$737	\$1,064	\$111	\$207	\$237	\$341
City of Clarksville (TN)	\$562	\$908	\$1,023	\$1,377	\$46	\$195	\$208	\$324
City of Cleveland (TN)	\$459	\$858	\$858	\$858	\$0	\$353	\$353	\$353
City of Durham (NC)	\$568	\$814	\$814	\$1,121	\$56	\$212	\$212	\$521
City of Huntsville (AL)	\$381	\$629	\$844	\$984	\$107	\$211	\$230	\$274
City of Lexington-Fayette (KY)	\$481	\$581	\$581	\$681	\$57	\$338	\$401	\$488
City of Little Rock (AR)	\$450	\$755	\$755	\$755	\$0	\$473	\$473	\$473
City of Memphis (TN)	\$342	NA	NA	\$835	\$208	NA	NA	\$453
City of Mobile (AL)	\$312	NA	NA	\$707	\$54	NA	NA	\$140
City of Nashville (TN)	\$499	NA	NA	\$1,153	\$160	NA	NA	\$422
City of Newport News (VA)	\$408	\$633	\$853	\$1,132	\$147	\$212	\$305	\$399
City of Norfolk (VA)	\$462	\$640	\$728	\$1,168	\$107	\$284	\$407	\$651
City of Oak Ridge (TN)	\$558	\$709	\$983	\$1,219	\$73	\$279	\$371	\$472
City of Richmond (VA)	\$550	NA	\$972	\$1,013	\$111	NA	\$554	\$788
City of Roanoke (VA)	\$506	\$508	\$508	\$513	\$41	\$203	\$487	\$523
City of Savannah (GA)	\$459	NA	\$747	\$1,040	\$88	NA	\$276	\$480
City of Winston-Salem (NC)	\$448	\$1,180	\$877	\$1,346	\$106	\$302	\$251	\$435
Market Average	\$451	\$738	\$815	\$1,008	\$85	\$272	\$331	\$434
City of Knoxville: \$500 S	\$456	\$710	\$781	\$958	\$64	\$333	\$361	\$429
City of Knoxville: \$500 P	\$481	\$748	\$823	\$1,009	\$122	\$457	\$498	\$597
City of Knoxville: \$1,000 S	\$379	\$604	\$655	\$783	\$34	\$230	\$256	\$319
City of Knoxville: \$1,000 P	\$429	\$674	\$739	\$901	\$72	\$333	\$362	\$435

Includes cost for medical, prescription drug, dental, and vision programs
NA- Not Applicable

**TABLE 113
UNIFORMED FIRE PERSONNEL TOTAL HEALTH BENEFITS MONTHLY COST-SHARING**

Peer City	Employer Cost-Sharing (%)				Employee Cost-Sharing (%)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Birmingham (AL)	83%	NA	83%	80%	17%	NA	17%	20%
City of Chattanooga (TN)	76%	76%	76%	76%	24%	24%	24%	24%
City of Clarksville (TN)	92%	82%	83%	81%	8%	18%	17%	19%
City of Cleveland (TN)	100%	71%	71%	71%	0%	29%	29%	29%
City of Durham (NC)	91%	79%	79%	68%	9%	21%	21%	32%
City of Huntsville (AL)	78%	75%	79%	78%	22%	25%	21%	22%
City of Lexington-Fayette (KY)	89%	63%	59%	58%	11%	37%	41%	42%
City of Little Rock (AR)	100%	61%	61%	61%	0%	39%	39%	39%
City of Memphis (TN)	62%	NA	NA	65%	38%	NA	NA	35%
City of Mobile (AL)	85%	NA	NA	83%	15%	NA	NA	17%
City of Nashville (TN)	76%	NA	NA	73%	24%	NA	NA	27%
City of Newport News (VA)	74%	75%	74%	74%	26%	25%	26%	26%
City of Norfolk (VA)	81%	69%	64%	64%	19%	31%	36%	36%
City of Oak Ridge (TN)	88%	72%	73%	72%	12%	28%	27%	28%
City of Richmond (VA)	83%	NA	64%	56%	17%	NA	36%	44%
City of Roanoke (VA)	93%	71%	51%	49%	7%	29%	49%	51%
City of Savannah (GA)	84%	NA	73%	68%	16%	NA	27%	32%
City of Winston-Salem (NC)	81%	80%	78%	76%	19%	20%	22%	24%
Market Average	84%	73%	71%	70%	16%	27%	29%	30%
City of Knoxville: \$500 S	88%	68%	68%	69%	12%	32%	32%	31%
City of Knoxville: \$500 P	80%	62%	62%	63%	20%	38%	38%	37%
City of Knoxville: \$1,000 S	92%	72%	72%	71%	8%	28%	28%	29%
City of Knoxville: \$1,000 P	86%	67%	67%	67%	14%	33%	33%	33%

Includes cost for medical, prescription drug, dental, and vision programs
NA- Not Applicable

Tables 114 and 115 show the costs and cost-sharing arrangements for medical plans only.

TABLE 114
UNIFORMED FIRE PERSONNEL PPO/POS PLAN MONTHLY COST

Peer City	Employer Cost (\$)				Employee Cost (\$)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Birmingham (AL)	\$314	NA	\$924	\$1,139	\$51	NA	\$156	\$218
City of Chattanooga (TN)	\$351	\$641	\$737	\$1,064	\$83	\$154	\$175	\$254
City of Clarksville (TN)*	\$532	\$878	\$993	\$1,347	\$46	\$152	\$170	\$236
City of Cleveland (TN)	\$434	\$812	\$812	\$812	\$0	\$335	\$335	\$335
City of Durham (NC)	\$540	\$773	\$773	\$1,080	\$33	\$164	\$164	\$415
City of Huntsville (AL)	\$381	\$629	\$844	\$984	\$67	\$111	\$149	\$174
City of Lexington-Fayette (KY)	\$481	\$581	\$581	\$681	\$25	\$278	\$339	\$391
City of Little Rock (AR)	\$423	\$722	\$722	\$722	\$0	\$442	\$442	\$442
City of Memphis (TN)	\$342	NA	NA	\$835	\$176	NA	NA	\$355
City of Mobile (AL)	\$312	NA	NA	\$707	\$54	NA	NA	\$140
City of Nashville (TN)	\$471	NA	NA	\$1,125	\$157	NA	NA	\$375
City of Newport News (VA)	\$389	\$633	\$819	\$1,075	\$133	\$212	\$281	\$357
City of Norfolk (VA)	\$462	\$640	\$728	\$1,168	\$87	\$239	\$369	\$590
City of Oak Ridge (TN)	\$558	\$709	\$983	\$1,219	\$73	\$279	\$371	\$472
City of Richmond (VA)	\$550	NA	\$972	\$1,013	\$84	NA	\$499	\$701
City of Roanoke (VA)	\$479	\$479	\$479	\$479	\$38	\$184	\$468	\$474
City of Savannah (GA)	\$459	NA	\$747	\$1,040	\$51	NA	\$212	\$387
City of Winston-Salem (NC)	\$430	\$1,180	\$877	\$1,313	\$106	\$302	\$251	\$414
Market Average	\$426	\$723	\$799	\$989	\$70	\$238	\$292	\$374
City of Knoxville: \$500 S	\$452	\$705	\$776	\$953	\$31	\$236	\$261	\$325
City of Knoxville: \$500 P	\$477	\$743	\$818	\$1,004	\$88	\$360	\$398	\$494
City of Knoxville: \$1,000 S	\$374	\$599	\$650	\$778	\$1	\$132	\$156	\$216
City of Knoxville: \$1,000 P	\$424	\$669	\$734	\$896	\$39	\$235	\$262	\$331

*Clarksville has a stand-alone prescription drug plan. For this table, we have combined monthly medical and prescription drug premium costs. All other peer cities have prescription drug coverage through the medical plan.

Monthly costs have been rounded to the nearest dollar

PPO/POS – Preferred Provider Organization or Point of Service Plan

NA- Not Applicable

**TABLE 115
UNIFORMED FIRE PERSONNEL PPO/POS PLAN MONTHLY COST-SHARING**

Peer City	Employer Cost-Sharing (%)				Employee Cost-Sharing (%)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Birmingham (AL)	86%	NA	86%	84%	14%	NA	14%	16%
City of Chattanooga (TN)	81%	81%	81%	81%	19%	19%	19%	19%
City of Clarksville (TN)	92%	85%	85%	85%	8%	15%	15%	15%
City of Cleveland (TN)	100%	71%	71%	71%	0%	29%	29%	29%
City of Durham (NC)	94%	82%	82%	72%	6%	18%	18%	28%
City of Huntsville (AL)	85%	85%	85%	85%	15%	15%	15%	15%
City of Lexington-Fayette (KY)	95%	68%	63%	64%	5%	32%	37%	36%
City of Little Rock (AR)	100%	62%	62%	62%	0%	38%	38%	38%
City of Memphis (TN)	66%	NA	NA	70%	34%	NA	NA	30%
City of Mobile (AL)	85%	NA	NA	83%	15%	NA	NA	17%
City of Nashville (TN)	75%	NA	NA	75%	25%	NA	NA	25%
City of Newport News (VA)	75%	75%	74%	75%	25%	25%	26%	25%
City of Norfolk (VA)	84%	73%	66%	66%	16%	27%	34%	34%
City of Oak Ridge (TN)	88%	72%	73%	72%	12%	28%	27%	28%
City of Richmond (VA)	87%	NA	66%	59%	13%	NA	34%	41%
City of Roanoke (VA)	93%	72%	51%	50%	7%	28%	49%	50%
City of Savannah (GA)	90%	NA	78%	73%	10%	NA	22%	27%
City of Winston-Salem (NC)	80%	80%	78%	76%	20%	20%	22%	24%
<i>Market Average</i>	86%	75%	73%	72%	14%	25%	27%	28%
City of Knoxville: \$500 S	94%	75%	75%	75%	6%	25%	25%	25%
City of Knoxville: \$500 P	84%	67%	67%	67%	16%	33%	33%	33%
City of Knoxville: \$1,000 S	100%	82%	81%	78%	0%	18%	19%	22%
City of Knoxville: \$1,000 P	92%	74%	74%	73%	8%	26%	26%	27%

NA- Not Applicable

Knoxville pays a lower share of dental benefits compared with the survey average, although seven (7) of the surveyed cities offer this benefits on a voluntary basis (that is, 100% employee paid).

**TABLE 116
UNIFORMED FIRE PERSONNEL DENTAL PLAN MONTHLY COST**

Peer City	Employer Cost (\$)				Employee Cost (\$)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Birmingham (AL)	\$13.03	NA	\$18.94	\$30.32	\$8.50	NA	\$30.00	\$47.00
City of Chattanooga (TN)	\$0.00	\$0.00	\$0.00	\$0.00	\$22.56	\$42.48	\$51.96	\$72.00
City of Clarksville (TN)	\$30.00	\$30.00	\$30.00	\$30.00	\$0.00	\$43.00	\$38.00	\$88.00
City of Cleveland (TN)	\$24.66	\$45.76	\$45.76	\$45.76	\$0.00	\$18.06	\$18.06	\$18.06
City of Durham (NC)	\$27.54	\$41.12	\$41.12	\$40.90	\$13.56	\$29.78	\$29.78	\$79.40
City of Huntsville (AL)	\$0.00	\$0.00	\$0.00	\$0.00	\$33.28	\$81.25	\$68.38	\$81.25
City of Lexington-Fayette (KY)	\$0.00	\$0.00	\$0.00	\$0.00	\$32.31	\$59.71	\$62.31	\$96.53
City of Little Rock (AR)	\$22.46	\$28.46	\$28.46	\$28.46	\$0.00	\$29.22	\$29.22	\$29.22
City of Memphis (TN)	\$0.00	NA	NA	\$0.00	\$27.86	NA	NA	\$83.40
City of Mobile (AL)	Included in medical premium				Included in medical premium			
City of Nashville (TN)	\$28.28	NA	NA	\$28.28	\$0.00	NA	NA	\$37.72
City of Newport News (VA)	\$18.00	NA	\$33.00	\$56.00	\$6.00	NA	\$11.00	\$19.00
City of Norfolk (VA)	\$0.00	\$0.00	\$0.00	\$0.00	\$14.11	\$33.83	\$28.23	\$45.12
City of Oak Ridge (TN)	NA	NA	NA	NA	NA	NA	NA	NA
City of Richmond (VA)	\$0.00	NA	\$0.00	\$0.00	\$26.82	NA	\$55.23	\$87.32
City of Roanoke (VA)	\$26.66	\$29.06	\$29.06	\$33.60	\$2.80	\$18.88	\$18.88	\$49.36
City of Savannah (GA)	\$0.00	NA	\$0.00	\$0.00	\$30.21	NA	\$51.79	\$75.92
City of Winston-Salem (NC)	\$18.00	NA	NA	\$33.00	\$0.00	NA	NA	\$21.00
Market Average	\$13.04	\$19.38	\$17.41	\$20.40	\$13.63	\$39.58	\$37.91	\$58.14
City of Knoxville: Delta Base	\$4.51	NA	NA	NA	\$0.00	NA	NA	NA
City of Knoxville: Delta Low	\$4.51	NA	NA	\$4.51	\$17.44	NA	NA	\$55.31
City of Knoxville: Delta High	\$4.51	NA	NA	\$4.51	\$28.05	NA	NA	\$89.07
City of Knoxville: CIGNA	\$4.51	NA	NA	\$4.51	\$8.44	NA	NA	\$23.54

NA- Not Applicable

TABLE 117
UNIFORMED FIRE PERSONNEL DENTAL PLAN MONTHLY COST-SHARING

Peer City	Employer Cost-Sharing (%)				Employee Cost-Sharing (%)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Birmingham (AL)	61%	NA	39%	39%	39%	NA	61%	61%
City of Chattanooga (TN)	0%	0%	0%	0%	100%	100%	100%	100%
City of Clarksville (TN)	100%	41%	44%	25%	0%	59%	56%	75%
City of Cleveland (TN)	100%	72%	72%	72%	0%	28%	28%	28%
City of Durham (NC)	67%	58%	58%	34%	33%	42%	42%	66%
City of Huntsville (AL)	0%	0%	0%	0%	100%	100%	100%	100%
City of Lexington-Fayette (KY)	0%	0%	0%	0%	100%	100%	100%	100%
City of Little Rock (AR)	100%	49%	49%	49%	0%	51%	51%	51%
City of Memphis (TN)	0%	NA	NA	0%	100%	NA	NA	100%
City of Mobile (AL)	Included in medical premium				Included in medical premium			
City of Nashville (TN)	100%	NA	NA	43%	0%	NA	NA	57%
City of Newport News (VA)	75%	NA	75%	75%	25%	NA	25%	25%
City of Norfolk (VA)	0%	0%	0%	0%	100%	100%	100%	100%
City of Oak Ridge (TN)	NA	NA	NA	NA	NA	NA	NA	NA
City of Richmond (VA)	0%	NA	0%	0%	100%	NA	100%	100%
City of Roanoke (VA)	90%	61%	61%	41%	10%	39%	39%	59%
City of Savannah (GA)	0%	NA	0%	0%	100%	NA	100%	100%
City of Winston-Salem (NC)	100%	NA	NA	61%	0%	NA	NA	39%
Market Average	50%	31%	31%	27%	50%	69%	69%	73%
City of Knoxville: Delta Base	100%	NA	NA	NA	0%	NA	NA	NA
City of Knoxville: Delta Low	21%	NA	NA	8%	79%	NA	NA	92%
City of Knoxville: Delta High	14%	NA	NA	5%	86%	NA	NA	95%
City of Knoxville: CIGNA	35%	NA	NA	16%	65%	NA	NA	84%

NA- Not Applicable

Knoxville pays a lower share of vision benefits compared with the survey average. Eight (8) of the peer cities include vision benefits in the medical plan, while another eight (8) provide a vision plan as a voluntary (100% employee paid) benefit.

**TABLE 118
UNIFORMED FIRE PERSONNEL VISION PLAN MONTHLY COST**

Peer City	Employer Cost (\$)				Employee Cost (\$)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Birmingham (AL)	\$0.00	NA	\$0.00	\$0.00	\$5.66	NA	\$11.37	\$18.30
City of Chattanooga (TN)	\$0.00	\$0.00	\$0.00	\$0.00	\$4.96	\$10.24	\$9.76	\$14.52
City of Clarksville (TN)	Included in medical premium				Included in medical premium			
City of Cleveland (TN)	Included in medical premium				Included in medical premium			
City of Durham (NC)	\$0.00	\$0.00	\$0.00	\$0.00	\$9.60	\$18.24	\$18.24	\$26.86
City of Huntsville (AL)	\$0.00	\$0.00	\$0.00	\$0.00	\$6.80	\$18.33	\$12.96	\$18.33
City of Lexington-Fayette (KY)	Included in medical premium				Included in medical premium			
City of Little Rock (AR)	\$5.00	\$5.00	\$5.00	\$5.00	\$0.00	\$2.00	\$2.00	\$2.00
City of Memphis (TN)	\$0.00	NA	NA	\$0.00	\$4.60	NA	NA	\$14.30
City of Mobile (AL)	Included in medical premium				Included in medical premium			
City of Nashville (TN)	\$0.00	NA	NA	\$0.00	\$3.10	NA	NA	\$9.48
City of Newport News (VA)	\$0.80	NA	\$0.80	\$0.80	\$8.00	NA	\$13.00	\$23.00
City of Norfolk (VA)	\$0.00	\$0.00	\$0.00	\$0.00	\$5.48	\$10.94	\$9.58	\$15.92
City of Oak Ridge (TN)	Included in medical premium				Included in medical premium			
City of Richmond (VA)	Included in medical premium				Included in medical premium			
City of Roanoke (VA)	Included in medical premium				Included in medical premium			
City of Savannah (GA)	\$0.00	NA	\$0.00	\$0.00	\$6.58	NA	\$11.83	\$17.07
City of Winston-Salem (NC)	Included in medical premium				Included in medical premium			
Market Average	\$0.58	\$1.00	\$0.73	\$0.58	\$5.48	\$11.95	\$11.09	\$15.98
City of Knoxville: Base	\$0.34	NA	NA	NA	\$0.00	NA	NA	NA
City of Knoxville: Vision	\$0.34	\$0.34	\$0.34	\$0.34	\$5.32	\$8.66	\$11.00	\$14.64

NA- Not Applicable

**TABLE 119
UNIFORMED FIRE PERSONNEL VISION PLAN MONTHLY COST-SHARING**

Peer City	Employer Cost-Sharing (%)				Employee Cost-Sharing (%)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Birmingham (AL)	0%	NA	0%	0%	100%	NA	100%	100%
City of Chattanooga (TN)	0%	0%	0%	0%	100%	100%	100%	100%
City of Clarksville (TN)	Included in medical premium				Included in medical premium			
City of Cleveland (TN)	Included in medical premium				Included in medical premium			
City of Durham (NC)	0%	0%	0%	0%	100%	100%	100%	100%
City of Huntsville (AL)	0%	0%	0%	0%	100%	100%	100%	100%
City of Lexington-Fayette (KY)	Included in medical premium				Included in medical premium			
City of Little Rock (AR)	100%	71%	71%	71%	0%	29%	29%	29%
City of Memphis (TN)	0%	NA	NA	0%	100%	NA	NA	100%
City of Mobile (AL)	Included in medical premium				Included in medical premium			
City of Nashville (TN)	0%	NA	NA	0%	100%	NA	NA	100%
City of Newport News (VA)	9%	NA	6%	3%	91%	NA	94%	97%
City of Norfolk (VA)	0%	0%	0%	0%	100%	100%	100%	100%
City of Oak Ridge (TN)	Included in medical premium				Included in medical premium			
City of Richmond (VA)	Included in medical premium				Included in medical premium			
City of Roanoke (VA)	Included in medical premium				Included in medical premium			
City of Savannah (GA)	0%	NA	0%	0%	100%	NA	100%	100%
City of Winston-Salem (NC)	Included in medical premium				Included in medical premium			
Market Average	11%	14%	10%	7%	89%	86%	90%	93%
City of Knoxville: Base	100%	NA	NA	NA	0%	NA	NA	NA
City of Knoxville: Vision	6%	4%	3%	2%	94%	96%	97%	98%

NA- Not Applicable

The survey included questions about basic life insurance, short-term disability, and long-term disability benefits. All of the cities offer a basic life insurance plan, the majority of peers offer a long-term disability program, and seven (7) offer a short-term disability fully paid for by the employee. Detailed results are shown in **Tables 120** through **122**.

TABLE 120
UNIFORMED FIRE PERSONNEL BASIC LIFE INSURANCE MONTHLY COST

Peer City	Employer Cost (\$)	Employee Cost (\$)	Maximum Benefit Amount
City of Birmingham (AL)	NR	\$0.00	1.75x salary
City of Chattanooga (TN)	\$0.18/\$1,000	\$0.00	\$50,000
City of Clarksville (TN)	NR	\$0.00	\$15,000
City of Cleveland (TN)	\$0.29/\$1,000	\$0.00	\$200,000
City of Durham (NC)	NR	\$0.00	\$250,000
City of Huntsville (AL)	\$0.219/\$1,000	\$0.00	\$20,000
City of Lexington-Fayette (KY)	NR	\$0.00	\$25,000
City of Little Rock (AR)	\$0.171/\$1,000	\$0.00	1 – 3x salary
City of Memphis (TN)	\$0.24/\$1,000	\$0.12/\$1,000	1.5x salary
City of Mobile (AL)	\$0.25/\$1,000	\$0.00	\$75,000
City of Nashville (TN)	\$0.563/person	NA	\$50,000
City of Newport News (VA)	NR	\$0.00	2x salary
City of Norfolk (VA)	NR	\$0.00	2x salary
City of Oak Ridge (TN)	NR	\$0.00	\$30,000
City of Richmond (VA)	0.48% of salary	0.71% of salary	2x salary
City of Roanoke (VA)	NR	\$0.00	2x salary
City of Savannah (GA)	NR	\$0.00	\$100,000
City of Winston-Salem (NC)	\$0.21/\$1000	\$0.00	\$150,000
City of Knoxville Uniformed Fire Personnel	\$0.172/\$1,000	\$0.00	\$50,000

NR- No response

TABLE 121
UNIFORMED FIRE PERSONNEL LONG TERM DISABILITY MONTHLY COST

Peer City	Employer Cost (\$ or %)	Employee Cost (\$ or %)
City of Birmingham (AL)	Not offered	
City of Chattanooga (TN)	Not offered	
City of Clarksville (TN)	\$0.43/\$100	\$0.00
City of Cleveland (TN)	0.48% payroll	\$0.00
City of Durham (NC)	\$0.00	Based on age and salary
City of Huntsville (AL)	\$0.095/\$1,000	\$0.00
City of Lexington-Fayette (KY)	NR	NR
City of Little Rock (AR)	\$1,000/employee	\$0.00
City of Memphis (TN)	0.30% of payroll	\$0.00
City of Mobile (AL)	Not offered	
City of Nashville (TN)	\$0.00	Based on salary
City of Newport News (VA)	NR	\$0.00
City of Norfolk (VA)	NR	NR
City of Oak Ridge (TN)	NR	\$0.00
City of Richmond (VA)	\$0.00	NR
City of Roanoke (VA)	50% of total cost	50% of total cost
City of Savannah (GA)	NR	\$0.00
City of Winston-Salem (NC)	Not offered	
City of Knoxville Uniformed Fire Personnel	\$0.286/\$1,000	\$0.00

NR- No response

**TABLE 122
UNIFORMED FIRE PERSONNEL SHORT TERM DISABILITY MONTHLY COST**

Peer City	Employer Cost (\$)	Employee Cost (\$)
City of Birmingham (AL)	Not offered	
City of Chattanooga (TN)	\$0.00	< age 55 - \$0.469/\$10
City of Clarksville (TN)	Not offered	
City of Cleveland (TN)	Not offered	
City of Durham (NC)	\$0.00	Based on age and salary
City of Huntsville (AL)	Not offered	
City of Lexington-Fayette (KY)	NR	NR
City of Little Rock (AR)	Not offered	
City of Memphis (TN)	\$0.00	\$0.20/\$10.00
City of Mobile (AL)	Not offered	
City of Nashville (TN)	\$0.00	Based on salary
City of Newport News (VA)	\$0.00	Based on salary
City of Norfolk (VA)	Not offered	
City of Oak Ridge (TN)	Not offered	
City of Richmond (VA)	\$0.00	NR
City of Roanoke (VA)	NR	NR
City of Savannah (GA)	Not offered	
City of Winston-Salem (NC)	\$0.00	Based on age and weekly benefit
City of Knoxville Uniformed Fire Personnel	\$0.00	Based on age, salary and amount of benefit

NR- No response

Three (3) of the cities reimburse employees for wellness activities and five (5) offer lower medical contributions for employees who participate in wellness programs, as summarized in **Table 123**.

**TABLE 123
UNIFORMED FIRE PERSONNEL WELLNESS BENEFITS**

Peer City	Reimburse for wellness activities?	Policy	Offer lower medical contributions for wellness participation?	Policy
City of Birmingham (AL)	No		No	
City of Chattanooga (TN)	Yes	Wellness program awards points to various healthy activities (up to 30,000 points/year). Points may be cashed in for prizes or cash	No	
City of Clarksville (TN)	No		No	
City of Cleveland (TN)	No		No	
City of Durham (NC)	No		No	
City of Huntsville (AL)	No	Personnel receive tobacco cessation at no cost or co-pay	Yes	Reduced premium for participation in HRA and biometric screenings, \$300 annually
City of Lexington-Fayette (KY)	No		No	
City of Little Rock (AR)	No		Yes	If an employee has an annual physical, they will have a 15% reduction in medical insurance premiums
City of Memphis (TN)	No		No	
City of Mobile (AL)	No		No	
City of Nashville (TN)	No		No	
City of Newport News (VA)	Yes	Gym membership is reimbursed if employees go at least 8 times/month at 3 of the local facilities	No	
City of Norfolk (VA)	No		Yes	\$10/month reduction in medical premiums for completing well-being assessment
City of Oak Ridge (TN)	No		No	
City of Richmond (VA)	No		Yes	Premiums are 10% higher for employees not participating in a City sponsored or approved wellness assessment
City of Roanoke (VA)	No		No	

**TABLE 123
UNIFORMED FIRE PERSONNEL WELLNESS BENEFITS**

Peer City	Reimburse for wellness activities?	Policy	Offer lower medical contributions for wellness participation?	Policy
City of Savannah (GA)	Yes	\$15/month reimbursement for fitness membership 100% reimbursement for marathon or pre-diabetic program \$100 for completing health screening, a physical, and a health survey Discounts for weight loss or diabetic programs	No	
City of Winston-Salem (NC)	No		Yes	\$50 wellness discount in monthly premiums is given to employees who: 1) participate in the annual biometric screening, 2) complete an annual health risk assessment, 3) get an annual physical, and 4) attend 1 wellness class/year
City of Knoxville Uniformed Fire Personnel	Yes	\$384/year for employee only, \$768/year for employee+one or more dependents in HRA dollars. Additional \$150/year if you earn < \$31,570 or \$75/year if you earn \$31,570-43,220. Need to complete "My Health" requirements	Yes	Need to complete "My Health" requirements for benefits offered at lower rates

Retirement Plans for Uniformed Fire Personnel

Costs and contributions for Fire defined benefits vary significantly amongst the cities.

**TABLE 124
UNIFORMED FIRE PERSONNEL
DEFINED BENEFIT PENSION PLAN**

Peer City	Employer Normal Cost (% of pay)	Total Employer Contributions (% of pay)	Total Employees Contributions (% of pay)	Longevity pay part of base pay for pensions? (Yes or No)	OT pay included in pension calculations? (Yes or No)
City of Birmingham (AL)	6.50%	6.50%	6.50%		
City of Chattanooga (TN)	35.86%	NR	8-9%	✓	✓
City of Clarksville (TN)	17.38%	17.38%	0.00%	✓	✓
City of Cleveland (TN)	20.12%	NR	0.00%	✓	✓
City of Durham (NC)	7.07%	7.07%	6.00%	✓	✓
City of Huntsville (AL)	13.92%	13.92%	6.00%	✓	✓
City of Lexington-Fayette (KY)	10.75%	36.53%	12.00%		
City of Little Rock (AR)	9.81%	18.70%	8.50%	✓	
City of Memphis (TN)	32.54%	6.00%	8.00%	✓	
City of Mobile (AL)	3.36%	9.21%	8.00%		
City of Nashville (TN)	10.88%	NR	NR		
City of Newport News (VA)	36.57%	NR	5.00%		
City of Norfolk (VA)	23.80%	23.80%	5.00%		✓
City of Oak Ridge (TN)	15.00%	15.00%	0.00%		✓
City of Richmond (VA)	37.35%	40.00%	2.00%		
City of Roanoke (VA)	11.51%	22.23%	NR		
City of Savannah (GA)	37.64%	NR	6.67%		
City of Winston-Salem (NC)	7.07%	7.07%	6.00%		✓
Market Average	18.73%	17.19%	5.31%	NA	NA
City of Knoxville Uniformed Fire Personnel	17.91%	15.00%	6.00%	No	No

NR- No response

Four (4) of the surveyed cities offer a defined contribution plan (such as a 401a plan) to uniformed Fire personnel, although only one (1) provides any employer contributions to the plan.

**TABLE 125
UNIFORMED FIRE PERSONNEL
DEFINED CONTRIBUTION 401 (A) RETIREMENT PLAN**

Peer City	Offer Defined Contribution 401 (a) retirement plan? (Yes or No)	Automatic Employer Contributions (\$ or % of salary)	Employer Match (\$ or %)
City of Birmingham (AL)	No	NA	NA
City of Chattanooga (TN)	No	NA	NA
City of Clarksville (TN)	Yes	0.00%	0.00%
City of Cleveland (TN)	No	NA	NA
City of Durham (NC)	No	NA	NA
City of Huntsville (AL)	No	NA	NA
City of Lexington-Fayette (KY)	Yes	0.00%	0.00%
City of Little Rock (AR)	NR	NR	NR
City of Memphis (TN)	No	NA	NA
City of Mobile (AL)	No	NA	NA
City of Nashville (TN)	NR	NR	NR
City of Newport News (VA)	No	NA	NA
City of Norfolk (VA)	No	NA	NA
City of Oak Ridge (TN)	No	NA	NA
City of Richmond (VA)	Yes	5.00%	NA
City of Roanoke (VA)	No	NA	NA
City of Savannah (GA)	No	NA	NA
City of Winston-Salem (NC)	Yes	0.00%	0.00%
Market Average	4 of 16	1.25%	0.00%
City of Knoxville Uniformed Fire Personnel	No	NA	NA

NA- Not applicable

NR- No response

TABLE 126
UNIFORMED FIRE PERSONNEL
DEFERRED COMPENSATION 457 (B) RETIREMENT PLAN

Peer City	Offer Deferred Compensation 457 (b) retirement plan? (Yes or No)	Automatic Employer Contributions (\$ or % of salary)	Employer Match (\$ or %)
City of Birmingham (AL)	No	NA	NA
City of Chattanooga (TN)	Yes	0.00%	0.00%
City of Clarksville (TN)	Yes	0.00%	0.00%
City of Cleveland (TN)	No	NA	NA
City of Durham (NC)	Yes	5.00%	NR
City of Huntsville (AL)	No	NA	NA
City of Lexington-Fayette (KY)	Yes	0.00%	0.00%
City of Little Rock (AR)	NR	NR	NR
City of Memphis (TN)	Yes	0.00%	0.00%
City of Mobile (AL)	No	NA	NA
City of Nashville (TN)	Yes	0.00%	0.00%
City of Newport News (VA)	Yes	\$10/month for employees making >\$35,000 annually	Will match in increments of \$10 from \$10 - \$40/month for employees making > \$35,000 annually
City of Norfolk (VA)	Yes	0.00%	0.00%
City of Oak Ridge (TN)	No	NA	NA
City of Richmond (VA)	Yes	0.00%	NR
City of Roanoke (VA)	Yes	0.00%	0.00%
City of Savannah (GA)	Yes	\$20/month or GPPF Dues	NA
City of Winston-Salem (NC)	Yes	0.00%	0.00%
Market Average	12 of 17	0.50%	0.00%
City of Knoxville Uniformed Fire Personnel	Yes	0.00%	\$260 per year

NA- Not applicable
NR- No response

Total Compensation for Uniformed Fire Personnel

Methodology for Uniformed Fire Total Compensation

To determine the total compensation costs for each peer city, we calculated the sum of the following for each rank:

- The calculated midpoint of the base pay range (average of the minimum and maximum base pay rates)
- Total employer costs for all health-related benefits (medical, prescription drug, dental, and vision), weighted by Knoxville's current enrollment distribution among coverage tiers in the medical plan
- The current normal costs associated with the defined benefit retirement plan, based on the most recent plan valuation
- Maximum employer contribution to both defined contribution and deferred compensation plans

Total Compensation Findings for Uniformed Fire Personnel

As seen in **Table 127**, the City’s market position for Uniformed Fire Personnel from a base salary or total compensation basis is roughly equivalent. **Table 128** shows more detailed information for each Fire rank

**TABLE 127
UNIFORMED FIRE PERSONNEL MARKET POSITION
ACROSS ALL RANKS TOTAL COMPENSATION**

Firefighter Ranks	Base Salary (pay range midpoint)	Employer Total Compensation Costs
Firefighter Level A (Firefighter Recruit)	96% (minimum)	94% (minimum)
Firefighter Level B (Firefighter)	84%	84%
Firefighter Level C (Senior Firefighter)	80%	81%
Firefighter Level D (Master Firefighter)	88%	87%
Firefighter Level E (Fire Officer)	87%	87%
Firefighter Level F (Fire Assistant Chief)	89%	88%
Firefighter Level G (Fire Assistant Chief, Senior)	86%	85%
Firefighter Level H (Fire Deputy Chief)	90%	89%
Overall Market Average	87%	87%

Total compensation includes annual costs associated with salary, average total health costs, and current contributions to defined benefit and defined contribution retirement plans. Health costs are weighted based on the City of Knoxville’s employee enrollment in medical plan.

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Figures shown in **blue** are above market (more than 105% of the market average)

**TABLE 128
UNIFORMED FIRE PERSONNEL TOTAL COMPENSATION MARKET POSITION BY RANK**

Rank	Base Pay (range midpoint)	Employer Cost of Benefits		Employer Total Compensation Costs (Base Pay and Benefits)
		Weighted Total Health Benefit Costs* (Medical, Rx, Dental, Vision)	Retirement Benefit Costs (DB and DC plans)	
Fire Level A (Firefighter Recruit)				
Knoxville (minimum)	\$31,382	\$7,430	\$5,881	\$44,693
Market Average (minimum)	\$32,654	\$8,317	\$6,443	\$47,414
Knoxville as % of Market Average	96%	89%	91%	94%
Fire Level B (Firefighter)				
Knoxville	\$37,306	\$7,430	\$6,941	\$51,677
Market Average	\$44,309	\$8,317	\$8,742	\$61,369
Knoxville as % of Market Average	84%	89%	79%	84%
Fire Level C (Senior Firefighter)				
Knoxville	\$39,865	\$7,430	\$7,400	\$54,695
Market Average	\$49,540	\$8,317	\$9,774	\$67,632
Knoxville as % of Market Average	80%	89%	76%	81%
Fire Level D (Master Firefighter)				
Knoxville	\$44,730	\$7,430	\$8,271	\$60,431
Market Average	\$51,094	\$8,317	\$10,081	\$69,492
Knoxville as % of Market Average	88%	89%	82%	87%
Fire Level E (Fire Officer)				
Knoxville	\$51,006	\$7,430	\$9,395	\$67,831
Market Average	\$58,414	\$8,317	\$11,525	\$78,257
Knoxville as % of Market Average	87%	89%	82%	87%

**TABLE 128
UNIFORMED FIRE PERSONNEL TOTAL COMPENSATION MARKET POSITION BY RANK**

Rank	Base Pay (range midpoint)	Employer Cost of Benefits		Employer Total Compensation Costs (Base Pay and Benefits)
		Weighted Total Health Benefit Costs* (Medical, Rx, Dental, Vision)	Retirement Benefit Costs (DB and DC plans)	
Fire Level F (Fire Assistant Chief)				
Knoxville	\$59,685	\$7,430	\$10,949	\$78,064
Market Average	\$67,373	\$8,317	\$13,293	\$88,983
Knoxville as % of Market Average	89%	89%	82%	88%
Fire Level G (Fire Assistant Chief, Senior)				
Knoxville	\$67,850	\$7,430	\$12,412	\$87,692
Market Average	\$78,744	\$8,317	\$15,536	\$102,598
Knoxville as % of Market Average	86%	89%	80%	85%
Fire Level H (Fire Deputy Chief)				
Knoxville	\$81,216	\$7,430	\$14,806	\$103,451
Market Average	\$90,554	\$8,317	\$17,866	\$116,738
Knoxville as % of Market Average	90%	89%	83%	89%
City of Knoxville Uniformed Fire Personnel as a % of Overall Market	87%	89%	82%	87%

*Health costs are weighted based on the City of Knoxville's employee enrollment in medical plan.

Appendix A – Rank Job Summaries

Police Rank Descriptions

Police Level A (Police Officer Recruit)

Employees are in this job class approximately 6 months. Attends Police Department's Basic Training Academy. Completes coursework assignments related to law enforcement (e.g., patrol tactics, human relations, conflict management, defensive tactics, law, firearms, and physical training). Must meet P.O.S.T. certification requirements upon graduation.

- Applicants must have reached their 21st birthday by application deadline
- High School graduate or equivalency
- Must possess or be able to obtain a valid State Driver's License
- Must pass written examination and physical performance test
- Must pass Drug and Alcohol Testing, Background Investigation (including polygraph examination), Extensive Physical Examination, Comprehensive Psychological Evaluation

Police Level B (Police Officer)

Provides a variety of police protection and other services necessary to enforce the laws and ordinances of the City and safeguards the lives, property, and constitutional rights of its citizens. Responsible for patrolling a designated area of the City on foot or in a patrol vehicle to respond quickly to calls for service; detect and/or prevent criminal activity, traffic law violations, accidents, etc.; collect intelligence information; and provide general assistance to the public.

- Must successfully pass all components of the Police Academy and Field Training Program

Police Level C (Police Officer I)

In addition to the duties of a lower rank, may coordinate the activities of junior and other subordinate personnel on a limited basis; may serve as a Field Training Officer. Eligible to transfer to Investigator/Detective positions.

- Applicants must have a minimum of three (3) years of service in the City Police department approved P.O.S.T.-certified law enforcement including at least two (2) years as a Police Officer with the City Police Department. Note: Academy time is NOT P.O.S.T.-certified.
- Must pass written exam – all individuals who pass the exam are promoted

Police Level D (Police Officer II)

In addition to the duties of a lower rank, may assist team leader in directing team activities.

- Applicants must have a minimum of six (6) years of service in the City Police Department approved P.O.S.T.-certified law enforcement including at least one (1) year as a Police Level C with the City Police Department.. Note: Academy time is NOT P.O.S.T.-certified.

- Must pass written exam – all individuals who pass the exam are promoted

Police Level E (Police Officer III)

In addition to the duties of a lower rank, may coordinate the activities of a Detail. • Applicants must have a minimum of nine (9) years of service in the City Police Department approved P.O.S.T.-certified law enforcement including at least one (1) year as a Police Level DOR• Six (6) months service as a Police Level GOR• Three (3) years service as a Police Level DNote: Academy time is NOT P.O.S.T.-certified. • Must pass written exam – all individuals who pass the exam are promoted

Police Level F (Police Officer IV)

In addition to the duties of a lower rank, shall function as a team leader and direct team activities as assigned. Shall coordinate the activities of a Detail as directed. May be temporarily assigned to other sections for a period of time as stipulated by administrative policy. Shall review written reports and report writing techniques in the field. Shall act as the unit property inspection officer.

- Applicants must have a minimum of twelve (12) years of service in the City Police Department approved P.O.S.T.-certified law enforcement including at least one (1) year as a Police Level E

OR

- Six (6) months service as a Police Level H

OR

- Three (3) years service as a Police Level E

Note: Academy time is NOT P.O.S.T.-certified.

- Must pass written exam – all individuals who pass the exam are promoted

Police Level G (Police Sergeant)

First line supervisor. The protection of life and property through the enforcement of laws and ordinances. Organizationally responsible for the general supervision of subordinate personnel and specifically personnel designated under his/her supervision as to their conduct and performance. Shall be responsible for the directing of the activities of those persons placed in his/her charge (regardless of civilian or sworn status). Supervisor responsibility for officers and civilian personnel within a geographic region of subunit of the department.

- Applicants must have a minimum of one (1) year of service in the Police Level C classification including at least five (5) years of uniformed service with the City Police Department
- Applicants must have a minimum of forty-five (45) quarter hours or thirty (30) semester hours of CHEA accredited college course work
- Must pass management in-basket and oral examination – limited number of promotions

Police Level H (Police Lieutenant)

Middle manager. Organizationally responsible for the general supervision of subordinate personnel and specifically personnel designated under his/her supervision. Supervisory responsibility for Sergeants, officers, and civilian personnel within a geographic area or subunit of the department. Manages programs & projects.

- Applicants must have a minimum of three (3) years of service in Police Level G classification or six (6) months of service in related classifications (8 years minimum with the City Police Department)
- Applicants must have a minimum of ninety (90) quarter hours or sixty (60) semester hours of CHEA accredited college course work
- Must pass management in-basket and oral examination – limited number of promotions

Police Level I (Police Captain)

Section commander. Command position and shall command a Section/Sector of the department. Performs administrative duties/tasks of substantial difficulty including, but not limited to, command, coordination, planning, staffing, scheduling, budgeting, program development/evaluation and personnel evaluations of a departmental Section.

- Applicants must have a minimum of three (3) years of service as a Police Level H in the City Police Department (11 years minimum with the City Police Department)
- Applicants must have a minimum of ninety (90) quarter hours or sixty (60) semester hours of accredited college courses
- Must pass management in-basket and oral examination – limited number of promotions

Police Level J (Police Deputy Chief)

Division commander. Performs administrative duties/tasks of substantial difficulty including, but not limited to, command, coordination, planning, staffing, scheduling, budgeting, program development/evaluation, and personnel evaluations of a departmental Division.

- Minimum of two (2) years of service as a Police Level I or three (3) years of service as a Police Level H or its lateral equivalents in the City Police Department (11 years minimum with the City Police Department – 13+ years typical prior to promotion)
- Completion of a CHEA-accredited undergraduate 4-year degree program
- Completion of an Advanced Leadership training program, i.e., FBI National Academy, Southern Police Institute, Northwestern Traffic Institute, SCLEA, PERF, or other similar type training program
- Satisfactory completion of 120 hours in-service training within the last three (3) calendar years
- Must pass a training & experience evaluation – limited number of promotions

Firefighter Rank Descriptions

Firefighter Level A (Recruit)

Employees are in this job class approximately 6 months. Attends approximately a 28-week academy and will be under direct supervision of the Fire Training Staff. Upon graduation from the academy, employee is promoted to Firefighter Level 2.

- Applicants must have reached their 18th birthday by the application deadline
- Must be a high school graduate or possess a bona fide GED or USAFI certificate
- Must be able to obtain and maintain an appropriate valid Driver's License
- Must pass written exam and physical performance test.

Firefighter Level B (Firefighter)

Completed all requirements performed as a Firefighter Level A and has graduated from the City Fire Academy. Performs firefighting, rescue, fire prevention, equipment operation and maintenance, and fire station maintenance; may perform related work as required (i.e., assignments of limited duration to Training, Prevention & Inspections, etc. based on work load and individual expertise). Not responsible for driving/operating equipment/apparatus unless there is an emergency situation in which there are no qualified drivers/operators available.

- Be certified by the Training Section of the City Fire Department as passing all necessary requirements during the 28-week Fire Academy
- Must have successfully completed EMT Certification
- Must have successfully completed Haz-Mat Technician training
- Must possess an appropriate valid Driver's License
- Must graduate from the fire academy (no additional exam requirements)

Firefighter Level C (Senior Firefighter)

Thoroughly trained in modern firefighting and fire prevention methods and procedures. Primary area of responsibility is Fire Suppression. Performs firefighting, rescue, fire prevention, equipment operation and maintenance, and fire station maintenance; may drive/operate equipment/apparatus; may provide limited and occasional supervision over firefighters in the absence of a superior officer. During the six (6) month probationary period, candidates must successfully complete the CEVO II, the Emergency Vehicle Operator's Course. • Serve a minimum of 24 months as a Firefighter in the City Fire Department • Complete the following State Certification: Firefighter I • Be certified by the Training Section of the City Fire Department as Fire Apparatus/Equipment Operators/Drivers of both pumper and aerial equipment • Must possess an appropriate valid Driver's License.

- Must pass written exam – all individuals who pass the exam are promoted

Firefighter Level D (Master Firefighter)

Driver skilled-level firefighters. The primary area of responsibility is Fire Suppression. Primary driver/operator of firefighting apparatus/equipment driver. May assume command at a fire scene in the absence of a superior officer. May be assigned to other areas of the fire department to function as a specialist. During the six (6) month probationary period, candidates must successfully complete the national Safety Council's Defensive Driving Course.

- Must have a minimum of 24 months of experience as a Firefighter Level C in the City Fire Department (4 years total)
- Must have obtained the following State Certifications: Firefighter II/Journeyman Firefighter
- Must have obtained certification from the City Fire Department Training Section in driving/operating fire apparatus/equipment (both pumper and aerial equipment)
- Must possess an appropriate valid Driver's License
- Must pass written exam and performance test (driving and pump operation) – limited number of promotions

Firefighter Level E (Fire Officer)

First line supervisor, typically over a crew assigned to a fire truck. Considered to be expert firefighting personnel. These employees are trained in the operation of all types of firefighting equipment/apparatus. Commands firefighting operations until relieved by a ranking officer. When assigned to a fire hall, provides leadership and training to employees. When assigned to other areas of the Fire Department, may perform more technical training, perform specialized or technical functions, or supervise others.

- Must have a minimum of 24 months of experience as a Firefighter Level D in the City Fire Department (6 years total)
- Must have obtained the following State Certification: Instructor I
- Must have obtained certification from the City Fire Department Training Section in driving/operating fire apparatus/equipment (both pumper and aerial equipment)
- Must have successfully completed an in-service training program in supervision and management
- Must possess an appropriate valid Driver's License
- Must pass written exam – limited number of promotions

Firefighter Level F (Assistant Fire Chief)

District supervisor. Directs the activities of an assigned district for a specific shift or performs technical and specialized duties (i.e., safety, training, Emergency Medical Services, Fire Prevention, etc.). May be assigned to specialized duties or activities as necessary (i.e., task force, planning committee, etc.). Also responsible for the supervision of firefighting personnel. Reports to a Firefighter Level H.

- Must have a minimum of 3 years of experience as a Firefighter Level E in the City Fire Department (9 years total)
- Must have obtained the following State Certification: Fire Officer
- Must successfully complete an in-service training course in supervision and management.
- Must possess appropriate valid Driver's License
- Must pass written examination and oral examination – limited number of promotions

Firefighter Level G (Assistant Fire Chief, Senior)

Shift commander. Oversees operation for entire day over multiple districts.

Firefighter Level H (Deputy Chief)

Second in command to the chief. Managerial-level, professional and administrative position requiring the successful combination of firefighting knowledge and administrative expertise. Directly accountable to the Fire Chief and performs such duties as assigned by the Chief. Assists the Fire Chief in the administration of the activities of Fire Suppression and Technical Services. Assists in the administration and coordination of departmental operations. Has direct supervision over all divisions within the Fire Department.

- Must have a minimum of 12 months of experience as a Firefighter Level F in the City Fire Department or 3 years of experience as a Firefighter Level 5 in the City Fire Department