

**2008 Custom Survey of Select  
Law Enforcement Positions**

**Compensation**

**Due March 14, 2008**



**Conducted by  
Tennessee Valley Authority**

**Tennessee Valley Authority  
Custom Survey of Select Law Enforcement Positions**

**General Instructions**

**Compensation Plans Covered by Survey**

Please provide information with regard to the compensation and pay practices at your agency. This survey includes questions related to pay practices and policies, overtime pay, and collateral duties.

**Employee Groups Covered by Survey**

The employee groups covered by this survey are the Commissioned Police Officer and the Police Communications Officer.

**Who to Contact for Questions**

Carey L. Peters  
Program Manager, Compensation and HR Planning Staff  
(865) 632-3039  
[clpeters@tva.gov](mailto:clpeters@tva.gov)

**Where to Return the Survey**

Randy Higginbotham  
Senior Consultant  
TVA Labor Relations  
400 West Summit Hill Drive  
WT 8B-K  
Knoxville, TN 37902  
(865) 632-7348  
[rwhigginbotham@tva.gov](mailto:rwhigginbotham@tva.gov)

**Contact Information:**

**Company Name:** \_\_\_\_\_

**Contact Name:** \_\_\_\_\_

**Title:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**City/State:** \_\_\_\_\_ **Zip Code:** \_\_\_\_\_

**Telephone:** \_\_\_\_\_

**A. Pay Practices and Policies**

Please report current actual pay effective October 31, 2007.

Position Title	Description
Commissioned Police Officer	Serves as a commissioned police officer performing a full range of law enforcement activities to enforce local, state, and/or federal laws and regulations. Makes arrests without warrants; conducts searches; responds to incidents of civil disorder; prepares necessary reports; provides court testimony. Conducts patrol operations within jurisdiction to enforce traffic laws, investigate traffic accidents, and prevent disturbances/abuses to properties. Responds to disasters or emergency situations and provides medical assistance to employees and the public. Provides training to employees and the public on safety and law enforcement topics. Must work independently without supervision for long periods and is a graduate of a certified federal or state academy.
Police Communications Officer	Serves as the communications center dispatch officer for a large district. Receives and evaluates alarms, telephone calls, radio transmissions, 911 lines, etc. regarding security issues, accidents, emergency situations, and other events. Dispatches information to appropriate officials and interfaces directly with local, state, and federal law enforcement officers. Maintains detailed, accurate logs to document all activities, which may be used in litigation and criminal prosecution. Uses own initiative and judgment to respond quickly and decisively with communication responsibilities. Must maintain National Crime Information Center certification.

Positions	Commissioned Police Officer	Police Communications Officer
Salary Range		
Minimum	\$ _____	\$ _____
Maximum	\$ _____	\$ _____
Average Annual Base Pay	\$ _____	\$ _____
Other Bonus Pay (per year)	\$ _____	\$ _____
Lump Sum in Lieu of Base Pay Increase	\$ _____	\$ _____
Average Annual Overtime Pay	\$ _____	\$ _____

**B. Variable/Pay**

1. Do you provide variable pay opportunities for these positions? (Do not include broad-based non-qualified profit sharing plans.)

Yes  No

2. If yes, what is the variable opportunity:

On top of competitive base pay

In lieu of portion of competitive base pay ("at risk")

**C. Merit Pay**

If applicable, what was your current overall merit increase budget for law enforcement officers and related communication officers in 2007?

Commissioned Police Officer \_\_\_\_\_ %

Police Communications Officer \_\_\_\_\_ %

**D. Extra Pay for Shift Work**

Do you pay shift premiums for police officers?

Yes  No  Not applicable (one shift only)

If yes, please define shift hours and pay shift premiums:

	<b>Shift hours</b>	<b>Shift Premiums</b>
2 <sup>nd</sup> shift	_____	_____ per _____
3 <sup>rd</sup> shift	_____	_____ per _____

**E. On Call/Standby Pay**

1. Do you provide on call/standby pay to employees who are required to be available after normal business hours (their shift)?

Yes  No

2. If yes, is there a minimum compensation payment for employees who are on call outside of their regular shift?

Yes  \_\_\_\_ hours pay, or \_\_\_\_ times standard time for hours worked

No

**F. Collateral Duties**

1. Do employees receive additional compensation for collateral duties?

Yes  No

2. If yes, what is the amount for the following:

Field Training Officer \$ \_\_\_\_\_

Marine Patrol \$ \_\_\_\_\_

Victim/Witness Advocate \$ \_\_\_\_\_

Certified Instructor:

CPR \$ \_\_\_\_\_

Defensive Driving \$ \_\_\_\_\_

Defensive Tactics \$ \_\_\_\_\_

Firearm \$ \_\_\_\_\_

Other \$ \_\_\_\_\_