

RESOLUTION NO. RS_____

A resolution adopting a new pay plan for employees of the Metropolitan Board of Health, effective July 1, 2025.

WHEREAS, the Metropolitan Board of Health, acting in its official capacity as a Civil Service Commission has, pursuant to Sections 12.09 and 12.10 of the Metropolitan Charter, assigned each employment classification to a salary grade as of July 1, 2025, with such assignments being equitably related to each other; and,

WHEREAS, the Board of Health's Civil Service Commission has adopted the salary ranges for each grade; and,

WHEREAS, the Director of Personnel for the Board of Health has recommended, after the Commission's approval, desirable salary ranges for each grade to the Director of Finance; and,

WHEREAS, pursuant to RS2024-484, a one-year pay plan was approved by the Metropolitan Council to go into effect on July 1, 2024; and,

WHEREAS, the pay plan that was adopted pursuant to RS2024-484 included increment pay increases that are earned at various time intervals; and,

WHEREAS, it is the desire for these increment increases to continue; and,

WHEREAS, it is further the desire that employees who are paid pursuant to open pay ranges be eligible, at the discretion of the employee's Appointing Authority, to receive merit pay increases; and,

WHEREAS, the Board of Health's Civil Service Commission recognizes that the pay scales included in the pay plan adopted pursuant to RS2024-484 should be modified by remaining equivalent to the Standard Range (ST) and Open Range (OR) grades of the General Government pay plan, and by adding the Information Technology (IT) grades as implemented in the General Government pay plan; and,

WHEREAS, the Board of Health's Civil Service Commission recommends that the HD pay scales in the pay plan be adjusted, for equity and competitive purposes, by 7% as of July 1, 2025; and,

WHEREAS, pursuant to Section 12.10 of the Metropolitan Charter, having been advised of its full budgetary implications, the Mayor has modified and approved the plan attached as Exhibit A, such modifications not affecting the relationships between the grades approved by the Board of Health's Civil Service Commission, and recommends its adoption, as modified, by the Metropolitan Council.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY:

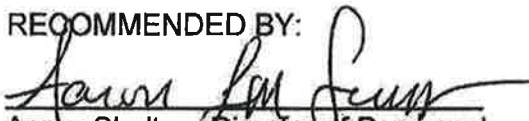
Section 1: The pay plan adopted pursuant to RS2024-484, and which went into effect on July 1, 2024, for employees of the Metropolitan Board of Health, from and after July 1, 2025, shall be as provided in Exhibit "A." Exhibit A reflects market increases of about 7%-8% for each pay grade, and the continuation of step increments and open range adjustments funded at 2%. Exhibit "A" is incorporated into this Resolution as if fully set out herein.

Section 2: Additional funding shall be provided to the Metropolitan Department of Health in the amount of 2% of that department's total annual open range salary budget, so that employees in Open Range pay classifications will have the opportunity to receive merit-based salary increases, at the discretion of the Appointing Authority, as reflected in Exhibit "A." Eligibility for Open Range salary increases for FY26 will become effective as of July 1, 2025.

Section 3: Upon the adoption of the pay plan attached as Exhibit "A," and upon it becoming effective, the pay plan adopted pursuant to RS2024-484 is hereby repealed.

Section 4: This Resolution shall take effect on July 1, 2025, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.

RECOMMENDED BY:

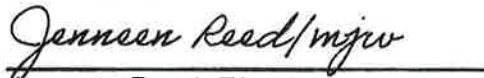

Aaron Shelton, Director of Personnel
Metropolitan Health Department


Tené Franklin
Chair, Metropolitan Board of Health

INTRODUCED BY:

Member(s) of Council

APPROVED AS TO AVAILABILITY
OF FUNDS:


Jenneen Reed, Director
Metropolitan Department of Finance

APPROVED AS TO FORM
AND LEGALITY:


Metropolitan Attorney

APPROVED AND RECOMMENDED TO THE
METROPOLITAN COUNCIL FOR
ADOPTION:


Freddie O'Connell,
Mayor

STANDARD RANGE PAY TABLE - HEALTH

EFFECTIVE 7/1/2025

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP
ST05	44,597	45,489	46,399	47,327	48,273	49,239	50,224	51,228	52,252	53,298	54,363	55,450	56,559	57,691	58,845	2%
ST06	45,569	46,481	47,411	48,358	49,326	50,313	51,319	52,345	53,392	54,459	55,549	56,660	57,793	58,949	60,128	2%
ST07	47,588	48,540	49,511	50,501	51,511	52,541	53,592	54,663	55,756	56,872	58,010	59,169	60,353	61,560	62,791	2%
ST08	51,895	52,934	53,992	55,071	56,173	57,297	58,443	59,611	60,804	62,020	63,260	64,525	65,816	67,132	68,474	2%
ST09	56,592	57,725	58,879	60,056	61,257	62,482	63,733	65,007	66,307	67,633	68,986	70,365	71,772	73,208	74,672	2%
ST10	62,510	63,759	65,035	66,336	67,662	69,016	70,396	71,804	73,240	74,705	76,199	77,723	79,277	80,862	82,480	2%
ST11	68,835	70,211	71,615	73,048	74,509	75,999	77,519	79,069	80,650	82,263	83,909	85,587	87,298	89,045	90,826	2%
ST12	75,631	77,144	78,686	80,260	81,865	83,503	85,173	86,876	88,614	90,386	92,194	94,038	95,919	97,837	99,793	2%

Move to next step after:

Schedule	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year
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* Note: steps may vary slightly due to rounding

OPEN RANGE PAY TABLE - HEALTH

INFORMATION TECHNOLOGY PAY TABLE - HEALTH

EFFECTIVE 7/1/2025

Grade	Minimum	Midpoint	Maximum
OR01	54,157	62,281	70,404
OR02	58,500	67,275	76,050
OR03	61,975	71,270	80,565
OR04	68,248	78,481	88,716
OR05	74,983	86,232	97,481
OR06	82,426	96,850	111,274
OR07	89,868	108,027	126,186
OR08	97,341	119,242	141,144
OR09	104,813	131,016	157,219
OR10	114,335	145,777	177,219
OR11	123,856	161,014	198,170
OR12	137,362	178,571	219,780
OR13	148,434	196,674	244,915
OR14	167,785	222,315	276,845

Open Range

Grade	Minimum	Midpoint	Maximum
IT01	54,157	62,281	70,404
IT02	58,500	67,275	76,050
IT03	61,975	71,270	80,565
IT04	68,248	78,481	88,716
IT05	74,983	86,232	97,481
IT06	82,426	96,850	111,274
IT07	89,868	108,027	126,186
IT08	97,341	119,242	141,144
IT09	104,813	131,016	157,219
IT10	114,335	145,777	177,219
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IT12	137,362	178,571	219,780
IT13	148,434	196,674	244,915
IT14	167,785	222,315	276,845

Open Range

HD PAY TABLE - HEALTH

EFFECTIVE 7/1/2025

GRADE	Minimum	Midpoint	Maximum
HD01	158,796	210,405	262,014
HD02	166,737	220,926	275,115
HD03	173,088	229,342	285,595
HD04	181,743	240,809	299,875
Open Range			

Explanation of Pay Types

Standard Range Schedule (ST):	A position is subject to the ST, even if it requires physical work, if its primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature not related to trade, craft, or manual-labor work.	Open Range (OR):	Employees in certain positions designated by the Civil Service Commission will be compensated on open range salary grades, which include minimum and maximum salaries only. Employees may be compensated anywhere within this range, subject to provisions in the Open Range policy.
Information Technology (IT):	IT pay grades are specifically designed for positions performing professional work related to Information Technology.	Health (HD):	HD pay grades are specifically designed for positions that require advanced medical or dental degrees including medical doctor (MD), doctor of osteopathic medicine (DO), and dentist (DDS or DMD)

Explanation of Pay Calculations

Except as specifically noted in this pay plan, the pay for all full-time employees is based on an annual salary.

Step Plans	When an employee on these schedules is promoted to a higher pay grade, the new salary is generally calculated by first determining the employee's "promotional step", moving forward three steps in the current range. The new pay rate is established by slotting the employee into the step in the new range that is closest to, but not less than, the employee's promotional step.
Open Range	Employees eligible for the Open Range pay plan may receive promotions in accordance with Civil Service Policy.
Reclassifications	Employees on any pay schedule who are reclassified are slotted into the new pay grade at the step or rate which is closest to, but not less than, their current pay.
Living Wage	New full-time employees will be hired at a step in the pay grade that is closest to the living wage rate if the base rate for the classification is below the Living Wage rate. The Human Resources Director will periodically conduct a review of the Living Wage rate and recommend adjustments to the Civil Service Commission.
Shift Differential	In accordance with Civil Service Rules, some employees may be eligible for an additional 70 cents or 80 cents per hour for working evening or night shifts, respectively.
Bonus Plans	Bonuses are a way to grant employees a pay increase without permanently increasing base pay. Bonus plans and payments must be approved in advance by the Civil Service Commission, if applicable, and by the Directors of Finance and Human Resources.