

RESOLUTION NO. RS _____

A resolution adopting a new pay plan for employees of the Metropolitan Departments of Police and Fire, effective July 1, 2025.

WHEREAS, the Metropolitan Civil Service Commission has, pursuant to Section 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 Civil Service Commission has adopted the salary ranges for each grade; and,

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

WHEREAS, pursuant to RS2024-483, a one-year pay plan was approved by the Metropolitan Council to go into effect on July 1, 2024; and,

WHEREAS, the pay plan adopted pursuant to RS2024-483 included increment pay increases earned at various time intervals, which the Metropolitan Government proposes to continue; and,

WHEREAS, the Metropolitan Government further proposes that employees who are paid pursuant to open pay ranges be eligible to receive merit pay increases at Appointing Authority discretion; and,

WHEREAS, the Metropolitan Civil Service Commission, through the Metropolitan Department of Human Resources, contracted with Mercer, a global consulting firm, to review and recommend needed changes to the classification and pay system for employees of the Metropolitan Government; and,

WHEREAS, the salary structure study compared the relationship of pay assigned to Metropolitan Government employee classifications to similar positions in the market and with comparable governmental entities; and,

WHEREAS, the classification and pay system study revealed that various pay and classification adjustments were recommended, including the creation of several classifications, changing the title of some classifications, upgrading the salary assigned to some classifications, creating new pay schedules for Information Technology classifications (IT), Director classifications (DP), and Trades and Labor classifications (TR), and increasing the Standard Range (ST), Open Range (OR), Police (PS) and Fire (FD), and School Patrol (SP, SS) pay scales, for equity and competitive purposes; and,

WHEREAS, the classification and pay system study recommended adjusting step schedules from 10 steps to 15 steps, with 2% increases between each step, and adjusting the timing of step increases in the Standard Range (ST) and Trades and Labor (TL) pay schedules to annual eligibility between each step; and,

WHEREAS, pursuant to Sec. 12.10 of the Metropolitan Charter, the Civil Service Commission has created the new employment classification of Fire Deputy Director Chief for this pay plan, necessitating the need to amend the pay plan adopted pursuant to RS2024-483 by adding this classification; 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 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 RS2024-483, and which went into effect on July 1, 2024, for employees of the Metropolitan Departments of Police and Fire, 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: The pay plan adopted pursuant to RS2024-483, and which went into effect on July 1, 2024, for the employees of the Metropolitan Departments of Police and Fire, from and after July 1, 2025, shall include the position of:

<u>Classification</u>	<u>Class Number</u>	<u>Grade</u>
Fire Deputy Director Chief	11385	FD13

Section 3: Additional funding shall be provided to each department 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.

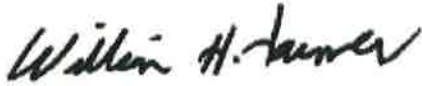
Section 4: Upon the adoption of the pay plan attached as Exhibit A and upon it becoming effective, the pay plan adopted pursuant to RS2024-483 is hereby repealed.

Section 5: This Resolution shall take effect on July 1, 2025, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.

RECOMMENDED BY:



Shannon Hall, Director
Metropolitan Department of Human Resources

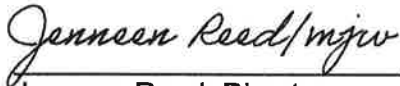


William H. Farmer, Chairman
Metropolitan Civil Service Commission

INTRODUCED BY:

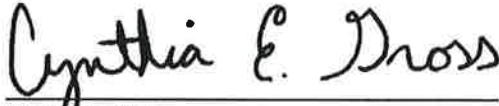
Members of Council

APPROVED AS TO AVAILABILITY
OF FUNDS:



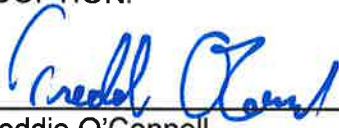
Jenneen Reed, Director
Metropolitan Department of Finance

APPROVED AS TO FORM
AND LEGALITY:



Metropolitan Attorney

APPROVED AND RECOMMENDED TO THE
METROPOLITAN COUNTY COUNCIL FOR
ADOPTION:



Freddie O'Connell,
Mayor

FIRE PAY TABLE**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
FD01	61,054															
FD02	64,002															
FD03	67,030	68,370	69,738	71,132	72,554	74,006	75,486	76,996	78,536	80,106	81,709	83,343	85,010	86,710	88,444	2%
FD04	74,038	75,519	77,029	78,569	80,141	81,744	83,378	85,046	86,747	88,482	90,251	92,056	93,898	95,775	97,691	2%
FD05	81,532	83,162	84,826	86,522	88,252	90,017	91,818	93,654	95,527	97,438	99,386	101,374	103,402	105,469	107,579	2%
FD06	86,370	88,098	89,859	91,657	93,490	95,359	97,267	99,212	101,197	103,221	105,285	107,391	109,539	111,729	113,963	2%
FD07	91,923	93,761	95,637	97,550	99,500	101,490	103,520	105,590	107,702	109,856	112,053	114,294	116,580	118,912	121,290	2%
FD08	101,115	103,138	105,200	107,304	109,450	111,639	113,872	116,150	118,472	120,842	123,258	125,724	128,238	130,803	133,419	2%
FD09	111,227	113,450	115,720	118,035	120,395	122,803	125,259	127,764	130,320	132,926	135,584	138,296	141,061	143,883	146,760	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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Grade	Minimum	Midpoint	Maximum
FD10	124,365	144,264	164,162
FD11	135,153	168,942	202,730
FD12	148,668	196,986	245,303
FD13	164,219	221,695	279,171

Open Range

* Note: steps may vary slightly due to rounding

** Rate at FD01 is for Provisional employees while in training academies. Rate at FD02 is for Fire Fighter 1 employees during 6-month probationary period.

POLICE PAY TABLE

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
PS01	64,452															2%
PS02	69,028															2%
PS03	73,727	75,201	76,705	78,240	79,804	81,400	83,028	84,689	86,382	88,110	89,872	91,669	93,503	95,373	97,280	2%
PS04	81,189	82,813	84,469	86,158	87,881	89,640	91,432	93,260	95,126	97,029	98,968	100,949	102,967	105,027	107,127	2%
PS05	93,965	95,845	97,761	99,717	101,711	103,746	105,820	107,937	110,095	112,297	114,543	116,834	119,170	121,553	123,985	2%
PS06	112,758	115,013	117,314	119,659	122,053	124,494	126,984	129,524	132,114	134,756	137,451	140,200	143,004	145,864	148,782	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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Grade	Minimum	Midpoint	Maximum
PS07	128,713	154,455	180,198
PS08	135,153	168,942	202,730
PS09	148,668	196,986	245,303
PS10	164,219	221,674	279,130

Open Range

* Note: steps may vary slightly due to rounding

** Rate at PS01 is for Provisional employees while in Police training academy. Rate at PS02 is for Police Officer 1 during 6-month probationary period.

STANDARD RANGE PAY TABLE

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

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

INFORMATION TECHNOLOGY PAY TABLE

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
IT11	123,856	161,014	198,170
IT12	137,362	178,571	219,780
IT13	148,434	196,674	244,915
IT14	167,785	222,315	276,845

Open Range

TRADES AND LABOR PAY TABLE

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
TR01	44,883	45,781	46,698	47,632	48,584	49,556	50,548	51,558	52,589	53,642	54,714	55,808	56,925	58,063	59,225	2%
TR02	47,277	48,224	49,189	50,173	51,176	52,200	53,244	54,309	55,395	56,503	57,633	58,785	59,961	61,160	62,383	2%
TR03	49,831	50,829	51,847	52,883	53,941	55,020	56,120	57,243	58,387	59,554	60,746	61,960	63,200	64,464	65,753	2%
TR04	52,034	53,075	54,138	55,221	56,325	57,451	58,600	59,772	60,968	62,187	63,431	64,700	65,993	67,313	68,659	2%
TR05	54,492	55,582	56,695	57,829	58,985	60,165	61,368	62,596	63,848	65,125	66,428	67,755	69,111	70,493	71,903	2%
TR06	56,822	57,959	59,120	60,302	61,508	62,739	63,993	65,273	66,578	67,910	69,268	70,653	72,066	73,508	74,978	2%
TR07	60,047	61,249	62,474	63,724	64,998	66,298	67,624	68,976	70,356	71,763	73,198	74,662	76,155	77,679	79,233	2%
TR08	62,537	63,788	65,064	66,366	67,693	69,048	70,429	71,837	73,273	74,739	76,234	77,758	79,314	80,900	82,518	2%
TR09	65,186	66,491	67,822	69,178	70,561	71,972	73,412	74,880	76,378	77,906	79,463	81,052	82,674	84,328	86,014	2%
TR10	67,740	69,096	70,478	71,888	73,326	74,792	76,288	77,814	79,370	80,957	82,577	84,229	85,913	87,631	89,384	2%
TR11	70,326	71,733	73,169	74,633	76,125	77,648	79,200	80,784	82,400	84,048	85,729	87,444	89,192	90,976	92,796	2%
TR12	72,848	74,306	75,793	77,309	78,854	80,432	82,041	83,681	85,354	87,061	88,803	90,579	92,391	94,239	96,124	2%
TR13	75,761	77,278	78,825	80,401	82,009	83,650	85,322	87,029	88,769	90,545	92,355	94,202	96,086	98,008	99,968	2%
TR14	76,743	78,278	79,845	81,442	83,070	84,732	86,427	88,154	89,918	91,716	93,550	95,422	97,330	99,276	101,262	2%
TR15	80,669	82,283	83,930	85,609	87,321	89,067	90,849	92,665	94,519	96,409	98,338	100,304	102,310	104,356	106,444	2%
TR16	85,617	87,331	89,078	90,859	92,676	94,530	96,421	98,350	100,316	102,323	104,369	106,456	108,585	110,757	112,972	2%
TR17	91,171	92,996	94,857	96,754	98,689	100,663	102,676	104,730	106,825	108,960	111,140	113,362	115,630	117,943	120,301	2%
TR18	94,819	96,716	98,651	100,624	102,637	104,689	106,783	108,919	111,097	113,319	115,585	117,897	120,255	122,660	125,114	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

SPECIAL PAY TABLE

EFFECTIVE 7/1/2025

Directors Pay ANNUAL		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	Elected Officials	
	DP01	125,666	163,366	201,066	Metro Mayor ANNUAL	MM 209,898
	DP02	145,658	189,356	233,054		
	DP03	159,516	215,347	271,177		
	DP04	178,768	241,337	303,905		
	DP05	198,020	267,327	336,634		
Judicial Services ANNUAL	JS01	61,975	71,270	80,565	Vice Mayor ANNUAL	VM 27,977
	JS02	64,633	74,328	84,023		
	JS03	77,559	89,193	100,827		
					Council Member ANNUAL	CM 25,615
Extension Service* ANNUAL	AG01	30,592	35,181	39,770	Public Defender ANNUAL	PD 202,130
	AG02	33,361	38,365	43,369		
	AG03	44,707	51,196	57,686		
	AG04	47,181	54,257	61,335		
	AG05	51,451	59,168	66,886		
Library Page HOURLY	LP01	14.67	16.92	19.12	Board of Education Member ANNUAL	BE 14,000 * 20,635
School Patrol HOURLY	SP01	21.22	24.41	27.58		
	SS01	24.41	28.06	31.71		

* Effective as terms begin after July 2025

* Extension Service employees receive funding for their pay from both Metro Government and the State of Tennessee. These rates represent Metro's portion.

Explanation of Pay Types

Trades & Labor Schedule (TR):	A position is classified under the TR if its primary duty involves the performance of physical work which requires knowledge or experience of a trade, craft, or of a manual-labor nature.	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.
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.	Special Pay Types:	Included in the pay plan are special pay types specifically designed for elected officials, department directors, and other non-Civil Service positions included in these pay plans. These include Public Defender (PD), Mayor (MM), Vice Mayor (VM), Council Member (CM), Board of Education Member (BE), Departmental Directors (DP), Judicial Assistants (JS), Library Page (LP), School Crossing Guards (SP) and School Crossing Guard Supervisors (SS).
Police and Fire Schedules (PS and FD):	The PS schedule covers sworn members of the Metro Police Department and the FD schedule covers Emergency Medical Service, Fire Suppression, and other designated employees of the Fire Department.	Bonus Plans:	Bonuses are a way to grant employees a pay increase without permanently increasing base pay. A lump-sum bonus as authorized by the Civil Service Commission, if applicable, and approved by the Department of Finance, may be paid to employees up to a maximum of the equivalent of 6% of the employees' annual base pay.
Other Pay Types (CO; ET; PK; IT):	These pay types are specifically designed for Correctional Officers (CO), Emergency Telecommunications (ET), Park Police (PK), and Information Technology Professionals (IT).		

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: ST, FD, PS, CO, ET, PK, TR	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.
Education Incentive	In accordance with Civil Service Policy, sworn Police and Fire employees receive an additional 3% or 6% for an associate or bachelor's degree, respectively.
Police Entertainment Unit (EDU)	An incentive payment of up to \$1,250.00 per calendar month, as authorized by the Civil Service Commission, may be paid to eligible employees permanently assigned to the Entertainment District Unit.
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.