

SUBSTITUTE RESOLUTION NO. RS2021-987

A resolution adopting a new pay plan for employees of the Metropolitan Departments of Police and Fire, effective July 1, 2021.

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, 2021, 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 RS2020-360 (as amended), a pay plan was approved by the Metropolitan Council to go into effect on July 1, 2020; and,

WHEREAS, the pay plan that was adopted pursuant to RS2020-360 (as amended) did not include increment pay increases that are normally earned at various time intervals; and,

WHEREAS, it is the recommendation of the Civil Service Commission for these increment increases to be reinstated; and,

WHEREAS, the Civil Service Commission determined that employees in increment pay grades should receive an extra increment during FY22 to compensate for the elimination of step increment increases in the pay plan approved pursuant to RS2020-360 (as amended); and,

WHEREAS, the pay plan that was adopted pursuant to RS2020-360 (as amended) did not include provisions to fund merit pay increases for employees compensated pursuant to open-range pay grades; and,

WHEREAS, it is the recommendation of the Civil Service Commission 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 that additional funding be provided to each department in the amount of 3% of that department's total annual open range salary budget so that employees in open range pay classifications may receive these merit increases; and,

WHEREAS, it is the further recommendation of the Civil Service Commission that an additional 1% of each department's total annual open range salary budget be provided to departments so employees in open range pay classifications would be eligible to receive increases to compensate for the elimination of open range increases in the pay plan approved pursuant to RS2020-360 (as amended); and,

WHEREAS, the Civil Service Commission recognizes that the pay scales included in the pay plan adopted pursuant to RS2020-360 (as amended) should be modified by applying a cost of living increase in the amount of 2% as of July 1, 2021; and,

WHEREAS, the Civil Service Commission further recognizes the need to make grade change adjustments to the classifications of Police Sergeant, Police Lieutenant, Police Captain, Police

Commander, Police Deputy Chief, Fire Engineer, Paramedic 2, Fire Captain, Fire Instructor, Fire Marshall – Assistant, Fire Marshall – Deputy, Fire District Chief, Fire Assistant Chief, Fire Marshall Fire Operations Chief, Fire Commander, and Fire Services Deputy Director, for recruiting, retention, and equity purposes, by increasing the salary ranges; and,

WHEREAS, the Civil Service Commission also recognizes the need to adjust the timing of step increases on the Trades and Labor Pay Table; and,

WHEREAS, the Civil Service Commission realizes the need to alter the currently existing Police and Fire Pay Table by separating and placing the police classifications and the fire classifications into separate pay tables to allow more flexibility to make customized adjustments for each department; and

WHEREAS, pursuant to Sec. 12.10 of the Metropolitan Charter the Civil Service Commission has determined the need to reinstate into the pay plan the previously created classification of Police Intern; and,

WHEREAS, pursuant to Sec. 12.10 of the Metropolitan Charter the Civil Service Commission has further determined the need to remove from the pay plan the classifications of Emergency Medical Technician Trainee, Emergency Medical Technician 3, Fire/EMT Dispatcher, Fire Training Officer, Fire Assistant Training Officer, Fire Captain Senior, and Fire Captain – Paramedic; and

WHEREAS, pursuant to Sec. 12.10 of the Metropolitan Charter, the recommendations of the Metropolitan Civil Service Commission were forwarded to the Director of Finance for his consideration; and,

WHEREAS, the Director of Finance, in consideration of available funding, has approved all the recommendations of the Civil Service Commission except the payment of an extra increment and the inclusion of 1% extra open range money that the Commission had recommended to make up for increases not included in the FY21 pay plan, and forwarded his recommendations with a statement of full budgetary implications to the Mayor for his approval; and,

WHEREAS, the Mayor approves the plan presented to him by the Director of Finance and recommends its adoption by the Metropolitan County Council; and

WHEREAS, the Metropolitan Council has determined to reinstate the payment of an extra increment and the inclusion of 1% extra open range money as approved by the Civil Service Commission.

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 RS2020-360 (as amended) and which went into effect on July 1, 2020, for employees of the Metropolitan Departments of Police and Fire, from and after July 1, 2021 shall be as provided in Exhibit “A”. Exhibit “A” reflects:

- A 2% cost of living increase to the pay tables.
- Reinstatement of step increases for FY22.
- Eligible employees in increment pay grades will receive an extra increment during FY22.

- The separation of police classifications and fire classifications from the currently existing Police and Fire Pay Table and placing them into separate pay tables.
- Reinstatement of the classification of Police Intern into the pay plan.
- Deletion from the pay plan the classifications of Emergency Medical Technician Trainee, Emergency Medical Technician 3, Fire/EMT Dispatcher, Fire Training Officer, Fire Assistant Training Officer, Fire Captain Senior, and Fire Captain – Paramedic
- Grade change adjustments to the classifications of Police Sergeant, Police Lieutenant, Police Captain, Police Commander, Police Deputy Chief, Fire Engineer, Paramedic 2, Fire Captain, Fire Instructor, Fire Marshall – Assistant, Fire Marshall – Deputy, Fire District Chief, Fire Assistant Chief, Fire Marshall Fire Operations Chief, Fire Commander, and Fire Services Deputy Director, for recruiting, retention, and equity purposes.
- Adjustments to the Trades and Labor Pay Table by changing the timing of step increases.


Exhibit “A” is incorporated into this Resolution as if fully set out herein.

Section 2: The pay plan adopted pursuant to RS2020-360 (as amended) and which went into effect on July 1, 2020, for employees of the Metropolitan Departments of Police and Fire, from and after July 1, 2021 shall include additional funding to each department in the amount of ~~34~~³⁴% 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 FY22 will become effective as of July 1, 2021.

Section 3: Upon the adoption of the pay plan attached as Exhibit “A” and upon it becoming effective, the pay plan adopted pursuant to RS2020-360 (as amended) is hereby repealed.

Section 4: This Resolution shall take effect on July 1, 2021, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.

RECOMMENDED BY:

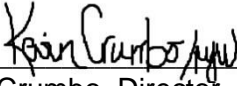


 Shannon Hall, Director
 Metropolitan Department of Human Resources



 William H. Farmer, Chairman
 Metropolitan Civil Service Commission

APPROVED AS TO AVAILABILITY
 OF FUNDS:



 Kevin Crumbo, Director
 Metropolitan Department of Finance

INTRODUCED BY:

 Kyonzté Toombs

 John Rutherford

 Jennifer Gamble

 Sharon Hurt
 Members of Council

APPROVED AS TO FORM
AND LEGALITY:


Metropolitan Attorney

APPROVED AND RECOMMENDED TO THE
METROPOLITAN COUNTY COUNCIL FOR
ADOPTION:

John Cooper
Mayor
Metropolitan Government of Nashville
and Davidson County