

SUBSTITUTE ORDINANCE NO. BL2021-675

An Ordinance to amend Chapter 3.52 of the Metropolitan Code pertaining to
~~Councilmember~~ elected official compensation studies.

WHEREAS, § 18.05 of the Metropolitan Charter provides that the salaries paid to the Mayor, Vice Mayor, and members of the Metropolitan County Council (“Council”) may be changed by the Council as a part of the general pay plan, but shall not be increased or diminished during the period for which they shall have been elected; and

WHEREAS, a compensation ~~assessment study~~ should be conducted ~~every two years in order at least once per Council term~~ to better inform the Council regarding the appropriate amount of compensation for Councilmembers based upon the duties of the job and comparative relationship with the salaries of legislative bodies in comparable cities.

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

Section 1. Chapter 3.52 of the Metropolitan Code is hereby amended by adding the following new Section 3.52.020:

3.52.020 ~~Council~~Elected official compensation studies ~~assessments~~ required.

~~The Metropolitan Department of Human Resources shall conduct a councilmember compensation study every two years to be completed not later than May 1 of every even year starting in 2022. Such study shall include, but not be limited to, the following:~~

- ~~1. An examination of the salaries of Councilmembers, or the equivalents thereof, in cities that are comparable in size to the Metropolitan Government. The study shall include at least six peer cities.~~
- ~~2. Recommendations regarding whether and to what extent the salaries of the Councilmembers should be modified starting with the next Council term, taking into account:~~
 - ~~a. The duties of the job;~~
 - ~~b. The comparative relationship with the salaries of similar classifications in comparable cities;~~
 - ~~c. The size of the local legislative bodies in comparable cities; and~~
 - ~~d. Whether members of the local legislative bodies in comparable cities serve on a part-time or full-time basis.~~

At least once per four year Council term, the Metropolitan Department of Human Resources shall conduct an elected official compensation assessment and shall recommend to the Civil Service Commission the appropriate level of compensation for Councilmembers, the Vice Mayor, and the Mayor, which shall be included as part of the general pay plan for Metropolitan Government employees. Such assessment shall include, but not be limited to, the following:

1. An examination of the salaries of Councilmembers, Vice Mayor, and Mayor, or the equivalents thereof, in cities that are comparable in size to the Metropolitan Government.
2. Recommendations regarding whether and to what extent the salaries of the elected officials should be modified starting with the next Council term, taking into account:
 - a. The duties of the job;
 - b. The comparative relationship with the salaries of similar classifications in comparable cities;
 - c. The size of the local legislative bodies in comparable cities; and
 - d. Whether the elected officials in comparable cities serve on a part-time or full-time basis.

Section 2. The Department of Human Resources is further authorized to utilize the services of a consultant to be selected by the Department to assist with the compensation ~~study~~ assessment required by this Ordinance. The Metropolitan Council shall provide funding for the services of the consultant as needed.

Section 3. This Ordinance shall take effect from and after its passage, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.

SPONSORED BY:

Kyonzté Toombs

Joy Styles
Members of Council