



Metropolitan Nashville and Davidson County, TN

Legislation Details (With Text)

File #: BL2020-461 **Name:**

Type: Bill (Ordinance) **Status:** Passed

File created: 9/28/2020 **In control:** Metropolitan Council

On agenda: 11/5/2020 **Final action:** 11/5/2020

Title: An ordinance creating the positions of Chief Diversity Equity and Inclusion Officer and Workforce Diversity Manager.

Sponsors: Kyonzte Toombs, John Rutherford, Tanaka Vercher, Nancy VanReece, Russ Bradford, Tonya Hancock, Joy Styles, Jennifer Gamble, Zulfat Suara, Burkley Allen, Ginny Welsch, Emily Benedict, Brandon Taylor

Indexes:

Code sections:

Attachments: 1. BL2020-461

Date	Ver.	Action By	Action	Result
11/6/2020	1	Mayor	approved	
11/5/2020	1	Metropolitan Council	adopted	Pass
11/5/2020	1	Personnel, Public Information, Human Relations, and Veterans Committee	approved	
10/20/2020	1	Personnel, Public Information, Human Relations, and Veterans Committee	given no recommendation	
10/20/2020	1	Budget and Finance Committee	approved	
10/20/2020	1	Metropolitan Council	passed on second reading	Pass
10/6/2020	1	Metropolitan Council	passed on first reading	

An ordinance creating the positions of Chief Diversity Equity and Inclusion Officer and Workforce Diversity Manager.

WHEREAS, Section 12.10 of the Metropolitan Charter provides that newly created positions within the Metropolitan Government shall be approved by ordinance; and,

WHEREAS, pursuant to Resolution RS2020-387, the Metropolitan Council requested the Civil Service Commission to create the positions of Chief Diversity Officer and Workforce Diversity Manager "...to show the Metropolitan Government's willingness to improve relations with the minority business community and to further promote diversity within the Metropolitan government workforce;" and,

WHEREAS, the Metropolitan Council requested that the Chief Diversity Officer be created as a position in the Department of Finance, the Workforce Diversity Manager be created as a position in the Department of Human Resources, and that both positions have civil service status; and,

WHEREAS, the Metropolitan Civil Service Commission has taken the necessary steps to create these positions; and,

WHEREAS, the Metropolitan County Mayor, the Director of Finance, and the Director of Human Resources all concur with the creation of these positions.

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

Section 1: There is hereby created the position of Chief Diversity Equity and Inclusion Officer, which shall be assigned to Class Number 11104. This position shall be in the classified service. The current job description, as approved by the Civil Service Commission, is attached as Exhibit A.

Section 2: There is hereby created the position of Workforce Diversity Manager, which shall be assigned to Class Number 11105. This position shall be in the classified service. The current job description, as approved by the Civil Service Commission, is attached as Exhibit B.

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.

This ordinance creates the new positions of Chief Diversity Equity and Inclusion Officer and Workforce Diversity Manager within the Metropolitan Government. Section 12.10 of the Metropolitan Charter provides that newly created positions within the Metropolitan Government must be approved by ordinance. The Civil Service Commission, upon the recommendation of the Director of Human Resources, has created these two positions, which were funded in the Fiscal Year 2021 substitute budget ordinance approved by the Council. A job description for each is attached to the ordinance.

Although the Director of Finance recently implemented a hiring freeze for Metro, these positions are expressly exempt from the hiring freeze.