



# Metropolitan Nashville and Davidson County, TN

## Legislation Text

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**File #:** RS2024-482, **Version:** 1

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A resolution adopting a new pay plan for the general employees of the Metropolitan Government of Nashville and Davidson County, excluding employees of the Board of Health, Board of Education, and the Police and Fire Departments, effective July 1, 2024.

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, 2024, 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 RS2023-2196, a one-year pay plan was approved by the Metropolitan Council to go into effect on July 1, 2023; and

WHEREAS, the pay plan adopted pursuant to RS2023-2196 included increment pay increases that are earned at various time intervals, which the Metropolitan Government proposes to continue; and

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

WHEREAS, the Civil Service Commission has recommended that the pay scales included in the pay plan adopted pursuant to RS2023-2196 be modified by applying a cost-of-living increase as of July 1, 2024; and

WHEREAS, the Civil Service Commission recommends adjustments to the following grades, for equity and competitive purposes, by increasing salaries for these grade levels: ST05, ST06, PK00, PK01; and

WHEREAS, pursuant to Sec. 12.10 of the Metropolitan Charter, the Civil Service Commission has created the new employment classifications of 311 Call Center Manager, 311 Call Center Supervisor, Community Review Board Executive Director, Family Safety Advocate, Family Safety Advocate Senior, Industrial Control Systems Specialist, Logistics Supervisor, Office of Family Safety Assistant Director, Office of Family Safety Director, Risk and Compliance Manager, Service and Security Officer 1, Service and Security Officer 2, Waste Services Assistant Director, Waste Services Director, Youth Case Manager 1, Youth Case Manager 2, Youth Case Manager 3, and Zoning Examiner 2, necessitating the need to amend the pay plan adopted pursuant to RS2023-2196 by adding these classifications; 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 RS2023-2196 and which went into effect on July 1, 2023, for the general employees of the Metropolitan Government, excluding employees of the Board of Health, Board of

Education, and the Police and Fire Departments, from and after July 1, 2024, shall be as provided in Exhibit A. Exhibit A reflects a cost-of-living increase in the amount of 3.5% and the continuation of step increment adjustments. Exhibit A is incorporated into this Resolution as if fully set out herein.

Section 2: The pay plan adopted pursuant to RS2023-2196 and which went into effect on July 1, 2023, for the general employees of the Metropolitan Government, excluding employees of the Board of Health, Board of Education, and the Police and Fire Departments, from and after July 1, 2024, shall include the classifications of:

<u>Classification</u>	<u>Class Number</u>	<u>Grade</u>
311 Call Center Manager	11325	OR05
311 Call Center Supervisor	11326	OR03
Community Review Board Exec Dir	11306	DP01
Family Safety Advocate	11322	OR02
Family Safety Advocate Senior	11323	OR04
Industrial Control Systems Specialist	11333	TS14
Logistics Supervisor	11334	TS05
Office of Family Safety Asst Director	11324	OR11
Office of Family Safety Director	10802	DP02
Risk and Compliance Manager	11335	OR12
Service and Security Officer 1	11336	ST08
Service and Security Officer 2	11337	ST09
Waste Services Asst Director	11341	OR13
Waste Services Director	11342	DP02
Youth Case Manager 1	11338	OR01
Youth Case Manager 2	11339	OR03
Youth Case Manager 3	11340	OR05
Zoning Examiner 2	11343	OR06

Section 3: The pay plan adopted pursuant to RS2023-2196 and which went into effect on July 1, 2023, for the general employees of the Metropolitan Government, excluding employees of the Board of Health, Board of Education, and the Police and Fire Departments, from and after July 1, 2024, shall exclude the classifications of:

<u>Classification</u>	<u>Class Number</u>	<u>Grade</u>
Comm Oversight Board Asst Exec Dir	11028	OR09
Comm Oversight Board Exec Dir	11027	DP01

Section 4: Additional funding shall 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 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 FY25 will become effective as of July 1, 2024.

Section 5: Upon the adoption of the pay plan attached as Exhibit A and upon it becoming effective, the pay plan adopted pursuant to RS2023-2196 is hereby repealed.

Section 6: This Resolution shall take effect on July 1, 2024, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.

### Analysis

This resolution is the pay plan for the general Metropolitan Government employees to take effect July 1, 2024. The primary effect of this resolution would be to continue the pay plan, continue increment pay, provide a 3.5% cost-of-living-adjustment (COLA), and provide for the possibility of merit pay increases for open range employees. Step increases known as "increments" are pay increases for certain employment classifications on a six month, one year, eighteen month, or two year interval, depending upon the position. In addition to step increases, the equivalent of an additional 3% merit pay increase would be available for open range employees that do not receive increments. The amount of individual raises for open range employees are determined by department heads. The pay plan contemplates that open range employees are to be paid based upon merit, not length of service.

Per section 12.10 of the Charter, pay plans may not be amended by the Council except by making uniform modifications of all employment grades (because the relationship between pay grades must remain the same under the Charter). The pay plan amendments submitted by this resolution have been approved by the Civil Service Commission, Finance Director, and the Mayor.