



Metropolitan Nashville and Davidson County, TN

Legislation Text

File #: RS2021-985, **Version:** 2

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, 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 RS2020-358 (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 RS2020-358 (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 RS2020-358 (as amended); and,

WHEREAS, the pay plan that was adopted pursuant to RS2020-358 (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 RS2020-358 (as amended); and,

WHEREAS, the Civil Service Commission recognizes that the pay scales included in the pay plan adopted pursuant to RS2020-358 (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 recognizes the need to make adjustments on the Park Police Pay

Table, for equity purposes, by increasing the salary ranges for Park Police 2, Park Police Sergeant, and Park Police Lieutenant, to match corresponding equivalent ranks in the Metropolitan Nashville Police Department; and,

WHEREAS, the Civil Service Commission further recognizes the need to make grade change adjustments to the positions of Museum Gift Shop Manager and Criminal Investigator, for recruiting and retention purposes, by increasing the pay grades; 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, pursuant to Sec. 12.10 of the Metropolitan Charter the Civil Service Commission has created the new employment classifications of Planning Deputy Executive Director, Safety Administrator, Veterans Service Supervisor, Transportation Chief Engineer/Assistant Director, and Transportation Director, necessitating the need to amend the pay plan adopted pursuant to RS2020-358 (as amended) by adding these classifications; 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 plans, and forwarded his recommendations with a statement of full budgetary implications to the Mayor for his approval; and,

WHEREAS, the Mayor approves the plan recommended 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 RS2020-358 (as amended) and which went into effect on July 1, 2020, 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, 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.
- Adjustments to the Park Police Pay Table by increasing the salary ranges for Park Police 2, Park Police Sergeant, and Park Police Lieutenant, to match corresponding equivalent ranks in the Metropolitan Nashville Police Department.
- Grade change adjustments to the positions of Museum Gift Shop Manager and Criminal Investigator for recruiting and retention 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 RS2020-358 (as amended) and which went into effect on July 1, 2020, 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, 2021 shall include the positions of:

- Planning Deputy Executive Director - Class #11119 - Grade OR13
- Safety Administrator - Class #11120 - Grade OR07
- Veteran Service Supervisor - Class #11121 - Grade OR05
- Transportation Chief Engineer/Assistant Director - Class #11123 - Grade OR11
- Transportation Director - Class #11122 - Grade DP03

Section 3: The pay plan adopted pursuant to RS2020-358 (as amended) and which went into effect on July 1, 2020, 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, 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 4: Upon the adoption of the pay plan attached as Exhibit "A" and upon it becoming effective, the pay plan adopted pursuant to RS2020-358 (as amended) is hereby repealed.

Section 5: This Resolution shall take effect on July 1, 2021, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.