



Metropolitan Nashville and Davidson County, TN

Legislation Text

File #: RS2023-2046, **Version:** 1

A resolution amending the pay plan adopted for employees of the Metropolitan Departments of Police and Fire, effective July 1, 2022.

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, 2022, 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 RS2022-1554, a one-year pay plan was approved by the Metropolitan Council to go into effect on July 1, 2022; and,

WHEREAS, the Civil Service Commission recognizes and recommends that the pay for certain officers of the Metropolitan Nashville Police Department should be supplemented while working permanent, dedicated shifts in the Entertainment District Unit by allowing an additional incentive pay as outlined and approved by Civil Service Policy which will further support the health, welfare, and safety of residents and visitors; and,

WHEREAS, pursuant to Section 12.10 of the Metropolitan Charter, having been advised of its full budgetary implications, the Mayor has approved this pay plan amendment and recommends its adoption 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 RS2022-1554 and which went into effect on July 1, 2022, for employees of the Metropolitan Departments of Police and Fire, from and after July 1, 2022, shall be amended to allow incentive pay to certain classifications in the Police and Fire pay plan as outlined in accordance with approved Civil Service provisions.

Section 2: Effective March 1, 2023, Exhibit A of the pay plan adopted pursuant to RS2022-1554 for employees of the Metropolitan Departments of Police and Fire, shall be amended by adding the following language to the "Explanation of Pay Types" page:

Police Entertainment District Unit Incentive Payment: An incentive pay of up to \$1,250.00 per calendar month, as authorized by the Civil Service Commission, may be paid to eligible employees permanently assigned to the Entertainment District Unit.

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

Analysis

This resolution amends the pay plan of the Metropolitan Departments of Police and Fire approved by Resolution No. RS2022-1554 to add incentive pay for certain classifications

This funding will be used to supplement pay for certain Metropolitan Nashville Police Department officers who are working permanent, dedicated shifts in the Entertainment District Unit who have earned incentive pay as outlined and approved by Civil Service Policy. The officers working permanent, dedicated shifts in the Entertainment District Unit will be eligible for up to \$1,250 of incentive pay per month. The incentive pay would be effective March 1, 2023.

Fiscal Note: Metropolitan Department of Police and Fire eligible employees assigned to the Entertainment District Unit will receive Police Entertainment District Unit Incentive Payment up to \$1,250 per calendar month effective March 1, 2023.