



Metropolitan Nashville and Davidson County, TN

Legislation Text

File #: RS2023-2197, **Version:** 1

A resolution adopting a new pay plan for employees of the Metropolitan Departments of Police and Fire, effective July 1, 2023.

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, 2023, 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 pay plan that was adopted pursuant to RS2022-1554 included increment pay increases that are earned at various time intervals; and,

WHEREAS, it is the desire for these increment increases to continue; and,

WHEREAS, it is further the desire 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,

WHEREAS, the Civil Service Commission recommends that the pay scales included in the pay plan adopted pursuant to RS2022-1554 be modified by applying a 7% cost of living increase as of July 1, 2023; and,

WHEREAS, the Civil Service Commission also recognizes the need to make further adjustments to the following grades, for equity and competitive purposes, by increasing salaries for these grade levels: ST05, ST06, OR01, OR02, PS01 through PS07, and FD01 through FD10.

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, 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 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, 2023, shall be as provided in Exhibit "A". Exhibit "A" reflects a cost of living increase in the amount of 4% 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 RS2022-1554 and which went into effect on July 1, 2022, for the employees of the Metropolitan Departments of Police and Fire, from and after July 1, 2023, shall include the positions of:

<u>Classification</u>	<u>Class Number</u>	<u>Grade</u>
Behavioral Health Services Coordinator	11252	OR07
Crime Lab DNA Technical Lead	11253	OR08
Crime Lab Forensic Scientist 4	11258	OR07

Section 3: The pay plan adopted pursuant to RS2022-1554 and which went into effect on July 1, 2022, 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, 2023 shall exclude the classifications of:

<u>Classification</u>	<u>Class Number</u>	<u>Grade</u>
Police Data Processing Assistant Manager	06395	OR07
Police Data Processing Manager	06394	OR09
Police Data Production Control Coordinator	01396	ST11

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 FY24 will become effective as of July 1, 2023.

Section 4: Upon the adoption of the pay plan attached as Exhibit "A" and upon it becoming effective, the pay plan adopted pursuant to RS2022-1554 is hereby repealed.

Section 5: This Resolution shall take effect on July 1, 2023, 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, 2023. The primary effect of this resolution would be to continue the pay plan, continue increment pay, provide a 4% 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.

The Civil Service Commission recommended an additional 3% COLA for employees. However, the Director of Finance and Mayor, exercising their authority under Section 12.10 of the Metro Charter, removed the additional COLA.

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.

An amendment is anticipated from the sponsor that would amend the pay plan to include an additional 2% COLA for employees, consistent with the proposed substitute to BL2023-1867, the operating budget ordinance.