

3.52.020 Elected official compensation assessments required.

At least once per four year Council term, the Metropolitan Department of Human Resources shall conduct an elected official compensation assessment and shall recommend to the Civil Service Commission the appropriate level of compensation for Councilmembers, the Vice Mayor, and the Mayor, which shall be included as part of the general pay plan for Metropolitan Government employees. Such assessment shall include, but not be limited to, the following:

1. An examination of the salaries of Councilmembers, Vice Mayor, and Mayor, or the equivalents thereof, in cities that are comparable in size to the Metropolitan Government.
2. Recommendations regarding whether and to what extent the salaries of the elected officials should be modified starting with the next Council term, taking into account:
 - a. The duties of the job;
 - b. The comparative relationship with the salaries of similar classifications in comparable cities;
 - c. The size of the local legislative bodies in comparable cities; and
 - d. Whether the elected officials in comparable cities serve on a part-time or full-time basis.

Section 2. The Department of Human Resources is further authorized to utilize the services

of a consultant to be selected by the Department to assist with the compensation assessment required by this Ordinance. The Metropolitan Council shall provide funding for the services of the consultant as needed.

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.

Analysis

This ordinance, as substituted, would require the Metro Department of Human Resources (HR) to conduct an elected official compensation assessment at least once every four year term and submit a recommendation to the Civil Service Commission. The assessment is to include an examination of the salaries of Councilmembers, the Vice Mayor, and the Mayor in comparable cities. After completing the assessment, HR is to make a recommendation to the Civil Service Commission as to whether the salaries of these elected officials should be modified starting with the next Council term and taking into consideration the job duties, size of the comparable legislative bodies, and whether those elected officials are parttime or fulltime.

Section 18.05 of the Metropolitan Charter allows the Council to change the salary for the Mayor, Vice Mayor, and Councilmembers as a part of the general pay plan, but the salaries cannot change during the term of office.

Fiscal Note: The Human Resources department indicated that it would be necessary to outsource the project to a vendor. The estimated cost to conduct the compensation study for FY2022 is between \$25,000 to \$27,000. The cost to perform this work will increase in later years in accordance with the applicable terms.