Metropolitan Nashville and Davidson County, TN

Legislation Details (With Text)

File #:	RS2021-986	**Name:**	
Type:	Resolution	**Status:**	Passed
File created:	5/25/2021	**In control:**	Metropolitan Council
On agenda:	6/15/2021	**Final action:**	6/15/2021
Title:	A resolution adopting a new pay plan for employees of the Metropolitan Board of Health, effective July 1, 2021.		
Sponsors:	Kyonzte Toombs, John Rutherford, Brandon Taylor, Sharon Hurt, Delishia Porterfield		
Indexes:			
Code sections:			
Attachments:	1. Substitute RS2021-986, 2. RS2021-986 Exhibit A, 3. RS2021-986 Pay Plan Tables_Police & Fire Depts		

Date	Ver.	Action By	Action	Result
6/17/2021	2	Mayor	approved	
6/15/2021	1	Metropolitan Council	adopted	
6/15/2021	2	Metropolitan Council	substituted	
6/15/2021	1	Personnel, Public Information, Human Relations, and Veterans Committee	approved with a substitute	
6/15/2021	1	Health, Hospitals, and Social Services Committee	approved with a substitute	
6/14/2021	1	Budget and Finance Committee	approved with a substitute	

A resolution adopting a new pay plan for employees of the Metropolitan Board of Health, effective July 1, 2021.

WHEREAS, the Metropolitan Board of Health, acting in its official capacity as a Civil Service Commission has, pursuant to Sections 12.09 and 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 Board of Health's Civil Service Commission has adopted the salary ranges for each grade; and,

WHEREAS, the Director of Personnel for the Board of Health has recommended, after the Commission's approval, desirable salary ranges for each grade to the Director of Finance; and,

WHEREAS, pursuant to RS2020-359 (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 RS2020-359 (as amended) did not include increment pay increases that are normally earned at various time intervals; and,

WHEREAS, it is the recommendation of the Board of Health's Civil Service Commission for these increment increases to be reinstated; and,

WHEREAS, the pay plan that was adopted pursuant to RS2020-359 (as amended) did not include provisions

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to fund merit pay increases for employees compensated pursuant to open-range pay grades; and,

WHEREAS, it is the recommendation of the Board of Health's 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,

WHEREAS, the Board of Health's Civil Service Commission recognizes that the pay scales included in the pay plan adopted pursuant to RS2020-359 (as amended) should be modified by applying a cost of living increase in the amount of 2% as of July 1, 2021; and,

WHEREAS, pursuant to Sec. 12.10 of the Metropolitan Charter, the recommendations of the Board of Health's Civil Service Commission were forwarded to the Director of Finance for his consideration; and,

WHEREAS, the Director of Finance has approved all the recommendations of the Board of Health's Civil Service Commission and forwarded the same with a statement of full budgetary implications to the Mayor for his approval; and,

WHEREAS, the Mayor approves the plan presented to him by the Board of Health's Civil Service Commission and the Director of Finance and recommends its adoption by the Metropolitan County Council; and

WHEREAS, as part of Substitute Ordinance No. BL2021-736, the FY22 operating budget ordinance for the Metropolitan Government, the Metropolitan Council provided funding for the payment of an extra increment and the inclusion of 1% extra open range money.

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 RS2020-359 (as amended) and which went into effect on July 1, 2020, for the employees of the Metropolitan Board of Health, 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.

Exhibit "A" is incorporated into this Resolution as if fully set out herein.

Section 2: The pay plan adopted pursuant to RS2020-359 (as amended) and which went into effect on July 1, 2020, for the employees of the Metropolitan Board of Health, from and after July 1, 2021, shall include additional funding to in the amount of ~~3~~4% of the 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 RS2020-359 (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.

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