# Metropolitan Nashville and Davidson County, TN

## Legislation Details (With Text)

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| **File #:** | RS2022-1554 | **Name:** | |
| **Type:** | Resolution | **Status:** | Passed |
| **File created:** | 5/26/2022 | **In control:** | Budget and Finance Committee |
| **On agenda:** | 6/21/2022 | **Final action:** | 6/21/2022 |
| **Title:** | A resolution adopting a new pay plan for employees of the Metropolitan Departments of Police and Fire, effective July 1, 2022. | | |
| **Sponsors:** | Burkley Allen, Tonya Hancock, Erin Evans, Jennifer Gamble | | |
| **Indexes:** | | | |
| **Code sections:** | | | |
| **Attachments:** | 1. Exhibit, 2. Proposed Amendment - RS2022-1554 - Allen | | |

| Date | Ver. | Action By | Action | Result |
|---|---|---|---|---|
| 6/23/2022 | 1 | Mayor | approved | |
| 6/21/2022 | 1 | Metropolitan Council | adopted | |
| 6/21/2022 | 1 | Metropolitan Council | amended | |
| 6/21/2022 | 1 | Public Health and Safety Committee | approved with an amendment | |
| 6/21/2022 | 1 | Government Operations and Regulations Committee | approved with an amendment | |
| 6/21/2022 | 1 | Budget and Finance Committee | approved with an amendment | |
| 6/7/2022 | 1 | Metropolitan Council | deferred | |
| 5/31/2022 | 1 | Metropolitan Council | filed | |

A resolution adopting a new pay plan 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 RS2021-987, a one-year pay plan was approved by the Metropolitan Council to go into effect on July 1, 2021; and,

WHEREAS, the pay plan that was adopted pursuant to RS2021-987 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 recognizes that the pay scales included in the pay plan adopted pursuant to RS2021-987 should be modified by applying a cost of living increase as of July 1, 2022; and,

WHEREAS, the Civil Service Commission recommends that the pay scales be increased by 5% as of July 1, 2022; and,

WHEREAS, the Civil Service Commission also recognizes the need to make adjustments to the Trades and Labor Pay Table, for equity and competitive purposes, by extending the ranges and increasing salaries for all classifications; and,

WHEREAS, the Civil Service Commission also recognizes the need to make adjustments to the Directors Pay schedule by reducing the number of grades from three to two; and,

WHEREAS, pursuant to Sec. 12.10 of the Metropolitan Charter the Civil Service Commission has created the new employment classification of Fire Logistics and Inventory Clerk, necessitating the need to amend the pay plan adopted pursuant to RS2021-987 by adding this classification; and,

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 RS2021-987 and which went into effect on July 1, 2021, for employees of the Metropolitan Departments of Police and Fire, from and after July 1, 2022, shall be as provided in Exhibit “A”. Exhibit “A” reflects a salary increase in the amount of 4% and the continuation of step increment adjustments. Exhibit “A” further reflects:

- Adjustments to the Trades and Labor Pay Table by extending the pay range from 5 steps to 10 steps, with a difference between steps of 3%.
- Adjustments to some classifications by changing the title and upgrading the salary assigned to that position, as set out in the worksheets submitted to the Metropolitan Council.
- Removal of the following classifications:
    - Computer Operator 1 - Class# 01430 - Grade ST05
    - Computer Operator 2 - Class# 04540 - Grade ST06
    - Computer Operator 3 - Class# 07268 - Grade ST07
    - Emergency Telecom Officer 3 - Class# 10409 - Grade ET03
    - Emergency Telecom Officer 4 - Class# 10410 - Grade ET04
    - Emergency Telecom Supervisor - Class# 10412 - Grade ET06
    - Emergency Telecom Trainer - Class# 10411 - Grade ET05
    - Emergency Vehicle Technician 1 - Class# 03057 - Grade TG12
    - Emergency Vehicle Technician 2 - Class# 05975 - Grade TL12
    - Emergency Vehicle Technician Supervisor - Class# 05974 - Grade TS12


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- Human Resources Assistant 1 - Class# 01472 - Grade ST06
- Human Resources Assistant 2 - Class# 06931 - Grade ST07
- Training Coordinator - Class# 06210 - Grade OR07

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

Section 2: The pay plan adopted pursuant to RS2021-987 and which went into effect on July 1, 2021, for the employees of the Metropolitan Departments of Police and Fire, from and after July 1, 2022, shall include the positions of:

- Fire Logistics and Inventory Clerk - Class# 11179 - Grade ST08
- Program Manager 1 - Class# 07376 - Grade OR04
- Program Manager 2 - Class# 07377 - Grade OR05

Section 3: 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 FY23 will become effective as of July 1, 2022.

Section 4: Upon the adoption of the pay plan attached as Exhibit “A” and upon it becoming effective, the pay plan adopted pursuant to RS2021-987 is hereby repealed.

Section 5: This Resolution shall take effect on July 1, 2022, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.

Analysis

This resolution is the pay plan for the Police and Fire departments to take effect July 1, 2022. 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 1% 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.



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