



Metropolitan Nashville and Davidson County, TN

Legislation Details (With Text)

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On agenda:		Final action:	6/20/2023
Title:	A resolution adopting a new pay plan for the general employees of the Metropolitan Government of Nashville and Davidson County, excluding employees of the Board of Health, Board of Education, and the Police and Fire Departments, effective July 1, 2023.		
Sponsors:	Kevin Rhoten, Emily Benedict, Delishia Porterfield		
Indexes:			
Code sections:			
Attachments:	1. Exhibit A, 2. Amendment 1 to RS2023-2196		

Date	Ver.	Action By	Action	Result
6/20/2023	1	Metropolitan Council	adopted	
6/20/2023	1	Metropolitan Council	amended	
6/20/2023	1	Government Operations and Regulations Committee	approved	
6/20/2023	1	Budget and Finance Committee	approved	
6/6/2023	1	Metropolitan Council	deferred	
5/30/2023	1	Metropolitan Council	filed	

A resolution adopting a new pay plan for the general employees of the Metropolitan Government of Nashville and Davidson County, excluding employees of the Board of Health, Board of Education, and the Police and Fire Departments, 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 RS2022-1553, 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 RS2022-1553 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 RS2022-1553 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, JS01, PK00 through PK04, and ET06 through ET08.

WHEREAS, pursuant to Sec. 12.10 of the Metropolitan Charter, the Civil Service Commission has created the new employment classifications of Accounts Payable Specialist 1, Accounts Payable Specialist 2, Accounts Payable Specialist 3, Attorney 1, Attorney 2, Attorney 3, Attorney 4, Behavioral Health Services Coordinator, Collections Specialist 1, Collections Specialist 2, Collections Specialist 3, Collections Specialist 4, Data Compliance Technician, Extension Deputy Director, Homeless Services Director, Industrial Maintenance Manager, Payroll Analyst 1, Payroll Analyst 2, Payroll Specialist 1, Payroll Specialist 2, Skilled Craft Leader, and Transportation Administrator, necessitating the need to amend the pay plan adopted pursuant to RS2022-1553 by adding these classifications; 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 RS2022-1553 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 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 RS2022-1553 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 include the classifications of:

<u>Classification</u>	<u>Class Number</u>	<u>Grade</u>
Accounts Payable Specialist 1	11249	OR01
Accounts Payable Specialist 2	11250	OR03
Accounts Payable Specialist 3	11251	OR04
Attorney 1	00480	OR07
Attorney 2	00630	OR09
Attorney 3	04674	OR11
Attorney 4	11248	OR12
Behavioral Health Services Coordinator	11252	OR07
Collections Specialist 1	11254	OR01
Collections Specialist 2	11255	OR03
Collections Specialist 3	11256	OR04

Collections Specialist 4	11257	OR06
Data Compliance Technician	11259	OR03
Extension Deputy Director	11260	AG04
Homeless Services Director	11261	DP01
Industrial Maintenance Manager	11262	OR09
Payroll Analyst 1	11263	OR04
Payroll Analyst 2	11264	OR06
Payroll Specialist 1	11265	OR01
Payroll Specialist 2	11266	OR03
Skilled Craft Leader	11268	TL13
Transportation Administrator	11269	OR08

Section 3: The pay plan adopted pursuant to RS2022-1553 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>
Parking Patrol Officer 1	10480	ST07
Parking Patrol Officer 2	10481	ST09
System Services Assistant Manager	07406	OR07
System Services Manager	06897	OR09
Utility Technician Specialist 4	10989	ST10

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 5: Upon the adoption of the pay plan attached as Exhibit "A" and upon it becoming effective, the pay plan adopted pursuant to RS2022-1553 is hereby repealed.

Section 6: 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.