

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, PS01, PS02; and

WHEREAS, pursuant to Sec. 12.10 of the Metropolitan Charter, the Civil Service Commission has created the new employment classifications for this pay plan of Criminal Intelligence Analyst 1, Criminal Intelligence Analyst 2, Criminal Intelligence Unit Manager, Criminal Intelligence Unit Supervisor, Helicopter Mechanic, Helicopter Maintenance Supervisor, Police Assistant Chief, Public Information Coordinator, and Public Information Representative, necessitating the need to amend the pay plan adopted pursuant to RS2023-2197 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 attached as Exhibit A, 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 RS2023-2197 and which went into effect on July 1, 2023, for employees of the Metropolitan Departments of Police and Fire, from and after July 1, 2024, shall be as provided in Exhibit A. Exhibit A reflects a cost-of-living increase in the amount of 3.5% 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 RS2023-2197 and which went into effect on July 1, 2023, for the employees of the Metropolitan Departments of Police and Fire, from and after July 1, 2024, shall include the positions of:

<u>Classification</u>	<u>Class Number</u>	<u>Grade</u>
Criminal Intelligence Analyst 1	11327	OR04
Criminal Intelligence Analyst 2	11328	OR06
Criminal Intelligence Unit Manager	11330	OR10
Criminal Intelligence Unit Supervisor	11329	OR08
Helicopter Mechanic	11332	TG17
Helicopter Maintenance Supervisor	11331	TS15
Police Assistant Chief	11344	PS10
Public Information Coordinator	10132	OR06
Public Information Representative	07384	OR04

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 FY25 will become effective as of July 1, 2024.

Section 4: Upon the adoption of the pay plan attached as Exhibit A and upon it becoming effective, the pay plan adopted pursuant to RS2023-2197 is hereby repealed.

Section 5: This Resolution shall take effect on July 1, 2024, 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, 2024. The primary effect of this resolution would be to continue the pay plan, continue increment pay, provide a 3.5% 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.

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.