

RESOLUTION NO. RS _____

A resolution adopting a new pay plan for employees of the Metropolitan Board of Health, effective July 1, 2026.

WHEREAS, the Metropolitan Board of Health, acting in its official capacity as a 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, 2026, 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 RS2025-1260, a one-year pay plan was approved by the Metropolitan Council to go into effect on July 1, 2025; and

WHEREAS, the pay plan adopted pursuant to RS2025-1260 included increment pay increases that are earned at various time intervals, which the Metropolitan Government proposes to continue; and

WHEREAS, the Metropolitan Government further proposes that employees paid pursuant to open pay ranges be eligible to receive merit pay increases at Appointing Authority discretion; and

WHEREAS, the Civil Service Commission has recommended that the pay scales included in the pay plan adopted pursuant to RS2025-1260 be modified by applying an across-the-board increase of 1.7% for each pay grade as of July 1, 2026; and

WHEREAS, pursuant to Section 12.10 of the Metropolitan Charter, having been advised of its full budgetary implications, the Mayor has approved the plan attached as Exhibit A and recommends its adoption 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 RS2025-1260 and which went into effect on July 1, 2025, for employees of the Metropolitan Board of Health, from and after July 1, 2026, shall be as provided in Exhibit A. Exhibit A reflects an across-the-board increase in the amount of 1.7% and the continuation of step increment adjustments. Exhibit A is incorporated into this Resolution as if fully set out herein.

Section 2: Additional funding shall be provided to each department in the amount of 2% 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 FY27 will become effective as of July 1, 2026.

Section 3: Upon the adoption of the pay plan attached as Exhibit A and upon it becoming effective, the pay plan adopted pursuant to RS2025-1260 is hereby repealed.

Section 4: This Resolution shall take effect on July 1, 2026, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.

RECOMMENDED BY:

Graham McKissic Digitally signed by Graham McKissic
Date: 2026.05.06 16:02:09 -05'00'

Graham McKissic, Human Resources Manager
Metropolitan Health Department



Tené Franklin
Chair, Metropolitan Board of Health

INTRODUCED BY:

Member(s) of Council

APPROVED AS TO AVAILABILITY
OF FUNDS:

DS
AP



Jenneen Reed, Director
Metropolitan Department of Finance

APPROVED AS TO FORM
AND LEGALITY:



Assistant Metropolitan Attorney

APPROVED AND RECOMMENDED TO THE
METROPOLITAN COUNCIL FOR
ADOPTION:



Freddie O'Connell,
Mayor

STANDARD RANGE PAY TABLE - HEALTH **EXHIBIT A**
EFFECTIVE 7/1/2026

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
ST05	45,809	46,726	47,660	48,613	49,585	50,577	51,589	52,620	53,673	54,747	55,841	56,958	58,097	59,259	60,444
ST06	46,808	47,745	48,700	49,673	50,666	51,680	52,714	53,767	54,843	55,940	57,058	58,200	59,364	60,551	61,762
ST07	48,882	49,859	50,857	51,874	52,911	53,969	55,049	56,149	57,272	58,418	59,587	60,777	61,994	63,233	64,498
ST08	53,306	54,372	55,460	56,568	57,700	58,854	60,031	61,231	62,457	63,705	64,980	66,278	67,605	68,956	70,335
ST09	58,130	59,294	60,479	61,689	62,922	64,180	65,465	66,774	68,109	69,471	70,861	72,278	73,723	75,197	76,702
ST10	64,209	65,492	66,802	68,138	69,501	70,892	72,309	73,755	75,230	76,735	78,270	79,835	81,432	83,060	84,722
ST11	70,705	72,119	73,561	75,033	76,534	78,064	79,625	81,218	82,842	84,499	86,189	87,913	89,670	91,464	93,294
ST12	77,686	79,240	80,825	82,442	84,090	85,772	87,488	89,237	91,022	92,842	94,699	96,593	98,525	100,495	102,505

Notes:

- Steps increase by 2% each within each grade
- Step increases occur annually with satisfactory performance
- Steps may vary slightly due to rounding

OPEN RANGE PAY TABLE - HEALTH

GRADE	MINIMUM	MIDPOINT	MAXIMUM
OR01	55,629	63,974	72,317
OR02	60,090	69,104	78,116
OR03	63,660	73,207	82,755
OR04	70,102	80,614	91,127
OR05	77,021	88,575	100,130
OR06	84,666	99,481	114,298
OR07	92,311	110,962	129,615
OR08	99,986	122,482	144,979
OR09	107,661	134,576	161,491
OR10	117,442	149,738	182,034
OR11	127,222	165,389	203,555
OR12	141,095	183,424	225,752
OR13	152,467	202,018	251,570
OR14	172,344	228,356	284,367

Open Range

INFORMATION TECHNOLOGY PAY TABLE - HEALTH

GRADE	MINIMUM	MIDPOINT	MAXIMUM
IT01	55,629	63,974	72,317
IT02	60,090	69,104	78,116
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Open Range

HD PAY TABLE - HEALTH **EXHIBIT A**
EFFECTIVE 7/1/2026

GRADE	Minimum	Midpoint	Maximum
HD01	163,111	216,122	269,133
HD02	171,267	226,929	282,590
HD03	177,791	235,573	293,355
HD04	186,681	247,352	308,023

Open Range

Explanation of Pay Types

EXHIBIT A

<p>Standard Range Schedule (ST):</p>	<p>A position is subject to the ST, even if it requires physical work, if its primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature not related to trade, craft, or manual-labor work.</p>	<p>Open Range (OR):</p>	<p>Employees in certain positions designated by the Civil Service Commission will be compensated on open range salary grades, which include minimum and maximum salaries only. Employees may be compensated anywhere within this range, subject to provisions in the Open Range policy.</p>
<p>Information Technology (IT):</p>	<p>IT pay grades are specifically designed for positions performing professional work related to Information Technology.</p>	<p>Health (HD):</p>	<p>HD pay grades are specifically designed for positions that require advanced medical or dental degrees including medical doctor (MD), doctor of osteopathic medicine (DO), and dentist (DDS or DMD)</p>

Explanation of Pay Calculations

Except as specifically noted in this pay plan, the pay for all full-time employees is based on an annual salary.

<p>Step Plans</p>	<p>When an employee on these schedules is promoted to a higher pay grade, the new salary is generally calculated by first determining the employee's "promotional step", moving forward three steps in the current range. The new pay rate is established by slotting the employee into the step in the new range that is closest to, but not less than, the employee's promotional step.</p>	<p>Living Wage</p>	<p>New full-time employees will be hired at a step in the pay grade that is closest to the living wage rate if the base rate for the classification is below the Living Wage rate. The Human Resources Director will periodically conduct a review of the Living Wage rate and recommend adjustments to the Civil Service Commission.</p>
<p>Open Range</p>	<p>Employees eligible for the Open Range pay plan may receive promotions in accordance with Civil Service Policy.</p>	<p>Shift Differential</p>	<p>In accordance with Civil Service Rules, some employees may be eligible for an additional 70 cents or 80 cents per hour for working evening or night shifts, respectively.</p>
<p>Reclassifications</p>	<p>Employees on any pay schedule who are reclassified are slotted into the new pay grade at the step or rate which is closest to, but not less than, their current pay.</p>	<p>Bonus Plans</p>	<p>Bonuses are a way to grant employees a pay increase without permanently increasing base pay. Bonus plans and payments must be approved in advance by the Civil Service Commission, if applicable, and by the Directors of Finance and Human Resources.</p>