

RESOLUTION NO. RS _____

A resolution adopting a new pay plan for employees of the Metropolitan Departments of Police and Fire, effective July 1, 2026.

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, 2026, 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 RS2025-1259, 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 RS2025-1259 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 RS2025-1259 be modified by applying an across-the-board increase of 1.7% for each pay grade as of July 1, 2026; and

WHEREAS, the Civil Service Commission recommends adjustments to the following grades, for equity and competitive purposes, by increasing salaries for these grade levels: PS03 and PS04; and

WHEREAS, the Civil Service Commission recommends the addition of a monthly lump-sum payment to address disparity between civilian and sworn helicopter pilots in the Police Aviation Section; and

WHEREAS, pursuant to Sec. 12.10 of the Metropolitan Charter, the Civil Service Commission has created the new employment classifications of Behavioral Health Counselor 2, Fire Arson Investigator 1, and Police Security Guard Supervisor, necessitating the need to amend the pay plan adopted pursuant to RS2025-1259 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 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 RS2025-1259 and which went into effect on July 1, 2025, for employees of the Metropolitan Departments of Police and Fire, 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: The pay plan adopted pursuant to RS2025-1259 and which went into effect on July 1, 2025, for employees of the Metropolitan Departments of Police and Fire, from and after July 1, 2026, shall include the classifications of:

Title	Class#	Grade
Behavioral Health Counselor 2	J11457	OR06
Fire Arson Investigator 1	J11456	FD05
Police Security Guard Supervisor	J11446	ST11

Section 3: 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 4: Upon the adoption of the pay plan attached as Exhibit A and upon it becoming effective, the pay plan adopted pursuant to RS2025-1259 is hereby repealed.


Section 5: This Resolution shall take effect on July 1, 2026, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.

RECOMMENDED BY:

INTRODUCED BY:



Shannon Hall, Director
Metropolitan Department of Human Resources



William H. Farmer, Chairman
Metropolitan Civil Service Commission

Members of Council

APPROVED AS TO AVAILABILITY OF FUNDS:



Signed by:


7CFBD5AE89C94AC
Jenneen Reed, Director
Metropolitan Department of Finance

APPROVED AS TO FORM
AND LEGALITY:



Assistant Metropolitan Attorney

APPROVED AND RECOMMENDED TO THE
METROPOLITAN COUNTY COUNCIL FOR
ADOPTION:



Freddie O'Connell,
Mayor

EXHIBIT A
EFFECTIVE 7/1/2026

FIRE PAY TABLE

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
FD01	62,714														
FD02	65,741														
FD03	68,851	70,228	71,633	73,065	74,526	76,017	77,538	79,089	80,670	82,283	83,929	85,607	87,320	89,066	90,847
FD04	76,050	77,571	79,122	80,705	82,319	83,965	85,644	87,357	89,104	90,887	92,704	94,558	96,450	98,378	100,346
FD05	83,747	85,422	87,131	88,873	90,651	92,463	94,313	96,200	98,123	100,086	102,087	104,129	106,212	108,335	110,503
FD06	88,717	90,492	92,301	94,148	96,031	97,951	99,911	101,908	103,947	106,026	108,146	110,309	112,515	114,765	117,060
FD07	94,421	96,309	98,236	100,200	102,204	104,248	106,333	108,459	110,629	112,842	115,098	117,400	119,748	122,143	124,586
FD08	103,863	105,940	108,059	110,220	112,425	114,672	116,967	119,306	121,692	124,125	126,608	129,140	131,722	134,357	137,044
FD09	114,249	116,533	118,864	121,242	123,667	126,140	128,663	131,236	133,861	136,538	139,268	142,054	144,895	147,793	150,748

GRADE	MINIMUM	MIDPOINT	MAXIMUM
FD10	127,745	148,185	168,623
FD11	138,826	173,532	208,238
FD12	152,708	202,339	251,968
FD13	168,681	227,719	286,757
Open Range			

Notes:

- Steps increase by 2% each within each grade
- Step increases occur annually with satisfactory performance
- Steps may vary slightly due to rounding
- Rate at FD01 is for Provisional Fire Recruit employees while in training academy
- Rate at FD02 is for Fire Fighter 1 employees during 6-month probationary period

POLICE PAY TABLE 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
PS01	66,204														
PS02	70,904														
PS03	77,964	79,523	81,114	82,737	84,391	86,079	87,800	89,557	91,347	93,174	95,038	96,938	98,877	100,855	102,871
PS04	85,856	87,573	89,324	91,110	92,932	94,792	96,687	98,621	100,593	102,605	104,657	106,751	108,885	111,063	113,284
PS05	96,519	98,449	100,418	102,427	104,475	106,565	108,695	110,870	113,087	115,349	117,655	120,009	122,409	124,857	127,354
PS06	115,823	118,138	120,502	122,911	125,370	127,877	130,435	133,043	135,704	138,418	141,187	144,010	146,890	149,828	152,825

GRADE	MINIMUM	MIDPOINT	MAXIMUM
PS07	132,210	158,652	185,094
PS08	138,826	173,532	208,238
PS09	152,708	202,339	251,968
PS10	168,681	227,698	286,714
	Open Range		

Notes:

- Steps increase by 2% each within each grade
- Step increases occur annually with satisfactory performance
- Steps may vary slightly due to rounding
- Rate at PS01 is for Provisional employees while in Police training academy
- Rate at PS02 is for Police Officer 1 employees during 6-month probationary period

STANDARD RANGE PAY TABLE

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

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

GRADE	MINIMUM	MIDPOINT	MAXIMUM
IT01	55,629	63,974	72,317
IT02	60,090	69,104	78,116
IT03	63,660	73,207	82,755
IT04	70,102	80,614	91,127
IT05	77,021	88,575	100,130
IT06	84,666	99,481	114,298
IT07	92,311	110,962	129,615
IT08	99,986	122,482	144,979
IT09	107,661	134,576	161,491
IT10	117,442	149,738	182,034
IT11	127,222	165,389	203,555
IT12	141,095	183,424	225,752
IT13	152,467	202,018	251,570
IT14	172,344	228,356	284,367

Open Range

TRADES AND LABOR PAY TABLE

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
TR01	46,103	47,026	47,967	48,926	49,905	50,903	51,921	52,960	54,018	55,100	56,201	57,325	58,472	59,641	60,834
TR02	48,562	49,535	50,526	51,537	52,567	53,619	54,691	55,785	56,901	58,039	59,199	60,383	61,591	62,823	64,079
TR03	51,185	52,210	53,256	54,321	55,407	56,515	57,645	58,798	59,974	61,173	62,397	63,644	64,918	66,216	67,540
TR04	53,448	54,518	55,609	56,722	57,856	59,013	60,193	61,397	62,625	63,877	65,155	66,458	67,787	69,142	70,525
TR05	55,973	57,093	58,236	59,400	60,588	61,801	63,036	64,297	65,583	66,895	68,233	69,597	70,989	72,409	73,857
TR06	58,366	59,535	60,727	61,941	63,180	64,444	65,732	67,047	68,388	69,756	71,151	72,574	74,025	75,506	77,016
TR07	61,678	62,913	64,172	65,456	66,765	68,100	69,462	70,851	72,269	73,714	75,187	76,691	78,225	79,790	81,386
TR08	64,236	65,522	66,833	68,170	69,533	70,924	72,343	73,789	75,265	76,770	78,305	79,872	81,469	83,099	84,760
TR09	66,958	68,298	69,665	71,058	72,479	73,928	75,407	76,915	78,454	80,023	81,623	83,255	84,921	86,619	88,351
TR10	69,581	70,974	72,394	73,842	75,319	76,825	78,361	79,929	81,527	83,158	84,821	86,518	88,248	90,012	91,813
TR11	72,237	73,682	75,158	76,661	78,194	79,758	81,352	82,980	84,639	86,332	88,058	89,820	91,616	93,449	95,318
TR12	74,827	76,325	77,853	79,410	80,997	82,618	84,270	85,955	87,674	89,427	91,216	93,041	94,902	96,800	98,736
TR13	77,820	79,378	80,967	82,586	84,238	85,923	87,640	89,394	91,182	93,005	94,865	96,762	98,697	100,671	102,685
TR14	78,828	80,406	82,014	83,655	85,328	87,034	88,775	90,550	92,361	94,208	96,093	98,015	99,975	101,974	104,014
TR15	82,862	84,519	86,211	87,935	89,694	91,488	93,317	95,184	97,087	99,029	101,010	103,030	105,090	107,192	109,336
TR16	87,944	89,704	91,499	93,329	95,195	97,099	99,041	101,022	103,042	105,103	107,206	109,349	111,536	113,767	116,042
TR17	93,649	95,523	97,435	99,384	101,371	103,399	105,466	107,576	109,728	111,921	114,160	116,443	118,772	121,148	123,570
TR18	97,396	99,344	101,332	103,358	105,426	107,534	109,685	111,879	114,116	116,398	118,726	121,101	123,523	125,994	128,514

Notes:

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

SPECIAL PAY TABLE – GENERAL PAY PLAN

Directors Pay		MINIMUM	MIDPOINT	MAXIMUM	Elected Officials											
ANNUAL	DP01	129,081	167,805	206,530												
	DP02	149,616	194,502	239,387												
	DP03	163,850	221,198	278,546												
	DP04	183,626	247,894	312,163												
	DP05	203,400	274,590	345,780												
Judicial Services																
ANNUAL	JS01	63,660	73,207	82,755												
	JS02	66,389	76,348	86,306												
	JS03	79,667	91,617	103,567												
Extension Service*																
ANNUAL	AG01	31,424	36,138	40,851												
	AG02	34,268	39,408	44,548												
	AG03	45,922	52,588	59,254												
	AG04	48,464	55,732	63,002												
	AG05	52,850	60,776	68,704												
School Patrol																
HOURLY	SP01	21.79	25.06	28.34												
	SS01	25.06	28.82	32.58												
Library Page**																
HOURLY	LP01	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
		15.10	15.40	15.71	16.03	16.35	16.67	17.01	17.35	17.70	18.05	18.41	18.78	19.15	19.54	19.93

* Extension Service employees receive funding for their pay from both Metro Government and the State of Tennessee. These ranges represent Metro's portion.

** Steps may vary slightly due to rounding.

Explanation of Pay Types

<p>Trades & Labor Schedule (TR):</p>	<p>A position is classified under the TR if its primary duty involves the performance of physical work which requires knowledge or experience of a trade, craft, or of a manual-labor nature.</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>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>Special Pay Types:</p>	<p>Included in the pay plan are special pay types specifically designed for elected officials, department directors, and other non-Civil Service positions included in these pay plans. These include Public Defender (PD), Mayor (MM), Vice Mayor (VM), Council Member (CM), Board of Education Member (BE), Departmental Directors (DP), Judicial Assistants (JS), Library Page (LP), School Crossing Guards (SP) and School Crossing Guard Supervisors (SS).</p>
<p>Police and Fire Schedules (PS and FD):</p>	<p>The PS schedule covers sworn members of the Metro Police Department and the FD schedule covers Emergency Medical Service, Fire Suppression, and other designated employees of the Fire Department.</p>	<p>Bonus Plans:</p>	<p>Bonuses are a way to grant employees a pay increase without permanently increasing base pay. A lump-sum bonus as authorized by the Civil Service Commission, if applicable, and approved by the Department of Finance, may be paid to employees up to a maximum of the equivalent of 6% of the employees' annual base pay.</p>
<p>Other Pay Types (CO; ET; PK; IT):</p>	<p>These pay types are specifically designed for Correctional Officers (CO), Emergency Telecommunications (ET), Park Police (PK), and Information Technology Professionals (IT).</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: ST, FD, PS, CO, ET, PK, TR</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>Education Incentive</p>	<p>In accordance with Civil Service Policy, sworn Police and Fire employees receive an additional 3% or 6% for an associates or bachelor's degree, respectively.</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>Police Entertainment Unit (EDU)</p>	<p>An incentive payment of up to \$1,250.00 per calendar month, as authorized by the Civil Service Commission, may be paid to eligible employees permanently assigned to the Entertainment District Unit.</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>Police Aviation</p>	<p>An incentive payment of up to \$1,000.00 per calendar month, as authorized by the Civil Service Commission, may be paid to eligible employees permanently assigned to the Aviation Section and serving as pilots.</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>Correctional Officer Mobile Booking Unit (MBU)</p>	<p>An incentive payment of \$576.92 per bi-weekly pay period, as authorized by the Civil Service Commission, may be paid to eligible employees permanently assigned to the Mobile Booking Unit.</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>	<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>