

**Memorandum**

**To: Members of the Board of Health**  
**From: Stan Romine, Director, Finance & Administration**   
**Date: May 11, 2012**  
**Re: Pay Plan Amendments**

Mayor Karl Dean presented his FY-13 budget proposal to the Metropolitan Council on May 1, 2012. The implementation of this proposal will require certain amendments to pay plans for Metro employees. Today, the Metro Civil Service Commission approved the necessary amendments to pay plans that are applicable to the majority of Metro employees in other departments. The Board of Health, acting as the Civil Service Board for the Metro Public Health Department, will be requested to approve similar amendments to the Health Department pay plan at the Board of Health meeting scheduled for 4:00 p.m. on May 17, 2012, if it is the will of the Board to enact the pay provisions included in the Mayor's proposed FY-13 operating budget.

The requested Board actions are summarized below:

- 1) Approval of a 4% salary increase for most employees of the Metro Public Health Department.
  - Employees in salary grades SR13 or below, except "red-lined" employees, will receive a 4% salary increase effective July 1, 2012.
  - Employees in salary grades HD07 or below, except "red-lined" employees, will receive a 4% salary increase effective July 1, 2012.
  - "Red-lined" employees will be handled according to existing policy and some will receive a salary increase of less than 4% effective July 1, 2012.
- 2) Approval of a 2% salary increase for employees in the salary grades above SR13 and HD07. This represents the top 3.5% of Health Department salaries (17 employees).
- 3) Merit based pay improvements and open range salary improvements are deferred for FY-13.
- 4) Salary ranges SR13 or below and HD07 or below are increased by 4%.
- 5) Salary ranges SR14 or above and HD08 or above are increased by 2%.

Please feel free to contact me by phone (642-9112) or email ([stan.romine@nashville.gov](mailto:stan.romine@nashville.gov)) if you need any clarification regarding these amendments prior to the Board of Health meeting.

**Board of Health**

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