

**Metro Public Health Department
FY-16 Pay Plan Proposal to the Board of Health
Presented for Review May 14, 2015**

For FY-16, the Mayor's budget includes funding for a 2.5% Cost of Living Adjustment and a 2% Open Range Adjustment. All salary adjustments will be effective July 1, 2015.

1.) A 2.5% Across-the-board salary increase for all salary ranges will be implemented.

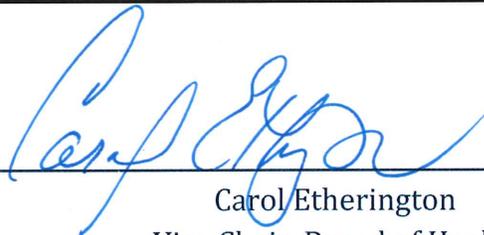
- > The minimum and maximum salary for all salary ranges in the Metro Public Health Department pay plans will be increased by 2.5%.
- > All MPH D employees will receive a 2.5% salary increase.
- > All part-time / seasonal / temporary employee salaries will be increased by 2.5%.

2.) A pool of funds equivalent to 2% of salaries is provided for open range salary adjustments.

- > The department will develop a plan for distribution of these funds to provide salary improvements.
- > No salary adjustment will result in an employee being paid above the salary range for their classification.
- > Employee must be on active payroll as of December 31, 2014.

Note: The resolution that will be presented to the Metro Council to approve the FY-16 pay plan is not completed at this time. By approving this proposal the Board of Health is giving the Board Chair authorization to sign the actual FY-16 pay plan resolution.

APPROVED: _____



Carol Etherington
Vice Chair, Board of Health

Date: May 14, 2016