Compensation Study – Mayor, Vice Mayor, and Council

Mayor

The Metropolitan Government of Nashville and Davidson County, at its creation in 1963, adopted a strong mayor form of the Mayor-Council government system. Most large US cities employ this system, which relies on the Mayor as the head of the executive branch along with a separate unicameral legislative body, in this case the Metro Council. The Mayor has the authority to appoint (and dismiss) department heads, committee members, and commission members. The Mayor's Office prepares and administers the city budget, which must be approved by council. The Mayor can veto legislative actions passed by the Council, but the Council can override the veto.

Nashville's Mayor currently serves a city/county government with approximately 20,000 employees including the public school system. According to the US Census, the 2012 population was estimated at 624,496. The Mayor is limited to two consecutive 4-year terms. The Mayor's current annual salary is $136,500. The Mayor has access to all of Metro's employee benefits by virtue of being a full-time employee. At the completion of 2 terms of service, the Mayor is eligible for a pension equivalent to 10% of the salary of the last year of the second mayoral term. The Mayor has access to post-term benefits if he or she qualifies for a pension.

Historical Pay Reviews

In 2003, Mercer Human Resources Consulting conducted a survey of Metro's salaries for Mayor, Council, and Vice Mayor. The last increase to the Mayor's salary had taken place in 1987, when annual pay was increased from $50,000 to $75,000. In 2003, Mercer's recommendation was for the Mayor's salary to be increased from $75,000 to $150,000. The Civil Service Commission reduced the recommendation to $136,500 annually. At the time, the Tennessee State Government was instituting a nine percent budget reduction, so one of the Commissioners recommended that the Civil Service Commission follow suit with regard to the Mayor's salary. It has remained at $136,500 since 2003.

The Metropolitan Charter stipulates in Section 18.05 that the salaries of the Mayor, Council, and other elected officials cannot be changed during an incumbent's current period of office. Therefore, any change in the Mayor's salary could not take place until 2015 at the earliest.

In past reviews of the Mayor's pay, benchmark cities have been used based on Mercer's research. These cities have been found to share characteristics with Nashville in size of population, geographic location, cost of living, and/or other factors that make them good examples for comparison.

Those cities are:

Atlanta, GA

Charlotte, NC

Cincinnati, OH

Fulton County, GA

Indianapolis, IN

Jacksonville, FL

Kansas City, MO

Louisville, KY Metro area

Memphis, TN

Oklahoma City, OK

Richmond, VA

San Antonio, TX

St. Louis, MO

Most of these government entities share a similar structure. Notable exceptions are:

Charlotte, NC has a council-manager form of government. They mayor presides over the city council and can vote in case of a tie. The mayor also has veto power over ordinances, but can be overridden. The City Manager is the chief administrative officer. The duties and responsibilities of City Manager most closely relate to Nashville's Mayor.

Fulton County, GA is the only county used for comparison without a consolidated metropolitan government combined with a city (like Louisville, KY). Fulton County has a county manager form of government with a board of commissioners who appoint the county manager. The city of Atlanta, GA is within Fulton County but has a separate city government.

Cincinnati, OH has a city manager form of government but enacted "strong mayor" reforms beginning in 1999, when the mayor was first publicly elected. Before 1999, the council member who received the most votes was automatically selected as mayor. The Mayor deals with policy and legislative issues, while the City Manager is in charge of the day to day operations of the city. The City Manager is hired by Council. Both positions have duties and responsibilities that resemble Nashville's Mayor.

Kansas City, MO has a Council-Manager form of government but the City Manager's role has diminished over the years. The City Manager still appoints most department directors and proposes the city budget.

The Mayor is an elected position that presides over City Council. Both positions share the functions and responsibilities that would fall under those of Nashville's Mayor.

Oklahoma City, OK has a Council-Manager form of government. The Mayor acts in a legislative role along with Council, who appoints a City Manager to carry out the day-to-day operations of City government. The Mayor's salary is set by charter at $24,000 a year which is double the salary of a council member.

San Antonio, TX also has a council – manager form of government and is very similar to Oklahoma City. The main difference is that the Mayor's salary is set at $4,000 per year and council members earn $2,000 per year. The Council hires the City Manager as the city's Chief Executive and most closely resembles the duties and responsibilities of Nashville's Mayor.

MAYOR'S SALARY – BENCHMARK CITIES

Municipality	Population (2012 est)	Official Title	Salary	Term of Office	Term Limit	# of Terms
Atlanta, GA	443,775	Mayor	$147,000.00	4	Yes	2
Charlotte, NC	775,202	City Manager	$245,000.00	N/A	N/A	N/A
Cincinnati, OH	296,550	Mayor	$131,399.11	4	Yes	2
Cincinnati, OH		City Manager	$255,000.00	N/A	N/A	N/A
Fulton County, GA	977,773	County Manager	$260,000.00	N/A	N/A	N/A
Indianapolis, IN	834,852	Mayor	$95,000.00	4	No	-
Jacksonville, FL	836,507	Mayor	$138,473.52	4	Yes	2
Kansas City, MO	464,310	Mayor	$123,156.00	4	Yes	2
Kansas City, MO		City Manager	$205,000.00	N/A	N/A	N/A
Louisville Metro, KY	605,110	Mayor	$110,346.60	4	Yes	3
Memphis, TN	655,155	Mayor	$162.925.20	4	No	-
Oklahoma City, OK	599,199	City Manager	$215,189.28	N/A	N/A	N/A
Richmond, VA	210,309	Mayor	$125,000.00	4	Yes	2
San Antonio, TX	1,382,951	City Manager	$355,000.00	N/A	N/A	N/A
St. Louis, MO	318,172	Mayor	$131,820.00	4	No	-
Average			**$180,020.65**			

The Results

Before we can average the benchmark cities, we must determine how to include those cities which have both a mayor and a city manager. In both Cincinnati and Kansas City, the executive functions are shared between those two officials. If we only include the city manager, the average would skew much higher as both of those officeholders are paid much more than Nashville's Mayor. For those two cities, we included both Mayor and City Manager in the average, for a total of 4 positions from those 2 cities.

The average annual salary across the 13 cities (15 positions) is $180,020.65. This total is $43,520.65 higher than the current annual salary of Nashville's Mayor. In order to meet the average salary, the Mayor of Nashville's salary would need to increase by 31.88%

If we exclude City Managers from Cincinnati and Kansas City, the average is $172,331.52, or $35,831.52 higher than Nashville's Mayor. In order to meet the average salary, the Mayor of Nashville's salary would need to increase by 26.25% If we exclude the Mayors from those two cities and include City Managers, the average is $188,134.97, or $51,634.97 higher than Nashville's Mayor. In order to meet the average salary, the Mayor of Nashville's salary would need to increase by 37.83%

	Average Salary	$ Difference	% Above Current Salary
Cincinnati and Kansas City Mayors and City Managers included (15 positions)	$180,020.65	$43,520.65	31.88%
Only Mayors included (13 positions)	$172,331.52	$35,831.52	26.25%
Only City Managers included (13 positions)	$188,134.97	$51,634.97	37.83%

Another measure to evaluate salary is the Consumer Price Index (CPI). Based on data released by the Bureau of Labor statistics, if the Mayor's salary had been adjusted for inflation based on the CPI beginning in 2003, the current salary for 2014 would be $173,530.08. This would not account for future years. Since the Mayor's salary cannot be adjusted during the current term of office, it is likely that the figure will be different in 2015, which would be the earliest time a salary adjustment could take place.

References to the Mayor From the Metropolitan Charter:

References have been included to provide context on how salary can be determined and adjusted, as well as the role and functions of the office. When comparing Nashville's Mayor's salary to other cities, the functions, roles, and responsibilities may be different, therefore these references were included to illustrate what is delineated in the Charter.

Sec. 5.01. Executive and administrative power; chief executive officer.

The executive and administrative power of the metropolitan government shall be vested in and exercised by a metropolitan county mayor and such other departments, boards, commissions, officers and agencies as are created or authorized in this Charter. The metropolitan county mayor, sometimes hereinafter called "mayor," shall be responsible for the conduct of the executive and administrative work of the metropolitan government and for the law enforcement within its boundaries.

Sec. 5.02. Term; qualification; compensation.

The mayor shall be elected for a term of four (4) years and until his successor is elected and qualified. He shall have attained the age of thirty (30) at the beginning of his term and shall have been a resident of the area of the metropolitan government for at least three (3) years preceding his election and shall continue to reside therein during his period of service. He shall be compensated at the rate of twenty-five thousand ($25,000) dollars per annum, payable semimonthly.

Editor's note—See Metropolitan Charter § 18.05 for changes in salary and compensation through the general pay plan.

Sec. 5.03. Power and authority of mayor.

The mayor is authorized to administer, supervise and control all departments created by this Charter, except as otherwise specifically provided, and also all departments created by ordinance pursuant hereto. Such administration shall be by and through departmental directors under the supervision and control of the mayor.

Except as otherwise provided in this Charter, the mayor shall appoint all directors of departments, subject to limitations of civil service provided by this Charter, if any. All departmental directors not under civil service limitations appointed by the mayor shall be confirmed by the council and may be removed by the mayor as provided herein or in the creating ordinance.

The mayor shall appoint all members of boards and commissions created by this Charter or by ordinance enacted pursuant hereto, except as otherwise specifically provided, and he shall fill vacancies on said boards and commissions. Appointments to membership on boards and commissions shall not require confirmation by the council except as the same may be specifically required by this Charter or by ordinance creating such board or commission.

The mayor shall have and may exercise, in person or through agent, all the powers of a fiscal agent and financial officer heretofore possessed by the county judge of Davidson County, acting either under general law or private act. The mayor shall also be vested with and possess all executive powers and functions, exclusive of judicial functions, heretofore

performed by the county judge under general law or private act except to the extent that such powers and functions may be vested in other officers or agencies by the provisions of this Charter; and also shall be vested with and possess all executive powers and functions hereafter vested by general law in the office of the county judge.

The mayor shall be authorized at any reasonable time to examine and inspect the books, records, and official papers of any department, board, commission, officer or agency of the metropolitan government; and to attend the meeting of any board or commission and make suggestions thereto.

The mayor is authorized to require any department, board, commission, officer or agency to submit to him written reports and information in connection with the business and affairs of the metropolitan government which the same handles or administers; and he shall, from time to time, submit reports and recommendations to the council with respect to the financial condition, other business and general welfare of the metropolitan government.

The mayor shall submit an annual budget as provided for in article 6 of this Charter.

The mayor is authorized to call special meetings of the council as provided for in section 3.04 of this Charter.

Sec. 5.06. Limitation on terms of service.

No mayor elected and qualified for two (2) consecutive four (4) year terms, in accordance with section 1.07 of the Metropolitan Charter, which limits holders of elected office authorized or created by this Charter to two (2) consecutive terms, shall be eligible for the succeeding term.

(Amended by Amdt. 4 to referendum petition approved November 7, 2006)

Sec. 5.07. Pension for mayor.

After the mayor shall have served two (2) full terms, he shall receive an annual pension equivalent to ten (10%) percent of his salary during the last year of his second term, and after he shall have served three (3) full terms (in lieu of the lesser pension) he shall receive an annual pension equivalent to twenty-five (25%) percent of his salary during the last year of his third term. The amount of this pension shall not be increased by subsequent years of service as mayor. The pension herein provided shall be suspended during any subsequent period that the mayor shall be a compensated officer or employee of the metropolitan government and, if accepted, shall be in lieu of any pension which said mayor may be entitled to receive from the metropolitan government by reason of service as an officer or employee of the City of Nashville.

Any pension which a person may be entitled to receive from the metropolitan government by reason of services as mayor of the City of Nashville shall also be suspended

during the period that such person shall be a compensated officer or employee of the metropolitan government.

Sec. 18.05. Change in salary of metropolitan officers.

The salary or compensation of the public defender and of administrative and professional officers or employees, including the mayor, councilmen and other elected officials whose salary or compensation is fixed by this Charter, may be changed by the metropolitan council and established as part of the general pay plan as provided for by section 12.10 of this Charter. Provided, however, that the salaries of elected officials shall not be increased or diminished during the period for which they shall have been elected.

(Amended by Res. No. 66-1053, § 1, 8-16-66; Substitute Res. No. 78-1051, 9-19-78)

Metro Council

The Metropolitan Council is the legislative body of Nashville and Davidson County. It consists of 35 district representatives and 5 at-large members. Members can serve up to two consecutive 4-year terms and are eligible for employee benefits including health, dental, and vision insurance. Council members are not eligible for pension benefits, but can continue insurance benefits after serving two 4-year terms. Council members are paid $15,000 annually and the position is part-time. The Vice Mayor is paid $17,000 annually.

The Metropolitan Charter stipulates in Section 18.05 that the salaries of the Mayor, Council, and other elected officials cannot be changed during an incumbent's current period of office. Therefore, any change in salary could not take place until 2015 at the earliest.

Historical Pay Reviews

In 2003, Mercer Human Resources Consulting conducted a survey of Metro's salaries for Mayor, Council, and Vice Mayor. The last increase to the Council Members' salary had taken place in 1995, when the salary for Council Members was set at $6,900 with an expense account of $5,400. Mercer recommended a salary increase to $15,000 annually for Council Members. The Civil Service Commission's recommendation in 2003 was to either abolish the expense account and set salary at $15,000 annually, or allow Council to keep the expense account of $5,400 with a salary of $9,600, an increase of $2,700 per year. This would cap the salary at $15,000 regardless of which method of compensation the Council approved. The Metro Council adopted resolution no. RS2003-1512 allowing for both options.

COUNCIL'S ANNUAL SALARY – BENCHMARK CITIES

For this analysis, the same benchmark cities were used.

Municipality	Population (2012 est)	Size of Council (District/at-large)	Salary	Term of Office	Term Limit	# of Terms
Atlanta, GA	443,775	15 (12/3)	$60,300.00	4	No	--
Charlotte, NC	775,202	11 (7/4)	$17,860.00	2	No	--
Cincinnati, OH	296,550	9	$65,699.56	2	Yes	2
Fulton County, GA	977,773	7	$40,446.00	4	No	--
Indianapolis, IN	834,852	29 (25/4)	$11,400.00	4	No	--
Jacksonville, FL	836,507	19 (14/5)	$43,687.44	4	Yes	2
Kansas City, MO	464,310	13 (6/7)	$61,569.00	4	Yes	2
Louisville Metro, KY	605,110	26	$44,189.60	4	No	--
Memphis, TN	655,155	13 (7/6)	$29,070.00	4	No	-
Oklahoma City, OK	599,199	8	$12,000.00	4	No	--
Richmond, VA	210,309	10 (9/1)	$25,000.00	4	No	--
San Antonio, TX	1,382,951	10	$2,000.00	2	Yes	4
St. Louis, MO	318,172	28	$37,000.00	4	No	--
Average			**$34,632.43**			

Charlotte, NC council members also receive allowances of $5,800 for expenses, $4,000 for automobile, and $3,100 for technology (total of $12,900).

Based on these numbers, the salary of the average Nashville member of Council is less than half of the salary of Council Members in benchmark cities. To meet the average, Nashville's salary would need to be raised 230% or $19,632.43.

However, another variable to consider in comparing benchmark cities is the size of the Council body. Nashville has a larger number of Council Members than any of the benchmark cities at 40. The sizes range from 7 in Fulton County to 29 in Indianapolis, with the average size of City Councils compared being 15 members. For reference, New York City, NY has a council of 51 members for a population of over 8.3 million. Chicago has 50 members for over 2.7 million residents. Los Angeles has a population of approximately 3.8 million, but only 15 Council Members. These cities were not included among the benchmark cities, but they illustrate how much the size of councils can vary.

The analysis also compared total payroll of each Council body, not just average salaries, to mitigate the variance in council size. The highest total payroll was the Louisville Metro Council, paying 26 members a salary of $44,189.60 each for a total of $1,148.929.60 in salary. The lowest was San Antonio, paying 10 members $2,000 each for a total of $20,000. The average total payroll was $533,158.05, which was 13.6% less than Nashville's payroll of $617,000 including the Vice Mayor.

Municipality	Size of Council	Current Salary as of Dec. 2013	Total Payroll	Vice Mayor
Atlanta	15 (12/3)	$60,300.00	$906,200.00	$62,000 (President)
Charlotte	11 (7/4)	$17,860.00	$196,460.00	
Cincinnati	9	$65,699.56	$591,296.04	
Fulton County, GA	7	$40,446.00	$284,391.00	$41,715.00
Indianapolis	29 (25/4)	$11,400.00	$331,397.00	$12,197.00
Jacksonville	19 (14/5)	$43,687.44	$845,173.92	$58,800.00
Kansas City MO*	13 (6/7)	$61,569.00	$800,397.00	
Louisville Metro	26	$44,189.60	$1,148,929.60	
Memphis	13 (7/6)	$29,070.00	$379,810.08	$30,970.08
Oklahoma City	8	$12,000.00	$96,000.00	
Richmond**	10 (9/1)	$25,000.00	$252,000.00	$27,000 (President)
San Antonio	10	$2,000.00	$20,000.00	
St. Louis	28	$37,000.00	$1,079,000.00	$80,000 (President)
Average	**15**	**$34,632.43**	**$533,158.05**	

Another measure to evaluate is the Consumer Price Index (CPI). Based on data released by the Bureau of Labor statistics, if the salary of each Council Member had been adjusted for inflation based on the CPI beginning in 2003, the current salary for 2014 would be $19,069.24. This would not account for future years. Since the Council's salary cannot be adjusted during the current term of office, it is likely that the figure will be different in 2015, which would be the earliest time a salary adjustment could take place.

All of the benchmark cities stated that the position of Council Member was part-time, as is the case with Metropolitan Nashville. Regarding benefits eligibility, all of the benchmark cities allowed their Council Members to enroll in the same benefit programs as their full-time employees. The most significant difference was that Nashville Council Members can continue their health, dental, and vision insurance after serving two terms. None of the benchmark cities surveyed indicated that they offered this to Council Members when they left office, only COBRA after termination.

References to the Metro Council From the Metropolitan Charter:

Sec. 3.01. Metropolitan county council created; councilmen-at-large and district councilmen.

The legislative authority of the metropolitan government of Nashville and Davidson County, except as otherwise specifically provided in this Charter, shall be vested in the metropolitan county council, sometimes hereinafter called "Council," which shall have a total membership of forty (40), including five (5) councilmen-at-large, and thirty-five (35) district councilmen. The entire electorate of the metropolitan government shall elect the five (5) councilmen-at-large and each of the thirty-five (35) councilmanic districts shall elect one (1) district councilman. There shall be thirty-five (35) councilmanic districts in the metropolitan government, which are hereby created and established in accordance with the detailed descriptions thereof by metes and bounds as set forth in Appendix Two hereto attached as a part of this Charter.

Sec. 3.02. Terms; compensation; age and residence qualification.

Members of the council shall serve for a term of four (4) years and until their successors are elected and qualified; and shall be compensated at the rate of three hundred ($300) dollars per month. No person shall be eligible to serve as councilman-at-large or district councilman unless he shall have attained the age of twenty-five (25) at the beginning of his term and unless he shall have been a resident of the area of the metropolitan government for a period of one (1) year and shall continue to reside therein during his period of service. No person shall be eligible to serve as district councilman unless he shall have been a resident of the district for which elected for a period of six (6) months and shall continue to reside therein during his period of service. Members of the council shall hold no other elective or appointive office in the metropolitan government or employment by said government, except as expressly provided in this Charter.

Editor's note—See Metropolitan Charter § 18.05 for changes in salary and compensation through the general pay plan.

Sec. 3.07. No pensions for councilmen.

Members of the council shall not be eligible to receive and shall not receive any pension by reason of their service as members of said council.

Nothing in this section shall be deemed to abrogate or diminish the obligation of the metropolitan government to pay pensions to those persons who upon the effective date of this Charter are entitled to receive pensions by reason of their years of service as

councilmen of the City of Nashville or who upon the expiration of the terms for which they have been elected as such councilman would become entitled to receive such pensions.

Sec. 3.24. Medical Care Benefits

C. Council member participation in the comprehensive health care plan.

1. Members of the metropolitan council, during their term of office, shall be authorized to participate in the health insurance program under the same terms and conditions as are available for regular metropolitan government employees. The benefits and contribution rates shall be equivalent to those benefits and rates paid by metropolitan government employees. Each member of council shall have the option of participating in the program by notifying the employee benefit board of their desire to participate in the program at any time during their term of office.

2. Members of council who were participants in the comprehensive health care plan during the time they held office may elect to continue the health care plan, provided they pay the full amount of the premium without any subsidy from the Metropolitan Government. Notwithstanding the foregoing provision, those members of council holding office for eight years or more, and those members of council serving on or after August 31, 2007, that have served part of one term and a full consecutive term and are prohibited from serving a third consecutive term pursuant to Section 1.07 of the Metropolitan Charter, may elect to continue the health care plan, provided they pay the contribution rates equivalent to those rates paid by Metropolitan Government employees.

Vice Mayor

The Vice Mayor is an elected position and service as the Council's presiding officer. The salary for Vice Mayor is $17,000 annually. The Vice Mayor is eligible for the same benefits as a Council Member, including health, dental, and vision insurance. The Vice Mayor is the Executive Officer of Council, appointing committees and maintaining parliamentary procedure in Council meetings, but only voting in cases of a tie.

The Metropolitan Charter stipulates in Section 18.05 that the salaries of the Mayor, Council, and other elected officials cannot be changed during an incumbent's current period of office. Therefore, any change in salary could not take place until 2015 at the earliest.

Historical Pay Reviews

In 2003, Mercer Human Resources Consulting conducted a survey of Metro's salaries for Mayor, Council, and Vice Mayor. The last increase to the Vice Mayor's salary had taken place in 1995, when the salary for Vice Mayor set at $8,900 with an expense account of $5,400. The Civil Service Commission's recommendation in 2003 was to either abolish the expense account and set salary at $17,000 annually, or allow Council to keep the expense account of $5,400 with a salary of $11,600, an increase of $2,700 per year. The Council adopted resolution no. RS2003-1512 allowing for both options.

VICE MAYOR'S ANNUAL SALARY – BENCHMARK CITIES

For this analysis, the same benchmark cities were used.

Municipality	Size of Council	Council Member Salary	Vice Mayor	Difference
Atlanta, GA*	15 (12/3)	$ 60,300.00	$62,000.00	$1,700.00
Charlotte, NC	11 (7/4)	$ 17,860.00	$17,860.00	
Cincinnati, OH	9	$ 65,699.56	$65,699.56	
Fulton County, GA*	7	$ 40,446.00	$41,715.00	$1,269.00
Indianapolis, IN*	29 (25/4)	$ 11,400.00	$12,197.00	$797.00
Jacksonville, FL*	19 (14/5)	$ 43,687.44	$58,800.00	$15,112.56
Kansas City, MO	13 (6/7)	$ 61,569.00	$61,569.00	
Louisville, KY	26	$ 44,189.60	$44,189.60	
Memphis, TN*	13 (7/6)	29,070	$30,970.08	$1,900.08
Oklahoma City, OK	8	$ 12,000.00	$12,000.00	
Richmond, VA*	10 (9/1)	$ 25,000.00	$27,000.00	$2,000.00
San Antonio, TX	10	$ 2,000.00	$2,000.00	
St. Louis, MO*	28	$ 37,000.00	$80,000.00	$43,000.00
Average		$ 34,632.43	$39,692.33	$9,396.95

Seven of the benchmark cities pay the Vice Mayor or Council President at a higher rate than the other Council Members (denoted with an asterisk in the above chart). The smallest difference is in Indianapolis, where the Vice Mayor earns $797 more per year. The largest is in St. Louis, where the Council President earns $43,000 more than other Council Members.

In terms of average salary, the combined Council Members and Vice Mayors average $39,692.33 per year. Nashville's Vice Mayor would need to have a salary increase of $22,692.33 or 133.5% to meet the average of the benchmark cities.

In terms of salaries of Vice Mayors and Council Presidents in relation to their peers on the Council, the average difference in pay is $9,396.95 per year. For Nashville, the difference is $2,000. The average difference is 470% more than the difference in pay between Nashville's Council Members and the Vice Mayor. However, in terms of percentage differences, the 7 cities with pay differences average a 25.47% higher salary for Vice Mayor or Council President. In Nashville, the percentage difference is 13.33%.

Another measure to evaluate is the Consumer Price Index (CPI). Based on data released by the Bureau of Labor statistics, if the Vice Mayor's salary had been adjusted for inflation based on the CPI beginning in 2003, the current salary for 2014 would be $21,611.80. This would not account for future years. Since the Vice Mayor's salary cannot be adjusted during the current term of office, it is likely that the figure will be different in 2015, which would be the earliest time a salary adjustment could take place.

References to the Vice Mayor From the Metropolitan Charter:

Sec. 5.05. Election of vice mayor; presiding officer of council.

The vice mayor shall be elected for a term of four (4) years and until his successor is elected and qualified. He shall possess the qualifications of the mayor and shall be compensated at the rate of forty-two hundred ($4,200) dollars per annum, payable semimonthly. In the event the office of mayor becomes vacant, the vice mayor shall serve as mayor and be compensated as such until the vacancy is filled at a special election or at a general election, as provided in section 15.03 of this Charter. During the time that the vice mayor shall serve as mayor, he shall cease to act as presiding officer of the council.

Editor's note—See Metropolitan Charter § 18.05 for changes in salary and compensation through the general pay plan.

Sec. 3.24. Medical Care Benefits

C. Council member participation in the comprehensive health care plan.

1. Members of the metropolitan council, during their term of office, shall be authorized to participate in the health insurance program under the same terms and conditions as are available for regular metropolitan government employees. The benefits and contribution rates shall be equivalent to those benefits and rates paid by metropolitan government employees. Each member of council shall have the option of participating in the program by notifying the employee benefit board of their desire to participate in the program at any time during their term of office.

2. Members of council who were participants in the comprehensive health care plan during the time they held office may elect to continue the health care plan, provided they pay the full amount of the premium without any subsidy from the Metropolitan Government. Notwithstanding the foregoing provision, those members of council holding office for eight years or more, and those members of council serving on or after August 31, 2007, that have served part of one term and a full consecutive term and are prohibited from serving a third consecutive term pursuant to Section 1.07 of the Metropolitan Charter, may elect to continue the health care plan, provided they pay the contribution rates equivalent to those rates paid by Metropolitan Government employees.

APPENDIX A – METRO COUNCIL HEALTH INSURANCE ORDINANCE

ORDINANCE NO. BL2012-320

An ordinance amending Section 3.24.010 of the Metropolitan Code pertaining to health insurance benefits for Members of Council after they leave office.

BE IT ENACTED BY THE COUNCIL OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY:

Section 1. That Section 3.24.010 of the Metropolitan Code is hereby amended by deleting the provisions of subsection C. in their entirety and substituting with the following new provisions:

"C. Council member participation in the comprehensive health care plan.
1. Members of the metropolitan council, during their term of office, shall be authorized to participate in the health insurance program under the same terms and conditions as are available for regular metropolitan government employees. The benefits and contribution rates shall be equivalent to those benefits and rates paid by metropolitan government employees. Each member of council shall have the option of participating in the program by notifying the employee benefit board of their desire to participate in the program at any time during their term of office.
2. Members of council holding office for less than eight (8) years prior to August 31, 2019 who were participants in the comprehensive health care plan during the time they held office may elect to continue the health care plan, provided they pay the full amount of the premium without any subsidy from the Metropolitan Government.
3. Members of council satisfying one of the following criteria shall be eligible to continue participation in the comprehensive health care plan at the contribution rate equivalent to those rates paid by Metropolitan Government employees:
a. Those members of council holding office for eight (8) years or more on or prior to August 31, 2019;
b. Those members of council serving prior to September 1, 2007, that served part of one term and a full consecutive term and were prohibited from serving a third consecutive term pursuant to Section 1.07 of the Metropolitan Charter.
4. Those members of council serving at least eight (8) years who are not covered by subsection 3 above shall be eligible to continue participation in the comprehensive health care plan under the same terms and conditions as retired metropolitan government employees, and at the contribution rates based upon years of service as follows:
a. The Metropolitan Government shall contribute twenty-five percent of the contribution rate established for medical care benefits for a former member of council that served at least eight (8) but less than fifteen (15) years;
b. The contribution rate for members of council serving fifteen (15) or more years shall be based upon years of service as provided in Section 3.16.020c.3. of this chapter applicable to retired employees hired after January 1, 2013.
5. Members of council serving at least (8) years who are otherwise covered by subsection 3 above shall have the option of participating in the comprehensive health care plan at the higher contribution rates set forth in subsection 4 above if they so choose.
6. Except as provided above, no member of council serving after August 31, 2019, shall be eligible for the subsidized health care plan after leaving office."

Section 2. This Ordinance shall take effect from and after its passage, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.

Sponsored by: Phil Claiborne

LEGISLATIVE HISTORY	
Introduced:	December 4, 2012
Passed First Reading:	December 4, 2012
Referred to:	Budget & Finance Committee Personnel Committee
Passed Second Reading:	December 18, 2012 - Roll Call Vote
Deferred Indefinitely:	January 8, 2013
Put back on February 5, 2013 Agenda :	January 8, 2013
Failed:	February 5, 2013 - Roll Call Vote

APPENDIX B – RESOLUTION CHANGING SALARIES OF MAYOR, METRO COUNCIL, AND VICE MAYOR

RESOLUTION NO. RS2003-1512

A resolution amending the pay plan for the general employees of The Metropolitan Government of Nashville and Davidson County approved under Resolution No. RS2001-639, by changing the salaries for the positions of Mayor, Vice Mayor and members of the Metropolitan County Council.

Whereas, a pay plan was adopted for the general employees of The Metropolitan Government of Nashville and Davidson County, by passage of Resolution No. RS2001-639; and

Whereas, pursuant to § 18.05 of the Metropolitan Charter the salaries paid to the Mayor, Vice Mayor, and members of the Metropolitan County Council may be changed by the Metropolitan County Council as a part of the general pay plan; and

Whereas, the salary for the position of Mayor has not been changed since 1987, and the salaries for the positions of Vice Mayor and member of the Metropolitan County Council have not been changed since1995; and

Whereas, Mercer Human Resource Consulting was asked to conduct a study to determine whether the salaries of the Mayor, Vice Mayor and members of the Metropolitan County Council should be changed in order to reflect appropriate compensation based upon the duties of the jobs and comparative relationship with the salaries of similar classifications in comparable cities; and

Whereas, a Citizens' Committee reviewed the results of the study and made recommendations to the Civil Service Commission to amend the general pay plan by changing the salaries for the positions of Mayor, Vice Mayor and members of the Metropolitan County Council; and

Whereas, the Civil Service Commission agreed and recommended that salary adjustments should be made; and

Whereas, it will be necessary to amend the pay plan created by Resolution No. RS2001-639 to provide for these changes in salaries; and

Whereas, pursuant to § 18.05 of the Metropolitan Charter the salaries of the Mayor, Vice Mayor and members of the Metropolitan County Council shall not be increased or diminished during the period for which they shall have been elected; and

Whereas, the salaries proposed by this legislation would not become effective until the beginning of the new elective term for each position.

Now, therefore, be it resolved by the Council of The Metropolitan Government of Nashville and Davidson County:

Section 1. The pay plan for the general employees of The Metropolitan Government of Nashville and Davidson County, established by Resolution No. RS2001-639 is amended as follows:

a. The annual salary for the position of Mayor shall be $136,500.
b. The annual salary for the position of Vice Mayor shall be $17,000 provided the Vice Mayor receives no reimbursement account. The annual salary shall be $11,600 if the Vice Mayor receives a reimbursement account.
c. The annual salary for the position of member of the Metropolitan County Council shall be $15,000 if the position receives no reimbursement account. The annual salary shall be $9,600 if the position receives a reimbursement account.

The changes in compensation approved by this resolution shall be effective on the first day of the next elective term for each position.

Section 2. That this Resolution shall take effect from and after its adoption, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.

Sponsored by: Craig Jenkins, Ludye Wallace

LEGISLATIVE HISTORY	
Referred to:	Budget & Finance Committee Personnel Committee
Introduced:	July 15, 2003
Adopted:	July 15, 2003
Approved:	July 17, 2003
By:	Bill Purcell

APPENDIX C – CONSUMER PRICE INDEX 2003 to 2013

Year	Annual Average	Annual Percent Change (rate of inflation)
2003	184.0	2.3%
2004	188.9	2.7%
2005	195.3	3.4%
2006	201.6	3.2%
2007	207.3	2.9%
2008	215.3	3.8%
2009	214.5	-0.4%
2010	218.1	1.6%
2011	224.9	3.2%
2012	229.6	2.1%
2013	233.0	1.5%

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March 20, 2014

Ms. Veronica Frazier
Director of Human Resources
Metro Government of Nashville & Davidson County
222 Third Avenue North Suite 200
Nashville, TN 37201

Re: Compensation Study- Mayor, Vice Mayor and Council

Dear Veronica:

This letter is to confirm that Deloitte Consulting LLP ("Deloitte") has reviewed the compensation study conducted internally by Metro Government of Nashville and Davidson County ("Metro") which was sent to Deloitte on February 7, 2014, with an update provided on March 12, 2014.

We have reviewed the methodology used to conduct the study, including the peer cities used and the statistical calculations and believe the methodology is consistent with leading practices for pay analysis and the statistical calculations (i.e. averages of the salary information) to be accurate. We believe the data provides a sound basis on which Metro can make decisions about adjustments to current pay levels for the Mayor, Council and Vice Mayor.

Furthermore, because none of the peers offer retiree medical coverage to council members and to be consistent with common practice, we recommend Metro eliminate lifetime medical coverage for Council members. Metro may want to consider grandfathering options as it relates to current Council members.

Please let us know if you would like to discuss or if you require additional information.

Sincerely,

Deloitte Consulting LLP

By:

Gregory A. Stoskopf
Director