

# **METROPOLITAN CIVIL SERVICE COMMISSION**

## **SPECIAL CALLED MEETING MINUTES**

**JULY 30, 2007**

The Metropolitan Civil Service Commission met for a Special Called Meeting on July 30, 2007 in the Civil Service Conference Room, Suite 163, 222 Building, Third Avenue North, Nashville, Tennessee, at approximately 8:00 a.m.

**Commission Members present:** Chairman William H. Farmer, Vice-Chairman R. Steve Corbitt, C. Michael Allen, and Ervina Jarrett

**Other Members present:** Ms. Dorothy S. Berry, Director of Human Resources –Secretary to the Commission and Mr. Michael Safley, Metro Legal Department – Attorney to the Commission

**Members not present:** D. Billye Sanders

### **HUMAN RESOURCES**

The purpose of the Special Called Meeting was to consider the following item:

- ( 1: Consideration of proposed amendments to the Pay Plan for:**
  - a. Mayor**
  - b. Vice-Mayor**
  - c. Council Members**

Chairman Farmer gave a brief overview of the proposed increases for the Mayor, Vice-Mayor and Council Members pay. Susan Gish said that the Human Resources department recently conducted a telephone survey to update the salary information from the 13 cities listed in the 2003 Mercer study.

#### **MAYOR**

Susan Gish said that the current market ranges from a minimum of \$95,000 to a maximum of \$260,000, with an average salary of \$154,203.49. She said that on April 15, 2003 Mercer Human Resources Consulting issued a report summarizing a salary study they conducted for Metro Nashville's Mayor, Vice Mayor, and Council positions. During the 2003 study Mercer analyzed responses from 13 "sister" cities and recommended annual salary of \$150,000 for Metro's Mayor.

The current market supports a salary recommendation of \$154,203; however, due to the Metropolitan Charter an increase in an elected official's salary cannot take effect during that official's current term of office. If adopted in 2007, for the next term, the Mayor's salary would not be eligible for another increase until 2011.

The Mercer study was reviewed by the Blue Ribbon committee who, on June 19, 2003, recommended to the Civil Service Commission that the Mayor's salary be increased to \$150,000. At that time the Civil Service Commission adopted the Mayor's current salary of \$136,500, or a 9% reduction from Mercer's recommendation, reflecting the State's budget reduction at the time. Chairman Farmer asked if there was anyone from the public who

wished to speak. There being none, this matter will be brought back on July 31, 2007 for the purpose of voting.

**VICE-MAYOR**

Susan Gish said that Mercer’s Study recommended that the Vice-Mayor’s salary be set at \$17,000, included elimination of the expense accounts. They recommended continuing the \$2,000 differential from Council members’ salaries, which reflected market findings. This would result in a salary of \$19,760, or \$20,478 including the 2 year growth factor of 2%.

**COUNCIL MEMBERS**

Susan Gish said that although the average salary for benchmark city Council members was nearly twice that of Metro in Mercer’s 2003 study (\$28,238), the number of Council members offset the difference. The average size of benchmark city Councils is 12.

A current survey of the same cities indicates that comparable salaries now average \$33,437. This represents an increase of 18.4%. Updating Council members’ \$15,000 salaries by the same percent raises them to \$17,760, reflecting a competitive increase ratio. Following the rationale for recommending the Mayor’s salary, a 2% increase for 2 years will result in Council salaries of \$18,478.

The Human Resources department recommended the following salaries effective at the start of the new term:

	Current	Proposed
Mayor	\$136,500	\$160,000
Vice-Mayor	\$ 17,000	\$ 20,000
Council Members	\$ 15,000	\$ 18,000

**( 2: Consideration of a Pay Plan Amendment to update part Time – Seasonal pay rates that fall below the new Federal Minimum Wage.**

Ms. Susan Gish said this proposal is to consider a pay plan amendment to update Part Time –Seasonal pay rates that fall below the new Federal Minimum Wage.

Mr. Deardorff said these proposals were distributed throughout Metro Government and posted in accordance with established public notice guidelines. Union Representatives Jack Watkins and Mr. Collier, who attended the meeting were in favor of the adjustment.

With nothing further, the meeting adjourned at 8:20 a.m.

**ATTEST:**

**APPROVED:**

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**Ms. Dorothy S. Berry,**  
**Director of Human Resources**  
**Secretary to the Civil Service Commission**

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**Mr. William H. Farmer, Chairman**  
**Civil Service Commission**