

METROPOLITAN CIVIL SERVICE COMMISSION

SPECIAL CALLED MEETING MINUTES

MAY 21, 2009

The Metropolitan Civil Service Commission met for a Special Called Meeting on May 21, 2009 in the Civil Service Conference Room, Suite 163, 222 Building, Third Avenue North, Nashville, Tennessee, at approximately 8:30 a.m.

Commission Members present: Chairman William H. Farmer, Vice-Chairman R. Steve Corbitt, C. Michael Allen, D. Billye Sanders and Jo Ann North

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

HUMAN RESOURCES

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

(1: Approval of Proposed revision to Civil Service Policy 4.7 A-1 and suspension of the Perfect Attendance Bonus.

Mr. Mike Taylor stated that Perfect Attendance bonuses are awarded for six month calendar periods (January to June and July to December) with cash awards of \$25.00 for six months and \$50.00 for a full year of perfect attendance. Suspension of perfect attendance bonuses during FY2010 will reduce the number of positions targeted for layoff action. Changes to the policy will add guidelines that allow suspension of payment of this bonus based upon funding availability and the recommendations of the Finance Director and the Human Resources Director.

1st MOTION: Vice-Chairman Corbitt moved for approval to revise the Civil Service Policy 4.7A-1 in order to suspend the Perfect Attendance Bonus. Seconded by Commissioner Sanders and the Commission approved without objection.

2nd MOTION: Commissioner Allen moved for approval to suspend the Perfect Attendance Bonus for the FY 2010 beginning July 2009. Seconded by Commissioner North and the Commission approved without objection.

(2: Proposed Amendments to Metro General Government and Public Safety Pay Plans for FY2010 and FY2011

Ms. Jamie Summers stated that due to budget constraints, delay of increments will occur during FY 2010 but will be restored in FY2011. Calculations from the Finance Department show that freezing increments for at least one year will provide a savings of approximately \$4,493,900 and reduce the number of filled positions targeted for layoff action.

MOTION: Vice-Chairman Corbitt moved for approval to amend the pay plan and delay increments for FY2010 and to restore increments in FY2011. Seconded by Commissioner Sanders and the Commission approved without objection. The vote was 3-0 with Mr. Allen abstaining.

(3: Suspension of the Longevity Pay Resolution for FY 2010.

Mr. Mike Taylor stated that longevity pay is awarded to employees as additional compensation based on length of continuous service with Metropolitan Government. This pay begins at \$110 of the fifth year and is capped at twenty years with \$935. Due to budget constraints, it has been proposed that suspending the employee longevity pay would significantly reduce the number of positions being targeted for layoff action.

MOTION: Commissioner Sanders moved for approval to suspend the Longevity Pay Resolution for FY2010. Seconded by Commissioner North and the Commission approved without objection. The vote was 3-0 with Mr. Allen abstaining.

With nothing further, the meeting adjourned at 9:02 a.m.

ATTEST:

APPROVED:

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

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