

METROPOLITAN CIVIL SERVICE COMMISSION

SPECIAL CALLED MEETING MINUTES

MAY 16, 2011

The Metropolitan Civil Service Commission met for a Special Called Meeting on May 16, 2011 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, D. Billye Sanders, Jo Ann North

Other Members present: Ms. Rita Roberts-Turner, Director of Human Resources –Secretary to the Commission and Mr. Ted Morrissey, Metro Legal Department – Attorney to the Commission

Members not present: Ms. Nicki Eke, Metro Attorney

HUMAN RESOURCES

- (1: **Consideration and vote on the Pay Plan Amendment presented at the May 10, 2011 regular meeting.**

Chairman Farmer said the sole purpose of meeting is voting on and considering the proposed pay plan amendment presented to the Commission on Tuesday, May 11, 2010. ***Mayor Karl Dean's FY 2012 budget proposal was presented to the Metro Council on April 29, 2011 and after consulting with the Metro Finance Department, the Metro Human Resources Department requested the Civil Service Commission approve an amendment to the General Government and Public Safety pay plans:***

- a. *One-time 1.5% payroll adjustment for all full-time Metro General Government employees.***

Employees whose salaries are wholly funded by grant or state resources will not receive a payroll adjustment. Employees whose salaries are partially funded by grant or state resources will receive payroll adjustments based on the proportion of their funded salary to their total salary. There is a one-time installment of 1.5 % bonus payable on July 22, 2011 and is limited to \$1500.00.

- b. *Delay of increment salary for FY12***

Based upon Metro Finance Department's calculations, freezing increments for FY12 will result in a savings of approximately \$5.8 million which will result in few, if any, layoffs for fiscal year 2012. There would be no step increases during FY12 and all current and future increment dates will be advanced one year. There is also a proposed FY13 pay plan (if approved) would allow for increments to be automatically reinstated after one fiscal year.

Chairman Farmer asked if there was anyone from the public who wished to speak. Mr. Doug Collier, President of SEIU – Local 205, came forward to express his concerns and frustrations regarding the pay plan issues. Commissioner Sanders and Commissioner Allen asked if he had spoken with the Director of Finance and the Mayor's Office. He said that he had not. Both Commissioners echoed and encouraged Mr. Collier to speak with Mr. Riebeling and Mayor Dean about the concerns.

It was asked if there was anything further to discuss. There being none, a motion was entertained to approve or reject the proposed pay plan amendment as proposed.

1st MOTION: With much discussion, Commissioner Allen moved to adopt the pay plan as submitted with the 1.5% bonus but to include increments. Seconded by Commissioner North. Commissioners North and Allen voted aye. Chairman Farmer and Vice-Chairman Corbitt and Commissioner Sanders voted against. The vote was 2 to 3.

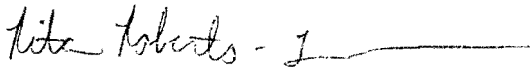
Further discussion was made by the Commission along with Mr. Mike Safley, Deputy Director of Metro Legal, and Ms. Talia Lomax-O'dneal, Finance Department Deputy Director. Chairman Farmer then said there was a motion on the floor to approve the pay plan submitted with a modification to add back the increments (which is an estimated cost of \$5 million dollars).

2nd MOTION (amended): Commissioner Sanders moved to accept the proposed pay plan amendment as originally submitted with the one-time 1.5% bonus. Seconded by Vice-Chairman Corbitt. Vice-Chairman Corbitt along with Commissioners Sanders and North voted aye. Commissioner Allen opposed. Chairman Farmer voted "aye". The vote was 4 to 1.

With nothing further, the meeting adjourned at 9:18 a.m.

ATTEST:

APPROVED:



Ms. Rita Roberts-Turner,
Director of Human Resources
Secretary to the Civil Service Commission

Mr. William H. Farmer, Chairman
Civil Service Commission