

Metro Employees (Updated 5/27/2020)

Council Member inquiries regarding Metro employees and/or salaries.

1. What is the number of employees earning less than \$50,000 by department?

HR response:

Department	total employees	full-time employees	\$50k or less annual (FT)	Department	total employees	full-time employees	\$50k or less annual (FT)
Administrative	8	7	2	Internal Audit	8	8	0
Agricultural Extension	7	7	7	Justice Integration Services	20	19	0
Arts Commission	11	10	2	Juvenile Court	114	113	57
Assessor of Property	73	68	32	Juvenile Court Clerk	29	28	22
Beer Board	6	5	3	Law	46	46	10
Circuit Court Clerk	39	39	20	Mayor's Office	29	28	0
Circuit Court Satellite	70	68	23	Metro Action Commission	315	294	248
Clerk and Master	16	16	10	Metropolitan Clerk	7	6	2
Codes Administration	115	108	44	Metropolitan Council	53	11	3
Community Ed Commission	4	4	2	MTA	1	1	0
Community Oversight Board	10	10	2	Municipal Auditorium	9	7	4
Convention Center Authority	157	153	100	NCAC	6	5	0
County Clerk	80	66	55	Office of Emergency Mgmt	11	10	7
Criminal Court Clerk	87	86	62	Office of Family Safety	32	32	19
Criminal Justice Planning Unit	4	4	1	Parks	700	373	257
District Attorney	91	83	39	Planning Commission	45	45	3
Election Commission	32	26	12	Police	1998	1834	309
Emergency Communications	171	171	76	Public Defender	83	78	13
Farmer's Market	3	3	0	Public Library	341	314	212
Finance	103	100	19	Public Works	413	407	291
Fire	1236	1234	101	Register of Deeds	26	25	8
General Services	101	101	47	Sheriff	902	811	444
General Sessions Court	136	103	41	Social Services	65	56	28
Health	518	396	208	Sports Authority	3	3	2
Historical Commission	12	11	1	State Fair Board	44	16	10
Human Relations Commission	4	4	0	State Trial Courts	146	133	43
Human Resources	58	56	8	Trustee	25	21	13
ITS	136	134	13	Water Services	786	775	339
				Total	3288	3073	930

2. Are Police, Fire, and OEM subject to the layoff and furlough policy?

HR Response:

All Civil Service employees are subject to the Civil Service layoff policy as determined by their department head/appointing authority in accordance with the layoff policy provisions. Police and Fire are both Civil Service. Non Civil Service employees are at will employees and they may also be subject layoff and furlough as determined by their department head/appointing authority, but they are not bound by the provisions in the Civil Service layoff policy, however, those departments may use those layoff options if they choose to do so. I believe most if not all of OEM employees are non Civil Service and Steve and Mike can chime in with additional information.

HR Response: All of OEM is non-Civil Service.

3. Are you able to estimate the amount of savings for Metro if all Metro employees were furloughed for the maximum 20 days?

HR Response:

After speaking with Jon, he agreed that Metro cannot furlough employees, but rather department heads/appointing authorities have the right to use these options if necessary. Typically, these layoff options are a path of last resort and department heads have the right to use or not use them. With that in mind, if each department head/appointing authority exercised the option to furlough their employees for 20 work days, the ball park cost estimate savings would be \$40 million. Please also note that furloughs would need to be done in accordance with the furlough/layoff policy.

4. How much has the employee's insurance expense increased in the last ten years?

HR response:

Self-Insured Medical Plan Rate Increase History

Actual Rate Increase

Effective Date	BCBST	CIGNA
January 1, 2012	5.6%	4.2%
January 1, 2013	3.7%	7.3%
January 1, 2014	0.0%	0.0%
January 1, 2015	0.0%	0.0%
January 1, 2016	6.0%	6.0%
January 1, 2017	4.0%	10.0%
January 1, 2018	4.0%	5.0%
January 1, 2019	0.0%	0.0%
January 1, 2020	0.0%	0.0%
January 1, 2021	7.0%	11.0%
10-Year Increase (cumulative)	35.0%	51.4%
Average Annual Increase	3.0%	4.2%

5. How much has Metro employee pay increased in the last ten years?

HR response:

Merit Increases					
----- or -----					
		Step	Open		
Year	COLA	Increments	Range	Comments	
7/1/2010	0.00%	--	--		
7/1/2011	0.00%	--	--		
7/1/2012	4.00%	--	--	2% COLA for Department Heads and other top-level grades	
7/1/2013	1.50%	3%	--	COLA Effective 1/1/2014; steps resumed 1/1/2014	
7/1/2014	1.00%	3%	2.00%	COLA Effective 1/1/2015; open range resumed 1/1/2015	
7/1/2015	2.50%	3%	2.00%		
7/1/2016	3.10%	3%	3.00%		
7/1/2017	2.00%	3%	2.00%		
7/1/2018	0.00%	3%	2.50%		
7/1/2019	3.00%	3%	2.00%		
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10-year Total	17.10%	21%	13.50%		

COLA + Merit (average) for eligible employees: 38.1% for Steps; 30.6% for Open Range

- Using 3% as an average for step increments.
- Increments average 4% on Trades and Labor schedules (5 steps), and 3% on all other step schedules (10 steps).
- Some step plans schedule increments annually to step 10, others have 2 years between steps after Step 4.
- Trades and Labor schedules range between 6 months and 2 years between steps.
- Employees at top step (or pay range maximum) are not eligible for merit increases.

6. Is there a list of all the FTEs created in this budget and what department they belong to?

Finance response:

Property Assessor’s Office – 3.5 FTEs for property reappraisal (performed every 4 years)
Fire Department – 2 FTE’s moved from Office of Fleet Management
Office of Family Safety – 1 FTE moved from a grant funded position
Planning Commission – 1 FTE for 2020 census redistricting
Sheriff’s Office – 20 FTEs for correctional officers to house federal prisoners (revenues exceed additional cost)

7. What are the costs for each the following in the budget for General and MNPS employees: step increases, longevity pay, 2% COLA

MNPS response:

Each 1% COLA = \$5,940,100

2% COLA = \$11,880,200.

Step increments = \$8,158,500.

MNPS does not have longevity pay, just steps.

Finance response: For General Government, 2% COLA = \$11.9M, Increments (steps increases) = \$4.1M, and open range = \$6.6M.

8. What would the cost savings look like for Metro if we did a 10% reduction in salaries for every Metro employee who earns over \$75k a year vs Who earns over \$50k a year?

HR response: Of about 9500 Metro employees (excluding MNPS) about 1450 have annual pay \$75,000 or higher, and about 5500 employees have annual pay \$50,000 or higher. The estimate of cost savings for a 10% reduction of these employees’ salaries:

<u>Salary</u>	<u>Savings</u>
\$75k+	\$13,725,000
\$50k+	\$38,379,000

Please note that the Council cannot adjust the pay of certain employees or certain classifications of employees, or in this case, only employees above a certain salary threshold. The Council may uniformly adjust the pay rates or ranges up or down. Language from the Metro Charter: *“The council shall (1) adopt the general pay plan, or (2) adopt the same as amended but without modifying the plan except by uniform modification of all grades, or (3) reject the same.”* Further, there are other administrative and legal issues: employees are on pay grades with steps, which makes individual adjustments based on salary thresholds especially problematic, other pay equity issues that would cause some longer term coworkers to make less than their shorter serving counterparts or more than their supervisor, and certain salaries set by state law that cannot be adjusted.

9. What would the cost savings look like for Metro if we rolled back Metro Council salaries to the level prior to the 2019 increase?

HR response: This adjustment would save approximately \$332,000 on an annual basis. Please note that these salaries are part of the pay plan and Council can only adjust pay up or down uniformly for all classifications outlined in the pay plan. In addition, any adjustment to Council pay can only be effective per Charter after a new term begins.

10. What would the cost savings look like for Metro if we eliminated the insurance subsidy for elected officials who have served 8 years in office.

HR response: The annual total cost of those former elected officials receiving Metro health insurance for 2020 is approximately \$646,000, 75% of which is paid by Metro with an annual cost of approximately \$485,000. The annual total cost of current Council Members receiving Metro health insurance for 2020 is approximately \$471,000, 75% of which is paid by Metro with an annual cost of approximately \$353,000. This change requires a Metro Code change and review by the Council's Legal Director about whether this change would apply to current former elected officials drawing this benefit or whether it would apply only to future elected officials which may impact the immediate annual cost savings estimates provided.

11. What would the cost savings look like for Metro if we went to a 4 day workweek for all non-essential employees?

HR response: For questions 11 and 12, essential employees are determined on a department-by-department basis for which we do not have a listing. Until we are provided with information as to whom is and is not essential or another definitive parameter, we cannot answer the requests as currently posed and we are requesting additional information from the Council Member.

12. What would the cost savings look like for Metro if we furloughed all non-essential employees for a specific period of time (e.g. 2 weeks)

HR response: For questions 11 and 12, essential employees are determined on a department-by-department basis for which we do not have a listing. Until we are provided with information as to whom is and is not essential or another definitive parameter, we cannot answer the requests as currently posed and we are requesting additional information from the Council Member.

13. The budget contains a \$9.7M in IOD medical payments. \$4.1M for employees and \$5.6 for retirees. Is this COVID related and therefore reimbursable? If so, is reimbursement reflected in FY21 budget and where?

Finance Response: These are not COVID related, these budgeted items cover routine employee and retiree benefits.

14. I'd like to review salaries in the Mayor's Office, the Council Office, the Finance Office, the Assessor's Office, and Public Works. (For the Mayor's Office, I'd like to see salaries with names.)
 - a. Also more generally, where if anywhere, does all the Metro salary information live in an easily digestible format? So not just that the mayor's office (or any office) has this many FTE's with this job description/classification, but how much does that job description make.

Response: Here's the link to look up any Metro employee's salary.

<https://data.nashville.gov/General-Government/General-Government-Employees-Titles-and-Base-Annual/2hu7-5kjq>

See the [attached excel file](#) that was pulled from that site. The first tab is all Metro employees. There are separate tabs for each department mentioned above.

15. How can we obtain the salary information for MNPS?
 - a. What happened to the salary study for MNPS?
 - b. How did that come into play if at all in the mayor's proposed budget?

MNPS Response: <https://www.mnps.org/salary-schedules>

a. [MNPS Teacher Compensation Analysis](#)

b. **Finance Response:** As the Mayor shared in his budget presentation remarks, this is a crisis budget, not a discretionary budget. While this budget does not include the many new investments we had hoped to make, this budget will provide needed financial stability. In particular, this Administration has invested in studying teacher pay and hopes to return to bringing MNPS to best in class pay after the crisis.

16. Why is the injury-on-duty (IOD) budgeted amount increasing by \$10.7M? Is this based upon anticipated new claims?

Finance Response: The FY20 operating budget did not allocate any funds for IOD costs. Rather, the FY20 IOD expenses were to be paid out of a fund balance that had built up over several years. Annual expenses are expected to be around \$16 million, so the FY 21 budget also assumes some use of fund balance.