

RESOLUTION NO. RS2018-1247

A resolution adopting a new pay plan for the general employees of the Metropolitan Government of Nashville and Davidson County, excluding employees of the Board of Health, Board of Education, and the Police and Fire Departments, effective July 1, 2018.

WHEREAS, the Metropolitan Civil Service Commission has, pursuant to Section 12.10 of the Metropolitan Charter, assigned each employment classification to a salary grade as of July 1, 2018, with such assignments being equitably related to each other; and,

WHEREAS, the Civil Service Commission has adopted the salary ranges for each grade; and,

WHEREAS, the Director of Personnel for the Civil Service Commission has recommended, after the Commission's approval, desirable salary ranges for each grade to the Director of Finance; and,

WHEREAS, pursuant to RS2017-717, a three-year pay plan was approved by the Metropolitan Council to go into effect on July 1, 2017; July 1, 2018; and July 1, 2019; and,

WHEREAS, the three-year pay plan that was adopted pursuant to RS2017-717 included increment pay increases that are earned at various time intervals; and,

WHEREAS, it is the desire for these increment increases to continue; and,

WHEREAS, it is further the desire that employees who are paid pursuant to open pay ranges be eligible, at the discretion of the employee's Appointing Authority, to receive merit pay increases; and,

WHEREAS, the Metropolitan Government is now experiencing funding restrictions that raise concerns over the advisability of a three year pay plan; and,

WHEREAS, the Metropolitan Civil Service Commission voted to recommend implementation of the pay plan scheduled to go into effect on July 1, 2018, as approved pursuant to RS2017-717, but to relieve the government of the responsibility to implement the pay plan scheduled to go into effect on July 1, 2019 by repealing that pay plan; and,

WHEREAS, pursuant to Sec. 12.10 of the Metropolitan Charter, the recommendation of the Metropolitan Civil Service Commission was forwarded to the Director of Finance for her consideration; and,

WHEREAS, the Director of Finance reviewed the pay plan proposed by the Metropolitan Civil Service Commission and determined that funding restrictions prevent full implementation as of July 1, 2018; and,

WHEREAS, pursuant to the authority granted by Sec. 12.10 of the Metropolitan Charter, the Director of Finance uniformly modified the recommended pay plan by removing the proposed three (3%) percent cost of living adjustment; and,

WHEREAS, the Director of Finance further determined that due to financial restrictions the additional funding provided to each department to cover merit based salary increases for employees in open range pay classifications needed to be reduced to two and one-half (2½%) percent of that department's total annual open range salary budget; and,

WHEREAS, the Director of Finance has approved the recommendations of the Civil Service Commission, subject to her modifications as set out above, and forwarded the same with a statement of full budgetary implications to the Mayor for his approval; and,

WHEREAS, the Mayor has approved the plan presented to him by the Director of Finance and recommends its adoption by the Metropolitan County Council.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY:

Section 1: The pay plan adopted pursuant to RS2017-717 and which went into effect on July 1, 2017, for the general employees of the Metropolitan Government, excluding employees of the Board of Health, Board of Education, and the Police and Fire Departments, from and after July 1, 2018 shall be as provided in Exhibit "A". Exhibit "A" reflects salary continuation from the amounts that went into effect on July 1, 2017; the continuation of step increment adjustments; and a one year pay plan that replaces the pay plans scheduled to go into effect July 1, 2018 and July 1, 2019 as adopted pursuant to RS2017-717. Exhibit "A" is incorporated into this Resolution as if fully set out herein.

Section 2: Additional funding shall be provided to each department in the amount of two and one-half (2½%) percent of that department's total annual open range salary budget so that employees in open range pay classifications will have the opportunity to receive merit based salary increases, at the discretion of the Appointing Authority, as reflected in Exhibit "A". Eligibility for Open Range salary increases for FY19 will become effective as of July 1, 2018.

Section 3: This Resolution shall take effect on July 1, 2018, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.

RECOMMENDED BY:

INTRODUCED BY:

Shannon Hall, Director
Metropolitan Department of Human Resources

William H. Farmer, Chairman
Metropolitan Civil Service Commission

Members of Council

APPROVED AS TO AVAILABILITY
OF FUNDS:

Talia Lomax O'dneal, Director
Metropolitan Department of Finance

APPROVED AS TO FORM
AND LEGALITY:

Metropolitan Attorney

APPROVED AND RECOMMENDED TO THE
METROPOLITAN COUNTY COUNCIL FOR
ADOPTION:

David Briley
Mayor