

RESOLUTIONS NO. RS2018-1247 THROUGH RS2018-1249— These three resolutions would adopt new pay plans for the employees of the Metropolitan Government, with the exception of the Board of Education, to take effect July 1, 2018. The primary effect of these resolutions would be to continue the respective pay plans, continue increment pay, and provide for the possibility of merit pay increases for open range employees.

The pay plan provides step increases known as “increments” for certain employment classifications on a six month, one year, eighteen month, or two year interval, depending upon the position. The Council previously approved a freeze of the increment pay increases and longevity pay, but increments were restored in FY14.

In addition to step increases, the equivalent of an additional 2.5% merit pay increase would be available for open range employees (who do not receive increments). The amount of individual raises for increment employees are determined by department heads. The pay plan contemplates that open range employees are to be paid based upon merit, not length of service.

These resolutions would not provide for any across-the-board pay increases. In comparison, prior Resolutions No. RS2017-717, RS2017-718, and RS2018-719 provided for 3% increases in FY19 and FY20.

Per section 12.10 of the Metropolitan Charter, pay plans may not be amended by the Council except by making uniform modifications of all employment grades (because the relationship between pay grades must remain the same pursuant to the Metro Charter).

The pay plan amendments have been approved by the Civil Service Commission, the Finance Director, the Board of Health, and the Mayor.

The proposed pay plans are as follows:

- **Resolution No. RS2018-1247** (VERCHER & WITHERS) would approve the pay plan for general employees of the Metropolitan Government;
- **Resolution No. RS2018-1248** (VERCHER, GILMORE, & WITHERS) would approve the pay plan for the Board of Health employees; and
- **Resolution No. RS2018-1249** (VERCHER, ROBERTS, & WITHERS) would approve the pay plan for employees of the Fire and Police departments.