



METROPOLITAN CIVIL SERVICE COMMISSION

Minutes

Date: *April 22, 2025*

Time: 8:30 a.m.

Place: Howard Office Building
Sonny West Room
700 President Ronald Reagan Way
Nashville, Tennessee 37210

MEMBERS: William H. Farmer, D. Billye Sanders, Alysia Jones, Ethan Link, and Jason T. Evans.

OTHERS PRESENT: Shannon B. Hall, Human Resources Director; Nicki Eke, Metro Legal Department Attorney

Chairman Farmer called the meeting to order and acknowledged the union representatives in attendance for the FOP, IAFF and SEIU.

HUMAN RESOURCES

Shannon B. Hall, Human Resources Director, submits the following for the Commission's consideration and appropriate action:

Item #1: Public Comment Period

A maximum of 10 persons who write their names on the sign-up sheet provided at the meeting will be allowed to comment on matters that are germane to items on the agenda. Comments are limited to a maximum of two (2) minutes per person. To provide comment, you must sign up prior to the end of Item C on the Agenda. The Public Comment period does not apply to disciplinary matters on the agenda.

Bob Nash, Councilmember for District 27, provided comments on the upcoming FY26 pay plan recommendations and expressed concerns regarding the proposed changes.

ACTION: Report Only

Item #2: Pay Plan Review for Fiscal Year 2026

Leslie Schuster and Jenna Smith, Metro HR Reps, appeared before the Commission to discuss the recommended pay plans for General Government and Police & Fire for Fiscal Year 2026.

Leslie addressed concerns raised during the previous Civil Service meeting regarding the use of the Employment Cost Index (ECI) versus the Consumer Price Index (CPI). She explained that going forward, Human Resources recognizes its role in setting appropriate pay for employees by evaluating what the market is paying for similar jobs in order to remain competitive.

Chairman Farmer asked about the actual impact of switching from CPI to ECI.

Commissioner Sanders requested clarification from legal counsel, Ms. Eke, asking whether, if HR recommends using ECI but the Commission wishes to use CPI in a future year when ECI is lower, the Commission has the authority to change

the metric. Ms. Eke confirmed that the Commission retains the authority to make such changes by recommending modifications to the pay plan.

Commissioner Link expressed concern about changing the metrics used to determine employee increases. Director Hall explained that, as part of the Mercer study, Metro requested a review of all compensation policies, and Mercer validated the measures that have been presented.

Unions:

Joel Cottrill, FOP President, explained that with the pay plan as presented, Metro is starting off behind in competitiveness—except for first-year officers. He expressed concern that this will negatively impact the retention of police officers. Commissioner Evans asked if the turnover rate is available and noted that there is a difference between turnover and the percentage of positions filled.

Jessica Stewart, SEIU President, expressed concern about using the Employment Cost Index (ECI) and not leading the market in pay.

Addis Kendall, IAFF Local 140 President, expressed concern about merit increases being absorbed into the proposed market-based pay increases.

MOTION: After some discussion, Commissioner Link moved to amend the proposed pay plans by increasing the step progression from 2% to 3% for Fiscal Year 2026. The motion was seconded by Commissioner Evans. Commissioners Link and Evans voted in favor, while Commissioners Sanders, Jones, and Farmer opposed. The motion failed due to lack of majority support.

MOTION: After further discussion, Commissioner Sanders moved to accept the proposed pay plans for Fiscal Year 2026. The motion was seconded by Commissioner Jones. Commissioners Sanders, Jones, and Farmer voted in favor, while Commissioners Link and Evans opposed. The motion passed.

Item #3: Job Descriptions for Fiscal Year 2026 Pay Plan

Leslie Schuster and Jenna Smith, Metro HR Representatives, appeared before the Commission to present the following new job descriptions for inclusion in the Fiscal Year 2026 pay plan for approval:

- Grants and Accountability Officer
- Assistant Grants and Accounting Officer
- Investments Portfolio Manager
- Fire Deputy Chief
- Short Term Rental Inspector 1
- Traffic Management Center Operator 1
- Traffic Management Center Operator 2
- Traffic Management Center Supervisor
- Traffic Management Center Manager
- Urban Forestry Chief
- Urban Forestry Inspector 1
- Waste Services Superintendent
- Water Field Technician Supervisor
- Zoning Inspection Chief
- Zoning Inspector 1
- Zoning Inspector 2

MOTION: After some discussion, Commissioner Link moved to accept the Job Descriptions for fiscal year 2026 as presented. Seconded by Commissioner Evans and the Commissioners approved without objection.

With nothing further, the meeting adjourned at 10:31 am.

ATTEST:

Shannon B. Hall, Director
Secretary to the Commission

APPROVED:

William H. Farmer, Chairman
Civil Service Commission