



METROPOLITAN CIVIL SERVICE COMMISSION

Minutes

Date: *April 20, 2026*

Time: 8:30 a.m.

Place: Metro Public Schools Board of Education
Board Room
2601 Bransford Ave
Nashville, Tennessee 37204

MEMBERS: William H. Farmer, D. Billye Sanders, Alysia Jones, Ethan Link, and Quan Poole.

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 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.

Robert Nash, Councilmember for District 27, and Erin Evans, Councilmember for District 12, provided comments on the upcoming FY27 pay plan recommendations.

ACTION: Report Only

Item #2: Pay Plan Review for Fiscal Year 2027

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 2027.

Ms. Schuster provided additional information following discussion during the previous Civil Service meeting regarding the use of the Employment Cost Index (ECI); and how Metro uses ECI data-to recommend an across the board pay increase. She explained that it is important to look at what is happening in the labor market to recommend appropriate pay. She also provided clarification on what the private and public sectors have historically looked like and how Metro's recent pay increases have compared to both ECI and CPI; Metro having exceeded both metrics in 9 out of 10- years between 2016 and 2026 and now offers more competitive pay. Director Hall also explained that Metro uses a blended rate of public and private sector ECI because we are competing with the private and public sector depending on the job.

Unions:

Joel Cottrill, FOP President, provided additional information to the Commission. He explained that with the pay plan as presented, Metro is starting off behind in competitiveness and wage growth—except for first-year officers. He expressed concern that this will negatively impact the retention of police officers. He also expressed concerns about combining the merit increase with the across-the-board increase to comprise the market increase given to employees. Ms. Smith responded that this year's changes along with the larger increases last year make police pay within our acceptable threshold for competitiveness, and that Police does not appear to have a retention issue, as their turnover rate is half that of Metro Government overall.

Jessica Stewart, SEIU President, expressed concern about employees receiving a 1.7% across-the-board increase and the inclusion of the 2% merit increase as part of the total market increase.

MOTION: After some discussion, Commissioner Poole moved to accept the proposed pay plans for Fiscal Year 2027. The motion was seconded by Commissioner Sanders and the Commissioners approved without objection.

Item #3: Job Descriptions for Fiscal Year 2027 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 2027 pay plan for approval:

- Automotive Mechanic 2
- Behavioral Health Counselor 2
- Equipment Inventory Leader
- Equipment Mechanic 2
- Fire Arson Investigator 1
- Historic Zoning Administrator
- HRIS Compliance Tech 2
- Police Security Guard Supervisor
- Pre-Trial Housing Cook
- Pre-Trial Housing Facilities Asst Manager
- Pre-Trial Housing Facilities Manager
- Pre-Trial Housing Kitchen Supervisor
- Pre-Trial Housing Officer
- Pre-Trial Housing Officer Supervisor
- Pumping Station Superintendent
- Security Guard 2
- Waste Services Administrator

MOTION: After some discussion, Commissioner Link moved to accept the Job Descriptions for Automotive Mechanic 2, Behavioral Health Counselor 2, Equipment Mechanic 2, Historic Zoning Administrator, HRIS Compliance Tech 2, Pre-Trial Housing Cook, Pretrial Housing Facilities Asst Manager, Pre-Trial Facilities Manager, Pre-Trial Housing Kitchen Supervisor, Pre-Trial Housing Officer, Pre-Trial Housing Officer Supervisor, Pumping Station Superintendent, Security Guard 2, and Waste Services Administrator as presented. The motion was Seconded by Commissioner Sanders and the Commissioners approved without objection.

MOTION: After some discussion, Commissioner Link moved to accept the Job Description Fire Arson Investigator 1 as presented. The motion was Seconded by Commissioner Jones and the Commissioners approved without objection.

MOTION: After some discussion, Commissioner Link moved to accept the Job Description Police Security Guard Supervisor as presented. The motion was Seconded by Commissioner Sanders and the Commissioners approved without objection.

MOTION: After some discussion, Commissioner Link moved to accept the Job Description Equipment Inventory Leader as presented. The motion was Seconded by Commissioner Jones and the Commissioners approved without objection.

With nothing further, the meeting adjourned at 10:05 am.

ATTEST:

**Shannon B. Hall, Director
Secretary to the Commission**

APPROVED:

**William H. Farmer, Chairman
Civil Service Commission**