

MINUTES

METROPOLITAN CIVIL SERVICE COMMISSION

PUBLIC HEARING FOR CONSIDERATION OF PROPOSED FY 2017 PAY PLAN

FEBRUARY 9, 2016

The Metropolitan Civil Service Commission met for a Public Hearing on February 9, 2016 in the Howard Office Building – Sonny West Room, 700 2nd Ave S, Nashville, Tennessee, 37210, at approximately 9:53 a.m.

Commission Members present: Chairman William H. Farmer, Vice-Chairman R. Steve Corbitt, Jo Ann North, and Ethan Link

Members Not Present : D. Billye Sanders

Other Members present: Ms. Veronica T. Frazier, Director of Human Resources – Secretary to the Commission and Ms. Nicki Eke, Metro Legal Department – Attorney to the Commission

Chairman Farmer called the meeting to order asking if there was anyone who would like to be heard on this matter. The following came forward to address their concerns:

(1) Dawn Deaner, Public Defender

Ms. Deaner was pleased with the proposed pay plan, thanked Human Resources for their work on the pay plan, and asked the Commission to approve the proposed pay plan.

(2) Mark Young, Representative for Fire

Mr. Young expressed pleasure with the results of the pay plan study, and brought forth into consideration, the classification for the newly-revised Breathing Apparatus Technician position.

Human Resources Manager Jamie Summers of the Nashville Fire Department came forward to state the findings of a recent job audit raised the position from an SR06 to the SR07 salary range.

Human Resources Assistant Director Michael Taylor joined them, and added HR had researched the salary grade for this position as part of the audit, but would take Mr. Young's request to elevate the salary grade under advisement.

Mr. Young also asked the Commission to keep working on compression, as part of the pay plan.

(3) Sergeant Danny Hale, President of Fraternal Order of Police, and Lieutenant Ben Rodgers

Mr. Hale thanked Human Resources and the Commission for the work on the pay plan. Sergeant Hale and Lieutenant Rodgers asked for a greater increase in the difference in pay between the sergeant and lieutenant positions, based on the increase in responsibilities of the position. To resolve some compression issues, they also requested for employees to be slotted into the proposed pay scales based on years of service.

(4) Brad Rayson, President of SEIU Local 205, and Representative Mark Naccarato

Mr. Rayson complimented Human Resources staff and their responsiveness in working on the proposed pay plan. SEIU represents approximately 2500 workers in the city, and shared a PowerPoint presentation on the proposed pay plan. A concern SEIU would like to see addressed is within the Emergency

Communications Center (ECC) pay scales. The Deloitte study was unable to make an equal comparison with our ECC and those in other cities because Nashville has consolidated police and fire dispatch. Human Resources Assistant Director Michael Taylor came forward to say HR agreed with SEIU that Nashville is unique with consolidated police and fire dispatch. As a result, HR disregarded Deloitte's suggestions, and benchmarked the Emergency Telecommunications pay structure significantly above what Deloitte recommended.

Mr. Rayson stated another concern is employees moving from stepped pay into Open Range classification. The rationale given for this being put into effect is to pay employees for their performance. However, some employees do not see it the same way. Since Open Range increases have not been funded and employees could perform at or above expectations, yet not receive a pay increase, SEIU would like to see HR modify the proposal and keep some positions on stepped pay.

(5) Byron Grizzle, Human Resources Manager – Davidson County Sheriff's Office

Mr. Grizzle thanked HR for their work on the Correctional Officer pay plan, and acknowledged a competitive pay plan helps to recruit better employees, and saves on training and lawsuit costs. The Davidson County Sheriff's Office supports the proposed pay plan.

Chairman Farmer thanked everyone for their comments, and asked if there was anyone else who would like to be heard on this matter. Hearing no further requests, he asked to hear from the Human Resources Department.

Water Services Deputy Director John Kennedy said Human Resources is working on and will continue to work on a few issues which will be presented at the next meeting, including structural issues with the classifications for attorneys and the Public Defender, Police salary range increases and proportionality with park rangers, and employees moving from stepped pay into Open Range classification.

Human Resources feels the issues with employees moving from stepped pay into Open Range classification are inconsistency in the classification of employees required to have a Master's Degree, and a lack of Open Range funding in the past. Human Resources Assistant Director Michael Taylor requested for an HR Representative to meet with the concerned employees to fully explain how the Open Range plan should operate. Commissioner Link commented if the intention of the move to Open Range is to motivate employee performance, and it's not perceived that way by the employees, then it doesn't seem it would have the intended effect. Commissioner Link noted, however, that if further explanation changes that sentiment, that would make a difference to him.

Chairman Farmer again asked if there was anyone else who would like to be heard on this matter.

(6) Mark Young, Representative for Fire

Mr. Young asked for the Commission to consider across the board raises for all Metro employees.

With no additional questions raised by the Commission or comments from the public, the meeting adjourned at 11:36 a.m.

ATTEST:

APPROVED:

***Ms. Veronica T. Frazier, Director
Human Resources Department
Secretary to Civil Service Commission***

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