

MINUTES

METROPOLITAN CIVIL SERVICE COMMISSION

PUBLIC HEARING

MAY 11, 2017

The Metropolitan Civil Service Commission met for a Public Hearing on May 11, 2017 in the Howard Office Building – Sonny West Room, 700 2nd Ave S, Nashville, Tennessee, 37210, at 8:30 a.m.

Commission Members present: Chairman William H. Farmer, Vice-Chairman R. Steve Corbitt, D. Billye Sanders, and Jo Ann North

Members Not Present: Ethan Link

Other Members present: John Kennedy, Interim Director of Human Resources – Secretary to the Commission and Nicki Eke, Metro Legal Department – Attorney to the Commission

(1: Pay Plan Proposal

Human Resources Analyst Leslie Schuster was present before the Commission to discuss the proposal. At the 2017 State of Metro Address, Mayor Barry proposed a three-year pay plan for FY2018, FY2019, and FY2020, with cost of living increases at 2%, 3%, and 3%, respectively. The Pay Plan document includes those, as well as a title change, some grade changes, and a number of newly-created classifications.

In relation to the newly-created classifications, Interim Director of Human Resources John Kennedy highlighted the benefits of the targeting program and forthcoming targeting pilot project. Essentially, the targeting program/pilot project touches on four of the Mayor's Initiatives: Diversity, Gender Equity, Employee Continuing Education, and Employee Financial Empowerment. The program has been well-received by both employees and supervisors, and based on continued success, the goal of the pilot project is to eventually expand the program into other Metro departments.

Chairman Farmer asked if there were any questions from the Commission or anyone from the public who would like to be heard on this matter. Hearing no requests, he closed discussion on this item.

(2: Longevity Pay Resolution

Human Resources Analyst Leslie Schuster was present before the Commission to discuss the resolution. At the request of the Administration, the longevity pay date is being moved up from December to mid-November. To make this change and without adversely affecting employees, Human Resources is requesting to edit the Longevity Pay Resolution.

Chairman Farmer asked if there were any questions from the Commission or anyone from the public who would like to be heard on this matter. Hearing no requests, he closed discussion on this item.

(3: Civil Service Pay Plan Rule and Policy changes request

Human Resources Analyst Seth Waltenbaugh and Human Resources Analyst Leslie Schuster were present before the Commission to discuss the proposed rule change on shift differential pay for second and third shifts. In response to requests from Metro Departments for an increase to shift differential pay, the proposal is that shift differential pay would be increased ten cents per hour. Also, included were proposed policy changes to add assignment classifications to the General Government Pay Plan and update the assignment classifications for Police and Fire.

Chairman Farmer asked if there were any questions from the Commission or anyone from the public who would like to be heard on this matter. Hearing no requests, he closed discussion on this item.

With no additional questions raised by the Commission or comments from the public, Vice-Chairman Corbitt moved to close the public hearing. Seconded by Commissioner North, the Commission approved without objection and the meeting adjourned at 9:00 a.m.

ATTEST:

APPROVED:

***John P. Kennedy, Interim Director
Human Resources Department
Secretary to Civil Service Commission***

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