

RESOLUTION NO. RS _____

A resolution adopting a new pay plan for employees of the Metropolitan Board of Health, effective July 1, 2022.

WHEREAS, the Metropolitan Board of Health, acting in its official capacity as a Civil Service Commission has, pursuant to Sections 12.09 and 12.10 of the Metropolitan Charter, assigned each employment classification to a salary grade as of July 1, 2022, with such assignments being equitably related to each other; and,

WHEREAS, the Board of Health's Civil Service Commission has adopted the salary ranges for each grade; and,

WHEREAS, the Director of Personnel for the Board of Health has recommended, after the Commission's approval, desirable salary ranges for each grade to the Director of Finance; and,

WHEREAS, pursuant to RS2021-986, a one-year pay plan was approved by the Metropolitan Council to go into effect on July 1, 2021; and,

WHEREAS, the pay plan that was adopted pursuant to RS2021-986 included increment pay increases that are earned at various time intervals; and,

WHEREAS, it is the desire for these increment increases to continue; and,

WHEREAS, it is further the desire that employees who are paid pursuant to open pay ranges be eligible, at the discretion of the employee's Appointing Authority, to receive merit pay increases; and,

WHEREAS, the Board of health's Civil Service Commission recognizes that the pay scales included in the pay plan adopted pursuant to RS2021-986 should be modified by applying a cost of living increase as of July 1, 2022; and,

WHEREAS, the Board of Health's Civil Service Commission recommends that the pay scales be increased by 4% as of July 1, 2022; and,

WHEREAS, pursuant to Sec. 12.10 of the Metropolitan Charter, the Board of Health, sitting as a Civil Service Commission, has determined the need to make changes to their trades and labor classifications; and,

WHEREAS, the Board of Health, sitting as a Civil Service Commission, determined the need to make changes to other classifications to maintain equity with General Government positions; and,

WHEREAS, pursuant to Section 12.10 of the Metropolitan Charter, having been advised of its full budgetary implications, the Mayor has approved the plan and recommends its adoption by the Metropolitan Council.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY:

Section 1: The pay plan adopted pursuant to RS2021-986 and which went into effect on July 1, 2021, for employees of the Metropolitan Board of Health, from and after July 1, 2022 shall be as provided in Exhibit "A". Exhibit "A" reflects a salary increase in the amount of 4% and the continuation of step increment adjustments. Exhibit "A" further reflects adjustments to some classifications by changing the title and upgrading the salary assigned to that position, as set out in the worksheets submitted to the Metropolitan Council. Exhibit "A" is incorporated into this Resolution as if fully set out herein.

Section 2: Additional funding shall be provided to the Metropolitan Department of Health in the amount of 3% of that Department's total annual open range salary budget so that employees in Open Range pay classifications will have the opportunity to receive merit based salary increases, at the discretion of the Appointing Authority, as reflected in Exhibit "A". Eligibility for Open Range salary increases for FY23 will become effective as of July 1, 2022.

Section 4: Upon the adoption of the pay plan attached as Exhibit "A" and upon it becoming effective, the pay plan adopted pursuant to RS2021-986 is hereby repealed.

Section 5: This Resolution shall take effect on July 1, 2022, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.

RECOMMENDED BY:

INTRODUCED BY:

Les Bowron, Director of Personnel
Metropolitan Health Department

Tené Hamilton Franklin, MS
Chair, Metropolitan Board of Health

Member(s) of Council

APPROVED AS TO AVAILABILITY
OF FUNDS:

Kelly Flannery, Director
Metropolitan Department of Finance

APPROVED AS TO FORM
AND LEGALITY:

Metropolitan Attorney

APPROVED AND RECOMMENDED TO THE
METROPOLITAN COUNTY COUNCIL FOR
ADOPTION:

John Cooper,
Mayor