



METROPOLITAN CIVIL SERVICE COMMISSION

SPECIAL CALLED MEETING

MINUTES

Date: April 22, 2024

Time: 8:30 a.m.

Place: Howard Office Building
Sonny West Room
700 2nd Avenue South
Nashville, Tennessee 37210

Members: William H. Farmer, D. Billye Sanders, Jo Ann North, Alysia Jones, and Ethan Link

Other Members: Shannon B. Hall, Human Resources Director; Nicki Eke, and Courtney Mohan, Metro Legal Department Attorneys

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: Pay Plan Review for Fiscal Year 2025

Leslie Schuster was present before the Commission to present the recommended pay plans for General Government, Police and Fire for Fiscal Year 2025.

Ms. Schuster presented the updates that the Commissioners asked for at the previous meeting to show the Merit and total increase in pay for the US Market and the ECI index metric. Along with the ECI updates for the state and Local Government and Private employees.

There was a title change for the Juvenile Court job series to Youth Case Manager.

Commissioner Link: Asked Ms. Schuster about the ECI table that was used last year to get clarification on how the table was used in last year's calculations.

UNIONS:

SEIU: Jessica Stewart, President, addressed the Commission and requested a 5% COLA.

IAFF: Danny Yates, President, addressed the Commission and requested a 5% COLA.

FOP: James Smallwood, President, addressed the Commission and gave a presentation and requested a 5% COLA.

Maura Lee Albert, SEIU member and Economic Equity, Jobs, and Transportation Task Force of Nashville Organized for Action and Hope (NOAH) member, introduced Walter Searcy, NOAH task force member, who requested a 5% COLA. Corey Jenkins, NOAH task force member, addressed the Commission regarding the COLA proposal.

Finance Department: Aaron Pratt, was present to answer any questions that the Commission had regarding this year's budget.

Commissioner Link asked for the value of a 1% of COLA increase. Director Hall confirmed 1% COLA is worth \$8.5 million for general government employees.

Chairman Farmer advised that he was comfortable with the 3.5% COLA that was presented.

Commissioner Link suggested to adjust the COLA to 4.1% and asked about getting back to a multi-year pay plan.

MOTION: After some discussion, Commissioner Jones moved to adjust the COLA rate in the recommended pay plans from 3.5% to 4%. Seconded by Commissioner Link and the Commission approved without objection.

MOTION: After some discussion, Vice-Chair Sanders moved to approve the remaining recommendations in the recommended pay plan from Human Resources. Seconded by Commissioner Jones and the Commission approved without objection.

Item #2: Job Descriptions for Fiscal Year 2025 Pay Plan

MOTION: After some discussion, Commissioner Jones moved to accept the Job Descriptions for fiscal year 2025 as presented. Seconded by Commissioner North and the Commission approved without objection.

With nothing further, the meeting adjourned at 9:27 am.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Secretary to the Commission

William H. Farmer, Chairman
Civil Service Commission