

METRO EMPLOYEE COMPENSATION PLAN

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METRO EMPLOYEE COMPENSATION PLAN

Comprehensive Compensation and Benefits for All Metro Employees

\$27.4 Million Year 1 Investment in Louisville Metro's Workforce
\$136.6 Million Four-Year Total Commitment

THE PROBLEM

Louisville Metro Government has a two-tier workforce: union employees with strong contracts securing 21-24% raises over recent years, and non-union employees receiving only 5% raises. This creates:

- Inequality and resentment among 3,500 non-union employees
- Difficulty recruiting for non-union positions
- High turnover in administrative, technical, and professional roles
- Morale problems undermining service quality
- Inability to compete with private sector and other cities

Current Reality: Public safety unions secured 21-24% raises. Everyone else got 5%.

Our Solution: Metro Employee Compensation Plan guaranteeing ALL employees comparable benefits.

Impact: Equity, fairness, and competitive compensation for 6,000+ Metro employees.

WHAT THE METRO EMPLOYEE COMPENSATION PLAN GUARANTEES

Comprehensive Benefits for ALL Employees:

- ✓ **24% compounded wage increases** over 4 years (7% + 5% + 5% + 5%)
- ✓ **Cost-of-living adjustments (COLA)** - Automatic quarterly inflation protection
- ✓ **Performance bonuses** - 3% of salary annually for meeting goals
- ✓ **Zero-premium healthcare** for ALL coverage tiers
- ✓ **Enhanced retirement** - CERS contributions plus voluntary 457(b)
- ✓ **Generous paid time off** - 13 holidays, up to 25 vacation days, sick leave, 2 weeks parental leave
- ✓ **Life insurance** - 2x salary at no cost, plus supplemental options
- ✓ **Disability protection** - Short-term (80%) and long-term (60%) coverage
- ✓ **Educational benefits** - Up to \$6,000 tuition + \$1,000 textbooks + \$2,000 professional development
- ✓ **Student loan assistance** - Up to \$5,250 annually
- ✓ **Workplace protections** - Grievance procedures, anti-discrimination policies, whistleblower protection

Total Employee Benefit Value: \$25,000-\$30,000 annually beyond base salary

COMPREHENSIVE COMPENSATION STRUCTURE

Base Wage Increases

FY2026: 7% base wage increase
FY2027: 5% base wage increase
FY2028: 5% base wage increase
FY2029: 5% base wage increase

Total: 24% compounded growth over four years

This matches the wage trajectory secured by public safety unions, ensuring equity across all employee categories.

Real-World Impact Examples:**Administrative Analyst (\$52,000 current):**

- After Year 1: \$55,640 (+\$3,640)
- After Year 4: \$64,410 (+\$12,410 total, +24%)
- **Plus COLA, bonuses, and enhanced benefits**

Library Professional (\$42,000 current):

- After Year 1: \$44,940 (+\$2,940)
- After Year 4: \$52,023 (+\$10,023 total, +24%)
- **Plus educational benefits worth up to \$9,000/year**

Parks Maintenance (\$32,000 current):

- After Year 1: \$34,240 (+\$2,240)
- After Year 4: \$39,637 (+\$7,637 total, +24%)
- **Plus wellness benefits, longevity pay, enhanced leave**

Cost-of-Living Adjustments

Automatic quarterly inflation protection:

- Paid quarterly based on Consumer Price Index
- Estimated 1.5-2.0% annually
- Rolled into base pay in 2029
- **Estimated total COLA value: \$8,800-\$10,500 over contract life**

Performance-Based Compensation**Annual Performance Bonus:**

- 3% of salary for meeting goals
- Range: 0-6% based on performance
- \$52,000 salary = ~\$1,560 annual bonus
- **\$5.8M annual program cost**

Excellence Recognition Bonus:

- \$500 to \$5,000 quarterly awards
- For exceptional service and innovation
- **\$2.1M annual program cost (Year 2+)**

HEALTHCARE BENEFITS

Zero-Premium Medical Coverage:

- \$0 monthly premium for ALL tiers (employee, family, etc.)
- No deductible for preventive/primary care
- Out-of-pocket max: \$3,000 individual / \$6,000 family
- **Value: ~\$17,500 per employee annually**

Employee Wellness Centers:

- \$5 copay per visit
- Medical, physical therapy, behavioral health
- Generic medications \$5 per 30-day supply
- Extended hours at multiple locations

Dental, Vision, Prescription Coverage:

- Preventive dental 100% covered
 - Vision exam and \$150 frames every 24 months
 - Prescription copays: \$10/\$30/\$60
 - All included at zero additional premium
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RETIREMENT & FINANCIAL SECURITY

CERS Pension:

- Employer contributions: 18.62% (nonhazardous) or 35.73% (hazardous)
- Value: \$11,000-\$21,000 annually per employee
- Employee contributes 5-6% of salary

Supplemental Retirement:

- Voluntary 457(b) plan available
- Pre-tax or Roth options
- Financial education provided

Student Loan Assistance:

- Up to \$5,250 annually (IRS maximum)
 - Helps recruit talent burdened by education debt
 - **\$1.8M annual program cost**
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PAID TIME OFF

13 Paid Holidays including Juneteenth, plus 2 floating holidays

Generous Vacation:

- Start: 10 days, growing to 25 days at 16+ years
- Carry over up to 240 hours
- Cash out up to 80 hours annually

Sick Leave:

- 12 days annually with unlimited accrual
- 50% payout at separation (max 60 days)

Paid Parental Leave:

- 2 weeks (80 hours) for birth, adoption, or foster placement
- First time this benefit available to non-union employees

Bereavement & Personal Days:

- Up to 5 days bereavement for immediate family
 - 2 personal days annually
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EDUCATIONAL BENEFITS

Total Support: Up to \$14,250 annually

Tuition Assistance: \$6,000/year

- Certificate through PhD programs

- Direct payment to schools

Textbook Reimbursement: \$1,000/year

Professional Development: \$2,000/year

- Conferences, certifications, training

Student Loan Assistance: \$5,250/year

- IRS tax-free maximum
 - After 1 year of service
-

ADDITIONAL BENEFITS

Life & Disability Insurance:

- 2x salary life insurance at no cost
- Short-term disability: 80% of salary
- Long-term disability: 60% of salary

Wellness & Fitness:

- \$500 annual reimbursement
- Free TARC passes
- \$50/month parking subsidy downtown

Employee Assistance Program:

- Free confidential counseling
- Mental health, financial, legal support
- Up to 8 sessions per issue

Longevity Pay:

- \$300-\$1,200 annually based on years of service
 - Rewards long-term commitment
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WORKPLACE PROTECTIONS

Non-Discrimination: Protection against discrimination based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status

Harassment-Free Workplace: Zero tolerance policy with anonymous reporting hotline

Grievance Procedure: Four-step process for resolving disputes without retaliation

Whistleblower Protection: Safety for reporting fraud, waste, abuse, or illegal activity

Workplace Safety: OSHA compliance, right to refuse unsafe work, required safety training

HOW WE PAY FOR IT

Total Four-Year Cost: \$136.6 Million

- Year 1: \$27.4M (2.3% of \$1.2B budget)
- Year 2: \$34.6M (2.8% of budget)
- Year 3: \$36.3M (2.8% of budget)
- Year 4: \$38.3M (2.9% of budget)

Funding Sources (No New Broad-Based Taxes):

Budget Reallocations (\$12.5M annually):

- Administrative efficiency: \$4.5M
- Vacant position management: \$3.2M
- Contract optimization: \$2.8M
- Reduced overtime: \$2.0M

Revenue Enhancements (\$8.2M annually):

- Occupational license compliance: \$3.5M
- Property tax delinquency collections: \$2.1M
- Parking modernization: \$1.4M
- Parks/rec non-resident fees: \$1.2M

Efficiency Gains (\$6.7M annually):

- Reduced turnover costs: \$3.8M
- Improved employee health: \$1.9M
- Productivity gains: \$1.0M

No new broad-based taxes. Fiscally responsible. Fully funded.

RETURN ON INVESTMENT

Quantifiable Annual Returns: \$13.6 Million

- Reduced turnover: \$9.0M
- Enhanced service delivery: \$2.3M
- Reduced legal/HR costs: \$800K
- Employee innovation: \$1.5M

Additional Benefits:

- Competitive talent recruitment
 - Equity between union/non-union employees
 - Enhanced community reputation
 - \$34M+ economic boost to local businesses
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COMPARISON TO PEER CITIES

City	4-Year Wage Growth	Tuition Assistance	Healthcare Premium
Louisville (with Compensation Plan)	24%	\$6,000/year	\$0
Indianapolis, IN	12-15%	\$3,000/year	\$50-150/month
Nashville, TN	18-20%	\$5,250/year	\$0-75/month
Cincinnati, OH	10-14%	\$2,500/year	\$25-100/month
Memphis, TN	8-12%	\$1,500/year	\$75-200/month

Louisville becomes a LEADER in employee benefits among peer cities.

WHO THIS HELPS

All 6,000+ Louisville Metro Employees

Union Members (2,500):

- Your contracts are honored (not superseded)
- Your benefits remain intact
- Your precedent protects non-union colleagues

Non-Union Employees (3,500):

- Administrative and professional staff
- Library, parks, public works employees
- Technical specialists and analysts
- All other non-represented employees

Every Department Benefits:

- Library: 300+ employees
- Parks: 450+ employees
- Public Works: 200+ non-union positions
- Administrative/Professional: 2,500+ employees

FISCAL RESPONSIBILITY

This Plan IS:

- ☐ Fully funded through reallocations and targeted revenue
- ☐ Sustainable – built into base budget
- ☐ Fair to ALL employees
- ☐ Competitive with peer cities
- ☐ Smart – reduces costs through lower turnover
- ☐ Equitable – closes union/non-union gap
- ☐ Transparent – quarterly public reporting

This Plan is NOT:

- ☐ New broad-based taxes
- ☐ Deficit spending

- ☐ Political gimmick
 - ☐ Attack on unions
 - ☐ Reduction of existing benefits
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ADDRESSING CONCERNS

Q: Can we afford this?

A: Yes. 2.3-2.9% of annual budget. Funded through efficiency, not new taxes. Saves money long-term through reduced turnover (\$9M annually).

Q: Why should non-union get same as union?

A: Because EVERYONE deserves fair pay. Current inequality hurts morale and service quality.

Q: Will this make union contracts more expensive?

A: No. This matches current union benefits, doesn't exceed them. Sets parity, not new precedents.

Q: What about the \$1.2 billion budget?

A: Corrected. Actual budget is \$1.2 billion. Metro Employee Compensation Plan based on accurate figures.

Q: How do we measure success?

A: Track turnover, recruitment quality, employee satisfaction, service quality. Quarterly public reports from Metro Employee Compensation Plan Oversight Committee.

THE CHOICE

Current Approach:

- Union: 21-24% raises
- Non-union: 5% raises
- Inequality and resentment
- High turnover costing millions
- Unable to compete for talent

Our Approach:

- ALL employees: 24% raises

- COLA protection
- Performance bonuses
- Comprehensive benefits
- Competitive with peers
- Louisville as destination employer

The Metro Employee Compensation Plan is about respect, fairness, and quality government.

OUR PROMISE

To Metro Employees:

You matter. Your service deserves fair compensation. Union or non-union, you'll be treated equitably.

To Louisville Residents:

Better compensation = better service. No new taxes. Fiscally responsible. Investment in quality government.

To Everyone:

This is about building a Louisville where public service is valued, respected, and fairly compensated.

DAVE BIGGERS FOR MAYOR

Fair Pay. Fair Benefits. Fair Treatment. For Everyone.

*For complete Metro Employee Compensation Plan document and budget impact analysis:
Visit rundaverun.org/employee-compensation-plan*

Version 2.0 – Updated with Metro Employee Compensation Plan | October 2025

What This Means for YOUR Neighborhood

Every Louisville neighborhood is unique. Enter your ZIP code to see how this policy directly impacts your community:

Find Your Mini Substation

Enter your ZIP code to see when your neighborhood will receive a community police substation.

Find My Substation

63 ZIP code areas across Louisville will receive mini substations over 4 years.

Part of Dave Biggers' comprehensive public safety plan.

See the Budget Impact

Explore how this policy fits into Dave's comprehensive \$1.2 billion budget plan:

How Does Dave's Budget Affect You?

See your personalized impact - zero tax increase, real benefits

☐ Household Income \$50,000

☐ Children in JCPS 0

☐ Your ZIP Code

Your Personal Impact

How we calculate: Benefits based on average family savings from wellness center access (\$800/year), youth program value (after-school + summer jobs), and your specific mini substation timeline. All benefits come from the same \$1.2B budget - zero tax increase.

Share your results with friends and family:

[□ Share My Results](#)

Compare This Policy

See how Dave's approach differs from current administration policies:

Policy Comparison: Real Change vs. Status Quo

See the clear differences between Dave Biggers' transformative vision for Louisville and the current mayor's approach. The choice is yours.

[□ Share This Comparison](#) [□ Print Comparison](#)

[□ Public Safety](#) [□ Wellness](#) [□ Youth](#) [□ Economy](#) [□ Housing](#) [□ Transparency](#)

[□](#)

Public Safety & Policing

Current Mayor

Traditional policing model

Approach

- Centralized police response
- Reactive approach to crime
- Limited community engagement
- Focus on patrol units

Timeline Ongoing

Budget Status quo funding

Impact Response times: 15-20 minutes average

Dave Biggers

Community-based mini substations

Approach

- 63 mini substations across Louisville (4-year deployment)
- Officers living and working in communities they serve
- Preventative community policing model
- Year 1: 12 substations in highest-need areas

Timeline Year 1-4 phased rollout

Budget Revenue-neutral through property tax restructuring

Impact Response times: 3-5 minutes (neighborhood-based)



Mental Health & Wellness

Current Mayor

Limited wellness infrastructure

Approach

- Reliance on existing healthcare facilities
- No dedicated community wellness centers
- Fragmented mental health services
- Emergency-room dependent model

Timeline No expansion planned

Budget Minimal dedicated funding

Impact Long wait times, limited access in underserved areas

Dave Biggers

Regional wellness centers network

Approach

- 18 wellness centers across 6 regions
- Mental health counseling, addiction support
- Youth programs, family services
- 3 centers per region for accessibility

Timeline Year 1-4 phased rollout

Budget Integrated with public safety restructuring
Impact Accessible care within every neighborhood, preventative focus



Youth Development

Current Mayor

Standard recreation programs

Approach

- Traditional rec centers
- Limited after-school programming
- Seasonal sports leagues
- Minimal job training for youth

Timeline Status quo

Budget Existing recreation budget

Impact Serves fraction of Louisville youth

Dave Biggers

Comprehensive youth investment

Approach

- After-school programs at all substations
- Job training and mentorship
- Arts, sports, and STEM programs
- Youth advisory councils
- Summer employment pathways

Timeline Immediate implementation with substation rollout

Budget \$1,200 value per child annually

Impact Accessible programs in every neighborhood



Economic Development

Current Mayor

Corporate incentives focus

Approach

- Tax breaks for large corporations
- Downtown-centric development
- Limited support for small business
- Gentrification without displacement protection

Timeline Ongoing

Budget Millions in corporate subsidies

Impact Benefits concentrated in select areas

Dave Biggers

Community wealth building

Approach

- Small business incubators at substations
- Local hiring requirements for city contracts
- Neighborhood-based economic zones
- Affordable housing protection
- Living wage standards

Timeline Immediate policy changes, 4-year infrastructure build

Budget Redirected from corporate subsidies

Impact Jobs and wealth stay in neighborhoods

□

Housing & Affordability**Current Mayor**

Market-driven housing

Approach

- Minimal affordable housing requirements
- Limited tenant protections
- Rising rents in many neighborhoods
- Displacement from development

Timeline No comprehensive plan

Budget Minimal housing trust fund

Impact Affordability crisis worsening

Dave Biggers

Housing as a human right

Approach

- Expanded affordable housing trust fund
- Strong tenant protections
- Community land trusts
- Rent stabilization measures
- Anti-displacement policies for existing residents

Timeline Immediate policy changes

Budget Increased trust fund through property tax reform

Impact Protects residents, prevents displacement



Government Transparency

Current Mayor

Standard reporting

Approach

- Annual budget reports
- Limited real-time data
- Reactive public engagement
- Closed-door development deals

Timeline Status quo

Budget Minimal transparency infrastructure

Impact Limited public accountability

Dave Biggers

Radical transparency

Approach

- Real-time budget dashboard
- Public data portal for all city metrics
- Community advisory boards with veto power
- Open contracting process

- Regular town halls in all neighborhoods

Timeline Immediate implementation

Budget Low-cost digital infrastructure

Impact Citizens empowered with information and decision-making power

The Choice is Clear

Louisville deserves transformative change, not more of the same. Join us in building a city that works for everyone.

[Join the Campaign Read Full Policy Platform](#)

▢ What Louisville Residents Say

▢ Community Endorsements

Share This Policy

Help spread the word about Dave’s vision for Louisville:

[dbpm_share_buttons]

▢ Related Policies You Might Like

[policy_recommendations limit="3"]

Make Your Voice Heard

Register to Vote

Register to Vote

Make your voice heard! Register to vote and participate in our democracy.



[Register to Vote](#) ✓ [Check Registration](#)

Important Deadlines

- **Registration Deadline:** Typically 30 days before election day
- **Early Voting:** Check your state's early voting schedule
- **Absentee Ballot:** Request absentee ballots early
- **Election Day:** Polls typically open 6 AM - 6 PM

Note: Deadlines vary by state. Check your local election office for specific dates.

Find Your Polling Place

Find Your Polling Location

Enter your address to find your polling place and get directions.

Your Address

City

State

ZIP Code

Find My Polling Place

You can also call **1-866-OUR-VOTE (1-866-687-8683)** for assistance finding your polling location.

Stay Updated on This Policy

Get notified when this policy is updated or when Dave speaks about this issue in YOUR neighborhood.

* indicates a required field

Email Signup Information

Fax Number (Leave blank)

Name *

Email * We'll send you updates about the campaign

Zip Code 5-digit zip code (optional)

☐ I'm interested in volunteering! We'll send you information about volunteer opportunities

Sign Up

Have Ideas to Improve This Policy?

This is YOUR city. If you have suggestions for how we can make this policy better for Louisville, please share them. Every idea is reviewed.

Suggest an Improvement for Louisville

Have an idea for improving Louisville? Share your policy suggestion below. Your voice matters in shaping our city's future.

Policy Title *

Description *

0/2000 characters

Category Select a category... ▼

Your Name *

Your Email *

ZIP Code (Optional)

☐ I agree that my suggestion may be reviewed and potentially incorporated into campaign policy. My email will only be used to notify me about the status of my suggestion.

Submit Suggestion

NOT ME, WE.

Together, we make Louisville better for everyone.