

METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY



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CHRIS HARMON
COUNCILMEMBER, DISTRICT 26

March 5, 2013

TO: Members of the Civil Service Commission

As a member of the Metro Council and former board member, I appreciate your service to our city. I write to you in light of the decision you have to make with regard to Metro's IOD policy. I agree that we must examine the IOD to ensure that it is sustainable in the long-term, however, I am not convinced that the 'one size fits all' approach should be used when looking at how the IOD policy impacts each department in Metro.

Our men and women in uniform take a greater risk every day that they report for duty. Firefighters, Police and EMS workers often respond to emergency situations involving injured victims who are actively bleeding or at risk for continued injury. They must act quickly and disregard their own safety. They are exposed to any number of risks throughout the day. While these are occupational hazards, we cannot justify asking our emergency services employees to put themselves at risk and fail to take care of them when they are injured on the job. They deserve to know that their service to protect and serve our city is valued.

To that end, I ask you to consider the IOD policy for the Fire Department and the Police Department separately from the rest of Metro's departments. I also suggest that the Civil Service Commission form a Fact Finding Committee to review the entire IOD program, as suggested by the Study and Formulating Committee. This committee should investigate how rising medical costs affect our IOD cost. They should also look at the costs behind ASC when this is something previously done in-house. I respectfully ask that you request more investigation into why the third party administrator of this program is allowing costs to rise so quickly.

I would like to thank you again for your service and ask that the commission please take my suggestions into consideration.

Respectfully,

A handwritten signature in cursive script that reads "Christopher L. Harmon".

Christopher L. Harmon
Councilman, District 26

CH/rh