



Legislation Details (With Text)

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On agenda: 12/10/2019 **Final action:**

Title: FY 2019 - 2020 revisions to the Non-Bargaining Pay

Sponsors:

Indexes:

Code sections:

Attachments: 1. NBR DRAFT FY20 Pay Plan 111919 for 121019 Board Meeting with RECLASS OF PARKS & OPEN SPACE SUPERINTENDENT TO MANAGER.pdf, 2. Community Engagement Survey.pdf

Date	Ver.	Action By	Action	Result
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Agenda Item Name:

FY 2019 - 2020 revisions to the Non-Bargaining Pay

Presenter:

Heather Akpan, 337-6165

Description:

Request approval of the Fiscal Year 2019-2020 revisions to the Non-Bargaining Pay Plan.

Recommended Action:

Approve the revisions to the Fiscal Year 2019-2020 Non-Bargaining Pay Plan.

Prior Board Motions:

The addition of FTEs, classifications/reclassifications or changes to salary ranges on any of the Pay Plans must be approved by the Board of County Commissioners.

Fiscal Consideration:

Funds exist in the FY2019-2020 Departmental Budgets.

Background:

The Human Resources Department prepares recommendations based on review and analysis of the position. If the recommendation is to reclassify the position to a new classification or create a new classification, it must be included in the pay plan prior to reclassification of the position or creation of the position and upon the Board's approval, the Human Resources Department will implement the action.

The following are recommendations for Fiscal Year 2019-2020:

FY 2019-2020 Non-Bargaining Pay Plan:

Position Title and Pay Grade/Range Change:

From: Position Title: Parks & Open Space Superintendent; Exempt/Non-Exempt: Exempt; Pay Grade 18:

Hourly Rate: \$25.2385 to \$39.2052; Annual Rate: \$52,496.08 to \$81,546.82

To: Position Title: Parks & Open Space Manager; Exempt/Non-Exempt: Exempt; Pay Grade 23:

Hourly Rate: \$33.0267 to \$51.3658; Annual Rate: \$68,695.54 to \$106,840.86

Position Minimum Pay Range Change-This recommendation is due to the U.S. Department of Labor changes for the new earnings thresholds necessary to exempt executive, administrative, or professional employees from the FLSA's minimum wage and overtime pay requirements. In the final rule, the Department is raising the "standard salary level" from the currently enforced \$455 to \$684 per week (equivalent to \$35,568 per year for a full year worker).

Position Title: Administrative Coordinator; Exempt/Non-Exempt: Exempt; Pay Grade 10:

From: Hourly Rate: \$16.7107 to \$25.1264; Annual Rate: \$34,758.26 to \$52,262.91

To: Hourly Rate: \$17.1000 to \$25.1264; Annual Rate: \$35,568.00 to \$52,262.91