



Legislation Details (With Text)

File #: 19-0164 **Version:** 1 **Name:**
Type: Consent Item **Status:** Agenda Ready
File created: 8/9/2019 **In control:** Board of County Commissioners
On agenda: 10/8/2019 **Final action:**
Title: FY 2019 - 2020 Draft Pay Plans for Executive Services, Guardian Ad Litem, IAFF Management, Supervisor of Elections, Bargaining and Non-Bargaining.

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Presenter:
Heather Akpan, 337-6165

Description:

Request approval of the Fiscal Year 2019-2020 updates to the Pay Plans.

The minimum and maximum for all pay grades on the Executive Services and the Guardian Ad Litem Pay Plans will increase by 3%.

The minimum for all pay grades on the IAFF Management will increase and there will no longer be maximum rates.

The minimum pay ranges for pay grades 2 - 10 on the Bargaining (LIUNA) and minimum pay ranges for pay grades 7 - 10 on the Non-Bargaining Pay Plans will increase by 50 cents and the maximum rate will increase by 3%; the minimum and maximum pay ranges for pay grades 11 and above will increase by 3%.

Supervisor of Elections minimum hourly rate for ELO 1 will change from \$13.5000 to \$14.0000 and ELO 2 minimum hourly rate will change from \$14.2692 to \$14.4231; the maximum rates will remain the same. All other grades on Supervisor of Elections Pay Plans will remain the same.

Recommended Action:

Sponsors:

Indexes:

Code sections:

Attachments: 1. SOE ELO PAY PLAN DRAFT for FY20.pdf, 2. Community Engagement Survey.pdf, 3. EXS DRAFT FY20 PAY PLAN increase min and max by 3% 091619.pdf, 4. NBR DRAFT FY20 Pay Plan 091819 for 100819 Board Meeting with 50 cent Minimum increases for 2-10 and 3% increase 11 and higher for min and 3% max increase for all.pdf, 5. BAR DRAFT FY20 Pay Plan 091719 for 100819 Board Meeting with 50 cent Minimum increases for 2-10 and 3% increase 11 and higher for min and 3% max increase for all.pdf, 6. FY 20 BOCC GAL PAY PLAN DRAFT 091619.pdf, 7. ELN PAY PLAN 091119 DRAFT FY20.pdf, 8. FY 20 BOCC IAFF MGMT PAY PLAN DRAFT for 100819 Board Meeting with annual min.pdf, 9. FY20 IAFF MGMT Proposal for Current EE increases 100219.pdf

Date	Ver.	Action By	Action	Result
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Supervisor of Elections, Bargaining and Non-Bargaining.

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Recommended Action:

Approve the Fiscal Year 2019-2020 Pay Plans.

Prior Board Motions:

The addition of classifications 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 for adjustments and additions to pay plans and to employees' rates of pay each year.

The following are recommendations for Fiscal Year 2019-2020:
Addition of (1) new classification on the FY 2019-2020 Bargaining Pay Plan:

Fiscal Year 2019- 2020 Draft Bargaining Pay Plan includes (1) new classification:

Position Title: Corrections Counselor II; Exempt/Non-Exempt: Non-Exempt; Pay Grade 16: Hourly Rate: \$22.7618 to \$35.3579; Annual Rate: \$47,344.54 to \$73,544.43

Addition of (3) new classifications on the FY 2019-2020 Non-Bargaining Pay Plan:

Fiscal Year 2019- 2020 Draft Non-Bargaining Pay Plan includes (3) new classifications:

Position Title: Equal Opportunity Specialist; Exempt/Non-Exempt: Exempt; Pay Grade 13: Hourly

Rate: \$19.4948 to \$30.2833; Annual Rate: \$40,549.18 to \$62,989.26

Position Title: Medical Billing 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 Title: Safety Officer; Exempt/Non-Exempt: Exempt; Pay Grade 17: Hourly Rate: \$23.9681 to \$37.2319; Annual Rate: \$49,853.65 to \$77,442.35

Fiscal Year 2019- 2020 Draft IAFF Management Pay Plan includes removal of (3) classifications:
Position Title: Bureau Chief/Train; Exempt/Non-Exempt: Exempt; Pay Grade 19: Hourly Rate: \$25.3209 to \$40.5625; Annual Rate: \$52,667.47 to \$84,370.00

Position Title: Captain/Stat Mgr 40; Exempt/Non-Exempt: Exempt; Pay Grade 22: Hourly Rate: \$21.1171 to \$33.8285; Annual Rate: \$61,493.00 to \$98,508.59

Position Title: Captain/Stat Mgr 56; Exempt/Non-Exempt: Exempt; Pay Grade 22: Hourly Rate: \$29.5639 to \$47.3598; Annual Rate: \$61,492.91 to \$98,508.38

In order to appropriately classify positions, these classifications will need to be added to the applicable Bargaining or Non-Bargaining Pay Plan as appropriate classifications do not currently exist on these Pay Plans. If these new classifications are not added to these Pay Plans, positions cannot be properly classified.

Fiscal Year 2019- 2020 Draft Bargaining (LIUNA) Pay Plan and Draft Non-Bargaining Pay Plans include minimum and maximum salary realignment changes for (all) classifications:

The minimum pay ranges for pay grades 2 - 10 on the Bargaining (LIUNA) and minimum pay ranges for pay grades 7 - 10 on the Non-Bargaining Pay Plans will increase by 50 cents and the maximum rate will increase by 3%; the minimum and maximum pay ranges for pay grades 11 and above will increase by 3%.

Fiscal Year 2019- 2020 Draft Executive Services and Guardian Ad Litem Pay Plans include minimum and maximum salary realignment changes for (all) classifications:

The minimum and maximum for all pay grades on the Executive Services and the Guardian Ad Litem Pay Plans will increase by 3%.

Fiscal Year 2019- 2020 Draft IAFF Management Pay Plan includes the following changes in Minimum Annual rates:

Capt. /Training will increase by 3% new annual minimum will be \$63,337.66

District Chief 40, District Chief 56 and EMS District Chief 40 new annual minimum will be \$72,000.00

Fiscal Year 2019- 2020 Draft Supervisor of Elections Pay Plan includes minimum salary realignment changes for classifications in grades ELO 1 and ELO 2.

ELO 1 minimum hourly rate will change from 13.5000 to \$14.0000 and ELO 2 minimum hourly rate will change from 14.2692 to \$14.4231. All other grades will remain the same.

Employee Increases for FY 20:

Request hourly rate increase of 3% or .50 cents whichever is greater for employees hired before October 1, 2019 in grades 2 to 10 and a 3% hourly rate increase for employees hired before October 1, 2019 in grades 11 and higher for all employees in the Bargaining (LIUNA) and Non-Bargaining pay plans effective the first full pay period on or after October 1, 2019.

Request hourly rate increase of 3% for employees hired before October 1, 2019 for all employees in the Executive Services, Guardian Ad Litem, and Supervisor of Elections pay plans effective the first full pay period on or after October 1, 2019.

Request hourly rate increase of at least 3% for employees hired before October 1, 2019 for all employees in the IAFF Management pay plan effective the first full pay period on or after October 1, 2019. Please see attached Management Unit Proposal for employee increases for more details.

Request to increase the pay rate for undergraduate Intern at \$14.00 per hour, increase the pay rate for the graduate Intern at \$14.50 per hour and pay rate for the management Intern will remain at \$15.00 per hour.

Request to approve pay rates for employees appointed to Temporary and Unclassified Service to be set at the minimum rate of the appropriate salary range in accordance with the County's Employee Policies and/or Board's Minimum Wage Policy as adopted August 6, 2015.

Confirm new County living wage minimum as \$14.00 per hour for Fiscal Year 2019 - 2020.