



Legislation Details (With Text)

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File created:	9/28/2020	In control:		Board of County Commissioners	
On agenda:	10/13/2020	Final action:			
Title:	FY 2020 - 2021 Draft Pay Plans for Executive Services, Guardian Ad Litem, IAFF General, IAFF Management, Non-Bargaining and Supervisor of Elections and Employee Increases				
Sponsors:					
Indexes:					
Code sections:					
Attachments:	1. FY 21 BOCC GAL PAY PLAN DRAFT for 101320 Board Meeting.pdf, 2. FY21 BOCC EXS Pay Plan Draft for 101320 Board Meeting.pdf, 3. FY21 BOCC IAFF General PAY PLAN DRAFT 101320 Board meeting.pdf, 4. FY21 BOCC IAFF MGMT PAY PLAN DRAFT 101320 Board Meeting.pdf, 5. FY21 BOCC NBR Pay Plan DRAFT for 101320 Board Meeting.pdf, 6. FY 21 SOE ELN PAY PLAN DRAFT for Board Meeting 101320.pdf, 7. FY 21 SOE ELO PAY PLAN DRAFT for Board Meeting 101320.pdf				

Date	Ver.	Action By	Action	Result
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Agenda Item Name:

FY 2020 - 2021 Draft Pay Plans for Executive Services, Guardian Ad Litem, IAFF General, IAFF Management, Non-Bargaining and Supervisor of Elections and Employee Increases

Presenter:

Heather Akpan, 337-6165

Description:

Request approval of the Fiscal Year 2020-2021 updates to the Pay Plans.

The minimum and maximum for all pay grades on the Executive Services Pay Plan will increase by 3%.

The minimum pay ranges for pay grades 7 - 9 on the Non-Bargaining and Guardian Ad Litem Pay Plans will increase by 50 cents and the maximum rate will increase by 3%; the minimum and maximum pay ranges for pay grades 10 and above will increase by 3%.

Supervisor of Elections Pay Plans (ELO and ELN) increase minimum hourly rate by fifty cents (.50) for grade 1 to 3 and increase maximum hourly rate by 3%; grades 4 and above increase minimum and maximum hourly rates by 3%

Recommended Action:

Approve the Fiscal Year 2020-2021 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 FY2020-2021 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 2020-2021:

Executive Services Pay Plan:

Remove (3) classifications (these will transfer to Non-Bargaining Pay Plan):

Position Title: Economic Development Coordinator; Exempt/Non-Exempt: Exempt; Pay Grade 22: Hourly Rate: \$32.3052 to \$50.2440; Annual Rate: \$67,194.82 to \$104,507.52

Position Title: Equity & Community Outreach Coordinator; Exempt/Non-Exempt: Exempt; Pay Grade 24: Hourly Rate: \$35.8024 to \$55.7111; Annual Rate: \$74,506.43 to \$115,879.11

Position Title: Sustainability Manager; Exempt/Non-Exempt: Exempt; Pay Grade 23: Hourly Rate: \$34.0175 to \$52.9068; Annual Rate: \$70,756.40 to \$110,046.14

FY 2020 - 2021 IAFF General Pay Plan:

Grade range changes:

EMT/Driver minimum annual rate increase by \$300; Driver Operator, EMS LT FF, and Rescue LT minimum annual rate increase by \$500; Lieutenant minimum annual rate increase by \$600; No Change for Fire Inspector and Plans Reviewer/Inspector for FY21

FY 2020 - 2021 IAFF Management Pay Plan:

Grade range changes:

District Chief and EMS District Chief annual minimum increase by \$800.00 per contract

FY 2020-2021 Non-Bargaining Pay Plan:

Grade Change:

Administrative Coordinator classification grade change from grade 10 to grade 11

Add (4) total classifications:

Add (1) new classification: (Animal Behavior & Enrichment Coordinator) and add (3) classifications (Economic Development Coordinator, Equity & Community Outreach Coordinator and Sustainability

Manager) transfer from Executive Services Pay Plan:

Position Title: Animal Behavior & Enrichment Coordinator; Exempt/Non-Exempt: Non-Exempt; Pay Grade 11: Hourly Rate: \$18.1092 to \$27.2517; Annual Rate: \$37,667.14 to \$56,683.54

Position Title: Economic Development Coordinator; Exempt/Non-Exempt: Exempt; Pay Grade 22: Hourly Rate: \$32.3052 to \$50.2440; Annual Rate: \$67,194.82 to \$104,507.52

Position Title: Equity & Community Outreach Coordinator; Exempt/Non-Exempt: Exempt; Pay Grade 24: Hourly Rate: \$35.8024 to \$55.7111; Annual Rate: \$74,506.43 to \$115,879.11

Position Title: Sustainability Manager; Exempt/Non-Exempt: Exempt; Pay Grade 23: Hourly Rate: \$34.0175 to \$52.9068; Annual Rate: \$70,756.40 to \$110,046.14

FY 2020-2021 Supervisor of Elections Pay Plan (ELO):

Grade Change:

Elections Fiscal Assistant classification proposed grade change from grade 3 to grade 4

Employee Increases for FY 21:

Request hourly rate increase of 3% or .50 cents whichever is greater for employees hired before October 1, 2020 in grades 7 to 9 and a 3% hourly rate increase for employees hired before October 1, 2020 in grades 10 and higher for all employees in the Non-Bargaining pay plans effective the first full pay period on or after October 1, 2020.

Request hourly rate increase of 3% for employees hired before October 1, 2020 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, 2020.

Request to increase the pay rate for undergraduate Intern at \$14.50 per hour, increase the pay rate for the graduate Intern at \$15.00 per hour and increase the pay rate for the management Intern at \$15.50 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 \$14.50 per hour for Fiscal Year 2020- 2021.