



Legislation Details (With Text)

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On agenda: 9/27/2022 **Final action:**
Title: FY 2022 - 2023 Draft Pay Plans for Bargaining (LIUNA), Guardian Ad Litem, Non-Bargaining, Senior Management-FRS County-At- Will, and Supervisor of Elections and Employee Increases

Sponsors:

Indexes:

Code sections:

Attachments: 1. FY23 BAR Pay Plan DRAFT 092722.pdf, 2. FY23 SR Management CAW Pay Plan DRAFT 092722.pdf, 3. FY23 GAL Pay Plan DRAFT 092722.pdf, 4. FY23 NBR Pay Plan DRAFT 092722.pdf, 5. FY23 SOE ELO Pay Plan DRAFT for Board 092722.pdf, 6. FY23 SOE ELN Pay Plan DRAFT for Board 092722.pdf

Date	Ver.	Action By	Action	Result
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Agenda Item Name:

FY 2022 - 2023 Draft Pay Plans for Bargaining (LIUNA), Guardian Ad Litem, Non-Bargaining, Senior Management-FRS County-At- Will, and Supervisor of Elections and Employee Increases

Presenter:

Heather Akpan, 337-6165

Description:

Request approval of the Fiscal Year 2022-2023 updates to the Pay Plans.

The minimum and maximum for all pay grades on the Senior Management-FRS County- At -Will Pay Plan will increase by 7%.

The minimum hourly pay rates for pay grades 2 - 8 on the Bargaining (LIUNA), Non-Bargaining and Guardian Ad Litem Pay Plans will increase by \$1.00 (one dollar) and the maximum hourly rate will increase by 7%; the minimum and maximum hourly pay rates for pay grades 9 and above will increase by 7%.

Supervisor of Elections Pay Plans (ELO and ELN) increase minimum hourly rate by \$1.00 (one dollar) for grades 1 to 6; no increase to minimum hourly rate for grades 7 and higher and increase maximum hourly rate for grades 1 to 10 by 7%.

Recommended Action:

Approve the Fiscal Year 2022-2023 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 FY2022-2023 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 2022-2023 in addition to the range changes as shown in the Description above:

FY 2022-2023 Bargaining (LIUNA) Pay Plan:

Remove (1) classification:

Position Title: Senior Computer Operator; Exempt/Non-Exempt: Non-Exempt; Pay Grade 11: Hourly Rate: \$18.6525 to \$28.0693; Annual Rate: \$38,797.20 to \$58,384.14

FY 2022-2023 Non-Bargaining Pay Plan:

Add (1) new classification:

Position Title: Broadband Data Management Coordinator; Exempt/Non-Exempt: Exempt; Pay Grade 17: Hourly Rate: \$27.2076 to \$42.2644; Annual Rate: \$56,591.81 to \$87,909.95

Remove (8) classifications:

Position Title: E911 Coordinator; Exempt/Non-Exempt: Exempt; Pay Grade 19: Hourly Rate: \$28.4989 to \$44.3238; Annual Rate: \$59,277.71 to \$92,193.50

Position Title: Emergency Management Operations Coordinator; Exempt/Non-Exempt: Exempt; Pay Grade 18: Hourly Rate: \$26.7756 to \$41.5928; Annual Rate: \$55,693.25 to \$86,513.02

Position Title: Energy Management Supervisor; Exempt/Non-Exempt: Exempt; Pay Grade 17: Hourly Rate: \$25.4277 to \$39.4994; Annual Rate: \$52,889.62 to \$82,158.75

Position Title: GIS Manager; Exempt/Non-Exempt: Exempt; Pay Grade 24: Hourly Rate: \$36.8950 to \$57.3824; Annual Rate: \$76,741.60 to \$119,355.39

Position Title: GIS/Data Analyst Manager; Exempt/Non-Exempt: Exempt; Pay Grade 20: Hourly Rate: \$30.0093 to \$46.6728; Annual Rate: \$62,419.34 to \$97,079.42

Position Title: Recycling Program Coordinator; Exempt/Non-Exempt: Exempt; Pay Grade 15: Hourly Rate: \$22.9324 to \$35.6231; Annual Rate: \$47,699.39 to \$74,096.05

Position Title: Waste Alternative Manager; Exempt/Non-Exempt: Exempt; Pay Grade 18: Hourly Rate: \$26.7756 to \$41.5928; Annual Rate: \$55,693.25 to \$86,513.02

Position Title: Waste Collection Manager; Exempt/Non-Exempt: Exempt; Pay Grade 20: Hourly Rate: \$30.0093 to \$46.6728; Annual Rate: \$62,419.34 to \$97,079.42

Employee Increases for FY 23:

Request hourly rate increase of 7% for employees hired before October 1, 2022, for all employees in the Bargaining (LUINA), Guardian Ad Litem, Non-Bargaining, Senior Management-FRS County- At-Will, and Supervisor of Elections pay plans effective the first full pay period on or after October 1, 2022.

Request to increase the pay rate for undergraduate Intern at \$16.00 per hour, increase the pay rate for the graduate Intern at \$16.50 per hour and increase the pay rate for the management Intern at \$17.00 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 \$16.00 per hour for Fiscal Year 2022- 2023.