



## Legislation Text

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**File #:** 21-0843, **Version:** 1

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**Agenda Item Name:**

FY 2021 - 2022 Draft Pay Plans for Bargaining, 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 2021-2022 updates to the Pay Plans.

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

The minimum hourly pay rates for pay grades 2 - 8 on the Bargaining, Non-Bargaining and Guardian Ad Litem Pay Plans will increase by fifty cents (.50) and the maximum rate will increase by 3%; the minimum and maximum pay ranges for pay grades 9 and above will increase by 3%.

IAFF General Pay Plan changes include: 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 FY22

IAFF Management Pay Plan changes include: District Chief annual minimum increase by \$800.00 per contract

EMS District Chief-remove from pay plan

No Change for Captain/Training, Captain/Diversity & Recruitment and Captain/Health & Safety for FY22

Supervisor of Elections Pay Plans (ELO and ELN) increase minimum hourly rate by fifty cents (.50) for grade 1; increase minimum hourly rate by \$1.00 for grades 2 and 3 and increase minimum hourly rate by 3% for grades 4 to 11; and increase maximum hourly rate for grades 1 to 11 will increase by 3%

**Recommended Action:**

Approve the Fiscal Year 2021-2022 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 FY2021-2022 Departmental Budgets.

**Strategic Guide:**

N/A

**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 2021-2022:

**FY 2021-2022 Bargaining, Guardian Ad Litem, and Non-Bargaining Pay Plans:**

**Grade range changes:**

Pay grades 2 to 8 minimum hourly rate increase by 50 cent and maximum rates will increase by 3%.

Pay grades 9 and above minimum and maximum rates will increase by 3%.

**FY 2021 - 2022 Executive Services Pay Plan:**

**Grade range changes:**

All pay grades will increase by 3% for minimum and maximum rates.

**FY 2021 - 2022 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 FY22

**FY 2021 - 2022 IAFF Management Pay Plan:**

**Grade range changes:**

District Chief annual minimum increase by \$800.00 per contract

EMS District Chief-remove from pay plan

No Change for Captain/Training, Captain/Diversity & Recruitment and Captain/Health & Safety for FY22

**FY 2021-2022 Bargaining Pay Plan:**

**Add (3) new classifications:**

Position Title: Building Attendant; Exempt/Non-Exempt: Non-Exempt; Pay Grade 2: Hourly Rate: \$15.0000 to \$17.0661; Annual Rate: \$31,200.00 to \$35,497.49

Position Title: Facilities Janitorial Supervisor; Exempt/Non-Exempt: Non-Exempt; Pay Grade 10: Hourly Rate: \$17.7284 to \$26.6566; Annual Rate: \$36,875.07 to \$55,445.73

Position Title: Facilities Landscape Supervisor; Exempt/Non-Exempt: Non-Exempt; Pay Grade 10: Hourly Rate: \$17.7284 to \$26.6566; Annual Rate: \$36,875.07 to \$55,445.73

**FY 2021-2022 Non-Bargaining Pay Plan:**  
**Add (9) new classifications:**

Position Title: 911 GIS Coordinator; 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: Broadband Project Manager; Exempt/Non-Exempt: Exempt; Pay Grade 23: Hourly Rate: \$35.0380 to \$54.4940; Annual Rate: \$72,879.04 to \$113,347.52

Position Title: ERP Systems Administrator; 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: ERP Systems Manager; Exempt/Non-Exempt: Exempt; Pay Grade 22: Hourly Rate: \$33.2744 to \$51.7513; Annual Rate: \$69,210.75 to \$107,642.70

Position Title: Housing Resources Coordinator; Exempt/Non-Exempt: Non-Exempt; Pay Grade 12: Hourly Rate: \$19.6411 to \$29.5570; Annual Rate: \$40,853.49 to \$61,478.56

Position Title: Material Recovery Facility 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: Medical Transfer Coordinator; Exempt/Non-Exempt: Non-Exempt; Pay Grade 12: Hourly Rate: \$19.6411 to \$29.5570; Annual Rate: \$40,853.49 to \$61,478.56

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

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

Elections Administrative Assistant classification proposed grade change from grade 5 to grade 4  
Elections Clerk classification proposed grade change from grade 1 to grade 2  
SR Elections Clerk classification proposed grade change from grade 2 to grade 3

**Add (2) new classifications:**

Position Title: Elections Executive Assistant; Exempt/Non-Exempt: Non-Exempt; Pay Grade 5: Hourly Rate: \$20.5085 to \$32.8134; Annual Rate: \$42,657.68 to \$68,251.87

Position Title: Elections Outreach Assistant; Exempt/Non-Exempt: Non-Exempt; Pay Grade 1: Hourly

Rate: \$15.0000 to \$21.6261; Annual Rate: \$31,200.00 to \$44,982.29

**Remove (1) classification:**

Position Title: Elections Office Assistant; Exempt/Non-Exempt: Non-Exempt; Pay Grade 1: Hourly  
Rate: \$15.0000 to \$21.6261; Annual Rate: \$31,200.00 to \$44,982.29

**Employee Increases for FY 2021-2022:**

Request hourly rate increase of 3% or .50 cents whichever is greater for employees hired before October 1, 2021 in grades 2 to 8 and a 3% hourly rate increase for employees hired before October 1, 2021 in grades 9 and higher for all employees in the Bargaining, Guardian Ad Litem and Non-Bargaining pay plans effective the first full pay period on or after October 1, 2021.

Request hourly rate increase of 3% for employees hired before October 1, 2021 for all employees in the Executive Services and Supervisor of Elections pay plans effective the first full pay period on or after October 1, 2021.

Request to increase the pay rate for undergraduate Intern at \$15.00 per hour, increase the pay rate for the graduate Intern at \$15.50 per hour and increase the pay rate for the management Intern at \$16.00 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 \$15.00 per hour for Fiscal Year 2021- 2022.