



Agenda Item Summary

File #: 24-00589

Agenda Date: [Publish Date]

Agenda Item Name:

Fiscal Year (FY) 2023-2024 Revisions to the Non-Bargaining Pay Plan: Part 1 - Reclassify current positions, Part 2 - Change of positions from exempt to non-exempt, Part 3 - Remove Career Source from BoCC pay plan.

Presenter:

Heather Akpan, Human Resources Director, Human Resources, 352-337-6165

Description:

Part One: The Residential Treatment Counselor -Clinical Lead classification will replace the Senior Drug Counselor classification and the Residential Treatment Counselor – Operations Lead classification is a new classification. These are the result of reclassifications of (2) existing Court Services positions (Drug Counselor). Part Two: Due to the Wage and Hour Division of the Department of Labor (DOL) salary threshold increases effective July 1, 2024, we have (4) classifications that will change from Exempt/Salaried status to Non-Exempt/Hourly status. The (4) classifications are Administrative Coordinator, Contract & Project Coordinator, Crisis Center Coordinator and Program Coordinator. Part Three: Remove CareerSource classifications.

Recommended Action:

Request approval of the Fiscal Year 2023- 2024 revisions to the Non-Bargaining Pay Plan.

Prior Board Motions:

The additions of classifications or changes to salary ranges on any of the Pay Plans must be approved by the Board of County Commissioners.

Fiscal Note:

Part One: The Residential Treatment Counselor – Clinical Lead will result in the current incumbent hourly rate change from \$23.1297 to \$26.8719 and the Residential Treatment Counselor – Operations Lead will result in the current incumbent hourly rate change from \$24.3235 to \$26.8719. Part Two: The (4) classifications are Administrative Coordinator, Contract & Project Coordinator, Crisis Center Coordinator and Program Coordinator. Employees in these classifications will be eligible for overtime effective July 1, 2024. Part Three: Effective July 1, 2024, CareerSource classifications will be removed due to the Interlocal Agreement, CareerSource will no longer report to Alachua County Board of County Commissioners.

Strategic Guide:

All Other Mandatory and Discretionary Services

Background:

Add (2) New Classifications:

Position Title: Residential Treatment Counselor-Clinical Lead; Exempt/Non-Exempt: Exempt; Pay Grade: NBR 16 Hourly Rate: \$ 26.8719 to \$ 42.5452; Annual Rate: \$ 55,893.55 to \$ 88,494.02

Position Title: Residential Treatment Counselor-Operations Lead; Exempt/Non-Exempt: Exempt; Pay Grade: NBR 16 Hourly Rate: \$ 26.8719 to \$ 42.5452; Annual Rate: \$ 55,893.55 to \$ 88,494.02

(4) Reclassification changes from Exempt/Salaried to Non-Exempt/Hourly status due to DOL salary threshold changes (Effective July 1, 2024):

Administrative Coordinator, Contract & Project Coordinator, Crisis Center Coordinator and Program Coordinator will change:

FROM: Exempt; Pay Grade: NBR 11 Hourly Rate: \$ 20.7565 to \$ 31.8363; Annual Rate: \$ 43,173.52 to \$ 66,219.50

To: Non-Exempt; Pay Grade: NBR 11 Hourly Rate: \$ 20.7565 to \$ 31.8363; Annual Rate: \$ 43,173.52 to \$ 66,219.50

Remove the following CareerSource Classifications (Effective July 1, 2024):

Class Title	Pay	Range	Exempt OT	Minimum Hourly Rate	Maximum Hourly Rate	Annual Minimum	Annual Maximum
CAREERSOURCE ADMIN COORD	NBR	11	N	\$20.7565	\$31.8363	\$43,173.52	\$ 66,219.50
CAREERSOURCE ADMIN SUP MGR	NBR	20	Y	\$33.3944	\$52.9363	\$69,460.35	\$110,107.50
CAREERSOURCE ASSESSMT COORD/TRNR	NBR	12	N	\$21.8566	\$33.5236	\$45,461.73	\$ 69,729.09
CAREERSOURCE COMMUNICATIONS COORD	NBR	16	Y	\$26.8719	\$42.5452	\$55,893.55	\$ 88,494.02
CAREERSOURCE COMMUNITY RESOURCE COORD	NBR	17	Y	\$28.2959	\$44.8003	\$58,855.47	\$ 93,184.62
CAREERSOURCE CONT IMPROVEMENT SUPV	NBR	16	Y	\$26.8719	\$42.5452	\$55,893.55	\$ 88,494.02
CAREERSOURCE DATA ANALYST	NBR	13	Y	\$23.0149	\$36.4391	\$47,870.99	\$ 75,793.33
CAREERSOURCE JOB DEVELOPER I	NBR	9	N	\$18.7910	\$28.7121	\$39,085.28	\$ 59,721.17
CAREERSOURCE JOB DEVELOPER II	NBR	10	N	\$19.7282	\$30.2340	\$41,034.66	\$ 62,886.72
CAREERSOURCE MANAGER	NBR	21	Y	\$35.1641	\$55.7421	\$73,141.33	\$115,943.57
CAREERSOURCE OPERATIONS SUPV	NBR	19	Y	\$31.7136	\$50.2721	\$65,964.29	\$104,565.97
CAREERSOURCE PROGRAM COORD	NBR	16	Y	\$26.8719	\$42.5452	\$55,893.55	\$ 88,494.02
CAREERSOURCE QA SPECIALIST	NBR	11	N	\$20.7565	\$31.8363	\$43,173.52	\$ 66,219.50
CAREERSOURCE REACT CAREER NAV	NBR	9	N	\$18.7910	\$28.7121	\$39,085.28	\$ 59,721.17
CAREERSOURCE RESEA CAREER NAV	NBR	11	N	\$20.7565	\$31.8363	\$43,173.52	\$ 66,219.50
CAREERSOURCE SR ADMIN SUP MGR	NBR	22	Y	\$37.0277	\$58.6963	\$77,017.62	\$122,088.30
CAREERSOURCE SUPPORT SPEC	NBR	9	N	\$18.7910	\$28.7121	\$39,085.28	\$ 59,721.17
CAREERSOURCE SYSTEMS ADMINISTRATOR	NBR	17	Y	\$28.2959	\$44.8003	\$58,855.47	\$ 93,184.62
CAREERSOURCE TANF WKSHP/ASSESSMT FAC	NBR	12	N	\$21.8566	\$33.5236	\$45,461.73	\$ 69,729.09
CAREERSOURCE WIOA CAREER NAV I	NBR	9	N	\$18.7910	\$28.7121	\$39,085.28	\$ 59,721.17
CAREERSOURCE WIOA CAREER NAV II	NBR	11	N	\$20.7565	\$31.8363	\$43,173.52	\$ 66,219.50
CAREERSOURCE WIOA PROGRAM LEAD	NBR	13	Y	\$23.0149	\$36.4391	\$47,870.99	\$ 75,793.33
CAREERSOURCE WIOA YOUTH CAREER NAV	NBR	9	N	\$18.7910	\$28.7121	\$39,085.28	\$ 59,721.17
CAREERSOURCE WORK EXP COORD	NBR	9	N	\$18.7910	\$28.7121	\$39,085.28	\$ 59,721.17
CAREERSOURCE WTP/SNAP CAREER NAV I	NBR	9	N	\$18.7910	\$28.7121	\$39,085.28	\$ 59,721.17
CAREERSOURCE WTP/SNAP CAREER NAV II	NBR	11	N	\$20.7565	\$31.8363	\$43,173.52	\$ 66,219.50
CAREERSOURCE WTP/SNAP PROGRAM LEAD	NBR	13	Y	\$23.0149	\$36.4391	\$47,870.99	\$ 75,793.33
CAREERSOURCE YOUTH PROG COORD	NBR	16	Y	\$26.8719	\$42.5452	\$55,893.55	\$ 88,494.02