



Agenda Item Summary

File #: 24-00777

Agenda Date: 9/10/2024

Agenda Item Name:

Fiscal Year (FY) 2023-2024 Revision to the Non-Bargaining Pay Plan: Add Public Works Database Administrator and grade change for Arborist.

Presenter:

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

Description:

The Public Works Database Administrator is a new classification utilizing an existing full-time equivalent (FTE) Departmental Programs Analyst position. The Departmental Programs Analyst classification will remain on the pay plan. The Arborist assumed supervisory responsibilities.

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:

The Public Works Database Administrator is a (re)classification of an existing position; it is a vacant position and will result in an hourly base rate increase from \$ 28.2959 to \$ 35.1641. This increase will need to be budgeted for FY25.

The Arborist pay grade is increasing to an NBR17 and the base hourly rate will result in an increase of 5.3%. This increase has been included in the FY25 budget process.

Strategic Guide:

All Other Mandatory and Discretionary Services

Background:

(1) Reclassification:

From: Position Title: Departmental Programs Analyst; Exempt/Non-Exempt: Exempt; Pay Grade: NBR 17 Hourly Rate: \$ 28.2959 to \$ 44.8003; Annual Rate: \$ 58,855.47 to \$ 93,184.62

To: Position Title: Public Works Database Administrator; Exempt/Non-Exempt: Exempt; Pay Grade: NBR 21 Hourly Rate: \$ 35.1641 to \$ 55.7421; Annual Rate: \$ 73,141.33 to \$ 115,943.57

From: Position Title: Arborist; Exempt/Non-Exempt: Non-Exempt; Pay Grade: NBR 16 Hourly Rate: \$ 26.8719 to \$ 42.5452; Annual Rate: \$ 55,893.55 to \$ 88,494.02

To: Position Title: Arborist; Exempt/Non-Exempt: Non-Exempt; Pay Grade: NBR 17 Hourly Rate: \$ 28.2959 to \$ 44.8003; Annual Rate: \$ 58,855.47 to \$ 93,184.62.