



Agenda Item Summary

File #: 24-00860

Agenda Date: 9/24/2024

Agenda Item Name:

Fiscal Year (FY) 2024 – 2025 Pay Plans for Guardian Ad Litem, IAFF General, IAFF Management, Non-Bargaining, Senior Management-FRS County At Will, and Supervisor of Elections and Employee Increases.

Presenter:

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

Description:

Pay Plan updates for FY' 25

Recommended Action:

Request approval of the Fiscal Year 2024-2025 updates to the Pay Plans.

The minimum hourly pay rate for pay grade 2 on the Non-Bargaining Pay Plan will increase by \$1.00 (one dollar) and the maximum hourly rate will increase by 6%.

The minimum and maximum hourly pay rates for grades 3 and higher on the Non-Bargaining Pay Plan will increase by 6%.

Per the approved IAFF General Collective Bargaining Agreement October 1, 2024 – September 30, 2027, the classifications not included in the new step pay plan: Firefighter (Trainee) the minimum hourly base rate will be \$15.00/hour, The Fire Prevention Officer I and II minimum hourly base rates will increase by 6%.

Per the IAFF General Collective Bargaining Agreement, the designated classifications in that new step plan will have 12 steps and longevity increase will be paid in accordance with the CBA.

Per the IAFF Management Collective Bargaining Agreement October 1, 2023 – September 30, 2025, the IAFF Management step plan will remain as approved.

The minimum and maximum hourly rates for all pay grades on the Senior Management-FRS County At Will (CAW) and Guardian Ad Litem (GAL) Pay Plans will increase by 6%.

Supervisor of Elections Pay Plans (ELO) increase minimum hourly rate by \$1.00 (one dollar) for grade 1 and increase the minimum hourly maximum rate by 6%.

There will be an increase of the minimum and maximum hourly rates by 6% for grades 2 and higher for Supervisor of Elections (ELO and ELN) 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 Note:

The budget for these increases is included in the FY2024-2025 Budget.

Strategic Guide:

All Other Mandatory and Discretionary Services

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 2024-2025 in addition to the range changes as shown in the description above:

Employee Increases for FY 25:

Request hourly rate increase of 6% for employees hired before October 1, 2024, for all employees in the Non-Bargaining (NBR), effective the first full pay period on or after October 1, 2024.

Request hourly rate increase of 6% for employees hired before October 1, 2024, for all employees in the Senior Management-FRS County-At-Will (CAW) pay plans effective the first full pay period on or after October 1, 2024.

Request hourly rate increase of 6% for employees hired before October 1, 2024, for all employees in the Guardian Ad Litem (GAL) pay plan effective the first full pay period on or after October 1, 2024.

Request hourly rate increase of 6% for employees hired before October 1, 2024, for all employees in the Supervisor of Elections (ELO and ELN) pay plans as approved by Supervisor of Elections, Kim Barton effective the first full pay period on or after October 1, 2024.

Request hourly base rate increase to \$15.00 for employees hired before October 1, 2024, in the Firefighter Trainee classification for IAFF General and those that have paramedic certification the \$8500 per year will be added to the hourly rate.

Employees in the Fire Prevention Officer I and II classifications minimum base rates will increase by 6% as approved in the IAFF General Collective Bargaining Agreement.

Per the IAFF General Collective Bargaining Agreement, Implementation year (FY24-25), any employee hired after October 1, 2023, that is certified fire by September 30, 2024, will be placed at step 1. Employees in trainee status that become fire certified, will progress to step 1. Employees in the Driver Operator classification will receive a \$1400 annual increase before being placed in the step plan. All other employees will be placed on the step closest above their current rate. Eligible employees will receive applicable pay incentives and longevity pay in accordance with the CBA.

Per the IAFF Management Collective Bargaining Agreement October 1, 2023 – September 30, 2025, the IAFF Management employees will progress within this step plan in accordance with the CBA.

Request to increase the pay rate for undergraduate Intern to \$18.00 per hour, increase the pay rate for the graduate Intern to \$18.50 per hour and increase the pay rate for the management Intern to \$19.00 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 the Board of County Commissions' Minimum Wage Policy as adopted August 6, 2015.

Confirm new County living wage minimum as \$18.00 per hour for Fiscal Year 2024– 2025.