



Broward County

Legislation Details (With Text)

File #: 22-1457 **Version:** 1

Status: Agenda Ready

In control: Finance - Human Resources Division

On agenda: 9/8/2022 **Final action:** 9/8/2022

Title: A. MOTION TO APPROVE Unrepresented Pay Plan and Compensation Policy for Fiscal Year 2023 as reflected in Exhibit 1.

ACTION: (T-1:06 PM) Approved. (Refer to minutes for full discussion.)

VOTE: 6-1. Commissioner Furr voted no. Commissioner Moskowitz was inaudible during the vote.

B. MOTION TO APPROVE elimination of unused job classifications, title changes, board-level reclassifications, and salary range reallocations, as reflected in Exhibit 2.

ACTION: (T-1:06 PM) Approved. (Refer to minutes for full discussion.)

VOTE: 6-1. Commissioner Furr voted no. Commissioner Moskowitz was inaudible during the vote.

C. MOTION TO EXTEND base salary increase granted to unrepresented employees for Fiscal Year 2023 to the County Administrator, the County Attorney, and the County Auditor.

ACTION: (T-1:06 PM) Approved as amended to reflect an increase to County Attorney Andrew Meyers' salary amounting to \$1,000 less than County Administrator Monica Cepero's salary and removal of the DROP entry requirement. (Refer to minutes for full discussion.)

VOTE: 6-1. Commissioner Furr voted no. Commissioner Moskowitz was inaudible during the vote.

D. MOTION TO AUTHORIZE County Administrator to take the necessary administrative and budgetary actions to implement these increases and changes in Motions A, B, and C.

ACTION: (T-1:06 PM) Approved. (Refer to minutes for full discussion.)

VOTE: 6-1. Commissioner Furr voted no. Commissioner Moskowitz was inaudible during the vote.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Exhibit 1 - Unrepresented Compensation Policy for Fiscal Year 2023, 2. Exhibit 2 - Pay Plan Update for Fiscal Year 2023

Date	Ver.	Action By	Action	Result
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Broward County Commission Regular Meeting

Director's Name: George Tablack

Department: Finance and Administrative Services **Division:** Human Resources

Information

Requested Action

A. MOTION TO APPROVE Unrepresented Pay Plan and Compensation Policy for Fiscal Year 2023 as reflected in Exhibit 1.

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VOTE: 6-1. Commissioner Furr voted no. Commissioner Moskowitz was inaudible during the vote.

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ACTION: (T-1:06 PM) Approved as amended to reflect an increase to County Attorney Andrew Meyers' salary amounting to \$1,000 less than County Administrator Monica Cepero's salary and removal of the DROP entry requirement. (Refer to minutes for full discussion.)

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D. MOTION TO AUTHORIZE County Administrator to take the necessary administrative and budgetary actions to implement these increases and changes in Motions A, B, and C.

ACTION: (T-1:06 PM) Approved. (Refer to minutes for full discussion.)

VOTE: 6-1. Commissioner Furr voted no. Commissioner Moskowitz was inaudible during the vote.

Why Action is Necessary

In accordance with the Broward County Administrative Code, Sections 14.27, 14.28, 14.37, and 14.38 establish that Board approval is required for periodic amendment of the Classification and Pay Plans.

What Action Accomplishes

Amends the Classification and Pay Plans.

Is this Action Goal Related

No

Previous Action Taken

None.

Summary Explanation/Background

THE FINANCE AND ADMINISTRATIVE SERVICES DEPARTMENT AND THE HUMAN RESOURCES DIVISION RECOMMEND APPROVAL OF THE ABOVE MOTIONS.

Motion A of this item seeks approval of the Unrepresented Pay Plan and Compensation Policy for Fiscal Year 2023 (Plan) (Exhibit 1). The proposed Plan includes a 4% base salary increase and a \$2,000 increase in base pay within the salary range, for unrepresented employees, who have received a “meets” or “exceeds” overall expectations on their most recent evaluation. This salary increase and 4% range extension are in response to current economic conditions in the market.

Motion B seeks approval of classification actions necessary to proactively maintain Broward County's Classification and Pay Plans (Exhibit 2). This item includes the elimination of unused job classifications, title changes, board-level reclassifications, and salary range reallocations. These periodic adjustments reflect the active management of the County's classification system and provide timely resolution for affected agencies. These adjustments are effective on October 2, 2022. These actions do not increase the personnel cap and are funded in the Fiscal Year 2023 Recommended Budget.

Motion C extends the base salary increase granted to unrepresented employees for Fiscal Year 2023 to the three positions that report to the Board of County Commissioners (County Administrator, County Attorney, and County Auditor), including the approval of any necessary contractual modifications for Fiscal Year 2023.

Motion D authorizes the County Administrator to take the necessary administrative and budgetary actions to implement these increases and changes in Motions A, B, and C.

Source of Additional Information

David Kahn, Director, Human Resources Division, 954-357-6005

Fiscal Impact

Fiscal Impact/Cost Summary

Motions A and C: Cost can be accommodated within the Fiscal Year 2023 Recommended Budget.

Motion B: Funding is approximately \$753,532 and can be accommodated within the Fiscal Year 2023 Recommended Budget.