

Pay Plan Update for Fiscal Year 2021

NEW JOB CLASSIFICATIONS

The proposed new job classifications provide the necessary levels of work and leadership needed within their respective areas. There is no fiscal impact for creating a new classification; however, there may be a cost for hiring/promoting an employee into a Budget Position Number (BPN) associated with the new classification.

CLASS CODE	CLASSIFICATION TITLE	PAY GRADE	MINIMUM SALARY*	MAXIMUM SALARY*
TBD	Capital Project Management Administrator	125	\$110,336.72	\$176,096.75
TBD	GIS Analyst	117	\$61,866.27	\$98,737.81
TBD	GIS Analyst, Senior	118	\$66,505.76	\$106,143.02

JUSTIFICATION:

Capital Project Management Administrator: The purpose of this classification is to provide high level management and oversight of substantial capital improvement projects and design development for Broward County.

GIS Analyst: The purpose of this classification is to provide professional work analyzing a variety of Geographic Information System (GIS) data. Duties include ensuring accuracy of mapping; managing large, dynamic GIS datasets to drive project implementation; designing and/or modifying GIS programming; coordinating GIS functions with other agencies, jurisdictions, engineers, developers, and the general public and assisting with analysis, research, design, and implementation of all mapping tools, templates, standards, and software as well as create a knowledge base of standard templates and techniques.

GIS Analyst, Senior: The purpose of this classification is to provide senior level review, interpretation, and analysis of GIS data, including designing, developing, and managing project-specific relational database applications. Will perform high-level data analysis, dashboard interface design, development of user acceptance testing (UAT) criteria and business intelligence (BI) documentation, and maintenance and management of the Enterprise ArcSDE geodatabases including configuration, tuning and database security.

CLASSIFICATION CONSOLIDATIONS

FROM		TO	
CLASS CODE	CURRENT CLASSIFICATION TITLES	CLASS CODE	PROPOSED CONSOLIDATED TITLE
NA088	Natural Resources Section Manager (PG118)	NA067	Environmental Program Supervisor (PG119)
NA067	Environmental Program Supervisor (PG119)		

JUSTIFICATION: Consolidation eliminates the redundancy of two levels for a job that is otherwise adequately represented by a single classification. Both classifications currently perform a variety of environmental program supervision, planning and administrative work within agencies.

SALARY RANGE REALLOCATIONS

A salary range reallocation is recommended for these classifications based on market salary analysis and/or internal equity. A salary range reallocation does not result in an increase in salary unless the incumbent's salary falls below the minimum of the new recommended salary range, in which case the incumbent's salary will be adjusted to the new minimum rate.

CLASS CODE	CLASSIFICATION TITLE	CURRENT*			PROPOSED*		
		PAY GRADE	MINIMUM SALARY	MAXIMUM SALARY	PAY GRADE	MINIMUM SALARY	MAXIMUM SALARY
EA081	Assistant Director of Human Resources	122	\$88,816.42	\$141,750.96	123	\$95,477.82	\$152,382.26
EA041	Assistant Director of Management and Budget	124	\$102,639.06	\$163,811.65	125	\$110,336.72	\$176,096.75
NA110	Budget and Management Analyst	116	\$57,549.65	\$91,849.68	117	\$61,866.27	\$98,737.81
NA081	Budget and Management Analyst, Senior	118	\$66,505.71	\$106,143.02	119	\$71,493.97	\$114,104.02
NA168	Budget and Management Coordinator	120	\$76,855.79	\$122,662.18	121	\$82,619.68	\$131,861.39
NA010	Budget and Management Program Manager	122	\$88,816.42	\$141,750.96	123	\$95,477.82	\$152,382.26
PA054	Housing and Community Development Specialist	114	\$49,799.57	\$79,480.54	115	\$53,534.00	\$85,441.62
BA046	Mosquito Control Inspector	108	\$32,268.50	\$51,500.38	109	\$34,688.16	\$55,362.94
PA020	Mosquito Control Manager	117	\$61,866.27	\$98,737.81	119	\$71,493.97	\$114,104.02
NA174	Student Lead Lifeguard	109	\$34,688.16	\$55,362.94	107	\$30,017.10	\$47,906.98
BA052	Security Guard	108	\$32,268.50	\$51,500.38	109	\$34,688.16	\$55,362.94
XA005	Street Maintenance Superintendent	117	\$61,866.27	\$98,737.81	119	\$71,493.97	\$114,104.02
XA010	Traffic Signals Supervisor	116	\$57,549.65	\$91,849.68	117	\$61,866.27	\$98,737.81

* The salary ranges included are the current ranges and do not reflect the proposed 3% increase to the minimum and maximum rates.

Approximate salary cost per above reallocations for Fiscal Year 2020-2021			
Agency	Filled BPNs	Vacant BPNs	Cost
Aviation	2	0	\$0
Environmental Protection and Growth Management	9	0	\$2,942
Finance and Administrative Services	1	0	\$0
Management and Budget	10	1	\$28,879
Parks and Recreation	16	3	\$0
Public Works	33	10	\$3,674
Grand Total	71	14	\$35,495