



Broward County

Legislation Details (With Text)

File #:	20-1618	Version:	1
		Status:	Agenda Ready
		In control:	Finance - Human Resources Division
On agenda:	9/22/2020	Final action:	9/22/2020
Title:	A. MOTION TO APPROVE Unrepresented Pay Plan and Compensation Policy for Fiscal Year 2021 as reflected in Exhibit 1.		
	(A member of the public pulled this item.)		
	(Consistent with Board Rules, a member of the public was given 10 minutes in total to speak to all Public Meeting Items, and additional time to address Quasi-Judicial Items and Public Hearing Items.)		
	ACTION: (10:59 AM) Approved. (Refer to minutes for full discussion.)		
	VOTE: 9-0. Commissioner Rich and Vice-Mayor Geller voted in the affirmative telephonically.		
	B. MOTION TO APPROVE creation of new job classifications, elimination of unused job classifications, and salary range reallocations, as reflected in Exhibit 2.		
	(A member of the public pulled this item.)		
	(Consistent with Board Rules, a member of the public was given 10 minutes in total to speak to all Public Meeting Items, and additional time to address Quasi-Judicial Items and Public Hearing Items.)		
	ACTION: (10:59 AM) Approved. (Refer to minutes for full discussion.)		
	VOTE: 9-0. Commissioner Rich and Vice-Mayor Geller voted in the affirmative telephonically.		
	C. MOTION TO EXTEND base salary increase granted to unrepresented employees for Fiscal Year 2021 to the County Administrator, the County Attorney, and the County Auditor.		
	(A member of the public pulled this item.)		
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	ACTION: (10:59 AM) Approved. (Refer to minutes for full discussion.)		
	VOTE: 9-0. Commissioner Rich and Vice-Mayor Geller voted in the affirmative telephonically.		
	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.		
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Sponsors:

Indexes:

Code sections:

Attachments: 1. Exhibit 1 - Unrepresented Compensation Policy for Fiscal Year 2021, 2. Exhibit 2 - Pay Plan Update

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 2021 as reflected in Exhibit 1.

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Why Action is Necessary

Sections 14.27, 14.28, 14.37, and 14.38 of the Broward County Administrative Code establish that Board approval is required for periodic amendment of the Classification and Pay Plans. Section 22.107 of the Broward County Administrative Code, which provides for Retirement Health Savings, requires amendment for the addition of a new program.

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 2021 (Plan) (Exhibit 1). The proposed Plan includes a 3% base salary increase for unrepresented employees, who have received a “meets” or “exceeds” overall expectations on their most recent evaluation.

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, creation of new job classifications, 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 4, 2020. This action will increase the Position Cap by one in the Transportation Surtax Fund, effective Fiscal Year 2101.

Motion C extends the base salary increase granted to unrepresented employees for Fiscal Year 2021 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 2021.

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 for Motions A and C is approximately \$3.5 million and can be accommodated within the Fiscal Year 2021 budget.

Motion B: Funding for Motion B is approximately \$35.5k and can be accommodated within the Fiscal Year 2021 budget.