



Broward County

Legislation Details (With Text)

File #: 21-1685 **Version:** 1

Status: Agenda Ready

In control: Finance - Human Resources Division

On agenda: 9/21/2021 **Final action:** 9/21/2021

Title: A. MOTION TO APPROVE Unrepresented Pay Plan and Compensation Policy for Fiscal Year 2022, as reflected in Exhibit 1.

ACTION: (T-11:02 AM) Approved. (Refer to minutes for full discussion.)

VOTE: 9-0. Commissioner Furr voted in the affirmative telephonically.

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

ACTION: (T-11:02 AM) Approved. (Refer to minutes for full discussion.)

VOTE: 9-0. Commissioner Furr voted in the affirmative telephonically.

C. MOTION TO EXTEND base salary increase granted to unrepresented employees for Fiscal Year 2022 to the County Administrator, the County Attorney, and the County Auditor.

ACTION: (T-11:02 AM) Approved. (Refer to minutes for full discussion.)

VOTE: 9-0. Commissioner Furr 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.

ACTION: (T-11:02 AM) Approved. (Refer to minutes for full discussion.)

VOTE: 9-0. Commissioner Furr voted in the affirmative telephonically.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Exhibit 1 - Unrepresented Compensation Policy Fiscal Year 2022, 2. Exhibit 2 - Pay Plan Update for Fiscal Year 2022

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 2022,

as reflected in Exhibit 1.

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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-11:02 AM) Approved. (Refer to minutes for full discussion.)

VOTE: 9-0. Commissioner Furr voted in the affirmative telephonically.

Why Action is Necessary

In accordance with the Broward County Administrative Code Sections 14.27, 14.28, 14.37, and 14.38, 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 seeks Board approval of the Unrepresented Pay Plan and Compensation Policy for Fiscal Year 2022 (Plan) (Exhibit 1). The proposed Plan includes a 4% base salary increase for unrepresented employees, who have received a “meets” or “exceeds” overall expectations on their most recent evaluation. This salary increase and 3% range extension are in response to current

economic conditions in the market and in recognition of the hard work of County employees during the pandemic.

Motion B seeks Board approval of classification actions necessary to proactively maintain the County's Classification and Pay Plans (Exhibit 2). This item includes the elimination of unused job classifications, 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 3, 2021. These actions do not increase the personnel cap and are funded in the Fiscal Year 2022 budget.

Motion C extends the base salary increase granted to unrepresented employees for Fiscal Year 2022 to the three positions that report to the Board (County Administrator, County Attorney, and County Auditor), including the approval of any necessary contractual modifications for Fiscal Year 2022.

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 is approximately \$4.8 million and can be accommodated within the Fiscal Year 2022 budget.

Motion B: Funding is approximately \$61,273 and can be accommodated within the Fiscal Year 2022 budget.