

PROPOSED NEW JOB CLASSIFICATIONS

CLASS CODE	CLASSIFICATION TITLE	PAY GRADE	MINIMUM SALARY	MAXIMUM SALARY
TBD	Assistant Medical Director (BARC)	PG130	\$153,788.27	\$245,446.94
TBD	Digital Design Developer	PG117	\$60,064.45	\$95,862.10
TBD	Traffic Control Supervisor	PG115	\$51,974.83	\$82,953.11
TBD	Director of Crisis Intervention and Support	PG124	\$99,649.45	\$159,040.21
TBD	Assistant Director of Crisis Intervention and Support	PG122	\$86,229.54	\$137,622.42
TBD	Industrial Electrician	PG114	\$48,349.23	\$77,165.54

JUSTIFICATION: The above new classifications provide the necessary levels of leadership within their respective areas.

Assistant Medical Director: This classification provides medical care and clinical services to residents of Broward County, who need assistance with substance treatment, which may also include co-occurring disorders. This provides the ability to have Assistant Medical Director support for the Nancy J Cottermann Center, and additional support for the growing needs at the Broward Addiction Recovery Center. This includes providing support as it relates to cost management, utilization, quality assurance, medical protocol and supervision of staff.

Digital Design Developer: This is advanced digital design and development work in production of web, electronic, print and multimedia materials for County agencies across the enterprise. This will address the need to attract and employ individuals, who possess web development as well as creative design skills to conceptualize and develop digital designs. This position within the Office of Public Communications will also provide technical support for agency-level Public Information Specialists.

Traffic Control Supervisor: This classification provides supervision for Traffic Control Workers and Longline Operators, who currently have no direct supervision in the field. This allows for immediate oversight of field staff, which includes shift/field assignments, work progress/quality, training and safety instruction. This position will also perform field inspections for compliance with Manual on Uniform Traffic Control, Florida Department of Transportation (FDOT) and Broward County Standards.

Director of Crisis Intervention and Support: This classification will be responsible for the administration of the County's Sexual Assault/Sexual Abuse/Child Abuse treatment services, as well as Adult and Civil Citation programs and Juvenile Predisposition Services. Duties will include the planning, scheduling and coordination of division activities; and the development of policies, procedures, and priorities to meet established goals that are in line with the Commission Strategic Plan and the Human Services Department Business Plan.

Assistant Director of Crisis Intervention and Support: This classification will be responsible for the administration of the County's Sexual Assault/Sexual Abuse/Child Abuse treatment services, as well as Adult and Civil Citation programs and Juvenile Predisposition Services. Duties will include additional support in the planning, scheduling and coordination of division activities; and the development of policies, procedures, and priorities to meet established goals that are in line with the Commission Strategic Plan and the Human Services Department Business Plan.

Industrial Electrician: This classification provides the necessary distinction required for high voltage electricians, who regularly operate on live circuits with higher levels of voltage (i.e. 4160). This allows for agencies to appropriately classify, recruit and retain industrial-level electricians to operate, maintain and troubleshoot high risk equipment. Survey data supports the differentiation between an Electrician and Industrial Electrician.

NOTE: *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.*

CLASSIFICATIONS FOR ELIMINATION

CLASS CODE	CLASSIFICATION TITLE
NA157	School Crossing Guard

JUSTIFICATION: This classification is no longer necessary. There are no incumbents.

CLASSIFICATION CONSOLIDATIONS

FROM		TO	
CLASS CODE	CURRENT CLASSIFICATION TITLES	CLASS CODE	PROPOSED CONSOLIDATED TITLE
NA155	Student Lifeguard	NA155	Lifeguard
NA158	Seasonal Lifeguard		

JUSTIFICATION: Currently, the only differentiation between the two classifications is the position status. The minimum qualifications for the classification are the same. Both have the same pay grade, function at the same level and with the same set of responsibilities. This consolidation eliminates a redundant title.

SALARY RANGE REALLOCATIONS

JUSTIFICATION: A salary range reallocation is recommended for these classifications based on market 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
PA050	Systems Network Analyst	115	\$51,974.83	\$82,953.11	116	\$55,873.38	\$89,174.31
NA030	Information Systems Manager	121	\$80,213.31	\$128,020.76	122	\$86,229.54	\$137,622.42
NA135	Human Resources Generalist	114	\$48,349.23	\$77,165.54	115	\$51,974.83	\$82,953.11
XA021	Records, Taxes and Treasury Supervisor	113	\$44,975.98	\$71,781.73	114	\$48,349.23	\$77,165.54
PA051	Behavioral Health Clinician	114	\$48,349.23	\$77,165.54	115	\$51,974.83	\$82,953.11
PA044	Human Services Supervisor	115	\$51,974.83	\$82,953.11	116	\$60,064.45	\$95,862.10
NA047	Human Services Manager	117	\$60,064.45	\$95,862.10	118	\$69,411.70	\$110,780.62
NA071	Human Services Administrator	119	\$69,411.70	\$110,780.62	120	\$80,213.31	\$128,020.76
NA001	Medical Director (BARC)	130	\$153,788.27	\$245,446.94	131	\$165,323.24	\$263,855.10

CLASS CODE	CLASSIFICATION TITLE	CURRENT			PROPOSED		
		PAY GRADE	MINIMUM SALARY	MAXIMUM SALARY	PAY GRADE	PAY GRADE	MINIMUM SALARY
NA127	Nutrition Services Manager	115	\$51,974.83	\$82,953.11	117	\$60,064.45	\$95,862.10
PA058	Quality Assurance Specialist	114	\$48,349.23	\$77,165.54	115	\$51,974.83	\$82,953.11
NA132	Veterans Services Manager	115	\$51,974.83	\$82,953.11	117	\$60,064.45	\$95,862.10
PA067	Veterans Services Officer	112	\$41,837.57	\$66,773.87	114	\$48,349.23	\$77,165.54
WA034	Library Aide	103	\$21,821.58	\$34,828.42	104	\$23,458.24	\$37,440.62
NA144	Small Business Development Specialist	113	\$44,975.98	\$71,781.73	115	\$51,974.83	\$82,953.11
XA033	Parks Supervisor	112	\$41,837.57	\$66,773.87	113	\$44,975.98	\$71,781.73
XA017	Parks Manager, Associate	114	\$48,349.23	\$77,165.54	115	\$51,974.83	\$82,953.11
WA035	Recreation Aide	103	\$21,821.58	\$34,828.42	104	\$23,458.24	\$37,440.62
NA155/ NA158	Student/Seasonal Lifeguard	103	\$21,821.58	\$34,828.42	104	\$23,458.24	\$37,440.62
BA109/ TA010	Equipment Operator	108	\$31,328.48	\$50,000.32	109	\$33,677.91	\$53,750.55
BA014/ TA001	Electrician	112	\$41,837.57	\$66,773.87	113	\$44,975.98	\$71,781.73
BA052	Security Guard	106	\$27,109.60	\$43,267.21	108	\$31,328.48	\$50,000.32
BA025	Traffic Signal Technician	111	\$38,919.58	\$62,115.18	112	\$41,837.57	\$66,773.87

Cost per above reallocations for Fiscal Year 2017-2018			
Agency	Filled BPNs	Vacant BPNs	Cost*
Aviation	38	5	\$76,801
Environmental Protection and Growth Management	2	0	\$0
Finance and Administrative Services	75	9	\$13,593
Human Services	128	10	\$152,846
Libraries	249	19	\$33,087
Economic and Small Business Development	12	2	\$6,554
Regional Communications and Technology	3	0	\$0
Parks and Recreation	257	48	\$247,306
Port Everglades	8	1	\$0
Public Works	100	26	\$111,688
Transportation	4	0	\$10,820
Grand Total	876	120	\$652,695

*Cost includes 15.5% fringe benefits

BOARD-LEVEL RECLASSIFICATIONS

Board-level reclassifications are required for positions at the Assistant Director level and above as provided in the Broward County Administrative Policies and Procedures (CAPP) for the Office of Management and Budget. Positions below have been evaluated based on market analysis and/or internal equity.

Agencies: Human Services and Aviation

FROM				TO			
CLASSIFICATION	PAY GRADE	MINIMUM SALARY	MAXIMUM SALARY	CLASSIFICATION	PAY GRADE	MINIMUM SALARY	MAXIMUM SALARY
Planner, Senior (BPN 0338 - Vacant)	PG118	\$64,568.61	\$103,051.52	Director of Crisis Intervention and Support	PG124	\$99,649.45	\$159,040.21
Human Services Administrator (BPN 10708 - Filled)	PG119	\$69,411.70	\$110,780.62	Assistant Director of Crisis Intervention and Support	PG122	\$86,229.54	\$137,622.42
Enterprise Director of Administration (BPN 08417 - Filled)	PG123	\$92,696.91	\$147,944.05	Assistant Director of Aviation	PG127	\$123,793.64	\$197,574.60

JUSTIFICATION:

Director and Assistant Director of Crisis Intervention and Support: These positions will be responsible for the administration of the County’s Sexual Assault/Sexual Abuse/Child Abuse treatment services, as well as Adult and Civil Citation programs and Juvenile Predisposition Services. Duties will include the planning, scheduling and coordination of division activities; and the development of policies, procedures, and priorities to meet established goals that are in line with the Commission Strategic Plan and the Human Services Department Business Plan.

Assistant Director of Aviation: An increase in duties and responsibilities has created the need for an Assistant Director of Aviation to provide additional leadership, direction, and administration of key functions performed by the Aviation Department. This position strongly supports the development of the agency’s strategic plan from an operational, technical and business process perspective, and will oversee the daily operational requirements and fiscal responsibility for the County’s Aviation Department. This layer of leadership will provide the stable organizational base for successfully navigating today’s modern challenges. It will also represent a dynamic shift in the Fort Lauderdale-Hollywood International Airport’s business practices, focusing heavily on delivering the best products, services and amenities for our patrons.