



# FY 22 Classification & Compensation Plan

*Presented by*

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# WHAT TO EXPECT

- We are in the middle of the Compensation Study and anticipate additional changes to positions and classifications as we reach our December 31<sup>st</sup> deadline.
- Position duplication:
  - Until we complete the Compensation Study, we will have a higher number of classification titles, this list will right-size in FY23
- Through compensation analysis and job description work as part of the Compensation Study, we identified the need for classification expansion in several areas.



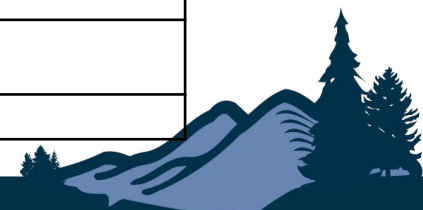
# Additional Titles (35)

Class Title	Class Title
Cataloger	Fiscal Support Specialist
Chief Equity and Human Rights Officer	Information Technology Management Analyst
Chief Information Security Officer	Information Technology Manager II
Community Paramedic	Information Technology Project Manager
Community Paramedic Program Manager	Information Technology Supervisor
Control Room Operator	Program Manager I
Deputy	Program Manager II
Detention Deputy	Property Appraiser I
Director I	Radio Systems Analyst I
Director II	Radio Systems Analyst II
Director III	Recreation Planner
Director IV	Senior Attorney III
Division Manager I	Systems Specialist
Division Manager II	Tax Systems Analyst
Division Manager III	Tax Systems Technician
Equity and Inclusion Specialist	Training Officer
Executive Administrative Assistant	Zoning Compliance Officer



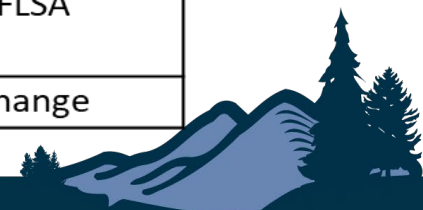
# Deletion of Titles (65)

Class Title	Class Title	Class Title
911 Communications Division Manager	Emergency Planner	Multimedia Specialist
Accounting Specialist II	Employee Relations Officer	Information & Communication Officer
Administrative Officer I	EMS Division Manager	Lead Income Maintenance Caseworker I
Administrative Officer III	EMS Training Officer	Library Associate
Administrative Support Associate V	EMT-P Shift Supervisor -Temp	Operations and Facilities Manager
Assistant Sheriff Communication Supervisor	End User Technology Architect	Patrol Deputy
Budget Manager	ERP Systems Administrator	Payroll Technician
Building Automation Technician	Facilities/Safety Officer	Project Coordinator
Business Property Appraiser I	GIS Analyst	Quality Assurance Program Consultant I
Business Systems Specialist I	GIS Technician I	Quality Assurance Program Consultant II
Business Systems Specialist II	GIS Technician II	Senior Administrative Officer
Civil Execution Officer	Human Resourced Analyst	Social Work Trainer
Classification Officer	Human Resources Coordinator II	Social Work Trainer Manager
Code Enforcement Officer III (Lead)	Human Services Analyst Supervisor	Social Work Trainer Supervisor
Controller	Human Services Program Consultant I	Software Services Division Manager
Court Bailiff Deputy	Human Services Program Consultant II	Total Rewards Manager
Customer Service Coordinator	Human Services Program Consultant III	Training Specialist
Database Coordinator I	Income Maintenance Trainer	Transfer Station Coordinator
Database Coordinator III	Income Maintenance Trainer Manager	Transportation Officer Trainee
Detective Supervisor	Income Maintenance Trainer Supervisor	Video Technician
Early Childhood Education Coordinator	Information & Communication Officer	Video Technician
Emergency Management Division Manager	Lead Income Maintenance Caseworker I	Website Administrator I
	Library Associate	Website Administrator II



# Changes (32)

Class Title	Changes
Accounting Specialist I	Title Change to remove "I"
Accounting Supervisor	Grade change from 69 to 71
Administrative Officer II	Title Change to remove "II"
Air Quality Supervisor	Title change to Air Quality Coordinator
Assistant Director of Building Inspections	Title change to Permits and Inspections Assistant Director, grade change 74 to 80
Assistant Landfill Operations Supervisor	Title change to Landfill Operations Assistant Manager
Assistant Transfer Station Supervisor	Title change to Transfer Station Assistant Manager
Benefits Administrator	Grade change from 72 to 74
Benefits Specialist	Grade change from 74 to 72
Budget Analyst	Title change to add "I"
Building Inspections Director	Title change to Permits and Inspections Director
CDE Supervisor	Title Change - Centralized Data Entry Supervisor
Communication Supervisor	Grade change from 71 to 73
Customer Service Specialist	Grade change from 66 to 63
Employee Relations Coordinator	Title change from Coordinator to Investigator
EMS Operations Supervisor	Grade change from 73 to 70
Executive Assistant to the County Manager	Title change to add "County Manager", grade change 67 to 71, FLSA change
Financial Analyst I	Title change to remove "I", Grade change from 71 to 79, FLSA change



# Changes Continued

Class Title	Changes
Human Resources Coordinator I	Title Change to remove "I" and grade change from 76 to 69
Information Technology Division Manager	Grade change from 82 to 83
Information Technology Manager I	Title change to add "I" to create a series
Information Technology Systems Engineer I	Title change to remove "I"
Operations and Facilities Coordinator	Grade change from 71 to 66, Exempt to Non-Ex
Organizational Development Coordinator	Grade change from 70 to 72
Payroll Specialist	Grade change from 69 to 67
Physician Extender	Title change to Advanced Practice Clinician
Program Supervisor	Grade change from 70 to 71
Quality Assurance Specialist III	Title change to QA Manager
Recreation Program Specialist	Title change to Recreation Program Assistant
Service and Continuity Manager	Grade change to from 78 to 76
Tax Clerk	Title Change to Tax Collections Clerk
Website Administrator III	Title change - removing "III"



# Questions?

