

DISTRICT SCHOOL BOARD OF PASCO COUNTY

Professional Technical JOB DESCRIPTION

Program Manager, Compensation

Department: Human Resources and Educator Quality

Job Code: TBD

FLSA: Exempt Non-Exempt

Salary Schedule: MGMT 8C

Reports To: Director, Human Resources

Work Days: 245

Board Approved Date: September 3, 2013

Work Hours: 7.5 hrs/day

JOB GOAL: Responsible for planning, organizing, coordinating, and monitoring district compensation programs and strategies in support of organizational goals and objectives. This includes providing compensation expertise in job studies, pay plan design, union negotiations, organizational management, and salary administration; overseeing position control activities to ensure compliance within budgetary constraints; and direct supervision of staff.

ESSENTIAL DUTIES & RESPONSIBILITIES:

The following statements of duties and responsibilities are intended to describe the general nature and level of work being performed by individuals assigned to this position. These statements are not intended to be an exhaustive list of all duties and responsibilities required of all personnel within this position.

1. Develop, plan, and manage the district's compensation strategies and activities designed to enhance the District's ability to attract, hire and motivate qualified employees while ensuring compliance with applicable federal, state, and local laws, rules, and regulations, and union agreements.
2. Manage compensation and wage and salary administration for district personnel consistent with district priorities and goals; and identify district goals for compensation related activities.
3. Develop, recommend, plan, and implement changes to pay structures and compensation plans; and develop, maintain, and update applicable compensation manuals.
4. Monitor the effectiveness of compensation policies, guidelines, and procedures, recommending plan revision, structural adjustments, and/or new plans that are cost effective and consistent with compensation trends and objectives.
5. Develop procedures for compensation administration, establishing guidelines for initial placement, promotional increases, and other changes in employee pay.
6. Coordinate the development of salary schedules, pay plans, job descriptions, documents, organizational charts, and data analysis related to compensation, and make recommendations to superintendent's staff for improvements.
7. Conduct market pricing analysis to determine appropriate pay levels, and participate in compensation surveys to stay abreast of related market trends.
8. Coordinate compensation activities associated with instructional and non-instructional unions; and assist the chief negotiator with the collective bargaining process regarding compensation issues by making recommendations for improvements, gathering and compiling information for the union, and preparing salary projections.
9. Supervise, evaluate, train and delegate work to appropriate staff; and make recommendations for employment.
10. Oversee position control and compensation functions to ensure fiscal responsibility for the District.
11. Oversee the maintenance and monitoring of allocations in schools and departments in order to keep allocations current and prevent allocation overfills.
12. Respond to all levels of employees for problem resolution of pay disparities and other inquiries in a timely manner.
13. Prepare cost analyses and various compensation reports by gathering, analyzing, and summarizing compensation data and trend information.
14. Provide advice to managerial/administrative staff on pay decisions, policy and guideline interpretation, and job evaluation.
15. Research and analyze occupational data and develop standardized job descriptions to ensure that all positions are accurately documented for position evaluation and hiring, including applicable FLSA status.
16. Keep apprised of existing and new federal and state compensation laws, regulations, and statutes and recommend appropriate changes or additions to ensure District policies and procedures are in compliance.
17. Perform other duties as assigned.

MINIMUM REQUIREMENTS:

Requirements are representative of minimum levels of knowledge, skills and/or abilities. To perform this job successfully, the incumbent will possess the abilities or aptitudes to perform each duty successfully. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

KNOWLEDGE, SKILLS & ABILITIES:

- Knowledge of and ability to understand and interpret applicable policies, state statutes, and federal laws and guidelines, including Florida Statutes, School Board policy, and union agreements.
- Knowledge of current trends in compensation theory, wage and salary practices, job evaluation methods, pay plan design, and reward strategies
- Ability to define, implement, and integrate key human resources functions, including workflow management.

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- Ability to plan and manage projects efficiently and within established timeframes.
- Ability to work collaboratively with others and facilitate groups to consensus.
- Ability to communicate effectively with a variety of audiences, orally and in writing, including electronic media.
- Advanced knowledge of and experience with personal computers and programs, such as word processing programs, spreadsheets, and databases.

EDUCATION, TRAINING & EXPERIENCE:

- Bachelor's degree from an accredited institution
- Five years of professional experience in human resources, with considerable experience in compensation

PREFERRED QUALIFICATIONS:

- Senior Professional in Human Resources (SPHR) or Professional in Human Resources (PHR) certification and/or Certified Compensation Professional (CCP) designation
- Master's Degree from an accredited educational institution
- Experience in various pay programs, strategies, reward systems, and analysis methods
- Experience in public sector and/or public school classification and compensation
- Experience with union negotiations

SUPERVISORY RESPONSIBILITY: Direct supervision of assigned personnel. Responsibilities include planning, assigning, and directing work; addressing complaints and resolving problems; training employees; evaluating performance; and interviewing, testing, hiring, and assignment of personnel.

PHYSICAL REQUIREMENTS *(Describes physical conditions of this position):*

<input checked="" type="checkbox"/>	Sedentary Work	Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently to lift, carry, push, pull or move objects. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.
<input type="checkbox"/>	Light Work	Exerting up to 20 pounds of force occasionally and/or up to 10 pounds of force frequently. If the use of arm and/or leg controls require exertion of forces greater than that for sedentary work and the worker sits most of the time, the job is rated as Light Work.
<input type="checkbox"/>	Medium Work	Exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently and/or up to 10 pounds of force constantly to move objects.
<input type="checkbox"/>	Heavy Work	Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.
<input type="checkbox"/>	Very Heavy Work	Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.

PHYSICAL ACTIVITY:

(Physical activities of the job are listed below and are with or without accommodations for disabilities for this position. Frequency of each applicable activity is noted according to the following: R = Regularly; F = Frequently; O = Occasionally, S = Seldom)

R	Sitting	Resting with the body supported by the buttocks or thighs.
R	Standing	Assuming an upright position on the feet particularly for sustained periods of time.
R	Walking	Moving about on foot to accomplish tasks, particularly for long distances.
S	Climbing	Ascending or descending ladders, stairs, scaffolding, ramps, poles, etc. using feet and legs and/or hands and arms.
O	Balancing	Maintaining body equilibrium to prevent falling when walking, standing or crouching on narrow, slippery or erratically moving surfaces.
O	Bending	Lowering the body forward from the waist.
O	Stooping	Bending body downward and forward by bending spine at the waist through the use of the lower extremities and back muscles.
O	Kneeling	Bending legs at knee to come to a rest on knee or knees.
O	Crouching	Bending the body downward and forward by bending leg and spine.

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O	Crawling	Moving about on hands and knees or hands and feet
O	Twisting	Moving body from the waist using a turning motion.
F	Reaching	Extending hand(s) and arm(s) in any direction
O	Pushing	Using upper extremities to press against something with steady force in order to thrust forward, downward or outward .
O	Pulling	Using upper extremities to drag, haul, or tug objects in a sustained motion.
O	Lifting	Raising objects from a lower to a higher position or moving objects horizontally from position- to-position through the use of the upper extremities and back muscles.
R	Finger Dexterity	Picking, pinching, typing or otherwise working primarily with fingers rather than with the whole hand or arm.
R	Grasping	Applying pressure to an object with the fingers and palm.
F	Feeling	Perceiving attributes of objects, such as size, shape, temperature or texture by touching with skin, particularly that of fingertips
F	Repetitive Motions	Substantial and continuous movements of the wrists, hands, and/or fingers.
R	Talking	Expressing or exchanging ideas by means of the spoken word. Those activities in which detailed or important spoken instructions must be conveyed accurately, loudly or quickly.
R	Hearing Acuity	The ability of perceive speech and other environmental sounds at normal loudness levels.
R	Visual Acuity	The power to see at a level which allows reading of numbers and text, operations of equipment inspection of machines, etc.

WORKING CONDITIONS:

(Conditions the worker will be subject to in this position with or without accommodations for disabilities. Indicate all that apply to the position. Please note that there can be more than one condition.)

<input type="checkbox"/>	Outdoors	The worker is subject to outside environmental conditions. There is not effective protection from weather conditions such as wind, moisture, sunlight, extreme temperature changes, etc.
<input type="checkbox"/>	Indoors	The worker is subject to inside environmental conditions. There is protection from weather conditions but not necessarily from temperature changes.
<input checked="" type="checkbox"/>	Indoors and Outdoors	The worker is subject to both environmental conditions. Activities occur inside and outside.
<input type="checkbox"/>	Cold	The worker is subject to extreme cold. Temperatures are below 32 degrees for periods of more than one hour.
<input type="checkbox"/>	Heat	The worker is subject to extreme heat. Temperatures are above 100 degrees for periods of more than one hour.
<input type="checkbox"/>	Noise	The worker is subject to noise. There is sufficient noise to cause the worker to shout in order to be heard above the ambient noise level.
<input type="checkbox"/>	Vibration	The worker is subject to vibration. There is exposure to oscillating movements of the extremities or whole body.
<input type="checkbox"/>	Hazards	The worker is subject to hazards. This includes a variety of physical conditions, such as proximity to moving mechanical parts, electrical current, working on scaffolding and high places and exposure to high heat or chemicals.
<input type="checkbox"/>	Atmospheric Conditions	The worker is subject to atmospheric conditions. One or more of the following conditions affect the respiratory systems or the skin: fumes, odors, mists, gases or poor ventilation.
<input type="checkbox"/>	Oils	The worker is subject to oils. There is air and/or skin exposure to oils and other cutting fluids.
<input type="checkbox"/>	Respirator	The worker is required to wear a respirator.
<input type="checkbox"/>	None	The worker is not substantially exposed to adverse environmental conditions (such as in typical office or administrative work).

MACHINES, TOOLS, EQUIPMENT:

(Machines, tools, equipment, electronic devices, vehicles, etc, used in this position.)

General office equipment, including personal computers, fax machines, copiers, scanners, telephones, etc

Pasco County School District will provide reasonable accommodations to qualified individuals with disabilities to allow them to perform the essential functions of the job when such individuals request an accommodation.