



Agenda Item Summary

File #: 24-00955

Agenda Date: 10/22/2024

Agenda Item Name:

FY 2024-2025 Revisions to the Senior Management and Non-Bargaining Pay Plans: request to reclassify Chief Transformation Officer, Executive Liaison-Public Safety & Community Relations and add Tourist and Economic Development Senior Office Director

Presenter:

Heather Akpan, Human Resources Director, Human Resources, 352-337-6165

Description:

The Assistant County Manager-Chief Transformation Officer is a new classification and a new Full-Time Equivalent (FTE) position that was approved as part of the FY25 budget process and will be replacing the Deputy County Manager position on the Senior Management Pay Plan. The Deputy County Manager classification will be removed from the Senior Management Pay Plan. The Executive Liaison-Public Safety & Community Relations (Part Time) and the Tourist and Economic Development Senior Office Director (Full Time) are new classifications to be added to the Non- Bargaining Pay Plan. These are new FTE's that were approved during the budget process for FY25

Recommended Action:

Request approval of the Fiscal Year 2024- 2025 revisions to the Senior Management and the Non-Bargaining Pay Plans.

Prior Board Motions:

The additions of classifications or changes to salary ranges on any of the Pay Plans must be approved by the Board of County Commissioners

Fiscal Note:

The Assistant County Manager-Chief Transformation Officer will be a grade 29, base hourly rate \$56.3425; \$117,192.40 annual replacing the Deputy County Manager, grade 30 base hourly rate \$59.3282; \$123,402.56 annual on the SR Management Pay Plan. The Executive Liaison-Public Safety & Community Relations is a grade 24, the base hourly rate is \$43.5202. The Tourist & Economic Development Senior Office Director is a grade 26, base hourly rate is \$48.2555; \$100,371.44 annual.

Strategic Guide:

All Other Mandatory and Discretionary

Background:

Senior Management Pay Plan:

(1) Reclassification:

From: Position Title: Deputy County Manager; Exempt/Non-Exempt: Exempt; Pay Grade: CAW 30 (\$59.3282 to \$99.7464 Hourly Rate; \$123,402.66 to \$207,472.51 Annual Rate)

To: Position Title: Assistant County Manager-Chief Transformation Officer; Exempt/Non-Exempt: Exempt; Pay Grade: CAW 29 (\$56.3425 to \$94.7257 Hourly Rate; \$117,192.40 to \$197,029.46 Annual Rate)

Non-Bargaining Pay Plan:
Add (2) new classifications:

Position Title: Executive Liaison-Public Safety & Community Relations; Exempt/Non-Exempt: Exempt; Pay Grade: NBR 24 (\$43.5202 to \$68.9882 Hourly Rate; \$90,522.02 to \$143,495.46 Annual Rate)

Position Title: Tourist & Economic Development Senior Office Director; Exempt/Non-Exempt: Exempt; Pay Grade: NBR 26 (\$48.2555 to \$78.8125 Hourly Rate; \$100,371.44 to \$163,930.00 Annual Rate)