



Agenda Item Summary

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**File #:** 25-00776

**Agenda Date:** [Publish Date]

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**Agenda Item Name:**

**Fiscal Year (FY) 2025 – 2026 Pay Plans for Guardian Ad Litem, Non-Bargaining, Senior Management-FRS County At Will, and Employee Increases, and Approval of Fiscal Year 2025-2026 Merit Pay.**

**Presenter:**

Heather Akpan, ACM for Justice & Workforce Strategies, 352-337-6165

**Description:**

Pay Plan updates for FY' 26.

**Recommended Action:**

Request approval of the Fiscal Year 2025-2026 updates to the Pay Plans. The minimum hourly pay rates for pay grades 2-9 on the Non-Bargaining Pay Plan and the Guardian Ad Litem Pay Plan will increase by \$0.50 (fifty cents) and the maximum hourly rates will increase by 4%. The minimum and maximum hourly pay rates for grades 10 and higher on the Non-Bargaining Pay Plan and Guardian Ad Litem Pay Plan will increase by 4%.

The minimum and maximum hourly rates for all pay grades on the Senior Management-FRS County At Will (CAW) will increase by 4%.

Request approval of the Fiscal Year 2025-2026 Merit Pay.

**Prior Board Motions:**

The addition 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 budget for these increases is included in the FY2025-2026 Budget.

**Strategic Guide:**

Other Mandatory and Discretionary Services

**Background:**

The Human Resources Department prepares recommendations for adjustments and additions to pay plans and to employees' rates of pay each year.

The following are recommendations for Fiscal Year 2025-2026 in addition to the range changes as shown in the description above:

Employee Increases for FY 26:

Request hourly rate increase of 4% for employees hired before October 1, 2025, for all employees in

the Non-Bargaining (NBR), Senior Management-FRS County-At-Will (CAW), and Guardian Ad Litem (GAL) pay plans effective the first full pay period on or after October 1, 2025.

Request to increase the pay rate for undergraduate Intern to \$18.50 per hour, increase the pay rate for the graduate Intern to \$19.00 per hour and increase the pay rate for the management Intern to \$19.50 per hour.

Request to approve pay rates for employees appointed to Temporary and Unclassified Service to be set at the minimum rate of the appropriate salary range in accordance with the County's Employee Policies and/or the Board of County Commissions' Minimum Wage Policy as adopted August 6, 2015.

Confirm new County living wage minimum as \$18.50 per hour for Fiscal Year 2025– 2026.

Request approval for Merit Pay, 2% of wages was budgeted for possible merit, with actual merit ranges from 0% to 5% for merit eligible employees that meet all criteria:

1. Employee off probation by Sept. 30, 2025;
2. No corrective action in the previous fiscal year;
3. Compliance Training for previous fiscal year completed;
4. All assigned policies signed off;
5. Goals must be submitted to HR by due date; and
6. Must have a performance evaluation rating of either Sometimes Exceeds or Exceeds.