



Agenda Item Summary

File #: 25-00804

Agenda Date: [Publish Date]

Agenda Item Name:

Fiscal Year (FY) 2026 Revisions to the Non-Bargaining Pay Plan add Operations Unit Coordinator and Sports and Events Coordinator and remove Tourism and Economic Development Director and transfer to Senior Management Pay Plan

Presenter:

Heather Akpan, ACM for Justice & Workforce Strategies/Chief Transformation Officer, Human Resources, 352-337-6165

Description:

This is the reclassification of the Maintenance Supervisor III to Operations Unit Coordinator and add a new classification, Sports and Events Coordinator and (remove Tourism and Economic Development Director from Non-Bargaining Pay Plan and add to Senior Management Pay Plan, this is effective October 1st).

Recommended Action:

Request approval of the Fiscal Year 2026 revisions to the Non-Bargaining Pay Plan and Senior Management Pay Plan.

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 (re)classification from Maintenance Supervisor III to Operations Unit Coordinator; five vacant positions will result in an hourly increase from \$ \$25.3716 to \$31.1934. The Sports and Events Coordinator is a new classification with the base hourly rate of \$25.3716 and remove Tourism and Economic Development Director from Non-Bargaining Pay Plan and add to Senior Management Pay Plan, the grade remains the same.

Strategic Guide:

All Other Mandatory and Discretionary Services

Background:

(1) Reclassification (Non-Bargaining Pay Plan):

From: Position Title: Maintenance Supervisor III; Exempt/Non-Exempt: Non-Exempt; Pay Grade: NBR 13 Hourly Rate: \$25.3716 to \$40.1704; Annual Rate: \$52,772.93 to \$83,554.43

To: Position Title: Operations Unit Coordinator; Exempt/Non-Exempt: Exempt; Pay Grade: NBR 17 Hourly Rate: \$31.1934 to \$49.3878; Annual Rate: \$64,882.27 to \$102,726.62

Add (1) new classification (Non-Bargaining Pay Plan):

Position Title: Sports and Events Coordinator; Exempt/Non-Exempt: Exempt; Pay Grade: NBR 13
Hourly Rate: \$25.3716 to \$40.1704; Annual Rate: \$52,772.93 to \$83,554.43.

Transfer (1) classification from Non- Bargaining to Senior Management Pay Plan

From: Position Title: Tourism and Economic Development Director; Exempt/Non-Exempt: Exempt; Pay Grade: NBR 26 Hourly Rate: \$50.1857 to \$ 81.9650; Annual Rate: \$104,386.26 to \$ 170,487.20

To: Position Title: Tourism and Economic Development Director; Exempt/Non-Exempt: Exempt; Pay Grade: CAW 26 Hourly Rate: \$50.1857 to \$ 81.9650; Annual Rate: \$104,386.26 to \$ 170,487.20