



## Agenda Item Summary

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**File #:** 25-00946

**Agenda Date:** [Publish Date]

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**Agenda Item Name:**

**FY26 Revisions to SR Management and Non-Bargaining Pay Plans-add Budget & Fiscal Services Director and Enterprise Resource Planning (ERP) Specialist**

**Presenter:**

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

**Description:**

Fiscal Year 2025- 2026 revisions to the SR Management and Non-Bargaining Pay Plans. The Budget and Fiscal Services Director is a new classification requested to be added to the SR Management Pay Plan. The Enterprise Resource Planning (ERP) Systems Specialist is a new classification requested to be added to the Non-Bargaining Pay Plan.

**Recommended Action:**

Request approval of the Fiscal Year 2025- 2026 revisions to the SR Management and 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:**

Two existing FTEs will be transitioned into new classifications.

The Budget and Fiscal Services Director is a reclassification of one vacant Fiscal Supervisor position, increasing the hourly rate from \$36.8140 to \$55.6469. The Budget and Fiscal Services Director will be added to the Senior Management Pay Plan while the Fiscal Supervisor classification will remain on the Non-Bargaining Pay Plan. Additionally, one vacant Fiscal Assistant (1.00 FTE) position will be eliminated, which has a base hourly rate of \$24.0947, to help offset the Director salary. The Fiscal Assistant classification will remain in the Non-Bargaining Pay Plan.

The ERP Systems Specialist is also a reclassification, converting a vacant Senior Staff Assistant position to the new title with an hourly rate increase from \$20.4185 to \$26.7164. The ERP Systems Specialist is a new classification that will be added to the Non-Bargaining Pay Plan while the Senior Staff Assistant classification remains on the pay plan.

**Strategic Guide:**

All Other Mandatory and Discretionary Services

**Background:**

Add (1) New Classification to the SR Management Pay Plan:

Position Title: Budget and Fiscal Services Director; Exempt/Non-Exempt: Exempt; Pay Grade: CAW  
28 Hourly Rate: \$ 55.6469 to \$ 90.8836; Annual Rate: \$ 115,745.55 to \$ 189,037.89

Add (1) New Classification to the Non-Bargaining Pay Plan:

Position Title: ERP Systems Specialist; Exempt/Non-Exempt: Exempt; Pay Grade: NBR 14 Hourly  
Rate: \$ 26.7164 to \$ 42.2991; Annual Rate: \$ 55,570.11 to \$ 87,982.13