



Flagler County Board of County Commissioners Second Public Hearing Fiscal Year 2025-2026 Budget Agenda

Monday, September 22, 2025 • 5:01 p.m.

Government Services Building 2, Board Chambers, 1769 E. Moody Blvd., Bunnell, FL 32110

1. **Open Public Hearing:** Chair Andrew S. Dance
2. **Approval of the Fiscal Year 2025-2026 Classification and Pay Plan**
3. **Procedures:** The procedures to be followed at the public hearing, as set forth in Section 200.065, Florida Statutes are:
 - Announce the percentage increase in the aggregate final millage rate over the aggregated rolled back rate, if any (Financial Services Director)
 - Discuss the specific purpose(s) for the tax increase, if applicable (Financial Services Director)
 - Allow comments from the public regarding the adoption of the final millage rates (Chair)
 - Consider approval of [Resolution 2025-79](#) to adopt the final millage rates
 - Allow comments from the public regarding the adoption of the final budget (Chair)
 - Consider approval of [Resolution 2025-80](#) to adopt the final budget
 - Authorize execution by the Chair of the administrative documents required to complete the millage rate and budget adoption process
4. **Close Public Hearing:** Request the Board close the public hearing
5. **Adjournment**

Section 286.0105, Florida Statutes states that if a person decides to appeal any decision made by a board agency, or commission with respect to any matter considered at a meeting or hearing, he or she will need a record of the proceedings, and that, for such purpose, he may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.

**FLAGLER COUNTY BOARD OF COUNTY COMMISSIONERS
PUBLIC HEARING ITEM # 2**

SUBJECT: Consider Approval of the Fiscal Year 2025-2026 Classification and Pay Plan.

DATE OF MEETING: September 22, 2025

OVERVIEW/SUMMARY: Annually in the month of September, staff brings the Classification and Pay Plan for the upcoming fiscal year before the Board for approval. The Classification and Pay Plan assign a Paygrade, minimum, midpoint, and maximum hourly rate and salary for each position.

As the Human Resources Department is currently revamping the Pay Plan, the Pay Ranges will remain the same as the FY 2024-25 Pay Plan. The only changes presented are related to title changes or titles added (i.e., Dispatch employees).

STRATEGIC PLAN:

- **Focus Area: Effective Government**
 - Goal 4 – Create a Culture of Performance Excellence.

FUNDING INFORMATION: Funding based on the Pay Plan is included within the personnel budget of each division within the FY 2025-26 Tentative Budget.

DEPARTMENT CONTACT: Charlie Picano, Human Resources Director (386) 313-4033

RECOMMENDATIONS: Approval of the Fiscal Year 2025-2026 Classification and Pay Plan.

ATTACHMENTS: [Use this link to view attachment\(s\)](#)

- 1) Classification and Pay Plan FY 2025-2026