

Agenda Item: 1.h

Meeting Date: August 6, 2025

MEMORANDUM

To: City Commission

Through: Jennifer K. Bramley, City Manager

From: Les Tyler, Director of Finance

Date: 2025-07-31

Subject: Pay Plan

Presenter(s): Les Tyler, Director of Finance, Jean Hochwarter, Budget Manager, Theresa Smalling, PhD, Director of Human Resources & Risk Management

Staff Recommendation: Topic For Discussion

Strategic Themes: City Services, Communications & Technology, Community Amenities, Environmental Resiliency & Sustainability, Good Governance, Infrastructure Planning & Growth, Multi-Modal Transit

Boards & Committees: Board of Finance

Budget Impact: N/A

Past Action: July 18, 2025 Budget Workshop #1 FY 2026 Proposed Operating & Capital Budget
July 17, 2025 Establish Maximum Millage Rate for FY 2026

Next Action: September 11, 2025 Public Hearing #1 FY 2026 Tentative Millage and Tentative Operating and Capital Budget

Attachments:

Background: N/A