

BUDGET AMENDMENTS JOURNAL ENTRY PROOF

LN	ORG	OBJECT	PROJ	ORG DESCRIPTION	ACCOUNT DESCRIPTION	EFF DATE	PREV BUDGET	BUDGET CHANGE	AMENDED BUDGET	ERR
ACCOUNT										
YEAR-PER	JOURNAL	EFF-DATE	REF 1	REF 2	SRC JNL-DESC	ENTITY	AMEND			
2026	09	93723	06/22/2026		BUA CAPAYBTR	1	1			
1	00102000	511000		GenFund/Cnty Admin	Executive Salaries		212,950.00	186,048.00	398,998.00	
	1001-102-0200-512100-510-51-000-000-511000-						06/22/2026			
2	00102000	521000		GenFund/Cnty Admin	FICA Taxes		41,156.00	10,023.00	51,179.00	
	1001-102-0200-512100-510-51-000-000-521000-						06/22/2026			
3	00102000	522000		GenFund/Cnty Admin	Retirement Contributions		154,174.00	17,015.00	171,189.00	
	1001-102-0200-512100-510-51-000-000-522000-						06/22/2026			
4	00102000	523000		GenFund/Cnty Admin	Life and Health Insurance		63,536.00	8,313.00	71,849.00	
	1001-102-0200-512100-510-51-000-000-523000-						06/22/2026			
5	00102000	524000		GenFund/Cnty Admin	Workers Compensation		807.00	186.00	993.00	
	1001-102-0200-512100-510-51-000-000-524000-						06/22/2026			
6	00102051	549001		GenFund/HR	Educational Reimbursement		30,000.00	17,420.00	47,420.00	
	1001-102-0205-513300-510-51-000-000-549001-						06/22/2026			
7	00150000	598010		GenFund/Reserves	Reserve - Contingency		6,426,539.00	-239,005.00	6,187,534.00	
	1001-150-5000-000000-590-00-000-000-598010-						06/22/2026			
** JOURNAL TOTAL								0.00		

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CLERK: MCatalano

YEAR	PER	JNL	SRC	ACCOUNT	EFF DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC LINE DESC	T	OB	DEBIT	CREDIT
2026	9	93723												
BUA	1001-102-0200-512100-510-51-000-000-511000-				06/22/2026	CAPAYBTR				Executive Salaries		5	186,048.00	
										T				
										Budget Transfer to move funds from reserves to personnel and education reimbursment for former County Administrator serparation agreeement.				
BUA	1001-102-0200-512100-510-51-000-000-521000-				06/22/2026	CAPAYBTR				FICA Taxes		5	10,023.00	
										T				
BUA	1001-102-0200-512100-510-51-000-000-522000-				06/22/2026	CAPAYBTR				Retirement Contributions		5	17,015.00	
										T				
BUA	1001-102-0200-512100-510-51-000-000-523000-				06/22/2026	CAPAYBTR				Life and Health Insurance		5	8,313.00	
										T				
BUA	1001-102-0200-512100-510-51-000-000-524000-				06/22/2026	CAPAYBTR				Workers Compensation		5	186.00	
										T				
BUA	1001-102-0205-513300-510-51-000-000-549001-				06/22/2026	CAPAYBTR				Educational Reimbursement		5	17,420.00	
										T				
BUA	1001-150-5000-000000-590-00-000-000-598010-				06/22/2026	CAPAYBTR				Reserve - Contingency		5		239,005.00
										T				
										JOURNAL 2026/09/93723 TOTAL			.00	.00

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FUND ACCOUNT	YEAR	PER	JNL	EFF DATE	ACCOUNT DESCRIPTION	DEBIT	CREDIT
FUND TOTAL						.00	.00

** END OF REPORT - Generated by Michael Catalano **

**2026 SEPARATION FROM EMPLOYMENT AGREEMENT
BETWEEN FLAGLER COUNTY AND HEIDI PETITO**

This 2026 Separation from Employment Agreement ("Separation Agreement") is entered into on this 2nd day of March, 2026, between Flagler County, a political subdivision of the State of Florida acting through its Board of County Commissioners (hereinafter "COUNTY"), and Heidi E. Petito (hereinafter "EMPLOYEE").

The purpose of this 2026 Amendment is to establish mutually agreed-upon terms governing the EMPLOYEE's separation from employment. The terms of this Separation Agreement shall take precedence over any conflicting terms or provisions of the Employment Agreement between COUNTY and EMPLOYEE dated October 18, 2021; all terms and conditions of the 2021 Employment Agreement not superseded hereby shall remain in full force and effect.

1. SEPARATION TERMS AND SEVERANCE BENEFITS

1.1 Separation and Notice Pursuant to Section 2.C of the 2021 Employment Agreement

EMPLOYEE and COUNTY mutually agree to allow EMPLOYEE to separate from her position in accordance with Section 2.C of the 2021 Employment Agreement. EMPLOYEE will continue to serve in her current position during a transition period until: the COUNTY hires an interim or permanent replacement or completes preparation of the FY27 Tentative Budget, whichever is earlier, with a separation date no later than July 14, 2026. The goal of COUNTY and EMPLOYEE is to allow the COUNTY to establish a transition plan and to ensure continuity of operations to the greatest extent practicable.

1.2 Severance Benefits in Accordance with Sections 3.A and 3.B of the 2021 Employment Agreement

This Separation Agreement is intended to implement Section 3.B of the 2021 Employment Agreement, specifically, a resignation of EMPLOYEE following a request by the COUNTY. Accordingly, EMPLOYEE is entitled to severance pay provided for in Section 3.A of the 2021 Employment Agreement, including:

- Twenty (20) weeks of aggregate gross salary, plus the equivalent pension contribution the COUNTY would have paid on that salary amount.
- Continuation of health insurance benefits at COUNTY expense for the duration of the severance period.

1.3 Payment of Accrued Leave (Reflecting Sections 3(A) and 3(C) of the 2021 Agreement)

EMPLOYEE shall be compensated for all accumulated, unused leave time in accordance with the COUNTY's Personnel Policies and Procedures. This includes payment of accrued leave upon termination under Section 3.A of the 2021 Employment Agreement, or upon resignation when proper notice is provided under Section 2.C.

2. TUITION REIMBURSEMENT

Since appointment to EMPLOYEE's current position, EMPLOYEE has earned a Bachelor of Science in Business Administration and is actively pursuing a Master of Public Administration. In accordance with the COUNTY's tuition reimbursement policy, EMPLOYEE is entitled to reimbursement in the amount of \$17,420.00, representing eligible educational expenses incurred consistent with COUNTY policy.

The COUNTY agrees to reimburse EMPLOYEE \$17,420.00 as part of this separation agreement.

3. FLORIDA RETIREMENT SYSTEM (FRS) SENIOR MANAGEMENT SERVICE CLASS ADJUSTMENT

EMPLOYEE previously served as Interim Director of General Services beginning June 1, 2007, and was formally appointed Director of General Services on November 5, 2007. This position was eligible for enrollment in the FRS Senior Management Service Class; however, EMPLOYEE was not enrolled until November 1, 2013. The difference in retirement contributions attributable to this delayed enrollment totals \$15,611.84.

The COUNTY agrees to compensate EMPLOYEE \$15,611.84 as part of this separation agreement.

4. LIABILITY COVERAGE

Consistent with Section 11 of the 2021 Employment Agreement, the COUNTY shall continue to provide EMPLOYEE with liability coverage for all actions taken in her capacity as County Administrator occurring on or before her final day of service, including legal representation.

5. VENUE AND GOVERNING LAW

Venue for any enforcement of this Amendment shall be in the Seventh Judicial Circuit Court in and for Flagler County, Florida. Florida law shall govern this Amendment. The prevailing party in any enforcement action shall be entitled to reasonable attorney's fees and costs.

6. EFFECTIVE DATE

This Amendment shall become effective immediately upon approval by the Flagler County Board of County Commissioners.

[Signature Page to Follow]

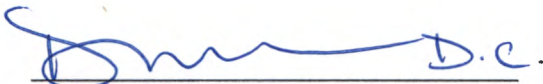
APPROVED by the Board of County Commissioners on the 2nd day of March, 2026.

**FLAGLER COUNTY BOARD
OF COUNTY COMMISSIONERS**



Leann Pennington, Chair

ATTEST:



Tom Bexley, Clerk of the Circuit
Court and Comptroller

EMPLOYEE



Witness

MICHAEL A. RODRIGUEZ

Witness Name (Print)



Heidi E. Petito

Date: _____

3/2/2026

Flagler County Board of County Commissioners
Appropriated Operating Reserves: General Fund
FY 2026
1001-150-5000-000000-590-00-000-000-598010

Item Description	Date Approved	Item #	Budget Transfer	*Reserve Balance
FY26 Adopted Budget				\$7,315,562
5% Operating Reserve Totals \$7,315,562. Entries Below This Line Indicate That These Reserves Are < 5%				
Contribution to Food Banks due to Government Shutdown	11/17/2025		(50,000)	7,265,562
Hammock Harbour Settlement	2/9/2026	8e	(400,000)	6,865,562
Hammock Harbour Building Permit Fees Credit	2/9/2026	8e	(50,000)	6,815,562
County Attorney Professional Servcies	5/4/2026	7b	(90,000)	6,725,562
Countywide AED Replacements	6/15/2026	7f	(46,268)	6,679,294
Public Emergency Medical Transportation Invoice	6/15/2026	7e	(252,755)	6,426,539
County Admin Separation	7/13/2026		(239,005)	6,187,534

*Reserve balance is inclusive of pending transactions and items seeking approval at this meeting.