



Commissioner's Salary Study

July 25, 2023





Agenda

- Introduction
- Market Data
- Current Salary Alignment Options
- Cost Impact
- Annual Salary Increase Options
- Next Steps



Introduction

- **The existing salary increase formula has not been reviewed since 1996, which has impacted the gap between the salary of Orange County Commissioner with respect to the market.**



Market Data

Organization	Rank by population	Commissioners/ * Mayor	Count of Commissioners	Method used to determine Pay	Population (2020 census)
*Miami Dade	1	\$6,000.00/ *\$200,000	13	Charter	2,705,528
Broward	2	\$113,608.00	9	State	1,942,273
Palm Beach County	3	\$113,608.00	7	State	1,482,057
Hillsborough	4	\$113,608.00	7	State	1,451,358
*Orange	5	\$91,158.49 / \$182,860	6	Charter	1,373,784
Pinellas	6	\$112,711.00	7	State	970,985
*Duval	7	\$56,804.00/ \$230,016	19	½ salary allowed by BCC member	948,651
Lee	8	\$108,119.00	5	State	756,570
Polk	9	\$107,255.00	5	CPI if lees than emp.	705,735
Brevard	10	\$103,932.00	5	State	594,001
Volusia	11	\$102,584.00	5	No Response	546,107
Pasco	12	\$102,900.00	5	State	539,885
Seminole	13	\$102,132.00	5	Less than CPI & State number	466,695
Sarasota	14	\$99,508.00	5	No Response	427,766
Manatee	15	\$98,743.00	7	State	393,847
	Median	\$102,900.00			

* Strong Mayor 3 /67 counties



Current Salary Alignment

The following options can be utilized to close the current pay gap for the Orange County Commissioner's position with respect to the market:

- I. Adjust the current salary in line with the Non-Bargaining County Employee's mid-year adjustment for FY 22 – 23 (up to 7%)
- II. Adjust the current salary with the State formula
- III. Adjust the current salary to match the market median salary for this position



Current Salary Alignment:

Option 1 – County Non-Bargaining Employee Adjustments

- Provide the salary adjustment that many of the Non-Bargaining County Employees have received in FY 22-23
- The same percentage increase for Commissioners has been applied for the Mayor's salary.

Fiscal Year	% Increase	Commissioners' Salary	Mayor's Salary
2022-23 Current Salary	n/a	\$91,158	\$182,860
2022-23 Proposed Salary	7.00%	\$97,539	\$195,660



Current Salary Alignment :

Option – II State Salary

- Pursuant to the Salary Formula in Chapter 145, Florida Statutes the salary has been calculated for the Commissioners.
- The same percentage increase for Commissioners has been applied for the Mayor's salary.

Fiscal Year	Increase	Commissioners' Salary	Mayor's Salary
2022-23 Current Salary	n/a	\$91,158	\$182,860
2022-23 Proposed Salary	24.58%	\$113,608*	\$227,812

*Based on Office of Economic and Demographic Research



Current Salary Alignment : Option III -Market Adjustment

- **Adjust Commissioner's pay to map to market median salary.**
- **The same percentage increase for Commissioners has been applied for the Mayor's salary.**

Fiscal Year	% Increase	Commissioners' Salary	Mayor's Salary
2022-23 Current Salary	n/a	\$91,158	\$182,860
2022-23 Proposed Salary	12.88%	\$102,900	\$206,412



Cost Impact : Current Salary Alignment

		Salary of Commissioners	Total Cost (6 Commissioners)	Additional Cost Impact	Mayor's	Additional Cost Impact	Total Cost Impact
	Current Cost	\$91,158	\$546,948		\$182,860		
Option I	Aligning to non bargaining 2022-23 Increases	\$97,539	\$585,234	\$38,286	\$195,660	\$12,800	\$51,086
Option II	Aligning to State Formula	\$113,608	\$681,648	\$134,700	\$227,812	\$44,952	\$179,652
Option III	Market median Adjustment	\$102,900	\$617,400	\$70,452	\$206,412	\$23,552	\$94,004



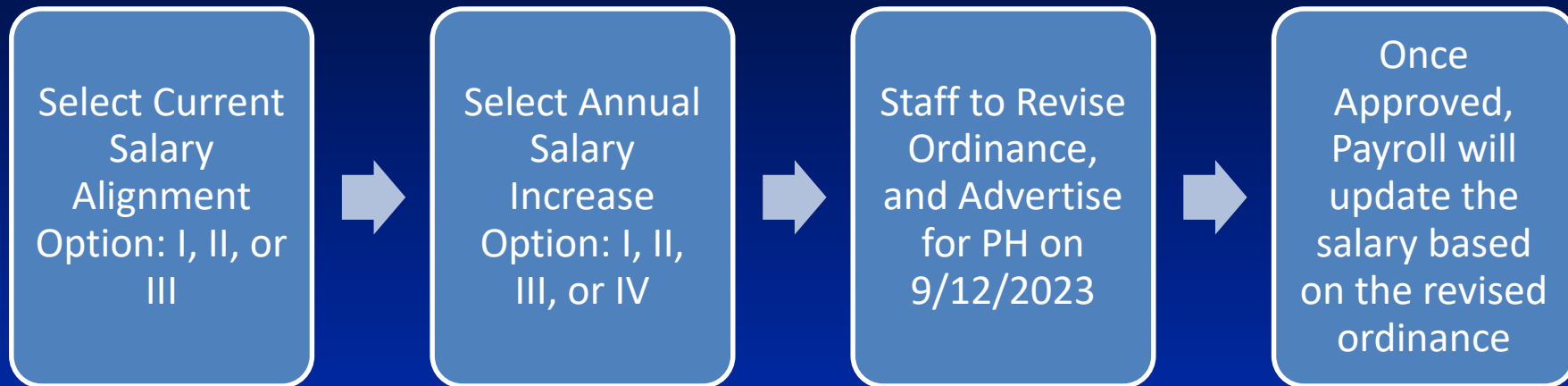
Annual Salary Increase Options

➤ Below are the options for Annual Salary Increase methodology:

- I. Keep the Current ordinance : Annual Increase Percentage is lower of the Consumer Price Index or Non-Bargaining Employee Increases
- II. Revise Ordinance to Align with the Consumer Price Index
- III. Revise Ordinance to Align with the Salary Increase of Non–Bargaining Employees
- IV. Revise Ordinance to Align with the State Formula based on population

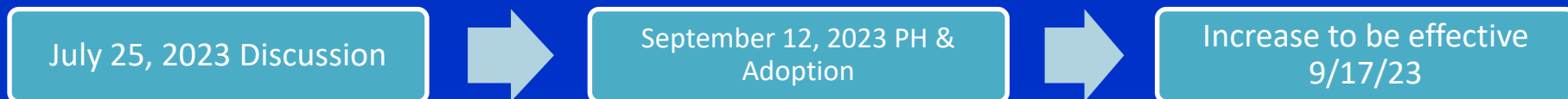


Next Steps



Work with Legal on the changes required
in the Ordinance based on the Options /
Work Session

Proposed Timeline:





Next Steps

➤ Requested Action

1. Select Immediate Market Adjustment Option

- a. Option 1 – Non-Bargaining Employee Adjustment
- b. Option 2- State Formula
- c. Median of Top 15/Population Commission Salaries

2. Select Method for Future Annual Increases

- a. Option 1 – No Change (lower of Non-Bargaining or CPI)
- b. Adjust to CPI
- c. Adjust to Non-Bargaining
- d. Adjust to State Formula