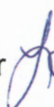




**Interoffice Memorandum**

August 31, 2023

**TO:** Mayor Jerry L. Demings  
- AND -  
County Commissioners

**FROM:** Lisa Snead, Assistant County Administrator   
County Administrator's Office

**SUBJECT:** **Public Hearing – September 12, 2023  
Commissioner and Mayor Salary Ordinance**

As a follow up to a discussion by the Board during at the FY 2023 Budget Worksessions, staff conducted a market compensation analysis of the Commissioners and Mayor Pay Plan Structure and provided a presentation summarizing market data, current salary alignment options, annual salary increase options, cost impacts and next step, at the July 25, 2023 Board Meeting.

The Board voted 5-2 to proceed with updating the pay ordinance and to hold a public hearing on the proposed ordinance change.

The Proposed Ordinance establishes the current salary alignment with the State Formula and establishes an annual salary increase methodology that aligns with the salary increase of non-bargaining employees.

**ACTION REQUESTED: Adoption of Ordinance No. 2023-\_\_\_\_ AN ORDINANCE RELATING TO THE BOARD OF COUNTY COMMISSIONERS IN ORANGE COUNTY, FLORIDA; AMENDING SECTION 2-30; ADJUSTING THE SALARIES OF THE COUNTY MAYOR AND COUNTY COMMISSIONERS; REVISING THE METHOD BY WHICH ANNUAL SALARY INCREASES ARE DETERMINED FOR THE COUNTY MAYOR AND COUNTY COMMISSIONERS; AND PROVIDING AN EFFECTIVE DATE.**

c: Byron W. Brooks, AICP, County Administrator  
Jeffrey Newton, County Attorney  
Carla Bell Johnson, AICP, Deputy County Administrator

Ordinance No. 2023-

AN ORDINANCE RELATING TO THE BOARD OF COUNTY COMMISSIONERS IN ORANGE COUNTY, FLORIDA; AMENDING SECTION 2-30; ADJUSTING THE SALARIES OF THE COUNTY MAYOR AND COUNTY COMMISSIONERS; REVISING THE METHOD BY WHICH ANNUAL SALARY INCREASES ARE DETERMINED FOR THE COUNTY MAYOR AND COUNTY COMMISSIONERS; AND PROVIDING AN EFFECTIVE DATE.

**WHEREAS**, the Board of County Commissioners adopted Ordinance No. 96-04 on December 12, 1996, which established the salaries for the County Commissioners and County Chairman; and

**WHEREAS**, the existing salary increase formula has not been revised since 1996, resulting in the salaries of the mayor and commissioners being below market rate; and

**WHEREAS** the Board of County Commissioners desire to amend Chapter 2, Article II section 2-30 of the Orange County Code to adjust the salaries of the mayor and county commissioners and revise the method for annual salary increases.

BE IT ORDAINED BY THE BOARD OF COUNTY COMMISSIONERS OF ORANGE COUNTY, FLORIDA:

**Section 1: Amendment to Section 2-30.** Chapter 2, Article II of the Orange County Code, Section 2-30 ("Salaries, county commissioners and county chairman") is hereby amended as follows with additions shown by underlines and deletions by strike-throughs.

**Section 2-30. Salaries; county commissioners and county chairman mayor.**

(a) Effective ~~January 1, 1997~~ September 17, 2023, the salary paid to each county commissioner shall be ~~\$56,083.00~~ 113,608.00.

(b) Effective ~~January 1, 1997~~ September 17, 2023, the salary paid to the county chairman mayor shall be ~~\$112,500.00~~ 227,812.00.

(c) Thereafter, ~~the salaries of the county commissioners and county chairman shall be increased or decreased each fiscal year by the same percentage as the percentage increase or decrease in the CPI during the previous fiscal year. "CPI" means the "Consumer Price Index for All Urban Consumers, U.S. City Average, All Items" issued by the Bureau of Labor Statistics for the United States Department of Labor (1982-84-200). If the CPI is converted to a different standard reference base or otherwise revised, the increases or decreases shall be made with the use of such conversion formula as may then be published by the Bureau of Labor Statistics.~~

40 ~~(d) Notwithstanding subsection (c),~~ the salaries for the county chairman mayor  
41 and the county commissioners shall not be increased in any fiscal year by more  
42 than the percentage increase in wages and salaries, if any, granted by the board  
43 of county commissioners to county employees generally for that fiscal year, and  
44 neither the county commissioners' salaries nor the county chairman mayor's  
45 salary shall be decreased during their respective terms of office to any amount  
46 less than their respective salaries at the start of their respective terms.

47  
48 **Section 2. Effective Date.** This ordinance shall take effect as provided by general law.

49  
50  
51 ADOPTED this \_\_\_\_\_ Day of September 2023.

52  
53  
54 ORANGE COUNTY, FLORIDA

55 By: Board of County Commissioners

56  
57 By: \_\_\_\_\_  
58 Jerry L. Demings  
59 Orange County Mayor  
60

61 DATE: \_\_\_\_\_  
62

63 ATTEST: Phil Diamond, CPA, County Comptroller  
64 As Clerk of the Board of County Commissioners

65  
66 By: \_\_\_\_\_  
67 Deputy Clerk  
68