



**Interoffice Memorandum**

July 18, 2023

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

**FROM:** Lisa Snead, Assistant County Administrator *LJS*

**SUBJECT:** Discussion Item - July 25, 2023  
Commissioner and Mayor Market Compensation Analysis

As a follow up to discussion by the Board during the FY 2023 Budget Work Sessions, staff has conducted a market compensation analysis of the Commissioners and Mayor Pay Plan Structure.

Ordinance No. 96-40, adopted on December 17, 1996, provided a salary for County Commissioners and the County Chairman that was commensurate with and reflective of the duties and demands of the office and provided a formula for salary increases or decreases on an annual basis. It has been over 25 years since the adoption of the current ordinance.

Staff will provide a presentation summarizing market data, current salary alignment options, annual salary increase options, cost impacts and next steps.

**ACTION REQUESTED: Board direction on a Current Salary Alignment Option and an Annual Salary Increase Option, pertaining to elected officers in Orange County, Florida to be brought back to the board, for public hearing.**

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