



Memorandum

August 29, 2022

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

FROM: J. Ricardo Daye, Human Resources Director

SUBJECT: Consent Agenda Item – September 13, 2022
FY 2022-23 Non-Bargaining Pay Plan Structure Adjustments, Salary Increase and Implementation Plan, and Personal Leave Sell Program

A. Fiscal Year 2022-23 Non-Bargaining Pay Plan Structure Adjustments

The Human Resources Division has researched salary trends in preparation for the upcoming fiscal year. Recent research indicates that for 2022, nationally, employers are budgeting around 4.1% towards the salary increase for employees.

Considering the pay competitiveness challenges in this tight labor market, Orange County must remain competitive to attract and retain qualified talent. For the upcoming fiscal year, to ensure internal equity of existing employees the staff recommends the following:

- Adjust the structure for all pay ranges in the Regular Pay Plan, Administrative and the Mayor/Board of County Commissioners Staff Pay Plans, by 2%.

B. Fiscal Year 2022-23 Non-Bargaining Salary Increase and Implementation Plan

This year's budget proposal contained a 4% salary increase for all regular, non-bargaining employees. Staff recommends the following implementation:

- Employees who are meeting performance standards will receive a 4% salary increase as an adjustment to their base hourly rate and/or lump sum as necessary.
- Process annual salary increases effective October 2, 2022.

C. Personal Leave Sell Program

Staff recommends offering a Leave Sell Program that will allow all non-bargaining unit employees with a personal leave balance of 100 hours or more an opportunity to participate in a one-time leave sell. The program will allow eligible employees to sell up to 20, 40 or 80 hours of leave accrued in calendar year 2023.

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FY 2022-23 Non-Bargaining Pay Plan Structure Adjustments, Salary Increase and Implementation Plan, and
Personal Leave Sell Program

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ACTION REQUESTED: Approval of FY 2022-23 Regular, Administrative, and Mayor/Board of
County Commissioners Staff Pay Plan Structural Adjustment, Salary Increase and Implementation
Plan, and Personal Leave Sell Program

MAYOR/BOARD OF COUNTY COMMISSIONERS' STAFF PAY PLAN

BCC Mtg. Date: September 13, 2022

FY 22-23

Mayor/BCC Staff Pay Plan FY 22-23						
Pay Grade	Hourly			Annual		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
200	\$15.30	\$17.60	\$19.89	\$31,824.00	\$36,597.60	\$41,371.20
202	\$16.01	\$21.22	\$26.42	\$33,300.80	\$44,127.20	\$54,953.60
204	\$20.01	\$26.02	\$32.02	\$41,620.80	\$54,111.20	\$66,601.60
208	\$24.07	\$31.30	\$38.52	\$50,065.60	\$65,093.60	\$80,121.60
210	\$25.60	\$33.28	\$40.96	\$53,248.00	\$69,222.40	\$85,196.80
212	\$28.76	\$37.39	\$46.02	\$59,820.80	\$77,771.20	\$95,721.60
214	\$40.19	\$52.25	\$64.30	\$83,595.20	\$108,669.60	\$133,744.00
216	\$47.33	\$61.53	\$75.72	\$98,446.40	\$127,972.00	\$157,497.60
218	\$54.37	\$70.68	\$86.99	\$113,089.60	\$147,014.40	\$180,939.20

ATTACHMENT C

10/02/2022