

Legislative #

191055

Salary =

Base Salary + (Population Above Group
Minimum x Group Rate)

x

Initial Factor x Certified Annual Factor x
Certified Cumulative Annual Factor

Section 145.19, Florida Statute

(a) **“Annual factor” means 1 plus the lesser of:**

- 1. The average percentage increase in the salaries of state career service employees for the current fiscal year as determined by the Department of Management Services or as provided in the General Appropriations Act; or**
- 2. Seven percent.**

(b) **“Cumulative annual factor” means the product of all annual factors certified under this act prior to the fiscal year for which salaries are being calculated.**

(c) **“Initial factor” means a factor of 1.292, which is a product, rounded to the nearest thousandth, of an earlier cost-of-living increase factor authorized by chapter 73-173, Laws of Florida, and intended by the Legislature to be preserved in adjustments to salaries made prior to enactment of chapter 76-80, Laws of Florida, multiplied by the annual increase factor authorized by chapter 79-327, Laws of Florida.**

Base Salary + (Population Above Group Minimum x Group Rate)

$$\text{\$12,000} + (\quad \quad \quad 33,068 \quad \quad \quad \times .045) = \text{\$13,488.06}$$

x

Initial Factor x Certified Annual Factor x Certified Cumulative Annual Factor

$$1.292 \quad \times \quad 1.0032 \quad \times \quad 3.4635$$

=

Salary \$60,550.08

The Certified Annual Factor is average percentage increase in state salaries determined by state agency. Certified Cumulative Annual Factor is the product of all annual factors dating back to the 1970s.

5 Year Implementation

Current Salary = \$34,736

Goal Salary for 2019-2020 = \$60,550

$60,550 - 34,736 = \$25,814$

$25,814/5 = \$5,162$

1st Year – Oct. 1, 2021 to Sept. 30, 2022 = \$39,898

2nd Year – Oct. 1, 2022 to Sept. 30, 2023 = \$45,060

3rd Year – Oct. 1, 2023 to Sept. 30, 2024 = \$50,222

4th Year – Oct. 1, 2024 to Sept. 30, 2025 = \$55,384

5th Year – Oct. 1, 2025 to Sept. 30, 2026 = \$60,546

6th Year – Oct. 1, 2026 to Sept. 30, 2027 = \$60,546 ± Goal Salary for 2026