



PINAL COUNTY

Enriching Lives Beyond Expectation

Employee Compensation Plan

Summary

FY 2022 - 2023

The State of HR in 2022: Updated

04-20-2022 BOS Work Session	Today
Area prices up 10.9% from a year ago.*	Area prices up 11 % from a year ago.*
Unemployment Rate 3.5 % in Pinal County.*	Unemployment Rate 3.1 % in Pinal County.*
Pinal County Voluntary Turnover Rate FY 2022 (Projected) 15.33 %	Pinal County Voluntary Turnover Rate FY 2022 (Projected) 14.9 %
Pinal County Number of Qualified Applicants/New Hires: 853/102	Pinal County Number of Qualified Applicants/New Hires: 1484/197

* Source: Bureau of Labor Statistics

FY 2021 – 2022 Compensation Comparisons

Wage Increases, Private Sector — April 2022 (Bureau of Labor Statistics)
Increased 6.4% in 2022

Wage Increases, Public Sector Comparators FY 2022
Avg. 3.6 % (ATB/Merit) Plus

Wage Increases, Pinal County FY 2022
2.5 % Across-the-Board
\$1500 One-Time (Approx. 1 – 5% Depending on Salary; Avg. 2.6%*) Plus **

* Based upon an average employee salary of \$56,888

** Market (Cost of Labor) Grade, Salary and Higher Performer Adjustments – Critical Recruitment and Retention

FY 2022 – FY 2023 Compensation Plan Proposal

Across-the-Board Increase: **6.0%** -- All Eligible Employees, to include those at the max of range UNLESS range is current.

One-Time Retention Incentive: **\$1750** (Approx. 1 – 6%; **Avg. 3.1 %**) – All Employees and New Hires

Total Proposed FY 2023 Wage Increase: 7 to 12 %; Avg. 9.1 % Plus

FY 2023 Costs NOT Passed on to Employees: \$3,500,000 Increase to Healthcare
(Approx. 1 – 6 %; Avg. 3.1%)

TOTAL Employee Compensation Investment: 8 – 18 % depending on salary; Avg. 12.2 %

Plus: Critical Recruitment & Retention Market (Cost of Labor) Grade, Salary, and High Performer Adjustments

Questions



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