

**PWC Compensation
Five-Year History (FY2019-2023)**

Fiscal Year	Merit/Step	Notes
2023	6.0%	Merit applied to eligible employees
2022	3.0%	Merit applied to eligible employees
2021*	0.0%	No merit applied to employees -Phase 2 of Classification & Compensation Study for civilian employees which addressed internal pay equity (compression). Year in seat adjustments for 1,542 civilian employees.
2020	3.0%	Merit applied to eligible employees. In addition: -Public Safety Retention & Recruitment Study Phase 2 created new public safety pay scales to address market competitiveness with salary adjustments for all 1,842 sworn/uniform staff. - Phase 1 of Classification & Compensation Study for civilian employees which established new classification system and brought 1,800 employees to the minimum salary in the new structure.
2019	3.0%	Merit applied to eligible employees. In addition: -Public Safety Retention & Recruitment Study Phase 1 implemented for all sworn/uniform employees by addressing internal pay compression based on years of service. -Sheriff and ADC sworn/uniform staff included in County supplemental pension plan with police and salaried fire and rescue sworn employees.

* COVID budget