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Ron DeSantis, Governor
Pedro Allende, Secretary

September 21, 2022

COM.PAY.AFC
CMS# 22-00223

Ms. Amy Baker, Coordinator
Office of Economic and Demographic Research
111 West Madison Street, Suite 574
Tallahassee, Florida 32399-6588

Dear Ms. Baker:

The Department of Management Services is required by law to certify the Annual Factor and Cumulative Annual Factor as outlined in Section 145.19, Florida Statutes.

The 2022-2023 fiscal year figures are as follows:

Annual Factor	1.0700
Cumulative Annual Factor	3.6524

If I can be of further assistance in this matter, please feel free to call me at (850) 488-2445.

Sincerely,

Constance L Brock
Chief of State Workforce Design and Compensation Programs

cc: Erika Roth-Prado, Senior Budget Chief, OPB
Steven O'Cain, Senior Legislative Analyst, EDR

**2022 CALCULATION
ANNUAL FACTOR and CUMULATIVE ANNUAL FACTOR**

ANNUAL FACTOR

s. 145.19 (1)(a), F.S. defines Annual Factor as one (1) plus the lesser of the *average percent increase in salaries of Career Service employees* for the current FY or seven percent (7%).

Step 1

3,777,233,095	Salary Rate <i>increase</i> for all CS positions (proposed/after)
<u>- 3,447,575,504</u>	Salary Rate for all CS positions (previous/before)
329,657,591	difference in salaries before and after any annual increase

Step 2

<u>329,657,591</u>	difference from Step 1
3,447,575,504	previous FY salary rate = 0.0956209542753

rounded to **0.0956** the average percent increase in salaries of Career Service employees

Step 3

1 + 0.0700 = **1.0700** **Annual Factor for FY 2022-2023**

CUMULATIVE ANNUAL FACTOR

s. 145.19 (1)(b), F.S. defines Cumulative Annual Factor as the product of all annual factors prior to the FY for which salaries are being calculated.

3.6202	FY 21-22 Cumulative Annual Factor
<u>x 1.0089</u>	FY 21-22 Annual Factor
3.65241978	

rounded to **3.6524** **Cumulative Annual Factor for FY 2022-2023**