

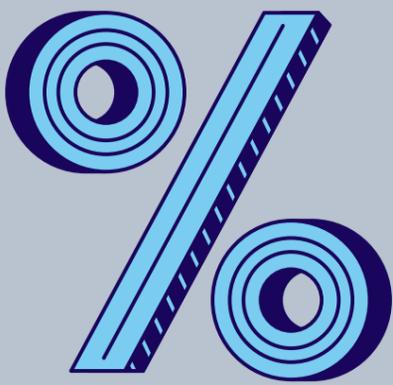
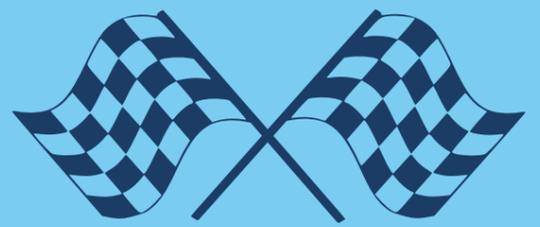
STAFF COMPENSATION

Update to Staff | June 2022

DETAILS ARE FINALIZED

All FY23 rates are finalized and will be communicated via individual letter 6/22

New rates will be effective July 1 and in following pay period checks



INDIVIDUAL SKILL MATRIX

Skill matrix ranges have been finalized and we have met our goal for learning, growing and thriving.

All employees are now paid within market range, or above

DISCRETION

We were able to fund discretion at \$644K or 1.15% of the FY22 staff salary budget

Discretion was done by department leadership within guardrails outlined in presentation



IMPACT

86% of staff will receive a raise this year

14% will not - within that group, 48% are above the maximum for their grade range and 52% are already within established range

CHECK OUT THE MIDD HR WEBSITE FOR RECORDED PRESENTATION & FAQ >>>
MORE INFORMATION WILL BE SHARED EACH MONTH LEADING UP TO JULY LAUNCH

