

MACRO MARKET INDICATORS

GUIDANCE FOR AGING PAY RANGES & EMPLOYEE PAY INCREASES

HRCC recommends aging the proposed ranges **by 2.50%** to estimate future market values and a **3.00% COLA** to employee pay

LOCAL MARKET INDICATORS

Average market shift for LWB benchmark jobs – 5% over last 2 years

Trend Since 2021

For Florida local governments generally, compensation actions have typically consisted of:

- COLAs ranging from **2%–5%**
- Some also have Merit programs ranging from **0%–5%**
- Market adjustments of **5%–20%+** for hard-to-fill positions
- Public safety contracts frequently exceeding general employee increases
- Major compression and retention adjustments beginning in 2022–2025 due to labor-market pressures

Consumer Price Index Miami - Fort Lauderdale - West Palm Beach	percent change from 1 year ago			Apr 2026		3.80%
Employment Cost Index Public Administration	Sum of 4 quarters	JUN	SEP	DEC	MAR	
		2025	2025	2025	2026	3.10%
Aggregate of Published Salary Budget Planning Surveys						3.50%
				OVERALL AVERAGE		3.45%