



CONDREY &
ASSOCIATES, INC.

A Human Resources Consulting Company

November 21,2022

Ms. Melissia Rusk
Human Resources Director
Walton County Board of Commissioners

Dear Melissia:

Since it has been over a year since we completed the study and your scale has not been increased, we would recommend a 6% general increase to all employees at this point. This general increase is in addition to merit increases of 1 or 2 steps. Applying both of these measures should reduce your rate of turnover. These increases would include all of your employees, as well as the department heads. If the Chairman believes department heads deserve additional merit increases, this would be the best way for him to address any pay concerns rather than conducting another study.

Sincerely,

Stephen E. Condrey, PH.D.
President