

### 3.0: COMPENSATION FINDINGS

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This chapter reviews the current salary ranges established by the Department of Management Services (DMS) utilized by the FDOT. The salaries and salary ranges of FDOT SES and SMS employees are compared to various Transportation Industry markets by utilizing the following salary data sources as described in **Chapter 2.0**:

- A custom survey distributed to private sector transportation industry partners as identified by FDOT;
- Salary survey data from the American Association of State Highway and Transportation Officials (AASHTO) for selected transportation industry positions; and
- Bureau of Labor Statistics information (BLS).

#### 3.1 FDOT'S CURRENT COMPENSATION SYSTEM

As required by law, FDOT utilizes the classification and pay grade structure, a broadbanding system, developed and implemented by the Department of Management Services (DMS). As delineated on the DMS website:

*Broadbanding, as required by section 110.2035, Florida Statutes, is the official classification and compensation system of the State of Florida's State Personnel System. This system is comprised of job families, occupational groups, and occupations with up to six levels of work within each occupation, and a pay plan with 25 broad pay bands. The system was developed for the following purposes: to reduce the need to reclassify positions due to work assignment and organizational changes; to allow flexibility in organizational structure development and to reduce the number of supervisors; to emphasize pay administration and job evaluation to move employees through the pay bands; and, to provide maximum flexibility to agencies in the day-to-day administration of the classification and compensation program to facilitate the accomplishment of agency mission and goals.*

**Exhibit 3-1** presents the current FDOT Broadband Pay Ranges for those included in this study, as well as the number of FDOT classifications within each broadband. Currently, the State’s broadband pay structure applies an eight percent separation between pay bands, and has a 65 percent spread within each band between the minimum and maximum salaries.

**EXHIBIT 3-1: CURRENT FDOT BROADBAND PAY RANGES**

BAND	ANNUAL MINIMUM	ANNUAL MAXIMUM	NUMBER OF CLASSIFICATIONS
016	\$ 61,015.50	\$ 168,078.79	1
020	\$ 26,445.90	\$ 116,561.44	3
021	\$ 33,057.44	\$ 152,985.56	52
022	\$ 41,320.76	\$ 191,228.37	3
023	\$ 47,316.36	\$ 218,975.22	20
024	\$ 56,779.84	\$ 250,257.48	9
025	\$ 68,135.86	\$ 300,309.19	1

Source: Florida Department of Transportation, 2014. Pay ranges dated July 1<sup>st</sup>, 2013. See **Appendix E** for monthly, bi-weekly, and hourly rates. Note: The estimated annual midpoint salaries displayed in this exhibit were calculated by MGT based on the minimum and maximum salary figures provided by FDOT.

Exhibits 3-2A and 3-2B display the broadband grade assignments of the executive level positions included in this study. (Exhibit 3-2B is a continuation of the data displayed in Exhibit 3-2A).

**EXHIBIT 3-2A: BROADBAND GRADE ASSIGNMENTS OF CLASSIFICATIONS**

BROADBAND	CLASSIFICATIONS IN BROADBAND	
16	ATTORNEY SUPERVISOR	
20	AUDIT DIRECTOR - SES INVESTIGATION MANAGER - SES REGIONAL TOLL MANAGER-DOT	
21	ADMINISTRATIVE SERVICES MANAGER CHIEF LEGAL COUNSEL DATA CENTER DIRECTOR-DOT DEP COMPTROLLER, FINANCIAL ADMIN OFFICE DEPUTY COMPT, DISBURSEMENT OPS OFC-DOT DEPUTY COMPTROLLER, GEN ACCTNG OFFICE-DOT DEPUTY DIR OF FACILITIES & EQUPT-DOT DEPUTY DIRECTOR FOR TOLL OPERATIONS-DOT DEPUTY DIRECTOR, SUPPORT-DOT DIRECTOR OF HUMAN RESOURCES DIST PLANNING & ENVIRONMENT MGT ADMIN-DOT DISTRICT CONSTRUCTION ENGINEER - DOT DISTRICT DESIGN ENGINEER - DOT DISTRICT LAND SURVEYOR - DOT DISTRICT MAINTENANCE ADMINISTRATOR - SES DISTRICT MAINTENANCE ENGINEER - DOT DISTRICT MATERIALS ENGINEER - DOT DISTRICT PLANNING MANAGER - DOT DISTRICT PROFESSIONAL SERVICES ADMIN-DOT DISTRICT PROGRAM MGMT ADMIN-DOT DISTRICT PUBLIC TRANSPORTATION MGR - DOT DISTRICT RIGHT-OF-WAY ADMIN - DOT DISTRICT TRAFFIC OPERATIONS ENGINEER-DOT FEDERAL PROGRAM COORDINATOR-DOT MANAGER, AVIATION OFFICE MANAGER, BUSINESS SYSTEMS SUPPORT MANAGER, CONTRACTS ADMINISTRATION OFFICE MANAGER, CONTRACTUAL SERVICES OFFICE MANAGER, ENGINEERING/CADD SYSTEMS DESIGN MANAGER, ENVIRONMENTAL MANAGEMENT OFFICE MANAGER, EQUAL OPPORTUNITY OFFICE MANAGER, FT MYERS URBAN PLANNING OFFICE MANAGER, PRODUCTION SUPPORT OFFICE MANAGER, RAIL OFFICE MANAGER, RIGHT-OF-WAY OPERATIONS MANAGER, RIGHT-OF-WAY PRODUCTION MANAGER, SEAPORT OFFICE-DOT MANAGER, SPECIFICATIONS & ESTIMATES OFF MANAGER, STATEWIDE SCALE OPERATIONS MANAGER, STRATEGIC INITIATIVES MANAGER, SUPPORT SERVICES OFFICE MANAGER, SYSTEMS PLANNING OFFICE MANAGER, TRANSIT OFFICE MANAGER, TRANSPORTATION STATISTIC OFFICE MANAGER, PENSACOLA URBAN PLANNING OFFICE REGIONAL MGR FOR INFORMATION TECHNOLOGY STATE ROADWAY DESIGN ENGINEER-DOT STATE SAFETY ADMINISTRATOR STATE STRUCTURES DESIGN ENGINEER STATE SURVEYOR-DOT SUNPASS OPERATIONS MANAGER-DOT TURNPIKE ADMINISTRATIVE SERVICES MANAGER	

Source: Florida Department of Transportation; created by MGT of America, Inc., 2014.

**EXHIBIT 3-2B: BROADBAND ASSIGNMENTS OF CLASSIFICATIONS**

BROADBAND	CLASSIFICATIONS IN BROADBAND	
22	BUDGET OFFICER DEPUTY GENERAL COUNSEL-DOT PUBLIC INFORMATION ADMINISTRATOR-DOT	
23	CHIEF FINANCIAL OFFICER-DOT COMPTROLLER-DOT DIR OF THE OFF OF POLICY PLANNING-DOT DIR OF THE OFFICE OF CONSTRUCTION-DOT DIR OFFICE OF WORK PROGRAM & BUDGET DIRECTOR OF THE OFFICE OF DESIGN-DOT DIRECTOR, BUSINESS DEV & CONCESSION MGMT DIRECTOR, OFFICE OF INFORMATION SYSTEMS DIRECTOR, OFFICE OF MAINTENANCE DIRECTOR, OFFICE OF MATERIALS	DIRECTOR, OFFICE OF RIGHT-OF-WAY DIRECTOR, TOLL OPERATIONS DISTRICT DIRECTOR-OPERATIONS-DOT DISTRICT DIRECTOR-PRODUCTION-DOT GENERAL COUNSEL-DOT LEGISLATIVE AFFAIRS ADMINISTRATOR STATE FREIGHT & LOGISTICS ADMINISTRATOR STATE HIGHWAY ENGINEER-DOT STATE TRAFFIC OPERATIONS ENGINEER STATE TRANSPORTATION DEV ADMIN
24	ASSISTANT SEC, ENGINEERING & OPERATIONS ASST SECRETARY FOR FINANCE AND ADMIN-DOT ASST SECRETARY, INTERMODAL SYSTEMS DEV CHIEF OF STAFF DIRECTOR OF ADMINISTRATION	DISTRICT SECRETARY EXEC DIR, FLORIDA RAIL ENTERPRISE EXEC DIR, FLORIDA'S TURNPIKE ENTERPRISE INSPECTOR GENERAL-DOT
25	SECRETARY OF TRANSPORTATION	

Source: Florida Department of Transportation; created by MGT of America, Inc., 2014.

## 3.2 INTERVIEW FINDINGS

As part of this study's salary analyses, the Project Team conducted interviews with internal FDOT executive staff and Transportation Industry comparators, as described in **Chapter 2.0**, to identify key compensation issues affecting recruitment and retention within the Department. The results from these interviews are summarized in this section.

### Department of Transportation Interview Findings

Overall, FDOT interviewees indicated that Department salaries are too low in comparison to the private sector and other competing agencies. Also, interviewees noted that entry-level salaries (hiring salaries or the minimum salaries set in FDOT's pay structure) are too low and not competitive. Several interviewees noted an issue of salary compression among top level executive positions due to a current cap on the Secretary of Transportation's salary.

The following are a representative sample of interviewee responses regarding the Department's compensation program.

- *Salaries are too low and are not keeping up with the cost of living.*
- *Recruiting and retaining is challenging.*
- *The 7-10 year mark is when people jump to the private sector for more money.*
- *There is a log jam among the top classifications (Section/Department heads, Director, Assistant Secretary, and Secretary).*
- *The State pay scale compares poorly with other state turnpike system positions.*
- *There is constant competition to retain agency expertise.*
- *We're bunching up at the top due to staff not being able to make more than the Secretary at \$140K.*

### Transportation Industry Private Sector Interview Findings

The Project Team also conducted interviews with private sector transportation executives, some of whom are former FDOT employees, to identify key compensation issues affecting recruitment and retention. A summary of the findings from these private sector interviews follows. In general, interviewees indicated that private sector employers provide higher rates of compensation. A few key interviewee observations include:

- *In the private sector, performance is rewarded more rapidly than DOT – we receive increases based on merit.*
- *There’s no question that the private sector is better in terms of a total compensation package, but it is higher risk in respect to needing to deliver profits versus the risk at FDOT, which is more political.*
- *Without a doubt, it’s the salary and the opportunity to increase salary that are the driving factors [for why employees leave FDOT].*
- *The consultant industry compensates employees better, 10-15 percent better at least.*
- *They [FDOT] are not competitive; folks leave all the time because the pay does not match the responsibilities.*
- *Compared to the private sector, the FDOT upper level administration is not well compensated for the level of work they perform.*
- *I can’t emphasize enough that the Commission consider the District Secretary and CEO [positions] to be better compensated; their salaries are extremely low.*

In the supplemental interviewee survey, interviewees were asked questions about their current salaries and the increase they received, if any, above their previous salary at FDOT. A majority of the interviewees indicated receiving a higher salary after joining the private sector compared to their previous salary at FDOT (91%, or 10 of the 11 interviewees; the one exception declined a higher salary offer).

**Exhibit 3-3** displays the dollar amount and percentage increases interviewees reported receiving upon entering the private sector over their previous salaries in their last held position at FDOT.

**EXHIBIT 3-3: FORMER FDOT EMPLOYEES’ SALARY OVER PAST SALARY UPON ENTERING THE PRIVATE SECTOR**

INTERVIEWEE	AMOUNT OVER PREVIOUS SALARY	PERCENTAGE OVER PREVIOUS SALARY
Interviewee 1:	\$ 24,000	25%
Interviewee 2:	\$ 81,000	38%
Interviewee 3:	\$ 85,750	35%
Interviewee 4:	\$ 12,000	8%
Interviewee 5:	\$ 120,000	40%
Interviewee 6:	\$ 46,000	26%
Interviewee 7:	\$ 20,000	10%
Interviewee 8:	\$ 56,000	35%
Interviewee 9:	\$ 150,000	120%
Interviewee 10:	\$ 50,000	29%
<b>AVERAGE:</b>	<b>\$ 64,475</b>	<b>37%</b>

Source: MGT Supplemental Interviewee Survey for Private Industry Peers, 2014. Note: N = 10.

### 3.3 COMPENSATION SURVEY FINDINGS

#### Transportation Industry Custom Salary Survey Results

As described in **Chapter 2.0**, the Project Team distributed a customized survey to collect compensation and benefits data from selected agencies in the transportation industry. The organizations included 100 of the professional services consultants awarded contacts within the last five years, as well as three Florida Expressway Authority agencies. See **Appendix F** for all benchmark salary data gathered from FDOT’s transportation industry peers through this customized salary survey.

#### Salary Range Comparisons

The following is a summary of the comparison analyses conducted of the benchmark salaries collected for similar positions to the Department’s classification from the responding transportation industry peer organizations. These comparisons are matched against FDOT classifications’ assigned grade ranges for each position included in this study.

**Exhibit 3-4** presents a comparison of FDOT’s broadband salary ranges to those of its transportation industry peers for the displayed classifications. In all cases shown, the minimum pay ranges for FDOT executive positions fall well below industry standards, ranging from 39.3 percent below to 68.5 percent below industry reported minimums. FDOT midpoint salaries are also significantly below industry midpoint salaries. However, FDOT’s maximum salary ranges are significantly higher than industry maximums.

**Exhibit 3-4: SALARY RANGE COMPARISON TO TRANSPORTATION INDUSTRY PEERS**

FDOT CLASSIFICATIONS	% DIFFERENCE BETWEEN FDOT AND SURVEYED PEERS		
	SALARY RANGE		
	MINIMUM SALARY	MIDPOINT SALARY	MAXIMUM SALARY
<b>CENTRAL OFFICE</b>			
ASSISTANT SEC, ENGINEERING & OPERATIONS	-59.8%	-13.6%	16.7%
ASST SECRETARY FOR FINANCE AND ADMIN-DOT	-66.9%	-28.5%	-3.0%
ASST SECRETARY, INTERMODAL SYSTEMS DEV	-48.6%	11.2%	51.0%
CHIEF OF STAFF	-63.7%	-10.4%	28.5%
COMPTROLLER-DOT	-62.0%	-14.4%	17.3%
DIRECTOR OF ADMINISTRATION	-39.3%	44.0%	88.3%
DIRECTOR OF HUMAN RESOURCES	-56.6%	-3.1%	33.8%
DIRECTOR OF THE OFFICE OF DESIGN-DOT	-58.9%	-0.7%	45.6%
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	-56.8%	1.3%	37.6%
DIRECTOR, OFFICE OF MAINTENANCE	-42.3%	32.6%	84.3%
DIRECTOR, OFFICE OF MATERIALS	-	-	-
DIRECTOR, OFFICE OF RIGHT-OF-WAY	-	-	-
GENERAL COUNSEL-DOT	-65.5%	-27.0%	-5.8%
INSPECTOR GENERAL-DOT	-66.8%	-11.6%	33.8%
SECRETARY OF TRANSPORTATION	-	-	-
STATE HIGHWAY ENGINEER-DOT	-52.8%	3.6%	38.6%
STATE ROADWAY DESIGN ENGINEER-DOT	-66.2%	-20.1%	9.2%
STATE STRUCTURES DESIGN ENGINEER	-66.8%	-23.7%	2.1%
STATE SURVEYOR-DOT	-59.4%	-2.4%	24.0%
STATE TRAFFIC OPERATIONS ENGINEER	-58.1%	-7.8%	32.2%
<b>DISTRICT</b>			
DISTRICT SECRETARY	-65.8%	-20.3%	38.2%
<b>TURNPIKE</b>			
DIRECTOR, TOLL OPERATIONS	-55.3%	-3.8%	28.0%
EXEC DIR, FLORIDA'S TURNPIKE ENTERPRISE	-63.6%	-20.6%	8.4%
DATA CENTER DIRECTOR-DOT	-68.5%	-29.4%	-3.6%

Source: MGT Customized Peer Salary Survey, 2014. A table with related salary figures to this exhibit are provided in **Appendix F**. Broadband salary figures do not reflect current actual salaries of incumbent employees. Peer salary data do not control for single versus multiple incumbents, or for longevity or seniority. Note: No peer data available for the following positions: Director, Office or Right-of-Way; Director, Office of Materials; and Secretary of Transportation.



**Exhibit 3-5** presents a more detailed summary analysis of FDOT’s broadband range estimated midpoints compared to the salary range midpoints reported by its transportation industry peers, organized by the percentage difference between midpoints. Overall, FDOT’s midpoint range salaries fall an average 6.9 percent below the transportation industry, ranging from 29.4 percent below to 44 percent above compared to the transportation industry peers’ midpoint ranges.

**Exhibit 3-5: FDOT AND INDUSTRY PEERS MIDPOINT RANGE COMPARISONS**

FDOT CLASSIFICATIONS	FDOT BROADBAND MIDPOINT SALARY	PEER RANGE MIDPOINT SALARY	% DIFFERENCE BETWEEN FDOT AND PEER MIDPOINT SALARY
<b>CENTRAL OFFICE</b>			
DIRECTOR, OFFICE OF MATERIALS	\$ 133,146	\$ -	-
DIRECTOR, OFFICE OF RIGHT-OF-WAY	\$ 133,146	\$ -	-
SECRETARY OF TRANSPORTATION	\$ 184,223	\$ -	-
DIRECTOR OF ADMINISTRATION	\$ 153,519	\$ 106,575	44.0%
DIRECTOR, OFFICE OF MAINTENANCE	\$ 133,146	\$ 100,404	32.6%
ASST SECRETARY, INTERMODAL SYSTEMS DEV	\$ 153,519	\$ 138,100	11.2%
STATE HIGHWAY ENGINEER-DOT	\$ 133,146	\$ 128,482	3.6%
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 133,146	\$ 131,473	1.3%
DIRECTOR OF THE OFFICE OF DESIGN-DOT	\$ 133,146	\$ 134,050	-0.7%
STATE SURVEYOR-DOT	\$ 93,022	\$ 95,265	-2.4%
DIRECTOR OF HUMAN RESOURCES	\$ 93,022	\$ 96,025	-3.1%
STATE TRAFFIC OPERATIONS ENGINEER	\$ 133,146	\$ 144,357	-7.8%
CHIEF OF STAFF	\$ 153,519	\$ 171,408	-10.4%
INSPECTOR GENERAL-DOT	\$ 153,519	\$ 173,583	-11.6%
ASSISTANT SEC, ENGINEERING & OPERATIONS	\$ 153,519	\$ 177,721	-13.6%
COMPTROLLER-DOT	\$ 133,146	\$ 155,604	-14.4%
STATE ROADWAY DESIGN ENGINEER-DOT	\$ 93,022	\$ 116,366	-20.1%
STATE STRUCTURES DESIGN ENGINEER	\$ 93,022	\$ 121,896	-23.7%
GENERAL COUNSEL-DOT	\$ 133,146	\$ 182,313	-27.0%
ASST SECRETARY FOR FINANCE AND ADMIN-DOT	\$ 153,519	\$ 214,788	-28.5%
<b>DISTRICT</b>			
DISTRICT SECRETARY	\$ 153,519	\$ 192,630	-20.3%
<b>TURNPIKE</b>			
DIRECTOR, TOLL OPERATIONS	\$ 133,146	\$ 138,425	-3.8%
EXEC DIR, FLORIDA'S TURNPIKE ENTERPRISE	\$ 153,519	\$ 193,304	-20.6%
DATA CENTER DIRECTOR-DOT	\$ 93,022	\$ 131,797	-29.4%

Source: MGT Customized Peer Salary Survey, 2014. A table with related salary figures to this exhibit are provided in **Appendix F**. Broadband salary figures do not reflect current actual salaries of incumbent employees. Peer salary data do not control for single versus multiple incumbents, or for longevity or seniority. Note: No peer data available for the following positions: Director, Office or Right-of-Way; Director, Office of Materials; and Secretary of Transportation.

**Average Salary Comparisons**

Exhibit 3-6 displays the actual FDOT salaries by classification for each of the selected benchmark positions. The salary data comparison indicates that the majority of FDOT benchmark positions are paid less than the industry comparable positions. The positions that fall above market standards include the Director, Office of Maintenance; State Surveyor; Director, Office of Materials, Director of Human Resources; and State Roadway Design Engineer. All other positions range from four percent below to 42.5 percent below market.

**Exhibit 3-6: FDOT AND TRANSPORTATION INDUSTRY PEERS SALARY COMPARISON**

FDOT CLASSIFICATIONS	FDOT ANNUAL SALARY	SURVEYED PEER AVERAGE SALARY	% DIFFERENCE BETWEEN FDOT AND SURVEYED PEER
<b>CENTRAL OFFICE</b>			
DIRECTOR, OFFICE OF MAINTENANCE	\$ 120,427	\$ 101,077	19.1%
STATE SURVEYOR-DOT	\$ 106,000	\$ 94,445	12.2%
DIRECTOR, OFFICE OF MATERIALS	\$ 120,427	\$ 108,659	10.8%
DIRECTOR OF HUMAN RESOURCES	\$ 105,750	\$ 98,856	7.0%
STATE ROADWAY DESIGN ENGINEER-DOT	\$ 116,500	\$ 114,681	1.6%
STATE STRUCTURES DESIGN ENGINEER	\$ 116,500	\$ 116,572	-0.1%
STATE TRAFFIC OPERATIONS ENGINEER	\$ 120,427	\$ 125,431	-4.0%
INSPECTOR GENERAL-DOT	\$ 115,500	\$ 122,807	-6.0%
STATE HIGHWAY ENGINEER-DOT	\$ 126,915	\$ 135,468	-6.3%
DIRECTOR OF ADMINISTRATION	\$ 106,000	\$ 114,236	-7.2%
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 126,915	\$ 151,584	-16.3%
COMPTROLLER-DOT	\$ 120,000	\$ 145,766	-17.7%
ASST SECRETARY, INTERMODAL SYSTEMS DEV	\$ 137,586	\$ 186,167	-26.1%
DIRECTOR OF THE OFFICE OF DESIGN-DOT	\$ 120,427	\$ 165,572	-27.3%
DIRECTOR, OFFICE OF RIGHT-OF-WAY	\$ 120,427	\$ 168,501	-28.5%
SECRETARY OF TRANSPORTATION	\$ 141,001	\$ 208,205	-32.3%
ASSISTANT SEC, ENGINEERING & OPERATIONS	\$ 137,586	\$ 205,467	-33.0%
GENERAL COUNSEL-DOT	\$ 131,000	\$ 198,148	-33.9%
CHIEF OF STAFF	\$ 111,300	\$ 186,568	-40.3%
ASST SECRETARY FOR FINANCE AND ADMIN-DO	\$ 137,586	\$ 239,410	-42.5%
<b>DISTRICT</b>			
DISTRICT SECRETARY	\$ 137,586	\$ 228,544	-39.8%
<b>TURNPIKE</b>			
DIRECTOR, TOLL OPERATIONS	\$ 120,513	\$ 157,179	-23.3%
EXEC DIR, FLORIDA'S TURNPIKE ENTERPRISE	\$ 137,586	\$ 207,748	-33.8%
DATA CENTER DIRECTOR-DOT	\$ 94,316	\$ 145,370	-35.1%

Source: MGT Customized Peer Salary Survey, 2014. A table with related salary figures to this exhibit are provided in **Appendix F**. Peer salary data do not control for single versus multiple incumbents, or for longevity or seniority.

### 3.4 EXTERNAL DATA SOURCE FINDINGS

As described in **Chapter 2.0**, the Project Team also conducted salary analyses using a variety of external data sources, as available. This section presents a summary analysis of these comparisons, including the following external data sources:

- 2013 AASHTO Salary Survey, American Association of State Highway and Transportation Officials (AASHTO).
- 2013 Occupational Employment Statistics data, Bureau of Labor Statistics (BLS).

See **Appendices G** and **H** for additional external data salary source comparisons conducted as part of this study, as well as more detailed tables including salary figures.

#### AASHTO Salary and Salary Range Comparisons and Findings

AASHTO conducts an annual national survey of transportation industry salaries. Regional and national market level salary data were used for the following analyses.

**Regional Comparison**

**Exhibit 3-7** displays the actual FDOT salaries by classification for each of the comparable AASHTO positions for the southeastern region states (see exhibit footnote for listing of states included in the southeastern region). The salary data comparison shows that almost all FDOT comparable positions are compensated above the annual salaries reported through the AASHTO survey, except for two classifications: the Secretary of Transportation and the State Highway Engineer classifications.

**EXHIBIT 3-7: REGIONAL ANNUAL SALARY COMPARISONS – AASHTO SURVEY DATA**

FDOT CLASSIFICATIONS	FDOT CLASSIFICATION ANNUAL SALARY	AASHTO AVERAGE SALARY (REGIONAL*)	% DIFFERENCE
<b>CENTRAL OFFICE</b>			
CHIEF OF STAFF	\$ 111,300	\$ 97,296	14.4%
COMPTROLLER-DOT	\$ 120,000	\$ 112,129	7.0%
DIRECTOR OF HUMAN RESOURCES	\$ 105,750	\$ 100,772	4.9%
SECRETARY OF TRANSPORTATION	\$ 141,001	\$ 156,879	-10.1%
STATE HIGHWAY ENGINEER-DOT	\$ 126,915	\$ 138,772	-8.5%
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 126,915	\$ 108,167	17.3%
GENERAL COUNSEL-DOT	\$ 131,000	\$ 107,377	22.0%
DIRECTOR, OFFICE OF RIGHT-OF-WAY	\$ 120,427	\$ 95,110	26.6%
PUBLIC INFORMATION ADMINISTRATOR-DOT	\$ 107,441	\$ 89,575	19.9%
MANAGER, ENVIRONMENTAL MANAGEMENT OFFICE	\$ 115,711	\$ 89,265	29.6%
MANAGER, AVIATION OFFICE	\$ 110,669	\$ 79,973	38.4%
MANAGER, RAIL OFFICE	\$ 114,711	\$ 79,973	43.4%
MANAGER, SEAPORT OFFICE-DOT	\$ 99,907	\$ 79,973	24.9%
MANAGER, TRANSIT OFFICE	\$ 110,669	\$ 79,973	38.4%
STATE SAFETY ADMINISTRATOR	\$ 118,000	\$ 75,845	55.6%
MANAGER, EQUAL OPPORTUNITY OFFICE	\$ 97,037	\$ 73,155	32.6%
MANAGER, CONTRACTUAL SERVICES OFFICE	\$ 102,216	\$ 71,625	42.7%

Source: 2013 AASHTO Salary Survey, American Association of State Highway and Transportation Officials (AASHTO). Note: FDOT Annual Salary may reflect the last held annual salary by the previous incumbent for currently vacant classifications. See **Appendix G** for full salary details. Peer salary data do not control for single versus multiple incumbents, or for longevity or seniority. \*AASHTO Regional recruitment market excludes FL figures. The Regional recruitment market includes the following states, as data were available: Alabama, Arkansas, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia.

**National Comparison**

**Exhibit 3-8** displays the actual FDOT salaries by classification for each of the comparable AASHTO positions for a national market comparison. Similar to the regional annual salary comparison, the national annual salary comparison shows that almost all FDOT comparable positions are compensated above the annual salaries reported through the AASHTO survey, except for the two classifications of the Secretary of Transportation and State Highway Engineer.

**EXHIBIT 3-8: NATIONAL ANNUAL SALARY COMPARISONS – AASHTO SURVEY DATA**

FDOT CLASSIFICATIONS	FDOT CLASSIFICATION ANNUAL SALARY	AASHTO AVERAGE SALARY (NATIONAL)	% DIFFERENCE (NATIONAL)
<b>CENTRAL OFFICE</b>			
CHIEF OF STAFF	\$ 111,300	\$ 94,462	17.8%
COMPTROLLER-DOT	\$ 120,000	\$ 111,534	7.6%
DIRECTOR OF HUMAN RESOURCES	\$ 105,750	\$ 100,414	5.3%
SECRETARY OF TRANSPORTATION	\$ 141,001	\$ 147,667	-4.5%
STATE HIGHWAY ENGINEER-DOT	\$ 126,915	\$ 133,026	-4.6%
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 126,915	\$ 109,951	15.4%
GENERAL COUNSEL-DOT	\$ 131,000	\$ 115,173	13.7%
DIRECTOR, OFFICE OF RIGHT-OF-WAY	\$ 120,427	\$ 96,659	24.6%
PUBLIC INFORMATION ADMINISTRATOR-DOT	\$ 107,441	\$ 89,324	20.3%
MANAGER, ENVIRONMENTAL MANAGEMENT OFFICE	\$ 115,711	\$ 86,553	33.7%
MANAGER, AVIATION OFFICE	\$ 110,669	\$ 90,019	22.9%
MANAGER, RAIL OFFICE	\$ 114,711	\$ 90,019	27.4%
MANAGER, SEAPORT OFFICE-DOT	\$ 99,907	\$ 90,019	11.0%
MANAGER, TRANSIT OFFICE	\$ 110,669	\$ 90,019	22.9%
STATE SAFETY ADMINISTRATOR	\$ 118,000	\$ 82,613	42.8%
MANAGER, EQUAL OPPORTUNITY OFFICE	\$ 97,037	\$ 77,275	25.6%
MANAGER, CONTRACTUAL SERVICES OFFICE	\$ 102,216	\$ 78,397	30.4%

Source: 2013 AASHTO Salary Survey, American Association of State Highway and Transportation Officials (AASHTO). Note: FDOT Annual Salary may reflect the last held annual salary by the previous incumbent for currently vacant classifications. See **Appendix G** for full salary details. Peer salary data do not control for single versus multiple incumbents, or for longevity or seniority.

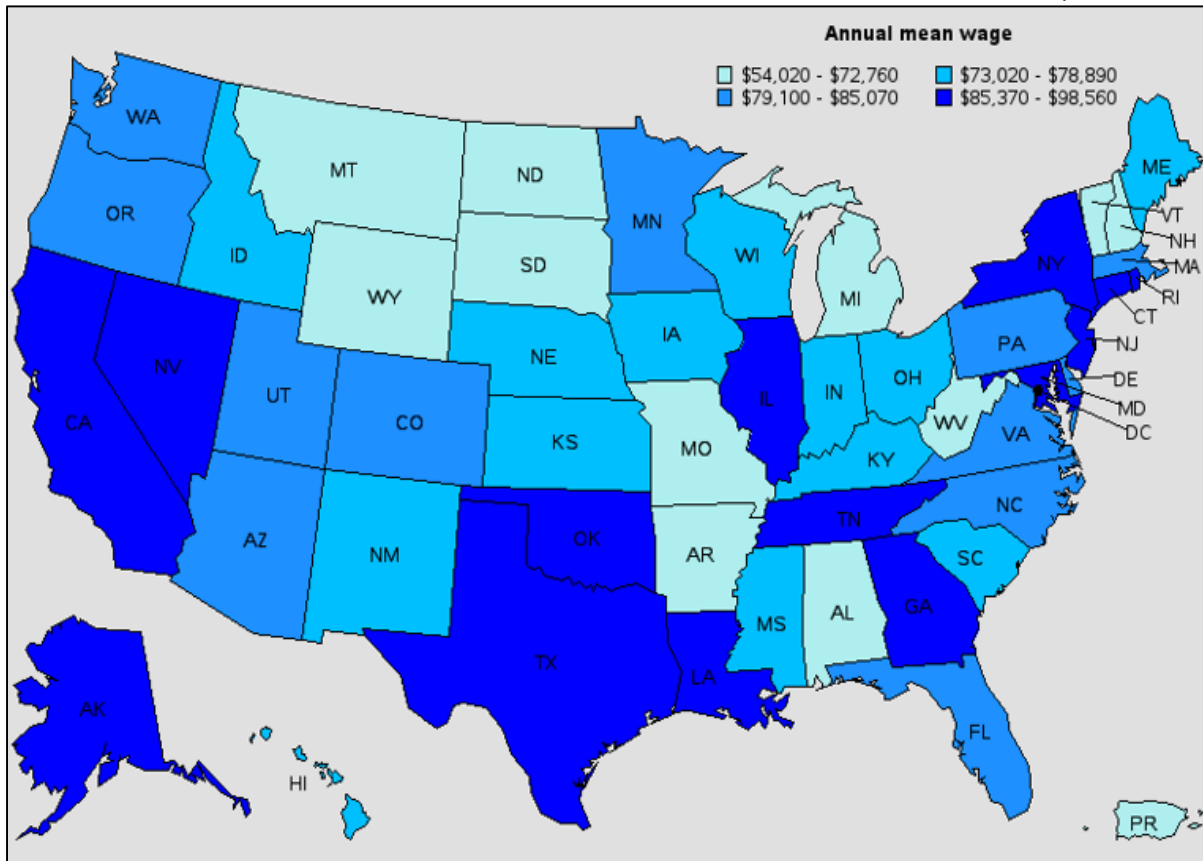
**BLS Salary and Salary Range Comparisons and Findings**

Another key data source examined for FDOT salary comparisons is the Bureau of Labor Statistics (BLS). The BLS produces an annual report of Occupational Employment Statistics for over 800 job categories. State, regional, and national market level salary data are presented in this section.

***State Salary Comparisons and Findings***

**Exhibit 3-9** provides an overview of average annual salaries for civil engineering occupations by state. As shown, Florida reported an average annual salary range of \$73,020 to \$78,890 for civil engineer occupations. Tennessee and Georgia reported the highest salaries in the southeast region, ranging from \$85,370 to \$98,560.

**EXHIBIT 3-9: AVERAGE ANNUAL SALARIES OF CIVIL ENGINEERS BY STATE, 2013**



Source: Occupational Employment Statistics, Bureau of Labor Statistics website, 2014.

**Exhibits 3-10A and 3-10B** display annual salary data comparisons for FDOT positions benchmarked against state level BLS reported data for Florida (public/private industry). For the purposes of this chapter’s analysis and discussion of findings, only those FDOT positions that fall below the BLS market industry standard are shown; full data comparisons are available in **Appendix H**. As shown for those FDOT classifications falling below the BLS benchmarked annual salaries, the classifications presented in these exhibits range from 2.3 percent below to 44.3 percent below the market average. Fifty-six percent of FDOT positions included in this study fell below BLS state-level market average salaries. (**Exhibit 3-10B** is a continuation of the data displayed in **Exhibit 3-10A**).

**EXHIBIT 3-10A: FLORIDA ANNUAL SALARY COMPARISONS – BLS DATA**

FDOT CLASSIFICATIONS	FDOT CLASSIFICATION ANNUAL SALARY	BLS AVERAGE SALARY (STATE)	% DIFFERENCE (BLS STATE)
TURNPIKE ADMINISTRATIVE SERVICES MANAGER	\$ 100,772	\$ 103,102	-2.3%
MANAGER, STRATEGIC INITIATIVES	\$ 117,000	\$ 120,099	-2.6%
STATE FREIGHT & LOGISTICS ADMINISTRATOR	\$ 116,000	\$ 119,569	-3.0%
MANAGER, SPECIFICATIONS & ESTIMATES OFFI	\$ 116,500	\$ 120,099	-3.0%
STATE ROADWAY DESIGN ENGINEER-DOT	\$ 116,500	\$ 120,099	-3.0%
STATE STRUCTURES DESIGN ENGINEER	\$ 116,500	\$ 120,099	-3.0%
DIR OFFICE OF WORK PROGRAM & BUDGET	\$ 125,980	\$ 130,106	-3.2%
INSPECTOR GENERAL-DOT	\$ 115,500	\$ 119,569	-3.4%
PUBLIC INFORMATION ADMINISTRATOR-DOT	\$ 107,441	\$ 111,265	-3.4%
DISTRICT DESIGN ENGINEER - DOT	\$ 115,139	\$ 120,099	-4.1%
DISTRICT CONSTRUCTION ENGINEER - DOT	\$ 115,000	\$ 120,099	-4.2%
DISTRICT DESIGN ENGINEER - DOT	\$ 115,000	\$ 120,099	-4.2%
DISTRICT MAINTENANCE ENGINEER - DOT	\$ 115,000	\$ 120,099	-4.2%
DISTRICT MAINTENANCE ENGINEER - DOT	\$ 114,281	\$ 120,099	-4.8%
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 126,915	\$ 133,795	-5.1%
MANAGER, SUPPORT SERVICES OFFICE	\$ 97,037	\$ 103,102	-5.9%
DISTRICT CONSTRUCTION ENGINEER - DOT	\$ 112,847	\$ 120,099	-6.0%
DISTRICT PLANNING MANAGER - DOT	\$ 111,938	\$ 119,569	-6.4%
DISTRICT TRAFFIC OPERATIONS ENGINEER-DOT	\$ 111,419	\$ 120,099	-7.2%
DISTRICT MAINTENANCE ADMINISTRATOR - SES	\$ 110,908	\$ 119,569	-7.2%
MANAGER, ENGINEERING/CADD SYSTEMS DESIGN	\$ 111,275	\$ 120,099	-7.3%
DISTRICT MATERIALS ENGINEER - DOT	\$ 110,320	\$ 120,099	-8.1%
DISTRICT PROGRAM MGMT ADMIN-DOT	\$ 109,794	\$ 119,569	-8.2%
MANAGER, CONTRACTUAL SERVICES OFFICE	\$ 102,216	\$ 112,671	-9.3%
DISTRICT MATERIALS ENGINEER - DOT	\$ 107,708	\$ 120,099	-10.3%
DISTRICT TRAFFIC OPERATIONS ENGINEER-DOT	\$ 107,708	\$ 120,099	-10.3%
DISTRICT PROGRAM MGMT ADMIN-DOT	\$ 107,000	\$ 119,569	-10.5%
MANAGER, PRODUCTION SUPPORT OFFICE	\$ 106,972	\$ 120,099	-10.9%

Source: Occupational Employment Statistics, Bureau of Labor Statistics, May 2013 data. Note: FDOT Annual Salary may reflect the last held annual salary by the previous incumbent for currently vacant classifications. BLS 2013 data have been aged for inflation for comparison to FDOT 2014 salary figures. See **Appendix H** for full salary details and comparisons. Peer salary data do not control for single versus multiple incumbents, or for longevity or seniority.

EXHIBIT 3-10B: FLORIDA ANNUAL SALARY COMPARISONS – BLS DATA

FDOT CLASSIFICATIONS	FDOT CLASSIFICATION ANNUAL SALARY	BLS AVERAGE SALARY (STATE)	% DIFFERENCE (BLS STATE)
DIRECTOR, BUSINESS DEV & CONCESSION MGMT	\$ 107,708	\$ 121,078	-11.0%
STATE SURVEYOR-DOT	\$ 106,000	\$ 120,099	-11.7%
DEPUTY DIR OF FACILITIES & EQUIPT-DOT	\$ 102,373	\$ 119,569	-14.4%
DEPUTY DIRECTOR FOR TOLL OPERATIONS-DOT	\$ 102,373	\$ 119,569	-14.4%
DISTRICT PLANNING MANAGER - DOT	\$ 102,373	\$ 119,569	-14.4%
ATTORNEY SUPERVISOR	\$ 102,193	\$ 125,378	-18.5%
DEP COMPTROLLER, FINANCIAL ADMIN OFFICE	\$ 106,033	\$ 130,106	-18.5%
INVESTIGATION MANAGER - SES	\$ 91,000	\$ 112,824	-19.3%
DISTRICT PROFESSIONAL SERVICES ADMIN-DOT	\$ 96,000	\$ 119,569	-19.7%
DEPUTY COMPTROLER, GEN ACCTNG OFFICE-DOT	\$ 102,905	\$ 130,106	-20.9%
DEPUTY COMPT, DISBURSEMENT OPS OFC-DOT	\$ 102,400	\$ 130,106	-21.3%
MANAGER,PENSACOLA URBAN PLANNING OFFICE	\$ 87,931	\$ 112,824	-22.1%
REGIONAL TOLL MANAGER-DOT	\$ 92,961	\$ 119,569	-22.3%
INVESTIGATION MANAGER - SES	\$ 87,100	\$ 112,824	-22.8%
MANAGER, BUSINESS SYSTEMS SUPPORT	\$ 103,245	\$ 133,795	-22.8%
REGIONAL MGR FOR INFORMATION TECHNOLOGY	\$ 103,245	\$ 133,795	-22.8%
BUDGET OFFICER	\$ 100,208	\$ 130,106	-23.0%
MANAGER, FT MYERS URBAN PLANNING OFFICE	\$ 86,800	\$ 112,824	-23.1%
DISTRICT LAND SURVEYOR - DOT	\$ 91,114	\$ 120,099	-24.1%
SUNPASS OPERATIONS MANAGER-DOT	\$ 89,995	\$ 119,569	-24.7%
MANAGER, EQUAL OPPORTUNITY OFFICE	\$ 97,037	\$ 130,106	-25.4%
AUDIT DIRECTOR - SES	\$ 94,000	\$ 130,106	-27.8%
LEGISLATIVE AFFAIRS ADMINISTRATOR	\$ 86,000	\$ 119,569	-28.1%
SECRETARY OF TRANSPORTATION	\$ 141,001	\$ 199,928	-29.5%
DATA CENTER DIRECTOR-DOT	\$ 94,316	\$ 133,795	-29.5%
MANAGER, STATEWIDE SCALE OPERATONS	\$ 83,950	\$ 119,569	-29.8%
CHIEF FINANCIAL OFFICER-DOT	\$ 126,915	\$ 199,928	-36.5%
CHIEF OF STAFF	\$ 111,300	\$ 199,928	-44.3%

Source: Occupational Employment Statistics, Bureau of Labor Statistics, May 2013 data. Note: FDOT Annual Salary may reflect the last held annual salary by the previous incumbent for currently vacant classifications. BLS 2013 data have been aged for inflation for comparison to FDOT 2014 salary figures. See **Appendix H** for full salary details and comparisons. Peer salary data do not control for single versus multiple incumbents, or for longevity or seniority.



**Regional Salary Comparisons and Findings**

**Exhibits 3-11A and 3-11B** present annual salary data comparisons for FDOT positions benchmarked against regional BLS reported data for southeastern states (see exhibit footnote for listing of states included in the southeast region comparison). For the purposes of this chapter’s analysis and discussion of findings, only those FDOT positions that fall below the BLS market industry standard are shown; full data comparisons are available in **Appendix H**. As shown for those FDOT classifications falling below the BLS benchmarked annual salaries, the classifications presented in these exhibits range from 3.3 percent below to 34.2 percent below the market average. Forty-three percent of FDOT positions included in this study fell below BLS regional market average salaries. (**Exhibit 3-11B** is a continuation of the data displayed in **Exhibit 3-11A**).

**EXHIBIT 3-11A: REGIONAL ANNUAL SALARY COMPARISONS – BLS DATA**

FDOT CLASSIFICATIONS	FDOT CLASSIFICATION ANNUAL SALARY	BLS AVERAGE SALARY (REGIONAL*)	% DIFFERENCE (BLS REGIONAL)
DEPUTY DIR OF FACILITIES & EQUIPT-DOT	\$ 102,373	\$ 105,916	-3.3%
DEPUTY DIRECTOR FOR TOLL OPERATIONS-DOT	\$ 102,373	\$ 105,916	-3.3%
DISTRICT PLANNING MANAGER - DOT	\$ 102,373	\$ 105,916	-3.3%
MANAGER, STRATEGIC INITIATIVES	\$ 117,000	\$ 121,940	-4.1%
MANAGER, SPECIFICATIONS & ESTIMATES OFFI	\$ 116,500	\$ 121,940	-4.5%
STATE ROADWAY DESIGN ENGINEER-DOT	\$ 116,500	\$ 121,940	-4.5%
STATE STRUCTURES DESIGN ENGINEER	\$ 116,500	\$ 121,940	-4.5%
DEPUTY COMPTROLER, GEN ACCING OFFICE-DOT	\$ 102,905	\$ 107,891	-4.6%
DEPUTY COMPT, DISBURSEMENT OPS OFC-DOT	\$ 102,400	\$ 107,891	-5.1%
DISTRICT DESIGN ENGINEER - DOT	\$ 115,139	\$ 121,940	-5.6%
DISTRICT CONSTRUCTION ENGINEER - DOT	\$ 115,000	\$ 121,940	-5.7%
DISTRICT DESIGN ENGINEER - DOT	\$ 115,000	\$ 121,940	-5.7%
DISTRICT MAINTENANCE ENGINEER - DOT	\$ 115,000	\$ 121,940	-5.7%
DISTRICT MAINTENANCE ENGINEER - DOT	\$ 114,281	\$ 121,940	-6.3%
DIRECTOR, BUSINESS DEV & CONCESSION MGMT	\$ 107,708	\$ 115,497	-6.7%
INVESTIGATION MANAGER - SES	\$ 91,000	\$ 97,611	-6.8%
BUDGET OFFICER	\$ 100,208	\$ 107,891	-7.1%
ATTORNEY SUPERVISOR	\$ 102,193	\$ 110,322	-7.4%
DISTRICT CONSTRUCTION ENGINEER - DOT	\$ 112,847	\$ 121,940	-7.5%
MANAGER, BUSINESS SYSTEMS SUPPORT	\$ 103,245	\$ 111,731	-7.6%

Source: Occupational Employment Statistics, Bureau of Labor Statistics, May 2013 data. Note: FDOT Annual Salary may reflect the last held annual salary by the previous incumbent for currently vacant classifications. BLS 2013 data have been aged for inflation for comparison to FDOT 2014 salary figures. See **Appendix H** for full salary details and comparisons. Peer salary data do not control for single versus multiple incumbents, or for longevity or seniority.

\*BLS Regional recruitment market excludes FL figures. The Regional recruitment market includes the following states, as data were available: Alabama, Arkansas, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia.

**EXHIBIT 3-11B: REGIONAL ANNUAL SALARY COMPARISONS – BLS DATA**

FDOT CLASSIFICATIONS	FDOT CLASSIFICATION ANNUAL SALARY	BLS AVERAGE SALARY (REGIONAL*)	% DIFFERENCE (BLS REGIONAL)
REGIONAL MGR FOR INFORMATION TECHNOLOGY	\$ 103,245	\$ 111,731	-7.6%
MANAGER,PENSACOLA URBAN PLANNING OFFICE	\$ 87,931	\$ 95,791	-8.2%
DISTRICT TRAFFIC OPERATIONS ENGINEER-DOT	\$ 111,419	\$ 121,940	-8.6%
MANAGER, ENGINEERING/CADD SYSTEMS DESIGN	\$ 111,275	\$ 121,940	-8.7%
DISTRICT PROFESSIONAL SERVICES ADMIN-DOT	\$ 96,000	\$ 105,916	-9.4%
DISTRICT MATERIALS ENGINEER - DOT	\$ 110,320	\$ 121,940	-9.5%
MANAGER, EQUAL OPPORTUNITY OFFICE	\$ 97,037	\$ 107,891	-10.1%
INVESTIGATION MANAGER - SES	\$ 87,100	\$ 97,611	-10.8%
MANAGER, FT MYERS URBAN PLANNING OFFICE	\$ 86,800	\$ 97,611	-11.1%
DISTRICT MATERIALS ENGINEER - DOT	\$ 107,708	\$ 121,940	-11.7%
DISTRICT TRAFFIC OPERATIONS ENGINEER-DOT	\$ 107,708	\$ 121,940	-11.7%
REGIONAL TOLL MANAGER-DOT	\$ 92,961	\$ 105,916	-12.2%
MANAGER, PRODUCTION SUPPORT OFFICE	\$ 106,972	\$ 121,940	-12.3%
AUDIT DIRECTOR - SES	\$ 94,000	\$ 107,891	-12.9%
STATE SURVEYOR-DOT	\$ 106,000	\$ 121,940	-13.1%
SUNPASS OPERATIONS MANAGER-DOT	\$ 89,995	\$ 105,916	-15.0%
DATA CENTER DIRECTOR-DOT	\$ 94,316	\$ 111,731	-15.6%
SECRETARY OF TRANSPORTATION	\$ 141,001	\$ 169,076	-16.6%
LEGISLATIVE AFFAIRS ADMINISTRATOR	\$ 86,000	\$ 105,916	-18.8%
MANAGER, STATEWIDE SCALE OPERATIONS	\$ 83,950	\$ 105,916	-20.7%
CHIEF FINANCIAL OFFICER-DOT	\$ 126,915	\$ 169,076	-24.9%
DISTRICT LAND SURVEYOR - DOT	\$ 91,114	\$ 121,940	-25.3%
CHIEF OF STAFF	\$ 111,300	\$ 169,076	-34.2%

Source: Occupational Employment Statistics, Bureau of Labor Statistics, May 2013 data. Note: FDOT Annual Salary may reflect the last held annual salary by the previous incumbent for currently vacant classifications. BLS 2013 data have been aged for inflation for comparison to FDOT 2014 salary figures. See **Appendix H** for full salary details and comparisons. Peer salary data do not control for single versus multiple incumbents, or for longevity or seniority.

\*BLS Regional recruitment market excludes FL figures. The Regional recruitment market includes the following states, as data were available: Alabama, Arkansas, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia.

### ***National Salary Comparisons and Findings***

**Exhibits 3-12A and 3-12B** show annual salary data comparisons for FDOT positions benchmarked against national BLS reported data. For the purposes of this chapter's analysis and discussion of findings, only those FDOT positions that fall below the BLS market industry standard are shown; full data comparisons are available in **Appendix H**.

As shown for those FDOT classifications falling below the BLS benchmarked annual salaries, the classifications presented in these exhibits range from 0.1 percent below to 60.3 percent below the market average. Sixty-six percent of FDOT positions included in this study fell below BLS national market average salaries. (**Exhibit 3-12B** is a continuation of the data displayed in **Exhibit 3-12A**).

**EXHIBIT 3-12A: NATIONAL ANNUAL SALARY COMPARISONS – BLS DATA**

FDOT CLASSIFICATIONS	FDOT CLASSIFICATION ANNUAL SALARY	BLS AVERAGE SALARY (NATIONAL)	% DIFFERENCE (BLS NATIONAL)
STATE FREIGHT & LOGISTICS ADMINISTRATOR	\$ 116,000	\$ 118,296	-1.9%
INSPECTOR GENERAL-DOT	\$ 115,500	\$ 118,296	-2.4%
DIR OFFICE OF WORK PROGRAM & BUDGET	\$ 125,980	\$ 129,067	-2.4%
PUBLIC INFORMATION ADMINISTRATOR-DOT	\$ 107,441	\$ 113,374	-5.2%
DISTRICT PLANNING MANAGER - DOT	\$ 111,938	\$ 118,296	-5.4%
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 126,915	\$ 135,089	-6.1%
DISTRICT MAINTENANCE ADMINISTRATOR - SES	\$ 110,908	\$ 118,296	-6.2%
DIRECTOR OF HUMAN RESOURCES	\$ 105,750	\$ 113,292	-6.7%
MANAGER, CONTRACTS ADMINISTRATION OFFICE	\$ 102,906	\$ 110,439	-6.8%
DISTRICT PROGRAM MGMT ADMIN-DOT	\$ 109,794	\$ 118,296	-7.2%
MANAGER, CONTRACTUAL SERVICES OFFICE	\$ 102,216	\$ 111,723	-8.5%
STATE HIGHWAY ENGINEER-DOT	\$ 126,915	\$ 139,134	-8.8%
MANAGER, SEAPORT OFFICE-DOT	\$ 99,907	\$ 110,439	-9.5%
DISTRICT PROGRAM MGMT ADMIN-DOT	\$ 107,000	\$ 118,296	-9.5%
CHIEF LEGAL COUNSEL	\$ 96,963	\$ 110,439	-12.2%
DIR OF THE OFFICE OF CONSTRUCTION-DOT	\$ 120,427	\$ 139,134	-13.4%
DIRECTOR OF THE OFFICE OF DESIGN-DOT	\$ 120,427	\$ 139,134	-13.4%
DIRECTOR, OFFICE OF MAINTENANCE	\$ 120,427	\$ 139,134	-13.4%
DIRECTOR, OFFICE OF MATERIALS	\$ 120,427	\$ 139,134	-13.4%
STATE TRAFFIC OPERATIONS ENGINEER	\$ 120,427	\$ 139,134	-13.4%
DEPUTY DIR OF FACILITIES & EQUIPT-DOT	\$ 102,373	\$ 118,296	-13.5%
DEPUTY DIRECTOR FOR TOLL OPERATIONS-DOT	\$ 102,373	\$ 118,296	-13.5%
DISTRICT PLANNING MANAGER - DOT	\$ 102,373	\$ 118,296	-13.5%
MANAGER, ENVIRONMENTAL MANAGEMENT OFFICE	\$ 115,711	\$ 135,374	-14.5%
MANAGER, TRANSPORTATION STATISTIC OFFICE	\$ 115,711	\$ 135,374	-14.5%
MANAGER, STRATEGIC INITIATIVES	\$ 117,000	\$ 139,134	-15.9%
MANAGER, SPECIFICATIONS & ESTIMATES OFFI	\$ 116,500	\$ 139,134	-16.3%
STATE ROADWAY DESIGN ENGINEER-DOT	\$ 116,500	\$ 139,134	-16.3%
STATE STRUCTURES DESIGN ENGINEER	\$ 116,500	\$ 139,134	-16.3%
DISTRICT DESIGN ENGINEER - DOT	\$ 115,139	\$ 139,134	-17.2%
DISTRICT CONSTRUCTION ENGINEER - DOT	\$ 115,000	\$ 139,134	-17.3%
DISTRICT DESIGN ENGINEER - DOT	\$ 115,000	\$ 139,134	-17.3%

Source: Occupational Employment Statistics, Bureau of Labor Statistics, May 2013 data.  
 Note: FDOT Annual Salary may reflect the last held annual salary by the previous incumbent for currently vacant classifications. BLS 2013 data have been aged for inflation for comparison to FDOT 2014 salary figures. See **Appendix H** for full salary details and comparisons. Peer salary data do not control for single versus multiple incumbents, or for longevity or seniority.

**EXHIBIT 3-12B: NATIONAL ANNUAL SALARY COMPARISONS – BLS DATA**

FDOT CLASSIFICATIONS	FDOT CLASSIFICATION ANNUAL SALARY	BLS AVERAGE SALARY (NATIONAL)	% DIFFERENCE (BLS NATIONAL)
DISTRICT MAINTENANCE ENGINEER - DOT	\$ 115,000	\$ 139,134	-17.3%
INVESTIGATION MANAGER - SES	\$ 91,000	\$ 110,439	-17.6%
DEP COMPTROLLER, FINANCIAL ADMIN OFFICE	\$ 106,033	\$ 129,067	-17.8%
DISTRICT MAINTENANCE ENGINEER - DOT	\$ 114,281	\$ 139,134	-17.9%
DISTRICT PROFESSIONAL SERVICES ADMIN-DOT	\$ 96,000	\$ 118,296	-18.8%
DISTRICT CONSTRUCTION ENGINEER - DOT	\$ 112,847	\$ 139,134	-18.9%
DISTRICT TRAFFIC OPERATIONS ENGINEER-DOT	\$ 111,419	\$ 139,134	-19.9%
MANAGER, ENGINEERING/CADD SYSTEMS DESIGN	\$ 111,275	\$ 139,134	-20.0%
DEPUTY COMPTROLER, GEN ACCTNG OFFICE-DOT	\$ 102,905	\$ 129,067	-20.3%
MANAGER,PENSACOLA URBAN PLANNING OFFICE	\$ 87,931	\$ 110,439	-20.4%
DEPUTY COMPT, DISBURSEMENT OPS OFC-DOT	\$ 102,400	\$ 129,067	-20.7%
DISTRICT MATERIALS ENGINEER - DOT	\$ 110,320	\$ 139,134	-20.7%
DIRECTOR, BUSINESS DEV & CONCESSION MGMT	\$ 107,708	\$ 136,240	-20.9%
INVESTIGATION MANAGER - SES	\$ 87,100	\$ 110,439	-21.1%
MANAGER, FT MYERS URBAN PLANNING OFFICE	\$ 86,800	\$ 110,439	-21.4%
REGIONAL TOLL MANAGER-DOT	\$ 92,961	\$ 118,296	-21.4%
BUDGET OFFICER	\$ 100,208	\$ 129,067	-22.4%
SECRETARY OF TRANSPORTATION	\$ 141,001	\$ 181,790	-22.4%
DISTRICT MATERIALS ENGINEER - DOT	\$ 107,708	\$ 139,134	-22.6%
DISTRICT TRAFFIC OPERATIONS ENGINEER-DOT	\$ 107,708	\$ 139,134	-22.6%
MANAGER, PRODUCTION SUPPORT OFFICE	\$ 106,972	\$ 139,134	-23.1%
MANAGER, BUSINESS SYSTEMS SUPPORT	\$ 103,245	\$ 135,089	-23.6%
REGIONAL MGR FOR INFORMATION TECHNOLOGY	\$ 103,245	\$ 135,089	-23.6%
STATE SURVEYOR-DOT	\$ 106,000	\$ 139,134	-23.8%
SUNPASS OPERATIONS MANAGER-DOT	\$ 89,995	\$ 118,296	-23.9%
ATTORNEY SUPERVISOR	\$ 102,193	\$ 134,498	-24.0%
MANAGER, EQUAL OPPORTUNITY OFFICE	\$ 97,037	\$ 129,067	-24.8%
AUDIT DIRECTOR - SES	\$ 94,000	\$ 129,067	-27.2%
LEGISLATIVE AFFAIRS ADMINISTRATOR	\$ 86,000	\$ 118,296	-27.3%
MANAGER, STATEWIDE SCALE OPERATONS	\$ 83,950	\$ 118,296	-29.0%
DATA CENTER DIRECTOR-DOT	\$ 94,316	\$ 135,089	-30.2%
CHIEF FINANCIAL OFFICER-DOT	\$ 126,915	\$ 181,790	-30.2%
DISTRICT LAND SURVEYOR - DOT	\$ 91,114	\$ 139,134	-34.5%
CHIEF OF STAFF	\$ 111,300	\$ 181,790	-38.8%

Source: Occupational Employment Statistics, Bureau of Labor Statistics, May 2013 data. Note: FDOT Annual Salary may reflect the last held annual salary by the previous incumbent for currently vacant classifications. BLS 2013 data have been aged for inflation for comparison to FDOT 2014 salary figures. See **Appendix H** for full salary details and comparisons. Peer salary data do not control for single versus multiple incumbents, or for longevity or seniority.

**Salary and Salary Range Findings for the Secretary of Transportation Position**

**Exhibit 3-13** provides a comparison of annual average salary data for the Secretary of Transportation position across several recruitment markets (state, regional, national) using BLS data, and also provides a comparison to the private industry using data collected through MGT’s customized salary survey to FDOT-identified peer agencies.

**EXHIBIT 3-13: ANNUAL AVERAGE SALARY COMPARISONS – TRANSPORTATION SECRETARY**

CLASS TITLE	FDOT ANNUAL SALARY	AVERAGE SALARY BY DATA SOURCE			
		BLS - REGIONAL (Excludes FL)	BLS - STATE	BLS - NATIONAL	PRIVATE INDUSTRY CUSTOMIZED SURVEY DATA
Secretary of Transportation	\$ 141,001	\$ 165,924	\$ 196,200	\$ 178,400	\$ 208,205

Sources: Occupational Employment Statistics, Bureau of Labor Statistics, May 2013 data; MGT Customized Peer Salary Survey, 2014. Note: FDOT Annual Salary may reflect the last held annual salary by the previous incumbent for currently vacant classifications. BLS 2013 data have been aged for inflation for comparison to FDOT 2014 salary figures.

### 3.5 CONCLUSIONS

- Analysis of salary data gathered from the cited external data sources, as described in **Chapter 2.0**, indicated that:
  - Overall, FDOT minimum and midpoint salary ranges fall below market standards, whereas maximum salary ranges fall high, indicating that the pay ranges are too wide and not reflective of the market.
  - For the majority of classifications, FDOT annual salaries fall below those annual salary averages reported by market sources.
  - The BLS data source provided the most comprehensive and full salary data for all positions included in this study, and is deemed the primary data source for its validity and level of specificity. Analyses of these data concluded that:
    - 1) On the southeastern regional level\* ( considered best for comparison as it is the most inclusive of wider range of both public and private positions), 43 percent of FDOT positions included in this study fell below BLS regional market average salaries, ranging from 3.3 percent below to 34.2 percent below the market average.
    - 2) On a statewide basis, 56 percent of FDOT positions included in this study fell below BLS market average salaries, range from 2.3 percent below to 44.3 percent below the market average. For the pay grade ranges developed using BLS data (See **Chapter 6.0**), the BLS Regional data set was used as the primary public/private market data source. The Regional market data were selected over the National and State data sets to provide a more representative sample of FDOT's recruitment market. The Regional data includes a broader range of comparable positions, and includes more public sector salaries, including those from other state Departments of Transportation.
    - 3) On a national level, 66 percent of FDOT positions fell below BLS market average salaries, ranging from 0.1 percent below to 60.3 percent below the market average.

*\*NOTE: BLS Regional recruitment market includes the following states, as data were available: Alabama, Arkansas, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia.*

- Analysis of private sector data gathered through a customized salary survey sent to FDOT identified transportation industry peers concluded that:
  - The minimum pay ranges for FDOT executive positions fall well below industry standards, ranging from 39.3% below to 68.5% below industry reported minimums. FDOT midpoint salaries are also significantly below industry midpoint salaries. However, FDOT's maximum salary ranges are significantly higher than industry maximums.
  - Relative to annual average salaries, of the 24 FDOT positions included in the Transportation Industry survey, nineteen (79 percent) fall below survey averages, ranging from 0.1 percent below market to 42.5 percent below market.



**APPENDIX E: FLORIDA DEPARTMENT OF TRANSPORTATION  
BROADBAND RANGES**

**CURRENT FDOT BROADBAND PAY RANGES**

BAND	ANNUAL MINIMUM	MONTHLY MINIMUM	BIWEEKLY MINIMUM	HOURLY MINIMUM	ANNUAL MAXIMUM	MONTHLY MAXIMUM	BIWEEKLY MAXIMUM	HOURLY MAXIMUM
001	\$ 16,751.28	\$ 1,395.93	\$ 644.28	\$ 8.05	\$ 46,144.53	\$ 3,845.35	\$ 1,774.79	\$ 22.19
002	\$ 18,259.02	\$ 1,521.56	\$ 702.27	\$ 8.78	\$ 50,297.28	\$ 4,191.43	\$ 1,934.51	\$ 24.18
003	\$ 19,902.48	\$ 1,658.53	\$ 765.48	\$ 9.57	\$ 54,824.83	\$ 4,568.73	\$ 2,108.65	\$ 26.36
004	\$ 21,692.58	\$ 1,807.73	\$ 834.33	\$ 10.43	\$ 59,756.69	\$ 4,979.72	\$ 2,298.33	\$ 28.73
005	\$ 23,645.18	\$ 1,970.45	\$ 909.43	\$ 11.37	\$ 65,135.58	\$ 5,427.94	\$ 2,505.21	\$ 31.31
006	\$ 25,774.06	\$ 2,147.83	\$ 991.31	\$ 12.39	\$ 70,998.97	\$ 5,916.59	\$ 2,730.73	\$ 34.13
007	\$ 28,093.00	\$ 2,341.08	\$ 1,080.50	\$ 13.51	\$ 77,387.65	\$ 6,448.94	\$ 2,976.45	\$ 37.21
008	\$ 30,622.02	\$ 2,551.83	\$ 1,177.77	\$ 14.72	\$ 88,571.78	\$ 7,380.97	\$ 3,406.61	\$ 42.58
009	\$ 33,377.24	\$ 2,781.44	\$ 1,283.74	\$ 16.05	\$ 96,541.03	\$ 8,045.08	\$ 3,713.12	\$ 46.42
010	\$ 36,381.54	\$ 3,031.80	\$ 1,399.29	\$ 17.49	\$ 105,230.97	\$ 8,769.24	\$ 4,047.35	\$ 50.59
011	\$ 39,655.98	\$ 3,304.65	\$ 1,525.23	\$ 19.07	\$ 109,239.02	\$ 9,103.24	\$ 4,201.50	\$ 52.52
012	\$ 43,225.52	\$ 3,602.14	\$ 1,662.52	\$ 20.78	\$ 125,026.77	\$ 10,418.88	\$ 4,808.72	\$ 60.11
013	\$ 47,115.38	\$ 3,926.29	\$ 1,812.13	\$ 22.65	\$ 136,277.31	\$ 11,356.46	\$ 5,241.44	\$ 65.52
014	\$ 51,355.46	\$ 4,279.62	\$ 1,975.21	\$ 24.69	\$ 141,467.68	\$ 11,788.99	\$ 5,441.06	\$ 68.01
015	\$ 55,978.52	\$ 4,664.86	\$ 2,153.02	\$ 26.91	\$ 154,203.16	\$ 12,850.26	\$ 5,930.89	\$ 74.14
016	\$ 61,015.50	\$ 5,084.63	\$ 2,346.75	\$ 29.33	\$ 168,078.79	\$ 14,006.58	\$ 6,464.57	\$ 80.80
017	\$ 66,507.74	\$ 5,542.29	\$ 2,557.99	\$ 31.97	\$ 183,207.86	\$ 15,267.34	\$ 7,046.46	\$ 88.09
018	\$ 72,493.46	\$ 6,041.11	\$ 2,788.21	\$ 34.85	\$ 199,696.73	\$ 16,641.37	\$ 7,680.64	\$ 96.00
019	\$ 21,156.72	\$ 1,763.04	\$ 813.72	\$ 10.17	\$ 93,247.33	\$ 7,770.62	\$ 3,586.44	\$ 44.83
020	\$ 26,445.90	\$ 2,203.85	\$ 1,017.15	\$ 12.71	\$ 116,561.44	\$ 9,713.45	\$ 4,483.13	\$ 56.04
021	\$ 33,057.44	\$ 2,754.80	\$ 1,271.44	\$ 15.89	\$ 152,985.56	\$ 12,748.79	\$ 5,884.06	\$ 73.55
022	\$ 41,320.76	\$ 3,443.42	\$ 1,589.26	\$ 19.87	\$ 191,228.37	\$ 15,935.68	\$ 7,354.94	\$ 91.93
023	\$ 47,316.36	\$ 3,943.05	\$ 1,819.86	\$ 22.75	\$ 218,975.22	\$ 18,247.93	\$ 8,422.12	\$ 105.28
024	\$ 56,779.84	\$ 4,731.67	\$ 2,183.84	\$ 27.30	\$ 250,257.48	\$ 20,854.79	\$ 9,625.29	\$ 120.32
025	\$ 68,135.86	\$ 5,677.99	\$ 2,620.61	\$ 32.76	\$ 300,309.19	\$ 25,025.74	\$ 11,550.35	\$ 144.38

Source: Florida Department of Transportation, 2014. Pay ranges dated July 1<sup>st</sup>, 2013.

# APPENDIX F: TRANSPORTATION INDUSTRY SALARY SURVEY RESULTS

## **BENCHMARK SALARY RESULTS FROM SURVEY OF CONSULTING FIRMS**

SELECTED BENCHMARKS FOR PEER SURVEY	# PEERS	AVERAGE ANNUAL MIN	AVERAGE ANNUAL MID	AVERAGE ANNUAL MAX	AVERAGE SALARY
<b><u>CENTRAL OFFICE CLASSIFICATIONS:</u></b>					
Assistant Secretary, Engineering and Operations	9	\$ 141,189.25	\$ 177,720.67	\$ 214,378.92	\$ 208,205.36
Assistant Secretary for Finance and Administration	6	\$ 171,597.88	\$ 214,788.38	\$ 257,978.75	\$ 239,410.14
Assistant Secretary, Intermodal Systems Development	1	\$ 110,480.00	\$ 138,100.00	\$ 165,720.00	\$ 186,167.00
Chief of Staff	5	\$ 156,513.20	\$ 171,408.00	\$ 194,798.80	\$ 186,568.00
Comptroller	13	\$ 124,488.00	\$ 155,604.00	\$ 186,742.00	\$ 145,766.00
Director of Administration	7	\$ 93,600.00	\$ 106,574.65	\$ 132,906.00	\$ 114,236.48
Director of Human Resources	15	\$ 76,156.56	\$ 96,024.81	\$ 114,348.72	\$ 98,855.80
Director of the Office of Design	3	\$ 115,240.00	\$ 134,050.00	\$ 150,360.00	\$ 165,572.20
Director, Office of Information Systems	9	\$ 109,624.67	\$ 131,472.57	\$ 159,136.33	\$ 151,583.74
Director, Office of Maintenance	3	\$ 81,993.00	\$ 100,404.33	\$ 118,816.00	\$ 101,077.33
Director, Office of Materials	1	\$ -	\$ -	\$ -	\$ 108,659.20
Director, Office of Right-of-Way	1	\$ -	\$ -	\$ -	\$ 168,500.80
General Counsel	11	\$ 136,976.58	\$ 182,312.75	\$ 232,573.92	\$ 198,148.13
Inspector General	2	\$ 170,875.00	\$ 173,583.00	\$ 187,092.00	\$ 122,807.20
Secretary of Transportation	4	\$ -	\$ -	\$ -	\$ 296,250.00
State Highway Engineer	8	\$ 100,192.88	\$ 128,482.25	\$ 158,021.38	\$ 135,468.22
State Roadway Design Engineer	11	\$ 97,774.29	\$ 116,365.66	\$ 140,140.00	\$ 114,681.01
State Structures Design Engineer	12	\$ 99,693.75	\$ 121,896.25	\$ 149,866.13	\$ 116,571.55
State Surveyor	8	\$ 81,426.50	\$ 95,264.50	\$ 123,352.50	\$ 94,444.97
State Traffic Operations Engineer	6	\$ 113,030.00	\$ 144,356.67	\$ 165,610.00	\$ 125,431.33
<b><u>DISTRICT OFFICE CLASSIFICATIONS:</u></b>					
District Secretary	7	\$ 166,050.00	\$ 192,630.00	\$ 181,113.75	\$ 228,544.38
<b><u>TURNPIKE ENTERPRISE CLASSIFICATIONS:</u></b>					
Data Center Director	4	\$ 105,092.67	\$ 131,797.33	\$ 158,682.67	\$ 145,370.20
Director, Toll Operations	3	\$ 105,770.00	\$ 138,425.00	\$ 171,087.50	\$ 157,178.99
Executive Director, Turnpike	5	\$ 155,790.25	\$ 193,304.00	\$ 230,817.75	\$ 207,747.75

**PEER TRANSPORTATION INDUSTRY FINDINGS – SALARY RANGES AND AVERAGE SALARIES**

FDOT CLASSIFICATIONS	\$ DIFFERENCE BETWEEN FDOT AND SURVEYED PEERS							
	SALARY RANGE			AVERAGE ANNUAL SALARY				
	MINIMUM SALARY	MIDPOINT SALARY	MAXIMUM SALARY					
<b>CENTRAL OFFICE</b>								
ASSISTANT SEC, ENGINEERING & OPERATIONS	█	\$(84,409)	█	\$(24,202)	█	\$35,879	█	\$(67,881)
ASST SECRETARY FOR FINANCE AND ADMIN-DOT	█	\$(114,818)	█	\$(61,270)	█	\$(7,721)	█	\$(101,824)
ASST SECRETARY, INTERMODAL SYSTEMS DEV	█	\$(53,700)	█	\$15,419	█	\$84,537	█	\$(48,581)
CHIEF OF STAFF	█	\$(99,733)	█	\$(17,889)	█	\$55,459	█	\$(75,268)
COMPTROLLER-DOT	█	\$(77,172)	█	\$(22,458)	█	\$32,233	█	\$(25,766)
DIRECTOR OF ADMINISTRATION	█	\$(36,820)	█	\$46,944	█	\$117,351	█	\$(8,236)
DIRECTOR OF HUMAN RESOURCES	█	\$(43,099)	█	\$(3,003)	█	\$38,637	█	\$6,894
DIRECTOR OF THE OFFICE OF DESIGN-DOT	█	\$(67,924)	█	\$(904)	█	\$68,615	█	\$(45,145)
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	█	\$(62,308)	█	\$1,673	█	\$59,839	█	\$(24,668)
DIRECTOR, OFFICE OF MAINTENANCE	█	\$(34,677)	█	\$32,741	█	\$100,159	█	\$19,350
DIRECTOR, OFFICE OF MATERIALS		-		-		-	█	\$11,768
DIRECTOR, OFFICE OF RIGHT-OF-WAY		-		-		-	█	\$(48,073)
GENERAL COUNSEL-DOT	█	\$(89,660)	█	\$(49,167)	█	\$(13,599)	█	\$(67,148)
INSPECTOR GENERAL-DOT	█	\$(114,095)	█	\$(20,064)	█	\$63,165	█	\$(7,307)
SECRETARY OF TRANSPORTATION		-		-		-	█	\$(67,205)
STATE HIGHWAY ENGINEER-DOT	█	\$(52,877)	█	\$4,664	█	\$60,954	█	\$(8,553)
STATE ROADWAY DESIGN ENGINEER-DOT	█	\$(64,717)	█	\$(23,344)	█	\$12,846	█	\$1,819
STATE STRUCTURES DESIGN ENGINEER	█	\$(66,636)	█	\$(28,875)	█	\$3,119	█	\$(72)
STATE SURVEYOR-DOT	█	\$(48,369)	█	\$(2,243)	█	\$29,633	█	\$11,555
STATE TRAFFIC OPERATIONS ENGINEER	█	\$(65,714)	█	\$(11,211)	█	\$53,365	█	\$(5,004)
<b>DISTRICT</b>								
DISTRICT SECRETARY	█	\$(109,270)	█	\$(39,111)	█	\$69,144	█	\$(90,958)
<b>TURNPIKE</b>								
DIRECTOR, TOLL OPERATIONS	█	\$(58,454)	█	\$(5,279)	█	\$47,888	█	\$(36,666)
EXEC DIR, FLORIDA'S TURNPIKE ENTERPRISE	█	\$(99,010)	█	\$(39,785)	█	\$19,440	█	\$(70,161)
DATA CENTER DIRECTOR-DOT	█	\$(72,035)	█	\$(38,776)	█	\$(5,697)	█	\$(51,054)

FDOT CLASSIFICATIONS	FDOT BROADBAND MINIMUM SALARY	PEER MINIMUM SALARY	DIFFERENCE BETWEEN FDOT AND PEER MINIMUM SALARY	FDOT BROADBAND MIDPOINT SALARY	PEER MIDPOINT SALARY	DIFFERENCE BETWEEN FDOT AND PEER MIDPOINT SALARY	FDOT BROADBAND MAXIMUM SALARY	PEER MAXIMUM SALARY	DIFFERENCE BETWEEN FDOT AND PEER MAXIMUM SALARY
<b>CENTRAL OFFICE</b>									
ASST SECRETARY FOR FINANCE AND ADMIN-DOT	\$ 56,780	\$ 171,598	\$ (114,818)	\$ 153,519	\$ 214,788	\$ (61,270)	\$ 250,257	\$ 257,979	\$ (7,721)
INSPECTOR GENERAL-DOT	\$ 56,780	\$ 170,875	\$ (114,095)	\$ 153,519	\$ 173,583	\$ (20,064)	\$ 250,257	\$ 187,092	\$ 63,165
ASSISTANT SEC, ENGINEERING & OPERATIONS	\$ 56,780	\$ 141,189	\$ (84,409)	\$ 153,519	\$ 177,721	\$ (24,202)	\$ 250,257	\$ 214,379	\$ 35,879
CHIEF OF STAFF	\$ 56,780	\$ 156,513	\$ (99,733)	\$ 153,519	\$ 171,408	\$ (17,889)	\$ 250,257	\$ 194,799	\$ 55,459
GENERAL COUNSEL-DOT	\$ 47,316	\$ 136,977	\$ (89,660)	\$ 133,146	\$ 182,313	\$ (49,167)	\$ 218,975	\$ 232,574	\$ (13,599)
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 47,316	\$ 109,625	\$ (62,308)	\$ 133,146	\$ 131,473	\$ 1,673	\$ 218,975	\$ 159,136	\$ 59,839
COMPTROLLER-DOT	\$ 47,316	\$ 124,488	\$ (77,172)	\$ 133,146	\$ 155,604	\$ (22,458)	\$ 218,975	\$ 186,742	\$ 32,233
DIRECTOR OF THE OFFICE OF DESIGN-DOT	\$ 47,316	\$ 115,240	\$ (67,924)	\$ 133,146	\$ 134,050	\$ (904)	\$ 218,975	\$ 150,360	\$ 68,615
STATE TRAFFIC OPERATIONS ENGINEER	\$ 47,316	\$ 113,030	\$ (65,714)	\$ 133,146	\$ 144,357	\$ (11,211)	\$ 218,975	\$ 165,610	\$ 53,365
ASST SECRETARY, INTERMODAL SYSTEMS DEV	\$ 56,780	\$ 110,480	\$ (53,700)	\$ 153,519	\$ 138,100	\$ 15,419	\$ 250,257	\$ 165,720	\$ 84,537
STATE STRUCTURES DESIGN ENGINEER	\$ 33,057	\$ 99,694	\$ (66,636)	\$ 93,022	\$ 121,896	\$ (28,875)	\$ 152,986	\$ 149,866	\$ 3,119
STATE ROADWAY DESIGN ENGINEER-DOT	\$ 33,057	\$ 97,774	\$ (64,717)	\$ 93,022	\$ 116,366	\$ (23,344)	\$ 152,986	\$ 140,140	\$ 12,846
STATE HIGHWAY ENGINEER-DOT	\$ 47,316	\$ 100,193	\$ (52,877)	\$ 133,146	\$ 128,482	\$ 4,664	\$ 218,975	\$ 158,021	\$ 60,954
DIRECTOR OF ADMINISTRATION	\$ 56,780	\$ 93,600	\$ (36,820)	\$ 153,519	\$ 106,575	\$ 46,944	\$ 250,257	\$ 132,906	\$ 117,351
DIRECTOR OF HUMAN RESOURCES	\$ 33,057	\$ 76,157	\$ (43,099)	\$ 93,022	\$ 96,025	\$ (3,003)	\$ 152,986	\$ 114,349	\$ 38,637
DIRECTOR, OFFICE OF MAINTENANCE	\$ 47,316	\$ 81,993	\$ (34,677)	\$ 133,146	\$ 100,404	\$ 32,741	\$ 218,975	\$ 118,816	\$ 100,159
STATE SURVEYOR-DOT	\$ 33,057	\$ 81,427	\$ (48,369)	\$ 93,022	\$ 95,265	\$ (2,243)	\$ 152,986	\$ 123,353	\$ 29,633
DIRECTOR, OFFICE OF MATERIALS	\$ 47,316	\$ -	\$ -	\$ 133,146	\$ -	\$ -	\$ 218,975	\$ -	\$ -
DIRECTOR, OFFICE OF RIGHT-OF-WAY	\$ 47,316	\$ -	\$ -	\$ 133,146	\$ -	\$ -	\$ 218,975	\$ -	\$ -
SECRETARY OF TRANSPORTATION	\$ 68,136	\$ -	\$ -	\$ 184,223	\$ -	\$ -	\$ 300,309	\$ -	\$ -
<b>DISTRICT</b>									
DISTRICT SECRETARY	\$ 56,780	\$ 166,050	\$ (109,270)	\$ 153,519	\$ 192,630	\$ (39,111)	\$ 250,257	\$ 181,114	\$ 69,144
<b>TURNPIKE</b>									
DATA CENTER DIRECTOR-DOT	\$ 33,057	\$ 105,093	\$ (72,035)	\$ 93,022	\$ 131,797	\$ (38,776)	\$ 152,986	\$ 158,683	\$ (5,697)
DIRECTOR, TOLL OPERATIONS	\$ 47,316	\$ 105,770	\$ (58,454)	\$ 133,146	\$ 138,425	\$ (5,279)	\$ 218,975	\$ 171,088	\$ 47,888
EXEC DIR, FLORIDA'S TURNPIKE ENTERPRISE	\$ 56,780	\$ 155,790	\$ (99,010)	\$ 153,519	\$ 193,304	\$ (39,785)	\$ 250,257	\$ 230,818	\$ 19,440

FDOT CLASSIFICATIONS	FDOT BROADBAND MINIMUM SALARY	PEER RANGE MINIMUM SALARY	% DIFFERENCE BETWEEN FDOT AND PEER MINIMUM SALARY	FDOT BROADBAND MIDPOINT SALARY	PEER RANGE MIDPOINT SALARY	% DIFFERENCE BETWEEN FDOT AND PEER MIDPOINT SALARY	FDOT BROADBAND MAXIMUM SALARY	PEER RANGE MAXIMUM SALARY	% DIFFERENCE BETWEEN FDOT AND PEER MAXIMUM SALARY
<b>CENTRAL OFFICE</b>									
ASST SECRETARY FOR FINANCE AND ADMIN-DOT	\$ 56,780	\$ 171,598	-66.9%	\$ 153,519	\$ 214,788	-28.5%	\$ 250,257	\$ 257,979	-3.0%
INSPECTOR GENERAL-DOT	\$ 56,780	\$ 170,875	-66.8%	\$ 153,519	\$ 173,583	-11.6%	\$ 250,257	\$ 187,092	33.8%
ASSISTANT SEC, ENGINEERING & OPERATIONS	\$ 56,780	\$ 141,189	-59.8%	\$ 153,519	\$ 177,721	-13.6%	\$ 250,257	\$ 214,379	16.7%
CHIEF OF STAFF	\$ 56,780	\$ 156,513	-63.7%	\$ 153,519	\$ 171,408	-10.4%	\$ 250,257	\$ 194,799	28.5%
GENERAL COUNSEL-DOT	\$ 47,316	\$ 136,977	-65.5%	\$ 133,146	\$ 182,313	-27.0%	\$ 218,975	\$ 232,574	-5.8%
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 47,316	\$ 109,625	-56.8%	\$ 133,146	\$ 131,473	1.3%	\$ 218,975	\$ 159,136	37.6%
COMPTROLLER-DOT	\$ 47,316	\$ 124,488	-62.0%	\$ 133,146	\$ 155,604	-14.4%	\$ 218,975	\$ 186,742	17.3%
DIRECTOR OF THE OFFICE OF DESIGN-DOT	\$ 47,316	\$ 115,240	-58.9%	\$ 133,146	\$ 134,050	-0.7%	\$ 218,975	\$ 150,360	45.6%
STATE TRAFFIC OPERATIONS ENGINEER	\$ 47,316	\$ 113,030	-58.1%	\$ 133,146	\$ 144,357	-7.8%	\$ 218,975	\$ 165,610	32.2%
ASST SECRETARY, INTERMODAL SYSTEMS DEV	\$ 56,780	\$ 110,480	-48.6%	\$ 153,519	\$ 138,100	11.2%	\$ 250,257	\$ 165,720	51.0%
STATE STRUCTURES DESIGN ENGINEER	\$ 33,057	\$ 99,694	-66.8%	\$ 93,022	\$ 121,896	-23.7%	\$ 152,986	\$ 149,866	2.1%
STATE ROADWAY DESIGN ENGINEER-DOT	\$ 33,057	\$ 97,774	-66.2%	\$ 93,022	\$ 116,366	-20.1%	\$ 152,986	\$ 140,140	9.2%
STATE HIGHWAY ENGINEER-DOT	\$ 47,316	\$ 100,193	-52.8%	\$ 133,146	\$ 128,482	3.6%	\$ 218,975	\$ 158,021	38.6%
DIRECTOR OF ADMINISTRATION	\$ 56,780	\$ 93,600	-39.3%	\$ 153,519	\$ 106,575	44.0%	\$ 250,257	\$ 132,906	88.3%
DIRECTOR OF HUMAN RESOURCES	\$ 33,057	\$ 76,157	-56.6%	\$ 93,022	\$ 96,025	-3.1%	\$ 152,986	\$ 114,349	33.8%
DIRECTOR, OFFICE OF MAINTENANCE	\$ 47,316	\$ 81,993	-42.3%	\$ 133,146	\$ 100,404	32.6%	\$ 218,975	\$ 118,816	84.3%
STATE SURVEYOR-DOT	\$ 33,057	\$ 81,427	-59.4%	\$ 93,022	\$ 95,265	-2.4%	\$ 152,986	\$ 123,353	24.0%
DIRECTOR, OFFICE OF MATERIALS	\$ 47,316	\$ -	-	\$ 133,146	\$ -	-	\$ 218,975	\$ -	-
DIRECTOR, OFFICE OF RIGHT-OF-WAY	\$ 47,316	\$ -	-	\$ 133,146	\$ -	-	\$ 218,975	\$ -	-
SECRETARY OF TRANSPORTATION	\$ 68,136	\$ -	-	\$ 184,223	\$ -	-	\$ 300,309	\$ -	-
<b>DISTRICT</b>									
DISTRICT SECRETARY	\$ 56,780	\$ 166,050	-65.8%	\$ 153,519	\$ 192,630	-20.3%	\$ 250,257	\$ 181,114	38.2%
<b>TURNPIKE</b>									
DATA CENTER DIRECTOR-DOT	\$ 33,057	\$ 105,093	-68.5%	\$ 93,022	\$ 131,797	-29.4%	\$ 152,986	\$ 158,683	-3.6%
DIRECTOR, TOLL OPERATIONS	\$ 47,316	\$ 105,770	-55.3%	\$ 133,146	\$ 138,425	-3.8%	\$ 218,975	\$ 171,088	28.0%
EXEC DIR, FLORIDA'S TURNPIKE ENTERPRISE	\$ 56,780	\$ 155,790	-63.6%	\$ 153,519	\$ 193,304	-20.6%	\$ 250,257	\$ 230,818	8.4%

FDOT CLASSIFICATIONS	FDOT CLASSIFICATION ANNUAL SALARY	SURVEYED PEER AVERAGE SALARY	DIFFERENCE BETWEEN FDOT AND SURVEYED PEER	% DIFFERENCE BETWEEN FDOT AND SURVEYED PEER
<b>CENTRAL OFFICE</b>				
DIRECTOR, OFFICE OF MAINTENANCE	\$ 120,427	\$ 101,077	\$ 19,350	19.1%
STATE SURVEYOR-DOT	\$ 106,000	\$ 94,445	\$ 11,555	12.2%
DIRECTOR, OFFICE OF MATERIALS	\$ 120,427	\$ 108,659	\$ 11,768	10.8%
DIRECTOR OF HUMAN RESOURCES	\$ 105,750	\$ 98,856	\$ 6,894	7.0%
STATE ROADWAY DESIGN ENGINEER-DOT	\$ 116,500	\$ 114,681	\$ 1,819	1.6%
STATE STRUCTURES DESIGN ENGINEER	\$ 116,500	\$ 116,572	\$ (72)	-0.1%
STATE TRAFFIC OPERATIONS ENGINEER	\$ 120,427	\$ 125,431	\$ (5,004)	-4.0%
INSPECTOR GENERAL-DOT	\$ 115,500	\$ 122,807	\$ (7,307)	-6.0%
STATE HIGHWAY ENGINEER-DOT	\$ 126,915	\$ 135,468	\$ (8,553)	-6.3%
DIRECTOR OF ADMINISTRATION	\$ 106,000	\$ 114,236	\$ (8,236)	-7.2%
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 126,915	\$ 151,584	\$ (24,668)	-16.3%
COMPTROLLER-DOT	\$ 120,000	\$ 145,766	\$ (25,766)	-17.7%
ASST SECRETARY, INTERMODAL SYSTEMS DEV	\$ 137,586	\$ 186,167	\$ (48,581)	-26.1%
DIRECTOR OF THE OFFICE OF DESIGN-DOT	\$ 120,427	\$ 165,572	\$ (45,145)	-27.3%
DIRECTOR, OFFICE OF RIGHT-OF-WAY	\$ 120,427	\$ 168,501	\$ (48,073)	-28.5%
SECRETARY OF TRANSPORTATION	\$ 141,001	\$ 208,205	\$ (67,205)	-32.3%
ASSISTANT SEC, ENGINEERING & OPERATIONS	\$ 137,586	\$ 205,467	\$ (67,881)	-33.0%
GENERAL COUNSEL-DOT	\$ 131,000	\$ 198,148	\$ (67,148)	-33.9%
CHIEF OF STAFF	\$ 111,300	\$ 186,568	\$ (75,268)	-40.3%
ASST SECRETARY FOR FINANCE AND ADMIN-DO	\$ 137,586	\$ 239,410	\$ (101,824)	-42.5%
<b>DISTRICT</b>				
DISTRICT SECRETARY	\$ 137,586	\$ 228,544	\$ (90,958)	-39.8%
<b>TURNPIKE</b>				
DIRECTOR, TOLL OPERATIONS	\$ 120,513	\$ 157,179	\$ (36,666)	-23.3%
EXEC DIR, FLORIDA'S TURNPIKE ENTERPRISE	\$ 137,586	\$ 207,748	\$ (70,161)	-33.8%
DATA CENTER DIRECTOR-DOT	\$ 94,316	\$ 145,370	\$ (51,054)	-35.1%

## APPENDIX G: AASHTO SALARY COMPARISONS



# 2013 AASHTO Salary Survey

## AMOUNT DIFFERENCE

FDOT CLASSIFICATIONS	FDOT CLASSIFICATION ANNUAL SALARY	AASHTO AVERAGE SALARY (REGIONAL*)	DIFFERENCE BETWEEN FDOT AND REGIONAL MARKET	AASHTO AVERAGE SALARY (NATIONAL)	DIFFERENCE BETWEEN FDOT AND NATIONAL MARKET	AASHTO AVERAGE SALARY (NATIONAL - WEIGHTED)	DIFFERENCE BETWEEN FDOT AND NATIONAL MARKET (WEIGHTED)
<b>CENTRAL OFFICE</b>							
CHIEF OF STAFF	\$ 111,300	\$ 97,296	\$ 14,004	\$ 94,462	\$ 16,838	\$ 95,018	\$ 16,282
COMPTROLLER-DOT	\$ 120,000	\$ 112,129	\$ 7,871	\$ 111,534	\$ 8,466	\$ 93,078	\$ 26,922
DIRECTOR OF HUMAN RESOURCES	\$ 105,750	\$ 100,772	\$ 4,978	\$ 100,414	\$ 5,336	\$ 103,794	\$ 1,956
SECRETARY OF TRANSPORTATION	\$ 141,001	\$ 156,879	\$ (15,878)	\$ 147,667	\$ (6,666)	\$ 79,698	\$ 61,303
STATE HIGHWAY ENGINEER-DOT	\$ 126,915	\$ 138,772	\$ (11,856)	\$ 133,026	\$ (6,111)	\$ -	\$ -
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 126,915	\$ 108,167	\$ 18,748	\$ 109,951	\$ 16,964	\$ 100,140	\$ 26,775
GENERAL COUNSEL-DOT	\$ 131,000	\$ 107,377	\$ 23,623	\$ 115,173	\$ 15,827	\$ 200,000	\$ (69,000)
DIRECTOR, OFFICE OF RIGHT-OF-WAY	\$ 120,427	\$ 95,110	\$ 25,317	\$ 96,659	\$ 23,768	\$ 96,232	\$ 24,195
PUBLIC INFORMATION ADMINISTRATOR-DOT	\$ 107,441	\$ 89,575	\$ 17,866	\$ 89,324	\$ 18,117	\$ 97,162	\$ 10,279
MANAGER, ENVIRONMENTAL MANAGEMENT OFFICE	\$ 115,711	\$ 89,265	\$ 26,447	\$ 86,553	\$ 29,158	\$ 127,860	\$ (12,149)
MANAGER, AVIATION OFFICE	\$ 110,669	\$ 79,973	\$ 30,696	\$ 90,019	\$ 20,650	\$ 131,000	\$ (20,331)
MANAGER, RAIL OFFICE	\$ 114,711	\$ 79,973	\$ 34,738	\$ 90,019	\$ 24,692	\$ 115,202	\$ (491)
MANAGER, SEAPORT OFFICE-DOT	\$ 99,907	\$ 79,973	\$ 19,933	\$ 90,019	\$ 9,888	\$ 109,207	\$ (9,300)
MANAGER, TRANSIT OFFICE	\$ 110,669	\$ 79,973	\$ 30,696	\$ 90,019	\$ 20,650	\$ 100,000	\$ 10,669
STATE SAFETY ADMINISTRATOR	\$ 118,000	\$ 75,845	\$ 42,155	\$ 82,613	\$ 35,387	\$ -	\$ -
MANAGER, EQUAL OPPORTUNITY OFFICE	\$ 97,037	\$ 73,155	\$ 23,882	\$ 77,275	\$ 19,762	\$ 124,046	\$ (27,009)
MANAGER, CONTRACTUAL SERVICES OFFICE	\$ 102,216	\$ 71,625	\$ 30,591	\$ 78,397	\$ 23,819	\$ 129,741	\$ (27,525)

Source: 2013 AASHTO Salary Survey, American Association of State Highway and Transportation Officials (AASHTO).

\*AASHTO Regional recruitment market excludes FL figures. The Regional recruitment market includes the following states, as data were available: Alabama, Arkansas, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia.

Note: FDOT Annual Salary may reflect the last held annual salary by the previous incumbent for currently vacant classifications.

## PERCENT DIFFERENCE

FDOT CLASSIFICATIONS	FDOT CLASSIFICATION ANNUAL SALARY	AASHTO AVERAGE SALARY (REGIONAL*)	% DIFFERENCE (AASHTO REGIONAL)	AASHTO AVERAGE SALARY (NATIONAL)	% DIFFERENCE (AASHTO NATIONAL)	AASHTO AVERAGE SALARY (NATIONAL - WEIGHTED)	% DIFFERENCE (AASHTO NATIONAL - WEIGHTED)
<b>CENTRAL OFFICE</b>							
CHIEF OF STAFF	\$ 111,300	\$ 97,296	14.4%	\$ 94,462	17.8%	\$ 95,018	17.1%
COMPTROLLER-DOT	\$ 120,000	\$ 112,129	7.0%	\$ 111,534	7.6%	\$ 93,078	28.9%
DIRECTOR OF HUMAN RESOURCES	\$ 105,750	\$ 100,772	4.9%	\$ 100,414	5.3%	\$ 103,794	1.9%
SECRETARY OF TRANSPORTATION	\$ 141,001	\$ 156,879	-10.1%	\$ 147,667	-4.5%	\$ 79,698	76.9%
STATE HIGHWAY ENGINEER-DOT	\$ 126,915	\$ 138,772	-8.5%	\$ 133,026	-4.6%	\$ -	-
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 126,915	\$ 108,167	17.3%	\$ 109,951	15.4%	\$ 100,140	26.7%
GENERAL COUNSEL-DOT	\$ 131,000	\$ 107,377	22.0%	\$ 115,173	13.7%	\$ 200,000	-34.5%
DIRECTOR, OFFICE OF RIGHT-OF-WAY	\$ 120,427	\$ 95,110	26.6%	\$ 96,659	24.6%	\$ 96,232	25.1%
PUBLIC INFORMATION ADMINISTRATOR-DOT	\$ 107,441	\$ 89,575	19.9%	\$ 89,324	20.3%	\$ 97,162	10.6%
MANAGER, ENVIRONMENTAL MANAGEMENT OFFICE	\$ 115,711	\$ 89,265	29.6%	\$ 86,553	33.7%	\$ 127,860	-9.5%
MANAGER, AVIATION OFFICE	\$ 110,669	\$ 79,973	38.4%	\$ 90,019	22.9%	\$ 131,000	-15.5%
MANAGER, RAIL OFFICE	\$ 114,711	\$ 79,973	43.4%	\$ 90,019	27.4%	\$ 115,202	-0.4%
MANAGER, SEAPORT OFFICE-DOT	\$ 99,907	\$ 79,973	24.9%	\$ 90,019	11.0%	\$ 109,207	-8.5%
MANAGER, TRANSIT OFFICE	\$ 110,669	\$ 79,973	38.4%	\$ 90,019	22.9%	\$ 100,000	10.7%
STATE SAFETY ADMINISTRATOR	\$ 118,000	\$ 75,845	55.6%	\$ 82,613	42.8%	\$ -	-
MANAGER, EQUAL OPPORTUNITY OFFICE	\$ 97,037	\$ 73,155	32.6%	\$ 77,275	25.6%	\$ 124,046	-21.8%
MANAGER, CONTRACTUAL SERVICES OFFICE	\$ 102,216	\$ 71,625	42.7%	\$ 78,397	30.4%	\$ 129,741	-21.2%

Source: 2013 AASHTO Salary Survey, American Association of State Highway and Transportation Officials (AASHTO).

\*AASHTO Regional recruitment market excludes FL figures. The Regional recruitment market includes the following states, as data were available: Alabama, Arkansas, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia.

Note: FDOT Annual Salary may reflect the last held annual salary by the previous incumbent for currently vacant classifications.

## SOUTHEAST REGION - AASHTO SALARY RANGES COMPARISON

### AMOUNT

FDOT CLASSIFICATIONS	FDOT BROADBAND MINIMUM SALARY	AASHTO MINIMUM SALARY	DIFFERENCE BETWEEN FDOT AND AASHTO MINIMUM SALARY	FDOT BROADBAND MIDPOINT SALARY	AASHTO MIDPOINT SALARY	DIFFERENCE BETWEEN FDOT AND AASHTO MIDPOINT SALARY	FDOT BROADBAND MAXIMUM SALARY	AASHTO MAXIMUM SALARY	DIFFERENCE BETWEEN FDOT AND AASHTO MAXIMUM SALARY
<b>CENTRAL OFFICE</b>									
SECRETARY OF TRANSPORTATION	\$ 68,136	\$ 102,749	\$ (34,614)	\$ 184,223	\$ 141,694	\$ 42,528	\$ 300,309	\$ 178,526	\$ 121,783
STATE HIGHWAY ENGINEER-DOT	\$ 47,316	\$ 93,497	\$ (46,181)	\$ 133,146	\$ 131,790	\$ 1,356	\$ 218,975	\$ 167,364	\$ 51,611
GENERAL COUNSEL-DOT	\$ 47,316	\$ 75,658	\$ (28,342)	\$ 133,146	\$ 110,487	\$ 22,659	\$ 218,975	\$ 142,476	\$ 76,499
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 47,316	\$ 72,969	\$ (25,653)	\$ 133,146	\$ 111,433	\$ 21,713	\$ 218,975	\$ 145,084	\$ 73,891
COMPTROLLER-DOT	\$ 47,316	\$ 69,525	\$ (22,208)	\$ 133,146	\$ 107,625	\$ 25,521	\$ 218,975	\$ 137,724	\$ 81,251
DIRECTOR OF HUMAN RESOURCES	\$ 33,057	\$ 67,982	\$ (34,924)	\$ 93,022	\$ 94,976	\$ (1,955)	\$ 152,986	\$ 126,542	\$ 26,444
DIRECTOR, OFFICE OF RIGHT-OF-WAY	\$ 47,316	\$ 66,927	\$ (19,610)	\$ 133,146	\$ 91,076	\$ 42,070	\$ 218,975	\$ 115,331	\$ 103,644
MANAGER, ENVIRONMENTAL MANAGEMENT OFFICE	\$ 33,057	\$ 60,558	\$ (27,501)	\$ 93,022	\$ 82,242	\$ 10,780	\$ 152,986	\$ 104,521	\$ 48,464
CHIEF OF STAFF	\$ 56,780	\$ 58,600	\$ (1,820)	\$ 153,519	\$ 84,312	\$ 69,206	\$ 250,257	\$ 104,724	\$ 145,534
MANAGER, AVIATION OFFICE	\$ 33,057	\$ 57,668	\$ (24,611)	\$ 93,022	\$ 76,659	\$ 16,362	\$ 152,986	\$ 97,590	\$ 55,395
MANAGER, RAIL OFFICE	\$ 33,057	\$ 57,668	\$ (24,611)	\$ 93,022	\$ 76,659	\$ 16,362	\$ 152,986	\$ 97,590	\$ 55,395
MANAGER, SEAPORT OFFICE-DOT	\$ 33,057	\$ 57,668	\$ (24,611)	\$ 93,022	\$ 76,659	\$ 16,362	\$ 152,986	\$ 97,590	\$ 55,395
MANAGER, TRANSIT OFFICE	\$ 33,057	\$ 57,668	\$ (24,611)	\$ 93,022	\$ 76,659	\$ 16,362	\$ 152,986	\$ 97,590	\$ 55,395
STATE SAFETY ADMINISTRATOR	\$ 33,057	\$ 55,403	\$ (22,346)	\$ 93,022	\$ 76,676	\$ 16,346	\$ 152,986	\$ 99,048	\$ 53,937
PUBLIC INFORMATION ADMINISTRATOR-DOT	\$ 41,321	\$ 54,536	\$ (13,215)	\$ 116,275	\$ 93,552	\$ 22,723	\$ 191,228	\$ 137,244	\$ 53,985
MANAGER, EQUAL OPPORTUNITY OFFICE	\$ 33,057	\$ 50,923	\$ (17,866)	\$ 93,022	\$ 73,330	\$ 19,691	\$ 152,986	\$ 89,798	\$ 63,188
MANAGER, CONTRACTUAL SERVICES OFFICE	\$ 33,057	\$ 49,589	\$ (16,531)	\$ 93,022	\$ 67,880	\$ 25,141	\$ 152,986	\$ 87,907	\$ 65,079

Source: 2013 AASHTO Salary Survey, American Association of State Highway and Transportation Officials (AASHTO).

\*AASHTO Regional recruitment market excludes FL figures. The Regional recruitment market includes the following states, as data were available: Alabama, Arkansas, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia.

**PERCENT**

FDOT CLASSIFICATIONS	FDOT BROADBAND MINIMUM SALARY	AASHTO MINIMUM SALARY	% DIFFERENCE BETWEEN FDOT AND AASHTO MINIMUM SALARY	FDOT BROADBAND MIDPOINT SALARY	AASHTO MIDPOINT SALARY	% DIFFERENCE BETWEEN FDOT AND AASHTO MIDPOINT SALARY	FDOT BROADBAND MAXIMUM SALARY	AASHTO MAXIMUM SALARY	% DIFFERENCE BETWEEN FDOT AND AASHTO MAXIMUM SALARY
<b>CENTRAL OFFICE</b>									
SECRETARY OF TRANSPORTATION	\$ 68,136	\$ 102,749	-33.7%	\$ 184,223	\$ 141,694	30.0%	\$ 300,309	\$ 178,526	68.2%
STATE HIGHWAY ENGINEER-DOT	\$ 47,316	\$ 93,497	-49.4%	\$ 133,146	\$ 131,790	1.0%	\$ 218,975	\$ 167,364	30.8%
GENERAL COUNSEL-DOT	\$ 47,316	\$ 75,658	-37.5%	\$ 133,146	\$ 110,487	20.5%	\$ 218,975	\$ 142,476	53.7%
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 47,316	\$ 72,969	-35.2%	\$ 133,146	\$ 111,433	19.5%	\$ 218,975	\$ 145,084	50.9%
COMPTROLLER-DOT	\$ 47,316	\$ 69,525	-31.9%	\$ 133,146	\$ 107,625	23.7%	\$ 218,975	\$ 137,724	59.0%
DIRECTOR OF HUMAN RESOURCES	\$ 33,057	\$ 67,982	-51.4%	\$ 93,022	\$ 94,976	-2.1%	\$ 152,986	\$ 126,542	20.9%
DIRECTOR, OFFICE OF RIGHT-OF-WAY	\$ 47,316	\$ 66,927	-29.3%	\$ 133,146	\$ 91,076	46.2%	\$ 218,975	\$ 115,331	89.9%
MANAGER, ENVIRONMENTAL MANAGEMENT OFFICE	\$ 33,057	\$ 60,558	-45.4%	\$ 93,022	\$ 82,242	13.1%	\$ 152,986	\$ 104,521	46.4%
CHIEF OF STAFF	\$ 56,780	\$ 58,600	-3.1%	\$ 153,519	\$ 84,312	82.1%	\$ 250,257	\$ 104,724	139.0%
MANAGER, AVIATION OFFICE	\$ 33,057	\$ 57,668	-42.7%	\$ 93,022	\$ 76,659	21.3%	\$ 152,986	\$ 97,590	56.8%
MANAGER, RAIL OFFICE	\$ 33,057	\$ 57,668	-42.7%	\$ 93,022	\$ 76,659	21.3%	\$ 152,986	\$ 97,590	56.8%
MANAGER, SEAPORT OFFICE-DOT	\$ 33,057	\$ 57,668	-42.7%	\$ 93,022	\$ 76,659	21.3%	\$ 152,986	\$ 97,590	56.8%
MANAGER, TRANSIT OFFICE	\$ 33,057	\$ 57,668	-42.7%	\$ 93,022	\$ 76,659	21.3%	\$ 152,986	\$ 97,590	56.8%
STATE SAFETY ADMINISTRATOR	\$ 33,057	\$ 55,403	-40.3%	\$ 93,022	\$ 76,676	21.3%	\$ 152,986	\$ 99,048	54.5%
PUBLIC INFORMATION ADMINISTRATOR-DOT	\$ 41,321	\$ 54,536	-24.2%	\$ 116,275	\$ 93,552	24.3%	\$ 191,228	\$ 137,244	39.3%
MANAGER, EQUAL OPPORTUNITY OFFICE	\$ 33,057	\$ 50,923	-35.1%	\$ 93,022	\$ 73,330	26.9%	\$ 152,986	\$ 89,798	70.4%
MANAGER, CONTRACTUAL SERVICES OFFICE	\$ 33,057	\$ 49,589	-33.3%	\$ 93,022	\$ 67,880	37.0%	\$ 152,986	\$ 87,907	74.0%

Source: 2013 AASHTO Salary Survey, American Association of State Highway and Transportation Officials (AASHTO).

\*AASHTO Regional recruitment market excludes FL figures. The Regional recruitment market includes the following states, as data were available: Alabama, Arkansas, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia.

## APPENDIX H: BLS SALARY COMPARISONS

**FDOT CLASSIFICATION COMPARISON TO BLS DATA SOURCE MATCHED POSITIONS - REGIONAL, STATE, AND NATIONAL**

FDOT CLASSIFICATIONS	FDOT CLASSIFICATION ANNUAL SALARY	BLS AVERAGE SALARY (REGIONAL*)	DIFFERENCE BETWEEN FDOT AND REGIONAL MARKET	BLS AVERAGE SALARY (STATE)	DIFFERENCE BETWEEN FDOT AND STATE MARKET	BLS AVERAGE SALARY (NATIONAL)	DIFFERENCE BETWEEN FDOT AND NATIONAL MARKET
<b>CENTRAL OFFICE</b>							
ASSISTANT SEC, ENGINEERING & OPERATIONS	\$ 137,586	\$ 103,941	\$ 33,645	\$ 117,340	\$ 20,246	\$ 116,090	\$ 21,496
ASST SECRETARY FOR FINANCE AND ADMIN-DOT	\$ 137,586	\$ 103,941	\$ 33,645	\$ 117,340	\$ 20,246	\$ 116,090	\$ 21,496
ASST SECRETARY, INTERMODAL SYSTEMS DEV	\$ 137,586	\$ 103,941	\$ 33,645	\$ 117,340	\$ 20,246	\$ 116,090	\$ 21,496
ATTORNEY SUPERVISOR	\$ 102,193	\$ 108,265	\$ (6,072)	\$ 123,040	\$ (20,847)	\$ 131,990	\$ (29,797)
AUDIT DIRECTOR - SES	\$ 94,000	\$ 105,879	\$ (11,879)	\$ 127,680	\$ (33,680)	\$ 126,660	\$ (32,660)
BUDGET OFFICER	\$ 100,208	\$ 105,879	\$ (5,671)	\$ 127,680	\$ (27,472)	\$ 126,660	\$ (26,452)
CHIEF LEGAL COUNSEL	\$ 96,963	\$ 95,791	\$ 1,172	\$ 94,810	\$ 2,153	\$ 108,380	\$ (11,417)
CHIEF OF STAFF	\$ 111,300	\$ 165,924	\$ (54,624)	\$ 196,200	\$ (84,900)	\$ 178,400	\$ (67,100)
COMPTROLLER-DOT	\$ 120,000	\$ 103,941	\$ 16,059	\$ 117,340	\$ 2,660	\$ 116,090	\$ 3,910
DEP COMPTROLLER, FINANCIAL ADMIN OFFICE	\$ 106,033	\$ 105,879	\$ 154	\$ 127,680	\$ (21,647)	\$ 126,660	\$ (20,627)
DEPUTY COMPT, DISBURSEMENT OPS OFC-DOT	\$ 102,400	\$ 105,879	\$ (3,479)	\$ 127,680	\$ (25,280)	\$ 126,660	\$ (24,260)
DEPUTY COMPTROLER, GEN ACCTNG OFFICE-DOT	\$ 102,905	\$ 105,879	\$ (2,974)	\$ 127,680	\$ (24,775)	\$ 126,660	\$ (23,755)
DEPUTY GENERAL COUNSEL-DOT	\$ 114,091	\$ 95,791	\$ 18,300	\$ 94,810	\$ 19,281	\$ 108,380	\$ 5,711
DIR OF THE OFF OF POLICY PLANNING-DOT	\$ 118,379	\$ 103,941	\$ 14,438	\$ 117,340	\$ 1,039	\$ 116,090	\$ 2,289
DIR OF THE OFFICE OF CONSTRUCTION-DOT	\$ 120,427	\$ 119,666	\$ 761	\$ 117,860	\$ 2,567	\$ 136,540	\$ (16,113)
DIR OFFICE OF WORK PROGRAM & BUDGET	\$ 125,980	\$ 105,879	\$ 20,101	\$ 127,680	\$ (1,700)	\$ 126,660	\$ (680)
DIRECTOR OF ADMINISTRATION	\$ 106,000	\$ 79,026	\$ 26,974	\$ 101,180	\$ 4,820	\$ 90,190	\$ 15,810
DIRECTOR OF HUMAN RESOURCES	\$ 105,750	\$ 94,055	\$ 11,696	\$ 108,100	\$ (2,350)	\$ 111,180	\$ (5,430)
DIRECTOR OF THE OFFICE OF DESIGN-DOT	\$ 120,427	\$ 119,666	\$ 761	\$ 117,860	\$ 2,567	\$ 136,540	\$ (16,113)
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 126,915	\$ 109,647	\$ 17,268	\$ 131,300	\$ (4,385)	\$ 132,570	\$ (5,655)
DIRECTOR, OFFICE OF MAINTENANCE	\$ 120,427	\$ 119,666	\$ 761	\$ 117,860	\$ 2,567	\$ 136,540	\$ (16,113)
DIRECTOR, OFFICE OF MATERIALS	\$ 120,427	\$ 119,666	\$ 761	\$ 117,860	\$ 2,567	\$ 136,540	\$ (16,113)
DIRECTOR, OFFICE OF RIGHT-OF-WAY	\$ 120,427	\$ 55,924	\$ 64,504	\$ 55,080	\$ 65,347	\$ 64,270	\$ 56,157
EXEC DIR, FLORIDA RAIL ENTERPRISE	\$ 126,915	\$ 103,941	\$ 22,974	\$ 117,340	\$ 9,575	\$ 116,090	\$ 10,825
FEDERAL PROGRAM COORDINATOR-DOT	\$ 136,000	\$ 95,791	\$ 40,209	\$ 94,810	\$ 41,190	\$ 108,380	\$ 27,620
GENERAL COUNSEL-DOT	\$ 131,000	\$ 95,791	\$ 35,209	\$ 94,810	\$ 36,190	\$ 108,380	\$ 22,620
INSPECTOR GENERAL-DOT	\$ 115,500	\$ 103,941	\$ 11,559	\$ 117,340	\$ (1,840)	\$ 116,090	\$ (590)
INVESTIGATION MANAGER - SES	\$ 91,000	\$ 95,791	\$ (4,791)	\$ 94,810	\$ (3,810)	\$ 108,380	\$ (17,380)
FDOT CLASSIFICATIONS	FDOT CLASSIFICATION ANNUAL SALARY	BLS AVERAGE SALARY (REGIONAL*)	DIFFERENCE BETWEEN FDOT AND REGIONAL MARKET	BLS AVERAGE SALARY (STATE)	DIFFERENCE BETWEEN FDOT AND STATE MARKET	BLS AVERAGE SALARY (NATIONAL)	DIFFERENCE BETWEEN FDOT AND NATIONAL MARKET
<b>CENTRAL OFFICE, Continued.</b>							
LEGISLATIVE AFFAIRS ADMINISTRATOR	\$ 86,000	\$ 103,941	\$ (17,941)	\$ 117,340	\$ (31,340)	\$ 116,090	\$ (30,090)
MANAGER, AVIATION OFFICE	\$ 110,669	\$ 95,791	\$ 14,878	\$ 94,810	\$ 15,859	\$ 108,380	\$ 2,289
MANAGER, BUSINESS SYSTEMS SUPPORT	\$ 103,245	\$ 109,647	\$ (6,403)	\$ 131,300	\$ (28,055)	\$ 132,570	\$ (29,325)
MANAGER, CONTRACTS ADMINISTRATION OFFICE	\$ 102,906	\$ 95,791	\$ 7,115	\$ 94,810	\$ 8,096	\$ 108,380	\$ (5,474)
MANAGER, CONTRACTUAL SERVICES OFFICE	\$ 102,216	\$ 98,535	\$ 3,680	\$ 110,570	\$ (8,354)	\$ 109,640	\$ (7,424)

MANAGER, ENGINEERING/CADD SYSTEMS DESIGN	\$ 111,275	\$ 119,666	\$ (8,392)	\$ 117,860	\$ (6,585)	\$ 136,540	\$ (25,265)
MANAGER, ENVIRONMENTAL MANAGEMENT OFFICE	\$ 115,711	\$ 108,767	\$ 6,944	\$ 105,130	\$ 10,581	\$ 132,850	\$ (17,139)
MANAGER, EQUAL OPPORTUNITY OFFICE	\$ 97,037	\$ 105,879	\$ (8,842)	\$ 127,680	\$ (30,643)	\$ 126,660	\$ (29,623)
MANAGER, PRODUCTION SUPPORT OFFICE	\$ 106,972	\$ 119,666	\$ (12,694)	\$ 117,860	\$ (10,888)	\$ 136,540	\$ (29,568)
MANAGER, RAIL OFFICE	\$ 114,711	\$ 95,791	\$ 18,920	\$ 94,810	\$ 19,901	\$ 108,380	\$ 6,331
MANAGER, RIGHT-OF-WAY OPERATIONS	\$ 102,400	\$ 55,924	\$ 46,476	\$ 55,080	\$ 47,320	\$ 64,270	\$ 38,130
MANAGER, RIGHT-OF-WAY PRODUCTION	\$ 87,241	\$ 55,924	\$ 31,317	\$ 55,080	\$ 32,161	\$ 64,270	\$ 22,971
MANAGER, SEAPORT OFFICE-DOT	\$ 99,907	\$ 95,791	\$ 4,116	\$ 94,810	\$ 5,097	\$ 108,380	\$ (8,473)
MANAGER, SPECIFICATIONS & ESTIMATES OFFI	\$ 116,500	\$ 119,666	\$ (3,166)	\$ 117,860	\$ (1,360)	\$ 136,540	\$ (20,040)
MANAGER, STATEWIDE SCALE OPERATONS	\$ 83,950	\$ 103,941	\$ (19,991)	\$ 117,340	\$ (33,390)	\$ 116,090	\$ (32,140)
MANAGER, STRATEGIC INITIATIVES	\$ 117,000	\$ 119,666	\$ (2,666)	\$ 117,860	\$ (860)	\$ 136,540	\$ (19,540)
MANAGER, SUPPORT SERVICES OFFICE	\$ 97,037	\$ 79,026	\$ 18,011	\$ 101,180	\$ (4,143)	\$ 90,190	\$ 6,847
MANAGER, SYSTEMS PLANNING OFFICE	\$ 115,711	\$ 95,791	\$ 19,920	\$ 94,810	\$ 20,901	\$ 108,380	\$ 7,331
MANAGER, TRANSIT OFFICE	\$ 110,669	\$ 95,791	\$ 14,878	\$ 94,810	\$ 15,859	\$ 108,380	\$ 2,289
MANAGER, TRANSPORTATION STATISTIC OFFICE	\$ 115,711	\$ 108,767	\$ 6,944	\$ 105,130	\$ 10,581	\$ 132,850	\$ (17,139)
PUBLIC INFORMATION ADMINISTRATOR-DOT	\$ 107,441	\$ 90,677	\$ 16,764	\$ 109,190	\$ (1,749)	\$ 111,260	\$ (3,819)
REGIONAL MGR FOR INFORMATION TECHNOLOGY	\$ 103,245	\$ 109,647	\$ (6,403)	\$ 131,300	\$ (28,055)	\$ 132,570	\$ (29,325)
SECRETARY OF TRANSPORTATION	\$ 141,001	\$ 165,924	\$ (24,923)	\$ 196,200	\$ (55,199)	\$ 178,400	\$ (37,399)
STATE FREIGHT & LOGISTICS ADMINISTRATOR	\$ 116,000	\$ 103,941	\$ 12,059	\$ 117,340	\$ (1,340)	\$ 116,090	\$ (90)
STATE HIGHWAY ENGINEER-DOT	\$ 126,915	\$ 119,666	\$ 7,249	\$ 117,860	\$ 9,055	\$ 136,540	\$ (9,625)
STATE ROADWAY DESIGN ENGINEER-DOT	\$ 116,500	\$ 119,666	\$ (3,166)	\$ 117,860	\$ (1,360)	\$ 136,540	\$ (20,040)
STATE SAFETY ADMINISTRATOR	\$ 118,000	\$ 95,791	\$ 22,209	\$ 94,810	\$ 23,190	\$ 108,380	\$ 9,620
STATE STRUCTURES DESIGN ENGINEER	\$ 116,500	\$ 119,666	\$ (3,166)	\$ 117,860	\$ (1,360)	\$ 136,540	\$ (20,040)
STATE SURVEYOR-DOT	\$ 106,000	\$ 119,666	\$ (13,666)	\$ 117,860	\$ (11,860)	\$ 136,540	\$ (30,540)
STATE TRAFFIC OPERATIONS ENGINEER	\$ 120,427	\$ 119,666	\$ 761	\$ 117,860	\$ 2,567	\$ 136,540	\$ (16,113)
STATE TRANSPORTATION DEV ADMIN	\$ 126,915	\$ 103,941	\$ 22,974	\$ 117,340	\$ 9,575	\$ 116,090	\$ 10,825
<b>FDOT CLASSIFICATIONS</b>	<b>FDOT CLASSIFICATION ANNUAL SALARY</b>	<b>BLS AVERAGE SALARY (REGIONAL*)</b>	<b>DIFFERENCE BETWEEN FDOT AND REGIONAL MARKET</b>	<b>BLS AVERAGE SALARY (STATE)</b>	<b>DIFFERENCE BETWEEN FDOT AND STATE MARKET</b>	<b>BLS AVERAGE SALARY (NATIONAL)</b>	<b>DIFFERENCE BETWEEN FDOT AND NATIONAL MARKET</b>
<b><u>DISTRICT</u></b>							
ADMINISTRATIVE SERVICES MANAGER	\$ 106,766	\$ 79,026	\$ 27,739	\$ 101,180	\$ 5,586	\$ 90,190	\$ 16,576
DIST PLANNING & ENVIRONMNT MGT ADMIN-DOT	\$ 111,459	\$ 95,791	\$ 15,668	\$ 94,810	\$ 16,649	\$ 108,380	\$ 3,079
DISTRICT CONSTRUCTION ENGINEER - DOT	\$ 112,847	\$ 119,666	\$ (6,819)	\$ 117,860	\$ (5,013)	\$ 136,540	\$ (23,693)
DISTRICT DESIGN ENGINEER - DOT	\$ 115,139	\$ 119,666	\$ (4,528)	\$ 117,860	\$ (2,721)	\$ 136,540	\$ (21,401)
DISTRICT DIRECTOR-OPERATIONS-DOT	\$ 120,513	\$ 103,941	\$ 16,572	\$ 117,340	\$ 3,173	\$ 116,090	\$ 4,423
DISTRICT DIRECTOR-PRODUCTION-DOT	\$ 120,513	\$ 103,941	\$ 16,572	\$ 117,340	\$ 3,173	\$ 116,090	\$ 4,423
DISTRICT LAND SURVEYOR - DOT	\$ 91,114	\$ 119,666	\$ (28,552)	\$ 117,860	\$ (26,746)	\$ 136,540	\$ (45,426)
DISTRICT MAINTENANCE ADMINISTRATOR - SES	\$ 110,908	\$ 103,941	\$ 6,968	\$ 117,340	\$ (6,432)	\$ 116,090	\$ (5,182)
DISTRICT MAINTENANCE ENGINEER - DOT	\$ 114,281	\$ 119,666	\$ (5,385)	\$ 117,860	\$ (3,579)	\$ 136,540	\$ (22,259)
DISTRICT MATERIALS ENGINEER - DOT	\$ 110,320	\$ 119,666	\$ (9,346)	\$ 117,860	\$ (7,540)	\$ 136,540	\$ (26,220)
DISTRICT PLANNING MANAGER - DOT	\$ 111,938	\$ 103,941	\$ 7,997	\$ 117,340	\$ (5,402)	\$ 116,090	\$ (4,152)
DISTRICT PROGRAM MGMT ADMIN-DOT	\$ 109,794	\$ 103,941	\$ 5,853	\$ 117,340	\$ (7,546)	\$ 116,090	\$ (6,296)
DISTRICT PUBLIC TRANSPORTATION MGR - DOT	\$ 116,567	\$ 95,791	\$ 20,776	\$ 94,810	\$ 21,757	\$ 108,380	\$ 8,187
DISTRICT RIGHT-OF-WAY ADMIN - DOT	\$ 107,624	\$ 55,924	\$ 51,700	\$ 55,080	\$ 52,544	\$ 64,270	\$ 43,354
DISTRICT SECRETARY	\$ 137,586	\$ 103,941	\$ 33,645	\$ 117,340	\$ 20,246	\$ 116,090	\$ 21,496

DISTRICT TRAFFIC OPERATIONS ENGINEER-DOT	\$ 111,419	\$ 119,666	\$ (8,247)	\$ 117,860	\$ (6,441)	\$ 136,540	\$ (25,121)
MANAGER, FT MYERS URBAN PLANNING OFFICE	\$ 86,800	\$ 95,791	\$ (8,991)	\$ 94,810	\$ (8,010)	\$ 108,380	\$ (21,580)
MANAGER,PENSACOLA URBAN PLANNING OFFICE	\$ 87,931	\$ 95,791	\$ (7,859)	\$ 94,810	\$ (6,879)	\$ 108,380	\$ (20,449)
FDOT CLASSIFICATIONS	FDOT CLASSIFICATION ANNUAL SALARY	BLS AVERAGE SALARY (REGIONAL*)	DIFFERENCE BETWEEN FDOT AND REGIONAL MARKET	BLS AVERAGE SALARY (STATE)	DIFFERENCE BETWEEN FDOT AND STATE MARKET	BLS AVERAGE SALARY (NATIONAL)	DIFFERENCE BETWEEN FDOT AND NATIONAL MARKET
<b>TURNPIKE</b>							
CHIEF FINANCIAL OFFICER-DOT	\$ 126,915	\$ 165,924	\$ (39,008)	\$ 196,200	\$ (69,285)	\$ 178,400	\$ (51,485)
DATA CENTER DIRECTOR-DOT	\$ 94,316	\$ 109,647	\$ (15,331)	\$ 131,300	\$ (36,984)	\$ 132,570	\$ (38,254)
DEPUTY DIR OF FACILITIES & EQUIPT-DOT	\$ 102,373	\$ 103,941	\$ (1,568)	\$ 117,340	\$ (14,967)	\$ 116,090	\$ (13,717)
DEPUTY DIRECTOR FOR TOLL OPERATIONS-DOT	\$ 102,373	\$ 103,941	\$ (1,568)	\$ 117,340	\$ (14,967)	\$ 116,090	\$ (13,717)
DEPUTY DIRECTOR, SUPPORT-DOT	\$ 101,373	\$ 79,026	\$ 22,346	\$ 101,180	\$ 193	\$ 90,190	\$ 11,183
DIRECTOR, BUSINESS DEV & CONCESSION MGMT	\$ 107,708	\$ 113,343	\$ (5,635)	\$ 118,820	\$ (11,112)	\$ 133,700	\$ (25,992)
DIRECTOR, TOLL OPERATIONS	\$ 120,513	\$ 103,941	\$ 16,572	\$ 117,340	\$ 3,173	\$ 116,090	\$ 4,423
DISTRICT CONSTRUCTION ENGINEER - DOT	\$ 115,000	\$ 119,666	\$ (4,666)	\$ 117,860	\$ (2,860)	\$ 136,540	\$ (21,540)
DISTRICT DESIGN ENGINEER - DOT	\$ 115,000	\$ 119,666	\$ (4,666)	\$ 117,860	\$ (2,860)	\$ 136,540	\$ (21,540)
DISTRICT DIRECTOR-OPERATIONS-DOT	\$ 120,513	\$ 103,941	\$ 16,572	\$ 117,340	\$ 3,173	\$ 116,090	\$ 4,423
DISTRICT DIRECTOR-PRODUCTION-DOT	\$ 120,513	\$ 103,941	\$ 16,572	\$ 117,340	\$ 3,173	\$ 116,090	\$ 4,423
DISTRICT MAINTENANCE ENGINEER - DOT	\$ 115,000	\$ 119,666	\$ (4,666)	\$ 117,860	\$ (2,860)	\$ 136,540	\$ (21,540)
DISTRICT MATERIALS ENGINEER - DOT	\$ 107,708	\$ 119,666	\$ (11,959)	\$ 117,860	\$ (10,152)	\$ 136,540	\$ (28,832)
DISTRICT PLANNING MANAGER - DOT	\$ 102,373	\$ 103,941	\$ (1,568)	\$ 117,340	\$ (14,967)	\$ 116,090	\$ (13,717)
DISTRICT PROFESSIONAL SERVICES ADMIN-DOT	\$ 96,000	\$ 103,941	\$ (7,941)	\$ 117,340	\$ (21,340)	\$ 116,090	\$ (20,090)
DISTRICT PROGRAM MGMT ADMIN-DOT	\$ 107,000	\$ 103,941	\$ 3,059	\$ 117,340	\$ (10,340)	\$ 116,090	\$ (9,090)
DISTRICT RIGHT-OF-WAY ADMIN - DOT	\$ 109,500	\$ 55,924	\$ 53,576	\$ 55,080	\$ 54,420	\$ 64,270	\$ 45,230
DISTRICT TRAFFIC OPERATIONS ENGINEER-DOT	\$ 107,708	\$ 119,666	\$ (11,959)	\$ 117,860	\$ (10,152)	\$ 136,540	\$ (28,832)
EXEC DIR, FLORIDA'S TURNPIKE ENTERPRISE	\$ 137,586	\$ 103,941	\$ 33,645	\$ 117,340	\$ 20,246	\$ 116,090	\$ 21,496
INVESTIGATION MANAGER - SES	\$ 87,100	\$ 95,791	\$ (8,691)	\$ 94,810	\$ (7,710)	\$ 108,380	\$ (21,280)
REGIONAL TOLL MANAGER-DOT	\$ 92,961	\$ 103,941	\$ (10,980)	\$ 117,340	\$ (24,379)	\$ 116,090	\$ (23,129)
SUNPASS OPERATIONS MANAGER-DOT	\$ 89,995	\$ 103,941	\$ (13,946)	\$ 117,340	\$ (27,345)	\$ 116,090	\$ (26,095)
TURNPIKE ADMINISTRATIVE SERVICES MANAGER	\$ 100,772	\$ 79,026	\$ 21,746	\$ 101,180	\$ (408)	\$ 90,190	\$ 10,582

Source: Occupational Employment Statistics, Bureau of Labor Statistics, May 2013 data.

\*BLS Regional recruitment market excludes FL figures. The Regional recruitment market includes the following states, as data were available: Alabama, Arkansas, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia.

Note: FDOT Annual Salary may reflect the last held annual salary by the previous incumbent for currently vacant classifications.



**BLS - % above and below mkt**

FDOT CLASSIFICATIONS	FDOT CLASSIFICATION ANNUAL SALARY	BLS AVERAGE SALARY (REGIONAL*)	% DIFFERENCE (BLS REGIONAL)	BLS AVERAGE SALARY (STATE)	% DIFFERENCE (BLS STATE)	BLS AVERAGE SALARY (NATIONAL)	% DIFFERENCE (BLS NATIONAL)
<b>CENTRAL OFFICE</b>							
ASSISTANT SEC, ENGINEERING & OPERATIONS	\$ 137,586	\$ 103,941	32.4%	\$ 117,340	14.7%	\$ 116,090	15.6%
ASST SECRETARY FOR FINANCE AND ADMIN-DOT	\$ 137,586	\$ 103,941	32.4%	\$ 117,340	14.7%	\$ 116,090	15.6%
ASST SECRETARY, INTERMODAL SYSTEMS DEV	\$ 137,586	\$ 103,941	32.4%	\$ 117,340	14.7%	\$ 116,090	15.6%
ATTORNEY SUPERVISOR	\$ 102,193	\$ 108,265	-5.6%	\$ 123,040	-20.4%	\$ 131,990	-29.2%
AUDIT DIRECTOR - SES	\$ 94,000	\$ 105,879	-11.2%	\$ 127,680	-35.8%	\$ 126,660	-34.7%
BUDGET OFFICER	\$ 100,208	\$ 105,879	-5.4%	\$ 127,680	-27.4%	\$ 126,660	-26.4%
CHIEF LEGAL COUNSEL	\$ 96,963	\$ 95,791	1.2%	\$ 94,810	2.2%	\$ 108,380	-11.8%
CHIEF OF STAFF	\$ 111,300	\$ 165,924	-32.9%	\$ 196,200	-76.3%	\$ 178,400	-60.3%
COMPTROLLER-DOT	\$ 120,000	\$ 103,941	15.5%	\$ 117,340	2.2%	\$ 116,090	3.3%
DEP COMPTROLLER, FINANCIAL ADMIN OFFICE	\$ 106,033	\$ 105,879	0.1%	\$ 127,680	-20.4%	\$ 126,660	-19.5%
DEPUTY COMPT, DISBURSEMENT OPS OFC-DOT	\$ 102,400	\$ 105,879	-3.3%	\$ 127,680	-24.7%	\$ 126,660	-23.7%
DEPUTY COMPTROLER, GEN ACCTNG OFFICE-DOT	\$ 102,905	\$ 105,879	-2.8%	\$ 127,680	-24.1%	\$ 126,660	-23.1%
DEPUTY GENERAL COUNSEL-DOT	\$ 114,091	\$ 95,791	19.1%	\$ 94,810	16.9%	\$ 108,380	5.0%
DIR OF THE OFF OF POLICY PLANNING-DOT	\$ 118,379	\$ 103,941	13.9%	\$ 117,340	0.9%	\$ 116,090	1.9%
DIR OF THE OFFICE OF CONSTRUCTION-DOT	\$ 120,427	\$ 119,666	0.6%	\$ 117,860	2.1%	\$ 136,540	-13.4%
DIR OFFICE OF WORK PROGRAM & BUDGET	\$ 125,980	\$ 105,879	19.0%	\$ 127,680	-1.3%	\$ 126,660	-0.5%
DIRECTOR OF ADMINISTRATION	\$ 106,000	\$ 79,026	34.1%	\$ 101,180	4.5%	\$ 90,190	14.9%
DIRECTOR OF HUMAN RESOURCES	\$ 105,750	\$ 94,055	12.4%	\$ 108,100	-2.2%	\$ 111,180	-5.1%
DIRECTOR OF THE OFFICE OF DESIGN-DOT	\$ 120,427	\$ 119,666	0.6%	\$ 117,860	2.1%	\$ 136,540	-13.4%
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 126,915	\$ 109,647	15.7%	\$ 131,300	-3.5%	\$ 132,570	-4.5%
DIRECTOR, OFFICE OF MAINTENANCE	\$ 120,427	\$ 119,666	0.6%	\$ 117,860	2.1%	\$ 136,540	-13.4%
DIRECTOR, OFFICE OF MATERIALS	\$ 120,427	\$ 119,666	0.6%	\$ 117,860	2.1%	\$ 136,540	-13.4%
DIRECTOR, OFFICE OF RIGHT-OF-WAY	\$ 120,427	\$ 55,924	115.3%	\$ 55,080	54.3%	\$ 64,270	46.6%
EXEC DIR, FLORIDA RAIL ENTERPRISE	\$ 126,915	\$ 103,941	22.1%	\$ 117,340	7.5%	\$ 116,090	8.5%
FEDERAL PROGRAM COORDINATOR-DOT	\$ 136,000	\$ 95,791	42.0%	\$ 94,810	30.3%	\$ 108,380	20.3%
GENERAL COUNSEL-DOT	\$ 131,000	\$ 95,791	36.8%	\$ 94,810	27.6%	\$ 108,380	17.3%
INSPECTOR GENERAL-DOT	\$ 115,500	\$ 103,941	11.1%	\$ 117,340	-1.6%	\$ 116,090	-0.5%
INVESTIGATION MANAGER - SES	\$ 91,000	\$ 95,791	-5.0%	\$ 94,810	-4.2%	\$ 108,380	-19.1%
LEGISLATIVE AFFAIRS ADMINISTRATOR	\$ 86,000	\$ 103,941	-17.3%	\$ 117,340	-36.4%	\$ 116,090	-35.0%
MANAGER, AVIATION OFFICE	\$ 110,669	\$ 95,791	15.5%	\$ 94,810	14.3%	\$ 108,380	2.1%
MANAGER, BUSINESS SYSTEMS SUPPORT	\$ 103,245	\$ 109,647	-5.8%	\$ 131,300	-27.2%	\$ 132,570	-28.4%
MANAGER, CONTRACTS ADMINISTRATION OFFICE	\$ 102,906	\$ 95,791	7.4%	\$ 94,810	7.9%	\$ 108,380	-5.3%
MANAGER, CONTRACTUAL SERVICES OFFICE	\$ 102,216	\$ 98,535	3.7%	\$ 110,570	-8.2%	\$ 109,640	-7.3%
MANAGER, ENGINEERING/CADD SYSTEMS DESIGN	\$ 111,275	\$ 119,666	-7.0%	\$ 117,860	-5.9%	\$ 136,540	-22.7%
MANAGER, ENVIRONMENTAL MANAGEMENT OFFICE	\$ 115,711	\$ 108,767	6.4%	\$ 105,130	9.1%	\$ 132,850	-14.8%
MANAGER, EQUAL OPPORTUNITY OFFICE	\$ 97,037	\$ 105,879	-8.4%	\$ 127,680	-31.6%	\$ 126,660	-30.5%
MANAGER, PRODUCTION SUPPORT OFFICE	\$ 106,972	\$ 119,666	-10.6%	\$ 117,860	-10.2%	\$ 136,540	-27.6%
MANAGER, RAIL OFFICE	\$ 114,711	\$ 95,791	19.8%	\$ 94,810	17.3%	\$ 108,380	5.5%
MANAGER, RIGHT-OF-WAY OPERATIONS	\$ 102,400	\$ 55,924	83.1%	\$ 55,080	46.2%	\$ 64,270	37.2%
MANAGER, RIGHT-OF-WAY PRODUCTION	\$ 87,241	\$ 55,924	56.0%	\$ 55,080	36.9%	\$ 64,270	26.3%

MANAGER, SEAPORT OFFICE-DOT	\$ 99,907	\$ 95,791	4.3%	\$ 94,810	5.1%	\$ 108,380	-8.5%
MANAGER, SPECIFICATIONS & ESTIMATES OFFI	\$ 116,500	\$ 119,666	-2.6%	\$ 117,860	-1.2%	\$ 136,540	-17.2%
MANAGER, STATEWIDE SCALE OPERATONS	\$ 83,950	\$ 103,941	-19.2%	\$ 117,340	-39.8%	\$ 116,090	-38.3%
MANAGER, STRATEGIC INITIATIVES	\$ 117,000	\$ 119,666	-2.2%	\$ 117,860	-0.7%	\$ 136,540	-16.7%
MANAGER, SUPPORT SERVICES OFFICE	\$ 97,037	\$ 79,026	22.8%	\$ 101,180	-4.3%	\$ 90,190	7.1%
MANAGER, SYSTEMS PLANNING OFFICE	\$ 115,711	\$ 95,791	20.8%	\$ 94,810	18.1%	\$ 108,380	6.3%
MANAGER, TRANSIT OFFICE	\$ 110,669	\$ 95,791	15.5%	\$ 94,810	14.3%	\$ 108,380	2.1%
MANAGER, TRANSPORTATION STATISTIC OFFICE	\$ 115,711	\$ 108,767	6.4%	\$ 105,130	9.1%	\$ 132,850	-14.8%
PUBLIC INFORMATION ADMINISTRATOR-DOT	\$ 107,441	\$ 90,677	18.5%	\$ 109,190	-1.6%	\$ 111,260	-3.6%
REGIONAL MGR FOR INFORMATION TECHNOLOGY	\$ 103,245	\$ 109,647	-5.8%	\$ 131,300	-27.2%	\$ 132,570	-28.4%
SECRETARY OF TRANSPORTATION	\$ 141,001	\$ 165,924	-15.0%	\$ 196,200	-39.1%	\$ 178,400	-26.5%
STATE FREIGHT & LOGISTICS ADMINISTRATOR	\$ 116,000	\$ 103,941	11.6%	\$ 117,340	-1.2%	\$ 116,090	-0.1%
STATE HIGHWAY ENGINEER-DOT	\$ 126,915	\$ 119,666	6.1%	\$ 117,860	7.1%	\$ 136,540	-7.6%
STATE ROADWAY DESIGN ENGINEER-DOT	\$ 116,500	\$ 119,666	-2.6%	\$ 117,860	-1.2%	\$ 136,540	-17.2%
STATE SAFETY ADMINISTRATOR	\$ 118,000	\$ 95,791	23.2%	\$ 94,810	19.7%	\$ 108,380	8.2%
STATE STRUCTURES DESIGN ENGINEER	\$ 116,500	\$ 119,666	-2.6%	\$ 117,860	-1.2%	\$ 136,540	-17.2%
STATE SURVEYOR-DOT	\$ 106,000	\$ 119,666	-11.4%	\$ 117,860	-11.2%	\$ 136,540	-28.8%
STATE TRAFFIC OPERATIONS ENGINEER	\$ 120,427	\$ 119,666	0.6%	\$ 117,860	2.1%	\$ 136,540	-13.4%
STATE TRANSPORTATION DEV ADMIN	\$ 126,915	\$ 103,941	22.1%	\$ 117,340	7.5%	\$ 116,090	8.5%

FDOT CLASSIFICATIONS	FDOT CLASSIFICATION ANNUAL SALARY	BLS AVERAGE SALARY (REGIONAL*)	% DIFFERENCE (REGIONAL)	BLS AVERAGE SALARY (STATE)	% DIFFERENCE (STATE)	BLS AVERAGE SALARY (NATIONAL)	% DIFFERENCE (NATIONAL)
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#### DISTRICT

ADMINISTRATIVE SERVICES MANAGER	\$ 106,766	\$ 79,026	35.1%	\$ 101,180	5.2%	\$ 90,190	15.5%
DIST PLANNING & ENVIRONMNT MGT ADMIN-DOT	\$ 111,459	\$ 95,791	16.4%	\$ 94,810	14.9%	\$ 108,380	2.8%
DISTRICT CONSTRUCTION ENGINEER - DOT	\$ 112,847	\$ 119,666	-5.7%	\$ 117,860	-4.4%	\$ 136,540	-21.0%
DISTRICT DESIGN ENGINEER - DOT	\$ 115,139	\$ 119,666	-3.8%	\$ 117,860	-2.4%	\$ 136,540	-18.6%
DISTRICT DIRECTOR-OPERATIONS-DOT	\$ 120,513	\$ 103,941	15.9%	\$ 117,340	2.6%	\$ 116,090	3.7%
DISTRICT DIRECTOR-PRODUCTION-DOT	\$ 120,513	\$ 103,941	15.9%	\$ 117,340	2.6%	\$ 116,090	3.7%
DISTRICT LAND SURVEYOR - DOT	\$ 91,114	\$ 119,666	-23.9%	\$ 117,860	-29.4%	\$ 136,540	-49.9%
DISTRICT MAINTENANCE ADMINISTRATOR - SES	\$ 110,908	\$ 103,941	6.7%	\$ 117,340	-5.8%	\$ 116,090	-4.7%
DISTRICT MAINTENANCE ENGINEER - DOT	\$ 114,281	\$ 119,666	-4.5%	\$ 117,860	-3.1%	\$ 136,540	-19.5%
DISTRICT MATERIALS ENGINEER - DOT	\$ 110,320	\$ 119,666	-7.8%	\$ 117,860	-6.8%	\$ 136,540	-23.8%
DISTRICT PLANNING MANAGER - DOT	\$ 111,938	\$ 103,941	7.7%	\$ 117,340	-4.8%	\$ 116,090	-3.7%
DISTRICT PROGRAM MGMT ADMIN-DOT	\$ 109,794	\$ 103,941	5.6%	\$ 117,340	-6.9%	\$ 116,090	-5.7%
DISTRICT PUBLIC TRANSPORTATION MGR - DOT	\$ 116,567	\$ 95,791	21.7%	\$ 94,810	18.7%	\$ 108,380	7.0%
DISTRICT RIGHT-OF-WAY ADMIN - DOT	\$ 107,624	\$ 55,924	92.4%	\$ 55,080	48.8%	\$ 64,270	40.3%
DISTRICT SECRETARY	\$ 137,586	\$ 103,941	32.4%	\$ 117,340	14.7%	\$ 116,090	15.6%
DISTRICT TRAFFIC OPERATIONS ENGINEER-DOT	\$ 111,419	\$ 119,666	-6.9%	\$ 117,860	-5.8%	\$ 136,540	-22.5%
MANAGER, FT MYERS URBAN PLANNING OFFICE	\$ 86,800	\$ 95,791	-9.4%	\$ 94,810	-9.2%	\$ 108,380	-24.9%
MANAGER,PENSACOLA URBAN PLANNING OFFICE	\$ 87,931	\$ 95,791	-8.2%	\$ 94,810	-7.8%	\$ 108,380	-23.3%

FDOT CLASSIFICATIONS	FDOT CLASSIFICATION ANNUAL SALARY	BLS AVERAGE SALARY (REGIONAL*)	% DIFFERENCE (REGIONAL)	BLS AVERAGE SALARY (STATE)	% DIFFERENCE (STATE)	BLS AVERAGE SALARY (NATIONAL)	% DIFFERENCE (NATIONAL)
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#### TURNPIKE

CHIEF FINANCIAL OFFICER-DOT	\$ 126,915	\$ 165,924	-23.5%	\$ 196,200	-54.6%	\$ 178,400	-40.6%
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DATA CENTER DIRECTOR-DOT	\$ 94,316	\$ 109,647	-14.0%	\$ 131,300	-39.2%	\$ 132,570	-40.6%
DEPUTY DIR OF FACILITIES & EQOPT-DOT	\$ 102,373	\$ 103,941	-1.5%	\$ 117,340	-14.6%	\$ 116,090	-13.4%
DEPUTY DIRECTOR FOR TOLL OPERATIONS-DOT	\$ 102,373	\$ 103,941	-1.5%	\$ 117,340	-14.6%	\$ 116,090	-13.4%
DEPUTY DIRECTOR, SUPPORT-DOT	\$ 101,373	\$ 79,026	28.3%	\$ 101,180	0.2%	\$ 90,190	11.0%
DIRECTOR, BUSINESS DEV & CONCESSION MGMT	\$ 107,708	\$ 113,343	-5.0%	\$ 118,820	-10.3%	\$ 133,700	-24.1%
DIRECTOR, TOLL OPERATIONS	\$ 120,513	\$ 103,941	15.9%	\$ 117,340	2.6%	\$ 116,090	3.7%
DISTRICT CONSTRUCTION ENGINEER - DOT	\$ 115,000	\$ 119,666	-3.9%	\$ 117,860	-2.5%	\$ 136,540	-18.7%
DISTRICT DESIGN ENGINEER - DOT	\$ 115,000	\$ 119,666	-3.9%	\$ 117,860	-2.5%	\$ 136,540	-18.7%
DISTRICT DIRECTOR-OPERATIONS-DOT	\$ 120,513	\$ 103,941	15.9%	\$ 117,340	2.6%	\$ 116,090	3.7%
DISTRICT DIRECTOR-PRODUCTION-DOT	\$ 120,513	\$ 103,941	15.9%	\$ 117,340	2.6%	\$ 116,090	3.7%
DISTRICT MAINTENANCE ENGINEER - DOT	\$ 115,000	\$ 119,666	-3.9%	\$ 117,860	-2.5%	\$ 136,540	-18.7%
DISTRICT MATERIALS ENGINEER - DOT	\$ 107,708	\$ 119,666	-10.0%	\$ 117,860	-9.4%	\$ 136,540	-26.8%
DISTRICT PLANNING MANAGER - DOT	\$ 102,373	\$ 103,941	-1.5%	\$ 117,340	-14.6%	\$ 116,090	-13.4%
DISTRICT PROFESSIONAL SERVICES ADMIN-DOT	\$ 96,000	\$ 103,941	-7.6%	\$ 117,340	-22.2%	\$ 116,090	-20.9%
DISTRICT PROGRAM MGMT ADMIN-DOT	\$ 107,000	\$ 103,941	2.9%	\$ 117,340	-9.7%	\$ 116,090	-8.5%
DISTRICT RIGHT-OF-WAY ADMIN - DOT	\$ 109,500	\$ 55,924	95.8%	\$ 55,080	49.7%	\$ 64,270	41.3%
DISTRICT TRAFFIC OPERATIONS ENGINEER-DOT	\$ 107,708	\$ 119,666	-10.0%	\$ 117,860	-9.4%	\$ 136,540	-26.8%
EXEC DIR, FLORIDA'S TURNPIKE ENTERPRISE	\$ 137,586	\$ 103,941	32.4%	\$ 117,340	14.7%	\$ 116,090	15.6%
INVESTIGATION MANAGER - SES	\$ 87,100	\$ 95,791	-9.1%	\$ 94,810	-8.9%	\$ 108,380	-24.4%
REGIONAL TOLL MANAGER-DOT	\$ 92,961	\$ 103,941	-10.6%	\$ 117,340	-26.2%	\$ 116,090	-24.9%
SUNPASS OPERATIONS MANAGER-DOT	\$ 89,995	\$ 103,941	-13.4%	\$ 117,340	-30.4%	\$ 116,090	-29.0%
TURNPIKE ADMINISTRATIVE SERVICES MANAGER	\$ 100,772	\$ 79,026	27.5%	\$ 101,180	-0.4%	\$ 90,190	10.5%

Source: Occupational Employment Statistics, Bureau of Labor Statistics, May 2013 data.

\*BLS Regional recruitment market excludes FL figures. The Regional recruitment market includes the following states, as data were available: Alabama, Arkansas, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia.

Note: FDOT Annual Salary may reflect the last held annual salary by the previous incumbent for currently vacant classifications.