

I.3 OVERVIEW OF REMAINING CHAPTERS

This report is comprised of six chapters, including this introduction. The remaining chapters are:

- **Chapter 2.0 – Project Approach and Methodology.** This chapter presents a summary of the methodology used for collecting and evaluating qualitative and quantitative data as part of the market review analysis for all included classifications. A description of each component is provided along with references to appendices containing more detailed information.
- **Chapter 3.0 – Compensation Findings.** This chapter summarizes the findings from the study’s comprehensive review of all collected compensation data, including related interview and survey findings.
- **Chapter 4.0 – Benefits Findings.** This chapter summarizes the findings from the study’s comprehensive review of all collected benefits data, including related interview and survey findings.
- **Chapter 5.0 – Professional Engineer Training Program Findings.** This chapter summarizes the methodology, findings, and recommendations of MGT’s evaluation of the Florida Department of Transportation’s Professional Engineers Training Program.
- **Chapter 6.0 – Conclusions and Recommendations.** This chapter presents the conclusions and recommendations of the study, and provides strategies and guidelines for implementation and long-term maintenance.

Additional materials and information related to this study may be found in the appendices of this report, which include:

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| APPENDIX A: | FLORIDA DEPARTMENT OF TRANSPORTATION ORGANIZATIONAL CHART |
| APPENDIX B: | OVERVIEW OF FLORIDA DEPARTMENT OF TRANSPORTATION DISTRICTS |
| APPENDIX C: | FLORIDA DEPARTMENT OF TRANSPORTATION CLASSIFICATIONS LISTINGS |
| APPENDIX D: | LIST OF TRANSPORTATION INDUSTRY PRIVATE FIRMS SURVEYED |
| APPENDIX E: | FLORIDA DEPARTMENT OF TRANSPORTATION BROADBAND RANGES |
| APPENDIX F: | TRANSPORTATION INDUSTRY SALARY SURVEY RESULTS |
| APPENDIX G: | AASHTO SALARY COMPARISONS |
| APPENDIX H: | BLS SALARY COMPARISONS |
| APPENDIX I: | SMS/SES GUIDELINES FOR PRO-RATION/PAYMENT OF ANNUAL LEAVE |
| APPENDIX J: | FLORIDA RETIREMENT SYSTEM CONTRIBUTION RATES |
| APPENDIX K: | ADMINISTRATIVE LEAVE |
| APPENDIX L: | PROFESSIONAL ENGINEER TRAINING PROGRAM REVIEW FULL REPORT |
| APPENDIX M: | PROPOSED OPTIONS FOR RANGES BASED ON (1) PRIVATE INDUSTRY AND (2) BLS |
| APPENDIX N: | GRADE ASSIGNMENT LISTINGS FOR PROPOSED RANGE OPTIONS: PRIVATE AND BLS |
| APPENDIX O: | BENCHMARKED SOURCES FOR PROPOSED RANGE OPTIONS |