

3.0: COMPENSATION FINDINGS

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 1st, 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.