

### 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.