

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
CENTRAL OFFICE			
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)
CENTRAL OFFICE			
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.

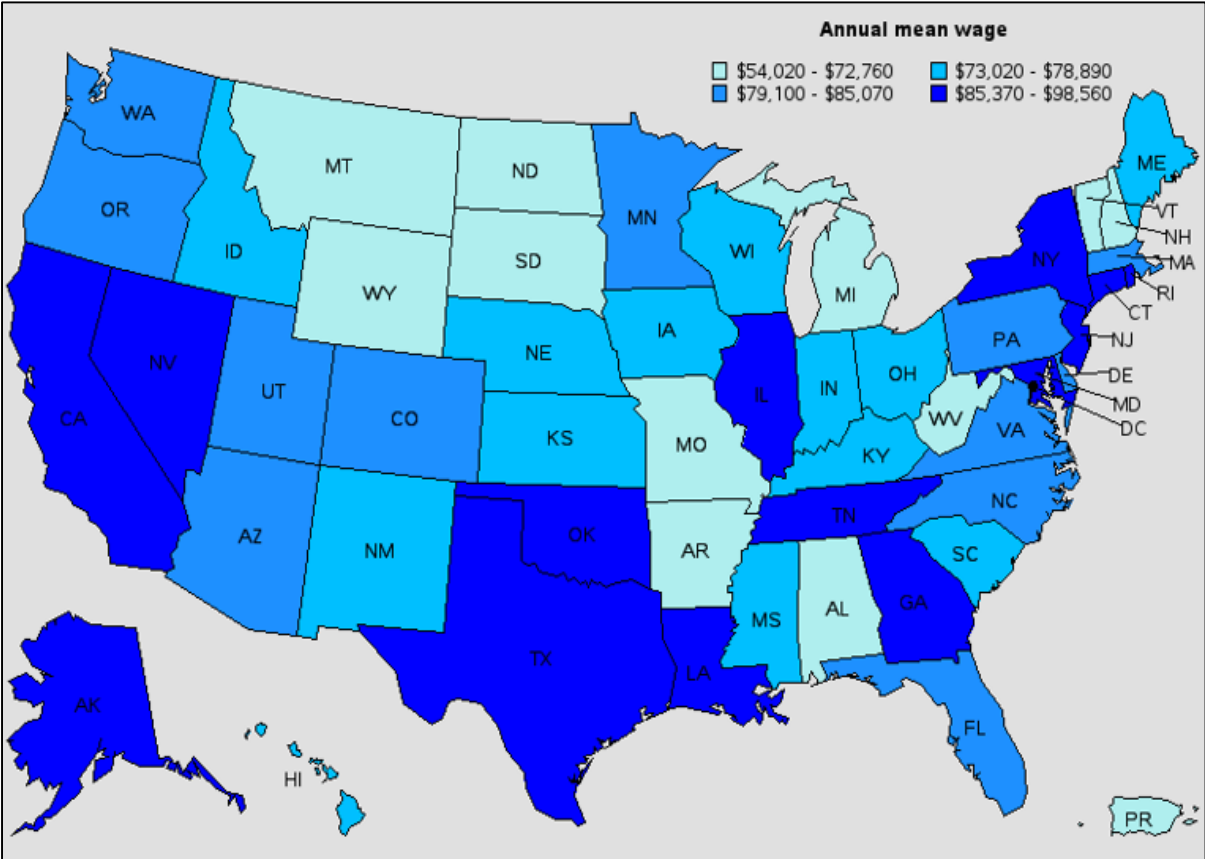
BLS Salary and Salary Range Comparisons and Findings

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.