

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.