

APPENDIX F: TRANSPORTATION INDUSTRY SALARY SURVEY RESULTS

BENCHMARK SALARY RESULTS FROM SURVEY OF CONSULTING FIRMS

SELECTED BENCHMARKS FOR PEER SURVEY	# PEERS	AVERAGE ANNUAL MIN	AVERAGE ANNUAL MID	AVERAGE ANNUAL MAX	AVERAGE SALARY
<u>CENTRAL OFFICE CLASSIFICATIONS:</u>					
Assistant Secretary, Engineering and Operations	9	\$ 141,189.25	\$ 177,720.67	\$ 214,378.92	\$ 208,205.36
Assistant Secretary for Finance and Administration	6	\$ 171,597.88	\$ 214,788.38	\$ 257,978.75	\$ 239,410.14
Assistant Secretary, Intermodal Systems Development	1	\$ 110,480.00	\$ 138,100.00	\$ 165,720.00	\$ 186,167.00
Chief of Staff	5	\$ 156,513.20	\$ 171,408.00	\$ 194,798.80	\$ 186,568.00
Comptroller	13	\$ 124,488.00	\$ 155,604.00	\$ 186,742.00	\$ 145,766.00
Director of Administration	7	\$ 93,600.00	\$ 106,574.65	\$ 132,906.00	\$ 114,236.48
Director of Human Resources	15	\$ 76,156.56	\$ 96,024.81	\$ 114,348.72	\$ 98,855.80
Director of the Office of Design	3	\$ 115,240.00	\$ 134,050.00	\$ 150,360.00	\$ 165,572.20
Director, Office of Information Systems	9	\$ 109,624.67	\$ 131,472.57	\$ 159,136.33	\$ 151,583.74
Director, Office of Maintenance	3	\$ 81,993.00	\$ 100,404.33	\$ 118,816.00	\$ 101,077.33
Director, Office of Materials	1	\$ -	\$ -	\$ -	\$ 108,659.20
Director, Office of Right-of-Way	1	\$ -	\$ -	\$ -	\$ 168,500.80
General Counsel	11	\$ 136,976.58	\$ 182,312.75	\$ 232,573.92	\$ 198,148.13
Inspector General	2	\$ 170,875.00	\$ 173,583.00	\$ 187,092.00	\$ 122,807.20
Secretary of Transportation	4	\$ -	\$ -	\$ -	\$ 296,250.00
State Highway Engineer	8	\$ 100,192.88	\$ 128,482.25	\$ 158,021.38	\$ 135,468.22
State Roadway Design Engineer	11	\$ 97,774.29	\$ 116,365.66	\$ 140,140.00	\$ 114,681.01
State Structures Design Engineer	12	\$ 99,693.75	\$ 121,896.25	\$ 149,866.13	\$ 116,571.55
State Surveyor	8	\$ 81,426.50	\$ 95,264.50	\$ 123,352.50	\$ 94,444.97
State Traffic Operations Engineer	6	\$ 113,030.00	\$ 144,356.67	\$ 165,610.00	\$ 125,431.33
<u>DISTRICT OFFICE CLASSIFICATIONS:</u>					
District Secretary	7	\$ 166,050.00	\$ 192,630.00	\$ 181,113.75	\$ 228,544.38
<u>TURNPIKE ENTERPRISE CLASSIFICATIONS:</u>					
Data Center Director	4	\$ 105,092.67	\$ 131,797.33	\$ 158,682.67	\$ 145,370.20
Director, Toll Operations	3	\$ 105,770.00	\$ 138,425.00	\$ 171,087.50	\$ 157,178.99
Executive Director, Turnpike	5	\$ 155,790.25	\$ 193,304.00	\$ 230,817.75	\$ 207,747.75

PEER TRANSPORTATION INDUSTRY FINDINGS – SALARY RANGES AND AVERAGE SALARIES

FDOT CLASSIFICATIONS	\$ DIFFERENCE BETWEEN FDOT AND SURVEYED PEERS							
	SALARY RANGE			AVERAGE ANNUAL SALARY				
	MINIMUM SALARY	MIDPOINT SALARY	MAXIMUM SALARY					
CENTRAL OFFICE								
ASSISTANT SEC, ENGINEERING & OPERATIONS	█	\$(84,409)	█	\$(24,202)	█	\$35,879	█	\$(67,881)
ASST SECRETARY FOR FINANCE AND ADMIN-DOT	█	\$(114,818)	█	\$(61,270)	█	\$(7,721)	█	\$(101,824)
ASST SECRETARY, INTERMODAL SYSTEMS DEV	█	\$(53,700)	█	\$15,419	█	\$84,537	█	\$(48,581)
CHIEF OF STAFF	█	\$(99,733)	█	\$(17,889)	█	\$55,459	█	\$(75,268)
COMPTROLLER-DOT	█	\$(77,172)	█	\$(22,458)	█	\$32,233	█	\$(25,766)
DIRECTOR OF ADMINISTRATION	█	\$(36,820)	█	\$46,944	█	\$117,351	█	\$(8,236)
DIRECTOR OF HUMAN RESOURCES	█	\$(43,099)	█	\$(3,003)	█	\$38,637	█	\$6,894
DIRECTOR OF THE OFFICE OF DESIGN-DOT	█	\$(67,924)	█	\$(904)	█	\$68,615	█	\$(45,145)
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	█	\$(62,308)	█	\$1,673	█	\$59,839	█	\$(24,668)
DIRECTOR, OFFICE OF MAINTENANCE	█	\$(34,677)	█	\$32,741	█	\$100,159	█	\$19,350
DIRECTOR, OFFICE OF MATERIALS		-		-		-	█	\$11,768
DIRECTOR, OFFICE OF RIGHT-OF-WAY		-		-		-	█	\$(48,073)
GENERAL COUNSEL-DOT	█	\$(89,660)	█	\$(49,167)	█	\$(13,599)	█	\$(67,148)
INSPECTOR GENERAL-DOT	█	\$(114,095)	█	\$(20,064)	█	\$63,165	█	\$(7,307)
SECRETARY OF TRANSPORTATION		-		-		-	█	\$(67,205)
STATE HIGHWAY ENGINEER-DOT	█	\$(52,877)	█	\$4,664	█	\$60,954	█	\$(8,553)
STATE ROADWAY DESIGN ENGINEER-DOT	█	\$(64,717)	█	\$(23,344)	█	\$12,846	█	\$1,819
STATE STRUCTURES DESIGN ENGINEER	█	\$(66,636)	█	\$(28,875)	█	\$3,119	█	\$(72)
STATE SURVEYOR-DOT	█	\$(48,369)	█	\$(2,243)	█	\$29,633	█	\$11,555
STATE TRAFFIC OPERATIONS ENGINEER	█	\$(65,714)	█	\$(11,211)	█	\$53,365	█	\$(5,004)
DISTRICT								
DISTRICT SECRETARY	█	\$(109,270)	█	\$(39,111)	█	\$69,144	█	\$(90,958)
TURNPIKE								
DIRECTOR, TOLL OPERATIONS	█	\$(58,454)	█	\$(5,279)	█	\$47,888	█	\$(36,666)
EXEC DIR, FLORIDA'S TURNPIKE ENTERPRISE	█	\$(99,010)	█	\$(39,785)	█	\$19,440	█	\$(70,161)
DATA CENTER DIRECTOR-DOT	█	\$(72,035)	█	\$(38,776)	█	\$(5,697)	█	\$(51,054)

FDOT CLASSIFICATIONS	FDOT BROADBAND MINIMUM SALARY	PEER MINIMUM SALARY	DIFFERENCE BETWEEN FDOT AND PEER MINIMUM SALARY	FDOT BROADBAND MIDPOINT SALARY	PEER MIDPOINT SALARY	DIFFERENCE BETWEEN FDOT AND PEER MIDPOINT SALARY	FDOT BROADBAND MAXIMUM SALARY	PEER MAXIMUM SALARY	DIFFERENCE BETWEEN FDOT AND PEER MAXIMUM SALARY
CENTRAL OFFICE									
ASST SECRETARY FOR FINANCE AND ADMIN-DOT	\$ 56,780	\$ 171,598	\$ (114,818)	\$ 153,519	\$ 214,788	\$ (61,270)	\$ 250,257	\$ 257,979	\$ (7,721)
INSPECTOR GENERAL-DOT	\$ 56,780	\$ 170,875	\$ (114,095)	\$ 153,519	\$ 173,583	\$ (20,064)	\$ 250,257	\$ 187,092	\$ 63,165
ASSISTANT SEC, ENGINEERING & OPERATIONS	\$ 56,780	\$ 141,189	\$ (84,409)	\$ 153,519	\$ 177,721	\$ (24,202)	\$ 250,257	\$ 214,379	\$ 35,879
CHIEF OF STAFF	\$ 56,780	\$ 156,513	\$ (99,733)	\$ 153,519	\$ 171,408	\$ (17,889)	\$ 250,257	\$ 194,799	\$ 55,459
GENERAL COUNSEL-DOT	\$ 47,316	\$ 136,977	\$ (89,660)	\$ 133,146	\$ 182,313	\$ (49,167)	\$ 218,975	\$ 232,574	\$ (13,599)
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 47,316	\$ 109,625	\$ (62,308)	\$ 133,146	\$ 131,473	\$ 1,673	\$ 218,975	\$ 159,136	\$ 59,839
COMPTROLLER-DOT	\$ 47,316	\$ 124,488	\$ (77,172)	\$ 133,146	\$ 155,604	\$ (22,458)	\$ 218,975	\$ 186,742	\$ 32,233
DIRECTOR OF THE OFFICE OF DESIGN-DOT	\$ 47,316	\$ 115,240	\$ (67,924)	\$ 133,146	\$ 134,050	\$ (904)	\$ 218,975	\$ 150,360	\$ 68,615
STATE TRAFFIC OPERATIONS ENGINEER	\$ 47,316	\$ 113,030	\$ (65,714)	\$ 133,146	\$ 144,357	\$ (11,211)	\$ 218,975	\$ 165,610	\$ 53,365
ASST SECRETARY, INTERMODAL SYSTEMS DEV	\$ 56,780	\$ 110,480	\$ (53,700)	\$ 153,519	\$ 138,100	\$ 15,419	\$ 250,257	\$ 165,720	\$ 84,537
STATE STRUCTURES DESIGN ENGINEER	\$ 33,057	\$ 99,694	\$ (66,636)	\$ 93,022	\$ 121,896	\$ (28,875)	\$ 152,986	\$ 149,866	\$ 3,119
STATE ROADWAY DESIGN ENGINEER-DOT	\$ 33,057	\$ 97,774	\$ (64,717)	\$ 93,022	\$ 116,366	\$ (23,344)	\$ 152,986	\$ 140,140	\$ 12,846
STATE HIGHWAY ENGINEER-DOT	\$ 47,316	\$ 100,193	\$ (52,877)	\$ 133,146	\$ 128,482	\$ 4,664	\$ 218,975	\$ 158,021	\$ 60,954
DIRECTOR OF ADMINISTRATION	\$ 56,780	\$ 93,600	\$ (36,820)	\$ 153,519	\$ 106,575	\$ 46,944	\$ 250,257	\$ 132,906	\$ 117,351
DIRECTOR OF HUMAN RESOURCES	\$ 33,057	\$ 76,157	\$ (43,099)	\$ 93,022	\$ 96,025	\$ (3,003)	\$ 152,986	\$ 114,349	\$ 38,637
DIRECTOR, OFFICE OF MAINTENANCE	\$ 47,316	\$ 81,993	\$ (34,677)	\$ 133,146	\$ 100,404	\$ 32,741	\$ 218,975	\$ 118,816	\$ 100,159
STATE SURVEYOR-DOT	\$ 33,057	\$ 81,427	\$ (48,369)	\$ 93,022	\$ 95,265	\$ (2,243)	\$ 152,986	\$ 123,353	\$ 29,633
DIRECTOR, OFFICE OF MATERIALS	\$ 47,316	\$ -	\$ -	\$ 133,146	\$ -	\$ -	\$ 218,975	\$ -	\$ -
DIRECTOR, OFFICE OF RIGHT-OF-WAY	\$ 47,316	\$ -	\$ -	\$ 133,146	\$ -	\$ -	\$ 218,975	\$ -	\$ -
SECRETARY OF TRANSPORTATION	\$ 68,136	\$ -	\$ -	\$ 184,223	\$ -	\$ -	\$ 300,309	\$ -	\$ -
DISTRICT									
DISTRICT SECRETARY	\$ 56,780	\$ 166,050	\$ (109,270)	\$ 153,519	\$ 192,630	\$ (39,111)	\$ 250,257	\$ 181,114	\$ 69,144
TURNPIKE									
DATA CENTER DIRECTOR-DOT	\$ 33,057	\$ 105,093	\$ (72,035)	\$ 93,022	\$ 131,797	\$ (38,776)	\$ 152,986	\$ 158,683	\$ (5,697)
DIRECTOR, TOLL OPERATIONS	\$ 47,316	\$ 105,770	\$ (58,454)	\$ 133,146	\$ 138,425	\$ (5,279)	\$ 218,975	\$ 171,088	\$ 47,888
EXEC DIR, FLORIDA'S TURNPIKE ENTERPRISE	\$ 56,780	\$ 155,790	\$ (99,010)	\$ 153,519	\$ 193,304	\$ (39,785)	\$ 250,257	\$ 230,818	\$ 19,440

FDOT CLASSIFICATIONS	FDOT BROADBAND MINIMUM SALARY	PEER RANGE MINIMUM SALARY	% DIFFERENCE BETWEEN FDOT AND PEER MINIMUM SALARY	FDOT BROADBAND MIDPOINT SALARY	PEER RANGE MIDPOINT SALARY	% DIFFERENCE BETWEEN FDOT AND PEER MIDPOINT SALARY	FDOT BROADBAND MAXIMUM SALARY	PEER RANGE MAXIMUM SALARY	% DIFFERENCE BETWEEN FDOT AND PEER MAXIMUM SALARY
CENTRAL OFFICE									
ASST SECRETARY FOR FINANCE AND ADMIN-DOT	\$ 56,780	\$ 171,598	-66.9%	\$ 153,519	\$ 214,788	-28.5%	\$ 250,257	\$ 257,979	-3.0%
INSPECTOR GENERAL-DOT	\$ 56,780	\$ 170,875	-66.8%	\$ 153,519	\$ 173,583	-11.6%	\$ 250,257	\$ 187,092	33.8%
ASSISTANT SEC, ENGINEERING & OPERATIONS	\$ 56,780	\$ 141,189	-59.8%	\$ 153,519	\$ 177,721	-13.6%	\$ 250,257	\$ 214,379	16.7%
CHIEF OF STAFF	\$ 56,780	\$ 156,513	-63.7%	\$ 153,519	\$ 171,408	-10.4%	\$ 250,257	\$ 194,799	28.5%
GENERAL COUNSEL-DOT	\$ 47,316	\$ 136,977	-65.5%	\$ 133,146	\$ 182,313	-27.0%	\$ 218,975	\$ 232,574	-5.8%
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 47,316	\$ 109,625	-56.8%	\$ 133,146	\$ 131,473	1.3%	\$ 218,975	\$ 159,136	37.6%
COMPTROLLER-DOT	\$ 47,316	\$ 124,488	-62.0%	\$ 133,146	\$ 155,604	-14.4%	\$ 218,975	\$ 186,742	17.3%
DIRECTOR OF THE OFFICE OF DESIGN-DOT	\$ 47,316	\$ 115,240	-58.9%	\$ 133,146	\$ 134,050	-0.7%	\$ 218,975	\$ 150,360	45.6%
STATE TRAFFIC OPERATIONS ENGINEER	\$ 47,316	\$ 113,030	-58.1%	\$ 133,146	\$ 144,357	-7.8%	\$ 218,975	\$ 165,610	32.2%
ASST SECRETARY, INTERMODAL SYSTEMS DEV	\$ 56,780	\$ 110,480	-48.6%	\$ 153,519	\$ 138,100	11.2%	\$ 250,257	\$ 165,720	51.0%
STATE STRUCTURES DESIGN ENGINEER	\$ 33,057	\$ 99,694	-66.8%	\$ 93,022	\$ 121,896	-23.7%	\$ 152,986	\$ 149,866	2.1%
STATE ROADWAY DESIGN ENGINEER-DOT	\$ 33,057	\$ 97,774	-66.2%	\$ 93,022	\$ 116,366	-20.1%	\$ 152,986	\$ 140,140	9.2%
STATE HIGHWAY ENGINEER-DOT	\$ 47,316	\$ 100,193	-52.8%	\$ 133,146	\$ 128,482	3.6%	\$ 218,975	\$ 158,021	38.6%
DIRECTOR OF ADMINISTRATION	\$ 56,780	\$ 93,600	-39.3%	\$ 153,519	\$ 106,575	44.0%	\$ 250,257	\$ 132,906	88.3%
DIRECTOR OF HUMAN RESOURCES	\$ 33,057	\$ 76,157	-56.6%	\$ 93,022	\$ 96,025	-3.1%	\$ 152,986	\$ 114,349	33.8%
DIRECTOR, OFFICE OF MAINTENANCE	\$ 47,316	\$ 81,993	-42.3%	\$ 133,146	\$ 100,404	32.6%	\$ 218,975	\$ 118,816	84.3%
STATE SURVEYOR-DOT	\$ 33,057	\$ 81,427	-59.4%	\$ 93,022	\$ 95,265	-2.4%	\$ 152,986	\$ 123,353	24.0%
DIRECTOR, OFFICE OF MATERIALS	\$ 47,316	\$ -	-	\$ 133,146	\$ -	-	\$ 218,975	\$ -	-
DIRECTOR, OFFICE OF RIGHT-OF-WAY	\$ 47,316	\$ -	-	\$ 133,146	\$ -	-	\$ 218,975	\$ -	-
SECRETARY OF TRANSPORTATION	\$ 68,136	\$ -	-	\$ 184,223	\$ -	-	\$ 300,309	\$ -	-
DISTRICT									
DISTRICT SECRETARY	\$ 56,780	\$ 166,050	-65.8%	\$ 153,519	\$ 192,630	-20.3%	\$ 250,257	\$ 181,114	38.2%
TURNPIKE									
DATA CENTER DIRECTOR-DOT	\$ 33,057	\$ 105,093	-68.5%	\$ 93,022	\$ 131,797	-29.4%	\$ 152,986	\$ 158,683	-3.6%
DIRECTOR, TOLL OPERATIONS	\$ 47,316	\$ 105,770	-55.3%	\$ 133,146	\$ 138,425	-3.8%	\$ 218,975	\$ 171,088	28.0%
EXEC DIR, FLORIDA'S TURNPIKE ENTERPRISE	\$ 56,780	\$ 155,790	-63.6%	\$ 153,519	\$ 193,304	-20.6%	\$ 250,257	\$ 230,818	8.4%

FDOT CLASSIFICATIONS	FDOT CLASSIFICATION ANNUAL SALARY	SURVEYED PEER AVERAGE SALARY	DIFFERENCE BETWEEN FDOT AND SURVEYED PEER	% DIFFERENCE BETWEEN FDOT AND SURVEYED PEER
CENTRAL OFFICE				
DIRECTOR, OFFICE OF MAINTENANCE	\$ 120,427	\$ 101,077	\$ 19,350	19.1%
STATE SURVEYOR-DOT	\$ 106,000	\$ 94,445	\$ 11,555	12.2%
DIRECTOR, OFFICE OF MATERIALS	\$ 120,427	\$ 108,659	\$ 11,768	10.8%
DIRECTOR OF HUMAN RESOURCES	\$ 105,750	\$ 98,856	\$ 6,894	7.0%
STATE ROADWAY DESIGN ENGINEER-DOT	\$ 116,500	\$ 114,681	\$ 1,819	1.6%
STATE STRUCTURES DESIGN ENGINEER	\$ 116,500	\$ 116,572	\$ (72)	-0.1%
STATE TRAFFIC OPERATIONS ENGINEER	\$ 120,427	\$ 125,431	\$ (5,004)	-4.0%
INSPECTOR GENERAL-DOT	\$ 115,500	\$ 122,807	\$ (7,307)	-6.0%
STATE HIGHWAY ENGINEER-DOT	\$ 126,915	\$ 135,468	\$ (8,553)	-6.3%
DIRECTOR OF ADMINISTRATION	\$ 106,000	\$ 114,236	\$ (8,236)	-7.2%
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 126,915	\$ 151,584	\$ (24,668)	-16.3%
COMPTROLLER-DOT	\$ 120,000	\$ 145,766	\$ (25,766)	-17.7%
ASST SECRETARY, INTERMODAL SYSTEMS DEV	\$ 137,586	\$ 186,167	\$ (48,581)	-26.1%
DIRECTOR OF THE OFFICE OF DESIGN-DOT	\$ 120,427	\$ 165,572	\$ (45,145)	-27.3%
DIRECTOR, OFFICE OF RIGHT-OF-WAY	\$ 120,427	\$ 168,501	\$ (48,073)	-28.5%
SECRETARY OF TRANSPORTATION	\$ 141,001	\$ 208,205	\$ (67,205)	-32.3%
ASSISTANT SEC, ENGINEERING & OPERATIONS	\$ 137,586	\$ 205,467	\$ (67,881)	-33.0%
GENERAL COUNSEL-DOT	\$ 131,000	\$ 198,148	\$ (67,148)	-33.9%
CHIEF OF STAFF	\$ 111,300	\$ 186,568	\$ (75,268)	-40.3%
ASST SECRETARY FOR FINANCE AND ADMIN-DO	\$ 137,586	\$ 239,410	\$ (101,824)	-42.5%
DISTRICT				
DISTRICT SECRETARY	\$ 137,586	\$ 228,544	\$ (90,958)	-39.8%
TURNPIKE				
DIRECTOR, TOLL OPERATIONS	\$ 120,513	\$ 157,179	\$ (36,666)	-23.3%
EXEC DIR, FLORIDA'S TURNPIKE ENTERPRISE	\$ 137,586	\$ 207,748	\$ (70,161)	-33.8%
DATA CENTER DIRECTOR-DOT	\$ 94,316	\$ 145,370	\$ (51,054)	-35.1%