

## APPENDIX G: AASHTO SALARY COMPARISONS

# 2013 AASHTO Salary Survey

## AMOUNT DIFFERENCE

FDOT CLASSIFICATIONS	FDOT CLASSIFICATION ANNUAL SALARY	AASHTO AVERAGE SALARY (REGIONAL*)	DIFFERENCE BETWEEN FDOT AND REGIONAL MARKET	AASHTO AVERAGE SALARY (NATIONAL)	DIFFERENCE BETWEEN FDOT AND NATIONAL MARKET	AASHTO AVERAGE SALARY (NATIONAL - WEIGHTED)	DIFFERENCE BETWEEN FDOT AND NATIONAL MARKET (WEIGHTED)
<b>CENTRAL OFFICE</b>							
CHIEF OF STAFF	\$ 111,300	\$ 97,296	\$ 14,004	\$ 94,462	\$ 16,838	\$ 95,018	\$ 16,282
COMPTROLLER-DOT	\$ 120,000	\$ 112,129	\$ 7,871	\$ 111,534	\$ 8,466	\$ 93,078	\$ 26,922
DIRECTOR OF HUMAN RESOURCES	\$ 105,750	\$ 100,772	\$ 4,978	\$ 100,414	\$ 5,336	\$ 103,794	\$ 1,956
SECRETARY OF TRANSPORTATION	\$ 141,001	\$ 156,879	\$ (15,878)	\$ 147,667	\$ (6,666)	\$ 79,698	\$ 61,303
STATE HIGHWAY ENGINEER-DOT	\$ 126,915	\$ 138,772	\$ (11,856)	\$ 133,026	\$ (6,111)	\$ -	\$ -
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 126,915	\$ 108,167	\$ 18,748	\$ 109,951	\$ 16,964	\$ 100,140	\$ 26,775
GENERAL COUNSEL-DOT	\$ 131,000	\$ 107,377	\$ 23,623	\$ 115,173	\$ 15,827	\$ 200,000	\$ (69,000)
DIRECTOR, OFFICE OF RIGHT-OF-WAY	\$ 120,427	\$ 95,110	\$ 25,317	\$ 96,659	\$ 23,768	\$ 96,232	\$ 24,195
PUBLIC INFORMATION ADMINISTRATOR-DOT	\$ 107,441	\$ 89,575	\$ 17,866	\$ 89,324	\$ 18,117	\$ 97,162	\$ 10,279
MANAGER, ENVIRONMENTAL MANAGEMENT OFFICE	\$ 115,711	\$ 89,265	\$ 26,447	\$ 86,553	\$ 29,158	\$ 127,860	\$ (12,149)
MANAGER, AVIATION OFFICE	\$ 110,669	\$ 79,973	\$ 30,696	\$ 90,019	\$ 20,650	\$ 131,000	\$ (20,331)
MANAGER, RAIL OFFICE	\$ 114,711	\$ 79,973	\$ 34,738	\$ 90,019	\$ 24,692	\$ 115,202	\$ (491)
MANAGER, SEAPORT OFFICE-DOT	\$ 99,907	\$ 79,973	\$ 19,933	\$ 90,019	\$ 9,888	\$ 109,207	\$ (9,300)
MANAGER, TRANSIT OFFICE	\$ 110,669	\$ 79,973	\$ 30,696	\$ 90,019	\$ 20,650	\$ 100,000	\$ 10,669
STATE SAFETY ADMINISTRATOR	\$ 118,000	\$ 75,845	\$ 42,155	\$ 82,613	\$ 35,387	\$ -	\$ -
MANAGER, EQUAL OPPORTUNITY OFFICE	\$ 97,037	\$ 73,155	\$ 23,882	\$ 77,275	\$ 19,762	\$ 124,046	\$ (27,009)
MANAGER, CONTRACTUAL SERVICES OFFICE	\$ 102,216	\$ 71,625	\$ 30,591	\$ 78,397	\$ 23,819	\$ 129,741	\$ (27,525)

Source: 2013 AASHTO Salary Survey, American Association of State Highway and Transportation Officials (AASHTO).

\*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.

Note: FDOT Annual Salary may reflect the last held annual salary by the previous incumbent for currently vacant classifications.

## PERCENT DIFFERENCE

FDOT CLASSIFICATIONS	FDOT CLASSIFICATION ANNUAL SALARY	AASHTO AVERAGE SALARY (REGIONAL*)	% DIFFERENCE (AASHTO REGIONAL)	AASHTO AVERAGE SALARY (NATIONAL)	% DIFFERENCE (AASHTO NATIONAL)	AASHTO AVERAGE SALARY (NATIONAL - WEIGHTED)	% DIFFERENCE (AASHTO NATIONAL - WEIGHTED)
<b>CENTRAL OFFICE</b>							
CHIEF OF STAFF	\$ 111,300	\$ 97,296	14.4%	\$ 94,462	17.8%	\$ 95,018	17.1%
COMPTROLLER-DOT	\$ 120,000	\$ 112,129	7.0%	\$ 111,534	7.6%	\$ 93,078	28.9%
DIRECTOR OF HUMAN RESOURCES	\$ 105,750	\$ 100,772	4.9%	\$ 100,414	5.3%	\$ 103,794	1.9%
SECRETARY OF TRANSPORTATION	\$ 141,001	\$ 156,879	-10.1%	\$ 147,667	-4.5%	\$ 79,698	76.9%
STATE HIGHWAY ENGINEER-DOT	\$ 126,915	\$ 138,772	-8.5%	\$ 133,026	-4.6%	\$ -	-
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 126,915	\$ 108,167	17.3%	\$ 109,951	15.4%	\$ 100,140	26.7%
GENERAL COUNSEL-DOT	\$ 131,000	\$ 107,377	22.0%	\$ 115,173	13.7%	\$ 200,000	-34.5%
DIRECTOR, OFFICE OF RIGHT-OF-WAY	\$ 120,427	\$ 95,110	26.6%	\$ 96,659	24.6%	\$ 96,232	25.1%
PUBLIC INFORMATION ADMINISTRATOR-DOT	\$ 107,441	\$ 89,575	19.9%	\$ 89,324	20.3%	\$ 97,162	10.6%
MANAGER, ENVIRONMENTAL MANAGEMENT OFFICE	\$ 115,711	\$ 89,265	29.6%	\$ 86,553	33.7%	\$ 127,860	-9.5%
MANAGER, AVIATION OFFICE	\$ 110,669	\$ 79,973	38.4%	\$ 90,019	22.9%	\$ 131,000	-15.5%
MANAGER, RAIL OFFICE	\$ 114,711	\$ 79,973	43.4%	\$ 90,019	27.4%	\$ 115,202	-0.4%
MANAGER, SEAPORT OFFICE-DOT	\$ 99,907	\$ 79,973	24.9%	\$ 90,019	11.0%	\$ 109,207	-8.5%
MANAGER, TRANSIT OFFICE	\$ 110,669	\$ 79,973	38.4%	\$ 90,019	22.9%	\$ 100,000	10.7%
STATE SAFETY ADMINISTRATOR	\$ 118,000	\$ 75,845	55.6%	\$ 82,613	42.8%	\$ -	-
MANAGER, EQUAL OPPORTUNITY OFFICE	\$ 97,037	\$ 73,155	32.6%	\$ 77,275	25.6%	\$ 124,046	-21.8%
MANAGER, CONTRACTUAL SERVICES OFFICE	\$ 102,216	\$ 71,625	42.7%	\$ 78,397	30.4%	\$ 129,741	-21.2%

Source: 2013 AASHTO Salary Survey, American Association of State Highway and Transportation Officials (AASHTO).

\*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.

Note: FDOT Annual Salary may reflect the last held annual salary by the previous incumbent for currently vacant classifications.

## SOUTHEAST REGION - AASHTO SALARY RANGES COMPARISON

### AMOUNT

FDOT CLASSIFICATIONS	FDOT BROADBAND MINIMUM SALARY	AASHTO MINIMUM SALARY	DIFFERENCE BETWEEN FDOT AND AASHTO MINIMUM SALARY	FDOT BROADBAND MIDPOINT SALARY	AASHTO MIDPOINT SALARY	DIFFERENCE BETWEEN FDOT AND AASHTO MIDPOINT SALARY	FDOT BROADBAND MAXIMUM SALARY	AASHTO MAXIMUM SALARY	DIFFERENCE BETWEEN FDOT AND AASHTO MAXIMUM SALARY
<b>CENTRAL OFFICE</b>									
SECRETARY OF TRANSPORTATION	\$ 68,136	\$ 102,749	\$ (34,614)	\$ 184,223	\$ 141,694	\$ 42,528	\$ 300,309	\$ 178,526	\$ 121,783
STATE HIGHWAY ENGINEER-DOT	\$ 47,316	\$ 93,497	\$ (46,181)	\$ 133,146	\$ 131,790	\$ 1,356	\$ 218,975	\$ 167,364	\$ 51,611
GENERAL COUNSEL-DOT	\$ 47,316	\$ 75,658	\$ (28,342)	\$ 133,146	\$ 110,487	\$ 22,659	\$ 218,975	\$ 142,476	\$ 76,499
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 47,316	\$ 72,969	\$ (25,653)	\$ 133,146	\$ 111,433	\$ 21,713	\$ 218,975	\$ 145,084	\$ 73,891
COMPTROLLER-DOT	\$ 47,316	\$ 69,525	\$ (22,208)	\$ 133,146	\$ 107,625	\$ 25,521	\$ 218,975	\$ 137,724	\$ 81,251
DIRECTOR OF HUMAN RESOURCES	\$ 33,057	\$ 67,982	\$ (34,924)	\$ 93,022	\$ 94,976	\$ (1,955)	\$ 152,986	\$ 126,542	\$ 26,444
DIRECTOR, OFFICE OF RIGHT-OF-WAY	\$ 47,316	\$ 66,927	\$ (19,610)	\$ 133,146	\$ 91,076	\$ 42,070	\$ 218,975	\$ 115,331	\$ 103,644
MANAGER, ENVIRONMENTAL MANAGEMENT OFFICE	\$ 33,057	\$ 60,558	\$ (27,501)	\$ 93,022	\$ 82,242	\$ 10,780	\$ 152,986	\$ 104,521	\$ 48,464
CHIEF OF STAFF	\$ 56,780	\$ 58,600	\$ (1,820)	\$ 153,519	\$ 84,312	\$ 69,206	\$ 250,257	\$ 104,724	\$ 145,534
MANAGER, AVIATION OFFICE	\$ 33,057	\$ 57,668	\$ (24,611)	\$ 93,022	\$ 76,659	\$ 16,362	\$ 152,986	\$ 97,590	\$ 55,395
MANAGER, RAIL OFFICE	\$ 33,057	\$ 57,668	\$ (24,611)	\$ 93,022	\$ 76,659	\$ 16,362	\$ 152,986	\$ 97,590	\$ 55,395
MANAGER, SEAPORT OFFICE-DOT	\$ 33,057	\$ 57,668	\$ (24,611)	\$ 93,022	\$ 76,659	\$ 16,362	\$ 152,986	\$ 97,590	\$ 55,395
MANAGER, TRANSIT OFFICE	\$ 33,057	\$ 57,668	\$ (24,611)	\$ 93,022	\$ 76,659	\$ 16,362	\$ 152,986	\$ 97,590	\$ 55,395
STATE SAFETY ADMINISTRATOR	\$ 33,057	\$ 55,403	\$ (22,346)	\$ 93,022	\$ 76,676	\$ 16,346	\$ 152,986	\$ 99,048	\$ 53,937
PUBLIC INFORMATION ADMINISTRATOR-DOT	\$ 41,321	\$ 54,536	\$ (13,215)	\$ 116,275	\$ 93,552	\$ 22,723	\$ 191,228	\$ 137,244	\$ 53,985
MANAGER, EQUAL OPPORTUNITY OFFICE	\$ 33,057	\$ 50,923	\$ (17,866)	\$ 93,022	\$ 73,330	\$ 19,691	\$ 152,986	\$ 89,798	\$ 63,188
MANAGER, CONTRACTUAL SERVICES OFFICE	\$ 33,057	\$ 49,589	\$ (16,531)	\$ 93,022	\$ 67,880	\$ 25,141	\$ 152,986	\$ 87,907	\$ 65,079

Source: 2013 AASHTO Salary Survey, American Association of State Highway and Transportation Officials (AASHTO).

\*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.

**PERCENT**

FDOT CLASSIFICATIONS	FDOT BROADBAND MINIMUM SALARY	AASHTO MINIMUM SALARY	% DIFFERENCE BETWEEN FDOT AND AASHTO MINIMUM SALARY	FDOT BROADBAND MIDPOINT SALARY	AASHTO MIDPOINT SALARY	% DIFFERENCE BETWEEN FDOT AND AASHTO MIDPOINT SALARY	FDOT BROADBAND MAXIMUM SALARY	AASHTO MAXIMUM SALARY	% DIFFERENCE BETWEEN FDOT AND AASHTO MAXIMUM SALARY
<b>CENTRAL OFFICE</b>									
SECRETARY OF TRANSPORTATION	\$ 68,136	\$ 102,749	-33.7%	\$ 184,223	\$ 141,694	30.0%	\$ 300,309	\$ 178,526	68.2%
STATE HIGHWAY ENGINEER-DOT	\$ 47,316	\$ 93,497	-49.4%	\$ 133,146	\$ 131,790	1.0%	\$ 218,975	\$ 167,364	30.8%
GENERAL COUNSEL-DOT	\$ 47,316	\$ 75,658	-37.5%	\$ 133,146	\$ 110,487	20.5%	\$ 218,975	\$ 142,476	53.7%
DIRECTOR, OFFICE OF INFORMATION SYSTEMS	\$ 47,316	\$ 72,969	-35.2%	\$ 133,146	\$ 111,433	19.5%	\$ 218,975	\$ 145,084	50.9%
COMPTROLLER-DOT	\$ 47,316	\$ 69,525	-31.9%	\$ 133,146	\$ 107,625	23.7%	\$ 218,975	\$ 137,724	59.0%
DIRECTOR OF HUMAN RESOURCES	\$ 33,057	\$ 67,982	-51.4%	\$ 93,022	\$ 94,976	-2.1%	\$ 152,986	\$ 126,542	20.9%
DIRECTOR, OFFICE OF RIGHT-OF-WAY	\$ 47,316	\$ 66,927	-29.3%	\$ 133,146	\$ 91,076	46.2%	\$ 218,975	\$ 115,331	89.9%
MANAGER, ENVIRONMENTAL MANAGEMENT OFFICE	\$ 33,057	\$ 60,558	-45.4%	\$ 93,022	\$ 82,242	13.1%	\$ 152,986	\$ 104,521	46.4%
CHIEF OF STAFF	\$ 56,780	\$ 58,600	-3.1%	\$ 153,519	\$ 84,312	82.1%	\$ 250,257	\$ 104,724	139.0%
MANAGER, AVIATION OFFICE	\$ 33,057	\$ 57,668	-42.7%	\$ 93,022	\$ 76,659	21.3%	\$ 152,986	\$ 97,590	56.8%
MANAGER, RAIL OFFICE	\$ 33,057	\$ 57,668	-42.7%	\$ 93,022	\$ 76,659	21.3%	\$ 152,986	\$ 97,590	56.8%
MANAGER, SEAPORT OFFICE-DOT	\$ 33,057	\$ 57,668	-42.7%	\$ 93,022	\$ 76,659	21.3%	\$ 152,986	\$ 97,590	56.8%
MANAGER, TRANSIT OFFICE	\$ 33,057	\$ 57,668	-42.7%	\$ 93,022	\$ 76,659	21.3%	\$ 152,986	\$ 97,590	56.8%
STATE SAFETY ADMINISTRATOR	\$ 33,057	\$ 55,403	-40.3%	\$ 93,022	\$ 76,676	21.3%	\$ 152,986	\$ 99,048	54.5%
PUBLIC INFORMATION ADMINISTRATOR-DOT	\$ 41,321	\$ 54,536	-24.2%	\$ 116,275	\$ 93,552	24.3%	\$ 191,228	\$ 137,244	39.3%
MANAGER, EQUAL OPPORTUNITY OFFICE	\$ 33,057	\$ 50,923	-35.1%	\$ 93,022	\$ 73,330	26.9%	\$ 152,986	\$ 89,798	70.4%
MANAGER, CONTRACTUAL SERVICES OFFICE	\$ 33,057	\$ 49,589	-33.3%	\$ 93,022	\$ 67,880	37.0%	\$ 152,986	\$ 87,907	74.0%

Source: 2013 AASHTO Salary Survey, American Association of State Highway and Transportation Officials (AASHTO).

\*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.