

# APPENDIX O: BENCHMARKED SOURCES FOR PROPOSED RANGE OPTIONS

## BLS REGIONAL DATA SOURCE - PUBLIC/PRIVATE SECTOR

BROADBAND	DATA SOURCE	BENCHMARKS*
16	BLS-REGIONAL AVG SALARY	Average of ATTORNEY SUPERVISOR benchmarked to BLS 23-1011 - Lawyers
20a	BLS-REGIONAL AVG SALARY	Average of INVESTIGATION MANAGER - SES benchmarked to BLS 11-9199 - Managers, All Other
20b	BLS-REGIONAL AVG SALARY	Average of REGIONAL TOLL MANAGER-DOT and AUDIT DIRECTOR - SES benchmarked to 11-3031 Financial Managers and 11-1021 General and Operations Managers, respectively
21a	BLS-REGIONAL AVG SALARY	Average of DISTRICT RIGHT-OF-WAY ADMIN - DOT, MANAGER, RIGHT-OF-WAY PRODUCTION, and MANAGER, RIGHT-OF-WAY OPERATIONS benchmarked to 11-9141 Property, Real Estate, and Community Association Managers; and DEPUTY DIRECTOR, SUPPORT-DOT, ADMINISTRATIVE SERVICES MANAGER, TURNPIKE ADMINISTRATIVE SERVICES MANAGER benchmarked to 11-3011 Administrative Service Managers
21b	BLS-REGIONAL AVG SALARY	Average of DIRECTOR OF HUMAN RESOURCES, CHIEF LEGAL COUNSEL, DIST PLANNING & ENVIRONMNT MGT ADMIN-DOT, DISTRICT PUBLIC TRANSPORTATION MGR - DOT, FEDERAL PROGRAM COORDINATOR-DOT, MANAGER, AVIATION OFFICE, MANAGER, CONTRACTS ADMINISTRATION OFFICE, MANAGER, FT MYERS URBAN PLANNING OFFICE, MANAGER, RAIL OFFICE, MANAGER, SEAPORT OFFICE-DOT, MANAGER, SYSTEMS PLANNING OFFICE, MANAGER, TRANSIT OFFICE, MANAGER,PENSACOLA URBAN PLANNING OFFICE, STATE SAFETY ADMINISTRATOR, and MANAGER, CONTRACTUAL SERVICES OFFICE benchmarked to 11-3121 Human Resources Managers, 11-9199 Managers, All Other, and 11-3061 Purchasing Managers
21c	BLS-REGIONAL AVG SALARY	Average of DEPUTY DIR OF FACILITIES & EQUPT-DOT, DEPUTY DIRECTOR FOR TOLL OPERATIONS-DOT, DISTRICT MAINTENANCE ADMINISTRATOR - SES, DISTRICT PLANNING MANAGER - DOT, DISTRICT PROFESSIONAL SERVICES ADMIN-DOT,DISTRICT PROGRAM MGMT ADMIN-DOT, MANAGER, STATEWIDE SCALE OPERATONS, SUNPASS OPERATIONS MANAGER-DOT, DEP COMPTROLLER, FINANCIAL ADMIN OFFICE, DEPUTY COMPT, DISBURSEMENT OPS OFC-DOT, DEPUTY COMPTROLER, GEN ACCTNG OFFICE-DOT, MANAGER, EQUAL OPPORTUNITY OFFICE, MANAGER, ENVIRONMENTAL MANAGEMENT OFFICE, MANAGER, TRANSPORTATION STATISTIC OFFICE, DATA CENTER DIRECTOR-DOT, MANAGER, BUSINESS SYSTEMS SUPPORT, REGIONAL MGR FOR INFORMATION TECHNOLOGY benchmarked to 11-1021 General Operations and Managers, 11-3031 Financial Managers, 11-9121 Natural Science Managers, and 11-3021 Computer and Information Systems Managers.
21d	BLS-REGIONAL AVG SALARY	Average of DISTRICT CONSTRUCTION ENGINEER - DOT, DISTRICT DESIGN ENGINEER - DOT,DISTRICT LAND SURVEYOR - DOT, DISTRICT MAINTENANCE ENGINEER - DOT, DISTRICT MATERIALS ENGINEER - DOT, DISTRICT TRAFFIC OPERATIONS ENGINEER-DOT, MANAGER, ENGINEERING/CADD SYSTEMS DESIGN MANAGER, PRODUCTION SUPPORT OFFICE, MANAGER, SPECIFICATIONS & ESTIMATES OFFICER, MANAGER, STRATEGIC INITIATIVES, STATE ROADWAY DESIGN ENGINEER-DOT, STATE STRUCTURES DESIGN ENGINEER, and STATE SURVEYOR-DOT benchmarked to 11-9041 Architectural and Engineering Managers.
22	BLS-REGIONAL AVG SALARY	Average of BUDGET OFFICER, DEPUTY GENERAL COUNSEL-DOT, and PUBLIC INFORMATION ADMINISTRATOR-DOT benchmarked to 11-3031 Financial Managers, 11-9199 Managers, All Other, and 11-2031 Public Relations and Fundraising Managers, respectively.
23a	BLS-REGIONAL AVG SALARY	Average of COMPTROLLER-DOT, DIR OF THE OFF OF POLICY PLANNING-DOT, DIRECTOR, TOLL OPERATIONS, DISTRICT DIRECTOR- OPERATIONS-DOT, DISTRICT DIRECTOR-PRODUCTION-DOT, LEGISLATIVE AFFAIRS ADMINISTRATOR, STATE FREIGHT & LOGISTICS ADMINISTRATOR, STATE TRANSPORTATION DEV ADMIN, DIR OFFICE OF WORK PROGRAM & BUDGET, DIRECTOR, OFFICE OF INFORMATION SYSTEMS benchmarked to 11-1021 General Operations Managers, 11-3031 Financial Managers, and 11-3021 Computer and Information Systems Managers.

<b>23b</b>	BLS-REGIONAL AVG SALARY	Average of DIRECTOR, BUSINESS DEV & CONCESSION MGMT, DIR OF THE OFFICE OF CONSTRUCTION-DOT, DIRECTOR OF THE OFFICE OF DESIGN-DOT, DIRECTOR, OFFICE OF MAINTENANCE, DIRECTOR, OFFICE OF MATERIALS, STATE HIGHWAY ENGINEER-DOT, STATE TRAFFIC OPERATIONS ENGINEER benchmarked to 11-9041 Architectural and Engineering Managers and 11-2021 Marketing Managers.
<b>23c</b>	BLS-REGIONAL AVG SALARY	Average of CHIEF FINANCIAL OFFICER-DOT benchmarked to 11-1011 Chief Executives.
<b>24a</b>	BLS-REGIONAL AVG SALARY	Average of DIRECTOR OF ADMINISTRATION benchmarked to 11-3011 Administrative Services Manager.
<b>24b</b>	BLS-REGIONAL AVG SALARY	Average of ASSISTANT SEC, ENGINEERING & OPERATIONS, ASST SECRETARY FOR FINANCE AND ADMIN-DOT, ASST SECRETARY, INTERMODAL SYSTEMS DEV, DISTRICT SECRETARY, EXEC DIR, FLORIDA RAIL ENTERPRISE, EXEC DIR, FLORIDA'S TURNPIKE ENTERPRISE, INSPECTOR GENERAL-DOT benchmarked to 11-1021 General and Operations Managers.
<b>24c</b>	BLS-REGIONAL AVG SALARY	Average of CHIEF OF STAFF benchmarked to 11-1011 Chief Executives.
<b>25</b>	BLS-REGIONAL AVG SALARY	Average of SECRETARY OF TRANSPORTATION benchmarked to 11-1011 Chief Executives. Adjusted 11% per hierarchy and in relation to current set midpoint.

### **PRIVATE TRANSPORTATION INDUSTRY CUSTOM SURVEY DATA (BLS WHERE PRIVATE DATA UNAVAILABLE)**

<b>BROADBAND</b>	<b>DATA SOURCE</b>	<b>BENCHMARKS*</b>
<b>16</b>	BLS-REGIONAL AVG SALARY	Average of ATTORNEY SUPERVISOR benchmarked to BLS 23-1011 - Lawyers
<b>20a</b>	BLS-REGIONAL AVG SALARY	Average of INVESTIGATION MANAGER - SES benchmarked to BLS 11-9199 - Managers, All Other
<b>20b</b>	BLS-REGIONAL AVG SALARY	Average of REGIONAL TOLL MANAGER-DOT and AUDIT DIRECTOR - SES benchmarked to 11-3031 Financial Managers and 11-1021 General and Operations Managers, respectively
<b>21a</b>	BLS-REGIONAL AVG SALARY	Average of DISTRICT RIGHT-OF-WAY ADMIN - DOT, MANAGER, RIGHT-OF-WAY PRODUCTION, and MANAGER, RIGHT-OF-WAY OPERATIONS benchmarked to 11-9141 Property, Real Estate, and Community Association Managers; and DEPUTY DIRECTOR, SUPPORT-DOT, ADMINISTRATIVE SERVICES MANAGER, TURNPIKE ADMINISTRATIVE SERVICES MANAGER benchmarked to 11-3011 Administrative Service Managers
<b>21b</b>	SVY-PVT AVG SALARY	Average of peer benchmarked STATE SURVEYOR-DOT and DIRECTOR OF HUMAN RESOURCES.
<b>21c</b>	SVY-PVT AVG SALARY	Average of peer benchmarked STATE STRUCTURES DESIGN ENGINEER and DATA CENTER DIRECTOR-DOT.
<b>22</b>	BLS-REGIONAL AVG SALARY	Average of BUDGET OFFICER, DEPUTY GENERAL COUNSEL-DOT, and PUBLIC INFORMATION ADMINISTRATOR-DOT benchmarked to 11-3031 Financial Managers, 11-9199 Managers, All Other, and 11-2031 Public Relations and Fundraising Managers, respectively.
<b>23a</b>	SVY-PVT AVG SALARY	Average of peer benchmarked DIRECTOR, OFFICE OF MAINTENANCE and DIRECTOR, OFFICE OF MATERIALS.
<b>23b</b>	SVY-PVT AVG SALARY	Average of peer benchmarked STATE TRAFFIC OPERATIONS ENGINEER.
<b>23c</b>	SVY-PVT AVG SALARY	Average of peer benchmarked STATE HIGHWAY ENGINEER-DOT.
<b>23d</b>	SVY-PVT AVG SALARY	Average of peer benchmarked COMPTROLLER-DOT.
<b>23e</b>	SVY-PVT AVG SALARY	Average of peer benchmarked DIRECTOR, OFFICE OF INFORMATION SYSTEMS and DIRECTOR, TOLL OPERATIONS.

<b>23f</b>	SVY-PVT AVG SALARY	Average of peer benchmarked DIRECTOR OF THE OFFICE OF DESIGN-DOT and DIRECTOR, OFFICE OF RIGHT-OF-WAY.
<b>23g</b>	SVY-PVT AVG SALARY	Average of peer benchmarked GENERAL COUNSEL-DOT.
<b>24a</b>	SVY-PVT AVG SALARY	Average of peer benchmarked INSPECTOR GENERAL-DOT.
<b>24b</b>	SVY-PVT AVG SALARY	Average of peer benchmarked ASST SECRETARY, INTERMODAL SYSTEMS DEV and CHIEF OF STAFF.
<b>24c</b>	SVY-PVT AVG SALARY	Average of peer benchmarked EXEC DIR, FLORIDA'S TURNPIKE ENTERPRISE.
<b>24d</b>	SVY-PVT AVG SALARY	Average of peer benchmarked DISTRICT SECRETARY.
<b>25</b>	SVY-PVT AVG SALARY	Average of peer benchmarked SECRETARY OF TRANSPORTATION.