Collier County Benchmark Survey FY2008

YUR MISSION, YOUR SUCCES

By Human Resources Compensation



Dear Participant:

The Human Resources Department for the Board of Collier County Commissioners would like to extend a warm thank you for your participation in the annual Collier County Benchmark Survey. The information that you have provided will aid us in maintaining a solid compensation strategy.

The data is divided by our three Pay Plans and classification specifications within each of those pay plans. The first is the Red Pay Plan which holds our senior management classifications. The next set of data is our White Pay Plan. These classifications mostly fall under the managerial or professional levels, and with a few exceptions, are exempt classifications. Finally the last set is the Blue Pay Plan. These are classifications are primarily administrative and manual labor and are hourly in nature.

Please note that we "scrubbed" some of the data. Data that we found to be outliers required some further investigation. We looked at the full classification specification whenever possible to confirm the match. If we felt that data was not relevant to our job functions the data was discarded. Therefore, you may find that some of the data that you provided are not included in our final report.

Finally, the last two lines in each of the pages that are titled "% difference vs. Average" and "% Difference vs. Median" are a comparison of Collier County figures against the median and average of the market.

If you have any questions, please feel free to contact me. My email address is <u>ofeliatallon@colliergov.net</u> and my telephone number is 238-252-8715. Thank you.

Ofelia Tallon, PHR

Compensation Analyst Board of Collier County 3301 East Tamiami Trial Naples, FL 34112 Tel. 239.252.8715 Fax 239.774.8996



Participants in the Collier County Benchmark Survey

Broward County, FL CC Public Schools Charlotte County, FL City of Ft. Myers Beach, FL

City of Boca Raton, FL
City of Bradenton, FL
City of Cape Coral, FL
City of Clearwater, FL
City of Daytona Beach,
FL
City of Dunedin, FL
City of Ft. Lauderdale, FL
City of Ft. Myers, FL
City of Hollywood, FL
City of Miami Beach, FL
City of Miami, FL

City of Myrtle Beach, FL City of Naples, FL City of Orlando, FL

City of Port St. Lucie, FL

City of Punta Gorda, FL City of Sanibel, FL City of Sarasota, FL City of St. Petersburg, FL

City of Tampa, FL (FPPA)
City of West Palm Beach, FL
Hillsborough County, FL

Lee County, FL Manatee County, FL

Martin County, FL Miami Dade County, FL Orange County, FL Palm Beach County, FL Pinellas County, FL

Sarasota County, FL Solid Waste Authority of Palm Beach St. Lucie County, FL Town of Hilton Head, SC Town of Jupiter, FL

Volusia County, FL Non-government 001 Non-government 002 Non-government 003 Non-government 004



Collier County Red Pay Plan

The Red Pay Plan includes pay grades 29 -36



C	ategory: RED PLAN	ADMINI	STRATOR - SERV		ATIVE		NISTRATOR PMENT AND SERVICES	ENVIRONN		ADMINI	STRATOR - I	PUBLIC SER	VICES
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	City of Cape Coral					81,307	107,744	134,139	110,323				
	City of Clearwater					67,112	83,945	100,778	93,588	70,610	88,208	105,806	90,000
	St. Lucie County	75,358	97,380	119,425	113,557								
	Lee County					83,424	108,661	133,897	133,897				
	Manatee County					88,296	112,580	136,864	103,293	88,296	112,580	136,864	90,501
	City of Naples					95,228	105,809	132,261	106,120				
•	Orange County Government	89,710	116,730	143,749	135,013	89,710	116,730	143,749	129,064				
	Palm Beach County												
•	City of Myrtle Beach					44,912	57,471	70,029	70,029				
	Martin County Government	68,351	102,550	136,749		68,351	102,550	136,749					
	City of St. Petersburgh												
	Pinellas County					95,348	119,185	143,022	99,162	110,246	137,808	165,369	130,099
	City of Orlando	103,625	136,021	168,417	141,897								
	City of Daytona Beach	81,755	113,628	145,500		81,759	113,630	145,500	138,640	76,407	105,877	135,348	117,508
			STRATOR - SERV	ICES		DEVELO	NISTRATOR PMENT AND SERVICES	ENVIRONM (CDES)	MENTAL		STRATOR - I		
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	83,760	113,262	142,768	130,156	79,545	102,830	127,699	109,346	86,390			107,027
	MEDIAN	81,755	113,628	143,749	135,013	82,592	108,203	135,444	106,120	82,352	109,229	136,106	104,005
	I =			'				1			1	1	
NA	Collier County Government	107,193	119,103	148,879	119,103	107,193	119,103	148,879	133,455	107,193	119,103	148,879	119,103
	% Difference vs. Average % Difference vs. Median	21.86% 23.73%	4.90% 4.60%	4.10% 3.45%	-9.28% -13.36%	25.79% 22.95%	13.66% 9.15%	14.23% 9.02%	18.07% 20.48%	19.41% 23.17%	6.70% 8.29%	8.75% 8.58%	10.14% 12.68%



С	ategory: RED PLAN	ADMINI	STRATOR -	PUBLIC UT	ILITIES	ADMINIS	TRATOR -	TRANSPOR	TATION	DEI	PUTY COUN	TY MANAGE	R
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	City of Cape Coral	81,307	107,744	134,139	134,139	64,792	85,862	106,933	106,933	87,776	116,314	144,851	
	City of Clearwater			·	·	·	·	·					
	City of Fort Lauderdale	90,792	114,452	138,112	138,112					97,781	123,271	148,762	148,762
	City of Miami Beach									125,743	164,416	203,089	185,779
	Hillsborough County					95,430	119,267	143,125	143,125	119,668	149,614	179,546	178,883
	Lee County	77,483	101,049	124,615	122,541	89,365	116,273	143,180	143,180	95,306	123,899	152,492	152,492
	Manatee County					88,296	112,580	136,864		89,253	119,590	149,926	108,519
	City of Naples	76,670	90,200	112,750	98,630								
	Orange County Government	108,992	142,886	176,779	141,045	102,710	134,118	165,526	139,901	114,650	150,291	185,931	148,580
	Palm Beach County	114,517	153,004	191,491	181,006	114,516	153,004	191,491	165,712	131,116	175,177	219,238	194,607
	Town of Hilton Head Island (of Hilton He								100,218	131,286	150,327	135,948
	Martin County Government	68,351		136,749						73,819	110,754	147,689	
	City of St. Petersburgh	89,837	106,875	123,912	123,912								152,736
	City of Fort Myers									95,784	124,550	153,275	
	City of Sarasota	72,529	92,434	121,770	93,791					88,170	112,366	147,954	136,708
	City of W. Palm Beach	98,600	123,300	148,100						125,600	157,100	188,700	166,367
	Pinnelas County	129,024	161,128	193,536	168,531					129,024	161,128	193,536	156,142
	City of Orlando					103,625	136,021	168,417	133,140	131,227	172,224	213,220	174,012
	Brevard County												120,571
	City of Daytona Beach									81,755	113,628	145,500	126,878
	Charlotte County	76,170	100,922	125,674	109,117	76,170	100,922	125,674	125,674	79,997	105,987	131,976	122,221
		ДПМІНІ	STRATOR -	PHRI IC HT	II ITIES	ADMINS	TRATOR - 1	грансрорт	TATION	DEI	PHTY COUN	TY MANAGE	p
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES		116,379	143,969	131,082	91,863		147,651	136,809	103,935	135,976	168,001	150,575
	MEDIAN	85,572		135,444	129,026	92,398	117,770	143,153	139,901	97,781	124,550	152,492	150,627
		,-/-				,			1	2.1.2.1	,		
NA	Collier County Government	107,193	119,103	148,879	136,773	107,193	119,103	148,879	136,686	118,181	131,312	164,140	155,121
	% Difference vs. Average	15.71%	2.29%	3.30%	4.16%	14.30%	-0.55%	0.82%	-0.09%	12.05%	-3.55%	-2.35%	2.93%
	% Difference vs. Median	20.17%	9.90%	9.02%	5.66%	13.80%	1.12%	3.85%	-2.35%	17.26%	5.15%	7.10%	2.90%



(Category: RED PLAN	DIRE	CTOR - BUIL PERMI		W &	DIRECT	OR - BUREA SERV		GENCY	DIREC	CTOR - CODE	ENFORCEM	ENT
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	City of Cape Coral	50,731	65,052	79,372	62,525	81,307	107,744	134,139	121,368	64,792	85,862	106,933	71,261
	City of Clearwater	47,875	59,789	71,703	65,004								
	City of Fort Lauderdale	90,792	114,452	138,112	138,112	90,792	114,452	138,112	138,112	69,202	84,698	100,194	100,194
	City of Miami	87,189	116,557	145,926	143,113					83,059	111,016	138,972	117,638
	City of Miami Beach	98,009	128,152	158,295	145,676					70,301	91,923	113,545	
	Hillsborough County	95,430	119,267	143,125	139,381	85,176	106,496	127,795	109,574	85,176	106,496	127,795	104,354
	Lee County					71,543	93,438	115,333	115,333	46,293	59,928	73,562	73,562
	Manatee County	88,296	112,580	136,864	101,109	88,296	112,580	136,864	90,501				
	Orange County Government	71,219	91,801	112,382	97,344	63,170	80,424	97,677	78,374	71,219	91,801	112,382	98,800
	Palm Beach County	87,370	116,725	146,080	122,757	81,655	109,094	136,533	107,270	76,313	101,958	127,602	120,688
	Town of Hilton Head Island	73,663	92,079	110,495	99,032								
	City of Myrtle Beach	63,446	81,187	98,928	96,995								
	Martin County Government	68,351	102,550	136,749		68,351	102,550	136,749					
	City of Petersburg									74,669	91,908	109,146	81,600
	City of Fort Myers									54,434	69,389	84,365	75,612
	City of Sarasota									69,053	88,004	115,977	90,932
	City of W. Palm Beach									68,500	85,700	102,900	85,803
	Pinellas County	99,321	124,151	148,982	113,339	87,635	109,544	131,453	92,020				
	City of Orlando	60,673	77,729	94,785	101,785					72,737	95,503	118,268	104,774
	Brevard County	60,502	82,410	104,317	79,792	80,526	105,827	131,127	86,586				
	Charlotte County	72,550	96,138	119,725	99,902	76,170	100,922	125,674	125,341				
		DIRE	CTOR - BUIL	DING REVIE	W &	DIRECT	FOR BUREAU	J OF EMERG	ENCY				
			PERMI				SERV				CTOR - CODE		ENT
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	75,964	98,789	121,615			103,916	128,314	106,448	69,673	89,553	110,126	93,768
	MEDIAN	73,107	99,344	128,237	101,109	81,307	106,496	131,453	108,422	70,301	91,801	112,382	94,866
NA	Collier County Government	92,597	102,886	128,608	102,018	97,228	108,031	135,039	113,309	88,188	97,987	122,484	104,075
	% Difference vs. Average	17.96%	3.98%	5.44%	-4.94%	18.22%	3.81%	4.98%	6.06%	21.00%	8.61%	10.09%	9.90%
	% Difference vs. Average % Difference vs. Median	21.05%	3.44%	0.29%	0.89%	16.22%	1.42%	2.66%	4.31%	20.28%	6.31%	8.25%	9.90% 8.85%
	70 Dinerence VS. Median	21.00%	3.4470	0.2970	0.0970	10.3770	1.4270	2.00%	4.3170	20.2070	0.3170	0.2070	0.0070



Category: RED PLAN		OR - COMM			DIDECTAI	COMPO	THENOLVE D	AUUUUA	DIDECTAD	DOMECTIV	C ALUINAL C	EDVICE
Region Organization	Min	:USTOMER I	Max Max	Avr	Min	R - COMPRE Mid/Mrkt	Max	Avr	Min	: - DOMESTIC Mid/Mrkt	Max	Avr
City of Cape Coral	57,262	74,443	91,603	91,603			THE SECTION AND ADDRESS OF THE SECTION ADDRESS OF THE SECTION ADDRESS OF THE SECTION AND ADDRESS OF THE SECTION ADDRESS				THE STATE OF THE S	
City of Clearwater	67,112	83,945	100,778	86,852	67,112	83,945	100,778	90,910				
City of Fort Lauderdale	86,403	108,950	131,498	119,101	86,403	107,349	128,294	128,294				
City of Sanibel	· ·			·	87,628		131,348	130,890				
City of Miami Beach					98,009	128,152	158,295	158,294				
Non-Government 003				114,719	·	·	·					
Hillsborough County	85,176	106,496	127,795	102,315	95,430	119,267	143,125	105,997	85,176	106,496	127,795	123,427
Lee County	55,205	71,346	87,486		66,363	86,207	106,050	93,973	61,147	78,958	96,768	96,768
Manatee County					53,872	68,037	82,202	82,056	48,006	60,674	73,341	53,914
Non-Government 004	83,990	104,978	125,965	108,763								
Orange County Government	71,219	91,801	112,382	100,672					71,219		112,382	86,320
Palm Beach County	100,029	133,638	167,247	107,359	83,481	119,898	156,314	125,312	81,655	109,094	136,533	112,844
City of Myrtle Beach	52,080	66,643	81,205	81,205	63,446	81,187	98,928	98,928				
City of St. Petersburg	82,423	100,218	118,013	101,490								
City of Sarasota	54,107	68,955	89,561	68,955	69,053	88,004	115,977	102,407				
City of W. Palm Beach					98,600	123,300	148,100	131,234				
Pinellas County	99,321	124,151	148,982	113,881	99,321	124,151	148,982	138,180	110,246	137,808	165,369	135,679
City of Orlando					81,910	107,494	133,078	132,433				
City of Tampa (FPPA)	58,510	75,119	91,728									
Brevard County	55,000	74,917	94,834	64,597					80,526		131,127	83,728
Charlotte County	65,790	82,243	98,696	78,624	69,098	86,362	103,626	98,696	66,790	82,743	98,696	83,762
	DIREC1	OR - COMM	MUNICATION	I AND								
		USTOMERI				R - COMPRE				- DOMESTIC		
	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
AVERAGES	71,575	91,190	111,185	95,724	79,980	102,346	125,364	115,543	75,596	96,675	117,751	97,055
MEDIAN	67,112	83,945	100,778	101,081	82,696	107,421	129,821	115,654	75,873	98,814	120,089	91,544
NA Collier County Government	88,188	97,987	122,484	104,059	88,188	97,987	122,484	106,432	83,905	93,228	116,535	0
		21,1221	. ==[. 5 1]				. == [. 2 1			1	,	
% Difference vs. Average	18.84%	6.94%	9.22%	8.01%	9.31%	-4.45%	-2.35%	-8.56%	9.90%	-3.70%	-1.04%	#DIV/0!
% Difference vs. Median	23.90%	14.33%	17.72%	2.86%	6.23%	-9.63%	-5.99%	-8.67%	9.57%	-5.99%		#DIV/0!



(Category: RED PLAN	DIRECTO	R - FACILIT	TIES MANA	GEMENT	DIRECT	OR - FLEE	T MANAGE	EMENT	DIREC	TOR - HUM	AN RESOUF	RCES
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	City of Cape Coral					59,904	79,394	98,862	93,870				
	City of Clearwater					58,040	72,578	87,115	67,111	74,103	92,578	111,053	93,588
	City of Fort Lauderdale	67,496	82,638	97,781	97,781					90,792	114,452	138,112	138,112
	City of Miami				·	87,189	116,557	145,926	117,761	91,509	122,357	153,204	160,742
	St. Lucie County	65,472	84,935	104,354	87,589	•				70,724	91,864	113,048	87,610
	Collier County Public Schools	104,915	112,483	120,595	117,050	104,915	112,483	120,595	120,595	104,915	112,483	120,595	120,595
	City of Miami Beach	70,301	91,923	113,545	93,799	83,008	108,536	134,063	134,064	98,009	128,152	158,295	134,064
	Non-Government 003				100,112								105,545
	Hillsborough County	76,066	95,056	114,130	114,130	95,430	119,267	143,125	125,008	95,430	119,267	143,125	125,611
	Lee County	66,363	86,207	106,050	106,050	66,363	86,207	106,050	106,050	71,543	83,438	115,333	
	Manatee County	88,296	112,580	136,864	88,296	53,872	68,037	82,202	69,742	88,296	112,580	136,864	103,293
	City of Naples					57,212	67,308	84,135	79,594	95,228	105,809	132,261	105,999
	Non-Government 004	94,619	118,289	141,939	105,976					92,373	115,482	138,570	106,913
	Orange County Government	76,523	99,050	121,576	121,576	65,312	83,502	101,691	86,549	76,523	99,050	121,576	99,757
	Palm Beach County	87,370		146,080	119,469	87,370	116,725	146,080	134,218	100,029	133,638	167,247	139,042
	Town of Hilton Head Island	73,663	92,079	110,495	92,740					79,556	99,445	119,334	105,810
	City of Myrtle Beach					44,912	57,471	70,029		63,446	81,187	98,928	98,928
	Non-Government 001									95,700	143,500	191,400	149,750
	Martin County Government	68,351	102,550	136,749	90,000					58,600	79,586	100,571	88,000
	City of St. Petersburg	74,669	91,908	109,146	105,481	74,669	91,908	109,146	109,146	82,423	100,218	118,013	118,013
	City of Fort Myers					58,781	74,942	91,125	74,894	80,642	104,832	129,002	106,406
	City of Sarasota									72,529	92,434	121,770	114,643
	Non-qovernment 002				99,672								99,671
	City of W Palm Beach					77,300	96,700	115,100	116,106	98,600	123,300	148,100	133,145
	Pinellas County	99,321	124,151	148,982	130,001	87,635	109,544	131,453	108,668	118,908	148,635	178,362	136,260
	City of Orlando	72,737	95,502	118,266	87,796					72,737	95,503	118,268	107,744
	City of Tampa (FPPA)									82,202	105,571	128,939	
	Brevard County	80,526	105,827	131,127	89,835					80,526	105,827	131,127	110,610
	Charlotte County	72,550	96,137	119,724	115,939	56,867	71,063	85,259	68,328	72,550	96,138	131,127	109,075
				TIES MANA			OR - FLEE		_			AN RESOUF	
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	78,779		122,200	103,331	71,693	90,131	108,939	100,732	84,919	107,974	133,239	115,343
	MEDIAN	74,669	96,137	119,724	100,112	66,363	86,207	106,050	107,359	82,313	105,690	130,065	108,410
NI 0	Callian County Courses	00.507	102,886	400.000	120,306	83,905	02.220	116,535	93,532	92,597	400.000	400.000	400.720
NA	Collier County Governmen	92,597	102,686	128,608	120,306	83,905	93,228	116,535	93,532	92,597	102,886	128,608	109,736
	% Difference vs. Average	14.92%	2.35%	4.98%	14.11%	14.55%	3.32%	6.52%	-7.70%	8.29%	-4.95%	-3.60%	-5.11%
	% Difference vs. Median	19.36%	6.56%	6.91%	16.79%	20.91%	7.53%	9.00%	-14.78%	11.11%	-2.73%	-1.13%	1.21%



	Category: RED PLAN					DIR	ECTOR - IN		ON				
			CTOR - HU				TECHN				DIRECTOR -		
Region		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	City of Cape Coral					81,307	107,744	134,138	106,891				
	City of Clearwater					74,108	92,581	111,053	97,332	67,112	83,945	100,778	84,597
	City of Fort Lauderdale					90,792	114,452	138,112	138,112				
	City of Miami					91,509	122,357	153,204	160,742				
	St. Lucie County	70,724	91,864	113,048	87,610	70,724	91,864	113,048	93,246	65,472	84,935	104,354	102,502
	Collier County Public School					104,915	112,483	120,595	120,595				
	City of Miami Beach					98,009	128,152	158,295	131,651				
	Non-Government 003								93,623				123,218
	Hillsborough County	95,430	119,267	143,125	125,611	86,320	116,522	146,744	146,744	95,430	119,267	143,125	135,637
	Lee County	77,483	101,049	124,615	124,615	61,147	78,958	96,768	96,768	71,543	96,438	115,333	115,333
	Manatee County	88,296	112,580	136,864	88,296	88,296	112,580	136,864	120,765	53,872	68,037	82,202	77,501
	City of Naples					95,228	105,809	132,261	104,848				
	Non-Government 004					94,619	118,290	141,939	119,933				
	Orange County Government					81,099	105,519	129,938	116,938				
	Palm Beach County	81,655	109,094	136,533	87,254	114,516	153,004	191,491	171,739	107,026	142,992	178,957	126,402
	City of Myrtle Beach									54,714	70,014	85,313	85,313
	Non-Government 001					95,700	143,500	191,400	126,500				
	Martin County Government	68,351	102,550	136,749		68,351	102,550	136,749		68,351	102,550	136,749	
	City of St. Petersburg								137,659	82,423	90,630	98,836	118,013
	City of Fort Myers					80,642	104,832	129,002	107,165				
	City of Sarasota					72,529	92,434	121,770	78,000				
	Non-government 002								104,500				72,120
	City of W. Palm Beach					98,600	123,300	148,100	143,675	87,300	109,200	131,000	
	Pinellas County					118,908	148,635	178,000	134,386				
	City of Orlando					81,910	107,494	133,078	128,523				
	City of Tampa (FPPA)					82,202	105,571	128,939					
	Brevard County	80,526	105,827	131,127	90,360	82,202	106,665	131,127	97,527	80,526	105,827	131,127	97,410
	Charlotte County	72,550	96,138	119,725	102,939	72,550	96,137	119,725	104,354	62,649	78,343	94,037	87,922
		DIBE	CTOR - HU	MAN SERV	ICES	DIR	ECTOR - IN TECHNO		UN		DIRECTOR -	LIBBARY	
-		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	79,377	104,796	130,223	100,955	86,924	112,143	138,431	119,289	74,701	96,015	116,818	102,164
	MEDIAN	79,005	104,188	133,830	90,360	84,261	107,619	133,608	119,933	69,947	93,534	109,843	99,956
NIO	Callian Causats Causassa	92.005	02.220	440 505	00.000	00.507	400.000	400 000	404.540	00.507	400.000	400.000	00.057
NA	Collier County Governmer	83,905	93,228	116,535	89,826	92,597	102,886	128,608	121,542	92,597	102,886	128,608	96,257
	% Difference vs. Average	5.40%	-12.41%	-11.75%	-12.39%	6.13%	-9.00%	-7.64%	1.85%	19.33%	6.68%	9.17%	-6.14%
	% Difference vs. Median	5.84%	-11.76%	-14.84%	-0.59%	9.00%	-4.60%	-3.89%	1.32%	24.46%	9.09%	14.59%	-3.84%



(Category: RED PLAN	DIREC	TOR - MAN BUD	NAGEMENT GET	r and	DIRECT	OR - PARK	S & RECR	EATION	DIRE	CTOR - PUE		IES
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	City of Cape Coral	81,307	107,744	134,139	108,389	81,307	107,744	134,139	119,350	64,792	85,862	106,933	106,933
	City of Clearwater	70,610	88,208	105,806	98,694	74,108	92,581	111,053	108,929	60,991	76,185	91,378	75,000
	City of Fort Lauderdale	86,403	108,950	131,498	131,498	90,792	114,452	138,112	138,112	84,282	104,707	125,133	122,096
	City of Miami	91,509	122,357	153,204	140,000	83,059	111,015	138,972	133,201		-		
	St. Lucie County	70,724	91,864	113,048	101,171	70,724	91,864	113,048	81,453				
	Collier County Public School	104,915	112,483	120,595	115,895	•							
	City of Miami Beach	98,009	128,152	158,295	153,999	98,009	128,152	158,295	157,137	83,008	108,536	134,063	110,000
	Non-Government 003			·	100,000								
	Hillsborough County	95,430	119,267	143,125	140,088	95,430	119,267	143,125	118,352				
	Lee County	71,543	93,438	115,333		77,483	101,049	124,615	124,615	66,363	86,207	106,050	106,050
	Manatee County	88,296	112,580	136,864	129,293	88,296	112,580	136,864	98,550				
	City of Naples	95,228	105,809	132,261	118,207	95,228	105,809	132,261	105,999	76,670	90,200	112,750	84,000
	Non-Government 004	83,990	104,998	125,965	115,003	•					-		
	Orange County Government	71,219	91,801	112,382	95,493	71,219	91,801	112,382		76,523	99,050	121,576	105,560
	Palm Beach County	122,541	163,716	204,890	120,999	107,026	142,992	178,957	153,791				
	Town of Hilton Head Island	79,556	99,445	119,335	103,500	•				73,663	92,079	110,495	104,395
	City of Myrtle Beach	63,446	81,187	98,928	98,928	70,029	89,611	109,192	109,192	70,029	89,611	109,192	98,928
	Martin County Government	58,600	79,586	100,571		68,351	102,550	136,749		68,351	102,550	136,749	
	City of St. Petersburg	82,423	100,218	118,013	118,013	82,423	100,218	118,013	118,013	62,533	81,422	100,311	100,311
	City of Fort Myers					58,781	74,942	91,125	76,504				
	City of Sarasota	76,121	97,011	127,795	106,886	•	•						
	Non-government 002			·	90,639								
	City of W. Palm Beach	111,300	139,200	167,200	105,618	87,300	109,200	131,100	115,764	98,600	123,300	148,100	105,618
	Pinellas County	99,321	124,151	148,982	102,301	99,321	124,151	148,982	99,321	99,321	124,151	148,982	146,478
	City of Orlando	63,564	81,432	99,299	93,932	103,625	136,021	168,417	127,691				
	City of Tampa (FPPA)	78,374	100,610	122,845		78,374	100,610	122,845					
	Brevard County	80,526	105,827	131,127	92,723	80,526	105,827	131,127	120,571	80,526	105,827	131,127	109,262
	Charlotte County	72,550	96,138	119,725	112,091	76,170	100,922	125,674	99,902				
		DIREC	TOR - MAN	NAGEMENT	r and					DIRE	CTOR - PUE	BLIC UTILIT	IES
			BUD	GET		DIRECT	OR - PARK	S & RECR	EATION		ENGINE	ERING	
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	83,900	106,247	129,649	112,223	83,526	107,425	132,048	116,129	76,118	97,835	120,203	105,741
	MEDIAN	81,307	104,998	125,965	107,637	81,865	105,818	131,694	118,013	75,093	95,565	117,163	105,618
NIO	Calliar County County	00.507	400.000	400.000	440.004	00.507	400.000	400.000	04.444	00.507	400.000	400.000	402 445
NA	Collier County Governmer	92,597	102,886	128,608	110,081	92,597	102,886	128,608	94,411	92,597	102,886	128,608	103,445
	% Difference vs. Average	9.39%	-3.27%	-0.81%	-1.95%	9.80%	-4.41%	-2.67%	-23.00%	17.80%	4.91%	6.54%	-2.22%
	% Difference vs. Median	12.19%	-2.05%	2.06%	2.22%	11.59%	-2.85%	-2.40%	-25.00%	18.90%	7.12%	8.90%	-2.10%
			2.0070	2.0070			2.0070	2	20.0070			0.0070	2070



С	ategory: RED PLAN	DIRECTO	DR - PURCI SER V		ENERAL	DIREC	TOR - RISK	MANAGE	MENT	DIE	RECTOR - S	OLID VASTI	-
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
11091011	City of Cape Coral	59,904	79,394	98,862	69,014	59,904	79,394	98,862	85,446		THOUSE THE	110025	
	City of Clearwater	55,308	69,080	82,852	80,526	58,040	72,578	87,115	65,150	47,766	59,680	71,594	98,788
	City of Fort Lauderdale	86,403	108,950	131,498	131,498	69,202	84,698	100,194	93,059		55,555	,	55,155
	City of Miami	83,059	111,016	138,972	139,050	79,147	105,744	132,340	129,780	87,189	116,557	145,926	125,823
	St. Lucie County	59,139	77,101	95,041	80,954	55,123	71,629	88,457	67,766	70,724	91,864	113,048	99,029
	City of Miami Beach	83,006	108,536	134,063	125,976	70,301	91,923	113,545	113,188	83,008	108,536	134,063	111,227
	Non-Government 003				78,375				86,408				
	Hillsborough County	95,430	119,267	143,125	130,062	76,066	95,056	114,130	114,130	95,430	119,267	143,125	136,469
	Lee County	61,147	78,958	96,768	96,768	55,205	71,346	87,486	69,333	77,483	101,049	124,615	124,615
	Manatee County	57,075	72,072	87,069	88,920	40,414	61,131	67,267		53,872	68,037	82,202	75,442
	City of Naples	83,990	104,978	125,965	108,077	73,019	85,905	107,381	86,182	73,019	85,905	107,381	73,019
	Orange County Government	71,219	91,801	112,382	102,170	71,219	91,801	112,382	94,120	71,219	91,801	112,382	106,496
	Palm Beach County	100,290	133,769	167,247	113,174	100,029	133,638	167,247	114,729				
	City of Myrtle Beach	44,912	57,471	70,029	70,029	52,080	66,643	81,205	70,028	44,912	57,471	70,029	
	Non-Government 001					95,700	143,500	191,400	130,700				
	Martin County Government	58,600	79,586	100,571									
	City of Peterburg	74,669	91,908	109,146	109,146	57,709	72,137	86,564	78,993	74,009	91,578	109,146	104,747
	City of Fort Myers	58,781	74,942	91,125	77,607					58,781	74,942	91,125	77,824
	City of Sarasota	69,053	88,004	115,977	91,451	51,558	65,707	85,274	65,707				
	Non-government 002				57,600								
	City of W. Palm Beach	68,500	85,700	102,900	97,899	68,500	85,700	102,900	92,682	98,600	123,300	148,100	103,000
	Pinellas County	95,348	119,185	143,022	115,896	95,348	119,185	143,022	105,121	99,321	124,151	148,982	108,150
	City of Orlando	72,737	95,503	118,268	107,744	63,564	81,432	99,299		81,910	107,494	133,078	104,062
	City of Tampa (FPPA)	82,202	105,571	128,939						82,202	105,571	128,939	
	Brevard County	80,526	105,827	131,127	84,083	66,551	90,650	114,748	83,191	80,526	105,827	131,127	94,112
	Charlotte County	72,550	96,138	119,725	104,874	62,649	78,343	94,037	91,686	72,550	96,138	119,725	
		DIDECT	DD DUDG										
		DIRECT	DR - PURCI SERY		ENEHAL	DIREC	TOR - RISK	MANAGE	MENT	DIE	SECTOR - S	OLID VASTI	
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	72,776	93,685	114,986	98,300	67,682	88,006	108,326	91,870	75,140	96,065	117,477	102,854
	MEDIAN	72,550	91,908	115,977	97,899	66,551	84,698	100,194	89,047	75,746	98,593	122,170	104,062
									1- 11			. / -	
NA	Collier County Governmer	88,188	97,987	122,484	114,172	88,188	97,987	122,484	108,365	88,188	97,987	122,484	96,420
	% Difference vs. Average	17.48%	4.39%	6.12%	13.90%	23.25%	10.19%	11.56%	15.22%	14.80%	1.96%	4.09%	-6.67%
	% Difference vs. Median	17.73%	6.20%	5.31%	14.25%	24.54%	13.56%	18.20%	17.83%	14.11%	-0.62%	0.26%	-7.93%



C	ategory: RED PLAN		DIRECTOR -	- TOURISM		DIREC	TOR - TRA		TION	DIREC	TOR - TRAI PLANN		ION
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	City of Clearwater					55,308	69,080	82,852	79,082				
	City of Fort Lauderdale					69,202	84,698	100,194					
	St. Lucie County	47,620	61,632	75,667	67,142								
	City of Miami Beach	90,197	117,937	145,676	115,171	70,301	91,923	113,545		64,431	88,988	104,494	64,431
	Hillsborough County	67,933	84,906	101,878	100,214	85,176	106,496	127,795	127,795	85,176	106,496	127,795	127,795
	Lee County					71,543	93,438	115,333	126,866	83,424	108,666	133,897	133,897
	Manatee County	88,296	112,580	136,864	106,101								
	Palm Beach County	93,481	124,898	156,314	143,620								
	Martin County Government					61,500	88,250	115,000		58,600	79,586	100,571	
	City of St. Petersburg									82,423	100,218	118,013	118,013
*	Pinellas County	110,246	137,808	165,369	155,000	99,321	124,151	148,982	136,000				
	Brevard County	· ·			104,565	80,526	105,827	131,127	109,262	80,526	105,827	131,127	91,937
	Charlotte County					62,650	78,344	94,037	94,037		,		
									_				
						DIDEC	TOR - TRA	Nepopta	TION	DIDEC	TOR - TRA	NCDODTAT	TON.
			DIRECTOR -	- TOURISM		DINEC	ENGINE		HUN	DINEC	PLANN		IUN
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	82,962	106,627	130,295	113,116	72,836	93,578	114,318	112,174	75,763	98,297	119,316	107,215
	MEDIAN	89,247	115,259	141,270	106,101	70,301	91,923	115,000	118,064	81,475	103,022	122,904	118,013
IA.	Collier County Governmen	83,905	93,228	116,535	106,973	92,597	102,886	128,608	110,979	88,188	97,987	122,484	99,907
	% Difference vs. Average	1.12%	-14.37%	-11.81%	-5.74%	21.34%	9.05%	11.11%	-1.08%	14.09%	-0.32%	2.59%	-7.319
	% Difference vs. Median	-6.37%	-23.63%	-21.23%	0.82%	24.08%	10.66%	10.58%	-6.38%	7.61%	-5.14%	-0.34%	-18.12%

^{*} Some matches may be of larger scope.



(Category: RED PLAN									DIR		NING & LAN	ID _
			ECTOR - V				DIRECTOR				DEVELO		
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	City of Cape Coral	59,904	79,394	98,862		57,262	74,446	91,603	89,440	64,792	85,862	106,933	83,096
	City of Clearwater					55,308	71,212	87,115	62,063				
	City of Fort Lauderdale	69,202	84,698	100,194	80,246	69,202	84,698	100,194	100,194	90,792	114,452	138,112	138,112
	City of Miami									87,189	116,557	145,926	143,096
	City of Miami Beach	83,008	108,536	134,063	124,509	83,008	108,536	134,063	124,509	70,301	91,923	113,545	98,036
	Hillsborough County	95,430	119,267	143,125	135,469					76,066	95,056	114,130	114,130
	Lee County	77,483	101,049	124,615	124,615					61,147	78,958	96,768	96,768
	Manatee County	53,872	68,037	82,202	93,538	53,872	68,037	82,202	93,538	88,296	112,580	136,864	111,717
	City of Naples	73,019	85,905	107,381	76,800								
	Orange County Government	71,219	91,801	112,382		71,219	91,801	112,382	110,011	71,219	91,801	112,382	98,654
	Palm Beach County	87,370	116,725	146,080	96,450	100,029	133,638	167,247	120,168	87,370	116,725	146,080	126,558
•	Martin County Government									68,351	102,550	136,749	
	City of St, Petersburg									82,423	100,218	118,013	114,064
	City of Fort Myers	58,781	74,942	91,125	79,498	58,781	74,942	91,125	79,498				
	City of Sarasota					59,668	76,044	94,079	84,364				
	City of W. Palm Beach	98,500	85,700	102,900		77,300	96,700	116,100	98,569	68,500	85,700	102,900	
	Pinellas County	99,321	124,151	148,982	138,343	•	•						
	City of Orlando	72,737	95,503	118,268	97,635								
	Brevard County	80,526	105,827	131,127	105,807	80,526	105,827	131,127	105,807				
										DIRI	ECTOR - ZO	NING & LAN	4D
		DIR	ECTOR - V	ASTEVAT	ER		DIRECTOR	- VATER			DEVELO		
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	77,169	95,824	117,236	104,810	69,652	89,625	109,749	97,106	76,370	99,365	122,367	112,423
	MEDIAN	75,251	93,652	115,325	97,635	69,202	84,698	100,194	98,569	73,643	97,637	116,072	112,891
NA	Collier County Governmen	92,597	102,886	128,608	110,865	92,597	102,886	128,608	111,075	88,188	97,987	122,484	110,660
	% Difference vs. Average	16.66%	6.86%	8.84%	5.46%	24.78%	12.89%	14.66%	12.58%	13.40%	-1.41%	0.10%	-1.59%
	% Difference vs. Median	18.73%	8.98%	10.33%	11.93%	25.27%	17.68%	22.09%	11.26%	16.49%	0.36%	5.24%	-2.02%



Collier County White Pay Plan

The White Pay Plan includes pay grades 17 - 28



C	ategory: WHITE PLAN		ACCOUNT	ANT		A	CCOUNTA	NT. SENIO		A	PPLICATIO	NS ANALYSI	
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
3	Brevard County	31,428	41,412	51,396	32,534	36,849	50,799	64,749	43,815				
	Charlotte County	42,432	53,051	63,669	48,886					36,649	45.822	54,995	48,346
	Non-Government 001	38,700	50,400	62,000	41,864	44,500	57,900	71,300	51,234				
	City of Cape Coral	34,133	42,682	51,210		45,594	58,136	70,678	58,094	49,733	64,688	79,602	53,144
	City of Clearwater	35,961	44,924	53,887	39,409	43,503	54,324	65,145	49,449	35,961	44,924	53,887	42,360
	City of Daytona Beach	35,077	47,600	60,122	46,716		•						
	City of Fort Lauderdale	41,205	48,994	56,784	41,205	46,634	56,254	65,874	62,989	52,770	62,754	72,738	63,851
	City of Fort Myers	40,019	51,002	62,005	45,837	46,675	59,488	72,342	56,910	50,398	64,251	78,104	72,120
	City of Miami	39,070	46,412	53,753	50,776	45,276	53,729	62,183	52,228	61,826	82,713	103,601	
	City of Miami Beach	59,537	77,851	96,164	56,040	64,432	84,463	104,494	78,180	54,796	71,648	88,499	71,461
	City of Naples	49,471	58,200	72,750	54,133								
	City of Orlando	34,444	43,066	51,688	52,062	39,436	49,306	59,176	59,600	36,878	61,537	86,195	43,097
	City of Sarasota	36,611	46,658	59,668	46,658	42,405	54,042	70,212	53,292	46,692	59,505	77,279	63,240
	City of St. Petersburg	39,802	50,757	61,712	56,950	46,216	59,779	73,342	64,323	51,006	64,919	78,832	74,293
	City of Tampa (FPPA)	42,453	53,009	63,565									
	City of W. Palm Beach	42,895	53,619	64,343	48,596	50,989	63,736	76,483	66,666	42,895	53,619	64,343	
	Collier County Public School	46,568	53,495	61,448	51,422					62,587	71,890	82,685	74,837
	Non-Government 002	28,677	28,677		29,968								
	Non-Government 003	32,395	35,792	39,188	34,051				43,890	37,620	45,896	54,171	45,499
	Manatee County					48,006	60,674	73,341	55,120	57,075	72,072	87,069	68,754
	Martin County Government									46,003	59,932	73,861	
	Non-Government 004	32,989	41,226	49,462	41,621	46,030	64,411	82,098	58,198	55,476	69,412	81,082	64,459
	Orange County Government					36,046	46,030	56,014	40,839	62,629	79,051	95,493	79,454
	Palm Beach County	51,002	64,181	77,359		59,136	74,410	89,683	68,777	51,002	64,181	77,359	61,046
	Pinellas County	34,993	44,706	53,329	45,099	38,580	49,582	59,373	51,653	36,743	47,055	57,368	42,226
	Town of Hilton Head Island	42,982	53,727	64,473	47,066	50,134	62,668	75,201	62,370	54,145	67,681	81,217	61,705
			ACCOUNT					NT, SENIO				NS ANALYST	
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	39,689	49,193	60,453	45,545	46,136	58,874	71,760	56,717	49,144	62,677	76,419	60,582
	MEDIAN	39,070	48,994	60,785	46,687	45,812	58,018	70,989	56,910	50,700	64,216	78,468	63,240
NI O	Callies County Counces	40.045	50.750	70.040		50,000	50.500	74.400	54.440	50.400	60.540	70 445	en neel
NA	Collier County Government	48,245	56,759	70,949		50,606	59,536	74,420	51,446	53,139	62,516	78,145	62,265
	% Difference vs. Average	17.73%	13.33%	14.79%	#DIV/NI	8.83%	1.11%	3.57%	-10.25%	7.52%	-0.26%	2.21%	2.70%
	% Difference vs. Median	19.02%	13.68%	14.33%	#DIV/NI	9.47%	2.55%	4.61%	-10.62%	4.59%	-2.72%	-0.41%	-1.57%
	2 Birrororioo 45. Modium	10.0270	10.0070	14.0070	irottro:	0.41 70	2.0070	4.0170	10.0270	4.0070	-2.1270	-0.4170	11.01.70



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·	ategory: WHITE PLAN	ASSISTANT	TO THE CO	UNTY MAI	NAGER		BENEFITS	ANALYST			BUILDING I	NSPECTOR	
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Brevard County					31,428	41,412	51,396	33,384	34,632	45,646	56,659	36,618
	Charlotte County					28,704	35,911	43,118	36,899	42,432	53,051	63,669	47,604
	City of Cape Coral	38,709	48,381	58,011	38,709	40,518	51,626	62,733	60,923	43,909	56,347	68,786	
	City of Clearwater	50,061	62,631	75,201	62,262	35,961	44,924	53,887	44,924	35,697	44,565	53,433	45,797
	City of Daytona Beach									31,842	43,210	54,577	35,816
	City of Fort Lauderdale	62,691	76,742	90,792	80,940	38,688	45,344	52,000	52,000	43,992	51,521	59,051	50,805
	City of Fort Myers					32,698	40,872	49,046	41,496	40,019	51,002	62,005	49,837
	City of Miami									49,945	59,241	68,537	51,165
	City of Miami Beach					50,428	65,937	81,446	57,814				•
	City of Myrtle Beach						•			35,090	44,902	54,714	44,754
	City of Naples					57,212	67,308	84,135	57,212	51,891	61,048	76,310	52,027
	City of Orlando					39,436	49,306	59,176	53,695	34,444	43,586	52,728	36,337
	City of Sanibel							.		47,734	58,366	68,998	
	City of Sarasota	44,491	56,700	73,572	65,824	33,252	42,377	54,107	36,894	38,466	52,138	65,809	52,596
	City of St. Petersburg					39,802	50,757	61,712	53,937	40,914	49,827	58,739	55,554
	City of Tampa (FPPA)									45,718	55,432	65,146	
	Collier County Public School					40,165	47,187	54,490	47,187				
	Lee County							'		37,383	48,511	59,639	49,464
	Manatee County	57,075	72,072	87,069	57,075	38,126	48,110	58,094	41,038	35,984	47,039	58,094	
	Martin County Government	68,351	102,550	136,749		36,114	47,046	57,978	$\overline{}$	49,875	63,804	77,732	
	Non-Government 004					35,485	44,346	53,227	48,214				
	Orange County Government					30,451	39,166	47,902	33,647	42,349	54,101	65,811	48,681
	Palm Beach County					33,723	42,434	51,145	43,549	48,083	60,500	72,916	59,051
	Pinellas County					34,993	44,706	54,418	46,313				
	St. Lucie County							.		37,822	48,701	59,580	53,433
	Town of Hilton Head Island									42,982	53,727	64,473	51,253
								•					
		ASSISTANT	TO THE CO	OUNTY MAI	NAGER		BENEFITS	ANALYST			BUILDING I	NSPECTOR	
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	53,563	69,846	86,899	60,962	37,621	47,154	57,223	46,419	41,418	52,103	63,064	48,282
	MEDIAN	53,568	67,352	81,135	62,262	36,038	45,134	54,263	46,313	41,632	51,829	62,837	49,837
		,			, -,							, ,	
NA	Collier County Government	58,585	68,924	86,155	69,542	43,281	50,919	63,649	44,000	45,446	53,466	66,832	49,932
	% Difference vs. Average	8.57%	-1.34%	-0.86%	12.34%	13.08%	7.39%	10.10%	-5.50%	8.86%	2.55%	5.64%	3.31%
	% Difference vs. Median	8.56%	2.28%	5.83%	10.47%	16.74%	11.36%	14.75%	-5.26%	8.39%	3.06%	5.98%	0.19%
	A Difference vs. Median	0.30%	2.20%	3.03%	10.47 %	10.7476	11.30%	14.73%	-5.20%	0.35%	3.00%	3.30%	0.13%



C	Category: WHITE PLAN		AD TECHN	IICIAN			CASE MA	WAGER			CHE	MIST	
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Brevard County					36,428	43,912	51,396	40,102	40,123	52,863	65,603	
	Charlotte County	33,238	41,569	49,899	33,238	40,394	50,524	60,653	44,258				
	City of Cape Coral	34,819	44,647	54,475									
	City of Clearwater	32,400	40,477	48,554	47,130					35,961	44,924	53,887	38,904
	City of Daytona Beach	27,299	37,045	46,791	40,070					43,770	63,564	83,357	63,485
	City of Fort Lauderdale	43,992	51,522	59,051	59,051					46,664	55,453	64,272	55,432
	City of Orlando	25,729	32,188	38,646									
	City of Sarasota									40,320	51,385	65,809	48,060
	City of St. Petersburg	31,616	39,000	46,384	41,474					39,802	50,757	61,712	50,729
	City of Tampa (FPPA)	42,349	51,231	60,112									
	City of W. Palm Beach	38,861	48,576	58,291	43,570								
	Non-Government 003	46,085	46,085	46,085	46,085								
	Lee County					37,383	48,511	59,639	43,500	40,354	52,317	64,280	49,947
	Manatee County					26,333	32,240	38,147	34,154	35,984	45,375	54,766	48,485
	Martin County Government	33,320	43,401	53,481									
	Orange County Government	27,643	35,048	42,411	33,587	25,272	32,074	38,813	32,093	39,208	50,149	61,090	42,286
	Palm Beach County	41,471	52,186	62,901	57,285	44,000	55,368	66,735	52,722	45,313	57,023	68,732	51,284
	Pinellas County	30,228	38,302	46,376	36,051			.		44,661	57,851	71,040	71,041
	St. Lucie County					32,857	42,633	52,408	43,114				
		C	AD TECHN	ICIAN			CASE MA	NAGER				MIST	
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	34,932	42,948	50,961	43,754	34,667	43,609	52,542	41,420	41,105	52,878	64,959	51,965
	MEDIAN	33,279	42,485	49,227	42,522	36,428	43,912	52,408	43,114	40,320	52,317	64,280	50,338
NA	Collier County Government	48,245	56,759	70,949	59,619	45,446	53,466	66,833	51,475	45,446	53,466	66,833	54,330
	% Difference vs. Average	27.59%	24.33%	28.17%	26.61%	23.72%	18.44%	21.38%	19.53%	9.55%	1.10%	2.80%	4.35%
	% Difference vs. Median	31.02%	25.15%	30.62%	28.68%	19.84%	17.87%	21.58%	16.24%	11.28%	2.15%	3.82%	7.35%



C	ategory: WHITE PLAN	COM	PENSATION	I AMAI VC		co	NTRACTS	CDECIALK	eT.		COUNTY	SURVEYOR	
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
region	Brevard County	171111	TYTICATIVITICE	max	CII	171111	MIGHTIFIC	muz		49,965	68,059	86,152	70,776
	Charlotte County	49.088	61,371	73,653	67,059	42,432	53,051	63,669	62,161	62,650	78,344	94,037	94,037
	Non-Government 001	44,500	57,900	71,300	62,900	12,102	- 55,551	00,000	02,101	02,000	,	0 1,001	01,001
	City of Cape Coral	40,518	51,626	62,733	44,574	40,518	51,626	62,733	$\overline{}$	57,262	74,443	91,603	91,603
	City of Clearwater	43,503	54,324	65,145	58,015	,	0.,525		$\overline{}$	47,875	59,789	71,703	60,728
	City of Fort Lauderdale									58,240	71,261	84,282	84,282
	City of Miami	48,490	64,832	81,175	65,000	49,945	59,241	68,537	57,126				
	City of Miami Beach	50,428	65,937	81,446	57,814								
	City of Orlando	43,160	55,328	67,496	54,080								
	City of Sarasota					36,611	46,658	59,668	40,620				
	City of St. Petersburg	46,216	59,779	73,342	65,483					55,050	69,949	84,847	68,740
	City of Tampa (FPPA)									40,560	50,659	60,757	·
	City of W. Palm Beach	45,067	56,333	67,600	51,255	48,532	60,665	72,798	70,748				
	Non-Government 003					39,188	40,975	42,762	40,975				
	Hillsborough County					·				76,066	95,056	114,130	102,024
	Lee County	37,383	48,511	59,638	47,914	35,155	45,077	54,998	39,568	35,155	45,077	54,998	
	Manatee County	38,126	48,110	58,094	50,398	45,323	57,231	69,139	57,304	35,984	45,375	54,766	46,966
	Martin County Government									58,600	79,586	100,571	
	Non-Government 004	41,995	52,449	62,982	45,843								
	Orange County Government	47,403	59,987	72,571	57,179	36,046	46,030	56,014	48,147	59,925	75,878	91,853	91,083
	Palm Beach County	55,736	70,133	84,529	71,996	44,000	55,368	66,735	58,386				
	Pinellas County	44,661	57,851	71,041	60,045					49,239	64,429	79,619	74,455
	St. Lucie County									32,857	42,633	52,408	34,507
-		COM	PENSATION	I AMAI VO		co	NTRACTS	CDECIALK	.т		COUNTY	SURVEYOR	
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	45,085	57,631	70,183	57,304	41,775	51,592	61,705	52,782	51,388	65,753	80,123	74,473
	MEDIAN	44,661	57,851	71,041	57,814	41,475	52,338	63,201	57,126	52,508	69,004	84,564	74,455
	•							<u> </u>					
NA	Collier County Government	48,245	56,759	70,949	0	53,139	62,516	78,145	65,633	55,795	65,641	82,051	66,509
-	% Difference vs. Average	6.55%	-1.54%	1.08%	#DIV/0!	21.39%	17.47%	21.04%	19.58%	7.90%	-0.17%	2.35%	-11.97%
1	% Difference vs. Median	7.43%	-1.92%		#DIV/0!	21.95%	16.28%	19.12%	12.96%	5.89%	-5.12%	-3.06%	-11.95%
1							· - · - · •	· - · · - · •	· - · - · •				



С	ategory: WHITE PLAN	DATAB	ASE ADMI	NISTBATO	B .	DAI	ABASE PE	ROGRAMM	IER	EMI		MANAGEMEN	AT
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Brevard County	40,538	55,883	71,228	42,264					31,428	41,412	51,396	
	Charlotte County	42,232	52,951	63,669	52,468	49,088	61,371	73,653	63,003	65,790	82,243	98,696	95,368
	City of Cape Coral	48,173	61,422	74,651						40,518	51,626	62,733	
	City of Clearwater	60,991	76,185	91,378	86,271	47,875	59,789	71,703	59,729	58,040	74,709	91,378	68,843
	City of Fort Lauderdale	61,151	73,778	86,403	86,403	59,686	71,989	84,282	84,282	54,101	66,196	78,291	54,101
	City of Fort Myers					46,675	59,488	72,342	54,772				
	City of Miami	71,536	95,702	119,867	76,037	52,384	62,163	71,942	61,176				
	City of Miami Beach	64,431	84,453	104,494	99,050	54,796	71,648	88,499	71,461				
	City of Orlando	·								50,585	63,354	76,123	61,048
	City of St. Petersburg	59,393	74,515	89,637	81,207	51,006	64,919	78,832	78,832				
	City of W. Palm Beach	62,125	77,656	93,187	77,746	48,532	60,665	72,798	58,886	53,570	66,963	80,355	73,508
	Collier County Public School	79,725	85,477	91,640	91,640	52,413	62,015	69,157	59,608				
	Non-Government 002	65,100			85,690				57,475				
	Non-Government 003				49,925								
	Hillsborough County									54,163	67,662	81,203	68,120
	Lee County									40,354	52,317	64,280	50,696
	Manatee County	57,075	72,072	87,069	75,920	53,872	68,037	82,202	82,638				
	Martin County Government	49,875	63,804	77,732									
	Non-Government 004	52,728	64,894	79,082	64,418								
	Orange County Government	66,706	84,635	102,502	78,589	47,403	59,987	72,571	66,596	36,046	46,030	56,014	42,550
	Palm Beach County	64,617	81,309	98,001	88,340	57,412	72,240	87,067		55,736	70,133	84,529	66,882
	Pinellas County	57,000	75,278	93,556	72,482	49,239	64,429	79,619	67,834	40,509	52,290	64,071	45,070
	St.Lucie County	47,620	61,632	75,667	79,290								
	Town of Hilton Head Island									63,154	78,943	94,732	
										EMI		MANAGEMEN	1T
			ASE ADMI				ABASE P					INATOR	
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	58,390	73,038	88,221	75,749	51,568	64,518	77,282	66,638	49,538	62,606	75,677	62,619
	MEDIAN	60,192	74,515	89,637	78,589	51,006	62,163	73,653	63,003	53,570	66,196	78,291	63,965
NA I	Collier County Government	61,515	72,370	90,463	78,362	55,795	65,641	82,051	71,683	58,585	68,924	86,155	70,090
INA	Comer County Government	01,315	12,310	30,463	70,302	55,785	03,041	02,051	(1,003	20,205	00,324	00,100	70,080
	% Difference vs. Average	5.08%	-0.92%	2.48%	3.33%	7.58%	1.71%	5.81%	7.04%	15.44%	9.17%	12.16%	10.66%
	% Difference vs. Median	2.15%	-2.96%	0.91%	-0.29%	8.58%	5.30%	10.24%	12.11%	8.56%	3.96%	9.13%	8.74%
	20 Difference 46. Median	2.1370	-2.5576	0.5176	-0.2070	0.0070	0.0070	10.2470	12.1170	0.0070	0.0070	3.1370	0.1 470



C	Category: WHITE PLAN	EM	S DIVISION	CHIEF:			ENGU	NEER			ENGINEE	R. SENIOR	
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
region	Brevard County	55,000	74,917	94,834	74,281	49,965	68,059	86,152	59,163	66,551	90,650	114,748	77,824
	Charlotte County	33,000	14,511	34,034	14,201	59,675	74,599	89,523	77,126	69,098	86,362	103,626	11,024
	City of Cape Coral	57,262	74,443	91,603		45,594	58,136	70,678	11,120	49,733	64,688	79,602	
	City of Clearwater	58,040	74,709	91,378	78,606	43,503	54,324	65,145		52,684	65,801	78,917	64,236
	City of Daytona Beach	30,040	14,100	31,310	10,000	48,146	69,920	91,693		32,004	00,001	10,511	04,200
	City of Fort Lauderdale					54,101	65,250	76,398	73,169				
	City of Fort Myers					34,101	00,200	10,000	10,100	54,434	69,389	84,365	61,916
	City of Miami					49,945	59,241	68,537	62,861	54,945	65,259	75,572	69,995
	City of Miami Beach					46,408	60,681	74,953	67,675	54,796	71,647	88,499	54,795
-	City of Myrtle Beach					40,400	00,001	14,555	01,013	42,749	54,703	66,656	65,051
	City of Naples									69,542	81,814	102,268	78,750
	City of Orlando	53,564	76,432	99,299	76,876					03,342	01,014	102,200	10,130
	City of Sarasota	33,304	70,432	33,233	10,010	41,032	51,385	65,800	51,385	51,558	65,708	85,274	72,800
_	City of St. Petersburg	89,688	93,765	97,842	97,842	46,216	59,779	73,342	31,303	55,050	69,949	84,847	80,580
_	City of Tampa (FPPA)	09,000	99,700	37,042	37,042	48,547	60,663	72,779		68,224	85,218	102,211	00,300
_	City of W. Palm Beach	92,804	102,085	111,365	95,594	56,282	70,353	84,423	62,914	62,125	77,656	93,187	83,002
	Lee County	32,004	102,003	111,303	33,334	46,293	59,928	73,562	64,644	55,205	71,346	87,486	83,844
	Manatee County	53,842	68,022	82,202	86,715	40,233	33,320	73,302	04,044	31,203	40,404	48,818	34,923
	Martin County Government	76,133	94,767	113,400	00,713	46,003	59,932	73,861		58,600	79,586	100,571	34,323
	Orange County Government	59,925	75,878	91,853	81,869	44,699	57,003	69,306	52,380	62,629	79,051	95,493	80,815
	Palm Beach County	64,617	81,309	98,001	65,062	44,033	37,003	09,300	32,300	02,028	79,001	35,435	00,013
	Pinellas County	78,950	98,688	118,425	94,104	42,530	55,044	67,554	65,596	71,079	88,849	106,619	88,976
	Town of Hilton Head Island	70,330	30,000	110,425	34,104	42,530	33,044	07,554	03,330	63,154	78,943	94,732	78,224
-	TOWITOT HILLOTT HEAD ISIATIO									03,134	70,343	34,732	70,224
		EN	AS DIVISIO	N CHIEF			ENGI	NEER			ENGINEE	R, SENIOR	
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	67,257	83,183	99,109	83,439	48,059	61,518	75,232	63,691	57,587	73,001	89,131	71,715
	MEDIAN	59,925	76,432	97,842	81,869	46,351	59,930	73,452	63,779	55,205	71,647	88,499	77,824
NA	Collier County Government	74,772	87,967	109,959	99,928	55,795	65,641	82,051	69,205	61,515	72,370	90,463	80,504
				1	1				-3-			1	
	% Difference vs. Average	10.05%	5.44%	9.87%	16.50%	13.87%	6.28%	8.31%	7.97%	6.39%	-0.87%	1.47%	10.92%
]	% Difference vs. Median	19.86%	13.11%	11.02%	18.07%	16.93%	8.70%	10.48%	7.84%	10.26%	1.00%	2.17%	3.33%
*	Some matches may be of larger	scope											



(Category: WHITE PLAN	ENVIDO	NMENTAL	CDECIALI	ет	ENVIE	RONMENTA PRINC	AL SPECIA	LIST,	ENVIDOR	UBJENITAL C	SPECIALIST.	CENIOD
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max Max	Avr
region	Brevard County	40,538	55,883	71,228	42,649	IVIII I	MICHANIA	MOV	ON	44,556	61,430	78,303	O Y I
	Charlotte County	42,432	53,051	63,669	47,739	62,650	78,345	94,039	87,402	46,779	58,479	70,179	49,483
	City of Cape Coral	12,102	00,001		11 11 00	54,787	71,219	87,630	81,557	38,709	48,381	58,011	10,100
	City of Clearwater	35,961	44,924	53,887	48,000	55,308	69,080	82,852	67,600	43,503	54,324	65,145	59,901
	City of Fort Lauderdale	38,792	45,479	52,166	43,940	52,770	63,638	74,506	74,506	46,664	55,453	64,272	64,272
	City of Miami Beach	54,796	71,648	88,499	56,987	64,431	84,463	104,494					
	City of Naples									54,488	64,104	80,130	55,730
	City of Orlando	30,076	37,606	45,136	32,100	55,432	71,032	86,632	70,990	36,878	46,093	55,307	54,239
	City of St. Petersburg	32,490	40,020	47,549	41,973					37,856	47,565	57,274	49,743
	City of W. Palm Beach												
	Lee County	33,370	43,174	52,677	42,270					40,354	52,317	64,280	47,051
	Manatee County	33,966	42,869	51,771	40,394					40,414	50,773	61,131	45,282
	Martin County Government	39,144	50,996	62,848									
	Orange County Government	36,046	46,030	56,014	38,615	59,925	75,878	91,853	76,950	42,349	54,101	65,811	47,347
	Palm Beach County	42,719	53,756	64,792	45,240	57,412	72,240	87,067	73,547	52,528	66,105	79,681	61,489
	Pinellas County	34,993	44,706	54,418	35,718					44,661	57,851	71,040	55,494
						ENVIE		AL SPECIA	LIST,				
			NMENTAL			h. 41	PRINC					SPECIALIST.	
	11150 1 050	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	38,102	48,472	58,820	42,969	57,839	73,237	88,634	76,079	43,826	_	66,966	53,639
	MEDIAN	36,046	45,479	54,418	42,460	56,422	71,729	87,349	74,506	43,503	54,324	65,145	54,239
NA	Collier County Government	45,446	53,466	66,833	47,786	53,139	62,516	78,145	68,034	48,245	56,759	70,949	60,604
	0/ D://	40.400	0.0464	44.000	40.000	0.05%	47.450	40.4004	44.00%	0.400	0.000	5.0404	44.4004
-	% Difference vs. Average	16.16%	9.34%	11.99%	10.08%	-8.85%	-17.15%	-13.42%	-11.82%	9.16%	2.83%	5.61%	11.49%
_	% Difference vs. Median	20.68%	14.94%	18.58%	11.15%	-6.18%	-14.74%	-11.78%	-9.51%	9.83%	4.29%	8.18%	10.50%
*	Some matches may be of larger	scope											



(Category: WHITE PLAN		TENOION.	OFUT !			FIELD ONE	renuicos.		F-15	I D CUDER	WOOD OF W	
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	VISOR, SENIO Max	DR Avr
region	Brevard County	171111	MICHANIEL	MOX	CAI	29,910	39,395	48,880	38,084	IYIII I	MIGAMITA	MOX	
	Charlotte County					39,650	47,323	54,995	40,165	44,554	55,703	66,851	56,222
	City of Cape Coral					33,488	42,931	52,374	10,100	11,001	00,100	00,001	00,222
	City of Fort Lauderdale					44,387	52,770	61,152	58,559	52,770	63,638	74,506	68,598
	City of Fort Myers					40,019	51,002	62,005	49,733	43,202	55,078	66,955	56,805
	City of Miami Beach					46,408	60,681	74,953	69,181	,202	55,5.5	55,555	00,000
	City of Myrtle Beach					,	55,551	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		35,090	44,902	54,714	54,177
	City of Naples					38,214	47,768	59,709	43,764		,552	57,111	0.,
	City of Orlando					32,177	40,248	48,318	50,544				
	City of Sarasota							,		42,405	54,042	70,212	53,263
	City of St. Petersburg					34,387	44,357	54,326	48,995	,			
	City of W. Palm Beach					47,348	59,185	71,022	54,929				
	Lee County					37,383	48,511	59,639	55,540				
	Martin County Government	42,441	55,295	68,149		49,875	63,804	77,732					
	Orange County Government					36,046	46,030	56,014	44,556	39,208	50,149	61,090	50,837
	Palm Beach County					46,681	58,742	70,803	66,456				
	Pinellas County	33,327	42,399	51,470	38,986					40,509	52,290	64,071	54,849
	St. Lucie County					32,857	42,633	52,408	44,491	32,857	42,633	52,408	45,631
												,	
			XTENSION	AGENT			FIELD SUF	PERVISOR		FIE		VISOR, SENIC	DR
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	37,884	48,847	59,810	38,986	39,255	49,692	60,289	51,154	41,324	52,304	63,851	55,048
	MEDIAN	37,884	48,847	59,810	38,986	38,214	47,768	59,639	49,733	41,457	53,166	65,461	54,513
NIO	Callier County Courses	40.045	50.750	70.040	42.000	42.204	50.040	62.640	52.240	45 440	E2 400	66.000	E4 400
NA	Collier County Government	48,245	56,759	70,949	43,608	43,281	50,919	63,649	53,248	45,446	53,466	66,833	54,496
	% Difference vs. Average	21.48%	13.94%	15.70%	10.60%	9.30%	2.41%	5.28%	3.93%	9.07%	2.17%	4.46%	-1.01%
	% Difference vs. Median	21.48%	13.94%	15.70%	10.60%	11.71%	6.19%	6.30%	6.60%	8.78%	0.56%	2.05%	-0.03%
*		21.7070	13.3470	13.1076	10.00%	11.1170	0.1376	0.5076	0.0076	0.1076	0.3076	2.0376	-0.0076
	Not enough data												



(Category: WHITE PLAN	GIS PROGR	AMMER A	NALYST S	FNIOB	нимак	I RESOUR	CES GENER	RALIST	1.6	MOSCAPE	ARCHITECT	
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
r to giori	Charlotte County	44,554	55,703	66,851	61,721	49,088	61,371	73,653	73,653		THE STATE OF THE S	THOUSE .	
	Non-Government 001	,==.				38,700	50,400	62,000	48,600				
	City of Cape Coral	52,229	67,933	83,616	83,616			,					
	City of Clearwater	47,875	59,789	71,703	59,729	35,961	44,924	53,887	44,924	47,875	59,789	71,703	69,615
	City of Fort Lauderdale	51,101	54,303	74,506	71,628	48,984	59,092	69,022	67,574	51,480	62,109	72,738	72,738
	City of Fort Myers	43,202	55,078	66,955	48,407	43,202	55,078	66,955					
	City of Miami					46,209	61,734	77,258	47,907				
	City of Miami Beach							·					
	City of Myrtle Beach					42,749	54,703	66,656	57,483				
	City of Naples					46,600	54,824	68,529	48,930				
	City of Orlando					39,436	49,306	59,176	38,216				
	City of Sarasota	40,320	51,385	65,809	47,533	38,466	49,022	62,681					
	City of St. Petersburg	51,006	64,919	78,832	72,207	39,802	50,757	61,712	53,937				
	City of Tampa (FPPA)									48,547	60,663	72,779	
	City of W. Palm Beach	50,989	63,736	76,483	72,972	45,067	56,333	67,600	51,255	52,264	65,329	78,395	
	Collier County Public Schools					46,567	53,495	61,447	66,195				
	Non-Government 003					42,323		44,412	43,368				
	Hillsborough County												
	Lee County					40,354	52,317	64,280	55,708				
	Manatee County	38,126	48,110	58,094	42,182								
	Martin County Government	46,003	59,932	73,861		46,003	59,932	73,861	46,669	46,003	59,932	73,861	
	Non-Government 004					35,485	44,346	53,227	44,013				
	Orange County Government	42,349	54,101	65,811	51,827	39,208	50,149	61,090	44,982	44,699	57,013	69,306	57,387
	Palm Beach County	41,471	52,186	62,901	57,285					57,412	72,240	87,067	69,432
	St. Lucie County	40,360	51,504	62,647	42,370	37,822	48,701	59,580	43,659				
	Town of Hilton Head Island	50,134	52,668	75,201	55,820	50,134	62,668	75,201	61,781				
		GIS PROGR	AMMER A	NALYST, S	ENIOR	HUMAN	RESOUR	CES GENEF	ALIST	L#	ANDSCAPE	ARCHITECT	,
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	45,694	56,525	70,234	59,023	42,608	53,640	64,111	52,159	49,754	62,439	75,121	67,293
	MEDIAN	45,279	54,691	69,329	57,285	42,536	53,495	63,481	48,765	48,547	60,663	72,779	69,524
NA	Collier County Government	55,795	65,641	82,051	68,236	48,245	56,759	70,949	63,174	53,139	62,516	78,145	77,821
	Of Difference to Attended	40.400/	43.000	4.4.4004	42.500	44.6904	E E004	0.6464	47.4464	6 270	0.439/	2.070/	43.530
	% Difference vs. Average % Difference vs. Median	18.10% 18.85%	13.89% 16.68%	14.40% 15.50%	13.50% 16.05%	11.68% 11.83%	5.50% 5.75%	9.64% 10.53%	17.44% 22.81%	6.37% 8.64%	0.12% 2.96%	3.87% 6.87%	13.53% 10.66%
	% Difference Vs. Median	10.05%	16.66%	15.50%	10.05%	11.05%	5./5%	10.53%	22.01%	0.04%	2.90%	0.07%	10.00%



C	ategory: WHITE PLAN		LIBRARI	AN		MANAG	SEMENT/B	UDGET AN	IALYST _	MANA		BUDGET ANA NIOR	LYST.
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Brevard County	36,849	50,799	64,749	44,383	40,538	55,883	71,228	53,321	44,556	61,430	78,303	45,395
	Charlotte County	49,088	61,371	73,653	54,531	46,779	58,479	70,179	52,141	54,122	67,673	81,224	
	City of Cape Coral					35,880	45,011	54,122	41,662	49,733	64,688	79,602	
	City of Clearwater	32,682	40,880	49,077	36,684	35,961	44,924	53,887	39,409	52,684	65,801	78,917	69,978
	City of Fort Lauderdale					50,232	60,580	70,928	54,168	55,432	67,839	80,246	67,496
	City of Fort Myers					40,019	51,002	62,005		46,675	59,488	72,342	53,560
	City of Miami					48,490	64,832	81,175	63,536	53,345	71,413	89,482	77,841
	City of Miami Beach									64,431	84,463	104,494	97,102
	City of Myrtle Beach	40,691	52,069	63,446	53,740	42,749	54,703	66,656	66,656				
	City of Naples					44,380	52,212	65,266	44,845				
	City of Orlando					39,208	49,005	58,802		46,259	59,238	72,217	57,201
	City of Sarasota					36,611	46,658	59,668		46,692	59,505	77,279	68,601
	City of St. Petersburg	39,802	50,757	61,712	54,036	39,802	50,757	61,712		51,006	64,919	78,832	55,074
	City of Tampa (FPPA)					48,547	60,663	72,779					
	City of W. Palm Beach	43,967	54,959	65,951	48,345	59,131	73,914	88,697	83,136				
	Non-Government 002	48,351	48,351		55,957	44,074	44,074		59,500				
	Non-Government 003	47,014	57,935	68,855	56,738	48,000	54,000	60,000	52,891				
	Lee County	37,383	48,511	59,639	46,728	37,383	48,511	59,639	51,353	43,323	56,122	68,921	64,946
	Manatee County	33,966	42,869	51,771	43,181	48,006	60,674	73,341	55,120				
	Martin County Government	49,875	63,804	77,732		39,144	50,996	62,848		42,441	55,295	68,149	
	Non-Government 004	43,909	54,870	65,853	48,131	45,261	56,576	64,891	55,411				
	Orange County Government					42,349	54,101	65,811		47,403	59,987	72,571	56,576
	Palm Beach County	44,000	55,368	66,735	48,050	44,000	55,368	66,735	47,337	51,002	64,181	77,359	57,475
	Pinellas County					53,649	67,061	80,474	55,881	59,552	74,440	89,328	74,640
	St. Lucie County	25,995	32,813	39,610	35,535	40,360	51,504	62,647	44,838	44,884	56,822	68,760	51,272
										MANA	GEMENT/E	BUDGET ANA	LYST,
			LIBRARI	AN		MANAG	SEMENT/B	UDGET AN	ALYST			VIOR	
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	40,969	51,097	62,214	48,157	43,773	54,645	66,673	54,189	50,208	64,312	78,707	64,083
	MEDIAN	42,300	51,434	64,749	48,131	43,375	54,051	65,266	53,321	49,733	64,181	78,303	61,211
NA	Collier County Government	43,281	50,919	63,649	47,190	48,245	56,759	70,949	53,888	55,795	65,641	82,051	69,978
1	% Difference vs. Average	5.34%	-0.35%	2.25%	-2.05%	9.27%	3.72%	6.03%	-0.56%	10.01%	2.02%	4.08%	8.42%
1	% Difference vs. Median	2.27%	-1.01%	-1.73%	-1.99%	10.10%	4.77%	8.01%	1.05%	10.87%	2.22%	4.57%	12.53%
1	70 Billiot office 43, Medial I	2.21 /0	-1.0176	-1.1076	-1.0000	10.1076	7.11.70	0.0176	1.0576	10.01 76	2.22 10	7.51 70	12.5576



C	Category: WHITE PLAN	MANAGE	R - ENGINE SERVIC		AIEA	MAN	\GER - BR/	ANCH LIBE	BARY	MANAG		ER DEVELOI	PMENT
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Brevard County					49,965	68,059	86,152	60,196	49,965	68,059	86,152	57,943
	Charlotte County					56,867	71,063	85,259	63,128	44,554	55,703	66,851	77,646
	Non-Government 001									58,900	76,600	94,300	87,300
	City of Cape Coral									57,262	74,443	91,603	
	City of Clearwater	60,991	76,185	91,378	67,600	55,308	69,080	82,852	46,516				
	City of Fort Lauderdale	69,202	84,698	100,194	100,194	,				56,784	69,513	82,243	
	City of Miami									68,306	91,315	114,323	100,916
	City of Miami Beach									70,301	91,923	113,545	
	City of Orlando									60,673	77,729	94,785	87,859
	City of Sarasota	59,668	76,044	98,714	76,043					44,491	56,700	73,572	56,700
	City of St. Petersburg					57,709	72,137	86,564	74,257	63,393	79,226	95,059	95,059
	City of Tampa (FPPA)									55,682	71,490	87,298	
	City of W. Palm Beach					59,131	73,914	88,697	78,088				
	Non-Government 002					49,273	49,273		54,723				
	Non-Government 003												52,250
	Hillsborough County	76,066	95,056	114,130	108,358					60,653	75,774	90,958	89,544
	Lee County	58,175	75,151	92,127	87,277	52,234	67,540	82,845	80,201				
	Manatee County	60,507	76,388	92,269	62,026								
	Martin County Government					42,441	55,295	68,149					
	Orange County Government	76,523	99,050	121,576	116,418					59,925	75,889	91,853	79,601
	Palm Beach County					52,528	66,105	79,681	63,326	55,736	70,133	84,529	71,920
	Pinellas County									84,130	105,163	126,195	84,133
	St. Lucie County					37,822	48,701	59,580	46,627				
		MANAGER	R - ENGINE		VIEW					MANAG		ER DEVELO	PMENT
			SERVIC				AGER - BRI					RAINING	
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	65,876	83,224	101,484	88,274	51,328	64,117	79,975	63,007	59,384	75,977	92,884	78,406
	MEDIAN	60,991	76,388	98,714	87,277	52,381	67,799	82,852	63,128	58,900	75,774	91,603	81,867
								I		-, -, -l		1	
NA	Collier County Government	67,820	79,788	99,735	93,800	53,139	62,516	78,145	57,831	61,515	72,370	90,463	80,928
	% Difference vs. Average	2.87%	-4.31%	-1.75%	5.89%	3.41%	-2.56%	-2.34%	-8.95%	3.46%	-4.98%	-2.68%	3.12%
	% Difference vs. Average % Difference vs. Median	10.07%	4.26%	1.02%	6.95%	1.43%	-2.50% -8.45%	-6.02%	-9.16%	4.25%	-4.70%	-2.00%	-1.16%
	A Difference vs. Wedian	10.07 %	4.20%	1.02%	0.30%	1.43%	-0.43%	-0.02%	-9.10%	4.25%	-4.70%	-1.20%	-1.10%



	ategory: WHITE PLAN	_	_	_	_	MA	NAGER -	CONTRACT	rs	-	-	_	
	ategory. WHITE FEAR	MANA	GER - COM	PENSATIC	IN		ADMINIS	TRATION		N	MANAGER -	FACILITIES	
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Brevard County									88,000	91,417	94,834	
	Charlotte County									54,122	67,673	81,224	70,678
	Non-Government 001	66,400	89,600	112,800	77,300								
	City of Cape Coral	57,626	74,443	91,603	57,262					54,787	71,219	87,630	80,829
	City of Clearwater					55,308	69,080	82,852	80,526	55,308	69,080	82,852	76,855
	City of Fort Lauderdale	56,784	69,514	82,243	82,243	70,928	86,809	102,690	84,282				
	City of Fort Myers	50,398	64,251	78,104	70,892	40,398	64,251	78,104	60,047	50,398	64,251	78,104	64,913
	City of Miami	68,173	91,146	114,118	105,665					56,094	75,078	94,062	61,800
	City of Miami Beach	64,431	84,463	104,494	75,890								
	City of Orlando	60,673	77,729	94,785	87,859	50,585	64,854	79,123	68,161				
	City of Sarasota	44,491	56,700	73,572	52,904	54,107	68,955	89,561	68,955	38,466	49,022	62,681	49,002
	City of Tampa (FPPA)	55,536	69,410	83,283									
	City of W. Palm Beach	68,500	85,700	102,900	87,624	49,745	62,181	74,618	69,170				
	City St. Petersburg					57,709	72,107	86,504	72,855	55,050	69,949	84,847	84,847
	Collier County Public Schools	79,725	85,477	91,640	87,197					86,227	92,453	99,120	98,140
	Non-Government 002	37,590	37,590		47,819					40,221	40,221		54,500
	Non-Government 003				66,567								·
	Hillsborough County	54,163	67,662	81,203	78,208	60,653	75,774	90,958	90,958	67,933	84,906	101,878	79,310
	Lee County	55,205	71,346	87,486	80,928	49,263	63,734	78,204	78,204	46,293	58,928	73,562	68,827
	Manatee County	53,872	68,037	82,202	64,002	57,075	72,072	87,069	88,920	53,872	68,037	82,202	61,776
	Martin County Government					42,441	55,295	68,149					•
	Non-Government 004					•		· I		40,102	50,128	60,154	57,595
	Orange County Government	59,925	75,889	91,853	85,280								·
	Palm Beach County	66,558	86,278	105,997	110,161	62,733	78,936	95,139	83,922	62,733	78,936	95,139	96,144
	Pinellas County	84,130	105,163	126,195	88,337			·					·
	St. Lucie County					34,843	45,369	55,939	38,022	40,360	51,504	62,647	56,139
	Town of Hilton Head Island							· I		58,476	73,095	87,714	66,584
													•
						M/	NAGER -	CONTRACT	rs				
		MANA	GER - COM	PENSATIC	IN		ADMINIS			N	ANAGER -	FACILITIES	
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	60,232	75,578	94,381	78,119	52,753	67,647	82,224	73,669	55,791	67,994	83,041	70,496
	MEDIAN	58,776	75,166	91,640	79,568	54,107	68,955	82,852	75,530	54,787	69,080	83,850	67,706
NA	Collier County Government	61,515	72,370	90,463	82,369	58,585	68,924	86,155	77,076	67,820	79,788	99,735	73,892
	Of Difference up Augustin	2.000	4.4000	4.0000	E 4000	0.0504	4.050/	4.500/	4.4007	47.740/	4.4.700/	40 740	4.000
	% Difference vs. Average	2.09%	-4.43%	-4.33%	5.16%	9.95%	1.85%	4.56%	4.42%	17.74%	14.78%	16.74%	4.60%
	% Difference vs. Median	4.45%	-3.86%	-1.30%	3.40%	7.64%	-0.04%	3.83%	2.01%	19.22%	13.42%	15.93%	8.37%



C	ategory: WHITE PLAN	MANAGI	ER - GROUI	P INSURA	NCE	MANAGE	R - HOUSIN	VG DEVELO	DEMENT	MANAG		RMATION SY OPMENT	STEMS
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
11091011	Brevard County	60.502	82,410	104,317	54,999		THISATTII KE	History			THE STATE OF THE S	THAN .	
	Charlotte County	42,432	53,051	63,669	58,261	54,122	67,673	81,224	72,218	56,867	71,063	85,259	
	Non-Government 001	,				- 1,1	= 1, = 1		. = = . = .		,	,	
	City of Cape Coral	59,904	79,394	98,862	71,365					60,991	76,185	91,378	65,000
	City of Clearwater	58,040	72,578	87,115	70,291	55,308	69,080	82,852	66,331				
	City of Daytona Beach	32,479	44,074	55,669	55,669								
	City of Fort Lauderdale	55,432	67,839	80,246	80,246								
	City of Fort Myers	46,675	59,488	72,342	70,386					54,434	69,389	84,365	84,365
	City of Miami	46,209	61,734	77,258	68,760					71,535	95,702	119,867	89,470
	City of Miami Beach	64,431	84,463	104,494	67,008					76,391	99,886	123,380	94,741
	City of Orlando	60,673		94,785	87,859							·	
	City of Sarasota									54,107	68,955	89,561	73,260
	City of St. Petersburg	63,394	71,464	79,534	95,059	57,709	72,137	86,564	83,863	67,533	83,922	100,311	100,311
	City of Tampa (FPPA)	61,402	78,895	96,387									
	City of W. Palm Beach	68,500	85,700	102,900	98,263					68,574	85,718	102,861	94,156
	Collier County Public Schools	60,765	69,793	80,175	74,068					89,685	96,148	103,088	93,325
	Non-Government 002									68,005	68,005		91,980
	Non-Government 003									78,375	78,375	78,375	78,375
	Hillsborough County									58,011	78,291	98,613	88,858
	Lee County					46,293	59,928	73,562	60,720	53,872	68,037	82,202	58,677
	Manatee County	57,075	72,072	87,069	98,738	45,323	57,231	69,139	59,654				
	Martin County Government					54,061	71,267	88,473					
	Non-Government 004									69,451	86,819	104,187	96,429
	Orange County Government									72,571	91,749	110,906	90,308
	Palm Beach County	48,083	60,500	72,916	64,018	60,902	76,636	92,369	64,457				
	St. Lucie County					53,093	67,855	82,618	56,326	55,123	71,629	88,157	72,571
	Town of Hilton Head Island									63,154	78,943	94,732	72,717
										MANAG	ER - INFOF	RMATION SY	STEMS
		MANAGI	ER - GROUI	P INSURAI	NCE	MANAGE	R - HOUSIN	NG DEVELO	DPMENT			PMENT	
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	55,375	69,563	84,859	74,333	53,351	67,726	82,100	66,224	65,805	80,519	97,328	84,034
	MEDIAN	58,972	71,464	83,658	70,386	54,092	68,468	82,735	64,457	67,533	78,375	96,672	89,164
NA	Collier County Government	55,795	65,641	82,051	75,067	53,139	62,516	78,145	54,132	67,820	79,788	99,735	94,136
	% Difference vs. Average	0.75%	-5.98%	-3.42%	0.98%	-0.40%	-8.33%	-5.06%	-22.34%	2.97%	-0.92%	2.41%	10.73%
	% Difference vs. Median	-5.69%	-8.87%	-1.96%	6.24%	-1.79%	-9.52%	-5.87%	-19.07%	0.42%	1.77%	3.07%	5.28%



C	ategory: WHITE PLAN	MANAGER	- LABOR / RELATIO		OYEE	MANACI	ED NETV	ORK OPER	ATIONS	MANAGE		ATIONAL HE	ALTH &
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
region	Brevard County	60,502	82,410	104,317	58,158	IVIII I	IVIIGAIVII KL	IVIGA	AVI	191111	IVIIGAVII KL	IVIGA	AVI
	Charlotte County	62,650	78,344	94,037	30,130	56,867	71,063	85,259	73,902	49,088	61,371	73,653	64,002
	Non-Government 001	58,900	76,600	94,300	78,600	30,001	71,000	00,200	10,002	58,900	76,600	94,300	71,533
	City of Cape Coral	57,262	74,443	91,603	69,035	57,262	74,443	91,603	74,630	30,300	70,000	34,300	71,000
	City of Clearwater	58,040	72,578	87,115	70,291	55,308	69,080	82,852	62,000	58,040	72,578	87,115	65,150
	City of Daytona Beach	30,040	12,510	01,113	10,231	33,300	03,000	02,002	81,122	30,040	12,310	01,110	00,100
	City of Fort Lauderdale	67,496	82,638	97,781	88,566	69,202	84,698	100,194	100,194				
	City of Fort Myers	01,100	02,000	01,101	00,000	54,434	69,389	84,365	77,829				
	City of Miami					71,536	95,702	119,867	114,722				
	City of Miami Beach	83.008	108,536	134,063	113,759	76,391	99,886	123,380	110,000				
	City of Naples	73,019	85,905	107,381	97,335	10,001	33,000	120,000	110,000				
	City of Orlando	60,673	77,729	94,785	84,448					55,432	71,032	86,632	73,736
	City of Sarasota	42,405	54,042	70,212	54,042					00,102	11,002	00,002	10,100
	City of St. Petersburg	67,533	83,922	100,311	100,311	67,523	83,917	100,311	98,390				
	City of W. Palm Beach	77,300	96,700	116,110	98,183	68,574	85,718	102,861	98,379	53,570	66,963	80,355	69,745
	Non-Government 002	11,000	00,100	110,110	00,100	68,005	00,110	102,001	78,375	00,010	- 55,555	55,555	00,1 10
	Non-Government 003					00,000			76,431				54,500
	Hillsborough County	60,653	75,774	90,958	77,545	58,011	78,291	98,613	116,792	67,933	84,906	101,878	84,906
	Manatee County	53,872	68.037	82,202	68,099	53,872	68,037	82,202	70,138	31,990	40,404	48,818	46,779
	Martin County Government					49,875	63,804	77,732			72,121	,	
	Non-Government 004					69,451	86,819	104,187	85,093				
	Orange County Government	59,925	75,889	91,853	79,601	72,571	91,749	110,906	85,998				
	Palm Beach County					62,733	78,936	95,139	91,141	66,558	83,754	100,949	95,919
	Pinellas County	84,130	105,163	126,195	88,390	64,055	80,069	96,083	86,365				
	St. Lucie County	55,123	71,629	88,157	82,222	55,123	71,629	88,157	75,587				
	Town of Hilton Head Island	·				63,154	78,943	94,732	74,048				
			11000	LUD ELIDI	OUEE							A TIONAL LIE	
		MANAGER	RELATIC		UTEE	MANAGI	FR - NETV	ORK OPER	ATIONS	MANAGE		ATIONAL HE	ALIHE
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	63,676	80,608	98,316	81,787	62,839	79,565	96,580	86,557	55,189	69,701	84,213	69,586
	MEDIAN	60,653	77,729	94,300	80,912	63,154	78,940	95,611	83,108	56,736	71,805	86,874	69,745
			1:1	11	- I						11		· · · - I
NA	Collier County Government	61,515	72,370	90,463	79,486	67,820	79,788	99,735	95,808	55,795	65,641	82,051	80,744
	W. Difference us Aueross	-3.51%	-11.38%	-8.68%	-2.89%	7.34%	0.28%	3.16%	9.66%	1.09%	-6.18%	-2.63%	13.82%
	% Difference vs. Average % Difference vs. Median	1.40%	-7.41%	-0.00%	-2.09%	6.88%	1.06%	4.13%	13.26%	-1.69%	-0.10% -9.39%	-2.63% -5.88%	13.62%
	w Difference vs. Median	1.40%	-7.41%	-4.24%	-1.79%	0.00%	1.00%	4.13%	13.20%	-1.03%	-8.58%	-5.00%	13.02%



C	ategory: WHITE PLAN	MA	NAGER - P	LANNING		MANA	GER - REY	ENUE SER	VICES	MANAGE	R - SOLID '	VASTE OPER	RATIONS
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
11231211	Brevard County									44,556	61,430	78,303	47,288
	Charlotte County	65,790	82,243	98,696	81,598	59,675	74,599	89,523	72,835	51,563	64,459	77,355	69,597
	City of Cape Coral					57,262	74,443	91,603	86,341				
	City of Clearwater	55,308	69,080	82,852	66,371	55,308	69,080	82,852	60,832	43,503	54,324	65,145	
	City of Daytona Beach					48,146	69,920	91,693	86,598				
	City of Fort Lauderdale	70,928	86,809	102,690	102,390					58,240	71,260	84,282	84,282
	City of Fort Myers	58,781	74,942	91,125	72,347								
	City of Miami Beach					76,391	99,886	123,380	103,015	64,431	84,463	104,494	75,374
	City of Myrtle Beach					•			•	30,261	38,723	47,184	
	City of Naples					49,471	58,200	72,750	64,804				
	City of Orlando	66,539	87,298	108,056	96,304	•			•	72,737	95,503	118,268	101,054
	City of Sarasota	62,681	79,883	105,202	82,601					51,558	65,707	85,274	65,706
	City of St. Petersburg					52,457	65,247	78,036		57,709	72,137	86,564	86,564
	City of West Palm Beach					77,300	96,700	116,100	110,060				
	Hillsborough County	67,933	84,906	101,878	101,005	•	•	•	•	67,933	84,906	101,878	100,984
	Lee County					52,234	67,540	82,845	80,985	49,263	63,734	78,204	71,850
	Manatee County	48,006	60,674	73,341	65,395	53,872	68,037	82,202	69,326	42,744	53,997	65,250	61,360
	Martin County Government	58,600	79,586	100,571		58,600	79,586	100,571		58,600	79,586	100,571	
	Orange County Government					71,219	91,801	112,382	88,400				
	Palm Beach County	68,551	86,262	103,973	103,973	64,617	81,309	98,001	102,898				
	Pinellas County	68,236	85,296	102,354	75,738	87,635	109,544	131,453	123,470	78,950	98,688	118,425	81,475
	St. Lucie County	47,620	61,632	75,667	69,722					32,857	42,633	52,408	44,491
	Town of Hilton Head Island	63,154	78,943	94,732	81,590	50,134	62,668	75,201	59,206				
			NAGER - P	LANNING			GER - REV	ENUE SER	VICES			VASTE OPER	RATIONS
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	61,702	78,273	95,472	83,253	60,955	77,904	95,239	85,290	53,660	68,770	84,240	74,169
	MEDIAN	63,154	79,883	100,571	81,594	57,262	74,443	91,603	86,341	51,563	65,707	84,282	73,612
NIO I	Calliar County County	04.057	70.007	05.004	oe coal	67.000	70.700	00.725	05 000 00	55.705	05.044	00.054	e7 ee5
NA	Collier County Government	64,657	76,067	95,084	86,682	67,820	79,788	99,735	95,808.00	55,795	65,641	82,051	67,665
1	% Difference vs. Average	4.57%	-2.90%	-0.41%	3.96%	10.12%	2.36%	4.51%	10.98%	3.83%	-4.77%	-2.67%	-9.61%
1	% Difference vs. Average % Difference vs. Median	2.32%	-5.02%	-5.77%	5.87%	15.57%	6.70%	8.15%	9.88%	7.58%	-0.10%	-2.72%	-8.79%
1	A Difference vs. Median	2.3276	-3.02%	-0.000	3.01 %	10.0170	0.70%	0.1376	3.00%	7.3076	-0.10%	-2.7270	-0.1370



Region Organization Min Min/Mrkt Max Avr Min Min/Mrkt Ma	(Category: WHITE PLAN												
Charlotte County														
City of Cape Coral 49,130 63,003 76,877 70,554 49,130 63,003 76,877 64,542 49,733 64,688 79,602 65,478 City of Clearwater 55,308 69,080 82,852 70,554 49,130 63,003 76,877 64,542 49,733 64,688 79,602 65,478 City of Fort Lauderdale 52,770 63,640 74,506 68,598 72,542 56,576 46,675 59,488 72,342 56,676 46,675 59,488 69,104 50,404 50,	Region						Min	Mid/Mrkt	Max	Avr				
City of Clearwater		,												
City of Fort Lauderdale 52,770 63,840 74,506 68,598 5,432 65,676 46,675 59,488 72,342 60,632 46,675 59,488 72,342 56,576 46,675 59,488 72,342 53,676 City of Minmi Beach 76,391 99,886 123,380 76,391 99,886 123,380 76,391 59,537 77,851 96,686 City of Majoles 51,891 61,048 76,130 68,372 54,038 56,888 72,342 53,676 City of Majoles 51,891 61,048 76,130 68,372 54,038 56,888 72,300 94,709 76,391 46,692 59,505 77,279 59,505 City of Sarasota 42,405 54,042 70,212 54,038 56,888 72,500 94,709 70,031 46,892 59,505 77,279 59,505 City of Sarasota 42,405 54,042 70,212 54,038 56,888 72,500 94,709 70,031 46,892 59,505 77,279 59,505 City of Sarasota 42,405 54,042 70,212 54,038 56,888 72,500 94,709 70,031 46,892 59,505 77,279 59,505 City of W. Palm Beach 50,393 79,226 95,059 92,623 63,393 79,226 95,059 80,580 46,216 59,779 73,342 65,537 City of W. Palm Beach 50,000 Fill Storouph County 67,933 84,906 101,878 96,616 76,066 95,156 114,130 114,046 53,872 68,037 82,202 60,466 Mind County 60,000 Fill Storouph County 67,933 84,906 101,878 96,616 76,066 95,156 114,130 114,046 53,872 68,037 82,202 60,466 Mind County 60,000 Fill Storouph County 70,606 88,853 107,093 10,562 70,606 88,853 107,093 92,397 42,719 53,756 64,792 55,326 Plaim Beach County 70,606 88,853 107,093 10,562 70,606 88,853 107,093 92,397 42,719 53,756 64,792 55,326 Plaim Beach County 70,606 88,853 107,093 10,562 70,606 88,853 107,093 92,397 42,719 53,756 64,792 55,326 Plaim Beach County 70,606 88,853 107,093 10,562 70,606 88,853 107,093 92,397 42,719 53,756 64,792 55,326 Plaim Beach County 86,236 85,996 102,354 87,917 68,236 85,996 102,354 87,917 68,236 85,996 102,354 87,917 88,899 106,619 86,894 106,619 8					_		49,130	63,003	76,877	64,542				
City of Fort Myers														
City of Mamil Beach 76,391 99,886 123,380 76,391 76,391 99,886 123,380 76,391 59,537 77,851 96,164														
City of Naples 51,891 61,048 76,310 68,372 54,488 64,104 80,130 75,811			46,675	59,488	72,342		46,675	59,488	72,342	56,576	46,675		72,342	53,676
City of Sanibel 52,938 64,544 76,150 69,140 City of Sarasota 42,405 54,042 70,212 54,038 56,888 72,500 94,709 70,031 46,682 59,505 77,279 59,505 City of St. Petersburg 63,393 79,226 95,059 92,623 63,393 79,226 95,059 80,580 46,216 59,779 73,342 65,637 City of W. Palm Beach Non-Government 002 52,709 59,000 50,		City of Miami Beach	76,391	99,886	123,380		76,391	99,886	123,380	76,391	59,537	77,851	96,164	
City of Sarasota 42,405 54,042 70,212 54,038 56,888 72,500 94,709 70,031 46,892 59,505 77,279 59,505 City of St. Petersburg 63,393 79,226 95,059 92,623 63,393 79,226 95,059 80,580 46,216 59,779 73,342 56,637 City of W. Palm Beach 1002 Non-Government 002 Non-Government 003 Hillsborrough County 67,933 84,906 101,878 96,616 76,066 95,156 114,130 114,046 53,872 68,037 82,202 60,466 Martin County Government 58,600 79,586 100,571 Non-Government 004 Source of the county Government 004 Source of the county Government 005 Source of the county Government 005 Source of the county Government Source of the county Source			51,891	61,048	76,310	68,372					54,488	64,104	80,130	75,811
City of St. Petersburg 63,393 79,226 95,059 92,623 63,393 79,226 95,059 80,580 46,216 59,779 73,342 65,637		City of Sanibel		64,544	76,150									
City of W. Palm Beach		City of Sarasota	42,405	54,042	70,212		56,888	72,500			46,692	59,505	77,279	59,505
Non-Government 002 Hillsbrough County 67,933 84,906 101,878 96,616 76,066 95,156 114,130 114,046 53,872 68,037 82,202 60,466 Martin County Government 58,600 79,586 100,571 52,728 64,894 79,082 68,619 79,082 68,619 79,082 68,619 79,082 68,619 79,082 68,619 79,082 68,619 79,082 68,619 79,082 68,619 79,082 68,619 79,082 68,619 79,082 68,619 79,082 68,619 79,082 68,619 79,082 75,878 79,875 75,878 79,875 75,878 70,875 75,878 75,87		City of St. Petersburg	63,393	79,226	95,059	92,623	63,393	79,226	95,059	80,580	46,216	59,779	73,342	
Non-Government 003		City of W. Palm Beach									59,131	73,914	88,697	72,712
Hillsborough County		Non-Government 002												41,299
Manatee County		Non-Government 003												54,000
Martin Country Government 58,600 79,586 100,571		Hillsborough County	67,933	84,906	101,878	96,616	76,066	95,156	114,130	114,046				
Non-Government 004 52,728 64,894 79,082 68,619		Manatee County									53,872	68,037	82,202	60,466
Orange County Government		Martin County Government	58,600	79,586	100,571									
Palm Beach County 70,606 88,853 107,099 100,562 70,606 88,853 107,099 92,397 42,719 53,756 64,792 55,326		Non-Government 004									52,728	64,894	79,082	68,619
Pinellas County 68,236 85,296 102,354 87,917 68,236 85,296 102,354 98,261 71,079 88,849 106,619 86,884 St. Lucie County St. Lucie Cou		Orange County Government									59,925	75,878	91,853	87,457
St. Lucie County 41,794 53,887 66,002 56,222		Palm Beach County	70,606	88,853	107,099	100,562	70,606	88,853	107,099	92,397	42,719	53,756	64,792	55,326
MANAGER - VASTEVATER COLLECTION MANAGER - VATER DISTRIBUTION NETVORK ENGINEER		Pinellas County	68,236	85,296	102,354	87,917	68,236	85,296	102,354	98,261	71,079	88,849	106,619	86,884
Min MidMrkt Max Avr Min MidMrkt Max Avr Min MidMrkt Max Avr Min MidMrkt Max Avr Avr Min MidMrkt Max Avr Avr Min MidMrkt Max Avr Min Min MidMrkt Max Avr Min Min MidMrkt Max Avr Min Min Min MidMrkt Max Avr Min Mi		St. Lucie County									41,794	53,887	66,002	56,222
Min MidMrkt Max Avr Min MidMrkt Max Avr Min MidMrkt Max Avr Min MidMrkt Max Avr Avr Min MidMrkt Max Avr Avr Min MidMrkt Max Avr Min Min Min MidMrkt Max Avr Min Min Min MidMrkt Max Avr Min Min MidMrkt Max Avr Min Min MidMrkt Max Avr Min		·												
Min MidMrkt Max Avr Min MidMrkt Max Avr Min MidMrkt Max Avr Min MidMrkt Max Avr Avr Min MidMrkt Max Avr Avr Min MidMrkt Max Avr Min Min MidMrkt Max Avr Min Min MidMrkt Max Avr Min Min Min MidMrkt Max Avr Min Mi														
Min MidMrkt Max Avr Min MidMrkt Max Avr Min MidMrkt Max Avr Min MidMrkt Max Avr Avr Min MidMrkt Max Avr Avr Min MidMrkt Max Avr Min Min Min MidMrkt Max Avr Min Min Min MidMrkt Max Avr Min Min MidMrkt Max Avr Min Min MidMrkt Max Avr Min														
AVERAGES 57,703 72,647 88,353 76,106 63,423 80,426 98,244 81,603 51,882 65,196 79,351 63,918 MEDIAN 54,123 66,812 80,104 70,554 65,815 82,261 98,707 78,486 53,300 64,791 79,342 65,478 NA Collier County Government 64,657 76,067 95,084 76,611 64,657 76,067 95,084 72,332 55,795 65,641 82,051 67,447 % Difference vs. Average 10.76% 4.50% 7.08% 0.66% 1.91% -5.73% -3.32% -12.82% 7.01% 0.68% 3.29% 5.23%			MANAGER -	VASTEVA	TER COLL	ECTION .	MANAG	ER - VATI	ER DISTRIE	BUTION		NETVORK	ENGINEER	
MEDIAN 54,123 66,812 80,104 70,554 65,815 82,261 98,707 78,486 53,300 64,791 79,342 65,478 NA Collier County Government 64,657 76,067 95,084 76,611 64,657 76,067 95,084 72,332 55,795 65,641 82,051 67,447 % Difference vs. Average 10.76% 4.50% 7.08% 0.66% 1.91% -5.73% -3.32% -12.82% 7.01% 0.68% 3.29% 5.23%			Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
NA Collier County Government 64,657 76,067 95,084 76,611 64,657 76,067 95,084 72,332 55,795 65,641 82,051 67,447 % Difference vs. Average 10.76% 4.50% 7.08% 0.66% 1.91% -5.73% -3.32% -12.82% 7.01% 0.68% 3.29% 5.23%		AVERAGES	57,703	72,647	88,353	76,106	63,423	80,426	98,244	81,603	51,882	65,196	79,351	63,918
% Difference vs. Average 10.76% 4.50% 7.08% 0.66% 1.91% -5.73% -3.32% -12.82% 7.01% 0.68% 3.29% 5.23%		MEDIAN	54,123	66,812	80,104	70,554	65,815	82,261	98,707	78,486	53,300	64,791	79,342	65,478
% Difference vs. Average 10.76% 4.50% 7.08% 0.66% 1.91% -5.73% -3.32% -12.82% 7.01% 0.68% 3.29% 5.23%														
	NA	Collier County Government	64,657	76,067	95,084	76,611	64,657	76,067	95,084	72,332	55,795	65,641	82,051	67,447
						•								
% Difference vs. Median 16,09% 10,17% 15,76% 7,91% 1,179% 18,14% 1,381% 18,51% 4,47% 1,00% 3,30% 0,00%		% Difference vs. Average	10.76%	4.50%	7.08%	0.66%	1.91%	-5.73%	-3.32%	-12.82%	7.01%	0.68%	3.29%	5.23%
7 APRILIDED VS. MICHIGAN 10.2370 12.1770 13.1070 1.3170 13.107		% Difference vs. Median	16.29%	12.17%	15.76%	7.91%	-1.79%	-8.14%	-3.81%	-8.51%	4.47%	1.29%	3.30%	2.92%



C	ategory: WHITE PLAN	NETVORK S	ECHIDITY /	A DMINICTI	PATOR		PLAN	MED		PLANNER, PRINCIPAL				
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	
region	Brevard County	171111	MIMATHIA	muz	OTI	171111	MIGHTIEL	muz		55,000	74,917	94,834	60,442	
	Charlotte County					42,432	53,051	63,669	48,466	51,563	64,459	77,355	58,656	
	City of Cape Coral	49,373	64,688	79,602	62,400	40,518	51,626	62,733	45,157	01,000	01,100	11,000	00,000	
	City of Clearwater	47,875	59,789	71,703	58,244	32,682	40,880	49,077	33,900	43,508	54,327	65,145	60,400	
	City of Fort Lauderdale		55,155	11,100	55,211	42,224	50,232	58,240	45,469	58,240	71,261	84,282	84,282	
	City of Fort Myers					40,019	51,002	62,005	44,668	50,398	64,251	78,104	59,011	
	City of Miami	71,535	95,702	119,867		49,945	59,241	68,537	77,463	70,219	83,384	96,549	103,558	
	City of Miami Beach	, ,				50,428	65,937	81,446	57,633	64,431	84,463	104,994	94,400	
	City of Myrtle Beach	33,401	42,741	52,080	41,002	38,731	49,561	60,391	52,006			,	- 1,122	
	City of Naples					46,600	54,824	68,529						
	City of Orlando	55,432	71,032	86,632	66,518	34,444	43,066	51,688	40,016					
	City of Sanibel					47,734	58,366	68,998	60,800					
	City of Sarasota					42,405	54,042	70,212		54,107	68,955	89,561	74,697	
	City of St. Petersburg	57,709	72,107	86,504	85,000	37,856	47,565	57,274	45,191	51,006	64,919	78,832	69,048	
	City of VV. Palm Beach					34,347	42,934	51,521	37,759	59,131	73,914	88,697	82,111	
	Non-Government 003				60,000									
	Hillsborough County													
	Lee County					40,354	52,317	64,280	46,708	52,234	67,540	82,845	75,525	
	Manatee County					38,126	48,110	58,094	45,276	42,744	53,997	65,250	63,825	
	Martin County Government					42,441	55,295	68,149		49,875	63,804	77,732		
	Non-Government 004	52,728	64,894	79,082	64,418			•						
	Orange County Government					36,046	46,030	58,014	40,810	47,403	59,987	72,571	55,356	
	Palm Beach County	62,733	78,936	95,139	99,782	49,516	62,314	75,111	54,527	60,902	76,771	92,639	84,573	
	Pinellas County	71,079	88,849	106,619	91,626	40,509	52,290	64,071	46,697	54,286	71,509	88,732	61,677	
	St. Lucie County	50,886	66,002	81,117	70,179	37,822	48,701	59,580	61,381					
	Town of Hilton Head Island					42,982	53,727	64,473	48,140					
		NETVORK S		ADMINISTI			PLAN					PRINCIPAL		
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	
	AVERAGES	55,275	70,474	85,835	69,917	41,280	51,869	63,004	49,056	54,065	68,654	83,633	72,504	
\vdash	MEDIAN	54,080	68,517	83,811	65,468	40,514	51,958	63,201	46,697	53,171	68,248	83,563	69,048	
NA	Collier County Government	58,585	68,924	86,155	0	45,446	53,466	66,833	51,753	55,795	65,641	82,051	71,238	
	% Difference vs. Average	5.65%	-2.25%		#DIV/0!	9.17%	2.99%	5.73%	5.21%	3.10%	-4.59%	-1.93%	-1.78%	
	% Difference vs. Median	7.69%	0.59%	2.72%	#DIV/0!	10.85%	2.82%	5.43%	9.77%	4.70%	-3.97%	-1.84%	3.07%	



C	ategory: WHITE PLAN	Р	LANNER, S	ENIOR		Mana	SER - VATI	FR DISTRI	RIITION	PLANT MANAGER				
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	
region	Brevard County	44,556	61,430	78,303	59,312	111111	mannice	max		171111	THI GATTALICE	max		
	Charlotte County	46,779	58,479	70,179	59,311					44,887	57,533	70,179	56,100	
	City of Cape Coral	45,594	58,136	70,678	51,314					41,330	53,008	64,688	00,100	
	City of Clearwater	35,961	44,924	53,887	42,325						55,555	5.,555		
	City of Fort Lauderdale	51,480	62,109	72,738	67,101					56,784	68,515	80,246	80,246	
	City of Fort Myers	46,675	59,488	72,342	49,080									
	City of Miami	60,639	71,980	83,321	73,753									
	City of Miami Beach	59,537	77,851	96,164	65,793		DUPLICATE							
	City of Myrtle Beach	44,912	57,471	70,029	70,029									
	City of Naples	60,074	70,674	88,343						51,891	61,048	76,310	70,893	
	City of Orlando													
	City of Sarasota	49,125	62,606	81,219	63,808					42,405	54,042	70,212	51,964	
	City of St. Petersburg	42,287	54,409	66,531	51,212									
	City of Tampa (FPPA)	48,547	60,663	72,779										
	City of W. Palm Beach	54,909	68,637	82,364	65,647					54,909	68,637	82,634		
	Lee County	43,323	56,122	68,921	59,237					58,175	75,151	92,127	91,052	
	Manatee County	· ·								48,006	60,674	73,341	68,598	
	Martin County Government	46,003	59,932	73,861						46,003	59,932	73,861		
	Orange County Government	42,349	54,101	65,811	48,010									
	Palm Beach County	57,412	72,240	87,067	68,829					57,412	72,240	87,067	77,615	
	Pinellas County	·												
	St. Lucie County	44,884	56,822	68,760	57,283									
	Town of Hilton Head Island	54,145	67,681	81,217	60,485									
		Р	LANNER, S	ENIOR		MANAG	SER - VATI	ER DISTRI	BUTION		PLANT M	IANAGER		
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	
	AVERAGES	48,959	61,788	75,226	59,561	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	50,180	63,078	77,067	70,924	
	MEDIAN	46,727	60,298	72,758	59,312	#NUM!	#NUM!	#NUM!	#NUM!	49,949	60,861	75,086	70,893	
NA	Collier County Government	50,606	59,536	74,420	59,197	64,657	76,067	95,084	72,332	64,657	76,067	95,084	78,528	
						7	F	F	F 115 11 115:					
	% Difference vs. Average	3.25%	-3.78%	-1.08%	-0.61%	#DIV/U!	#DIV/0! #NUM!	#DIV/U!	#DIV/U!	22.39%	17.08%	18.95%	9.68%	
	% Difference vs. Median	7.67%	-1.28%	2.23%	-0.19%	#NUM!	#NOWi	#NUM!	#NUM!	22.75%	19.99%	21.03%	9.72%	



_(Category: WHITE PLAN														
		PRO	GRAMMER	ANALYST			PROJECTI	MANAGER		PROJ		GER, ASSOC	CIATE		
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr		
	Brevard County	40,538	55,883	71,228	48,773					49,965	68,059	86,152	56,127		
	Charlotte County	44,553	56,702	68,851	62,088	54,122	67,673	81,224	66,144	51,563	64,459	77,355	61,286		
	City of Cape Coral	49,130	63,003	76,877		49,733	64,688	79,602		45,594	58,136	70,678			
	City of Clearwater	39,568	49,405	59,242	41,500	47,875	59,789	71,703	68,145	43,503	54,324	65,145	54,484		
	City of Fort Lauderdale	59,696	71,989	84,282	78,395										
	City of Fort Myers	46,675	59,488	72,342	54,772					50,398	64,251	78,104	60,009		
	City of Miami	57,777	68,539	79,300	64,223	68,173	91,146	114,118	84,639						
	City of Miami Beach	59,537	77,851	96,164	83,941	54,796	71,648	88,499	55,892						
	City of Myrtle Beach	40,691	52,069	63,446	56,054					40,691	52,069	63,446	55,389		
	City of Naples	54,488	64,104	80,130	54,488	73,019	85,905	107,381	85,235						
	City of Orlando	31,553	39,457	47,361		43,326	57,751	72,176	66,705						
	City of Sarasota	44,491	56,700	73,572											
	City of St. Petersburg	51,006	64,919	78,832	72,919										
	City of W. Palm Beach	47,348	59,185	71,022											
	Collier County Public School	53,982	62,015	71,232	59,152										
	Non-Government 003	52,250		56,953	53,818										
	Hillsborough County					67,933	84,906	101,878	101,878						
	Manatee County					48,006	60,674	73,341	54,995						
	Martin County Government									36,114	47,046	57,978			
	Non-Government 004	52,728	65,894	79,081	71,843										
	Orange County Government	44,699	57,003	69,306	50,530	36,046	46,030	56,014	46,289	52,104	65,936	79,789	67,173		
	Palm Beach County	59,136	74,410	89,683	65,023	76,313	101,958	127,602	93,785	55,736	70,133	84,529	72,482		
	Pinellas County	44,661	57,851	71,041	54,874										
	St. Lucie County	47,620	61,632	75,667	66,997										
		PRO	GRAMMER	ANALYST			PROJECT I	MANAGER		PROJ	ECT MANA	GER, ASSOC	CIATE		
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr		
	AVERAGES	48,673	60,905	73,124	61,141	56,304	72,015	88,503	72,371	47,296	60,490	73,686	60,993		
	MEDIAN	47,620	60,560	72,342	59,152	54,122	67,673	81,224	67,425	49,965	64,251	77,355	60,009		
				[]			: - : •	•			_ / / _		1		
NA	Collier County Government	53,139	62,516	78,145	66,610	55,795	65,641	82,051	66,684	48,245	56,759	70,949	51,172		
	,							1		,		,			
	% Difference vs. Average	8.40%	2.58%	6.42%	8.21%	-0.91%	-9.71%	-7.86%	-8.53%	1.97%	-6.57%	-3.86%	-19.19%		
	% Difference vs. Median	10.39%	3.13%	7.43%	11.20%	3.00%	-3.10%	1.01%	-1.11%	-3.57%	-13.20%	-9.03%	-17.27%		



C	ategory: WHITE PLAN	PROJEC	PAL	PRO	JECT MAN	AGER, SEI	VIOR	PURCHASING AGENT					
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Martin County Government									36,114	47,046	57,978	
	Brevard County									31,428	41,412	51,396	31,116
	Charlotte County	67,790	83,243	98,696	74,235	62,650	78,344	94,037	84,400	36,650	45,823	54,995	49,424
	City of Cape Coral	59,904	79,394	98,862	82,077	54,787	71,219	87,630	66,186	36,608	46,946	57,283	
	City of Clearwater	52,684	65,801	78,917	64,236	43,503	54,324	65,145		35,568	47,405	59,242	52,504
	City of Fort Lauderdale									48,984	59,093	69,202	62,333
	City of Fort Myers					58,781	74,942	91,125	72,371	34,986	43,722	52,458	41,683
	City of Miami					75,162	100,489	125,816	103,311	45,276	53,729	62,183	61,159
	City of Miami Beach	76,391	99,886	123,380	122,003	70,301	91,923	113,545	79,277	50,428	65,937	81,446	62,025
	City of Myrtle Beach												
	City of Naples									60,074	70,674	88,343	67,166
	City of Orlando					51,937	69,264	86,590	73,611	34,444	43,066	51,688	
	City of Sarasota									40,320	51,385	65,809	46,312
	City of St. Petersburg									41,454	51,251	61,048	54,222
	City of Tampa (FPPA)									46,446	57,980	69,514	
	City of W. Palm Beach									37,913	47,391	56,870	39,328
	Collier County Public School									46,567	53,495	61,447	55,719
	Lee County									37,383	48,511	59,639	42,843
	Manatee County					64,126	80,974	97,822	65,728	45,323	57,231	69,139	57,304
	Non-Government 004									35,109	41,224	49,514	38,605
	Orange County Government	79,019	99,778	120,557	118,144	62,629	79,061	95,493	76,696	44,699	57,013	69,306	52,285
	Palm Beach County									40,267	50,666	61,065	46,991
	Pinellas County					71,079	88,849	106,619	88,976	40,509	52,290	64,071	50,452
	St. Lucie County									34,843	45,369	55,939	42,682
		PROJEC	T MANAGE	R, PRINCI	PAL	PRO-	JECT MAN	AGER, SEI	VIOR		PURCHASI	NG AGENT	
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	67,158	85,620	104,082	92,139	61,496	78,939	96,382	78,951	40,930	51,246	62,155	50,219
	MEDIAN	67,790	83,243	98,862	82,077	62,640	78,702	94,765	76,696	40,267	50,666	61,048	50,452
		71.011	00.770	404 700	05.504	04.05=	70.007	05.00.1	00.000	45.445	50.400	00.0001	
NA	Collier County Government	71,211	83,778	104,723	95,564	64,657	76,067	95,084	82,332	45,446	53,466	66,833	54,423
	% Difference vs. Average	5.69%	-2.20%	0.61%	3.58%	4.89%	-3.78%	-1.37%	4.11%	9.94%	4.15%	7.00%	7.73%
	% Difference vs. Average % Difference vs. Median	4.80%	0.64%	5.60%	14.11%	3.12%	-3.46%	0.34%	6.85%	11.40%	5.24%	8.66%	7.73%
	A Difference vs. Median	4.00%	0.04%	3.00%	14.1176	3.1270	-3.40%	0.34%	0.03%	11.40%	3.24%	0.00%	7.30%



C	ategory: WHITE PLAN		RISK ANAI	LYST			SAFETY E	NGINEER		SUPERIA	ITENDENT	. ROADS & B	BIDGES_
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
11031011	Brevard County	60,502	82,410	104,317	70,133	40,538	55,883	71,228	64,644			111411	
	Charlotte County	38,459	48,100	57,741	51,438			,===	- 1,- 11	56,867	71,063	85,259	69,888
	City of Cape Coral	43,056	55,557	68,058	65,520	49,733	64,688	79,602	52,270				
	City of Clearwater	39,568	49,405	59,242	50,756			'		55,308	69,080	82,852	58,919
	City of Fort Lauderdale	42,224	50,232	58,240	56,836	44,387	52,770	61,152	46,634				
	City of Fort Myers	·				46,675	59,488	72,342	52,978				
	City of Miami	43,167	51,151	59,135	55,419	50,859	68,023	85,187	95,119				
	City of Miami Beach	·				59,537	77,851	96,164	77,850	70,301	91,923	113,545	81,519
	City of Myrtle Beach	31,792	40,682	49,572	49,572								
	City of Naples					49,471	58,200	72,750	59,570				
	City of Orland	36,150	45,188	54,225									
	City of Sarasota	40,320	51,385	65,809	51,384								
	City of St. Petersburg	34,387	44,357	54,326	49,980					74,669	91,908	109,146	102,699
	City of Tampa (FPPA)					65,187	81,443	97,698					
	City of W. Palm Beach	45,067	56,333	67,600	52,440								
	Lee County	40,354	52,317	64,280	44,674					52,234	67,540	82,845	65,968
	Manatee County												
	Martin County Government	36,114	47,046	57,978						42,441	55,295	68,149	
	Orange County Government	39,208	50,149	61,080	37,856	39,208	50,149	61,090	40,536				
	Palm Beach County					59,136	74,410	89,683	75,612	81,655		136,533	129,133
	Pinellas County	40,509	52,290	64,071	60,612	40,509	52,290	64,071	47,628	84,130	105,163	126,195	95,350
	St. Lucie County					47,620	61,632	75,667	60,840				
			RISK ANAI	vet			SAFETY E	MelNEED		CHDEDIA	ITEMPEME	. ROADS & B	DIDGES .
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	40,725	51,773	63,045	53,586	49,405	63,069	77,219	61,244	64,701	78,853	100,566	86,211
	MEDIAN	40,320	50,232	59,242	51,438	48,545	60,560	74,208	59,570	63,584	71,063	97,203	81,519
	MEDITII	40,020	00,202	00,272	01,400	40,040	00,000	17,200	00,0101	00,004	11,000	01,200]	01,010
NA	Collier County Government	48,245	56,759	70,949	63,472	50,606	59,536	74,420	66,577	64,657	76,067	95,084	95,084
	% Difference vs. Average	15.59%	8.78%	11.14%	15.58%	2.37%	-5.93%	-3.76%	8.01%	-0.07%	-3.66%	-5.76%	9.33%
	% Difference vs. Median	16.43%	11.50%	16.50%	18.96%	4.07%	-1.72%	0.28%	10.52%	1.66%	6.58%	-2.23%	14.27%



(Category: WHITE PLAN	SUPFE	RVISOR - A	CCOUNTIN	ıG	SUPER	VISOR - AN	JIMAL CON	ITROL	SUPERVIS	SOR - RUUI	DING MAINT	FNANCE
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Brevard County	36,849	50,799	64,749	44,536					33,499	46,181	58,862	43,931
	Charlotte County	59,675	74,599	89,523	72,835	44,554	55,703	66,851	53,019	44,554	55,703	66,851	56,625
	Non-Government 001										22,722		
	City of Cape Coral									43,909	56,347	68,786	
	City of Clearwater	55,308	69,080	82,852	75,035					37,516	46,839	56,161	52,936
	City of Daytona Beach									42,443	57,596	72,749	72,749
	City of Fort Lauderdale	69,202	84,698	100,194	84,282					45,469	54,080	62,691	59,738
	City of Fort Myers									40,019	51,002	62,005	51,501
	City of Miami	52,384	62,163	71,942	78,627					41,028		56,379	63,712
	City of Miami Beach												
	City of Myrtle Beach	44,912	57,471	70,029	70,029								
	City of Orlando	40,393	50,481	60,569	51,570								
	City of Sarasota	56,888	72,500	94,079	81,472					28,733	36,618	46,808	34,824
	City of St. Petersburg	46,216	59,779	73,342	73,342					34,382	44,356	54,330	54,330
	City W. Palm Beach									47,348	59,185	71,022	58,115
	Collier County Public Schools												
	Non-Government 002	28,677	28,677		34,630								
	Non-Government 003	59,565	64,783	70,000	64,783								70,015
	Lee County									43,323	56,122	68,921	59,366
	Manatee County					30,222	38,085	45,947	34,133	31,990	40,404	48,818	43,096
	Martin County Government									42,441	55,295	68,149	
	Non-Government 004	57,200	71,490	85,779	73,819								
	Orange County Government	59,925	75,878	91,853	79,123	36,046	46,030	56,014	37,492	39,208	50,149	61,090	47,914
	Palm Beach County	62,733	78,936	95,139	77,638	41,471	52,186	62,901	45,224	51,002	64,181	77,359	68,967
	Pinellas County	36,743	47,055	56,221	49,861	38,580	49,582	60,585	60,585				
	St. Lucie County					27,230	34,380	41,552	41,746				
	Town of Hilton Head Island	58,476	73,095	87,714	78,820								
		aup = 5				aupee							
		Min	RVISOR - A	Max	Avr	Min	VISOR - AM Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	DING MAINT	Avr
	AVERAGES	51,572	63,843	79,599	68,150	36,351	45,994	55,642	45,366	40,429	51,604	62,561	55,855
	MEDIAN	56,098	66,931	82,852	73,581	37,313	47,806	58,300	43,485	41,735	54,080	62,348	56,625
	WESTIN	00,000	00,001	02,002	. 5,551	0. 10.10	1000	00,000	10,100	,. 00	0 7,000	0E ₁ 070	00,020
NA	Collier County Government	55,795	65,641	82,051	67,321	48,245	56,759	70,949	49,366	53,139	62,516	78,145	62,143
	% Difference vs. Average	7.57%	2.74%	2.99%	-1.23%	24.65%	18.97%	21.57%	8.10%	23.92%	17.46%	19.94%	10.12%
	% Difference vs. Median	-0.54%	-1.97%	-0.98%	-9.30%	22.66%	15.77%	17.83%	11.91%	21.46%	13.49%	20.21%	8.88%
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C	ategory: WHITE PLAN	CHDEDVIC	SUPERVISOR - CODE ENFORCEMENT				SOR - FLE	CT MAINT	ENANCE	CUI	DEDVICAD	- LABORATO	DV
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
region	Brevard County	IVIII I	MICHANIA	IVIGA	O Y1	141111	MICHANIECE	Max	O VI	40,123	52,863	65,603	
	Charlotte County	56,867	71,063	85,259	59,550	44,554	54,038	66,851	54,038	40,123	32,003	00,000	
	City of Cape Coral	41,330	53,008	64,688	33,330	43,909	56,347	68,786	62,629	49,130	63,003	76,877	60,091
	City of Clearwater	33,878	42,405	50,931	33,790	37,516	46,839	56,161	53,954	50,061	62,631	75,201	55,070
	City of Fort Lauderdale	48,984	58,240	67,496	63,706	31,310	40,000	30,101	30,004	54,101	65,250	76,398	65,874
	City of Fort Myers	43,202	55,078	66,955	55,099	43,202	55,078	66,955	64,158	46,675	59,488	72,342	55,661
	City of Miami	46,209	61,734	77,258	61,552	45,276	68,729	92,183	62,707	10,010	00,100	12,012	00,001
	City of Miami Beach	10,200	01,101	11,200	01,002	51,171	66,908	82,644	59,488				
	City of Myrtle Beach	36,866	47,175	57,483	48,125	0.11	55,555	52,511	55,155				
	City of Naples		,	5.,.55	,	46,600	54,824	68,529	57,465	51,891	61,048	76,310	57,419
	City of Orlando	39,436	49,306	59,176	56,274					46,259	59,238	72,217	71,344
	City of Sarasota	36,611	46,658	59,668	43,535								
	City of St. Petersburg	39,811	50,752	61,693	57,055	38,581	45,842	53,102	53,102	46,216	59,779	73,342	73,342
	City of Tampa (FPPA)					48,547	60,663	72,779		58,094	72,592	87,090	
	City of W. Palm Beach	46,193	57,742	69,290	57,466	52,264	65,329	78,395	56,210	50,989	63,736	76,483	55,391
	Collier County Public Schools					60,765	69,793	80,175	60,765				
	Lee County	37,383	48,511	59,639	54,945	40,354	52,317	64,280	61,496				
	Manatee County	38,126	48,110	58,094	39,083	42,744	53,997	65,250	57,616	48,006	60,674	73,341	62,858
	Martin County Government	39,144	50,996	62,848		42,441	55,295	68,149		46,003	59,932	73,861	
	Orange County Government	44,699	57,013	69,306	56,846	39,208	50,149	61,090	53,380	59,925	75,878	91,853	80,330
	Palm Beach County	46,681	58,742	70,803	70,225	51,002	64,181	77,359	75,003	59,137	71,063	89,683	98,877
	Pinellas County	44,661	57,851	71,048	57,396								
	Town of Hilton Head Island					50,134	62,668	75,201	57,900				
		SUPERVISO					SOR - FLE					- LABORATO	
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	42,358	53,787	65,390	54,310	45,780	57,823	70,464	59,327	50,472	63,370	77,186	66,932
	MEDIAN	41,330	53,008	64,688	56,846	44,554	55,295	68,529	57,900	49,595	61,840	75,756	62,858
h10	0-11:0	40.045	50.750	70.040	55.447	50.000	50.500	74.400	00.577	50.400	00.540	70 445	05.775
NA	Collier County Government	48,245	56,759	70,949	55,117	50,606	59,536	74,420	66,577	53,139	62,516	78,145	65,775
	Of Difference up Augusti	40.000	5 0400	7.83%	1.46%	0.5497	2 000	5 2200	10.89%	5.000	-1.37%	4 220/	-1.76%
	% Difference vs. Average % Difference vs. Median	12.20%	5.24%			9.54%	2.88%	5.32%		5.02% 6.67%		1.23%	
	% Difference vs. Median	14.33%	6.61%	8.82%	-3.14%	11.96%	7.12%	7.92%	13.03%	6.67%	1.08%	3.06%	4.43%



(Category: WHITE PLAN	CHDEE	RVISOR - RI	ECBE ATIO	ы	TECH	SUPPORT	PROFESSI	ONAL	TO	ADESVOD	KER. MASTE	D
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
region	Brevard County	44,556	61,430	78,303	52,199	27,164	35,786	44,408	29,312	171111	TYTICATIVITICE	mux	
	Charlotte County	49,088	61,371	73,653	59,639	36,150	45,573	54,995	45,415	38,459	48,100	57,741	45,577
	City of Cape Coral	49,733	64,688	79,602	58,427	41,330	53,008	64,688	41,330	39,478	50,648	61,818	40,011
	City of Clearwater	43,503	54,324	65,145	45,513	25,352	31,719	38.085	11,000	32,400	40,472	48,544	32,351
	City of Fort Lauderdale	46,634	55,453	64,272	61,910	20,002	01,110	00,000		39,811	46,675	53,539	49,996
	City of Fort Myers	10,001	00,100	01,212	01,010				-	32,698	40,872	49,046	40,789
	City of Miami					35,486	42,107	48,728	35,598	52,555	.0,0.2		10,100
	City of Miami Beach	43,337	56,685	69,993	48,155	46,408	60,681	74,953	49,431	55,602	72,702	89,801	64,718
	City of Myrtle Beach	49,572	63,433	77,294	62,206			, = = =	12,121				2 1 1 1 2
	City of Naples					49,471	58,200	72,750	52,152				
	City of Sarasota	44,491	56,700	73,572	56,700	38,466	49,022	62,681	43,321	33,252	42,377	54,107	
	City of St. Petersburg									34,382	44,356	54,330	54,330
	City of Tampa (FPPA)					39,104	47,362	55,619					
	City of W. Palm Beach					39,832	49,790	59,749	44,786				
	Collier County Public School					32,574	38,221	44,072	35,024				
	Non-Government 002					32,833	32,833		35,356				
	Non-Government 003	60,000	60,000	60,000	60,000	35,000	39,894	44,788	39,606	47,025	47,025	47,025	47,025
	Lee County	33,670	43,174	52,677	46,942					37,383	48,511	56,639	50,682
	Manatee County	53,872	68,037	82,202	59,488								•
	Martin County Government	49,875	63,804	77,732		31,191	40,271	49,351					
	Non-Government 004					34,819	45,514	55,387	41,602				
	Orange County Government	39,208	50,149	61,090	43,402	36,046	46,030	56,014	47,122				
	Palm Beach County	54,115	68,095	82,075	76,165	39,096	49,197	59,297	44,982	45,313	57,023	68,732	64,345
	Pinellas County					36,743	47,055	56,221	42,226	40,509	52,290	64,071	54,849
	St. Lucie County					37,822	48,701	59,580	46,030				
	Town of Hilton Head Island					46,420	58,025	69,631		39,798	49,748	59,697	47,906
			RVISOR - RI					PROFESSI				KER, MASTE	
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	47,261	59,096	71,258	56,211	37,065	45,949	56,368	42,081	39,701	49,292	58,853	50,233
	MEDIAN	47,861	60,685	73,613	58,427	36,447	46,543	56,014	42,774	39,478	48,100	56,639	49,996
NI O	C-11: C	50.400	00.540	70.445	04.005	40.045	50.750	70.040	50.004	40.004	50.040	00.040	50.004
NA	Collier County Government	53,139	62,516	78,145	61,965	48,245	56,759	70,949	53,391	43,281	50,919	63,649	52,331
1	% Difference vs. Average	11.06%	5.47%	8.81%	9.29%	23.17%	19.04%	20.55%	21.18%	8.27%	3.19%	7.53%	4.01%
1	% Difference vs. Average % Difference vs. Median	9.93%	2.93%	5.80%	5.71%	24.46%	18.00%	21.05%	19.89%	8.79%	5.54%	11.01%	4.46%
1	20 Difference vs. Median	3.33 %	2.3370	3.00 %	3.1170	24.4070	10.00%	21.0076	10.0070	0.1370	3.5470	11.0176	7.7070



Collier County Blue Pay Plan

The Blue Pay Plan includes pay grades 4 - 16



	Category: BLUE PLAN	10	COUNTING	TECHNICA	AN	ADM	UNICTOAT	VE ACCIOE	ANT	A DAM	NICTO A TH	er erepr	TADY
Dogico	Organization	Min	COUNTING Mid/Mrkt	Max	AN Avr	Min	Mid/Mrkt	VE ASSIST Max	Avr	Min	MISTRATIV Mid/Mrkt	Max	AHY
Region	Brevard County	25,771	33,977	42,182	32,769	28,537	37,606	46,675	33,158	24,585	32,406	40,227	
	Charlotte County	31,658	39,583	47,507	36,636	40,394	50,524	60,653	42,698	30,139	37,700	45,261	29,407 40,121
	Non-Government 001	31,000	38,303	47,507	30,030	29,328	38,064	46,800	39,499	20,800	27,040	33,488	30,534
	City of Cape Coral	28,746	36,857	44,970	28,746	32,822	41,018	49,213	35,433	30,118	38,626	47,133	30,534
	City of Clearwater	26,602	33,310	40,017	31,494	26,998	33,775	49,213	34,263	24,101	30,020	36,152	26,235
	City of Daytona	20,002	33 ₁ 310	40,017	31,484	20,330	33,773	40,551	34,203	25,783	34,987	44,191	37,049
	City of Fort Lauderdale	33,426	39,218	45,011	39,555	31,866	37,388	42,910	40,941	28,829	33,810	38,792	33,281
	City of Fort Myers	33,420	35,210	45,011	38,555	30,555	38,189	45,843	39,195	20,023	33,010	30,732	33,201
	City of Miami	30,455	36,252	42,050	37,423	30,333	30,103	45,043	38,183				
	City of Miami Beach	30,433	30,232	42,030	37,423	37,865	46,619	55,373	52,174	33,643	41,184	48,725	43,077
	City of Myrtle Beach	24,840	31,786	38,731	37,649	31,792	40,619	49,572	36,866	28,804	36,858	44,912	33,401
	City of Naples	24,040	31,700	30,731	37,043	36,394	45,492	56,866	39,416	28,886	33,607	42,009	30,309
-	City of Orlando	22,963	28,694	34,424	29,695	24,564	30,711	36,857	32,882	Z0,000	33,607	42,009	30,309
-		22,963	20,094	34,424	29,090	32,280		47,405		29,380	36,343	43,305	32,700
-	City of Sanibel City of Sarasota	31,629	40,309	51,558	38,936	33,252	39,843 42,377	54,107	37,300 38,334	26,750	31,630	40,320	30,676
-			_			33,252	42,377	54,107	30,334		36,172	40,320	
-	City of St. Petersburg	29,349	36,172	42,994	35,814					29,349			40,458
	City of Tampa (FPPA)	37,627	45,583	53,539	44.450	37,913	47.004	50.070	44,244	29,640	35,995	42,349	
-	City of W. Palm Beach Non-Government 002	36,086	45,108	54,129	41,458	37,913	47,391	56,870					20.054
-	Non-Government 002 Non-Government 003				26,174	25,000	44 505	40.070	29,032	25,000	27.400	20.046	20,851
-						35,000 30,698	41,535	48,070	39,919	25,000	27,408 35,562	29,816 43,395	27,535
	Lee County					30,696	39,367	48,036	40,766	27,728			34,419
	Manatee County	20.400	27.504	40.045		24.404	40.074	40.054		24,835	30,441	36,046	33,093
	Martin County Government	29,166	37,591	46,015	00.050	31,191	40,271	49,351	04.757	29,166	37,591	46,015	20.005
	Non-Government 004	29,619	37,024	44,429	30,659	30,181	37,731	45,282	34,757	23,192	28,996	34,798	28,995
	Orange County Government	25,272	32,074	38,813	31,092	30,451	39,166	47,902	36,243	23,171	29,078	34,986	27,797
	Palm Beach County	28,228	35,529	42,829	34,118	39,096	49,197	59,297	53,167	33,723	42,434	51,145	42,174
	Pinellas County	37,740	40,218	48,695	40,178	33,327	42,399	51,470	43,068	30,228	38,302	46,376	36,605
	Town of Hilton Head Island	34,120	42,650	51,181	36,590	36,850	46,063	55,275	45,836	34,120	42,650	51,181	41,632
-													
-													
			COUNTING					VE ASSIST			NISTRATIV		
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	30,183	37,330	44,949	34,646	32,789	41,155	49,744	39,703	27,912	34,737	41,896	33,350
	MEDIAN	29,484	36,940	44,699	35,814	32,073	40,477	48,641	39,416	28,829	35,562	42,994	33,093
NA	Collier County Government	36,831	46,039	57,549	44,942	35,077	43,846	54,808	43,008	31,816	39,770	49,712	37,743
140	Comer County Government	30,031	40,038	31,348	44,342	55,017	1 43,040	J4,000	40,000	31,010	29,110	40,(12)	31,143
1	% Difference vs. Average	18.05%	18.92%	21.89%	22.91%	6.52%	6.14%	9.24%	7.68%	12.27%	12.66%	15.72%	11.64%
1	% Difference vs. Average % Difference vs. Median	19.95%	19.76%	22.33%	20.31%	8.56%	7.68%	11.25%	8.35%	9.39%	10.58%	13.51%	12.32%
-	A DITTOLOTICE VS. MICUIAIT	13.3376	15.70%	22.3370	20.3176	0.50%	7.00%	11.2370	0.55%	3.33%	10.30%	13.3176	12.5270



Category: BLUE PLAN					AUT	OMOTIVE	TECHNICIA	AN,				
		MAL CONT				APPRE				FORCEME		
Region Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
Brevard County	28,849	36,795	44,740	31,108					36,428	43,912	51,396	
Charlotte County	28,704	35,911	43,118	32,182	27,352	34,195	41,038	27,352	34,902	43,638	52,374	42,751
City of Cape Coral					32,843	42,099	51,355	33,880	34,819	44,647	54,475	
City of Clearwater					30,809	38,540	46,270	35,186	32,400	40,472	48,544	35,330
City of Daytona Beach	23,405	31,760	40,115	34,289					29,483	40,009	50,535	39,328
City of Fort Lauderdale									35,152	41,205	47,258	42,868
City of Fort Myers					32,698	40,872	49,046	34,445	34,986	43,722	52,458	41,829
City of Miami					30,455	36,252	42,050	31,966	43,167	51,151	59,135	53,126
City of Miami Beach					36,172	47,297	58,422	38,069	42,618	53,698	64,779	52,690
City of Myrtle Beach	27,417	35,083	42,749	35,356	28,804	36,858	44,912	37,019	31,792	40,682	49,572	33,732
City of Naples									44,380	52,212	65,266	44,380
City of Sanibel									35,564	43,782	51,999	47,500
City of Sarasota					27,820	34,847	44,491	28,729	30,124	38,390	49,125	31,931
City of St. Petersburg					33,176	38,730	44,283	39,808	37,482	44,356	51,230	45,513
City of Tampa (FPPA)									34,715	42,089	49,462	
City of W. Palm Beach					36,086	45,108	54,129	42,363	36,988	46,235	55,482	39,322
Lee County	27,728	35,562	43,395	30,372	33,670	43,174	52,677	43,530	33,670	43,174	52,677	41,086
Manatee County	26,915	33,946	40,976	34,466	23,462	28,735	34,008	24,066	28,558	36,036	43,514	30,784
Martin County Government					29,166	37,591	46,015		33,320	43,401	53,481	
Orange County Government	31,408	39,499	47,590	33,096					36,046	46,030	56,014	41,982
Palm Beach County	36,849	46,371	55,892	40,435	34,732	43,707	52,682	50,342	41,471	52,186	62,901	53,485
Pinellas County	33,327	42,398	54,470	37,688	26,113	32,760	39,407		34,993	44,706	54,418	34,993
Town of Hilton Head Island					36,850	46,063	55,275		42,982	53,727	64,473	50,905
					AU1	OMOTIVE	TECHNICI/	AN,				
	ANII	MAL CONT		ER		APPRE	NTICE		CODE EN	FORCEME	NT INVEST	IGATOR
	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
AVERAGES	29,400	37,480	45,894	34,332	31,263	39,177	47,254	35,904	35,915	44,759	53,938	42,291
MEDIAN	28,704	35,911	43,395	34,289	31,754	38,635	46,143	35,186	34,993	43,782	52,458	41,982
1			1								1	
NA Collier County Government	33,406	41,758	52,198	37,324	31,816	39,770	49,712	37,406	35,077	43,846	54,808	41,271
% Difference vs. Average	11.99%	10.24%	12.08%	8.01%	1.74%	1.49%	4.95%	4.01%	-2.39%	-2.08%	1.59%	-2.47%
% Difference vs. Average % Difference vs. Median	14.08%	14.00%	16.86%	8.13%	0.20%	2.86%	7.18%	5.93%	0.24%	0.15%	4.29%	-2.47%
% Difference vs. Wedlan	14.00%	14.00%	10.00%	0.13%	0.20%	2.00%	7.10%	5.83%	0.24%	0.15%	4.23%	-1.7.276



	Category: BLUE PLAN	co	NTDACTO	TECHNICIA	A.B.I		CREV L	FADED		C	REV LEAD	ED CENIO	
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max Max	Avr
region	Brevard County	111111	THISATTII IXE	max		29,910	39,395	48,880	38,084		THIS THE LE	TIMA.	
	Charlotte County	31,658	39,583	47,507	37,232	20,010	00,000		- 55,55				
	City of Clearwater	0.,000			0.,202	33,878	42,405	50,931	35,204	37,516	46,839	56,161	45,823
	City of Daytona Beach					27,299	37,045	46,791	40,168				
	City of Fort Lauderdale					31,117	36,504	41,891	39,753	33,426	39,218	45,011	43,711
	City of Fort Myers					30,555	38,189	45,843	36,192				12 1 1 1
	City of Miami					32,142	38,149	44,157	51,377	39,071	46,412	53,753	58,655
	City of Miami Beach					25,947	33,926	41,905	29,934	30,635		49,479	33,431
	City of Myrtle Beach					26,096	33,394	40,691	33,116	30,261	38,723	47,184	44,826
	City of Naples					31,438	39,297	49,122		34,661	43,326	54,158	46,644
	City of Orlando					26,811	34,653	42,494	31,397	28,142	35,142	42,142	35,713
	City of Sarasota					34,874	44,445	56,888	40,405	38,466		62,681	47,240
	City of St. Petersburg					28,725	34,196	39,666	36,117	36,114	47,046	57,978	
	City of Tampa (FPPA)					26,437	32,032	37,627					
	City of W. Palm Beach	36,988	46,235	55,482	44,032					39,832	49,790	59,749	49,589
	Lee County					33,670	43,174	52,677	44,599	35,155		54,998	50,030
	Manatee County	28,558	36,036	43,514	41,163		<u> </u>						
	Palm Beach County	36,849	46,371	55,892	46,399					37,947	47,757	57,566	51,865
	Pinellas County					28,789	36,242	43,694	37,906	34,993		54,418	43,549
	ŕ						<u> </u>						
		CO	NTRACT 1	TECHNICIA	IN		CREV L	EADER		С	REV LEAD	ER, SENIOI	R
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	33,513	42,056	50,599	42,207	29,846	37,536	45,550	38,019	35,094	44,084	53,483	45,923
	MEDIAN	34,254	42,909	51,495	42,598	29,910	37,045	44,157	37,906	35,155	45,077	54,418	46,234
NA	Collier County Government	33,406	41,758	52,198	42,614	33,406	41,758	52,198	41,818	35,077	43,846	54,808	45,507
	% Difference vs. Average	-0.32%	-0.71%	3.06%	0.96%	10.66%	10.11%	12.74%	9.08%	-0.05%	-0.54%	2.42%	-0.91%
	% Difference vs. Median	-2.54%	-2.76%	1.35%	0.04%	10.47%	11.29%	15.41%	9.35%	-0.22%	-2.81%	0.71%	-1.60%



Category:	BLUE PLAN		CUSTO	DIAN		1		R SERVICE		CUCTO	MED CEDY	ICE SPECI	ALICT
Region Organization	00	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max Max	AUST
Brevard Co		19,510	24,877	30,243	28,558	23,400	30,867	38,334	AVI	21,257	28,007	34,756	24,181
Charlotte C		24,690	30,868	37,045	28,621	24,690	30,868	37,045	29,813	28,704	35,911	43,118	35,608
Non-Gover		23,504	30,368	37,440	31,595	20,800	27,040	33,488	24,627	20,104	33,311	45,110	33,000
City of Car		22,422	28,746	35,069	01,000	27,976	36,870	43,763	24,021	28,746	36,858	44,970	
City of Cles		18,872	23,647	28,421	20,547	24,101	30,070	36,152	28,597	27,967	34,902	41,836	36,204
	/tona Beach	10,072	20,047	20,421	20,047	23,405	31,760	40,115	30,564	21,301	34,302	41,030	30,204
	t Lauderdale	20,883	24,554	28,226	20,883	26,790	31,439	36,088	29,520	28,829	33,810	38,792	37,237
City of For		20,003	27,227	32,677	24,794	20,730	31,435	30,000	28,320	20,023	33,010	30,732	31,231
City of Mia		25,561	27,564	29,568	26,896	30,455	36,252	42,050	$\overline{}$	33,708	40,083	46,459	
		20 ₁ 001	27,304	29,000	20,030	28,194	36,865		28,757	33,700	40,003	40,459	
City of Mia								45,535				$\overline{}$	
City of Myr		00.000		40.000	07.000	26,096	33,394	40,691	33,134	00.000	00.007	40.000	00.400
City of Nap		26,866	33,606	42,009	27,896					26,886	33,607	42,009	28,109
City of Ork		18,990	24,700	30,409	21,257						24 222	40.000	
City of Sar		26,750	28,660	36,728	28,238					26,750	31,630	40,320	28,061
	Petersburg	22,443	26,219	29,994	25,680	25,314	31,263	37,211	31,647				
	npa (FPPA)	21,715	26,354	30,992		29,640	35,995	42,349		33,384	40,477	47,570	
	Palm Beach	24,309	30,386	36,463	26,334								
Lee County	_	21,787	27,950	34,112	25,701	30,698	39,367	48,036	39,171				
Manatee C		18,533	22,714	26,894	22,069	24,835	30,441	36,046	27,944	38,126	48,110	58,094	43,878
	inty Government	20,881	26,908	32,934		25,504	32,865	40,226					
	rnment 004	18,304	22,880	27,456	21,882	23,192	28,996	34,798	28,579				
Orange Co	ounty Government	19,573	23,494	27,414		23,171	29,078	34,986	26,187	25,272	32,074	38,813	32,136
Palm Beac	h County	23,650	29,760	35,870	28,997	28,228	35,529	42,829	30,197	30,844	38,825	46,806	42,247
Pinellas Co	ounty	20,460	25,303	28,711	23,040	24,869	31,200	37,530	27,625	27,418	34,484	41,550	33,447
Town of H	litton Head Island	,				27,086	33,857	40,629					
							CUSTOME	R SERVICE					
			CUSTO	DIAN			REPRESE	NTATIVE		CUSTO	MER SERV	ICE SPECI.	ALIST
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
AVERAGE	S	21,976	26,990	32,318	25,470	25,922	32,704	39,395	29,740	29,068	36,060	43,469	34,111
MEDIAN		21,787	26,908	30,992	25,701	25,409	31,600	39,225	29,138	28,704	34,902	42,009	34,528
NA Collier Co	ounty Government	20,322	25,403	31,754	0	24,680	30,850	38,563	28,258	30,300	37,875	47,344	33,772
	carry coronnanc												
% Differen	nce vs. Average	-8.14%	-6.25%		#DIV/0!	-5.03%	-6.01%	-2.16%	-5.25%	4.06%	4.79%	8.18%	-1.00%



Category: BLUE PLAN												
		SINEERING					OPERATO			MENT OPE		
Region Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
Brevard County	23,400	30,867	38,334	33,592	27,393	34,954	42,515	29,778				
Charlotte County	31,658	39,583	47,507	36,067	27,352	34,195	41,038	34,084	30,139	37,700	45,261	36,662
City of Cape Coral					27,976	36,870	43,763					
City of Clearwater	29,331	36,721	44,110	34,272					25,352	31,719	38,085	31,708
City of Daytona Beach	35,077	47,600	60,122	56,994	23,405	31,760	40,115	32,853				
City of Fort Lauderdale									28,829	33,810	38,792	35,719
City of Fort Myers	37,045	47,237	57,429	47,694	28,537	35,714	42,827	34,070	32,698	40,872	49,046	41,496
City of Miami	32,142	38,149	44,157	33,814	30,455	36,252	42,050	44,158	33,708	40,083	46,459	40,019
City of Miami Beach	37,865	46,619	55,373	40,417					36,172	47,297	58,422	52,654
City of Myrtle Beach	35,090	44,902	54,714	41,937	23,643	30,255	36,866	26,342				
City of Naples					33,010	41,263	51,729	41,051	34,661	43,326	54,158	38,392
City of Orlando									26,811	38,153	49,494	36,051
City of Sarasota	31,629	40,309	51,558	36,715	27,820	34,847	44,491	33,251	30,124	38,390	49,125	35,173
City of St. Petersburg	·				24,232	28,039	31,845	27,079	27,789	33,249	38,709	37,060
Lee County	32,183	41,270	50,357	39,241	24,758	31,756	38,754	29,879		·		
Martin County Government	42,441	55,295	68,149		25,504	32,865	40,226		29,166	37,591	46,015	
Orange County Government	29,453	37,045	44,637	36,650	23,899	30,046	36,192	26,273	25,626	32,251	38,875	31,510
Palm Beach County					28,228	35,529	42,829	37,556	31,772	39,991	48,210	41,251
Pinellas County	36,743	47,055	57,368	48,630	24,869	31,200	37,530	29,299	26,112	32,760	39,407	33,319
Town of Hilton Head Island	46,420	58,025	69,631	60,361								
	ENG	SINEERING	TECHNICI	AN	EG	UIPMENT	OPERATO	R	EQUIP	MENT OPE	RATOR, SI	ENIOR
	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
AVERAGES	34,320	43,620	53,103	42,030	26,739	33,703	40,851	32,744	29,926	37,657	45,718	37,770
MEDIAN	33,630	43,086	53,136	39,241	27,352	34,195	41,038	32,853	29,645	37,926	46,237	36,662
						- 11:22					-31	1-3-
NA Collier County Government	36,831	46,399	57,549	49,595	28,568	35,710	44,637	35,042	31,816	39,770	49,712	39,788
											, , , ,	
% Difference vs. Average	6.82%	5.99%	7.72%	15.25%	6.40%	5.62%	8.48%	6.56%	5.94%	5.31%	8.03%	5.07%
% Difference vs. Median	8.69%	7.14%	7.67%	20.88%	4.26%	4.24%	8.06%	6.25%	6.82%	4.64%	6.99%	7.86%



	Category: BLUE PLAN	EX	ECUTIVE S	SECRETAR	Y		GIS TECH	INICIAN		GF	RAPHICS T	ECH <u>NICIAI</u>	N
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Brevard County	31,428	41,412	51,396	37,502	31,428	41,412	51,396	35,141	27,164	35,786	44,408	
	Charlotte County	39,650	47,323	54,995	48,905	42,432	53,051	63,669	53,778	27,352	34,195	41,038	33,828
	Non-Government 001	38,700	50,400	62,000	49,331								
	City of Cape Coral	34,133	42,682	51,210		33,488	42,931	52,374	37,898				
	City of Clearwater									29,331	36,721	44,110	42,825
	City of Daytona Beach	32,479	44,074	55,669	52,995								
	City of Fort Lauderdale	35,090	41,101	47,112	43,133	37,003	43,358	49,712	37,003				
	City of Miami					31,824	38,189	44,554	37,544				
	City of Miami Beach												
	City of Myrtle Beach					33,401	42,741	52,080	43,935				
	City of Naples					46,600	54,824	68,529	58,798				
	City of Orlando	32,968	41,205	49,441	46,675								
	City of Sarasota					31,629	40,309	51,558					
	City of St. Petersburg	36,616	41,500	46,384	46,384	36,546	45,188	53,830	38,764	37,877	47,580	57,283	57,287
	City of Tampa (FPPA)	46,446	57,980	69,514		58,094	72,592	87,090					
	City of W. Palm Beach					40,828	51,035	61,242	48,738				
	Non-Government 002				42,521								
	Non-Government 003	57,475	70,277	83,078	67,751								
	Lee County	40,354	52,317	64,280	64,262					30,698	39,367	48,036	43,210
	Manatee County					38,126	48,110	58,094	42,182				
	Martin County Government	36,114	47,046	57,978		36,114	47,046	57,978					
	Non-Government 004	38,958	48,714	58,448	49,483	33,238	41,933	50,627	41,850				
	Orange County Government	41,080	50,868	60,653	53,945					33,238	41,933	50,627	41,850
	Palm Beach County					36,849	46,371	55,892	48,501	36,849	46,371	55,892	48,260
	Pinellas County					34,993	44,706	54,418	38,549				
	Town of Hilton Head Island	39,798	49,748	59,697	48,543								
		FY	ECUTIVE 9	SECRETAR	v		GIS TECH	INICIAN		GE	RAPHICS T	ECHNICIA	N
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	38,753	48,443	58,124	50,110	37,662	47,112	57,065	43,283	31,787	40,279	48,771	44,543
	MEDIAN	38,700	47,323	57,978	48,905	36,330	44,947	54,124	41,850	30,698	39,367	48,036	43,018
NA	Collier County Government	36,831	46,039	57,549	47,603	36,831	46,039	57,549	43,991	31,816	39,770	49,712	34,828
	% Difference vs. Average	-5.22%	-5.22%	-1.00%	-5.27%	-2.26%	-2.33%	0.84%	1.61%	0.09%	-1.28%	1.89%	-27.90%
	% Difference vs. Median	-5.07%	-2.79%	-0.75%	-2.73%	1.36%	2.37%	5.95%	4.87%	3.51%	1.01%	3.37%	-23.51%



	Category: BLUE PLAN	HEAV	Y EQUIPME	ENT OPERA	ATOR	HUMAN	l RESOUR	CES TECHI	NICIAN .	INSTR	UMENTATI TECHN	ON/ELECTI	RICAL
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Brevard County	30,201	38,532	46,862	35,691	24,585	32,406	40,227	32,676				
	Charlotte County	39,902	46,138	52,374	41,813	31,658	39,583	47,507	39,634	34,902	43,638	52,374	44,108
	City of Cape Coral	32,843	42,099	51,355		30,867	37,793	44,699	40,456	43,909	56,347	68,786	
	City of Clearwater	29,331	36,721	44,110	35,803	29,730	37,163	44,596	34,694	35,697	44,565	53,433	44,404
	City of Fort Lauderdale	32,698	38,345	43,992	42,272	31,803	37,263	42,723	39,380				
	City of Fort Myers	34,986	43,722	52,458	41,038	32,698	40,872	49,046	38,563	37,045	47,237	57,429	46,935
	City of Miami	37,233	44,229	51,224	48,577	35,486	42,107	48,728	40,106				
	City of Miami Beach	33,289	43,527	53,768	41,381	39,305	51,393	63,480	45,552				
	City of Myrtle Beach					31,792	40,682	49,572	34,990				
	City of Naples	38,214	47,768	59,709	42,910					44,380	52,212	65,266	46,121
	City of Orlando	29,723	38,158	46,592	39,748	22,963	28,694	34,424	27,539				
	City of Sarasota	33,252	42,377	54,107		27,820	34,847	44,491		31,629	40,309	51,558	36,072
	City of St. Petersburg	31,366	36,910	42,453	39,897	30,909	38,106	45,302	38,496	38,584	45,843	53,102	49,718
	City of Tampa (FPPA)	30,992	37,503	44,013		37,627	45,583	53,539					
	City of W. Palm Beach	34,347	42,934	51,521	40,596	32,692	40,865	49,038	40,407	38,861	48,576	58,291	48,171
	Non-Government 002								24,500				
	Lee County	30,698	39,367	48,036	40,451					33,670	43,174	52,677	38,802
	Manatee County	26,333	32,240	38,147	27,768	24,835	30,441	36,046	26,728	30,222		45,947	37,253
	Martin County Government	31,191	40,271	49,351						39,144	50,996	62,848	
	Non-Government 004					25,750	32,178	33,051	29,037				
	Orange County Government	29,453	37,045	44,637	36,804	25,272	32,043	38,813	30,531	31,408	39,499	47,590	41,397
	Palm Beach County	34,732	43,707	52,682	44,968	25,272	36,039	46,806	37,760	42,719	53,756	64,792	48,434
	Pinellas County	28,789	36,242	43,694	38,351	30,228	38,302	46,376	43,510	38,580	48,582	60,585	45,622
	Town of Hilton Head Island					36,850	46,083	55,275	45,925				
										INSTRU	UMENTATI	ON/ELECT	RICAL
		HEAV	Y EQUIPME	ENT OPER	ATOR	HUMAN	I RESOUR	CES TECHI	VICIAN		TECHN	IICIAN	
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	32,479	40,392	48,554	39,879	30,407	38,122	45,687	36,341	37,196	47,287	56,763	43,920
	MEDIAN	32,032	39,819	48,694	40,524	30,888	37,949	45,839	38,496	37,813	47,237	55,431	45,013
NA	Collier County Government	35,077	43,846	54,808	44,377	33,406	41,758	52,198	36,691	36,831	46,039	57,549	46,300
	% Difference vs. Average	7.41%	7.88%	11.41%	10.13%	8.98%	8.71%	12.47%	0.95%	-0.99%	-2.71%	1.37%	5.14%
	% Difference vs. Median	8.68%	9.18%	11.16%	8.68%	7.54%	9.12%	12.18%	-4.92%	-2.66%	-2.60%	3.68%	2.78%



Category: BLUE PLAN	LAB	ORATORY	TECHNICI	AN		JBRARY A	SSOCIATE		LICENS	ING COMP	LIANCE OF	FICER
Region Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
Brevard County	28,849	36,795	44,740	39,728	23,400	30,867	38,334	29,974	34,632	45,646	56,659	36,573
Charlotte County	28,704	35,911	43,118	31,255	25,958	32,469	38,979	28,925				
City of Cape Coral	33,488	42,931	52,374						34,819	44,647	54,475	
City of Clearwater	32,400	40,472	48,544	41,260	21,941	27,398	32,855	24,796	32,400	40,472	48,544	44,040
City of Fort Lauderdale	37,003	43,358	49,712	43,659					33,426	39,218	45,011	43,456
City of Miami Beach												
City of Naples	44,380	52,212	65,266	51,216								
City of Orlando	28,142	35,162	42,182	28,142					34,444	43,586	52,728	38,875
City of Sarasota	31,629	40,309	51,558	41,008					34,874	44,445	59,668	44,445
City of St. Petersburg	34,882	43,067	51,251	43,239	25,917	32,032	38,147	33,257				
Non-Government 002								27,112				
Non-Government 003	41,158	41,158	41,158	41,158	28,010	30,623	33,235	28,910				
Lee County	27,728	35,562	43,395	31,054	33,670	43,174	52,677	41,422				
Manatee County	31,990	40,404	48,818	38,709	33,670	34,858	36,046	31,013	33,966	42,869	51,771	41,267
Martin County Government	31,191	40,271	49,351		22,335	28,796	35,256					
Non-Government 004					23,192	28,995	34,798	28,184				
Orange County Government	27,643	35,048	42,411	32,793					30,451	39,166	47,902	35,069
Palm Beach County	36,849	46,371	55,892	47,253	29,948	37,695	45,442	31,647	31,772	39,991	48,210	36,928
Pinellas County	31,740	40,218	48,695	31,740					36,743	47,055	57,368	49,393
	LAE	ORATORY	TECHNICI	AN		IRRARY A	SSOCIATE		LICENS	ING COMP	LIANCE OF	FICER
	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
AVERAGES	32,986	40,578	48,654	38,730	26,804	32,691	38,577	30,524	33,753	42,709	52,234	41,116
MEDIAN	31,865	40,357	48,757	40,368	25,938	31,450	37,097	29,450	34,205	43,227	52,250	41,267
	, 2-1-2-											
NA Collier County Governmen	t 35,077	43,846	54,808	41,151	30,300	37,875	47,344	39,419	35,077	43,846	54,808	46,077
% Difference vs. Average	5.96%	7.45%	11.23%	5.88%	11.54%	13.69%	18.52%	22.57%	3.77%	2.59%	4.70%	10.77%
% Difference vs. Median	9.16%	7.96%	11.04%	1.90%	14.40%	16.96%	21.64%	25.29%	2.49%	1.41%	4.67%	10.44%



	Category: BLUE PLAN		MAIL C	'I EBV		MAI	NTENANCI	E ODECIAL	ет		AINTENANO	re Voore	
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Brevard County	IVIII I	MICHANIEC	MOV	ON	23,670	30,201	36,732	29,670	21,424	27,342	33,259	24,700
	Charlotte County	24,690	30,868	37,045	25,646	31,658	39,583	47,507	39,741	24,690	30,868	37,045	26,798
	Non-Government 001	20,800	27,040	33,488	28,974	01,000	30,000	41,001	33,141	24,000	30,000	01,040	20,100
	City of Cape Coral	23,754	30,451	37,148	23,754	28,746	36,857	44,970		25,168	32,282	39,395	
	City of Clearwater	21,941	27,398	32,855	20,394	21,941	27,398	32,855	22,035	18,872	23,647	28,421	
	City of Fort Lauderdale	25,584	29,942	34,299	29,571	29,790	31,439	36,088	30,402	24,294	28,496	32,698	29,953
	City of Fort Myers	21,798	27,227	32,677	23,546	28,537	35,714	42,827	31,637	21,798	27,227	32,677	25,141
	City of Miami	26,328	31,303	36,278	44,979	20,001	33,114	72,021	01,001	21,100	21,221	02,011	20,141
	City of Miami Beach	30,635	40,057	49,479	35,886					25,947	33,926	41,905	29,934
	City of Myrtle Beach	21,421	27,411	33,401	33,401					22,505	28,798	35,090	24,583
	City of Naples	21,121	21,411	00,401	00,101	31,438	39,297	49,122	35,401	26,886	33,607	42,009	27,896
	City of Orlando	22,963	28,694	34,424	39,504	01,100	30,201	70,122	00,101	18,990	24,700	30,409	21,257
	City of Sarasota	26,750	30,047	38,582	30,046	26,750	31,630	40,320	28,710	26,750	28,660	33,533	28,237
	City of St. Petersburg	21,902	27,009	32,115	25,140	20,100	31,030	40,020	20,110	24,232	28,039	31,845	28,726
	City of Tampa (FPPA)	23,462	21,000	02,110	34,715					24,202	20,000	01,040	20,120
	City of W. Palm Beach	26,178	32,722	39,266	04,110	34,347	42,934	51,521	39,388	24,309	30,386	36,463	30,212
	Non-Government 002	20,110	02,122	00,200	27,799	04,041	72,007	01,021	30,300	24,000	30,300	00,400	00,212
	Non-Government 003	25,553	25,911	26,268	25,911	35,582	37,908	40,233	38,552				31,068
	Lee County	20,000	20,011	20,200	20,011	26,243	33,659	41,074	32,636	21,787	27,959	34,112	25,701
	Manatee County	24,835	30,441	36,046	29,240	20,210	00,000	11,011	02,000	21,101	21,000	01,112	20,101
	Martin County Government	2.,000	55,	00,010	20,210				-	23,841	30,750	37,659	
	Non-Government 004	18,304	22,880	27,456	19,739					20,011	00,100	0.,000	
	Orange County Government	19,906	24,784	29,661	24,862	23,899	30,046	36,192	28,459	19,573	23,494	27,414	21,161
	Palm Beach County	25,083	31,571	38,058	29,933	26,603	33,480	40,356	31,175	24,363	30,659	36,955	28,103
	Pinellas County	23,685	29,535	35,385	20,000	23,685	29,535	35,385	25,636	21,483	26,568	31,654	21,379
	, mondo obania,	20,000	20,000	55,555		20,000	20,000	35,555	20,000	2.,,	20,000	51,551	2.,0.0
								<u> </u>					
			MAIL C	LERK		MAI	NTENANCI	E SPECIAL	IST	M	AINTENANO	CE VORKE	R
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	23,779	29,226	34,944	29,107	28,064	34,263	41,084	31,803	23,162	28,745	34,586	26,553
	MEDIAN	23,719	29,535	34,424	28,974	27,644	33,569	40,338	31,175	24,037	28,578	33,823	27,347
	-												
NA	Collier County Government	21,317	26,646	33,307	29,110	31,816	39,770	49,712	39,156	24,680	30,850	38,563	29,406
	% Difference vs. Average	-11.55%	-9.68%	-4.91%	0.01%	11.79%	13.85%	17.36%	18.78%	6.15%	6.82%	10.31%	9.70%
	% Difference vs. Median	-11.27%	-10.84%	-3.35%	0.47%	13.11%	15.59%	18.86%	20.38%	2.61%	7.36%	12.29%	7.00%
	A Difference vs. Median	-11.2770	-10.0476	-0.00%	0.4770	13.1176	13.3370	10.00%	20.30%	2.0170	7.50%	12.2370	7.00.70



	Category: BLUE PLAN		MANACED	DADTO		PARKS	& RECREA	ATION PRO	GRAM	PARK BANGER				
Pogion	Organization	Min	MANAGER Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max Max	Avr	
Region	Brevard County	IVIII I	MICHWITKE	IVIAX	AVI	23,400	30,867	38,334	25,384	22,568	28,777	34,985	25,036	
	Charlotte County	38,459	48,100	57,741	46,550	36,650	45,823	54,995	40,165	22,500	20,111	34,303	25,030	
	City of Cape Coral	30,433	40,100	37,741	40,000	30,118	38,626	47,133	40,103	28,746	36,858	44,970		
	City of Clearwater	33,878	42,405	50,931	39,939	21,941	27,398	32,855	21,325	20,140	30,030	44,510		
	City of Fort Lauderdale	33,010	42,403	30,331	39,333	28,829	33,810	38,792	32,403	28,226	33,062	37,898	32,753	
	City of Fort Myers					23,317	29,162	34,965	26,749	20,220	33,002	31,030	02,100	
	City of Miami					32,142	38,149	44,157	32,455					
	City of Miami Beach					28,194	36,865	45,535	29,337			$\overline{}$		
	City of Myrtle Beach					36,866	47,175	57,483	57,483					
	City of Naples					44,380	52,212	65,266	46,343					
	City of Orlando					37,710	47,185	56,659	39,395	26,191	32,804	39,416	38,147	
	City of Sarasota	31,629	40,309	51,558	43,911	31,629	40,309	51,558	36,330	20,101	02,004	- 00,710	00,141	
	City of St. Petersburg	01,020	40,000	01,000	40,011	37,877	47,580	57,283	55,106	27,789	33,249	38,709	38,709	
	City of Tampa (FPPA)					26,437	32,032	37,627	- 00,100	21,100	00,210		00,100	
	City of W. Palm Beach					26,832	33,540	40,248	28,475					
	Lee County	37,383	48,511	59,639	49,526	29,214	37,465	46,716	35,612	29,214	37,465	45,716	37,715	
	Manatee County				72,222		2.,1.22			26,333	32,240	38,147	27,435	
	Martin County Government	29,166	37,591	46,015										
	Orange County Government	36,046	46,030	56,014	40,380	25,272	32,074	38,813	28,288					
	Palm Beach County	40,267	50,666	61,065	54,906	31,772	39,991	48,210	30,628	32,725	41,192	49,658	32,051	
	Pinellas County	30,228	38,302	46,376	43,292					28,789	36,242	43,694	32,806	
	·													
						PARKS	& RECREA	ATION PRO	GRAM					
			MANAGER				LEA	DER			PARK R	ANGER		
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	
	AVERAGES	34,632	43,989	53,667	45,501	30,699	38,348	46,479	35,342	27,842	34,654	41,466	33,082	
	MEDIAN	34,962	44,217	53,786	43,911	29,666	37,807	46,126	32,429	28,226	33,249	39,416	32,780	
	I I													
NA	Collier County Government	35,077	43,846	54,808	45,053	30,300	37,629	47,344	33,506	31,816	39,770	49,712	37,749	
	9/ Difference us Augrees	4 079	-0.33%	2.08%	-0.99%	-1.32%	-1.91%	1.83%	-5.48%	12.49%	12.86%	16.59%	12.36%	
	% Difference vs. Average % Difference vs. Median	1.27%		1.86%		2.09%	-0.47%		3.21%	12.49%	16.40%	20.71%		
	% Difference vs. Median	0.33%	-0.85%	1.00%	2.53%	2.09%	-0.47%	2.57%	3.21%	11.29%	10.40%	20.71%	13.16%	



	Category: BLUE PLAN	DE	DINTTINO	TEO! !!!!!				- COLUMNIA I		PLANT MECHANIC				
Dogico	Overanization	Min	RMITTING Mid/Mrkt	Max		Min	Mid/Mrkt	Max Max		Min	Mid/Mrkt	Max	Avr	
Region	Organization Brevard County	23,400	30,867	38,334	Avr	IVIII I	IVIIGAIVIEKE	IVIAX	Avr	28,849	36,795	44,740	41,412	
	Charlotte County	25,958	32,469	38,979	29,735	36,649	45,822	54,995		27,352	39,863	52,374	_	
	City of Cape Coral	34,819	44,647	54,475	28,735	30,049	45,022	54,995	$\overline{}$	33,488	42,931	52,374	34,486	
	City of Clearwater	27,967	34,902	41,836	27,314					30,809	38,540	46,270	43,226	
	City of Clearwater City of Fort Lauderdale	27,307	34,802	41,030	27,314	37,731	44,231	50,731	50,731	37,898	44,408	50,918	_	
	City of Fort Myers	28,538	35,714	42,827	33,696	37,731	44,231	50,731	50,731				49,614	
		_				40.040	50,000	04.770	44 775	32,698	40,872	49,046	41,246	
	City of Miami Beach	36,762	45,003	53,243	44,118	42,618	53,699	64,779	44,775	36,172	47,297	58,422	47,879	
	City of Myrtle Beach	26,096	33,394	40,691	27,422	00.004	45.400	50,000	20.004					
	City of Naples	34,661	43,326	54,158	04.070	36,394	45,492	56,866	36,394					
	City of Orlando	22,963	28,694	34,424	24,679	28,142	35,162	42,182	37,991	00.404		40.405	05.770	
	City of Sarasota	27,820	34,847	44,491	31,467	31,629	40,309	51,558		30,124	38,390	49,125	35,772	
	City of St. Petersburg	27,997	34,456	40,914	33,618	29,349	36,172	42,994		36,941	42,484	48,027	43,659	
	City of W. Palm Beach	31,895	39,869	47,842	35,997	31,117	38,896	46,675	37,958	34,347	42,934	51,521	39,388	
	Lee County	27,728	35,562	43,395	35,543	30,698	39,367	48,036	52,240					
	Manatee County	26,333	32,240	38,147	27,810									
	Martin County Government	29,166	37,591	46,015		36,114	47,046	57,978		33,320	43,401	53,481		
	Orange County Government	27,643	35,048	42,411	31,236					27,456	34,528	41,600	37,624	
	Palm Beach County	31,772	39,991	48,210	36,928	34,732	43,707	52,682	35,610	35,776	45,019	54,261	48,198	
	Pinellas County	27,418	34,484	41,550	29,202	31,740	40,218	48,695	35,081	33,327	42,399	51,470	45,622	
	Town of Hitton Head Island					36,850	46,063	55,275	45,420					
		DE	DIJITTING	TECHNICA			A DIRING T	COLUMBIA.		PLANT MECHANIC				
		Min	RMITTING Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max Max	Avr	Min	Mid/Mrkt	Max	Avr	
	AVERAGES	28,830	36,283	43,997	32,055	34,136	42,783	51,804	41,800	32,754	41,419	50,259	42,344	
	MEDIAN	27,894	34,975	42,619	31,352	34,732	43,707	51,558	37,991	33,324	42,442	51,194	42,344	
	MEDIAN	27,034	34,875	42,019	31,332	34,732	43,707	51,550	37,331]	33 ₁ 324	42,442	51,134]	42,318	
NA	Collier County Government	31,816	39,770	49,712	36,947	35,077	43,846	54,808	41,974	36,831	46,039	57,549	47,392	
	% Difference vs. Average	9.39%	8.77%	11.50%	13.24%	2.68%	2.42%	5.48%	0.41%	11.07%	10.04%	12.67%	10.65%	
	% Difference vs. Median	12.33%	12.06%	14.27%	15.15%	0.98%	0.32%	5.93%	9.49%	9.52%	7.81%	11.04%	10.70%	



	Category: BLUE PLAN		DI ANT OF	OFD A TOD		DI A	NT OPER	TOD CEN	IOD.	DI A	IT OPERA	TOD TOA	NEE
Region	Organization	Min	PLANT OF Mid/Mrkt	Max Max	Avr	Min	Mid/Mrkt	TOR, SEN	Avr	Min	Mid/Mrkt	Max Max	Avr
region	Brevard County	31,720	40,466	49,212	40,839	IVIII I	MIGHNIEL	MOA	O11	IYIII I	MIGHNIK	mwa	
	Charlotte County	33,238	41,569	49,899	38,067	42,432	53,051	63,669		27,352	34,195	41,038	28,749
	City of Cape Coral	33,488	42,931	52,374		36,608	46,946	57,283	49,213	28,746	36,858	44,970	201
	City of Clearwater					33,878	42,405	50,931	44,497				
	City of Fort Lauderdale	32,698	38,345	43,992	36,772	36,088	42,286	48,485	47,047	31,117	36,504	41,891	31,117
	City of Fort Myers	32,698	40,872	49,046	38,085	34,986	43,722	52,458	43,430	28,538	35,714	42,827	29,578
	City of Naples	38,214	47,768	59,709	42,739	46,600	54,824	68,529	54,289	34,661	43,326	54,158	34,661
	City of Orlando	24,003	30,753	37,502	29,748	26,811	34,653	42,494	36,902	20,904	27,456	34,008	22,172
	City of Sarasota	33,422	38,309	49,125	35,602	35,093	40,309	51,558	39,623	31,879	36,617	46,808	32,441
	City of St. Petersburg	36,941	42,484	48,027	46,399	40,394	51,647	62,899	62,905	30,514	36,016	41,517	32,282
	City of VV. Palm Beach	35,206	44,008	52,809	38,194	42,895	53,619	64,343	55,805	26,178	32,722	39,266	26,339
	Lee County	30,698	39,367	48,036	41,729	35,155	45,077	54,998	51,722	24,758	31,756	38,754	28,284
	Manatee County	30,222	38,085	45,947		31,990	40,404	48,818	44,678	23,462	28,735	34,008	24,856
	Martin County Government	33,320	43,401	53,481		36,114	47,046	57,978		31,191	40,271	49,351	
	Orange County Government	31,408	39,499	47,590	43,637	33,613	42,276	50,939	48,198	25,626	32,251	38,875	27,848
	Palm Beach County	37,948	47,757	57,566	51,139	44,000	55,368	66,735	63,615	29,176	36,639	44,102	30,649
	Pinellas County	38,580	49,582	60,584	55,143	42,535	55,044	67,554	64,114	31,740	40,218	48,695	43,271
		h 40-	PLANT OF		A			ATOR, SEN			IT OPERA		
	AVEDACEC	Min	Mid/Mrkt	Max 50,200	Avr	Min 27,450	Mid/Mrkt	Max 50.054	Avr 50.424	Min	Mid/Mrkt	Max 40.005	Avr
	AVERAGES MEDIAN	33,363	41,575 41,220	50,306	41,392	37,450 36,101	46,792 46,044	56,854 56,444	50,431 48,705	28,389 28,746	35,285 36,016	42,685 41,891	30,173
	MEDIAN	33,279	41,220	49,169	40,839	36,101	46,011	56,141	40,705	20,746	30,016	41,091	29,578
NA	Collier County Government	31,816	39,770	49,712	43,431	36,831	46,039	57,549	53,926	28,568	35,710	44,637	32,079
	% Difference vs. Average	-4.86%	-4.54%	-1.19%	4.69%	-1.68%	-1.64%	1.21%	6.48%	0.62%	1.19%	4.38%	5.94%
	% Difference vs. Median	-4.60%	-3.65%	1.09%	5.97%	1.98%	0.06%	2.45%	9.68%	-0.62%	-0.86%	6.15%	7.80%



	Category: BLUE PLAN	PBUBER	TY ACQUIS	SITION SPE	CIALIST	PIII	RCHASING	TECHNICI	O BA	e	HELTER TE	CHNICIAN	
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
_	Brevard County									19,240		31,512	20,651
	Charlotte County	33,238	41,569	49,899	43,776	27,352	34,195	41,038	29,765				
	City of Cape Coral	36,608	46,946	57,283	36,608	27,976	36,870	43,763	33,114				
	City of Clearwater												
	City of Fort Lauderdale	47,757	57,626	67,496	67,496	32,698	38,345	43,992	40,810				
	City of Fort Myers	37,045	47,237	57,429	43,622								
	City of Miami					33,708	40,083	46,459					
	City of Miami Beach					39,213	48,838	54,462	41,778				
	City of Myrtle Beach					24,840	31,786	38,731	30,561				
	City of Sarasota	38,466	49,022	62,681	49,002	30,124	38,390	49,125					
	City of St. Petersburg	34,029	42,016	50,003	47,870	32,490	40,020	47,549	39,899				
	Non-Government 002								26,850				
	Lee County	37,383	48,511	59,639	57,566					21,787	27,950	34,112	23,929
	Manatee County	31,990	40,404	48,818	40,156	42,744	53,997	65,250	50,565	24,835	30,441	36,046	26,686
	Martin County Government					25,504	32,865	40,226					
	Non-Government 004					31,262	39,083	46,904	32,604				
	Orange County Government					27,643	35,048	42,411	34,776	23,171	29,078	34,986	25,976
	Palm Beach County	49,516	62,314	75,111	59,968	31,772	39,991	48,210	38,549	27,410		41,585	31,375
	Pinellas County	36,743	47,055	57,368	46,902	24,869	31,200	37,530	27,625	24,869		37,530	25,921
	·												
		PROPER	TY ACQUIS	ITION SPE	CIALIST	PUF	RCHASING	TECHNICI	AN	s	HELTER TE	ECHNICIAN	
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	38,277	48,270	58,573	49,297	30,871	38,622	46,118	35,575	23,552	29,757	35,962	25,756
	MEDIAN	36,894	47,146	57,399	47,386	30,693	38,367	45,225	33,945	24,003	29,759	35,516	25,949
NA	Collier County Government	36,831	46,039	57,549	45,521	33,406	41,758	52,198	38,400	25,913	32,391	40,489	29,544
	% Difference vs. Average	-3.93%	-4.85%	-1.78%	-8.30%	7.59%	7.51%	11.65%	7.36%	9.11%	8.13%	11.18%	12.82%
	% Difference vs. Median	-0.17%	-2.40%	0.26%	-4.10%	8.12%	8.12%	13.36%	11.60%	7.37%	8.12%	12.28%	12.17%



	Category: BLUE PLAN				. DD						-0110=11-		
Devise			MMING POO					R, APPREN				R, JOURNEY	
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max 44,000	Avr	Min	Mid/Mrkt	Max 45,064	Avr 20.744
	Charlotte County	28,704	35,911	43,118	31,411	27,352	34,915	41,038 44,970		30,139	37,700	45,261 52,374	39,741
	City of Cape Coral	16,640	18,720	20,800	24.240	28,746	36,858	44,970		33,488	42,931		25.240
	City of Clearwater	21,941	27,398	32,855	21,349					29,331	36,721	44,110	35,316
	City of Daytona Beach	25.504	20.042	24 200	20.247	20.020	22.040	20.702	24.005	27,299	37,045	46,791	42,592
	City of Fort Lauderdale	25,584	29,942	34,299	26,317	28,829	33,810	38,792	31,865	38,792	45,479	52,166	48,672
	City of Fort Myers	26,686	33,363	40,040	27,726	28,538	35,714	42,827	31,637	30,555	38,189	45,843	36,088
	City of Miami	16,125	19,347	22,568	18,349	20.005	40.057	40.470	20.420	50.057	00.004	05.045	00.405
	City of Miami Beach	36,962	45,507	54,052	41,393	30,635	40,057	49,479	33,430	53,957	69,601	85,245	60,165
	City of Myrtle Beach	22,505	28,798	35,090					_	00.004	45.400	50,000	07.040
	City of Naples	07.040	04 000	25.222						36,394	45,492	56,866	37,616
	City of Sanibel	27,040	31,068	35,096						22.424		40.405	05.470
	City of Sarasota									30,124	38,390	49,125	35,173
	City of St. Petersburg	21,029	25,928	30,826	21,501	30,514	36,016	41,517	41,517	34,112	39,697	45,282	43,932
	City of Tampa (FPPA)									39,104	47,362	55,619	
	City of W. Palm Beach	26,832	33,540	40,248	27,841	31,117	38,896	46,675	37,226	38,861	48,576	58,291	50,214
	Non-Government 002												26,128
	Lee County					24,758	31,756	38,754	38,335	33,670	43,174	52,677	38,802
	Manatee County	18,533	22,714	26,894	18,533	26,333	32,240	38,147	31,665	28,558	36,036	43,514	34,282
	Orange County Government									23,899	30,046	36,192	28,475
	Palm Beach County	26,603	33,480	40,356	29,808	29,076	36,589	44,102	33,954				
	Pinellas County									26,113	32,760	39,407	33,769
	Town of Hilton Head Island									34,120	42,650	51,181	39,584
			MING POO		ARD			R, APPREN	ITICE		SVORKEF	R, JOURNEY	MAN
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	AVERAGES	24,245	29,670	35,096	26,423	28,590	35,685	42,630	34,954	33,442	41,873	50,585	39,409
	MEDIAN	25,584	29,942	35,090	27,022	28,787	35,865	42,172	33,692	33,488	39,697	49,125	38,209
NA	Collier County Government	21,317	26,646	33,307	23,495	31,816	39,770	49,712	36,875	35,077	43,846	54,808	42,470
	% Difference vs. Average	-13.74%	-11.35%	-5.37%	-12.46%	10.14%	10.27%	14.25%	5.21%	4.66%	4.50%	7.70%	7.21%
	% Difference vs. Median	-20.02%	-12.37%	-5.35%	-15.01%	9.52%	9.82%	15.17%	8.63%	4.53%	9.46%	10.37%	10.03%



	Category: BLUE PLAN	TD	AFFIC SIGN	LTECUMIC	A NI	TDAE	EIC CICHA	L TECHNIC	CIAN	UTILITY TECHNICIAN				
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	
region	Brevard County	22,568	28,777	34,985	26,556	31,428	41,412	51,396	35,193	171111	marmic	max		
	Charlotte County	27,352	34,195	41,038	33,166	28,704	35,911	43,118	36,358	27,352	39,863	52,374	32,076	
	City of Cape Coral	31,491	40,404	49,317	31,491				,					
	City of Clearwater	29,331	36,721	44,110	31,688	33,878	42,405	50,931	42,188	29,331	36,721	44,110	33,418	
	City of Fort Lauderdale									24,981	31,866	38,792	31,501	
	City of Fort Myers	28,537	35,714	42,827	29,578									
	City of Miami Beach	33,289	43,527	53,765	37,446									
	City of Myrtle Beach	23,643	30,255	36,866	26,355	30,261	38,723	47,184	47,184					
	City of Naples	34,661	43,326	54,158	40,205	36,394	45,492	56,866	52,251	21,438	39,297	49,122		
	City of Orlando	26,811	34,653	42,494	29,640	29,723	38,158	46,592	33,571	20,904	27,456	34,008	22,942	
	City of Sarasota					31,629	40,309	51,558	35,963	27,820	34,847	44,491	30,784	
	City of St. Petersburg	28,725	34,196	39,666	37,315	37,482	44,356	51,230	41,716					
	City of W. Palm Beach					28,190	35,238	42,286	31,386					
	Lee County	26,243	33,659	41,074	29,818					27,728	35,562	43,395	31,240	
	Manatee County	30,222	38,085	45,947	33,571					24,835	30,441	36,046	29,224	
	Martin County Government	25,504	32,865	40,226		31,191	40,271	49,351		27,270	35,155	43,039		
	Orange County Government	22,485	28,288	34,091	28,347	25,626	32,251	38,875	32,510	29,453	37,045	44,637	34,640	
	Palm Beach County					36,849	46,371	55,892	42,474					
	Pinellas County	27,418	34,484	41,550	34,532	30,228	38,302	46,376	35,872	24,869	31,200	37,530	25,050	
		TBA	AFFIC SIGN	I TECHNIC	AN	TRAF	FIC SIGNA	AL TECHNIC	CIAN		UTILITY TE	CHNICIAN		
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	
	AVERAGES	27,885	35,276	42,808	32,122	31,660	39,938	48,589	38,889	25,998	34,496	42,504	30,097	
	MEDIAN	27,418	34,484	41,550	31,590	31,191	40,271	49,351	36,161	27,270	35,155	43,395	31,240	
	•													
NA	Collier County Government	28,568	35,710	44,637	37,288	33,406	41,758	52,198	39,688	30,300	37,875	47,344	35,711	
					40							40.000		
	% Difference vs. Average	2.39%	1.21%	4.10%	13.85%	5.23%	4.36%	6.91%	2.01%	14.20%	8.92%	10.22%	15.72%	
	% Difference vs. Median	4.03%	3.43%	6.92%	15.28%	6.63%	3.56%	5.45%	8.89%	10.00%	7.18%	8.34%	12.52%	



	Category: BLUE PLAN	V/	ATER PARI	K LIFEGUA	RD	VATERFRONT LIFEGUARD					
Region	Organization	Min	Mid/Mrkt	Max	Avr	,	Min	Mid/Mrkt	Max	Avr	
	City of Cape Coral										
	City of Clearwater						26,602	33,310	40,017	26,070	
	City of Fort Lauderdale		Insufficie	nt Data			29,598	34,705	39,811	31,515	
	City of Miami		msumcie	III Data			27,846	33,415	38,984	30,030	
	City of Miami Beach						39,213	48,839	58,463	42,237	
	City of St. Petersburg										
	Mortin County Coursement						20.466	27 504	40.046		

