



Collier County Benchmark Survey FY2008

OUR MISSION. YOUR SUCCESS
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 ofeliatallon@colliergov.net and my telephone number is 238-252-8715. Thank you.

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Participants in the Collier County Benchmark Survey

Broward County, FL	City of Myrtle Beach, FL	Orange County, FL
CC Public Schools	City of Naples, FL	Palm Beach County, FL
Charlotte County, FL	City of Orlando, FL	Pinellas County, FL
City of Ft. Myers Beach, FL	City of Port St. Lucie, FL	Sarasota County, FL
City of Boca Raton, FL	City of Punta Gorda, FL	Solid Waste Authority of Palm Beach
City of Bradenton, FL	City of Sanibel, FL	St. Lucie County, FL
City of Cape Coral, FL	City of Sarasota, FL	Town of Hilton Head, SC
City of Clearwater, FL	City of St. Petersburg, FL	Town of Jupiter, FL
City of Daytona Beach, FL	City of Tampa, FL (FPPA)	Volusia County, FL
City of Dunedin, FL	City of West Palm Beach, FL	Non-government 001
City of Ft. Lauderdale, FL	Hillsborough County, FL	Non-government 002
City of Ft. Myers, FL	Lee County, FL	Non-government 003
City of Hollywood, FL	Manatee County, FL	Non-government 004
City of Miami Beach, FL	Martin County, FL	
City of Miami, FL	Miami Dade County, FL	



Collier County Red Pay Plan

The Red Pay Plan includes pay grades 29 -36



Category: RED PLAN		DIRECTOR - HUMAN SERVICES				DIRECTOR - INFORMATION TECHNOLOGY				DIRECTOR - LIBRARY			
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	134,138	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
		DIRECTOR - HUMAN SERVICES				DIRECTOR - INFORMATION TECHNOLOGY				DIRECTOR - LIBRARY			
		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
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		DIRECTOR - PURCHASING/GENERAL SERVICES				DIRECTOR - RISK MANAGEMENT				DIRECTOR - SOLID WASTE			
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	69,014	59,904	79,394	98,862	85,446				
	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				
	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	
		DIRECTOR - PURCHASING/GENERAL SERVICES				DIRECTOR - RISK MANAGEMENT				DIRECTOR - SOLID WASTE			
		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
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%



Collier County White Pay Plan

The White Pay Plan includes pay grades 17 - 28



Category: WHITE PLAN		ACCOUNTANT				ACCOUNTANT, SENIOR				APPLICATIONS ANALYST			
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	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
		ACCOUNTANT				ACCOUNTANT, SENIOR				APPLICATIONS 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
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/0!	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/0!	9.47%	2.55%	4.61%	-10.62%	4.59%	-2.72%	-0.41%	-1.57%



Category: WHITE PLAN		EMS DIVISION CHIEF *				ENGINEER				ENGINEER, SENIOR			
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	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					59,675	74,599	89,523	77,126	69,098	86,362	103,626	
	City of Cape Coral	57,262	74,443	91,603		45,594	58,136	70,678		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					48,146	69,920	91,693					
	City of Fort Lauderdale					54,101	65,250	76,398	73,169				
	City of Fort Myers									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									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								
	City of Sarasota					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		55,050	69,949	84,847	80,580
	City of Tampa (FPPA)					48,547	60,663	72,779		68,224	85,218	102,211	
	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					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					31,990	40,404	48,818	34,923
	Martin County Government	76,133	94,767	113,400		46,003	59,932	73,861		58,600	79,586	100,571	
	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								
	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									63,154	78,943	94,732	78,224
		EMS DIVISION CHIEF				ENGINEER				ENGINEER, 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
	% 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		EXTENSION AGENT *				FIELD SUPERVISOR				FIELD SUPERVISOR, SENIOR			
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Brevard County					29,910	39,395	48,880	38,084				
	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					
	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				
	City of Myrtle Beach									35,090	44,902	54,714	54,177
	City of Naples					38,214	47,768	59,709	43,764				
	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
		EXTENSION AGENT				FIELD SUPERVISOR				FIELD SUPERVISOR, SENIOR			
		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
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%
	* Not enough data												



Category: WHITE PLAN		LIBRARIAN				MANAGEMENT/BUDGET ANALYST				MANAGEMENT/BUDGET ANALYST, SENIOR			
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
		LIBRARIAN				MANAGEMENT/BUDGET ANALYST				MANAGEMENT/BUDGET ANALYST, SENIOR			
		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
	% 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%
	% 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%



Category: WHITE PLAN		MANAGER - ENGINEERING REVIEW SERVICES				MANAGER - BRANCH LIBRARY				MANAGER - CAREER DEVELOPMENT AND TRAINING			
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 - ENGINEERING REVIEW SERVICES				MANAGER - BRANCH LIBRARY				MANAGER - CAREER DEVELOPMENT AND TRAINING			
		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
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. Median	10.07%	4.26%	1.02%	6.95%	1.43%	-8.45%	-6.02%	-9.16%	4.25%	-4.70%	-1.26%	-1.16%



Category: WHITE PLAN		MANAGER - COMPENSATION				MANAGER - CONTRACTS ADMINISTRATION				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									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									58,476	73,095	87,714	66,584
		MANAGER - COMPENSATION				MANAGER - CONTRACTS ADMINISTRATION				MANAGER - 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
	% 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%



Category: WHITE PLAN		MANAGER - GROUP INSURANCE				MANAGER - HOUSING DEVELOPMENT				MANAGER - INFORMATION SYSTEMS DEVELOPMENT			
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Brevard County	60,502	82,410	104,317	54,999								
	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												
	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
		MANAGER - GROUP INSURANCE				MANAGER - HOUSING DEVELOPMENT				MANAGER - INFORMATION SYSTEMS DEVELOPMENT			
		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%



Category: WHITE PLAN		MANAGER - LABOR AND EMPLOYEE RELATIONS				MANAGER - NETWORK OPERATIONS				MANAGER - OCCUPATIONAL HEALTH & SAFETY			
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Brevard County	60,502	82,410	104,317	58,158								
	Charlotte County	62,650	78,344	94,037		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					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				
	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								81,122				
	City of Fort Lauderdale	67,496	82,638	97,781	88,566	69,202	84,698	100,194	100,194				
	City of Fort Myers					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	99,866	123,380	110,000				
	City of Naples	73,019	85,905	107,381	97,335								
	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								
	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					68,005			78,375				
	Non-Government 003								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					
	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				
		MANAGER - LABOR AND EMPLOYEE RELATIONS				MANAGER - NETWORK OPERATIONS				MANAGER - OCCUPATIONAL HEALTH & SAFETY			
		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

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
	% Difference vs. Average	-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. Median	1.40%	-7.41%	-4.24%	-1.79%	6.88%	1.06%	4.13%	13.26%	-1.69%	-9.39%	-5.88%	13.62%



Category: WHITE PLAN		MANAGER - PLANNING				MANAGER - REVENUE SERVICES				MANAGER - SOLID WASTE OPERATIONS			
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	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				
		MANAGER - PLANNING				MANAGER - REVENUE SERVICES				MANAGER - SOLID WASTE OPERATIONS			
		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
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
	% 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%
	% 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%



Category: WHITE PLAN		MANAGER - WASTEWATER COLLECTION				MANAGER - WATER DISTRIBUTION				NETWORK ENGINEER			
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Charlotte County	51,563	64,459	77,355	73,375					54,122	67,673	81,224	73,174
	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					35,961	44,924	53,887	41,126
	City of Fort Lauderdale	52,770	63,640	74,506	68,598					55,432	65,915	76,398	69,212
	City of Fort Myers	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 Miami 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
	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	46,692	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									59,131	73,914	88,697	72,712
	Non-Government 002												41,299
	Non-Government 003												54,000
	Hillsborough County	67,933	84,906	101,878	96,616	76,066	95,156	114,130	114,046				
	Manatee County									53,872	68,037	82,202	60,466
	Martin County Government	58,600	79,586	100,571									
	Non-Government 004									52,728	64,894	79,082	68,619
	Orange County Government									59,925	75,878	91,853	87,457
	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
	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									41,794	53,887	66,002	56,222
		MANAGER - WASTEWATER COLLECTION				MANAGER - WATER DISTRIBUTION				NETWORK ENGINEER			
		Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	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%
	% 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%



Category: WHITE PLAN		NETWORK SECURITY ADMINISTRATOR				PLANNER				PLANNER, PRINCIPAL			
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Brevard County									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				
	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					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				
	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 W. 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				
		NETWORK SECURITY ADMINISTRATOR				PLANNER				PLANNER, 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
	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%	0.37%	#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%



Category: WHITE PLAN		PLANNER, SENIOR				MANAGER - WATER DISTRIBUTION				PLANT MANAGER			
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Brevard County	44,556	61,430	78,303	59,312								
	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	
	City of Clearwater	35,961	44,924	53,887	42,325								
	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								
		PLANNER, SENIOR				MANAGER - WATER DISTRIBUTION				PLANT MANAGER			
		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
	% Difference vs. Average	3.25%	-3.78%	-1.08%	-0.61%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	22.39%	17.08%	18.95%	9.68%
	% Difference vs. Median	7.67%	-1.28%	2.23%	-0.19%	#NUM!	#NUM!	#NUM!	#NUM!	22.75%	19.99%	21.03%	9.72%



Category: WHITE PLAN		SUPERVISOR - CODE ENFORCEMENT				SUPERVISOR - FLEET MAINTENANCE				SUPERVISOR - LABORATORY			
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Brevard County									40,123	52,863	65,603	
	Charlotte County	56,867	71,063	85,259	59,550	44,554	54,038	66,851	54,038				
	City of Cape Coral	41,330	53,008	64,688		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					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				
	City of Miami Beach					51,171	66,908	82,644	59,488				
	City of Myrtle Beach	36,866	47,175	57,483	48,125								
	City of Naples					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				
		SUPERVISOR - CODE ENFORCEMENT				SUPERVISOR - FLEET MAINTENANCE				SUPERVISOR - LABORATORY			
		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
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
	% Difference vs. Average	12.20%	5.24%	7.83%	1.46%	9.54%	2.88%	5.32%	10.89%	5.02%	-1.37%	1.23%	-1.76%
	% 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		SUPERVISOR - RECREATION				TECH SUPPORT PROFESSIONAL				TRADESWORKER, MASTER			
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Brevard County	44,556	61,430	78,303	52,199	27,164	35,786	44,408	29,312				
	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	
	City of Clearwater	43,503	54,324	65,145	45,513	25,352	31,719	38,085		32,400	40,472	48,544	32,351
	City of Fort Lauderdale	46,634	55,453	64,272	61,910					39,811	46,675	53,539	49,996
	City of Fort Myers									32,698	40,872	49,046	40,789
	City of Miami					35,486	42,107	48,728	35,598				
	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								
	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
		SUPERVISOR - RECREATION				TECH SUPPORT PROFESSIONAL				TRADESWORKER, MASTER			
		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
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
	% 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%
	% 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%



Collier County Blue Pay Plan

The Blue Pay Plan includes pay grades 4 - 16



Category: BLUE PLAN		ACCOUNTING TECHNICIAN				ADMINISTRATIVE ASSISTANT				ADMINISTRATIVE SECRETARY			
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Brevard County	25,771	33,977	42,182	32,769	28,537	37,606	46,675	33,158	24,585	32,406	40,227	29,407
	Charlotte County	31,658	39,583	47,507	36,636	40,394	50,524	60,653	42,698	30,139	37,700	45,261	40,121
	Non-Government 001					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		30,118	38,626	47,133	
	City of Clearwater	26,602	33,310	40,017	31,494	26,998	33,775	40,551	34,263	24,101	30,127	36,152	26,235
	City of Daytona									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					30,555	38,189	45,843	39,195				
	City of Miami	30,455	36,252	42,050	37,423								
	City of Miami Beach					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	40,682	49,572	36,866	28,804	36,858	44,912	33,401
	City of Naples					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				
	City of Sanibel					32,280	39,843	47,405	37,300	29,380	36,343	43,305	32,700
	City of Sarasota	31,629	40,309	51,558	38,936	33,252	42,377	54,107	36,334	26,750	31,630	40,320	30,676
	City of St. Petersburg	29,349	36,172	42,994	35,814					29,349	36,172	42,994	40,458
	City of Tampa (FPPA)	37,627	45,583	53,539						29,640	35,995	42,349	
	City of W. Palm Beach	36,086	45,108	54,129	41,458	37,913	47,391	56,870	44,244				
	Non-Government 002				26,174				29,032				20,851
	Non-Government 003					35,000	41,535	48,070	39,919	25,000	27,408	29,816	27,535
	Lee County					30,698	39,367	48,036	40,766	27,728	35,562	43,395	34,419
	Manatee County									24,835	30,441	36,046	33,093
	Martin County Government	29,166	37,591	46,015		31,191	40,271	49,351		29,166	37,591	46,015	
	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
		ACCOUNTING TECHNICIAN				ADMINISTRATIVE ASSISTANT				ADMINISTRATIVE SECRETARY			
		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
	% 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%
	% 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%



Category: BLUE PLAN		CONTRACTS TECHNICIAN				CREW LEADER				CREW LEADER, SENIOR			
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Brevard County					29,910	39,395	48,880	38,084				
	Charlotte County	31,658	39,583	47,507	37,232								
	City of Clearwater					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				
	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	40,057	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	49,002	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	45,077	54,998	50,030
	Manatee County	28,558	36,036	43,514	41,163								
	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	44,706	54,418	43,549
		CONTRACT TECHNICIAN				CREW LEADER				CREW LEADER, SENIOR			
		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		ENGINEERING TECHNICIAN				EQUIPMENT OPERATOR				EQUIPMENT OPERATOR, SENIOR			
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								
		ENGINEERING TECHNICIAN				EQUIPMENT OPERATOR				EQUIPMENT OPERATOR, SENIOR			
		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
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		MANAGER - PARTS				PARKS & RECREATION PROGRAM LEADER				PARK RANGER			
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	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				
	City of Cape Coral					30,118	38,626	47,133		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				
	City of Fort Lauderdale					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				
	City of Miami					32,142	38,149	44,157	32,455				
	City of Miami Beach					28,194	36,865	45,535	29,337				
	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				
	City of St. Petersburg					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					
	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									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
		MANAGER - PARTS				PARKS & RECREATION PROGRAM LEADER				PARK RANGER			
		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

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
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% Difference vs. Average	1.27%	-0.33%	2.08%	-0.99%	-1.32%	-1.91%	1.83%	-5.48%	12.49%	12.86%	16.59%	12.36%
% Difference vs. Median	0.33%	-0.85%	1.86%	2.53%	2.09%	-0.47%	2.57%	3.21%	11.29%	16.40%	20.71%	13.16%



Category: BLUE PLAN		TRAFFIC SIGN TECHNICIAN				TRAFFIC SIGNAL TECHNICIAN				UTILITY TECHNICIAN			
Region	Organization	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr	Min	Mid/Mrkt	Max	Avr
	Brevard County	22,568	28,777	34,985	26,556	31,428	41,412	51,396	35,193				
	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
		TRAFFIC SIGN TECHNICIAN				TRAFFIC SIGNAL TECHNICIAN				UTILITY TECHNICIAN			
		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
	% 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		WATER PARK LIFEGUARD				WATERFRONT 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	Insufficient Data				29,598	34,705	39,811	31,515
	City of Miami					27,846	33,415	38,984	30,030
	City of Miami Beach					39,213	48,839	58,463	42,237
	City of St. Petersburg								
	Manatee County Government					29,166	37,594	46,915	

