



# V I L L A G E   O F   K E Y   B I S C A I Y N E

Office of the Village Manager

## MEMORANDUM

*Village Council*  
Franklin H. Caplan, *Mayor*  
Michael W. Davey, *Vice Mayor*  
Theodore J. Holloway  
Michael E. Kelly  
Mayra P. Lindsay  
Ed London  
James S. Taintor

*Village Manager*  
John C. Gilbert

DATE: May 13, 2014  
TO: Honorable Mayor and Members of the Village Council  
FROM: John C. Gilbert, Village Manager  
RE: Classification and Compensation Study by Cody & Associates, Inc.

As per Council's request, attached please find the following Exhibits relating to the Classification and Compensation Study prepared by Cody & Associates, Inc.:

- Exhibit A Classification and Compensation Study
- Exhibit B Classification and Compensation Study- Bargaining Unit
- Exhibit C Raw Data Private Sector Collected
- Exhibit D Raw Data Public Sector Collected
- Exhibit E Extra Statewide Raw Data Public Sector Collected

Exhibit A

Classification and Compensation Study

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**CLASSIFICATION AND  
COMPENSATION  
STUDY**

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**Village of Key Biscayne**

**2013**



**Cody & Associates, Inc.**

**MANAGEMENT CONSULTANTS**

305 Jack Drive, Cocoa Beach, Florida 32931

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# Cody & Associates, Inc.

MANAGEMENT CONSULTANTS

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October 29, 2013

Mr. John C. Gilbert, Village Manager  
*Village of Key Biscayne*  
88 W. McIntyre St.  
Key Biscayne, Florida 33149

Dear Mr. Gilbert:

We have completed our assignment and are submitting the final report of our **Classification and Compensation Study** for all positions in the service of the Village.

Bargaining unit positions results have been submitted under a separate cover and are considered confidential material for developing bargaining strategies, positions, and proposals.

This report has been prepared as an accounting of our assignment and to record our approach. The recommendations and comments in the report reflect our objective appraisal based on analysis and discussion to the extent possible within the scope of the assignment.

Our objective was to develop a Classification and Compensation Plan Study that is equitable to both the employees and to the Village.

We appreciate this opportunity to be of service to you and express our thanks for the cooperation and courtesy which was extended to us by all of your employees during the Study.

Respectfully submitted,



N. E. Pellegrino  
Principal Partner

# CLASSIFICATION AND COMPENSATION STUDY

## Village of Key Biscayne

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## **INTRODUCTION**

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This report, on the Study of the Classification and Salaries for the Village of Key Biscayne, contains details of all elements of the Study. In preparing this report, *Cody & Associates, Inc.* has used its best efforts and has taken reasonable care. To an extent, the Report relies on information and data received from third parties in whom *Cody & Associates, Inc.* has assumed the accuracy and completeness thereof.

*Cody & Associates, Inc.* cannot guarantee that any particular result will follow from any action taken on the basis of this Report. The information and opinions expressed in this Report have significance only within the context of the entire Report. No parts of this report should be used or relied upon outside of that context.

This Study is not an end in itself, but a vital element in a sound management program for the Village. A good overall management system requires continuous work and polishing, once the plan is implemented.

Adjustments will continually have to be made to reflect changes in the labor market place in order to maintain a current and equitable classification system and pay plan.

## **STUDY ASSIGNMENT AND OBJECTIVES**

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The Village of Key Biscayne, Florida, retained the services of *Cody & Associates, Inc.* to conduct a Classification and Compensation Study for all positions under their jurisdiction.

In our approach to establishing a Position Classification and Pay Plan, we were concerned with the following basic objectives:

- A. Formulating a Position Classification and Pay Plan that will assist in reducing turnover costs and promote careers with the Village.
- B. Designing a Classification and Pay Plan that will attract qualified personnel to render the services that the Village provides.
- C. Establishing equitable classifications and job descriptions.
- D. Establishing salary ranges, and determining individual salary levels.
- E. Establishing equitable relationships of one job to another within the workforce (Internal Relationship).
- F. To ensure fair and equal compensation opportunities for equal contributions to the effective operations of the Village.

- G. Designing current Salary Ranges which are competitive with reasonably similar positions in the labor market where the Village recruits for employees and which are consistent with the economic conditions in and around Miami-Dade County.
  
- H. Establishing or maintaining normal lines of promotion to and from the various classes of positions in the Personnel System.

To achieve these objectives, we divided the assignment into four (4) major segments:

- A. Position Classification and Evaluation
- B. Wage Survey
- C. Methods of Implementing Survey Results and Recommendations
- D. Report Preparation and Presentation

## II

### **POSITION EVALUATION PHASE**

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The Position Classification Phase of the Study included the following:

#### **A. *REVIEW OF POSITIONS***

The objective of this phase was to review information about the positions in the Village's organization and provide a factual basis for classifying and allocating the positions to the proper pay level.

##### 1. JOB DESCRIPTION

- A. Position description questionnaire (Enclosure 1) were completed by all employees and analyzed by the consultant to determine proper classification and placement in the pay structure.
- B. Job Descriptions were evaluated by the consultant to ensure they conform with the necessary requirements, laws, etc.

##### 2. COLLECTION OF OTHER INFORMATION

We compiled information such as:

- a. Current organization and staffing charts.
- b. Personnel policies, rules and regulations.
- c. Other pertinent procedures and data.

3. POINT EVALUATION SYSTEM

Each job was point evaluated with consideration to the following job related factors:

- a. Knowledge and skills;
- b. Supervision;
- c. Analytical/other skills;
- d. Responsibility for policy and methods;
- e. Effects of individual actions;
- f. Personal contacts (level and purpose);
- g. Initiative and achievement;
- h. Mental demands;
- i. Physical demands; and,
- j. Environmental demands.

4. CLASSIFICATIONS BY POSITION

After the questionnaires were processed and analyzed, positions were grouped into classes based on:

- a. Identical or reasonably similar duties and essential functions.
- b. Similar requirements for education and experience.
- c. Assurance that the same title and range of pay could be assigned to all positions within the class.

5. CHECK AND REVIEW

Adequate checks and controls must be established during the development of the plan. Some of the controls that are built into our procedure:

- a. Job information obtained from each employee was reviewed, commented upon and added to by a supervisor. Corrections and additions were made where needed or as attachments without disturbing the employee's original input.
- b. Each Position Description Questionnaire was carefully checked by our staff and confirmed with Department Head.
- c. Our Consultant's "know jobs" and can detect clearly erroneous, inflated or deflated job descriptions.

6. FINDINGS AND RECOMMENDATIONS

- a. Several titles were changed to better indicate and describe the job's essential functions. These were the Executive Assistant to the Village Manager changed to Sr. Executive Assistant to the Village Manager, Accreditation Manager to Accreditation Manager/Special Projects Coordinator, and Community Center Manager to Assistant Recreation Director.
- b. As you can see, we found very few positions needing reclassification or title changes. This was due to the Village maintaining the classification plan equitably over the past years.

### III

## SALARY PHASE

---

The Salary Phase of the Study included the following:

#### A. *SALARY SURVEY*

The objective of this survey was to determine what must be provided in terms of salaries in order to obtain or retain personnel; in other words, to be competitive with other employers recruiting from the same labor market. The steps included:

1. SELECTION OF SURVEY CLASSES (Bench Marks)

We utilized as many as possible of the present classes in the salary survey in order to get the best possible data. These benchmark jobs represented all of the occupations and levels in the Village's organization and those occupations which could be compared with other employers.

2. IDENTIFICATION OF LABOR MARKET

The relevant labor market to be surveyed was identified as the local operating area of Miami-Dade and surrounding counties for the positions which are recruited from this geographical location. Some of the agencies included were Cities, Villages, and Towns of: Boca Raton, Boynton Beach, Cape Coral, Coconut Creek, Coral Gables, Dania Beach, Delray Beach, Fort Myers Beach, Greenacres, Hallandale Beach, Hollywood, Homestead, Jupiter, Lauderhill, Pompano Beach, Miami, Miami Beach, Miami Gardens, Naples, North Miami, North Miami Beach, South Miami, Sunny Isles Beach, Bay Harbor Island, Davie, North Palm Beach, Surfside, Pinecrest, Margate, Palmetto Bay, Tequesta, North Lauderdale, Oakland Park; Miami-Dade County, State of

Florida (Local Offices), Florida Labor Department's Occupational Wage and Benefit Survey (Private Sector Employers), and the Employer Associations of America National Wage and Salary Survey (Private Sector).

3. MANAGEMENT, ADMINISTRATIVE AND PROFESSIONAL POSITIONS

For management, administrative, and some professional positions where the Village must remain competitive on a Statewide basis, our staff studied salary data from other comparable governmental agencies in the Region and State.

Another source used was the League of Cities Cooperative Salary Survey and PEPIE Survey. We also reviewed Professional Association Survey which depicted managerial and professional positions statewide.

This information was used as a guide along with local data in arriving at our recommendations to determine general pay levels.

4. SURVEY METHOD

In compiling this data, we obtained from the designated agencies their minimum and maximum salaries of positions in each classification. If this data was not available we utilized the actual salary being paid.

Another step we use in our calculations, in order to provide the most accurate data possible, is to apply the standard deviation principle. The standard deviation is the most commonly used indicator of variability of a distribution of data. The usual and most accepted interpretation is in terms of the percentage of cases included within one standard deviation below the mean to one standard deviation above the mean. This range on the scale includes about two-thirds ( $\frac{2}{3}$ ) of the cases in the distribution. Data was entered into our database and then edited to ensure that the data was reasonable and representative and had been accurately reported and recorded. Responses were eliminated when they appeared atypical or exhibited extreme values in

wages.

In matching Key Biscayne's positions to others in the survey marketplace we concentrated on similar job functions, type of authority, and responsibilities and skill sets needed to do the job. Over the years *Cody & Associates, Inc.* has completed compensation studies for almost all the agencies used in the survey group which made matching jobs more equitable.

***B. DEVELOPMENT OF THE SALARY SCHEDULES***

The objective of this aspect of the Study was to compile the results of the salary survey and to design appropriate salary ranges for all the positions covered.

***C. GENERAL SALARY FINDINGS AND COMMENTS***

We found most of the present classifications (excluding bargaining positions) require some modification to their salary ranges.

A complete list of the recommendations can be found in Enclosure **2 and 3** for non-bargaining unit positions. Bargaining unit positions have been submitted under a separate cover.

***D. RECOMMENDATIONS***

1. NON-BARGAINING UNIT POSITIONS
  - a. Adopt the recommended salary ranges and schedules as submitted in this report, when it is economically feasible to do so (Enclosures **2, 3, 4**).
  - b. Adopt the recommended implementation plan.

2. BARGAINING UNIT POSITIONS

Utilize survey recommendations for developing bargaining proposals, and strategies for upcoming collective bargaining sessions.

3. *Cody & Associates, Inc.* will assist the Village further in the implementation process, as requested.

## IV

### **COMPENSATION PLAN**

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#### ***A. PURPOSE***

The Compensation Plan is intended to provide all employees with an equitable and competitive pay, relative to pay received by other employees performing similar work in other areas of the Village's organization and relative to rates received by other employees in the labor market from which the Village employees are recruited.

The Compensation Plan includes the basic Salary Schedule and the schedule of salary ranges for all classes of positions included in the Classification Plan.

#### ***B. COMPENSATION PLAN DESIGN***

We are recommending the Village continue the Minimum to Maximum pay plan structure for all non-bargaining unit positions.

This is the most flexible system in use today, especially in the public sector. *Cody & Associates, Inc.* has constructed and recommends an entirely new salary ranges to provide more flexibility, understanding, ease of use and administration of a standard pay plan systems. The ranges a constructed a 5% between pay grades and have a spread of 55% from minimum to maximum pay rates. This reflects the market standards.

**C. APPOINTMENT AND STARTING RATE GUIDELINES**

1. The minimum rate for a position is the appointment (in-hiring) rate for a new employee. This rate reflects the "market place" value of the position based upon the minimum qualifications needed to perform the work. We are recommending the Village adopt the minimums proposed as a result of our Study and that these minimums be used as the appointment rates.

However, if the applicants training, experience or other qualifications are above those required for the position, appointments may be approved by the Village Manager on a case by case basis, at a rate of up to the mid-point of the range established for the position. This approach pertains mostly to the management and professional classifications.

1. Appointments below the minimum salary can be handled as described in Section H.

**D. SALARY RANGES AND PROGRESSION**

1. The Pay Plan consists of salary ranges, the compensation attached to the ranges.
2. Employees can receive a salary increase by one or more of the following ways: performance (merit) salary advancement; across-the-board increase; cost of living; adjustments; promotion; reclassification; or pay range adjustment.
3. Salary ranges are used to develop incentives among employees to improve their work performance and quality. In the present climate of fiscal concerns it is essential to have some type of salary program geared to improving overall productivity and efficiency of work.

**E. MERIT PLAN – PERFORMANCE (PRODUCTIVITY) INCREASES**

1. An increase within the same pay range should not be automatic, but should be based upon a Performance Evaluation System or other system that measures an individual's efforts and effectiveness.
2. An employee should be eligible for salary advancement annually on an anniversary or a fiscal year basis and as warranted by performance, provided there are funds available for the increases.
3. Salary advancement to the midpoint of the salary range is considered as the developmental phase of the salary progression. Increases to this point are usually more rapid than after the midpoint is reached, We are recommending the Village continue calculating increases based on midpoint control . This assists those below midpoint in a faster progression to midpoint.  
The development phase includes the probationary period and signifies the time an individual should become totally effective and productive according to the established Village standards and/or desires.  
The area beyond the midpoint of the salary range is referred to as the incentive phase.

**F. PAY GRADE ADJUSTMENT**

1. Where the pay range of an existing classification is raised, it is important to maintain established pay relationships and pay spreads within a work unit and not unduly compress pay between new and longer service employees.
2. In instances where the total pay plan is being revised, adjustments and implementation should be determined at that time, which will consider cost impact and other factors.

**G. RECLASSIFICATION/ORGANIZATIONAL CHANGES**

When a position is reclassified to a higher class, adjustments to salary should be handled in the same manner as Promotion.

When a reclassification results in assignment to a lower class, adjustment should be made in accordance with the rules for Demotion.

**H. TRAINEE CATEGORY**

If an applicant for a position does not meet the minimum qualifications, but is otherwise qualified for the position, the department head may request the appointment as a "TRAINEE". In such cases, the employee could be hired at a rate of ten to fifteen percent (10%-15%) below the minimum salary, until the minimum qualifications have been satisfied.

The individual's probationary period should not begin until he/she has completed the trainee period.

This category is used to train people on-the-job who have the potential to do the work, but lack some of the skills or experience needed. The normal time a person remains in a trainee category would be a minimum of six (6) months and a maximum of twenty-four (24) months. This time period would depend upon the skills or experience needed in individual cases and when certification requirements are completed.

**I. SPECIAL ASSIGNMENT CATEGORY (SAC)**

This category can be used when an individual in a position is given an assignment(s) which encompasses duties and responsibilities of a different, advanced, and/or supervisory nature. These assignments are usually for a specified limited period of time. This type assignment is of a temporary nature, can be rescinded unilaterally by the Village, and does not constitute a promotion. All assignments which extend beyond 30 work days must be approved by the Village Manager. A pay supplement may be given for that period of time.

**J. *POST-MAXIMUM INCENTIVE***

The maximums of the recommended pay ranges are the point where an employee's pay progression usually stops. This marks the place where the "worth" of the position, according to the market place and comparable jobs, has reached its limit. However, many agencies feel some type of pay incentive past this maximum point is necessary to continue the productivity of the individual at an acceptable level. We feel there is some merit to this practice and have seen most agencies in the survey sampled, utilizing some form of an incentive.

We are recommending a valid performance adjustment program for your consideration and implementation.

When the individual has reached the maximum of the pay range, he/she will be eligible for a performance type adjustment. This adjustment would not be added to the individual's base pay. The amount of the adjustment will be determined by the Village Manager or his/her designee. This type of arrangement has the effect of not compounding salary or fringe benefit costs and limits the overall short and long term impact on the Village. It also helps in the retention of productive long term employees.

## V IMPLEMENTATION

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We are recommending the following implementation alternative.

1. Adopt the Pay Grades and Salary Schedule as recommended in this report.
2. Adjust the salaries of employees who fall below the minimum recommended to the minimum rate.
4. Apply merit increase to individuals' base salary
5. Any employee presently being paid above the maximum for their pay range, should be "frozen" at their present pay rate. Village should consider a lump sum payment for employee's Merit Increase for those individuals that are above the maximum of their pay range.

*Cody & Associates, Inc.* will continue to assist the Village with the implementation as directed.

## **Enclosure 1**

### **Position Description Questionnaire**

# Cody & Associates, Inc.

## MANAGEMENT CONSULTANTS

### POSITION DESCRIPTION QUESTIONNAIRE

This form will provide you with the opportunity to describe the kind of work you presently perform. The information will be supplemented by discussions with supervisors and in some cases by interviews with employees at work locations.

#### PART I: TO BE COMPLETED BY THE EMPLOYEE

1. NAME: \_\_\_\_\_  
(Last) (First) (Middle Initial)

2. OFFICIAL JOB TITLE: \_\_\_\_\_

3. AGENCY NAME: \_\_\_\_\_

4. DEPARTMENT: \_\_\_\_\_ 5. DIVISION: \_\_\_\_\_

6. IMMEDIATE SUPERVISOR: \_\_\_\_\_  
(Name) (Title)

7. GENERAL DESCRIPTION: (Summarize the Major Duties of Your Job)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

8. ESSENTIAL JOB FUNCTIONS: (List only those fundamental job duties and not those that are marginal or secondary. The time spent on each function should be expressed in percentage or fractions of the week, month, or year.)

TIME SPENT

	<u>TIME SPENT</u>
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

## 9. ESSENTIAL PHYSICAL SKILLS

**CHECK THE BLOCKS TO SHOW THE TYPES OF PHYSICAL SKILLS REQUIRED TO PERFORM THE ESSENTIAL JOB FUNCTIONS AND HOW FREQUENTLY THEY OCCUR DURING THE WORK WEEK.**

<b>CODE:</b>	<b>CONSTANT:</b>	More than 80% (6½ hours or more per 8 hours per day.)
	<b>VERY FREQUENT:</b>	51% - 79% (4½ - 6 hours per 8 hours day.)
	<b>FREQUENT:</b>	21% - 50% (2½ - 4 hours per 8 hours day.)
	<b>OCCASIONAL:</b>	6% - 20% (1 - 2 hours per 8 hours day.)
	<b>RARELY:</b>	0% - 5% (Less than 1 hour per 8 hours day.)

TYPES OF PHYSICAL SKILLS	CONSTANT	VERY FREQUENTLY	FREQUENT	OCCASIONAL	RARELY
Heavy lifting (45 pounds and over)					
Moderate lifting (15 to 44 pounds)					
Light lifting (under 15 pounds)					
Heavy carrying (45 pounds and over)					
Moderate carrying (15 to 44 pounds)					
Light carrying (under 15 pounds)					
Reaching above shoulder					
Use of fingers					
Both hands required					
Climbing (use of legs and arms)					
Climbing (legs only)					
Good near vision					
Good distant vision					
Both eyes required					
Depth perception					
Distinguishing basic colors					
Distinguishing shades of colors					
Good hearing (with hearing aid)					
Good hearing (without hearing aid)					
Straight pulling					
Pulling hand over hand					
Pushing					
Walking					
Standing					
Crawling					
Kneeling					
Bending					
Balancing					
Smelling					
Tasting					
Stooping					
Jumping					
Running					
Throwing					
Driving (cars, small vans, pick-ups, etc.)					
Driving/operating heavy equipment, etc.					
OTHER (List below):					

**10. ENVIRONMENTAL CONDITIONS**

**CHECK THE BLOCKS TO SHOW THE ENVIRONMENTAL CONDITIONS UNDER WHICH YOU PERFORM THE ESSENTIAL JOB FUNCTIONS AND HOW FREQUENTLY THEY OCCUR DURING THE WORK WEEK.**

<b>CODE:</b>	<b>CONSTANT:</b>	<b>More than 80% (6½ hours or more per 8 hours per day.)</b>
	<b>VERY FREQUENT:</b>	<b>51% - 79% (4½ - 6 hours per 8 hours day.)</b>
	<b>FREQUENT:</b>	<b>21% - 50% (2½ - 4 hours per 8 hours day.)</b>
	<b>OCCASIONAL:</b>	<b>6% - 20% (1 - 2 hours per 8 hours day.)</b>
	<b>RARELY:</b>	<b>0% - 5% (Less than 1 hour per 8 hours day.)</b>

TYPES OF ENVIRONMENTAL CONDITIONS	CONSTANT	VERY FREQUENTLY	FREQUENT	OCCASIONAL	RARELY
Works inside					
Works outside					
In heat					
In cold					
In high humidity					
In dampness or chilliness					
In dry conditions					
In or with noisy conditions					
In darkness – Where?					
In or with dusty conditions					
With Silica, Asbestos, etc.					
With fumes or gases					
With chemicals – What types?					
With solvents – What types?					
With grease or oils					
With radiant energy					
With electrical energy					
On slippery surfaces					
On uneven surfaces					
In or with moving objects					
In or with moving vehicles					
On or with ladders/scaffolding					
At heights above ground level up to _____ feet					
Below grounds level (ditches, tunnels, etc.)					
With feet, legs, or hands in water					
With explosives					
With vibrations					
Working closely with others					
Working alone					
With poor lighting – Where?					
With poor ventilation – Where?					
With odors – Where?					

OTHER: (Describe any other conditions not covered above in this block)

WORK HAZARDS:

SAFETY EQUIPMENT USED OR NEEDED:

**11. OTHER JOB FUNCTIONS:** (List all other job tasks which are not included in the Essential Job Function List. Show the amount of time spent on each function.)

TIME SPENT


**12. Number of people you supervise? List name and titles. (If over 7, list title only.)**

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**13. Scheduled hours worked per week? \_\_\_\_\_ (Hours)**

**14. Machines/equipment used regularly in your work and average times daily.**

EQUIPMENT	TIME	EQUIPMENT	TIME	EQUIPMENT	TIME

The forgoing statements on this form are complete and accurate to the best of my knowledge.

**EMPLOYEE SIGNATURE:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

PART II: TO BE COMPLETED BY THE SUPERVISOR

1. Indicate if you agree or disagree with the list of Essential Job Functions as stated by the employee. If you disagree, explain why.

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2. List any Essential Job Functions which may have been omitted by the employee. Indicate time spent on each function.

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3. Denote additions or modifications to the employee's statements relating to Essential Physical Skills and Environmental Conditions and any other section completed by the employee.

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4. List the Knowledge, Abilities and Skills needed to perform the Essential Job Functions of this positions:

**Knowledge:**

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**Abilities:**

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**Skills:**

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5. State the minimum qualifications needed to perform the Essential Job Functions of this positions:

**Education:**

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**Experience:** (Length in years and type of)

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**Licenses, Certifications, or Registrations:**

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SUPERVISOR: \_\_\_\_\_ DATE: \_\_\_\_\_  
Name Title

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**PART III: STATEMENT OF DEPARTMENT OR OTHER ADMINISTRATOR**

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SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

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**JOB ANALYST NOTES AND COMMENTS:**

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Enclosure 2

**RECOMMENDED PAY PLAN**

By Internal Relationship  
(Non-Bargaining Unit Positions)

Village of Key Biscayne - Non-Bargaining

Position	Pay Grade	Min	Max	FLSA
Customer Service Rep	11	12.31	19.08	NE
Dispatchers *	14	17.24	26.72	NE
Oceanfront Lighting and Marine Turtle Enforcement Officer	16	17.27	26.77	NE
Adult Program Manager	17	21.12	32.73	E
Human Resource Coordinator	20	25.87	40.10	E
Assistant Recreation Director	22	29.62	45.91	E
Public Works Superintendent	22 **	37.36	50.50	E
Chief of Staff/Deputy Clerk	26	38.82	60.18	E
Parks and Rec Director	26	38.82	60.18	E
Finance Director	27	41.54	64.39	E
Deputy Chief of Police	28	44.45	68.90	E
Fire Rescue Deputy/Operations	28	44.45	68.90	E
Building , Zoning, Planning and PW Director	30	50.89	81.42	E
Chief Building Official	30	50.89	81.42	E
Chief of Fire Rescue	30	50.89	81.42	E
Chief of Police	30	50.89	81.42	E
School Crossing Guard	ungraded	15.00 per hour		NE
Village Clerk	ungraded	(Contracted)		E
Village Manager	ungraded	(Contracted)		E

\* 3% Differential for Night Shift

\*\* Range modified

Enclosure 3

**RECOMMENDED PAY PLAN**

Alphabetical

(Non-Bargaining Unit Positions)

Village of Key Biscayne - Non-Bargaining

Position	Pay Grade	Min	Max	FLSA
Adult Program Manager	17	21.12	32.73	E
Assistant Recreation Director	22	29.62	45.91	E
Building , Zoning, Planning and PW Director	30	50.89	81.42	E
Chief Building Official	30	50.89	81.42	E
Chief of Fire Rescue	30	50.89	81.42	E
Chief of Police	30	50.89	81.42	E
Chief of Staff/Deputy Clerk	26	38.82	60.18	E
Customer Service Rep	11	12.31	19.08	NE
Deputy Chief of Police	28	44.45	68.90	E
Dispatchers *	14	17.24	26.72	NE
Finance Director	27	41.54	64.39	E
Fire Rescue Deputy/Operations	28	44.45	68.90	E
Human Resource Coordinator	20	25.87	40.10	E
Oceanfront Lighting and Marine Turtle Enforcement Officer	16	17.27	26.77	NE
Parks and Rec Director	26	38.82	60.18	E
Public Works Superintendent	22 **	37.36	50.50	E
School Crossing Guard	ungraded	15.00 per hour		NE
Village Clerk	ungraded	(Contracted)		E
Village Manager	ungraded	(Contracted)		E

\* 3% Differential for Night Shift

\*\* Range modified

Enclosure 4

**RECOMMENDED SALARY RANGES**

**Recommended Salary Ranges**

Pay Grade		Minimum	Midpoint	Maximum
9	hrly	12.29	15.67	19.05
10	hrly	13.15	16.77	20.38
11	hrly	14.07	17.94	21.81
12	hrly	15.06	19.20	23.34
13	hrly	16.11	20.54	24.97
14	hrly	17.24	21.98	26.72
15	hrly	18.44	23.52	28.59
16	hrly	19.74	25.16	30.59
17	hrly	21.12	26.93	32.73
18	hrly	22.60	28.81	35.02
19	hrly	24.18	30.83	37.48
20	hrly	25.87	32.98	40.10
21	hrly	27.68	35.29	42.91
22	hrly	29.62	37.76	45.91
23	hrly	31.69	40.41	49.12
24	hrly	33.91	43.24	52.56
25	hrly	36.28	46.26	56.24
26	hrly	38.82	49.50	60.18
27	hrly	41.54	52.97	64.39
28	hrly	44.45	56.67	68.90
29 **	hrly	47.56	61.83	76.10
30 **	hrly	50.89	66.16	81.42
31 **	hrly	54.45	70.79	87.12
32	hrly	58.26	74.29	90.31

\*\* Range span increased to 60%

## Enclosure 5

# **Salary Survey Results**

(Non-Bargaining Unit Positions)

Salary Survey Results

Agency	Key Biscayne		MEDIAN				AVERAGE			
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Adult Program Manager	42,750	66,319	40,000	60,486	6.43%	8.80%	39,852	60,784	6.78%	8.35%
Customer Service Rep	New		28,128	45,049			30,442	45,483		
Dispatchers	33,015	51,216	37,266	53,941	-12.87%	-5.32%	37,035	54,885	-12.18%	-7.16%
Sr, Executive Assistant to Village Manager	50,716	78,677	42,834	61,774	15.54%	21.48%	43,481	64,073	14.27%	18.56%
Human Resource Coordinator	44,986	69,787	47,902	71,219	-6.48%	-2.05%	47,922	72,743	-6.53%	-4.24%
Oceanfront Lighting and Marine Turtle Enforcement Office	41,880	64,969								
Public Works Maintenance	38,831	60,239	38,378	58,989	1.17%	2.08%	39,985	58,849	-2.97%	2.31%
Public Works Superintendent	74,000	95,593	69,471	102,180	6.12%	-6.89%	70,988	104,154	4.07%	-8.96%
Recreation Facility Manager	63,654	96,748	53,580	80,910	15.83%	16.37%	53,657	79,758	15.70%	17.56%
School Crossing Guard	15.00 per hour		13.42	20.46			13.42	20.46		
Village Manager	176,797		170,300	212,514	3.67%		168,078	212,373	4.93%	
Village Clerk	113,296		71,084	100,292	37.26%		70,783	103,163	37.52%	
Finance Director	91,545	156,575	90,547	133,869	1.09%	14.50%	92,207	131,244	-0.72%	16.18%
Building , Zoning, Planning and PW Director	107,997	184,711	89,022	134,136	17.57%	27.38%	90,321	129,870	16.37%	29.69%
Chief Building Official	105,572	180,565	71,901	106,932	31.89%	40.78%	73,686	113,372	30.20%	37.21%
Chief of Police	105,572	180,565	98,671	141,527	6.54%	21.62%	98,677	142,123	6.53%	21.29%
Deputy Chief of Police	87,892	150,325	83,034	112,325	5.53%	25.28%	82,889	112,216	5.69%	25.35%
Chief of Fire Rescue	99,930	170,914	91,703	138,288	8.23%	19.09%	94,308	139,414	5.63%	18.43%
Fire Rescue Deputy/Operations	88,457	151,291	84,865	126,290	4.06%	16.53%	80,717	121,279	8.75%	19.84%
Parks and Rec Director	80,104	137,004	81,312	117,104	-1.51%	14.53%	79,738	117,537	0.46%	14.21%

Exhibit B

Classification and Compensation Study- Bargaining Unit

**CLASSIFICATION AND  
COMPENSATION  
STUDY  
(Bargaining Unit)**

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**Village of Key Biscayne**

**2013**



**Cody & Associates, Inc.**

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## **RECOMMENDED PAY PLAN**

By Internal Relationship  
(Bargaining Unit Positions)

# Confidential for Bargaining Purposes

## Village of Key Biscayne - Bargaining Unit

Position	Proposed			
	Pay Grade	Min	Max	FLSA
Recreation Supervisor	9	10.75	16.67	NE
Municipal Utility Workers	10	11.51	17.84	NE
Administrative Assistant Imaging Tech (was clerk/typist)	12	13.17	20.42	NE
Assistant Athletic Coordinator	13	14.10	21.85	NE
Assistant to Parks and Rec Director	13	14.10	21.85	NE
Permit Clerk	13	14.10	21.85	NE
Administrative Assistant	12	15.06	23.34	NE
Community Service Aide	12	15.06	23.34	NE
Chief Permit Clerk	15	16.14	25.02	NE
Code Enforcement Officer	15	16.14	25.02	NE
Front Desk Manager	15	16.14	25.02	NE
Public Works Maintenance Supervisor I	15	16.14	25.02	NE
Recreation Program Coordinator	15	16.14	25.02	NE
Athletic Coordinator	17	18.48	28.64	NE
Public Works Maintenance Supervisor II	17	18.48	28.64	NE
Senior Code Enforcement Officer	17	18.48	28.64	NE
Executive Admin Assistant to Police Chief	16	19.74	30.59	NE
Special Project Coordinator/Accreditation Manager	17*	21.46	32.73	E
Special Project Coordinator/Communications	17*	21.46	32.73	E
Special Project Coordinator/Public Works	17*	21.46	32.73	E
Building Inspector	20	22.64	35.09	NE
Plans Reviewer	20	22.64	35.09	NE
Police Officer * 3% differential for night shift	18*	23.81	35.02	NE
IT Technician - Admin	19	24.18	37.48	E
IT Technician - Police	19	24.18	37.48	E
Police Master Officer * 3% differential for night shift	20*	25.02	38.82	NE
Chief Building Inspector	22	25.92	40.17	NE
Chief Electrical Inspector	22	25.92	40.17	NE
Chief Mechanical Inspector	22	25.92	40.17	NE

# Confidential for Bargaining Purposes

## Village of Key Biscayne - Bargaining Unit

	Proposed			
Position	Pay Grade	Min	Max	FLSA
Chief Plumbing Inspector	22	25.92	40.17	NE
Police Sergeant * 3% differential for night shift	23	31.69	49.12	NE
Police Lieutenant	25*	34.31	53.00	NE

### Fire

	Proposed			
Position	Pay Grade	Min	Max	FLSA
Firefighter/Paramedics (96 hours per pay period)	F-100	26.70	41.42	NE
Firefighter-Driver/Engineer (96 hours per pay period)	F-110	28.03	43.49	NE
Fire Lieutenant (96 hours per pay period)	F-120	32.78	50.86	NE
Executive Assistant to Fire Chief	F-130	33.71	52.30	NE
Fire Captain (96 hours per pay period)	F-140	37.70	58.48	NE
Fire Rescue Deputy/Administration (Fire Marshal)	F-150	44.45	68.90	E
Fire Inspector (Part-time)	ungraded	25.19 per hour		NE

# **RECOMMENDED PAY PLAN**

Alphabetical

(Bargaining Unit Positions)

# Confidential for Bargaining Purposes

## Village of Key Biscayne - Bargaining Unit

Position	Proposed			
	Pay Grade	Min	Max	FLSA
Administrative Assistant	12	15.06	23.34	NE
Administrative Assistant Imaging Tech (was clerk/typist)	12	13.17	20.42	NE
Assistant Athletic Coordinator	13	14.10	21.85	NE
Assistant to Parks and Rec Director	13	14.10	21.85	NE
Athletic Coordinator	17	18.48	28.64	NE
Building Inspector	20	22.64	35.09	NE
Chief Building Inspector	22	25.92	40.17	NE
Chief Electrical Inspector	22	25.92	40.17	NE
Chief Mechanical Inspector	22	25.92	40.17	NE
Chief Permit Clerk	15	16.14	25.02	NE
Chief Plumbing Inspector	22	25.92	40.17	NE
Code Enforcement Officer	15	16.14	25.02	NE
Community Service Aide	12	15.06	23.34	NE
Executive Admin Assistant to Police Chief	16	19.74	30.59	NE
Front Desk Manager	15	16.14	25.02	NE
IT Technician - Admin	19	24.18	37.48	E
IT Technician - Police	19	24.18	37.48	E
Municipal Utility Workers	10	11.51	17.84	NE
Permit Clerk	13	14.10	21.85	NE
Plans Reviewer	20	22.64	35.09	NE
Police Lieutenant	25*	34.31	53.00	NE
Police Master Officer * 3% differential for night shift	20*	25.02	38.82	NE
Police Officer * 3% differential for night shift	18*	23.81	35.02	NE
Police Sergeant * 3% differential for night shift	23	31.69	49.12	NE
Public Works Maintenance Supervisor I	15	16.14	25.02	NE
Public Works Maintenance Supervisor II	17	18.48	28.64	NE
Recreation Program Coordinator	15	16.14	25.02	NE
Recreation Supervisor	9	10.75	16.67	NE
Senior Code Enforcement Officer	17	18.48	28.64	NE

# Confidential for Bargaining Purposes

## Village of Key Biscayne - Bargaining Unit

	Proposed			
Position	Pay Grade	Min	Max	FLSA
Special Project Coordinator/Accreditation Manager	17*	21.46	32.73	E
Special Project Coordinator/Communications	17*	21.46	32.73	E
Special Project Coordinator/Public Works	17*	21.46	32.73	E

### Fire

	Proposed			
Position	Pay Grade	Min	Max	FLSA
Executive Assistant to Fire Chief	F-130	70,117	108,774	NE
Fire Captain (96 hours per pay period)	F-140	78,416	121,648	NE
Fire Inspector (Part-time)	ungraded	25.19 per hour		NE
Fire Lieutenant (96 hours per pay period)	F-120	68,188	105,781	NE
Fire Rescue Deputy/Administration (Fire Marshal)	F-150	92,455	143,305	E
Firefighter/Paramedics (96 hours per pay period)	F-100	55,530	86,146	NE
Firefighter-Driver/Engineer (96 hours per pay period)	F-110	58,307	90,453	NE

**RECOMMENDED SALARY  
SCHEDULE**

# Confidential for Bargaining Purposes

## Recommended Salary Schedule

Pay Grade		Minimum	Midpoint	Maximum
9	hrly	12.29	15.67	19.05
10	hrly	13.15	16.77	20.38
11	hrly	14.07	17.94	21.81
12	hrly	15.06	19.2	23.34
13	hrly	16.11	20.54	24.97
14	hrly	17.24	21.98	26.72
15	hrly	18.44	23.52	28.59
16	hrly	19.74	25.16	30.59
17	hrly	21.12	26.93	32.73
18	hrly	22.6	28.81	35.02
19	hrly	24.18	30.83	37.48
20	hrly	25.87	32.98	40.1
21	hrly	27.68	35.29	42.91
22	hrly	29.62	37.76	45.91
23	hrly	31.69	40.41	49.12
24	hrly	33.91	43.24	52.56
25	hrly	36.28	46.26	56.24
26	hrly	38.82	49.5	60.18
27	hrly	41.54	52.97	64.39
28	hrly	44.45	56.67	68.9
29**	hrly	47.56	61.83	76.1
30**	hrly	50.89	66.16	81.42
31**	hrly	54.45	70.79	87.12
32	hrly	58.26	74.29	90.31

\*\* Range span increased to 60%

# Confidential for Bargaining Purposes

## Recommended Salary Schedule

Pay Grade	Minimum	Midpoint	Maximum
Fire Bargaining Unit Pay Plan			
F-100	55,530	70,838	86,146
F-110	58,307	74,380	90,453
F-120	68,188	86,985	105,781
F-130	70,117	89,446	108,774
F-140	78,416	100,032	121,648
F-150	92,455	117,880	143,305

Confidential for Bargaining Purposes

**SALARY SURVEY RESULTS**  
**(BARGAINING UNIT)**

# Confidential for Bargaining Purposes

Agency	Key Biscayne		MEDIAN				AVERAGE			
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Accreditation Manager (Special Projects Coordinator)	30,464	47,259	32,603	49,616	-7.02%	-4.99%	33,898	49,064	-11.27%	-3.82%
Administrative Assistant - Fire	31,433	48,763	32,758	49,442	-4.22%	-1.39%	34,045	49,397	-8.31%	-1.30%
Administrative Assistant - Police	31,433	48,763	32,603	49,317	-3.72%	-1.14%	33,989	49,216	-8.13%	-0.93%
Assistant Athletic Coordinator	31,450	48,789								
Assistant to Parks Director	31,471	48,822	32,603	49,317	-3.60%	-1.01%	33,989	49,216	-8.00%	-0.81%
Athletic Coordinator	46,680	72,415	42,834	64,361	8.24%	11.12%	43,305	64,525	7.23%	10.89%
Building Inspector	51,724	80,241	47,084	70,623	8.97%	11.99%	49,061	71,345	5.15%	11.09%
Chief Building Inspector	62,121	96,370	59,458	83,032	4.29%	13.84%	59,383	84,531	4.41%	12.29%
Chief Electrical Inspector	62,121	96,370	60,040	88,568	3.35%	8.10%	62,538	90,800	-0.67%	5.78%
Chief Mechanical Inspector	62,121	96,370	60,040	88,568	3.35%	8.10%	62,538	90,800	-0.67%	5.78%
Chief Permit Clerk	38,183	59,234								
Chief Plumbing Inspector	62,121	96,370	60,040	88,568	3.35%	8.10%	62,538	90,800	-0.67%	5.78%
Clerk/Typist Imaging Tech	33,606	52,133	31,366	44,387	6.67%	14.86%	30,282	44,830	9.89%	14.01%
Code Enforcement Officer	34,094	58,944	38,780	57,154	-13.74%	3.04%	39,227	56,854	-15.06%	3.55%
Community Service Aide	28,373	43,985	32,198	46,667	-13.48%	-6.10%	31,330	46,174	-10.42%	-4.98%
Executive Admin Assistant to Police Chief	39,516	61,302	39,445	58,722	0.18%	4.21%	39,960	58,696	-1.12%	4.25%
Assistant Recreation Director	37,097	57,549	35,701	54,333	3.76%	5.59%	36,447	54,206	1.75%	5.81%
IT Technician	51,765	80,305	51,705	75,666	0.12%	5.78%	52,291	77,048	-1.02%	4.06%
Municipal Utility Workers	27,354	42,435	28,591	41,994	-4.52%	1.04%	28,412	41,816	-3.87%	1.46%
Permit Clerk	31,727	49,218	32,093	47,104	-1.15%	4.30%	32,203	46,951	-1.50%	4.61%

# Confidential for Bargaining Purposes

Agency	Key Biscayne		MEDIAN				AVERAGE			
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Permit Clerk/Code Enforcement	31,727	49,218	32,304	46,737	-1.82%	5.04%	32,468	46,840	-2.34%	4.83%
Permit Clerk/Administration	31,727	49,218	32,245	47,164	-1.63%	4.17%	32,440	47,064	-2.25%	4.38%
Permit Clerk/Receptionist	31,727	49,218	32,186	46,737	-1.45%	5.04%	32,257	46,933	-1.67%	4.64%
Plans Reviewer	54,857	85,102	54,961	79,435	-0.19%	6.66%	55,099	78,604	-0.44%	7.64%
Public Works Maintenance Supervisor	42,691	66,227	45,519	63,736	-6.62%	3.76%	47,222	68,711	-10.61%	-3.75%
Recreation Program Coordinator	37,096	57,549	39,153	58,074	-5.55%	-0.91%	39,199	58,668	-5.67%	-1.95%
Senior Code Enforcement Officer	41,880	64,969	38,913	54,839	7.09%	15.59%	38,913	54,839	7.09%	15.59%
Special Project Coordinator/Communications	44,647	69,262	43,000	64,000	3.69%	7.60%	42,778	64,265	4.19%	7.21%
Special Project Coordinator/Police	44,647	69,262	42,917	63,283	3.87%	8.63%	42,646	63,975	4.48%	7.63%
Special Project Coordinator/Public Works	44,647	69,262	43,214	64,082	3.21%	7.48%	42,985	64,805	3.72%	6.43%
Police Lieutenant	71,362	110,241	72,173	95,999	-1.14%	12.92%	74,371	100,762	-4.22%	8.60%
Police Sergeant * 3% differential for night shift	65,832	102,128	63,086	86,217	4.17%	15.58%	65,815	86,395	0.03%	15.41%
Police Officer * 3% differential for night shift	49,534	76,844	48,394	71,727	2.30%	6.66%	48,152	71,908	2.79%	6.42%
Police Master Officer * 3% differential for night shift	52,051	80,748								
Fire Rescue Deputy/Administration (Fire Marshal)	88,457	151,291	75,252	104,020	14.93%	31.25%	74,807	110,667	15.43%	26.85%
Fire Captain (96 hours per pay period)	78,416	121,648	65,000	96,556	17.11%	20.63%	70,098	100,479	10.61%	17.40%
Fire Lieutenant (96 hours per pay period)	68,188	105,781	59,976	87,779	12.04%	17.02%	64,976	89,028	4.71%	15.84%
Firefighter/Paramedics (96 hours per pay period)	55,307	83,146	51,939	81,100	6.09%	2.46%	53,619	78,150	3.05%	6.01%
Firefighter-Driver/Engineer (96 hours per pay period)	58,307	94,976	54,909	80,095	5.83%	15.67%	53,906	80,147	7.55%	15.61%
Fire Inspector (Part-time)	25.19 per hour		50,436	75,317			51,447	76,761		

**CLASSIFICATION AND  
COMPENSATION  
STUDY  
(Bargaining Unit)**

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**Village of Key Biscayne**

**2013**



**Cody & Associates, Inc.**

**MANAGEMENT CONSULTANTS**

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## **RECOMMENDED PAY PLAN**

By Internal Relationship  
(Bargaining Unit Positions)

# Confidential for Bargaining Purposes

## Village of Key Biscayne - Bargaining Unit

Position	Proposed			
	Pay Grade	Min	Max	FLSA
Recreation Supervisor	9	10.75	16.67	NE
Municipal Utility Workers	10	11.51	17.84	NE
Administrative Assistant Imaging Tech (was clerk/typist)	12	13.17	20.42	NE
Assistant Athletic Coordinator	13	14.10	21.85	NE
Assistant to Parks and Rec Director	13	14.10	21.85	NE
Permit Clerk	13	14.10	21.85	NE
Administrative Assistant	12	15.06	23.34	NE
Community Service Aide	12	15.06	23.34	NE
Chief Permit Clerk	15	16.14	25.02	NE
Code Enforcement Officer	15	16.14	25.02	NE
Front Desk Manager	15	16.14	25.02	NE
Public Works Maintenance Supervisor I	15	16.14	25.02	NE
Recreation Program Coordinator	15	16.14	25.02	NE
Athletic Coordinator	17	18.48	28.64	NE
Public Works Maintenance Supervisor II	17	18.48	28.64	NE
Senior Code Enforcement Officer	17	18.48	28.64	NE
Executive Admin Assistant to Police Chief	16	19.74	30.59	NE
Special Project Coordinator/Accreditation Manager	17*	21.46	32.73	E
Special Project Coordinator/Communications	17*	21.46	32.73	E
Special Project Coordinator/Public Works	17*	21.46	32.73	E
Building Inspector	20	22.64	35.09	NE
Plans Reviewer	20	22.64	35.09	NE
Police Officer * 3% differential for night shift	18*	23.81	35.02	NE
IT Technician - Admin	19	24.18	37.48	E
IT Technician - Police	19	24.18	37.48	E
Police Master Officer * 3% differential for night shift	20*	25.02	38.82	NE
Chief Building Inspector	22	25.92	40.17	NE
Chief Electrical Inspector	22	25.92	40.17	NE
Chief Mechanical Inspector	22	25.92	40.17	NE

# Confidential for Bargaining Purposes

## Village of Key Biscayne - Bargaining Unit

Position	Proposed			
	Pay Grade	Min	Max	FLSA
Chief Plumbing Inspector	22	25.92	40.17	NE
Police Sergeant * 3% differential for night shift	23	31.69	49.12	NE
Police Lieutenant	25*	34.31	53.00	NE

### Fire

Position	Proposed			
	Pay Grade	Min	Max	FLSA
Firefighter/Paramedics (96 hours per pay period)	F-100	26.70	41.42	NE
Firefighter-Driver/Engineer (96 hours per pay period)	F-110	28.03	43.49	NE
Fire Lieutenant (96 hours per pay period)	F-120	32.78	50.86	NE
Executive Assistant to Fire Chief	F-130	33.71	52.30	NE
Fire Captain (96 hours per pay period)	F-140	37.70	58.48	NE
Fire Rescue Deputy/Administration (Fire Marshal)	F-150	44.45	68.90	E
Fire Inspector (Part-time)	ungraded	25.19 per hour		NE

# **RECOMMENDED PAY PLAN**

Alphabetical

(Bargaining Unit Positions)

# Confidential for Bargaining Purposes

## Village of Key Biscayne - Bargaining Unit

Position	Proposed			
	Pay Grade	Min	Max	FLSA
Administrative Assistant	12	15.06	23.34	NE
Administrative Assistant Imaging Tech (was clerk/typist)	12	13.17	20.42	NE
Assistant Athletic Coordinator	13	14.10	21.85	NE
Assistant to Parks and Rec Director	13	14.10	21.85	NE
Athletic Coordinator	17	18.48	28.64	NE
Building Inspector	20	22.64	35.09	NE
Chief Building Inspector	22	25.92	40.17	NE
Chief Electrical Inspector	22	25.92	40.17	NE
Chief Mechanical Inspector	22	25.92	40.17	NE
Chief Permit Clerk	15	16.14	25.02	NE
Chief Plumbing Inspector	22	25.92	40.17	NE
Code Enforcement Officer	15	16.14	25.02	NE
Community Service Aide	12	15.06	23.34	NE
Executive Admin Assistant to Police Chief	16	19.74	30.59	NE
Front Desk Manager	15	16.14	25.02	NE
IT Technician - Admin	19	24.18	37.48	E
IT Technician - Police	19	24.18	37.48	E
Municipal Utility Workers	10	11.51	17.84	NE
Permit Clerk	13	14.10	21.85	NE
Plans Reviewer	20	22.64	35.09	NE
Police Lieutenant	25*	34.31	53.00	NE
Police Master Officer * 3% differential for night shift	20*	25.02	38.82	NE
Police Officer * 3% differential for night shift	18*	23.81	35.02	NE
Police Sergeant * 3% differential for night shift	23	31.69	49.12	NE
Public Works Maintenance Supervisor I	15	16.14	25.02	NE
Public Works Maintenance Supervisor II	17	18.48	28.64	NE
Recreation Program Coordinator	15	16.14	25.02	NE
Recreation Supervisor	9	10.75	16.67	NE
Senior Code Enforcement Officer	17	18.48	28.64	NE

# Confidential for Bargaining Purposes

## Village of Key Biscayne - Bargaining Unit

Position	Proposed			
Position	Pay Grade	Min	Max	FLSA
Special Project Coordinator/Accreditation Manager	17*	21.46	32.73	E
Special Project Coordinator/Communications	17*	21.46	32.73	E
Special Project Coordinator/Public Works	17*	21.46	32.73	E

### Fire

Position	Proposed			
Position	Pay Grade	Min	Max	FLSA
Executive Assistant to Fire Chief	F-130	70,117	108,774	NE
Fire Captain (96 hours per pay period)	F-140	78,416	121,648	NE
Fire Inspector (Part-time)	ungraded	25.19 per hour		NE
Fire Lieutenant (96 hours per pay period)	F-120	68,188	105,781	NE
Fire Rescue Deputy/Administration (Fire Marshal)	F-150	92,455	143,305	E
Firefighter/Paramedics (96 hours per pay period)	F-100	55,530	86,146	NE
Firefighter-Driver/Engineer (96 hours per pay period)	F-110	58,307	90,453	NE

**RECOMMENDED SALARY  
SCHEDULE**

# Confidential for Bargaining Purposes

## Recommended Salary Schedule

Pay Grade		Minimum	Midpoint	Maximum
9	hrly	12.29	15.67	19.05
10	hrly	13.15	16.77	20.38
11	hrly	14.07	17.94	21.81
12	hrly	15.06	19.2	23.34
13	hrly	16.11	20.54	24.97
14	hrly	17.24	21.98	26.72
15	hrly	18.44	23.52	28.59
16	hrly	19.74	25.16	30.59
17	hrly	21.12	26.93	32.73
18	hrly	22.6	28.81	35.02
19	hrly	24.18	30.83	37.48
20	hrly	25.87	32.98	40.1
21	hrly	27.68	35.29	42.91
22	hrly	29.62	37.76	45.91
23	hrly	31.69	40.41	49.12
24	hrly	33.91	43.24	52.56
25	hrly	36.28	46.26	56.24
26	hrly	38.82	49.5	60.18
27	hrly	41.54	52.97	64.39
28	hrly	44.45	56.67	68.9
29**	hrly	47.56	61.83	76.1
30**	hrly	50.89	66.16	81.42
31**	hrly	54.45	70.79	87.12
32	hrly	58.26	74.29	90.31

\*\* Range span increased to 60%

# Confidential for Bargaining Purposes

## Recommended Salary Schedule

Pay Grade	Minimum	Midpoint	Maximum
Fire Bargaining Unit Pay Plan			
F-100	55,530	70,838	86,146
F-110	58,307	74,380	90,453
F-120	68,188	86,985	105,781
F-130	70,117	89,446	108,774
F-140	78,416	100,032	121,648
F-150	92,455	117,880	143,305

Confidential for Bargaining Purposes

**SALARY SURVEY RESULTS**  
**(BARGAINING UNIT)**

# Confidential for Bargaining Purposes

Agency	Key Biscayne		MEDIAN				AVERAGE			
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Accreditation Manager (Special Projects Coordinator)	30,464	47,259	32,603	49,616	-7.02%	-4.99%	33,898	49,064	-11.27%	-3.82%
Administrative Assistant - Fire	31,433	48,763	32,758	49,442	-4.22%	-1.39%	34,045	49,397	-8.31%	-1.30%
Administrative Assistant - Police	31,433	48,763	32,603	49,317	-3.72%	-1.14%	33,989	49,216	-8.13%	-0.93%
Assistant Athletic Coordinator	31,450	48,789								
Assistant to Parks Director	31,471	48,822	32,603	49,317	-3.60%	-1.01%	33,989	49,216	-8.00%	-0.81%
Athletic Coordinator	46,680	72,415	42,834	64,361	8.24%	11.12%	43,305	64,525	7.23%	10.89%
Building Inspector	51,724	80,241	47,084	70,623	8.97%	11.99%	49,061	71,345	5.15%	11.09%
Chief Building Inspector	62,121	96,370	59,458	83,032	4.29%	13.84%	59,383	84,531	4.41%	12.29%
Chief Electrical Inspector	62,121	96,370	60,040	88,568	3.35%	8.10%	62,538	90,800	-0.67%	5.78%
Chief Mechanical Inspector	62,121	96,370	60,040	88,568	3.35%	8.10%	62,538	90,800	-0.67%	5.78%
Chief Permit Clerk	38,183	59,234								
Chief Plumbing Inspector	62,121	96,370	60,040	88,568	3.35%	8.10%	62,538	90,800	-0.67%	5.78%
Clerk/Typist Imaging Tech	33,606	52,133	31,366	44,387	6.67%	14.86%	30,282	44,830	9.89%	14.01%
Code Enforcement Officer	34,094	58,944	38,780	57,154	-13.74%	3.04%	39,227	56,854	-15.06%	3.55%
Community Service Aide	28,373	43,985	32,198	46,667	-13.48%	-6.10%	31,330	46,174	-10.42%	-4.98%
Executive Admin Assistant to Police Chief	39,516	61,302	39,445	58,722	0.18%	4.21%	39,960	58,696	-1.12%	4.25%
Assistant Recreation Director	37,097	57,549	35,701	54,333	3.76%	5.59%	36,447	54,206	1.75%	5.81%
IT Technician	51,765	80,305	51,705	75,666	0.12%	5.78%	52,291	77,048	-1.02%	4.06%
Municipal Utility Workers	27,354	42,435	28,591	41,994	-4.52%	1.04%	28,412	41,816	-3.87%	1.46%
Permit Clerk	31,727	49,218	32,093	47,104	-1.15%	4.30%	32,203	46,951	-1.50%	4.61%

# Confidential for Bargaining Purposes

Agency	Key Biscayne		MEDIAN				AVERAGE			
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Permit Clerk/Code Enforcement	31,727	49,218	32,304	46,737	-1.82%	5.04%	32,468	46,840	-2.34%	4.83%
Permit Clerk/Administration	31,727	49,218	32,245	47,164	-1.63%	4.17%	32,440	47,064	-2.25%	4.38%
Permit Clerk/Receptionist	31,727	49,218	32,186	46,737	-1.45%	5.04%	32,257	46,933	-1.67%	4.64%
Plans Reviewer	54,857	85,102	54,961	79,435	-0.19%	6.66%	55,099	78,604	-0.44%	7.64%
Public Works Maintenance Supervisor	42,691	66,227	45,519	63,736	-6.62%	3.76%	47,222	68,711	-10.61%	-3.75%
Recreation Program Coordinator	37,096	57,549	39,153	58,074	-5.55%	-0.91%	39,199	58,668	-5.67%	-1.95%
Senior Code Enforcement Officer	41,880	64,969	38,913	54,839	7.09%	15.59%	38,913	54,839	7.09%	15.59%
Special Project Coordinator/Communications	44,647	69,262	43,000	64,000	3.69%	7.60%	42,778	64,265	4.19%	7.21%
Special Project Coordinator/Police	44,647	69,262	42,917	63,283	3.87%	8.63%	42,646	63,975	4.48%	7.63%
Special Project Coordinator/Public Works	44,647	69,262	43,214	64,082	3.21%	7.48%	42,985	64,805	3.72%	6.43%
Police Lieutenant	71,362	110,241	72,173	95,999	-1.14%	12.92%	74,371	100,762	-4.22%	8.60%
Police Sergeant * 3% differential for night shift	65,832	102,128	63,086	86,217	4.17%	15.58%	65,815	86,395	0.03%	15.41%
Police Officer * 3% differential for night shift	49,534	76,844	48,394	71,727	2.30%	6.66%	48,152	71,908	2.79%	6.42%
Police Master Officer * 3% differential for night shift	52,051	80,748								
Fire Rescue Deputy/Administration (Fire Marshal)	88,457	151,291	75,252	104,020	14.93%	31.25%	74,807	110,667	15.43%	26.85%
Fire Captain (96 hours per pay period)	78,416	121,648	65,000	96,556	17.11%	20.63%	70,098	100,479	10.61%	17.40%
Fire Lieutenant (96 hours per pay period)	68,188	105,781	59,976	87,779	12.04%	17.02%	64,976	89,028	4.71%	15.84%
Firefighter/Paramedics (96 hours per pay period)	55,307	83,146	51,939	81,100	6.09%	2.46%	53,619	78,150	3.05%	6.01%
Firefighter-Driver/Engineer (96 hours per pay period)	58,307	94,976	54,909	80,095	5.83%	15.67%	53,906	80,147	7.55%	15.61%
Fire Inspector (Part-time)	25.19 per hour		50,436	75,317			51,447	76,761		

Exhibit C

Raw Data Private Sector Collected

To sort this table by a different column, click on the column header

Display records

Filter Table by Text:

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
00-0000	All Occupations	total	999,390	0.9%	1000.000	1.00	\$14.74	\$20.53	\$42,700	1.7%
11-0000	<a href="#">Management Occupations</a>	major	32,520	2.4%	32.543	0.66	\$49.00	\$56.74	\$118,020	1.4%
11-1011	<a href="#">Chief Executives</a>	detail	2,120	11.8%	2.125	1.08	(5)	\$101.70	\$211,540	2.9%
11-1021	<a href="#">General and Operations Managers</a>	detail	9,990	3.5%	9.999	0.69	\$49.37	\$57.93	\$120,500	2.2%
11-1031	<a href="#">Legislators</a>	detail	100	24.9%	0.105	0.24	(4)	(4)	\$40,420	14.9%
11-2011	<a href="#">Advertising and Promotions Managers</a>	detail	290	31.4%	0.291	1.34	\$44.56	\$47.64	\$99,090	5.3%
11-2021	<a href="#">Marketing Managers</a>	detail	740	8.9%	0.736	0.56	\$55.51	\$63.26	\$131,580	3.5%
11-2022	<a href="#">Sales Managers</a>	detail	2,090	5.2%	2.092	0.79	\$54.27	\$61.90	\$128,750	2.5%
11-2031	<a href="#">Public Relations and Fundraising Managers</a>	detail	300	17.7%	0.297	0.72	\$48.62	\$50.91	\$105,890	3.0%
11-3011	<a href="#">Administrative Services Managers</a>	detail	1,300	5.3%	1.297	0.64	\$49.39	\$51.66	\$107,460	2.9%
11-3021	<a href="#">Computer and Information Systems Managers</a>	detail	1,010	7.1%	1.009	0.42	\$60.37	\$66.29	\$137,870	2.4%
11-3031	<a href="#">Financial Managers</a>	detail	2,460	4.6%	2.457	0.66	\$61.64	\$67.49	\$140,390	2.5%
11-3051	<a href="#">Industrial Production Managers</a>	detail	370	8.5%	0.374	0.30	\$44.18	\$47.52	\$98,840	4.1%
11-3061	<a href="#">Purchasing Managers</a>	detail	280	11.8%	0.280	0.53	\$60.23	\$62.63	\$130,270	5.8%
11-3071	<a href="#">Transportation, Storage, and Distribution Managers</a>	detail	630	6.7%	0.630	0.83	\$45.21	\$48.41	\$100,690	4.5%
11-3111	<a href="#">Compensation and Benefits Managers</a>	detail	60	10.5%	0.060	0.39	\$48.87	\$53.67	\$111,640	6.1%
11-3121	<a href="#">Human Resources Managers</a>	detail	460	6.6%	0.464	0.62	\$46.47	\$51.65	\$107,430	2.2%
11-3131	<a href="#">Training and Development Managers</a>	detail	110	14.3%	0.107	0.51	\$47.89	\$48.80	\$101,510	2.9%
11-9021	<a href="#">Construction Managers</a>	detail	1,370	10.0%	1.374	0.86	\$43.22	\$51.14	\$106,380	4.7%

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
11-9031	<a href="#">Education Administrators, Preschool and Childcare Center/Program</a>	detail	100	28.8%	0.105	0.28	\$28.64	\$31.05	\$64,580	4.7%
11-9032	<a href="#">Education Administrators, Elementary and Secondary School</a>	detail	600	3.7%	0.605	0.35	(4)	(4)	\$96,610	7.4%
11-9033	<a href="#">Education Administrators, Postsecondary</a>	detail	190	7.0%	0.190	0.20	\$47.49	\$50.56	\$105,170	5.5%
11-9039	<a href="#">Education Administrators, All Other</a>	detail	200	14.4%	0.200	0.89	\$40.33	\$45.85	\$95,370	5.9%
11-9041	<a href="#">Architectural and Engineering Managers</a>	detail	670	13.8%	0.674	0.47	\$56.70	\$56.50	\$117,520	5.4%
11-9051	<a href="#">Food Service Managers</a>	detail	890	9.7%	0.890	0.61	\$24.79	\$31.10	\$64,690	10.5%
11-9061	<a href="#">Funeral Service Managers</a>	detail	(8)	(8)	(8)	(8)	\$26.48	\$26.83	\$55,800	4.2%
11-9081	<a href="#">Lodging Managers</a>	detail	360	29.1%	0.359	1.57	(8)	(8)	(8)	(8)
11-9111	<a href="#">Medical and Health Services Managers</a>	detail	1,230	8.0%	1.230	0.55	\$45.88	\$55.65	\$115,750	4.4%
11-9121	<a href="#">Natural Sciences Managers</a>	detail	110	9.4%	0.109	0.29	\$45.64	\$47.69	\$99,190	3.6%
11-9141	<a href="#">Property, Real Estate, and Community Association Managers</a>	detail	1,720	9.1%	1.724	1.41	\$24.01	\$30.06	\$62,520	12.1%
11-9151	<a href="#">Social and Community Service Managers</a>	detail	460	6.7%	0.458	0.52	\$33.89	\$36.16	\$75,200	2.8%
11-9199	<a href="#">Managers, All Other</a>	detail	2,200	11.7%	2.205	0.85	\$44.48	\$45.17	\$93,960	3.0%
13-0000	<a href="#">Business and Financial Operations Occupations</a>	major	53,330	2.2%	53.365	1.08	\$29.20	\$32.02	\$66,590	1.6%
13-1011	<a href="#">Agents and Business Managers of Artists, Performers, and Athletes</a>	detail	170	15.2%	0.168	1.86	\$16.09	\$29.52	\$61,400	17.0%
13-1021	<a href="#">Buyers and Purchasing Agents, Farm Products</a>	detail	50	42.3%	0.048	0.61	\$21.63	\$24.72	\$51,410	8.3%
13-1022	<a href="#">Wholesale and Retail Buyers, Except Farm Products</a>	detail	970	12.8%	0.967	1.16	\$28.23	\$30.07	\$62,540	3.6%

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
13-1023	<a href="#">Purchasing Agents, Except Wholesale, Retail, and Farm Products</a>	detail	2,430	13.9%	2.432	1.13	\$22.76	\$24.61	\$51,180	4.2%
13-1031	<a href="#">Claims Adjusters, Examiners, and Investigators</a>	detail	2,330	13.4%	2.331	1.15	\$24.46	\$26.41	\$54,930	4.1%
13-1032	<a href="#">Insurance Appraisers, Auto Damage</a>	detail	70	24.5%	0.073	0.81	\$26.19	\$26.25	\$54,600	2.6%
13-1041	<a href="#">Compliance Officers</a>	detail	3,030	1.8%	3.036	1.74	\$35.01	\$32.72	\$68,050	5.6%
13-1051	<a href="#">Cost Estimators</a>	detail	860	9.6%	0.858	0.57	\$27.24	\$31.55	\$65,630	5.2%
13-1071	<a href="#">Human Resources Specialists</a>	detail	3,160	7.9%	3.166	1.05	\$23.05	\$25.43	\$52,900	3.0%
13-1075	<a href="#">Labor Relations Specialists</a>	detail	500	15.1%	0.504	0.86	\$24.93	\$24.02	\$49,950	7.2%
13-1081	<a href="#">Logisticians</a>	detail	540	20.1%	0.542	0.59	\$27.17	\$29.33	\$61,010	3.4%
13-1111	<a href="#">Management Analysts</a>	detail	3,590	8.8%	3.592	0.87	\$35.78	\$41.37	\$86,050	5.7%
13-1121	<a href="#">Meeting, Convention, and Event Planners</a>	detail	610	21.3%	0.612	1.13	\$21.90	\$24.00	\$49,930	3.4%
13-1131	<a href="#">Fundraisers</a>	detail	330	29.1%	0.328	0.88	\$30.71	\$29.59	\$61,560	2.6%
13-1141	<a href="#">Compensation, Benefits, and Job Analysis Specialists</a>	detail	390	7.4%	0.395	0.60	\$30.60	\$31.56	\$65,640	2.0%
13-1151	<a href="#">Training and Development Specialists</a>	detail	1,210	7.0%	1.211	0.72	\$28.19	\$29.16	\$60,660	2.2%
13-1161	<a href="#">Market Research Analysts and Marketing Specialists</a>	detail	2,080	8.8%	2.078	0.69	\$27.41	\$28.86	\$60,040	2.8%
13-1199	<a href="#">Business Operations Specialists, All Other</a>	detail	9,360	4.0%	9.361	1.31	\$30.00	\$31.95	\$66,460	3.5%
13-2011	<a href="#">Accountants and Auditors</a>	detail	11,580	3.1%	11.585	1.34	\$29.39	\$32.50	\$67,600	1.8%
13-2021	<a href="#">Appraisers and Assessors of Real Estate</a>	detail	910	26.1%	0.915	2.00	\$33.82	\$35.13	\$73,060	20.6%
13-2031	<a href="#">Budget Analysts</a>	detail	320	8.4%	0.319	0.71	\$32.48	\$33.52	\$69,720	3.9%
13-2041	<a href="#">Credit Analysts</a>	detail	410	11.4%	0.406	0.86	\$31.92	\$32.39	\$67,370	2.7%
13-2051	<a href="#">Financial Analysts</a>	detail	1,560	9.8%	1.559	0.85	\$35.68	\$39.55	\$82,250	4.0%

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
13-2052	<a href="#">Personal Financial Advisors</a>	detail	1,690	9.1%	1.686	1.25	\$38.36	\$46.16	\$96,020	10.9%
13-2053	<a href="#">Insurance Underwriters</a>	detail	680	20.0%	0.680	0.96	\$26.16	\$28.33	\$58,930	8.4%
13-2061	<a href="#">Financial Examiners</a>	detail	100	14.0%	0.097	0.45	\$42.90	\$46.68	\$97,100	4.5%
13-2071	<a href="#">Credit Counselors</a>	detail	300	21.3%	0.297	1.40	\$20.78	\$24.58	\$51,120	2.7%
13-2072	<a href="#">Loan Officers</a>	detail	2,620	8.3%	2.621	1.19	\$32.71	\$36.23	\$75,360	2.8%
13-2082	<a href="#">Tax Preparers</a>	detail	260	47.7%	0.258	0.55	\$9.94	\$9.89	\$20,570	6.6%
13-2099	<a href="#">Financial Specialists, All Other</a>	detail	920	14.4%	0.922	0.81	\$24.42	\$27.34	\$56,860	4.2%
15-0000	<a href="#">Computer and Mathematical Occupations</a>	major	17,170	4.9%	17.180	0.63	\$32.31	\$34.26	\$71,260	2.1%
15-1121	<a href="#">Computer Systems Analysts</a>	detail	2,280	11.8%	2.284	0.62	\$41.97	\$43.33	\$90,130	4.5%
15-1122	<a href="#">Information Security Analysts</a>	detail	300	20.9%	0.301	0.54	\$33.76	\$34.40	\$71,550	2.8%
15-1131	<a href="#">Computer Programmers</a>	detail	1,740	18.7%	1.736	0.71	\$39.38	\$41.74	\$86,820	5.2%
15-1132	<a href="#">Software Developers, Applications</a>	detail	1,970	21.1%	1.970	0.44	\$33.56	\$35.37	\$73,570	4.2%
15-1133	<a href="#">Software Developers, Systems Software</a>	detail	960	22.9%	0.965	0.32	\$41.08	\$40.59	\$84,430	2.5%
15-1134	<a href="#">Web Developers</a>	detail	870	11.4%	0.872	1.10	\$30.71	\$29.95	\$62,290	3.0%
15-1141	<a href="#">Database Administrators</a>	detail	710	10.7%	0.706	0.82	\$36.01	\$38.98	\$81,090	3.1%
15-1142	<a href="#">Network and Computer Systems Administrators</a>	detail	1,640	6.6%	1.646	0.61	\$35.61	\$37.23	\$77,430	2.8%
15-1143	<a href="#">Computer Network Architects</a>	detail	1,320	11.2%	1.316	1.24	\$32.52	\$33.57	\$69,820	3.3%
15-1151	<a href="#">Computer User Support Specialists</a>	detail	3,270	6.9%	3.273	0.81	\$20.75	\$22.13	\$46,030	2.2%
15-1152	<a href="#">Computer Network Support Specialists</a>	detail	920	20.0%	0.925	0.72	\$26.36	\$27.82	\$57,860	3.1%
15-1199	<a href="#">Computer Occupations, All Other</a>	detail	310	8.4%	0.311	0.22	\$38.58	\$37.70	\$78,410	7.5%
15-2011	<a href="#">Actuaries</a>	detail	(8)	(8)	(8)	(8)	\$76.53	\$65.43	\$136,090	10.2%

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
15-2031	<a href="#">Operations Research Analysts</a>	detail	710	11.7%	0.706	1.33	\$25.15	\$27.78	\$57,770	3.7%
15-2041	<a href="#">Statisticians</a>	detail	30	22.0%	0.034	0.17	\$27.96	\$28.60	\$59,480	6.8%
17-0000	<a href="#">Architecture and Engineering Occupations</a>	major	9,960	4.9%	9.968	0.55	\$31.27	\$33.92	\$70,560	2.3%
17-1011	<a href="#">Architects, Except Landscape and Naval</a>	detail	700	13.0%	0.705	1.11	\$33.32	\$35.39	\$73,620	9.1%
17-1012	<a href="#">Landscape Architects</a>	detail	(8)	(8)	(8)	(8)	\$36.90	\$40.65	\$84,560	8.6%
17-1022	<a href="#">Surveyors</a>	detail	150	27.6%	0.147	0.48	\$25.78	\$27.99	\$58,220	11.0%
17-2011	<a href="#">Aerospace Engineers</a>	detail	(8)	(8)	(8)	(8)	\$21.93	\$25.93	\$53,930	7.0%
17-2031	<a href="#">Biomedical Engineers</a>	detail	190	25.9%	0.191	1.32	\$33.29	\$35.97	\$74,810	5.2%
17-2041	<a href="#">Chemical Engineers</a>	detail	(8)	(8)	(8)	(8)	\$33.56	\$33.48	\$69,630	3.3%
17-2051	<a href="#">Civil Engineers</a>	detail	2,180	9.1%	2.179	1.10	\$40.72	\$43.27	\$89,990	3.6%
17-2061	<a href="#">Computer Hardware Engineers</a>	detail	120	18.4%	0.118	0.19	\$48.00	\$48.10	\$100,060	4.5%
17-2071	<a href="#">Electrical Engineers</a>	detail	590	18.5%	0.591	0.48	\$45.59	\$46.98	\$97,720	6.0%
17-2072	<a href="#">Electronics Engineers, Except Computer</a>	detail	320	26.2%	0.325	0.31	\$38.03	\$37.75	\$78,520	1.9%
17-2081	<a href="#">Environmental Engineers, Health and Safety</a>	detail	90	12.1%	0.092	0.24	\$25.71	\$30.65	\$63,750	11.0%
17-2111	<a href="#">Engineers, Except Mining Safety Engineers and Inspectors</a>	detail	90	14.5%	0.089	0.49	\$32.83	\$33.49	\$69,650	4.0%
17-2112	<a href="#">Industrial Engineers</a>	detail	890	12.7%	0.894	0.53	\$29.69	\$30.40	\$63,230	2.4%
17-2121	<a href="#">Marine Engineers and Naval Architects</a>	detail	170	7.0%	0.175	3.30	\$42.28	\$42.33	\$88,040	2.6%
17-2141	<a href="#">Mechanical Engineers</a>	detail	560	18.0%	0.555	0.29	\$27.16	\$29.51	\$61,380	5.7%
17-2199	<a href="#">Engineers, All Other</a>	detail	280	38.0%	0.283	0.30	\$36.90	\$39.11	\$81,340	4.5%
17-3011	<a href="#">Architectural and Civil Drafters</a>	detail	960	14.1%	0.957	1.49	\$21.99	\$22.43	\$46,650	3.4%
17-3012	<a href="#">Electrical and Electronics Drafters</a>	detail	70	40.3%	0.072	0.33	\$25.93	\$26.52	\$55,170	3.7%
17-3013	<a href="#">Mechanical Drafters</a>	detail	230	39.7%	0.225	0.46	\$27.48	\$29.10	\$60,520	7.8%

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
17-3019	<a href="#">Drafters, All Other</a>	detail	(8)	(8)	(8)	(8)	\$11.78	\$14.99	\$31,180	8.9%
17-3022	<a href="#">Civil Engineering Technicians</a>	detail	300	25.5%	0.304	0.56	\$25.28	\$27.18	\$56,520	4.4%
17-3023	<a href="#">Electrical and Electronics Engineering Technicians</a>	detail	590	14.9%	0.587	0.53	\$28.41	\$27.84	\$57,900	3.7%
17-3026	<a href="#">Industrial Engineering Technicians</a>	detail	280	10.7%	0.277	0.54	\$19.86	\$21.12	\$43,920	3.6%
17-3027	<a href="#">Mechanical Engineering Technicians</a>	detail	70	24.4%	0.070	0.20	\$17.51	\$19.95	\$41,500	6.7%
17-3029	<a href="#">Engineering Technicians, Except Drafters, All Other</a>	detail	130	20.1%	0.127	0.25	\$25.59	\$25.18	\$52,370	5.6%
17-3031	<a href="#">Surveying and Mapping Technicians</a>	detail	390	20.7%	0.390	1.08	\$19.12	\$19.78	\$41,140	6.7%
19-0000	<a href="#">Life, Physical, and Social Science Occupations</a>	major	4,010	6.1%	4.011	0.47	\$30.02	\$32.87	\$68,360	4.6%
19-1029	<a href="#">Biological Scientists, All Other</a>	detail	330	0.0%	0.335	1.40	\$36.16	\$34.58	\$71,930	3.2%
19-1042	<a href="#">Medical Scientists, Except Epidemiologists</a>	detail	220	6.1%	0.217	0.30	\$27.56	\$31.54	\$65,610	7.9%
19-2012	<a href="#">Physicists</a>	detail	100	49.6%	0.099	0.73	\$63.19	\$76.37	\$158,840	11.9%
19-2021	<a href="#">Atmospheric and Space Scientists</a>	detail	160	23.4%	0.163	2.08	\$45.78	\$47.73	\$99,270	4.0%
19-2031	<a href="#">Chemists</a>	detail	260	7.4%	0.257	0.39	\$36.17	\$37.17	\$77,310	4.4%
19-2032	<a href="#">Materials Scientists</a>	detail	50	21.9%	0.054	0.88	\$35.70	\$35.80	\$74,470	5.0%
19-2041	<a href="#">Environmental Scientists and Specialists, Including Health</a>	detail	410	18.0%	0.411	0.64	\$30.38	\$32.83	\$68,300	6.0%
19-2042	<a href="#">Geoscientists, Except Hydrologists and Geographers</a>	detail	40	2.3%	0.037	0.14	\$47.27	\$50.76	\$105,580	3.2%
19-2099	<a href="#">Physical Scientists, All Other</a>	detail	30	3.5%	0.033	0.17	\$36.99	\$39.17	\$81,480	2.3%
19-3022	<a href="#">Survey Researchers</a>	detail	(8)	(8)	(8)	(8)	\$13.65	\$14.16	\$29,440	9.2%

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19-3031	<a href="#">Clinical, Counseling, and School Psychologists</a>	detail	440	19.1%	0.439	0.55	\$27.93	\$32.32	\$67,220	13.1%
19-3039	<a href="#">Psychologists, All Other</a>	detail	150	23.1%	0.148	1.87	\$32.80	\$37.61	\$78,230	14.4%
19-3051	<a href="#">Urban and Regional Planners</a>	detail	140	20.6%	0.144	0.50	\$38.16	\$38.47	\$80,020	1.5%
19-3099	<a href="#">Social Scientists and Related Workers, All Other</a>	detail	190	14.5%	0.185	0.79	\$35.05	\$33.58	\$69,840	9.3%
19-4021	<a href="#">Biological Technicians</a>	detail	120	8.3%	0.118	0.21	\$19.73	\$20.63	\$42,910	2.2%
19-4031	<a href="#">Chemical Technicians</a>	detail	180	13.2%	0.181	0.38	\$16.75	\$18.15	\$37,750	6.2%
19-4091	<a href="#">Environmental Science and Protection Technicians, Including Health</a>	detail	110	17.9%	0.112	0.47	\$17.02	\$17.66	\$36,720	3.5%
19-4099	<a href="#">Life, Physical, and Social Science Technicians, All Other</a>	detail	300	36.8%	0.297	0.68	\$17.78	\$18.21	\$37,880	3.9%
21-0000	<a href="#">Community and Social Service Occupations</a>	major	12,130	4.6%	12.133	0.84	\$18.12	\$19.62	\$40,800	3.1%
21-1011	<a href="#">Substance Abuse and Behavioral Disorder Counselors</a>	detail	290	15.3%	0.291	0.47	\$21.86	\$22.89	\$47,620	9.8%
21-1012	<a href="#">Educational, Guidance, School, and Vocational Counselors</a>	detail	1,280	8.0%	1.283	0.70	\$23.02	\$24.38	\$50,720	5.2%
21-1013	<a href="#">Marriage and Family Therapists</a>	detail	430	43.6%	0.429	1.63	\$24.53	\$23.87	\$49,660	13.6%
21-1014	<a href="#">Mental Health Counselors</a>	detail	580	12.4%	0.581	0.66	\$17.95	\$20.81	\$43,290	3.5%
21-1015	<a href="#">Rehabilitation Counselors</a>	detail	650	14.0%	0.649	0.81	\$17.23	\$17.48	\$36,370	2.6%
21-1019	<a href="#">Counselors, All Other</a>	detail	430	13.6%	0.431	2.06	\$23.53	\$21.14	\$43,960	7.2%
21-1021	<a href="#">Child, Family, and School Social Workers</a>	detail	1,160	8.6%	1.157	0.55	\$20.17	\$21.45	\$44,620	4.5%
21-1022	<a href="#">Healthcare Social Workers</a>	detail	990	15.4%	0.988	0.92	\$19.46	\$21.09	\$43,870	2.9%
21-1023	<a href="#">Mental Health and Substance Abuse Social Workers</a>	detail	470	20.7%	0.473	0.56	\$19.50	\$19.48	\$40,510	2.7%

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21-1029	<a href="#">Social Workers, All Other</a>	detail	310	35.3%	0.311	0.69	\$30.63	\$29.84	\$62,060	5.5%
21-1091	<a href="#">Health Educators</a>	detail	350	21.0%	0.346	0.82	\$19.55	\$21.99	\$45,730	5.9%
21-1093	<a href="#">Social and Human Service Assistants</a>	detail	2,480	8.4%	2.477	0.92	\$13.79	\$14.69	\$30,560	2.9%
21-1094	<a href="#">Community Health Workers</a>	detail	210	23.0%	0.214	0.73	\$14.58	\$15.86	\$32,990	4.5%
21-1099	<a href="#">Community and Social Service Specialists, All Other</a>	detail	1,550	10.8%	1.556	2.03	\$18.07	\$18.91	\$39,340	2.2%
21-2011	<a href="#">Clergy</a>	detail	220	17.9%	0.220	0.65	\$15.88	\$19.44	\$40,440	5.5%
21-2021	<a href="#">Directors, Religious Activities and Education</a>	detail	150	23.4%	0.150	1.07	\$11.15	\$13.83	\$28,770	6.8%
21-2099	<a href="#">Religious Workers, All Other</a>	detail	(8)	(8)	(8)	(8)	\$13.37	\$13.41	\$27,880	3.2%
23-0000	<a href="#">Legal Occupations</a>	major	15,080	3.6%	15.085	1.92	\$36.32	\$52.86	\$109,940	7.3%
23-1011	<a href="#">Lawyers</a>	detail	9,180	5.4%	9.189	2.06	\$64.42	\$71.18	\$148,060	6.7%
23-2011	<a href="#">Paralegals and Legal Assistants</a>	detail	3,870	10.7%	3.875	1.89	\$23.05	\$24.47	\$50,900	3.7%
23-2093	<a href="#">Title Examiners, Abstractors, and Searchers</a>	detail	(8)	(8)	(8)	(8)	\$21.23	\$21.50	\$44,720	3.9%
23-2099	<a href="#">Legal Support Workers, All Other</a>	detail	(8)	(8)	(8)	(8)	\$15.71	\$18.72	\$38,950	7.3%
25-0000	<a href="#">Education, Training, and Library Occupations</a>	major	51,200	1.3%	51.234	0.80	\$21.37	\$23.70	\$49,300	6.0%
25-1011	<a href="#">Business Teachers, Postsecondary</a>	detail	730	2.9%	0.733	1.16	(4)	(4)	\$95,460	9.7%
25-1021	<a href="#">Computer Science Teachers, Postsecondary</a>	detail	330	5.0%	0.327	1.24	(4)	(4)	\$91,350	7.9%
25-1022	<a href="#">Mathematical Science Teachers, Postsecondary</a>	detail	330	4.0%	0.335	0.82	(4)	(4)	\$77,740	4.0%
25-1031	<a href="#">Architecture Teachers, Postsecondary</a>	detail	90	0.0%	0.087	1.55	(4)	(4)	\$81,650	1.6%
25-1032	<a href="#">Engineering Teachers,</a>	detail	230	0.0%	0.227	0.87	(4)	(4)	\$103,850	7.4%

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	<u>Postsecondary</u>									
25-1042	<u>Biological Science Teachers, Postsecondary</u>	detail	300	3.4%	0.300	0.78	(4)	(4)	\$86,680	3.7%
25-1052	<u>Chemistry Teachers, Postsecondary</u>	detail	130	8.3%	0.134	0.86	(4)	(4)	\$93,950	4.5%
25-1053	<u>Environmental Science Teachers, Postsecondary</u>	detail	50	0.0%	0.045	1.19	(4)	(4)	\$103,650	4.6%
25-1054	<u>Physics Teachers, Postsecondary</u>	detail	110	0.0%	0.112	1.05	(4)	(4)	\$81,460	7.0%
25-1062	<u>Area, Ethnic, and Cultural Studies Teachers, Postsecondary</u>	detail	50	3.1%	0.051	0.69	(4)	(4)	\$92,060	4.8%
25-1063	<u>Economics Teachers, Postsecondary</u>	detail	50	0.0%	0.048	0.47	(4)	(4)	\$93,140	11.7%
25-1065	<u>Political Science Teachers, Postsecondary</u>	detail	80	0.0%	0.075	0.58	(4)	(4)	\$81,570	1.8%
25-1066	<u>Psychology Teachers, Postsecondary</u>	detail	240	6.9%	0.243	0.83	(4)	(4)	\$84,180	6.7%
25-1067	<u>Sociology Teachers, Postsecondary</u>	detail	100	1.7%	0.098	0.76	(4)	(4)	\$86,630	7.4%
25-1069	<u>Social Sciences Teachers, Postsecondary, All Other</u>	detail	140	1.2%	0.141	1.76	(4)	(4)	\$64,540	13.7%
25-1071	<u>Health Specialties Teachers, Postsecondary</u>	detail	980	9.1%	0.978	0.84	(4)	(4)	\$80,470	9.1%
25-1072	<u>Nursing Instructors and Teachers, Postsecondary</u>	detail	360	6.1%	0.358	0.83	(4)	(4)	\$80,280	5.6%
25-1081	<u>Education Teachers, Postsecondary</u>	detail	380	5.5%	0.384	0.79	(4)	(4)	\$80,050	5.4%
25-1111	<u>Criminal Justice and Law Enforcement Teachers, Postsecondary</u>	detail	110	0.0%	0.106	0.99	(4)	(4)	\$74,530	6.1%
25-1112	<u>Law Teachers, Postsecondary</u>	detail	300	0.0%	0.299	2.56	(4)	(4)	\$111,940	8.2%
25-1121	<u>Art, Drama, and Music</u>	detail	330	1.0%	0.328	0.46	(8)	(8)	(8)	(8)

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
25-1122	<a href="#">Teachers, Postsecondary Communications Teachers, Postsecondary</a>	detail	240	2.6%	0.239	1.04	(4)	(4)	\$73,500	5.8%
25-1123	<a href="#">English Language and Literature Teachers, Postsecondary</a>	detail	450	5.5%	0.451	0.81	(4)	(4)	\$72,590	8.8%
25-1124	<a href="#">Foreign Language and Literature Teachers, Postsecondary</a>	detail	340	32.1%	0.343	1.50	(4)	(4)	\$77,700	7.6%
25-1125	<a href="#">History Teachers, Postsecondary</a>	detail	80	0.0%	0.084	0.46	(4)	(4)	\$82,130	6.6%
25-1126	<a href="#">Philosophy and Religion Teachers, Postsecondary</a>	detail	130	1.3%	0.129	0.74	(4)	(4)	\$69,920	7.1%
25-1193	<a href="#">Recreation and Fitness Studies Teachers, Postsecondary</a>	detail	40	0.2%	0.039	0.26	(4)	(4)	\$69,480	5.4%
25-1194	<a href="#">Vocational Education Teachers, Postsecondary</a>	detail	1,120	10.0%	1.123	1.20	\$29.48	\$30.58	\$63,600	10.5%
25-1199	<a href="#">Postsecondary Teachers, All Other</a>	detail	860	4.3%	0.859	0.55	(4)	(4)	\$80,240	6.5%
25-2011	<a href="#">Preschool Teachers, Except Special Education</a>	detail	2,250	14.7%	2.252	0.86	\$12.27	\$14.44	\$30,040	8.9%
25-2012	<a href="#">Kindergarten Teachers, Except Special Education</a>	detail	1,060	6.1%	1.065	0.88	(4)	(4)	\$45,160	7.1%
25-2021	<a href="#">Elementary School Teachers, Except Special Education</a>	detail	6,850	4.9%	6.856	0.66	(4)	(4)	\$45,960	5.9%
25-2022	<a href="#">Middle School Teachers, Except Special and Career/Technical Education</a>	detail	2,880	3.6%	2.877	0.60	(4)	(4)	\$47,880	3.9%
25-2031	<a href="#">Secondary School Teachers, Except Special and Career/Technical</a>	detail	4,170	5.4%	4.175	0.57	(4)	(4)	\$54,730	4.3%

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	<u>Education</u>									
25-2051	<u>Special Education Teachers, Preschool</u>	detail	210	15.5%	0.207	1.24	(4)	(4)	\$47,230	2.9%
25-2052	<u>Special Education Teachers, Kindergarten and Elementary School</u>	detail	(8)	(8)	(8)	(8)	(4)	(4)	\$43,790	3.1%
25-2059	<u>Special Education Teachers, All Other</u>	detail	(8)	(8)	(8)	(8)	(4)	(4)	\$51,020	2.5%
25-3011	<u>Adult Basic and Secondary Education and Literacy Teachers and Instructors</u>	detail	80	28.8%	0.079	0.16	\$23.69	\$24.04	\$50,000	3.3%
25-3021	<u>Self-Enrichment Education Teachers</u>	detail	1,380	17.5%	1.383	1.00	\$13.95	\$14.87	\$30,920	4.1%
25-3098	<u>Substitute Teachers</u>	detail	4,810	3.6%	4.814	1.01	\$12.99	\$12.49	\$25,990	3.9%
25-3099	<u>Teachers and Instructors, All Other, Except Substitute Teachers</u>	detail	8,000	7.2%	8.008	3.84	(4)	(4)	\$44,330	3.9%
25-4011	<u>Archivists</u>	detail	40	44.8%	0.036	0.82	\$23.88	\$23.34	\$48,560	8.6%
25-4012	<u>Curators</u>	detail	60	13.4%	0.064	0.80	\$26.03	\$28.38	\$59,040	10.7%
25-4013	<u>Museum Technicians and Conservators</u>	detail	80	18.6%	0.083	1.04	\$15.54	\$16.13	\$33,550	4.8%
25-4021	<u>Librarians</u>	detail	760	4.4%	0.761	0.71	\$28.22	\$28.73	\$59,750	2.5%
25-4031	<u>Library Technicians</u>	detail	130	23.9%	0.129	0.17	\$15.57	\$15.65	\$32,560	3.0%
25-9031	<u>Instructional Coordinators</u>	detail	1,280	7.7%	1.277	1.25	\$23.88	\$25.64	\$53,320	4.0%
25-9041	<u>Teacher Assistants</u>	detail	3,100	9.5%	3.098	0.34	(4)	(4)	\$23,370	3.5%
25-9099	<u>Education, Training, and Library Workers, All Other</u>	detail	590	7.8%	0.594	0.76	\$24.89	\$26.95	\$56,050	4.3%
27-0000	<u>Arts, Design, Entertainment, Sports, and Media Occupations</u>	major	14,410	6.5%	14.417	1.07	\$20.12	\$24.70	\$51,370	4.3%
27-1011	<u>Art Directors</u>	detail	120	16.5%	0.124	0.51	\$34.12	\$38.22	\$79,500	6.1%
27-1013	<u>Fine Artists, Including Painters, Sculptors, and</u>	detail	70	39.7%	0.067	0.70	\$9.13	\$11.91	\$24,770	10.7%

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	<u><a href="#">Illustrators</a></u>									
27-1014	<u><a href="#">Multimedia Artists and Animators</a></u>	detail	150	31.3%	0.154	0.69	\$25.19	\$26.47	\$55,060	3.5%
27-1021	<u><a href="#">Commercial and Industrial Designers</a></u>	detail	(8)	(8)	(8)	(8)	\$20.50	\$21.22	\$44,130	4.5%
27-1022	<u><a href="#">Fashion Designers</a></u>	detail	70	39.7%	0.065	0.51	\$35.47	\$46.35	\$96,420	13.8%
27-1023	<u><a href="#">Floral Designers</a></u>	detail	600	16.3%	0.602	1.66	\$11.87	\$12.23	\$25,430	5.8%
27-1024	<u><a href="#">Graphic Designers</a></u>	detail	1,530	10.7%	1.535	1.04	\$20.89	\$22.66	\$47,120	3.9%
27-1025	<u><a href="#">Interior Designers</a></u>	detail	390	27.3%	0.392	1.25	\$19.28	\$22.04	\$45,840	9.1%
27-1026	<u><a href="#">Merchandise Displayers and Window Trimmers</a></u>	detail	570	18.7%	0.571	1.01	\$12.46	\$13.38	\$27,840	3.4%
27-1027	<u><a href="#">Set and Exhibit Designers</a></u>	detail	90	40.0%	0.094	1.41	\$10.50	\$12.66	\$26,330	5.3%
27-2012	<u><a href="#">Producers and Directors</a></u>	detail	1,140	10.0%	1.137	1.70	\$31.56	\$33.83	\$70,370	5.9%
27-2021	<u><a href="#">Athletes and Sports Competitors</a></u>	detail	310	19.3%	0.305	3.20	(8)	(8)	(8)	(8)
27-2022	<u><a href="#">Coaches and Scouts</a></u>	detail	1,070	10.5%	1.068	0.69	(4)	(4)	\$47,090	22.9%
27-2023	<u><a href="#">Umpires, Referees, and Other Sports Officials</a></u>	detail	90	25.3%	0.093	0.78	(4)	(4)	\$31,990	7.5%
27-2041	<u><a href="#">Music Directors and Composers</a></u>	detail	60	42.9%	0.057	0.30	\$16.23	\$16.82	\$34,980	13.3%
27-2042	<u><a href="#">Musicians and Singers</a></u>	detail	320	22.6%	0.322	1.00	\$11.89	\$21.32	(4)	27.3%
27-2099	<u><a href="#">Entertainers and Performers, Sports and Related Workers, All Other</a></u>	detail	(8)	(8)	(8)	(8)	\$11.13	\$15.43	(4)	10.7%
27-3011	<u><a href="#">Radio and Television Announcers</a></u>	detail	280	28.3%	0.275	1.14	\$16.18	\$18.57	\$38,630	14.0%
27-3022	<u><a href="#">Reporters and Correspondents</a></u>	detail	390	30.3%	0.390	1.11	\$18.24	\$24.33	\$50,600	6.4%
27-3031	<u><a href="#">Public Relations Specialists</a></u>	detail	1,780	8.5%	1.782	1.15	\$28.26	\$35.26	\$73,330	9.0%
27-3041	<u><a href="#">Editors</a></u>	detail	520	12.1%	0.517	0.68	\$28.95	\$37.39	\$77,760	6.9%
27-3042	<u><a href="#">Technical Writers</a></u>	detail	140	20.5%	0.141	0.40	\$26.15	\$27.22	\$56,610	4.2%
27-3043	<u><a href="#">Writers and Authors</a></u>	detail	300	20.4%	0.295	0.92	\$23.91	\$27.46	\$57,120	6.7%

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
27-3091	<a href="#">Interpreters and Translators</a>	detail	430	24.0%	0.433	1.12	\$23.63	\$24.17	\$50,270	10.3%
27-3099	<a href="#">Media and Communication Workers, All Other</a>	detail	100	46.5%	0.103	0.61	\$12.15	\$17.27	\$35,920	8.9%
27-4011	<a href="#">Audio and Video Equipment Technicians</a>	detail	380	17.7%	0.379	0.91	\$15.38	\$16.78	\$34,900	3.0%
27-4012	<a href="#">Broadcast Technicians</a>	detail	510	24.3%	0.508	2.09	\$15.54	\$16.55	\$34,430	6.3%
27-4014	<a href="#">Sound Engineering Technicians</a>	detail	200	16.9%	0.205	1.87	\$17.46	\$19.37	\$40,290	6.1%
27-4021	<a href="#">Photographers</a>	detail	550	20.7%	0.551	1.28	\$9.28	\$13.70	\$28,500	9.0%
27-4031	<a href="#">Camera Operators, Television, Video, and Motion Picture</a>	detail	320	25.4%	0.318	2.53	\$15.16	\$16.86	\$35,070	4.6%
27-4032	<a href="#">Film and Video Editors</a>	detail	(8)	(8)	(8)	(8)	\$20.53	\$19.77	\$41,110	3.2%
27-4099	<a href="#">Media and Communication Equipment Workers, All Other</a>	detail	50	16.9%	0.045	0.42	\$40.83	\$36.08	\$75,050	10.0%
29-0000	<a href="#">Healthcare Practitioners and Technical Occupations</a>	major	63,640	3.5%	63.676	1.08	\$27.11	\$32.13	\$66,830	2.5%
29-1011	<a href="#">Chiropractors</a>	detail	160	41.2%	0.165	0.78	(8)	(8)	(8)	(8)
29-1021	<a href="#">Dentists, General</a>	detail	690	19.3%	0.686	0.96	\$55.73	\$62.25	\$129,480	12.2%
29-1031	<a href="#">Dietitians and Nutritionists</a>	detail	300	6.5%	0.302	0.68	\$26.74	\$27.96	\$58,160	1.5%
29-1041	<a href="#">Optometrists</a>	detail	(8)	(8)	(8)	(8)	\$68.16	\$81.80	\$170,140	16.6%
29-1051	<a href="#">Pharmacists</a>	detail	2,490	4.4%	2.495	1.15	\$54.10	\$54.39	\$113,130	2.6%
29-1062	<a href="#">Family and General Practitioners</a>	detail	980	22.6%	0.980	1.16	\$84.40	\$88.38	\$183,830	10.6%
29-1063	<a href="#">Internists, General</a>	detail	(8)	(8)	(8)	(8)	\$66.84	\$69.62	\$144,800	10.1%
29-1064	<a href="#">Obstetricians and Gynecologists</a>	detail	(8)	(8)	(8)	(8)	\$66.13	\$73.35	\$152,560	10.9%
29-1066	<a href="#">Psychiatrists</a>	detail	100	19.0%	0.101	0.55	\$88.72	\$93.51	\$194,500	8.3%
29-1067	<a href="#">Surgeons</a>	detail	360	42.9%	0.359	1.10	(5)	\$117.04	\$243,440	11.6%
29-1069	<a href="#">Physicians and Surgeons, All Other</a>	detail	2,070	12.5%	2.068	0.87	\$84.50	\$87.05	\$181,060	9.5%
29-1071	<a href="#">Physician Assistants</a>	detail	610	20.2%	0.611	0.95	\$43.42	\$44.35	\$92,240	4.0%

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29-1081	<a href="#">Podiatrists</a>	detail (8)	(8)	(8)	(8)	\$59.84	\$54.38	\$113,110	9.2%
29-1122	<a href="#">Occupational Therapists</a>	detail 690	14.3%	0.692	0.85	\$35.57	\$35.64	\$74,130	2.8%
29-1123	<a href="#">Physical Therapists</a>	detail 1,540	12.2%	1.544	1.05	\$35.62	\$36.00	\$74,880	2.7%
29-1124	<a href="#">Radiation Therapists</a>	detail 110	43.2%	0.108	0.77	\$34.48	\$40.61	\$84,470	7.2%
29-1125	<a href="#">Recreational Therapists</a>	detail 90	30.9%	0.092	0.63	\$24.13	\$24.10	\$50,120	4.9%
29-1126	<a href="#">Respiratory Therapists</a>	detail 1,190	6.2%	1.188	1.32	\$25.65	\$27.46	\$57,110	4.2%
29-1127	<a href="#">Speech-Language Pathologists</a>	detail 540	10.2%	0.537	0.58	\$30.38	\$30.76	\$63,970	3.6%
29-1129	<a href="#">Therapists, All Other</a>	detail 100	36.3%	0.100	1.04	\$31.31	\$31.72	\$65,990	14.5%
29-1131	<a href="#">Veterinarians</a>	detail 230	29.0%	0.226	0.53	\$48.94	\$49.71	\$103,390	10.4%
29-1141	<a href="#">Registered Nurses</a>	detail 26,960	4.2%	26.981	1.33	\$28.46	\$29.67	\$61,700	1.9%
29-1151	<a href="#">Nurse Anesthetists</a>	detail (8)	(8)	(8)	(8)	\$66.73	\$65.32	\$135,870	3.5%
29-1171	<a href="#">Nurse Practitioners</a>	detail 720	24.9%	0.725	0.89	\$41.29	\$38.75	\$80,590	5.1%
29-1181	<a href="#">Audiologists</a>	detail (8)	(8)	(8)	(8)	\$34.20	\$33.33	\$69,330	5.4%
29-1199	<a href="#">Health Diagnosing and Treating Practitioners, All Other</a>	detail 680	21.4%	0.682	2.90	\$28.41	\$37.79	\$78,610	24.0%
29-2011	<a href="#">Medical and Clinical Laboratory Technologists</a>	detail 1,300	13.4%	1.304	1.06	\$25.59	\$24.62	\$51,210	3.3%
29-2012	<a href="#">Medical and Clinical Laboratory Technicians</a>	detail 900	16.1%	0.899	0.74	\$14.04	\$14.97	\$31,140	3.5%
29-2021	<a href="#">Dental Hygienists</a>	detail 1,170	21.1%	1.168	0.80	\$24.37	\$23.99	\$49,890	5.3%
29-2031	<a href="#">Cardiovascular Technologists and Technicians</a>	detail 810	9.8%	0.815	2.10	\$19.73	\$20.95	\$43,570	1.9%
29-2032	<a href="#">Diagnostic Medical Sonographers</a>	detail 650	14.0%	0.647	1.46	\$28.81	\$28.70	\$59,690	4.4%
29-2033	<a href="#">Nuclear Medicine Technologists</a>	detail 290	18.9%	0.293	1.86	\$32.92	\$32.64	\$67,900	2.0%
29-2034	<a href="#">Radiologic Technologists</a>	detail 1,340	11.6%	1.346	0.90	\$22.51	\$23.41	\$48,700	3.4%
29-2035	<a href="#">Magnetic Resonance Imaging Technologists</a>	detail 550	12.7%	0.547	2.41	\$27.61	\$27.17	\$56,500	2.4%

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29-2041	<a href="#">Emergency Medical Technicians and Paramedics</a>	detail	990	14.8%	0.995	0.56	\$13.92	\$14.28	\$29,710	1.6%
29-2051	<a href="#">Dietetic Technicians</a>	detail	70	24.8%	0.073	0.39	\$13.46	\$14.75	\$30,680	6.8%
29-2052	<a href="#">Pharmacy Technicians</a>	detail	3,040	8.1%	3.041	1.12	\$13.00	\$13.36	\$27,800	1.4%
29-2053	<a href="#">Psychiatric Technicians</a>	detail	1,060	12.5%	1.056	2.03	\$12.33	\$12.48	\$25,960	2.4%
29-2054	<a href="#">Respiratory Therapy Technicians</a>	detail	220	4.6%	0.217	2.10	\$21.78	\$22.31	\$46,410	3.1%
29-2055	<a href="#">Surgical Technologists</a>	detail	870	12.5%	0.870	1.17	\$18.37	\$19.14	\$39,810	3.1%
29-2056	<a href="#">Veterinary Technologists and Technicians</a>	detail	520	29.0%	0.518	0.81	\$11.99	\$13.55	\$28,180	10.2%
29-2061	<a href="#">Licensed Practical and Licensed Vocational Nurses</a>	detail	4,650	6.3%	4.656	0.84	\$20.76	\$20.62	\$42,900	1.0%
29-2071	<a href="#">Medical Records and Health Information Technicians</a>	detail	1,570	7.3%	1.567	1.12	\$13.11	\$14.63	\$30,430	2.8%
29-2081	<a href="#">Opticians, Dispensing</a>	detail	600	32.3%	0.596	1.20	\$20.06	\$19.42	\$40,390	6.6%
29-2091	<a href="#">Orthotists and Prosthetists</a>	detail	(8)	(8)	(8)	(8)	\$34.15	\$36.59	\$76,110	6.7%
29-2099	<a href="#">Health Technologists and Technicians, All Other</a>	detail	550	15.4%	0.548	0.84	\$16.75	\$18.57	\$38,620	5.1%
29-9011	<a href="#">Occupational Health and Safety Specialists</a>	detail	220	30.5%	0.221	0.48	\$36.04	\$33.64	\$69,970	2.9%
29-9091	<a href="#">Athletic Trainers</a>	detail	50	5.7%	0.049	0.31	(4)	(4)	\$49,010	6.3%
29-9099	<a href="#">Healthcare Practitioners and Technical Workers, All Other</a>	detail	230	30.1%	0.226	0.61	\$25.46	\$27.07	\$56,300	9.3%
31-0000	<a href="#">Healthcare Support Occupations</a>	major	25,420	4.5%	25.434	0.85	\$11.28	\$12.34	\$25,660	1.7%
31-1011	<a href="#">Home Health Aides</a>	detail	3,510	11.0%	3.512	0.54	\$9.78	\$9.96	\$20,710	3.6%
31-1014	<a href="#">Nursing Assistants</a>	detail	9,520	6.0%	9.521	0.87	\$10.68	\$10.92	\$22,720	1.5%
31-1015	<a href="#">Orderlies</a>	detail	510	14.3%	0.506	1.22	\$9.33	\$9.81	\$20,410	1.8%
31-2011	<a href="#">Occupational Therapy</a>	detail	150	25.1%	0.149	0.66	\$26.50	\$25.59	\$53,220	3.3%

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
	<a href="#">Assistants</a>									
31-2012	<a href="#">Occupational Therapy Aides</a>	detail	60	32.0%	0.063	1.03	\$15.93	\$15.26	\$31,730	8.7%
31-2021	<a href="#">Physical Therapist Assistants</a>	detail	480	12.7%	0.483	0.90	\$22.67	\$23.92	\$49,760	4.0%
31-2022	<a href="#">Physical Therapist Aides</a>	detail	410	17.9%	0.413	1.11	\$10.64	\$11.10	\$23,090	3.1%
31-9011	<a href="#">Massage Therapists</a>	detail	1,010	29.2%	1.015	1.86	\$18.25	\$20.83	\$43,330	8.7%
31-9091	<a href="#">Dental Assistants</a>	detail	2,320	9.1%	2.324	1.01	\$13.03	\$13.48	\$28,040	3.8%
31-9092	<a href="#">Medical Assistants</a>	detail	4,760	11.0%	4.761	1.12	\$12.48	\$12.71	\$26,430	3.0%
31-9093	<a href="#">Medical Equipment Preparers</a>	detail	840	20.9%	0.843	2.19	\$12.57	\$12.60	\$26,200	2.0%
31-9094	<a href="#">Medical Transcriptionists</a>	detail	480	18.3%	0.478	0.83	\$16.03	\$15.77	\$32,790	3.4%
31-9095	<a href="#">Pharmacy Aides</a>	detail	230	39.6%	0.230	0.70	\$9.88	\$10.50	\$21,840	10.7%
	<a href="#">Veterinary Assistants and Laboratory Animal Caretakers</a>									
31-9096	<a href="#">Laboratory Animal Caretakers</a>	detail	140	40.0%	0.143	0.26	\$9.14	\$9.26	\$19,260	6.3%
31-9097	<a href="#">Phlebotomists</a>	detail	770	23.4%	0.773	1.00	\$13.30	\$13.40	\$27,860	1.9%
31-9099	<a href="#">Healthcare Support Workers, All Other</a>	detail	(8)	(8)	(8)	(8)	\$19.03	\$17.51	\$36,430	9.7%
33-0000	<a href="#">Protective Service Occupations</a>	major	36,810	7.9%	36.829	1.50	\$14.23	\$20.09	\$41,780	11.8%
33-1012	<a href="#">First-Line Supervisors of Police and Detectives</a>	detail	390	2.6%	0.392	0.51	(8)	(8)	(8)	(8)
33-1099	<a href="#">First-Line Supervisors of Protective Service Workers, All Other</a>	detail	640	4.9%	0.645	1.36	\$21.48	\$21.42	\$44,560	4.5%
33-3021	<a href="#">Detectives and Criminal Investigators</a>	detail	1,010	2.7%	1.008	1.20	\$43.75	\$43.04	\$89,520	4.7%
33-3051	<a href="#">Police and Sheriff's Patrol Officers</a>	detail	5,250	2.6%	5.251	1.08	(8)	(8)	(8)	(8)
33-9021	<a href="#">Private Detectives and Investigators</a>	detail	190	16.2%	0.189	1.05	\$21.67	\$25.39	\$52,820	9.1%
33-9032	<a href="#">Security Guards</a>	detail	19,080	15.0%	19.095	2.38	\$10.87	\$11.29	\$23,480	1.9%

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33-9092	<a href="#">Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers</a>	detail	530	9.6%	0.530	0.55	(8)	(8)	(8)	(8)
33-9093	<a href="#">Transportation Security Screeners</a>	detail	1,330	0.0%	1.335	3.68	\$17.71	\$17.77	\$36,950	(8)
33-9099	<a href="#">Protective Service Workers, All Other</a>	detail	580	12.2%	0.577	0.92	\$14.22	\$16.38	\$34,080	4.8%
35-0000	<a href="#">Food Preparation and Serving Related Occupations</a>	major	93,050	2.0%	93.110	1.05	\$9.06	\$10.36	\$21,540	1.3%
35-1011	<a href="#">Chefs and Head Cooks</a>	detail	750	22.9%	0.753	1.01	\$24.86	\$24.65	\$51,280	3.3%
35-1012	<a href="#">First-Line Supervisors of Food Preparation and Serving Workers</a>	detail	5,540	5.4%	5.546	0.88	\$14.71	\$16.59	\$34,510	2.8%
35-2011	<a href="#">Cooks, Fast Food</a>	detail	3,030	19.8%	3.027	0.78	\$8.79	\$8.95	\$18,610	2.5%
35-2012	<a href="#">Cooks, Institution and Cafeteria</a>	detail	1,710	12.4%	1.715	0.57	\$12.18	\$12.62	\$26,250	2.3%
35-2014	<a href="#">Cooks, Restaurant</a>	detail	10,350	7.4%	10.360	1.35	\$11.07	\$11.58	\$24,090	2.8%
35-2015	<a href="#">Cooks, Short Order</a>	detail	270	26.3%	0.271	0.22	\$9.21	\$9.95	\$20,690	3.9%
35-2019	<a href="#">Cooks, All Other</a>	detail	(8)	(8)	(8)	(8)	\$10.32	\$12.58	\$26,180	13.0%
35-2021	<a href="#">Food Preparation Workers</a>	detail	6,830	11.1%	6.832	1.13	\$9.53	\$9.97	\$20,740	1.6%
35-3011	<a href="#">Bartenders</a>	detail	4,140	13.3%	4.145	1.00	\$8.90	\$9.72	\$20,210	2.6%
35-3021	<a href="#">Combined Food Preparation and Serving Workers, Including Fast Food</a>	detail	21,710	5.7%	21.719	0.96	\$8.75	\$9.09	\$18,910	2.0%
35-3022	<a href="#">Counter Attendants, Cafeteria, Food Concession, and Coffee Shop</a>	detail	1,860	19.8%	1.860	0.56	\$8.66	\$8.91	\$18,540	1.7%
35-3031	<a href="#">Waiters and Waitresses</a>	detail	21,330	3.8%	21.341	1.19	\$8.81	\$9.97	\$20,750	3.0%
35-3041	<a href="#">Food Servers, Nonrestaurant</a>	detail	1,550	11.1%	1.548	0.85	\$8.87	\$9.80	\$20,370	2.9%
35-9011	<a href="#">Dining Room and</a>	detail	5,340	14.9%	5.342	1.76	\$8.68	\$9.18	\$19,090	2.2%



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	<a href="#">Workers, All Other</a>									
39-0000	<a href="#">Personal Care and Service Occupations</a>	major	30,040	4.3%	30.060	1.03	\$9.67	\$11.44	\$23,790	1.4%
39-1011	<a href="#">Gaming Supervisors</a>	detail	40	25.4%	0.039	0.21	(8)	(8)	(8)	(8)
39-1021	<a href="#">First-Line Supervisors of Personal Service Workers</a>	detail	1,260	18.7%	1.262	1.16	\$17.72	\$19.98	\$41,550	4.1%
39-2011	<a href="#">Animal Trainers</a>	detail	(8)	(8)	(8)	(8)	\$10.27	\$11.37	\$23,650	14.6%
39-2021	<a href="#">Nonfarm Animal Caretakers</a>	detail	950	19.7%	0.948	0.82	\$10.19	\$11.08	\$23,050	4.7%
39-3011	<a href="#">Gaming Dealers</a>	detail	360	27.5%	0.363	0.48	\$9.14	\$11.91	\$24,780	11.6%
39-3012	<a href="#">Gaming and Sports Book Writers and Runners</a>	detail	190	24.2%	0.193	1.98	\$15.53	\$15.01	\$31,220	5.6%
39-3021	<a href="#">Motion Picture Projectionists</a>	detail	140	11.2%	0.137	2.23	\$9.99	\$10.07	\$20,950	3.7%
39-3031	<a href="#">Ushers, Lobby Attendants, and Ticket Takers</a>	detail	510	25.9%	0.511	0.62	\$8.70	\$8.99	\$18,710	2.3%
39-3091	<a href="#">Amusement and Recreation Attendants</a>	detail	2,870	13.5%	2.874	1.46	\$9.19	\$10.32	\$21,460	2.4%
39-3092	<a href="#">Costume Attendants</a>	detail	80	49.4%	0.076	1.74	\$11.19	\$16.04	\$33,360	25.5%
39-3093	<a href="#">Locker Room, Coatroom, and Dressing Room Attendants</a>	detail	260	20.8%	0.257	1.74	\$9.85	\$10.29	\$21,400	3.4%
39-4021	<a href="#">Funeral Attendants</a>	detail	340	27.2%	0.343	1.40	\$10.95	\$11.42	\$23,740	3.7%
39-4031	<a href="#">Morticians, Undertakers, and Funeral Directors</a>	detail	270	20.3%	0.270	1.53	\$21.18	\$24.86	\$51,710	11.5%
39-5012	<a href="#">Hairdressers, Hairstylists, and Cosmetologists</a>	detail	2,490	12.6%	2.490	0.91	\$10.60	\$12.39	\$25,760	5.5%
39-5092	<a href="#">Manicurists and Pedicurists</a>	detail	230	35.2%	0.233	0.49	\$11.58	\$13.68	\$28,440	13.1%
39-5093	<a href="#">Shampoers</a>	detail	(8)	(8)	(8)	(8)	\$8.54	\$8.46	\$17,590	4.0%
39-5094	<a href="#">Skincare Specialists</a>	detail	350	47.1%	0.354	1.45	\$10.88	\$12.32	\$25,620	8.4%
39-6011	<a href="#">Baggage Porters and Bellhops</a>	detail	2,780	19.6%	2.783	8.95	\$12.42	\$11.82	\$24,580	4.8%
39-6012	<a href="#">Concierges</a>	detail	460	10.0%	0.460	2.32	\$13.08	\$13.65	\$28,400	2.7%

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
39-7011	<a href="#">Tour Guides and Escorts</a>	detail	320	40.7%	0.320	1.34	\$14.00	\$13.30	\$27,670	5.3%
39-9011	<a href="#">Childcare Workers</a>	detail	5,390	12.9%	5.392	1.12	\$8.75	\$9.14	\$19,020	2.2%
39-9021	<a href="#">Personal Care Aides</a>	detail	(8)	(8)	(8)	(8)	\$9.45	\$10.36	\$21,550	3.9%
39-9031	<a href="#">Fitness Trainers and Aerobics Instructors</a>	detail	1,000	11.3%	0.998	0.56	\$9.92	\$12.34	\$25,670	7.0%
39-9032	<a href="#">Recreation Workers</a>	detail	3,690	7.0%	3.696	1.55	\$9.76	\$11.48	\$23,880	2.3%
39-9041	<a href="#">Residential Advisors</a>	detail	410	29.3%	0.408	0.63	\$11.11	\$11.68	\$24,300	2.5%
39-9099	<a href="#">Personal Care and Service Workers, All Other</a>	detail	(8)	(8)	(8)	(8)	\$9.17	\$10.32	\$21,460	4.6%
41-0000	<a href="#">Sales and Related Occupations</a>	major	142,470	1.8%	142.554	1.34	\$11.89	\$18.70	\$38,890	2.3%
41-1011	<a href="#">First-Line Supervisors of Retail Sales Workers</a>	detail	9,890	4.9%	9.895	1.06	\$18.42	\$20.87	\$43,400	2.3%
41-1012	<a href="#">First-Line Supervisors of Non-Retail Sales Workers</a>	detail	3,190	5.5%	3.191	1.71	\$37.64	\$43.75	\$91,000	3.2%
41-2011	<a href="#">Cashiers</a>	detail	24,130	5.2%	24.143	0.95	\$8.91	\$9.42	\$19,590	1.2%
41-2012	<a href="#">Gaming Change Persons and Booth Cashiers</a>	detail	(8)	(8)	(8)	(8)	\$9.35	\$10.56	\$21,960	6.3%
41-2021	<a href="#">Counter and Rental Clerks</a>	detail	4,370	7.9%	4.372	1.32	\$9.78	\$10.94	\$22,760	2.2%
41-2022	<a href="#">Parts Salespersons</a>	detail	1,490	12.0%	1.493	0.89	\$13.13	\$14.54	\$30,240	4.6%
41-2031	<a href="#">Retail Salespersons</a>	detail	47,760	3.5%	47.793	1.43	\$9.49	\$11.42	\$23,750	2.8%
41-3011	<a href="#">Advertising Sales Agents</a>	detail	2,050	12.5%	2.054	1.84	\$21.46	\$24.49	\$50,930	4.4%
41-3021	<a href="#">Insurance Sales Agents</a>	detail	2,410	8.8%	2.407	0.93	\$23.31	\$29.96	\$62,320	11.3%
41-3031	<a href="#">Securities, Commodities, and Financial Services Sales Agents</a>	detail	2,970	10.0%	2.971	1.17	\$44.93	\$54.29	\$112,920	6.1%
41-3041	<a href="#">Travel Agents</a>	detail	1,620	9.4%	1.620	3.26	\$18.51	\$19.71	\$41,000	7.6%
41-3099	<a href="#">Sales Representatives, Services, All Other</a>	detail	9,320	5.9%	9.321	1.81	\$22.84	\$27.66	\$57,530	3.2%
41-4011	<a href="#">Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products</a>	detail	5,290	12.2%	5.291	1.89	\$31.36	\$37.38	\$77,760	7.0%

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
41-4012	<a href="#">Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products</a>	detail	17,790	4.2%	17.801	1.64	\$20.61	\$27.34	\$56,860	3.6%
41-9011	<a href="#">Demonstrators and Product Promoters</a>	detail	1,060	39.9%	1.060	1.89	\$19.41	\$18.07	\$37,580	7.4%
41-9021	<a href="#">Real Estate Brokers</a>	detail	510	37.5%	0.510	1.78	(8)	(8)	(8)	(8)
41-9022	<a href="#">Real Estate Sales Agents</a>	detail	3,790	10.4%	3.794	3.04	\$15.97	\$26.23	\$54,560	24.2%
41-9031	<a href="#">Sales Engineers</a>	detail	350	30.8%	0.348	0.69	\$48.87	\$67.63	\$140,680	20.2%
41-9041	<a href="#">Telemarketers</a>	detail	3,320	14.7%	3.317	1.76	\$10.53	\$11.81	\$24,570	2.6%
41-9099	<a href="#">Sales and Related Workers, All Other</a>	detail	910	21.0%	0.907	0.93	\$11.17	\$12.44	\$25,880	4.4%
43-0000	<a href="#">Office and Administrative Support Occupations</a>	major	197,260	1.4%	197.378	1.20	\$14.06	\$15.51	\$32,250	1.4%
43-1011	<a href="#">First-Line Supervisors of Office and Administrative Support Workers</a>	detail	11,080	3.2%	11.090	1.06	\$24.16	\$25.61	\$53,270	1.2%
43-2011	<a href="#">Switchboard Operators, Including Answering Service</a>	detail	1,140	7.2%	1.143	1.19	\$10.99	\$11.79	\$24,520	2.1%
43-2021	<a href="#">Telephone Operators</a>	detail	60	16.5%	0.058	0.70	\$19.83	\$17.15	\$35,670	10.0%
43-3011	<a href="#">Bill and Account Collectors</a>	detail	2,960	13.2%	2.967	1.00	\$15.09	\$16.00	\$33,280	2.2%
43-3021	<a href="#">Billing and Posting Clerks</a>	detail	3,580	9.4%	3.582	0.95	\$15.00	\$15.81	\$32,890	1.9%
43-3031	<a href="#">Bookkeeping, Accounting, and Auditing Clerks</a>	detail	12,840	4.2%	12.850	1.04	\$15.97	\$16.32	\$33,950	1.2%
43-3041	<a href="#">Gaming Cage Workers</a>	detail	40	29.1%	0.038	0.27	\$13.16	\$13.51	\$28,100	2.5%
43-3051	<a href="#">Payroll and Timekeeping Clerks</a>	detail	860	13.0%	0.859	0.65	\$16.89	\$17.56	\$36,520	2.5%
43-3061	<a href="#">Procurement Clerks</a>	detail	490	11.3%	0.490	0.92	\$16.78	\$17.19	\$35,750	2.6%
43-3071	<a href="#">Tellers</a>	detail	5,510	6.1%	5.511	1.33	\$13.05	\$13.42	\$27,910	1.7%
43-3099	<a href="#">Financial Clerks, All Other</a>	detail	240	20.2%	0.240	0.79	\$19.40	\$19.66	\$40,890	3.0%

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
43-4011	<a href="#">Brokerage Clerks</a>	detail	990	24.2%	0.995	2.10	\$18.31	\$18.49	\$38,460	3.8%
43-4041	<a href="#">Credit Authorizers, Checkers, and Clerks</a>	detail	160	29.1%	0.161	0.41	\$15.85	\$16.37	\$34,040	2.8%
43-4051	<a href="#">Customer Service Representatives</a>	detail	22,770	4.1%	22.787	1.29	\$13.24	\$14.21	\$29,570	1.4%
43-4071	<a href="#">File Clerks</a>	detail	2,960	7.9%	2.966	2.44	\$13.52	\$14.60	\$30,370	7.2%
43-4081	<a href="#">Hotel, Motel, and Resort Desk Clerks</a>	detail	2,360	10.9%	2.362	1.34	\$11.14	\$11.65	\$24,230	3.3%
43-4111	<a href="#">Interviewers, Except Eligibility and Loan</a>	detail	1,740	16.0%	1.737	1.15	\$14.48	\$14.71	\$30,600	2.5%
43-4121	<a href="#">Library Assistants, Clerical</a>	detail	(8)	(8)	(8)	(8)	\$12.63	\$12.85	\$26,740	1.7%
43-4131	<a href="#">Loan Interviewers and Clerks</a>	detail	1,350	15.0%	1.349	0.92	\$17.32	\$17.12	\$35,600	2.3%
43-4141	<a href="#">New Accounts Clerks</a>	detail	270	19.9%	0.271	0.64	\$15.27	\$15.38	\$31,990	9.6%
43-4151	<a href="#">Order Clerks</a>	detail	2,190	14.4%	2.190	1.37	\$13.20	\$13.54	\$28,170	3.0%
43-4161	<a href="#">Human Resources Assistants, Except Payroll and Timekeeping</a>	detail	1,140	8.0%	1.142	1.07	\$16.84	\$17.17	\$35,720	1.4%
43-4171	<a href="#">Receptionists and Information Clerks</a>	detail	9,800	5.2%	9.808	1.32	\$11.37	\$12.07	\$25,100	1.7%
43-4181	<a href="#">Reservation and Transportation Ticket Agents and Travel Clerks</a>	detail	4,780	18.1%	4.778	4.58	\$16.05	\$15.68	\$32,610	8.4%
43-4199	<a href="#">Information and Record Clerks, All Other</a>	detail	4,240	3.0%	4.239	3.09	\$19.76	\$18.39	\$38,240	5.0%
43-5011	<a href="#">Cargo and Freight Agents</a>	detail	3,710	10.2%	3.708	6.13	\$18.08	\$18.87	\$39,250	5.4%
43-5021	<a href="#">Couriers and Messengers</a>	detail	640	19.1%	0.643	1.09	\$13.85	\$14.50	\$30,160	4.5%
43-5031	<a href="#">Police, Fire, and Ambulance Dispatchers</a>	detail	500	4.7%	0.501	0.68	(8)	(8)	(8)	(8)
43-5032	<a href="#">Dispatchers, Except Police, Fire, and Ambulance</a>	detail	1,150	8.6%	1.154	0.81	\$15.06	\$16.65	\$34,630	3.5%
43-5041	<a href="#">Meter Readers, Utilities</a>	detail	130	23.9%	0.126	0.41	\$18.89	\$18.97	\$39,450	2.2%
43-5051	<a href="#">Postal Service Clerks</a>	detail	490	0.0%	0.490	0.92	\$25.53	\$24.91	\$51,820	(8)

Occupation code	Occupation title (click on the occupation title to view its profile)	Level Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
43-5052	<a href="#">Postal Service Mail Carriers</a>	detail 2,130	0.0%	2.132	0.91	\$27.16	\$26.33	\$54,760	(8)
43-5053	<a href="#">Postal Service Mail Sorters, Processors, and Processing Machine Operators</a>	detail 1,210	0.0%	1.215	1.18	\$25.52	\$23.34	\$48,550	(8)
43-5061	<a href="#">Production, Planning, and Expediting Clerks</a>	detail 1,390	10.7%	1.393	0.65	\$17.72	\$18.29	\$38,040	2.3%
43-5071	<a href="#">Shipping, Receiving, and Traffic Clerks</a>	detail 8,010	5.6%	8.010	1.51	\$12.44	\$13.28	\$27,610	1.5%
43-5081	<a href="#">Stock Clerks and Order Fillers</a>	detail 17,680	5.5%	17.688	1.28	\$10.46	\$11.18	\$23,250	1.6%
43-5111	<a href="#">Weighers, Measurers, Checkers, and Samplers, Recordkeeping</a>	detail 460	10.8%	0.461	0.86	\$11.07	\$11.71	\$24,370	4.8%
43-6011	<a href="#">Executive Secretaries and Executive Administrative Assistants</a>	detail 8,130	4.2%	8.140	1.32	\$19.95	\$21.30	\$44,290	1.5%
43-6012	<a href="#">Legal Secretaries</a>	detail 3,340	13.4%	3.338	2.01	\$20.75	\$20.72	\$43,100	4.0%
43-6013	<a href="#">Medical Secretaries</a>	detail 2,210	9.2%	2.213	0.57	\$13.87	\$14.51	\$30,190	2.2%
43-6014	<a href="#">Secretaries and Administrative Assistants, Except Legal, Medical, and Executive</a>	detail 21,370	3.5%	21.387	1.34	\$14.11	\$14.72	\$30,630	1.6%
43-9011	<a href="#">Computer Operators</a>	detail 340	12.5%	0.337	0.61	\$18.15	\$19.22	\$39,970	5.3%
43-9021	<a href="#">Data Entry Keyers</a>	detail 2,380	10.1%	2.384	1.50	\$12.36	\$13.03	\$27,100	2.7%
43-9022	<a href="#">Word Processors and Typists</a>	detail 450	12.4%	0.448	0.60	\$13.55	\$14.50	\$30,170	6.4%
43-9031	<a href="#">Desktop Publishers</a>	detail 60	42.5%	0.061	0.49	\$16.52	\$16.31	\$33,920	7.5%
43-9041	<a href="#">Insurance Claims and Policy Processing Clerks</a>	detail 2,350	24.7%	2.348	1.35	\$15.55	\$16.00	\$33,280	2.6%
43-9051	<a href="#">Mail Clerks and Mail Machine Operators, Except Postal Service</a>	detail 1,210	15.2%	1.211	1.54	\$11.40	\$12.35	\$25,690	2.1%

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
43-9061	<a href="#">Office Clerks, General</a>	detail	21,240	4.4%	21.253	0.99	\$11.98	\$12.94	\$26,910	1.7%
43-9071	<a href="#">Office Machine Operators, Except Computer</a>	detail	420	38.3%	0.417	0.81	\$11.72	\$13.16	\$27,380	4.5%
43-9111	<a href="#">Statistical Assistants</a>	detail	(8)	(8)	(8)	(8)	\$15.07	\$17.71	\$36,840	4.2%
43-9199	<a href="#">Office and Administrative Support Workers, All Other</a>	detail	940	2.4%	0.938	0.54	\$16.25	\$16.69	\$34,720	3.1%
45-0000	<a href="#">Farming, Fishing, and Forestry Occupations</a>	major	3,720	13.7%	3.727	1.14	\$8.79	\$9.88	\$20,550	2.4%
45-1011	<a href="#">First-Line Supervisors of Farming, Fishing, and Forestry Workers</a>	detail	120	19.0%	0.122	0.82	\$18.80	\$20.50	\$42,630	5.3%
45-2041	<a href="#">Graders and Sorters, Agricultural Products</a>	detail	(8)	(8)	(8)	(8)	\$8.60	\$8.80	\$18,300	3.8%
45-2091	<a href="#">Agricultural Equipment Operators</a>	detail	(8)	(8)	(8)	(8)	\$10.09	\$10.09	\$20,990	2.5%
45-2092	<a href="#">Farmworkers and Laborers, Crop, Nursery, and Greenhouse</a>	detail	3,300	13.4%	3.304	1.70	\$8.75	\$9.47	\$19,690	2.5%
47-0000	<a href="#">Construction and Extraction Occupations</a>	major	22,710	4.6%	22.720	0.59	\$16.74	\$19.02	\$39,560	3.1%
47-1011	<a href="#">First-Line Supervisors of Construction Trades and Extraction Workers</a>	detail	2,720	7.6%	2.722	0.78	\$29.08	\$31.64	\$65,820	4.9%
47-2021	<a href="#">Brickmasons and Blockmasons</a>	detail	110	39.1%	0.107	0.24	\$15.83	\$17.04	\$35,440	5.5%
47-2022	<a href="#">Stonemasons</a>	detail	60	14.5%	0.059	0.68	(8)	(8)	(8)	(8)
47-2031	<a href="#">Carpenters</a>	detail	2,880	10.2%	2.882	0.66	\$16.54	\$17.62	\$36,640	4.4%
47-2042	<a href="#">Floor Layers, Except Carpet, Wood, and Hard Tiles</a>	detail	(8)	(8)	(8)	(8)	\$17.49	\$17.55	\$36,510	29.1%
47-2044	<a href="#">Tile and Marble Setters</a>	detail	210	45.5%	0.215	1.03	\$14.51	\$14.19	\$29,510	14.3%
47-2051	<a href="#">Cement Masons and Concrete Finishers</a>	detail	750	25.7%	0.751	0.72	\$15.37	\$15.58	\$32,400	2.5%

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
47-2053	<a href="#">Terrazzo Workers and Finishers</a>	detail	100	34.1%	0.096	3.72	\$18.94	\$18.83	\$39,170	3.7%
47-2061	<a href="#">Construction Laborers</a>	detail	4,630	10.3%	4.633	0.74	\$12.87	\$13.21	\$27,490	2.5%
47-2071	<a href="#">Paving, Surfacing, and Tamping Equipment Operators</a>	detail	190	37.4%	0.193	0.46	\$16.63	\$20.37	\$42,360	8.9%
47-2072	<a href="#">Pile-Driver Operators</a>	detail	160	37.8%	0.164	5.64	\$21.29	\$21.60	\$44,930	4.3%
47-2073	<a href="#">Operating Engineers and Other Construction Equipment Operators</a>	detail	1,000	10.6%	1.005	0.39	\$18.16	\$19.18	\$39,900	3.1%
47-2081	<a href="#">Drywall and Ceiling Tile Installers</a>	detail	360	24.5%	0.357	0.61	\$15.79	\$15.90	\$33,060	6.7%
47-2111	<a href="#">Electricians</a>	detail	2,820	13.5%	2.826	0.71	\$18.47	\$20.16	\$41,940	4.0%
47-2121	<a href="#">Glaziers</a>	detail	390	21.2%	0.390	1.20	\$15.82	\$18.95	\$39,420	24.9%
47-2131	<a href="#">Insulation Workers, Floor, Ceiling, and Wall</a>	detail	(8)	(8)	(8)	(8)	\$14.99	\$17.37	\$36,120	12.3%
47-2141	<a href="#">Painters, Construction and Maintenance</a>	detail	890	23.5%	0.894	0.63	\$14.29	\$15.62	\$32,490	7.8%
47-2151	<a href="#">Pipelayers</a>	detail	430	29.8%	0.428	1.28	\$20.43	\$20.97	\$43,620	5.3%
47-2152	<a href="#">Plumbers, Pipefitters, and Steamfitters</a>	detail	1,040	20.3%	1.041	0.40	\$20.08	\$21.27	\$44,240	4.6%
47-2161	<a href="#">Plasterers and Stucco Masons</a>	detail	100	41.5%	0.098	0.61	\$18.05	\$18.22	\$37,900	8.6%
47-2181	<a href="#">Roofers</a>	detail	(8)	(8)	(8)	(8)	\$16.07	\$15.71	\$32,670	7.0%
47-2211	<a href="#">Sheet Metal Workers</a>	detail	600	21.7%	0.601	0.59	\$15.99	\$16.49	\$34,310	3.7%
47-2221	<a href="#">Structural Iron and Steel Workers</a>	detail	220	36.9%	0.223	0.51	\$15.67	\$16.10	\$33,490	5.4%
47-3012	<a href="#">Helpers--Carpenters</a>	detail	(8)	(8)	(8)	(8)	\$10.76	\$11.02	\$22,910	3.0%
47-3013	<a href="#">Helpers--Electricians</a>	detail	480	23.8%	0.484	1.06	\$11.45	\$12.27	\$25,520	3.8%
47-3015	<a href="#">Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters</a>	detail	180	40.6%	0.184	0.51	\$14.92	\$14.24	\$29,610	4.3%
47-3019	<a href="#">Helpers, Construction</a>	detail	100	39.2%	0.102	0.63	\$10.72	\$10.81	\$22,480	13.1%

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
	<a href="#">Trades, All Other</a>									
47-4011	<a href="#">Construction and Building Inspectors</a>	detail	770	10.4%	0.768	1.12	\$29.21	\$28.75	\$59,800	3.3%
47-4021	<a href="#">Elevator Installers and Repairers</a>	detail	(8)	(8)	(8)	(8)	\$31.19	\$29.13	\$60,600	9.9%
47-4031	<a href="#">Fence Erectors</a>	detail	(8)	(8)	(8)	(8)	\$13.31	\$13.30	\$27,650	3.7%
47-4041	<a href="#">Hazardous Materials Removal Workers</a>	detail	40	44.6%	0.041	0.14	\$14.01	\$14.40	\$29,950	13.7%
47-4051	<a href="#">Highway Maintenance Workers</a>	detail	180	6.3%	0.179	0.17	(8)	(8)	(8)	(8)
47-4071	<a href="#">Septic Tank Servicers and Sewer Pipe Cleaners</a>	detail	80	43.0%	0.081	0.44	\$14.30	\$16.05	\$33,390	12.1%
47-4099	<a href="#">Construction and Related Workers, All Other</a>	detail	290	19.4%	0.291	1.23	\$19.10	\$19.44	\$40,440	4.1%
47-5021	<a href="#">Earth Drillers, Except Oil and Gas</a>	detail	(8)	(8)	(8)	(8)	\$12.55	\$13.32	\$27,710	8.2%
49-0000	<a href="#">Installation, Maintenance, and Repair Occupations</a>	major	36,710	3.5%	36.734	0.94	\$17.31	\$19.05	\$39,610	2.5%
49-1011	<a href="#">First-Line Supervisors of Mechanics, Installers, and Repairers</a>	detail	2,430	4.9%	2.435	0.75	\$28.81	\$29.33	\$61,010	2.1%
49-2011	<a href="#">Computer, Automated Teller, and Office Machine Repairers</a>	detail	860	17.4%	0.858	0.98	\$13.76	\$15.60	\$32,450	7.8%
49-2021	<a href="#">Radio, Cellular, and Tower Equipment Installers and Repairers</a>	detail	(8)	(8)	(8)	(8)	\$23.27	\$24.88	\$51,760	4.2%
49-2022	<a href="#">Telecommunications Equipment Installers and Repairers, Except Line Installers</a>	detail	2,390	13.9%	2.391	1.50	\$24.31	\$24.27	\$50,480	4.0%
49-2091	<a href="#">Avionics Technicians</a>	detail	140	35.8%	0.137	1.06	\$21.90	\$22.47	\$46,750	2.5%
49-2092	<a href="#">Electric Motor, Power Tool, and Related</a>	detail	(8)	(8)	(8)	(8)	\$16.81	\$17.66	\$36,730	3.0%

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
	<a href="#">Repairers</a>									
49-2093	<a href="#">Electrical and Electronics Installers and Repairers, Transportation Equipment</a>	detail	260	16.4%	0.264	2.22	(8)	(8)	(8)	(8)
49-2094	<a href="#">Electrical and Electronics Repairers, Commercial and Industrial Equipment</a>	detail	240	18.0%	0.243	0.48	\$31.22	\$29.71	\$61,790	2.8%
49-2096	<a href="#">Electronic Equipment Installers and Repairers, Motor Vehicles</a>	detail	50	25.7%	0.055	0.57	\$14.37	\$14.32	\$29,780	2.9%
49-2097	<a href="#">Electronic Home Entertainment Equipment Installers and Repairers</a>	detail	780	29.5%	0.782	3.76	\$14.30	\$14.79	\$30,760	4.6%
49-2098	<a href="#">Security and Fire Alarm Systems Installers</a>	detail	720	33.1%	0.724	1.75	\$16.96	\$17.43	\$36,250	3.2%
49-3011	<a href="#">Aircraft Mechanics and Service Technicians</a>	detail	2,200	10.5%	2.205	2.41	\$24.19	\$23.66	\$49,210	3.2%
49-3021	<a href="#">Automotive Body and Related Repairers</a>	detail	1,090	16.0%	1.086	1.04	\$15.86	\$16.94	\$35,240	5.8%
49-3023	<a href="#">Automotive Service Technicians and Mechanics</a>	detail	4,540	4.8%	4.543	0.99	\$14.94	\$16.38	\$34,080	3.1%
49-3031	<a href="#">Bus and Truck Mechanics and Diesel Engine Specialists</a>	detail	1,360	6.7%	1.360	0.77	\$25.64	\$25.38	\$52,780	5.2%
49-3041	<a href="#">Farm Equipment Mechanics and Service Technicians</a>	detail	50	25.3%	0.050	0.19	\$14.90	\$15.52	\$32,270	7.2%
49-3042	<a href="#">Mobile Heavy Equipment Mechanics, Except Engines</a>	detail	580	13.5%	0.580	0.69	\$21.96	\$21.72	\$45,170	8.6%
49-3043	<a href="#">Rail Car Repairers</a>	detail	(8)	(8)	(8)	(8)	\$22.75	\$24.06	\$50,040	4.7%
49-3051	<a href="#">Motorboat Mechanics and Service Technicians</a>	detail	410	34.4%	0.410	2.91	\$17.20	\$18.00	\$37,450	7.9%

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49-3053	<a href="#">Outdoor Power Equipment and Other Small Engine Mechanics</a>	detail	220	41.2%	0.219	1.04	\$13.89	\$14.48	\$30,110	5.1%
49-3091	<a href="#">Bicycle Repairers</a>	detail	(8)	(8)	(8)	(8)	\$9.45	\$10.82	\$22,520	17.3%
49-3093	<a href="#">Tire Repairers and Changers</a>	detail	880	21.9%	0.876	1.18	\$8.66	\$9.01	\$18,730	2.7%
49-9011	<a href="#">Mechanical Door Repairers</a>	detail	40	8.9%	0.044	0.36	\$21.64	\$25.00	\$51,990	4.3%
49-9012	<a href="#">Control and Valve Installers and Repairers, Except Mechanical Door</a>	detail	190	29.3%	0.190	0.62	\$17.75	\$18.50	\$38,480	7.6%
49-9021	<a href="#">Heating, Air Conditioning, and Refrigeration Mechanics and Installers</a>	detail	1,780	22.2%	1.778	0.96	\$16.91	\$19.21	\$39,960	5.8%
49-9031	<a href="#">Home Appliance Repairers</a>	detail	470	27.9%	0.466	1.76	\$17.08	\$17.29	\$35,970	11.0%
49-9041	<a href="#">Industrial Machinery Mechanics</a>	detail	1,410	14.7%	1.408	0.61	\$24.07	\$23.44	\$48,760	4.0%
49-9043	<a href="#">Maintenance Workers, Machinery</a>	detail	370	23.8%	0.369	0.54	\$15.65	\$16.73	\$34,810	3.8%
49-9051	<a href="#">Electrical Power-Line Installers and Repairers</a>	detail	930	29.6%	0.926	1.07	\$26.71	\$26.18	\$54,450	2.2%
49-9052	<a href="#">Telecommunications Line Installers and Repairers</a>	detail	570	18.7%	0.566	0.55	\$22.13	\$22.14	\$46,040	3.9%
49-9062	<a href="#">Medical Equipment Repairers</a>	detail	230	13.4%	0.235	0.86	\$19.86	\$20.41	\$42,450	16.8%
49-9064	<a href="#">Watch Repairers</a>	detail	100	45.9%	0.105	5.11	\$12.25	\$13.39	\$27,850	10.9%
49-9071	<a href="#">Maintenance and Repair Workers, General</a>	detail	8,540	5.0%	8.542	0.90	\$14.03	\$15.14	\$31,500	2.3%
49-9091	<a href="#">Coin, Vending, and Amusement Machine Servicers and Repairers</a>	detail	140	33.1%	0.138	0.50	\$13.75	\$15.08	\$31,370	9.9%
49-9094	<a href="#">Locksmiths and Safe Repairers</a>	detail	180	32.4%	0.182	1.46	\$15.66	\$16.00	\$33,290	7.2%
49-9096	<a href="#">Riggers</a>	detail	(8)	(8)	(8)	(8)	\$18.82	\$18.80	\$39,110	5.6%
49-9098	<a href="#">Helpers--Installation,</a>	detail	980	29.0%	0.986	1.03	\$10.51	\$11.28	\$23,450	2.4%

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
	<a href="#">Maintenance, and Repair Workers</a>									
49-9099	<a href="#">Installation, Maintenance, and Repair Workers, All Other</a>	detail	590	20.9%	0.585	0.59	\$11.75	\$14.12	\$29,360	3.9%
51-0000	<a href="#">Production Occupations</a>	major	34,470	3.2%	34.494	0.52	\$11.89	\$13.98	\$29,070	1.6%
51-1011	<a href="#">First-Line Supervisors of Production and Operating Workers</a>	detail	2,550	5.5%	2.547	0.58	\$23.52	\$25.83	\$53,730	2.4%
51-2011	<a href="#">Aircraft Structure, Surfaces, Rigging, and Systems Assemblers</a>	detail	240	8.8%	0.241	0.76	\$20.81	\$21.01	\$43,700	2.3%
51-2022	<a href="#">Electrical and Electronic Equipment Assemblers</a>	detail	840	15.5%	0.840	0.55	\$13.77	\$16.09	\$33,470	5.8%
51-2023	<a href="#">Electromechanical Equipment Assemblers</a>	detail	80	23.4%	0.078	0.20	\$17.61	\$17.00	\$35,350	12.6%
51-2041	<a href="#">Structural Metal Fabricators and Fitters</a>	detail	190	17.0%	0.186	0.31	\$13.71	\$14.61	\$30,390	6.3%
51-2091	<a href="#">Fiberglass Laminators and Fabricators</a>	detail	190	16.8%	0.192	1.42	\$11.23	\$12.05	\$25,060	5.4%
51-2092	<a href="#">Team Assemblers</a>	detail	4,240	11.2%	4.239	0.55	\$10.27	\$10.99	\$22,860	1.7%
51-2099	<a href="#">Assemblers and Fabricators, All Other</a>	detail	640	20.8%	0.639	0.31	\$10.04	\$10.58	\$22,010	2.6%
51-3011	<a href="#">Bakers</a>	detail	1,750	14.8%	1.751	1.45	\$11.42	\$12.13	\$25,220	6.1%
51-3021	<a href="#">Butchers and Meat Cutters</a>	detail	1,860	15.7%	1.857	1.80	\$11.63	\$12.70	\$26,410	2.5%
51-3022	<a href="#">Meat, Poultry, and Fish Cutters and Trimmers</a>	detail	870	36.1%	0.873	0.72	\$9.42	\$10.55	\$21,950	8.3%
51-3023	<a href="#">Slaughterers and Meat Packers</a>	detail	200	19.8%	0.198	0.32	\$11.88	\$11.33	\$23,570	9.4%
51-3091	<a href="#">Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders</a>	detail	40	21.8%	0.037	0.24	\$15.23	\$13.84	\$28,780	11.4%
51-3092	<a href="#">Food Batchmakers</a>	detail	360	21.9%	0.357	0.46	\$11.98	\$11.80	\$24,550	4.6%

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51-3099	<a href="#">Food Processing Workers, All Other</a>	detail	130	11.4%	0.132	0.46	\$11.88	\$12.30	\$25,590	3.5%
51-4011	<a href="#">Computer-Controlled Machine Tool Operators, Metal and Plastic</a>	detail	210	18.9%	0.209	0.20	\$14.52	\$14.46	\$30,080	4.7%
51-4021	<a href="#">Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic</a>	detail	260	37.9%	0.260	0.45	\$10.53	\$12.31	\$25,600	12.4%
51-4031	<a href="#">Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic</a>	detail	220	20.1%	0.218	0.16	\$11.80	\$12.46	\$25,920	3.2%
51-4033	<a href="#">Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic</a>	detail	120	13.6%	0.120	0.22	\$12.50	\$13.11	\$27,260	2.7%
51-4041	<a href="#">Machinists</a>	detail	750	14.2%	0.755	0.25	\$17.38	\$17.41	\$36,220	3.6%
51-4072	<a href="#">Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic</a>	detail	290	27.6%	0.290	0.30	\$9.47	\$11.10	\$23,080	5.1%
51-4111	<a href="#">Tool and Die Makers</a>	detail	120	24.5%	0.119	0.20	\$17.87	\$19.41	\$40,370	5.2%
51-4121	<a href="#">Welders, Cutters, Solderers, and Brazers</a>	detail	950	12.6%	0.955	0.38	\$16.01	\$17.21	\$35,800	3.2%
51-4122	<a href="#">Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders</a>	detail	30	46.2%	0.030	0.08	\$17.13	\$17.41	\$36,210	3.6%
51-4193	<a href="#">Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic</a>	detail	70	21.0%	0.073	0.28	\$9.60	\$12.28	\$25,550	14.7%
51-5111	<a href="#">Prepress Technicians and Workers</a>	detail	160	35.8%	0.164	0.52	\$13.25	\$14.22	\$29,590	8.6%

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51-5112	<a href="#">Printing Press Operators</a>	detail	990	12.5%	0.991	0.75	\$14.24	\$16.52	\$34,350	8.2%
51-5113	<a href="#">Print Binding and Finishing Workers</a>	detail	290	42.9%	0.289	0.71	\$14.11	\$15.29	\$31,810	5.0%
51-6011	<a href="#">Laundry and Dry-Cleaning Workers</a>	detail	2,610	19.6%	2.613	1.71	\$9.49	\$10.25	\$21,320	6.8%
51-6021	<a href="#">Pressers, Textile, Garment, and Related Materials</a>	detail	360	38.3%	0.361	0.89	\$9.13	\$9.75	\$20,290	5.8%
51-6031	<a href="#">Sewing Machine Operators</a>	detail	1,400	12.6%	1.399	1.28	\$9.29	\$10.23	\$21,280	3.7%
51-6041	<a href="#">Shoe and Leather Workers and Repairers</a>	detail	(8)	(8)	(8)	(8)	\$10.95	\$11.20	\$23,290	4.6%
51-6052	<a href="#">Tailors, Dressmakers, and Custom Sewers</a>	detail	280	27.4%	0.279	1.46	\$10.26	\$11.73	\$24,390	6.9%
51-6061	<a href="#">Textile Bleaching and Dyeing Machine Operators and Tenders</a>	detail	30	12.5%	0.033	0.37	\$13.88	\$14.98	\$31,150	14.3%
51-6062	<a href="#">Textile Cutting Machine Setters, Operators, and Tenders</a>	detail	140	29.5%	0.138	1.15	\$10.46	\$11.39	\$23,700	7.2%
51-6064	<a href="#">Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders</a>	detail	30	41.1%	0.034	0.16	\$11.46	\$13.02	\$27,080	12.6%
51-6092	<a href="#">Fabric and Apparel Patternmakers</a>	detail	(8)	(8)	(8)	(8)	\$24.75	\$23.13	\$48,110	5.1%
51-6093	<a href="#">Upholsterers</a>	detail	(8)	(8)	(8)	(8)	\$17.06	\$17.25	\$35,880	2.4%
51-7011	<a href="#">Cabinetmakers and Bench Carpenters</a>	detail	440	30.6%	0.443	0.74	\$12.79	\$13.41	\$27,900	8.9%
51-7021	<a href="#">Furniture Finishers</a>	detail	90	48.4%	0.092	0.88	\$12.63	\$12.80	\$26,630	8.4%
51-7041	<a href="#">Sawing Machine Setters, Operators, and Tenders, Wood</a>	detail	50	44.5%	0.051	0.17	\$12.53	\$15.42	\$32,070	22.0%
51-7042	<a href="#">Woodworking Machine Setters, Operators, and Tenders, Except Sawing</a>	detail	150	29.5%	0.145	0.31	\$12.40	\$13.11	\$27,260	5.5%

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51-8021	<a href="#">Stationary Engineers and Boiler Operators</a>	detail	50	32.6%	0.049	0.18	\$23.76	\$23.95	\$49,810	10.0%
51-8031	<a href="#">Water and Wastewater Treatment Plant and System Operators</a>	detail	260	17.9%	0.258	0.31	\$25.58	\$26.13	\$54,360	9.4%
51-9011	<a href="#">Chemical Equipment Operators and Tenders</a>	detail	280	18.5%	0.281	0.65	\$18.44	\$19.87	\$41,330	3.5%
51-9012	<a href="#">Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders</a>	detail	60	21.4%	0.057	0.18	\$18.61	\$20.37	\$42,380	2.9%
51-9021	<a href="#">Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders</a>	detail	70	30.9%	0.070	0.31	\$15.00	\$14.66	\$30,480	4.6%
51-9022	<a href="#">Grinding and Polishing Workers, Hand</a>	detail	40	11.0%	0.037	0.16	\$11.17	\$12.94	\$26,910	3.1%
51-9023	<a href="#">Mixing and Blending Machine Setters, Operators, and Tenders</a>	detail	670	11.9%	0.674	0.75	\$13.31	\$13.92	\$28,960	3.0%
51-9031	<a href="#">Cutters and Trimmers, Hand</a>	detail	130	26.6%	0.126	1.19	\$9.31	\$9.54	\$19,840	3.3%
51-9032	<a href="#">Cutting and Slicing Machine Setters, Operators, and Tenders</a>	detail	120	23.9%	0.125	0.29	\$12.84	\$12.87	\$26,770	5.5%
51-9041	<a href="#">Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders</a>	detail	180	41.8%	0.179	0.34	\$9.83	\$10.76	\$22,390	8.4%
51-9061	<a href="#">Inspectors, Testers, Sorters, Samplers, and Weighers</a>	detail	1,390	12.6%	1.393	0.40	\$14.39	\$15.82	\$32,910	3.0%
51-9071	<a href="#">Jewelers and Precious Stone and Metal Workers</a>	detail	260	18.5%	0.258	1.52	\$12.65	\$13.41	\$27,890	8.8%
51-9081	<a href="#">Dental Laboratory Technicians</a>	detail	210	40.8%	0.208	0.74	\$11.80	\$14.27	\$29,670	16.4%

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51-9082	<a href="#">Medical Appliance Technicians</a>	detail	120	49.2%	0.123	1.31	\$20.04	\$19.28	\$40,100	3.9%
51-9083	<a href="#">Ophthalmic Laboratory Technicians</a>	detail	300	43.5%	0.302	1.34	\$15.03	\$15.12	\$31,460	5.6%
51-9111	<a href="#">Packaging and Filling Machine Operators and Tenders</a>	detail	1,470	16.8%	1.468	0.52	\$10.06	\$11.12	\$23,120	3.9%
51-9121	<a href="#">Coating, Painting, and Spraying Machine Setters, Operators, and Tenders</a>	detail	370	19.8%	0.370	0.60	\$10.38	\$11.66	\$24,260	5.2%
51-9122	<a href="#">Painters, Transportation Equipment</a>	detail	220	24.0%	0.221	0.62	\$16.57	\$16.98	\$35,330	2.9%
51-9123	<a href="#">Painting, Coating, and Decorating Workers</a>	detail	190	28.1%	0.194	1.55	\$13.19	\$13.73	\$28,560	5.2%
51-9151	<a href="#">Photographic Process Workers and Processing Machine Operators</a>	detail	270	37.5%	0.273	0.78	\$10.20	\$10.69	\$22,230	3.3%
51-9191	<a href="#">Adhesive Bonding Machine Operators and Tenders</a>	detail	50	15.4%	0.049	0.38	\$9.05	\$10.84	\$22,540	6.1%
51-9195	<a href="#">Molders, Shapers, and Casters, Except Metal and Plastic</a>	detail	100	40.0%	0.103	0.43	\$12.42	\$13.08	\$27,220	2.9%
51-9196	<a href="#">Paper Goods Machine Setters, Operators, and Tenders</a>	detail	290	25.8%	0.295	0.40	\$11.84	\$12.51	\$26,020	7.5%
51-9198	<a href="#">Helpers--Production Workers</a>	detail	1,700	17.1%	1.703	0.53	\$9.27	\$10.67	\$22,200	3.2%
51-9199	<a href="#">Production Workers, All Other</a>	detail	370	23.9%	0.372	0.22	\$10.97	\$12.24	\$25,460	6.4%
53-0000	<a href="#">Transportation and Material Moving Occupations</a>	major	70,560	3.2%	70.602	1.05	\$12.91	\$16.75	\$34,840	6.4%
53-1011	<a href="#">Aircraft Cargo Handling</a>	detail	40	7.3%	0.041	0.80	\$25.70	\$26.91	\$55,970	6.8%

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	<a href="#">Supervisors</a>									
53-1021	<a href="#">First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand</a>	detail	1,200	8.8%	1.201	0.93	\$20.70	\$21.95	\$45,650	2.8%
53-1031	<a href="#">First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators</a>	detail	1,290	7.5%	1.293	0.85	\$26.34	\$26.65	\$55,430	2.5%
53-2011	<a href="#">Airline Pilots, Copilots, and Flight Engineers</a>	detail	1,880	3.9%	1.883	3.70	(4)	(4)	\$136,740	9.0%
53-2012	<a href="#">Commercial Pilots</a>	detail	510	16.5%	0.507	1.89	(4)	(4)	\$79,920	12.0%
53-3011	<a href="#">Ambulance Drivers and Attendants, Except Emergency Medical Technicians</a>	detail	190	48.0%	0.187	1.32	\$12.78	\$12.67	\$26,360	4.3%
53-3022	<a href="#">Bus Drivers, School or Special Client</a>	detail	1,570	5.9%	1.569	0.42	\$8.95	\$9.60	\$19,970	4.6%
53-3031	<a href="#">Driver/Sales Workers</a>	detail	2,720	19.3%	2.721	0.90	\$11.04	\$13.20	\$27,460	6.7%
53-3032	<a href="#">Heavy and Tractor-Trailer Truck Drivers</a>	detail	7,960	8.3%	7.967	0.67	\$17.78	\$18.21	\$37,880	2.3%
53-3033	<a href="#">Light Truck or Delivery Services Drivers</a>	detail	6,860	7.3%	6.868	1.16	\$12.84	\$15.00	\$31,210	4.9%
53-3041	<a href="#">Taxi Drivers and Chauffeurs</a>	detail	2,670	12.7%	2.674	2.08	\$11.11	\$11.19	\$23,270	2.4%
53-3099	<a href="#">Motor Vehicle Operators, All Other</a>	detail	180	26.7%	0.181	0.39	\$13.07	\$14.53	\$30,230	6.3%
53-5011	<a href="#">Sailors and Marine Oilers</a>	detail	2,050	42.0%	2.047	8.47	\$15.65	\$15.57	\$32,380	2.0%
53-5021	<a href="#">Captains, Mates, and Pilots of Water Vessels</a>	detail	970	37.5%	0.970	4.10	\$14.19	\$24.64	\$51,260	6.6%
53-5022	<a href="#">Motorboat Operators</a>	detail	150	39.0%	0.147	6.30	\$22.45	\$21.62	\$44,980	10.1%
53-5031	<a href="#">Ship Engineers</a>	detail	1,150	36.6%	1.150	13.92	\$39.75	\$42.34	\$88,080	2.8%
53-6021	<a href="#">Parking Lot Attendants</a>	detail	3,460	5.8%	3.460	3.56	\$8.75	\$9.06	\$18,840	2.0%
53-6031	<a href="#">Automotive and Watercraft Service Attendants</a>	detail	570	27.4%	0.570	0.68	\$10.51	\$10.91	\$22,690	5.2%

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53-6051	<a href="#">Transportation Inspectors</a>	detail	50	48.9%	0.048	0.26	\$35.00	\$38.55	\$80,190	8.5%
53-6099	<a href="#">Transportation Workers, All Other</a>	detail	110	15.7%	0.115	0.41	\$16.84	\$17.21	\$35,800	5.1%
53-7011	<a href="#">Conveyor Operators and Tenders</a>	detail	260	33.7%	0.259	0.85	\$13.69	\$14.22	\$29,580	2.2%
53-7021	<a href="#">Crane and Tower Operators</a>	detail	360	27.2%	0.364	1.10	\$28.33	\$27.90	\$58,030	5.5%
53-7032	<a href="#">Excavating and Loading Machine and Dragline Operators</a>	detail	280	25.3%	0.280	0.81	\$17.31	\$17.97	\$37,380	4.1%
53-7051	<a href="#">Industrial Truck and Tractor Operators</a>	detail	2,810	7.5%	2.810	0.74	\$13.55	\$14.93	\$31,060	4.4%
53-7061	<a href="#">Cleaners of Vehicles and Equipment</a>	detail	2,200	10.5%	2.203	0.95	\$8.93	\$9.72	\$20,220	3.7%
53-7062	<a href="#">Laborers and Freight, Stock, and Material Movers, Hand</a>	detail	16,510	5.7%	16.520	1.00	\$11.55	\$12.48	\$25,960	2.0%
53-7063	<a href="#">Machine Feeders and Offbearers</a>	detail	60	17.2%	0.065	0.08	\$10.88	\$13.08	\$27,210	10.6%
53-7064	<a href="#">Packers and Packagers, Hand</a>	detail	5,380	11.9%	5.385	1.06	\$8.78	\$9.09	\$18,900	1.5%
53-7081	<a href="#">Refuse and Recyclable Material Collectors</a>	detail	480	12.0%	0.484	0.54	\$16.30	\$16.04	\$33,370	4.1%
53-7199	<a href="#">Material Moving Workers, All Other</a>	detail	430	41.4%	0.429	2.05	\$14.30	\$15.86	\$32,990	6.7%

Showing 1 to 616 of 616 entries

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
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Exhibit D

Raw Data Public Sector Collected

	Key Biscayne		Boca Raton		Boynton Beach		Cape Coral		Coconut Creek		Coral Gables		Coral Springs		Dania Beach		Delray Beach	
Agency	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Accreditation Manager (Special Projects Coordinator)	30,464	47,259	31,257	50,973	40,016	60,025	33,132	51,876	32,758	52,312	32,386	44,470	32,000	48,000	34,974	43,799	32,406	39,992
Adult Program Manager	42,750	66,319	41,039	66,945	38,526	57,789	40,884	64,020	49,904	79,707			40,000	59,000	39,153	54,084	47,840	74,152
Administrative Assistant - Fire	31,433	48,763	31,257	50,973	40,016	60,025	29,796	46,632	32,758	52,312	32,386	44,470	32,000	48,000	34,974	43,799	32,406	39,992
Administrative Assistant - Police	31,433	48,763	31,257	50,973	40,016	60,025	29,796	46,632	32,758	52,312	32,386	44,470	32,000	48,000	34,974	43,799	32,406	39,992
Assistant Athletic Coordinator	31,450	48,789																
Assistant to Parks Director	31,471	48,822	31,257	50,973	40,016	60,025	29,796	46,632	32,758	52,312	32,386	44,470	32,000	48,000	34,974	43,799	32,406	39,992
Athletic Coordinator	46,680	72,415	41,039	66,946	38,526	57,789	40,884	64,020	49,904	79,726			40,000	59,000	42,618	66,011	47,840	74,152
Building Inspector	51,724	80,241	44,076	72,032	44,486	66,730	40,884	64,020			51,706	70,990	46,000	69,000	44,702	69,370	47,835	74,145
Chief Building Inspector	62,121	96,370	50,875	83,312	53,424	80,135	52,704	82,489	61,251	97,843	51,706	70,990	64,000	98,000				
Chief Electrical Inspector	62,121	96,370									57,012	78,270	64,000	98,000				
Chief Mechanical Inspector	62,121	96,370									57,012	78,270	64,000	98,000				
Chief Permit Clerk	38,183	59,234																
Chief Plumbing Inspector	62,121	96,370									57,012	78,270	64,000	98,000				
Clerk/Typist Imaging Tech	33,606	52,133	25,605	41,870	26,608	39,913	24,900	38,964	32,758	52,312	32,386	44,470	32,000	48,000	26,173	39,143	26,083	40,435
Code Enforcement Officer	34,094	58,944	36,255	59,196	41,506	62,258	34,440	53,844	40,289	64,376	43,389	59,571	37,000	55,000	36,827	56,052	37,460	58,052
Community Service Aide	28,373	43,985	32,896	53,635	32,567	48,851	32,508	50,832	32,460	51,834	32,395	44,470	32,000	48,000				
Dispatchers * 3 % salary Differential (Night Duty)	33,015	51,216			35,547	53,322	36,204	56,640	37,340	59,654	39,353	54,038	39,000	58,000			37,460	58,052
Executive Admin Assistant to Police Chief	39,516	61,302	37,115	60,620	40,346	56,773	34,128	51,876	43,981	70,242	38,584	52,998	43,000	64,000	38,680	58,947	37,460	58,052
Executive Assistant to Village Manager	50,716	78,677	37,115	60,620	40,346	56,773	34,128	51,876	43,981	70,242	49,254	67,621	43,000	64,000	38,680	58,947	37,460	58,052
Front Desk Manager (Community Center)	37,097	57,549									35,713	49,025						
Human Resource Coordinator	44,986	69,787	48,672	79,649	47,465	71,197	57,252	91,596	50,452	80,600	44,678	61,339					40,268	62,400
IT Technician - Admin	51,765	80,305	46,360	75,748	50,444	75,666	54,792	87,636	65,208	104,121	52,749	72,405	42,000	62,000			52,145	80,808
IT Technician - Police	51,765	80,305	46,360	75,748	50,444	75,666	54,792	87,636	65,208	104,121	52,749	72,405	42,000	62,000			52,145	80,808
Municipal Utility Workers	27,354	42,435	27,465	47,257	31,077	46,616	28,452	44,496	29,554	47,154	29,390	40,331	30,000	45,000			23,545	34,860
Oceanfront Lighting and Marine Turtle Enforcement Officer	41,880	64,969																
Permit Clerk	31,727	49,218	31,257	50,973	34,057	51,087	29,796	46,632			35,713	49,026	32,000	48,000	31,732	48,408	30,139	46,737
Permit Clerk/Code Enforcement	31,727	49,218	31,257	50,973	34,057	51,087	29,796	46,632			35,713	49,026	32,000	48,000	31,732	48,408	30,139	46,737

Agency	Key Biscayne		Boca Raton		Boynton Beach		Cape Coral		Coconut Creek		Coral Gables		Coral Springs		Dania Beach		Delray Beach	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Permit Clerk/Administration	31,727	49,218	31,257	50,973	34,057	51,087	29,796	46,632			35,713	49,026	32,000	48,000	31,732	48,408	30,139	46,737
Permit Clerk/Receptionist	31,727	49,218	31,257	50,973	34,057	51,087	29,796	46,632			35,713	49,026	32,000	48,000	31,732	48,408	30,139	46,737
Plans Reviewer	54,857	85,102	50,875	83,312	45,975	68,963	43,428	73,968	56,710	90,563	45,573	62,566	57,000	86,000			47,840	74,152
Public Works Maintenance	38,831	60,239																
Public Works Maintenance Supervisor	42,691	66,227	42,007	68,632	56,404	84,606	54,780	87,624	51,640	82,514	45,573	62,566			31,732	48,408		
Public Works Superintendent	74,000	95,593	91,422	146,757	89,782	134,672	81,324	106,932	99,078	158,237	76,398	104,894	61,000	92,000	42,618	66,011	67,516	108,035
Recreation Facility Manager	63,654	96,748	57,250	94,860	56,404	84,606	49,728	79,608			65,978	90,626	45,000	67,000	52,145	60,808	52,145	80,808
Recreation Program Coordinator	37,096	57,549	41,039	66,945	38,526	57,789	40,884	64,020	49,904	79,707	38,584	52,998						
School Crossing Guard	15.00 per hour																	
Senior Code Enforcement Officer	41,880	64,969																
Special Project Coordinator/Communications	44,647	69,262	42,007	68,632			33,132	51,876	43,428	73,968	45,573	62,566	43,000	64,000	38,680	58,947	37,460	58,052
Special Project Coordinator/Police	44,647	69,262	42,007	68,632			33,132	51,876	43,428	73,968	45,573	62,566	43,000	64,000	38,680	58,947	37,460	58,052
Special Project Coordinator/Public Works	44,647	69,262	42,007	68,632			33,132	51,876	43,428	73,968	45,573	62,566	43,000	64,000	38,680	58,947	37,460	58,052
Village Manager	176,797		222,280		140,000				216,921		173,264		209,100				171,891	
Village Clerk	113,296		57,250	94,860	66,831	100,246	69,732	115,896	83,756	133,763	77,518		80,000	120,000	62,885	99,133	73,611	117,769
Finance Director	91,545	156,575	85,804	128,707	85,804	128,707	81,312	134,136	99,078	158,237	97,490	133,869	102,000	153,000	80,372	126,464	87,443	139,921
Building , Zoning, Planning and PW Director	107,997	184,711					81,312	134,136	99,078	158,237	102,357	140,545	97,000	146,000			67,516	108,035
Chief Building Official	105,572	180,565	57,250	94,860	65,341	98,011	64,788	106,932	71,344	113,941	92,851	127,483	84,000	126,000			67,516	108,035
Chief of Police	105,572	180,565	100,565	154,104	89,782	134,672	81,312	134,136	99,078	158,237	102,357	140,545	107,000	161,000			105,788	169,210
Deputy Chief of Police	87,892	150,325	89,245	112,325	85,804	107,256	75,252	124,224	92,584	120,222	84,219	115,627	97,000	121,500			80,246	104,301
Police Lieutenant	71,362	110,241	98,863	103,743	101,296	118,178	71,736	87,276	72,610	130,450	65,291	91,936	83,593	115,190			67,780	108,037
Police Sergeant * 3% differential for night shift	65,832	102,128	83,342	89,663	70,234	91,450	60,444	75,648	83,036	95,157	56,410	79,414	72,375	85,839			58,039	94,500
Police Officer * 3% differential for night shift	49,534	76,844	52,969	80,914	48,241	71,931	40,536	62,796	51,215	81,594	46,405	65,333	53,866	80,358			44,310	80,160
Police Master Officer * 3% differential for night shift	52,051	80,748																
Chief of Fire Rescue	99,930	170,914	95,793	149,453	89,783	134,672	81,312	134,136	74,062	118,289	97,490	133,869	107,000	161,000			95,305	151,505
Fire Rescue Deputy/Operations	88,457	151,291	87,069	130,197	85,804	128,707	75,252	124,224			84,219	115,627	92,000	139,000			80,246	128,356
Fire Rescue Deputy/Administration (Fire Marshal)	88,457	151,291	81,028	121,350	68,320	102,480	75,252	124,224			84,219	115,627						

Agency	Key Biscayne		Boca Raton		Boynton Beach		Cape Coral		Coconut Creek		Coral Gables		Coral Springs		Dania Beach		Delray Beach	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Parks and Rec Director	80,104	137,004	91,422	146,757	76,177	117,267	81,312	134,136	99,078	158,237	88,421	121,410					87,443	139,921
Fire Captain (96 hours per pay period)	78,416	121,648	63,814	93,641	53,421	91,368	64,788	106,932			78,391	110,365	66,493	96,440			55,653	89,281
Fire Lieutenant (96 hours per pay period)	68,188	105,781	59,976	87,779	50,877	87,017	60,444	75,648			67,704	95,339	59,447	89,848				
Firefighter/Paramedics (96 hours per pay period)	55,307	83,146	53,102	81,117	51,939	75,414	44,376	62,304					53,926	81,246			48,726	81,618
Firefighter-Driver/Engineer (96 hours per pay period)	58,307	94,976	55,393	80,779			49,536	68,292			54,425	76,644	56,018	84,704			51,216	82,163
Fire Inspector (Part-time)	25.19 per hour		63,814	93,641	42,994	64,505	53,376	71,304	50,091	79,997	50,232	68,973	50,436	71,446				

Agency	Key Biscayne		Fort Myers Beach		Greenacres		Hallandale Beach		Hollywood		Homestead		Jupiter		Lauderhill		Pompano Beach	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Accreditation Manager (Special Projects Coordinator)	30,464	47,259	30,636	47,470	33,412	50,118	37,564	46,945	34,536	47,773	32,011	39,083	35,882	53,822	40,248	50,294	36,597	51,495
Adult Program Manager	42,750	66,319					30,659	38,355	39,153	54,084			40,323	60,486			44,482	62,592
Administrative Assistant - Fire	31,433	48,763	30,636	47,470	33,412	50,118	37,564	46,945	34,536	47,773	32,011	39,083	35,882	53,822	40,248	50,294	36,597	51,495
Administrative Assistant - Police	31,433	48,763	30,636	47,470	33,412	50,118	37,564	46,945	34,536	47,773	32,011	39,083	35,882	53,822	40,248	50,294	36,597	51,495
Assistant Athletic Coordinator	31,450	48,789																
Assistant to Parks Director	31,471	48,822	30,636	47,470	33,412	50,118	37,564	46,945	34,536	47,773	32,011	39,083	35,882	53,822	40,248	50,294	36,597	51,495
Athletic Coordinator	46,680	72,415	45,955	66,580			44,428	55,556	43,271	59,798	46,114	56,202	40,323	60,486			41,042	57,583
Building Inspector	51,724	80,241			43,515	65,273	56,867	71,094	45,464	68,857			44,766	67,147	51,418	75,585	48,548	68,311
Chief Building Inspector	62,121	96,370					61,339	76,523					55,870	83,805			59,010	83,032
Chief Electrical Inspector	62,121	96,370											55,870	83,805			59,010	83,032
Chief Mechanical Inspector	62,121	96,370											55,870	83,805			59,010	83,032
Chief Permit Clerk	38,183	59,234																
Chief Plumbing Inspector	62,121	96,370											55,870	83,805			59,010	83,032
Clerk/Typist Imaging Tech	33,606	52,133	28,622	44,364	33,412	50,118	34,777	43,388	31,935	54,536	32,011	39,083	35,882	53,822	35,863	51,281	31,613	44,482
Code Enforcement Officer	34,094	58,944	35,064	54,349	36,837	55,256	44,429	55,494	38,134	52,756	39,808	43,888	38,103	57,154	39,432	56,387		
Community Service Aide	28,373	43,985			29,957	46,473	35,547	44,428	31,246	43,271			33,661	50,490				
Dispatchers * 3 % salary Differential (Night Duty)	33,015	51,216			35,782	55,478			37,191	51,448	46,083	50,806						
Executive Admin Assistant to Police Chief	39,516	61,302	37,518	58,153	39,385	59,078	56,867	71,115	32,375	69,375	38,418	39,083	40,323	60,486	40,248	50,294	40,346	56,773
Executive Assistant to Village Manager	50,716	78,677	37,518	58,153	39,385	59,078	56,867	71,115	32,375	69,375	46,114	56,202	40,323	60,486	62,182	87,053	40,346	56,773
Front Desk Manager (Community Center)	37,097	57,549	28,622	44,364	39,385	59,078	56,867	71,115	32,375	69,375	32,750	36,107						
Human Resource Coordinator	44,986	69,787	45,961	71,240	49,590	74,385	52,146	65,062	50,000	100,000	46,114	56,202	49,205	73,809	71,217	86,554		
IT Technician - Admin	51,765	80,305					70,054	87,568	45,618	80,794	55,349	67,496	46,986	70,479	57,377	82,047	51,705	72,542
IT Technician - Police	51,765	80,305					70,054	87,568	45,618	80,794	55,349	67,496	46,986	70,479				
Municipal Utility Workers	27,354	42,435	23,000	35,650	26,432	39,648	30,569	38,355	26,999	40,498	26,943	29,705	31,441	47,159	29,510	42,788	26,383	37,015
Oceanfront Lighting and Marine Turtle Enforcement Officer	41,880	64,969																
Permit Clerk	31,727	49,218	30,636	47,470	30,376	45,564	34,777	43,388			32,388	36,107	35,882	53,882	25,984	37,245	29,049	40,756
Permit Clerk/Code Enforcement	31,727	49,218			30,376	45,564	34,777	43,388			32,388	36,107	35,882	53,882	25,984	37,245	29,049	40,756

Agency	Key Biscayne		Fort Myers Beach		Greenacres		Hallandale Beach		Hollywood		Homestead		Jupiter		Lauderhill		Pompano Beach	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Permit Clerk/Administration	31,727	49,218			30,376	45,564	34,777	43,388			32,388	36,107	35,882	53,882	25,984	37,245	29,049	40,756
Permit Clerk/Receptionist	31,727	49,218			30,376	45,564	34,777	43,388			32,388	36,107	35,882	53,882	25,984	37,245	29,049	40,756
Plans Reviewer	54,857	85,102			43,515	65,273	61,339	76,523	50,236	69,418			49,205	73,809			59,010	83,032
Public Works Maintenance	38,831	60,239																
Public Works Maintenance Supervisor	42,691	66,227	40,145	62,225	39,385	59,078			45,464	62,857	46,083	50,806	46,986	70,479			42,376	59,453
Public Works Superintendent	74,000	95,593	65,066	100,852	73,044	109,566	59,799	80,808	47,323	84,131	55,349	67,496	91,404	137,106			89,022	124,898
Recreation Facility Manager	63,654	96,748					61,672	77,002	47,323	84,131			58,091	87,136	51,756	81,592	41,042	57,583
Recreation Program Coordinator	37,096	57,549					30,659	38,355	39,153	54,084	46,114	56,202						
School Crossing Guard	15.00 per hour																	
Senior Code Enforcement Officer	41,880	64,969																
Special Project Coordinator/Communications	44,647	69,262	45,961	71,240	39,385	59,078	56,856	71,115	45,618	80,794	46,114	56,202						
Special Project Coordinator/Police	44,647	69,262			39,385	59,078	56,856	71,115	45,618	80,794	46,114	56,202						
Special Project Coordinator/Public Works	44,647	69,262			39,385	59,078	56,856	71,115	45,618	80,794	46,114	56,202						
Village Manager	176,797		110,000		167,861		165,481		171,995		166,150	202,696	170,000		187,058		175,000	
Village Clerk	113,296		42,955	66,580	66,667	99,200	60,153	75,108	93,571		66,414	80,995	86,962	130,442				
Finance Director	91,545	156,575	65,066	100,852	83,483	125,225	93,849	117,145	121,992		115,294	140,566	114,255	137,106	151,059		79,885	112,406
Building , Zoning, Planning and PW Director	107,997	184,711	70,271	108,920			123,094	153,670	125,000				91,404	137,106	87,554			
Chief Building Official	105,572	180,565					89,689	112,070	50,875	101,750	96,075	117,104			64,756	92,601	72,457	101,955
Chief of Police	105,572	180,565			88,896	133,344	114,317	142,688	134,597		115,294	140,566	91,404	137,106	87,554			
Deputy Chief of Police	87,892	150,325					96,657	108,659	60,125	85,563			80,300	100,375	85,500	109,881		
Police Lieutenant	71,362	110,241			74,515	93,144			76,052	79,950	75,628	95,604	59,911	94,360	74,234	113,580		
Police Sergeant * 3% differential for night shift	65,832	102,128			63,513	85,114	72,571	92,289	72,571	92,288	63,086	79,749	54,972	71,737	70,865	96,866		
Police Officer * 3% differential for night shift	49,534	76,844			45,138	70,023	48,568	68,348		62,669	48,547	67,660	44,169	71,727	52,549	78,129		
Police Master Officer * 3% differential for night shift	52,051	80,748																
Chief of Fire Rescue	99,930	170,914					117,166	146,266							87,554		88,072	123,927
Fire Rescue Deputy/Operations	88,457	151,291					96,158	120,036	60,125	111,000					85,510	134,252	72,457	101,955
Fire Rescue Deputy/Administration (Fire Marshal)	88,457	151,291					83,366	104,020									56,705	79,780

Agency	Key Biscayne		Fort Myers Beach		Greenacres		Hallandale Beach		Hollywood		Homestead		Jupiter		Lauderhill		Pompano Beach	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Parks and Rec Director	80,104	137,004					69,742	87,068			96,075	117,104					62,570	92,477
Fire Captain (96 hours per pay period)	78,416	121,648							48,500	68,528					80,934	109,247	65,211	91,757
Fire Lieutenant (96 hours per pay period)	68,188	105,781			66,250	88,781	78,349	90,729	43,964	62,120					75,639	103,121	62,105	87,289
Firefighter/Paramedics (96 hours per pay period)	55,307	83,146					53,139	74,256							54,284	87,416	51,095	71,896
Firefighter-Driver/Engineer (96 hours per pay period)	58,307	94,976							38,066	56,509					61,067	95,422	56,332	79,264
Fire Inspector (Part-time)	25.19 per hour				43,704	67,799			39,047	59,966							56,704	79,790

Agency	Key Biscayne		Miami		Miami Beach		Miami Gardens		Naples		North Miami		South Miami		Sunny Isles Beach		Miami Dade BOCC	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Accreditation Manager (Special Projects Coordinator)	30,464	47,259	37,656	51,684	39,374	57,595	34,341	51,522	32,232	49,960	32,448	48,505	33,822	43,166	32,388	46,963	35,688	59,600
Adult Program Manager	42,750	66,319			45,074	72,800							39,153	49,970	40,504	56,732	42,791	72,186
Administrative Assistant - Fire	31,433	48,763	37,656	51,684	39,374	57,595	34,341	51,522	32,232	49,960	32,448	48,505	33,822	43,166	32,388	46,963	35,688	59,600
Administrative Assistant - Police	31,433	48,763	37,656	51,684	39,374	57,595	34,341	51,522	32,232	49,960	32,448	48,505	33,822	43,166	32,388	46,963	35,688	59,600
Assistant Athletic Coordinator	31,450	48,789																
Assistant to Parks Director	31,471	48,822	37,656	51,684	39,374	57,595	34,341	51,522	32,232	49,960	32,448	48,505	33,822	43,166	32,388	46,963	35,688	59,600
Athletic Coordinator	46,680	72,415	61,296	84,132	45,074	72,800	45,032	67,538	44,083	68,329	39,707	59,217	39,153	49,970	42,834	66,109	42,250	70,838
Building Inspector	51,724	80,241	52,980	72,720	53,955	85,238	74,291	84,906	45,563	70,623	48,505	72,051	58,686	74,900	47,902	69,457	42,966	73,150
Chief Building Inspector	62,121	96,370	67,560	92,772	70,366	114,109	74,291	95,514	55,362	80,275			58,686	74,900	59,906	86,863	67,298	80,975
Chief Electrical Inspector	62,121	96,370	67,560	92,772	70,366	114,109	74,291	95,514	55,362	80,275			58,696	74,900	59,906	86,863	68,209	111,788
Chief Mechanical Inspector	62,121	96,370	67,560	92,772	70,366	114,109	74,291	95,514	55,362	80,275			58,696	74,900	59,906	86,863	68,209	111,788
Chief Permit Clerk	38,183	59,234																
Chief Plumbing Inspector	62,121	96,370	67,560	92,772	70,366	114,109	74,291	95,514	55,362	80,275			58,696	74,900	59,906	86,863	68,209	111,788
Clerk/Typist Imaging Tech	33,606	52,133	30,828	42,516	32,011	46,384	26,208	39,312	29,269	45,367	25,417	37,814	33,912	43,166	30,627	44,409	33,619	54,467
Code Enforcement Officer	34,094	58,944	43,524	62,736	41,787	62,296	39,323	58,985	39,638	61,439	35,900	63,580	37,286	47,587	43,488	46,963	42,966	73,151
Community Service Aide	28,373	43,985	34,116	46,860							26,644	39,707			28,961	41,995		
Dispatchers * 3 % salary Differential (Night Duty)	33,015	51,216	39,504	54,348	40,560	59,882	40,123	99,091	38,157	59,143	34,236	50,960	33,822	43,166	36,220	52,519	36,145	62,708
Executive Admin Assistant to Police Chief	39,516	61,302	39,504	54,348	40,560	59,882	39,323	58,985	39,638	61,439	43,867	65,270	45,325	57,847	40,504	58,722	31,218	55,159
Executive Assistant to Village Manager	50,716	78,677	45,264	74,376			45,032	67,538	39,638	61,439	48,505	72,051	55,891	71,333	42,834	62,109	53,973	86,438
Front Desk Manager (Community Center)	37,097	57,549	34,104	46,860	39,499	63,794	36,754	55,120	39,638	61,439	30,867	46,051	33,922	43,166	38,302	55,539	35,688	59,600
Human Resource Coordinator	44,986	69,787	48,024	65,952	55,078	88,941	51,542	77,314	45,563	70,623	46,051	68,452	49,014	62,556	47,902	69,457	42,966	73,150
IT Technician - Admin	51,765	80,305	48,024	65,952	50,669	81,848	45,032	67,538	52,129	75,587	56,307	83,428	49,970	63,776	47,902	69,457	53,973	86,439
IT Technician - Police	51,765	80,305	48,024	65,952	50,669	81,848	45,032	67,538	52,129	75,587	56,307	83,428	49,970	63,776	47,902	69,457	53,973	86,439
Municipal Utility Workers	27,354	42,435	29,328	40,524	26,083	42,120	28,038	42,058	27,788	43,071	28,038	41,704	30,087	38,400	28,961	41,994	28,258	39,073
Oceanfront Lighting and Marine Turtle Enforcement Officer	41,880	64,969																
Permit Clerk	31,727	49,218	32,304	44,592	34,986	50,669	36,754	55,120	35,194	54,551	28,038	41,704	37,288	47,590	30,627	44,409	28,789	44,291
Permit Clerk/Code Enforcement	31,727	49,218	32,304	44,592	34,986	50,669	36,754	55,120	35,194	54,551	28,038	41,704	37,288	47,590	30,627	44,409	28,789	44,291



Agency	Key Biscayne		Miami		Miami Beach		Miami Gardens		Naples		North Miami		South Miami		Sunny Isles Beach		Miami Dade BOCC	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Parks and Rec Director	80,104	137,004	76,008	133,728	83,429	134,722	92,174	112,055			72,051	106,787	72,904	93,046	83,782	121,484		
Fire Captain (96 hours per pay period)	78,416	121,648	61,704	96,672	142,921	157,568			74,753	108,392							66,223	108,533
Fire Lieutenant (96 hours per pay period)	68,188	105,781	53,316	83,544	123,381	136,136			59,398	87,079							53,746	79,816
Firefighter/Paramedics (96 hours per pay period)	55,307	83,146			88,845	97,989			44,956	70,111								
Firefighter-Driver/Engineer (96 hours per pay period)	58,307	94,976	45,984	69,960	72,188	101,600			67,442	96,882							37,656	68,883
Fire Inspector (Part-time)	25.19 per hour		43,536	59,820	46,634	75,317			52,129	75,587							62,659	104,367

Agency	Key Biscayne		Bay Harbor Islands		Davie		Town of Palm Beach		Surfside		Bal Harbour		North Palm Beach		Pinecrest		Tequesta	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Accreditation Manager (Special Projects Coordinator)	30,464	47,259	30,647	40,215	35,381	48,023	34,828	50,960	32,008	42,887	31,759	54,362	32,342	42,929	37,502	49,192	31,907	49,442
Adult Program Manager	42,750	66,319					37,266	58,822	42,907	64,361			39,314	70,454	31,200	41,600	42,955	68,727
Administrative Assistant - Fire	31,433	48,763	30,647	40,215	35,381	48,023	34,828	50,960			31,759	54,362	32,342	42,929	37,502	49,192	31,907	49,442
Administrative Assistant - Police	31,433	48,763	30,647	40,215	35,381	48,023	34,828	50,960	32,008	42,887	31,759	54,362	32,342	42,929	37,502	49,192	31,907	49,442
Assistant Athletic Coordinator	31,450	48,789																
Assistant to Parks Director	31,471	48,822	30,647	40,215	35,381	48,023	34,828	50,960	32,008	42,887	31,759	54,362	32,342	42,929	37,502	49,192	31,907	49,442
Athletic Coordinator	46,680	72,415							42,907	64,361			39,314	59,874	51,189	68,827	42,955	68,727
Building Inspector	51,724	80,241			50,566	67,763	46,333	73,134					45,446	70,454		66,685		
Chief Building Inspector	62,121	96,370	45,352	59,509	57,450	76,989			60,174	90,272						81,203		
Chief Electrical Inspector	62,121	96,370							60,174	90,272								
Chief Mechanical Inspector	62,121	96,370							60,174	90,272								
Chief Permit Clerk	38,183	59,234																
Chief Plumbing Inspector	62,121	96,370							60,174	90,272								
Clerk/Typist Imaging Tech	33,606	52,133	29,187	36,467	27,276	36,553			35,025	52,538	27,148	43,277	24,166	36,549	26,686	38,958	32,770	52,432
Code Enforcement Officer	34,094	58,944	39,181	51,411	41,102	55,061	37,882	59,794				40,000	35,708	54,344	44,928	57,325		
Community Service Aide	28,373	43,985			34,019	45,588	30,778	46,889	28,591	42,887			30,778	46,889	30,701	42,245		
Dispatchers * 3 % salary Differential (Night Duty)	33,015	51,216	35,479	46,552					32,287	41,205	31,759	36,545	33,190	50,607	37,502	49,213	37,518	60,029
Executive Admin Assistant to Police Chief	39,516	61,302	37,253	48,878	48,934	65,576	44,370	70,036	37,476	56,214		54,931	39,314	59,875	37,502	49,213	40,145	64,231
Executive Assistant to Village Manager	50,716	78,677	41,136	53,970					45,910	68,865		54,931	39,314	59,875	44,928	57,325	42,955	68,727
Front Desk Manager (Community Center)	37,097	57,549											39,314	59,875	37,502	49,213	32,770	52,432
Human Resource Coordinator	44,986	69,787	50,005	65,607	56,904	76,256	45,582	71,949				111,725	35,708	54,344	39,998	52,666	40,145	64,231
IT Technician - Admin	51,765	80,305	43,197	56,676	66,867	89,608	60,357	95,271										
IT Technician - Police	51,765	80,305	43,197	56,676	66,867	89,608	60,357	95,271					47,730	74,061	62,525	78,790	56,305	90,088
Municipal Utility Workers	27,354	42,435	29,187	38,297	31,567	42,303	29,239	42,759	28,591	42,887	34,963	53,336	25,248	38,232	25,106	36,546	29,123	46,486
Oceanfront Lighting and Marine Turtle Enforcement Officer	41,880	64,969																
Permit Clerk	31,727	49,218	32,186	42,232	29,035	38,910	33,577	53,000	32,733	49,100	27,148	43,272	29,335	44,365	36,358	48,714	37,955	60,729
Permit Clerk/Code Enforcement	31,727	49,218	32,186	42,232	29,035	38,910	33,577	53,000	32,733	49,100	33,260	40,566	29,335	44,365	36,358	48,714	37,955	60,729



Agency	Key Biscayne		Bay Harbor Islands		Davie		Town of Palm Beach		Surfside		Bal Harbour		North Palm Beach		Pinecrest		Tequesta	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Parks and Rec Director	80,104	137,004			78,824	105,652	87,705	140,783	73,722	110,583			60,955	94,501	83,013	102,794	60,246	96,394
Fire Captain (96 hours per pay period)	78,416	121,648			62,182	87,551							74,976	92,506				
Fire Lieutenant (96 hours per pay period)	68,188	105,781			59,223	83,381	78,349	90,729					58,205	78,896			65,494	90,400
Firefighter/Paramedics (96 hours per pay period)	55,307	83,146			44,089	72,028	55,425	82,043					46,723	72,483			62,967	81,227
Firefighter-Driver/Engineer (96 hours per pay period)	58,307	94,976			56,407	79,410	59,548	88,146									48,121	68,728
Fire Inspector (Part-time)	25.19 per hour				59,197	87,515	69,554	102,957					37,391	56,988				

Agency	Key Biscayne		North Lauderdale		Oakland Park		Margate		Village of Palmeto Bay		MEDIAN				AVERAGE			
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Accreditation Manager (Special Projects Coordinator)	30,464	47,259	31,266	53,021	31,234	49,789	31,715	44,497	31,982	53,546	32,603	49,616	-7.02%	-4.99%	33,898	49,064	-11.27%	-3.82%
Adult Program Manager	42,750	66,319	33,669	57,098	37,824	60,518			31,982	53,546	40,000	60,486	6.43%	8.80%	39,852	60,784	6.78%	8.35%
Administrative Assistant - Fire	31,433	48,763	31,266	53,021	37,824	60,518	31,715	44,497	31,982	53,546	32,758	49,442	-4.22%	-1.39%	34,045	49,397	-8.31%	-1.30%
Administrative Assistant - Police	31,433	48,763	31,266	53,021	37,824	60,518	31,715	44,497	31,982	53,546	32,603	49,317	-3.72%	-1.14%	33,989	49,216	-8.13%	-0.93%
Assistant Athletic Coordinator	31,450	48,789																
Assistant to Parks Director	31,471	48,822	31,266	53,021	37,824	60,518	31,715	44,497	31,982	53,546	32,603	49,317	-3.60%	-1.01%	33,989	49,216	-8.00%	-0.81%
Athletic Coordinator	46,680	72,415	33,669	57,098	37,824	60,518					42,834	64,361	8.24%	11.12%	43,305	64,525	7.23%	10.89%
Building Inspector	51,724	80,241									47,084	70,623	8.97%	11.99%	49,061	71,345	5.15%	11.09%
Chief Building Inspector	62,121	96,370					61,035	85,633			59,458	83,032	4.29%	13.84%	59,383	84,531	4.41%	12.29%
Chief Electrical Inspector	62,121	96,370									60,040	88,568	3.35%	8.10%	62,538	90,800	-0.67%	5.78%
Chief Mechanical Inspector	62,121	96,370									60,040	88,568	3.35%	8.10%	62,538	90,800	-0.67%	5.78%
Chief Permit Clerk	38,183	59,234																
Chief Plumbing Inspector	62,121	96,370									60,040	88,568	3.35%	8.10%	62,538	90,800	-0.67%	5.78%
Clerk/Typist Imaging Tech	33,606	52,133			31,118	49,789	31,715	44,497	31,982	53,546	31,366	44,387	6.67%	14.86%	30,282	44,830	9.89%	14.01%
Code Enforcement Officer	34,094	58,944	33,669	57,098	37,824	60,518	43,709	61,324	38,378	58,944	38,780	57,154	-13.74%	3.04%	39,227	56,854	-15.06%	3.55%
Community Service Aide	28,373	43,985					34,380	48,235	22,387	39,908	32,198	46,667	-13.48%	-6.10%	31,330	46,174	-10.42%	-4.98%
Dispatchers * 3 % salary Differential (Night Duty)	33,015	51,216					38,378	53,844			37,266	53,941	-12.87%	-5.32%	37,035	54,885	-12.18%	-7.16%
Executive Admin Assistant to Police Chief	39,516	61,302			31,234	49,789	51,705	72,542	31,982	53,546	39,445	58,722	0.18%	4.21%	39,960	58,696	-1.12%	4.25%
Executive Assistant to Village Manager	50,716	78,677			31,234	49,789	51,705	72,542	40,510	62,666	42,834	61,774	15.54%	21.48%	43,481	64,073	14.27%	18.56%
Front Desk Manager (Community Center)	37,097	57,549							31,982	53,546	35,701	54,333	3.76%	5.59%	36,447	54,206	1.75%	5.81%
Human Resource Coordinator	44,986	69,787	36,259	61,487	45,975	73,560					47,902	71,219	-6.48%	-2.05%	47,922	72,743	-6.53%	-4.24%
IT Technician - Admin	51,765	80,305	42,049	71,309							51,705	75,666	0.12%	5.78%	52,291	77,048	-1.02%	4.06%
IT Technician - Police	51,765	80,305	42,049	71,309							51,399	75,707	0.71%	5.73%	52,490	77,483	-1.40%	3.51%
Municipal Utility Workers	27,354	42,435	24,517	36,879	31,178	49,789	26,383	37,015	31,982	53,546	28,591	41,994	-4.52%	1.04%	28,412	41,816	-3.87%	1.46%
Oceanfront Lighting and Marine Turtle Enforcement Officer	41,880	64,969																
Permit Clerk	31,727	49,218									32,093	47,104	-1.15%	4.30%	32,203	46,951	-1.50%	4.61%
Permit Clerk/Code Enforcement	31,727	49,218									32,304	46,737	-1.82%	5.04%	32,468	46,840	-2.34%	4.83%

Agency	Key Biscayne		North Lauderdale		Oakland Park		Margate		Village of Palmeto Bay		MEDIAN				AVERAGE			
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Permit Clerk/Administration	31,727	49,218									32,245	47,164	-1.63%	4.17%	32,440	47,064	-2.25%	4.38%
Permit Clerk/Receptionist	31,727	49,218									32,186	46,737	-1.45%	5.04%	32,257	46,933	-1.67%	4.64%
Plans Reviewer	54,857	85,102	61,035	85,663							54,961	79,435	-0.19%	6.66%	55,099	78,604	-0.44%	7.64%
Public Works Maintenance	38,831	60,239			41,701	66,721	38,378	53,844	38,378	58,944	38,378	58,989	1.17%	2.08%	39,985	58,849	-2.97%	2.31%
Public Works Maintenance Supervisor	42,691	66,227	38,095	64,602					38,378	58,944	45,519	63,736	-6.62%	3.76%	47,222	68,711	-10.61%	-3.75%
Public Works Superintendent	74,000	95,593	55,931	73,661	64,692	103,507			71,425	108,891	69,471	102,180	6.12%	-6.89%	70,988	104,154	4.07%	-8.96%
Recreation Facility Manager	63,654	96,748	44,178	74,917	45,975	73,560	41,042	57,583			53,580	80,910	15.83%	16.37%	53,657	79,758	15.70%	17.56%
Recreation Program Coordinator	37,096	57,549	33,669	57,098	37,824	60,518			31,982	53,546	39,153	58,074	-5.55%	-0.91%	39,199	58,668	-5.67%	-1.95%
School Crossing Guard	15.00 per hour										13.42	20.46			13.42	20.46		
Senior Code Enforcement Officer	41,880	64,969									38,913	54,839	7.09%	15.59%	38,913	54,839	7.09%	15.59%
Special Project Coordinator/Communications	44,647	69,262	36,269	61,487	42,442	69,231	45,975	73,560			43,000	64,000	3.69%	7.60%	42,778	64,265	4.19%	7.21%
Special Project Coordinator/Police	44,647	69,262	36,269	61,487	42,442	69,231	45,975	73,560			42,917	63,283	3.87%	8.63%	42,646	63,975	4.48%	7.63%
Special Project Coordinator/Public Works	44,647	69,262	36,269	61,487	42,442	69,231	45,975	73,560			43,214	64,082	3.21%	7.48%	42,985	64,805	3.72%	6.43%
Village Manager	176,797		162,580						176,171		170,300	212,514	3.67%		168,078	212,373	4.93%	
Village Clerk	113,296				71,322	114,116	77,028	108,071			71,084	100,292	37.26%		70,783	103,163	37.52%	
Finance Director	91,545	156,575	79,906	128,761	91,028	145,644	95,686	134,248	71,425	108,891	90,547	133,869	1.09%	14.50%	92,207	131,244	-0.72%	16.18%
Building , Zoning, Planning and PW Director	107,997	184,711			86,693	138,708	89,022	124,898			89,022	134,136	17.57%	27.38%	90,321	129,870	16.37%	29.69%
Chief Building Official	105,572	180,565									71,901	106,932	31.89%	40.78%	73,686	113,372	30.20%	37.21%
Chief of Police	105,572	180,565							98,350	137,987	98,671	141,527	6.54%	21.62%	98,677	142,123	6.53%	21.29%
Deputy Chief of Police	87,892	150,325									83,034	112,325	5.53%	25.28%	82,889	112,216	5.69%	25.35%
Police Lieutenant	71,362	110,241									89,885	95,168			72,173	95,999	-1.14%	12.92%
Police Sergeant * 3% differential for night shift	65,832	102,128									83,185				63,086	86,217	4.17%	15.58%
Police Officer * 3% differential for night shift	49,534	76,844									49,217	72,335			48,394	71,727	2.30%	6.66%
Police Master Officer * 3% differential for night shift	52,051	80,748																
Chief of Fire Rescue	99,930	170,914	74,201	119,567	86,693	138,708	98,350	137,987			91,703	138,288	8.23%	19.09%	94,308	139,414	5.63%	18.43%
Fire Rescue Deputy/Operations	88,457	151,291	62,422	84,140							84,865	126,290	4.06%	16.53%	80,717	121,279	8.75%	19.84%
Fire Rescue Deputy/Administration (Fire Marshal)	88,457	151,291			61,611	98,884					75,252	104,020	14.93%	31.25%	74,807	110,667	15.43%	26.85%

Agency	Key Biscayne		North Lauderdale		Oakland Park		Margate		Village of Palmeto Bay		MEDIAN				AVERAGE			
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Parks and Rec Director	80,104	137,004			82,565	132,104	74,362	104,330			81,312	117,104	-1.51%	14.53%	79,738	117,537	0.46%	14.21%
Fire Captain (96 hours per pay period)	78,416	121,648			61,611	98,884					65,000	96,556	17.11%	20.63%	70,098	100,479	10.61%	17.40%
Fire Lieutenant (96 hours per pay period)	68,188	105,781			58,677	93,884					59,976	87,779	12.04%	17.02%	64,976	89,028	4.71%	15.84%
Firefighter/Paramedics (96 hours per pay period)	55,307	83,146			50,688	81,100					51,939	81,100	6.09%	2.46%	53,619	78,150	3.05%	6.01%
Firefighter-Driver/Engineer (96 hours per pay period)	58,307	94,976			53,101	84,962					54,909	80,095	5.83%	15.67%	53,906	80,147	7.55%	15.61%
Fire Inspector (Part-time)	25.19 per hour				53,101	84,962					50,436	75,317			51,447	76,761		

Exhibit E

Extra Statewide Raw Data Public Sector Collected

Agency	Ocean Ridge		Sanibel	
	Min	Max	Min	Max
<b>Public Works Director</b>			84,886	154,120
<b>Finance Director</b>			74,482	131,348
<b>Deputy Finance Director</b>			49,369	86,250
<b>Building Official</b>			52,639	98,669
<b>Police Chief</b>	56,632	99,688	74,484	131,348
<b>Police Lieutenant</b>	52,853	74,369	52,639	98,669
<b>Police Sergeant</b>	50,351	70,848	44,997	76,150
<b>Police Officer</b>	45,670	64,262	34,108	61,653