VILLAGE OF KEY BISCAYNE

Office of the Village Manager

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

MEMORANDUM

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

CLASSIFICATION AND

COMPENSATION

STUDY

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

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.

I

STUDY ASSIGNMENT AND OBJECTIVES

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

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 ($^2/_3$) 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

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 incudes 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

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

Enclosure 1

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.

CODE:

CONSTANT:	**More than 80% (6½ hours or more per 8 hours per day.)**
VERY FREQUENT:	**51% - 79% (4½ - 6 hours per 8 hours day.)**
FREQUENT:	**21% - 50% (2½ - 4 hours per 8 hours day.)**
OCCASIONAL:	**6% - 20% (1 – 2 hours per 8 hours day.)**
RARELY:	**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.

CODE:

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

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.)

_____
_____
_____
_____
_____
_____
_____

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.**

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

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.**

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

Knowledge:

Abilities:

Skills:

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

Education:

Experience: (Length in years and type of)

Licenses, Certifications, or Registrations:

SUPERVISOR: _____ DATE: _____
Name Title

PART III: STATEMENT OF DEPARTMENT OR OTHER ADMINISTRATOR

SIGNATURE: _____ DATE: _____

JOB ANALYST NOTES AND COMMENTS:

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

	Key Biscayne		MEDIAN				AVERAGE			
Agency	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 Offic	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)

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 - Barganing Unit

	Proposed			
Position	Pay Grade	Min	Max	FLSA
Recreation Supervisor	9	10.75	16.67	NE
Municipal Utility Workers	10	11.51	17.84	NE
Administrative Assistant Imagining 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 - Barganing 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 - Barganing Unit

	Proposed			
Position	Pay Grade	Min	Max	FLSA
Administrative Assistant	12	15.06	23.34	NE
Administrative Assistant Imagining 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 - Barganing 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

SALARY SURVEY RESULTS

(BARGAINING UNIT)

Confidential for Bargaining Purposes

	Key Biscayne		MEDIAN				AVERAGE			
Agency	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 Imagining 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

	Key Biscayne		MEDIAN				AVERAGE			
Agency	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		

Confidential for Bargaining Purposes

CLASSIFICATION AND COMPENSATION STUDY

(Bargaining Unit)

Village of Key Biscayne

2013

Cody & Associates, Inc.

MANAGEMENT CONSULTANTS

305 Jack Drive, Cocoa Beach, Florida 32931

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RECOMMENDED PAY PLAN

By Internal Relationship

(Bargaining Unit Positions)

Confidential for Bargaining Purposes

Village of Key Biscayne - Barganing Unit

	Proposed			
Position	Pay Grade	Min	Max	FLSA
Recreation Supervisor	9	10.75	16.67	NE
Municipal Utility Workers	10	11.51	17.84	NE
Administrative Assistant Imagining 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 - Barganing 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 - Barganing Unit

	Proposed			
Position	Pay Grade	Min	Max	FLSA
Administrative Assistant	12	15.06	23.34	NE
Administrative Assistant Imagining 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 - Barganing 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

SALARY SURVEY RESULTS

(BARGAINING UNIT)

Confidential for Bargaining Purposes

	Key Biscayne		MEDIAN				AVERAGE			
Agency	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 Imagining 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

	Key Biscayne		MEDIAN				AVERAGE			
Agency	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	Management Occupations	major	32,520	2.4%	32.543	0.66	$49.00	$56.74	$118,020	1.4%
11-1011	Chief Executives	detail	2,120	11.8%	2.125	1.08	(5)	$101.70	$211,540	2.9%
11-1021	General and Operations Managers	detail	9,990	3.5%	9.999	0.69	$49.37	$57.93	$120,500	2.2%
11-1031	Legislators	detail	100	24.9%	0.105	0.24	(4)	(4)	$40,420	14.9%
11-2011	Advertising and Promotions Managers	detail	290	31.4%	0.291	1.34	$44.56	$47.64	$99,090	5.3%
11-2021	Marketing Managers	detail	740	8.9%	0.736	0.56	$55.51	$63.26	$131,580	3.5%
11-2022	Sales Managers	detail	2,090	5.2%	2.092	0.79	$54.27	$61.90	$128,750	2.5%
11-2031	Public Relations and Fundraising Managers	detail	300	17.7%	0.297	0.72	$48.62	$50.91	$105,890	3.0%
11-3011	Administrative Services Managers	detail	1,300	5.3%	1.297	0.64	$49.39	$51.66	$107,460	2.9%
11-3021	Computer and Information Systems Managers	detail	1,010	7.1%	1.009	0.42	$60.37	$66.29	$137,870	2.4%
11-3031	Financial Managers	detail	2,460	4.6%	2.457	0.66	$61.64	$67.49	$140,390	2.5%
11-3051	Industrial Production Managers	detail	370	8.5%	0.374	0.30	$44.18	$47.52	$98,840	4.1%
11-3061	Purchasing Managers	detail	280	11.8%	0.280	0.53	$60.23	$62.63	$130,270	5.8%
11-3071	Transportation, Storage, and Distribution Managers	detail	630	6.7%	0.630	0.83	$45.21	$48.41	$100,690	4.5%
11-3111	Compensation and Benefits Managers	detail	60	10.5%	0.060	0.39	$48.87	$53.67	$111,640	6.1%
11-3121	Human Resources Managers	detail	460	6.6%	0.464	0.62	$46.47	$51.65	$107,430	2.2%
11-3131	Training and Development Managers	detail	110	14.3%	0.107	0.51	$47.89	$48.80	$101,510	2.9%
11-9021	Construction Managers	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	Education Administrators, Preschool and Childcare Center/Program	detail	100	28.8%	0.105	0.28	$28.64	$31.05	$64,580	4.7%
11-9032	Education Administrators, Elementary and Secondary School	detail	600	3.7%	0.605	0.35	(4)	(4)	$96,610	7.4%
11-9033	Education Administrators, Postsecondary	detail	190	7.0%	0.190	0.20	$47.49	$50.56	$105,170	5.5%
11-9039	Education Administrators, All Other	detail	200	14.4%	0.200	0.89	$40.33	$45.85	$95,370	5.9%
11-9041	Architectural and Engineering Managers	detail	670	13.8%	0.674	0.47	$56.70	$56.50	$117,520	5.4%
11-9051	Food Service Managers	detail	890	9.7%	0.890	0.61	$24.79	$31.10	$64,690	10.5%
11-9061	Funeral Service Managers	detail	(8)	(8)	(8)	(8)	$26.48	$26.83	$55,800	4.2%
11-9081	Lodging Managers	detail	360	29.1%	0.359	1.57	(8)	(8)	(8)	(8)
11-9111	Medical and Health Services Managers	detail	1,230	8.0%	1.230	0.55	$45.88	$55.65	$115,750	4.4%
11-9121	Natural Sciences Managers	detail	110	9.4%	0.109	0.29	$45.64	$47.69	$99,190	3.6%
11-9141	Property, Real Estate, and Community Association Managers	detail	1,720	9.1%	1.724	1.41	$24.01	$30.06	$62,520	12.1%
11-9151	Social and Community Service Managers	detail	460	6.7%	0.458	0.52	$33.89	$36.16	$75,200	2.8%
11-9199	Managers, All Other	detail	2,200	11.7%	2.205	0.85	$44.48	$45.17	$93,960	3.0%
13-0000	Business and Financial Operations Occupations	major	53,330	2.2%	53.365	1.08	$29.20	$32.02	$66,590	1.6%
13-1011	Agents and Business Managers of Artists, Performers, and Athletes	detail	170	15.2%	0.168	1.86	$16.09	$29.52	$61,400	17.0%
13-1021	Buyers and Purchasing Agents, Farm Products	detail	50	42.3%	0.048	0.61	$21.63	$24.72	$51,410	8.3%
13-1022	Wholesale and Retail Buyers, Except Farm Products	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	Purchasing Agents, Except Wholesale, Retail, and Farm Products	detail	2,430	13.9%	2.432	1.13	$22.76	$24.61	$51,180	4.2%
13-1031	Claims Adjusters, Examiners, and Investigators	detail	2,330	13.4%	2.331	1.15	$24.46	$26.41	$54,930	4.1%
13-1032	Insurance Appraisers, Auto Damage	detail	70	24.5%	0.073	0.81	$26.19	$26.25	$54,600	2.6%
13-1041	Compliance Officers	detail	3,030	1.8%	3.036	1.74	$35.01	$32.72	$68,050	5.6%
13-1051	Cost Estimators	detail	860	9.6%	0.858	0.57	$27.24	$31.55	$65,630	5.2%
13-1071	Human Resources Specialists	detail	3,160	7.9%	3.166	1.05	$23.05	$25.43	$52,900	3.0%
13-1075	Labor Relations Specialists	detail	500	15.1%	0.504	0.86	$24.93	$24.02	$49,950	7.2%
13-1081	Logisticians	detail	540	20.1%	0.542	0.59	$27.17	$29.33	$61,010	3.4%
13-1111	Management Analysts	detail	3,590	8.8%	3.592	0.87	$35.78	$41.37	$86,050	5.7%
13-1121	Meeting, Convention, and Event Planners	detail	610	21.3%	0.612	1.13	$21.90	$24.00	$49,930	3.4%
13-1131	Fundraisers	detail	330	29.1%	0.328	0.88	$30.71	$29.59	$61,560	2.6%
13-1141	Compensation, Benefits, and Job Analysis Specialists	detail	390	7.4%	0.395	0.60	$30.60	$31.56	$65,640	2.0%
13-1151	Training and Development Specialists	detail	1,210	7.0%	1.211	0.72	$28.19	$29.16	$60,660	2.2%
13-1161	Market Research Analysts and Marketing Specialists	detail	2,080	8.8%	2.078	0.69	$27.41	$28.86	$60,040	2.8%
13-1199	Business Operations Specialists, All Other	detail	9,360	4.0%	9.361	1.31	$30.00	$31.95	$66,460	3.5%
13-2011	Accountants and Auditors	detail	11,580	3.1%	11.585	1.34	$29.39	$32.50	$67,600	1.8%
13-2021	Appraisers and Assessors of Real Estate	detail	910	26.1%	0.915	2.00	$33.82	$35.13	$73,060	20.6%
13-2031	Budget Analysts	detail	320	8.4%	0.319	0.71	$32.48	$33.52	$69,720	3.9%
13-2041	Credit Analysts	detail	410	11.4%	0.406	0.86	$31.92	$32.39	$67,370	2.7%
13-2051	Financial Analysts	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	Personal Financial Advisors	detail	1,690	9.1%	1.686	1.25	$38.36	$46.16	$96,020	10.9%
13-2053	Insurance Underwriters	detail	680	20.0%	0.680	0.96	$26.16	$28.33	$58,930	8.4%
13-2061	Financial Examiners	detail	100	14.0%	0.097	0.45	$42.90	$46.68	$97,100	4.5%
13-2071	Credit Counselors	detail	300	21.3%	0.297	1.40	$20.78	$24.58	$51,120	2.7%
13-2072	Loan Officers	detail	2,620	8.3%	2.621	1.19	$32.71	$36.23	$75,360	2.8%
13-2082	Tax Preparers	detail	260	47.7%	0.258	0.55	$9.94	$9.89	$20,570	6.6%
13-2099	Financial Specialists, All Other	detail	920	14.4%	0.922	0.81	$24.42	$27.34	$56,860	4.2%
15-0000	Computer and Mathematical Occupations	major	17,170	4.9%	17.180	0.63	$32.31	$34.26	$71,260	2.1%
15-1121	Computer Systems Analysts	detail	2,280	11.8%	2.284	0.62	$41.97	$43.33	$90,130	4.5%
15-1122	Information Security Analysts	detail	300	20.9%	0.301	0.54	$33.76	$34.40	$71,550	2.8%
15-1131	Computer Programmers	detail	1,740	18.7%	1.736	0.71	$39.38	$41.74	$86,820	5.2%
15-1132	Software Developers, Applications	detail	1,970	21.1%	1.970	0.44	$33.56	$35.37	$73,570	4.2%
15-1133	Software Developers, Systems Software	detail	960	22.9%	0.965	0.32	$41.08	$40.59	$84,430	2.5%
15-1134	Web Developers	detail	870	11.4%	0.872	1.10	$30.71	$29.95	$62,290	3.0%
15-1141	Database Administrators	detail	710	10.7%	0.706	0.82	$36.01	$38.98	$81,090	3.1%
15-1142	Network and Computer Systems Administrators	detail	1,640	6.6%	1.646	0.61	$35.61	$37.23	$77,430	2.8%
15-1143	Computer Network Architects	detail	1,320	11.2%	1.316	1.24	$32.52	$33.57	$69,820	3.3%
15-1151	Computer User Support Specialists	detail	3,270	6.9%	3.273	0.81	$20.75	$22.13	$46,030	2.2%
15-1152	Computer Network Support Specialists	detail	920	20.0%	0.925	0.72	$26.36	$27.82	$57,860	3.1%
15-1199	Computer Occupations, All Other	detail	310	8.4%	0.311	0.22	$38.58	$37.70	$78,410	7.5%
15-2011	Actuaries	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	Operations Research Analysts	detail	710	11.7%	0.706	1.33	$25.15	$27.78	$57,770	3.7%
15-2041	Statisticians	detail	30	22.0%	0.034	0.17	$27.96	$28.60	$59,480	6.8%
17-0000	Architecture and Engineering Occupations	major	9,960	4.9%	9.968	0.55	$31.27	$33.92	$70,560	2.3%
17-1011	Architects, Except Landscape and Naval	detail	700	13.0%	0.705	1.11	$33.32	$35.39	$73,620	9.1%
17-1012	Landscape Architects	detail	(8)	(8)	(8)	(8)	$36.90	$40.65	$84,560	8.6%
17-1022	Surveyors	detail	150	27.6%	0.147	0.48	$25.78	$27.99	$58,220	11.0%
17-2011	Aerospace Engineers	detail	(8)	(8)	(8)	(8)	$21.93	$25.93	$53,930	7.0%
17-2031	Biomedical Engineers	detail	190	25.9%	0.191	1.32	$33.29	$35.97	$74,810	5.2%
17-2041	Chemical Engineers	detail	(8)	(8)	(8)	(8)	$33.56	$33.48	$69,630	3.3%
17-2051	Civil Engineers	detail	2,180	9.1%	2.179	1.10	$40.72	$43.27	$89,990	3.6%
17-2061	Computer Hardware Engineers	detail	120	18.4%	0.118	0.19	$48.00	$48.10	$100,060	4.5%
17-2071	Electrical Engineers	detail	590	18.5%	0.591	0.48	$45.59	$46.98	$97,720	6.0%
17-2072	Electronics Engineers, Except Computer	detail	320	26.2%	0.325	0.31	$38.03	$37.75	$78,520	1.9%
17-2081	Environmental Engineers	detail	90	12.1%	0.092	0.24	$25.71	$30.65	$63,750	11.0%
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	detail	90	14.5%	0.089	0.49	$32.83	$33.49	$69,650	4.0%
17-2112	Industrial Engineers	detail	890	12.7%	0.894	0.53	$29.69	$30.40	$63,230	2.4%
17-2121	Marine Engineers and Naval Architects	detail	170	7.0%	0.175	3.30	$42.28	$42.33	$88,040	2.6%
17-2141	Mechanical Engineers	detail	560	18.0%	0.555	0.29	$27.16	$29.51	$61,380	5.7%
17-2199	Engineers, All Other	detail	280	38.0%	0.283	0.30	$36.90	$39.11	$81,340	4.5%
17-3011	Architectural and Civil Drafters	detail	960	14.1%	0.957	1.49	$21.99	$22.43	$46,650	3.4%
17-3012	Electrical and Electronics Drafters	detail	70	40.3%	0.072	0.33	$25.93	$26.52	$55,170	3.7%
17-3013	Mechanical Drafters	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	Drafters, All Other	detail	(8)	(8)	(8)	(8)	$11.78	$14.99	$31,180	8.9%
17-3022	Civil Engineering Technicians	detail	300	25.5%	0.304	0.56	$25.28	$27.18	$56,520	4.4%
17-3023	Electrical and Electronics Engineering Technicians	detail	590	14.9%	0.587	0.53	$28.41	$27.84	$57,900	3.7%
17-3026	Industrial Engineering Technicians	detail	280	10.7%	0.277	0.54	$19.86	$21.12	$43,920	3.6%
17-3027	Mechanical Engineering Technicians	detail	70	24.4%	0.070	0.20	$17.51	$19.95	$41,500	6.7%
17-3029	Engineering Technicians, Except Drafters, All Other	detail	130	20.1%	0.127	0.25	$25.59	$25.18	$52,370	5.6%
17-3031	Surveying and Mapping Technicians	detail	390	20.7%	0.390	1.08	$19.12	$19.78	$41,140	6.7%
19-0000	Life, Physical, and Social Science Occupations	major	4,010	6.1%	4.011	0.47	$30.02	$32.87	$68,360	4.6%
19-1029	Biological Scientists, All Other	detail	330	0.0%	0.335	1.40	$36.16	$34.58	$71,930	3.2%
19-1042	Medical Scientists, Except Epidemiologists	detail	220	6.1%	0.217	0.30	$27.56	$31.54	$65,610	7.9%
19-2012	Physicists	detail	100	49.6%	0.099	0.73	$63.19	$76.37	$158,840	11.9%
19-2021	Atmospheric and Space Scientists	detail	160	23.4%	0.163	2.08	$45.78	$47.73	$99,270	4.0%
19-2031	Chemists	detail	260	7.4%	0.257	0.39	$36.17	$37.17	$77,310	4.4%
19-2032	Materials Scientists	detail	50	21.9%	0.054	0.88	$35.70	$35.80	$74,470	5.0%
19-2041	Environmental Scientists and Specialists, Including Health	detail	410	18.0%	0.411	0.64	$30.38	$32.83	$68,300	6.0%
19-2042	Geoscientists, Except Hydrologists and Geographers	detail	40	2.3%	0.037	0.14	$47.27	$50.76	$105,580	3.2%
19-2099	Physical Scientists, All Other	detail	30	3.5%	0.033	0.17	$36.99	$39.17	$81,480	2.3%
19-3022	Survey Researchers	detail	(8)	(8)	(8)	(8)	$13.65	$14.16	$29,440	9.2%

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

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

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

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

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

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

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

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

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

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

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

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	Cafeteria Attendants and Bartender Helpers									
35-9021	Dishwashers	detail	5,790	6.8%	5.793	1.50	$8.71	$8.88	$18,480	1.3%
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	detail	2,340	10.0%	2.343	0.89	$9.88	$10.48	$21,800	2.5%
35-9099	Food Preparation and Serving Related Workers, All Other	detail	410	45.4%	0.408	1.44	$13.01	$13.38	$27,830	4.2%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	major	32,730	2.5%	32.746	1.00	$9.31	$10.51	$21,870	1.3%
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	detail	1,480	9.6%	1.483	1.13	$13.94	$15.30	$31,820	4.1%
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	detail	560	22.7%	0.563	0.74	$16.66	$18.46	$38,400	4.5%
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	detail	14,850	5.7%	14.863	0.92	$9.23	$10.27	$21,360	2.0%
37-2012	Maids and Housekeeping Cleaners	detail	10,350	5.7%	10.359	1.51	$8.91	$9.32	$19,380	1.1%
37-2019	Building Cleaning Workers, All Other	detail	(8)	(8)	(8)	(8)	$11.68	$13.24	$27,530	6.8%
37-2021	Pest Control Workers	detail	420	26.8%	0.420	0.89	$11.88	$13.55	$28,180	9.5%
37-3011	Landscaping and Groundskeeping Workers	detail	4,610	10.1%	4.608	0.72	$10.18	$10.83	$22,530	2.6%
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	detail	240	43.9%	0.237	1.31	$13.58	$13.57	$28,230	12.0%
37-3013	Tree Trimmers and Pruners	detail	70	28.1%	0.071	0.23	$14.36	$15.47	$32,180	4.9%
37-3019	Grounds Maintenance	detail	(8)	(8)	(8)	(8)	$15.93	$16.80	$34,950	4.0%

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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 Imagining 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

	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
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						

	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
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				

	Key Biscayne		Fort Myers Beach		Greenacres		Hallandale Beach		Hollywood		Homestead		Jupiter		Lauderhill		Pompano 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	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 Imagining 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

	Key Biscayne		Fort Myers Beach		Greenacres		Hallandale Beach		Hollywood		Homestead		Jupiter		Lauderhill		Pompano Beach	
Agency	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

	Key Biscayne		Fort Myers Beach		Greenacres		Hallandale Beach		Hollywood		Homestead		Jupiter		Lauderhill		Pompano Beach	
Agency	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

	Key Biscayne		Miami		Miami Beach		Miami Gardens		Naples		North Miami		South Miami		Sunny Isles Beach		Miami Dade BOCC	
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	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 Imagining 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

	Key Biscayne		Miami		Miami Beach		Miami Gardens		Naples		North Miami		South Miami		Sunny Isles Beach		Miami Dade BOCC	
Agency	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	32,304	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/Receptionist	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
Plans Reviewer	54,857	85,102	61,296	84,132			74,291	84,907	55,362	80,275	53,580	79,435	55,891	71,333	66,993	97,140	51,778	87,109
Public Works Maintenance	38,831	60,239	43,536	59,820	39,499	63,794	39,333	58,989	38,157	59,143	34,236	50,960	49,970	63,776	38,303	55,539	38,346	55,811
Public Works Maintenance Supervisor	42,691	66,227	55,572	76,320	55,078	79,102	42,078	63,107	41,120	63,736	46,051	68,452	47,591	60,700	42,834	62,109	44,318	64,612
Public Works Superintendent	74,000	95,593	64,332	88,404	76,773	123,988	63,149	88,524	79,601	111,441	74,900	95,593	74,900	95,593	63,351	91,857	56,824	95,337
Recreation Facility Manager	63,654	96,748	64,332	88,404	59,842	96,637	59,010	88,524	65,057	94,333	53,580	79,435	63,395	80,910				
Recreation Program Coordinator	37,096	57,549	34,116	46,860	39,499	63,794	45,032	67,538	44,083	68,329	34,236	50,960	39,153	49,970			37,035	61,935
School Crossing Guard	15.00 per hour						13.48	20.22	13.35	20.70								
Senior Code Enforcement Officer	41,880	64,969																
Special Project Coordinator/Communications	44,647	69,262	45,444	64,164	40,560	59,883	45,032	67,538	45,563	70,623	43,867	65,270	45,525	57,847	42,834	62,109	40,903	68,769
Special Project Coordinator/Police	44,647	69,262	45,444	64,164	40,560	59,883	45,032	67,538	45,563	70,623	43,867	65,270	45,525	57,847	42,834	62,109	40,903	68,769
Special Project Coordinator/Public Works	44,647	69,262	45,444	64,164	40,560	59,883	45,032	67,538	45,563	70,623	43,867	65,270	45,525	57,847	42,834	62,109	40,903	68,769
Village Manager	176,797				137,309	221,770	176,775	206,690			117,561	218,337	140,000					
Village Clerk	113,296				76,366	114,109	72,294	112,056					84,642		70,846	102,726		
Finance Director	91,545	156,575	88,344	150,180	98,488	159,078		116,744	98,992	138,589	72,051	106,787	84,396	107,713	99,092	143,668	100,837	160,785
Building , Zoning, Planning and PW Director	107,997	184,711	97,080	170,652	90,646	146,390	92,174	112,655	98,992	138,589	87,652	129,750			93,694	135,857		
Chief Building Official	105,572	180,565	83,960	147,420	107,016	172,848	63,144	94,716	98,992	138,589	56,305	83,428	72,904	93,046	88,600	128,470		
Chief of Police	105,572	180,565	117,456	154,560	107,016	172,848		146,859	98,992	138,589	87,652	129,750	84,396	107,713	99,092	143,668	87,366	137,196
Deputy Chief of Police	87,892	150,325	73,452	113,988	98,488	159,078			74,753	108,392	79,435	117,728	79,000	100,826	74,919	108,632	84,384	121,754
Police Lieutenant	71,362	110,241	63,504	91,968			84,342	122,135	68,289	99,019	62,212	92,019	68,544	87,481			70,210	101,506
Police Sergeant * 3% differential for night shift	65,832	102,128	54,876	79,476			62,473	99,084	58,594	84,961	54,620	81,036	58,354	74,476			58,007	87,452
Police Officer * 3% differential for night shift	49,534	76,844	49,952	63,720	51,563	72,571	47,865	69,514	52,129	75,587	46,072	68,473	45,722	58,354			41,366	75,711
Police Master Officer * 3% differential for night shift	52,051	80,748																
Chief of Fire Rescue	99,930	170,914	164,976	186,540	102,086	159,078			98,992	138,589							100,837	160,785
Fire Rescue Deputy/Operations	88,457	151,291																
Fire Rescue Deputy/Administration (Fire Marshal)	88,457	151,291			98,488	159,078			65,057	94,333								

	Key Biscayne		Miami		Miami Beach		Miami Gardens		Naples		North Miami		South Miami		Sunny Isles Beach		Miami Dade BOCC	
Agency	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

	Key Biscayne		Bay Harbor Islands		Davie		Town of Palm Beach		Surfside		Bal Harbour		North Palm Beach		Pinecrest		Tequesta	
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	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 Imagining 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

	Key Biscayne		Bay Harbor Islands		Davie		Town of Palm Beach		Surfside		Bal Harbour		North Palm Beach		Pinecrest		Tequesta	
Agency	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	32,186	42,232	29,035	38,910	33,577	53,000	32,733	49,100			29,335	44,365	36,358	48,714	37,955	60,729
Permit Clerk/Receptionist	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
Plans Reviewer	54,857	85,102			54,559	73,114									66,685			
Public Works Maintenance	38,831	60,239																
Public Works Maintenance Supervisor	42,691	66,227	45,352	59,509			50,703	80,032	35,024	52,538	70,000		67,208	105,802			60,246	96,394
Public Works Superintendent	74,000	95,593	57,891	75,947	82,810	110,973	97,064	155,087	86,404	126,506					51,189	68,827	60,246	96,394
Recreation Facility Manager	63,654	96,748					59,861	94,486					39,314	59,874				
Recreation Program Coordinator	37,096	57,549					39,589	58,359	42,907	64,361								
School Crossing Guard	15.00 per hour																	
Senior Code Enforcement Officer	41,880	64,969											40,323	60,486	37,502	49,192		
Special Project Coordinator/Communications	44,647	69,262											40,323	60,486	37,502	49,192		
Special Project Coordinator/Police	44,647	69,262											40,323	60,486	37,502	49,192		
Special Project Coordinator/Public Works	44,647	69,262																
Village Manager	176,797		142,117		167,000		196,756		170,600									
Village Clerk	113,296		73,880	96,938	74,839	100,292	65,235	102,971	64,392	96,588			60,955	94,501			60,246	96,394
Finance Director	91,545	156,575	73,880	96,938	90,781	121,654	91,864	147,460	90,312	136,468			81,755	130,688	103,043	134,056	78,970	126,353
Building , Zoning, Planning and PW Director	107,997	184,711	73,880	96,938	82,810	110,973			84,404	126,606			67,208	105,802	88,546	102,794		
Chief Building Official	105,572	180,565	73,880	96,938			61,532	97,124	53.16				63,962	100,750	121,181	153,483		
Chief of Police	105,572	180,565		141,527	88,787	118,984			96,634	144,951		142,527	94,501	151,248	113,610	143,874	73,804	119,427
Deputy Chief of Police	87,892	150,325	89,804	117,828	74,839	87,566	88,518	114,120	78,882	118,323					83,034	102,794		
Police Lieutenant	71,362	110,241			71,299	109,364									76,128	90,272	60,246	96,394
Police Sergeant * 3% differential for night shift	65,832	102,128					74,492	97,112	80,550	86,594			55,974	82,719	64,397	80,766	58,400	90,088
Police Officer * 3% differential for night shift	49,534	76,844			51,687	82,057	47,000	82,811	50,258	74,855			42,367	64,612	52,728	70,554	47,500	68,727
Police Master Officer * 3% differential for night shift	52,051	80,748																
Chief of Fire Rescue	99,930	170,914			88,072	123,927	91,703	144,748					67,208	105,802			73,804	119,427
Fire Rescue Deputy/Operations	88,457	151,291					87,336	137,855										
Fire Rescue Deputy/Administration (Fire Marshal)	88,457	151,291			72,847	97,621	75,989	119,945										

	Key Biscayne		Bay Harbor Islands		Davie		Town of Palm Beach		Surfside		Bal Harbour		North Palm Beach		Pinecrest		Tequesta	
Agency	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				

	Key Biscayne		North Lauderdale		Oakland Park		Margate		Village of Palmeto Bay		MEDIAN				AVERAGE			
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	31,266	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 Imagining 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%

	Key Biscayne		North Lauderdale		Oakland Park		Margate		Village of Palmeto Bay		MEDIAN				AVERAGE			
Agency	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%	74,371	100,762	-4.22%	8.60%
Police Sergeant * 3% differential for night shift	65,832	102,128					83,185				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					49,217	72,335			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																
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%

	Key Biscayne		North Lauderdale		Oakland Park		Margate		Village of Palmeto Bay		MEDIAN				AVERAGE			
Agency	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
Public Works Director			84,886	154,120
Finance Director			74,482	131,348
Deputy Finance Director			49,369	86,250
Building Official			52,639	98,669
Police Chief	56,632	99,688	74,484	131,348
Police Lieutenant	52,853	74,369	52,639	98,669
Police Sergeant	50,351	70,848	44,997	76,150
Police Officer	45,670	64,262	34,108	61,653