

Grade 3

Code Enforcement Officer	TITLE	Min	Mid	Max	Actual	# in Position	Source of Data/Notes	Percent Match
Marco Island	Code Enforcement Officer	\$41,696.00	\$53,162.00	\$68,829.00	\$53,005.07	3	(3 FTE)	
Naples	Code Compliance Officer	\$51,659.00		\$80,033.00	\$53,808.00	2	CMI Survey	75%
St. Pete Beach	Code Enforcement Officer	\$48,151.00	\$62,596.00	\$77,042.00	\$65,998.00	3	CMI Survey	Unknown
Sanibel	Code Enforcement Officer	\$47,641.99		\$70,101.89	\$69,867.72	1	CMI Survey	100%
Fort Myers	Code Officer I	\$50,523.20		\$76,398.40			Website	Unknown
Collier County	Code Enforcement Officer I	\$46,137.00		\$73,819.00	\$54,713.40	34	CMI Survey	100%
Lee County	Enforcement Specialist	\$35,360.00		\$67,414.05	\$53,320.71	15	CMI Survey	100%
Sarasota	Code Compliance Coordinator	\$57,158.40		\$57,158.40			CMI Survey	75%
Longboat Key	Code Enforcement Officer	\$46,511.60	\$60,465.08	\$74,418.55	\$57,091.01	1	CMI Survey	Unknown
AVERAGE		\$47,892.77	\$61,530.54	\$72,048.16	\$59,133.14			
Meter Reader	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	Meter Reader	\$41,696.00	\$53,162.00	\$68,829.00	\$53,300.65	2		
Naples	Meter Reader/Technician	\$41,365.00		\$64,082.00	\$43,951.00	2	CMI Survey	100%
St. Pete Beach	N/A							
Sanibel	N/A							
Fort Myers	N/A							
Collier County	Utility Specialist I	\$43,488.00		\$69,581.00	\$43,749.26	5	CMI Survey	50%
Lee County	Tradesworker	\$34,325.00	\$48,962.00	\$63,598.00	\$47,853.00	8	FY24 Pepie	Unknown
Sarasota	Field Service Representative	\$37,814.00	\$47,278.00	\$56,742.00	\$46,155.00	2	FY24 Pepie	Unknown
Longboat Key	N/A							
AVERAGE		\$39,248.00	\$48,120.00	\$63,500.75	\$45,427.07			
Recreation Leader	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	Recreation Leader	\$41,696.00	\$53,162.00	\$68,829.00	\$44,990.40	1		
Naples	Recreation Coordinator	\$45,659.00		\$70,738.00	\$42,223.00	9	CMI Survey	50%
St. Pete Beach	N/A							
Sanibel	Recreation Program Manager	\$60,804.74		\$89,469.84	\$78,489.32	1	CMI Survey	75%
Fort Myers	Program Coordinator	\$51,542.00		\$77,916.00			CMI Survey	75%
Collier County	Program Leader I	\$42,222.00		\$67,555.00	\$50,133.22	37	CMI Survey	100%
Lee County	Supervisor, Parks and Recreation	\$51,698.40		\$108,411.12	\$72,144.61	32	CMI Survey	75%
Sarasota	Recreation Leader	\$52,353.60		\$81,140.80			CMI Survey	100%
Longboat Key	N/A							
AVERAGE		\$50,713.29		\$82,538.46	\$60,747.54			
Administrative Assistant	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	Administrative Assistant	\$41,696.00	\$53,162.00	\$68,829.00	\$43,294.49	5		
Naples	Administrative Assistant 2	\$49,290.00		\$76,399.00	\$61,726.00	4	CMI Survey	50%
St. Pete Beach	Administrative Assistant	\$48,151.00	\$62,596.00	\$77,042.00	\$52,395.20	5	CMI Survey	Unknown
Sanibel	Support Services Assistant	\$43,212.84		\$63,584.50	\$47,368.10	2	CMI Survey	75%
Fort Myers	Administrative Assistant	\$42,889.00		\$64,875.00	\$62,067.00	14	CMI Survey	75%
Collier County	Administrative Assistant II	\$42,222.00		\$67,555.00	\$61,015.32	16	CMI Survey	75%
Lee County	Administrative Assistant	\$40,004.85		\$77,399.83	\$62,243.23	40	CMI Survey	75%
Sarasota	Administrative Assistant	\$50,821.47		\$78,773.34		5	CMI Survey	75%
Longboat Key	Administrative Assistant	\$43,266.60	\$56,246.58	\$69,226.56	\$58,008.91		CMI Survey	Unknown
AVERAGE		\$44,982.22	\$59,421.29	\$71,856.90	\$57,831.97			

Grade 3

Public Works Maintenance Worker I	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	Public Works Maintenance Worker I	\$41,696.00	\$53,162.00	\$68,829.00	\$49,875.97	3		
Naples	Utility Maintence Tech 1	\$47,971.00		\$74,319.00	\$47,544.00	8	CMI Survey	75%
St. Pete Beach	Street Maintenance Worker I	\$36,056.00	\$46,872.00	\$57,689.00			CMI Survey(only have level 2)	Unknown
Sanibel	Tradesworker	\$43,212.84		\$63,584.50	\$48,675.55	13	CMI Survey	75%
Fort Myers	Service Worker I	\$32,468.00		\$49,088.00	\$35,557.00	14	AVG& Number FY24 Pepie/CMI Survey	75%
Collier County	Landscape Technician I	\$36,421.00		\$58,273.00	\$44,117.35	56	CMI Survey	50%
Lee County	Tradesworker	\$35,360.00		\$67,414.05			Pay Plan	Unknown
Sarasota	Maintenance Mechanic I	\$42,577.60		\$63,377.60			CMI Survey	75%
Longboat Key	Service Worker II	\$40,248.00	\$52,322.40	\$64,396.80	\$55,753.50	2	CMI Survey	Unknown
AVERAGE		\$39,289.31	\$49,597.20	\$62,267.74	\$46,329.48			
	Grade Average	\$44,425.12		\$70,442.40				

Grade 4

IT Technician	TITLE	Min	Mid	Max	Actual	# in Position	Source of Data/Notes	Percent Match
Marco Island	IT Technician	\$48,279.00	\$61,556.00	\$74,832.00	\$55,000.00	1		
Naples	IT Applications Analyst	\$53,080.00		\$82,273.00	\$61,652.00	1	CMI Survey	50%
St. Pete Beach	N/A							
Sanibel	Computer Support Specialist	\$52,525.72		\$77,287.29	\$78,788.06	3	CMI Survey	100%
Fort Myers	Help Desk Coordinator	\$59,030.00		\$89,273.00	\$62,608.00	1	CMI Survey-Same as IT Sup Spec	100%
Collier County	Technical Support Professional I	\$58,912.00		\$95,438.00	\$71,780.46	9	CMI Survey	100%
Lee County	Technology Systems Specialist	\$50,186.00	\$76,230.00	\$102,275.00	\$79,166.00	29	FY24 Pepie	Unknown
Sarasota	Computer Specialist II	\$59,176.00		\$91,707.20			CMI Survey	75%
Longboat Key	N/A							
AVERAGE		\$55,484.95	\$76,230.00	\$89,708.92	\$70,798.90			
Wastewater Plant Operator I	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	Wastewater Plant Operator I	\$48,279.00	\$61,556.00	\$74,832.00	\$66,787.00	3		
Naples	Plant Operator 2	\$51,659.00		\$80,033.00	\$53,618.00	4	CMI Survey	100%
St. Pete Beach	N/A							
Sanibel	Wastewater Plant Operator I	\$50,024.30		\$73,607.08		Vacant	CMI Survey	50%
Fort Myers	Plant Operator C	\$48,172.00		\$72,862.00	\$55,103.00	9	CMI Survey	100%
Collier County	Plant Operator I	\$43,488.00		\$69,581.00	\$45,191.45	18	CMI Survey	100%
Lee County	N/A							
Sarasota	Treatment Plant Operator	\$49,358.40		\$74,048.00			CMI Survey - same range for all	75%
Longboat Key	N/A							
AVERAGE		\$48,540.34		\$74,026.22	\$51,304.15			
Records Clerk	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	Records Clerk	\$48,279.00	\$61,556.00	\$74,832.00	\$54,700.00	1		
Naples	Records Clerk	\$40,356.00		\$62,522.00	\$59,064.00	2	CMI Survey	100%
St. Pete Beach	N/A							
Sanibel	Police Records Coordinator	\$45,373.47		\$66,763.83	\$58,223.36		CMI Survey	50%
Fort Myers	Records / Data Entry Clerk	\$42,889.00		\$64,875.00	\$47,117.00	11	CMI Survey	75%
Collier County	N/A							
Lee County	N/A							
Sarasota	Records Information Specialist	\$45,177.60		\$67,766.40			CMI Survey	50%
Longboat Key	Police Service Technician	\$49,999.97	\$64,999.96	\$79,999.95	\$61,106.86	1	CMI Survey	Unknown
AVERAGE		\$44,759.21	\$64,999.96	\$68,385.44	\$56,377.81			
Permit Clerk II	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	Permit Clerk II	\$48,279.00	\$61,556.00	\$74,832.00	\$63,432.07	2		
Naples	Permit Coordinator	\$50,399.00		\$78,081.00	\$54,478.00	7	CMI Survey	100%
St. Pete Beach	Permit Technician II	\$38,760.00	\$50,388.00	\$62,015.00	\$55,030.00	3	CMI Survey	Unknown
Sanibel	Senior Permit Technician	\$45,373.47		\$66,763.83	\$52,735.45	3	CMI Survey	100%
Fort Myers	Permit Representative	\$45,448.00		\$68,744.00	\$59,737.00	6	CMI Survey	75%
Collier County	Planning & Permitting Technician I	\$44,793.00		\$71,669.00	\$51,574.08	28	CMI Survey	50%
Lee County	N/A							

Grade 4

Sarasota	N/A							
Longboat Key	Permit Technician 2	\$43,266.60	\$56,246.58	\$69,226.56	\$76,149.22	1	CMI Survey	Unknown
AVERAGE		\$44,673.35	\$53,317.29	\$69,416.56	\$58,283.96			
Maintenance Worker II	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	Maintenance Worker II	\$48,279.00	\$61,556.00	\$74,832.00	\$59,627.19	3		
Naples	Utility Maintenance Tech 2	\$51,659.00		\$80,033.00	\$56,162.00	1	CMI Survey	75%
St. Pete Beach	Street Maintenance Worker 2	\$38,760.00	\$50,388.00	\$62,015.00	\$52,977.00		CMI Survey	Unknown
Sanibel	Tradesworker II	\$45,373.47		\$66,763.83		0	CMI Survey	50%
Fort Myers	Tradesworker I	\$40,497.00					CFM Website	75%
Collier County	Landscape Technician II	\$39,798.00		\$63,677.00	\$52,616.31	26	CMI Survey	50%
Lee County	N/A							
Sarasota	Maintenance Mechanic II	\$46,529.60		\$69,804.80			CMI Survey	75%
Longboat Key	Service Worker III	\$43,266.60	\$60,465.08	\$74,418.55	\$60,045.54	4	CMI Survey	Unknown
AVERAGE		\$43,697.67	\$55,426.54	\$69,452.03	\$55,450.21			
	Grade Average	\$47,431.10		\$74,197.83				

Grade 5

DW Plant Operator II	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	DW Plant Operator II	\$53,675.00	\$68,550.00	\$83,336.00	N/A		Vacant	
Naples	Plant Operator 3	\$57,022.00		\$88,342.00	\$69,913.00	3	CMI Survey	100%
St. Pete Beach	N/A							
Sanibel	Wastewater Plant Operator II	\$55,151.68		\$81,151.76			Vacant	CMI Survey
Fort Myers	Plant Operator B	\$51,542.00		\$77,916.00	\$57,595.00	4	CMI Survey	100%
Collier County	Plant Operator II	\$52,373.00	\$68,608.00	\$84,844.00	\$64,928.48	35	CMI Survey	100%
Lee County	Operator	\$45,210.88		\$90,961.20	\$68,352.11	65	CMI Survey All levels	50%
Sarasota	Treatment Plant Operator	\$49,358.40		\$74,048.00			CMI Survey - same range for all	75%
Longboat Key	N/A							
AVERAGE		\$51,776.33	\$68,608.00	\$82,877.16	\$65,197.15			
IT Support Specialist	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	IT Support Specialist	\$53,675.00	\$68,550.00	\$83,336.00	\$63,345.00	1		
Naples	IT Technician	\$58,590.00		\$90,814.00	\$61,081.00	1	CMI Survey	50%
St. Pete Beach	Information Technology Specialist	\$59,818.00	\$77,763.00	\$95,709.00	\$79,861.60	1	CMI Survey	Unknown
Sanibel	Computer Support Specialist	\$52,525.72		\$77,287.29	\$78,788.06		CMI Survey-Same as IT Tech	100%
Fort Myers	Network Technician	\$59,030.00		\$89,273.00	\$66,617.00	4	CMI Survey	75%
Collier County	Systems Analyst I	\$66,268.00		\$107,355.00	\$75,645.20	9	CMI Survey	50%
Lee County	Technology Systems Specialist	\$51,698.40		\$108,411.12	\$92,941.70	1	CMI Survey	75%
Sarasota	Computer Support Specialist II	\$64,604.80			\$100,152.00		CMI Survey	75%
Longboat Key	Information Technology Specialist	\$57,781.21	\$75,115.57	\$92,449.94	\$79,355.95	1	CMI Survey	Unknown
AVERAGE		\$58,789.52	\$76,439.29	\$94,471.34	\$79,305.31			
	Grade Average	\$58,422.33		\$91,582.77				

Grade 6

Building Inspector	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	Building Inspector	\$58,154.00	\$74,147.00	\$90,139.00	\$79,151.97	6		
Naples	Building Inspector	\$59,909.00		\$92,814.00	\$70,492.00	2	CMI Survey	100%
St. Pete Beach	Building Inspector	\$64,304.00	\$83,595.00	\$102,887.00	\$90,594.40	1	CMI Survey	Unknown
Sanibel	Building Inspector	\$60,804.74		\$89,469.84	\$82,620.20	3	CMI Survey	100%
Fort Myers	Building Inspector I // II	\$59,030.00		\$95,596.00	\$77,857.00	6	CMI Survey	100%
Collier County	Building Inspector II	\$61,269.00		\$99,255.00	\$76,903.55	47	CMI Survey	100%
Lee County	Building Inspector	\$45,210.88		\$90,961.20	\$73,403.00	41	CMI Survey	100%
Sarasota	Building Inspector/Planner	\$61,829.25		\$95,835.38			CMI Survey	Unknown
Longboat Key	Building Inspector II	\$57,781.21		\$92,449.94		Vacant	CMI Survey	Unknown
AVERAGE		\$58,767.26	\$83,595.00	\$94,908.54	\$78,645.02			
DW Plant Operator III	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	DW Plant Operator III	\$58,154.00	\$74,147.00	\$90,139.00	\$77,781.51	6		
Naples	Plant Operator 4	\$58,448.00		\$90,550.00	\$67,437.00	6	CMI Survey	100%
St. Pete Beach	N/A						CMI Survey	Unknown
Sanibel	Wastewater Plant Operator III	\$60,804.74		\$89,469.84	\$81,755.05	4	CMI Survey	50%
Fort Myers	Plant Operator A	\$55,099.00		\$83,345.00	\$63,018.00	4	CMI Survey	100%
Collier County	Plant Operator III	\$56,646.00		\$91,767.00	\$78,124.20	20	CMI Survey	100%
Lee County	N/A							Unknown
Sarasota	Treatment Plant Operator	\$49,358.40		\$74,048.00			CMI Survey - same range for all	Unknown
Longboat Key	N/A							
AVERAGE		\$56,071.23		\$85,835.97	\$72,583.56			
	Grade Average	\$60,918.74		\$96,990.49				

Grade 7

Utility Systems Supervisor	TITLE	Min	Mid	Max	Actual	# in Position	Source of Data/Notes	Percent Match
Marco Island	Utility Systems Supervisor	\$66,932.00	\$85,339.00	\$103,745.00	\$94,872.61	1		
Naples	Utility Maintenance Supervisor	\$67,946.00		\$105,317.00	\$88,152.00	1	CMI Survey	100%
St. Pete Beach	N/A							
Sanibel	Utility Maintenance Supervisor	\$67,037.22		\$98,640.38	\$98,640.38	1	CMI Survey	75%
Fort Myers	N/A							
Collier County	Supervisor - Field II	\$63,719.00		\$103,226.00	\$89,684.48	9	CMI Survey	75%
Lee County	Supervisor, Public Utilities	\$51,698.40		\$108,411.12	\$86,535.83	12	CMI Survey	75%
Sarasota	Senior Utilities Engineer	\$70,532.80		\$112,860.80			CMI Survey	50%
Longboat Key	Utility Operations Supervisor	\$57,781.21	\$75,115.57	\$92,449.94	\$89,532.56	1	CMI Survey	Unknown
AVERAGE		\$63,119.11	\$75,115.57	\$103,484.21	\$90,509.05			
Planner II	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	Planner II	\$66,932.00	\$85,339.00	\$103,745.00	\$92,146.86	2		
Naples	Planner 2	\$74,818.00		\$115,912.00	\$86,320.00	1	CMI Survey	75%
St. Pete Beach	Planner II	\$64,304.00	\$83,595.00	\$102,887.00		Vacant	CMI Survey	Unknown
Sanibel	Senior Planner	\$67,037.22		\$98,640.38	\$78,624.00	1	CMI Survey	75%
Fort Myers	Senior Planner	\$62,994.00		\$94,048.00	\$66,623.00	1	CMI Survey	75%
Collier County	Planner II	\$63,719.00	\$83,473.00	\$103,226.00	\$79,533.81		CMI Survey	100%
Lee County	Planner II	\$42,717.00	\$64,265.00	\$85,812.00	\$69,483.00		FY24 CC Benchmark	Unknown
Sarasota	Planner II	\$74,780.00	\$84,994.00	\$97,214.00	\$91,794.00		FY24 CC Benchmark	75%
Longboat Key	N/A							
AVERAGE		\$64,338.46	\$79,081.75	\$99,677.05	\$78,729.64			
Public Works Supervisor	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	Public Works Supervisor	\$66,932.00	\$85,339.00	\$103,745.00	\$82,360.82	1		
Naples	PW Division Supervisor	\$67,946.00		\$105,317.00	\$80,241.00	3	CMI Survey	75%
St. Pete Beach	N/A							
Sanibel	Superintendent Streets & Parks	\$73,908.53		\$105,751.22	\$97,342.70	1	CMI Survey	75%
Fort Myers	Supervisor II	\$59,030.00		\$89,273.00			CMI Survey	75%
Collier County	Supervisor - Road Maintenance	\$68,919.00		\$111,649.00	\$85,441.45	8	CMI Survey	75%
Lee County	N/A							
Sarasota	Supervisor			\$107,515.20			CMI Survey	75%
Longboat Key	Streets Operations Supervisor	\$57,781.21	\$75,115.57	\$92,449.94	\$81,998.38	1	CMI Survey	Unknown
AVERAGE		\$65,516.95	\$75,115.57	\$101,992.56	\$86,255.88			
	Grade Average	\$64,324.84		\$101,717.94				

Grade 8

Controller	TITLE	Min	Mid	Max	Actual	# in Position	Source of Data/Notes	Percent Match
Marco Island	Controller	\$80,099.00	\$102,126.00	\$124,154.00	\$115,828.65	1		
Naples	Accounting Manager	\$82,786.00		\$128,318.00	\$126,941.00	1	CMI Survey	75%
St. Pete Beach	Assistance Finance Director	\$92,317.00	\$120,012.00	\$147,707.00		Vacant	CMI Survey	Unknown
Sanibel	Deputy Finance Director	\$97,158.05		\$145,736.97	\$144,785.94	1	CMI Survey	75%
Fort Myers	Controller	\$83,358.00		\$104,490.00		1	CMI Survey-Vacant	75%
Collier County	Supervisor - Accounting	\$71,676.00		\$116,115.00	\$90,563.40	10	CMI Survey	50%
Lee County	N/A							
Sarasota	N/A							
Longboat Key	Accounting Manager	\$77,165.02	\$100,314.53	\$123,464.04	\$100,579.44	1	CMI Survey	Unknown
AVERAGE		\$84,076.68	\$110,163.27	\$127,638.50	\$115,717.44			
Senior Building Inspector/Plans Examiner	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	Senior Building Inspector/Plans Examiner	\$80,099.00	\$102,126.00	\$124,154.00	\$116,400.96	1		
Naples	Chief Building Inspector	\$80,767.00		\$128,188.00	\$102,978.00	1	CMI Survey	75%
St. Pete Beach	N/A							
Sanibel	N/A							
Fort Myers	Chief Inspector	\$72,663.00		\$109,886.00	\$106,735.00	2	CMI Survey	75%
Collier County	Chief Building Inspector	\$74,543.00		\$120,759.00	\$98,031.38	4	CMI Survey	25%
Lee County	N/A							
Sarasota	Building InspectorPlanner	\$61,829.25		\$95,835.38			CMI Survey	Unknown
Longboat Key	N/A							
AVERAGE		\$72,450.56		\$113,667.09	\$102,581.46			
Fire Training Officer	TITLE	Min	Mid	Max	Actual	# in Position	Fire Training Officer Range is Different from Grade 8 range	
Marco Island	Fire Training Officer	\$89,272.00	\$113,822.00	\$138,372.00	\$117,749.25	1		
Naples	Training Division Chief	\$100,082.00		\$157,128.00	\$157,128.00	1	CMI Survey	75%
St. Pete Beach	N/A							
Sanibel	N/A							
Fort Myers	Training Captain	\$72,408.00		\$108,634.00	\$86,141.00	2	CMI Survey-2 positions - 1 Fire, 1 EMS	75%
Collier County	N/A							
Lee County	N/A							
Sarasota	N/A							
Longboat Key	PT Fire Training officer	\$77,165.02	\$100,314.53	\$123,464.04		Part Time	7/24 Evergreen Study	Unknown
AVERAGE		\$83,218.34	\$100,314.53	\$129,742.01	\$121,634.50			
	Grade Average	\$79,915.19		\$123,682.54				

Grade 10

Public Works Director	TITLE	Min	Mid	Max	Actual	# in Position	Source of Data/Notes	Percent Match
Marco Island	Public Works Director	\$105,336.00	\$134,303.00	\$163,271.00	\$160,917.54	1	Pay Plan	
Naples	Director, Public Works	\$131,316.00		\$206,166.00	\$206,165.00	1	CMI Survey	100%
St. Pete Beach	Public Works Director	\$106,684.00	\$138,689.00	\$170,694.00		1	CMI Survey	Unknown
Sanibel	Public Works Director	\$123,246.06		\$183,324.10	\$182,070.20	1	CMI Survey	75%
Fort Myers	Public Works Director	\$122,484.00		\$192,036.00	\$167,438.00	1	CMI Survey	50%
Collier County	Division Director - Road, Bridge & Stormwater Maintenance	\$116,690.00		\$192,538.00	\$145,761.26	1	CMI Survey	100%
Lee County	Director, DOT	\$111,033.73		\$220,721.70	\$185,933.90	1	CMI Survey	100%
Sarasota	Director, Public Works	\$121,255.00	\$161,876.00	\$202,497.00	\$164,305.00	1	FY24 Pepie	75%
Longboat Key	Public Works Director	\$117,799.15	\$156,083.88	\$194,368.60	\$140,500.05	1	CMI Survey	Unknown
AVERAGE		\$118,813.49	\$152,216.29	\$195,293.18	\$170,310.49			
IT Director	TITLE	Min	Mid	Max	Actual	# in Position	Source of Data/Notes	Percent Match
Marco Island	IT Director	\$105,336.00	\$134,303.00	\$163,271.00	\$137,901.61	1	Pay Plan	
Naples	Director, Information Technology Services	\$118,966.00		\$186,776.00	\$151,329.00	1	CMI Survey	100%
St. Pete Beach	IT DIRECTOR	\$99,241.00	\$129,013.00	\$158,785.00	\$124,696.00	1	CMI Survey	Unknown
Sanibel	Information Technology Director	\$123,246.06		\$183,324.10	\$183,324.18	1	CMI Survey	100%
Fort Myers	Director IT Services	\$112,897.00		\$176,714.00	\$146,486.00	1	CMI Survey	100%
Collier County	Division Director-Info Tech	\$122,524.00	\$162,345.00	\$202,165.00	\$169,314.23	1	CMI Survey	100%
Lee County	Director, Division of Innovation and Technology	\$111,033.73		\$220,721.70	\$189,917.73	1	CMI Survey	100%
Sarasota	Director, IT	\$126,110.40		\$210,600.00	\$173,320.00	1	FY24 Pepie/CMI Survey	100%
Longboat Key	Chief Info Officer	\$117,799.15	\$156,083.88	\$194,368.60	\$164,129.68	1	CMI Survey	Unknown
AVERAGE		\$116,477.17	\$149,147.29	\$191,681.80	\$162,814.60			
	Grade Average	\$117,645.33		\$193,487.49				

Grade 12

Assistant City Manager	TITLE	Min	Mid	Max	Actual	# in Position	Source of Data/Notes	Percent Match	
Marco Island	Asst City Manager	\$123,989.00	\$158,086.00	\$192,184.00	\$151,700.23	1			
Naples	Deputy City Manager	\$141,413.00		\$222,018.00	\$219,546.00	2	CMI Survey		75%
St. Pete Beach	Assistant City Manager	\$123,286.00	\$160,272.00	\$197,258.00		Vacant	CMI Survey		Unknown
Sanibel	Asst City Manager	\$130,200.93		\$195,301.39			CMI Survey-N/A		75%
Fort Myers	Assistant City Manager	\$132,914.00		\$208,742.00	\$192,871.00	1	CMI Survey		75%
Collier County	Deputy County Manager	\$150,058.00	\$198,827.00	\$247,595.00	\$215,759.00		CMI Survey		50%
Lee County	Assistant County Manager	\$145,537.60		\$289,316.14	\$242,593.00		CMI Survey		50%
Sarasota	Deputy City Manager	\$134,321.00	\$179,320.00	\$224,318.00	\$202,966.00		FY24 Pepie		Unknown
Longboat Key	Assistant Town Manager	\$129,579.07	\$171,692.27	\$213,805.46	\$180,000.08	1	CMI Survey		Unknown
AVERAGE		\$135,913.70	\$177,527.82	\$224,794.25	\$208,955.85				
Fire Chief	TITLE	Min	Mid	Max	Actual	# in Position			
Marco Island	Fire Chief	\$123,989.00	\$158,086.00	\$192,184.00	\$170,970.32	1			
Naples	Fire Chief	\$128,113.00		\$201,137.00	\$188,700.00	1	CMI Survey		100%
St. Pete Beach	Fire Chief	\$106,684.00	\$138,689.00	\$170,694.00	\$137,716.80	1	CMI Survey		Unknown
Sanibel	N/A								
Fort Myers	Fire Chief	\$122,484.00		\$192,036.00	\$186,563.00	1	CMI Survey		100%
Collier County	N/A								
Lee County	N/A								
Sarasota	N/A								
Longboat Key	Fire Chief	\$117,799.15	\$156,083.88	\$194,368.60	\$169,624.42	1	7/24 Evergreen Study		Unknown
AVERAGE		\$118,770.04	\$147,386.44	\$189,558.90	\$170,651.05				
	Grade Average	\$127,341.87		\$207,176.57					

City Manager

CITY MANAGER	TITLE	Min	Mid	Max	Actual	# in Position	Source of Data/Notes	Percent Match	
Marco Island	City Manager				\$228,744.00	1			
Naples	City Manager				\$300,000.00	1	CMI Survey	100%	
St. Pete Beach	City Manager				\$240,000.02	1	CMI Survey	Unknown	
Sanibel	City Manager				\$236,779.40	1	CMI Survey	100%	
Fort Myers	City Manager				\$269,146.00	1	CMI Survey	100%	
Collier County	County Manager				\$270,000.00	1	CMI Survey	50%	
Lee County	County Manager	\$145,537.60		\$289,316.14	\$286,200.30	1	CMI Survey	75%	
Sarasota	City Manager				\$249,246.40	1	CMI Survey	100%	
Longboat Key	Town Manager				\$236,361.42	1	CMI Survey	Unknown	
AVERAGE		\$145,537.60		\$289,316.14	\$260,966.69				