Facilities Custodian	TITLE	Min	Mid	Max	Actual	# in Position	Source of Data/Notes	Percent Match
Marco Island	Facilities Custodian	\$37,307.00	\$47,566.00	\$57,826.00	\$41,616.12	1		
Naples	Custodian	\$40,356.00		\$62,522.00	\$42,813.00	11	CMI Survey	100%
St. Pete Beach	N/A							
Sanibel	N/A							
Fort Myers	Custodian	\$32,468.00		\$49,088.00	\$36,171.00	3	CMI Survey	100%
Collier County	N/A							
Lee County	N/A							
Sarasota	N/A							
Longboat Key	N/A							
AVERAGE		\$36,412.00		\$55,805.00	\$39,492.00			
Senior Park Attendant	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	Senior Park Attendan t	\$37,307.00	\$47,566.00	\$57,826.00	\$39,780.00	2		
Naples	N/A							
St. Pete Beach	Recreation Leader II	\$41,667.00	\$54,167.00	\$66,667.00	\$48,880.00	1	CMI Survey	Unknown
Sanibel	N/A							
Fort Myers	N/A							
Collier County	Recreation Specialist I	\$36,421.00		\$58,273.00	\$43,233.28	37	CMI Survey	50%
Lee County	Parks and Recreation Specialist	\$35,360.00		\$67,414.05	\$42,147.10	168	CMI Survey	75%
Sarasota	N/A							
Longboat Key	N/A							
AVERAGE		\$37,816.00	\$54,167.00	\$64,118.02	\$44,753.46			
	Grade Average	\$37,114.00		\$59,961.51				
	Grade Average	\$57,114.00		\$55,501.51				

/Notes Percent Match
75%
Unknown
100%
Unknown
100%
100%
75%
Unknown
100%
50%
Unknown
Unknown
50%
75%
75% 75%
75%
75% 100%
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75% 100% 75% 100%
75% 100% 75% 100% 50% Unknown
75% 100% 75% 100% 50% Unknown 75%
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75% 100% 75% 100% 50% Unknown 75% 75%
75% 100% 75% 100% 50% Unknown 75% 75% 75%
75% 100% 75% 100% 50% Unknown 75% 75% 75% 75%

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				

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		\$61,556.00			2		
Naples	Permit Coordinator	\$50,399.00		\$78,081.00		7	CMI Survey	100%
St. Pete Beach	Permit Technician II		\$50,388.00			3	CMI Survey	Unknown
Sanibel	Senior Permit Technician	\$45,373.47		\$66,763.83		3	CMI Survey	100%
Fort Myers	Permit Representative	\$45,448.00		\$68,744.00		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							

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				

Floodplain Coordinator	TITLE	Min	Mid	Max	Actual	# in Position	Source of Data/Notes	Percent Match
Marco Island	Floodplain Coordinator	\$53,675.00	\$68,550.00	\$83,336.00	\$74,137.96	1	-	
Naples	Flood Plain Coordinator	\$66,125.00	•	\$102,450.00		1	CMI Survey	100%
St. Pete Beach	N/A			-				
Sanibel	Floodplain Manager	\$73,908.53		\$108,751.22	\$105,000.00	1	CMI Survey	75%
Fort Myers	N/A			-				
Collier County	Floodplain Coordinator	\$66,268.00		\$107,355.00		0	CMI Survey-Vacant	100%
Lee County	N/A							
Sarasota	N/A							
Longboat Key	N/A							
AVERAGE		\$68,767.18		\$106,185.41	\$91,818.00			
ROW Inspector	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	ROW Inspector	\$53,675.00	\$68,550.00	\$83,336.00	\$74,137.96	1		
Naples	ROW Inspector	\$59,909.00		\$92,814.00	\$77,615.00	1	CMI Survey	100%
St. Pete Beach	N/A							
Sanibel	Building Inspector	\$60,804.74		\$89,469.84	\$82,620.20	2	CMI Survey	100%
Fort Myers	N/A			-			·	
Collier County	Right of Way Coordinator	\$66,268.00		\$107,355.00	\$88,931.25	1	CMI Survey-Supervisory	50%
Lee County	N/A			-				
Sarasota	N/A							
Longboat Key	N/A							
AVERAGE		\$62,327.25		\$96,546.28	\$83,055.48			
				-				
Utility Systems Tech III	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	Utility Systems Tech III	\$53,675.00	\$68,550.00	\$83,336.00	\$76,294.01	2		
Naples	Utilities Technician, Senior	\$54,274.00		\$84,805.00	\$63,807.00	6	CMI Survey	75%
St. Pete Beach	Utilities Maintenance Worker 3	\$44,792.00	\$58,229.00	\$71,667.00	\$54,912.00	3		Unknown
Sanibel	Utility Maintenance Technician III	\$55,151.68		\$81,151.76	\$72,072.00	1	CMI Survey	50%
Fort Myers	N/A							
Collier County	Utility Specialist II	\$46,137.00		\$73,819.00	\$56,885.92	139	CMI Survey	25%
Lee County	N/A							
Sarasota	Utility Mechanic III	\$52,353.60		\$81,140.80			CMI Survey	50%
Longboat Key	Utility Service Worker IV	\$49,999.97	\$64,999.96	\$74,418.55	\$79,530.07	2	CMI Survey	
AVERAGE		\$50,451.38	\$61,614.48	\$77,833.69	\$65,441.40			Unknown

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	50%
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				

Plans Examiner	TITLE	Min	Mid	Max	Actual	# in Position	Source of Data/Notes	Percent Match
Marco Island	Plans Examiner	\$58,154.00	\$74,147.00	\$90,139.00	\$82,018.56	3		
Naples	Plans Examiner	\$71,213.00		\$110,327.00	\$97,356.00	4	CMI Survey	100%
St. Pete Beach	N/A							
Sanibel	Plans Examiner	\$67,037.22		\$98,640.38	\$95,763.20	3	CMI Survey-3 Part Time/hourly at 2080	100%
Fort Myers	N/A							
							CMI Survey-PEI I has provisional , PE II	
Collier County	Plans Reviewer II	\$61,269.00		\$99,255.00	\$80,723.20	15	has the standard license	100%
Lee County	Plan Reviewer	\$51,698.40		\$108,411.12	\$81,210.31	35	CMI Survey	75%
Sarasota	Plans Examiner	\$62,428.08		\$96,763.47			CMI Survey	100%
Longboat Key	Plans Examiner			\$106,837.46	\$107,531.84	1	CMI Survey	Unknown
AVERAGE		-		\$103,372.41	-		,	
					. ,			
Senior Network Specialist	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	Senior Network Specialist	\$58,154.00	\$74,147.00		\$80,189.62	1		
Naples	Senior IT Technician	\$67,946.00		\$105,317.00	\$97,026.00	1	CMI Survey	75%
St. Pete Beach	N/A						,	
Sanibel	Server Administrator	\$67,037.22		\$98,640.38	\$109,200.00	1	CMI Survey-1 Part time hourly ratex2080	100%
Fort Myers	N/A						,	
Collier County	Network Administrator I	\$68,919.00		\$111,649.00	\$84,898.39	9	CMI Survey	50%
Lee County	N/A						,	
Sarasota	Supervisor	\$67,184.00		\$107,515.20			CMI Survey	75%
Longboat Key	Systems Administrator				\$104,222.98	1	CMI Survey	Unknown
AVERAGE	,	\$67,571.93	\$86,805.43	\$105,991.81	\$98,836.84		,	
					. ,			
Accountant	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	Accountant	\$58,154.00	\$74,147.00	\$90,139.00	\$72,100.00	1		
Naples	Senior Accountant	\$67,946.00		\$105,317.00	\$104,416.00	2	CMI Survey	75%
St. Pete Beach	N/A							
Sanibel	Accountant	\$60,804.74		\$89,469.84	\$71,361.16		CMI Survey	75%
							,	
							CMI Survey - No supervisory	
							Requirement-that falls to senior account	
Fort Myers	Accountant	\$54,944.00		\$81,562.00	\$57,012.00	5	(67,539-101900) (3 average \$73,950)	50%
•					,			
							CMI Survey - Position does not supervise	
Collier County	Accountant	\$56,646.00	\$74,207.00	\$91,767.00	\$73,530.65	28	job family has additional levels	50%
Lee County	Fiscal Officer, Sr			\$102,275.00		20	FY24 Pepie	Unknown
Sarasota	Financial Accountant	\$67,184.00		\$107,515.20			CMI Survey	75%
Longboat Key	Accountant II		\$69,874.95			2	CMI Survey	Unknown
AVERAGE			\$73,437.65		\$73,677.30		,	
-		, : :, : :::20	,	1: /=:	, ,,,,,,,,,,			

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				

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				

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 Range is	
Fire Training Officer	TITLE	Min	Mid	Max	Actual	# in Position	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							
							CMI Survey-2 positions - 1 Fire,	
Fort Myers	Training Captain	\$72,408.00		\$108,634.00	\$86,141.00	2	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				

Chief Building Official	TITLE	Min	Mid	Max	Actual	# in Position	Source of Da	ta/Notes Pe	ercent Match	
Marco Island	Chief Building Official	\$96,558.00	\$123,111.00	\$149,665.00	\$140,197.02	1				
Naples	Director, Building Department	\$121,940.00		\$191,445.00	\$161,537.00	1	CMI Survey		100%	
St. Pete Beach	Building Official	\$99,241.00	\$129,013.00	\$158,785.00		Vacant	CMI Survey		Unknown	
Sanibel	Building Director/Chief Building Official	\$123,246.06		\$183,324.10	\$183,324.18	1	CMI Survey		100%	
Fort Myers	Building Official	\$96,083.00		\$149,772.00	\$136,545.00	1	CMI Survey		100%	
Collier County	Chief Building Official	\$96,001.00		\$155,521.00	\$136,010.52	1	CMI Survey		100%	
Lee County	County Building Official	\$96,965.65		\$192,762.54	\$155,826.53	1	CMI Survey		75%	
Sarasota	Building Official	\$90,438.40		\$149,240.00	\$127,835.76	1	CMI Survey		75%	
Longboat Key	Codes Administrator/ Building Official	\$89,173.69	\$115,925.79	\$142,677.90		1	CMI Survey		Unknown	
AVERAGE		\$101,636.10	\$122,469.40	\$165,440.94	\$150,179.83					
								Police Captain Range is		
Police Captain	TITLE	Min	Mid	Max	Actual	# in Position		Different from Grade 9 range		
Marco Island	Police Captain	\$99,315.00		\$153,939.00		2		Grade 5 range		
Naples	Assistant Police Chief	\$102,584.00	\$120,027.00		\$161,056.00	2	CMI Survey		100%	
St. Pete Beach	N/A	\$102,384.00		\$105,085.00	\$101,030.00	2	Civil Survey		100%	
Sanibel	Police Captain	\$93,536.54		¢120 E07 64	\$125,008.00	1	CMI Survey		75%	
Samper	Total Captain	\$33,330.34		\$130,337.04	\$123,000.00		CMI Survey-		7370	
Fort Myers	Police Captain	\$88,660.00		\$137,935.00	\$138,040.00	6	Pay Band Issue		100%	
Collier County	N/A									
Lee County	N/A									
Sarasota	Police Captain	\$90,438.40		\$149,240.00			CMI Survey		100%	
Longboat Key	Police Captain-Patrol			\$156,945.94		2	CMI Survey		Unknown	
AVERAGE		\$94,662.03	\$127,581.58	\$149,560.32	\$139,221.75					
City Clerk	TITLE	Min	Mid	Max	Actual	# in Position				
Marco Island	City Clerk	\$96,558.00	\$123,111.00	\$149,665.00	\$99,903.56	1				
Naples	City Clerk - Statuatory-Contract Employee	\$132,400.00		\$205,575.00	\$164,197.00	1	CMI Survey		100%	
St. Pete Beach	City Clerk				\$117,499.20	1	CMI Survey		Unknown	
Sanibel	City Clerk	\$88,125.05		\$132,187.79	\$144,999.00	1	CMI Survey		75%	
Fort Myers	City Clerk	\$104,133.00		\$162,670.00	\$122,416.00	1	CMI Survey		100%	
Collier County	N/A						,			
Lee County	N/A									
Sarasota	City Auditor and Clerk				\$229,654.92		CMI Survey		75%	
Longboat Key	Town Clerk	\$93,121.86	\$123,386.46	\$153,651.07	\$146,483.79	1	CMI Survey		Unknown	
AVERAGE		\$104,444.98	\$123,386.46	\$163,520.97	\$154,208.32					
		1					1			

Public Works Director	TITLE	Min	Mid	Max	Actual	# in Position	Source of D	ata/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			
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					

Community Affairs Director	TITLE	Min	Mid	Max	Actual	# in Position	Source of Data/Notes	Percent Match
Marco Island	Community Affairs Director	\$111,920.00	\$142,697.00	\$173,476.00	\$170,291.47	1		
Naples	Director Community Services	\$117,250.00	\$150,666.00	\$184,082.00			Pay Plan	Unknown
St. Pete Beach	Community Development Director/Planning & Comm Dev Dir	\$106,684.00	\$138,689.00	\$170,694.00	\$145,000.18	1	CMI Survey	Unknown
Sanibel	Planning Director	\$123,246.00		\$183,324.00			FY25 Pay Plan - N/A on CMI Survey	
Fort Myers	Community Development Director	\$112,897.00		\$176,714.00	\$167,461.00	1	CMI Survey	50%
Collier County	Division Director - Planning & Zoning	\$116,690.00	\$154,614.00	\$192,538.00			FY24 Pepie	Unknown
Lee County	Director, DCD	\$107,785.00	\$158,007.00	\$208,228.00	\$175,350.00	1	FY24 Pepie	Unknown
Sarasota	Director , Planning	\$121,255.00	\$161,876.00	\$202,497.00	\$193,309.00	1	FY24 Pepie	Unknown
Longboat Key	Planning, Zoning & Building Director	\$102,434.05	\$135,725.11	\$169,016.18	\$144,554.18	1	CMI Survey	Unknown
AVERAGE		\$113,530.13	\$149,929.52	\$185,886.65	\$165,134.87			
Finance Director	TITLE	Min	Mid	Max	Actual	# in Position		
Marco Island	Finance Director	\$111,920.00	\$142,697.00	\$173,476.00	\$169,545.84	1		
Naples	Director, Finance Departmernt	\$128,113.00		\$201,137.00	\$160,115.00	1	CMI Survey	100%
St. Pete Beach	Finance Director	\$106,684.00	\$138,689.00	\$170,694.00		Vacant	CMI Survey	Unknown
Sanibel	Deputy City Manager/CFO	\$143,548.58		\$215,319.77	\$214,282.90	1	CMI Survey	75%
Fort Myers	Director of Financial Services	\$122,484.00		\$192,036.00	\$153,979.00	1	CMI Survey	100%
Collier County	Division Director - Corporate Financial & Management Services	\$122,524.00	\$162,345.00	\$202,165.00	\$155,036.35		CMI Survey	75%
Lee County	Assistant City Manager and Finance	\$145,537.60		\$289,316.14	\$242,593.00	5	CMI Survey	50%
Sarasota	Director, Finance	\$126,110.40		\$210,600.00	\$161,876.00	1	CMI Survey	100%
Longboat Key	Finance Director	\$117,799.15	\$156,083.88	\$194,368.60	\$167,716.22	1	7/24 Evergreen Study	Unknown
			¢452 272 C2	¢200 454 56	6470 274 24			
AVERAGE		\$126,600.09	\$152,372.63	\$209,454.50	\$1/9,3/1.21			

Assistant City Manager	TITLE	Min	Mid	Max	Actual	# in Position	Source of Data/Notes	Percent Matc	h
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				