

COMMISSION
Mariella Smith, *Chair*
Pat Kemp, *Vice Chair*
Ken Hagan
Lesley “Les” Miller, Jr.
Sandra L. Murman
Kimberly Overman
Stacy White



Executive Director
Janet L. Dougherty

General Counsel
Ricardo Muratti

Meeting time
9:00 a.m.

COMMISSION AGENDA
January 28, 2020

Location
601 E. Kennedy Blvd., Tampa
County Center, 2nd Floor

- 1. CALL TO ORDER, PLEDGE OF ALLEGIANCE, and INVOCATION**
- 2. CHANGES TO THE AGENDA**
- 3. REMOVAL OF CONSENT ITEM FOR QUESTION, COMMENT, or SEPARATE VOTE**
- 4. RECOGNITIONS and PROCLAMATIONS**
 - Farewell for Ronald Spiller, Director Code Enforcement, upon his retirement.
 - Clean Air Fair’s 2019 Tampa Downtown Partnership's Urban Excellence Award (Public Sector Category)
 - Wetlands Day Proclamation
- 5. PUBLIC COMMENT** - *Each speaker is allowed 3 minutes unless the Commission directs differently.*
- 6. APPROVAL OF CONSENT AGENDA**

Consent Agenda Items

a. Approval of EPC Meeting Minutes – October 17, 2019.....	2
b. Monthly Activity Reports FY2020 (October, November, December)	6
c. FY2019/2020 Pollution Recovery Fund Budget.....	8
d. Legal Case Summary	10
e. Action Plans Quarterly Update	14
f. Select Performance Measure Goals Quarterly Update	19

7. PUBLIC HEARING

None

8. REGULAR AGENDA

a. Presentation by USF on Study Regarding Microbial Source Tracking funded in part by the EPC’s Pollution Recovery Fund	21
b. Request to Approve Revisions to Certain Pay Ranges based on Compensation Study	22
c. Presentation of Study Regarding Coastal Development Strategies on Long-Term Coastline Changes co-authored by Kim Tapley, Sr. Environmental Manager, Wetlands Division	73
d. Environmental Legislation Report.....	75
e. Executive Director’s Report	

9. DISCUSSION OF FUTURE AGENDA ITEMS

ADJOURN

Any person who might wish to appeal any decision made by the EPC regarding any matter considered at the forthcoming public hearing or meeting is hereby advised that they will need a record of the proceedings, and for such purpose they may need to ensure that a verbatim record of the proceedings is made which will include the testimony and evidence upon which such appeal is to be based.



ENVIRONMENTAL PROTECTION COMMISSION

AGENDA ITEM COVER SHEET

Agenda Item # 6.a.

Date of EPC Meeting: January 28, 2020

Subject: Approval of October 17, 2019 EPC meeting minutes

Agenda Section: Consent Agenda

Division: Legal and Administrative Services Division

Recommendation: Approve the October 17, 2019 EPC meeting minutes.

Brief Summary: Staff requests the Commission approve the meeting minutes from the Commission meeting held on October 17, 2019.

Financial Impact: No Financial Impact

List of Attachments: Draft copy of the October 17, 2019 EPC meeting minutes.

Background: None.

OCTOBER 17, 2019 - ENVIRONMENTAL PROTECTION COMMISSION

The Environmental Protection Commission (EPC), Hillsborough County, Florida, met in Regular Meeting scheduled for Thursday, October 17, 2019, at 9:00 a.m., in the Boardroom, Frederick B. Karl County Center, Tampa, Florida.

The following members were present: Chairman Pat Kemp and Commissioners Ken Hagan, Lesley Miller Jr., Sandra Murman, Kimberly Overman, and Mariella Smith.

The following member was absent: Commissioner Stacy White.

1. CALL TO ORDER, PLEDGE OF ALLEGIANCE, AND INVOCATION

▶ Chairman Kemp called the meeting to order at 9:01 a.m. Commissioner Miller led in the pledge of allegiance to the flag and gave the invocation.

2. CHANGES TO THE AGENDA

▶ Ms. Janet Dougherty, EPC Executive Director, reported no changes to the agenda.

3. REMOVAL OF CONSENT ITEM FOR QUESTION, COMMENT, OR SEPARATE VOTE - ▶
None.

4. RECOGNITIONS

Retirement of Beverly Waldron, County Human Resources Director

▶ Ms. Dougherty recognized Ms. Waldron, who made remarks. ▶ Dialogue ensued.

5. PUBLIC COMMENT - ▶ None.

6. APPROVAL OF CONSENT AGENDA

Consent Agenda Items

- a. Approval of EPC Meeting Minutes - September 19, 2019
- b. Monthly Activity Reports - September 2019
- c. Fiscal Year 2019 Pollution Recovery Fund Budget
- d. Legal Case Summary
- e. Action Plans Quarterly Update
- f. Select Performance Measure Goals Quarterly Update

THURSDAY, OCTOBER 17, 2019

▶ Chairman Kemp requested a motion. **Commissioner Miller so moved, seconded by Commissioner Murman, and carried six to zero.** (Commissioner White was absent.)

7. PUBLIC HEARING - None.

8. REGULAR AGENDA

a. Shoreline Stabilization: Mangroves and Seawalls

▶ After recognizing Ms. Christina Bryant and Mr. Robert Owens, EPC, Ms. Dougherty deferred to ▶ Mr. Andrew Schipfer, Director, EPC Wetlands Management Division, who elaborated on a presentation and showed a video.

▶ Commissioner Overman was uncertain whether the rising sea levels and bridge structure/coastlines protection recommendations had been considered by the County and State transportation departments. Dialogue ensued. Commissioner Smith favored expanding mangrove protections to shorelines throughout the bay and pondered other options and Comprehensive Plan policy updates. ▶ Commissioner Murman suggested taking the mangrove/seawall presentation to the city of Tampa (Tampa) City Council due to the number of shorelines within Tampa boundaries. Mr. Schipfer agreed. Chairman Kemp added remarks.

b. Executive Director's Annual Evaluation

▶ EPC General Counsel Rick Muratti summarized the item and asked the EPC to accept the report and open the floor for comments. Upon inquiring when Ms. Dougherty's contract ended, whether the evaluation date could be pushed back to December, and the date of Ms. Dougherty's last contract extension, ▶ **Commissioner Miller moved the EPC extend Ms. Dougherty's contract effective to end on December 31, 2021, and that Ms. Dougherty get a 4 percent increase in pay, seconded by Commissioner Overman.** Subsequent to suggesting a three-year term, ▶ **Commissioner Murman moved an amendment the EPC extend the contract to December 31, 2023, seconded by Commissioner Miller, and carried six to zero.** (Commissioner White was absent.) ▶ **The amended motion carried six to zero.** (Commissioner White was absent.) Discussion occurred.

THURSDAY, OCTOBER 17, 2019

c. Executive Director's Report

▶ Ms. Dougherty delivered the report and showed images.

9. DISCUSSION OF FUTURE AGENDA ITEMS

▶ Commissioner Smith inquired on the location of the 2019 EPC Thanksgiving luncheon.

ADJOURN

▶ There being no further business, the meeting was adjourned at 10:06 a.m.

READ AND APPROVED:

CHAIRMAN

ATTEST:

PAT FRANK, CLERK

By: _____

Deputy Clerk

jh

DRAFT



ENVIRONMENTAL PROTECTION COMMISSION

AGENDA ITEM COVER SHEET

Agenda Item # 6.b.

Date of EPC Meeting: January 28, 2020

Subject: Agency Monthly Activity Report

Agenda Section: Consent Agenda

Division: All five EPC Divisions

Recommendation: None. Informational report.

Brief Summary: The Agency-wide report represents the total number of select divisional activities that were tracked within a specific month.

Financial Impact: No financial impact.

List of Attachments: Agency monthly report for October, November and December FY20

Background: Select data that is associated with the EPC's five core functions is tracked by each Division (i.e. outreach events, monitoring, compliance inspections, permits issued, etc.) Monthly activity tracking reports from each Division are tallied to generate one final Agency-wide report.

EPC STAFF ACTIVITIES - AGENCY-WIDE

**Monthly Activity Report
FY20**

		<u>October</u>	<u>November</u>	<u>December</u>	<u>FISCAL YEAR TO DATE</u>
A.	Core Function: Citizen Support & Outreach				
1	Environmental Complaints Received	104	84	103	291
2	Number of Presentations/Outreach Events	16	13	3	32
3	Citizen Support (walk-ins, file reviews, email/letter correspondence, etc.)	540	476	502	1518
B.	Core Function: Air & Water Monitoring				
1	Air Monitoring Data Completeness (Note: reflects previous month due to data acquisition delay)	91.0%	93.3%	95.3%	N/A
2	Water Quality Monitoring Data Completeness (Note: reflects previous month due to data acquisition delay)	98.5%	99.9%	98.7%	N/A
3	Number of Noise Monitoring Events	3	1	3	7
C.	Core Function: Environmental Permitting				
1	Permit/Authorization Applications Received	154	157	126	437
2	Applications In-house >180 days	3	3	2	N/A
3	Permits/Authorizations Issued	145	135	124	404
4	Petroleum Cleanup Cases	136	109	175	420
D.	Core Function: Compliance Assurance				
1	Compliance Inspections	388	271	220	879
2	Compliance Test Reviews (NOTE: Wetlands reviews included under D.1)	160	91	147	398
3	Compliance Assistance Letters Issued	166	120	616	902
4	Warning Notices Issued	19	12	22	53
E.	Core Function: Enforcement				
1	New Cases Initiated	6	4	2	12
2	Active Cases	45	44	41	N/A
3	Tracking Cases	51	53	54	N/A



ENVIRONMENTAL PROTECTION COMMISSION

AGENDA ITEM COVER SHEET

Agenda Item # 6.c.

Date of EPC Meeting: January 28, 2020

Subject: Pollution Recovery Fund Budget

Agenda Section: Consent Agenda

Division: Legal and Administrative Services Division

Recommendation: Informational Report Only

Brief Summary: The EPC staff provides a monthly summary of the funds allocated and available in the Pollution Recovery Fund.

Financial Impact: No Financial Impact

List of Attachments: PRF Budget Spreadsheet

Background: The EPC staff provides a monthly summary of the funds allocated and available in the Pollution Recovery Fund (PRF). The PRF funds are generated by monetary judgments and civil settlements collected by the EPC staff. The funds are then allocated by the Commission for restoration, education, monitoring, the Artificial Reef Program, and other approved uses.

**ENVIRONMENTAL PROTECTION COMMISSION
OF HILLSBOROUGH COUNTY
FY 20 POLLUTION RECOVERY FUND
10/1/2019 through 12/31/2019**

REVENUE		EXPENDITURES		RESERVES		NET PRF
Beginning Balance	\$ 706,379	Artificial Reef	\$ 33,338	Minimum Balance	\$ 120,000	
Interest	\$ 2,416	Open Projects	\$ 169,696	Est. FY 20 Budget	\$ 33,338	
Deposits	\$ 27,409			Asbestos Removal	\$ 5,000	
Total	\$ 736,204	Total	\$ 203,034	Total	\$ 158,338	\$ 374,832

PROJECT		Project Amount	Project Balance
FY18 Projects			
Audubon Florida Invasive Removal	10131.102063.582990.5370.1293	\$ 50,000	\$ 50,000
Keep T.B. Beautiful Trash Free Waters	10131.102063.582990.5370.1296	\$ 20,000	\$ 13,393
TBW MacDill AFB Living Shoreline	10131.102063.582990.5370.1294	\$ 49,324	\$ 33,378
UF Small Farms For Clean Water	10131.102063.581990.5370.1295	\$ 15,750	\$ 15,547
		\$ 135,074	\$ 112,318



ENVIRONMENTAL PROTECTION COMMISSION

AGENDA ITEM COVER SHEET

Agenda Item # 6.d.

Date of EPC Meeting: January 28, 2020

Subject: Legal Case Summary update

Agenda Section: Consent Agenda

Division: Legal and Administrative Services Division

Recommendation: None. Informational update only.

Brief Summary: The EPC Legal Department provides an updated summary of its ongoing civil, appellate and administrative matters.

Financial Impact: No financial impact anticipated. Informational update.

List of Attachments: Legal Case Summary

Background: In an effort to provide the Commission with timely information regarding legal challenges, the EPC staff provides this summary. The update serves not only to inform the Commission of current litigation but may also be used as a tool to check for any conflicts they may have in the event a legal matter is discussed by the Commission. The summary provides general details as to the status of the civil and administrative cases.

**EPC LEGAL DEPARTMENT
SUMMARY REPORT OF LEGAL CASES**

January 28, 2020

I. ADMINISTRATIVE CASES

Travis and Lani Puleo vs. EPC [19-EPC-017]: On November 6, 2019, Applicants Travis and Lani Puleo filed a request for a rule variance pertaining to the proposed dock elevation. The parties agreed a variance was not necessary. On December 13, 2019, the EPC issued MAIW Permit #68649 for the proposed dock and on December 17, 2019, the applicants withdrew their request for a variance. The case has been closed.

Brooker Creek Watershed Citizens Alliance, Inc. vs. Poo-Fessional Recycled Organics and Land Management, Inc. and EPC [19-EPC-016]: On October 16, 2019, the Appellant Brooker Creek Watershed Citizens Alliance, Inc. filed a request for an extension of time to file an appeal to challenge a renewed Executive Director's Authorization issued to Poo-Fessional Recycled Organics and Land Management, Inc. The request was denied, and the Appellant had until November 5, 2019 to re-file an extension request or, alternatively, to file an appeal in this matter. The Appellant untimely filed a second extension request. The Request was denied as untimely and the case has been closed.

Donald Graham vs. Domain Homes, Inc. and EPC [19-EPC-015]: On October 14, 2019, Appellant Donald Graham filed a request for an extension of time to file an appeal to challenge the issuance of the Wetland Impact & Mitigation Authorization, Review #68359. The request was denied, and the Appellant had until November 1, 2019 to file an appeal in this matter. No appeal was filed. The Authorization became final and the case has been closed.

Marvin Roush vs. Curtis Marks and EPC [19-EPC-014]: On October 1, 2019, Appellant Marvin Roush, filed a notice of appeal challenging the Executive Director's Intent to Issue MWP 68445 for the construction of an extension to an existing dock with a covered boatlift. The appeal was deemed insufficient and the Appellant had until October 21, 2019 to file an amended appeal in this matter. No amended appeal was filed and the case has been closed.

Catherine Roush vs. Curtis Marks and EPC [19-EPC-013]: On October 1, 2019, Appellant Catherine Roush, filed a notice of appeal challenging the Executive Director's Intent to Issue MWP 68445 for the construction of an extension to an existing dock with a covered boatlift. The appeal was deemed insufficient and the Appellant had until October 21, 2019 to file an amended appeal in this matter. No amended appeal was filed and the case has been closed.

Domain Homes, Inc. vs. EPC [19-EPC-012]: On August 28, 2019, Appellant Domain Homes, Inc. filed a request for an extension of time to file an appeal to challenge the Executive Director's Wetland Impact Denial, Review #68359. The request was granted and the Appellant had until November 4, 2019 to file an appeal. On October 14, 2019, the parties resolved their issues. The Appellant withdrew the appeal and the case has been closed.

Leo Caruso Estoppel Request [19-EPC-011]: On July 24, 2019, Leo Caruso filed a request for an estoppel determination regarding a permit denial for installation of a boatlift. The matter was assigned to a Hearing Officer to conduct a hearing. The EPC will seek to close the case, as the Tampa Port Authority took jurisdiction of this matter.

Brenda Medina and Pablo Medina vs. EPC [19-EPC-009]: On June 26, 2019, the Appellants filed a Notice of Appeal challenging the Citation of Violation and Order to Correct, Case No. 2017-1035E, issued on June 6, 2019 for the unauthorized addition to an existing dock and the addition of material to existing rip rap. The Appeal was accepted and assigned to a Hearing Officer to conduct an administrative hearing. The parties entered into a settlement agreement on December 18, 2019. On December 30, 2019 the Hearing Officer issued an Order Relinquishing Jurisdiction back to the EPC and the case has been closed.

Leo Caruso vs. EPC [19-EPC-001]: On January 30, 2019, Appellant filed a request for an extension of time to file an appeal to challenge EPC's denial of an application for a Minor Work Permit to construct a boatlift (#61541[R1]). Subsequent requests for extensions of time had adjusted the deadline to file an appeal to November 15, 2019. Appellee EPC filed a motion to close the file based on mootness. On January 2, 2020 an Order Closing File was entered and this case has been closed.

Mosaic Fertilizer, LLC Variance Request [18-EPC-012]: On September 6, 2018, Mosaic Fertilizer, LLC filed a request for a variance to allow them to establish a wetland conservation easement in an alternate location. EPC filed a request for additional information.

II. CIVIL CASES

Petrol Mart, Inc. [LEPC07-018]: On December 29, 2017 EPC filed a motion to reopen Civil Court Case #07-CA-012545 for the purpose of filing a motion for the appointment of a Receiver for the Defendant Petrol Mart, Inc. On January 26, 2018, the EPC filed a Motion for Appointment of a Receiver. On February 16, 2018 a Notice of Action in the matter was issued by the Clerk of Court for service of process by publication. The Court appointed a Receiver for the dissolved judgement debtor on April 17, 2018. The Receiver and the EPC are researching options to address the environmental conditions at the subject property. Additional assessment is being conducted at the property at this time. The plan is for the property to be conveyed to the City of Plant City who will conduct any assessment and remediation.

Daniel A. Stumbo [17-EPC-013]: On October 19, 2017, the EPC authorized staff to take appropriate legal action against Daniel A. Stumbo for failure to close unmaintained underground storage tanks. Daniel A. Stumbo owns real property located at 1102 East Laura Street, Plant City. The property includes four underground storage tanks of unknown capacity or type and which are currently in violation of the underground storage tank rules adopted in Chapter 1-12, Rules of the EPC. The EPC Legal Department filed a civil lawsuit and attempted unsuccessfully to serve the Defendant. The lawsuit has been amended to include previous owners as the most recent conveyance of the property may have been defective. The amended lawsuit has been served on the owner Defendant after a diligent search. An Order of Default and Default Final Judgment will be sought in the matter..

Mouhammed Z. Al-Samkari [17-EPC-012]: On October 19, 2017, the EPC authorized staff to take appropriate legal action against Mouhammed Z. Al-Samkari. Mr. Al-Samkari owns real property and operates a gasoline station known as Hope Food Store located at 4002 North 22nd Street in Tampa. The underground petroleum storage tank system is currently in violation of the storage tank rules adopted in Chapter 1-12, Rules of the EPC. On September 21, 2018, the EPC Legal Department filed a civil lawsuit in this matter and no responsive pleading has been filed. The Clerk entered a Default on January 3, 2019 and the action was set for trial on June 26, 2019 but had been cancelled pending settlement discussions. A Consent Final Judgment was entered by the Court on November 18, 2019 and the case has been closed for tracking purposes.

Volkswagen AG, et al. [16-EPC-002]: On March 24, 2016, the EPC filed a complaint against Volkswagen AG, et al. for activities that violate the EPC Enabling Act and the rules promulgated thereunder. On April 16, 2018, the EPC's complaint was dismissed. The EPC appealed the order granting the motion to dismiss. Oral argument was presented by EPC's outside counsel on August 6, 2019, and a decision is pending.

U.S. Bankruptcy Court in re Jerry A. Lewis Adversary Proceeding [15-EPC-007]: An Adversary Proceeding pertaining to the ongoing Chapter 13 Bankruptcy Case regarding Jerry A. Lewis (see EPC Case No. LEPC09-011) was entered on October 9, 2013, in the U.S. Bankruptcy Court Middle District of Florida. EPC is defendant in the matter and will seek to protect a monetary judgment awarded to us by the Circuit Court.

Thomas Jennings and Lorene Hall-Jennings [14-EPC-011]: On October 7, 2014, the EPC was served with a Declaratory Action challenging the validity of a conservation easement conveyed to the EPC on September 16, 1997. The EPC Legal Department has responded to the lawsuit with an Answer and Affirmative Defenses on October 27, 2014 and the case will move forward as appropriate. On October 12, 2015, the Plaintiff filed a Motion for Judgment on the Pleadings. On the January 4, 2017 the Judge denied the Plaintiff's motion and the case will continue. On December 11, 2017, the Plaintiff filed a Motion for Summary Judgment. On October 12,

2018 the Court referred the parties to non-binding Arbitration. The Arbitration hearing took place on February 14, 2019 and the arbitrator ruled in favor of the EPC. The Plaintiff is now seeking a trial at the circuit court but no filings have occurred by the Plaintiff.

Boyce E. Slusmeyer [LEPC10-019]: On Sept 20, 2001, the EPC staff received authority to take legal action for failure to comply with an Executive Director's Citation and Order to Correct Violation for the failure to initiate a cleanup of a petroleum-contaminated property. The Court entered a Consent Final Judgment on March 13, 2003. The Defendant has failed to perform the appropriate remedial actions for petroleum contamination on the property. The EPC filed a lawsuit on October 7, 2010 seeking injunctive relief and recovery of costs and penalties. The property ownership is currently owned by a family member. The EPC staff were in negotiations with the representative of the property owner regarding eligibility to utilize a state petroleum cleanup program to resolve the case. The eligibility was denied for the site and the EPC will take appropriate action.

U.S. Bankruptcy Court in re Jerry A. Lewis [LEPC09-011]: On May 1, 2009, the U.S. Bankruptcy Court Middle District of Florida filed a Notice of Chapter 13 Bankruptcy Case regarding Jerry A. Lewis. On May 26, 2009, the EPC filed a Proof of Claim with the Court. The EPC's basis for the claim is a recorded judgment lien awarded in Civil Court against Mr. Lewis concerning unauthorized disposal of solid waste. The EPC obtained an award of stipulated penalties from the state court. The site remains out of compliance with applicable EPC solid waste regulations and no liens have been paid. The bankruptcy case is ongoing.



ENVIRONMENTAL PROTECTION COMMISSION

AGENDA ITEM COVER SHEET

Agenda Item # 6.e.

Date of EPC Meeting: January 28, 2020

Subject: 2019 Fourth Quarter Action Plan Updates

Agenda Section: Consent Agenda

Division: Legal and Administrative Services Division

Recommendation: None – Informational Only

Brief Summary: For the past eight years, EPC staff has developed a series of action plans each year. These measurable action plans address various initiatives which support the Agency's strategic priorities. The quarterly updates for all open action plans are listed. Two new action plans were initiated in 2019.

Financial Impact: No additional funds required at this time. Monies for the individual action plans are paid out of the current budget, or will be brought to the Commission and requested separately as needed.


List of Attachments: Quarterly Update for 2019 Action Plans

Background: As part of the Agency's strategic planning process and philosophy of continuous improvement, staff has held periodic strategic planning sessions. These included input from the Commission and a broad range of EPC staff. Besides reviewing the priorities and guiding mission statements, staff also prepared a slate of new initiatives to improve the EPC's effectiveness and efficiency. Since the Agency started this formal procedure in 2010, they have completed over seventy of these initiatives.


The action plans were created to reflect the Agency's strategic objectives, and each initiative was described in an individual action plan with measurable goals. The attachment reflects the update as of the end of the fourth quarter of 2019 on the status of the action plans that remain open from previous years. Additional prospective topics for future action plans were discussed by EPC staff as part of the most recent strategic planning meeting in December 2019.

The owners of select action plans may be scheduled to present an overview of their project to the Commission at regularly scheduled EPC Commission meetings.

Quarterly Update for 2019 Action Plans

Strategic Objective	Action Plan	2019 -2020 Action Plan Goals	Status
Efficient customer service and fluent agency staff	Interdepartmental Familiarization	Set up committee with agency members from different divisions	Complete. Action plan committee members include: -Michael Gile: Wetlands -Jeff Sims: Air -Nita Osterman: Water -Yamil Davis: MIS -Gabby Nataline: Waste -Ron Cope: Waste
		Conduct Interviews with supervisors/managers to determine most useful cross familiarization methods	Complete. Action plan committee has identified and agreed on methods for cross familiarization based on staff interviews
		Determine innovative ways to encourage staff members' self-education	Complete. Committee has agreed to the following: -Permanent desktop icon with resources -Bi-weekly interactive intranet activities -Quarterly luncheon meetings dedicated to each division -Mandatory new hire training organized by direct supervisor.
		Create/distribute survey monkey to allow measurable success of action plan	Partially complete. Questions to be finalized by committee members on 01/15/2020 for distribution on 01/24/2020
		Set deadlines for supervisors/managers to complete resources-develop standards for mandatory new hire training	Ongoing. Anticipated February 2020. Guidance document has been finalized and is set for distribution to supervisors.
		Conduct quarterly meetings dedicated to each division	Ongoing. First meeting anticipated to be held in the second quarter 2020.
		Electronic methods of interdepartmental familiarization	Ongoing. Anticipated February 2020. Note: This task is keyed to completion of updated agency Intranet page.
		Distribute second survey monkey	Ongoing. May require revision to AP Outline schedule. Anticipated December 2020
		Measure success of action plan	Ongoing: May require revision to AP Outline schedule Anticipated December 2020


Quarterly Update for 2019 Action Plans

Strategic Objective	Action Plans	2019 Year End Goal	Status
Continuous Improvement / Technology Review	5.1 Technology Assessment and Improvement	Develop and deploy employee survey for Assess users current experience with technology at EPC.	TBD – Jan 2020 – need to meet with MIS staff for website deployable survey
		Conduct key infrastructure assessment (network, VDI, servers, GIS applications etc.)	Completed. Loxia Technologies was brought in for consultation and provided New Network Topology that will be implemented in 2 phases. Phase 1 is completed. Phase 2 is in progress
		Conduct technology needs assessment for each division.	TBD – scheduled for completion Dec 2019
		Cost analysis	Completed. Loxia Technologies provided new Network Topology in 2 phases. Phase 1: \$4,744.00 and Phase 2: \$2,590.00
		Produce technology improvement proposal report	TBD – Scheduled for completion April 2020
		Implement approved some/all of the proposed technology improvements.	TBD – Scheduled for completion June 2020
		Post -improvement survey (after 6 months of equipment use)	TBD – Scheduled for Nov 2020
		Action Plan Closeout.	TBD – Scheduled for closeout Dec 2020

Quarterly Update for 2018 Action Plans

Strategic Objective	Action Plans	2018 Year End Goal	Status
Environmental Stewardship & Outreach	1.3 Support Scouting	Establish Relationship with Girl Scouts (GS) and Boy Scouts (BS) of America.	Completed. Identified liaisons with GS & BS Councils to partner with on initiatives.
		Facilitate additional partnerships for scouting events as feasible.	Completed. Discussed potential partnership opportunities with the following organizations: Keep Tampa Bay Beautiful, Florida Aquarium, EPC Wetland Walks, TECO, ELAPP, HC Sustainability Office.
		Coordinate and/or host at least 2 educational environmental experiences with the Scouts. Assemble committee or event staff as needed.	Completed. May Wetland Walk with BS, June GS Stem Camp <i>Make it Green Make it Clean</i> , June GS <i>STEM Camp Field Trip</i> Tour of EPC. Worked with EPC staff to host events.
		Invite Scout contact(s) to tour EPC to learn more about our agency and partnership potential.	Completed. April Tour of EPC by GS Executive Staff.
		Develop draft activity/program for Advisor approval. Distribute information to Division reps/ or designated staff for program participation.	Completed. Activities reviewed with Advisor. Supplemental review and coordination to be completed as additional initiatives or events are identified.
		Evaluate feasibility and partnership potential for future educational environmental experiences with the Scouts.	Ongoing. Working with partnership organization to establish connections for future outreach opportunities with GS & BS (Solar Co-Op, Keep Tampa Bay Beautiful, Florida Aquarium, EPC Wetland Walks, TECO, ELAPP, etc.)
		Evaluate Program, Develop recommendation for Future Activities, Action Plan Closeout.	To Be Completed by middle of 2020.

Quarterly Update for 2017 Action Plans

Strategic Objective	Action Plans	2019 Year End Goal	Status
Customer Partner Excellence/ Partner & Stakeholder Relationships	1.3 Agency Branding	Establish committee and identify immediate branding opportunities.	Completed. Committee formed and meetings held to define objectives and brainstorm branding ideas. Reviewed Market Analysis Report, and evaluated existing and new outreach opportunities.
			Completed. Standardized Signature Block – approved and deployed to staff with guidelines and instructions in January.
		Implement available immediate branding opportunities.	Completed. Reviewed intranet and internet branding OFIs. Completed. Ordered EPC website vehicle decals (thru Riz Graphix) – replaced on vehicles as fleet provides service. Completed. New, round EPC logo road signs (thru NTS) purchased and to be installed shortly. One additional small logo was produced for the building. Completed. Tablets updated with formsite survey questionnaire to use at events and field tested at outreach events. Completed. Gatefold brochures developed and printed for distribution. Ongoing. Internet forms updated with new logo. Publication link updates continue, most recently Waste fact sheets. Website committee is meeting on June 12 th .
		Set priorities on future action and other available branding opportunities.	Completed. Attended two communication courses to assist with emergency communications prospects and for ideas for the Communications Plan. Completed. Met with WFLA regarding Outdoor Expo – branding and PSA opportunity. WFLA proposal received. Evaluation by committee and advisor - cost vs benefit. Pending. Newsletter – develop a team with representatives from each division to help research and pool ideas for a quarterly newsletter, with goal to publish a quarterly Ecolink update. Will solicit direction from Senior Staff regarding prioritization of project.
		Develop, implement, and evaluate effectiveness of Communication Plan.	Ongoing. Prepare initial draft of Communication Plan by the end of June 2019.
		Future recommendations and Action Plan Closeout.	Targeted completion by Fall 2019.



ENVIRONMENTAL PROTECTION COMMISSION

AGENDA ITEM COVER SHEET

Agenda Item # 6.f.

Date of EPC Meeting: January 28, 2020

Subject: Select Performance Measure Goals for 2019

Agenda Section: Consent Agenda

Division: Executive Director Report

Recommendation: None – Informational Only

Brief Summary: As part of the EPC staff's strategic planning, the Agency measures key activities and set goals for 2019. These are tabulated and periodically presented to the Commission in the consent agenda.

Financial Impact: No Financial Impact.

List of Attachments: Table Titled 2019 Goals

Background: The Agency measures performance for all five of its core functions. These core functions include permitting, compliance assurance, citizen support & outreach, enforcement, and ambient air & water quality monitoring. As part of the Agency's annual evaluation, staff sets goals for select activities and reports them periodically to the Commission. This is an integral part of the continuous improvement required by the Agency's strategic planning.

2019 Goals

Core Function	Measure	Pre-Sterling Year (2009)	2016	2017	2018	2019	2019 Goal
Permitting	Average Time to Issue an Intent for State Construction Permits	57 days	17 days	16 days	16 days	19 days	Less Than or Equal to 30 days
	Average Time to Issue an Intent for Tampa Port Authority Permits	56 days	44 days	45 days	50 days	51 days	Less Than or Equal to 60 days
	Average Time EPC Permits were In-house	21 days	22 days	28 days	26 days	34 days	Less Than or Equal to 30 days
Compliance	Timely Resolution of Lower Level Non-Compliance Cases	92%	93%	85%	95%	92%	Greater Than or Equal to 90%
Environmental Complaints	Timely Initiation of Investigation	99% in 5 Days	98% in 3 Days	98% in 3 Days	98% in 3 Days	96% in 3 Days	Greater Than or Equal to 90% in 3 Days
Enforcement	Timely Initiation of Enforcement	73%	95%	100%	93%	92%	Greater Than or Equal to 90%



ENVIRONMENTAL PROTECTION COMMISSION

AGENDA ITEM COVER SHEET

Agenda Item # 8.a.

Date of EPC Meeting: January 28, 2020

Subject: Determining Sources and Risk of Fecal Pollution in Tampa Bay Tributaries

Agenda Section: Regular Agenda

Division: Water Management Division

Recommendation: Informational Report

Brief Summary: Dr. Jody Harwood with the University of South Florida will present the findings and recommendations from a study funded by EPC's Pollution Recovery Fund.

Financial Impact: No Financial Impact

List of Attachments: None

Background: Dr. Jody Harwood and the University of South Florida were awarded \$50,000.00 in Pollution Recovery Funds to perform the study titled "Determining Sources and Risk of Fecal Pollution in Tampa Bay Tributaries." This study used microbial source tracking (MST) to determine the dominant sources of fecal pollution in Sweetwater Creek and Bullfrog Creek in Hillsborough County. Dr. Harwood will present the results of the study and provide recommendations for further action.



ENVIRONMENTAL PROTECTION COMMISSION

AGENDA ITEM COVER SHEET

Agenda Item # 8.b.

Date of EPC Meeting: January 28, 2020

Subject: Compensation Study

Agenda Section: Regular Agenda

Division: Administration Division

Recommendation: Approve adoption of the 50th Percentile (P50) pay grade plan from the 2019 Compensation Study Report

Brief Summary: In 2019, a compensation study was completed for EPC that evaluated pay grade ranges of employees in relation to other comparable government agencies. Based on the study, staff is recommending adopting the 50th Percentile (P50) pay grade plan effective April 1, 2020.

Financial Impact: Financial Impact for FY21 is approximately \$110,000.

List of Attachments: Compensation Study Report - August 2019

Background:

In 2019, a compensation study was completed for the EPC by the Hillsborough County Civil Service Board. The study compared EPC pay ranges to other comparable agencies' pay ranges throughout the State of Florida (e.g. - Pinellas, Pasco, Hillsborough, Broward, Orange, City of Tampa, etc.). EPC staff worked closely with Kurt Wilkening, former Deputy Director of Civil Service, to ensure the appropriate data was utilized.

The study presented pay range adjustment scenarios based on the median at the 50th, 63rd and 75th percentile points. Staff is recommending adopting the 50th Percentile (P50) pay grade plan effective April 1, 2020. The P50 is the most fiscally prudent of the three approaches and is consistent with BOCC policy. Adjusting the pay ranges will assist the EPC in attracting and retaining quality staff. In FY21 this adjustment may impact the General Fund by approximately \$97,000 and may impact the Phosphate Severance Tax Fund by approximately \$13,000. The need for additional funding is not anticipated at this time as the agency will absorb the cost of the implemented pay ranges for the remainder of FY20. It is requested that the adopted pay grade plan impacts be included in the FY21 budget.

Compensation Study Report - August 2019



August, 2019

Compensation Study Report

**Prepared For The
Environmental Protection Commission
of Hillsborough County**

by the Hillsborough County Civil Service Board

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Deputy Director

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EXECUTIVE SUMMARY

Background

In the first quarter of 2019, the Civil Service Board (“CSB”) conducted a comprehensive Comparative Market Analysis for the Environmental Protection Commission (“EPC”) of Hillsborough County in which most of its job classifications and salary ranges were compared to a defined set of comparable organizations in close proximity to the subject organization and around the state. This set of agencies defined the competitive labor market. All compensation findings and recommendations are presented in this report.

The comprehensive market analysis review process was precipitated by:

- The fact that no comprehensive market analysis of this kind had been performed for EPC in many years
- The EPC wanted a comprehensive pay plan that would work for it in the years to come
- The CSB will no longer exist after September 30, 2019 due to legislative changes to its Act; and CSB support for future compensation analyses will no longer exist
- The desire to have a compensation plan that could meet current and future needs of EPC; and
- The desire to ensure that internal relationships of salaries are based upon objective data, resulting in a competitive market value of all EPC jobs under study

The goals of the compensation study are to assist EPC in developing a competitive pay plan based on current market data, and to ensure the plan is fiscally responsible and meets the current and future needs of EPC with regards to recruitment and retention of highly qualified staff.

Summary of Findings

This report summarizes the study methodology, analytical tools, and the market data findings. The results of the compensation study showed:

- With the exception of a few job classifications, EPC *lags* the market for most of its salary grades
- EPC’s current salary range spreads, for all lower to middle pay grades, are too high – averaging about 64%. Ideally, low to middle pay grade ranges should be between 30%-40%
- Several job classifications are recommended for movement to the unclassified pay grade

STUDY PROCESS

Job Classifications

The study included most of the classified job titles currently in use by the EPC and several unclassified IT jobs that are historically hard to fill. Thirty-six job classifications were reviewed for essential job duties and minimum qualifications which were then matched to similar jobs within the defined labor market. In this approach, most jobs were measured and valued against the market, and the few jobs without Job Content Questionnaires were inserted or “slotted” into the established hierarchy based on their whole job comparison. When matching jobs with the comparative market, it is important to not rely on job titles alone because they are often misleading. Rather, in order to properly compare jobs in the labor market to EPC jobs, care must be taken to thoroughly compare job duties, scope, and reporting relationships in order to achieve high confidence in the matching process. A job should never be discounted based on an unusually high or low salary range with a market competitor. A job should only be discounted when the job duties of the comparator job are mostly dissimilar to the job under study.

Salary ranges were obtained directly from market competitors as well as from commercially available public and private sector salary databases that CSB has access to via paid subscriptions. By looking at the labor market and finding comparable matches, sufficient data were obtained to use as the basis for building the structure of the new compensation plan.

The job classifications included in the study are shown in Table 1.

Table 1. Job Classifications Reviewed

Classification Title
1. Administrative Specialist II
2. Administrative Specialist III
3. Chief Environmental Scientist
4. Electronics Technician I
5. Electronics Technician II
6. Electronics Technician III
7. Engineering Specialist I
8. Engineering Specialist II
9. Environmental Manager
10. Environmental Scientist I
11. Environmental Scientist II
12. Environmental Scientist III

Classification Title
13. Environmental Specialist I
14. Environmental Specialist II
15. Environmental Specialist III
16. Environmental Supervisor I
17. Environmental Supervisor II
18. Environmental Technician I
19. Fiscal Analyst
20. General Manager I
21. General Manager II
22. General Manager III
23. General Manager IV
24. Legal Administrative Assistant
25. Office Assistant II
26. Personal Computer Specialist
27. Professional Engineer I
28. Professional Engineer II
29. Professional Geologist
30. Senior Engineering Specialist
31. Senior Environmental Manager
32. Senior Environmental Scientist
33. Senior Hydrologist
34. Senior Professional Engineer
35. Senior Program Coordinator
36. Senior Public Relations Strategist

Comparable Agencies

Another important step in conducting a market salary study is to define the comparative market. In developing the list of potential comparator agencies, CSB first started with the local labor market of public sector jurisdictions within and surrounding Hillsborough County, and then consulted with EPC on adding additional public sector agencies outside of the local labor market but still within the State of Florida.

EPC agreed that the following fifteen (15) agencies represented comparable agencies. When making comparisons with agencies outside of the local labor market, adjustments to salary data from outside markets were made to equalize the cost of living differences between those jurisdictions and the Tampa Metropolitan Statistical Area (MSA) market.

Table 2. Comparator Agencies

Alachua County
Broward County
City of Lakeland
City of St. Pete
City of Tampa
ERI (Tampa)
Hillsborough County
Jacksonville-Duval County
Manatee County
Miami-Dade County
Orange County
Pasco County
Pinellas County
Polk County
SWFWMD

Private Sector Data

In addition to collecting data from public sector labor market agencies, CSB also obtained salary data from the Economic Research Institute (ERI). ERI was founded more than 25 years ago to provide compensation data on private and public organizations. The ERI Salary Assessor compiles pay data from hundreds of published data sources for thousands of job titles. The database is updated quarterly and provides salary information for nearly any geographic area in the United States. The geographic cut used in this study was the Tampa Metropolitan Statistical Area (MSA), and the data was effective as of July 1, 2019. The ERI data was used to provide EPC an understanding of how their job classifications compare compensation-wise to the local area labor market regardless of sector. It's not enough to compare Engineering jobs in Hillsborough County government to Pinellas County government, but to also consider what private sector companies in the local market are paying for similar Engineering jobs. Private sector organizations within the Tampa MSA are searching for quality engineering talent, too, in the same applicant pool.

Data Collection

Data was collected during the months of March-July 2019, through comparator agency websites, conversations with human resources professionals within comparable agencies, and careful review of market agency classification descriptions, organization charts, and pay schedules.

Job Evaluation Methodology

Compensation professionals can either use a time-consuming and subjective point factor method to assign value to jobs or use current market data to compare the market “worth” of jobs based on similar or comparative market salary data. CSB historically has used the Hay point factor methodology when evaluating jobs, but the Hay methodology has some distinct disadvantages; namely the point value for each factor is based on judgments that are subjective; the standard used for determining the pay for each factor may have built-in biases that would affect certain groups of employees (females or minorities); but most importantly, using this method would not tell you what your competitors are paying for similar jobs. For these reasons, CSB used the comparative market analysis method which will give the EPC a clearer advantage over the Hay methodology in regards to market positioning.

The job matching step is the most critical step in the comparative market analysis approach for maintaining the overall credibility of any study, and the CSB relied on the Job Content Questionnaires that were submitted by EPC as the foundation for comparisons.

When conducting a comparative market analysis, evaluators cannot simply match job titles to job titles. There is an assumption going into any job study that comparable matches may not be made that are 100% equivalent to the classifications under study. Therefore, CSB does not match based upon job titles alone, because job titles can often be misleading. Rather, CSB analyzed most if not all of the comparator agency job classification descriptions to ensure the widest coverage and success of finding matching jobs.

CSB’s methodology included analyzing submitted job content questionnaires, and then researching classification descriptions at each comparable organization until a comparable match was found. In order to be a comparable match, CSB required that a classification “likeness” be at approximately 50% of the matched job classification. This level is based on knowing that Job Content Questionnaires are often dissimilar between the same job title within the same organization, let alone comparing a job content questionnaire to a generic classification description at an outside agency.

When evaluating comparable class descriptions, factors such as job functions, distinguishing characteristics, level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.), education and experience requirements, knowledge, skills and abilities required to perform the work, etc., were taken into account. With the prior knowledge from the data gathered directly from each comparator agency and our experience in job evaluation, we made preliminary “matches” and then had subject matter experts at EPC confirm the preliminary data. We find that this two-step process has a very high validity rate and allows for total transparency into the job matching process, and a solid foundation on which to build the new pay structure. When a match could not be found in a comparable organization, then “NoMatch” was indicated.

For any job in which a low number of matches or no matches were found in the market, it is often possible to determine where the job fits in the overall hierarchy. This is often referred to as “slotting” jobs. Jobs that were slotted in this study are highlighted in blue in Appendix A.

Data Spreadsheets

The average (mean), midpoint (median, or sometimes referred to as the 50th percentile or “P50”), 63rd and 75th percentile of the comparator agencies are reported for each job under study, as well as the current salary range and minimum qualifications for the job at EPC.

The mean is the sum of the comparator agencies’ salaries divided by the number of matches. The median is the midpoint of all data with 50% of data points below and 50% of data points above. The 63rd and 75th percentile metrics are provided as well and serve as waypoints for market positioning.

When using survey data to make salary range recommendations and adjustments, CSB focuses on the median, rather than the mean, because the median is much less sensitive to extremes in comparative findings. In other words, the median is less likely to be skewed by extremely high or low salary values by one or two comparative organizations compared to the other data points in the comparative group.

RECOMMENDATIONS

Pay Philosophy

What should EPC's pay philosophy be? EPC can lag, lead, or match the market. The Hillsborough Board of County Commissioners long ago adopted the 50th percentile (median) of the labor market or "match" it approach, but that approach may no longer work in today's tight labor market, and may not align with what EPC wants its internal philosophy to be. Further, given that EPC's market consists of many smaller public sector organizations, it is expected that EPC would be above the 50th percentile of the labor market based on size and geography alone. As such, the EPC should set the bar higher or lead the market when it comes to paying for quality talent. Therefore, for each job listed in Appendix B, the 63rd and 75th percentile pay points are listed along with the median (and average) to give EPC a perspective on where the market is and where it wants to position itself within the market.

As stated in the summary, most of EPC's jobs are below the market median and will require a cost to move positions that are currently below the new pay grade minimums. Any decision to position jobs at a level above the market median will largely depend on EPC's ability to fund its position within the market. See the section below titled "Options for Implementation" for a discussion on implementation costs. Moreover, setting new pay range midpoints above the market median will also allow the EPC the luxury of forgoing additional comparative market analyses throughout the next five years or so, or until the market medians catch up to the EPC's new pay schedule.

A few other considerations for EPC to think about include its philosophy regarding range spreads, hiring at the minimum, and discouraging lower level graded position holders from idling at the top of the pay range.

Current EPC salary range spreads are approximately 65% across the board from the lowest pay grade to the highest pay grade (See Table 3 on Page 9). A rule of thumb that most compensation professionals use is to set the range spread between 30% to 40% for lower level job classifications and 60% and above for managerial and professional level jobs. The foundation for this approach is based on the learning curve for lower graded v. higher graded jobs, the depth and breadth of knowledge, skill and ability to perform the job, and methods for rewarding and retaining top talent.

In the proposed new pay plan, lower level jobs have a 30% spread and gradually increase along a continuum to 60% for job classifications in the highest grades. For lower pay grade jobs with a 30-40% range spread, it would take an employee hired at the minimum between eight and nine years to completely progress through the pay range using a conservative 3% annual salary increase as the vehicle for movement within the range. Higher or lower annual salary increases would influence the speed of progression compared to the 3% standard. For lower level jobs, the learning curve for new hires is

relatively short in order to become minimally competent, somewhere between 3 and 6 months. The rationale for the narrower range spreads at lower graded jobs is the assumption that most employees in the lower-grade jobs will move on after a few years to higher paying and more challenging jobs. Organizations should encourage lower graded job holders to seek out new opportunities within and outside the organization and hire competent replacements at the minimum of the pay range.

Higher graded jobs tend to require a greater deal of specialized education, on-the-job training and experience, and take longer to acquire acceptable competencies. These jobs necessitate a broader skill set and often make up your professional and managerial positions. These jobs also tend to be where employees spend most of their careers within your organization. As the employer, you want the range spread for these higher graded jobs to be wider than lower-graded jobs in order to reward tenure and to protect institutional knowledge from exiting your organization too soon. A great deal of time and effort (i.e., money) undoubtedly goes into training higher graded position holders whose jobs tend to require a much steeper and lengthier learning curve. Therefore, it is in the best interest of the organization to keep these position holders around longer.

Regardless of the pay grade of the job, there is no justification for moving the salary range, or reclassifying the encumbered position, to placate position holders who want a raise in pay or who have reached the maximum of their pay range. The only justification for moving the salary ranges in the future is when the market medians move in kind. Further, carrying forward the annual practice of arbitrarily moving the pay ranges to coincide with an annual cost of living adjustment causes employees to stay in the relative same position of the pay range year after year without progressing toward the median (full competency) and beyond. Again, the only justification for moving the salary ranges in the future is when the market medians move in kind.

EPC should also strongly consider starting newly hired or promoted employees at the minimum of the salary range in nearly all cases. Why? For one, the midpoints for EPC's new salary grades proposed in this report are at or above the market median. This means that when the EPC adopts either the 'match it' or 'lead' approach, job seekers will see future job postings worth more money than what they've seen historically. To start certain new hires above the minimum, and others not, shows inconsistency in your pay policy. There are other good reasons to consistently pay at the minimum of the salary range, including:

- The employee fails to complete initial probation. In this case, you don't overpay for unproven talent
- Other employees in the same role are paid at the minimum, and offering a higher rate could disrupt the morale and internal equity of individuals in any given role
- As an organization, you should stick to your pay philosophy
- If the EPC adopts the p63 approach (recommended), then it will lead the market from the start; essentially eliminating the need to overpay for market talent

Proposed Salary Structures

Before new salary grades are discussed, Table 3 below shows EPC’s current pay grade structure. For each grade, a minimum, midpoint and maximum salary is provided along with how wide the range extends from minimum to maximum. As you can see, most of EPC current salary grade ranges have a range spread (RS) around 64% from top to bottom. For all of its lower to middle-graded jobs, the range spreads should graduate from 30% to 40% and do so in the proposed two models that follow.

Table 3. Current Pay Grade Ranges

PAY GRADE	MIN	MID	MAX	RS
A	\$17,576.00	\$22,380.80	\$27,164.80	55%
B	\$18,990.40	\$25,022.40	\$31,033.60	63%
C	\$20,800.00	\$27,393.60	\$33,987.20	63%
D	\$21,964.80	\$28,932.80	\$35,900.80	63%
E	\$23,233.60	\$30,617.60	\$38,001.60	64%
F	\$24,481.60	\$32,260.80	\$40,019.20	63%
G	\$25,979.20	\$34,236.80	\$42,473.60	63%
H	\$27,643.20	\$36,441.60	\$45,219.20	64%
I	\$29,203.20	\$38,500.80	\$47,798.40	64%
J	\$31,054.40	\$40,934.40	\$50,793.60	64%
K	\$33,072.00	\$43,596.80	\$54,121.60	64%
L	\$35,380.80	\$46,633.60	\$57,865.60	64%
M	\$37,627.20	\$49,566.40	\$61,505.60	63%
N	\$40,060.80	\$52,811.20	\$65,540.80	64%
O	\$42,806.40	\$56,388.80	\$69,971.20	63%
P	\$45,240.00	\$59,612.80	\$73,985.60	64%
Q	\$48,547.20	\$63,980.80	\$79,393.60	64%
R	\$52,270.40	\$68,910.40	\$85,529.60	64%
S	\$56,097.60	\$73,923.20	\$91,728.00	64%
T	\$59,966.40	\$78,998.40	\$98,030.40	63%
U	\$64,147.20	\$84,531.20	\$104,915.20	64%
V	\$68,369.60	\$90,084.80	\$111,800.00	64%
W	\$73,008.00	\$96,200.00	\$119,392.00	64%
X	\$78,353.60	\$103,230.40	\$128,107.20	63%
Y	\$83,865.60	\$110,510.40	\$137,134.40	64%

As previously stated, before going further, EPC must decide on what its pay philosophy is. EPC can choose to lag, lead, or match the market. Generally speaking, an employer rarely chooses to lag the market as a conscious pay strategy. It is often either discovered after a comparative market analysis like this one reveals the practice, or it may be the result of a limited compensation budget. In rare circumstances an employer's brand may be so attractive (e.g., Disney) that the employer can pay lower-than-market wages without a negative impact on recruitment and retention. EPC could choose to lag the market by keeping its current pay schedule shown on the previous page. However, this approach is not recommended.

P50 Model – This model is best characterized as the “match” approach because the new pay grades are anchored at the median of the market, otherwise known as the 50th percentile (P50) of the market. If an employer decides to match the market, about half of its competitors pay less and half pay more. The “match” or “P50” approach is shown below in Table 4.

Table 4. P50 (Match) Model

CURRENT PAY GRADE	NEW PAY GRADE	ANNUAL P50 MIN	ANNUAL P50 MID	ANNUAL P50 MAX	RANGE SPREAD
E	EPC.01	\$26,104.78	\$30,020.50	\$33,936.22	30%
F	EPC.02	\$28,713.48	\$33,020.50	\$37,327.52	30%
G	EPC.03	\$31,322.17	\$36,020.50	\$40,718.83	30%
H	EPC.04	\$33,751.73	\$38,814.49	\$43,877.25	30%
I	EPC.05	\$36,181.29	\$41,608.48	\$47,035.68	30%
J	EPC.06	\$38,610.85	\$44,402.47	\$50,194.10	30%
K	EPC.07	\$39,330.39	\$47,196.46	\$55,062.54	40%
L	EPC.08	\$41,658.71	\$49,990.46	\$58,322.20	40%
M	EPC.09	\$46,198.17	\$55,437.80	\$64,677.44	40%
N	EPC.10	\$47,014.75	\$56,417.70	\$65,820.65	40%
O	EPC.11	\$49,294.57	\$59,153.48	\$69,012.40	40%
P	EPC.12	\$49,511.41	\$61,889.26	\$74,267.12	50%
Q	EPC.13	\$55,191.72	\$68,989.65	\$82,787.58	50%
R	EPC.14	\$57,307.10	\$71,633.88	\$85,960.65	50%
S	EPC.15	\$59,422.48	\$74,278.10	\$89,133.72	50%
T	EPC.16	\$65,104.92	\$81,381.15	\$97,657.38	50%
U	EPC.17	\$68,064.77	\$88,484.20	\$108,903.64	60%
V	EPC.18	\$74,190.60	\$96,447.78	\$118,704.96	60%
W	EPC.19	\$80,867.76	\$105,128.08	\$129,388.41	60%
X	EPC.20	\$88,145.85	\$114,589.61	\$141,033.37	60%
Y	EPC.21	\$96,078.98	\$124,902.67	\$153,726.37	60%

P63 Model – This model represents the “lead” approach because the new pay grades are above the market median. P63 is actually the 63rd percentile of the competitors’ midpoints or halfway between the 50th and 75th percentiles. By adopting this model, EPC will pay higher than 63 percent of other organizations within the surveyed market for similar positions. Organizations competing for employees in a tight labor market or for employees with specialized skill sets (such as environmental control and engineering) usually attract and retain better talent by choosing to be a market leader.

The P63 model will also allow the EPC to use it for years to come without having to re-survey and analyze the market. It is anticipated that the market will not have to be surveyed again until such time as the EPC believes the market medians have matched or surpassed its paygrades. The “lead” or “P63” approach is shown below in Table 5.

Table 5. P63 (Lead) Model

CURRENT PAY GRADE	NEW PAY GRADE	ANNUAL P50 MIN	ANNUAL P50 MID	ANNUAL P50 MAX	RANGE SPREAD
E	EPC.01	\$28,062.64	\$32,272.04	\$36,481.43	30%
F	EPC.02	\$30,866.99	\$35,497.04	\$40,127.09	30%
G	EPC.03	\$31,631.30	\$36,376.00	\$41,120.70	30%
H	EPC.04	\$34,060.86	\$39,169.99	\$44,279.12	30%
I	EPC.05	\$36,490.42	\$41,963.98	\$47,437.55	30%
J	EPC.06	\$38,919.98	\$44,757.97	\$50,595.97	30%
K	EPC.07	\$39,626.64	\$47,551.96	\$55,477.29	40%
L	EPC.08	\$42,682.42	\$51,218.91	\$59,755.39	40%
M	EPC.09	\$48,215.53	\$57,858.64	\$67,501.74	40%
N	EPC.10	\$49,362.66	\$59,235.19	\$69,107.72	40%
O	EPC.11	\$51,284.11	\$61,540.94	\$71,797.76	40%
P	EPC.12	\$51,077.35	\$63,846.69	\$76,616.02	50%
Q	EPC.13	\$56,674.04	\$70,842.55	\$85,011.06	50%
R	EPC.14	\$58,842.79	\$73,553.48	\$88,264.18	50%
S	EPC.15	\$61,011.53	\$76,264.42	\$91,517.30	50%
T	EPC.16	\$66,941.35	\$83,676.69	\$100,412.02	50%
U	EPC.17	\$70,068.43	\$91,088.96	\$112,109.49	60%
V	EPC.18	\$76,374.59	\$99,286.96	\$122,199.34	60%
W	EPC.19	\$83,248.30	\$108,222.79	\$133,197.28	60%
X	EPC.20	\$90,740.65	\$117,962.84	\$145,185.04	60%
Y	EPC.21	\$98,907.31	\$128,579.50	\$158,251.69	60%

Options for Implementation

In many cases, EPC jobs lagged the market median. For newly hired employees in those job classifications, their current hourly rates fall below the proposed new minimum hourly rates. As such, a preliminary calculation revealed it will cost the EPC approximately \$180,000 to move affected employees to the new minimum hourly rates. If EPC adopts the P63 model, then it will cost the EPC approximately \$250,000 as the model requires EPC to pay better than 63% of its competitors within the labor market for like jobs.

Depending on the dollars available to EPC from its personnel portion of its budget, the cost to adopt the P50 or P63 model could be paid for out of one fiscal year or spread out over two or more fiscal years. For example, EPC could choose to pay for grades 01-08 from the P50 model this fiscal year (approximately \$90,000) and fund grades 09-21 the following fiscal year. Or, if the entire amount is available then EPC might choose to fund the entire cost out of one budget cycle.

It is important to note that no employee will make above the maximum of the P50 and by extension, the P63 model for any of the new grades. See the “EEs” tab on the Excel spreadsheet that accompanies this report for a list of positions and current hourly rates.

Recommendation for future years (after the 5th year) is to re-survey the market to see how the newly adopted pay range medians compare to the market. Adjust existing medians accordingly.

USING THE MARKET DATA AS A TOOL

CSB would like to reiterate that this report and the findings are meant to be a tool for EPC to create and implement an equitable compensation plan designed to attract and retain quality talent. However, financial realities and EPC’s expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data presented herein represent a market survey that will give EPC an instrument to make future compensation decisions.

It has been a pleasure working with the EPC on this critical project. Please do not hesitate to contact me if I can provide any additional information or clarification regarding this report.

Respectfully submitted by,

Kurt Wilkening, SPHR

Kurt C. Wilkening

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Appendix A

Results Summary

POSITION TITLE	PAY GRADE	CURRENT PAY GRADE MEDIAN	MARKET MEDIAN (NEW)	NEW P63	Δ D-C	Δ E-C	NEW MQs	POST HS EDUC & EXP
Office Assistant II	G	\$34,226.50	\$36,020.50	\$36,376.00	\$1,794.00	\$2,149.50	HS + 2 Yrs Cler Exp	2
AVG	G	\$34,226.50	\$36,020.50	\$36,376.00	\$1,794.00	\$2,149.50		2
Environmental Specialist I	K	\$43,596.80	\$47,196.46	\$47,551.96	\$3,599.66	\$3,955.16	BA: NatSci	4
AVG	K	\$43,596.80	\$47,196.46	\$47,551.96	\$3,599.66	\$3,955.16		4
Environmental Scientist I	L	\$46,623.50	\$50,138.50	\$50,992.27	\$3,515.00	\$4,368.77	BA + 1 Yrs Env Exp	5
Electronics Technician II	L	\$46,623.50	\$52,929.00	\$54,459.77	\$6,305.50	\$7,836.27	HS + 3 Yrs Elec Exp	3
Administrative Specialist II	L	\$46,623.50	\$46,903.87	\$48,204.69	\$280.37	\$1,581.19	HS + 5 Yrs Admin Exp	5
AVG	L	\$46,623.50	\$49,990.46	\$51,218.91	\$3,366.96	\$4,595.41		4
Environmental Specialist II	M	\$49,566.50	\$55,437.80	\$57,858.64	\$5,871.30	\$8,292.14	BA + 2 Yrs Env Exp	6
AVG	M	\$49,566.50	\$55,437.80	\$57,858.64	\$5,871.30	\$8,292.14		6
Electronics Technician III	N	\$52,801.00	\$57,424.15	\$61,061.95	\$4,623.15	\$8,260.95	HS + 5 Yrs Elec Exp	5
Administrative Specialist III	N	\$52,801.00	\$55,411.25	\$57,408.43	\$2,610.25	\$4,607.43	HS + 7 Yrs Admin Exp	7
AVG	N	\$52,801.00	\$56,417.70	\$59,235.19	\$3,616.70	\$6,434.19		6
Senior Program Coordinator	O	\$56,388.50	\$46,748.03	\$47,624.48	-\$9,640.47	-\$8,764.02	BA + 1 Yr Exp PN Duties	5
Legal Administrative Assistant	O	\$56,388.50	\$55,284.50	\$55,307.12	-\$1,104.00	-\$1,081.38	HS + 4 Yrs Legal Exp	4
Environmental Specialist III	O	\$56,388.50	\$60,016.48	\$65,239.36	\$3,627.98	\$8,850.86	BA + 3 Yrs Env Exp	7
Environmental Scientist II	O	\$56,388.50	\$57,106.50	\$59,232.33	\$718.00	\$2,843.83	BA + 2 Yrs Env Exp	6
Engineering Specialist I	O	\$56,388.50	\$59,153.48	\$61,540.94	\$2,764.98	\$5,152.44	BA: Eng	4
AVG	O	\$56,388.50	\$54,788.88	\$56,850.82	-\$1,599.62	\$462.32		5
Prof Geologist	Q	\$63,970.50	\$75,604.57	\$78,812.32	\$11,634.07	\$14,841.82	Reg in FL as a PG	8
Environmental Supervisor I	Q	\$63,970.50	\$67,113.54	\$67,175.91	\$3,143.04	\$3,205.41	BA: NatSci + 3 Yrs Env Exp	7
Environmental Scientist III	Q	\$63,970.50	\$67,086.50	\$68,677.71	\$3,116.00	\$4,707.21	BA: NatSci + 3 Yrs Env Exp	7
Engineering Specialist II	Q	\$63,970.50	\$66,154.00	\$68,704.25	\$2,183.50	\$4,733.75	BA: NatSci + 3 Yrs Env Exp	7
AVG	Q	\$63,970.50	\$68,989.65	\$70,842.55	\$5,019.15	\$6,872.05		7.3
Chief Environmental Scientist	R	\$68,900.00	\$71,633.88	\$73,553.48	\$2,733.88	\$4,653.48	BA: NatSci + 4 Yrs H2O lab work	8
AVG	R	\$68,900.00	\$71,633.88	\$73,553.48	\$2,733.88	\$4,653.48		8
Senior Public Relations Strategist	S	\$73,913.00	\$71,518.33	\$73,035.10	-\$2,394.67	-\$877.90	BA: Jour/PR/Mkt + 3 Yrs PR Exp	7
Senior Hydrologist	S	\$73,913.00	\$74,386.75	\$76,420.30	\$473.75	\$2,507.30	BA: Geo, hydro, CVI/Eng, EnvEng +	8
Senior Environmental Scientist	S	\$73,913.00	\$73,086.25	\$74,569.95	-\$826.75	-\$656.95	BA: Geo, Hydro, EnvEng + 4 Yrs H	8
Prof Engineer I	S	\$73,913.00	\$73,146.99	\$77,675.22	-\$766.01	\$3,762.22	Reg in FL as a PE	8
General Manager II	S	\$73,913.00	\$74,278.10	\$76,264.42	\$365.10	\$2,351.42	BA + 4 Yrs Exp	8
Fiscal Analyst	S	\$73,913.00	\$76,726.26	\$77,308.89	\$2,813.26	\$3,395.89	BA: Bus + 4 Yrs Finance Exp	8
Environmental Supervisor II	S	\$73,913.00	\$76,804.00	\$78,577.04	\$2,891.00	\$4,664.04	BA: NatSci + 4 Yrs Env Exp	8
AVG	S	\$73,913.00	\$73,008.38	\$75,253.08	-\$904.62	\$1,340.08		8
Senior Engineering Specialist	T	\$78,998.40	\$81,381.15	\$83,676.69	\$2,382.75	\$4,678.29	BA: NatSci + 5 Yrs Env Exp + 1 Yr	9
AVG	T	\$78,998.40	\$81,381.15	\$83,676.69	\$2,382.75	\$4,678.29		9
Senior Environmental Manager	U	\$84,531.00	\$88,461.21	\$91,307.55	\$3,930.21	\$6,776.55	BA: NatSci/Eng + 5 Yrs Env Exp	9
Prof Engineer II	U	\$84,531.00	\$88,507.20	\$90,870.36	\$3,976.20	\$6,339.36	Reg in FL as a PE + 2 Yrs Post PE	10
General Manager III	U	\$84,531.00	\$88,484.20	\$91,088.96	\$3,953.20	\$6,557.96	BA + 5 Yrs Exp + 3 Yrs Supv	9
AVG	U	\$84,531.00	\$88,484.20	\$91,088.96	\$3,953.20	\$6,557.96		9
Senior Professional Engineer	X	\$103,230.40	\$114,589.61	\$117,962.84	\$11,359.21	\$14,732.44	Reg in FL PE + 6 Yrs Post PE	14
General Manager IV	X	\$103,230.40	\$114,589.61	\$117,962.84	\$11,359.21	\$14,732.44	BA + 6 Yrs Exp + 4 Yrs Supv	10
AVG	X	\$103,230.40	\$114,589.61	\$117,962.84	\$11,359.21	\$14,732.44		12

Job Titles in Blue Had No JCOs; Thus, Were "Slotted" in to the New Hierarchy

Appendix B

Alphabetical Listing of EPC
Job Classification Salary Data

Compensation Analysis for Environmental Protection Commission

Administrative Specialist II

Pay Grade: L

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Administrative Specialist	Miami-Dade County	\$ 44,948.00	\$ 79,506.00	103.8%	96.2%	\$ 43,239.98	\$ 59,862.37	\$ 76,484.77	77%	HS + 5 Yrs Admin Exp
Administrative Assistant	City of Tampa	\$ 46,114.00	\$ 69,056.00	100.00%	100.00%	\$ 46,114.00	\$ 57,585.00	\$ 69,056.00	50%	HS + 5 Yrs Admin Exp w 1 Yr Spv
Administrative Assistant	Alachua County	\$ 39,374.00	\$ 61,152.00	93.7%	106.3%	\$ 41,854.56	\$ 53,429.57	\$ 65,004.58	55%	HS + 5 Yrs Admin Exp
Administrative Assistant	City of St. Pete	\$ 37,001.00	\$ 61,450.00	100.00%	100.00%	\$ 37,001.00	\$ 49,225.50	\$ 61,450.00	66%	HS + 4 Yrs Admin Exp
Administrative Assistant	Hillsborough County	\$ 37,460.80	\$ 58,073.60	100.00%	100.00%	\$ 37,460.80	\$ 47,767.20	\$ 58,073.60	55%	HS + 6 Yrs Admin Exp
Administrative Support Specialist II	Orange County	\$ 35,672.00	\$ 57,762.00	99.6%	100.4%	\$ 35,814.69	\$ 46,903.87	\$ 57,993.05	62%	HS + 4 Yrs Admin Exp
Administrative Coordinator	Pasco County	\$ 34,549.00	\$ 56,410.00	100.00%	100.00%	\$ 34,549.00	\$ 45,479.50	\$ 56,410.00	63%	HS + 4 Yrs Admin Exp
Administrative Assistant II	City of Lakeland	\$ 35,147.00	\$ 54,524.00	100.00%	100.00%	\$ 35,147.00	\$ 44,835.50	\$ 54,524.00	55%	HS + 5 Yrs Admin Exp
Administrative Assistant	ERI 2 (Tampa)	\$ 35,330.00	\$ 50,273.00	100.00%	100.00%	\$ 35,330.00	\$ 42,801.50	\$ 50,273.00	42%	HS + 6 Yrs Admin Exp
Administrative Specialist II	Manatee County	\$ 32,282.00	\$ 50,066.00	100.0%	100.0%	\$ 32,282.00	\$ 41,174.00	\$ 50,066.00	55%	HS + 5 Yrs Admin Exp
Administrative Support Specialist	Polk County	\$ 32,780.00	\$ 48,859.00	100.00%	100.00%	\$ 32,780.00	\$ 40,819.50	\$ 48,859.00	49%	HS + 6 Yrs Admin Exp
NoMatch	Broward County			104.5%	95.5%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Jacksonville-Duval County			101.1%	98.9%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Pinellas County			100.00%	100.00%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	SWFWMD			100.00%	100.00%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile			\$ 51,327.53			
				.63 Percentile			\$ 48,204.69			
				Median		\$ 35,814.69	\$ 46,903.87	\$ 57,993.05	55%	HS + 5 Yrs Admin Exp
				Average		\$ 37,415.73	\$ 48,171.23	\$ 58,926.73	57%	HS + 5 Yrs Admin Exp
Internal Data		Current Compensation								
Level/Title	Pay Grade					Min	Mid	Max		
Administrative Specialist II	EPCL	Current				\$ 35,380.80	\$ 46,623.20	\$ 57,865.60	64%	HS + 6 Yrs Admin Exp

Compensation Analysis for Environmental Protection Commission

Administrative Specialist III

Pay Grade: N

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Administrative Assistant III	City of Tampa	\$ 52,749.00	\$ 78,998.00	100.00%	100.00%	\$ 52,749.00	\$ 65,873.50	\$ 78,998.00	50%	HS + 5 Yrs Admin Exp + 3 Spv
Sr Administrative Assistant	Alachua County	\$ 48,402.00	\$ 75,192.00	93.7%	106.3%	\$ 51,451.33	\$ 65,690.21	\$ 79,929.10	55%	HS + 7 Yrs Admin Exp Incd Policy
Administrative Coordinator	Broward County	\$ 46,325.00	\$ 73,935.00	104.5%	95.5%	\$ 44,240.38	\$ 57,424.15	\$ 70,607.93	60%	HS + 6 Yrs Admin Exp + .5 Yrs St
Executive Administrative Specialist	Pinellas County	\$ 45,635.00	\$ 69,160.00	100.00%	100.00%	\$ 45,635.00	\$ 57,397.50	\$ 69,160.00	52%	HS + 5 Yrs Admin Exp
Administrative Specialist (P6)	Hillsborough County	\$ 41,101.00	\$ 65,749.00	100.00%	100.00%	\$ 41,101.00	\$ 53,425.00	\$ 65,749.00	60%	HS + 7 Yrs Admin Exp
Secretary to Dept Head	Pasco County	\$ 37,897.00	\$ 66,331.00	100.00%	100.00%	\$ 37,897.00	\$ 52,114.00	\$ 66,331.00	75%	HS + 8 Yrs Admin Exp
Sr Administrative Assistant	City of Lakeland	\$ 38,749.00	\$ 60,112.00	100.00%	100.00%	\$ 38,749.00	\$ 49,430.50	\$ 60,112.00	55%	HS + 7 Yrs Admin Exp
Administrative Specialist	ERI 2 (Tampa)	\$ 35,254.00	\$ 50,152.00	100.00%	100.00%	\$ 35,254.00	\$ 42,703.00	\$ 50,152.00	42%	HS + 7 Yrs Admin Exp
No Match	City of St. Pete	\$ -	\$ -	100.00%	100.00%	\$ -	\$ -	\$ -	#DIV/0!	
No Match	Jacksonville-Duval County			101.1%	98.9%	\$ -	\$ -	\$ -	#DIV/0!	
No Match	Manatee County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
No Match	Miami-Dade County			103.8%	96.2%	\$ -	\$ -	\$ -	#DIV/0!	
No Match	Orange County			99.6%	100.4%	\$ -	\$ -	\$ -	#DIV/0!	
No Match	Polk County			100.00%	100.00%	\$ -	\$ -	\$ -	#DIV/0!	
No Match	SWFWMD			100.00%	100.00%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile			\$ 59,490.67			
				.63 Percentile			\$ 57,408.43			
				Median		\$ 42,670.69	\$ 55,411.25	\$ 67,745.50	55%	HS + 7 Yrs Admin Exp
				Average		\$ 43,384.59	\$ 55,507.23	\$ 67,629.88	56%	HS + 7 Yrs Admin Exp
Internal Data		Current Compensation		Pay Range						
Level/Title	Pay Grade	Current Compensation				Min	Mid	Max		
Administrative Specialist III	EPCN	Current				\$ 40,061.00	\$ 52,801.00	\$ 65,541.00	64%	HS + 7 Yrs Admin Exp

Compensation Analysis for Environmental Protection Commission

Database Administrator

Pay Grade: U

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Database Administrator	Orange County	\$ 78,125.00	\$ 123,677.00	99.6%	100.4%	\$ 78,437.50	\$ 101,304.60	\$ 124,171.71	58%	BA:MIS + 5 Yrs MIS Exp
Database Administrator	City of St. Pete	\$ 74,759.00	\$ 118,471.00	100.00%	100.00%	\$ 74,759.00	\$ 96,615.00	\$ 118,471.00	58%	BA:MIS + 4 Yrs MIS Exp
IT Specialist	Broward County	\$ 76,856.00	\$ 122,662.00	104.5%	95.5%	\$ 73,397.48	\$ 95,269.85	\$ 117,142.21	60%	BA:MIS + 4 Yrs MIS Exp
Database Administrator	Miami-Dade County	\$ 70,118.00	\$ 111,721.00	103.8%	96.2%	\$ 67,453.52	\$ 87,464.56	\$ 107,475.60	59%	BA:MIS + 2 Yrs MIS Exp
Database Administrator	Alachua County	\$ 63,336.00	\$ 98,509.00	93.7%	106.3%	\$ 67,326.17	\$ 86,020.62	\$ 104,715.07	56%	BA:MIS + 4 Yrs MIS Exp
IT Data Architect	ERI 2 (Tampa)	\$ 67,506.00	\$ 97,967.00	100.00%	100.00%	\$ 67,506.00	\$ 82,736.50	\$ 97,967.00	45%	BA:MIS + 3 Yrs MIS Exp
Info Tech Analyst	Jacksonville-Duval County	\$ 61,384.00	\$ 103,351.00	101.1%	98.9%	\$ 60,708.78	\$ 81,461.46	\$ 102,214.14	68%	BA:MIS + 4 Yrs MS SQL Srv Exp
Database Administrator	City of Lakeland	\$ 63,118.00	\$ 97,917.00	100.00%	100.00%	\$ 63,118.00	\$ 80,517.50	\$ 97,917.00	55%	AA:MIS + 2 Yrs MIS Exp
Database Administrator	Hillsborough County	\$ 64,189.00	\$ 96,262.00	100.00%	100.00%	\$ 64,189.00	\$ 80,225.50	\$ 96,262.00	50%	BA:MIS + 5 Yrs MIS Exp
Sr IT Analyst	Pinellas County	\$ 63,170.00	\$ 95,722.00	100.00%	100.00%	\$ 63,170.00	\$ 79,446.00	\$ 95,722.00	52%	BA:MIS + 3 Yrs MIS Exp
Database Administrator	Polk County	\$ 63,045.00	\$ 94,598.00	100.00%	100.00%	\$ 63,045.00	\$ 78,821.50	\$ 94,598.00	50%	BA:MIS + 5 Yrs MIS Exp
DataBase Administrator	FDMS	\$ 57,678.00	\$ 96,138.00	100.00%	100.00%	\$ 57,678.00	\$ 76,908.00	\$ 96,138.00	67%	BA:MIS + 5 Yrs MIS Exp
Database Administrator	Pasco County	\$ 56,292.00	\$ 91,868.00	100.00%	100.00%	\$ 56,292.00	\$ 74,080.00	\$ 91,868.00	63%	BA:MIS + 4 Yrs MIS Exp
NoMatch	City of Tampa			100.00%	100.00%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Manatee County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile			\$ 87,464.56			
				.63 Percentile			\$ 84,575.61			
				Median		\$ 64,189.00	\$ 81,461.46	\$ 97,967.00	58%	BA:MIS + 4 Yrs MIS Exp
				Average		\$ 65,929.26	\$ 84,682.39	\$ 103,435.52	57%	BA:MIS + 4 Yrs MIS Exp
Internal Data		Current Compensation				Pay Range				
Level/Title	Pay Grade					Min	Mid	Max		
Database Administrator	EPCU	Current				\$ 64,147.00	\$ 84,531.00	\$ 104,915.00	64%	BA:MIS + 4 Yrs MIS Exp +2 Rdb

Recommendation: Move to unclassified pay schedule

Compensation Analysis for Environmental Protection Commission

Electronic Technician I

Pay Grade: J

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Electronics Technician I	City of Tampa	\$ 45,594.00	\$ 64,896.00	100.00%	100.00%	\$ 45,594.00	\$ 55,245.00	\$ 64,896.00	42%	HS + .5 Yrs Exp
Electrician Apprentice	City of Lakeland	\$ 41,202.00	\$ 64,232.00	100.00%	100.00%	\$ 41,202.00	\$ 52,717.00	\$ 64,232.00	56%	HS + 1 Yrs Exp
Electronic Equipment Technician I	Pinellas County	\$ 39,701.00	\$ 63,523.00	100.00%	100.00%	\$ 39,701.00	\$ 51,612.00	\$ 63,523.00	60%	HS + 2 Yrs Exp
Electronics Technician	ERI 2 (Tampa)	\$ 42,033.00	\$ 60,044.00	100.00%	100.00%	\$ 42,033.00	\$ 51,038.50	\$ 60,044.00	43%	HS + 2 Yrs Exp
Electronic Equipment Technician I	Miami-Dade County	\$ 38,992.00	\$ 64,926.00	103.8%	96.2%	\$ 37,510.30	\$ 49,984.56	\$ 62,458.81	67%	HS + 1 Yrs Exp
Electronic Technician I	Pasco County	\$ 36,899.00	\$ 59,218.00	100.00%	100.00%	\$ 36,899.00	\$ 48,058.50	\$ 59,218.00	60%	HS + 3 Yrs Exp
Electronics Specialist	Polk County	\$ 37,017.00	\$ 55,390.00	100.00%	100.00%	\$ 37,017.00	\$ 46,203.50	\$ 55,390.00	50%	HS + 3 Yrs Exp
Electronics Technician	Orange County	\$ 33,821.00	\$ 54,392.00	99.6%	100.4%	\$ 33,956.28	\$ 44,282.93	\$ 54,609.57	61%	HS + 3 Yrs Elec Maint & Repair
Maintenance Electrician	Jacksonville-Duval County	\$ 29,556.00	\$ 56,892.00	101.1%	98.9%	\$ 29,230.88	\$ 42,748.54	\$ 56,266.19	92%	HS + 3 Yrs Elect Exp
Maint & Trades Technician	SWFWMD	\$ 30,992.00	\$ 46,488.00	100.00%	100.00%	\$ 30,992.00	\$ 38,740.00	\$ 46,488.00	50%	HS + 2 Yrs Exp
Electrician (07)	Hillsborough County	\$ 30,368.00	\$ 47,050.00	100.00%	100.00%	\$ 30,368.00	\$ 38,709.00	\$ 47,050.00	55%	HS + 3 Yrs Elect Exp
NoMatch	Broward County			104.5%	95.5%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	City of St. Pete			100.00%	100.00%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Manatee County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Alachua County			93.7%	106.3%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile		\$ 51,325.25				
				.63 Percentile		\$ 50,300.74				
				Median		\$ 37,017.00	\$ 48,058.50	\$ 59,218.00	56%	HS + 2 Yrs Exp
				Average		\$ 36,773.04	\$ 47,212.68	\$ 57,652.32	58%	HS + 2 Yrs Exp
Internal Data		Current Compensation		Pay Range						
Level/Title	Pay Grade	Current				Min	Mid	Max		
Electronic Technician I	EPCJ	Current				\$ 31,054.00	\$ 40,924.00	\$ 50,794.00	64%	HS + 1 Yrs Exp

Compensation Analysis for Environmental Protection Commission

Electronic Technician II

Pay Grade: L

Market Data		Pay Range		Geo Differential		Pay Range			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Electronics Technician II	City of Tampa	\$ 49,213.00	\$ 70,179.00	100.00%	100.00%	\$ 49,213.00	\$ 59,696.00	\$ 70,179.00	43%	HS + 3 Yrs Exp
Electronic Equipment Technician II	Miami-Dade County	\$ 48,932.00	\$ 71,363.00	103.8%	96.2%	\$ 47,072.58	\$ 57,861.90	\$ 68,651.21	46%	HS + 2 Yrs Exp
Electronic Equipment Technician II	Pinellas County	\$ 43,347.00	\$ 69,368.00	100.00%	100.00%	\$ 43,347.00	\$ 56,357.50	\$ 69,368.00	60%	HS + 3 Yrs Exp
Electronics Technician	ERI 2 (Tampa)	\$ 43,712.00	\$ 62,570.00	100.00%	100.00%	\$ 43,712.00	\$ 53,141.00	\$ 62,570.00	43%	HS + 3 Yrs Exp
Electrician Apprentice	City of Lakeland	\$ 41,202.00	\$ 64,232.00	100.00%	100.00%	\$ 41,202.00	\$ 52,717.00	\$ 64,232.00	56%	HS + 1 Yrs Exp
Instrumentation Technician	Manatee County	\$ 40,747.00	\$ 63,169.00	100.0%	100.0%	\$ 40,747.00	\$ 51,958.00	\$ 63,169.00	55%	HS + 5 Yrs elect repair, insp exp
Electronics Specialist	Polk County	\$ 37,017.00	\$ 55,390.00	100.00%	100.00%	\$ 37,017.00	\$ 46,203.50	\$ 55,390.00	50%	HS + 3 Yrs Exp
Maintenance Electrician	Jacksonville-Duval County	\$ 29,556.00	\$ 56,892.00	101.1%	98.9%	\$ 29,230.88	\$ 42,748.54	\$ 56,266.19	92%	HS + 3 Yrs Elect Exp
NoMatch	Alachua County			93.7%	106.3%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Broward County			104.5%	95.5%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	City of St. Pete			100.00%	100.00%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Hillsborough County			100.00%	100.00%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Orange County			99.6%	100.4%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Pasco County			100.00%	100.00%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	SWFWMD			100.00%	100.00%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile			\$ 56,733.60			
				.63 Percentile			\$ 54,459.77			
				Median		\$ 42,274.50	\$ 52,929.00	\$ 63,700.50	52%	HS + 3 Yrs Exp
				Average		\$ 41,442.68	\$ 52,585.43	\$ 63,728.17	56%	HS + 3 Yrs Exp
Internal Data		Current Compensation				Pay Range				
Level/Title	Pay Grade					Min	Mid	Max		
Electronic Technician II	EPCL	Current				\$ 35,381.00	\$ 46,623.50	\$ 57,866.00	64%	HS + 2 Yrs Exp

Compensation Analysis for Environmental Protection Commission

Electronic Technician III

Pay Grade: N

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Electronic Equipment Technician 3	Pinellas County	\$ 49,483.00	\$ 79,165.00	100.00%	100.00%	\$ 49,483.00	\$ 64,324.00	\$ 79,165.00	60%	HS + 5 Yrs Elec exp; 1 Yr Supv
Electrical Foreperson	City of St. Pete	\$ 48,485.00	\$ 78,125.00	100.00%	100.00%	\$ 48,485.00	\$ 63,305.00	\$ 78,125.00	61%	HS + 'Considerable' Exp
Electronics Technician III	City of Tampa	\$ 51,334.00	\$ 72,842.00	100.00%	100.00%	\$ 51,334.00	\$ 62,088.00	\$ 72,842.00	42%	HS + 7 Yrs Exp
Electronics Technician	Broward County	\$ 46,325.00	\$ 73,935.00	104.5%	95.5%	\$ 44,240.38	\$ 57,424.15	\$ 70,607.93	60%	HS + 3 Yrs low & hi volt exp
Electronics Technician	ERI 2 (Tampa)	\$ 47,008.00	\$ 67,531.00	100.00%	100.00%	\$ 47,008.00	\$ 57,269.50	\$ 67,531.00	44%	HS + 5 Yrs Elec Exp
Instrumentation Technician	Manatee County	\$ 40,747.00	\$ 63,169.00	100.0%	100.0%	\$ 40,747.00	\$ 51,958.00	\$ 63,169.00	55%	HS + 5 Yrs elect repair, insp exp
Electrician (13)	Hillsborough County	\$ 40,706.00	\$ 63,066.00	100.00%	100.00%	\$ 40,706.00	\$ 51,886.00	\$ 63,066.00	55%	HS + 4 Yrs Exp as electrician + 1
No Match	Alachua County			93.7%	106.3%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	City of Lakeland			100.00%	100.00%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Jacksonville-Duval County			101.1%	98.9%	\$ -	\$ -	\$ -	#DIV/0!	
No Match	Miami-Dade County			103.8%	96.2%	\$ -	\$ -	\$ -	#DIV/0!	
No Match	Orange County			99.6%	100.4%	\$ -	\$ -	\$ -	#DIV/0!	
No Match	Pasco County			100.00%	100.00%	\$ -	\$ -	\$ -	#DIV/0!	
No Match	Polk County			100.00%	100.00%	\$ -	\$ -	\$ -	#DIV/0!	
No Match	SWFWMD			100.00%	100.00%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile			\$ 62,696.50			
				.63 Percentile			\$ 61,061.95			
				Median		\$ 47,008.00	\$ 57,424.15	\$ 70,607.93	55%	HS + 5 Yrs Elec Exp
				Average		\$ 46,000.48	\$ 58,322.09	\$ 70,643.70	54%	HS + 5 Yrs Elec Exp
Internal Data		Current Compensation		Pay Range						
Level/Title	Pay Grade					Min	Mid	Max		
Electronic Technician III	EPCN	Current				\$ 40,061.00	\$ 52,801.00	\$ 65,541.00	64%	AA:Elec + 2 Yrs Elec Exp (HS+4)

Compensation Analysis for Environmental Protection Commission

Engineering Specialist II

Pay Grade: Q

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Sr. Environmental Specialist	City of Lakeland	\$ 57,249.00	\$ 88,813.00	100.00%	100.0%	\$ 57,249.00	\$ 73,031.00	\$ 88,813.00	55%	BA:Nat or Phys Sci or Eng + 3yrs
Environmental Specialist Supv	Miami-Dade County	\$ 54,388.00	\$ 95,744.00	103.8%	96.2%	\$ 52,321.26	\$ 72,213.49	\$ 92,105.73	76%	BA:NatSci + 2 Yrs Env Exp
Environmental Specialist II	City of Tampa	\$ 57,678.00	\$ 86,507.00	100.00%	100.0%	\$ 57,678.00	\$ 72,092.50	\$ 86,507.00	50%	BA: Envtl Sci + 3 yrs
Engineer	SWFWMD	\$ 53,414.00	\$ 89,003.00	100.00%	100.0%	\$ 53,414.00	\$ 71,208.50	\$ 89,003.00	67%	BA:Eng + 2 Yrs Eng Exp
Engineering Associate	Hillsborough County	\$ 51,833.00	\$ 83,429.00	100.0%	100.0%	\$ 51,833.00	\$ 67,631.00	\$ 83,429.00	61%	BA:NatSci + 2 Yrs Env Exp
Engineering Specialist	Polk County	\$ 52,956.00	\$ 79,352.00	100.00%	100.0%	\$ 52,956.00	\$ 66,154.00	\$ 79,352.00	50%	BA:Eng + 7 Yrs Eng Exp
Sr. Environmental Specialist	Alachua County County	\$ 48,401.00	\$ 75,186.00	93.7%	106.3%	\$ 51,450.26	\$ 65,686.49	\$ 79,922.72	55%	BA: Envtl Sci + 3 yrs
Sr. Environmental Specialist	Orange County	\$ 49,608.00	\$ 79,414.00	99.6%	100.4%	\$ 49,806.43	\$ 64,769.04	\$ 79,731.66	60%	BA:Eng,Geology,or Nat Sci+ 3yrs
Engineering Specialist II	Manatee County	\$ 48,526.00	\$ 75,254.00	100.0%	100.0%	\$ 48,526.00	\$ 61,890.00	\$ 75,254.00	55%	BA:Eng + Eng Intern Cert
Environmental Engineer/Scientist	Jacksonville-Duval County	\$ 42,099.00	\$ 79,275.00	101.1%	98.9%	\$ 41,635.91	\$ 60,019.44	\$ 78,402.98	88%	BA: Envtl Sci or Eng + 3 yrs
Engineering Assistant	ERI 2 (Tampa)	\$ 49,793.00	\$ 69,961.00	100.00%	100.0%	\$ 49,793.00	\$ 59,877.00	\$ 69,961.00	41%	BA:NatSci + 2 Yrs Env Exp
NoMatch	Broward County County			104.5%	95.5%	\$ -	\$ -	\$ -	#DIV/0!	
No Match	City of St. Pete			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Pasco County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Pinellas County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile			\$ 71,650.50			
				.63 Percentile			\$ 68,704.25			
				Median		\$ 51,833.00	\$ 66,154.00	\$ 79,922.72	55%	BA:NatSci + 3 Yrs Env Exp
				Average		\$ 51,514.81	\$ 66,779.32	\$ 82,043.83	60%	BA:NatSci + 3 Yrs Env Exp
Internal Data		Current Compensation				Pay Range				
Level/Title	Pay Grade					Min	Mid	Max		
Engineering Specialist II	EPCQ	Current				\$ 48,547.00	\$ 63,970.50	\$ 79,394.00	64%	BA:NatSci + 2 Yrs Env Exp

Compensation Analysis for Environmental Protection Commission

Environmental Manager

Pay Grade: T

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Environmental Program Manager	Alachua County County	\$ 73,944.00	\$ 115,024.00	93.7%	106.3%	\$ 78,602.47	\$ 100,436.49	\$ 122,270.51	56%	BA:NatSci + 4 Yrs Env Exp; 2 Yrs
Environmental Program Manager	Broward County County	\$ 76,856.00	\$ 122,662.00	104.5%	95.5%	\$ 73,397.48	\$ 95,269.85	\$ 117,142.21	60%	BA:NatSci + 6 Yrs Env Exp; 2 Yrs
Environmental Branch Manager *	Jacksonville-Duval County	\$ 68,972.00	\$ 116,138.00	101.1%	98.9%	\$ 68,213.31	\$ 91,536.90	\$ 114,860.48	68%	BA:NatSci + 5 Yrs Env Exp; 2 Yrs
Mgr Environmental Sect 01564H	Miami-Dade County	\$ 69,560.00	\$ 119,703.00	103.8%	96.2%	\$ 66,916.72	\$ 91,035.50	\$ 115,154.29	72%	BA:NatSci + 3 Yrs Env Exp
Environmental Prgm Administrator	Orange County	\$ 70,200.00	\$ 110,760.00	99.6%	100.4%	\$ 70,480.80	\$ 90,841.92	\$ 111,203.04	58%	BA:NatSci + 7 Yrs Env Exp; 3 Yrs
Environmental Lab Supervisor	City of Tampa	\$ 69,056.00	\$ 103,521.00	100.00%	100.0%	\$ 69,056.00	\$ 86,288.50	\$ 103,521.00	50%	BA:NatSci + 3 Yrs Env Exp; 6 Mos
Environmental Manager	Hillsborough County	\$ 65,104.00	\$ 104,270.00	100.0%	100.0%	\$ 65,104.00	\$ 84,687.00	\$ 104,270.00	60%	BA:NatSci + 4 Yrs Env Exp; 2 Yrs
Environmental Eng Supervisor	ERI 2 (Tampa)	\$ 64,844.00	\$ 96,844.00	100.00%	100.0%	\$ 64,844.00	\$ 80,844.00	\$ 96,844.00	49%	BA:NatSci + 4 Yrs Env Exp
Environmental Program Manager 2	Pinellas County	\$ 59,010.00	\$ 94,390.00	100.00%	100.0%	\$ 59,010.00	\$ 76,700.00	\$ 94,390.00	60%	BA:NatSci + 5 Yrs Env Exp; 2 Yrs
Environmental Compliance Spec	City of Lakeland	\$ 60,112.00	\$ 93,254.00	100.00%	100.0%	\$ 60,112.00	\$ 76,683.00	\$ 93,254.00	55%	BA:NatSci + 5 Yrs Env Exp
Environmental Manager	Pasco County	\$ 56,292.00	\$ 91,868.00	100.00%	100.0%	\$ 56,292.00	\$ 74,080.00	\$ 91,868.00	63%	BA:NatSci + 3 Yrs Env Exp
Environmental Program Manager	Manatee County	\$ 52,540.00	\$ 81,453.00	100.0%	100.0%	\$ 52,540.00	\$ 66,996.50	\$ 81,453.00	55%	BA:NatSci + 3 Yrs Env Exp
NoMatch	City of St. Pete			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Polk County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	SWFWMD			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile			\$ 91,160.85			
				.63 Percentile			\$ 90,523.18			
				Median		\$ 66,010.36	\$ 85,487.75	\$ 103,895.50	59%	BA:NatSci + 4 Yrs Env Exp + 1 Yr
				Average		\$ 65,380.73	\$ 84,616.64	\$ 103,852.54	59%	BA:NatSci + 4 Yrs Env Exp + 1 Yr
Internal Data		Current Compensation				Pay Range				
Level/Title	Pay Grade					Min	Mid	Max		
Environmental Manager	EPCT	Current				\$ 59,966.00	\$ 78,998.00	\$ 98,030.00	63%	BA:NatSci + 4 Yrs Env Exp; 2 Yrs

Compensation Analysis for Environmental Protection Commission

Environmental Scientist I

Pay Grade: L

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications	
Level/Title	Public Sector	Min	Max			Min	Mid	Max			
Environmental Scientist	ERI 2 (Tampa)	\$ 50,092.00	\$ 74,014.00	100.00%	100.0%	\$ 50,092.00	\$ 62,053.00	\$ 74,014.00	48%	BA: NatSci + 1 Yr Env Exp	
Environmental Chemist I	Miami-Dade County	\$ 45,342.00	\$ 80,251.00	103.8%	96.2%	\$ 43,619.00	\$ 60,410.23	\$ 77,201.46	77%	BA: NatSci	
Environmental Scientist I	City of Tampa	\$ 48,235.00	\$ 72,197.00	100.00%	100.0%	\$ 48,235.00	\$ 60,216.00	\$ 72,197.00	50%	BA: NatSci + .5 Yr Env Exp	
Environmental Specialist	City of St. Pete	\$ 44,034.00	\$ 67,475.00	100.00%	100.0%	\$ 44,034.00	\$ 55,754.50	\$ 67,475.00	53%	AA: NatSci	
Environmental Specialist I	Pinellas County	\$ 39,701.00	\$ 63,523.00	100.00%	100.0%	\$ 39,701.00	\$ 51,612.00	\$ 63,523.00	60%	BA: NatSci + 1 Yr Env Exp	
Environmental Specialist I	Orange County	\$ 38,938.00	\$ 61,069.00	99.6%	100.4%	\$ 39,093.75	\$ 50,203.51	\$ 61,313.28	57%	AA: NatSci	
Environmental Compliance Spl	Pasco County	\$ 38,106.00	\$ 62,171.00	100.00%	100.0%	\$ 38,106.00	\$ 50,138.50	\$ 62,171.00	63%	BA: NatSci + 1 Yr Env Exp	
Environmental Scientist	SWFWMD	\$ 39,894.00	\$ 59,800.00	100.00%	100.0%	\$ 39,894.00	\$ 49,847.00	\$ 59,800.00	50%	BA: NatSci	
Environmental Specialist	Alachua County County	\$ 37,378.00	\$ 56,264.00	93.7%	106.3%	\$ 39,732.81	\$ 49,770.72	\$ 59,808.63	51%	BA: NatSci + 1 Yr Env Exp	
Environmental Specialist	Manatee County	\$ 38,438.00	\$ 59,592.00	100.0%	100.0%	\$ 38,438.00	\$ 49,015.00	\$ 59,592.00	55%	BA: NatSci + 1 Yr Env Exp	
Environmental Scientist (Tier1)	Hillsborough County	\$ 36,254.00	\$ 57,990.00	100.0%	100.0%	\$ 36,254.00	\$ 47,122.00	\$ 57,990.00	60%	BA: NatSci	
Environmental Lab Technician	Broward County County	\$ 37,290.00	\$ 59,514.00	104.5%	95.5%	\$ 35,611.95	\$ 46,223.91	\$ 56,835.87	60%	AA: NatSci + .5 Yr Env Exp	
Environmental Quality Technician	Jacksonville-Duval County	\$ 32,297.00	\$ 60,818.00	101.1%	98.9%	\$ 31,941.73	\$ 46,045.37	\$ 60,149.00	88%	BA: NatSci	
NoMatch	City of Lakeland			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Polk County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
				.75 Percentile			\$ 55,754.50				
				.63 Percentile			\$ 50,992.27				
				Median		\$ 39,701.00	\$ 50,138.50	\$ 61,313.28	57%	BA: NatSci + 6 Mos Env Exp	
				Average		\$ 40,365.63	\$ 52,185.52	\$ 64,005.40	59%	BA: NatSci + 1 Yr Env Exp	
Internal Data		Current Compensation				Pay Range					
Level/Title	Pay Grade					Min	Mid	Max			
Environmental Scientist I	EPCL					\$ 35,381.00	\$ 46,623.50	\$ 57,866.00	64%	BA: NatSci	

Compensation Analysis for Environmental Protection Commission

Environmental Scientist II

Pay Grade: O

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Environmental Chemist II	Miami-Dade County	\$ 52,268.00	\$ 92,300.00	103.8%	96.2%	\$ 50,281.82	\$ 69,537.21	\$ 88,792.60	77%	BA: NatSci + 1 Yrs Env Exp
Environmental Scientist II	City of Tampa	\$ 55,203.00	\$ 82,618.00	100.00%	100.0%	\$ 55,203.00	\$ 68,910.50	\$ 82,618.00	50%	BA: NatSci + 1 Yrs Env Exp
Environmental Scientist	ERI 2 (Tampa)	\$ 52,172.00	\$ 77,245.00	100.00%	100.0%	\$ 52,172.00	\$ 64,708.50	\$ 77,245.00	48%	BA: NatSci + 2 Yrs Env Exp
Environmental Scientist	Jacksonville-Duval County	\$ 42,099.00	\$ 79,275.00	101.1%	98.9%	\$ 41,635.91	\$ 60,019.44	\$ 78,402.98	88%	BA: NatSci + 2 Yrs Env Exp
Environmental Specialist II	Pinellas County	\$ 45,302.00	\$ 72,488.00	100.00%	100.0%	\$ 45,302.00	\$ 58,895.00	\$ 72,488.00	60%	BA: NatSci + 2 Yrs Env Exp
Environmental Lab Scientist	Polk County	\$ 45,760.00	\$ 68,453.00	100.00%	100.0%	\$ 45,760.00	\$ 57,106.50	\$ 68,453.00	50%	BA: NatSci + 5 Yr Env Exp
Environmental Scientist (Tier3)	Hillsborough County	\$ 43,867.00	\$ 70,179.00	100.0%	100.0%	\$ 43,867.00	\$ 57,023.00	\$ 70,179.00	60%	BA: NatSci + 2 Yrs Env Exp
Environmental Specialist	City of St. Pete	\$ 44,034.00	\$ 67,475.00	100.00%	100.0%	\$ 44,034.00	\$ 55,754.50	\$ 67,475.00	53%	BA: NatSci + 2 Yrs Env Exp
Environmental Specialist II	Orange County	\$ 42,245.00	\$ 67,558.00	99.6%	100.4%	\$ 42,413.98	\$ 55,121.11	\$ 67,828.23	60%	BA: NatSci + 1 Yrs Env Exp
Sr. Environmental Specialist	Manatee County	\$ 43,202.00	\$ 66,976.00	100.0%	100.0%	\$ 43,202.00	\$ 55,089.00	\$ 66,976.00	55%	BA: NatSci + 3 Yrs Env Exp
Environmental Scientist	SWFWMD	\$ 39,894.00	\$ 59,800.00	100.00%	100.0%	\$ 39,894.00	\$ 49,847.00	\$ 59,800.00	50%	BA: NatSci
NoMatch	Alachua County County			93.7%	106.3%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Broward County County			104.5%	95.5%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	City of Lakeland			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Pasco County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile		\$ 62,363.97				
				.63 Percentile		\$ 59,232.33				
				Median		\$ 44,034.00	\$ 57,106.50	\$ 70,179.00	55%	BA: NatSci + 2 Yrs Env Exp
				Average		\$ 45,796.88	\$ 59,273.80	\$ 72,750.71	59%	BA: NatSci + 2 Yrs Env Exp
Internal Data		Current Compensation		Pay Range						
Level/Title	Pay Grade					Min	Mid	Max		
Environmental Scientist II	EPCO					\$ 42,806.00	\$ 56,388.50	\$ 69,971.00	63%	BA: NatSci + 2 Yrs Env Exp

Compensation Analysis for Environmental Protection Commission

Environmental Scientist III

Pay Grade: Q

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Environmental Scientist	City of Lakeland	\$ 60,112.00	\$ 93,254.00	100.00%	100.0%	\$ 60,112.00	\$ 76,683.00	\$ 93,254.00	55%	BA: NatSci + 5 Yrs Env Exp
Environmental Scientist III	City of Tampa	\$ 60,320.00	\$ 90,501.00	100.00%	100.0%	\$ 60,320.00	\$ 75,410.50	\$ 90,501.00	50%	BA: NatSci/Eng + 3 Yrs Env Exp
Environmental Compliance Spl	Broward County County	\$ 57,550.00	\$ 91,850.00	104.5%	95.5%	\$ 54,960.25	\$ 71,338.50	\$ 87,716.75	60%	BA: NatSci + 2 Yrs Env Exp
Chief Environmental Scientist	Hillsborough County	\$ 53,581.00	\$ 85,738.00	100.0%	100.0%	\$ 53,581.00	\$ 69,659.50	\$ 85,738.00	60%	BA: NatSci/Eng + 4 Yrs Env Exp + 1 Yr
Environmental Team Leader	Orange County	\$ 52,354.00	\$ 83,616.00	99.6%	100.4%	\$ 52,563.42	\$ 68,256.94	\$ 83,950.46	60%	BA: NatSci/Eng + 4 Yrs Env Exp
Environmental Scientist	ERI 2 (Tampa)	\$ 54,028.00	\$ 80,145.00	100.00%	100.0%	\$ 54,028.00	\$ 67,086.50	\$ 80,145.00	48%	BA: NatSci + 3 Yrs Env Exp
Sr. Environmental Specialist	Alachua County County	\$ 48,402.00	\$ 75,192.00	93.7%	106.3%	\$ 51,451.33	\$ 65,690.21	\$ 79,929.10	55%	BA: NatSci + 3 Yrs Env Exp
Environmental Specialist III	Pinellas County	\$ 49,483.00	\$ 79,165.00	100.00%	100.0%	\$ 49,483.00	\$ 64,324.00	\$ 79,165.00	60%	BA: NatSci + 2 Yrs Env Exp
Project Manager	SWFWMD	\$ 45,802.00	\$ 76,336.00	100.00%	100.0%	\$ 45,802.00	\$ 61,069.00	\$ 76,336.00	67%	BA: NatSci + 2 Yrs Env Exp
Environmental Scientist Supervisor	Jacksonville-Duval County	\$ 40,960.00	\$ 82,251.00	101.1%	98.9%	\$ 40,509.44	\$ 60,927.84	\$ 81,346.24	101%	BA: NatSci/Eng + 2 Yrs Env Exp + 1 Yr
Environmental Specialist III	Polk County	\$ 41,434.00	\$ 61,922.00	100.00%	100.0%	\$ 41,434.00	\$ 51,678.00	\$ 61,922.00	49%	BA: NatSci/Eng + 5 Yrs Env Exp
NoMatch	City of St. Pete			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Manatee County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Miami-Dade County			103.8%	96.2%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Pasco County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile			\$ 70,499.00			
				.63 Percentile			\$ 68,677.71			
				Median		\$ 52,563.42	\$ 67,086.50	\$ 81,346.24	60%	BA: NatSci + 3 Yrs Env Exp
				Average		\$ 51,294.95	\$ 66,556.73	\$ 81,818.50	60%	BA: NatSci + 3 Yrs Env Exp
Internal Data		Current Compensation				Pay Range				
Level/Title	Pay Grade					Min	Mid	Max		
Environmental Scientist III	EPCQ					\$ 48,547.00	\$ 63,970.50	\$ 79,394.00	64%	BA: NatSci/Eng + 3 Yrs Env Exp + 2 Yrs

Compensation Analysis for Environmental Protection Commission

Environmental Specialist II

Pay Grade: M

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications	
Level/Title	Public Sector	Min	Max			Min	Mid	Max			
Environmental Compliance Specialist	Broward County County	\$ 57,550.00	\$ 91,850.00	104.5%	95.5%	\$ 54,960.25	\$ 71,338.50	\$ 87,716.75	60%	BA: NatSci + 2 Yrs Exp	
Environmental Specialist	City of Lakeland	\$ 49,455.00	\$ 76,720.00	100.00%	100.0%	\$ 49,455.00	\$ 63,087.50	\$ 76,720.00	55%	BA: NatSci + 5 Yrs Env Exp	
Environmental Specialist I	City of Tampa	\$ 50,482.00	\$ 75,566.00	100.00%	100.0%	\$ 50,482.00	\$ 63,024.00	\$ 75,566.00	50%	BA: NatSci	
Environmental Specialist II	Pinellas County	\$ 45,302.00	\$ 72,488.00	100.00%	100.0%	\$ 45,302.00	\$ 58,895.00	\$ 72,488.00	60%	BA: NatSci + 2 Yrs Env Exp	
Environmental Specialist	City of St. Pete	\$ 44,034.00	\$ 67,475.00	100.00%	100.0%	\$ 44,034.00	\$ 55,754.50	\$ 67,475.00	53%	BA: NatSci + 2 Yrs Env Exp	
Environmental Specialist II	Orange County	\$ 42,245.00	\$ 67,558.00	99.6%	100.4%	\$ 42,413.98	\$ 55,121.11	\$ 67,828.23	60%	BA: NatSci + 1 Yrs Env Exp	
Environmental Specialist	Jacksonville-Duval County	\$ 38,340.00	\$ 72,197.00	101.1%	98.9%	\$ 37,918.26	\$ 54,660.55	\$ 71,402.83	88%	BA: NatSci/Eng + 2 Yrs Env Exp +	
Environmental Specialist (P5)	Hillsborough County	\$ 38,771.00	\$ 62,026.00	100.0%	100.0%	\$ 38,771.00	\$ 50,398.50	\$ 62,026.00	60%	BA: NatSci + 2 Yrs Env Exp	
Environmental Specialist	Manatee County	\$ 38,438.00	\$ 59,592.00	100.0%	100.0%	\$ 38,438.00	\$ 49,015.00	\$ 59,592.00	55%	BA: NatSci + 1 Yrs Env Exp	
Environmental Specialist	ERI 2 (Tampa)	\$ 35,767.00	\$ 50,952.00	100.00%	100.0%	\$ 35,767.00	\$ 43,359.50	\$ 50,952.00	42%	BA: NatSci + 2 Yrs Env Exp	
NoMatch	Alachua County County			93.7%	106.3%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Miami-Dade County			103.8%	96.2%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Pasco County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Polk County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	SWFWMD			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
				.75 Percentile			\$ 61,991.75				
				.63 Percentile			\$ 57,858.64				
				Median		\$ 43,223.99	\$ 55,437.80	\$ 69,615.53	57%	BA: NatSci + 2 Yrs Env Exp	
				Average		\$ 43,754.15	\$ 56,465.42	\$ 69,176.68	58%	BA: NatSci + 2 Yrs Env Exp	
Internal Data		Current Compensation				Pay Range					
Level/Title	Public Sector					Min	Mid	Max			
Environmental Specialist II	EPC					\$ 37,627.00	\$ 49,566.50	\$ 61,506.00	63%	BA: NatSci + 2 Yrs Env Exp	

Compensation Analysis for Environmental Protection Commission

Environmental Specialist III

Pay Grade: O

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Environmental Specialist II	City of Tampa	\$ 57,678.00	\$ 86,507.00	100.00%	100.0%	\$ 57,678.00	\$ 72,092.50	\$ 86,507.00	50%	BA: NatSci + 3 Yrs Env Exp
Regulatory Programs Coordinator	City of Lakeland	\$ 54,523.00	\$ 84,584.00	100.00%	100.0%	\$ 54,523.00	\$ 69,553.50	\$ 84,584.00	55%	BA: NatSci + 4 Yrs Env Exp
Environmental Team Leader	Orange County	\$ 52,353.00	\$ 83,616.00	99.6%	100.4%	\$ 52,562.41	\$ 68,256.44	\$ 83,950.46	60%	BA: NatSci + 4 Yrs Env Exp
Sr. Environmental Specialist	Alachua County County	\$ 48,402.00	\$ 75,192.00	93.7%	106.3%	\$ 51,451.33	\$ 65,690.21	\$ 79,929.10	55%	BA: NatSci + 3 Yrs Env Exp
Environmental Specialist III	Pinellas County	\$ 49,483.00	\$ 79,165.00	100.00%	100.0%	\$ 49,483.00	\$ 64,324.00	\$ 79,165.00	60%	BA: NatSci + 2 Yrs Env Exp
Remediation Program Coordinator	Jacksonville-Duval County	\$ 42,096.00	\$ 79,272.00	101.1%	98.9%	\$ 41,632.94	\$ 60,016.48	\$ 78,400.01	88%	BA: NatSci + 4 Yrs Env Exp
Environmental Specialist (T3)	Hillsborough County	\$ 43,867.00	\$ 70,179.00	100.0%	100.0%	\$ 43,867.00	\$ 57,023.00	\$ 70,179.00	60%	BA: NatSci + 4 Yrs Env Exp +1 Yr Supv
Environmental Specialist	City of St. Pete	\$ 44,034.00	\$ 67,475.00	100.00%	100.0%	\$ 44,034.00	\$ 55,754.50	\$ 67,475.00	53%	BA: NatSci + 2 Yrs Env Exp
Sr Environmental Specialist	Manatee County	\$ 43,202.00	\$ 66,976.00	100.0%	100.0%	\$ 43,202.00	\$ 55,089.00	\$ 66,976.00	55%	BA: NatSci + 3 Yrs Env Exp
Environmental Specialist III	Polk County	\$ 40,227.00	\$ 60,112.00	100.00%	100.0%	\$ 40,227.00	\$ 50,169.50	\$ 60,112.00	49%	BA: NatSci + 5 Yrs Env Exp
Environmental Specialist	ERI 2 (Tampa)	\$ 38,268.00	\$ 54,440.00	100.00%	100.0%	\$ 38,268.00	\$ 46,354.00	\$ 54,440.00	42%	BA: NatSci + 4 Yrs Env Exp
NoMatch	Broward County County			104.5%	95.5%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Miami-Dade County			103.8%	96.2%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Pasco County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	SWFWMD			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile			\$ 67,614.88			
				.63 Percentile			\$ 65,239.36			
				Median		\$ 44,034.00	\$ 60,016.48	\$ 78,400.01	55%	BA: NatSci + 4 Yrs Env Exp
				Average		\$ 46,993.52	\$ 60,393.01	\$ 73,792.51	57%	BA: NatSci + 3 Yrs Env Exp
Internal Data		Current Compensation				Pay Range				
Level/Title	Public Sector					Min	Mid	Max		
Environmental Specialist III	EPC					\$ 42,806.00	\$ 56,388.50	\$ 69,971.00	63%	BA: NatSci + 4 Yrs Env Exp +1 Yr Supv

Compensation Analysis for Environmental Protection Commission

Environmental Supervisor I

Pay Grade: Q

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Environmental Spec Supervisor	Miami-Dade County	\$ 54,660.00	\$ 96,217.00	103.8%	96.2%	\$ 52,582.92	\$ 72,571.84	\$ 92,560.75	76%	BA:NatSci + 2 Yrs Env Exp
Environmental Program Supv	Orange County	\$ 55,515.00	\$ 87,568.00	99.6%	100.4%	\$ 55,737.06	\$ 71,827.67	\$ 87,918.27	58%	BA:NatSci/Eng + 5 Yrs Env Exp
Environmental Compliance Mgr	Pasco County	\$ 51,060.00	\$ 83,327.00	100.00%	100.0%	\$ 51,060.00	\$ 67,193.50	\$ 83,327.00	63%	BA:NatSci/Eng + 3 Yrs Env Exp
Environmental Program Supv	Jacksonville-Duval County	\$ 45,118.00	\$ 90,602.00	101.1%	98.9%	\$ 44,621.70	\$ 67,113.54	\$ 89,605.38	101%	BA:NatSci/Eng + 4 Yrs Env Exp +1 Yr Supv
Environmental Engineering Supv	ERI 2 (Tampa)	\$ 55,931.00	\$ 78,245.00	100.00%	100.0%	\$ 55,931.00	\$ 67,088.00	\$ 78,245.00	40%	BA:NatSci/Eng + 3 Yrs Env Exp
Environmental Program Mgr	Manatee County	\$ 52,541.00	\$ 81,453.00	100.0%	100.0%	\$ 52,541.00	\$ 66,997.00	\$ 81,453.00	55%	BA:NatSci + 3 Yrs Env Exp
Field Supervisor	SWFWMD	\$ 45,802.00	\$ 76,336.00	100.00%	100.0%	\$ 45,802.00	\$ 61,069.00	\$ 76,336.00	67%	BA:NatSci/Eng + 3 Yrs Env Exp
NoMatch	Alachua County County			93.7%	106.3%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Broward County County			104.5%	95.5%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	City of Lakeland			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	City of St. Pete			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	City of Tampa			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Hillsborough County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Pinellas County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Polk County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile			\$ 69,510.58			
				.63 Percentile			\$ 67,175.91			
				Median		\$ 52,541.00	\$ 67,113.54	\$ 83,327.00	63%	BA:NatSci + 3 Yrs Env Exp
				Average		\$ 51,182.24	\$ 67,694.36	\$ 84,206.49	66%	BA:NatSci + 3 Yrs Env Exp
Internal Data		Current Compensation				Pay Range				
Level/Title	Public Sector					Min	Mid	Max		
Environmental Supervisor	EPC					\$ 48,547.00	\$ 63,970.50	\$ 79,394.00	64%	BA:NatSci + 3 Yrs Env Exp +1 Yr Supv

Compensation Analysis for Environmental Protection Commission

Environmental Supervisor II

Pay Grade: S

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Environmental Program Supv	Alachua County County	\$ 70,221.00	\$ 109,221.00	93.7%	106.3%	\$ 74,644.92	\$ 95,373.42	\$ 116,101.92	56%	BA:NatSciEng + 3 Yrs Env Exp +1 Yr Supv
Environmental Program Supv	Broward County County	\$ 71,494.00	\$ 114,104.00	104.5%	95.5%	\$ 68,276.77	\$ 88,623.05	\$ 108,969.32	60%	BA:NatSciEng + 4 Yrs Env Exp +2 Yr Supv
Environmental Lab Supervisor	City of Tampa	\$ 69,056.00	\$ 103,522.00	100.00%	100.0%	\$ 69,056.00	\$ 86,289.00	\$ 103,522.00	50%	BA:NatSci + 3 Yrs Env Exp +6 Mos Supv
Scientific Manager	SWFWMD	\$ 57,678.00	\$ 96,138.00	100.00%	100.0%	\$ 57,678.00	\$ 76,908.00	\$ 96,138.00	67%	BA:NatSci + 4 Yrs Env Exp
Environmental Sec Supervisor	Miami-Dade County	\$ 60,715.00	\$ 102,908.00	103.8%	96.2%	\$ 58,407.83	\$ 78,702.66	\$ 98,997.50	69%	BA:NatSciEng + 3 Yrs Env Exp
Environmental Program Mgr II	Pinellas County	\$ 59,010.00	\$ 94,390.00	100.00%	100.0%	\$ 59,010.00	\$ 76,700.00	\$ 94,390.00	60%	BA:NatSci + 5 Yrs Env Exp +2 Yr Supv
Environmental/Hazardous Mgr	Pasco County	\$ 56,292.00	\$ 91,868.00	100.00%	100.0%	\$ 56,292.00	\$ 74,080.00	\$ 91,868.00	63%	BA:NatSciEng + 3 Yrs Env Exp
Environmental Lab Supervisor	City of St. Pete	\$ 54,879.00	\$ 91,448.00	100.00%	100.0%	\$ 54,879.00	\$ 73,163.50	\$ 91,448.00	67%	BA:NatSci + 'Considerable' Env Exp
Environmental Engineering Supv	ERI 2 (Tampa)	\$ 57,542.00	\$ 80,731.00	100.00%	100.0%	\$ 57,542.00	\$ 69,136.50	\$ 80,731.00	40%	BA:NatSciEng + 4 Yrs Env Exp
Environmental Program Supv	Jacksonville-Duval County	\$ 45,119.00	\$ 90,602.00	101.1%	98.9%	\$ 44,622.69	\$ 67,114.03	\$ 89,605.38	101%	BA:NatSci/Eng + 4 Yrs Env Exp +1 Yr Supv
Project Manager II	City of Lakeland	\$ 69,588.00	\$ 107,952.00	100.00%	100.0%	\$ 69,588.00	\$ 88,770.00	\$ 107,952.00	55%	BA:NatSci + 2 Yrs Env Pro Mgt Exp
Environmental Supervisor	Hillsborough County	\$ 48,235.00	\$ 77,189.00	100.0%	100.0%	\$ 48,235.00	\$ 62,712.00	\$ 77,189.00	60%	BA:NatSci + 4 Yrs Env Exp +1 Yr Supv
NoMatch	Manatee County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Orange County			99.6%	100.4%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Polk County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile			\$ 86,872.51			
				.63 Percentile			\$ 78,577.04			
				Median		\$ 58,042.92	\$ 76,804.00	\$ 95,264.00	60%	BA:NatSci + 4 Yrs Env Exp
				Average		\$ 59,852.68	\$ 78,131.01	\$ 96,409.34	62%	BA:NatSci + 3 Yrs Env Exp +1 Yr Supv
Internal Data		Current Compensation				Pay Range				
Level/Title	Public Sector					Min	Mid	Max		
Environmental Supervisor II	EPC					\$ 56,098.00	\$ 73,913.00	\$ 91,728.00	64%	BA:NatSci + 4 Yrs Env Exp +2 Yr Supv

Compensation Analysis for Environmental Protection Commission

Environmental Technician I

Pay Grade: D

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications	
Level/Title	Public Sector	Min	Max			Min	Mid	Max			
Lab Technician	Pinellas County	\$ 36,358.00	\$ 58,178.00	100.00%	100.0%	\$ 36,358.00	\$ 47,268.00	\$ 58,178.00	60%	HS + 1 Yr Env Exp; DL	
Environmental Technician	ERI 2 (Tampa)	\$ 36,119.00	\$ 50,974.00	100.00%	100.0%	\$ 36,119.00	\$ 43,546.50	\$ 50,974.00	41%	HS; DL	
Lab Technician I	Pasco County	\$ 26,853.00	\$ 43,680.00	100.00%	100.0%	\$ 26,853.00	\$ 35,266.50	\$ 43,680.00	63%	HS; DL	
NoMatch	Alachua County County			93.7%	106.3%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Broward County County			104.5%	95.5%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	City of Lakeland			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	City of St. Pete			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	City of Tampa			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Hillsborough County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Jacksonville-Duval County			101.1%	98.9%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Manatee County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Miami-Dade County			103.8%	96.2%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Orange County			99.6%	100.4%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Polk County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	SWFWMD			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
				.75 Percentile			\$ 45,407.25				
				.63 Percentile			\$ 44,514.09				
				Median		\$ 36,119.00	\$ 43,546.50	\$ 50,974.00	51%	HS ; DL	
				Average		\$ 33,110.00	\$ 42,027.00	\$ 50,944.00	55%	HS + 4 Mos Env Exp; DL	
Internal Data		Current Compensation				Pay Range					
Level/Title	Public Sector					Min	Mid	Max			
Environmental Technician I	EPC					\$ 21,965.00	\$ 28,933.00	\$ 35,901.00	63%	HS; DL	

Compensation Analysis for Environmental Protection Commission

Fiscal Analyst

Pay Grade: S

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Financial Analyst	ERI 2 (Tampa)	\$ 66,719.00	\$ 96,942.00	100.00%	100.0%	\$ 66,719.00	\$ 81,830.50	\$ 96,942.00	45%	BA:Bus + 4 Yrs Finance Exp
Finance & Accounting Analyst I	Pinellas County	\$ 61,651.00	\$ 98,654.00	100.00%	100.0%	\$ 61,651.00	\$ 80,152.50	\$ 98,654.00	60%	BA:Bus + 3 Yrs Finance Exp
Fiscal Management Advisor	Orange County	\$ 61,027.00	\$ 96,283.00	99.6%	100.4%	\$ 61,271.11	\$ 78,969.62	\$ 96,668.13	58%	BA:Bus + 4 Yrs Finance Exp
Financial Mgmt Analyst	Alachua County County	\$ 57,117.00	\$ 88,837.00	93.7%	106.3%	\$ 60,715.37	\$ 77,574.55	\$ 94,433.73	56%	BA:Bus + 3 Yrs Finance Exp
Finance & Budget Admin I	Miami-Dade County	\$ 57,939.00	\$ 101,665.00	103.8%	96.2%	\$ 55,737.32	\$ 76,769.52	\$ 97,801.73	75%	BA:Bus + 3 Yrs Finance Exp
Accountant II	City of Lakeland	\$ 60,112.00	\$ 93,254.00	100.00%	100.0%	\$ 60,112.00	\$ 76,683.00	\$ 93,254.00	55%	BA:Actg + 4 Yrs Finance Exp
Fiscal Analyst	Hillsborough County	\$ 58,386.00	\$ 93,392.00	100.0%	100.0%	\$ 58,386.00	\$ 75,889.00	\$ 93,392.00	60%	BA:Bus + 4 Yrs Govt Finance Exp
Budget Analyst	Broward County County	\$ 57,550.00	\$ 91,850.00	104.5%	95.5%	\$ 54,960.25	\$ 71,338.50	\$ 87,716.75	60%	BA:Bus + 2 Yrs Bud/Fin Exp
Fiscal Manager	Polk County	\$ 55,827.00	\$ 83,699.00	100.00%	100.0%	\$ 55,827.00	\$ 69,763.00	\$ 83,699.00	50%	BA:Bus + 5 Yrs Finance Exp
Fiscal Svcs Manager	Pasco County	\$ 51,058.00	\$ 83,237.00	100.00%	100.0%	\$ 51,058.00	\$ 67,147.50	\$ 83,237.00	63%	BA:Bus + 5 Yrs Finance Exp
NoMatch	City of St. Pete			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	City of Tampa			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Jacksonville-Duval County			101.1%	98.9%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Manatee County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	SWFWMD			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile			\$ 78,620.85			
				.63 Percentile			\$ 77,308.89			
				Median		\$ 59,249.00	\$ 76,726.26	\$ 93,912.87	59%	BA:Bus + 4 Yrs Finance Exp
				Average		\$ 58,643.70	\$ 75,611.77	\$ 92,579.83	58%	BA:Bus + 4 Yrs Finance Exp
Internal Data		Current Compensation				Pay Range				
Level/Title	Public Sector					Min	Mid	Max		
Fiscal Analyst	EPC					\$ 56,098.00	\$ 73,913.00	\$ 91,728.00	64%	BA:Bus + 4 Yrs Govt Finance Exp

Compensation Analysis for Environmental Protection Commission

GIS Administrator

Pay Grade: Unclassified

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
GIS Manager	City of Lakeland	\$ 76,720.00	\$ 119,018.00	100.00%	100.0%	\$ 76,720.00	\$ 97,869.00	\$ 119,018.00	55%	BA:Geo/GIS/CS + 5 Yrs GIS Exp
GIS Manager	Alachua County County	\$ 70,221.00	\$ 109,221.00	93.7%	106.3%	\$ 74,644.92	\$ 95,373.42	\$ 116,101.92	56%	BA:Plng/Geo + 5 Yrs GIS Exp
GIS Enterprise Manager	Hillsborough County	\$ 72,904.00	\$ 116,626.00	100.0%	100.0%	\$ 72,904.00	\$ 94,765.00	\$ 116,626.00	60%	BA + 4 Yrs GIS Exp
Principal Planner (Geography)	Miami-Dade County	\$ 65,815.00	\$ 114,916.00	103.8%	96.2%	\$ 63,314.03	\$ 86,931.61	\$ 110,549.19	75%	BA:Plng + 4 Yrs GIS Database Exp
GIS Administrator	Orange County	\$ 66,934.00	\$ 106,142.00	99.6%	100.4%	\$ 67,201.74	\$ 86,884.15	\$ 106,566.57	59%	BA + 6 Yrs GIS Opns Mgmt Exp + 2 Yrs Sup
Sr GIS Analyst II	City of Tampa	\$ 69,056.00	\$ 103,522.00	100.00%	100.0%	\$ 69,056.00	\$ 86,289.00	\$ 103,522.00	50%	BA:Geo/GIS/CS + 8 Yrs GIS Exp
GIS Sys Administrator	Jacksonville-Duval County	\$ 55,372.00	\$ 111,194.00	101.1%	98.9%	\$ 54,762.91	\$ 82,366.89	\$ 109,970.87	101%	BA:Geo/GIS/CS + 4 Yrs GIS Exp
GIS Coordinator	City of St. Pete	\$ 60,570.00	\$ 98,292.00	100.00%	100.0%	\$ 60,570.00	\$ 79,431.00	\$ 98,292.00	62%	BA:Geo/GIS/CS + 'Progressive Exp'
GIS Supervisor	Pasco County	\$ 59,107.00	\$ 96,463.00	100.00%	100.0%	\$ 59,107.00	\$ 77,785.00	\$ 96,463.00	63%	BA:Geo/GIS/CS + 4 Yrs GIS Exp
GIS Systems Analyst	Polk County	\$ 61,589.00	\$ 92,331.00	100.00%	100.0%	\$ 61,589.00	\$ 76,960.00	\$ 92,331.00	50%	BA:Geo/GIS/CS + 4 Yrs GIS Exp
Sr Developer GIS	Pinellas County	\$ 59,010.00	\$ 94,390.00	100.00%	100.0%	\$ 59,010.00	\$ 76,700.00	\$ 94,390.00	60%	BA:GIS/CS/Eng + 3 Yrs GIS Exp
GIS Sys Analyst III	Manatee County	\$ 54,558.00	\$ 84,531.00	100.0%	100.0%	\$ 54,558.00	\$ 69,544.50	\$ 84,531.00	55%	BA:Geo/GIS/CS + 4 Yrs GIS Exp
GIS Manager	ERI 2 (Tampa)	\$ 49,782.00	\$ 73,602.00	100.00%	100.0%	\$ 49,782.00	\$ 61,692.00	\$ 73,602.00	48%	BA:Geo/GIS/CS + 4 Yrs GIS Exp
NoMatch	Broward County County			104.5%	95.5%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	SWFWMD			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile			\$ 86,931.61			
				.63 Percentile			\$ 86,622.29			
				Median		\$ 61,589.00	\$ 82,366.89	\$ 103,522.00	59%	BA:Geo/GIS/CS + 4 Yrs GIS Exp
				Average		\$ 63,324.58	\$ 82,507.04	\$ 101,689.50	61%	BA:Geo/GIS/CS + 5 Yrs GIS Exp
Internal Data		Current Compensation				Pay Range				
Level/Title	Public Sector					Min	Mid	Max		
GIS Administrator	EPC					\$ -	-		#DIV/0!	BA:Geo/GIS/CS + 5 Yrs GIS Exp

Compensation Analysis for Environmental Protection Commission

IT Systems Administrator

Pay Grade: Unclassified

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Information Systems Administrator	Broward County County	\$ 95,477.00	\$ 152,382.00	104.5%	95.5%	\$ 91,180.54	\$ 118,352.67	\$ 145,524.81	60%	BA: CIS; + 4 Yrs Supv Exp in Network design
IT Manager	Pinellas County	\$ 83,000.00	\$ 126,000.00	100.00%	100.0%	\$ 83,000.00	\$ 104,500.00	\$ 126,000.00	52%	BA: CS/MIS + 6 Yrs IT Exp
Asst Info Tech Officer	Jacksonville-Duval County	\$ 68,972.00	\$ 116,138.00	101.1%	98.9%	\$ 68,213.31	\$ 91,536.90	\$ 114,860.48	68%	BA: CIS; + 5 Yrs IT Exp
Systems Programmer	Orange County	\$ 70,200.00	\$ 110,760.00	99.6%	100.4%	\$ 70,480.80	\$ 90,841.92	\$ 111,203.04	58%	BA: CIS; + 4 Yrs Sys Prgm and Analysis Exp
Network Supervisor	Alachua County County	\$ 66,684.00	\$ 103,729.00	93.7%	106.3%	\$ 70,885.09	\$ 90,574.51	\$ 110,263.93	56%	BA: CIS; + 4 Yrs Network design/support
Sr Technical Engineer	Pasco County	\$ 62,062.00	\$ 101,285.00	100.00%	100.0%	\$ 62,062.00	\$ 81,673.50	\$ 101,285.00	63%	BA: CS/MIS + 4 Yrs design/maint of comple
Systems Administrator	ERI 2 (Tampa)	\$ 63,948.00	\$ 94,481.00	100.00%	100.0%	\$ 63,948.00	\$ 79,214.50	\$ 94,481.00	48%	BA: CS/MIS + 4 Yrs IT Sys Exp
Network Engineer	City of Tampa	\$ 63,149.00	\$ 94,682.00	100.00%	100.0%	\$ 63,149.00	\$ 78,915.50	\$ 94,682.00	50%	BA: CS/MIS + 1 Yrs IT Sys Exp
Systems Administrator (12/18)	Hillsborough County	\$ 60,548.00	\$ 96,886.00	100.0%	100.0%	\$ 60,548.00	\$ 78,717.00	\$ 96,886.00	60%	BA: CIS; + 2 Yrs Network design/support Ex
Systems Analyst	Polk County	\$ 61,589.00	\$ 92,331.00	100.00%	100.0%	\$ 61,589.00	\$ 76,960.00	\$ 92,331.00	50%	BA: CS/MIS + 4 Yrs design/maint of IT sys
Systems Administrator	Miami-Dade County	\$ 56,704.00	\$ 97,800.00	103.8%	96.2%	\$ 54,549.25	\$ 74,316.42	\$ 94,083.60	72%	BA: CIS; + 2 Yrs IT Admin Exp
Systems Administrator	Manatee County	\$ 55,702.00	\$ 86,320.00	100.0%	100.0%	\$ 55,702.00	\$ 71,011.00	\$ 86,320.00	55%	BA: CIS; + 3 Yrs IT Admin Exp
Network and Systems Administrator	City of Lakeland	\$ 54,523.00	\$ 84,584.00	100.00%	100.0%	\$ 54,523.00	\$ 69,553.50	\$ 84,584.00	55%	BA: CS/MIS + 2 Yrs IT Sys Exp
NoMatch	City of St. Pete			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	SWFWMD			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile			\$ 90,841.92			
				.63 Percentile			\$ 86,658.07			
				Median		\$ 63,149.00	\$ 79,214.50	\$ 96,886.00	56%	BA: CS/MIS + 4 Yrs IT Sys Exp
				Average		\$ 66,140.77	\$ 85,089.80	\$ 104,038.84	57%	BA: CS/MIS + 3 Yrs IT Sys Exp
Internal Data		Current Compensation				Pay Range				
Level/Title	Public Sector					Min	Mid	Max		
IT Systems Administrator	EPC					\$ 70,000.00	\$ 82,500.00	\$ 95,000.00	36%	BA: CIS; + 2 Yrs Network design/support Ex

Compensation Analysis for Environmental Protection Commission

Legal Administrative Assistant

Pay Grade: O

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Paralegal	Pinellas County	\$ 47,341.00	\$ 75,754.00	100.00%	100.0%	\$ 47,341.00	\$ 61,547.50	\$ 75,754.00	60%	AA + 2 Yrs Exp as Law Clk
Legal Assistant II	City of St. Pete	\$ 41,850.00	\$ 68,806.00	100.00%	100.0%	\$ 41,850.00	\$ 55,328.00	\$ 68,806.00	64%	AA + 2 Yrs Exp as Law Clk
Paralegal	Pasco County	\$ 42,012.00	\$ 68,557.00	100.00%	100.0%	\$ 42,012.00	\$ 55,284.50	\$ 68,557.00	63%	AA + 2 Yrs Exp as Law Clk
Paralegal	Polk County	\$ 42,869.00	\$ 64,085.00	100.00%	100.0%	\$ 42,869.00	\$ 53,477.00	\$ 64,085.00	49%	AA + 2 Yrs Exp as Law Clk
Legal Secretary	ERI 2 (Tampa)	\$ 40,145.00	\$ 58,351.00	100.00%	100.0%	\$ 40,145.00	\$ 49,248.00	\$ 58,351.00	45%	AA + 2 Yrs Legal Sec Exp
NoMatch	Alachua County County			93.7%	106.3%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Broward County County			104.5%	95.5%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	City of Lakeland			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	City of Tampa			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Hillsborough County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Jacksonville-Duval County			101.1%	98.9%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Manatee County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Miami-Dade County			103.8%	96.2%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Orange County			99.6%	100.4%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	SWFWMD			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile		\$ -	\$ 55,328.00			
				.63 Percentile		\$ -	\$ 55,307.12			
				Median		\$ 42,012.00	\$ 55,284.50	\$ 68,557.00	60%	AA + 2 Yrs Exp as Law Clk
				Average		\$ 14,281.13	\$ 54,977.00	\$ 22,370.20	56%	AA + 2 Yrs Exp as Law Clk
Internal Data		Current Compensation		Pay Range						
Level/Title	Public Sector			Min	Mid	Max				
Legal Administrative Assistant	EPC			\$ 42,806.00	\$ 56,388.50	\$ 69,971.00	63%		BA + 2 Yrs Sec Exp 1 of which in legal ofc	

Compensation Analysis for Environmental Protection Commission

Office Assistant II

Pay Grade: G

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications	
Level/Title	Public Sector	Min	Max			Min	Mid	Max			
Administrative Specialist	Jacksonville-Duval County	\$ 25,621.00	\$ 49,311.00	101.1%	98.9%	\$ 25,339.17	\$ 37,053.87	\$ 48,768.58	92%	HS + 3 Yrs Sec Exp	
Office Support Specialist I	City of Lakeland	\$ 28,915.00	\$ 44,857.00	100.00%	100.0%	\$ 28,915.00	\$ 36,886.00	\$ 44,857.00	55%	HS + 1 Yrs Sec Exp	
Office Specialist I	Pinellas County	\$ 27,914.00	\$ 44,658.00	100.00%	100.0%	\$ 27,914.00	\$ 36,286.00	\$ 44,658.00	60%	HS + 2 Yrs Sec Exp	
Administrative Assistant	Hillsborough County	\$ 28,142.00	\$ 43,368.00	100.0%	100.0%	\$ 28,142.00	\$ 35,755.00	\$ 43,368.00	54%	HS + 2 Yrs Sec Exp	
Office Assistant	ERI 2 (Tampa)	\$ 28,536.00	\$ 39,532.00	100.00%	100.0%	\$ 28,536.00	\$ 34,034.00	\$ 39,532.00	39%	HS + 2 Yrs Sec Exp	
Secretary I	Polk County	\$ 27,019.00	\$ 40,144.00	100.00%	100.0%	\$ 27,019.00	\$ 33,581.50	\$ 40,144.00	49%	HS + 2 Yrs Sec Exp	
NoMatch	Alachua County County			93.7%	106.3%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Broward County County			104.5%	95.5%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	City of St. Pete			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	City of Tampa			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Manatee County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Miami-Dade County			103.8%	96.2%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Orange County			99.6%	100.4%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Pasco County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	SWFWMD			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
				.75 Percentile			\$ 36,736.00				
				.63 Percentile			\$ 36,376.00				
				Median		\$ 28,028.00	\$ 36,020.50	\$ 44,013.00	55%	HS + 2 Yrs Sec Exp	
				Average		\$ 27,644.19	\$ 35,599.40	\$ 43,554.60	58%	HS + 2 Yrs Sec Exp	
Internal Data		Current Compensation				Pay Range					
Level/Title	Public Sector					Min	Mid	Max			
Office Assistant II	EPC					\$ 25,979.00	\$ 34,226.50	\$ 42,474.00	63%	HS + 2 Yrs Sec Exp	

Compensation Analysis for Environmental Protection Commission

Personal Computer Specialist

Pay Grade: K

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
PC Specialist	Hillsborough County	\$ 48,235.00	\$ 77,189.00	100.0%	100.0%	\$ 48,235.00	\$ 62,712.00	\$ 77,189.00	60%	AA:Comp Sci + 2 Yrs PC Support Exp
Computer Specialist	City of Tampa	\$ 47,403.00	\$ 67,413.00	100.00%	100.0%	\$ 47,403.00	\$ 57,408.00	\$ 67,413.00	42%	HS + 3 Yr PC Exp
Personal Computer Coordinator	Polk County	\$ 45,760.00	\$ 68,453.00	100.00%	100.0%	\$ 45,760.00	\$ 57,106.50	\$ 68,453.00	50%	HS + 2 Yr PC Install and repair Exp
IT Support Analyst	City of Lakeland	\$ 43,776.00	\$ 69,911.00	100.00%	100.0%	\$ 43,776.00	\$ 56,843.50	\$ 69,911.00	60%	AA:Comp Sci + 2 Yrs PC Exp + Comptia A+
User Support Technician	Broward County County	\$ 40,087.00	\$ 63,979.00	104.5%	95.5%	\$ 38,283.09	\$ 49,691.52	\$ 61,099.95	60%	HS + 2 Yrs in PC Tech support
Computer Operator II	City of St. Pete	\$ 39,166.00	\$ 59,592.00	100.00%	100.0%	\$ 39,166.00	\$ 49,379.00	\$ 59,592.00	52%	Some college courses in CS + 'progressive
Computer Repair Technician	ERI 2 (Tampa)	\$ 39,781.00	\$ 56,559.00	100.00%	100.0%	\$ 39,781.00	\$ 48,170.00	\$ 56,559.00	42%	HS + 2 Yr PC Install and repair Exp
IT Technician II	Pasco County	\$ 36,296.00	\$ 59,218.00	100.00%	100.0%	\$ 36,296.00	\$ 47,757.00	\$ 59,218.00	63%	AA:Comp Sci
Support Center Rep	Orange County	\$ 35,672.00	\$ 57,762.00	99.6%	100.4%	\$ 35,814.69	\$ 46,903.87	\$ 57,993.05	62%	AA:Comp Sci
Computer User Support Spc	SWFWMD	\$ 37,444.00	\$ 56,160.00	100.00%	100.0%	\$ 37,444.00	\$ 46,802.00	\$ 56,160.00	50%	AA:Comp Sci + 2 Yrs PC Exp
Desktop Support Technician	Jacksonville-Duval County	\$ 31,968.00	\$ 61,527.00	101.1%	98.9%	\$ 31,616.35	\$ 46,233.28	\$ 60,850.20	92%	HS + 2 Yrs in PC Tech support
Computer Technician 1	Miami-Dade County	\$ 35,536.00	\$ 59,087.00	103.8%	96.2%	\$ 34,185.63	\$ 45,513.66	\$ 56,841.69	66%	HS + 1 Yr in maint/repair of PC equip
Computer Support Tech	Pinellas County	\$ 34,798.00	\$ 55,661.00	100.00%	100.0%	\$ 34,798.00	\$ 45,229.50	\$ 55,661.00	60%	AA:Comp Sci + 1 Yr CIS Exp
Support Technician	Alachua County County	\$ 32,011.00	\$ 48,194.00	93.7%	106.3%	\$ 34,027.69	\$ 42,628.96	\$ 51,230.22	51%	HS + 3 Yrs Software/Hardware Tech Exp
Computer Opns Support Tech	Manatee County	\$ 29,994.00	\$ 46,509.00	100.0%	100.0%	\$ 29,994.00	\$ 38,251.50	\$ 46,509.00	55%	AA + 2 Yrs Exp in Opn/Repair of PC
				.75 Percentile			\$ 53,267.51			
				.63 Percentile			\$ 49,161.38			
				Median		\$ 37,444.00	\$ 47,757.00	\$ 59,218.00	60%	AA:Comp Sci + 1 Yr PC Exp
				Average		\$ 38,438.70	\$ 49,375.35	\$ 60,312.01	58%	AA:Comp Sci + 1 Yr PC Exp
Internal Data		Current Compensation				Pay Range				
Level/Title	Public Sector					Min	Mid	Max		
Personal Computer Specialist	EPC					\$ 33,072.00	\$ 43,597.00	\$ 54,122.00	64%	AA:Comp Sci + 1 Yr PC Exp

NOTE: EPC indicates classification no longer used

Professional Engineer I

Pay Grade: S

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications	
Level/Title	Public Sector	Min	Max			Min	Mid	Max			
Environmental Professional Engineer	Alachua County County	\$ 66,685.00	\$ 103,730.00	93.7%	106.3%	\$ 70,886.16	\$ 90,575.57	\$ 110,264.99	56%	Reg in FL as a PE	
Engineer	SWFWMD	\$ 62,317.00	\$ 103,854.00	100.00%	100.0%	\$ 62,317.00	\$ 83,085.50	\$ 103,854.00	67%	Reg in FL as a PE	
Water Resources Mgr P.E.	Polk County	\$ 65,915.00	\$ 98,842.00	100.00%	100.0%	\$ 65,915.00	\$ 82,378.50	\$ 98,842.00	50%	Reg in FL as a PE + 1 Yr Env Eng Exp	
Professional Engineer I	Pinellas County	\$ 63,170.00	\$ 95,722.00	100.00%	100.0%	\$ 63,170.00	\$ 79,446.00	\$ 95,722.00	52%	Reg in FL as a PE + 4 Yrs Eng Exp	
Engineer I	Pasco County	\$ 56,292.00	\$ 91,868.00	100.00%	100.0%	\$ 56,292.00	\$ 74,080.00	\$ 91,868.00	63%	Reg in FL as a PE	
Engineer I	Miami-Dade County	\$ 54,388.00	\$ 95,745.00	103.8%	96.2%	\$ 52,321.26	\$ 72,213.97	\$ 92,106.69	76%	Reg in FL as a PE	
Environmental Engineer	ERI 2 (Tampa)	\$ 57,643.00	\$ 85,768.00	100.00%	100.0%	\$ 57,643.00	\$ 71,705.50	\$ 85,768.00	49%	Reg in FL as a PE	
Staff Engineer	Broward County County	\$ 57,549.00	\$ 91,849.00	104.5%	95.5%	\$ 54,959.30	\$ 71,337.55	\$ 87,715.80	60%	BA: Eng + Engineer-In-Training Cert	
Project Engineer I	Manatee County	\$ 55,702.00	\$ 86,320.00	100.0%	100.0%	\$ 55,702.00	\$ 71,011.00	\$ 86,320.00	55%	BA: Eng + 4 Yrs Eng Exp + Reg in FL as PE	
Professional Engineer	Jacksonville-Duval County	\$ 46,368.00	\$ 87,324.00	101.1%	98.9%	\$ 45,857.95	\$ 66,110.69	\$ 86,363.44	88%	BA: Eng + 4 Yrs Eng Exp + Reg in FL as PE	
NoMatch	City of Lakeland			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	City of St. Pete			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	City of Tampa			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Hillsborough County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Orange County			99.6%	100.4%	\$ -	\$ -	\$ -	#DIV/0!		
				.75 Percentile			\$ 81,645.38				
				.63 Percentile			\$ 77,675.22				
				Median		\$ 56,967.50	\$ 73,146.99	\$ 91,987.35	58%	Reg in FL as a PE	
				Average		\$ 58,506.37	\$ 76,194.43	\$ 93,882.49	61%	Reg in FL as a PE + 1 Yr Env Eng Exp	
Internal Data		Current Compensation		Pay Range							
Level/Title	Public Sector					Min	Mid	Max			
Professional Engineer I	EPC					\$ 56,098.00	\$ 73,913.00	\$ 91,728.00	64%	Reg in FL as a PE	

Compensation Analysis for Environmental Protection Commission

Professional Engineer II

Pay Grade: U

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Engineer (P1)	Hillsborough County	\$ 77,105.00	\$ 123,365.00	100.0%	100.0%	\$ 77,105.00	\$ 100,235.00	\$ 123,365.00	60%	Reg in FL as a PE + 6 Yrs Post PE Exp
Environmental Engineer Mgr	Jacksonville-Duval County	\$ 68,972.00	\$ 116,138.00	101.1%	98.9%	\$ 68,213.31	\$ 91,536.90	\$ 114,860.48	68%	Reg in FL as a PE + 1 Yr Env Exp + 2 Yrs St
Professional Engineer II	Pinellas County	\$ 67,974.00	\$ 102,981.00	100.00%	100.0%	\$ 67,974.00	\$ 85,477.50	\$ 102,981.00	52%	Reg in FL as a PE + 2 Yrs Post PE Exp + 2 Y
Environmental Engineer	ERI 2 (Tampa)	\$ 62,576.00	\$ 93,380.00	100.00%	100.0%	\$ 62,576.00	\$ 77,978.00	\$ 93,380.00	49%	Reg in FL as a PE + 2 Yrs Post PE Exp
NoMatch	Alachua County County			93.7%	106.3%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Broward County County			104.5%	95.5%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	City of Lakeland			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	City of St. Pete			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	City of Tampa			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Manatee County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Miami-Dade County			103.8%	96.2%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Orange County			99.6%	100.4%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Pasco County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Polk County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	SWFWMD			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile			\$ 93,711.42			
				.63 Percentile			\$ 90,870.36			
				Median		\$ 68,093.65	\$ 88,507.20	\$ 108,920.74	56%	Reg in FL as a PE + 2 Yrs Post PE Exp + 1 Y
				Average		\$ 68,967.08	\$ 88,806.85	\$ 108,646.62	57%	Reg in FL as a PE + 3 Yrs Post PE Exp + 1 Y
Internal Data		Current Compensation				Pay Range				
Level/Title	Public Sector					Min	Mid	Max		
Professional Engineer II	EPC					\$ 64,147.00	\$ 84,531.00	\$ 104,915.00	64%	Reg in FL as a PE + 3 Yrs Post PE Exp

Compensation Analysis for Environmental Protection Commission

Professional Geologist

Pay Grade: Q

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications	
Level/Title	Public Sector	Min	Max			Min	Mid	Max			
Professional Geologist	Alachua County County	\$ 63,336.00	\$ 98,509.00	93.7%	106.3%	\$ 67,326.17	\$ 86,020.62	\$ 104,715.07	56%	Reg in FL as a PG	
Hydrogeologist	City of St. Pete	\$ 60,570.00	\$ 98,292.00	100.00%	100.0%	\$ 60,570.00	\$ 79,431.00	\$ 98,292.00	62%	BA:Geo + Some Yrs Geo/Hydro Exp	
Professional Geologist	Miami-Dade County	\$ 60,716.00	\$ 102,908.00	103.8%	96.2%	\$ 58,408.79	\$ 78,703.14	\$ 98,997.50	69%	Reg in FL as a PG + 3 Yrs Geo Exp	
Geologist	ERI 2 (Tampa)	\$ 59,132.00	\$ 85,880.00	100.00%	100.0%	\$ 59,132.00	\$ 72,506.00	\$ 85,880.00	45%	Reg in FL as a PG	
Professional Geologist	Jacksonville-Duval County	\$ 45,119.00	\$ 90,602.00	101.1%	98.9%	\$ 44,622.69	\$ 67,114.03	\$ 89,605.38	101%	Reg in FL as a PG	
Hydrogeologist	Broward County County	\$ 53,534.00	\$ 85,442.00	104.5%	95.5%	\$ 51,124.97	\$ 66,361.04	\$ 81,597.11	60%	BA:Geo + 2 Yrs Geo/Hydro Exp	
NoMatch	City of Lakeland			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	City of Tampa			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Hillsborough County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Manatee County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Orange County			99.6%	100.4%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Pasco County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Pinellas County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	Reg in FL as a PG + 2 Yrs Geo Exp	
NoMatch	Polk County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	SWFWMD			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
				.75 Percentile			\$ 79,249.04				
				.63 Percentile			\$ 78,812.32				
				Median		\$ 58,770.40	\$ 75,604.57	\$ 93,948.69	61%	Reg in FL as a PG	
				Average		\$ 56,864.10	\$ 75,022.64	\$ 93,181.18	65%	Reg in FL as a PG	
Internal Data		Current Compensation				Pay Range					
Level/Title	Public Sector					Min	Mid	Max			
Professional Geologist	EPC					\$ 48,547.00	\$ 63,970.50	\$ 79,394.00	64%	Reg in FL as a PG	

Compensation Analysis for Environmental Protection Commission

Sr Environmental Manager

Pay Grade: U

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Environmental Program Mgr	Alachua County County	\$ 73,944.00	\$ 115,024.00	93.7%	106.3%	\$ 78,602.47	\$ 100,436.49	\$ 122,270.51	56%	BA: NatSciEng + 4 Yrs Env Exp; 2
Environmental Program Mgr	Broward County County	\$ 76,856.00	\$ 122,662.00	104.5%	95.5%	\$ 73,397.48	\$ 95,269.85	\$ 117,142.21	60%	BA: NatSciEng + 6 Yrs Env Exp; 2
Project Manager	ERI 2 (Tampa)	\$ 73,799.00	\$ 110,199.00	100.00%	100.0%	\$ 73,799.00	\$ 91,999.00	\$ 110,199.00	49%	BA: NatSciEng + 4 Yrs Env Exp
Environmental Branch Mgr	Jacksonville-Duval County	\$ 68,972.00	\$ 116,138.00	101.1%	98.9%	\$ 68,213.31	\$ 91,536.90	\$ 114,860.48	68%	BA: NatSci + 5 Yrs Env Exp; 2 Yrs
Environmental Pgms Administrator	Orange County	\$ 70,200.00	\$ 110,760.00	99.6%	100.4%	\$ 70,480.80	\$ 90,841.92	\$ 111,203.04	58%	BA: NatSciEng + 7 Yrs Env Exp; 3
Environmental Manager	Polk County	\$ 68,827.00	\$ 103,334.00	100.00%	100.0%	\$ 68,827.00	\$ 86,080.50	\$ 103,334.00	50%	BA: NatSciEng + 10 Yrs Env Exp +
Environmental Manager	Pinellas County	\$ 67,974.00	\$ 102,981.00	100.00%	100.0%	\$ 67,974.00	\$ 85,477.50	\$ 102,981.00	52%	BA: NatSciEng + 4 Yrs Env Exp
Environmental Protection Div Mgr	Manatee County	\$ 66,331.00	\$ 102,814.00	100.0%	100.0%	\$ 66,331.00	\$ 84,572.50	\$ 102,814.00	55%	MA: NatSciEng + 8 Yrs Env Exp + 1
Project Manager (PR7)	Hillsborough County	\$ 64,210.00	\$ 102,731.00	100.0%	100.0%	\$ 64,210.00	\$ 83,470.50	\$ 102,731.00	60%	BA: NatSci + 5 Yrs Env Exp
Environmental Affairs Mgr	Miami-Dade County	\$ 62,604.00	\$ 109,628.00	103.8%	96.2%	\$ 60,225.05	\$ 82,843.59	\$ 105,462.14	75%	BA: NatSciEng + 4 Yrs Env Exp
NoMatch	City of Lakeland			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	City of St. Pete			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	City of Tampa			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Pasco County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	SWFWMD			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile			\$ 91,883.47			
				.63 Percentile			\$ 91,307.55			
				Median		\$ 68,520.15	\$ 88,461.21	\$ 107,830.57	57%	BA: NatSci + 5 Yrs Env Exp + 1 Yr
				Average		\$ 69,206.01	\$ 89,252.87	\$ 109,299.74	58%	BA: NatSci + 5 Yrs Env Exp + 2 Yr
Internal Data		Current Compensation				Pay Range				
Level/Title	Public Sector					Min	Mid	Max		
Sr Environmental Manager	EPC					\$ 64,147.00	\$ 84,531.00	\$ 104,915.00	64%	BA: NatSci + 5 Yrs Env Exp; 3 Yrs

Compensation Analysis for Environmental Protection Commission

Sr Environmental Scientist

Pay Grade: S

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Sr Staff Scientist	Orange County	\$ 61,027.00	\$ 96,283.00	99.6%	100.4%	\$ 61,271.11	\$ 78,969.62	\$ 96,668.13	58%	BA: NatSci/Eng + 8 Yrs Env Exp + 3 Yrs
Environmental Pgm Mgr 2	Pinellas County	\$ 59,010.00	\$ 94,390.00	100.00%	100.0%	\$ 59,010.00	\$ 76,700.00	\$ 94,390.00	60%	BA: NatSci + 5 Yrs Env Exp +2 Yr Supv
Ecological Svcs Div Mgr	Manatee County	\$ 59,051.00	\$ 91,499.00	100.0%	100.0%	\$ 59,051.00	\$ 75,275.00	\$ 91,499.00	55%	BA: NatSci/Eng + 5 Yrs Env Exp
Environmental Manager	Pasco County	\$ 56,292.00	\$ 91,868.00	100.00%	100.0%	\$ 56,292.00	\$ 74,080.00	\$ 91,868.00	63%	BA: NatSci/Eng + 3 Yrs Env Exp
Sr Environmental Scientist	City of Tampa	\$ 57,678.00	\$ 86,507.00	100.00%	100.0%	\$ 57,678.00	\$ 72,092.50	\$ 86,507.00	50%	BA: NatSci/Eng + 3 Yrs Env Exp + 1 Yrs
Environmental Scientist	ERI 2 (Tampa)	\$ 56,238.00	\$ 83,564.00	100.00%	100.0%	\$ 56,238.00	\$ 69,901.00	\$ 83,564.00	49%	BA: NatSci/Eng + 4 Yrs Env Exp
Chief Environmental Scientist	Hillsborough County	\$ 53,581.00	\$ 85,738.00	100.0%	100.0%	\$ 53,581.00	\$ 69,659.50	\$ 85,738.00	60%	BA: NatSci/Eng + 4 Yrs Env Exp + 1 Yrs
Env Program Supervisor	Jacksonville-Duval County	\$ 45,119.00	\$ 90,602.00	101.1%	98.9%	\$ 44,622.69	\$ 67,114.03	\$ 89,605.38	101%	BA: NatSci/Eng + 4 Yrs Env Exp + 1 Yrs
NoMatch	Alachua County County			93.7%	106.3%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Broward County County			104.5%	95.5%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	City of Lakeland			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	City of St. Pete			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Miami-Dade County			103.8%	96.2%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Polk County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	SWFWMD			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile			\$ 75,631.25			
				.63 Percentile			\$ 74,569.95			
				Median		\$ 56,985.00	\$ 73,086.25	\$ 90,552.19	59%	BA: NatSci/Eng + 4 Yrs Env Exp + 1 Yrs
				Average		\$ 55,967.97	\$ 72,973.96	\$ 89,979.94	62%	BA: NatSci/Eng + 4 Yrs Env Exp + 1 Yrs
Internal Data		Current Compensation				Pay Range				
Level/Title	Public Sector					Min	Mid	Max		
Sr Environmental Scientist	EPCS					\$ 56,098.00	\$ 73,913.00	\$ 91,728.00	64%	BA: NatSci/Eng + 4 Yrs Env Exp + 2 Yrs

Compensation Analysis for Environmental Protection Commission

Senior Hydrologist

Pay Grade: S

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Hydrogeologist III	SWFWMD	\$ 62,316.00	\$ 103,854.00	100.00%	100.0%	\$ 62,316.00	\$ 83,085.00	\$ 103,854.00	67%	BA:Geo,Hydro,EnvEng + 5 Yrs Hydro Exp
Hydrologist	City of St. Pete	\$ 60,570.00	\$ 98,292.00	100.00%	100.0%	\$ 60,570.00	\$ 79,431.00	\$ 98,292.00	62%	BA:Geo,Hydro,EnvEng + 'Some' Hydro Exp
Hydrologist	Hillsborough County	\$ 58,386.00	\$ 93,392.00	100.0%	100.0%	\$ 58,386.00	\$ 75,889.00	\$ 93,392.00	60%	BA:Geo,Hydro,EnvEng + 4 Yrs Hydro Exp
Hydrologist	ERI 2 (Tampa)	\$ 58,571.00	\$ 87,198.00	100.00%	100.0%	\$ 58,571.00	\$ 72,884.50	\$ 87,198.00	49%	BA:Geo,Hydro,EnvEng + 4 Yrs Hydro Exp
Hydrogeologist III	Miami-Dade County	\$ 54,660.00	\$ 96,217.00	103.8%	96.2%	\$ 52,582.92	\$ 72,571.84	\$ 92,560.75	76%	BA:Geo,Hydro,EnvEng + 2 Yrs Hydro Exp
Hydrologist	Broward County County	\$ 53,534.00	\$ 85,442.00	104.5%	95.5%	\$ 51,124.97	\$ 66,361.04	\$ 81,597.11	60%	BA:Geo,Hydro,EnvEng + 2 Yrs Hydro Exp
NoMatch	Alachua County County			93.7%	106.3%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	City of Lakeland			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	City of Tampa			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Jacksonville-Duval County			101.1%	98.9%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Manatee County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Orange County			99.6%	100.4%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Pasco County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Pinellas County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Polk County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile			\$ 78,545.50			
				.63 Percentile			\$ 76,420.30			
				Median		\$ 58,478.50	\$ 74,386.75	\$ 92,976.38	61%	BA:Geo,Hydro,EnvEng + 3 Yrs Hydro Exp
				Average		\$ 57,258.48	\$ 75,037.06	\$ 92,815.64	62%	BA:Geo,Hydro,EnvEng + 3 Yrs Hydro Exp
Internal Data		Current Compensation				Pay Range				
Level/Title	Public Sector					Min	Mid	Max		
Senior Hydrologist	EPC					\$ 56,098.00	\$ 73,913.00	\$ 91,728.00	64%	BA:Geo,Hydro,EnvEng + 4 Yrs Hydro Exp

Compensation Analysis for Environmental Protection Commission

Senior Program Coordinator

Pay Grade: O

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications	
Level/Title	Public Sector	Min	Max			Min	Mid	Max			
Planning Permit Technician	City of Tampa	\$ 42,099.00	\$ 59,925.00	100.00%	100.0%	\$ 42,099.00	\$ 51,012.00	\$ 59,925.00	42%	HS + 1 Yrs Exp Dir Rel To PN Duties	
Property Records Specialist	Pinellas County	\$ 38,002.00	\$ 60,778.00	100.00%	100.0%	\$ 38,002.00	\$ 49,390.00	\$ 60,778.00	60%	BA	
Codes and Lead Permit Tech	City of St. Pete	\$ 38,106.00	\$ 58,157.00	100.00%	100.0%	\$ 38,106.00	\$ 48,131.50	\$ 58,157.00	53%	BA	
Program Coordinator	Alachua County County	\$ 35,506.00	\$ 53,435.00	93.7%	106.3%	\$ 37,742.88	\$ 47,272.14	\$ 56,801.41	50%	BA + 1 Yrs Exp Dir Rel To PN Duties	
Permit Customer Specialist	Broward County County	\$ 37,290.00	\$ 59,514.00	104.5%	95.5%	\$ 35,611.95	\$ 46,223.91	\$ 56,835.87	60%	HS + 2 Yrs CS Exp; + 1 Yr in Env Prot	
Program Coordinator	ERI 2 (Tampa)	\$ 38,293.00	\$ 53,188.00	100.00%	100.0%	\$ 38,293.00	\$ 45,740.50	\$ 53,188.00	39%	BA	
Senior Permit Assistant	Jacksonville-Duval County	\$ 27,444.00	\$ 52,821.00	101.1%	98.9%	\$ 27,142.12	\$ 39,691.04	\$ 52,239.97	92%	HS and 5 years experience	
Permit Clerk	City of Lakeland	\$ 31,110.00	\$ 48,262.00	100.00%	100.0%	\$ 31,110.00	\$ 39,686.00	\$ 48,262.00	55%	HS + 5 years of experience	
NoMatch	Hillsborough County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Manatee County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Miami-Dade County			103.8%	96.2%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Orange County			99.6%	100.4%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Pasco County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	Polk County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
NoMatch	SWFWMD			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!		
				.75 Percentile			\$ 48,446.13				
				.63 Percentile			\$ 47,624.48				
				Median		\$ 37,872.44	\$ 46,748.03	\$ 56,818.64	54%	BA	
				Average		\$ 36,013.37	\$ 45,893.39	\$ 55,773.41	56%	BA	
Internal Data		Current Compensation				Pay Range					
Level/Title	Public Sector					Min	Mid	Max			
Senior Program Coordinator	EPC					\$ 42,806.00	\$ 56,388.50	\$ 69,971.00	63%	BA + 2 Yrs Exp Dir Rel To PN Duties	

Compensation Analysis for Environmental Protection Commission

Senior Public Relations Strategist

Pay Grade: S

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Public Relations & Mktg Mgr	Alachua County County	\$ 56,412.00	\$ 90,260.00	93.7%	106.3%	\$ 59,965.96	\$ 77,956.17	\$ 95,946.38	60%	BA:Jour/PR/Mkt + 4 Yrs PR Exp
Public Relations & Info Mgr	City of Lakeland	\$ 60,108.00	\$ 93,264.00	100.00%	100.0%	\$ 60,108.00	\$ 76,686.00	\$ 93,264.00	55%	BA:Jour/PR/Mkt + 4 Yrs PR Exp
Public Relations Strategist	Hillsborough County	\$ 58,386.00	\$ 93,392.00	100.0%	100.0%	\$ 58,386.00	\$ 75,889.00	\$ 93,392.00	60%	BA + 5 Yrs PR Exp
Public Relations Supv	ERI 2 (Tampa)	\$ 60,733.00	\$ 90,437.00	100.00%	100.0%	\$ 60,733.00	\$ 75,585.00	\$ 90,437.00	49%	BA + 4 Yrs PR Exp
Community Affairs Public Info Spc	Miami-Dade County	\$ 56,694.00	\$ 95,335.00	103.8%	96.2%	\$ 54,539.63	\$ 73,125.95	\$ 91,712.27	68%	BA:Jour/PR/Mkt + 3 Yrs PR Exp
Public Relations & Outreach Spc	Orange County	\$ 55,515.00	\$ 87,569.00	99.6%	100.4%	\$ 55,737.06	\$ 71,828.17	\$ 87,919.28	58%	BA:Jour/PR/Mkt + 4 Yrs PR Exp
Public Information Ofcr	SWFWMD	\$ 53,414.00	\$ 89,003.00	100.00%	100.0%	\$ 53,414.00	\$ 71,208.50	\$ 89,003.00	67%	BA + 6 Yrs PR Exp
Sr Public Communications Ofcr	Jacksonville-Duval County	\$ 51,540.00	\$ 86,776.00	101.1%	98.9%	\$ 50,973.06	\$ 68,397.26	\$ 85,821.46	68%	BA:Jour/PR/Mkt + 3 Yrs PR Exp
Public Communications Spc	Broward County County	\$ 49,800.00	\$ 79,481.00	104.5%	95.5%	\$ 47,559.00	\$ 61,731.68	\$ 75,904.36	60%	BA:Jour/PR/Mkt + 2 Yrs PR Exp
Public Information Spc	Pinellas County	\$ 45,302.00	\$ 72,488.00	100.00%	100.0%	\$ 45,302.00	\$ 58,895.00	\$ 72,488.00	60%	BA:Jour/PR/Mkt + 2 Yrs PR Exp
Informational Spc II	City of St. Pete	\$ 44,952.00	\$ 71,413.00	100.00%	100.0%	\$ 44,952.00	\$ 58,182.50	\$ 71,413.00	59%	BA + 1 Yrs PR Exp
Communications Spc	Polk County	\$ 44,283.00	\$ 66,248.00	100.00%	100.0%	\$ 44,283.00	\$ 55,265.50	\$ 66,248.00	50%	BA:Jour/PR/Mkt + 3 Yrs PR Exp
NoMatch	City of Tampa			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Manatee County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Pasco County			100.00%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile			\$ 75,661.00			
				.63 Percentile			\$ 73,035.10			
				Median		\$ 53,976.81	\$ 71,518.33	\$ 88,461.14	60%	BA:Jour/PR/Mkt + 4 Yrs PR Exp
				Average		\$ 52,996.06	\$ 68,729.23	\$ 84,462.40	59%	BA:Jour/PR/Mkt + 3 Yrs PR Exp
Internal Data		Current Compensation				Pay Range				
Level/Title	Public Sector					Min	Mid	Max		
Senior Public Relations Strategist	EPC					\$ 56,098.00	\$ 73,913.00	\$ 91,728.00	64%	BA + 5 Yrs PR Exp

Compensation Analysis for Environmental Protection Commission

Systems Analyst

Pay Grade: S

Market Data		Pay Range		Geo Differential		Pay Range (Geographically Adjusted for Tampa)			Range Spread	Minimum Qualifications
Level/Title	Public Sector	Min	Max			Min	Mid	Max		
Lead Systems Analyst	City of Tampa	\$ 84,802.00	\$ 127,192.00	100.00%	100.0%	\$ 84,802.00	\$ 105,997.00	\$ 127,192.00	50%	BA:CompSci/DP/MIS + 3 Yrs Prgmg or Sys
Info Tech Analyst	Jacksonville-Duval County	\$ 61,384.00	\$ 103,351.00	101.1%	98.9%	\$ 60,708.78	\$ 81,461.46	\$ 102,214.14	68%	BA:CIS + 5 Yrs Exp in MS BI Stack
Sr IT Analyst	Pinellas County	\$ 63,170.00	\$ 95,722.00	100.00%	100.0%	\$ 63,170.00	\$ 79,446.00	\$ 95,722.00	52%	BA:MIS + 3 Yrs MIS Exp
Systems Analyst	Miami-Dade County	\$ 61,510.00	\$ 100,888.00	103.8%	96.2%	\$ 59,172.62	\$ 78,113.44	\$ 97,054.26	64%	BA:CompSci/DP/MIS + 2 Yrs Prgmg and Sys
Systems Analyst	Polk County	\$ 61,589.00	\$ 92,331.00	100.00%	100.0%	\$ 61,589.00	\$ 76,960.00	\$ 92,331.00	50%	BA:CS/MIS + 4 Yrs design/maint of IT sys
Digital Design Developer	Broward County County	\$ 61,866.00	\$ 98,738.00	104.5%	95.5%	\$ 59,082.03	\$ 76,688.41	\$ 94,294.79	60%	AA:HTML + 4 Yrs HTML/API/ Exp
Systems Analyst	ERI 2 (Tampa)	\$ 60,924.00	\$ 87,801.00	100.00%	100.0%	\$ 60,924.00	\$ 74,362.50	\$ 87,801.00	44%	BA:CS/Math/MIS + 2 Yrs Prgmg Exp
Systems Analyst	City of St. Pete	\$ 54,879.00	\$ 91,448.00	100.00%	100.0%	\$ 54,879.00	\$ 73,163.50	\$ 91,448.00	67%	BA:CompSci/DP/MIS + 'Considerable' Sftwr
Systems & Network Admin	City of Lakeland	\$ 54,523.00	\$ 84,584.00	100.00%	100.0%	\$ 54,523.00	\$ 69,553.50	\$ 84,584.00	55%	AA + 4 Yrs Exp in network support
Prgm Mgr/Digital Media	Pasco County	\$ 51,058.00	\$ 83,327.00	100.00%	100.0%	\$ 51,058.00	\$ 67,192.50	\$ 83,327.00	63%	BA:MassComm + 5 Yrs website dvlp
Webmaster	SWFWMD	\$ 49,462.00	\$ 82,451.00	100.00%	100.0%	\$ 49,462.00	\$ 65,956.50	\$ 82,451.00	67%	BA + 4 Yrs website dvlp
Systems Analyst II	Manatee County	\$ 48,526.00	\$ 75,254.00	100.0%	100.0%	\$ 48,526.00	\$ 61,890.00	\$ 75,254.00	55%	BA:CS/Math/MIS + 2 Yrs Prgmg Exp
NoMatch	Alachua County County			93.7%	106.3%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Hillsborough County			100.0%	100.0%	\$ -	\$ -	\$ -	#DIV/0!	
NoMatch	Orange County			99.6%	100.4%	\$ -	\$ -	\$ -	#DIV/0!	
				.75 Percentile			\$ 78,446.58			
				.63 Percentile			\$ 76,940.99			
				Median		\$ 59,127.33	\$ 75,525.46	\$ 91,889.50	57%	BA + 2 Yrs of Exp
				Average		\$ 58,991.37	\$ 75,898.73	\$ 92,806.10	58%	BA + 3 Yrs of Exp
Internal Data		Current Compensation				Pay Range				
Level/Title	Public Sector					Min	Mid	Max		
Systems Analyst	EPC					\$ 56,098.00	\$ 73,913.00	\$ 91,728.00	64%	BA:CompSci/DP/MIS + 2 Yrs Prgmg or Sys

Recommendation: Move to unclassified pay schedule



ENVIRONMENTAL PROTECTION COMMISSION

AGENDA ITEM COVER SHEET

Agenda Item #8.c.

Date of EPC Meeting: January 28, 2020

Subject: Coastal Development Strategies on Long-Term Coastline Changes

Agenda Section: Regular Agenda

Division: Wetlands Management Division

Recommendation: Informational Presentation – No Commission Action Required

Brief Summary: Staff will give a brief informational presentation discussing a recent scientific article published in the Journal of Applied Geography that compares the Tampa Bay coastline with a harbor in China.

Financial Impact: No Financial Impact

List of Attachments: Abstract from the *Papers in Applied Geography* article: Impacts of Coastal Development Strategies on Long-Term Coastline Changes: A Comparison Between Tampa Bay, USA and Xiangshan Harbor, China

Background: During the September 19, 2019 EPC meeting, the Executive Director, Janet Dougherty, announced that Kim Tapley, EPC Wetlands Division Senior Environmental Manager, coauthored a paper on the impact of coastal development strategies on long-term coastline changes. Commissioner White asked if Mrs. Tapley would present her work to the Commission. Other Commissioners also expressed their interest in the presentation.

The study compares anthropogenic effects on the coastlines of Xiangshan Harbor, China, and Tampa Bay and explores how the differences in governing approaches to regulation and development on their respective coastlines affected the natural systems and the environment. Over the 30-year study period (1985 to 2015) Tampa Bay experienced 57 acres of anthropogenic coastline impacts while Xiangshan Harbor had 5,436 acres of coastline impacts during the same time period. The presentation was set for January 2020 to allow time to receive authorization from the co-authors.



Impacts of Coastal Development Strategies on Long-Term Coastline Changes: A Comparison Between Tampa Bay, USA and Xiangshan Harbor, China

Qiandong Guo^a, Ruiliang Pu^a, Kimberly Tapley^b, Jun Cheng^a, Jialin Li^c, and Tong Jiao^d

^aSchool of Geosciences, University of South Florida, Tampa, FL, USA; ^bEnvironmental Protection Commission of Hillsborough County, Tampa, FL, USA; ^cDepartment of Geography & Spatial Information Techniques, Ningbo University, Ningbo, China; ^dDepartment of Geography, Clark University, Worcester, MA, USA

ABSTRACT

In recent decades rapid population growth, urbanization and industrialization have produced an intense pressure on coastal ecosystems. The coastline change is one of criteria used to denote the healthiness of coastal ecosystems. Comparison of coastline change patterns and relevant human interferences between the developed countries and the developing countries would provide insights on sustainable strategy for coastal areas. In this study, 30 years of coastline changes in Tampa Bay (TB), USA and Xiangshan Harbor (XH), China were used as an example for investigating the underlying coastal development strategies. The results indicate that coastlines in TB were mostly stable over the last 30 years. In fact, TB had experienced excessive anthropogenic impacts on its coastlines before the governments executed strict laws and regulations to control human activities. XH had been experiencing intensive human interferences and the shoreline underwent considerable changes, especially in recent years. Major anthropogenic impacts on XH coastlines are land reclamation and aquaculture, which resulted in reducing natural coastal land by approximately 20.3km². Although many developing countries are still facing the stress from population growth and economic development, enforcing strict environmental conservation rules is in an urgent need for protecting their coastal environments.

KEYWORDS

Coastline change detection;
anthropogenic impacts;
coastal management;
USA; China



ENVIRONMENTAL PROTECTION COMMISSION

AGENDA ITEM COVER SHEET

Agenda Item #8.d.

Date of EPC Meeting: January 28, 2020

Subject: Report on Environmental Legislation in the 2020 Florida Legislature

Agenda Section: Regular Agenda

Division: Administration Division

Recommendation: Informational Report.

Brief Summary: The regular session of the Florida Legislature convened on January 14, 2020, and is schedule to adjourn on March 13, 2020. Legislators have filed many environmental bills and committees have already began to discuss them. EPC staff will provide updates on various environmental and administrative bills.

Financial Impact: No Financial Impact

List of Attachments: None

Background:

The regular session of the Florida Legislature convened on Tuesday, January 14, 2020. March 3, 2020 (50th day) is the last day for regularly scheduled committee meetings. The 60-day regular session should adjourn on March 13, 2020. Legislators have filed many environmental bills and committees have already discussed some bills. EPC staff reviews environmental and administrative bills to determine if they may impact the EPC's functions and budget. The Commission approved a legislative strategy (EPC Policy No. 2007-02) on March 15, 2007, that gives staff and the Chair continuing direction to monitor, comment on, and lobby for, among other things, bills that impact the functions of the EPC.

EPC is tracking numerous bills, but below is a summary of just a few notable bills regarding environmental regulation or administrative matters:

HB 1001 / SB 1350 BROWNFIELDS

This bill revises the conditions under which an applicant that has rehabilitated a contaminated site may receive certain tax credits and what projects/activities are eligible for the tax credit. The bill revises the date by which the Department of Environmental Protection (DEP) must issue the annual site rehabilitation tax credit certificate awards. The bill tightens conditions regarding collection of tax credits for affordable housing and clarifies that trusts can be eligible to enter into Brownfields Site Rehabilitation Agreements. To be eligible to participate in the brownfields program, a person currently must demonstrate certain levels of job creation; this bill exempts participants from that criteria if the land is to be used for affordable housing, parks, or conservation. Creates liability protection from certain pollution laws for subsequent owners of the property if the previous owner successfully completes all

terms of the Brownfields Site Rehabilitation Agreement. The bill also proposes to change the definition of “solid waste disposal area” to identify areas where waste was disposed but the disposal was never permitted by the federal, state or local government. Additionally, the tax credit eligibility requirement further eliminates the requirement that the disposal area was never operated for monetary compensation. This allows more solid waste areas to be redeveloped under the program. May have minor impacts on EPC’s delegation from the DEP. See [HB 1001](#) by Rep. Stone / [SB 1350](#) by Sen. Baxley.

SB 686 / HB 405 STORMWATER MANAGEMENT SYSTEMS

The bill directs the water management districts to adopt rules by July 2021 that improves design and performance standards to increase the removal of nutrients from stormwater discharges from all new development and redevelopment projects. Bill also provides a rebuttable presumption that certain stormwater management systems do not cause or contribute to violations of applicable state water quality standards...currently laws says it presumes a discharge is not a violation (no “rebuttable” concept). Improved training of State and local pollution control program staff regarding stormwater pond compliance. See [SB 686](#) by Sen. Gruters and [HB 405](#) by Rep. Good.

HB 73 / SB 326 ENVIRONMENTAL REGULATION

This omnibus legislation has similar concepts that almost passed in last year’s session. It includes the below proposal and more:

- It specifies requirements for contracts between residential recycling collectors or recovered materials processing facilities and counties or municipalities for collection or processing of residential recycling material, primarily prohibiting counties and municipalities from requiring collection, transport, or processing of contaminated recyclable material.
- Prohibits local governments from requiring property owners to acquire verification (i.e. written) from DEP for project deemed exempt by the DEP in 403.813, F.S. (water and wetland exemptions).
- The permitting exemption language in 403.813, F.S. is revised in many areas, but most relevant to EPC, it clarifies that the exemption for dock and pier replacements and repairs still applies if the repair/replacement is done within 5 feet of original structure. The dock may not be larger than the original and may not adversely impact aquatic resources.

See [HB 73](#) by Rep. Overdorf. [SB 326](#) by Sen. Perry and the Senate Committee on Environment and Natural Resources, has a committee substitute. The bill as drafted has minor impacts on the EPC’s delegated wetland permitting programs.

SB 278 CLIMATE HEALTH PLANNING

The bill requires the Department of Health (DOH) to prepare an annual climate health planning report that contains an assessment of the threat to human health posed by climate change. DOH must develop strategies to help communities prepare for the health effects of climate change. The report must be based on the Centers for Disease Control and Prevention’s Building Resilience Against Climate Effects framework and must consider the effect of climate change on many sectors such as: water quality, air quality, sanitation; transmission of communicable diseases; farming; wildfires, etc. The strategies must also address social inequities. DOH must consult listed stakeholders. DOH must file a report to the Legislature by January 2021. This bill in its current format does not appear to impact EPC functions. See [SB 278](#) by Sen. Rodriguez.

SB 492 PUBLIC NOTIFICATION OF POLLUTION

Currently if a facility has a pollution release it must report it to the State Watch Office within 24 hours. The bill redefines the term “reportable pollution release” to also include “measurable level[s]” perfluorooctanoic acid (PFOA), perfluorooctanesulfonic acid (PFOS), radiological pollution, or any release that would result in a water quality standard violation. The bill does not define “measurable level” of PFOA and PFOS, thus minor clarifications may be helpful. The current law requires the Department of Environmental Protection (DEP) to publish on a website these discharge notices provided by the facility. The bill adds that the DEP must also publish notices from the Department of Health or a local government within 24 hours. In addition to the website notice, the bill requires the DEP to provide a written notice to homeowners with potable wells that live within 1 mile of the discharge via U.S. mail. Most relevant to local governments, the bill adds an obligation for local governments to notify the facility and DEP within 24 hours if the local government discovers a “reportable pollution release.” This bill adds a quick reporting obligation to local governments that may have a minor impact on their resources. See [SB 492](#) by Sen. Cruz.

SB 712 WATER QUALITY IMPROVEMENTS

The bill proposes to transfer the Onsite Sewage Program within the Department of Health (DOH) to the Department of Environmental Protection (DEP) by July 1, 2021. Once transferred, the bill creates an onsite sewage treatment and disposal systems (OSTDS a/k/a septic tank) technical advisory committee within the DEP that will analyze all methods to reduce pollution from septic tanks. The bill requires DEP to adopt a rule that better regulates the siting of septic tanks to minimize nutrient pollution. The bill provides that if septic tanks are the source of at least 20% of the nutrient pollution, then a Basin Management Action Plan can be implemented to achieve the total maximum daily load. Among other things, this may require a local government to come up with a plan to reduce the septic tank pollution (e.g. – tank upgrades or connect to the sewer system). Unrelated to septic tanks, the DEP will be required to adopt rules to minimize leaking from underground pipes of wastewater collection systems. This bill in its current format does not appear to impact EPC functions. See [SB 712](#) by Sen. Mayfield.