

Human Resources and Organizational Development Department

2008 – 2009 SALARY SURVEY FOR CHARTER OFFICER: CITY EQUAL OPPORTUNITY DIRECTOR

Jurisdictions from throughout the State of Florida were included in this year's survey. Not all surveyed cities replied, nor do they all have comparable positions to the City of Gainesville's Charter Officers. None of the responding cities has a position comparable with the City of Gainesville Equal Opportunity Director. This position is usually part of the Human Resources Director or other official's duties, reports to the Human Resources Director or has other duties. Nevertheless, for the analysis of the City Equal Opportunity Director salaries data was used from all responding cities. The 2008 Florida Price Level Index (FPLI) and the city populations are provided in Figure 1. The attached Figure 2 contains the raw data for all surveyed cities. The bar charts represent the comparable unadjusted (Figure 3) and adjusted (Figure 4) salaries.

Figure 1

CITY	COUNTY	POPULATION	2008 FPLI	Number of Regular Employees	Response Received?
Cape Coral	Lee	164,494	102.06	1,371	Y
Clearwater	Pinellas	110,469	100.22	1,873	Y
Coral Springs	Broward	129,766	103.29	779	Y
Daytona Beach	Volusia	64,316	95.23	893	Y
Ft. Lauderdale	Broward	179,659	103.29	2,350	Y
Ft. Myers	Lee	67,769	102.06		N
Gainesville	Alachua	121,497	96.78	*2,089	Y
Hialeah	Miami-Dade	228,528	101.06	1,897	Y
Hollywood	Broward	142,943	103.29		N
Jacksonville	Duval	851,861	101.93	8,010	Y
Lakeland	Polk	93,428	97.59	2,100	Y
Melbourne	Brevard	78,386	99.49	953	Y
Miami	Miami-Dade	392,641	101.06	4,288	Y
Miami Beach	Miami-Dade	93,721	101.06		N
Miami Gardens	Miami-Dade	109,200	101.06		N
Naples	Collier	23,101	107.01		N
Ocala	Marion	54,056	94.79	1,012	Y
Orlando	Orange	228,560	101.13	3,223	Y
Palm Bay	Brevard	101,793	99.49	920	Y
Pembroke Pines	Broward	152,090	103.29	No Response	Y
Plantation	Broward	85,349	103.29	800	Y
Pompano Beach	Broward	100,968	103.29		N
Port St. Lucie	St. Lucie	155,315	99.54	1,319	Y
Sarasota	Sarasota	387,439	101.71		N
St. Petersburg	Pinellas	252,999	100.22	3,171	Y
Sunrise	Broward	89,633	103.29		N
Tallahassee	Leon	175,026	94.07	2,836	Y
Tampa	Hillsborough	335,489	101.71	4,477	Y
West Palm Beach	Palm Beach	104,732	105.48	1,516	Y

* As of 12/31/2008 GRU 848, GG 1241

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Figure 2: EQUAL OPPORTUNITY DIRECTOR SALARY SURVEY RAW DATA

SURVEY ITEM	COMPARABLE	Note or Comment	Title if Different	Charter Officer (YES/ NO)	Reports to (Title)	Incumbent's Current Annual Salary*	Bonus Amt Paid	Expected Increase FY09 (enter either as % of current or \$ increase)	What is the Jurisdiction's Form of Government	Type of Mayor (elected, strong, appointed)	Total Number of Employees (not temps)
Gainesville						\$95,072		Unknown	CComm/Mayor	Elected	2,089
Low						\$90,386					
Median						\$98,582					
High						\$144,212					
Clearwater	N		Equity Services Director		City Manager	\$90,386		0	Mayor/Council	Elected	1,873
Daytona Beach	N		Assistant City Manager	No	City Manager	\$97,605		0		Elected	893
Jacksonville	N	NA	Executive Director, Human Rights Commission	Yes	Director of Recreation & Community Services	\$92,235		N/A	Mayor-Council	Strong	8,010
Lakeland	N		Director of Workforce Development & Labor Relations		Asst. City Mgr	\$98,987		Unknown	CComm/ Manager	Appointed	2,100
Melbourne	N		Personnel Director	No	Deputy City Manager	\$96,554		0.025	Mayor/Council	Elected	953
Orlando	N		Human Relations Director		Mayor	\$98,176		\$450 lump sum + 1%		Elected	3,223
Tallahassee	N		Director-Equity and Workforce Development	No	Assistant City Manager	\$101,857		3% to base rate/Increase was given in October	Mayor/CComm	Elected	2,836
West Palm Beach	N		HR Director	Yes	Deputy City Administrator	\$144,212		0.03	Strong Mayor	Elected	1,516
Miami	N		EO/Diversity Prgm, Admin	N	Director, Employee Relations	\$148,245	\$11,197	Unknown	Strong Mayor	Elected	4,288

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St. Petersburg	N	We eliminated this department and the county took over. We are wrapping up cases and the Director alone is doing very minimal cases, etc	Community Affairs Director	No	Deputy Mayor/City Administrator	\$102,819		0.05	City Municipality	Elected/ Strong	3,171
Coral Springs								2.5 -COLA is included in this figure 10/1/ FY09 began			779
Cape Coral		Do not have Position	N/A						City Manager	Elected	1,371
Hialeah		N/A							Council/City Manager	Elected	1,897
Port St. Lucie		No Position						None	Mayor/Council	Elected/ Strong	1,319
Tampa		No match							Council/Manager	Elected	4,477
Pembroke Pines		None							Mayor/Council	Elected	2,350
Ft. Lauderdale		No Match							CComm/ Manager	Elected	
Ft. Myers											
Naples											
Ocala		N/A	N/A						Council/City Manager	Elected	1,012
Palm Bay		N/A							Council/Manager	Elected	920
Sarasota											
Hollywood											
Miami Beach											
Miami Beach											
PLANTATION			Not City Employee						Strong Mayor, Council (5)	Elected	800

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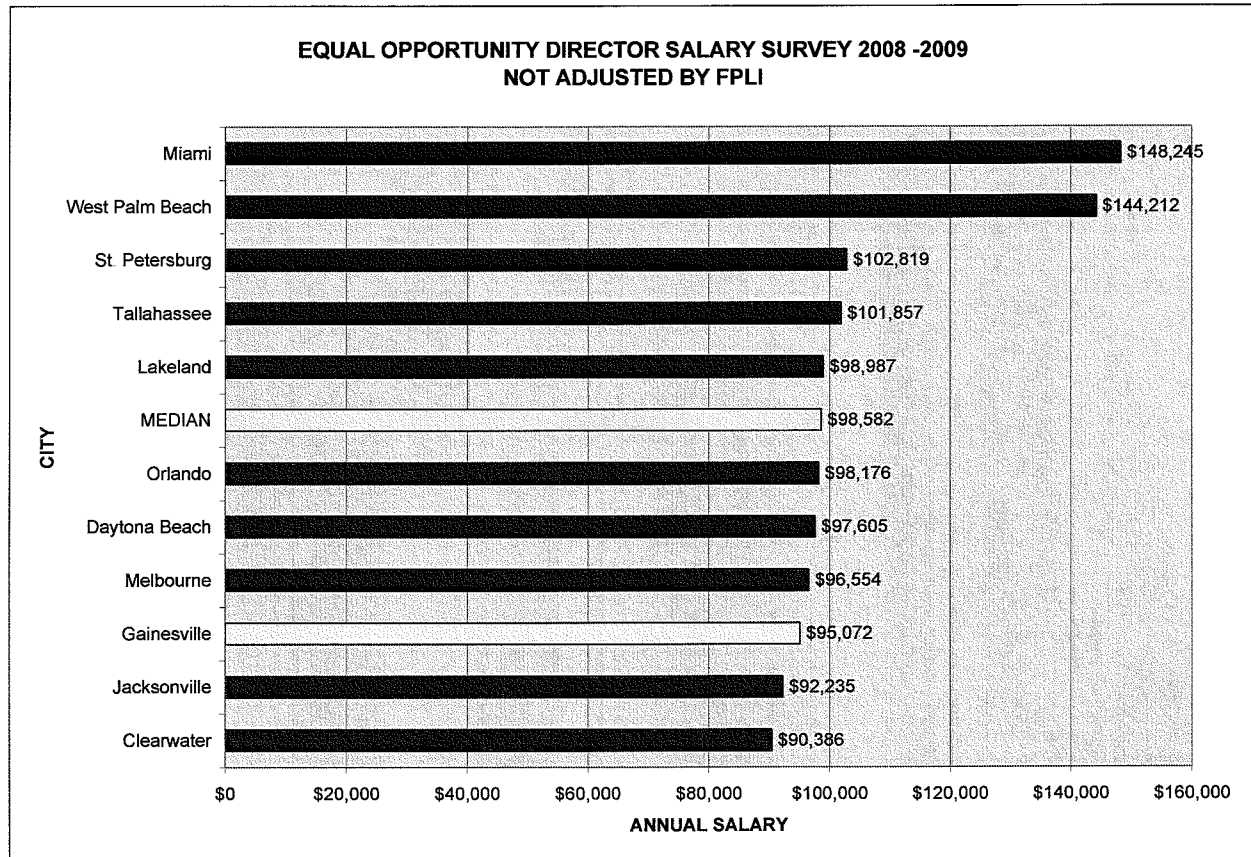
	COMPARABLE		Note or Comment	Title if Different	Charter Officer (YES/ NO)	Reports to (Title)	Incumbent's Current Annual Salary*	Bonus Amt Paid	Expected Increase FY09 (enter either as % of current or \$ increase)	What is the Jurisdiction's Form of Government	Type of Mayor (elected, strong, appointed)	Total Number of Employees (not temps)
SURVEY ITEM												
POMPANO BEACH												
SUNRISE												

*The salary data represents base pay only and does not include any additional pay such as car allowance, bonus pay or at-risk pay. The raw data includes all surveyed cities, including those that did not respond.

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Figure 3 represents the data for the city equal opportunity director salaries of all responding regardless of the position's relevance to the City of Gainesville Equal Opportunity Director position,

Figure 3

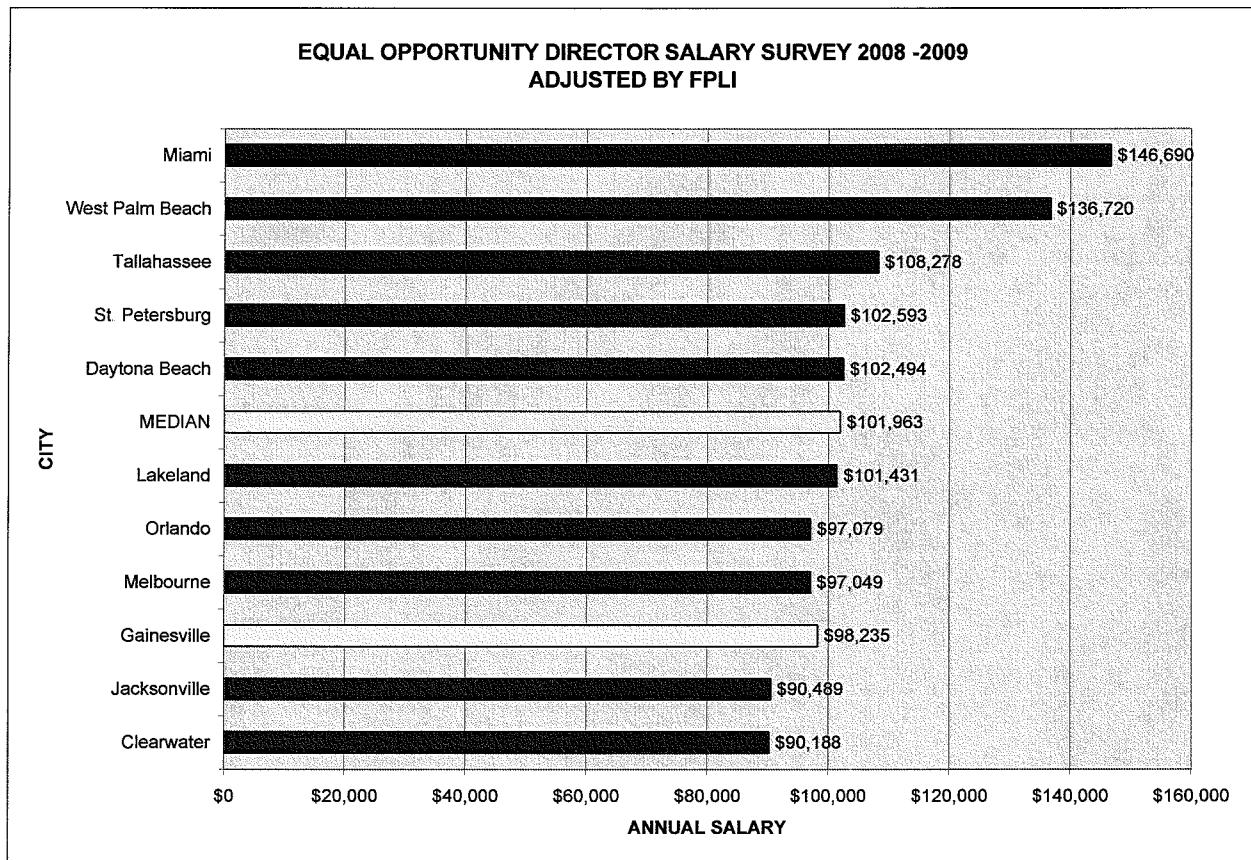


The salary of the Gainesville City Equal Opportunity Director is \$3,510 below the median of the unadjusted salaries of City Equal Opportunity Directors at all responding cities. The Alachua County Equal Opportunity Director position is currently vacant; however, the salary of the previous holder of that position was \$89,704. This salary was not included in the above chart since the position is vacant. If it had been included it would have reduced the unadjusted median to \$98,176.

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Figure 4 represents the FPLI adjusted data for the City Equal Opportunity Director salaries of all responding cities. Note that the Gainesville City Equal Opportunity Director's salary was also adjusted so that it can be compared on the same basis as the other salaries.

Figure 4



The salary of the Gainesville City Equal opportunity director is \$3,728 below the median of the adjusted salaries of Equal Opportunity Directors of all responding cities.