

**Personnel
Committee Meeting
October 18, 2014**

PRELIMINARY AGENDA

**FLORIDA INLAND NAVIGATION DISTRICT's
Personnel Committee Meeting**

8:00 a.m., Saturday, October 18, 2014

**Hilton Garden Inn Ft. Lauderdale Airport-Cruise Port
180 SW 18th Avenue,
Dania Beach, FL, 33004-3105
Broward County, Florida.**

Committee Members

Commissioner Jon Netts, Chair

Treasurer Don Cuzzo, Commissioners Paul Dritenbas, Lynn Williams and Susanne McCabe

Item 1. Call to Order.

Committee Chair Netts will call the meeting to order.

Item 2. Roll Call.

Assistant Executive Director Janet Zimmerman will call the roll.

Item 3. Additions or Deletions.

Any additions or deletions to the committee meeting agenda will be announced.

RECOMMEND: Approval of a final agenda.

Item 4. Public Comments.

The public is invited to provide comments on issues that are NOT on today's agenda. All comments regarding a specific agenda item will be considered following the Committee's discussion of that agenda item. *Please note: Individuals who have comments concerning a specific agenda item should make an effort to fill out a speaker card or communicate with staff prior to that agenda item.*

Item 5. Executive Director's Performance Evaluation.

A draft of the Executive Director's yearly performance evaluation is presented for the Committee's review and discussion. Staff would like input and direction on the content and distribution of this evaluation. Traditionally, this evaluation is distributed to all members of the Board and the Personnel Committee Chair would compile the comments and scores of each evaluation category that were received. This information is then presented to the full Board for further discussion.

(Please see back up pages 3 - 12)

RECOMMEND This item is presented for discussion purposes only at this time.

Item 6. Personnel Salary Adjustments for FY 2014-2015.

Staff would like to discuss with the Committee potential staff salary increases or bonuses for FY 2014-2015.

(Please see back up pages 13 - 29)

RECOMMEND: Approval of a recommendation to the full Board of the personnel salary adjustments for FY 2014-2015.

Item 7. Additional Agenda Items or Staff Comments.

Item 8. Additional Commissioners Comments.

Item 9. Adjournment.

If a person decides to appeal any decision made by the board, agency, or commission with respect to any matter considered at such meeting or hearing, he or she will need a record of the proceedings, and that, for such purpose, he or she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.

FLORIDA INLAND NAVIGATION DISTRICT

JOB DESCRIPTION – EXECUTIVE DIRECTOR

Performs highly responsible administrative and management work in planning, directing and coordination of the Florida Inland Navigation District. This is a professional position working independently under the general direction of the District's Board of Commissioners.

ESSENTIAL FUNCTIONS:

Provides leadership in planning and development of the policies and programs of the District. Establishes community relations and assists the Board in maintaining a working relationship with the Corps of Engineers, U.S. Coast Guard, general public, required Florida State Government agencies and the Congressional delegation representing the twelve counties of the District.

Maintains a close working relationship with the Commission Chair, officers and all members of the Board on matters pertaining to the operation of the District. Keeps the Commissioners informed of the District's business and keeps individual Commissioners informed of all of the District's activities in their respective counties.

Coordinates all Board actions and legal matters as required with appropriate legal counsel.

Attends all Board meetings, prepares agendas for all meetings of the Board. Makes presentations at meetings of the Board

Reviews and responds to correspondence and communication.

Investigates all complaints and problems that pertain to the Waterway, taking corrective action and report to the Board as appropriate.

Develops and maintains an insurance program for the protection of the District.

Represents the District at waterway association meetings and hearings of legislative committees and other governmental bodies as may be appropriate.

Monitors State legislative actions, attending legislative sessions as necessary.

Monitors Federal Congressional actions, attending Congressional sessions as necessary.

Ensures compliance with all state required reporting schedules.

Implements the District's annual work program and schedule.

Manages, operates, and maintains the Administrative Offices of the District.

Supervises all District employees in the management and implementation of District programs.

Implements the District's Personnel Policy. Prepares all employee performance appraisals in conjunction with the employees and present them to the District's personnel committee for review and acceptance.

POSITION DESCRIPTION – EXECUTIVE DIRECTOR

PAGE 2

ESSENTIAL FUNCTIONS CONTINUED:

Coordinates all arrangements and activities regarding meetings of the Board and District Committees.

Supervises the management of all District records and files.

Prepares an annual District budget (with requirements for taxation) for presentation to the Board, the public and the Department of Environmental Protection.

Maintains budgetary control of expenditures of the District. Monitors the investment program and recommend required actions to the Treasurer and the Board.

Establishes and implements office procedures for the financial transactions and coordinates with the auditors.

Supervises the Assistance Executive Director's management of the District's Assistance Programs.

Supervises active management of all District owned real property. Supervises nominal surveillance of property on which easements are held to benefit the Waterway.

Supervises the management of property records and permanent files of the District, including maps, engineering data, legal descriptions, easements and deeds.

Remains familiar with changing conditions on all reaches of the Atlantic Intracoastal Waterway in Florida.

Plans, coordinates, and executes a dredge material management area acquisition program to meet the requirements of the U.S. Army Corps of Engineers for maintenance of the Waterway.

Manages and coordinates the Community Outreach and Public Relations Programs.

Manages the District's continuing property acquisition program.

Keeps the Land Acquisition & Management Committee up to date on all acquisitions and related program issues.

Reports monthly to the Finance & Budget Committee on the District's financial status, budget, investments and fiscal responsibilities.

Coordinates work of acquisition attorneys and scheduled court appearances.

Supervises the consultants in preparation of the District's Long Range Dredge Material Management Plan.

Performs other duties as assigned.

POSITION DESCRIPTION – EXECUTIVE DIRECTOR

PAGE 3

MINIMUM QUALIFICATIONS:

Must meet the knowledge, abilities, skills, education and experience requirements as prescribed by the District. Must have a valid drivers license.

ESSENTIAL PHYSICAL SKILLS:

Acceptable eyesight (with or without correction)
Acceptable hearing (with or without correction)
Ability to communicate both verbally and in writing.
Ability to operate a PC.
Ability to lift and carry 50 lbs.

ENVIRONMENTAL CONDITIONS:

Work inside in an office environment and various field work.

(Reasonable accommodations will be made in accordance with existing ADA requirements for otherwise qualified individuals with a disability)

**FLORIDA INLAND NAVIGATION DISTRICT
EMPLOYEE PERFORMANCE APPRAISAL**

Name: Mark Crosley
Position: Executive Director
Date: September 2014

TASK 1. LEADERSHIP:

Demonstrates the ability to lead and provide direction, through influence and partnership, to the Board, District consultants and the District Staff.

RATING: ☐ Unsatisfactory ☐ Needs Improvement ☐ Satisfactory ☐ Above Satisfactory ☐ Outstanding

COMMENTS (if any):

TASK 2. PLANNING AND ORGANIZATION:

Demonstrates the ability to systematically plan, organize, and schedule time through establishing objectives, making assignments, and establishing priorities. Exhibits effectiveness in reviewing and evaluating past work and accomplishments as a basis for planning future activities.

RATING: ☐ Unsatisfactory ☐ Needs Improvement ☐ Satisfactory ☐ Above Satisfactory ☐ Outstanding

COMMENTS (if any):

**FLORIDA INLAND NAVIGATION DISTRICT
EMPLOYEE PERFORMANCE APPRAISAL**

Name: Mark Crosley
Position: Executive Director
Date: September 2014

TASK 3. BUDGET AND FINANCIAL MANAGEMENT:

Demonstrates the ability to manage the District's budget and financial matters to maintain fiscal responsibility while maximizing the financial assets of the District.

RATING: ☐ Unsatisfactory ☐ Needs Improvement ☐ Satisfactory ☐ Above Satisfactory ☐ Outstanding

COMMENTS (if any):

TASK 4. PROBLEM ANALYSIS/DECISION MAKING:

Analyzes problems comprehensively and makes timely and practical decisions.

RATING: ☐ Unsatisfactory ☐ Needs Improvement ☐ Satisfactory ☐ Above Satisfactory ☐ Outstanding

COMMENTS (if any):

**FLORIDA INLAND NAVIGATION DISTRICT
EMPLOYEE PERFORMANCE APPRAISAL**

Name: Mark Crosley
Position: Executive Director
Date: September 2014

TASK 5. PROJECT MANAGEMENT:

Demonstrates the ability to successfully manage multiple projects and particularly those difficult projects that involve potential conflicts of interests with other governments, property owners or the general public.

RATING: ☐ Unsatisfactory ☐ Needs Improvement ☐ Satisfactory ☐ Above Satisfactory ☐ Outstanding

COMMENTS (if any):

TASK 6. COMMUNICATION:

Demonstrates the ability to accurately, clearly and timely communicate with staff, Commissioners, consultants, governmental agencies and the general public. Demonstrates effectiveness in keeping appropriate parties informed regarding the current status of activities and problems. Deals effectively with conflict.

RATING: ☐ Unsatisfactory ☐ Needs Improvement ☐ Satisfactory ☐ Above Satisfactory ☐ Outstanding

COMMENTS (if any):

**FLORIDA INLAND NAVIGATION DISTRICT
EMPLOYEE PERFORMANCE APPRAISAL**

Name: Mark Crosley
Position: Executive Director
Date: September 2014

TASK 7. INITIATIVE:

RATING: ☐ Unsatisfactory ☐ Needs Improvement ☐ Satisfactory ☐ Above Satisfactory ☐ Outstanding

Demonstrates a capacity for independently initiating projects and activities which bring about positive results. Approaches job related workload with minimum supervision and without reminders for scheduled routine duties. Indicates additional required tasks and has the ability to suggest or implement improvements to procedures. Demonstrates the ability to anticipate problems in advance and develop appropriate responses.

COMMENTS (if any):

TASK 8. QUALITY:

RATING: ☐ Unsatisfactory ☐ Needs Improvement ☐ Satisfactory ☐ Above Satisfactory ☐ Outstanding

Demonstrates accuracy, timeliness, appropriateness, and clarity in written, verbal, or other visible forms of communication. Achieves thoroughness and characteristic excellence in carrying-out functions of the position.

COMMENTS (if any):

**FLORIDA INLAND NAVIGATION DISTRICT
EMPLOYEE PERFORMANCE APPRAISAL**

Name: Mark Crosley
Position: Executive Director
Date: September 2014

TASK 9. COMMUNITY RELATIONS:

Demonstrates initiative and ability in representing the District and explaining its goals, operations, and accomplishments to the public, interested parties and government representatives.

RATING: ☐ Unsatisfactory ☐ Needs Improvement ☐ Satisfactory ☐ Above Satisfactory ☐ Outstanding

COMMENTS (if any):

TASK 10. ORGANIZATION AWARENESS:

Demonstrates knowledge of the District's organization and the waterway system. Effective in keeping all appropriate parties informed regarding current and changing status of the organization and its operations.

RATING: ☐ Unsatisfactory ☐ Needs Improvement ☐ Satisfactory ☐ Above Satisfactory ☐ Outstanding

COMMENTS (if any):

**FLORIDA INLAND NAVIGATION DISTRICT
EMPLOYEE PERFORMANCE APPRAISAL**

Name: Mark Crosley
Position: Executive Director
Date: September 2014

TASK 11. BOARD INTERACTION:

Works effectively and responsively with individual Board members and with the Board as a whole.

RATING: ☐ Unsatisfactory ☐ Needs Improvement ☐ Satisfactory ☐ Above Satisfactory ☐ Outstanding

COMMENTS (if any):

TASK 12. ATTITUDE:

Demonstrates a positive and appropriate attitude towards the District staff, the Board, and the general public. Approaches, accomplishes or perceives each task with the appropriate and positive attitude.

RATING: ☐ Unsatisfactory ☐ Needs Improvement ☐ Satisfactory ☐ Above Satisfactory ☐ Outstanding

COMMENTS (if any):

**FLORIDA INLAND NAVIGATION DISTRICT
EMPLOYEE PERFORMANCE APPRAISAL**

Name: Mark Crosley
Position: Executive Director
Date: September 2014

TASK 13. PRIORITIES:

Follows instructions as to the priorities of the assigned tasks by the Board and understands the need for the specific order of business to accomplish the priorities.

RATING: ☐ Unsatisfactory ☐ Needs Improvement ☐ Satisfactory ☐ Above Satisfactory ☐ Outstanding

COMMENTS (if any):

RATER'S OVERALL EVALUATION

RATING: ☐ Unsatisfactory ☐ Needs Improvement ☐ Satisfactory ☐ Above Satisfactory ☐ Outstanding

FIND SALARY COMPARISON FYE 2014/2015

PERSONNEL	CURRENT SALARY	CODY & ASSOC.			PEPIE		
		2012			2014		
		Min.	Midpoint	Max	Min.	Midpoint	Max.
Executive Director	117,500	110,000	135,000	160,000	127,323	155,241	185,031
Asst. Exec. Director	94,760	90,000	110,000	130,000	104,208	131,041	158,007
Finance Director	87,350	69,000	82,000	95,000	96,699	122,436	148,173
Information Manager	85,666	70,000	80,000	90,000	86,652	108,197	129,741
Field Projects Coordinator	79,941	53,000	68,250	83,500	57,170	71,302	85,434
Staff Assistant	55,323	40,500	51,250	62,000	30,361	35,113	46,439

Annual Total = \$403,039

A 3% Increase = \$12,091

Cody & Associates, Inc.

MANAGEMENT CONSULTANTS

305 Jack Drive, Cocoa Beach, Florida 32931
(321) 783-3720; FAX (321) 783-4353
E-mail: CodyAssociates@aol.com

August 29, 2012

Mr. David K. Roach
Executive Director
Florida Inland Navigation District
1314 Marcinski Rd.
Jupiter, Florida 33477

Dear Mr. Roach:

We have completed our assignment and are submitting the final report of our **Salary Study** for all positions in the service of the District.

This report has been prepared as an accounting of our assignment and to record our approach. The recommendations and comments in the report reflect our objective appraisal based on analysis and discussion to the extent possible within the scope of the assignment.

We appreciate this opportunity to again be of service to you and express our thanks for the cooperation and courtesy which was extended to us by all of your employees during the Study.

Sincerely,



N. E. Pellegrino
Principal Partner

RECOMMENDED SALARY RANGES

		PROPOSED PAY RANGE		
TITLE	CURRENT SALARY	MINIMUM	MIDPOINT	MAXIMUM
Executive Director	140,511	110,000	135,000	160,000
Assistant Executive Director	96,999	90,000	110,000	130,000
Information Manager	83,171	70,000	80,000	90,000
Finance Director	84,806	69,000	82,000	95,000
Field Projects Coordinator	77,612	53,000	68,250	83,500
Staff Assistant	53,712	40,500	51,250	62,000

PEPIE

Public Employers Personnel Information Exchange

2014 PEPIE SALARY SURVEY

April 2014

Agency Manager

Agency Manager											
Employer	Your Title	FLSA Status	Match (L,S,H)	Exec. (Y/N)	Supv. Level	Minimum	Midpoint	Maximum	Total EE in Dept.	Total Budget	Average Actual Salary
City of West Palm Beach	City Administrator	E	S	Yes	A	\$164,057	\$205,251	\$248,445	5	\$1,010,359.00	\$195,000
Palm Beach County Sheriff's Office	Sheriff	E	H	Yes	A	\$171,468	\$171,468	\$171,468	3628	\$509,243,437.00	\$171,468
	City Manager	E	S	Yes	A	\$139,062	\$167,084	\$195,105			\$179,696
Clerk & Comptroller, Palm Beach County	Clerk and Comptroller	E	S	Yes	A	\$162,549	\$162,549	\$162,549	765	\$62,363,102.00	\$162,549
City of Delray Beach	City Manager	E	S	Yes	A	\$117,436	\$152,672	\$187,907		\$494,200.00	\$160,014
Broward County Housing Authority	Chief Executive Officer	E	S	Yes	A	\$116,451	\$151,387	\$186,322	2		\$180,678
	City Manager	E	S	Yes	A	\$132,558	\$149,021	\$165,484	7	\$1,023,369	\$165,000
	County Administrator	E	H	Yes	A			\$200,000	7		\$140,000
	Mayor	E	S	Yes	A	\$15,000	\$82,500	\$150,000	11	\$1,081,452.00	\$117,221
City of Boca Raton	City Manager	E		Yes	A					\$324,146,400	
City of Boynton Beach	City Manager	E	S	Yes	A	Contract		Contract	7	Entire City	\$222,280
City of Coconut Creek	City Manager	E	S	Yes	A				7	\$3,702,995.00	\$169,950
City of Coral Springs	City Manager	E		Yes	A	N/A				\$1,818,300.00	\$200,283
City of Dania Beach	City Manager	E	S	Yes	A	Contract		Contract	8	156,536,037 entire city	\$213,282
City of Deerfield Beach	City Manager	E	S	Yes	A				3	\$780,519.25	
City of Greenacres	City Manager	E	S	Yes	A				4	\$904,357.00	\$158,175
City of Lauderdale Lakes	City Manager	E	S	Yes	A				8FT/6PT	\$1,083,044.00	\$169,539
City of Oakland Park	City Manager	E	H	Yes	A				2	\$300,810.00	\$156,905
City of Parkland	City Manager	E	H	Yes	A					\$714,348.00	
Palm Beach Gardens	City Manager	E	S	Yes	A	\$0		\$0	4	\$892,252.00	\$201,801
City of Pembroke Pines	City Manager	E	S	Yes	A						\$180,899
CITY OF POMPANO BEACH	City Manager	E	S	Yes	A	N/A		N/A	5	\$559,764.00	\$274,996
CITY OF RIVIERA BEACH	CITY MANAGER	E	S	Yes	A	CONTRACT			4	\$781,474	\$180,250
City of Stuart	City Manager	E	S	Yes	A	N/A		N/A	12	\$898,434	\$160,500
CITY OF TAMARAC	City Manager	E		Yes	A				5	\$403,625.00	\$155,000
Health Care District of Palm Beach County	Chief Executive Officer	E	S	Yes	A	At Board Discretion		At Board Discretion			\$214,832
Palm Beach County School District	Superintendent	E	H	Yes	A				4		\$247,208
SOUTH FLORIDA WATER MANAGEMENT DISTRICT	EXECUTIVE DIRECTOR	E	S	Yes	A	Contract		CONTRACT			\$236,385
Town of Davie	Town Administrator	E	S	Yes	A	CONTRACT			8	\$622.2MM	\$165,006
Town of Jupiter	Town Manager	E	S	Yes	A					\$1,980,062	\$190,000
Town of Lantana	Town Manager	E	S	Yes	A				3	\$360,471.00	\$117,000
Town of Palm Beach	Town Manager	E	S	Yes	A	Contract			12	\$802,669.00	\$220,000
The Village of Royal Palm Beach	Village Manager	E		Yes	A	Contract			1.5	\$717,671.00	\$178,911
Village of Tequesta	Village Manager	E	S	Yes	A				2		\$163,147
Village of Wellington	Village Manager	E		Yes	A						\$216,299
Actual Salary Results											
Average:						Minimum	Midpoint	Maximum	Simple Average:		
3rd Quartile:						\$127,323	\$155,241	\$185,031	\$201,801		
1st Quartile:						\$162,926	\$168,180	\$195,105	\$162,549		
Median:						\$124,997	\$152,029	\$168,476			
						\$135,810	\$157,610	\$186,322			

[illegible]

Finance Director/Chief Financial Officer

Employer	Your Title	FLSA Status	Match (L,S,H)	Exec. (Y/N)	Supv. Level	Minimum	Midpoint	Maximum	Total EE in Dept.	Total Budget	Average Actual Salary
Health Care District of Palm Beach County	Chief Operating Officer/Chief Financial Officer	E	H	Yes	B	\$191,859	\$268,705	\$945,550			\$286,021
Palm Beach County Sheriff's Office	Chief Operating Officer	E	H	No	C	\$177,300	\$183,378	\$189,456	192		\$185,280
Palm Beach County School District	Chief Operating Officer	E	H	Yes	A	\$116,858	\$155,946	\$195,034	7000		\$175,450
City of West Palm Beach	Director of Finance	E	S	Yes	B	\$114,194	\$142,871	\$171,547	34.5	\$3,882,275.00	\$118,750
Village of Wellington	Director of Admin and Financial Services	E		Yes	A	\$100,000	\$130,000	\$160,000	20		\$135,000
City of Coconut Creek	Finance & Administration Director	E	S	Yes	B	\$101,608	\$129,553	\$157,498	17	\$1,646,390.00	\$158,246
City of Pembroke Pines	Finance Director	E	S		B	\$102,024	\$127,586	\$153,088	18	2,965,106	\$153,088
City of Coral Springs	Director of Financial Services	E		Yes	B	\$102,000	\$127,500	\$153,000	25	\$2,545,778.00	\$140,224
CareSource PBC	Chief Financial Officer	E	S	Yes	B	\$94,400	\$127,450	\$160,500	3		\$145,000
Clerk & Comptroller, Palm Beach County	Chief Operating Officer - Finance	E	H	Yes	B	\$100,256	\$125,550	\$150,844	114		\$134,550
CITY OF TAMARAC	Director of Finance	E		Yes	B	\$98,000	\$122,000	\$146,000			\$146,000
Town of Palm Beach	Finance Director	E	S	Yes	B	\$91,864	\$119,662	\$147,460	18	\$1,046,498.00	\$147,460
City of Boca Raton	Financial Services Director	E		Yes	B	\$91,422	\$119,090	\$146,757		\$ 345,200.00	\$138,500
City of Oakland Park	Director of Financial Services and IT	E	H	Yes	B	\$91,028	\$118,336	\$145,644		\$1,207,233.00	
City of Margate	Director of Finance	E	S	Yes	A	\$97,599	\$117,266	\$136,933			\$136,933
Town of Davie	Budget and Finance Director	E	S	Yes	B	\$97,226	\$117,016	\$136,806	21	\$1,663,070	\$130,292
SOUTH FLORIDA WATER MANAGEMENT DISTRICT	BUREAU CHIEF - FINANCE	E	S		D	\$88,587	\$116,792	\$144,996	23	\$2.2MM	\$115,003
Palm Beach Gardens	Finance Administrator	E	S	Yes	B	\$91,134	\$116,746	\$142,357	9	\$914,324.00	\$142,357
CITY OF POMPANO BEACH	Finance Director	E	S		B	\$95,250	\$114,638	\$134,026	19	\$1,985,102	\$115,778
Town of Jupiter	Director, Finance	E	S	Yes	B	\$91,404	\$114,255	\$137,106	6	\$811,343.00	\$130,030
Broward County Housing Authority	Chief Financial Officer	E	S	Yes	B	\$87,491	\$113,738	\$139,985	6		\$124,714
City of Delray Beach	Finance Director	E	S	Yes	B	\$87,443	\$113,682	\$139,921		\$2,520,510.00	vacant
CITY OF RIVIERA BEACH	DIR. FINANCE & ADMIN. SERVICES	E	H	Yes	B	\$90,816	\$113,520	\$136,223	20	\$1,427,531	\$111,604
PALM BEACH STATE COLLEGE	Controller	E	H	Yes	B	\$73,940	\$113,510	\$153,080	51		\$104,744
The Village of Royal Palm Beach	Finance Director	E	S	Yes	B	\$91,616	\$113,336	\$135,055	9	\$1,302,073.00	\$135,055
City of Stuart	Financial Services Director	E	S	Yes	B	\$88,878	\$110,425	\$131,972	7	\$751,273.00	\$131,972
City of Lauderdale Lakes	Director of Financial Services	E	H	Yes	B	\$88,275	\$110,282	\$132,288	8	\$782,180.00	\$105,997
City of Boynton Beach	Director, Finance/Treasurer	E	S	Yes	B	\$95,804	\$107,256	\$128,707	40.5	\$1,422,594.00	\$108,150
City of Plantation	Financial Services Director	E	S	Yes	B	\$80,153	\$107,169	\$134,185	18	\$1,551,523.00	\$91,000
City of Hallandale Beach	Director of Finance	E	S	Yes	B	\$93,849	\$105,497	\$117,145	21	\$1,149,517	\$103,563
City of Greenacres	Finance Director	E	S	Yes	B	\$83,483	\$104,980	\$126,477	13	\$1,251,662.00	\$95,076
City of Deerfield Beach	Director of Finance	E	S		B	\$83,458	\$104,322	\$125,185	19	\$1,361,037.00	\$118,926
City of Dania Beach	Finance Director	E	S	Yes	B	\$80,372	\$103,418	\$126,464	15	\$1,498,451.93	\$121,975
Village of Tequesta	Finance Director	E	S		B	\$78,970	\$102,662	\$126,353	5		\$114,159
Town of Lantana	Finance Director	E	H	Yes	B	\$95,730	\$114,876	\$141,876	9	\$891,814.00	\$87,624
City of Parkland	Finance Director	E	S	Yes	B	\$76,003	\$93,864	\$111,725	1		\$106,143
Broward County Sheriff's Office	Director of Finance	E	S	Yes	B				1		\$140,078

2014 PEPIE SALARY SURVEY

[illegible]

[illegible]

2043 PEPPIE SALARY SURVEY

Executive Assistant/Secretary		Your Title	Match (L,S,H)	FLSA Status	Minimum	Midpoint	%tile	Maximum	# of Budget Positions	# of Filled Positions	Rank	Actual Salary
Career Source Pac	City Of Plantation	Executive Assistant	S	EX	\$48,700	\$65,750	100%	\$82,800	1	1	2	\$77,700
		Executive Aide to the Mayor	S	EX	\$50,439	\$64,763	97%	\$79,086	1	1	18	\$57,582
City Of Hallandale Beach	Town Of Davie	Executive Assistant to the City Manager	S	EX	\$56,867	\$63,991	94%	\$71,115	1	1	4	\$69,305
		Administrative Aide	S	NE	\$52,408	\$63,076	91%	\$73,743	8	8	5	\$68,248
City Of Coconut Creek	City Of Margate	Executive Administrative Assistant	H	NE	\$48,797	\$62,202	88%	\$75,608	1	1	1	\$94,598
		Executive Assistant	S	NE	\$51,380	\$61,734	85%	\$72,087	1	1	13	\$60,697
Palm Beach County School District	City Of Oakland Park	Executive Secretary	S	NE	\$41,572	\$60,444	82%	\$79,315		25	19	\$56,293
		Executive Assistant	S	EX	\$45,975	\$59,768	79%	\$73,560	1	1		
City Of Boynton Beach	EXEC ASST TO EXECUTIVE DIR	Administrative Assistant-City Manager's Office	S	EX	\$47,465	\$59,331	76%	\$71,197	1	1	25	\$49,440
		EXEC ASST TO EXECUTIVE DIR	S	NE	\$42,598	\$57,813	74%	\$73,028	1	1	21	\$53,310
South Florida Water Management District	Town Of Palm Beach	Executive Assistant	S	NE	\$44,370	\$57,203	71%	\$70,036	1	1	3	\$70,036
		Executive Secretary	S	NE	\$45,492	\$56,580	68%	\$67,668	11	11	10	\$63,982
Village Of Royal Palm Beach	City Of Hollywood	Executive Secretary	S	NE	\$44,518	\$55,072	65%	\$65,626	1	1	14	\$60,604
		Executive Assistant	S	EX	\$35,000	\$55,000	62%	\$75,000	2	2	7	\$66,778
City Of Coral Springs	Health Care District Of Palm Beach County	Executive Asst to City Manager		NE	\$43,000	\$53,500	59%	\$64,000	1	1	24	\$50,500
		Administrative Coordinator	S	NE	\$40,997	\$53,300	56%	\$65,603	2	2	23	\$50,575
Broward County Housing Authority	City Of Tamarac	Executive Assistant	S	NE	\$40,816	\$53,061	53%	\$65,306	1	1	9	\$65,306
		Executive Assistant		NE	\$39,388	\$52,884	50%	\$66,380	1	1	8	\$66,380
City Of Lauderdale Lakes	Clerk & Comptroller, Palm Beach County	Executive Coordinator	S	EX	\$41,574	\$52,274	47%	\$62,974	1	1	27	\$45,500
		Executive Administrative Assistant	S	NE	\$40,726	\$52,042	44%	\$63,357	1	1	12	\$61,506
City Of Deerfield Beach	City Of Greenacres	Office Supervisor	H	NE	\$41,367	\$51,709	41%	\$62,050	4	3	16	\$58,152
		Executive Secretary	S	NE	\$40,521	\$50,956	38%	\$61,390	1	1	26	\$47,816
Town Of Lantana	Broward County Sheriff's Office	Executive Assistant/Deputy Town Clerk	S	NE	\$40,618	\$50,773	35%	\$60,927	1	1	31	\$41,677
		Administrative Assistant	S	NE	\$39,745	\$50,701	32%	\$61,657		25	17	\$58,095
Town Of Jupiter	City Of Boca Raton	Executive Assistant	S	EX	\$40,323	\$50,403	29%	\$60,486	1	1	6	\$67,147
		Executive Office Manager	H	NE	\$37,115	\$48,868	24%	\$60,620	1	1	15	\$59,431
City Of Pompano Beach	City Of Dania Beach	Executive Secretary	S	NE	\$40,346	\$48,560	21%	\$56,773	1	1	11	\$62,592
		Executive Assistant to City Manager	H	NE	\$36,680	\$47,814	18%	\$58,947	1	1	22	\$51,254
City Of Delray Beach	Martin County Book	Executive Assistant	S	NE	\$37,460	\$47,756	15%	\$58,052	10	7	28	\$45,269
		Executive Aide	S	EX	\$36,114	\$47,626	12%	\$59,138	12	12	32	\$41,118
Palm Beach State College	City Of Stuart	Executive Administrative Assistant	S	NE	\$31,547	\$47,398	9%	\$63,249	6	5	30	\$44,528
		Executive Administrative Assistant	S	NE	\$36,974	\$45,918	6%	\$54,863	2	2	29	\$45,044
Children's Services Council Of Palm Beach County	City Of Pembroke Pines	Administrative Assistant IV	S	NE	\$34,357	\$44,620	3%	\$54,883	4	4	33	\$40,716
		SAME	S	EX			0%	\$55,203	1	1	20	\$55,203

2043 PEPIE SALARY SURVEY

[illegible]

2043 PEPiE SALARY SURVEY

Chief Inspector												
Employer Name	Your Title	Match (L,S,H)	FLSA Status	Minimum	Midpoint	%tile	Maximum	# of Budget Positions	# of Filled Positions	Rank	Actual Salary	
City Of Riviera Beach	BUILDING OFFICIAL	S	EX	\$66,098	\$82,623	100%	\$99,148	1	1	11	\$72,708	
City Of Coral Springs	Chief Inspector		EX	\$64,000	\$81,000	94%	\$98,000	3	3	13	\$67,382	
Palm Beach County School District	Sr Construction Inspector	S	EX	\$63,360	\$79,763	88%	\$96,165		1	8	\$75,701	
City Of Parkland	Chief Building Inspector	S	EX	\$60,714	\$74,982	82%	\$89,249	3	3	4	\$84,246	
	Chief											
	Inspector/Mechanical/Plumbing											
City Of Plantation	g/Electric	S	EX	\$55,655	\$73,525	76%	\$91,394	3	3	7	\$75,719	
City Of Pompano Beach	Chief Building Inspector	S	NE	\$60,780	\$73,152	71%	\$85,523	4	4	1	\$94,290	
City Of Wellington	Chief Building Inspector		EX	\$60,000	\$72,500	65%	\$85,000	1	1	3	\$84,593	
City Of Coconut Creek	Chief Structural Inspector	S	NE	\$56,805	\$72,405	59%	\$88,005	1	1	2	\$92,997	
	Chief											
	Struct/Elect/Mech/Plumbing											
Town Of Davie	Inspector	S	NE	\$59,231	\$71,462	53%	\$83,692	5	5	5	\$83,928	
Town Of Jupiter	Chief Building Inspector	S	EX	\$55,870	\$69,838	47%	\$83,805	1	1	16	\$61,100	
City Of Hallandale Beach	Chief Inspector/Plans Examiner	H	NE	\$61,339	\$68,931	41%	\$76,523	3	3	9	\$75,289	
City Of Palm Beach Gardens	Chief Building Inspector	H	NE	\$53,328	\$67,964	35%	\$82,599	1	1		vacant	
City Of Boca Raton	Assistant Building Official	H	EX	\$50,875	\$67,094	29%	\$83,312	1	1	10	\$75,000	
City Of Boynton Beach	Chief Field Inspector	S	EX	\$53,424	\$66,780	24%	\$80,135	1	1	14	\$67,093	
Martin County Bock	Chief Inspector/Plans Examiner	S	EX	\$49,000	\$64,000	18%	\$79,000	3	3	6	\$76,500	
City Of West Palm Beach	Chief Building Inspector	S	NE	\$50,989	\$63,736	12%	\$76,483		3	12	\$69,740	
Village Of Royal Palm Beach	Chief Inspector	S	NE	\$50,430	\$62,385	6%	\$74,340	1	1	15	\$62,772	
				Minimum	Midpoint		Maximum					
	Average:			\$57,170	\$71,302		\$85,434					
	3rd Quartile:			\$60,780	\$73,525		\$89,249					
	1st Quartile:			\$53,328	\$67,094		\$80,135					
	Median:			\$56,805	\$71,462		\$83,805					

State's robust recovery outpaces nation, aids workers

March 25, 2014|By Marcia Heroux Pounds, Sun Sentinel

Florida's economy in 2014 is now leading the nation in job growth and overall recovery despite once being a straggler behind other states, a prominent University of Central Florida economist said in his first quarter economic forecast released Tuesday.

He said Florida is now the front-runner thanks to a declining unemployment rate, payroll increases and overall economic activity.

"This has been no small accomplishment," said Sean Snaith, the director of UCF's Institute for Economic Competitiveness and member of national forecasting panels including The Wall Street Journal's Economic Forecasting Survey and the Associated Press' Economic Survey.

J. Antonio Villamil, an economist with The Washington Economics Group, said he agrees Florida is outpacing the nation in payroll growth. Payroll in the state has jumped about 2.6 percent in 2014 and increased over 2 percent in 2013 while the nation's growth has remained sluggish at about 1 percent, he said.

"We've got momentum," Villamil said.

The state also is benefiting from a rise in sales tax revenues, which are up 7 percent so far in 2014 and jumped 6.5 percent a year ago thanks to skyrocketing tourism and a boost in consumer confidence, Villamil said.

Florida was one of the first to feel the recession's effect with job losses starting in April 2007, several months before other states. When the national recovery began in June 2009, Florida lagged behind the pace of the U.S. economic recovery for several years.

In South Florida, employment is expected to grow by 2.3 percent each year through 2017. Unemployment is forecast to moderate to an average of 5.7 percent, Snaith said.

Snaith said workers in the Pompano Beach-Fort Lauderdale-Miami metro region could see a 2.9 percent wage hike as the state's recovery continues and average annual wages will grow to \$55,200, he said.

The metro area's fastest growing sector will be construction, at an average of 9.2 percent a year through 2017, followed by professional and business services, at 4.2 percent each year, according to the forecast.

In the West Palm Beach area, payroll is growing even faster than in Fort Lauderdale-Miami, Snaith said. He said that region has a higher share of employment in construction and in professional and business services, and he expects that growth to continue through 2017.

Statewide, unemployment rates have fallen from their peaks, and they will continue to decline through 2017, Snaith said. Florida's unemployment rate — currently 6.1 percent — should hit 5.4 percent by the end of 2017, Snaith said.

The sectors expected to have the strongest average job growth during 2014-2017, according to payroll surveys, are construction (10 percent); professional and business services (4.3 percent); trade, transportation and utilities, which includes retail (4.0 percent); education and health services (2.3 percent); and leisure & hospitality (1.8 percent).

Snaith also points to the jump in statewide housing starts, expected to be more than 108,000 in 2014 and rise to 165,500 by 2017, for the economic recovery.



NEWS RELEASE



Transmission of material in this release is embargoed until
8:30 a.m. (EDT) Wednesday, September 17, 2014

USDL-14-1711

Technical information: (202) 691-7000 • Reed.Steve@bls.gov • www.bls.gov/cpi
Media Contact: (202) 691-5902 • PressOffice@bls.gov

CONSUMER PRICE INDEX – AUGUST 2014

The Consumer Price Index for All Urban Consumers (CPI-U) decreased 0.2 percent in August on a seasonally adjusted basis, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index increased 1.7 percent before seasonal adjustment.

The seasonally adjusted decline in the all items index was the first since April 2013. The indexes for food and shelter rose, but the increases were more than offset by declines in energy indexes, especially gasoline. The energy index fell 2.6 percent, with the gasoline index declining 4.1 percent and the indexes for natural gas and fuel oil also decreasing.

The index for all items less food and energy was unchanged in August; this was the first month since October 2010 that the index did not increase. While the shelter index increased and the indexes for new vehicles and for alcoholic beverages also rose, these advances were offset by declines in several indexes, including airline fares, recreation, household furnishings and operations, apparel, and used cars and trucks.

The all items index increased 1.7 percent over the last 12 months, a decline from the 2.0 percent figure for the 12 months ending July, and the smallest 12-month change since March. The index for all items less food and energy also rose 1.7 percent over the last 12 months. The food index has risen 2.7 percent over the span, while the energy index has increased 0.4 percent.

Chart 1. One-month percent change in CPI for All Urban Consumers (CPI-U), seasonally adjusted, Aug. 2013 - Aug. 2014
Percent change

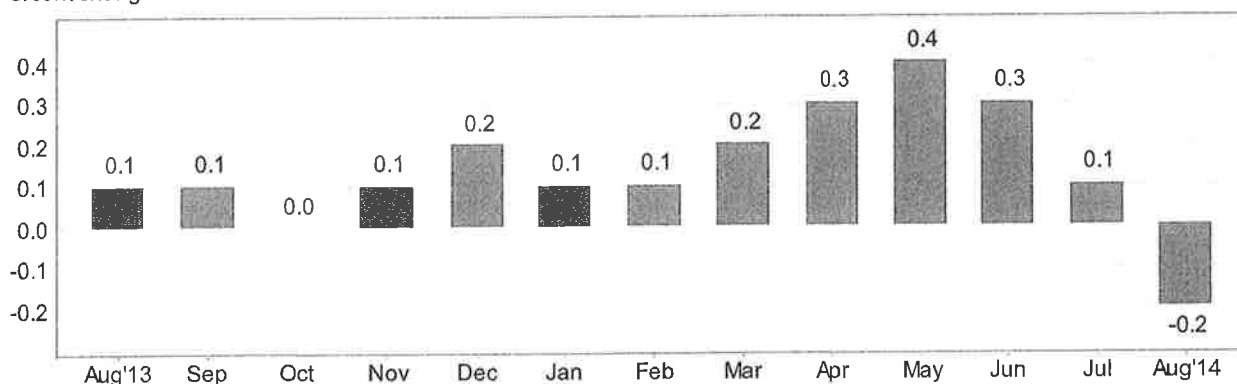


Chart 2. 12-month percent change in CPI for All Urban Consumers (CPI-U), not seasonally adjusted, Aug. 2013 - Aug. 2014
Percent change

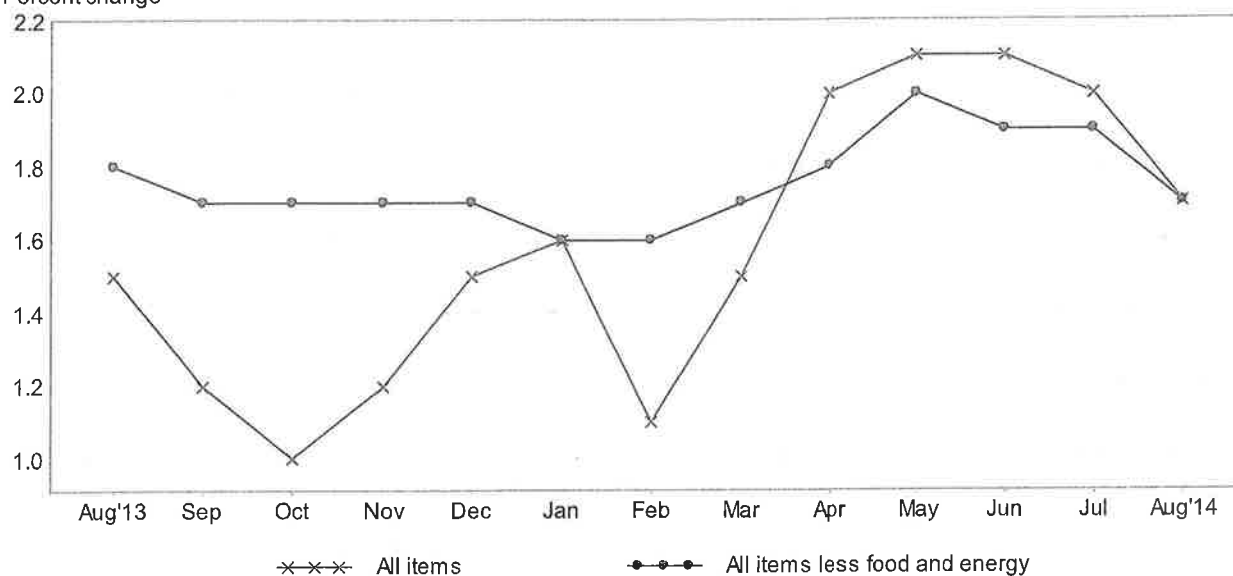


Table A. Percent changes in CPI for All Urban Consumers (CPI-U): U.S. city average

	Seasonally adjusted changes from preceding month							Un- adjusted 12-mos. ended Aug. 2014
	Feb. 2014	Mar. 2014	Apr. 2014	May 2014	June 2014	July 2014	Aug. 2014	
All items .....	.1	.2	.3	.4	.3	.1	-.2	1.7
Food .....	.4	.4	.4	.5	.1	.4	.2	2.7
Food at home .....	.5	.5	.4	.7	.0	.4	.2	2.9
Food away from home ¹ .....	.3	.3	.3	.2	.2	.3	.2	2.5
Energy	-.5	-.1	.3	.9	1.6	-.3	-2.6	.4
Energy commodities	-1.3	-2.0	1.9	.6	3.0	-.3	-3.9	-2.4
Gasoline (all types)	-1.7	-1.7	2.3	.7	3.3	-.3	-4.1	-2.8
Fuel oil ¹	4.1	-2.9	-3.0	-1.4	-1.7	-.7	-1.2	-.2
Energy services .....	.7	2.6	-1.9	1.4	-.4	-.4	-.6	4.6
Electricity	-.2	1.1	-2.6	2.3	.2	-.3	.1	4.1
Utility (piped) gas service	3.6	7.5	.3	-1.7	-2.6	-.4	-2.8	5.8
All items less food and energy .....	.1	.2	.2	.3	.1	.1	.0	1.7
Commodities less food and energy								
commodities	-.1	.0	.1	.1	.1	.0	-.1	-.4
New vehicles .....	.1	.0	.3	.2	-.3	.3	.2	.4
Used cars and trucks	-.1	.4	.5	-.1	-.4	-.3	-.3	.0
Apparel	-.3	.3	.0	.3	.5	.2	-.2	.0
Medical care commodities .....	.6	-.3	.3	.5	.7	.3	-.1	2.6
Services less energy services .....	.2	.3	.3	.3	.1	.1	.0	2.5
Shelter .....	.2	.3	.2	.3	.2	.3	.2	2.9
Transportation services .....	.3	.2	.7	1.0	.1	-.7	-.6	1.5
Medical care services .....	.2	.3	.3	.3	.0	.1	.0	1.9

¹ Not seasonally adjusted.

Consumer Price Index Data for August 2014

Food

The food index rose 0.2 percent in August after increasing 0.4 percent in July. The food at home index was also up 0.2 percent, with the six major grocery store food group indexes split between three increases and three declines. The index for meats, poultry, fish, and eggs rose 1.5 percent in August, the largest increase among the groups. The index for beef and veal rose 4.2 percent, its largest increase since November 2003. The index for dairy and related products rose 0.6 percent, and the cereals and bakery products index advanced 0.2 percent. In contrast, the index for fruits and vegetables fell 0.8 percent in August, with the indexes for fresh fruits and fresh vegetables both declining. The index for nonalcoholic beverages also declined in August; its 0.2 percent decrease was its first decline since April. The index for other food at home, which rose 0.7 percent in July, decreased 0.2 percent in August. Over the last 12 months, the food at home index has risen 2.9 percent, with the index for meats, poultry, fish and eggs up 8.8 percent. Nonalcoholic beverages was the only major grocery store food group index to decline over the span, falling 0.2 percent. The index for food away from home advanced 0.2 percent in August and has increased 2.5 percent over the past 12 months.

Energy

The energy index, which declined 0.3 percent in July, fell 2.6 percent in August, its largest decline since March 2013. The gasoline index fell 4.1 percent in August following a 0.3 percent decline in July. (Gasoline prices also decreased 4.1 percent before seasonal adjustment.) The index for natural gas also fell in August; its 2.8 percent decline was the fourth decrease in a row. The fuel oil index declined for the sixth consecutive month, falling 1.2 percent. The electricity index was the only major energy component index to increase in August, advancing 0.1 percent. Over the last 12 months, the index for natural gas has risen 5.8 percent despite the recent declines, and the electricity index has increased 4.1 percent. However, the gasoline index has decreased 2.8 percent and the fuel oil index has declined 0.2 percent.

All items less food and energy

The index for all items less food and energy was unchanged in August after rising 0.1 percent in both June and July. The shelter index advanced 0.2 percent in August after a 0.3 percent increase in July. The indexes for rent and owners' equivalent rent both increased 0.2 percent, while the lodging away from home index rose 0.8 percent. The index for alcoholic beverages rose 0.8 percent in August, its largest increase since January 2007. The new vehicles index, which increased 0.3 percent in July, rose 0.2 percent in August, and the personal care index advanced 0.1 percent. In contrast to these increases, the index for airline fares fell sharply for the second month in a row, declining 4.7 percent. The recreation index fell 0.4 percent in August, its largest decline since December 2009. The index for household furnishings and operations fell 0.3 percent, and the apparel index declined 0.2 percent. The medical care index was unchanged in August, the first time since December 2013 it did not increase. The index for medical care services was unchanged, as was the index for prescription drugs. The tobacco index was also unchanged in August.

The index for all items less food and energy has risen 1.7 percent over the last 12 months. The shelter index has risen 2.9 percent over this span, and the medical care index has increased 2.1 percent. The index for new vehicles has risen 0.4 percent, while the indexes for apparel and for used cars and trucks are both unchanged over the span. The index for airline fares has declined 2.7 percent.

Not seasonally adjusted CPI measures

The Consumer Price Index for All Urban Consumers (CPI-U) increased 1.7 percent over the last 12 months to an index level of 237.852 (1982-84=100). For the month, the index fell 0.2 percent prior to seasonal adjustment.

The Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) increased 1.6 percent over the last 12 months to an index level of 234.030 (1982-84=100). For the month, the index fell 0.2 percent prior to seasonal adjustment.

The Chained Consumer Price Index for All Urban Consumers (C-CPI-U) increased 1.5 percent over the last 12 months. For the month, the index fell 0.2 percent on a not seasonally adjusted basis. Please note that the indexes for the post-2012 period are subject to revision.

The Consumer Price Index for September 2014 is scheduled to be released on Wednesday, October 22, 2014, at 8:30 a.m. (EDT).