



City of Tarpon Springs, Florida

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To: Mayor, Vice-Mayor and Commissioners

From: Mark G. LeCouris, City Manager

Subject: Salary Survey for FY 2022 Budget – Summary of Findings

Methodology:

City staff completed an extensive salary survey of all non-bargaining unit positions as requested by the Board of Commissioners during the ratification process for our collective bargaining units. The survey compares the range minimums and maximums for the City of Tarpon Springs to an average of the minimums and maximums for the cities of Dunedin, Oldsmar, Largo and Pinellas Park and the counties of Pinellas and Pasco. These localities have been our primary competitors for human resources.

Additional competitors have been included in the survey for some specialty positions. For instance, for some golf course positions the Tampa Sports Authority was. For Police and Fire non-bargaining unit positions, the countywide average was included. Charter positions (pay grades B1, B3 and B4) were excluded from the results highlighted below. Following are observations from the resulting data for the Board's review.

Findings:

- The overall average shows Tarpon Springs approximately 8.5% below the average on range minimums and 4.6% below the average on range maximums.
- Total Positions Surveyed = 164. Results are color coded as follows

<u>Category</u>	<u>Minimums</u>	<u>Maximums</u>
Above Average (orange)	22	56
1 – 9% Below Average (green)	81	63
More than 10% Below Average (yellow)	56	40
Poor Comparisons Available (blue)	5	5

- Nearly 66% of position minimums and over 70% of maximums fall within 10% of the survey average
- Of 56 minimums over 10% below the survey average, 34% are in pay grades 22-28
- Of 40 maximums over 10% below the survey average, 40% are in pay grades 22-28
- There are 25 positions in pay grades 22-28 (15% of 164 positions surveyed)
- An additional 17.8% (minimums) and 22.5% (maximums) of positions more than 10% below average fall in pay grades 17-21 (30 positions surveyed are in these pay grades which typically comprises middle management and higher level technical positions).
- Based on the results of the survey, our efforts over the last several years to bring up the salaries of our rank-and-file employees has been successful. For positions in grade 16 and below, only 27 of 109 were more than 10% below the survey average.
- A number of recent hires required start salaries well above the minimum, and some at the maximum of the pay grade in order to be competitive and attract the best candidate.
- **Range Penetration:** A study of range penetration shows that few employees are less than 10% into their range. 17 regular, full-time employees were under 10% into their range. An additional 13 employees were under 15% into their range.

For employees in pay grades 22-28, 19 are more than 75% into their range, 4 are over 90% and 5 are at 100% of their maximum. Over all grades, 43 employees are within 75% of the maximum pay for their range.

- **Charter Officials:** The survey compared actual salary for the City Clerk and City Manager. The unfilled position of Internal Auditor utilized the survey data that was gathered for the commission when the job description and pay range was approved.