



Tarpon Springs									Dunedin			Oldsmar			Largo			Pinellas Park			Pasco County			Pinellas County					
Position Title	Grade FY 21	Current Minimum	Current Maximum	Survey Average Minimum	Variation	Survey Average Maximum	Variation		Job Title	Minimum	Maximum	Job Title	Minimum	Maximum	Job Title	Minimum	Maximum	Job Title	Minimum	Maximum	Job Title	Minimum	Maximum	Job Title	Minimum	Maximum			
Billing Technician I / UA Division Coordinator	12	\$ 34,352	\$ 55,342	\$ 36,088	5.05%	\$ 56,316	1.76%		Utility Billing Technician	\$ 31,419	\$ 50,270	Senior Administrative Assistant	\$ 35,505	\$ 49,712	Administrative Assistant	\$ 31,200	\$ 49,920	Senior Customer Service Representative	\$ 34,603	\$ 52,651	Customer Service Supervisor - Meter Reading Services	\$ 38,730	\$ 63,211	Utility Billing Coordinator	\$ 45,073	\$ 72,134			
Wastewater Division Coordinator	12	\$ 34,352	\$ 55,342	\$ 34,478	0.37%	\$ 53,689	-2.99%		Senior Administrative Assistant	\$ 35,043	\$ 56,069	Senior Administrative Assistant	\$ 35,505	\$ 49,712	Administrative Assistant	\$ 31,200	\$ 49,920	Public Works Clerk	\$ 35,468	\$ 53,968	Administrative Secretary II	\$ 31,856	\$ 51,970	Administrative Support Specialist I	\$ 37,793	\$ 60,486			
Water Division Coordinator	12	\$ 34,352	\$ 55,342	\$ 34,478	0.37%	\$ 53,689	-2.99%		Senior Administrative Assistant	\$ 35,043	\$ 56,069	Senior Administrative Assistant	\$ 35,505	\$ 49,712	Administrative Assistant	\$ 31,200	\$ 49,920	Public Works Clerk	\$ 35,468	\$ 53,968	Administrative Secretary II	\$ 31,856	\$ 51,970	Administrative Support Specialist I	\$ 37,793	\$ 60,486			
Accounting Technician	12	\$ 34,352	\$ 55,342	\$ 35,276	2.69%	\$ 54,682	-1.19%		Accounts Technician	\$ 33,231	\$ 53,170	Accounting Technician	\$ 35,505	\$ 49,712	Senior Accounting Clerk	\$ 30,139	\$ 43,929	Accounting Technician	\$ 36,354	\$ 55,317	Accounting Clerk III	\$ 35,121	\$ 57,326	Accounting and Finance Technician	\$ 36,171	\$ 57,886			
Assistant Theater Operations Manager	12	\$ 34,352	\$ 55,342	\$ 32,591	-5.13%	\$ 49,999	-9.65%		IT Services Technician	\$ 35,043	\$ 56,069	Code Enforcement Officer	\$ 44,366	\$ 62,129	Technical Assistant	\$ 30,139	\$ 43,929	Community Compliance Specialist	\$ 37,263	\$ 56,700	Code Enforcement Officer	\$ 38,721	\$ 63,202	Code Enforcement Officer	\$ 41,288	\$ 66,060			
Code Enforcement Officer	12	\$ 34,352	\$ 55,342	\$ 41,712	21.43%	\$ 64,994	17.42%		Code Enforcement Inspector	\$ 36,865	\$ 58,985	Code Enforcement Officer	\$ 44,366	\$ 62,129	Facilities Maintenance Specialist	\$ 31,577	\$ 46,155	Facilities Maintenance Supervisor	\$ 46,536	\$ 70,811	Facilities Maintenance Supervisor	\$ 44,850	\$ 88,916	Trades - Field Services Supervisor	\$ 45,073	\$ 72,134			
Cemetery Assistant Operator	12	\$ 34,352	\$ 55,342	\$ 31,945	-7.01%	\$ 51,591	-6.78%		Senior Forman Facilities Mtce	\$ 40,479	\$ 64,767	Fleet Technician Support Assistant	\$ 33,231	\$ 53,170	Utilities Mechanic II	\$ 40,414	\$ 58,822	Automotive Mechanic	\$ 38,324	\$ 58,316	Fleet Technician Assistant	\$ 28,894	\$ 47,163	Fleet Service Coordinator	\$ 39,499	\$ 63,211			
Facilities Maintenance Supervisor	12	\$ 34,352	\$ 55,342	\$ 47,669	38.77%	\$ 75,891	37.13%		Water Maintenance Mechanic	\$ 40,479	\$ 64,767	Water Maintenance Mechanic	\$ 40,479	\$ 64,767	Lead Maintenance Worker	\$ 34,632	\$ 48,484	Pump Station Mechanic	\$ 31,856	\$ 51,970	Utilities Maintenance Specialist III	\$ 37,793	\$ 60,486						
Fleet Assistant	12	\$ 34,352	\$ 55,342	\$ 36,165	5.28%	\$ 55,353	0.02%		Fleet Technician Support Assistant	\$ 33,231	\$ 53,170	Wastewater Collection Technician	\$ 36,866	\$ 58,985	Wastewater Collection Technician I	\$ 31,657	\$ 46,155	Senior Utilities Technician	\$ 35,588	\$ 54,150	Utility Worker II	\$ 27,518	\$ 44,914	Utilities Maintenance Specialist II	\$ 34,611	\$ 55,390			
Maintenance Mechanic II (Utilities)	12	\$ 34,352	\$ 55,342	\$ 37,035	7.81%	\$ 55,908	2.83%		Water Distribution Technician	\$ 36,866	\$ 58,985	Water Distribution Technician	\$ 36,866	\$ 58,985	Distribution Operator III	\$ 32,947	\$ 46,134	Librarian I	\$ 40,657	\$ 64,342	Librarian I	\$ 33,280	\$ 47,840						
Wastewater Collection Technician I	12	\$ 34,352	\$ 55,342	\$ 31,919	-3.21%	\$ 51,919	-6.19%		Water Distribution Technician	\$ 36,866	\$ 58,985	Water Distribution Technician	\$ 36,866	\$ 58,985	Distribution Operator III	\$ 32,947	\$ 46,134	Librarian I	\$ 40,657	\$ 64,342	Librarian I	\$ 33,280	\$ 47,840						
Water Distribution Technician I	12	\$ 34,352	\$ 55,342	\$ 33,506	-2.46%	\$ 51,915	-6.19%		Water Distribution Technician	\$ 36,866	\$ 58,985	Water Distribution Technician	\$ 36,866	\$ 58,985	Distribution Operator III	\$ 32,947	\$ 46,134	Librarian I	\$ 40,657	\$ 64,342	Librarian I	\$ 33,280	\$ 47,840						
Librarian I	13	\$ 36,070	\$ 58,110	\$ 38,539	6.84%	\$ 59,022	1.57%		Librarian	\$ 36,865	\$ 58,985	Librarian	\$ 42,224	\$ 59,113	Librarian	\$ 36,046	\$ 57,699	Librarian	\$ 42,160	\$ 64,151	Emergency Communications Officer I - Radio	\$ 33,449	\$ 54,589	Lead Pump Station Mechanic	\$ 35,131	\$ 57,325			
Crime Scene Technician - Property Clerk	13	\$ 36,070	\$ 58,110	\$ 32,385	-10.22%	\$ 49,577	-14.69%		Librarian	\$ 36,865	\$ 58,985	Librarian	\$ 42,224	\$ 59,113	Librarian	\$ 36,046	\$ 57,699	Librarian	\$ 42,160	\$ 64,151	Emergency Communications Officer I - Radio	\$ 33,449	\$ 54,589	Lead Pump Station Mechanic	\$ 35,131	\$ 57,325			
Police Dispatcher	13	\$ 36,070	\$ 58,110	\$ 35,801	-0.75%	\$ 54,880	-5.56%		Water Maintenance Mechanic	\$ 40,479	\$ 64,767	Lead Utilities Maintenance Mechanic	\$ 39,208	\$ 54,891	Telecommunicator	\$ 36,691	\$ 53,352	Public Safety Dispatcher	\$ 37,263	\$ 56,700	Emergency Communications Officer I - Radio	\$ 33,449	\$ 54,589	Lead Pump Station Mechanic	\$ 35,131	\$ 57,325			
Maintenance Mechanic III (Utilities)	13	\$ 36,070	\$ 58,110	\$ 39,004	8.14%	\$ 59,849	2.99%		Water Maintenance Mechanic	\$ 40,479	\$ 64,767	Lead Utilities Maintenance Mechanic	\$ 39,208	\$ 54,891	Utilities Mechanic III	\$ 42,411	\$ 61,776	Recreation Coordinator	\$ 42,160	\$ 64,151	Park Site Supervisor II	\$ 40,657	\$ 66,342	Utilities Plant Operator C	\$ 36,877	\$ 60,190			
Golf Course Assistant Manager	13	\$ 36,070	\$ 58,110	\$ 41,481	15.00%	\$ 66,382	14.24%		Asst Mgr / Head Pro	\$ 41,479	\$ 66,100	Recreation Center Coordinator	\$ 36,400	\$ 50,960	Athletics Program Supervisor	\$ 41,662	\$ 66,664	Athletics Program Supervisor	\$ 41,662	\$ 66,664	Recreation Coordinator	\$ 42,160	\$ 64,151	Utilities Plant Operator C	\$ 36,877	\$ 60,190			
Recreation Supervisor	13	\$ 36,070	\$ 58,110	\$ 40,220	11.50%	\$ 62,029	6.74%		Water Plant Operator	\$ 36,865	\$ 58,985	Water Plant Operator C	\$ 34,362	\$ 48,484	Treatment Plant Operator C	\$ 36,691	\$ 53,352	Water Plant Operator C	\$ 36,877	\$ 60,190	Utilities Plant Operator C	\$ 36,877	\$ 60,190						
Utility Opr - Water Plant Operator C	13	\$ 36,070	\$ 58,110	\$ 37,219	3.33%	\$ 57,414	-1.20%		Senior Wastewater Collection Technician	\$ 36,865	\$ 58,985	Senior Wastewater Collection Technician	\$ 36,865	\$ 58,985	Wastewater Collection Technician II	\$ 34,902	\$ 50,835	Wastewater Collection Technician II	\$ 34,902	\$ 50,835	Utility Worker III	\$ 30,339	\$ 49,518	Water-Wastewater Plant Operator I	\$ 41,288	\$ 66,060			
Wastewater Collection Technician II	13	\$ 36,070	\$ 58,110	\$ 34,975	-3.04%	\$ 54,956	-5.43%		Water Plant Operator	\$ 36,865	\$ 58,985	Water Plant Operator C	\$ 34,362	\$ 48,484	Treatment Plant Operator C	\$ 36,691	\$ 53,352	Wastewater Collection Technician II	\$ 34,902	\$ 50,835	Utility Worker III	\$ 30,339	\$ 49,518	Utilities Maintenance Specialist III	\$ 37,793	\$ 60,486			
Wastewater Plant Operator C	13	\$ 36,070	\$ 58,110	\$ 37,219	3.18%	\$ 57,414	-1.20%		Water Distribution Technician	\$ 36,865	\$ 58,985	Water Distribution Technician	\$ 36,865	\$ 58,985	Distribution Operator II	\$ 34,632	\$ 48,484	Water Distribution Technician	\$ 36,865	\$ 58,985	Utilities Plant Operator C	\$ 36,877	\$ 60,190	Water-Wastewater Plant Operator I	\$ 41,288	\$ 66,060			
Water Distribution Technician II	13	\$ 36,070	\$ 58,110	\$ 34,907	-3.22%	\$ 54,368	-6.44%		Water Distribution Foreman	\$ 42,291	\$ 67,665	Solid Waste Technician	\$ 35,043	\$ 56,069	Solid Waste Technician	\$ 35,043	\$ 56,069	Executive Assistant	\$ 43,284	\$ 60,590	Executive Assistant	\$ 39,150	\$ 59,571	Administrative Assistant	\$ 36,877	\$ 60,190	Administrative Support Specialist II	\$ 43,139	\$ 69,035
Water Supply Protection Specialist III	13	\$ 36,070	\$ 58,110	\$ 43,418	20.37%	\$ 69,473	19.55%		Water Distribution Foreman	\$ 42,291	\$ 67,665	Solid Waste Technician	\$ 35,043	\$ 56,069	Solid Waste Technician	\$ 35,043	\$ 56,069	Executive Assistant	\$ 43,284	\$ 60,590	Executive Assistant	\$ 39,150	\$ 59,571	Administrative Assistant	\$ 36,877	\$ 60,190	Administrative Support Specialist II	\$ 43,139	\$ 69,035
Yard Waste Facility Operator	13	\$ 36,070	\$ 58,110	\$ 40,288	11.69%	\$ 64,470	10.95%		Water Distribution Foreman	\$ 42,291	\$ 67,665	Solid Waste Technician	\$ 35,043	\$ 56,069	Solid Waste Technician	\$ 35,043	\$ 56,069	Executive Assistant	\$ 43,284	\$ 60,590	Executive Assistant	\$ 39,150	\$ 59,571	Administrative Assistant	\$ 36,877	\$ 60,190	Administrative Support Specialist II	\$ 43,139	\$ 69,035
Executive Assistant (Fire/Police/CC)	14	\$ 37,873	\$ 61,014	\$ 38,923	2.77%	\$ 60,526	-0.80%		Senior Administrative Assistant	\$ 35,043	\$ 56,069	Executive Assistant	\$ 43,284	\$ 60,590	Office Administrator	\$ 36,046	\$ 57,699	Administrative Assistant	\$ 39,150	\$ 59,571	Administrative Assistant	\$ 36,877	\$ 60,190	Administrative Support Specialist II	\$ 43,139	\$ 69,035			
Pub Serv / Proj Executive Assistant	14	\$ 37,873	\$ 61,014	\$ 38,923	2.77%	\$ 60,526	-0.80%		Senior Administrative Assistant	\$ 35,043	\$ 56,069	Executive Assistant	\$ 43,284	\$ 60,590	Office Administrator	\$ 36,046	\$ 57,699	Administrative Assistant	\$ 39,150	\$ 59,571	Administrative Assistant	\$ 36,877	\$ 60,190	Administrative Support Specialist II	\$ 43,139	\$ 69,035			
Public Works Executive Assistant	14	\$ 37,873	\$ 61,014	\$ 38,923	2.77%	\$ 60,526	-0.80%		Senior Administrative Assistant	\$ 35,043	\$ 56,069	Executive Assistant	\$ 43,284	\$ 60,590	Office Administrator	\$ 36,046	\$ 57,699	Administrative Assistant	\$ 39,150	\$ 59,571	Administrative Assistant	\$ 36,877	\$ 60,190	Administrative Support Specialist II	\$ 43,139	\$ 69,035			
Records / Software Specialist	14	\$ 37,873	\$ 61,014	\$ 39,527	4.37%	\$ 61,492	0.78%		Records Management Specialist	\$ 38,667	\$ 61,867	Executive Assistant	\$ 43,284	\$ 60,590	Office Administrator	\$ 36,046	\$ 57,699	Administrative Assistant	\$ 39,150	\$ 59,571	Administrative Assistant	\$ 36,877	\$ 60,190	Administrative Support Specialist II	\$ 43,139	\$ 69,035			
Municipal Arborist	14	\$ 37,873	\$ 61,014	\$ 39,533	4.38%	\$ 62,399	2.27%		City Arborist	\$ 40,479	\$ 64,767	Executive Assistant	\$ 43,284	\$ 60,590	Office Administrator	\$ 36,046	\$ 57,699	Administrative Assistant	\$ 39,150	\$ 59,571	Administrative Assistant	\$ 36,877	\$ 60,190	Administrative Support Specialist II	\$ 43,139	\$ 69,035			
Library Operations Coordinator	14	\$ 37,873	\$ 61,014	\$ 39,177	3.44%	\$ 63,015	3.28%		Administrative Coordinator	\$ 36,865	\$ 58,985	Executive Assistant	\$ 43,284	\$ 60,590	Office Administrator	\$ 36,046	\$ 57,699	Administrative Assistant	\$ 39,150	\$ 59,571	Administrative Assistant	\$ 36,877	\$ 60,190	Administrative Support Specialist II	\$ 43,139	\$ 69,035			
Accounting Specialist	14	\$ 37,873	\$ 61,014	\$ 40,708	7.48%	\$ 62,461	2.37%		Administrative Coordinator	\$ 36,865	\$ 58,985	Executive Assistant	\$ 43,284	\$ 60,590	Office Administrator	\$ 36,046	\$ 57,699	Administrative Assistant	\$ 39,150	\$ 59,571	Administrative Assistant	\$ 36,877	\$ 60,190	Administrative Support Specialist II	\$ 43,139	\$ 69,035			
GIS Mapping Technician	14	\$ 37,873	\$ 61,014	\$ 43,821	15.70%	\$ 68,414	12.13%		CAD/GIS Designer	\$ 40,539	\$ 79,242	GIS Technician	\$ 39,208	\$ 54,891	IT Technical Specialist	\$ 44,782	\$ 71,677	GIS Specialist	\$ 45,402	\$ 69,084	GIS Technician	\$ 36,877	\$ 60,190	Survey and Mapping Technician III	\$ 47,115	\$ 75,379			
Theater Operations Manager	14	\$ 37,873	\$ 61,014	\$ 44,094	16.43%	\$ 67,417	10.49%		TV Production Specialist	\$ 40,479	\$ 64,767	IT Support Specialist	\$ 46,612	\$ 65,270	Technical Operations Supervisor	\$ 48,152	\$ 77,043	IT Support Specialist	\$ 41,132	\$ 62,586	IT Support Specialist	\$ 41,132	\$ 62,586	IT Support Specialist	\$ 41,132	\$ 62,586			
Crime Analyst	14	\$ 37,873	\$ 61,014	\$ 45,183	19.30%	\$ 71,399	17.02%		TV Production Specialist	\$ 40,479	\$ 64,767	IT Support Specialist	\$ 46,612	\$ 65,270	Technical Operations Supervisor	\$ 48,152	\$ 77,043	IT Support Specialist	\$ 41,132	\$ 62,586	IT Support Specialist	\$ 41,132	\$ 62,586	IT Support Specialist	\$ 41,132	\$ 62,586			
Executive Assistant (Fire/Police)	14	\$ 37,873	\$ 61,014	\$ 38,230	0.94%	\$ 61,492	0.78%		Administrative Coordinator	\$ 36,865	\$ 58,985	Executive Assistant	\$ 43,284	\$ 60,590	Office Administrator	\$ 36,046	\$ 57,699	Administrative Assistant	\$ 39,150	\$ 59,571	Administrative Assistant	\$ 36,877	\$ 60,190	Administrative Support Specialist II	\$ 43,139	\$ 69,035			
Police Dispatch Supervisor	14	\$ 37,873	\$ 61,014	\$ 46,999	24.10%	\$ 74,436	22.00%		Administrative Coordinator	\$ 36,865	\$ 58,985	Executive Assistant	\$ 43,284	\$ 60,590	Office Administrator	\$ 36,046	\$ 57,699	Administrative Assistant	\$ 39,150	\$ 59,571	Administrative Assistant	\$ 36,877	\$ 60,190	Administrative Support Specialist II	\$ 43,139	\$ 69,035			
Assistant Parks Maintenance Supervisor	14	\$ 37,873	\$ 61,014	\$ 39,897	5.34%	\$ 61,452	0.72%		Parks Maintenance Crew Leader	\$ 36,865	\$ 58,985	Executive Assistant	\$ 43,284	\$ 60,590	Office Administrator	\$ 36,046	\$ 57,699	Administrative Assistant	\$ 39,150	\$ 59,571	Administrative Assistant	\$ 36,877	\$ 60,190	Administrative Support Specialist II	\$ 43,139	\$ 69,035			
Instrumentation Technician - WW	14	\$ 37,873	\$ 61,014	\$ 40,935	8.08%	\$ 61,918	1.48%		Parks Maintenance Crew Leader	\$ 36,865	\$ 58,985	Executive Assistant	\$ 43,284	\$ 60,590	Office Administrator	\$ 36,046	\$ 57,699	Administrative Assistant	\$ 39,150	\$ 59,571	Administrative Assistant	\$ 36,877	\$ 60,190	Administrative Support Specialist II	\$ 43,139	\$ 69,035			
Instrumentation Technician - Water	14	\$ 37,873	\$ 61,014	\$ 43,057	13.09%																								

Tarpon Springs								Dunedin			Oldsmar			Largo			Pinellas Park			Pasco County			Pinellas County		
Position Title	Grade FY 21	Current Minimum	Current Maximum	Survey Average Minimum	Variation	Survey Average Maximum	Variation	Job Title	Minimum	Maximum	Job Title	Minimum	Maximum	Job Title	Minimum	Maximum	Job Title	Minimum	Maximum	Job Title	Minimum	Maximum	Job Title	Minimum	Maximum
Development Inspector II	17	\$ 43,843	\$ 70,633	\$ 45,507	3.80%	\$ 71,111	0.68%	Building Inspector Level II	\$ 42,291	\$ 67,665				Building Inspector	\$ 44,532	\$ 64,896	Building Development Inspector	\$ 46,536	\$ 70,811	Field Inspector II	\$ 47,066.00	\$ 76,802.00	Building Inspector II	\$ 47,112.00	\$ 75,379.00
Human Resources Specialist	17	\$ 43,843	\$ 70,633	\$ 37,948	-13.45%	\$ 61,578	-12.82%	HR Specialist	\$ 35,043	\$ 56,059				Human Resources Analyst	\$ 33,550	\$ 60,008	Human Resources Specialist	\$ 41,132	\$ 62,586	HR Employment Coordinator I	\$ 36,877.00	\$ 60,150.00	Human Resources Specialist	\$ 43,139.00	\$ 59,035.00
Parks Maintenance Supervisor	17	\$ 43,843	\$ 70,633	\$ 47,520	8.39%	\$ 74,241	5.11%	Parks Maintenance Supervisor	\$ 45,915	\$ 73,464	Parks Operations Supervisor	\$ 51,438	\$ 72,030	Parks Supervisor	\$ 48,152	\$ 77,043				Park Site Supervisor II	\$ 40,657.00	\$ 66,342.00	Parks Supervisor	\$ 51,438.00	\$ 82,326.00
Sanitation Supervisor	17	\$ 43,843	\$ 70,633	\$ 55,763	27.19%	\$ 87,526	23.92%	Solid Waste Supervisor	\$ 45,915	\$ 73,464				Solid Waste Supervisor	\$ 51,771	\$ 82,825	Public Utilities Supervisor	\$ 53,968	\$ 82,119	Public Utilities Supervisor	\$ 53,968.00	\$ 82,119.00	Solid Waste Program Coordinator	\$ 73,195.00	\$ 117,104.00
Development Inspector III	18	\$ 46,035	\$ 75,234	\$ 46,920	1.92%	\$ 73,882	-1.80%	Building Inspector Level III	\$ 42,291	\$ 67,665				Building Inspector	\$ 44,532	\$ 64,896				Field Inspector III	\$ 49,419.00	\$ 80,642.00	Building Inspector III	\$ 51,438.00	\$ 82,326.00
Cemetery Supervisor	18	\$ 46,035	\$ 75,234	\$ 46,541	1.30%	\$ 72,220	-4.01%	Parks Maintenance Supervisor	\$ 45,915	\$ 73,464	Parks Operations Supervisor	\$ 51,438	\$ 72,030	Parks Supervisor	\$ 48,152	\$ 77,043				Park Site Supervisor II	\$ 40,657.00	\$ 66,342.00			
Development Inspector IV	19	\$ 48,337	\$ 77,872	\$ 53,100	9.85%	\$ 84,424	8.41%	Building Inspector Level IV	\$ 42,291	\$ 67,665				Chief Building Inspector	\$ 59,820	\$ 95,700	Building Development Inspector Supervisor	\$ 55,318	\$ 84,172	Field Inspector IV	\$ 51,890.00	\$ 84,684.00	Field Inspector III	\$ 56,180.00	\$ 89,897.00
Floodplain Coordinator	19	\$ 48,337	\$ 77,872	\$ 57,472	18.90%	\$ 91,008	16.87%										Building Development Services Supervisor	\$ 55,318	\$ 84,172	Flood Plain Coordinator	\$ 47,066.00	\$ 76,802.00	Floodplain Administrator	\$ 70,033.00	\$ 112,049.00
Plans Examiner	19	\$ 48,337	\$ 77,872	\$ 48,298	-0.08%	\$ 76,746	-1.45%							Plans Examiner	\$ 48,152	\$ 77,043	Building Development Plans Examiner	\$ 46,536	\$ 70,811	Plans Examiner I	\$ 47,066.00	\$ 76,802.00	Building Plans Examiner	\$ 51,438.00	\$ 82,326.00
Utilities Customer Service Manager	19	\$ 48,337	\$ 77,872	\$ 49,814	3.05%	\$ 77,101	-0.99%	Utility Billing Supervisor	\$ 45,915	\$ 73,464	Customer Service Supervisor	\$ 50,190	\$ 70,283				Utility Billing Manager	\$ 56,700	\$ 86,277	Utility Billing Supervisor	\$ 44,825.00	\$ 73,153.00	Customer Services Supervisor	\$ 51,438.00	\$ 82,326.00
Senior Planner	19	\$ 48,337	\$ 77,872	\$ 50,640	4.76%	\$ 78,465	0.76%				Planner	\$ 54,038	\$ 75,670	Planner II	\$ 51,771	\$ 82,826	Senior Planning & Development Analyst	\$ 48,893	\$ 74,396	Senior Planner	\$ 57,209.00	\$ 93,372.00	Planning Analyst	\$ 41,288.00	\$ 66,060.00
Facilities Management Superintendent	19	\$ 48,337	\$ 77,872	\$ 58,172	20.35%	\$ 91,487	17.48%	Public Services Supervisor - Facilities Maintenance	\$ 45,915	\$ 73,464	Maintenance Supervisor	\$ 51,438	\$ 72,030	Facilities Manager	\$ 64,313	\$ 102,876				Facilities Operations & Maintenance Manager	\$ 73,015.00	\$ 119,170.00	Maintenance Supervisor	\$ 56,180.00	\$ 89,897.00
Fleet Manager	19	\$ 48,337	\$ 77,872	\$ 58,349	20.71%	\$ 93,840	20.51%	Division Director Fleet Services	\$ 54,974	\$ 87,959				Fleet Manager	\$ 69,118	\$ 110,593				Fleet Management Manager	\$ 60,069.00	\$ 98,039.00	Fleet Supervisor	\$ 49,233.00	\$ 78,769.00
Streets Stormwater Supervisor	19	\$ 48,337	\$ 77,872	\$ 52,527	8.67%	\$ 83,605	7.36%	Public Services Superintendent (Stormwater)	\$ 53,164	\$ 85,062				Streets and Stormwater Supervisor	\$ 55,640	\$ 89,024	Stormwater Supervisor	\$ 50,115	\$ 76,256	Utilities Maintenance Supervisor	\$ 54,485.00	\$ 88,916.00	Utilities Maintenance Coordinator	\$ 49,233.00	\$ 78,769.00
Utilities Maintenance Supervisor	19	\$ 48,337	\$ 77,872	\$ 52,135	7.86%	\$ 81,329	4.44%	Public Services Superintendent	\$ 53,164	\$ 85,062	Utilities Maintenance Mechanic Supervisor	\$ 50,190	\$ 70,283	Utilities Supervisor	\$ 51,771	\$ 82,825	Public Utilities Supervisor	\$ 53,968	\$ 82,119	Utilities Maintenance Supervisor	\$ 54,485.00	\$ 88,916.00	Utilities Maintenance Coordinator	\$ 49,233.00	\$ 78,769.00
Chief Wastewater Plant Operator	19	\$ 48,337	\$ 77,872	\$ 57,660	19.29%	\$ 92,688	19.03%	Wastewater Plant Superintendent	\$ 54,974	\$ 87,959				Wastewater Chief Plant Operator	\$ 59,820	\$ 95,700				Utility Operations Supervisor Wastewater	\$ 54,485.00	\$ 88,916.00	Water-Wastewater Operator Chief	\$ 61,360.00	\$ 98,176.00
Chief Water Plant Operator	19	\$ 48,337	\$ 77,872	\$ 57,660	19.29%	\$ 92,688	19.03%	Water Plant Superintendent	\$ 54,974	\$ 87,959				Wastewater Chief Plant Operator	\$ 59,820	\$ 95,700				Utility Operations Supervisor Water	\$ 54,485.00	\$ 88,916.00	Water-Wastewater Operator Chief	\$ 61,360.00	\$ 98,176.00
Environmental Compliance Officer	19	\$ 48,337	\$ 77,872	\$ 55,514	14.85%	\$ 88,812	14.06%	Environmental Manager	\$ 53,164	\$ 85,062				Environmental Control Supervisor	\$ 55,640	\$ 89,024				Environmental Compliance Manager	\$ 51,890.00	\$ 83,024.00	Environmental Program Manager II	\$ 61,360.00	\$ 98,176.00
Environmental Scientist	19	\$ 48,337	\$ 77,872	\$ 53,638	10.97%	\$ 82,029	5.34%	Hydrogeologist	\$ 51,352	\$ 82,163	Environmental Specialist	\$ 45,468	\$ 63,668	Environmental Specialist, Senior	\$ 46,758	\$ 68,141				Environmental Compliance Specialist	\$ 49,419.00	\$ 79,071.00	Environmental Program Manager III	\$ 75,195.00	\$ 117,104.00
Water Conveyance Supervisor	19	\$ 48,337	\$ 77,872	\$ 57,315	18.57%	\$ 88,535	13.69%	Wastewater Collection Superintendent	\$ 54,974	\$ 87,959	Distribution and Collection Supervisor	\$ 52,728	\$ 73,819	Utilities Supervisor	\$ 51,771	\$ 82,825	Public Utilities Supervisor	\$ 53,968	\$ 82,119	Public Utilities Supervisor	\$ 53,968.00	\$ 82,119.00	Utilities Technical Services Manager	\$ 76,481.00	\$ 122,366.00
Human Resources - Risk Management Coordinator	20	\$ 50,574	\$ 81,766	\$ 47,471	-6.13%	\$ 75,460	-7.71%	HR & Risk Management Coordinator	\$ 47,727	\$ 76,364				Human Resources Analyst - Senior	\$ 51,771	\$ 82,826	Human Resources Analyst	\$ 47,700	\$ 72,581	HR Employment Coordinator II	\$ 38,721.00	\$ 63,202.00	Human Resources Analyst	\$ 51,438.00	\$ 82,326.00
IT Specialist	20	\$ 50,574	\$ 81,766	\$ 52,063	2.94%	\$ 80,993	-0.95%	IT Services Network Admin	\$ 49,539	\$ 79,262	IT Systems Analyst	\$ 54,038	\$ 75,670	IT Systems Administrator	\$ 55,640	\$ 89,024	Network Systems Analyst	\$ 56,700	\$ 86,277	IT Technician III	\$ 42,690.00	\$ 69,673.00	IT Specialist	\$ 53,768.00	\$ 86,049.00
Police Computer Coordinator	20	\$ 50,574	\$ 81,766	\$ 55,378	9.90%	\$ 82,791	1.25%	IT Senior Systems Engineer	\$ 53,164	\$ 85,062	IT Systems Analyst	\$ 54,038	\$ 75,670	IT Security Administrator	\$ 55,640	\$ 89,024	Network Systems Analyst	\$ 56,700	\$ 86,277	IT Technician III	\$ 42,690.00	\$ 69,673.00	Senior Security Analyst	\$ 70,033.00	\$ 91,041.00
Golf Course Manager	20	\$ 50,574	\$ 81,766	\$ 52,468	3.94%	\$ 83,944	2.66%						Greens Superintendent	\$ 51,771	\$ 82,825										
Research & Information Officer	20	\$ 50,574	\$ 81,766	\$ 59,545	17.74%	\$ 95,797	17.16%	Assistant to the City Manager	\$ 53,164	\$ 85,062				Communications Strategist	\$ 51,771	\$ 82,826				Public Information Officer	\$ 66,226.00	\$ 108,074.00	Communications Manager	\$ 67,017.00	\$ 107,224.00
Tarpon Arts Operations Manager	21	\$ 53,291	\$ 85,853	\$ 48,858	-8.32%	\$ 77,479	-9.75%	Multi-Media Specialist	\$ 40,479	\$ 64,767				Senior Accountant	\$ 51,771	\$ 82,825	Multi-Media & Events Manager	\$ 53,968	\$ 82,119	Digital Media Specialist	\$ 44,825.00	\$ 73,153.00	Graphics and Creative Specialist	\$ 56,160.00	\$ 89,876.00
Accounting Manager	21	\$ 53,291	\$ 85,853	\$ 53,020	-0.51%	\$ 82,480	-3.93%	Senior Accountant	\$ 49,539	\$ 79,262	Accounting Supervisor	\$ 56,784	\$ 79,497	Senior Accountant	\$ 51,771	\$ 82,825	Accounting Manager	\$ 56,700	\$ 86,277	Accountant II	\$ 51,890.00	\$ 84,694.00	Finance Operations Assistant Supervisor	\$ 51,438.00	\$ 82,326.00
GIS Administrator	21	\$ 53,291	\$ 85,853	\$ 56,576	6.50%	\$ 88,387	2.95%	CAD/GIS Designer	\$ 49,539	\$ 79,262	GIS Analyst / Database Specialist	\$ 54,038	\$ 75,670	IT GIS Administrator	\$ 55,640	\$ 89,024	GIS Coordinator	\$ 52,651	\$ 80,116	GIS Manager	\$ 66,226.00	\$ 108,074.00	Senior Developer GIS	\$ 61,360.00	\$ 98,176.00
Principal Planner	21	\$ 53,291	\$ 85,853	\$ 55,909	4.91%	\$ 87,258	1.64%	Planner II	\$ 54,974	\$ 87,959	Principal Planner	\$ 59,821	\$ 95,701	Principal Planner	\$ 59,821	\$ 95,701	Principal Planner	\$ 53,968	\$ 82,119	Principal Planner	\$ 66,226.00	\$ 108,074.00	Planner	\$ 45,073.00	\$ 72,134.00
Recreation Superintendent	21	\$ 53,291	\$ 85,853	\$ 58,121	9.06%	\$ 89,474	4.22%	Parks / Recreation Superintendent	\$ 53,164	\$ 85,062	Asst Leisure Services Director	\$ 74,484	\$ 104,291	Recreation Program Supervisor	\$ 51,771	\$ 82,825	Recreation Program Manager	\$ 56,700	\$ 86,277	Recreation Program Manager	\$ 56,700	\$ 86,277	Parks & Recreation Superintendent	\$ 54,485.00	\$ 88,916.00

Tarpon Springs								Dunedin			Oldsmar			Largo			Pinellas Park			Pasco County			Pinellas County				
Position Title	Grade FY 21	Current Minimum	Current Maximum	Survey Average Minimum	Variation	Survey Average Maximum	Variation	Job Title	Minimum	Maximum	Job Title	Minimum	Maximum	Job Title	Minimum	Maximum	Job Title	Minimum	Maximum	Job Title	Minimum	Maximum	Job Title	Minimum	Maximum		
Wastewater Division Manager	22	\$ 55,556	\$ 90,146	\$ 65,662	17.35%	\$ 102,734	13.96%	Wastewater Collection Superintendent	\$ 54,974	\$ 87,959	Wastewater Plant Chief Operator	\$ 58,198	\$ 81,494	Wastewater Manager	\$ 69,118	\$ 110,593				Operations & Maintenance Manager - Plants and Pump Stations	\$ 69,538.00	\$ 111,260.00	Wastewater Treatment Manager	\$ 76,481.00	\$ 122,366.00		
Water Division Manager	22	\$ 55,556	\$ 90,146	\$ 65,662	17.35%	\$ 102,734	13.96%	Water Distribution Superintendent	\$ 54,974	\$ 87,959	Water Plant Chief Operator	\$ 58,198	\$ 81,494	Wastewater Manager	\$ 69,118	\$ 110,593				Operations & Maintenance Manager - Water Services	\$ 69,538.00	\$ 111,260.00	Water Supply Manager	\$ 76,481.00	\$ 122,366.00		
Economic Development Manager	22	\$ 55,956	\$ 90,146	\$ 73,546	31.44%	\$ 114,881	27.44%	Director of Economic & Housing Development	\$ 83,356	\$ 133,370	Planning Manager / CRA Administrator	\$ 74,484	\$ 104,291	Economic Development Manager	\$ 64,313	\$ 102,876	CRA Manager	\$ 58,118	\$ 88,434	Economic Growth Manager	\$ 84,523.00	\$ 137,946.00	Economic Development Manager	\$ 76,481.00	\$ 122,366.00		
Library Director	22	\$ 55,956	\$ 90,146	\$ 73,641	31.61%	\$ 115,386	28.00%	Library Director	\$ 75,812	\$ 121,300	Library Director	\$ 72,675	\$ 101,753	Library Director	\$ 85,883	\$ 137,404	Library Director	\$ 70,811	\$ 107,748	Libraries Administrator	\$ 76,665.00	\$ 125,111.00	Library Director	\$ 60,000.00	\$ 99,000.00		
Deputy Building Official	23	\$ 58,753	\$ 94,653	\$ 63,755	8.51%	\$ 101,490	7.22%	Deputy Building Official	\$ 49,539	\$ 79,262						Assistant Building Official	\$ 64,313	\$ 102,876	Planning & Development Review Manager	\$ 64,151	\$ 97,615	Deputy Building Official	\$ 76,665.00	\$ 125,111.00	Building Division Chief	\$ 64,105.00	\$ 102,585.00
Project Supervisor	23	\$ 58,753	\$ 94,653	\$ 50,674	-13.75%	\$ 78,734	-16.82%	Engineering Project Manager	\$ 49,539	\$ 79,262	Project Supervisor	\$ 58,198	\$ 81,494	Construction Project Supervisor	\$ 51,771	\$ 82,825	Project Management Coordinator	\$ 47,700	\$ 72,581	Project Supervisor	\$ 40,657.00	\$ 66,342.00	Project Management Specialist II	\$ 56,180.00	\$ 89,897.00		
Assistant Finance Director	25	\$ 64,776	\$ 104,357	\$ 69,982	8.04%	\$ 108,809	4.27%	Accounting Manager	\$ 68,565	\$ 109,705	Accounting Administrator	\$ 74,484	\$ 104,291	Assistant Finance Director	\$ 74,318	\$ 118,982	Assistant Finance Administrator	\$ 80,116	\$ 121,907	Assistant Finance Director	\$ 66,226.00	\$ 108,074.00	Accounting Manager	\$ 56,180.00	\$ 89,897.00		
Fire Captain - Fire Marshal	25	\$ 64,776	\$ 104,357	\$ 75,079	15.91%	\$ 117,106	12.22%	Fire Marshal	\$ 72,189	\$ 115,503						Division Fire Chief	\$ 74,318	\$ 118,982	Fire Marshal	\$ 76,665.00	\$ 125,111.00	Fire Marshal *County Wide Average	\$ 77,143.00	\$ 108,826.00			
Deputy City Clerk	26	\$ 68,014	\$ 109,572	\$ 52,897	-22.23%	\$ 77,178	-29.56%	Deputy City Clerk	\$ 47,727	\$ 62,045	Deputy City Clerk	\$ 55,390	\$ 77,563	Deputy City Clerk	\$ 51,771	\$ 82,826	Deputy City Clerk	\$ 56,700	\$ 86,277								
Fire District Chief	26	\$ 68,014	\$ 109,572	\$ 69,392	2.03%	\$ 101,604	-7.27%	District Chief	\$ 62,223	\$ 99,557						District Fire Chief	\$ 76,144	\$ 102,213	District Fire Chief	\$ 67,337	\$ 101,698	Fire District Chief *County Wide Average	\$ 71,863.00	\$ 102,949.00			
Procurement Services Director	26	\$ 68,014	\$ 109,572	\$ 75,589	11.14%	\$ 120,230	9.73%	Director of Parks and Recreation	\$ 79,437	\$ 127,100	Utilities Administrator/Public Works Director	\$ 84,281	\$ 117,998	Contracts & Procurement Administrator	\$ 51,771	\$ 82,826	Purchasing Director	\$ 76,256	\$ 116,033	Purchasing Director	\$ 97,846.00	\$ 159,693.00	Manager of Purchasing Support	\$ 76,481.00	\$ 122,366.00		
Public Works Director	26	\$ 68,014	\$ 109,572	\$ 88,003	29.39%	\$ 137,389	25.39%	Assistant Director of Public Works	\$ 75,813	\$ 121,300						Public Works Director	\$ 85,883	\$ 137,404	Public Works Administrator	\$ 90,645	\$ 137,927	Maintenance Manager	\$ 79,913.00	\$ 127,857.00			
Utilities Superintendent	26	\$ 68,014	\$ 109,572	\$ 77,952	14.61%	\$ 124,121	13.28%	Director of Planning & Development	\$ 75,812	\$ 121,300	Asst. Leisure Services Director	\$ 74,484	\$ 104,291	Asst. Environmental Services Director	\$ 74,318	\$ 118,892	Utilities Director	\$ 74,396	\$ 113,203	Operations & Maintenance Supervisor	\$ 88,750.00	\$ 144,842.00	Utilities Technical Services Manager	\$ 76,481.00	\$ 122,366.00		
Building Development Director	27	\$ 71,415	\$ 115,053	\$ 79,442	11.24%	\$ 126,484	9.94%	Deputy Fire Chief	\$ 72,189	\$ 115,503	Human Resources Director	\$ 84,281	\$ 117,998	Building Official	\$ 69,118	\$ 110,593	Building Development Director	\$ 76,256	\$ 116,033	Building Official	\$ 88,750.00	\$ 144,842.00	Building Services Division Manager	\$ 87,276.00	\$ 139,651.00		
Cultural & Civic Services Director	27	\$ 71,415	\$ 115,053	\$ 70,664	-1.05%	\$ 108,090	-6.05%	Director of Human Resources & Risk Management	\$ 79,437	\$ 127,100	Asst. Fire Chief	\$ 82,222	\$ 115,128	Performing Arts Center Manager	\$ 64,313	\$ 102,876	Deputy Fire Chief	\$ 83,806	\$ 109,379	Deputy Fire Chief	\$ 93,187.00	\$ 152,076.00	Marketing Manager	\$ 73,195.00	\$ 117,104.00		
Deputy Fire Chief	27	\$ 71,415	\$ 115,053	\$ 82,077	14.93%	\$ 119,259	3.66%	Director of Information Technology Services	\$ 79,437	\$ 127,100	Assistant Fire Chief	\$ 82,222	\$ 115,128	Assistant Fire Chief	\$ 76,144	\$ 102,213	Human Resources Administrator	\$ 90,645	\$ 137,927	Human Resources Director	\$ 107,876.00	\$ 176,050.00	Deputy Fire Chief *County Wide Average	\$ 84,911.00	\$ 121,257.00		
Human Resources Director	27	\$ 71,415	\$ 115,053	\$ 99,363	39.13%	\$ 155,565	35.21%	Director of Planning & Development	\$ 75,812	\$ 121,300	Human Resources Director	\$ 84,281	\$ 117,998	Human Resources Director	\$ 92,310	\$ 147,700	IT Director / CIO	\$ 92,310	\$ 147,700	Human Resources Director	\$ 107,876.00	\$ 176,050.00	Director of Human Resources	\$ 141,627.00	\$ 226,616.00		
Information Technology Director	27	\$ 71,415	\$ 115,053	\$ 89,302	25.05%	\$ 139,671	21.40%	Public Works & Utilities Director / City Engineer	\$ 86,685	\$ 138,697	Information Technology Administrator	\$ 78,270	\$ 109,595	IT Director / CIO	\$ 92,310	\$ 147,700	IT Administrator	\$ 90,645	\$ 137,927	Chief Information Officer	\$ 107,876.00	\$ 176,050.00	Manager of Information Technology	\$ 87,276.00	\$ 139,651.00		
Planning and Zoning Director	27	\$ 71,415	\$ 115,053	\$ 81,201	13.70%	\$ 126,614	10.05%	Director of Planning & Development	\$ 75,812	\$ 121,300	Planning / Redevelopment Director	\$ 82,222	\$ 115,128	Planning Manager	\$ 69,118	\$ 110,593	Planning & Development Services Director	\$ 80,116	\$ 121,907	Planning & Development Director	\$ 88,750.00	\$ 144,842.00	Planning Division Manager	\$ 91,187.00	\$ 145,912.00		
Police Major	27	\$ 71,415	\$ 115,053	\$ 83,854	17.42%	\$ 129,284	12.37%	Public Works & Utilities Director / City Engineer	\$ 86,685	\$ 138,697	City Engineer	\$ 82,222	\$ 115,128	Police Major	\$ 74,318	\$ 118,892	Police Captain	\$ 86,277	\$ 131,281	Police Captain	\$ 86,277.00	\$ 131,281.00	Police Major *County Wide Average	\$ 90,966.00	\$ 137,680.00		
Project Administration Director	27	\$ 71,415	\$ 115,053	\$ 85,239	19.36%	\$ 132,928	15.54%	Public Works & Utilities Director / City Engineer	\$ 86,685	\$ 138,697	Director of Public Works	\$ 100,172	\$ 140,254	Engineering Services Director	\$ 92,310	\$ 147,700	City Engineer	\$ 86,277	\$ 131,281	Chief Project Manager	\$ 76,665.00	\$ 125,111.00	Engineering Section Manager - PE	\$ 87,276.00	\$ 139,651.00		
Public Services Director	27	\$ 71,415	\$ 115,053	\$ 99,229	38.95%	\$ 154,652	34.42%	Finance Director	\$ 90,309	\$ 144,495	Finance Administrator	\$ 78,270	\$ 109,595	Environmental Services Director	\$ 85,883	\$ 137,404	Public Works Administrator	\$ 90,645	\$ 137,927	Utilities Director	\$ 107,876.00	\$ 175,050.00	Director IV	\$ 124,113.00	\$ 198,577.00		
Finance Director	28	\$ 74,986	\$ 120,805	\$ 94,066	25.44%	\$ 147,189	21.84%	Fire Chief	\$ 79,437	\$ 127,100	Fire and EMS Chief	\$ 93,017	\$ 130,228	Finance Director	\$ 92,310	\$ 147,700	Finance Administrator	\$ 90,645	\$ 137,927	Fiscal Services Director	\$ 88,750.00	\$ 144,842.00	Director Finance Division	\$ 124,113.00	\$ 198,577.00		
Fire Chief	28	\$ 74,986	\$ 120,805	\$ 94,794	26.42%	\$ 145,916	20.79%	Police Chief	\$ 150,887	\$ 249,000	NA			Fire Chief	\$ 99,236	\$ 158,727	Fire Chief	\$ 95,234	\$ 144,909	Fire Chief	\$ 107,876.00	\$ 176,050.00	Fire Chief *County Wide Average	\$ 93,964.00	\$ 138,422.00		
Police Chief	28	\$ 74,986	\$ 120,805	\$ 99,499	32.69%	\$ 150,887	24.90%	NA			NA			Police Chief	\$ 99,236	\$ 158,727	Police Chief	\$ 95,234	\$ 144,909	Police Chief	\$ 107,876.00	\$ 176,050.00	Police Chief *County Wide Average	\$ 104,027.00	\$ 149,024.00		
Appointed Charter Officials (B)																											
City Clerk**	81	\$ 115,953	\$ 134,541	\$ 99,209	-14.44%	\$ 129,284	-4.31%	City Clerk	\$ 89,010	\$ 130,228	City Clerk	\$ 85,204	\$ 126,614	City Clerk	\$ 101,047	\$ 151,575	City Clerk	NA	\$ 121,575								
Internal Auditor**	83	\$ 100,028	\$ 134,541	\$ 95,719	-4.31%	\$ 129,284	-4.31%	City Manager	\$ 186,142	\$ 289,000	City Manager	NA	\$ 160,707	City Manager	NA	\$ 180,086	City Manager	NA	\$ 188,739								
City Manager***	84	\$ 134,541	\$ 134,541	\$ 178,919	32.98%	\$ 213,800	58.63%	City Manager	\$ 186,142	\$ 289,000	City Manager	NA	\$ 160,707	City Manager	NA	\$ 180,086	City Manager	NA	\$ 188,739								
*Averages for Senior Auditor from Previous Survey																								*Police and Fire County Wide Avg in Pinellas County Column			
** Actual Salary for City Clerk and City Manager																											
Color Key:																											
Negative (IS Grade = or > avg) = Orange																											
up to 9.99% = Green																											
10% or greater = Yellow																											
Positions with poor comparisons = blue																											
Overall (Excludes B Grades)																								8.56%	4.61%		