

Tarpon Springs								
Position Title	Grade FY 21	Current Minimum	Current Maximum	Survey Average Minimum	Variation	Survey Average Maximum	Variation	
Library Assistant I	6	\$ 25,634	\$ 41,297	\$ 27,503	7.29%	\$ 41,314	0.04%	
Ticket Services Representative	6	\$ 25,634	\$ 41,297	\$ 29,061	13.37%	\$ 46,499	12.60%	
School Crossing Guard	6	\$ 25,634	\$ 41,297	\$ 27,637	7.81%	\$ 39,079	-5.37%	
Custodian	6	\$ 25,634	\$ 41,297	\$ 26,129	1.93%	\$ 40,788	-1.23%	
Assistant Golf Professional	6	\$ 25,634	\$ 41,297	\$ 27,126	5.82%	\$ 41,416	0.29%	
Recreation Leader	6	\$ 25,634	\$ 41,297	\$ 29,039	13.28%	\$ 45,088	9.18%	
Senior Clerk	7	\$ 26,916	\$ 43,362	\$ 27,825	3.38%	\$ 43,307	-0.13%	
Library Assistant II	7	\$ 26,916	\$ 43,362	\$ 28,211	4.81%	\$ 44,045	1.57%	
Laborer II / Customer Service	7	\$ 26,916	\$ 43,362	\$ 27,463	2.03%	\$ 43,024	-0.78%	
Technician I	7	\$ 26,916	\$ 43,362	\$ 28,507	5.91%	\$ 42,457	-2.09%	
GRO Group Horticuture Instructor	7	\$ 26,916	\$ 43,362	\$ 28,724	6.72%	\$ 41,808	-3.58%	
Recreation Worker	7	\$ 26,916	\$ 43,362	\$ 30,150	12.02%	\$ 46,113	6.34%	
Stores Clerk	8	\$ 29,261	\$ 45,531	\$ 31,742	8.48%	\$ 48,840	7.27%	
Technician II	8	\$ 28,261	\$ 45,531	\$ 30,342	7.36%	\$ 47,324	3.94%	
Collection Clerk I	9	\$ 29,673	\$ 47,806	\$ 26,700	-10.02%	\$ 41,796	-12.57%	
Department Administrator	9	\$ 29,673	\$ 47,806	\$ 34,100	14.92%	\$ 53,538	11.99%	
Patron Services Coordinator	9	\$ 29,673	\$ 47,806	\$ 33,980	14.51%	\$ 52,180	9.15%	
Technician III / Facilities Maintenance	9	\$ 29,673	\$ 47,806	\$ 31,648	6.66%	\$ 49,336	3.20%	
Traffic - Signage Technician	9	\$ 29,673	\$ 47,806	\$ 33,547	13.06%	\$ 51,484	7.69%	
Golf Shop Supervisor	9	\$ 29,673	\$ 47,806	\$ 29,279	-1.33%	\$ 44,578	-6.75%	
Recreation Specialist I (Summer)	9	\$ 29,673	\$ 47,806	\$ 30,226	1.86%	\$ 46,900	-1.90%	
Meter Technician	9	\$ 29,673	\$ 47,806	\$ 29,763	0.30%	\$ 46,406	-2.93%	
Collection Clerk II	10	\$ 31,159	\$ 50,197	\$ 30,261	-2.88%	\$ 46,610	-7.15%	
Collection Specialist	10	\$ 31,159	\$ 50,197	\$ 31,676	1.66%	\$ 49,383	-1.62%	
Human Resources Assistant	10	\$ 31,159	\$ 50,197	\$ 34,191	9.73%	\$ 53,174	5.93%	
Utility Billing Technician II	10	\$ 31,159	\$ 50,197	\$ 31,689	1.70%	\$ 49,192	-2.00%	
Building Development Permit Technician I	10	\$ 31,159	\$ 50,197	\$ 32,273	3.57%	\$ 49,545	-1.30%	
Code Enforcement Clerk	10	\$ 31,159	\$ 50,197	\$ 31,551	1.26%	\$ 49,465	-1.46%	
Police Records Center Technician	10	\$ 31,159	\$ 50,197	\$ 31,723	1.81%	\$ 49,180	-2.03%	
Cemetery Service Worker	10	\$ 31,159	\$ 50,197	\$ 33,103	6.24%	\$ 50,932	1.46%	
Crew Leader (Streets-Stormwater)	10	\$ 31,159	\$ 50,197	\$ 34,002	9.12%	\$ 53,064	5.71%	
Heavy Equipment Operator	10	\$ 31,159	\$ 50,197	\$ 33,899	8.79%	\$ 51,525	2.65%	
Maintenance Mechanic I (Utilities)	10	\$ 31,159	\$ 50,197	\$ 33,212	6.59%	\$ 50,904	1.41%	
Wastewater Service Worker	10	\$ 31,159	\$ 50,197	\$ 31,129	-0.10%	\$ 48,624	-3.13%	
Water Service Worker	10	\$ 31,159	\$ 50,197	\$ 32,439	4.11%	\$ 50,509	0.62%	
Recreation Program Athletic Coordinator	10	\$ 31,159	\$ 50,197	\$ 34,330	10.18%	\$ 52,503	4.59%	
Meter Reader / Utility Billing Technician I	10	\$ 31,159	\$ 50,197	\$ 31,962	2.58%	\$ 49,074	-2.24%	
Maintenance Records Technician	11	\$ 32,716	\$ 52,707	\$ 31,863	-2.61%	\$ 48,915	-7.19%	
Planning and Zoning Coordinator	11	\$ 32,716	\$ 52,707	\$ 33,060	1.05%	\$ 51,593	-2.11%	
Building Development Permit Technician II	11	\$ 32,716	\$ 52,707	\$ 35,536	8.62%	\$ 54,999	4.35%	
Marketing & Events Specialist	11	\$ 32,716	\$ 52,707	\$ 44,447	35.86%	\$ 68,106	29.22%	
Fire Support Coordinator	11	\$ 32,716	\$ 52,707	\$ 36,368	11.16%	\$ 57,760	9.59%	
Law Enforcement Support Specialist	11	\$ 32,716	\$ 52,707	\$ 35,920	9.79%	\$ 57,077	8.29%	
Senior Technician - Facilities Mtce	11	\$ 32,716	\$ 52,707	\$ 35,603	8.83%	\$ 55,602	5.49%	
Senior Technician - Streets Strmwtr	11	\$ 32,716	\$ 52,707	\$ 36,290	10.92%	\$ 56,415	7.04%	
Recreation Special Event & Volunteer Coordinator	11	\$ 32,716	\$ 52,707	\$ 40,206	22.89%	\$ 62,554	18.68%	
Operator Trainee - Wwater	11	\$ 32,716	\$ 52,707	\$ 31,969	-2.28%	\$ 49,332	-6.40%	
Operator Trainee - Water	11	\$ 32,716	\$ 52,707	\$ 32,405	-0.95%	\$ 49,944	-5.24%	
Water Supply Protection Specialist	11	\$ 32,716	\$ 52,707	\$ 34,410	5.18%	\$ 53,660	1.81%	

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Position Title	Grade FY 21	Current Minimum	Current Maximum	Survey Average Minimum	Variation	Survey Average Maximum	Variation
Billing Technician II / UA Division Coordinator	12	\$ 34,352	\$ 55,342	\$ 36,088	5.05%	\$ 56,316	1.76%
Wastewater Division Coordinator	12	\$ 34,352	\$ 55,342	\$ 34,478	0.37%	\$ 53,689	-2.99%
Water Division Coordinator	12	\$ 34,352	\$ 55,342	\$ 34,478	0.37%	\$ 53,689	-2.99%
Accounting Technician	12	\$ 34,352	\$ 55,342	\$ 35,276	2.69%	\$ 54,682	-1.19%
Assistant Theater Operations Manager	12	\$ 34,352	\$ 55,342	\$ 32,591	-5.13%	\$ 49,999	-9.65%
Code Enforcement Officer	12	\$ 34,352	\$ 55,342	\$ 41,712	21.43%	\$ 64,984	17.42%
Cemetery Assistant Operator	12	\$ 34,352	\$ 55,342	\$ 31,945	-7.01%	\$ 51,591	-6.78%
Facilities Maintenance Supervisor	12	\$ 34,352	\$ 55,342	\$ 47,669	38.77%	\$ 75,891	37.13%
Fleet Assistant	12	\$ 34,352	\$ 55,342	\$ 36,165	5.28%	\$ 55,353	0.02%
Maintenance Mechanic II (Utilities)	12	\$ 34,352	\$ 55,342	\$ 37,035	7.81%	\$ 56,908	2.83%
Wastewater Collection Technician I	12	\$ 34,352	\$ 55,342	\$ 33,248	-3.21%	\$ 51,919	-6.19%
Water Distribution Technician I	12	\$ 34,352	\$ 55,342	\$ 33,506	-2.46%	\$ 51,915	-6.19%
Librarian I	13	\$ 36,070	\$ 58,110	\$ 38,539	6.84%	\$ 59,022	1.57%
Crime Scene Technician - Property Clerk	13	\$ 36,070	\$ 58,110	\$ 32,385	-10.22%	\$ 49,577	-14.69%
Police Dispatcher	13	\$ 36,070	\$ 58,110	\$ 35,801	-0.75%	\$ 54,880	-5.56%
Maintenance Mechanic III (Utilities)	13	\$ 36,070	\$ 58,110	\$ 39,004	8.14%	\$ 59,849	2.99%
Golf Course Assistant Manager	13	\$ 36,070	\$ 58,110	\$ 41,481	15.00%	\$ 66,382	14.24%
Recreation Supervisor	13	\$ 36,070	\$ 58,110	\$ 40,220	11.50%	\$ 62,029	6.74%
Utility Opr - Water Plant Operator C	13	\$ 36,070	\$ 58,110	\$ 37,273	3.33%	\$ 57,414	-1.20%
Wastewater Collection Technician II	13	\$ 36,070	\$ 58,110	\$ 34,975	-3.04%	\$ 54,956	-5.43%
Wastewater Plant Operator C	13	\$ 36,070	\$ 58,110	\$ 37,219	3.18%	\$ 57,414	-1.20%
Water Distribution Technician II	13	\$ 36,070	\$ 58,110	\$ 34,907	-3.22%	\$ 54,368	-6.44%
Water Supply Protection Specialist III	13	\$ 36,070	\$ 58,110	\$ 43,418	20.37%	\$ 69,473	19.55%
Yard Waste Facility Operator	13	\$ 36,070	\$ 58,110	\$ 40,288	11.69%	\$ 64,470	10.95%
Executive Assistant (Fire/Police/CC)	14	\$ 37,873	\$ 61,014	\$ 38,923	2.77%	\$ 60,526	-0.80%
Pub Serv / Proj Executive Assistant	14	\$ 37,873	\$ 61,014	\$ 38,923	2.77%	\$ 60,526	-0.80%
Public Works Executive Assistant	14	\$ 37,873	\$ 61,014	\$ 38,923	2.77%	\$ 60,526	-0.80%
Records / Software Specialist	14	\$ 37,873	\$ 61,014	\$ 39,527	4.37%	\$ 61,492	0.78%
Municipal Arborist	14	\$ 37,873	\$ 61,014	\$ 39,533	4.38%	\$ 62,399	2.27%
Library Operations Coordinator	14	\$ 37,873	\$ 61,014	\$ 39,177	3.44%	\$ 63,015	3.28%
Accounting Specialist	14	\$ 37,873	\$ 61,014	\$ 40,708	7.48%	\$ 62,461	2.37%
GIS Mapping Technician	14	\$ 37,873	\$ 61,014	\$ 43,821	15.70%	\$ 68,414	12.13%
Theater Operations Manager	14	\$ 37,873	\$ 61,014	\$ 44,094	16.43%	\$ 67,417	10.49%
Crime Analyst	14	\$ 37,873	\$ 61,014	\$ 45,183	19.30%	\$ 71,399	17.02%
Executive Assistant (Fire/Police)	14	\$ 37,873	\$ 61,014	\$ 38,230	0.94%	\$ 61,492	0.78%
Police Dispatch Supervisor	14	\$ 37,873	\$ 61,014	\$ 46,999	24.10%	\$ 74,436	22.00%
Assistant Parks Maintenance Supervisor	14	\$ 37,873	\$ 61,014	\$ 39,897	5.34%	\$ 61,452	0.72%
Instrumentation Technician - WW	14	\$ 37,873	\$ 61,014	\$ 40,935	8.08%	\$ 61,918	1.48%
Instrumentation Technician - Water	14	\$ 37,873	\$ 61,014	\$ 43,057	13.69%	\$ 66,201	8.50%
Lead WW Plant Operator C	14	\$ 37,873	\$ 61,014	\$ 38,864	2.62%	\$ 61,092	0.13%
Wastewater Collection Technician III	14	\$ 37,873	\$ 61,014	\$ 38,844	2.56%	\$ 61,111	0.16%
Water Distribution Technician III	14	\$ 37,873	\$ 61,014	\$ 38,771	2.37%	\$ 60,513	-0.82%
Water Plant Operator B	14	\$ 37,873	\$ 61,014	\$ 41,098	8.52%	\$ 62,606	2.61%
Executive Office Coordinator	15	\$ 39,766	\$ 64,064	\$ 45,357	14.06%	\$ 70,953	10.75%
Project Inspector (Project Admin)	15	\$ 39,766	\$ 64,064	\$ 40,380	1.54%	\$ 62,934	-1.76%
Accounting Coordinator	15	\$ 39,766	\$ 64,064	\$ 44,258	11.30%	\$ 68,158	6.39%
Payroll Coordinator	15	\$ 39,766	\$ 64,064	\$ 44,517	11.95%	\$ 69,883	9.08%
Cemetery Lead Operator	15	\$ 39,766	\$ 64,064	\$ 40,912	2.88%	\$ 61,880	-3.41%
Fleet Technician	15	\$ 39,766	\$ 64,064	\$ 40,951	2.98%	\$ 62,674	-2.17%
Environmental Inspector	15	\$ 39,766	\$ 64,064	\$ 41,896	5.36%	\$ 63,456	-0.95%
Lead Technician - Water	15	\$ 39,766	\$ 64,064	\$ 41,818	5.16%	\$ 65,137	1.67%
Lead Technician - Wastewater	15	\$ 39,766	\$ 64,064	\$ 41,936	5.46%	\$ 64,465	0.63%
Lead Wastewater Plant Operator B	15	\$ 39,766	\$ 64,064	\$ 45,759	15.07%	\$ 71,857	12.16%
Water Plant Operator A	15	\$ 39,766	\$ 64,064	\$ 44,314	11.44%	\$ 68,271	6.57%
Development Inspector I	16	\$ 41,756	\$ 67,269	\$ 42,295	1.29%	\$ 66,096	-1.74%
Librarian II	16	\$ 41,756	\$ 67,269	\$ 43,851	5.02%	\$ 67,745	0.71%
Budget/Financial Analyst	16	\$ 41,756	\$ 67,269	\$ 50,917	21.94%	\$ 78,828	17.18%
Senior Procurement Analyst	16	\$ 41,756	\$ 67,269	\$ 47,132	12.87%	\$ 73,601	9.41%
Lead Wastewater Plant Operator A	16	\$ 41,756	\$ 67,269	\$ 47,835	14.56%	\$ 75,147	11.71%
Lead Water Plant Operator A	16	\$ 41,756	\$ 67,269	\$ 47,835	14.56%	\$ 75,147	11.71%

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Development Inspector II	17	\$ 43,843	\$ 70,633	\$ 45,507	3.80%	\$ 71,111	0.68%
Human Resources Specialist	17	\$ 43,843	\$ 70,633	\$ 37,948	-13.45%	\$ 61,578	-12.82%
Parks Maintenance Supervisor	17	\$ 43,843	\$ 70,633	\$ 47,520	8.39%	\$ 74,241	5.11%
Sanitation Supervisor	17	\$ 43,843	\$ 70,633	\$ 55,763	27.19%	\$ 87,526	23.92%
Development Inspector III	18	\$ 46,035	\$ 75,234	\$ 46,920	1.92%	\$ 73,882	-1.80%
Cemetery Supervisor	18	\$ 46,035	\$ 75,234	\$ 46,541	1.10%	\$ 72,220	-4.01%
Development Inspector IV	19	\$ 48,337	\$ 77,872	\$ 53,100	9.85%	\$ 84,424	8.41%
Floodplain Coordinator	19	\$ 48,337	\$ 77,872	\$ 57,472	18.90%	\$ 91,008	16.87%
Plans Examiner	19	\$ 48,337	\$ 77,872	\$ 48,298	-0.08%	\$ 76,746	-1.45%
Utilities Customer Service Manager	19	\$ 48,337	\$ 77,872	\$ 49,814	3.05%	\$ 77,101	-0.99%
Senior Planner	19	\$ 48,337	\$ 77,872	\$ 50,640	4.76%	\$ 78,465	0.76%
Facilities Management Superintendent	19	\$ 48,337	\$ 77,872	\$ 58,172	20.35%	\$ 91,487	17.48%
Fleet Manager	19	\$ 48,337	\$ 77,872	\$ 58,349	20.71%	\$ 93,840	20.51%
Streets Stormwater Supervisor	19	\$ 48,337	\$ 77,872	\$ 52,527	8.67%	\$ 83,605	7.36%
Utilities Maintenance Supervisor	19	\$ 48,337	\$ 77,872	\$ 52,135	7.86%	\$ 81,329	4.44%
Chief Wastewater Plant Operator	19	\$ 48,337	\$ 77,872	\$ 57,660	19.29%	\$ 92,688	19.03%
Chief Water Plant Operator	19	\$ 48,337	\$ 77,872	\$ 57,660	19.29%	\$ 92,688	19.03%
Environmental Compliance Officer	19	\$ 48,337	\$ 77,872	\$ 55,514	14.85%	\$ 88,822	14.06%
Environmental Scientist	19	\$ 48,337	\$ 77,872	\$ 53,638	10.97%	\$ 82,029	5.34%
Water Conveyance Supervisor	19	\$ 48,337	\$ 77,872	\$ 57,315	18.57%	\$ 88,535	13.69%
Human Resources - Risk Management Coordinator	20	\$ 50,574	\$ 81,766	\$ 47,471	-6.13%	\$ 75,460	-7.71%
IT Specialist	20	\$ 50,574	\$ 81,766	\$ 52,063	2.94%	\$ 80,993	-0.95%
Police Computer Coordinator	20	\$ 50,574	\$ 81,766	\$ 55,378	9.50%	\$ 82,791	1.25%
Golf Course Manager	20	\$ 50,574	\$ 81,766	\$ 52,468	3.74%	\$ 83,944	2.66%
Research & Information Officer	20	\$ 50,574	\$ 81,766	\$ 59,545	17.74%	\$ 95,797	17.16%
Tarpon Arts Operations Manager	21	\$ 53,291	\$ 85,853	\$ 48,858	-8.32%	\$ 77,479	-9.75%
Accounting Manager	21	\$ 53,291	\$ 85,853	\$ 53,020	-0.51%	\$ 82,480	-3.93%
GIS Administrator	21	\$ 53,291	\$ 85,853	\$ 56,576	6.16%	\$ 88,387	2.95%
Principal Planner	21	\$ 53,291	\$ 85,853	\$ 55,909	4.91%	\$ 87,258	1.64%
Recreation Superintendent	21	\$ 53,291	\$ 85,853	\$ 58,121	9.06%	\$ 89,474	4.22%

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Position Title	Grade FY 21	Current Minimum	Current Maximum	Survey Average Minimum	Variation	Survey Average Maximum	Variation	
Wastewater Division Manager	22	\$ 55,956	\$ 90,146	\$ 65,662	17.35%	\$ 102,734	13.96%	
Water Division Manager	22	\$ 55,956	\$ 90,146	\$ 65,662	17.35%	\$ 102,734	13.96%	
Economic Development Manager	22	\$ 55,956	\$ 90,146	\$ 73,546	31.44%	\$ 114,881	27.44%	
Library Director	22	\$ 55,956	\$ 90,146	\$ 73,641	31.61%	\$ 115,386	28.00%	
Deputy Building Official	23	\$ 58,753	\$ 94,653	\$ 63,755	8.51%	\$ 101,490	7.22%	
Project Supervisor	23	\$ 58,753	\$ 94,653	\$ 50,674	-13.75%	\$ 78,734	-16.82%	
Assistant Finance Director	25	\$ 64,776	\$ 104,357	\$ 69,982	8.04%	\$ 108,809	4.27%	
Fire Captain - Fire Marshal	25	\$ 64,776	\$ 104,357	\$ 75,079	15.91%	\$ 117,106	12.22%	
Deputy City Clerk	26	\$ 68,014	\$ 109,572	\$ 52,897	-22.23%	\$ 77,178	-29.56%	
Fire District Chief	26	\$ 68,014	\$ 109,572	\$ 69,392	2.03%	\$ 101,604	-7.27%	
Procurement Services Director	26	\$ 68,014	\$ 109,572	\$ 75,589	11.14%	\$ 120,230	9.73%	
Public Works Director	26	\$ 68,014	\$ 109,572	\$ 88,003	29.39%	\$ 137,389	25.39%	
Utilities Superintendent	26	\$ 68,014	\$ 109,572	\$ 77,952	14.61%	\$ 124,121	13.28%	
Building Development Director	27	\$ 71,415	\$ 115,053	\$ 79,442	11.24%	\$ 126,484	9.94%	
Cultural & Civic Services Director	27	\$ 71,415	\$ 115,053	\$ 70,664	-1.05%	\$ 108,090	-6.05%	
Deputy Fire Chief	27	\$ 71,415	\$ 115,053	\$ 82,077	14.93%	\$ 119,259	3.66%	
Human Resources Director	27	\$ 71,415	\$ 115,053	\$ 99,363	39.13%	\$ 155,565	35.21%	
Information Technology Director	27	\$ 71,415	\$ 115,053	\$ 89,302	25.05%	\$ 139,671	21.40%	
Planning and Zoning Director	27	\$ 71,415	\$ 115,053	\$ 81,201	13.70%	\$ 126,614	10.05%	
Police Major	27	\$ 71,415	\$ 115,053	\$ 83,854	17.42%	\$ 129,284	12.37%	
Project Administration Director	27	\$ 71,415	\$ 115,053	\$ 85,239	19.36%	\$ 132,928	15.54%	
Public Services Director	27	\$ 71,415	\$ 115,053	\$ 99,229	38.95%	\$ 154,652	34.42%	
Finance Director	28	\$ 74,986	\$ 120,805	\$ 94,066	25.44%	\$ 147,189	21.84%	
Fire Chief	28	\$ 74,986	\$ 120,805	\$ 94,794	26.42%	\$ 145,916	20.79%	
Police Chief	28	\$ 74,986	\$ 120,805	\$ 99,499	32.69%	\$ 150,887	24.90%	
Appointed Charter Officials (B)								
City Clerk**	B1		\$ 115,953			\$ 99,209	-14.44%	
Internal Auditor*	B3	\$ 62,089	\$ 100,028	\$ 61,088	-1.61%	\$ 95,719	-4.31%	
City Manager**	B4		\$ 134,541			\$ 178,919	32.98%	
*Averages for Senior Auditor from Previous Survey								
** Actual Salary for City Clerk and City Manager								
Color Key:								
Negative (TS 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%		