

# Broward MPO

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## COMPREHENSIVE SALARY STUDY PARTICIPATION SURVEY RESULT

# PURPOSE



## BMPO Policies and Procedures

Policy Reference: Section 5.6  
Personnel Actions

Effective Date: Sept 1, 2021  
Amended: Oct 1, 2022



## Biennial Salary Review

Every two years, the MPO conducts  
a comprehensive salary study

Establishes a Classification and Pay  
Plan schedule



## Fair and Equitable Compensation

Salaries benchmarked with similar  
positions in the community

Must meet minimum wage  
requirements (State & Federal)

# THE COMMUNITY WE ENGAGED



## South Florida Region:

- Broward County
- Miami-Dade
- Palm Beach counties



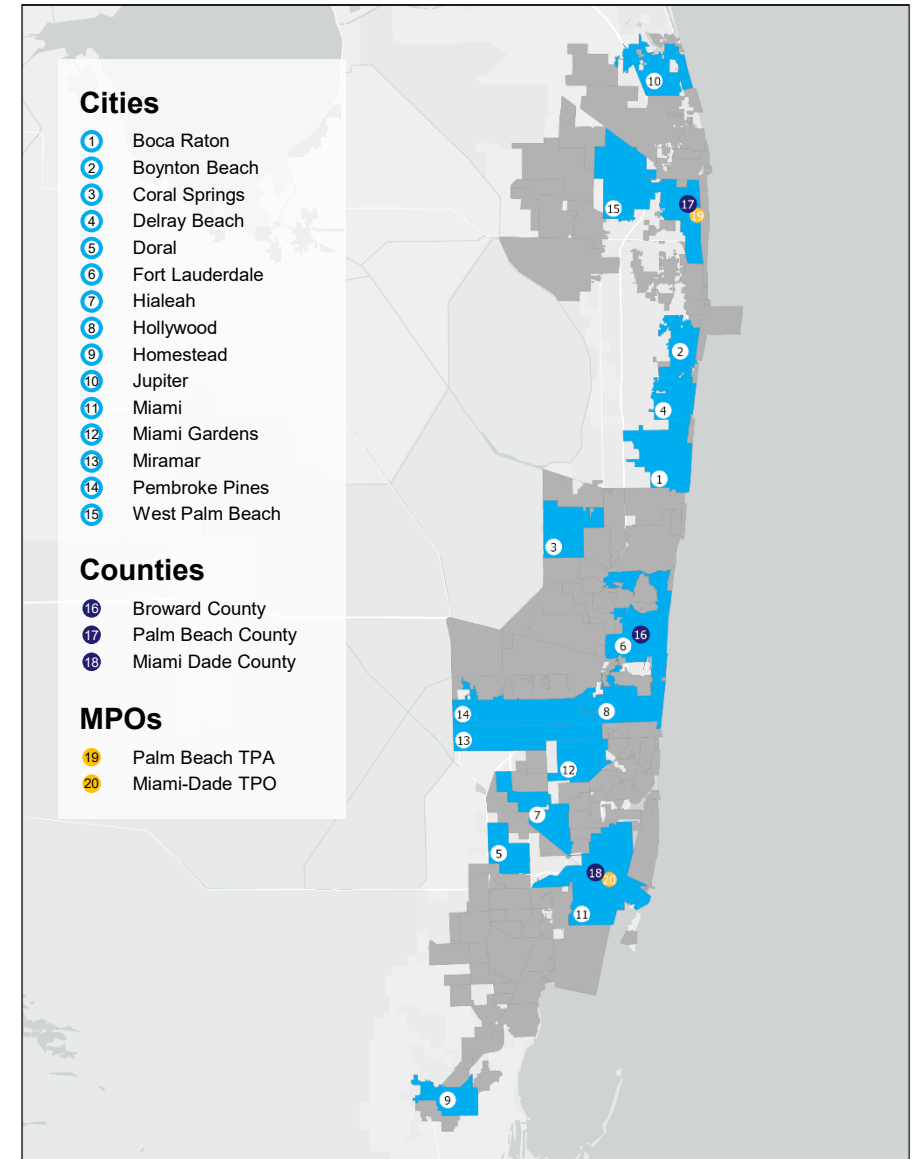
## 20 Peer Agencies:

- **Three** County Governments
- **Two** Peer MPOs
- **Five** Most Populous Cities from each of three Counties

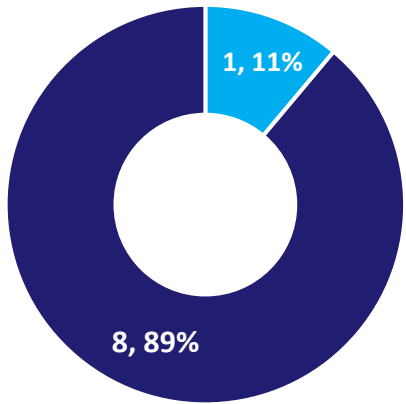


## Purpose of Selection:

- Ensure salary comparison within the same labor market
- Reflect regional cost of living factors

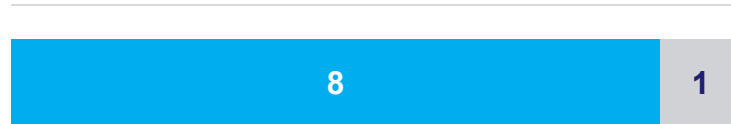


# WHO TOOK THE SURVEY



■ MPOs ■ City

## WILLINGNESS TO PARTICIPATE

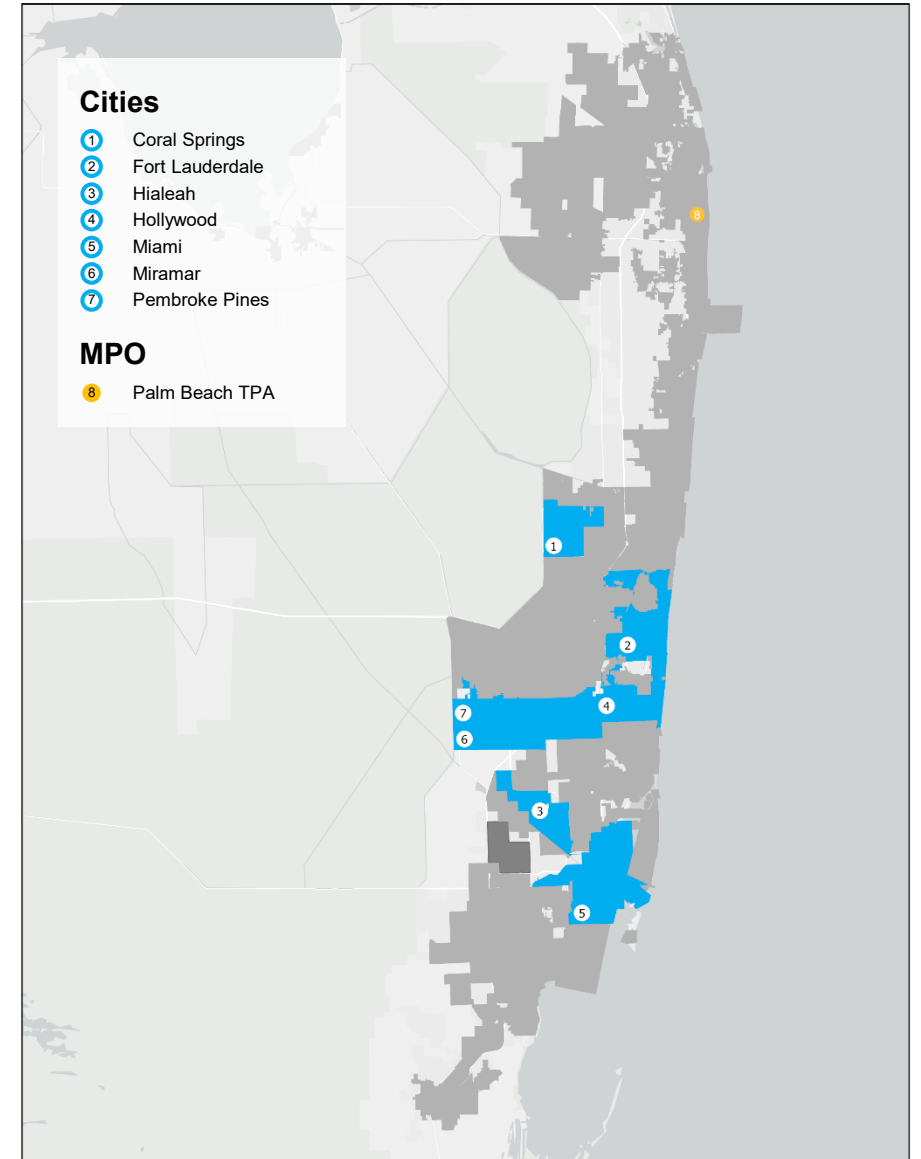


■ Yes ■ No

## LEGAL REVIEW NEEDED



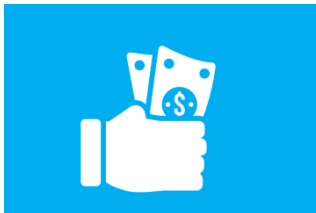
■ Yes ■ Not Sure



# AVAILABILITY OF DATA TO BE COLLECTED



## POSITION-SPECIFIC INFORMATION



### Annual Salary (in dollars)



### Years of Experience



### Highest Educational Degree



■ Yes ■ No



## AGENCY-WIDE INFORMATION



### % of Annual Salary Growth



### % of Fringe Benefits



### FRS Pension Plan Status



### Other Perks or Benefits



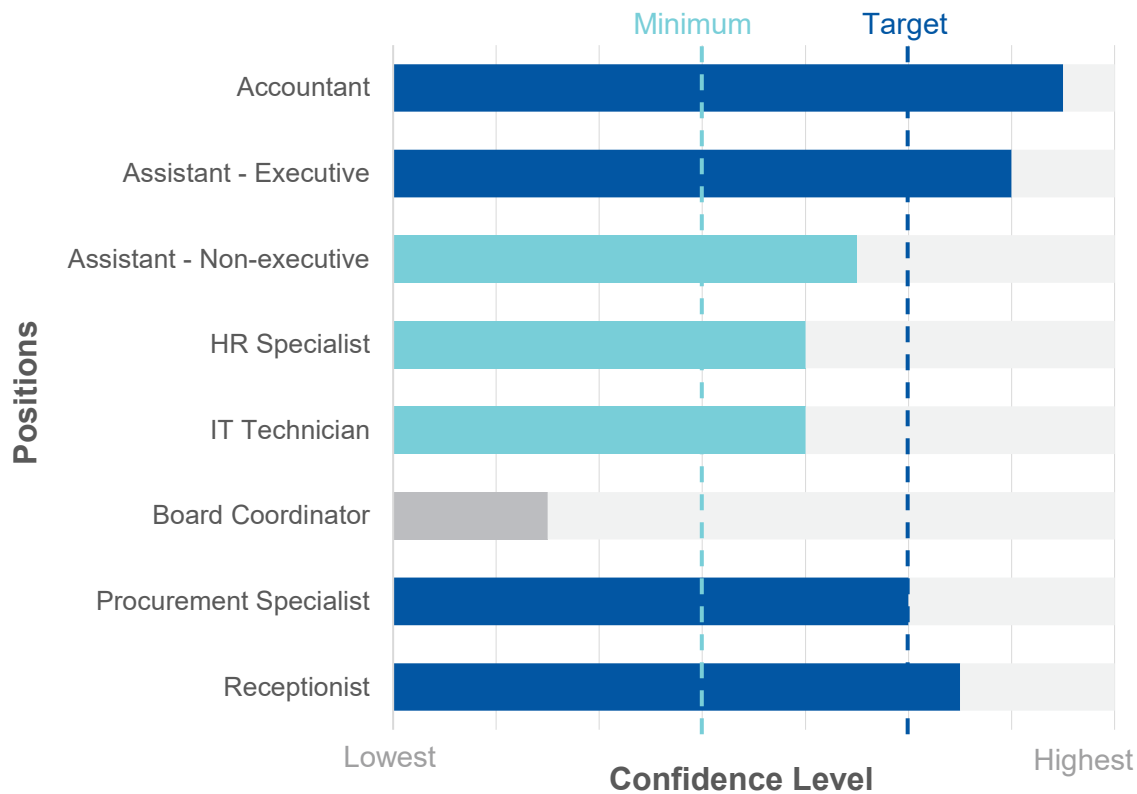
■ Yes ■ No

\*The chart excludes data from the agency that has not submitted its available information at this stage.

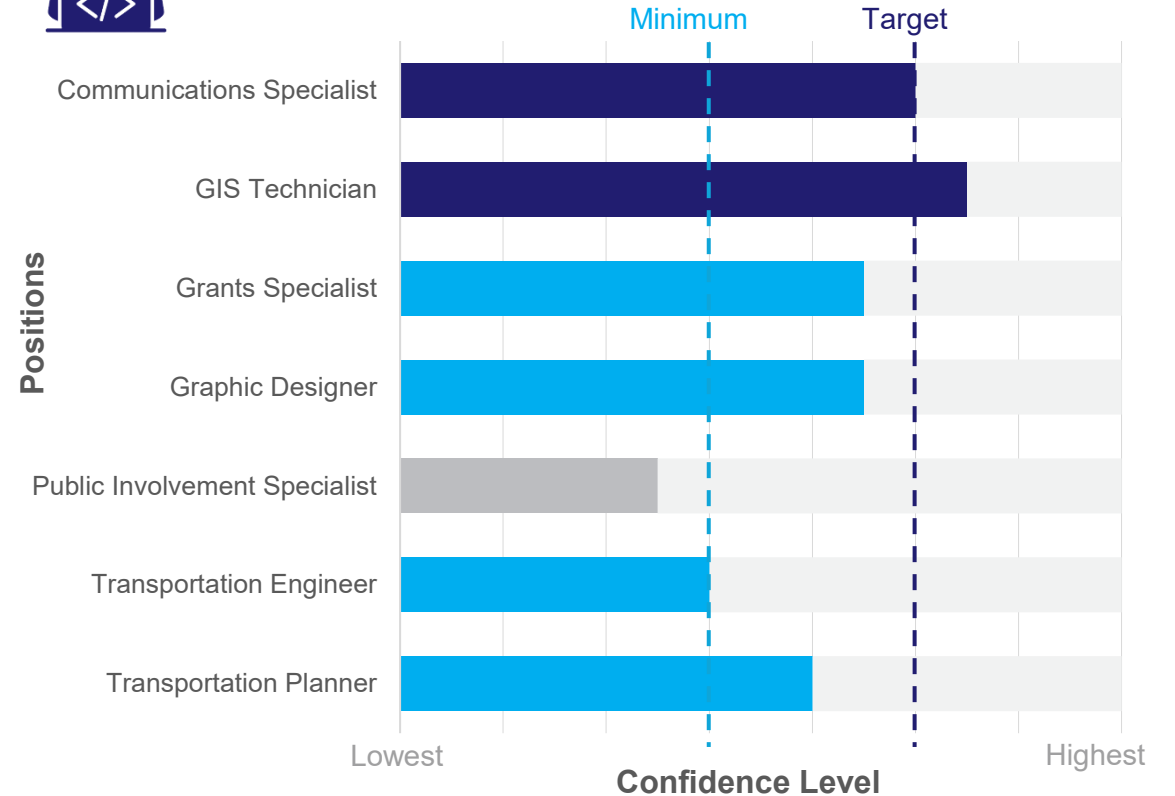
# SALARY DATA CONFIDENCE LEVEL



## EIGHT (8) ADMINISTRATION POSITIONS



## SEVEN (7) PROFESSIONAL POSITIONS

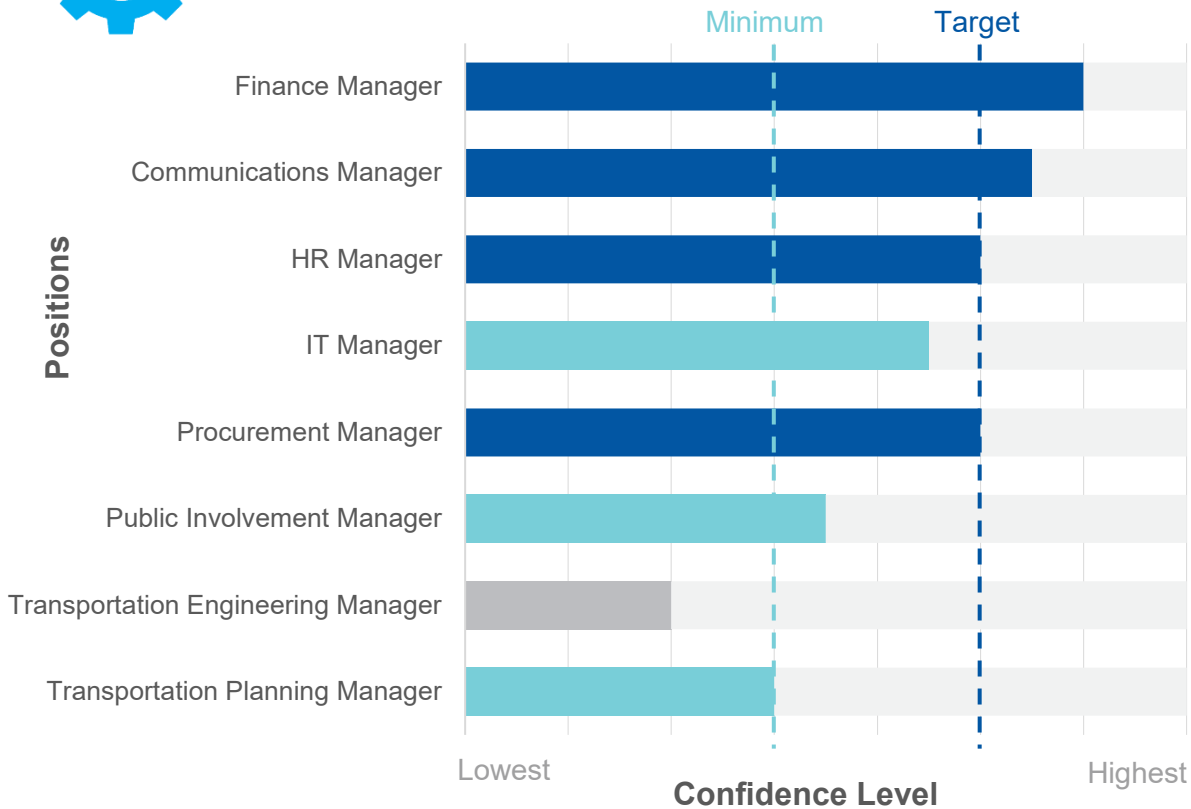


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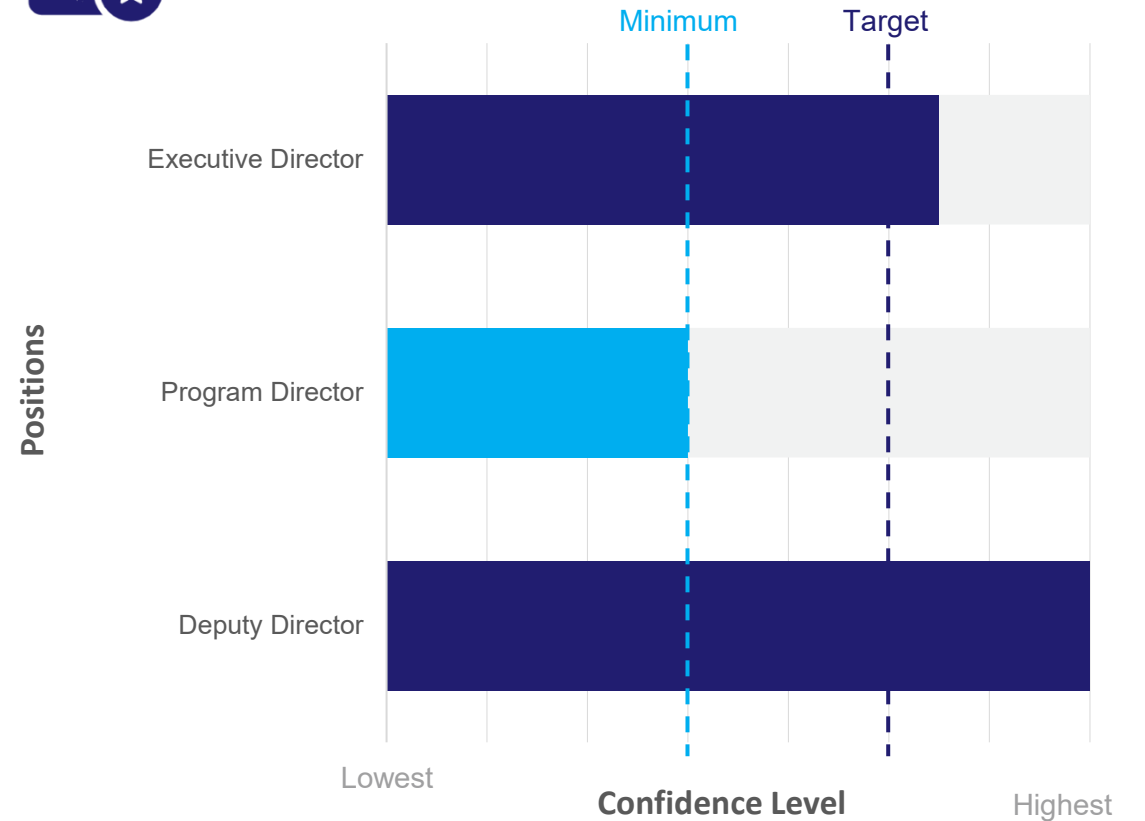
# SALARY DATA CONFIDENCE LEVEL



## EIGHT (8) MANAGEMENT POSITIONS



## THREE (3) EXECUTIVE POSITIONS



\*The chart excludes data from the agency that has not submitted its available information at this stage.

# NEXT STEPS



## Schedule the Salary Survey

Set a timeline and coordinate with participants to launch the survey



## Create a Report from the Findings

Analyze survey data and compile key insights into a clear report



## Inform the Next UPWP Cycle

Use survey results to guide staffing and budget considerations in the upcoming UPWP cycle



# QUESTIONS & ANSWERS