



TOWN OF PALM BEACH

Town Manager's Office

SPECIAL TOWN COUNCIL MEETING

AGENDA

TOWN COUNCIL CHAMBERS

APRIL 23, 2019

9:30 AM

I. CALL TO ORDER AND ROLL CALL

Gail L. Coniglio, Mayor
Danielle H. Moore, President
Margaret A. Zeidman, President Pro Tem
Julie Araskog
Lew Crampton
Bobbie Lindsay

II. PLEDGE OF ALLEGIANCE

III. APPROVAL OF AGENDA

IV. COMMUNICATIONS FROM CITIZENS - 3 MINUTE LIMIT

V. REGULAR AGENDA

A. Old Business

1. Town of Palm Beach Marina Project - Palm Way Dock Alternatives.
H. Paul Brazil, P.E., Director of Public Works
2. Review and Discussion of Employee Compensation and Benefits Report.
Danielle Olson, Director of Human Resources
3. RESOLUTION NO. 15-2019 A Resolution of the Town Council of the

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Town of Palm Beach, Palm Beach County, Florida, Approving A Long-term Ground Lease for 5976 Okeechobee Blvd., West Palm Beach, Florida to AHS Residential.

Deferred to the May 14, 2019, Town Council Meeting

Jay Boodheshwar, Deputy Town Manager

B. New Business

1. RESOLUTION NO. 29-2019 A Resolution Of The Town Council Of The Town Of Palm Beach, Palm Beach County, Florida, Approving A Purchase Order To Oracle Elevator And Authorizing A Contingency Appropriation From The Par 3 Fund For The Upgrade Of The Elevator In The Amount Of \$55,882.

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H. Paul Brazil, P.E., Director of Public Works

VI. ORDINANCES

A. Second Reading

1. ORDINANCE NO. 15-2019 An Ordinance Of The Town Council Of The Town Of Palm Beach, Palm Beach County, Florida, Amending The Town Code Of Ordinances By Adopting A New Chapter 88, Property Maintenance Code, Regulating And Governing The Conditions And Maintenance Of All Property, Buildings And Structures, By Providing The Standards For Supplied Utilities And Facilities And Other Physical Things And Conditions Essential To Ensure That Structures Are Safe, Sanitary And Fit For Occupation And Use, And The Condemnation Of Buildings And Structures Unfit For Human Occupancy And Use; Providing For Severability; Providing For The Repeal Of Ordinances In Conflict; Providing For Codification; And Providing An Effective Date.

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Josh Martin, Director of Planning, Zoning and Building

VII. ANY OTHER MATTERS

VIII. ADJOURNMENT

PLEASE TAKE NOTE:

Note 1: No written materials received after 12:00 p.m. on the Thursday immediately prior to a monthly Special Town Council will be included in the back-up binders distributed to the Mayor and Town Council in preparation for that meeting. Written materials received after 12:00 p.m. on Thursday will be separately distributed to the Mayor and Town Council; however, depending upon the length of the materials, the time of submittal, and other circumstances, the Mayor and Town Council may not be able to read and consider such late submittals prior to acting upon the policy matter(s) which they address.

Note 2: The progress of this meeting may be monitored by visiting the Town's website (townofpalmbeach.com) and clicking on "Meeting Audio" in the left column. If you have questions regarding that feature, please contact the Office of Information Technology (561) 227-6315. The audio recording of the meeting will appear within 24 hours after the conclusion of the meeting.

Note 3: If a person decides to appeal any decision made by this Council with respect to any matter considered at this meeting or hearing, he/she will

need a record of the proceedings. For such purpose, he/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.

Note 4: Disabled persons who need an accommodation in order to participate in the Special Town Council are requested to contact the Town Manager's Office at 838-5410 or through the Florida Relay Service by dialing 1-800-955-8770 for voice callers or 1-800-955-8771 for TDD callers, at least two (2) working days before this meeting.

Note 5: Items listed on the Consent Agenda will be approved by one motion of the Town Council, unless the Mayor or an individual Council Member requests that any item(s) be moved to the Regular Agenda and individually considered.

Note 6: All back-up material for the items listed on the agenda are posted to the Town's website and emailed to all Stay Informed subscribers on the Friday before the Special Town Council. To access the back-up materials and/or subscribe to the Stay Informed list, please visit the Town's website (townofpalmbeach.com).

PROCEDURES FOR PUBLIC PARTICIPATION

Citizens desiring to address the Town Council should proceed toward the public microphones when the applicable agenda item is being considered to enable the Town Council President to acknowledge you.

PUBLIC HEARINGS: Any citizen is entitled to be heard on an official agenda item under the section entitled "Public Hearings," subject to the three minute limitation.

COMMUNICATIONS FROM CITIZENS: Any citizen is entitled to be heard concerning any matter under the section entitled "Communications from Citizens," subject to the three minute limitation. The public also has the opportunity to speak to any item listed on the agenda, including the consent agenda, at the time the agenda item comes up for discussion.

OTHER AGENDA ITEMS: Any citizen is entitled to be heard on any official agenda item when the Town Council calls for public comments, subject to the three minute limitation.

Special Town Council are public business meetings and, as such, the Town Council retains the right to limit discussion on any issue.

TOWN OF PALM BEACH

Special Town Council on: April 23, 2019

Section of Agenda

Regular Agenda - Old Business

Agenda Title

Town of Palm Beach Marina Project - Palm Way Dock Alternatives.

Presenter

H. Paul Brazil, P.E., Director of Public Works

ATTACHMENTS:

- ▣ **Memorandum Dated April 18, 2019, from H. Paul Brazil, P.E., Director of Public Works**
- ▣ **Project Update Presentation**

TOWN OF PALM BEACH

Information for Special Town Council Meeting on: April 23, 2019

TO: Mayor and Town Council

VIA: Kirk W. Blouin, Town Manager

FROM: H. Paul Brazil, P. E., Director of Public Works

RE: Town Marina Project Update

DATE: April 18, 2019

STAFF RECOMMENDATION

Gordon Thomson with Baird and Associates was going to present an update regarding the alternatives considered for Palm Way Dock due to Florida Power & Light (FPL) cable crossing conflicts. Staff has been informed that the only alternative that is feasible is Concept #1 due to FPL's easement constraints. Staff recommends that Town Council directs staff to pursue final design and permitting for this alternative.

GENERAL INFORMATION

During the project update presented at the April 9, 2019 Town Council meeting, it was requested that the alternatives for the Palm Way Dock be presented for review and consideration by the Town Council. Due to the desire to expedite that effort, the opportunity to place the item on the special Town Council meeting agenda for April 23, 2019 was approved. The various concepts developed by W.F. Baird were to be presented and discussed at that meeting.

Town staff would normally recommend the concept that maximizes revenue and the number of slips, while still shifting the Palm Way Dock to the north to avoid the conflict with the FPL cable crossing. The concepts were also presented to FPL for their concurrence. FPL has informed us that they will not allow the dock to span their easement. Therefore, Concept #1 is the only viable alternative.

These dock systems are modular. If spanning the easement becomes an alternative in the future, finger piers could be added to Concept #1. Because we are trying to expedite permits, staff recommend Town Council approve Concept #1.

Attachments

cc: Jay Boodheshwar, Deputy Town Manager
Jane Le Clainche, Director of Finance
Eric Brown, P.E., Assistant Director of Public Works
Patricia Strayer, P.E., Town Engineer
Jason Debrincat, P.E., Senior Project Engineer
Dean Mealy, Purchasing Manager
Mike Horn, Town Dockmaster

Town Marina Project Update

Update to Town Council

April 23, 2019

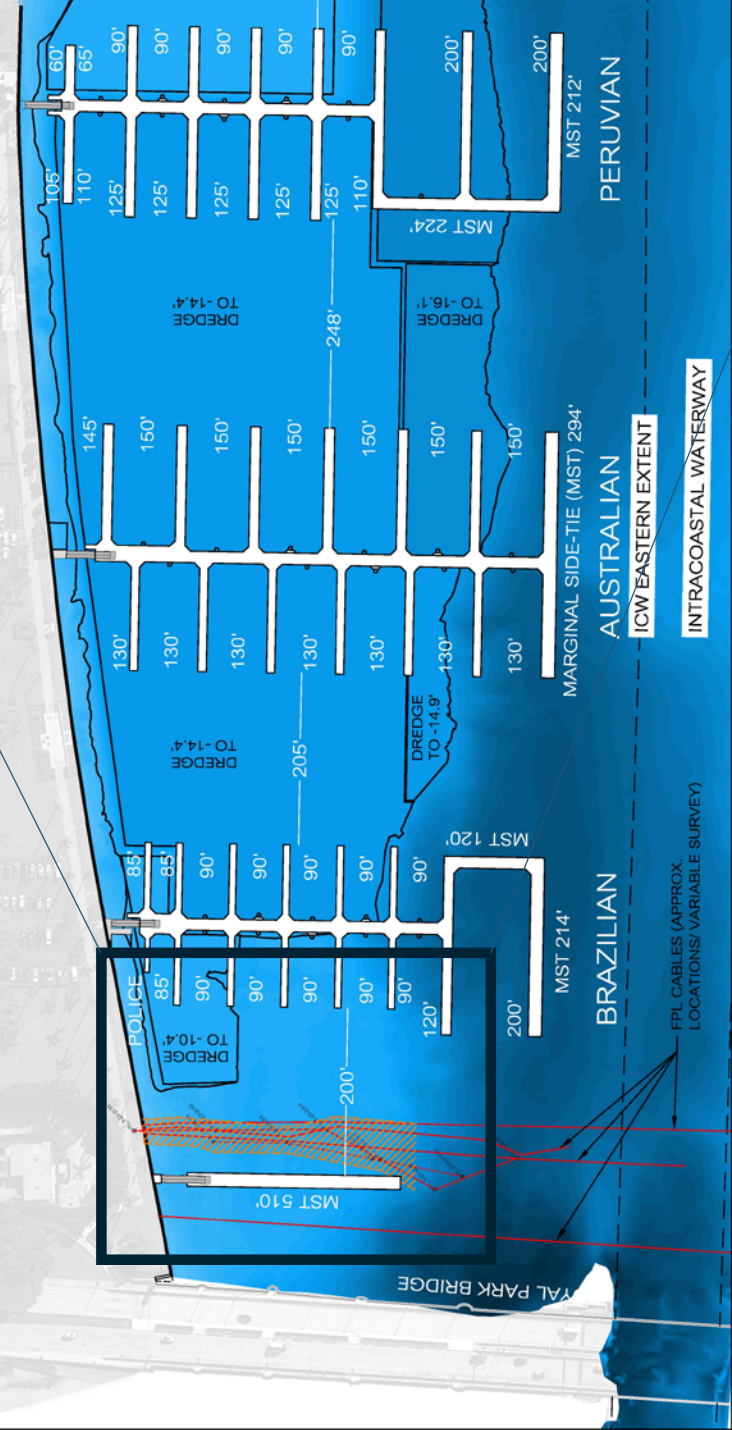
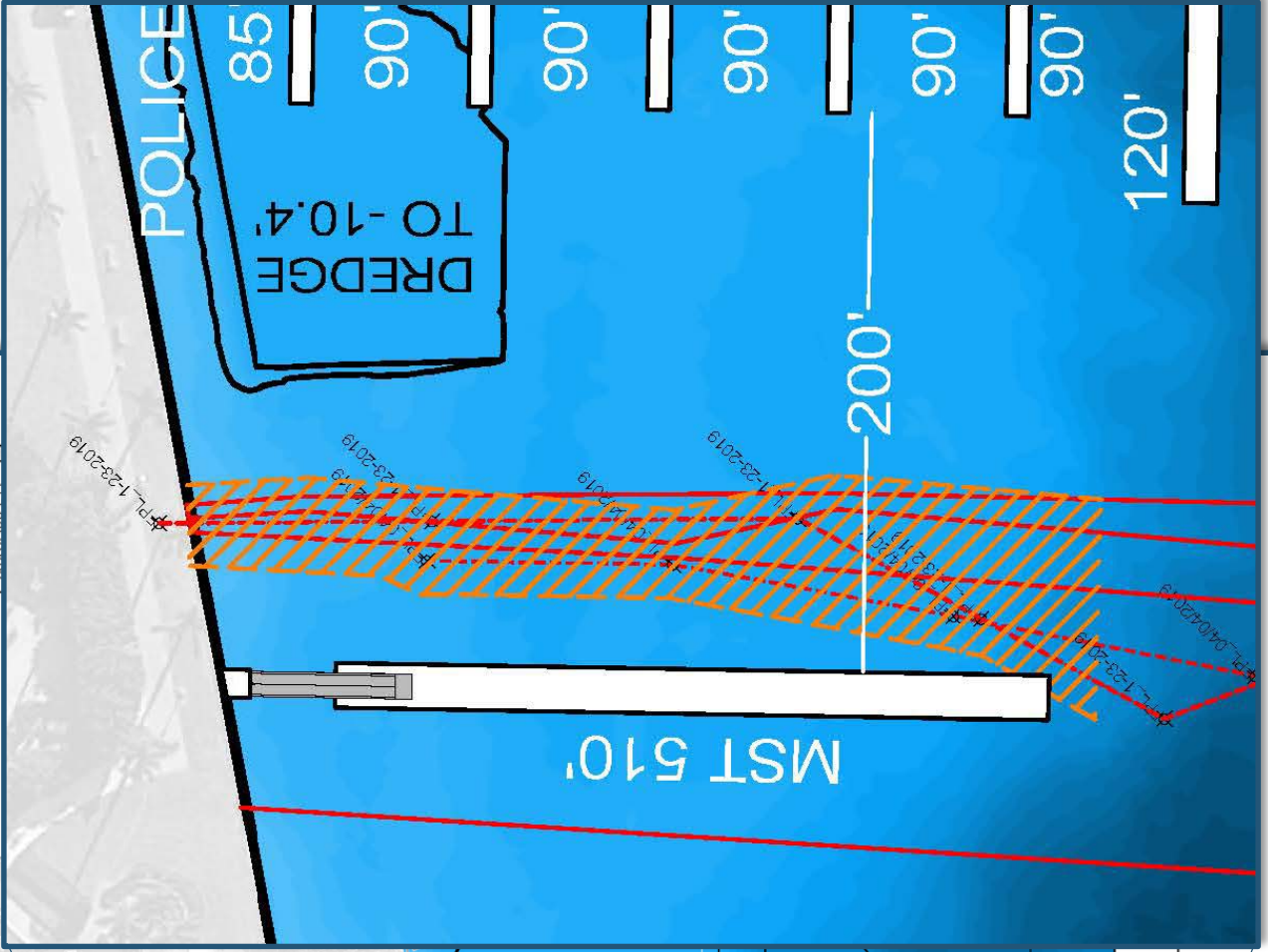
2019



2019

Potential Revenue = \$15.9M
 Est. Construction Cost = \$31.6M

DEPTH
 (NAVD83 FT)



PALM WAY DESIGN - CONCEPT 1

TOWN OF PALM BEACH DOCKS REHABILITATION

\\sny-mw4\projects\12717.201 PALM BEACH DOCKS ENGINEERING\08_CADD\WORKING\A-PRELIM\AWP\DWG\20190407_REVISED DESIGN OPTIONS\PALM WAY OPTIONS_V2.DWG Date Plotted: 4/11/2019 10:45:08 AM

Potential Revenue = \$16.1M

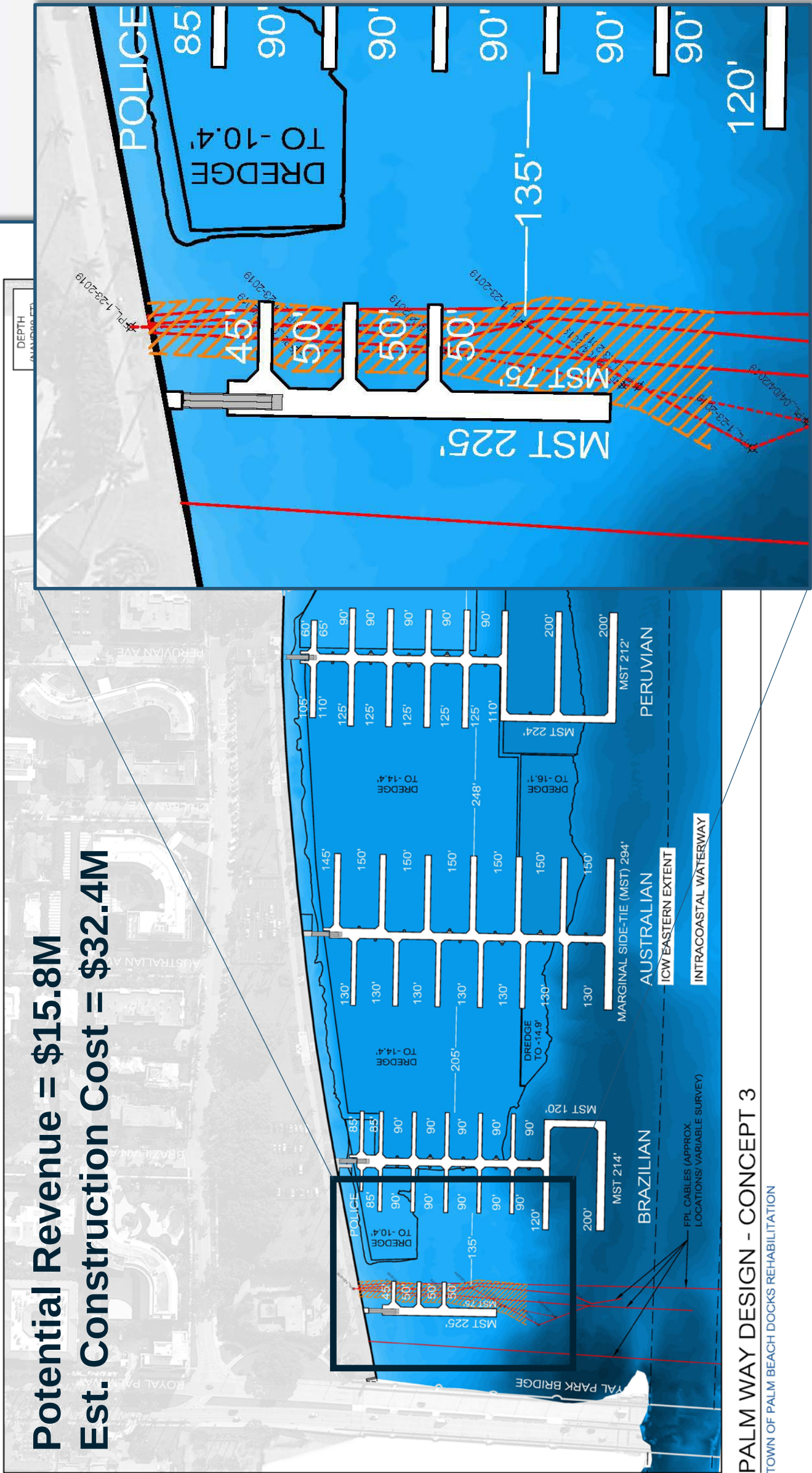
Est. Construction Cost = \$32.2M

PALM WAY DESIGN - CONCEPT 2

TOWN OF PALM BEACH DOCKS REHABILITATION

TOWN OF PALM BEACH DOCKS REHABILITATION

Potential Revenue = \$15.8M
 Est. Construction Cost = \$32.4M



PALM WAY DESIGN - CONCEPT 3

TOWN OF PALM BEACH DOCKS REHABILITATION

Summary

Alternative	Description	Revenue	Cost
Current	Straight	\$16.1M	\$31.7M
1	Straight	\$15.9M	\$31.6M
2	60’ & 65’ Fingers	\$16.1M	\$32.2M
3	50’ Fingers	\$15.8	\$32.4M

TOWN OF PALM BEACH

Special Town Council on: April 23, 2019

Section of Agenda

Regular Agenda - Old Business

Agenda Title

Review and Discussion of Employee Compensation and Benefits Report.

Presenter

Danielle Olson, Director of Human Resources

ATTACHMENTS:

- ▣ **Compensation Study**

TOWN OF PALM BEACH

Information for Special Town Council Meeting on: April 23, 2019

To: Mayor and Town Council

Via: Kirk Blouin, Town Manager

From: Danielle Olson, Director of Human Resources

Re: Review and Discussion of Compensation and Benefits Study Report

Date: April 17, 2019

Pursuant to the directives provided by Town Council at the meeting held on April 4, 2019, the following exhibits have been prepared for review and discussion at the Special Town Council Meeting scheduled for April 23, 2019.

Pay Range Data (Exhibits A, B and C)

Exhibit A. Comparison of average percent differentiation between benchmark market percentiles.

Broward (unadjusted for COLI) and Palm Beach County Data:

Exhibit B. Raw data collected from respondent peers, sorted by midpoint, and highlighting the 50th, 65th, 75th, and 85th percentile market points

Palm Beach County Data:

Exhibit C. Raw data collected from respondent peers, sorted by midpoint, and highlighting the 50th, 65th, 75th, and 85th percentile market points

Amended Estimates prepared by Evergreen Solutions (Exhibit D)

Exhibit D. Amended estimates prepared by Evergreen Solutions for options that will Bring Employees' Salaries to the New Minimum and addressing compression with the option named Move Toward Market (3 Tier) & Closest Step in Revised Pay Plan.

Retirement Data (Exhibit E)

Exhibit E-1. Retirement benefit survey raw data, sorted by peer and including salary minimum and maximum for Police Officer and Firefighter Paramedic.

Exhibit E-2. Actuarial analysis for 25% and 30% out benefit changes for Public Safety

Exhibit E-3. Overview of quote and timeline for actuarial services for retirement study(s)

Performance Bonus and Longevity Compensation Programs (Exhibit F)

Exhibit F-1. Components of the Town's Bonus and Longevity compensation programs.

Exhibit F-2. Market survey of bonus and longevity programs provided.

Attachments

cc: Jay Boodheshwar, Deputy Town Manager
Department Directors

Number of Town Benchmark Positions within each Percentile

Percentile Range	Peer County Markets	General	Police	Fire	Total
50th or Less	Miami, Broward, Palm Beach	26	5	2	33
	Broward (Non-COLI), Palm Beach	22	3	0	25
	Palm Beach	20	2	1	23
51-65th	Miami, Broward, Palm Beach	12	1	2	15
	Broward (Non-COLI), Palm Beach	10	2	1	13
	Palm Beach	8	2	0	10
66-75th	Miami, Broward, Palm Beach	9	1	2	12
	Broward (Non-COLI), Palm Beach	8	1	2	11
	Palm Beach	6	2	3	11
76-85th	Miami, Broward, Palm Beach	1	0	1	2
	Broward (Non-COLI), Palm Beach	5	0	4	9
	Palm Beach	7	0	2	9
Over 85th	Miami, Broward, Palm Beach	2	0	3	5
	Broward (Non-COLI), Palm Beach	5	1	3	9
	Palm Beach	9	1	4	14
Total	Miami, Broward, Palm Beach	50	7	10	67
	Broward (Non-COLI), Palm Beach	50	7	10	67
	Palm Beach	50	7	10	67

1 ACCOUNTANT						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
9	Sunrise	\$63,063.10	\$74,998.25	\$86,933.39	ACCOUNTANT		
25	Palm Beach County	\$55,731.52	\$73,538.40	\$91,345.28	Accountant		
8	Pompano Beach	\$60,595.00	\$72,928.50	\$85,262.00	ACCOUNTANT		
	85th Percentile Market Point	\$55,973.99	\$71,568.08	\$85,344.90			
27	Palm Beach County S.O.	\$57,348.00	\$71,328.00	\$85,308.00	Accountant		
2	Coconut Creek	\$54,246.40	\$69,139.20	\$84,032.00	Accountant		
	75th Percentile Market Point	\$53,357.20	\$68,572.43	\$84,339.50			
13	Boca Raton	\$51,213.00	\$68,383.50	\$85,554.00	Accountant		
15	Delray Beach	\$53,060.80	\$67,641.60	\$82,222.40	ACCOUNTANT		
	65th Percentile Market Point	\$51,803.64	\$66,638.91	\$82,253.76			
7	Plantation	\$49,886.00	\$66,099.00	\$82,312.00	Accountant		
20	Palm Beach Gardens	\$51,235.90	\$65,226.76	\$79,217.62	Accountant II		
1	Broward County S.O.	\$50,255.00	\$64,108.00	\$77,961.00	Accountant II		
	50th Percentile Market Point	\$50,070.50	\$63,862.25	\$77,480.50			
4	Davie	\$52,858.00	\$63,616.50	\$74,375.00	Accountant I		
3	Coral Springs	\$48,000.00	\$62,500.00	\$77,000.00	Accountant		
5	Ft. Lauderdale	\$48,014.12	\$61,227.55	\$74,440.98	Accountant		
22	Tequesta	\$48,000.00	\$61,000.00	\$74,000.00	Accountant		
16	Greenacres	\$46,879.00	\$58,950.50	\$71,022.00	Accountant		
24	West Palm Beach	\$45,396.00	\$57,856.50	\$70,317.00	Accountant		
17	Jupiter	\$46,118.00	\$57,647.50	\$69,177.00	Accountant		
28	Solid Waste Authority	\$41,308.80	\$56,804.80	\$72,300.80	Accountant		
14	Boynton Beach	\$45,391.00	\$56,746.00	\$68,101.00	Accountant		
19	North Palm Beach	\$43,262.22	\$56,240.89	\$69,219.56	ACCOUNTANT		
	Town of Palm Beach FY19	\$40,646.53	\$53,043.95	\$65,441.38			

2 ACCOUNTING TECHNICIAN						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
27	Palm Beach County S.O.	\$48,072.00	\$63,084.00	\$78,096.00	Accounting Specialist I & II		
9	Sunrise	\$46,199.09	\$54,942.68	\$63,686.27	ACCOUNTING TECHNICIAN		
8	Pompano Beach	\$45,216.00	\$54,419.50	\$63,623.00	ACCOUNTING CLERK III		
	85th Percentile Market Point	\$43,284.40	\$53,735.14	\$63,651.47			
15	Delray Beach	\$41,704.00	\$53,175.20	\$64,646.40	Accounts Payable Specialist		
13	Boca Raton	\$39,007.00	\$50,725.50	\$62,444.00	Accounting Coordinator		
	75th Percentile Market Point	\$38,807.65	\$50,225.13	\$61,852.25			
2	Coconut Creek	\$38,209.60	\$48,724.00	\$59,238.40	Technician, Accounting		
	65th Percentile Market Point	\$37,246.52	\$48,267.53	\$59,280.33			
7	Plantation	\$36,410.00	\$48,243.50	\$60,077.00	Junior Accountant		
	Town of Palm Beach FY19	\$36,235.68	\$47,287.97	\$58,340.05			
1	Broward County S.O.	\$37,195.83	\$47,199.62	\$57,203.42	Accounting Specialist II		
28	Solid Waste Authority	\$33,363.20	\$45,874.40	\$58,385.60	Clerk Accounting II		
	50th Percentile Market Point	\$35,115.24	\$45,320.44	\$56,801.71			
5	Ft. Lauderdale	\$35,108.47	\$44,766.48	\$54,424.49	Accounting Clerk		
23	Wellington	\$32,900.00	\$44,650.00	\$56,400.00	Accounting Technician		
19	North Palm Beach	\$34,267.73	\$44,548.05	\$54,828.37	ACCOUNTING CLERK		
17	Jupiter	\$35,122.00	\$43,902.50	\$52,683.00	Accounting Technician		
24	West Palm Beach	\$33,755.00	\$43,020.00	\$52,285.00	Accounting Clerk		
14	Boynton Beach	\$34,383.00	\$42,978.50	\$51,574.00	Accounting Technician		
16	Greenacres	\$32,723.00	\$41,150.00	\$49,577.00	Accounts Receivable Technician		
3	Coral Springs	\$32,000.00	\$41,000.00	\$50,000.00	Accounting Assistant		
25	Palm Beach County	\$30,844.32	\$40,708.72	\$50,573.12	Fiscal Specialist I		

All data has been sorted by 'Midpoint' as referred to Evergreen Solutions LLC as market target, unless otherwise indicated.

3 ACTIVITY LEADER					Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
9	Sunrise	\$34,351.82	\$40,852.76	\$47,353.70	RECREATION LEADER	
24	West Palm Beach	\$30,580.00	\$38,974.00	\$47,368.00	Recreation Leader	
	85th Percentile Market Point	\$27,995.08	\$36,307.70	\$46,534.12		
13	Boca Raton	\$25,845.00	\$34,872.00	\$43,899.00	Athletic Leader	
	75th Percentile Market Point	\$26,540.80	\$34,224.00	\$44,447.45		
5	Ft. Lauderdale	\$21,923.20	\$34,008.00	\$46,092.80	Recreation Instructor II	
	65th Percentile Market Point	\$26,378.56	\$33,539.48	\$42,758.13		
16	Greenacres	\$26,603.20	\$33,456.80	\$40,310.40	Youth Development Leader	
7	Plantation	\$24,252.80	\$33,404.80	\$42,556.80	Recreation Leader Specialist	
	50th Percentile Market Point	\$25,808.10	\$33,277.40	\$40,133.60		
14	Boynton Beach	\$26,520.00	\$33,150.00	\$39,780.00	Recreation Leader	
15	Delray Beach	\$25,771.20	\$32,864.00	\$39,956.80	RECREATION LEADER	
20	Palm Beach Gardens	\$26,353.60	\$31,626.40	\$36,899.20	Recreation Leader I (seasonal)	
19	North Palm Beach	\$21,500.00	\$27,950.00	\$34,400.00	RECREATION ASST.	
23	Wellington	\$20,300.80	\$27,549.60	\$34,798.40	Camp Leader	
	Town of Palm Beach FY19	\$20,908.78	\$27,286.06	\$33,663.14		
17	Jupiter	\$21,840.00	\$26,520.00	\$31,200.00	Camp Counselor	

4 ADMINISTRATIVE ASSISTANT						Broward (Non-COLI) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
7	Plantation	\$43,982.00	\$58,276.00	\$72,570.00	Administrative Assistant		
1	Broward County S.O.	\$45,624.00	\$58,201.50	\$70,779.00	Administrative Assistant		
25	Palm Beach County	\$42,721.12	\$56,368.00	\$70,014.88	Administrative Assistant		
5	Ft. Lauderdale	\$43,259.40	\$55,156.80	\$67,054.20	Administrative Assistant		
	85th Percentile Market Point	\$43,012.57	\$54,848.58	\$66,829.77			
	Town of Palm Beach FY19	\$41,346.03	\$53,956.86	\$66,567.28			
13	Boca Raton	\$40,646.00	\$53,102.00	\$65,558.00	Administrative Assistant		
27	Palm Beach County S.O.	\$42,096.00	\$52,368.00	\$62,640.00	Administrative Secretary		
	75th Percentile Market Point	\$41,800.40	\$52,309.80	\$64,573.60			
2	Coconut Creek	\$40,913.60	\$52,135.20	\$63,356.80	Administrative Assistant		
8	Pompano Beach	\$43,064.00	\$51,829.50	\$60,595.00	DEPARTMENT HEAD SECRETARY		
	65th Percentile Market Point	\$40,664.20	\$51,587.13	\$62,468.50			
24	West Palm Beach	\$40,124.00	\$51,137.00	\$62,150.00	Administrative Assistant		
28	Solid Waste Authority	\$37,128.00	\$51,053.60	\$64,979.20	Admin Service Specialist		
14	Boynton Beach	\$40,674.00	\$50,842.50	\$61,011.00	Administrative Assistant		
	50th Percentile Market Point	\$39,020.99	\$49,874.77	\$58,959.90			
4	Davie	\$40,635.71	\$48,907.04	\$57,178.37	Administrative Secretary		
15	Delray Beach	\$36,982.40	\$47,153.60	\$57,324.80	ADMINISTRATIVE ASSISTANT		
17	Jupiter	\$37,229.00	\$46,536.50	\$55,844.00	Administrative Specialist III		
16	Greenacres	\$35,994.00	\$45,262.50	\$54,531.00	Administrative Assistant		
9	Sunrise	\$37,917.98	\$45,093.46	\$52,268.94	ADMINISTRATIVE ASSISTANT I		
19	North Palm Beach	\$34,267.73	\$44,548.05	\$54,828.37	ADMINISTRATIVE ASSISTANT		
20	Palm Beach Gardens	\$34,678.47	\$44,148.04	\$53,617.60	Administrative Specialist II		
22	Tequesta	\$34,000.00	\$43,000.00	\$52,000.00	Administrative Assistant		
21	Royal Palm Beach	\$34,068.00	\$42,144.00	\$50,220.00	Administrative Assistant I		
3	Coral Springs	\$30,000.00	\$37,500.00	\$45,000.00	Office Assistant		
23	Wellington	\$27,300.00	\$37,050.00	\$46,800.00	Administrative Assistant		

All data has been sorted by "Midpoint" as referred to Evergreen Solutions LLC as market target, unless otherwise indicated.

5 BUILDING MAINTENANCE WORKER					Broward (Non-COLL) & Palm Beach		
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
	Town of Palm Beach FY19	\$43,514.22	\$56,786.50	\$70,058.56			
27	Palm Beach County S.O.	\$42,096.00	\$52,368.00	\$62,640.00	Facilities Service Technician		
8	Pompano Beach	\$42,629.00	\$51,306.00	\$59,983.00	GENERAL TRADES MECHANIC		
21	Royal Palm Beach	\$39,508.00	\$48,874.50	\$58,241.00	Skilled Trades Worker - Facilities		
	85th Percentile Market Point	\$38,596.40	\$47,947.30	\$58,327.76			
17	Jupiter	\$37,229.00	\$46,556.50	\$55,884.00	Senior Service Worker		
28	Solid Waste Authority	\$33,363.20	\$45,874.40	\$58,385.60	Fac Maint Admin Spec		
	75th Percentile Market Point	\$34,599.00	\$45,874.40	\$55,884.00			
19	North Palm Beach	\$34,267.73	\$44,548.05	\$54,828.37	TRADES MECHANIC		
	65th Percentile Market Point	\$33,916.34	\$44,495.43	\$54,992.47			
20	Palm Beach Gardens	\$33,682.08	\$44,460.35	\$55,238.62	Maintenance Technician		
24	West Palm Beach	\$34,599.00	\$44,095.50	\$53,592.00	Facilities Maintenance Worker		
7	Plantation	\$32,101.00	\$42,534.00	\$52,967.00	Maintenance Worker I		
	50th Percentile Market Point	\$33,363.20	\$42,534.00	\$52,967.00			
14	Boynton Beach	\$32,810.00	\$41,012.00	\$49,214.00	Building Maintenance Mechanic		
2	Coconut Creek	\$32,032.00	\$40,809.60	\$49,587.20	Worker I, Maintenance Service		
13	Boca Raton	\$29,607.00	\$40,301.50	\$50,996.00	Maintenance Worker		
9	Sunrise	\$33,513.79	\$39,856.44	\$46,199.09	MAINTENANCE WORKER I		
3	Coral Springs	\$30,000.00	\$37,500.00	\$45,000.00	Maintenance Worker		
16	Greenacres	\$29,614.00	\$37,239.50	\$44,865.00	Maintenance Worker I		
23	Wellington	\$27,300.00	\$37,050.00	\$46,800.00	Maintenance Worker		
25	Palm Beach County	\$26,621.92	\$35,129.12	\$43,636.32	Maintenance Worker I		

All data has been sorted by 'Midpoint' as referred to Evergreen Solutions LLC as market target, unless otherwise indicated.

6 BUYER						Broward (Non-COLI) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
13	Boca Raton	\$51,213.00	\$68,383.50	\$85,554.00	Buyer I		
28	Solid Waste Authority	\$48,505.60	\$66,695.20	\$84,884.80	Buyer		
	85th Percentile Market Point	\$51,071.26	\$66,313.85	\$81,948.23			
3	Coral Springs	\$51,850.00	\$66,108.50	\$80,367.00	Purchasing Agent		
	75th Percentile Market Point	\$49,127.94	\$63,840.13	\$78,663.75			
27	Palm Beach County S.O.	\$48,072.00	\$63,084.00	\$78,096.00	Buyer		
	65th Percentile Market Point	\$48,137.04	\$61,816.62	\$76,743.21			
25	Palm Beach County	\$46,681.44	\$61,592.96	\$76,504.48	Buyer		
5	Ft. Lauderdale	\$48,014.12	\$61,227.55	\$74,440.98	Procurement Specialist		
	50th Percentile Market Point	\$47,347.78	\$60,936.95	\$72,369.37			
9	Sunrise	\$50,994.94	\$60,646.35	\$70,297.76	SR BUYER		
	Town of Palm Beach FY19	\$44,598.53	\$58,200.06	\$71,801.18			
8	Pompano Beach	\$44,760.00	\$53,870.50	\$62,981.00	Buyer		
15	Delray Beach	\$41,704.00	\$53,175.20	\$64,646.40	BUYER		
4	Davie	\$42,825.54	\$51,542.71	\$60,259.89	Buyer		
16	Greenacres	\$39,684.00	\$49,902.50	\$60,121.00	Buyer		
14	Boynton Beach	\$37,529.00	\$46,912.00	\$56,295.00	Buyer		

7 CHIEF BUILDING INSPECTOR							Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)			
9	Sunrise	\$81,523.52	\$96,952.55	\$112,381.57	CHIEF ENGINEERING INSPECTOR			
15	Delray Beach	\$71,136.00	\$92,466.40	\$113,796.80	Building & Inspection Administrator			
	85th Percentile Market Point	\$71,224.60	\$90,348.47	\$110,119.08				
24	West Palm Beach	\$70,803.00	\$90,237.00	\$109,671.00	Chief Building Inspector			
3	Coral Springs	\$69,000.00	\$89,500.00	\$110,000.00	Chief Inspector			
	75th Percentile Market Point	\$70,352.25	\$89,062.38	\$107,955.29				
8	Pompano Beach	\$72,908.00	\$87,749.50	\$102,591.00	CHIEF BUILDING INSPECTOR			
	65th Percentile Market Point	\$67,853.85	\$85,543.25	\$102,748.67				
5	Ft. Lauderdale	\$65,674.48	\$83,738.15	\$101,801.81	Chief Building Inspector			
25	Palm Beach County	\$62,734.88	\$82,771.52	\$102,808.16	Chief Structural Inspector			
	50th Percentile Market Point	\$64,542.24	\$81,873.26	\$102,196.41				
23	Wellington	\$59,250.00	\$80,975.00	\$102,700.00	Building Inspector, Chief			
13	Boca Raton	\$60,041.00	\$80,702.00	\$101,363.00	Chief Inspector			
4	Davie	\$66,916.10	\$80,536.66	\$94,157.23	Chief Engineering Inspector			
	Town of Palm Beach FY19	\$61,569.25	\$80,348.11	\$99,126.98				
17	Jupiter	\$63,410.00	\$79,262.50	\$95,115.00	Chief Building Inspector			
7	Plantation	\$59,763.00	\$79,186.00	\$98,609.00	Chief Inspector:Mech/Plumb/Electric			
20	Palm Beach Gardens	\$59,311.96	\$75,508.13	\$91,704.29	Chief Building Inspector			
19	North Palm Beach	\$45,857.96	\$59,615.35	\$73,372.73	Sr. Building Inspector			

8 CHIEF ELECTRICAL INSPECTOR						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
9	Sunrise	\$81,523.52	\$96,952.55	\$112,381.57	CHIEF ELECTRICAL INSPECTOR		
3	Coral Springs	\$69,000.00	\$89,500.00	\$110,000.00	Chief Inspector		
	85th Percentile Market Point	\$70,954.00	\$88,624.75	\$107,332.80			
8	Pompano Beach	\$72,908.00	\$87,749.50	\$102,591.00	CHIEF BUILDING INSPECTOR		
	75th Percentile Market Point	\$68,279.20	\$86,930.75	\$103,736.88			
2	Coconut Creek	\$67,558.40	\$86,112.00	\$104,665.60	Inspector, Chief Electrical		
	65th Percentile Market Point	\$67,237.25	\$84,925.07	\$102,699.58			
5	Ft. Lauderdale	\$65,674.48	\$83,738.15	\$101,801.81	Chief Electrical Inspector		
25	Palm Beach County	\$62,734.88	\$82,771.52	\$102,808.16	Chief Electrical Inspector		
	50th Percentile Market Point	\$65,674.48	\$82,771.52	\$101,801.81			
13	Boca Raton	\$60,041.00	\$80,702.00	\$101,363.00	Chief Inspector		
4	Davie	\$66,916.10	\$80,536.66	\$94,157.23	Chief Electrical Inspector		
7	Plantation	\$59,763.00	\$79,186.00	\$98,609.00	Chief Inspector:Mech/Plumb/Electric		
	Town of Palm Beach FY19	\$58,636.03	\$76,520.50	\$94,405.17			
15	Delray Beach	\$49,961.60	\$63,700.00	\$77,438.40	ELECTRICAL INSPECTOR		
21	Royal Palm Beach	\$48,137.00	\$59,548.50	\$70,960.00	inspector/Plan Reviewer		

9 CHIEF PLUMBING INSPECTOR						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
9	Sunrise	\$81,523.52	\$96,952.55	\$112,381.57	CHIEF PLUMBING INSPECTOR		
3	Coral Springs	\$69,000.00	\$89,500.00	\$110,000.00	Chief Inspector		
	85th Percentile Market Point	\$68,711.68	\$88,822.40	\$108,933.12			
2	Coconut Creek	\$67,558.40	\$86,112.00	\$104,665.60	Inspector, Chief Plumbing		
	75th Percentile Market Point	\$67,558.40	\$86,112.00	\$104,665.60			
	65th Percentile Market Point	\$67,044.56	\$84,212.92	\$103,179.65			
5	Ft. Lauderdale	\$65,674.48	\$83,738.15	\$101,801.81	Chief Plumbing Inspector		
25	Palm Beach County	\$62,734.88	\$82,771.52	\$102,808.16	Chief Plumbing Inspector		
	50th Percentile Market Point	\$65,674.48	\$82,771.52	\$101,801.81			
13	Boca Raton	\$60,041.00	\$80,702.00	\$101,363.00	Chief Inspector		
4	Davie	\$66,916.10	\$80,536.66	\$94,157.23	Chief Plumbing Inspector		
7	Plantation	\$59,763.00	\$79,186.00	\$98,609.00	Chief Inspector:Mech/Plumb/Electric		
	Town of Palm Beach FY19	\$58,636.03	\$76,520.50	\$94,405.17			
15	Delray Beach	\$49,961.60	\$63,700.00	\$77,438.40	PLUMBING INSPECTOR		

10 CODE COMPLIANCE OFFICER I						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
5	Ft. Lauderdale	\$48,014.12	\$61,227.55	\$74,440.98	Code Compliance Officer		
13	Boca Raton	\$44,005.00	\$58,034.50	\$72,064.00	Code Compliance Officer I		
4	Davie	\$47,206.02	\$56,815.10	\$66,424.18	Code Compliance Inspector		
	85th Percentile Market Point	\$44,195.88	\$56,697.65	\$68,358.86			
20	Palm Beach Gardens	\$44,259.50	\$56,345.33	\$68,431.15	Code Compliance Officer		
	75th Percentile Market Point	\$43,980.27	\$55,126.33	\$66,853.63			
7	Plantation	\$41,298.00	\$54,720.00	\$68,142.00	Code Enforcement Inspector		
22	Tequesta	\$42,000.00	\$53,000.00	\$64,000.00	Code Compliance Officer		
	65th Percentile Market Point	\$41,824.50	\$52,853.88	\$63,926.00			
24	West Palm Beach	\$41,127.00	\$52,415.50	\$63,704.00	Code Enforcement Officer I		
9	Sunrise	\$43,972.03	\$52,294.95	\$60,617.86	CODE ENFORCEMENT OFFICER		
	Town of Palm Beach FY19	\$41,020.30	\$52,215.07	\$62,183.90			
	50th Percentile Market Point	\$41,020.30	\$52,215.07	\$62,183.90			
2	Coconut Creek	\$40,913.60	\$52,135.20	\$63,356.80	Code Compliance Officer		
14	Boynton Beach	\$40,674.00	\$50,842.50	\$61,011.00	Community Standards Specialist I		
15	Delray Beach	\$39,270.40	\$50,065.60	\$60,860.80	Code Enforcement Officer		
16	Greenacres	\$39,684.00	\$49,902.50	\$60,121.00	Code Enforcement Officer		
17	Jupiter	\$39,462.00	\$49,327.50	\$59,193.00	Code Compliance Officer		
3	Coral Springs	\$39,000.00	\$49,000.00	\$59,000.00	Code Compliance Officer		
19	North Palm Beach	\$36,323.80	\$47,220.94	\$58,118.08	CODE COMPLIANCE OFFICER		
23	Wellington	\$30,100.00	\$40,850.00	\$51,600.00	Code Enforcement Officer I		

All data has been sorted by 'Midpoint' as referred to Evergreen Solutions LLC as market target, unless otherwise indicated.

11 COMBINATION BUILDING INSPECTOR					Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
15	Delray Beach	\$59,716.80	\$77,636.00	\$95,555.20	INSPECTOR II	
9	Sunrise	\$65,278.10	\$77,632.78	\$89,987.46	BUILDING INSPECTOR	
	85th Percentile Market Point	\$59,770.04	\$76,256.96	\$90,442.37		
24	West Palm Beach	\$59,564.00	\$75,913.00	\$92,262.00	Commercial Combination Inspector	
8	Pompano Beach	\$59,983.00	\$72,192.50	\$84,402.00	BUILDING FIELD INSPECTOR	
	75th Percentile Market Point	\$59,564.00	\$72,192.50	\$87,663.00		
3	Coral Springs	\$57,000.00	\$72,000.00	\$87,000.00	Inspector II	
	65th Percentile Market Point	\$56,284.40	\$71,679.20	\$87,510.40		
7	Plantation	\$53,129.00	\$70,396.00	\$87,663.00	Inspector I	
13	Boca Raton	\$52,392.00	\$70,015.00	\$87,638.00	Building Inspector - I	
	50th Percentile Market Point	\$53,129.00	\$70,015.00	\$84,402.00		
16	Greenacres	\$53,422.00	\$67,178.50	\$80,935.00	Plans Examiner/Bldg. Inspector	
	Town of Palm Beach FY19	\$51,390.98	\$67,065.65	\$82,740.11		
25	Palm Beach County	\$49,514.40	\$65,334.88	\$81,155.36	Building Construction Inspector I	
23	Wellington	\$47,500.00	\$62,100.00	\$76,700.00	Building Inspector	
17	Jupiter	\$48,423.00	\$60,529.00	\$72,635.00	Building Inspector	
2	Coconut Creek	\$47,112.00	\$60,070.40	\$73,028.80	Inspector, Engineering	
20	Palm Beach Gardens	\$46,472.47	\$59,162.59	\$71,852.71	Building Inspector I	

12 COMBINATION PLAN REVIEWER						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
5	Ft. Lauderdale	\$80,915.04	\$103,170.92	\$125,426.80	Electrical/Mechanical/Plumbing Plans Examiner		
9	Sunrise	\$75,702.64	\$90,029.58	\$104,356.51	PLANS EXAMINER		
24	West Palm Beach	\$64,144.00	\$81,750.50	\$99,357.00	Commercial Combination Plans Examiner		
	85th Percentile Market Point	\$65,932.30	\$81,645.65	\$101,162.40			
13	Boca Raton	\$60,041.00	\$80,702.00	\$101,363.00	Senior Plans Examiner		
	75th Percentile Market Point	\$63,636.00	\$80,588.60	\$98,983.00			
2	Coconut Creek	\$63,128.00	\$80,475.20	\$97,822.40	Examiner, Structural Plans		
	65th Percentile Market Point	\$61,770.80	\$79,680.77	\$97,901.06			
8	Pompano Beach	\$66,131.00	\$79,592.50	\$93,054.00	BUILDING PLANS EXAMINER		
7	Plantation	\$59,763.00	\$79,186.00	\$98,609.00	Inspector/Building Plans Examiner		
21	Royal Palm Beach	\$61,620.00	\$76,228.00	\$90,836.00	Plan Review Intake Supervisor		
	50th Percentile Market Point	\$59,763.00	\$76,228.00	\$90,836.00			
	Town of Palm Beach FY19	\$57,675.28	\$75,266.88	\$92,858.06			
17	Jupiter	\$54,993.00	\$68,741.50	\$82,490.00	Plans Examiner		
20	Palm Beach Gardens	\$53,797.70	\$68,488.10	\$83,178.50	Plan Examiner		
15	Delray Beach	\$53,060.80	\$67,641.60	\$82,222.40	Plan Review Superintendent		
16	Greenacres	\$53,422.00	\$67,178.50	\$80,935.00	Plans Examiner/Bldg. Inspector		
25	Palm Beach County	\$49,514.40	\$65,334.88	\$81,155.36	Construction Plans Examiner I		
23	Wellington	\$47,500.00	\$62,100.00	\$76,700.00	Plans Examiner		
14	Boynton Beach	\$46,965.98	\$58,707.90	\$70,449.81	Inspector/Plans Examiner		

13 CRANE OPERATOR		Broward (Non-COLL) & Palm Beach			
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
13	Boca Raton	\$45,875.00	\$60,760.00	\$75,645.00	Dredge Operator
	Town of Palm Beach FY19	\$43,514.22	\$56,786.50	\$70,058.56	
	85th Percentile Market Point	\$40,551.50	\$53,724.63	\$66,897.75	
7	Plantation	\$38,777.00	\$51,379.50	\$63,982.00	Specialty Equipment Operator
	75th Percentile Market Point	\$38,582.75	\$51,054.41	\$63,538.14	
	65th Percentile Market Point	\$38,194.25	\$50,404.22	\$62,650.42	
25	Palm Beach County	\$37,951.68	\$50,079.12	\$62,206.56	Dredge Operator
	50th Percentile Market Point	\$37,975.84	\$49,289.56	\$60,603.28	
3	Coral Springs	\$38,000.00	\$48,500.00	\$59,000.00	Heavy Equipment Operator
20	Palm Beach Gardens	\$35,291.97	\$46,585.40	\$57,878.83	Heavy Equipment Operator
19	North Palm Beach	\$32,328.05	\$42,026.47	\$51,724.88	SANITATION DRIVER/OPERATOR

14 CRIME INTELLIGENCE ANALYST						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
20	Palm Beach Gardens	\$56,487.58	\$71,912.50	\$87,337.42	Senior Crime Analyst		
2	Coconut Creek	\$50,668.80	\$64,615.20	\$78,561.60	Analyst, Crime		
	85th Percentile Market Point	\$50,756.40	\$64,085.10	\$77,413.80			
17	Jupiter	\$50,844.00	\$63,555.00	\$76,266.00	Crime Analyst		
	75th Percentile Market Point	\$49,341.46	\$62,391.28	\$75,955.50			
5	Ft. Lauderdale	\$48,014.12	\$61,227.55	\$74,440.98	Crime Analyst		
	65th Percentile Market Point	\$47,745.06	\$60,993.78	\$75,042.99			
13	Boca Raton	\$45,875.00	\$60,760.00	\$75,645.00	Crime Intelligence Analyst		
3	Coral Springs	\$47,476.00	\$60,531.50	\$73,587.00	Crime Analyst		
	50th Percentile Market Point	\$45,875.00	\$60,531.50	\$73,587.00			
24	West Palm Beach	\$45,396.00	\$57,856.50	\$70,317.00	Crime Analyst		
	Town of Palm Beach FY19	\$43,648.80	\$56,962.05	\$70,275.50			
15	Delray Beach	\$44,283.20	\$56,472.00	\$68,660.80	CRIME ANALYST		
19	North Palm Beach	\$40,813.42	\$53,057.45	\$65,301.47	CRIMINAL INTELLIGENCE ANALYST		
4	Davie	\$43,420.83	\$52,258.75	\$61,096.67	Crime Analyst		
14	Boynton Beach	\$37,529.00	\$46,912.00	\$56,295.00	Criminal Intelligence Analyst		

15 CRIME SCENE EVIDENCE TECH II		Broward (Non-COLL) & Palm Beach			
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
2	Coconut Creek	\$54,246.40	\$69,139.20	\$84,032.00	Investigator, Crime Scene
	Town of Palm Beach FY19	\$48,612.30	\$63,439.38	\$78,266.45	
27	Palm Beach County S.O.	\$50,244.00	\$62,484.00	\$74,724.00	Crime Scene Investigator I
	85th Percentile Market Point	\$48,339.03	\$62,327.03	\$75,742.15	
13	Boca Raton	\$46,852.00	\$62,242.50	\$77,633.00	Crime Scene Technician
	75th Percentile Market Point	\$46,967.32	\$61,118.65	\$74,312.09	
24	West Palm Beach	\$47,313.28	\$60,744.03	\$74,174.78	Crime Scene Investigator
	65th Percentile Market Point	\$45,339.65	\$57,112.80	\$69,487.90	
15	Delray Beach	\$44,283.20	\$56,472.00	\$68,660.80	CRIME SCENE INVESTIGATOR
7	Plantation	\$41,298.00	\$54,720.00	\$68,142.00	Crime Scene Technician
	50th Percentile Market Point	\$43,852.02	\$54,161.37	\$66,071.00	
9	Sunrise	\$45,072.77	\$53,602.75	\$62,132.72	EVIDENCE TECHNICIAN
14	Boynton Beach	\$42,247.00	\$52,809.00	\$63,371.00	Crime Scene Investigator II
3	Coral Springs	\$41,000.00	\$52,500.00	\$64,000.00	Crime Scene Technician
4	Davie	\$43,420.83	\$52,258.75	\$61,096.67	Crime Scene Technician
17	Jupiter	\$40,323.00	\$50,404.50	\$60,486.00	Crime Scene Investigator
20	Palm Beach Gardens	\$38,233.02	\$48,673.21	\$59,113.40	Evidence Custodian

16 DEPUTY TOWN MANAGER						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
25	Palm Beach County	\$143,274.56	\$201,073.60	\$258,872.64	Deputy County Administrator		
24	West Palm Beach	\$154,492.00	\$193,115.00	\$231,738.00	Deputy City Administrator		
	85th Percentile Market Point	\$140,622.77	\$179,789.35	\$218,395.06			
2	Coconut Creek	\$140,483.20	\$179,088.00	\$217,692.80	Deputy City Manager		
5	Ft. Lauderdale	\$124,089.53	\$167,529.36	\$210,969.19	Assistant City Manager		
	75th Percentile Market Point	\$132,118.50	\$166,897.02	\$210,726.89			
23	Wellington	\$120,000.00	\$165,000.00	\$210,000.00	Assistant City Manager		
	65th Percentile Market Point	\$130,229.06	\$163,782.30	\$207,250.00			
13	Boca Raton	\$131,667.00	\$162,786.00	\$193,905.00	Deputy City Manager		
8	Pompano Beach	\$132,269.00	\$159,193.00	\$186,117.00	ASSISTANT CITY MANAGER		
	50th Percentile Market Point	\$122,044.77	\$156,335.09	\$190,011.00			
9	Sunrise	\$129,052.56	\$153,477.17	\$177,901.78	ASST CITY MANAGER		
	Town of Palm Beach FY19	\$106,998.32	\$144,910.79	\$182,823.26			
7	Plantation	\$109,000.00	\$144,425.00	\$179,850.00	Chief Administrative Officer		
15	Delray Beach	\$108,971.20	\$141,658.40	\$174,345.60	ASST. CITY MANAGER		
17	Jupiter	\$109,558.00	\$136,947.50	\$164,337.00	Assistant Town Manager		
20	Palm Beach Gardens	\$104,309.03	\$135,601.74	\$166,894.45	Deputy City Manager		
14	Boynton Beach	\$107,450.94	\$134,314.08	\$161,177.22	Assistant City Manager		
3	Coral Springs	\$12,200.00	\$108,600.00	\$205,000.00	Deputy City Manager		

17 DEVELOPMENT PERMIT COORDINATOR					Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
25	Palm Beach County	\$60,904.48	\$80,357.68	\$99,810.88	Permit Coordinator	
15	Delray Beach	\$47,028.80	\$59,966.40	\$72,904.00	PERMIT SUPERVISOR	
	85th Percentile Market Point	\$40,611.36	\$53,813.28	\$67,620.80		
23	Wellington	\$38,250.00	\$52,275.00	\$66,300.00	Permitting & Licensing Tech, Senior	
13	Boca Raton	\$39,007.00	\$50,725.50	\$62,444.00	Permit & Licensing Tech I	
	75th Percentile Market Point	\$38,250.00	\$50,725.50	\$62,444.00		
	Town of Palm Beach FY19	\$37,243.02	\$48,602.53	\$59,961.62		
19	North Palm Beach	\$36,323.80	\$47,220.94	\$58,118.08	License & Permit Technician	
	65th Percentile Market Point	\$37,287.96	\$47,159.15	\$57,753.46		
14	Boynton Beach	\$37,529.00	\$46,912.00	\$56,295.00	Application Technician?	
2	Coconut Creek	\$35,547.20	\$45,344.00	\$55,140.80	Technician, Senior Permit	
	50th Percentile Market Point	\$35,994.00	\$45,344.00	\$55,140.80		
16	Greenacres	\$35,994.00	\$45,262.50	\$54,531.00	Permits Coordinator	
24	West Palm Beach	\$35,464.00	\$45,198.00	\$54,932.00	License and Permit Specialist	
22	Tequesta	\$34,200.00	\$43,100.00	\$52,000.00	Building Permit Coordinator/Licensing Clerk	
7	Plantation	\$32,101.00	\$42,534.00	\$52,967.00	Permit Analyst	
20	Palm Beach Gardens	\$33,027.12	\$42,045.75	\$51,064.38	Permits Technician	
3	Coral Springs	\$32,000.00	\$36,500.00	\$41,000.00	Permit Services Representative	

18 DIRECTOR OF FINANCE						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
25	Palm Beach County	\$133,902.08	\$187,916.56	\$241,931.04	Director Office of Financial Management and Budget		
9	Sunrise	\$149,661.41	\$177,985.81	\$206,310.21	DIR OF FIN AND ADMIN SERVICES		
28	Solid Waste Authority	\$120,536.00	\$174,782.40	\$229,028.80	Chief Financial Officer		
	85th Percentile Market Point	\$120,655.10	\$166,467.36	\$206,863.68			
23	Wellington	\$120,000.00	\$165,000.00	\$210,000.00	Director of Admin & Financial Svcs		
5	Ft. Lauderdale	\$114,898.50	\$155,167.53	\$195,436.56	Director - Finance		
	75th Percentile Market Point	\$116,173.88	\$152,538.76	\$185,355.39			
24	West Palm Beach	\$121,330.00	\$151,662.50	\$181,995.00	Chief Financial Officer		
2	Coconut Creek	\$112,923.20	\$143,977.60	\$175,032.00	Director, Finance & Admin. SVCS./CFO		
	65th Percentile Market Point	\$110,354.40	\$143,180.96	\$176,264.35			
13	Boca Raton	\$106,951.00	\$142,752.00	\$178,553.00	Financial Services Director		
15	Delray Beach	\$108,971.20	\$141,658.40	\$174,345.60	Finance Director		
3	Coral Springs	\$107,000.00	\$139,000.00	\$171,000.00	Director of Financial Services		
	50th Percentile Market Point	\$106,975.50	\$134,984.00	\$166,350.00			
	Town of Palm Beach FY19	\$101,892.75	\$134,361.14	\$166,829.10			
8	Pompano Beach	\$108,818.00	\$130,968.00	\$153,118.00	FINANCE DIRECTOR		
22	Tequesta	\$104,000.00	\$130,000.00	\$156,000.00	Finance Director		
7	Plantation	\$98,000.00	\$129,850.00	\$161,700.00	Finance Director		
4	Davie	\$106,757.00	\$128,487.50	\$150,218.00	Budget and Finance Director		
20	Palm Beach Gardens	\$94,611.37	\$122,994.78	\$151,378.19	Finance Administrator		
21	Royal Palm Beach	\$98,508.00	\$121,860.50	\$145,213.00	Finance Director		
17	Jupiter	\$96,833.00	\$121,041.50	\$145,250.00	Director, Finance		
14	Boynton Beach	\$94,787.00	\$118,483.50	\$142,180.00	Director, Finance/Treasurer		
16	Greenacres	\$89,934.00	\$113,093.50	\$136,253.00	Finance Director		
19	North Palm Beach	\$84,470.90	\$109,812.17	\$135,153.43	DIRECTOR OF FINANCE		

DIRECTOR OF HUMAN RESOURCES						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
9	Sunrise	\$138,974.99	\$165,277.11	\$191,579.23	DIRECTOR OF HUMAN RESOURCES		
5	Ft. Lauderdale	\$114,898.50	\$155,167.53	\$195,436.56	Director - Human Resources		
25	Palm Beach County	\$109,306.08	\$153,393.76	\$197,481.44	Director Human Resources		
	85th Percentile Market Point	\$113,219.50	\$151,922.19	\$183,432.63			
24	West Palm Beach	\$121,330.00	\$151,662.50	\$181,995.00	Chief Human Resources Officer		
2	Coconut Creek	\$112,923.20	\$143,977.60	\$175,032.00	Director, Human Resources and Risk Management		
	75th Percentile Market Point	\$109,076.52	\$140,244.40	\$175,008.00			
3	Coral Springs	\$107,000.00	\$139,000.00	\$171,000.00	Director of Human Resources		
23	Wellington	\$100,000.00	\$137,500.00	\$175,000.00	Director II		
	65th Percentile Market Point	\$104,813.40	\$137,175.00	\$167,820.72			
22	Tequesta	\$109,000.00	\$137,000.00	\$165,000.00	Human Resources Director/Assistant Village Manager		
7	Plantation	\$98,000.00	\$129,850.00	\$161,700.00	Human Resources Director		
28	Solid Waste Authority	\$87,422.40	\$126,765.60	\$166,108.80	Dir Human Resources		
	50th Percentile Market Point	\$98,831.00	\$125,748.55	\$156,998.80			
8	Pompano Beach	\$103,636.00	\$124,731.50	\$145,827.00	HUMAN RESOURCES DIRECTOR		
14	Boynton Beach	\$99,662.00	\$124,578.00	\$149,494.00	Director, Human Resources and Risk Management		
15	Delray Beach	\$95,180.80	\$123,739.20	\$152,297.60	Director of Human Resources		
20	Palm Beach Gardens	\$94,611.37	\$122,994.78	\$151,378.19	HR Administrator		
4	Davie	\$97,384.00	\$117,206.50	\$137,029.00	Human Resources Director		
	Town of Palm Beach FY19	\$88,435.36	\$116,615.41	\$144,795.25			
17	Jupiter	\$92,167.00	\$115,209.00	\$138,251.00	Director of Human Resources		
13	Boca Raton	\$87,724.00	\$114,530.50	\$141,337.00	Director of Human Resources		
21	Royal Palm Beach	\$91,475.00	\$113,160.00	\$134,845.00	Director of Human Resources		
16	Greenacres	\$89,934.00	\$113,093.50	\$136,253.00	Director of Human Resources		
19	North Palm Beach	\$78,944.76	\$102,628.19	\$126,311.62	DIRECTOR OF HUMAN RESOURCE		

20 DIRECTOR OF PLANNING ZONING & BUILDING						Broward (Non-COLL) & Palm Beach
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
5	Ft. Lauderdale	\$114,898.50	\$155,122.53	\$195,346.56	Director - Sustainable Development	
24	West Palm Beach	\$121,330.00	\$151,662.50	\$181,995.00	Director of Housing & Community Development	
2	Coconut Creek	\$112,923.20	\$143,977.60	\$175,032.00	Director, Sustainable Development	
	85th Percentile Market Point	\$113,515.79	\$143,119.68	\$176,088.30		
13	Boca Raton	\$106,951.00	\$142,752.00	\$178,553.00	Development Services Director	
9	Sunrise	\$119,838.58	\$142,518.38	\$165,198.18	DIR OF COMMUNITY DEVELOPMENT	
	75th Percentile Market Point	\$107,884.50	\$140,009.19	\$170,099.09		
23	Wellington	\$100,000.00	\$137,500.00	\$175,000.00	Director II	
	Town of Palm Beach FY19	\$100,751.66	\$132,858.96	\$164,966.26		
8	Pompano Beach	\$108,818.00	\$130,968.00	\$153,118.00	DEVELOPMENT SERVICES DIRECTOR	
	65th Percentile Market Point	\$99,400.00	\$130,632.60	\$161,554.99		
7	Plantation	\$98,000.00	\$129,850.00	\$161,700.00	Planning, Zoning, Eco Director	
25	Palm Beach County	\$89,225.76	\$125,221.20	\$161,216.64	Director Planning, Zoning, & Building Administration	
15	Delray Beach	\$95,180.80	\$123,739.20	\$152,297.60	Planning & Zoning Director	
	50th Percentile Market Point	\$94,787.00	\$123,739.20	\$152,297.60		
14	Boynton Beach	\$94,787.00	\$118,483.50	\$142,180.00	Director, Development	
17	Jupiter	\$94,471.00	\$118,089.00	\$141,707.00	Director, Planning & Zoning	
20	Palm Beach Gardens	\$90,106.07	\$117,137.89	\$144,169.71	Director of Planning and Zoning	
16	Greenacres	\$89,934.00	\$113,093.50	\$136,253.00	Planning and Engineering Director	
21	Royal Palm Beach	\$84,943.00	\$105,080.00	\$125,217.00	Director of Planning and Zoning	
4	Davie	\$85,667.00	\$103,104.00	\$120,541.00	Planning and Zoning Manager	
19	North Palm Beach	\$78,944.76	\$102,628.19	\$126,311.62	DIRECTOR OF COMMUNITY DEVELOPMENT	
22	Tequesta	\$80,000.00	\$100,000.00	\$120,000.00	Building Director	
3	Coral Springs	\$65,000.00	\$84,500.00	\$104,000.00	Planning & Zoning Manager	

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21. DIRECTOR OF PUBLIC WORKS					Broward (Non-COLL) & Palm Beach		
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
5	Ft. Lauderdale	\$114,898.50	\$155,122.53	\$195,346.56	Director - Public Works		
24	West Palm Beach	\$121,330.00	\$151,662.50	\$181,995.00	Director of Public Works		
2	Coconut Creek	\$112,923.20	\$143,977.60	\$175,032.00	Director, Public Works		
	85th Percentile Market Point	\$110,665.34	\$143,303.52	\$176,730.85			
13	Boca Raton	\$106,951.00	\$142,752.00	\$178,553.00	Utility Services Director		
	Town of Palm Beach FY19	\$107,661.01	\$141,967.07	\$176,272.93			
3	Coral Springs	\$107,000.00	\$139,000.00	\$171,000.00	Director of Public Works		
	75th Percentile Market Point	\$106,987.75	\$138,625.00	\$175,024.00			
23	Wellington	\$100,000.00	\$137,500.00	\$175,000.00	Director II		
	65th Percentile Market Point	\$100,347.55	\$133,921.92	\$171,200.00			
28	Solid Waste Authority	\$92,227.20	\$133,733.60	\$175,240.00	Dir Engineering/Public Wk		
8	Pompano Beach	\$108,818.00	\$130,968.00	\$153,118.00	PUBLIC WORKS DIRECTOR		
7	Plantation	\$98,000.00	\$129,850.00	\$161,700.00	Public Works Director		
	50th Percentile Market Point	\$97,108.50	\$126,794.60	\$152,707.80			
15	Delray Beach	\$95,180.80	\$123,739.20	\$152,297.60	SAME		
17	Jupiter	\$96,833.00	\$121,041.50	\$145,250.00	Director, Engineering, Parks & Public Works		
21	Royal Palm Beach	\$96,105.00	\$118,888.00	\$141,671.00	Director of Public Works		
14	Boynton Beach	\$94,787.00	\$118,483.50	\$142,180.00	Director, Public Works and Engineering		
4	Davie	\$97,384.00	\$117,206.50	\$137,029.00	Public Works/Capital Proj. Dir.		
16	Greenacres	\$89,934.00	\$113,093.50	\$136,253.00	Public Works Director		
19	North Palm Beach	\$78,944.76	\$102,628.19	\$126,311.62	DIRECTOR OF PUBLIC WORKS		
20	Palm Beach Gardens	\$77,837.01	\$101,188.11	\$124,539.21	Director of Public Services		
22	Tequesta	\$80,000.00	\$100,000.00	\$120,000.00	Public Works Director		

22 DIVISION MANAGER, FACILITIES MAINTENANCE						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
5	Ft. Lauderdale	\$80,915.04	\$103,170.92	\$125,426.80	Facilities Manager		
28	Solid Waste Authority	\$70,553.60	\$102,304.80	\$134,056.00	Facility Maint Manager		
	85th Percentile Market Point	\$74,958.18	\$102,055.72	\$125,944.36			
25	Palm Beach County	\$77,151.36	\$101,806.64	\$126,461.92	Utilities Operations & Maintenance Manager		
	75th Percentile Market Point	\$72,669.00	\$97,149.82	\$119,611.80			
	Town of Palm Beach FY19	\$74,187.15	\$96,814.64	\$119,441.92			
24	West Palm Beach	\$72,573.00	\$92,493.00	\$112,413.00	Utilities Operations & Maintenance Manager		
	65th Percentile Market Point	\$71,961.73	\$92,479.70	\$113,104.90			
15	Delray Beach	\$71,136.00	\$92,466.40	\$113,796.80	DEPUTY PUBLIC WORKS DIR		
17	Jupiter	\$72,765.00	\$90,956.50	\$109,148.00	Utilities Facilities Manager		
	50th Percentile Market Point	\$71,136.00	\$90,956.50	\$109,148.00			
9	Sunrise	\$71,350.45	\$84,853.29	\$98,356.13	DIV DIR FACILITY MAINT		
20	Palm Beach Gardens	\$62,277.56	\$79,283.54	\$96,289.51	Operations Manager, Facilities		
27	Palm Beach County S.O.	\$62,640.00	\$77,904.00	\$93,168.00	Facilities & Maintenance Manager		
3	Coral Springs	\$56,000.00	\$72,500.00	\$89,000.00	Facilities Superintendent		
21	Royal Palm Beach	\$54,462.00	\$67,373.50	\$80,285.00	Facilities Superintendent		

23 DIVISION MANAGER, SERVICES					Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
13	Boca Raton	\$94,792.00	\$121,217.00	\$147,642.00	Utility Services Dep. Director	
28	Solid Waste Authority	\$78,561.60	\$113,911.20	\$149,260.80	Dir Hazrdous Waste Serv	
	85th Percentile Market Point	\$83,964.63	\$113,575.97	\$146,768.10		
	75th Percentile Market Point	\$79,983.45	\$108,882.68	\$134,533.50		
24	West Palm Beach	\$84,249.00	\$107,206.50	\$130,164.00	General Services Manager	
	65th Percentile Market Point	\$77,138.88	\$103,072.58	\$125,878.20		
15	Delray Beach	\$75,400.00	\$98,020.00	\$120,640.00	Deputy Director of Public Utilities	
	50th Percentile Market Point	\$73,375.23	\$93,804.75	\$114,287.50		
	Town of Palm Beach FY19	\$70,599.57	\$92,132.98	\$113,666.38		
16	Greenacres	\$71,244.00	\$89,589.50	\$107,935.00	Assistant Leisure Services Director	
9	Sunrise	\$71,350.45	\$84,853.29	\$98,356.13	DIV DIR SPECIAL & COMM SUP SER	
8	Pompano Beach	\$70,146.00	\$84,424.00	\$98,702.00	Fleet Operations Manager	
5	Ft. Lauderdale	\$53,299.49	\$67,966.94	\$82,634.38	Parks Supervisor	

24 DIVISION MANAGER, WATER RESOURCES						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
5	Ft. Lauderdale	\$89,830.12	\$114,527.04	\$139,223.96	Stormwater Operations Manager		
	85th Percentile Market Point	\$86,481.45	\$110,134.72	\$136,123.18			
24	West Palm Beach	\$84,249.00	\$107,206.50	\$130,164.00	Water Plant Manager		
	75th Percentile Market Point	\$84,249.00	\$107,206.50	\$134,056.00			
	65th Percentile Market Point	\$78,770.84	\$105,245.82	\$132,499.20			
28	Solid Waste Authority	\$70,553.60	\$102,304.80	\$134,056.00	Utilities Manager		
	50th Percentile Market Point	\$70,553.60	\$102,304.80	\$130,164.00			
	Town of Palm Beach FY19	\$76,157.54	\$99,386.14	\$122,614.54			
17	Jupiter	\$65,630.00	\$82,037.50	\$98,445.00	Utility Services Manager		
22	Tequesta	\$54,000.00	\$68,000.00	\$82,000.00	Superintendent, Water Distribution & Storm Water		

26 EQUIPMENT OPERATOR I		Broward (Non-COLL) & Palm Beach			
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
4	Davie	\$39,034.00	\$49,794.50	\$60,555.00	Equipment Operator
9	Sunrise	\$41,854.18	\$49,775.44	\$57,696.70	EQUIPMENT OPERATOR I
	85th Percentile Market Point	\$38,827.20	\$49,520.35	\$58,775.77	
3	Coral Springs	\$38,000.00	\$48,500.00	\$59,000.00	Equipment Operator
	75th Percentile Market Point	\$38,000.00	\$48,500.00	\$57,878.83	
	65th Percentile Market Point	\$35,833.58	\$46,968.32	\$57,733.13	
20	Palm Beach Gardens	\$35,291.97	\$46,585.40	\$57,878.83	Heavy Equipment Operator
	Town of Palm Beach FY19	\$34,379.07	\$44,864.56	\$55,350.26	
24	West Palm Beach	\$33,755.00	\$43,020.00	\$52,285.00	Grounds Equipment Operator
	50th Percentile Market Point	\$33,755.00	\$43,020.00	\$52,457.60	
19	North Palm Beach	\$32,328.05	\$42,026.47	\$51,724.88	EQUIPMENT OPERATOR
28	Solid Waste Authority	\$29,972.80	\$41,215.20	\$52,457.60	EQUIPMENT OPERATOR I L/F
25	Palm Beach County	\$30,844.32	\$40,708.72	\$50,573.12	Motor Equipment Operator II
14	Boynton Beach	\$31,238.00	\$39,047.00	\$46,856.00	Equipment Operator

27 GIS COORDINATOR							Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)			
25	Palm Beach County	\$77,151.36	\$101,806.64	\$126,461.92	County Wide GIS Coordinator			
20	Palm Beach Gardens	\$68,661.01	\$87,410.10	\$106,159.18	GIS Manager			
15	Delray Beach	\$67,100.80	\$87,235.20	\$107,369.60	GIS ADMINISTRATOR			
	85th Percentile Market Point	\$65,801.81	\$84,550.54	\$104,176.33				
7	Plantation	\$62,154.00	\$82,354.00	\$102,554.00	IT GIS Manager			
21	Royal Palm Beach	\$64,739.00	\$80,086.00	\$95,433.00	GIS Coordinator			
	75th Percentile Market Point	\$61,878.75	\$79,517.25	\$96,537.00				
24	West Palm Beach	\$61,053.00	\$77,811.00	\$94,569.00	GIS Coordinator			
	65th Percentile Market Point	\$59,272.89	\$77,262.38	\$94,612.20				
13	Boca Raton	\$57,562.00	\$77,233.50	\$96,905.00	GIS Coordinator			
	Town of Palm Beach FY19	\$58,636.03	\$76,520.50	\$94,405.17				
5	Ft. Lauderdale	\$59,179.20	\$75,449.24	\$91,719.27	Geographic Information Systems Analyst			
2	Coconut Creek	\$58,656.00	\$74,786.40	\$90,916.80	Coordinator, GIS			
	50th Percentile Market Point	\$58,134.95	\$73,268.20	\$90,958.40				
23	Wellington	\$52,500.00	\$71,750.00	\$91,000.00	GIS Analyst, Senior			
14	Boynton Beach	\$56,402.00	\$70,502.00	\$84,602.00	Senior GIS Analyst			
28	Solid Waste Authority	\$51,168.00	\$70,356.00	\$89,544.00	GIS Specialist			
16	Greenacres	\$55,630.00	\$69,955.50	\$84,281.00	GIS Analyst/Planner			
9	Sunrise	\$58,559.90	\$69,642.98	\$80,726.05	CRIME ANALYST/GIS COORDINATOR			
1	Broward County S.O.	\$52,862.00	\$69,484.50	\$86,107.00	Geographic Info Systems Analyst			
8	Pompano Beach	\$57,710.00	\$69,456.00	\$81,202.00	GIS COORDINATOR			
27	Palm Beach County S.O.	\$54,876.00	\$68,250.00	\$81,624.00	CADS/GIS Coordinator			
17	Jupiter	\$48,423.00	\$60,529.00	\$72,635.00	GIS Specialist			

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28 GOLF COURSE ASSOCIATE		Broward (Non-COLL) & Palm Beach			
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
25	Palm Beach County	\$25,910.56	\$34,131.76	\$42,352.96	Golf Attendant
	85th Percentile Market Point	\$26,087.78	\$32,637.60	\$40,856.58	
13	Boca Raton	\$23,424.00	\$31,641.50	\$39,859.00	Golf Cart Attendant
	75th Percentile Market Point	\$25,910.56	\$31,641.50	\$39,859.00	
	65th Percentile Market Point	\$24,915.94	\$31,635.46	\$38,675.08	
20	Palm Beach Gardens	\$26,353.60	\$31,626.40	\$36,899.20	Pro Shop Attendant
	50th Percentile Market Point	\$23,424.00	\$31,626.40	\$36,899.20	
19	North Palm Beach	\$22,790.00	\$29,617.00	\$36,444.00	Country Club Attendant
	Town of Palm Beach FY19	\$20,907.12	\$27,283.78	\$33,660.22	
14	Boynton Beach	\$17,596.80	\$17,596.80	\$17,596.80	Golf Course Cart Attendant

30 GOLF MANAGER						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
20	Palm Beach Gardens	\$77,837.01	\$101,188.11	\$124,539.21	Director of Golf		
	85th Percentile Market Point	\$75,639.53	\$99,425.89	\$123,212.24			
25	Palm Beach County	\$74,907.04	\$98,838.48	\$122,769.92	Golf Course Manager		
	75th Percentile Market Point	\$74,593.53	\$96,927.24	\$120,930.44			
	65th Percentile Market Point	\$73,966.51	\$93,104.75	\$117,251.48			
13	Boca Raton	\$66,975.00	\$91,193.50	\$115,412.00	Golf Course Manager		
	50th Percentile Market Point	\$70,314.00	\$89,919.00	\$109,746.31			
8	Pompano Beach	\$73,653.00	\$88,644.50	\$103,636.00	Golf Course Manager		
19	North Palm Beach	\$65,050.39	\$84,565.51	\$104,080.62	HEAD GOLF PORFESSIONAL		
	Town of Palm Beach FY19	\$61,521.41	\$80,285.71	\$99,050.02			
14	Boynton Beach	\$62,693.00	\$78,366.50	\$94,040.00	Golf Course Manager		

31 HUMAN RESOURCES ANALYST						Broward (Non-COLI) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
8	Pompano Beach	\$70,146.00	\$84,424.00	\$98,702.00	HUMAN RESOURCES ANALYST		
5	Ft. Lauderdale	\$65,674.48	\$83,738.15	\$101,801.81	Human Resources Analyst		
20	Palm Beach Gardens	\$59,311.96	\$75,508.13	\$91,704.29	HR Generalist		
	85th Percentile Market Point	\$57,937.19	\$75,333.04	\$92,143.40			
27	Palm Beach County S.O.	\$57,348.00	\$75,258.00	\$93,168.00	HR Analyst I & II in Human Resources		
17	Jupiter	\$57,193.00	\$71,491.50	\$85,790.00	Senior HR Generalist		
	75th Percentile Market Point	\$54,919.50	\$69,294.00	\$83,668.50			
24	West Palm Beach	\$52,646.00	\$67,096.50	\$81,547.00	Human Resources Analyst		
3	Coral Springs	\$51,850.00	\$66,108.50	\$80,367.00	Human Resources Analyst		
	Town of Palm Beach FY19	\$50,558.14	\$65,978.64	\$81,398.93			
	65th Percentile Market Point	\$51,495.64	\$65,841.20	\$81,125.10			
13	Boca Raton	\$48,985.00	\$65,217.50	\$81,450.00	Senior Human Resources Tech		
2	Coconut Creek	\$50,668.80	\$64,615.20	\$78,561.60	Specialist, Human Resources		
23	Wellington	\$47,500.00	\$62,100.00	\$76,700.00	HR Generalist		
	50th Percentile Market Point	\$48,537.84	\$62,100.00	\$76,700.00			
1	Broward County S.O.	\$47,942.00	\$61,158.50	\$74,375.00	Human Resources Analyst		
22	Tequesta	\$48,000.00	\$61,000.00	\$74,000.00	HR & Risk Management Generalist		
25	Palm Beach County	\$44,000.32	\$58,052.80	\$72,105.28	Human Resources Specialist I		
9	Sunrise	\$48,537.84	\$57,723.75	\$66,909.65	HUMAN RESOURCES ASSOCIATE		
28	Solid Waste Authority	\$41,308.80	\$56,804.80	\$72,300.80	Human Resources Generalist		
15	Delray Beach	\$44,283.20	\$56,472.00	\$68,660.80	HR ANALYST		
14	Boynton Beach	\$43,820.00	\$54,774.50	\$65,729.00	Human Resources and Risk Coordinator I		
19	North Palm Beach	\$38,508.80	\$48,313.80	\$58,118.80	HUMAN RESOURCE ANALYST		
16	Greenacres	\$37,791.00	\$47,523.00	\$57,255.00	Human Resources Coordinator		

32 INDUSTRIAL ELECTRICIAN						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
8	Pompano Beach	\$59,983.00	\$72,192.50	\$84,402.00	SENIOR ELECTRICIAN		
2	Coconut Creek	\$50,668.80	\$64,615.20	\$78,561.60	Electrician		
	Town of Palm Beach FY19	\$47,856.22	\$62,452.83	\$77,049.44			
24	West Palm Beach	\$48,887.00	\$62,305.50	\$75,724.00	Utilities Electrician		
	85th Percentile Market Point	\$48,852.08	\$62,284.95	\$77,462.30			
23	Wellington	\$47,500.00	\$62,100.00	\$76,700.00	Industrial Electrician & Instrument Technician		
	75th Percentile Market Point	\$48,480.42	\$61,846.48	\$76,602.24			
25	Palm Beach County	\$46,681.44	\$61,592.96	\$76,504.48	Industrial Electrician		
	65th Percentile Market Point	\$48,055.01	\$61,434.15	\$75,802.05			
13	Boca Raton	\$45,286.00	\$61,416.50	\$77,547.00	Plant Electrician		
5	Ft. Lauderdale	\$48,014.12	\$61,227.55	\$74,440.98	Industrial Electrician		
22	Tequesta	\$48,000.00	\$61,000.00	\$74,000.00	Electrician		
	50th Percentile Market Point	\$47,500.00	\$61,000.00	\$74,000.00			
17	Jupiter	\$48,423.00	\$60,529.00	\$72,635.00	Utilites Electrician		
7	Plantation	\$43,982.00	\$58,276.00	\$72,570.00	Electrical Control Technician		
9	Sunrise	\$48,537.84	\$57,723.75	\$66,909.65	UTILITY ELECTRICIAN I		
28	Solid Waste Authority	\$41,308.80	\$56,804.80	\$72,300.80	FAC MAINT MECH III/ELECT		
20	Palm Beach Gardens	\$43,054.54	\$55,209.74	\$67,364.93	Electrician		
3	Coral Springs	\$41,000.00	\$52,500.00	\$64,000.00	Electrician		
19	North Palm Beach	\$34,267.73	\$44,548.05	\$54,828.37	Trade Mechanic		

33 INFORMATION TECHNOLOGY MANAGER						Broward (Non-COLI) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
5	Ft. Lauderdale	\$114,898.50	\$155,122.53	\$195,346.56	Director - Information Technology Services		
2	Coconut Creek	\$112,923.20	\$143,977.60	\$175,032.00	Chief Information Officer		
9	Sunrise	\$116,916.59	\$139,043.01	\$161,169.42	IT Director		
	85th Percentile Market Point	\$112,330.88	\$139,038.70	\$174,600.00			
3	Coral Springs	\$107,000.00	\$139,000.00	\$171,000.00	Director of Information Services		
	75th Percentile Market Point	\$105,318.00	\$138,250.00	\$166,350.00			
23	Wellington	\$100,000.00	\$137,500.00	\$175,000.00	Director II		
	65th Percentile Market Point	\$102,036.70	\$130,868.80	\$161,222.48			
13	Boca Raton	\$101,859.00	\$130,132.00	\$158,405.00	Information Services Director		
7	Plantation	\$98,000.00	\$129,850.00	\$161,700.00	IT Director/Chief Information Officer		
8	Pompano Beach	\$103,636.00	\$124,731.50	\$145,827.00	CHIEF INFORMATION OFFICER		
	50th Percentile Market Point	\$98,000.00	\$124,731.50	\$152,297.60			
15	Delray Beach	\$95,180.80	\$123,739.20	\$152,297.60	IT Director		
20	Palm Beach Gardens	\$94,611.37	\$122,994.78	\$151,378.19	IT Administrator		
24	West Palm Beach	\$95,133.00	\$118,916.50	\$142,700.00	Assistant Director of Information Technology		
4	Davie	\$97,384.00	\$117,206.50	\$137,029.00	Information Systems Director		
	Town of Palm Beach FY19	\$88,435.36	\$115,408.80	\$142,382.03			
19	North Palm Beach	\$78,944.76	\$102,628.19	\$126,311.62	DIRECTOR INFORMATION TECHNOLOGY		
25	Palm Beach County	\$77,151.36	\$101,806.64	\$126,461.92	Chief Information Officer		
22	Tequesta	\$80,000.00	\$100,000.00	\$120,000.00	Information Technology Director		

34 INFORMATION TECHNOLOGY SPECIALIST						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
4	Davie	\$71,606.00	\$86,181.50	\$100,757.00	Information System Specialist II		
9	Sunrise	\$71,350.45	\$84,853.29	\$98,356.13	SYSTEMS SUPPORT SPECIALIST		
8	Pompano Beach	\$62,981.00	\$75,801.50	\$88,622.00	INFORMATION TECH ANALYST I		
	85th Percentile Market Point	\$61,143.25	\$74,340.00	\$87,536.75			
16	Greenacres	\$55,630.00	\$69,955.50	\$84,281.00	IT Analyst II		
	75th Percentile Market Point	\$53,758.32	\$66,786.75	\$79,815.17			
21	Royal Palm Beach	\$53,134.43	\$65,730.50	\$78,326.56	Information Systems Specialist		
	Town of Palm Beach FY19	\$48,062.35	\$62,721.57	\$77,380.78			
22	Tequesta	\$48,000.00	\$61,000.00	\$74,000.00	Information Technology & Security Analyst		
	65th Percentile Market Point	\$48,054.00	\$60,767.60	\$73,757.20			
2	Coconut Creek	\$47,112.00	\$60,070.40	\$73,028.80	Specialist, Information Technology		
15	Delray Beach	\$47,028.80	\$59,966.40	\$72,904.00	TECHNICAL SUPPORT ANALYST		
	50th Percentile Market Point	\$47,070.40	\$59,875.20	\$72,200.00			
27	Palm Beach County S.O.	\$48,072.00	\$59,784.00	\$71,496.00	PC Technician I		
3	Coral Springs	\$45,000.00	\$57,500.00	\$70,000.00	IT Support Specialist		
13	Boca Raton	\$43,091.00	\$56,760.50	\$70,430.00	Digital Media Specialist - Web		
5	Ft. Lauderdale	\$43,259.40	\$55,156.80	\$67,054.20	IT Service Desk Coordinator		
14	Boynton Beach	\$42,246.88	\$52,808.91	\$63,370.94	Computer Support Specialist		
23	Wellington	\$38,250.00	\$52,275.00	\$66,300.00	IT Specialist, Senior		
19	North Palm Beach	\$36,323.80	\$47,220.94	\$58,118.08	TECHNICAL SUPPORT SPECIALIST		
7	Plantation	\$34,188.00	\$45,299.00	\$56,410.00	IT PC Tech I		

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35 LABORER						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
7	Plantation	\$32,101.00	\$42,534.00	\$52,967.00	Maintenance Worker I		
17	Jupiter	\$32,824.00	\$41,030.00	\$49,236.00	Service Worker		
	Town of Palm Beach FY19	\$31,343.52	\$40,903.62	\$50,463.50			
	85th Percentile Market Point	\$32,354.05	\$40,886.74	\$50,080.28			
2	Coconut Creek	\$32,032.00	\$40,809.60	\$49,587.20	Worker I, Maintenance Service		
	75th Percentile Market Point	\$32,049.25	\$40,428.53	\$49,323.80			
13	Boca Raton	\$29,607.00	\$40,301.50	\$50,996.00	Maintenance Worker		
	65th Percentile Market Point	\$31,324.80	\$39,923.20	\$49,124.34			
9	Sunrise	\$33,513.79	\$39,856.44	\$46,199.09	MAINTENANCE WORKER I		
25	Palm Beach County	\$29,949.92	\$39,527.28	\$49,104.64	Utility Maintenance Worker		
	50th Percentile Market Point	\$29,781.96	\$39,313.64	\$46,900.00			
22	Tequesta	\$31,200.00	\$39,100.00	\$47,000.00	Maintenance Worker I		
16	Greenacres	\$29,614.00	\$37,239.50	\$44,865.00	Maintenance Worker I		
24	West Palm Beach	\$29,107.00	\$37,096.00	\$45,085.00	Maintenance Worker		
23	Wellington	\$27,300.00	\$37,050.00	\$46,800.00	Maintenance Worker		
21	Royal Palm Beach	\$29,376.67	\$36,340.41	\$43,304.14	General Maintenance Worker I		
19	North Palm Beach	\$25,606.84	\$33,288.90	\$40,970.95	Grounds or Street Maintenance Worker		

36 LIFEGUARD						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
5	Ft. Lauderdale	\$38,971.67	\$49,691.00	\$60,410.33	Beach Lifeguard		
8	Pompano Beach	\$40,598.00	\$48,862.50	\$57,127.00	OCEAN RESCUE LIFEGUARD		
	85th Percentile Market Point	\$35,919.98	\$47,530.32	\$57,428.64			
25	Palm Beach County	\$35,759.36	\$47,197.28	\$58,635.20	Ocean Lifeguard		
13	Boca Raton	\$32,782.00	\$44,594.00	\$56,406.00	Ocean Rescue Lifeguard		
	75th Percentile Market Point	\$33,982.75	\$44,594.00	\$56,406.00			
	Town of Palm Beach FY19	\$32,992.34	\$43,055.38	\$53,118.21			
14	Boynton Beach	\$34,383.00	\$42,978.50	\$51,574.00	Ocean Lifeguard		
	65th Percentile Market Point	\$32,398.10	\$42,568.50	\$51,213.80			
4	Davie	\$32,084.00	\$40,928.50	\$49,773.00	Pool Lifeguard PT Regular		
7	Plantation	\$30,139.20	\$39,936.00	\$49,732.80	Lifeguard II		
	50th Percentile Market Point	\$31,382.73	\$39,936.00	\$49,732.80			
15	Delray Beach	\$30,867.20	\$39,364.00	\$47,860.80	LIFEGUARD		
9	Sunrise	\$31,898.26	\$37,935.15	\$43,972.03	LIFEGUARD I P/T		
24	West Palm Beach	\$29,107.00	\$37,096.00	\$45,085.00	Lifeguard		
23	Wellington	\$27,300.00	\$37,050.00	\$46,800.00	Lifeguard		
20	Palm Beach Gardens	\$27,040.00	\$32,240.00	\$37,440.00	Lifeguard I		
19	North Palm Beach	\$24,157.40	\$31,404.62	\$38,651.84	LIFEGUARD		

37 MANAGER, FLEET						Broward (Non-COLI) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
27	Palm Beach County S.O.	\$82,728.00	\$95,256.00	\$107,784.00	Unit Manager - Fleet Management		
24	West Palm Beach	\$74,670.00	\$93,337.50	\$112,005.00	Fleet Management Superintendent		
9	Sunrise	\$73,134.46	\$86,974.78	\$100,815.10	FLEET MANAGER		
	85th Percentile Market Point	\$72,512.81	\$86,711.40	\$104,146.81			
1	Broward County S.O.	\$64,165.00	\$84,341.00	\$104,517.00	Fleet Manager		
	75th Percentile Market Point	\$65,541.50	\$82,440.25	\$99,712.05			
4	Davie	\$66,918.00	\$80,539.50	\$94,161.00	Fleet Manager		
	65th Percentile Market Point	\$60,203.20	\$79,321.35	\$97,083.00			
7	Plantation	\$59,763.00	\$79,186.00	\$98,609.00	Garage Supervisor		
	Town of Palm Beach FY19	\$60,621.18	\$79,110.93	\$97,600.67			
25	Palm Beach County	\$59,134.40	\$78,023.92	\$96,913.44	Fleet Management Support Services Supervisor		
14	Boynton Beach	\$59,548.00	\$74,435.50	\$89,323.00	Fleet Administrator		
	50th Percentile Market Point	\$59,134.40	\$74,435.50	\$89,323.00			
13	Boca Raton	\$51,213.00	\$68,383.50	\$85,554.00	Fleet Operations Manager		
15	Delray Beach	\$53,060.80	\$67,641.60	\$82,222.40	FLEET SUPT.		
3	Coral Springs	\$48,850.00	\$62,283.50	\$75,717.00	Fleet Asst. Superintendent		
20	Palm Beach Gardens	\$48,376.08	\$62,033.66	\$75,691.24	Operations Manager, Fleet		
8	Pompano Beach	\$49,348.00	\$59,392.50	\$69,437.00	MECHANIC III		
19	North Palm Beach	\$43,262.22	\$52,740.89	\$62,219.56	Public Works Supervisor		
17	Jupiter	\$41,830.00	\$52,287.50	\$62,745.00	Fleet and Facilities Manager		

38 MANAGER, PURCHASING						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
15	Delray Beach	\$89,793.60	\$116,740.00	\$143,686.40	PURCHASING DIRECTOR		
2	Coconut Creek	\$90,688.00	\$115,648.00	\$140,608.00	Manager, Purchasing & Contracts		
	85th Percentile Market Point	\$89,800.90	\$114,751.23	\$139,500.77			
5	Ft. Lauderdale	\$89,830.12	\$114,527.04	\$139,223.96	Procurement and Contracts Manager		
8	Pompano Beach	\$89,525.00	\$107,747.50	\$125,970.00	GENERAL SERVICES DIRECTOR		
	75th Percentile Market Point	\$89,525.00	\$107,747.50	\$127,307.00			
13	Boca Raton	\$77,021.00	\$102,164.00	\$127,307.00	Purchasing Manager		
	65th Percentile Market Point	\$76,016.80	\$100,431.20	\$123,776.00			
	Town of Palm Beach FY19	\$73,372.21	\$95,751.34	\$118,130.48			
3	Coral Springs	\$72,000.00	\$93,500.00	\$115,000.00	Purchasing Administrator		
25	Palm Beach County	\$68,550.56	\$90,444.64	\$112,338.72	Purchasing Manager		
	50th Percentile Market Point	\$68,550.56	\$90,444.64	\$114,212.80			
28	Solid Waste Authority	\$60,112.00	\$87,162.40	\$114,212.80	Procurement Manager		
7	Plantation	\$64,640.00	\$85,648.00	\$106,656.00	Procurement Administrator		
1	Broward County S.O.	\$61,465.00	\$82,991.00	\$104,517.00	Purchasing Manager		
14	Boynton Beach	\$65,838.00	\$82,297.50	\$98,757.00	Purchasing Manager		
17	Jupiter	\$46,118.00	\$57,647.50	\$69,177.00	Purchasing Specialist/Quartermaster		
19	North Palm Beach	\$38,641.20	\$50,239.80	\$61,838.40	PURCHASING MANAGER		

39 MECHANIC, FLEET						Broward (Non-COLL) & Palm Beach					
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)						
27	Palm Beach County S.O.	\$54,876.00	\$68,250.00	\$81,624.00	Fleet Technician II						
13	Boca Raton	\$44,865.00	\$59,309.00	\$73,753.00	Fleet Quality Assurance Spec.						
	85th Percentile Market Point	\$44,913.30	\$58,327.65	\$72,629.15							
7	Plantation	\$43,982.00	\$58,276.00	\$72,570.00	Mechanic II						
	Town of Palm Beach FY19	\$44,348.30	\$57,874.75	\$71,401.20							
4	Davie	\$45,831.00	\$55,160.50	\$64,490.00	Utilities Maintenance Mechanic						
	75th Percentile Market Point	\$43,967.00	\$55,096.00	\$65,534.75							
17	Jupiter	\$43,922.00	\$54,902.50	\$65,883.00	Automotive Technican II						
	65th Percentile Market Point	\$43,210.85	\$53,534.65	\$64,306.89							
24	West Palm Beach	\$41,127.00	\$52,415.50	\$63,704.00	Fleet Mechanic						
20	Palm Beach Gardens	\$39,865.31	\$52,011.20	\$64,157.08	Mechanic						
	50th Percentile Market Point	\$40,900.50	\$51,658.60	\$62,955.28							
8	Pompano Beach	\$42,629.00	\$51,306.00	\$59,983.00	MECHANIC I						
14	Boynton Beach	\$40,674.00	\$50,842.50	\$61,011.00	Fleet Mechanic						
25	Palm Beach County	\$37,951.68	\$50,079.12	\$62,206.56	Equipment Mechanic						
15	Delray Beach	\$39,270.40	\$50,065.60	\$60,860.80	Fleet Coordinator						
3	Coral Springs	\$39,000.00	\$49,000.00	\$59,000.00	Mechanic						
9	Sunrise	\$37,917.98	\$45,093.46	\$52,268.94	MAINTENANCE MECHANIC						
19	North Palm Beach	\$34,267.73	\$44,548.05	\$54,828.37	VEHICLE MECHANIC						

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40 PARKING ENFORCEMENT OFFICER					Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
13	Boca Raton	\$40,646.00	\$53,102.00	\$65,558.00	Parking Enforcement Rep	
	85th Percentile Market Point	\$39,390.25	\$50,543.75	\$61,697.25		
5	Ft. Lauderdale	\$38,971.67	\$49,691.00	\$60,410.33	Parking Enforcement Specialist	
	75th Percentile Market Point	\$36,687.25	\$46,858.35	\$57,220.43		
	Town of Palm Beach FY19	\$32,795.36	\$42,798.29	\$52,801.01		
	65th Percentile Market Point	\$32,118.42	\$41,193.05	\$50,840.62		
25	Palm Beach County	\$29,070.08	\$38,360.40	\$47,650.72	Parking Facilities Attendant II	
	50th Percentile Market Point	\$29,516.71	\$38,191.70	\$46,931.36		
24	West Palm Beach	\$29,834.00	\$38,023.00	\$46,212.00	Parking Enforcement Officer	
1	Broward County S.O.	\$29,199.42	\$36,170.23	\$43,141.04	Parking Enforcement Specialist	
3	Coral Springs	\$27,996.80	\$34,996.00	\$41,995.20	Parking Enforcement Specialist	

41 PLANNER						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
16	Greenacres	\$55,630.00	\$69,955.50	\$84,281.00	GIS Analyst/Planner		
8	Pompano Beach	\$57,127.00	\$68,755.00	\$80,383.00	PLANNER		
5	Ft. Lauderdale	\$53,299.49	\$67,966.94	\$82,634.38	Urban Planner I		
	85th Percentile Market Point	\$53,239.82	\$67,885.60	\$82,289.60			
15	Delray Beach	\$53,060.80	\$67,641.60	\$82,222.40	PLANNER		
	75th Percentile Market Point	\$52,908.70	\$66,484.65	\$80,842.85			
7	Plantation	\$49,886.00	\$66,099.00	\$82,312.00	Planner		
24	West Palm Beach	\$51,362.00	\$65,460.00	\$79,558.00	Planner		
	65th Percentile Market Point	\$51,330.48	\$65,401.69	\$79,472.91			
20	Palm Beach Gardens	\$51,235.90	\$65,226.76	\$79,217.62	Planner		
2	Coconut Creek	\$50,668.80	\$64,615.20	\$78,561.60	Planner		
	50th Percentile Market Point	\$50,756.40	\$64,176.10	\$78,022.80			
3	Coral Springs	\$49,990.00	\$63,737.00	\$77,484.00	Associate Planner		
4	Davie	\$52,858.00	\$63,616.50	\$74,375.00	Planner I		
17	Jupiter	\$50,844.00	\$63,555.00	\$76,266.00	Planner		
14	Boynton Beach	\$50,111.00	\$62,638.50	\$75,166.00	Planner I		
23	Wellington	\$47,500.00	\$62,100.00	\$76,700.00	Planner		
25	Palm Beach County	\$46,681.44	\$61,592.96	\$76,504.48	Planner I		
13	Boca Raton	\$45,875.00	\$60,760.00	\$75,645.00	Plant Maint. Planner/Scheduler		
19	North Palm Beach	\$43,262.22	\$56,240.89	\$69,219.56	PLANNER		
	Town of Palm Beach FY19	\$39,354.43	\$51,357.90	\$63,361.17			

42 PLANNING ADMINISTRATOR						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
24	West Palm Beach	\$84,249.00	\$107,206.50	\$130,164.00	Planning and Zoning Administrator		
17	Jupiter	\$77,947.00	\$97,434.00	\$116,921.00	Assistant Director, Planning & Zoning		
	85th Percentile Market Point	\$77,088.20	\$95,676.10	\$115,350.18			
8	Pompano Beach	\$73,653.00	\$88,644.50	\$103,636.00	PRINCIPAL PLANNER		
	75th Percentile Market Point	\$73,653.00	\$88,644.50	\$109,066.88			
	65th Percentile Market Point	\$67,970.28	\$87,975.49	\$105,013.38			
25	Palm Beach County	\$66,549.60	\$87,808.24	\$109,066.88	Principal Planner		
3	Coral Springs	\$65,000.00	\$84,500.00	\$104,000.00	Planning & Zoning Manager		
	50th Percentile Market Point	\$65,838.00	\$84,500.00	\$103,636.00			
14	Boynton Beach	\$65,838.00	\$82,297.50	\$98,757.00	Principal Planner		
15	Delray Beach	\$63,294.40	\$82,295.20	\$101,296.00	Planning, Budget & Control Mgr		
23	Wellington	\$59,250.00	\$80,975.00	\$102,700.00	Planner, Principal		
2	Coconut Creek	\$63,128.00	\$80,475.20	\$97,822.40	Senior Planner		
	Town of Palm Beach FY19	\$58,636.03	\$76,520.50	\$94,405.17			

43 PROJECT MANAGER						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
25	Palm Beach County	\$83,391.36	\$117,030.16	\$150,668.96	Project Manager		
19	North Palm Beach	\$78,944.76	\$102,628.19	\$126,311.62	Director of Special Projects		
	85th Percentile Market Point	\$78,766.10	\$102,187.21	\$127,098.95			
13	Boca Raton	\$77,021.00	\$102,164.00	\$127,307.00	Special Projects Manager		
	Town of Palm Beach FY19	\$75,594.69	\$98,651.49	\$121,708.29			
28	Solid Waste Authority	\$66,892.80	\$96,990.40	\$127,088.00	Project Manager II		
	75th Percentile Market Point	\$76,838.50	\$96,444.05	\$123,539.47			
24	West Palm Beach	\$74,387.00	\$94,805.00	\$115,223.00	Engineering Services Project Manager		
	65th Percentile Market Point	\$75,243.80	\$94,176.34	\$111,562.34			
9	Sunrise	\$78,756.70	\$93,661.98	\$108,567.26	PROJECT MANAGER		
4	Davie	\$76,291.00	\$91,820.50	\$107,350.00	Project Manager		
	50th Percentile Market Point	\$70,802.93	\$90,110.46	\$106,345.49			
21	Royal Palm Beach	\$71,459.86	\$88,400.42	\$105,340.98	Project Manager		
2	Coconut Creek	\$67,558.40	\$86,112.00	\$104,665.60	Project Manager, Utilities & Engineering		
8	Pompano Beach	\$70,146.00	\$84,424.00	\$98,702.00	ENGINEERING PROJECTS MANAGER I		
20	Palm Beach Gardens	\$65,391.43	\$83,247.71	\$101,103.98	Project Manager		
15	Delray Beach	\$59,716.80	\$77,636.00	\$95,555.20	PROJECT MGR II		
5	Ft. Lauderdale	\$59,179.20	\$75,449.24	\$91,719.27	Project Manager I		
23	Wellington	\$47,500.00	\$62,100.00	\$76,700.00	Project Manager		

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44 RECREATION SUPERVISOR						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
17	Jupiter	\$61,266.00	\$76,582.50	\$91,899.00	Recreation Supervisor		
7	Plantation	\$53,129.00	\$70,396.00	\$87,663.00	Parks and Recreations Supv/Athletics		
25	Palm Beach County	\$52,542.88	\$69,321.20	\$86,099.52	Recreation Programs Coordinator		
	85th Percentile Market Point	\$53,282.44	\$69,189.08	\$85,753.01			
22	Tequesta	\$54,000.00	\$68,000.00	\$82,000.00	Recreation Supervisor		
	75th Percentile Market Point	\$52,835.94	\$67,983.47	\$82,317.19			
5	Ft. Lauderdale	\$53,299.49	\$67,966.94	\$82,634.38	Recreation Program Supervisor		
	65th Percentile Market Point	\$52,362.99	\$64,950.37	\$78,905.44			
2	Coconut Creek	\$50,668.80	\$64,615.20	\$78,561.60	Supervisor, Parks and Recreation		
8	Pompano Beach	\$52,343.00	\$62,998.00	\$73,653.00	RECREATION ACTIVITY SUPERVISOR		
3	Coral Springs	\$48,850.00	\$62,283.50	\$75,717.00	Parks & Recreation Coordinator		
	50th Percentile Market Point	\$48,850.00	\$62,283.50	\$73,877.00			
24	West Palm Beach	\$47,695.00	\$60,786.00	\$73,877.00	Recreation Center Supervisor		
16	Greenacres	\$45,084.00	\$56,693.00	\$68,302.00	Recreation Supervisor		
20	Palm Beach Gardens	\$44,259.50	\$56,345.33	\$68,431.15	Recreation Supervisor		
	Town of Palm Beach FY19	\$41,334.59	\$53,941.68	\$66,548.98			
13	Boca Raton	\$39,786.00	\$51,932.00	\$64,078.00	Recreation Center Supervisor I		
14	Boynton Beach	\$40,674.00	\$50,842.50	\$61,011.00	Recreation Supervisor		
19	North Palm Beach	\$36,323.80	\$47,220.94	\$58,118.08	RECREATION SUPERVISOR		
15	Delray Beach	\$36,982.40	\$47,153.60	\$57,324.80	REC SUPV		

45 SUPERVISOR, UTILITIES MAINTENANCE						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
22	Tequesta	\$68,000.00	\$85,000.00	\$102,000.00	Water Plant Superintendent		
17	Jupiter	\$65,630.00	\$82,037.50	\$98,445.00	Utility Maintenance Supervisor		
	85th Percentile Market Point	\$61,140.76	\$80,441.67	\$99,700.22			
25	Palm Beach County	\$60,904.48	\$80,357.68	\$99,810.88	Utility Maintenance Superintendent		
	Town of Palm Beach FY19	\$60,313.76	\$78,709.90	\$97,105.84			
28	Solid Waste Authority	\$56,971.20	\$78,332.80	\$99,694.40	Utility Supervisor		
	75th Percentile Market Point	\$60,612.15	\$77,611.91	\$96,763.57			
5	Ft. Lauderdale	\$59,179.20	\$75,449.24	\$91,719.27	Wastewater Operations Supervisor		
	65th Percentile Market Point	\$60,019.15	\$74,891.68	\$90,674.12			
14	Boynton Beach	\$59,548.00	\$74,435.50	\$89,323.00	Supervisor, Wastewater Collection - Stormwater		
8	Pompano Beach	\$60,595.00	\$72,928.50	\$85,262.00	UTILITIES MAINTENANCE SUPERVISOR		
	50th Percentile Market Point	\$58,362.10	\$72,509.04	\$87,292.50			
9	Sunrise	\$60,617.86	\$72,089.58	\$83,561.30	UTILITY PLANT MAINT SUPERVISOR		
13	Boca Raton	\$53,783.00	\$71,801.00	\$89,819.00	Plant Maint. Supervisor		
4	Davie	\$57,545.00	\$69,258.50	\$80,972.00	Utilities Maintenance Supervisor		
2	Coconut Creek	\$54,246.40	\$69,139.20	\$84,032.00	Supervisor, Streets & Storm Water		
24	West Palm Beach	\$53,962.00	\$68,773.50	\$83,585.00	Utilities Maintenance Supervisor		
15	Delray Beach	\$53,060.80	\$67,641.60	\$82,222.40	Asst. Utilities Maintenance Manager		
3	Coral Springs	\$47,476.00	\$60,531.50	\$73,587.00	Utilities Coordinator		

46 SYSTEMS ADMINISTRATOR						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
5	Ft. Lauderdale	\$80,915.04	\$103,170.92	\$125,426.80	Senior Systems Engineer		
28	Solid Waste Authority	\$66,892.80	\$96,990.40	\$127,088.00	Enterprise Systems Mgr		
	85th Percentile Market Point	\$73,100.64	\$93,166.84	\$113,647.18			
2	Coconut Creek	\$72,904.00	\$92,965.60	\$113,027.20	Analyst, Sr. Systems		
9	Sunrise	\$76,836.86	\$91,377.83	\$105,918.80	SYSTEMS ADMINISTRATOR		
	75th Percentile Market Point	\$71,569.47	\$90,633.48	\$105,774.35			
21	Royal Palm Beach	\$71,459.86	\$88,400.42	\$105,340.98	Information Systems Manager		
	Town of Palm Beach FY19	\$66,946.67	\$87,365.82	\$107,784.77			
	65th Percentile Market Point	\$68,947.98	\$87,180.01	\$103,808.14			
4	Davie	\$71,606.00	\$86,181.50	\$100,757.00	Senior Network Administrator		
7	Plantation	\$62,154.00	\$82,354.00	\$102,554.00	IT Systems Administrator		
	50th Percentile Market Point	\$61,097.50	\$81,528.00	\$101,561.50			
13	Boca Raton	\$60,041.00	\$80,702.00	\$101,363.00	Systems Administrator		
27	Palm Beach County S.O.	\$54,876.00	\$78,318.00	\$101,760.00	Network Administrator I, II, III		
25	Palm Beach County	\$57,399.68	\$75,742.16	\$94,084.64	Systems Administrator II		
17	Jupiter	\$59,194.00	\$73,992.50	\$88,791.00	Network Administrator		
24	West Palm Beach	\$56,694.00	\$72,255.50	\$87,817.00	Systems Administrator I		
14	Boynton Beach	\$53,256.00	\$66,570.00	\$79,884.00	Network Administrator		
23	Wellington	\$47,500.00	\$62,100.00	\$76,700.00	Systems Administrator II		

47 TELECOMMUNICATOR						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
13	Boca Raton	\$50,065.00	\$66,783.00	\$83,501.00	Public Safety Dispatcher		
24	West Palm Beach	\$46,531.00	\$59,303.00	\$72,075.00	Police Telecommunicator I		
	85th Percentile Market Point	\$46,765.50	\$59,026.50	\$71,785.50			
20	Palm Beach Gardens	\$47,000.00	\$58,750.00	\$70,500.00	Emergency Communications Operator		
	75th Percentile Market Point	\$46,263.50	\$58,748.00	\$70,998.00			
27	Palm Beach County S.O.	\$45,996.00	\$58,746.00	\$71,496.00	Communications Officer 911		
	65th Percentile Market Point	\$44,794.58	\$57,178.28	\$69,063.97			
1	Broward County S.O.	\$43,593.17	\$55,610.55	\$67,627.94	Communications Operator III		
	Town of Palm Beach FY19	\$42,361.07	\$55,281.41	\$68,201.74			
15	Delray Beach	\$41,704.00	\$53,175.20	\$64,646.40	COMMUNICATIONS SPECIALIST		
	50th Percentile Market Point	\$42,000.00	\$53,175.20	\$64,646.40			
22	Tequesta	\$42,000.00	\$53,000.00	\$64,000.00	Communications Officer		
3	Coral Springs	\$41,000.00	\$52,500.00	\$64,000.00	Telecommunicator		
7	Plantation	\$38,777.00	\$51,379.50	\$63,982.00	Public Safety Dispatcher		
14	Boynton Beach	\$40,674.00	\$50,842.50	\$61,011.00	Communications Dispatcher		
2	Coconut Creek	\$35,547.20	\$45,344.00	\$55,140.80	Technician, Police Records & Telecommunications		

48 TELECOMMUNICATOR SUPERVISOR					Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
27	Palm Beach County S.O.	\$66,348.00	\$82,518.00	\$98,688.00	Communications Supervisor 911	
13	Boca Raton	\$54,962.00	\$73,561.00	\$92,160.00	Public Safety Dispatcher Supv.	
	85th Percentile Market Point	\$54,975.30	\$71,477.75	\$90,459.60		
28	Solid Waste Authority	\$51,168.00	\$70,356.00	\$89,544.00	Telecommunications Admin	
	75th Percentile Market Point	\$54,212.00	\$69,169.13	\$85,074.75		
24	West Palm Beach	\$53,962.00	\$68,773.50	\$83,585.00	Police Telecommunicator Shift Supervisor I	
	65th Percentile Market Point	\$51,996.46	\$68,753.53	\$82,662.75		
20	Palm Beach Gardens	\$55,000.00	\$68,750.00	\$82,500.00	Communications Supervisor	
	Town of Palm Beach FY19	\$50,069.55	\$65,341.33	\$80,612.69		
1	Broward County S.O.	\$51,649.61	\$64,933.83	\$78,218.06	Communications Duty Officer	
	50th Percentile Market Point	\$50,918.40	\$64,774.52	\$78,389.83		
2	Coconut Creek	\$50,668.80	\$64,615.20	\$78,561.60	Supervisor, Police Records & Telecommunications	
15	Delray Beach	\$49,961.60	\$63,700.00	\$77,438.40	COMMUN. SUPERVISOR	
3	Coral Springs	\$48,000.00	\$61,000.00	\$74,000.00	Communications Shift Supervisor	
22	Tequesta	\$48,000.00	\$61,000.00	\$74,000.00	Communications Supervisor	
14	Boynton Beach	\$46,966.00	\$58,708.00	\$70,450.00	Communications Supervisor	
7	Plantation	\$43,982.00	\$58,276.00	\$72,570.00	Lead Public Safety Dispatcher	

49 TOWN ENGINEER					Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
25	Palm Beach County	\$133,902.08	\$187,916.56	\$241,931.04	County Engineer	
23	Wellington	\$100,000.00	\$137,500.00	\$175,000.00	Village Engineer	
	85th Percentile Market Point	\$98,400.00	\$131,380.00	\$164,360.00		
7	Plantation	\$98,000.00	\$129,850.00	\$161,700.00	City Engineer	
20	Palm Beach Gardens	\$94,611.37	\$122,994.78	\$151,378.19	Ciy Engineer	
	75th Percentile Market Point	\$97,384.00	\$122,994.78	\$151,378.19		
24	West Palm Beach	\$95,133.00	\$118,916.50	\$142,700.00	City Engineer	
	65th Percentile Market Point	\$95,911.38	\$118,910.99	\$143,489.12		
21	Royal Palm Beach	\$96,105.98	\$118,888.95	\$141,671.92	Village Engineer	
4	Davie	\$97,384.00	\$117,206.50	\$137,029.00	Town Engineer	
	50th Percentile Market Point	\$94,611.37	\$117,206.50	\$141,671.92		
15	Delray Beach	\$89,793.60	\$116,740.00	\$143,686.40	CITY ENGINEER	
13	Boca Raton	\$87,724.00	\$114,530.50	\$141,337.00	City Civil Engineer	
8	Pompano Beach	\$94,002.00	\$113,136.00	\$132,270.00	City Engineer	
	Town of Palm Beach FY19	\$86,426.91	\$112,787.79	\$139,148.46		
17	Jupiter	\$87,726.00	\$109,657.50	\$131,589.00	Town Engineer	
9	Sunrise	\$91,333.22	\$108,618.85	\$125,904.48	CITY ENGINEER	
14	Boynton Beach	\$72,129.00	\$90,161.00	\$108,193.00	City Engineer	

All data has been sorted by 'Midpoint' as referred to Evergreen Solutions LLC as market target, unless otherwise indicated.

51 WATER RESOURCES TECHNICIAN I						Broward (Non-COLL) & Palm Beach
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
8	Pompano Beach	\$54,406.00	\$65,480.50	\$76,555.00	UTILITIES MECHANIC	
	85th Percentile Market Point	\$45,940.60	\$58,298.05	\$70,655.50		
3	Coral Springs	\$45,000.00	\$57,500.00	\$70,000.00	Water Plant Operator, Class-C License	
	75th Percentile Market Point	\$43,500.00	\$56,110.00	\$69,071.00		
7	Plantation	\$41,298.00	\$54,720.00	\$68,142.00	Water Distribution Tech I	
	65th Percentile Market Point	\$41,929.80	\$54,548.00	\$67,727.80		
	Town of Palm Beach FY19	\$41,010.74	\$53,519.23	\$66,027.73		
22	Tequesta	\$42,000.00	\$53,000.00	\$64,000.00	Instrumentation Technician	
	50th Percentile Market Point	\$41,298.00	\$53,000.00	\$64,000.00		
17	Jupiter	\$35,122.00	\$43,902.50	\$52,683.00	Water Plant Operator Trainee	
24	West Palm Beach	\$33,755.00	\$43,020.00	\$52,285.00	Water Distribution Systems Technician I	
14	Boynton Beach	\$29,665.00	\$37,081.50	\$44,498.00	Utilities Field Technician I	

52	ZONING ADMINISTRATOR				Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
5	Ft. Lauderdale	\$89,830.12	\$114,527.04	\$139,223.96	Zoning Administrator	
24	West Palm Beach	\$84,249.00	\$107,206.50	\$130,164.00	Planning and Zoning Administrator	
	85th Percentile Market Point	\$83,851.10	\$106,437.20	\$129,272.74		
	75th Percentile Market Point	\$78,280.50	\$95,667.00	\$116,795.04		
4	Davie	\$76,291.00	\$91,820.50	\$107,350.00	Deputy Planning & Zoning Mgr	
	65th Percentile Market Point	\$74,418.10	\$91,201.36	\$110,473.15		
25	Palm Beach County	\$68,550.56	\$90,444.64	\$112,338.72	Zoning Manager	
	50th Percentile Market Point	\$70,339.78	\$90,302.82	\$107,771.50		
14	Boynton Beach	\$72,129.00	\$90,161.00	\$108,193.00	Planning/Zoning Administrator	
	Town of Palm Beach FY19	\$66,395.68	\$86,646.98	\$106,898.06		
3	Coral Springs	\$65,000.00	\$84,500.00	\$104,000.00	Planning & Zoning Manager	
13	Boca Raton	\$53,010.00	\$71,414.50	\$89,819.00	Senior Zoning Officer	
9	Sunrise	\$57,132.19	\$67,944.45	\$78,756.70	ZONING TECHNICIAN	

53	ASSISTANT FIRE-RESCUE CHIEF				Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
26	PBC Fire Rescue	\$112,586.24	\$153,665.20	\$194,744.16	Deputy Chief	
5	Ft. Lauderdale	\$106,386.72	\$143,628.44	\$180,870.15	Deputy Fire Rescue Chief	
	85th Percentile Market Point	\$107,626.62	\$138,119.62	\$165,534.03		
24	West Palm Beach	\$124,311.28	\$136,742.41	\$149,173.54	Assistant Fire Chief	
7	Plantation	\$98,000.00	\$129,850.00	\$161,700.00	Deputy Fire Chief	
	75th Percentile Market Point	\$103,636.00	\$129,850.00	\$149,173.54		
	Town of Palm Beach FY19	\$96,871.01	\$126,417.20	\$155,963.60		
8	Pompano Beach	\$103,636.00	\$124,731.50	\$145,827.00	ASSISTANT FIRE CHIEF	
	65th Percentile Market Point	\$97,358.40	\$124,028.60	\$147,279.00		
13	Boca Raton	\$94,792.00	\$121,217.00	\$147,642.00	Assistant Fire Chief	
20	Palm Beach Gardens	\$90,106.07	\$117,137.89	\$144,169.71	Deputy Fire Chief	
	50th Percentile Market Point	\$93,618.93	\$117,137.89	\$144,169.71		
15	Delray Beach	\$89,793.00	\$116,739.50	\$143,686.00	Assistant Fire Chief	
16	Greenacres	\$90,597.00	\$113,925.50	\$137,254.00	Assistant Fire Chief	
14	Boynton Beach	\$90,587.46	\$113,235.05	\$135,882.63	Deputy Fire Chief	
9	Sunrise	\$93,618.93	\$111,337.00	\$129,055.06	DEPUTY FIRE CHIEF	
4	Davie	\$85,667.00	\$103,104.00	\$120,541.00	Assistant Fire Chief	
19	North Palm Beach	\$78,944.76	\$102,628.19	\$126,311.62	DISTRICT CHIEF	

All data has been sorted by 'Midpoint' as referred to Evergreen Solutions LLC as market target, unless otherwise indicated.

54 BATTALION CHIEF					Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
26	PBC Fire Rescue	\$110,482.94	\$135,351.84	\$160,220.74	Battalion Chief	
24	West Palm Beach	\$107,748.18	\$118,523.03	\$129,297.87	Battalion Chief	
	85th Percentile Market Point	\$100,736.49	\$112,476.23	\$128,941.74		
	Town of Palm Beach FY19	\$84,285.43	\$109,993.23	\$135,700.78		
	75th Percentile Market Point	\$90,653.68	\$105,667.12	\$126,930.96		
5	Ft. Lauderdale	\$81,224.00	\$104,904.80	\$128,585.60	Battalion Chief	
	65th Percentile Market Point	\$85,452.78	\$102,594.15	\$122,958.16		
4	Davie	\$83,323.00	\$100,283.50	\$117,244.00	Fire Battalion Chief	
14	Boynton Beach	\$93,724.80	\$98,529.60	\$103,334.40	Fire Battalion Chief	
	50th Percentile Market Point	\$81,224.00	\$98,529.60	\$117,244.00		
20	Palm Beach Gardens	\$80,975.00	\$98,400.00	\$115,825.00	Battalion Chief	
15	Delray Beach	\$75,400.00	\$98,020.00	\$120,640.00	Battalion Chief	
9	Sunrise	\$78,338.46	\$93,165.20	\$107,991.94	BATTALION CHIEF	
13	Boca Raton	\$72,468.00	\$91,583.53	\$110,699.06	Battalion Chief	
1	Broward County S.O.	\$72,964.00	\$90,382.50	\$107,801.00	Battalion Chief	
8	Pompano Beach	\$74,650.00	\$89,844.50	\$105,039.00	BATTALION CHIEF	

55 DIVISION CHIEF - EMS COORDINATOR					Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
26	PBC Fire Rescue	\$105,212.64	\$145,553.20	\$185,893.76	Division Chief	
24	West Palm Beach	\$115,638.40	\$127,202.25	\$138,766.09	Division Chief	
	85th Percentile Market Point	\$104,298.74	\$126,154.51	\$138,366.09		
	75th Percentile Market Point	\$91,504.14	\$111,486.20	\$132,766.15		
	Town of Palm Beach FY19	\$84,285.76	\$109,993.10	\$135,700.66		
20	Palm Beach Gardens	\$81,728.86	\$106,247.52	\$130,766.17	Division Chief - EMS	
	65th Percentile Market Point	\$84,592.04	\$105,296.66	\$129,681.59		
15	Delray Beach	\$79,913.00	\$104,134.50	\$128,356.00	Division Chief	
	50th Percentile Market Point	\$80,820.93	\$103,761.23	\$124,098.64		
9	Sunrise	\$86,934.64	\$103,387.96	\$119,841.28	DIVISION CHIEF	
16	Greenacres	\$79,252.00	\$99,065.00	\$118,878.00	Fire Rescue Division Chief	
13	Boca Raton	\$72,468.00	\$91,583.53	\$110,699.06	Division Chief/P	
14	Boynton Beach	\$72,128.85	\$90,161.06	\$108,193.27	Assistant Fire Chief of EMS	

56	DIVISION CHIEF - TRNG & SAFETY				Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
26	PBC Fire Rescue	\$105,212.64	\$145,553.20	\$185,893.76	Division Chief	
25	Palm Beach County	\$102,148.80	\$143,361.92	\$184,575.04	Division Chief	
24	West Palm Beach	\$115,638.40	\$127,202.25	\$138,766.09	Division Chief	
	85th Percentile Market Point	\$101,557.04	\$123,011.30	\$137,166.11		
	Town of Palm Beach FY19	\$84,285.76	\$109,993.10	\$135,700.66		
20	Palm Beach Gardens	\$81,728.86	\$106,247.52	\$130,766.17	Division Chief - Training & Professional Development	
	75th Percentile Market Point	\$86,934.64	\$106,247.52	\$130,766.17		
	65th Percentile Market Point	\$82,770.02	\$104,557.10	\$128,838.03		
15	Delray Beach	\$79,913.00	\$104,134.50	\$128,356.00	Division Chief	
9	Sunrise	\$86,934.64	\$103,387.96	\$119,841.28	DIVISION CHIEF	
	50th Percentile Market Point	\$79,913.00	\$103,387.96	\$119,841.28		
16	Greenacres	\$79,252.00	\$99,065.00	\$118,878.00	Fire Rescue Division Chief	
13	Boca Raton	\$72,468.00	\$91,583.53	\$110,699.06	Division Chief/P	
14	Boynton Beach	\$72,128.85	\$90,161.06	\$108,193.27	Assistant Fire Chief of Training	
8	Pompano Beach	\$74,650.00	\$89,844.50	\$105,039.00	Fire Training Commander	

57	FIRE MARSHAL					Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
26	PBC Fire Rescue	\$105,212.64	\$145,553.20	\$185,893.76	Division Chief*		
5	Ft. Lauderdale	\$106,386.72	\$143,628.44	\$180,870.15	Fire Marshal		
	85th Percentile Market Point	\$99,925.34	\$134,356.74	\$168,025.00			
20	Palm Beach Gardens	\$90,106.07	\$117,137.89	\$144,169.71	Fire Marshal		
	75th Percentile Market Point	\$88,996.30	\$114,779.02	\$140,861.28			
2	Coconut Creek	\$84,468.80	\$107,702.40	\$130,936.00	Fire Marshal		
	65th Percentile Market Point	\$85,487.27	\$107,167.28	\$130,549.12			
	Town of Palm Beach FY19	\$81,165.55	\$105,921.50	\$130,677.46			
15	Delray Beach	\$79,913.00	\$104,134.90	\$128,356.80	Division Chief*		
	50th Percentile Market Point	\$83,384.40	\$103,619.45	\$124,448.90			
4	Davie	\$85,667.00	\$103,104.00	\$120,541.00	Fire Marshal		
8	Pompano Beach	\$82,300.00	\$99,053.00	\$115,806.00	FIRE MARSHAL		
9	Sunrise	\$78,338.83	\$93,165.07	\$107,991.31	FIRE MARSHAL		
14	Boynton Beach	\$72,128.85	\$90,161.06	\$108,193.27	Fire Marshal		
19	North Palm Beach	\$51,526.00	\$66,983.80	\$82,441.60	FIRE INSPECTOR		

*Certified position

58 FIREFIGHTER DRIVER/ENGINEER EMT		Broward (Non-COLL) & Palm Beach			
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
26	PBC Fire Rescue	\$64,756.22	\$86,611.20	\$108,466.18	Driver Operator
	85th Percentile Market Point	\$63,437.65	\$79,344.80	\$95,297.91	
	75th Percentile Market Point	\$62,982.81	\$76,119.71	\$89,593.36	
	65th Percentile Market Point	\$62,952.18	\$74,513.78	\$86,963.12	
24	West Palm Beach	\$62,998.13	\$73,710.82	\$84,423.51	Driver/Engineer
	Town of Palm Beach FY19	\$57,841.06	\$72,586.20	\$87,331.08	
	50th Percentile Market Point	\$60,712.93	\$72,284.41	\$85,035.76	
20	Palm Beach Gardens	\$58,188.66	\$71,119.33	\$84,050.00	Driver Engineer
13	Boca Raton	\$56,068.00	\$70,858.00	\$85,648.00	Firefighter-Driver/E
8	Pompano Beach	\$58,489.00	\$70,394.50	\$82,300.00	DRIVER ENGINEER
19	North Palm Beach	\$51,809.20	\$67,351.96	\$82,894.72	FIREFIGHTER/EMT

Peer data has been sorted by 'Minimum' due to the predominant practice of hiring at minimum in the market.

59 FIREFIGHTER DRIVER/ENGINEER PARAMEDIC						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
26	PBC Fire Rescue	\$64,756.22	\$86,611.20	\$108,466.18	Driver Operator		
	Town of Palm Beach FY19	\$66,048.62	\$82,886.73	\$99,724.58			
4	Davie	\$65,028.00	\$78,290.50	\$91,553.00	Fire Driver Engineer		
	85th Percentile Market Point	\$64,644.40	\$78,016.93	\$91,424.10			
	75th Percentile Market Point	\$64,197.12	\$76,922.67	\$90,908.48			
	65th Percentile Market Point	\$63,237.93	\$74,353.19	\$88,476.42			
24	West Palm Beach	\$62,998.13	\$73,710.82	\$84,423.51	Driver/Engineer		
5	Ft. Lauderdale	\$64,197.12	\$73,582.08	\$82,967.04	Driver-Engineer		
	50th Percentile Market Point	\$62,936.86	\$73,582.08	\$86,775.00			
1	Broward County S.O.	\$58,734.00	\$72,754.50	\$86,775.00	Driver Engineer		
19	North Palm Beach	\$54,917.75	\$71,393.08	\$87,868.40	DRIVER / MEDIC		
20	Palm Beach Gardens	\$58,188.66	\$71,119.33	\$84,050.00	Driver Engineer		
13	Boca Raton	\$56,068.00	\$70,858.00	\$85,648.00	Firefighter-Driver/E		
8	Pompano Beach	\$58,489.00	\$70,394.50	\$82,300.00	DRIVER ENGINEER		

Peer data has been sorted by 'Minimum' due to the predominant practice of hiring at minimum in the market.

60 FIREFIGHTER EMT			Broward (Non-COLL) & Palm Beach		
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
26	PBC Fire Rescue	\$46,021.25	\$74,660.36	\$103,299.46	Firefighter
	85th Percentile Market Point	\$53,380.82	\$69,220.90	\$84,122.27	
	Town of Palm Beach FY19	\$54,688.76	\$68,630.89	\$82,573.28	
	75th Percentile Market Point	\$53,137.80	\$67,940.88	\$82,241.12	
13	Boca Raton	\$53,398.18	\$67,483.73	\$81,569.28	Firefighter/EMT
	65th Percentile Market Point	\$51,383.71	\$65,848.78	\$80,368.10	
20	Palm Beach Gardens	\$50,266.30	\$64,083.15	\$77,900.00	Firefighter
8	Pompano Beach	\$53,051.00	\$63,850.50	\$74,650.00	FIREFIGHTER
	50th Percentile Market Point	\$47,922.96	\$63,275.25	\$77,737.31	
15	Delray Beach	\$46,500.00	\$62,700.00	\$78,900.00	Firefighter/EMT
24	West Palm Beach	\$44,771.59	\$60,673.10	\$76,574.61	Firefighter
9	Sunrise	\$45,504.58	\$60,034.67	\$74,564.76	FIREFIGHTER I
14	Boynton Beach	\$49,345.92	\$53,227.20	\$57,108.48	Firefighter I-III

Peer data has been sorted by 'Minimum' due to the predominant practice of hiring at minimum in the market.

61 FIREFIGHTER PARAMEDIC						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
	Town of Palm Beach FY19	\$61,474.80	\$77,147.18	\$92,819.30			
26	PBC Fire Rescue	\$46,021.25	\$74,660.36	\$103,299.46	Firefighter		
	85th Percentile Market Point	\$53,883.11	\$69,023.17	\$85,374.82			
15	Delray Beach	\$50,975.00	\$68,734.00	\$86,493.00	Firefighter/Paramedic		
	75th Percentile Market Point	\$53,393.81	\$68,206.25	\$83,648.82			
1	Broward County S.O.	\$54,636.00	\$67,678.50	\$80,721.00	Firefighter/Paramedic		
	65th Percentile Market Point	\$53,220.22	\$67,581.12	\$82,305.14			
13	Boca Raton	\$53,398.18	\$67,483.73	\$81,569.28	Firefighter/P		
4	Davie	\$50,830.00	\$66,935.50	\$83,041.00	Firefighter/Paramedic		
	50th Percentile Market Point	\$50,975.00	\$66,935.50	\$80,721.00			
5	Ft. Lauderdale	\$53,389.44	\$65,807.04	\$78,224.64	Paramedic/Firefighter (640)		
20	Palm Beach Gardens	\$50,266.30	\$64,083.15	\$77,900.00	Fire Medic		
8	Pompano Beach	\$53,051.00	\$63,850.50	\$74,650.00	FIREFIGHTER		
19	North Palm Beach	\$48,876.60	\$63,539.58	\$78,202.56	FIREFIGHTER/MEDIC		
24	West Palm Beach	\$44,771.59	\$60,673.10	\$76,574.61	Firefighter Paramedic		
7	Plantation	\$48,500.00	\$60,625.00	\$72,750.00	Paramedic		

Peer data has been sorted by 'Minimum' due to the predominant practice of hiring at minimum in the market.

62 FIRE-RESCUE CHIEF					Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
26	PBC Fire Rescue	\$137,918.56	\$189,924.80	\$241,931.04	Fire Rescue Administrator	
24	West Palm Beach	\$134,134.00	\$158,064.50	\$181,995.00	Fire Chief	
	85th Percentile Market Point	\$121,630.93	\$156,152.22	\$186,668.05		
5	Ft. Lauderdale	\$114,898.50	\$155,122.53	\$195,346.56	Chief - Fire Rescue	
	Town of Palm Beach FY19	\$115,538.38	\$150,688.93	\$180,050.00		
	75th Percentile Market Point	\$114,418.88	\$145,844.63	\$179,413.50		
13	Boca Raton	\$106,951.00	\$142,752.00	\$178,553.00	Fire Chief	
	65th Percentile Market Point	\$114,095.26	\$138,302.25	\$171,240.45		
8	Pompano Beach	\$114,259.00	\$137,517.00	\$160,775.00	Fire Chief	
7	Plantation	\$103,000.00	\$136,475.00	\$169,950.00	Fire Chief	
	50th Percentile Market Point	\$105,630.02	\$136,064.85	\$164,161.23		
9	Sunrise	\$114,066.37	\$135,654.69	\$157,243.01	FIRE CHIEF	
20	Palm Beach Gardens	\$104,309.03	\$135,601.74	\$166,894.45	Fire Chief	
15	Delray Beach	\$100,900.00	\$131,164.00	\$161,428.00	Fire Chief	
14	Boynton Beach	\$99,662.15	\$124,578.08	\$149,494.00	Director, Fire & EMS	
4	Davie	\$102,070.00	\$122,847.00	\$143,624.00	Fire Chief	
19	North Palm Beach	\$84,470.90	\$109,812.17	\$135,153.43	CHIEF FIRE-RESCUE	

63 LIEUTENANT PARAMEDIC Broward (Non-COLL) & Palm Beach					
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
26	PBC Fire Rescue	\$78,609.02	\$105,137.76	\$131,666.50	Captain
	Town of Palm Beach FY19	\$74,289.20	\$94,925.64	\$115,561.56	
24	West Palm Beach	\$76,574.61	\$84,825.78	\$93,076.94	Fire Lieutenant
	85th Percentile Market Point	\$75,716.47	\$84,607.26	\$99,095.96	
14	Boynton Beach	\$75,254.40	\$84,489.60	\$93,724.80	Fire Lieutenant
	75th Percentile Market Point	\$70,022.85	\$84,107.01	\$96,779.73	
	65th Percentile Market Point	\$68,196.01	\$82,470.75	\$94,153.65	
4	Davie	\$68,279.00	\$82,204.50	\$96,130.00	Fire Lieutenant
19	North Palm Beach	\$61,705.58	\$80,217.26	\$98,728.93	FIRE RESCUE LIEUTENANT
	50th Percentile Market Point	\$65,721.02	\$79,231.63	\$93,504.40	
7	Plantation	\$65,323.00	\$78,246.00	\$91,169.00	Fire/Rescue Lieutenant
1	Broward County S.O.	\$63,138.00	\$78,211.00	\$93,284.00	Lieutenant
20	Palm Beach Gardens	\$63,037.50	\$77,643.75	\$92,250.00	Rescue Lieutenant
13	Boca Raton	\$61,408.05	\$77,606.47	\$93,804.88	Fire LT./P
5	Ft. Lauderdale	\$66,119.04	\$75,791.04	\$85,463.04	Fire Lieutenant
9	Sunrise	\$58,249.40	\$71,306.10	\$84,362.80	RESCUE LIEUTENANT
8	Pompano Beach	\$58,488.00	\$70,393.50	\$82,299.00	FIRE LIEUTENANT

POLICE CAPTAIN						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
27	Palm Beach County Sheriff (PBSO)*	\$134,280.00	\$147,234.00	\$160,188.00	Captain (LE & Corrections)		
13	Boca Raton	\$101,859.00	\$130,132.00	\$158,405.00	Police Captain		
	85th Percentile Market Point	\$106,681.79	\$128,227.66	\$151,285.03			
24	West Palm Beach	\$115,638.40	\$127,202.25	\$138,766.09	Police Captain		
	75th Percentile Market Point	\$101,811.15	\$125,267.96	\$142,318.80			
5	Ft. Lauderdale	\$101,795.20	\$124,623.20	\$147,451.20	Police Captain		
	65th Percentile Market Point	\$92,354.08	\$116,994.28	\$139,042.38			
2	Coconut Creek	\$90,688.00	\$115,648.00	\$140,608.00	Police Captain		
	Town of Palm Beach FY19	\$86,246.58	\$112,552.34	\$138,857.68			
15	Delray Beach	\$84,718.40	\$110,125.60	\$135,532.80	Police Captain		
	50th Percentile Market Point	\$84,020.70	\$110,050.30	\$136,241.40			
7	Plantation	\$83,000.00	\$109,975.00	\$136,950.00	Police Captain		
20	Palm Beach Gardens	\$81,728.86	\$106,247.52	\$130,766.17	Police Captain		
19	North Palm Beach	\$78,944.76	\$102,628.19	\$126,311.62	Police Captain		
17	Jupiter	\$80,675.00	\$100,844.00	\$121,013.00	Police Captain		
4	Davie	\$83,323.00	\$100,283.50	\$117,244.00	Police Captain		
14	Boynton Beach	\$78,426.26	\$98,032.77	\$117,639.28	Police Captain		

65 POLICE CHIEF			Broward (Non-COLL) & Palm Beach		
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
9	Sunrise	\$179,071.15	\$185,955.54	\$192,839.92	POLICE CHIEF
24	West Palm Beach	\$134,134.00	\$158,064.50	\$181,995.00	Chief of Police
	85th Percentile Market Point	\$120,944.40	\$155,710.92	\$188,561.58	
5	Ft. Lauderdale	\$114,898.50	\$155,122.53	\$195,346.56	Chief - Police
13	Boca Raton	\$117,647.00	\$152,569.50	\$187,492.00	Chief of Police
	75th Percentile Market Point	\$116,907.74	\$152,569.50	\$187,047.59	
6	Hollywood Police Dept	\$116,907.74	\$151,977.67	\$187,047.59	Police Chief
	65th Percentile Market Point	\$114,503.44	\$150,377.65	\$180,602.40	
	Town of Palm Beach FY19	\$112,006.47	\$147,687.86	\$183,369.25	
2	Coconut Creek	\$112,923.20	\$143,977.60	\$175,032.00	Chief of Police
15	Delray Beach	\$108,971.20	\$141,658.40	\$174,345.60	Police Chief
	50th Percentile Market Point	\$108,971.20	\$141,658.40	\$174,345.60	
7	Plantation	\$103,000.00	\$136,475.00	\$169,950.00	Police Chief
20	Palm Beach Gardens	\$104,309.03	\$135,601.74	\$166,894.45	Chief of Police
17	Jupiter	\$101,735.00	\$127,169.00	\$152,603.00	Police Chief
19	North Palm Beach	\$96,710.73	\$125,723.95	\$154,737.17	Police Chief
4	Davie	\$104,413.00	\$125,667.00	\$146,921.00	Chief of Police
14	Boynton Beach	\$99,662.15	\$124,578.08	\$149,494.00	Police Chief

66 POLICE LIEUTENANT						Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
13	Boca Raton	\$123,115.00	\$128,856.00	\$134,597.00	Police Lieutenant		
27	Palm Beach County Sheriff (PBSO)*	\$109,908.00	\$117,678.00	\$125,448.00	Lieutenant LE		
	85th Percentile Market Point	\$107,719.74	\$116,134.24	\$130,036.00			
5	Ft. Lauderdale	\$89,814.40	\$109,959.20	\$130,104.00	Police Lieutenant		
	75th Percentile Market Point	\$98,966.69	\$109,959.20	\$129,764.00			
	65th Percentile Market Point	\$94,860.88	\$108,861.62	\$126,647.26			
9	Sunrise	\$91,306.38	\$108,587.23	\$125,868.08	Lieutenant		
24	West Palm Beach	\$98,966.69	\$107,339.34	\$115,711.98	Police Lieutenant		
	50th Percentile Market Point	\$91,306.38	\$107,339.34	\$125,448.00			
6	Hollywood Police Dept	\$93,834.43	\$106,832.44	\$119,830.45	Police Lieutenant		
	Town of Palm Beach FY19	\$84,433.65	\$104,401.23	\$124,368.61			
7	Plantation	\$78,645.00	\$104,204.50	\$129,764.00	Police Lieutenant		
4	Davie	\$74,907.00	\$94,206.50	\$113,506.00	Police Lieutenant		
1	Broward County Sheriff (BSO)**	\$74,084.00	\$91,770.50	\$109,457.00	Lieutenant		

* Includes the following peers surveyed: Greenacres, Lake Worth, Royal Palm Beach and Wellington

** Includes the following peer surveyed: Pompano Beach

67 POLICE MAJOR		Broward (Non-COLL) & Palm Beach			
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
27	Palm Beach County Sheriff (PBSO)*	\$166,488.00	\$178,248.00	\$190,008.00	Major (LE & Corrections)
6	Hollywood Police Dept	\$146,889.59	\$148,730.40	\$150,571.20	Police Major
	85th Percentile Market Point	\$144,637.45	\$147,943.58	\$166,321.04	
	75th Percentile Market Point	\$113,107.48	\$136,928.11	\$161,700.00	
5	Ft. Lauderdale	\$98,511.72	\$132,994.01	\$167,476.30	Police Major
	65th Percentile Market Point	\$100,346.00	\$131,579.21	\$152,796.96	
7	Plantation	\$98,000.00	\$129,850.00	\$161,700.00	Deputy Police Chief
	Town of Palm Beach FY19	\$97,703.01	\$125,960.85	\$154,218.69	
	50th Percentile Market Point	\$98,255.86	\$125,485.92	\$144,169.71	
9	Sunrise	\$101,846.78	\$121,121.83	\$140,396.88	MAJOR
20	Palm Beach Gardens	\$90,106.07	\$117,137.89	\$144,169.71	Police Major
17	Jupiter	\$89,919.00	\$112,399.00	\$134,879.00	Police Major
14	Boynton Beach	\$82,535.81	\$92,853.14	\$103,170.47	Police Major

*Includes the following peers surveyed: Greenacres, Lake Worth, Royal Palm Beach and Wellington

68 POLICE OFFICER						Broward (Non-COL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
13	Boca Raton	\$68,153.47	\$84,752.64	\$101,351.80	Police Officer		
5	Ft. Lauderdale	\$62,400.00	\$77,022.40	\$91,644.80	Police Officer		
	85th Percentile Market Point	\$61,840.59	\$74,696.75	\$91,669.02			
9	Sunrise	\$61,811.15	\$74,574.35	\$87,337.54	POLICE OFFICER		
6	Hollywood Police Dept	\$57,698.35	\$73,630.35	\$89,562.35	Police Officer		
	75th Percentile Market Point	\$57,133.76	\$73,746.05	\$89,096.01			
15	Delray Beach	\$55,440.00	\$73,784.62	\$92,129.24	Police Officer		
	65th Percentile Market Point	\$55,090.20	\$71,826.71	\$87,499.30			
27	Palm Beach County Sheriff (PBSO)*	\$54,804.00	\$68,172.00	\$81,540.00	Deputy Sheriff LE		
4	Davie	\$54,303.00	\$70,351.00	\$86,399.00	Police Officer		
	50th Percentile Market Point	\$54,151.50	\$69,601.25	\$86,372.53			
20	Palm Beach Gardens	\$54,000.00	\$69,000.00	\$84,000.00	Police Officer		
	Town of Palm Beach FY19	\$53,843.26	\$74,058.71	\$94,273.95			
7	Plantation	\$52,708.00	\$70,202.50	\$87,697.00	Police Officer		
1	Broward County Sheriff (BSO)**	\$51,887.00	\$66,479.00	\$81,071.00	Deputy		
17	Jupiter	\$50,253.00	\$64,800.00	\$79,347.00	Police Officer		
24	West Palm Beach	\$49,964.77	\$68,155.42	\$86,346.06	Police Officer		
19	North Palm Beach	\$48,876.60	\$63,539.58	\$78,202.56	POLICE OFFICER		
14	Boynton Beach	\$48,750.00	\$62,720.05	\$76,690.09	Police Officer		

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*Includes the following peers surveyed: Greenacres, Lake Worth, Royal Palm Beach and Wellington

** Includes the following peer surveyed: Pompano Beach

POLICE SERGEANT					Broward (Non-COLL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
13	Boca Raton	\$104,531.70	\$111,967.46	\$119,403.21	Police Sergeant	
15	Delray Beach	\$93,010.60	\$103,032.79	\$113,054.97		
	85th Percentile Market Point	\$86,496.45	\$98,458.36	\$111,618.60		
5	Ft. Lauderdale	\$86,153.60	\$98,217.60	\$110,281.60	Police Sergeant	
27	Palm Beach County Sheriff (PBSO)*	\$85,212.00	\$98,112.00	\$111,012.00	Sergeant LE	
	75th Percentile Market Point	\$85,421.36	\$97,116.88	\$110,829.40		
	Town of Palm Beach FY19	\$83,140.24	\$96,847.71	\$110,555.19		
20	Palm Beach Gardens	\$76,720.00	\$94,131.50	\$111,543.00	Police Sergeant	
	65th Percentile Market Point	\$83,036.03	\$93,357.24	\$108,153.64		
24	West Palm Beach	\$85,491.15	\$92,723.76	\$99,956.36	Police Sergeant	
6	Hollywood Police Dept	\$81,255.69	\$92,511.29	\$103,766.88	Police Sergeant	
	50th Percentile Market Point	\$77,735.00	\$91,686.33	\$102,892.94		
9	Sunrise	\$75,310.14	\$90,861.37	\$106,412.59	SERGEANT	
14	Boynton Beach	\$78,750.00	\$87,844.63	\$96,939.25	Police Sergeant	
17	Jupiter	\$71,019.00	\$84,988.50	\$98,958.00	Police Sergeant	
4	Davie	\$67,326.00	\$84,672.50	\$102,019.00	Police Sergeant	
1	Broward County Sheriff (BSO)**	\$63,076.00	\$80,840.50	\$98,605.00	Sergeant	
19	North Palm Beach	\$61,705.58	\$80,217.26	\$98,728.93	POLICE SERGEANT	
7	Plantation	\$61,273.72	\$79,721.36	\$98,169.00	Police Sergeants	

*Includes the following peers surveyed: Greenacres, Lake Worth, Royal Palm Beach and Wellington

** Includes the following peer surveyed: Pompano Beach

70 POLICE TRAINEE (Non-Certified)					Broward (Non-COL) & Palm Beach	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
17	Jupiter	\$43,922.00	\$54,902.50	\$65,883.00	Police Trainee	
	85th Percentile Market Point	\$42,912.20	\$49,515.40	\$60,199.20		
15	Delray Beach	\$42,800.00			0	
	75th Percentile Market Point	\$41,898.50	\$45,924.00	\$56,410.00		
1	Broward County S.O.	\$40,997.00	\$40,997.00	\$40,997.00	Cadet	
	65th Percentile Market Point	\$40,883.70	\$45,674.00	\$54,639.60		
27	Palm Beach County S.O.	\$39,864.00	\$45,924.00	\$51,984.00	Recruit LE	
	50th Percentile Market Point	\$39,864.00	\$45,299.00	\$51,984.00		
	Town of Palm Beach FY19	\$36,951.20	\$36,951.20	\$36,951.20		
14	Boynton Beach	\$36,562.50			Police Officer Recruit	
7	Plantation	\$34,188.00	\$45,299.00	\$56,410.00	Police Cadet	
24	West Palm Beach	\$25,099.00	\$31,988.00	\$38,877.00	Police Cadet	

Police Trainee peer data has been sorted by 'Minimum' due to the predominant practice of hiring at minimum in the market.

*Includes the following peers surveyed: Greenacres, Lake Worth, Royal Palm Beach and Wellington

** Includes the following peer surveyed: Pompano Beach

1 ACCOUNTANT						Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
25	Palm Beach County	\$55,731.52	\$73,538.40	\$91,345.28	Accountant		
27	Palm Beach County S.O.	\$57,348.00	\$71,328.00	\$85,308.00	Accountant		
	85th Percentile Market Point	\$53,995.55	\$69,414.08	\$85,394.10			
13	Boca Raton	\$51,213.00	\$68,383.50	\$85,554.00	Accountant		
	75th Percentile Market Point	\$51,692.13	\$67,827.08	\$82,993.80			
15	Delray Beach	\$53,060.80	\$67,641.60	\$82,222.40	ACCOUNTANT		
	65th Percentile Market Point	\$51,216.44	\$65,588.99	\$79,668.34			
20	Palm Beach Gardens	\$51,235.90	\$65,226.76	\$79,217.62	Accountant II		
22	Tequesta	\$48,000.00	\$61,000.00	\$74,000.00	Accountant		
	50th Percentile Market Point	\$47,439.50	\$59,975.25	\$73,150.40			
16	Greenacres	\$46,879.00	\$58,950.50	\$71,022.00	Accountant		
24	West Palm Beach	\$45,396.00	\$57,856.50	\$70,317.00	Accountant		
17	Jupiter	\$46,118.00	\$57,647.50	\$69,177.00	Accountant		
28	Solid Waste Authority	\$41,308.80	\$56,804.80	\$72,300.80	Accountant		
14	Boynton Beach	\$45,391.00	\$56,746.00	\$68,101.00	Accountant		
19	North Palm Beach	\$43,262.22	\$56,240.89	\$69,219.56	ACCOUNTANT		
	Town of Palm Beach FY19	\$40,646.53	\$53,043.95	\$65,441.38			

2 ACCOUNTING TECHNICIAN						Palm Beach County
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
27	Palm Beach County S.O.	\$48,072.00	\$63,084.00	\$78,096.00	Accounting Specialist I & II	
15	Delray Beach	\$41,704.00	\$53,175.20	\$64,646.40	Accounts Payable Specialist	
	85th Percentile Market Point	\$40,355.50	\$51,950.35	\$63,545.20		
13	Boca Raton	\$39,007.00	\$50,725.50	\$62,444.00	Accounting Coordinator	
	75th Percentile Market Point	\$37,064.50	\$48,299.95	\$60,414.80		
	Town of Palm Beach FY19	\$36,235.68	\$47,287.97	\$58,340.05		
28	Solid Waste Authority	\$33,363.20	\$45,874.40	\$58,385.60	Clerk Accounting II	
	65th Percentile Market Point	\$34,752.50	\$45,262.20	\$57,392.80		
23	Wellington	\$32,900.00	\$44,650.00	\$56,400.00	Accounting Technician	
19	North Palm Beach	\$34,267.73	\$44,548.05	\$54,828.37	ACCOUNTING CLERK	
	50th Percentile Market Point	\$34,267.73	\$44,548.05	\$54,828.37		
17	Jupiter	\$35,122.00	\$43,902.50	\$52,683.00	Accounting Technician	
24	West Palm Beach	\$33,755.00	\$43,020.00	\$52,285.00	Accounting Clerk	
14	Boynton Beach	\$34,383.00	\$42,978.50	\$51,574.00	Accounting Technician	
16	Greenacres	\$32,723.00	\$41,150.00	\$49,577.00	Accounts Receivable Technician	
25	Palm Beach County	\$30,844.32	\$40,708.72	\$50,573.12	Fiscal Specialist I	

3 ACTIVITY LEADER					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
24	West Palm Beach	\$30,580.00	\$38,974.00	\$47,368.00	Recreation Leader	
13	Boca Raton	\$25,845.00	\$34,872.00	\$43,899.00	Athletic Leader	
	85th Percentile Market Point	\$26,586.56	\$34,588.96	\$43,181.28		
16	Greenacres	\$26,603.20	\$33,456.80	\$40,310.40	Youth Development Leader	
	75th Percentile Market Point	\$26,520.00	\$33,456.80	\$40,310.40		
	65th Percentile Market Point	\$26,386.88	\$33,211.36	\$40,027.52		
14	Boynton Beach	\$26,520.00	\$33,150.00	\$39,780.00	Recreation Leader	
15	Delray Beach	\$25,771.20	\$32,864.00	\$39,956.80	RECREATION LEADER	
	50th Percentile Market Point	\$25,845.00	\$32,864.00	\$39,780.00		
20	Palm Beach Gardens	\$26,353.60	\$31,626.40	\$36,899.20	Recreation Leader I (seasonal)	
19	North Palm Beach	\$21,500.00	\$27,950.00	\$34,400.00	RECREATION ASST.	
23	Wellington	\$20,300.80	\$27,549.60	\$34,798.40	Camp Leader	
	Town of Palm Beach FY19	\$20,908.78	\$27,286.06	\$33,663.14		
17	Jupiter	\$21,840.00	\$26,520.00	\$31,200.00	Camp Counselor	

4 ADMINISTRATIVE ASSISTANT						Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
25	Palm Beach County	\$42,721.12	\$56,368.00	\$70,014.88	Administrative Assistant		
13	Boca Raton	\$40,646.00	\$53,102.00	\$65,558.00	Administrative Assistant		
	85th Percentile Market Point	\$40,745.10	\$52,404.70	\$65,008.14			
27	Palm Beach County S.O.	\$42,096.00	\$52,368.00	\$62,640.00	Administrative Secretary		
24	West Palm Beach	\$40,124.00	\$51,137.00	\$62,150.00	Administrative Assistant		
	75th Percentile Market Point	\$40,515.50	\$51,116.15	\$62,517.50			
28	Solid Waste Authority	\$37,128.00	\$51,053.60	\$64,979.20	Admin Service Specialist		
	65th Percentile Market Point	\$38,531.75	\$50,937.50	\$61,523.55			
14	Boynton Beach	\$40,674.00	\$50,842.50	\$61,011.00	Administrative Assistant		
15	Delray Beach	\$36,982.40	\$47,153.60	\$57,324.80	ADMINISTRATIVE ASSISTANT		
	50th Percentile Market Point	\$37,055.20	\$46,845.05	\$56,584.40			
17	Jupiter	\$37,229.00	\$46,536.50	\$55,844.00	Administrative Specialist III		
	Town of Palm Beach FY19	\$35,507.47	\$46,337.62	\$57,167.34			
16	Greenacres	\$35,994.00	\$45,262.50	\$54,531.00	Administrative Assistant		
19	North Palm Beach	\$34,267.73	\$44,548.05	\$54,828.37	ADMINISTRATIVE ASSISTANT		
20	Palm Beach Gardens	\$34,678.47	\$44,148.04	\$53,617.60	Administrative Specialist II		
22	Tequesta	\$34,000.00	\$43,000.00	\$52,000.00	Administrative Assistant		
21	Royal Palm Beach	\$34,068.00	\$42,144.00	\$50,220.00	Administrative Assistant I		
23	Wellington	\$27,300.00	\$37,050.00	\$46,800.00	Administrative Assistant		

5 BUILDING MAINTENANCE WORKER					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
	Town of Palm Beach FY19	\$43,514.22	\$56,786.50	\$70,058.56		
27	Palm Beach County S.O.	\$42,096.00	\$52,368.00	\$62,640.00		Facilities Service Technician
21	Royal Palm Beach	\$39,508.00	\$48,874.50	\$58,241.00		Skilled Trades Worker - Facilities
	85th Percentile Market Point	\$38,026.65	\$47,367.80	\$58,291.61		
17	Jupiter	\$37,229.00	\$46,556.50	\$55,884.00		Senior Service Worker
	75th Percentile Market Point	\$35,256.50	\$46,044.93	\$56,473.25		
28	Solid Waste Authority	\$33,363.20	\$45,874.40	\$58,385.60		Fac Maint Admin Spec
	65th Percentile Market Point	\$34,317.42	\$44,747.00	\$55,335.43		
19	North Palm Beach	\$34,267.73	\$44,548.05	\$54,828.37		TRADES MECHANIC
20	Palm Beach Gardens	\$33,682.08	\$44,460.35	\$55,238.62		Maintenance Technician
	50th Percentile Market Point	\$33,522.64	\$44,277.93	\$54,210.19		
24	West Palm Beach	\$34,599.00	\$44,095.50	\$53,592.00		Facilities Maintenance Worker
14	Boynton Beach	\$32,810.00	\$41,012.00	\$49,214.00		Building Maintenance Mechanic
13	Boca Raton	\$29,607.00	\$40,301.50	\$50,996.00		Maintenance Worker
16	Greenacres	\$29,614.00	\$37,239.50	\$44,865.00		Maintenance Worker I
23	Wellington	\$27,300.00	\$37,050.00	\$46,800.00		Maintenance Worker
25	Palm Beach County	\$26,621.92	\$35,129.12	\$43,636.32		Maintenance Worker I

6 BUYER						Palm Beach County
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
13	Boca Raton	\$51,213.00	\$68,383.50	\$85,554.00	Buyer I	
	85th Percentile Market Point	\$48,776.34	\$66,864.03	\$84,951.72		
28	Solid Waste Authority	\$48,505.60	\$66,695.20	\$84,884.80	Buyer	
	75th Percentile Market Point	\$48,288.80	\$64,889.60	\$81,490.40		
27	Palm Beach County S.O.	\$48,072.00	\$63,084.00	\$78,096.00	Buyer	
	65th Percentile Market Point	\$47,932.94	\$62,934.90	\$77,936.85		
25	Palm Beach County	\$46,681.44	\$61,592.96	\$76,504.48	Buyer	
	50th Percentile Market Point	\$46,681.44	\$61,592.96	\$76,504.48		
	Town of Palm Beach FY19	\$44,598.53	\$58,200.06	\$71,801.18		
15	Delray Beach	\$41,704.00	\$53,175.20	\$64,646.40	BUYER	
16	Greenacres	\$39,684.00	\$49,902.50	\$60,121.00	Buyer	
14	Boynton Beach	\$37,529.00	\$46,912.00	\$56,295.00	Buyer	

7 CHIEF BUILDING INSPECTOR					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
15	Delray Beach	\$71,136.00	\$92,466.40	\$113,796.80	Building & Inspection Administrator	
24	West Palm Beach	\$70,803.00	\$90,237.00	\$109,671.00	Chief Building Inspector	
	85th Percentile Market Point	\$70,433.35	\$89,863.73	\$109,327.86		
	75th Percentile Market Point	\$65,258.25	\$84,637.89	\$104,523.87		
25	Palm Beach County	\$62,734.88	\$82,771.52	\$102,808.16	Chief Structural Inspector	
	65th Percentile Market Point	\$63,106.20	\$81,963.09	\$102,759.49		
23	Wellington	\$59,250.00	\$80,975.00	\$102,700.00	Building Inspector, Chief	
	50th Percentile Market Point	\$61,387.94	\$80,838.50	\$102,031.50		
13	Boca Raton	\$60,041.00	\$80,702.00	\$101,363.00	Chief Inspector	
	Town of Palm Beach FY19	\$61,569.25	\$80,348.11	\$99,126.98		
17	Jupiter	\$63,410.00	\$79,262.50	\$95,115.00	Chief Building Inspector	
20	Palm Beach Gardens	\$59,311.96	\$75,508.13	\$91,704.29	Chief Building Inspector	
19	North Palm Beach	\$45,857.96	\$59,615.35	\$73,372.73	Sr. Building Inspector	

8 CHIEF ELECTRICAL INSPECTOR					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
25	Palm Beach County	\$62,734.88	\$82,771.52	\$102,808.16	Chief Electrical Inspector	
	85th Percentile Market Point	\$61,522.63	\$81,840.24	\$102,157.84		
	75th Percentile Market Point	\$60,714.47	\$81,219.38	\$101,724.29		
13	Boca Raton	\$60,041.00	\$80,702.00	\$101,363.00	Chief Inspector	
	65th Percentile Market Point	\$59,537.03	\$79,851.90	\$100,166.77		
	Town of Palm Beach FY19	\$58,636.03	\$76,520.50	\$94,405.17		
	50th Percentile Market Point	\$55,001.30	\$72,201.00	\$89,400.70		
15	Delray Beach	\$49,961.60	\$63,700.00	\$77,438.40	ELECTRICAL INSPECTOR	
21	Royal Palm Beach	\$48,137.00	\$59,548.50	\$70,960.00	inspector/Plan Reviewer	

9 CHIEF PLUMBING INSPECTOR		Palm Beach County			
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
25	Palm Beach County	\$62,734.88	\$82,771.52	\$102,808.16	Chief Plumbing Inspector
	85th Percentile Market Point	\$61,926.72	\$82,150.66	\$102,374.61	
	75th Percentile Market Point	\$61,387.94	\$81,736.76	\$102,085.58	
	65th Percentile Market Point	\$60,849.16	\$81,322.86	\$101,796.55	
13	Boca Raton	\$60,041.00	\$80,702.00	\$101,363.00	Chief Inspector
	50th Percentile Market Point	\$60,041.00	\$80,702.00	\$101,363.00	
	Town of Palm Beach FY19	\$58,636.03	\$76,520.50	\$94,405.17	
15	Delray Beach	\$49,961.60	\$63,700.00	\$77,438.40	PLUMBING INSPECTOR

10 CODE COMPLIANCE OFFICER I					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
13	Boca Raton	\$44,005.00	\$58,034.50	\$72,064.00	Code Compliance Officer I	
20	Palm Beach Gardens	\$44,259.50	\$56,345.33	\$68,431.15	Code Compliance Officer	
	85th Percentile Market Point	\$43,303.25	\$55,174.46	\$66,880.25		
	Town of Palm Beach FY19	\$42,016.42	\$54,831.71	\$67,647.01		
22	Tequesta	\$42,000.00	\$53,000.00	\$64,000.00	Code Compliance Officer	
	75th Percentile Market Point	\$41,781.75	\$52,853.88	\$63,926.00		
24	West Palm Beach	\$41,127.00	\$52,415.50	\$63,704.00	Code Enforcement Officer I	
	65th Percentile Market Point	\$41,059.05	\$52,179.55	\$63,300.05		
14	Boynton Beach	\$40,674.00	\$50,842.50	\$61,011.00	Community Standards Specialist I	
	50th Percentile Market Point	\$40,179.00	\$50,454.05	\$60,935.90		
15	Delray Beach	\$39,270.40	\$50,065.60	\$60,860.80	Code Enforcement Officer	
16	Greenacres	\$39,684.00	\$49,902.50	\$60,121.00	Code Enforcement Officer	
17	Jupiter	\$39,462.00	\$49,327.50	\$59,193.00	Code Compliance Officer	
19	North Palm Beach	\$36,323.80	\$47,220.94	\$58,118.08	CODE COMPLIANCE OFFICER	
23	Wellington	\$30,100.00	\$40,850.00	\$51,600.00	Code Enforcement Officer I	

11 COMBINATION BUILDING INSPECTOR					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
15	Delray Beach	\$59,716.80	\$77,636.00	\$95,555.20	INSPECTOR II	
24	West Palm Beach	\$59,564.00	\$75,913.00	\$92,262.00	Commercial Combination Inspector	
	85th Percentile Market Point	\$59,256.90	\$75,618.10	\$92,030.80		
	75th Percentile Market Point	\$54,957.50	\$71,489.50	\$88,794.00		
13	Boca Raton	\$52,392.00	\$70,015.00	\$87,638.00	Building Inspector - I	
	65th Percentile Market Point	\$52,958.50	\$68,738.58	\$84,720.81		
16	Greenacres	\$53,422.00	\$67,178.50	\$80,935.00	Plans Examiner/Bldg. Inspector	
	Town of Palm Beach FY19	\$51,390.98	\$67,065.65	\$82,740.11		
	50th Percentile Market Point	\$50,953.20	\$66,256.69	\$81,045.18		
25	Palm Beach County	\$49,514.40	\$65,334.88	\$81,155.36	Building Construction Inspector I	
23	Wellington	\$47,500.00	\$62,100.00	\$76,700.00	Building Inspector	
17	Jupiter	\$48,423.00	\$60,529.00	\$72,635.00	Building Inspector	
20	Palm Beach Gardens	\$46,472.47	\$59,162.59	\$71,852.71	Building Inspector I	

12 COMBINATION PLAN REVIEWER					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
24	West Palm Beach	\$64,144.00	\$81,750.50	\$99,357.00	Commercial Combination Plans Examiner	
13	Boca Raton	\$60,041.00	\$80,702.00	\$101,363.00	Senior Plans Examiner	
	85th Percentile Market Point	\$61,067.35	\$79,136.10	\$96,374.65		
21	Royal Palm Beach	\$61,620.00	\$76,228.00	\$90,836.00	Plan Review Intake Supervisor	
	Town of Palm Beach FY19	\$57,675.28	\$75,266.88	\$92,858.06		
	75th Percentile Market Point	\$58,779.00	\$74,356.38	\$88,921.63		
17	Jupiter	\$54,993.00	\$68,741.50	\$82,490.00	Plans Examiner	
	65th Percentile Market Point	\$54,813.71	\$68,703.49	\$83,075.23		
20	Palm Beach Gardens	\$53,797.70	\$68,488.10	\$83,178.50	Plan Examiner	
	50th Percentile Market Point	\$53,609.85	\$68,064.85	\$82,356.20		
15	Delray Beach	\$53,060.80	\$67,641.60	\$82,222.40	Plan Review Superintendent	
16	Greenacres	\$53,422.00	\$67,178.50	\$80,935.00	Plans Examiner/Bldg. Inspector	
25	Palm Beach County	\$49,514.40	\$65,334.88	\$81,155.36	Construction Plans Examiner I	
23	Wellington	\$47,500.00	\$62,100.00	\$76,700.00	Plans Examiner	
14	Boynton Beach	\$46,965.98	\$58,707.90	\$70,449.81	Inspector/Plans Examiner	

13 CRANE OPERATOR		Palm Beach County			
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
13	Boca Raton	\$45,875.00	\$60,760.00	\$75,645.00	Dredge Operator
	Town of Palm Beach FY19	\$43,514.22	\$56,786.50	\$70,058.56	
	85th Percentile Market Point	\$42,309.51	\$55,953.60	\$69,597.70	
	75th Percentile Market Point	\$39,932.51	\$52,749.34	\$65,566.17	
25	Palm Beach County	\$37,951.68	\$50,079.12	\$62,206.56	Dredge Operator
	65th Percentile Market Point	\$37,818.69	\$49,904.43	\$61,990.17	
	50th Percentile Market Point	\$36,621.83	\$48,332.26	\$60,042.70	
20	Palm Beach Gardens	\$35,291.97	\$46,585.40	\$57,878.83	Heavy Equipment Operator
19	North Palm Beach	\$32,328.05	\$42,026.47	\$51,724.88	SANITATION DRIVER/OPERATOR

All data has been sorted by 'Midpoint' as referred to Evergreen Solutions LLC as market target, unless otherwise indicated.

14 CRIME INTELLIGENCE ANALYST					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
20	Palm Beach Gardens	\$56,487.58	\$71,912.50	\$87,337.42	Senior Crime Analyst	
	85th Percentile Market Point	\$51,408.36	\$64,390.75	\$77,373.14		
17	Jupiter	\$50,844.00	\$63,555.00	\$76,266.00	Crime Analyst	
	75th Percentile Market Point	\$48,359.50	\$62,157.50	\$75,955.50		
13	Boca Raton	\$45,875.00	\$60,760.00	\$75,645.00	Crime Intelligence Analyst	
	65th Percentile Market Point	\$45,827.10	\$60,469.65	\$75,112.20		
24	West Palm Beach	\$45,396.00	\$57,856.50	\$70,317.00	Crime Analyst	
	50th Percentile Market Point	\$45,396.00	\$57,856.50	\$70,317.00		
	Town of Palm Beach FY19	\$43,648.80	\$56,962.05	\$70,275.50		
15	Delray Beach	\$44,283.20	\$56,472.00	\$68,660.80	CRIME ANALYST	
19	North Palm Beach	\$40,813.42	\$53,057.45	\$65,301.47	CRIMINAL INTELLIGENCE ANALYST	
14	Boynton Beach	\$37,529.00	\$46,912.00	\$56,295.00	Criminal Intelligence Analyst	

15 CRIME SCENE EVIDENCE TECH II						Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
	Town of Palm Beach FY19	\$48,612.30	\$63,439.38	\$78,266.45			
27	Palm Beach County S.O.	\$50,244.00	\$62,484.00	\$74,724.00	Crime Scene Investigator I		
	85th Percentile Market Point	\$47,606.35	\$62,266.65	\$75,014.90			
13	Boca Raton	\$46,852.00	\$62,242.50	\$77,633.00	Crime Scene Technician		
	75th Percentile Market Point	\$47,082.64	\$61,493.27	\$74,449.39			
24	West Palm Beach	\$47,313.28	\$60,744.03	\$74,174.78	Crime Scene Investigator		
	65th Percentile Market Point	\$46,595.12	\$60,316.83	\$73,623.38			
15	Delray Beach	\$44,283.20	\$56,472.00	\$68,660.80	CRIME SCENE INVESTIGATOR		
	50th Percentile Market Point	\$44,283.20	\$56,472.00	\$68,660.80			
14	Boynton Beach	\$42,247.00	\$52,809.00	\$63,371.00	Crime Scene Investigator II		
17	Jupiter	\$40,323.00	\$50,404.50	\$60,486.00	Crime Scene Investigator		
20	Palm Beach Gardens	\$38,233.02	\$48,673.21	\$59,113.40	Evidence Custodian		

16 DEPUTY TOWN MANAGER						Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
25	Palm Beach County	\$143,274.56	\$201,073.60	\$258,872.64	Deputy County Administrator		
24	West Palm Beach	\$154,492.00	\$193,115.00	\$231,738.00	Deputy City Administrator		
	85th Percentile Market Point	\$142,694.18	\$191,709.25	\$230,651.10			
	75th Percentile Market Point	\$134,568.89	\$172,028.75	\$215,434.50			
23	Wellington	\$120,000.00	\$165,000.00	\$210,000.00	Assistant City Manager		
	65th Percentile Market Point	\$126,416.85	\$164,003.70	\$202,757.25			
13	Boca Raton	\$131,667.00	\$162,786.00	\$193,905.00	Deputy City Manager		
	50th Percentile Market Point	\$114,779.00	\$152,222.20	\$184,125.30			
15	Delray Beach	\$108,971.20	\$141,658.40	\$174,345.60	ASST. CITY MANAGER		
	Town of Palm Beach FY19	\$106,998.32	\$144,910.79	\$182,823.26			
17	Jupiter	\$109,558.00	\$136,947.50	\$164,337.00	Assistant Town Manager		
20	Palm Beach Gardens	\$104,309.03	\$135,601.74	\$166,894.45	Deputy City Manager		
14	Boynton Beach	\$107,450.94	\$134,314.08	\$161,177.22	Assistant City Manager		

17 DEVELOPMENT PERMIT COORDINATOR					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
25	Palm Beach County	\$60,904.48	\$80,357.68	\$99,810.88	Permit Coordinator	
15	Delray Beach	\$47,028.80	\$59,966.40	\$72,904.00	PERMIT SUPERVISOR	
	85th Percentile Market Point	\$44,221.17	\$57,274.41	\$70,592.60		
23	Wellington	\$38,250.00	\$52,275.00	\$66,300.00	Permitting & Licensing Tech, Senior	
	75th Percentile Market Point	\$38,817.75	\$51,887.63	\$65,336.00		
13	Boca Raton	\$39,007.00	\$50,725.50	\$62,444.00	Permit & Licensing Tech I	
	65th Percentile Market Point	\$38,141.85	\$50,199.82	\$61,795.11		
	Town of Palm Beach FY19	\$37,243.02	\$48,602.53	\$59,961.62		
19	North Palm Beach	\$36,323.80	\$47,220.94	\$58,118.08	License & Permit Technician	
	50th Percentile Market Point	\$36,926.40	\$47,066.47	\$57,206.54		
14	Boynton Beach	\$37,529.00	\$46,912.00	\$56,295.00	Application Technician?	
16	Greenacres	\$35,994.00	\$45,262.50	\$54,531.00	Permits Coordinator	
24	West Palm Beach	\$35,464.00	\$45,198.00	\$54,932.00	License and Permit Specialist	
22	Tequesta	\$34,200.00	\$43,100.00	\$52,000.00	Building Permit Coordinator/Licensing Clerk	

18 DIRECTOR OF FINANCE						Palm Beach County
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
25	Palm Beach County	\$133,902.08	\$187,916.56	\$241,931.04	Director Office of Financial Management and Budget	
28	Solid Waste Authority	\$120,536.00	\$174,782.40	\$229,028.80	Chief Financial Officer	
	85th Percentile Market Point	\$120,694.80	\$166,956.48	\$213,805.76		
23	Wellington	\$120,000.00	\$165,000.00	\$210,000.00	Director of Admin & Financial Svcs	
24	West Palm Beach	\$121,330.00	\$151,662.50	\$181,995.00	Chief Financial Officer	
	75th Percentile Market Point	\$120,000.00	\$151,662.50	\$181,995.00		
13	Boca Raton	\$106,951.00	\$142,752.00	\$178,553.00	Financial Services Director	
	65th Percentile Market Point	\$108,567.16	\$142,533.28	\$177,711.52		
15	Delray Beach	\$108,971.20	\$141,658.40	\$174,345.60	Finance Director	
	Town of Palm Beach FY19	\$101,892.75	\$134,361.14	\$166,829.10		
22	Tequesta	\$104,000.00	\$130,000.00	\$156,000.00	Finance Director	
	50th Percentile Market Point	\$104,000.00	\$130,000.00	\$156,000.00		
20	Palm Beach Gardens	\$94,611.37	\$122,994.78	\$151,378.19	Finance Administrator	
21	Royal Palm Beach	\$98,508.00	\$121,860.50	\$145,213.00	Finance Director	
17	Jupiter	\$96,833.00	\$121,041.50	\$145,250.00	Director, Finance	
14	Boynton Beach	\$94,787.00	\$118,483.50	\$142,180.00	Director, Finance/Treasurer	
16	Greenacres	\$89,934.00	\$113,093.50	\$136,253.00	Finance Director	
19	North Palm Beach	\$84,470.90	\$109,812.17	\$135,153.43	DIRECTOR OF FINANCE	

DIRECTOR OF HUMAN RESOURCES						Palm Beach County
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
25	Palm Beach County	\$109,306.08	\$153,393.76	\$197,481.44	Director Human Resources	
24	West Palm Beach	\$121,330.00	\$151,662.50	\$181,995.00	Chief Human Resources Officer	
	85th Percentile Market Point	\$109,061.22	\$140,332.50	\$176,399.00		
23	Wellington	\$100,000.00	\$137,500.00	\$175,000.00	Director II	
	75th Percentile Market Point	\$100,000.00	\$137,000.00	\$166,108.80		
22	Tequesta	\$109,000.00	\$137,000.00	\$165,000.00	Human Resources Director/Assistant Village Manager	
28	Solid Waste Authority	\$87,422.40	\$126,765.60	\$166,108.80	Dir Human Resources	
	65th Percentile Market Point	\$98,765.76	\$126,328.08	\$162,459.52		
14	Boynton Beach	\$99,662.00	\$124,578.00	\$149,494.00	Director, Human Resources and Risk Management	
15	Delray Beach	\$95,180.80	\$123,739.20	\$152,297.60	Director of Human Resources	
	50th Percentile Market Point	\$94,611.37	\$123,739.20	\$151,378.19		
20	Palm Beach Gardens	\$94,611.37	\$122,994.78	\$151,378.19	HR Administrator	
	Town of Palm Beach FY19	\$88,435.36	\$116,615.41	\$144,795.25		
17	Jupiter	\$92,167.00	\$115,209.00	\$138,251.00	Director of Human Resources	
13	Boca Raton	\$87,724.00	\$114,530.50	\$141,337.00	Director of Human Resources	
21	Royal Palm Beach	\$91,475.00	\$113,160.00	\$134,845.00	Director of Human Resources	
16	Greenacres	\$89,934.00	\$113,093.50	\$136,253.00	Director of Human Resources	
19	North Palm Beach	\$78,944.76	\$102,628.19	\$126,311.62	DIRECTOR OF HUMAN RESOURCE	

20 DIRECTOR OF PLANNING ZONING & BUILDING						Palm Beach County
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
24	West Palm Beach	\$121,330.00	\$151,662.50	\$181,995.00	Director of Housing & Community Development	
13	Boca Raton	\$106,951.00	\$142,752.00	\$178,553.00	Development Services Director	
	85th Percentile Market Point	\$102,432.85	\$139,338.20	\$176,243.55		
23	Wellington	\$100,000.00	\$137,500.00	\$175,000.00	Director II	
	Town of Palm Beach FY19	\$100,751.66	\$132,858.96	\$164,966.26		
	75th Percentile Market Point	\$96,385.60	\$128,290.90	\$164,662.48		
25	Palm Beach County	\$89,225.76	\$125,221.20	\$161,216.64	Director Planning, Zoning, & Building Administration	
	65th Percentile Market Point	\$94,846.07	\$123,961.50	\$153,635.46		
15	Delray Beach	\$95,180.80	\$123,739.20	\$152,297.60	Planning & Zoning Director	
14	Boynton Beach	\$94,787.00	\$118,483.50	\$142,180.00	Director, Development	
	50th Percentile Market Point	\$92,288.54	\$118,286.25	\$143,174.86		
17	Jupiter	\$94,471.00	\$118,089.00	\$141,707.00	Director, Planning & Zoning	
20	Palm Beach Gardens	\$90,106.07	\$117,137.89	\$144,169.71	Director of Planning and Zoning	
16	Greenacres	\$89,934.00	\$113,093.50	\$136,253.00	Planning and Engineering Director	
21	Royal Palm Beach	\$84,943.00	\$105,080.00	\$125,217.00	Director of Planning and Zoning	
19	North Palm Beach	\$78,944.76	\$102,628.19	\$126,311.62	DIRECTOR OF COMMUNITY DEVELOPMENT	
22	Tequesta	\$80,000.00	\$100,000.00	\$120,000.00	Building Director	

21 DIRECTOR OF PUBLIC WORKS						Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
24	West Palm Beach	\$121,330.00	\$151,662.50	\$181,995.00	Director of Public Works		
13	Boca Raton	\$106,951.00	\$142,752.00	\$178,553.00	Utility Services Director		
	Town of Palm Beach FY19	\$107,661.01	\$141,967.07	\$176,272.93			
	85th Percentile Market Point	\$102,432.85	\$139,338.20	\$176,399.55			
23	Wellington	\$100,000.00	\$137,500.00	\$175,000.00	Director II		
	75th Percentile Market Point	\$97,624.75	\$134,675.20	\$175,060.00			
28	Solid Waste Authority	\$92,227.20	\$133,733.60	\$175,240.00	Dir Engineering/Public Wk		
	65th Percentile Market Point	\$96,214.20	\$125,238.36	\$155,702.96			
15	Delray Beach	\$95,180.80	\$123,739.20	\$152,297.60	SAME		
17	Jupiter	\$96,833.00	\$121,041.50	\$145,250.00	Director, Engineering, Parks & Public Works		
	50th Percentile Market Point	\$94,983.90	\$119,964.75	\$143,715.00			
21	Royal Palm Beach	\$96,105.00	\$118,888.00	\$141,671.00	Director of Public Works		
14	Boynton Beach	\$94,787.00	\$118,483.50	\$142,180.00	Director, Public Works and Engineering		
16	Greenacres	\$89,934.00	\$113,093.50	\$136,253.00	Public Works Director		
19	North Palm Beach	\$78,944.76	\$102,628.19	\$126,311.62	DIRECTOR OF PUBLIC WORKS		
20	Palm Beach Gardens	\$77,837.01	\$101,188.11	\$124,539.21	Director of Public Services		
22	Tequesta	\$80,000.00	\$100,000.00	\$120,000.00	Public Works Director		

All data has been sorted by 'Midpoint' as referred to Evergreen Solutions LLC as market target, unless otherwise indicated.

22 DIVISION MANAGER, FACILITIES MAINTENANCE					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
28	Solid Waste Authority	\$70,553.60	\$102,304.80	\$134,056.00	Facility Maint Manager	
25	Palm Beach County	\$77,151.36	\$101,806.64	\$126,461.92	Utilities Operations & Maintenance Manager	
	85th Percentile Market Point	\$72,755.40	\$101,340.96	\$125,828.66		
	Town of Palm Beach FY19	\$74,187.15	\$96,814.64	\$119,441.92		
	75th Percentile Market Point	\$72,621.00	\$94,821.41	\$116,963.08		
24	West Palm Beach	\$72,573.00	\$92,493.00	\$112,413.00	Utilities Operations & Maintenance Manager	
	65th Percentile Market Point	\$71,926.35	\$92,481.03	\$113,174.09		
15	Delray Beach	\$71,136.00	\$92,466.40	\$113,796.80	DEPUTY PUBLIC WORKS DIR	
	50th Percentile Market Point	\$70,844.80	\$91,711.45	\$110,780.50		
17	Jupiter	\$72,765.00	\$90,956.50	\$109,148.00	Utilities Facilities Manager	
20	Palm Beach Gardens	\$62,277.56	\$79,283.54	\$96,289.51	Operations Manager, Facilities	
27	Palm Beach County S.O.	\$62,640.00	\$77,904.00	\$93,168.00	Facilities & Maintenance Manager	
21	Royal Palm Beach	\$54,462.00	\$67,373.50	\$80,285.00	Facilities Superintendent	

23 DIVISION MANAGER, SERVICES					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
13	Boca Raton	\$94,792.00	\$121,217.00	\$147,642.00	Utility Services Dep. Director	
	85th Percentile Market Point	\$88,466.20	\$116,833.52	\$148,289.52		
28	Solid Waste Authority	\$78,561.60	\$113,911.20	\$149,260.80	Dir Hazrdous Waste Serv	
	75th Percentile Market Point	\$84,249.00	\$113,911.20	\$147,642.00		
	65th Percentile Market Point	\$81,974.04	\$111,229.32	\$140,650.80		
24	West Palm Beach	\$84,249.00	\$107,206.50	\$130,164.00	General Services Manager	
	50th Percentile Market Point	\$78,561.60	\$107,206.50	\$130,164.00		
15	Delray Beach	\$75,400.00	\$98,020.00	\$120,640.00	Deputy Director of Public Utilities	
	Town of Palm Beach FY19	\$70,599.57	\$92,132.98	\$113,666.38		
16	Greenacres	\$71,244.00	\$89,589.50	\$107,935.00	Assistant Leisure Services Director	

24 DIVISION MANAGER, WATER RESOURCES					Palm Beach County
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
24	West Palm Beach	\$84,249.00	\$107,206.50	\$130,164.00	Water Plant Manager
	85th Percentile Market Point	\$78,086.07	\$105,000.74	\$132,304.60	
	75th Percentile Market Point	\$73,977.45	\$103,530.23	\$131,137.00	
28	Solid Waste Authority	\$70,553.60	\$102,304.80	\$134,056.00	Utilities Manager
	65th Percentile Market Point	\$70,307.42	\$101,291.44	\$128,578.05	
	Town of Palm Beach FY19	\$76,157.54	\$99,386.14	\$122,614.54	
	50th Percentile Market Point	\$68,091.80	\$92,171.15	\$114,304.50	
17	Jupiter	\$65,630.00	\$82,037.50	\$98,445.00	Utility Services Manager
22	Tequesta	\$54,000.00	\$68,000.00	\$82,000.00	Superintendent, Water Distribution & Storm Water

26 EQUIPMENT OPERATOR I						Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
20	Palm Beach Gardens	\$35,291.97	\$46,585.40	\$57,878.83	Heavy Equipment Operator		
	Town of Palm Beach FY19	\$34,379.07	\$44,864.56	\$55,350.26			
	85th Percentile Market Point	\$34,139.24	\$43,911.35	\$53,812.91			
24	West Palm Beach	\$33,755.00	\$43,020.00	\$52,285.00	Grounds Equipment Operator		
	75th Percentile Market Point	\$33,398.26	\$42,771.62	\$52,414.45			
	65th Percentile Market Point	\$32,684.79	\$42,274.85	\$52,328.15			
19	North Palm Beach	\$32,328.05	\$42,026.47	\$51,724.88	EQUIPMENT OPERATOR		
	50th Percentile Market Point	\$31,783.03	\$41,620.83	\$52,004.94			
28	Solid Waste Authority	\$29,972.80	\$41,215.20	\$52,457.60	EQUIPMENT OPERATOR I L/F		
25	Palm Beach County	\$30,844.32	\$40,708.72	\$50,573.12	Motor Equipment Operator II		
14	Boynton Beach	\$31,238.00	\$39,047.00	\$46,856.00	Equipment Operator		

27 GIS COORDINATOR						Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
25	Palm Beach County	\$77,151.36	\$101,806.64	\$126,461.92	County Wide GIS Coordinator		
20	Palm Beach Gardens	\$68,661.01	\$87,410.10	\$106,159.18	GIS Manager		
	85th Percentile Market Point	\$67,646.87	\$87,296.41	\$106,582.83			
15	Delray Beach	\$67,100.80	\$87,235.20	\$107,369.60	GIS ADMINISTRATOR		
	75th Percentile Market Point	\$65,329.45	\$81,873.30	\$99,218.55			
21	Royal Palm Beach	\$64,739.00	\$80,086.00	\$95,433.00	GIS Coordinator		
	65th Percentile Market Point	\$61,605.90	\$78,152.25	\$95,653.80			
24	West Palm Beach	\$61,053.00	\$77,811.00	\$94,569.00	GIS Coordinator		
13	Boca Raton	\$57,562.00	\$77,233.50	\$96,905.00	GIS Coordinator		
	Town of Palm Beach FY19	\$58,636.03	\$76,520.50	\$94,405.17			
	50th Percentile Market Point	\$56,982.00	\$74,491.75	\$92,784.50			
23	Wellington	\$52,500.00	\$71,750.00	\$91,000.00	GIS Analyst, Senior		
14	Boynton Beach	\$56,402.00	\$70,502.00	\$84,602.00	Senior GIS Analyst		
28	Solid Waste Authority	\$51,168.00	\$70,356.00	\$89,544.00	GIS Specialist		
16	Greenacres	\$55,630.00	\$69,955.50	\$84,281.00	GIS Analyst/Planner		
27	Palm Beach County S.O.	\$54,876.00	\$68,250.00	\$81,624.00	CADS/GIS Coordinator		
17	Jupiter	\$48,423.00	\$60,529.00	\$72,635.00	GIS Specialist		

28 GOLF COURSE ASSOCIATE					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
25	Palm Beach County	\$25,910.56	\$34,131.76	\$42,352.96	Golf Attendant	
	85th Percentile Market Point	\$26,087.78	\$32,637.60	\$40,856.58		
13	Boca Raton	\$23,424.00	\$31,641.50	\$39,859.00	Golf Cart Attendant	
	75th Percentile Market Point	\$25,910.56	\$31,641.50	\$39,859.00		
	65th Percentile Market Point	\$24,915.94	\$31,635.46	\$38,675.08		
20	Palm Beach Gardens	\$26,353.60	\$31,626.40	\$36,899.20	Pro Shop Attendant	
	50th Percentile Market Point	\$23,424.00	\$31,626.40	\$36,899.20		
19	North Palm Beach	\$22,790.00	\$29,617.00	\$36,444.00	Country Club Attendant	
	Town of Palm Beach FY19	\$20,907.12	\$27,283.78	\$33,660.22		
14	Boynton Beach	\$17,596.80	\$17,596.80	\$17,596.80	Golf Course Cart Attendant	

30 GOLF MANAGER		Palm Beach County			
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
20	Palm Beach Gardens	\$77,837.01	\$101,188.11	\$124,539.21	Director of Golf
	85th Percentile Market Point	\$76,079.03	\$99,778.33	\$123,477.64	
25	Palm Beach County	\$74,907.04	\$98,838.48	\$122,769.92	Golf Course Manager
	75th Percentile Market Point	\$74,907.04	\$98,838.48	\$122,769.92	
	65th Percentile Market Point	\$71,734.22	\$95,780.49	\$119,826.75	
13	Boca Raton	\$66,975.00	\$91,193.50	\$115,412.00	Golf Course Manager
	50th Percentile Market Point	\$66,975.00	\$91,193.50	\$115,412.00	
19	North Palm Beach	\$65,050.39	\$84,565.51	\$104,080.62	HEAD GOLF PORFESSIONAL
	Town of Palm Beach FY19	\$61,521.41	\$80,285.71	\$99,050.02	
14	Boynton Beach	\$62,693.00	\$78,366.50	\$94,040.00	Golf Course Manager

31 HUMAN RESOURCES ANALYST						Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
20	Palm Beach Gardens	\$59,311.96	\$75,508.13	\$91,704.29	HR Generalist		
27	Palm Beach County S.O.	\$57,348.00	\$75,258.00	\$93,168.00	HR Analyst I & II in Human Resources		
	85th Percentile Market Point	\$57,224.00	\$72,244.80	\$86,972.86			
17	Jupiter	\$57,193.00	\$71,491.50	\$85,790.00	Senior HR Generalist		
24	West Palm Beach	\$52,646.00	\$67,096.50	\$81,547.00	Human Resources Analyst		
	75th Percentile Market Point	\$52,646.00	\$67,096.50	\$81,547.00			
	Town of Palm Beach FY19	\$50,558.14	\$65,978.64	\$81,398.93			
13	Boca Raton	\$48,985.00	\$65,217.50	\$81,450.00	Senior Human Resources Tech		
	65th Percentile Market Point	\$48,788.00	\$64,594.00	\$80,500.00			
23	Wellington	\$47,500.00	\$62,100.00	\$76,700.00	HR Generalist		
22	Tequesta	\$48,000.00	\$61,000.00	\$74,000.00	HR & Risk Management Generalist		
	50th Percentile Market Point	\$47,500.00	\$61,000.00	\$74,000.00			
25	Palm Beach County	\$44,000.32	\$58,052.80	\$72,105.28	Human Resources Specialist I		
28	Solid Waste Authority	\$41,308.80	\$56,804.80	\$72,300.80	Human Resources Generalist		
15	Delray Beach	\$44,283.20	\$56,472.00	\$68,660.80	HR ANALYST		
14	Boynton Beach	\$43,820.00	\$54,774.50	\$65,729.00	Human Resources and Risk Coordinator I		
19	North Palm Beach	\$38,508.80	\$48,313.80	\$58,118.80	HUMAN RESOURCE ANALYST		
16	Greenacres	\$37,791.00	\$47,523.00	\$57,255.00	Human Resources Coordinator		

32 INDUSTRIAL ELECTRICIAN						Palm Beach County
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
	Town of Palm Beach FY19	\$47,856.22	\$62,452.83	\$77,049.44		
24	West Palm Beach	\$48,887.00	\$62,305.50	\$75,724.00	Utilities Electrician	
23	Wellington	\$47,500.00	\$62,100.00	\$76,700.00	Industrial Electrician & Instrument Technician	
	85th Percentile Market Point	\$48,338.40	\$61,998.59	\$76,660.90		
25	Palm Beach County	\$46,681.44	\$61,592.96	\$76,504.48	Industrial Electrician	
	75th Percentile Market Point	\$48,000.00	\$61,592.96	\$76,504.48		
	65th Percentile Market Point	\$47,600.00	\$61,451.79	\$75,880.10		
13	Boca Raton	\$45,286.00	\$61,416.50	\$77,547.00	Plant Electrician	
22	Tequesta	\$48,000.00	\$61,000.00	\$74,000.00	Electrician	
	50th Percentile Market Point	\$46,681.44	\$61,000.00	\$74,000.00		
17	Jupiter	\$48,423.00	\$60,529.00	\$72,635.00	Utilites Electrician	
28	Solid Waste Authority	\$41,308.80	\$56,804.80	\$72,300.80	FAC MAINT MECH III/ELECT	
20	Palm Beach Gardens	\$43,054.54	\$55,209.74	\$67,364.93	Electrician	
19	North Palm Beach	\$34,267.73	\$44,548.05	\$54,828.37	Trade Mechanic	

33 INFORMATION TECHNOLOGY MANAGER					Palm Beach County
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
23	Wellington	\$100,000.00	\$137,500.00	\$175,000.00	Director II
13	Boca Raton	\$101,859.00	\$130,132.00	\$158,405.00	Information Services Director
	85th Percentile Market Point	\$99,759.04	\$129,812.36	\$158,099.63	
	75th Percentile Market Point	\$96,385.60	\$125,337.40	\$153,824.45	
15	Delray Beach	\$95,180.80	\$123,739.20	\$152,297.60	IT Director
	65th Percentile Market Point	\$95,159.29	\$123,404.21	\$151,883.87	
20	Palm Beach Gardens	\$94,611.37	\$122,994.78	\$151,378.19	IT Administrator
	50th Percentile Market Point	\$94,872.19	\$120,955.64	\$147,039.10	
24	West Palm Beach	\$95,133.00	\$118,916.50	\$142,700.00	Assistant Director of Information Technology
	Town of Palm Beach FY19	\$88,435.36	\$115,408.80	\$142,382.03	
19	North Palm Beach	\$78,944.76	\$102,628.19	\$126,311.62	DIRECTOR INFORMATION TECHNOLOGY
25	Palm Beach County	\$77,151.36	\$101,806.64	\$126,461.92	Chief Information Officer
22	Tequesta	\$80,000.00	\$100,000.00	\$120,000.00	Information Technology Director

34 INFORMATION TECHNOLOGY SPECIALIST					Palm Beach County
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
16	Greenacres	\$55,630.00	\$69,955.50	\$84,281.00	IT Analyst II
21	Royal Palm Beach	\$53,134.43	\$65,730.50	\$78,326.56	Information Systems Specialist
	85th Percentile Market Point	\$52,121.94	\$64,784.40	\$77,461.25	
	Town of Palm Beach FY19	\$48,062.35	\$62,721.57	\$77,380.78	
22	Tequesta	\$48,000.00	\$61,000.00	\$74,000.00	Information Technology & Security Analyst
	75th Percentile Market Point	\$48,072.00	\$61,000.00	\$74,000.00	
	65th Percentile Market Point	\$48,014.40	\$60,173.12	\$73,123.20	
15	Delray Beach	\$47,028.80	\$59,966.40	\$72,904.00	TECHNICAL SUPPORT ANALYST
27	Palm Beach County S.O.	\$48,072.00	\$59,784.00	\$71,496.00	PC Technician I
	50th Percentile Market Point	\$47,028.80	\$59,784.00	\$71,496.00	
13	Boca Raton	\$43,091.00	\$56,760.50	\$70,430.00	Digital Media Specialist - Web
14	Boynton Beach	\$42,246.88	\$52,808.91	\$63,370.94	Computer Support Specialist
23	Wellington	\$38,250.00	\$52,275.00	\$66,300.00	IT Specialist, Senior
19	North Palm Beach	\$36,323.80	\$47,220.94	\$58,118.08	TECHNICAL SUPPORT SPECIALIST

35 LABORER		Palm Beach County			
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
17	Jupiter	\$32,824.00	\$41,030.00	\$49,236.00	Service Worker
	Town of Palm Beach FY19	\$31,343.52	\$40,903.62	\$50,463.50	
13	Boca Raton	\$29,607.00	\$40,301.50	\$50,996.00	Maintenance Worker
	85th Percentile Market Point	\$30,949.98	\$40,146.66	\$49,209.73	
25	Palm Beach County	\$29,949.92	\$39,527.28	\$49,104.64	Utility Maintenance Worker
	75th Percentile Market Point	\$29,949.92	\$39,527.28	\$49,104.64	
	65th Percentile Market Point	\$29,681.18	\$39,185.46	\$47,420.93	
22	Tequesta	\$31,200.00	\$39,100.00	\$47,000.00	Maintenance Worker I
16	Greenacres	\$29,614.00	\$37,239.50	\$44,865.00	Maintenance Worker I
	50th Percentile Market Point	\$29,607.00	\$37,239.50	\$46,800.00	
24	West Palm Beach	\$29,107.00	\$37,096.00	\$45,085.00	Maintenance Worker
23	Wellington	\$27,300.00	\$37,050.00	\$46,800.00	Maintenance Worker
21	Royal Palm Beach	\$29,376.67	\$36,340.41	\$43,304.14	General Maintenance Worker I
19	North Palm Beach	\$25,606.84	\$33,288.90	\$40,970.95	Grounds or Street Maintenance Worker

36 LIFEGUARD						Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
25	Palm Beach County	\$35,759.36	\$47,197.28	\$58,635.20	Ocean Lifeguard		
13	Boca Raton	\$32,782.00	\$44,594.00	\$56,406.00	Ocean Rescue Lifeguard		
	85th Percentile Market Point	\$34,302.95	\$44,513.23	\$56,164.40			
	75th Percentile Market Point	\$33,182.25	\$43,382.38	\$52,782.00			
	Town of Palm Beach FY19	\$32,992.34	\$43,055.38	\$53,118.21			
14	Boynton Beach	\$34,383.00	\$42,978.50	\$51,574.00	Ocean Lifeguard		
	65th Percentile Market Point	\$31,920.34	\$41,351.98	\$49,903.06			
15	Delray Beach	\$30,867.20	\$39,364.00	\$47,860.80	LIFEGUARD		
	50th Percentile Market Point	\$29,987.10	\$38,230.00	\$47,330.40			
24	West Palm Beach	\$29,107.00	\$37,096.00	\$45,085.00	Lifeguard		
23	Wellington	\$27,300.00	\$37,050.00	\$46,800.00	Lifeguard		
20	Palm Beach Gardens	\$27,040.00	\$32,240.00	\$37,440.00	Lifeguard I		
19	North Palm Beach	\$24,157.40	\$31,404.62	\$38,651.84	LIFEGUARD		

37 MANAGER, FLEET			double check			Palm Beach County
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
27	Palm Beach County S.O.	\$82,728.00	\$95,256.00	\$107,784.00	Unit Manager - Fleet Management	
24	West Palm Beach	\$74,670.00	\$93,337.50	\$112,005.00	Fleet Management Superintendent	
	85th Percentile Market Point	\$71,645.60	\$90,274.78	\$105,609.89		
	Town of Palm Beach FY19	\$60,621.18	\$79,110.93	\$97,600.67		
25	Palm Beach County	\$59,134.40	\$78,023.92	\$96,913.44	Fleet Management Support Services Supervisor	
	75th Percentile Market Point	\$59,548.00	\$78,023.92	\$96,913.44		
	65th Percentile Market Point	\$59,217.12	\$75,153.18	\$90,841.09		
14	Boynton Beach	\$59,548.00	\$74,435.50	\$89,323.00	Fleet Administrator	
13	Boca Raton	\$51,213.00	\$68,383.50	\$85,554.00	Fleet Operations Manager	
	50th Percentile Market Point	\$53,060.80	\$68,383.50	\$85,554.00		
15	Delray Beach	\$53,060.80	\$67,641.60	\$82,222.40	FLEET SUPT.	
20	Palm Beach Gardens	\$48,376.08	\$62,033.66	\$75,691.24	Operations Manager, Fleet	
19	North Palm Beach	\$43,262.22	\$52,740.89	\$62,219.56	Public Works Supervisor	
17	Jupiter	\$41,830.00	\$52,287.50	\$62,745.00	Fleet and Facilities Manager	

38 MANAGER, PURCHASING						Palm Beach County
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
15	Delray Beach	\$89,793.60	\$116,740.00	\$143,686.40	PURCHASING DIRECTOR	
	85th Percentile Market Point	\$78,298.26	\$103,621.60	\$128,944.94		
13	Boca Raton	\$77,021.00	\$102,164.00	\$127,307.00	Purchasing Manager	
	75th Percentile Market Point	\$72,785.78	\$96,304.32	\$120,759.90		
	Town of Palm Beach FY19	\$73,372.21	\$95,751.34	\$118,130.48		
25	Palm Beach County	\$68,550.56	\$90,444.64	\$112,338.72	Purchasing Manager	
	65th Percentile Market Point	\$68,279.30	\$90,116.42	\$114,025.39		
28	Solid Waste Authority	\$60,112.00	\$87,162.40	\$114,212.80	Procurement Manager	
	50th Percentile Market Point	\$65,838.00	\$87,162.40	\$112,338.72		
14	Boynton Beach	\$65,838.00	\$82,297.50	\$98,757.00	Purchasing Manager	
17	Jupiter	\$46,118.00	\$57,647.50	\$69,177.00	Purchasing Specialist/Quartermaster	
19	North Palm Beach	\$38,641.20	\$50,239.80	\$61,838.40	PURCHASING MANAGER	

39 MECHANIC, FLEET						Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
27	Palm Beach County S.O.	\$54,876.00	\$68,250.00	\$81,624.00	Fleet Technician II		
13	Boca Raton	\$44,865.00	\$59,309.00	\$73,753.00	Fleet Quality Assurance Spec.		
	85th Percentile Market Point	\$44,676.40	\$58,427.70	\$72,179.00			
	Town of Palm Beach FY19	\$44,348.30	\$57,874.75	\$71,401.20			
17	Jupiter	\$43,922.00	\$54,902.50	\$65,883.00	Automotive Technican II		
	75th Percentile Market Point	\$43,922.00	\$54,902.50	\$65,883.00			
	65th Percentile Market Point	\$41,686.00	\$52,912.90	\$64,502.26			
24	West Palm Beach	\$41,127.00	\$52,415.50	\$63,704.00	Fleet Mechanic		
20	Palm Beach Gardens	\$39,865.31	\$52,011.20	\$64,157.08	Mechanic		
	50th Percentile Market Point	\$40,674.00	\$52,011.20	\$63,704.00			
14	Boynton Beach	\$40,674.00	\$50,842.50	\$61,011.00	Fleet Mechanic		
25	Palm Beach County	\$37,951.68	\$50,079.12	\$62,206.56	Equipment Mechanic		
15	Delray Beach	\$39,270.40	\$50,065.60	\$60,860.80	Fleet Coordinator		
19	North Palm Beach	\$34,267.73	\$44,548.05	\$54,828.37	VEHICLE MECHANIC		

40 PARKING ENFORCEMENT OFFICER					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
13	Boca Raton	\$40,646.00	\$53,102.00	\$65,558.00	Parking Enforcement Rep	
	85th Percentile Market Point	\$37,402.40	\$48,679.52	\$60,185.82		
	75th Percentile Market Point	\$35,240.00	\$45,731.20	\$56,604.36		
	Town of Palm Beach FY19	\$32,795.36	\$42,798.29	\$52,801.01		
	65th Percentile Market Point	\$33,077.60	\$42,782.88	\$53,022.90		
25	Palm Beach County	\$29,070.08	\$38,360.40	\$47,650.72	Parking Facilities Attendant II	
	50th Percentile Market Point	\$29,834.00	\$38,360.40	\$47,650.72		
24	West Palm Beach	\$29,834.00	\$38,023.00	\$46,212.00	Parking Enforcement Officer	

All data has been sorted by 'Midpoint' as referred to Evergreen Solutions LLC as market target, unless otherwise indicated.

41 PLANNER		Palm Beach County			
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
16	Greenacres	\$55,630.00	\$69,955.50	\$84,281.00	GIS Analyst/Planner
15	Delray Beach	\$53,060.80	\$67,641.60	\$82,222.40	PLANNER
	85th Percentile Market Point	\$52,466.22	\$66,878.04	\$81,289.86	
24	West Palm Beach	\$51,362.00	\$65,460.00	\$79,558.00	Planner
	75th Percentile Market Point	\$51,330.48	\$65,401.69	\$79,472.91	
20	Palm Beach Gardens	\$51,235.90	\$65,226.76	\$79,217.62	Planner
	65th Percentile Market Point	\$51,177.12	\$64,976.00	\$78,839.98	
17	Jupiter	\$50,844.00	\$63,555.00	\$76,266.00	Planner
	50th Percentile Market Point	\$50,477.50	\$63,096.75	\$76,602.24	
14	Boynton Beach	\$50,111.00	\$62,638.50	\$75,166.00	Planner I
23	Wellington	\$47,500.00	\$62,100.00	\$76,700.00	Planner
25	Palm Beach County	\$46,681.44	\$61,592.96	\$76,504.48	Planner I
13	Boca Raton	\$45,875.00	\$60,760.00	\$75,645.00	Plant Maint. Planner/Scheduler
19	North Palm Beach	\$43,262.22	\$56,240.89	\$69,219.56	PLANNER
	Town of Palm Beach FY19	\$39,354.43	\$51,357.90	\$63,361.17	

42 PLANNING ADMINISTRATOR					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
24	West Palm Beach	\$84,249.00	\$107,206.50	\$130,164.00	Planning and Zoning Administrator	
	85th Percentile Market Point	\$79,522.50	\$99,877.13	\$120,231.75		
17	Jupiter	\$77,947.00	\$97,434.00	\$116,921.00	Assistant Director, Planning & Zoining	
	75th Percentile Market Point	\$75,097.65	\$95,027.56	\$114,957.47		
	65th Percentile Market Point	\$69,398.95	\$90,214.68	\$111,030.41		
25	Palm Beach County	\$66,549.60	\$87,808.24	\$109,066.88	Principal Planner	
	50th Percentile Market Point	\$66,193.80	\$85,052.87	\$105,883.44		
14	Boynton Beach	\$65,838.00	\$82,297.50	\$98,757.00	Principal Planner	
15	Delray Beach	\$63,294.40	\$82,295.20	\$101,296.00	Planning, Budget & Control Mgr	
23	Wellington	\$59,250.00	\$80,975.00	\$102,700.00	Planner, Principal	
	Town of Palm Beach FY19	\$58,636.03	\$76,520.50	\$94,405.17		

43 PROJECT MANAGER					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
25	Palm Beach County	\$83,391.36	\$117,030.16	\$150,668.96	Project Manager	
19	North Palm Beach	\$78,944.76	\$102,628.19	\$126,311.62	Director of Special Projects	
	85th Percentile Market Point	\$78,560.01	\$102,535.35	\$127,263.20		
13	Boca Raton	\$77,021.00	\$102,164.00	\$127,307.00	Special Projects Manager	
	75th Percentile Market Point	\$77,021.00	\$102,164.00	\$127,088.00		
	Town of Palm Beach FY19	\$75,594.69	\$98,651.49	\$121,708.29		
	65th Percentile Market Point	\$74,913.80	\$98,025.12	\$126,466.90		
28	Solid Waste Authority	\$66,892.80	\$96,990.40	\$127,088.00	Project Manager II	
24	West Palm Beach	\$74,387.00	\$94,805.00	\$115,223.00	Engineering Services Project Manager	
	50th Percentile Market Point	\$71,459.86	\$94,805.00	\$115,223.00		
21	Royal Palm Beach	\$71,459.86	\$88,400.42	\$105,340.98	Project Manager	
20	Palm Beach Gardens	\$65,391.43	\$83,247.71	\$101,103.98	Project Manager	
15	Delray Beach	\$59,716.80	\$77,636.00	\$95,555.20	PROJECT MGR II	
23	Wellington	\$47,500.00	\$62,100.00	\$76,700.00	Project Manager	

44 RECREATION SUPERVISOR						Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
17	Jupiter	\$61,266.00	\$76,582.50	\$91,899.00	Recreation Supervisor		
25	Palm Beach County	\$52,542.88	\$69,321.20	\$86,099.52	Recreation Programs Coordinator		
	85th Percentile Market Point	\$53,490.01	\$68,858.78	\$84,664.69			
22	Tequesta	\$54,000.00	\$68,000.00	\$82,000.00	Recreation Supervisor		
	75th Percentile Market Point	\$51,330.91	\$66,196.50	\$79,969.25			
24	West Palm Beach	\$47,695.00	\$60,786.00	\$73,877.00	Recreation Center Supervisor		
	65th Percentile Market Point	\$47,303.35	\$60,172.05	\$73,060.12			
16	Greenacres	\$45,084.00	\$56,693.00	\$68,302.00	Recreation Supervisor		
	50th Percentile Market Point	\$44,671.75	\$56,519.16	\$68,366.58			
20	Palm Beach Gardens	\$44,259.50	\$56,345.33	\$68,431.15	Recreation Supervisor		
	Town of Palm Beach FY19	\$41,334.59	\$53,941.68	\$66,548.98			
13	Boca Raton	\$39,786.00	\$51,932.00	\$64,078.00	Recreation Center Supervisor I		
14	Boynton Beach	\$40,674.00	\$50,842.50	\$61,011.00	Recreation Supervisor		
19	North Palm Beach	\$36,323.80	\$47,220.94	\$58,118.08	RECREATION SUPERVISOR		
15	Delray Beach	\$36,982.40	\$47,153.60	\$57,324.80	REC SUPV		

45 SUPERVISOR, UTILITIES MAINTENANCE						Palm Beach County
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
22	Tequesta	\$68,000.00	\$85,000.00	\$102,000.00	Water Plant Superintendent	
17	Jupiter	\$65,630.00	\$82,037.50	\$98,445.00	Utility Maintenance Supervisor	
	85th Percentile Market Point	\$65,393.72	\$81,953.51	\$99,805.06		
	75th Percentile Market Point	\$62,085.86	\$80,777.64	\$99,723.52		
25	Palm Beach County	\$60,904.48	\$80,357.68	\$99,810.88	Utility Maintenance Superintendent	
	65th Percentile Market Point	\$60,294.06	\$79,446.48	\$99,132.17		
	Town of Palm Beach FY19	\$60,313.76	\$78,709.90	\$97,105.84		
28	Solid Waste Authority	\$56,971.20	\$78,332.80	\$99,694.40	Utility Supervisor	
	50th Percentile Market Point	\$58,259.60	\$76,384.15	\$94,132.00		
14	Boynton Beach	\$59,548.00	\$74,435.50	\$89,323.00	Supervisor, Wastewater Collection - Stormwater	
13	Boca Raton	\$53,783.00	\$71,801.00	\$89,819.00	Plant Maint. Supervisor	
24	West Palm Beach	\$53,962.00	\$68,773.50	\$83,585.00	Utilities Maintenance Supervisor	
15	Delray Beach	\$53,060.80	\$67,641.60	\$82,222.40	Asst. Utilities Maintenance Manager	

46 SYSTEMS ADMINISTRATOR					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
28	Solid Waste Authority	\$66,892.80	\$96,990.40	\$127,088.00	Enterprise Systems Mgr	
21	Royal Palm Beach	\$71,459.86	\$88,400.42	\$105,340.98	Information Systems Manager	
	Town of Palm Beach FY19	\$66,946.67	\$87,365.82	\$107,784.77		
	85th Percentile Market Point	\$65,522.44	\$86,860.74	\$104,624.78		
13	Boca Raton	\$60,041.00	\$80,702.00	\$101,363.00	Systems Administrator	
	75th Percentile Market Point	\$60,041.00	\$80,702.00	\$101,760.00		
	65th Percentile Market Point	\$59,363.40	\$78,794.80	\$101,442.40		
27	Palm Beach County S.O.	\$54,876.00	\$78,318.00	\$101,760.00	Network Administrator I, II, III	
25	Palm Beach County	\$57,399.68	\$75,742.16	\$94,084.64	Systems Administrator II	
	50th Percentile Market Point	\$57,399.68	\$75,742.16	\$94,084.64		
17	Jupiter	\$59,194.00	\$73,992.50	\$88,791.00	Network Administrator	
24	West Palm Beach	\$56,694.00	\$72,255.50	\$87,817.00	Systems Administrator I	
14	Boynton Beach	\$53,256.00	\$66,570.00	\$79,884.00	Network Administrator	
23	Wellington	\$47,500.00	\$62,100.00	\$76,700.00	Systems Administrator II	

47 TELECOMMUNICATOR						Palm Beach County
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
13	Boca Raton	\$50,065.00	\$66,783.00	\$83,501.00	Public Safety Dispatcher	
	85th Percentile Market Point	\$47,306.50	\$60,051.00	\$73,217.60		
24	West Palm Beach	\$46,531.00	\$59,303.00	\$72,075.00	Police Telecommunicator I	
	75th Percentile Market Point	\$46,765.50	\$59,026.50	\$71,785.50		
20	Palm Beach Gardens	\$47,000.00	\$58,750.00	\$70,500.00	Emergency Communications Operator	
	65th Percentile Market Point	\$46,477.50	\$58,749.60	\$71,396.40		
27	Palm Beach County S.O.	\$45,996.00	\$58,746.00	\$71,496.00	Communications Officer 911	
	50th Percentile Market Point	\$45,996.00	\$58,746.00	\$70,500.00		
	Town of Palm Beach FY19	\$42,361.07	\$55,281.41	\$68,201.74		
15	Delray Beach	\$41,704.00	\$53,175.20	\$64,646.40	COMMUNICATIONS SPECIALIST	
22	Tequesta	\$42,000.00	\$53,000.00	\$64,000.00	Communications Officer	
14	Boynton Beach	\$40,674.00	\$50,842.50	\$61,011.00	Communications Dispatcher	

TELECOMMUNICATOR SUPERVISOR					Palm Beach County
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
27	Palm Beach County S.O.	\$66,348.00	\$82,518.00	\$98,688.00	Communications Supervisor 911
13	Boca Raton	\$54,962.00	\$73,561.00	\$92,160.00	Public Safety Dispatcher Supv.
	85th Percentile Market Point	\$54,998.10	\$73,400.75	\$92,029.20	
	75th Percentile Market Point	\$54,971.50	\$71,157.25	\$90,198.00	
28	Solid Waste Authority	\$51,168.00	\$70,356.00	\$89,544.00	Telecommunications Admin
	65th Percentile Market Point	\$54,512.00	\$69,643.88	\$86,862.45	
24	West Palm Beach	\$53,962.00	\$68,773.50	\$83,585.00	Police Telecommunicator Shift Supervisor I
	50th Percentile Market Point	\$52,565.00	\$68,761.75	\$83,042.50	
20	Palm Beach Gardens	\$55,000.00	\$68,750.00	\$82,500.00	Communications Supervisor
	Town of Palm Beach FY19	\$50,069.55	\$65,341.33	\$80,612.69	
15	Delray Beach	\$49,961.60	\$63,700.00	\$77,438.40	COMMUN. SUPERVISOR
22	Tequesta	\$48,000.00	\$61,000.00	\$74,000.00	Communications Supervisor
14	Boynton Beach	\$46,966.00	\$58,708.00	\$70,450.00	Communications Supervisor

49 TOWN ENGINEER		Palm Beach County			
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
25	Palm Beach County	\$133,902.08	\$187,916.56	\$241,931.04	County Engineer
23	Wellington	\$100,000.00	\$137,500.00	\$175,000.00	Village Engineer
	85th Percentile Market Point	\$99,221.20	\$134,598.96	\$170,275.64	
20	Palm Beach Gardens	\$94,611.37	\$122,994.78	\$151,378.19	Cty Engineer
	75th Percentile Market Point	\$96,105.98	\$122,994.78	\$151,378.19	
	65th Percentile Market Point	\$95,327.60	\$119,732.16	\$145,224.76	
24	West Palm Beach	\$95,133.00	\$118,916.50	\$142,700.00	City Engineer
21	Royal Palm Beach	\$96,105.98	\$118,888.95	\$141,671.92	Village Engineer
	50th Percentile Market Point	\$94,611.37	\$118,888.95	\$142,700.00	
15	Delray Beach	\$89,793.60	\$116,740.00	\$143,686.40	CITY ENGINEER
13	Boca Raton	\$87,724.00	\$114,530.50	\$141,337.00	City Civil Engineer
	Town of Palm Beach FY19	\$86,426.91	\$112,787.79	\$139,148.46	
17	Jupiter	\$87,726.00	\$109,657.50	\$131,589.00	Town Engineer
14	Boynton Beach	\$72,129.00	\$90,161.00	\$108,193.00	City Engineer

51 WATER RESOURCES TECHNICIAN I					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
	Town of Palm Beach FY19	\$41,010.74	\$53,519.23	\$66,027.73		
22	Tequesta	\$42,000.00	\$53,000.00	\$64,000.00	Instrumentation Technician	
	85th Percentile Market Point	\$38,904.90	\$48,906.13	\$58,907.35		
	75th Percentile Market Point	\$36,841.50	\$46,176.88	\$55,512.25		
17	Jupiter	\$35,122.00	\$43,902.50	\$52,683.00	Water Plant Operator Trainee	
	65th Percentile Market Point	\$35,053.65	\$43,858.38	\$52,663.10		
	50th Percentile Market Point	\$34,438.50	\$43,461.25	\$52,484.00		
24	West Palm Beach	\$33,755.00	\$43,020.00	\$52,285.00	Water Distribution Systems Technician I	
14	Boynton Beach	\$29,665.00	\$37,081.50	\$44,498.00	Utilities Field Technician I	

52	ZONING ADMINISTRATOR				Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
24	West Palm Beach	\$84,249.00	\$107,206.50	\$130,164.00	Planning and Zoning Administrator	
	85th Percentile Market Point	\$78,795.00	\$99,663.66	\$122,142.62		
	75th Percentile Market Point	\$75,159.00	\$94,635.11	\$116,795.04		
25	Palm Beach County	\$68,550.56	\$90,444.64	\$112,338.72	Zoning Manager	
	65th Percentile Market Point	\$71,950.08	\$90,430.46	\$112,131.43		
	50th Percentile Market Point	\$70,339.78	\$90,302.82	\$110,265.86		
14	Boynton Beach	\$72,129.00	\$90,161.00	\$108,193.00	Planning/Zoning Administrator	
	Town of Palm Beach FY19	\$66,395.68	\$86,646.98	\$106,898.06		
13	Boca Raton	\$53,010.00	\$71,414.50	\$89,819.00	Senior Zoning Officer	

53	ASSISTANT FIRE-RESCUE CHIEF				Palm Beach County
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
26	PBC Fire Rescue	\$112,586.24	\$153,665.20	\$194,744.16	Deputy Chief
24	West Palm Beach	\$124,311.28	\$136,742.41	\$149,173.54	Assistant Fire Chief
	85th Percentile Market Point	\$111,696.53	\$135,966.14	\$149,096.96	
	Town of Palm Beach FY19	\$96,871.01	\$126,417.20	\$155,963.60	
	75th Percentile Market Point	\$99,240.56	\$125,098.35	\$148,024.89	
13	Boca Raton	\$94,792.00	\$121,217.00	\$147,642.00	Assistant Fire Chief
	65th Percentile Market Point	\$92,904.25	\$119,381.40	\$146,079.47	
20	Palm Beach Gardens	\$90,106.07	\$117,137.89	\$144,169.71	Deputy Fire Chief
	50th Percentile Market Point	\$90,592.23	\$116,938.70	\$143,927.86	
15	Delray Beach	\$89,793.00	\$116,739.50	\$143,686.00	Assistant Fire Chief
16	Greenacres	\$90,597.00	\$113,925.50	\$137,254.00	Assistant Fire Chief
14	Boynton Beach	\$90,587.46	\$113,235.05	\$135,882.63	Deputy Fire Chief
19	North Palm Beach	\$78,944.76	\$102,628.19	\$126,311.62	DISTRICT CHIEF

54 BATTALION CHIEF		Palm Beach County			
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
26	PBC Fire Rescue	\$110,482.94	\$135,351.84	\$160,220.74	Battalion Chief
	85th Percentile Market Point	\$108,431.87	\$122,730.23	\$137,028.59	
24	West Palm Beach	\$107,748.18	\$118,523.03	\$129,297.87	Battalion Chief
	75th Percentile Market Point	\$104,242.34	\$115,499.63	\$128,292.48	
	Town of Palm Beach FY19	\$84,285.43	\$109,993.23	\$135,700.78	
	65th Percentile Market Point	\$97,230.65	\$109,452.84	\$126,281.71	
	50th Percentile Market Point	\$90,653.68	\$102,479.52	\$122,958.16	
14	Boynton Beach	\$93,724.80	\$98,529.60	\$103,334.40	Fire Battalion Chief
20	Palm Beach Gardens	\$80,975.00	\$98,400.00	\$115,825.00	Battalion Chief
15	Delray Beach	\$75,400.00	\$98,020.00	\$120,640.00	Battalion Chief
13	Boca Raton	\$72,468.00	\$91,583.53	\$110,699.06	Battalion Chief

55	DIVISION CHIEF - EMS COORDINATOR					Palm Beach County
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
26	PBC Fire Rescue	\$105,212.64	\$145,553.20	\$185,893.76	Division Chief	
	85th Percentile Market Point	\$106,255.22	\$129,037.34	\$143,478.86		
24	West Palm Beach	\$115,638.40	\$127,202.25	\$138,766.09	Division Chief	
	75th Percentile Market Point	\$93,470.75	\$116,724.88	\$134,766.13		
	Town of Palm Beach FY19	\$84,285.76	\$109,993.10	\$135,700.66		
20	Palm Beach Gardens	\$81,728.86	\$106,247.52	\$130,766.17	Division Chief - EMS	
	65th Percentile Market Point	\$81,547.27	\$106,036.21	\$130,525.15		
15	Delray Beach	\$79,913.00	\$104,134.50	\$128,356.00	Division Chief	
	50th Percentile Market Point	\$79,913.00	\$104,134.50	\$128,356.00		
16	Greenacres	\$79,252.00	\$99,065.00	\$118,878.00	Fire Rescue Division Chief	
13	Boca Raton	\$72,468.00	\$91,583.53	\$110,699.06	Division Chief/P	
14	Boynton Beach	\$72,128.85	\$90,161.06	\$108,193.27	Assistant Fire Chief of EMS	

56	DIVISION CHIEF - TRNG & SAFETY				Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
26	PBC Fire Rescue	\$105,212.64	\$145,553.20	\$185,893.76	Division Chief	
25	Palm Beach County	\$102,148.80	\$143,361.92	\$184,575.04	Division Chief	
	85th Percentile Market Point	\$106,255.22	\$129,037.34	\$143,478.86		
24	West Palm Beach	\$115,638.40	\$127,202.25	\$138,766.09	Division Chief	
	75th Percentile Market Point	\$93,470.75	\$116,724.88	\$134,766.13		
	Town of Palm Beach FY19	\$84,285.76	\$109,993.10	\$135,700.66		
20	Palm Beach Gardens	\$81,728.86	\$106,247.52	\$130,766.17	Division Chief - Training & Professional Development	
	65th Percentile Market Point	\$81,547.27	\$106,036.21	\$130,525.15		
15	Delray Beach	\$79,913.00	\$104,134.50	\$128,356.00	Division Chief	
	50th Percentile Market Point	\$79,913.00	\$104,134.50	\$128,356.00		
16	Greenacres	\$79,252.00	\$99,065.00	\$118,878.00	Fire Rescue Division Chief	

57 FIRE MARSHAL					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
26	PBC Fire Rescue	\$105,212.64	\$145,553.20	\$185,893.76	Division Chief*	
	85th Percentile Market Point	\$96,148.70	\$128,504.01	\$160,859.33		
20	Palm Beach Gardens	\$90,106.07	\$117,137.89	\$144,169.71	Fire Marshal	
	75th Percentile Market Point	\$90,106.07	\$117,137.89	\$144,169.71		
	65th Percentile Market Point	\$86,028.84	\$111,936.69	\$137,844.55		
	Town of Palm Beach FY19	\$81,165.55	\$105,921.50	\$130,677.46		
15	Delray Beach	\$79,913.00	\$104,134.90	\$128,356.80	Division Chief*	
	50th Percentile Market Point	\$79,913.00	\$104,134.90	\$128,356.80		
14	Boynton Beach	\$72,128.85	\$90,161.06	\$108,193.27	Fire Marshal	
19	North Palm Beach	\$51,526.00	\$66,983.80	\$82,441.60	FIRE INSPECTOR	

*Certified position

58	FIREFIGHTER DRIVER/ENGINEER EMT				Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
26	PBC Fire Rescue	\$64,756.22	\$86,611.20	\$108,466.18	Driver Operator	
	85th Percentile Market Point	\$63,701.37	\$80,798.08	\$97,931.56		
	75th Percentile Market Point	\$62,998.13	\$76,922.67	\$90,908.48		
24	West Palm Beach	\$62,998.13	\$73,710.82	\$84,423.51	Driver/Engineer	
	65th Percentile Market Point	\$62,973.62	\$75,637.93	\$88,804.29		
	50th Percentile Market Point	\$62,936.86	\$73,710.82	\$85,648.00		
20	Palm Beach Gardens	\$58,188.66	\$71,119.33	\$84,050.00	Driver Engineer	
	Town of Palm Beach FY19	\$57,841.06	\$72,586.20	\$87,331.08		
13	Boca Raton	\$56,068.00	\$70,858.00	\$85,648.00	Firefighter-Driver/E	
19	North Palm Beach	\$51,809.20	\$67,351.96	\$82,894.72	FIREFIGHTER/EMT	

Peer data has been sorted by 'Minimum' due to the predominant practice of hiring at minimum in the market.

FIREFIGHTER DRIVER/ENGINEER PARAMEDIC					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
	Town of Palm Beach FY19	\$66,048.62	\$82,886.73	\$99,724.58		
26	PBC Fire Rescue	\$64,756.22	\$86,611.20	\$108,466.18	Driver Operator	
	85th Percentile Market Point	\$63,701.37	\$80,798.08	\$97,931.56		
	75th Percentile Market Point	\$62,998.13	\$76,922.67	\$90,908.48		
24	West Palm Beach	\$62,998.13	\$73,710.82	\$84,423.51	Driver/Engineer	
	65th Percentile Market Point	\$62,973.62	\$75,637.93	\$89,692.45		
	50th Percentile Market Point	\$62,936.86	\$73,710.82	\$87,868.40		
20	Palm Beach Gardens	\$58,188.66	\$71,119.33	\$84,050.00	Driver Engineer	
13	Boca Raton	\$56,068.00	\$70,858.00	\$85,648.00	Firefighter-Driver/E	
19	North Palm Beach	\$54,917.75	\$71,393.08	\$87,868.40	DRIVER / MEDIC	

Peer data has been sorted by 'Minimum' due to the predominant practice of hiring at minimum in the market.

60 FIREFIGHTER EMT		Palm Beach County			
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
	Town of Palm Beach FY19	\$54,688.76	\$68,630.89	\$82,573.28	
	85th Percentile Market Point	\$53,640.64	\$70,649.34	\$89,017.35	
13	Boca Raton	\$53,398.18	\$67,483.73	\$81,569.28	Firefighter/E
	75th Percentile Market Point	\$52,385.12	\$68,855.18	\$83,584.80	
	65th Percentile Market Point	\$50,358.99	\$67,940.88	\$82,241.12	
20	Palm Beach Gardens	\$50,266.30	\$64,083.15	\$77,900.00	Firefighter
14	Boynton Beach	\$49,345.92	\$53,227.20	\$57,108.48	Firefighter I-III
	50th Percentile Market Point	\$47,922.96	\$65,091.87	\$80,234.64	
15	Delray Beach	\$46,500.00	\$62,700.00	\$78,900.00	Firefighter/EMT
26	PBC Fire Rescue	\$46,021.25	\$74,660.36	\$103,299.46	Firefighter
24	West Palm Beach	\$44,771.59	\$60,673.10	\$76,574.61	Firefighter

Peer data has been sorted by 'Minimum' due to the predominant practice of hiring at minimum in the market.

61 FIREFIGHTER PARAMEDIC						Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)		
	Town of Palm Beach FY19	\$61,474.80	\$77,147.18	\$92,819.30			
	85th Percentile Market Point	\$53,640.64	\$70,649.34	\$90,694.62			
13	Boca Raton	\$53,398.18	\$67,483.73	\$81,569.28	Firefighter/P		
	75th Percentile Market Point	\$52,792.39	\$69,167.75	\$85,933.91			
	65th Percentile Market Point	\$51,580.80	\$68,878.58	\$84,815.73			
15	Delray Beach	\$50,975.00	\$68,734.00	\$86,493.00	Firefighter/Paramedic		
20	Palm Beach Gardens	\$50,266.30	\$64,083.15	\$77,900.00	Fire Medic		
	50th Percentile Market Point	\$49,925.80	\$68,108.87	\$82,912.96			
19	North Palm Beach	\$48,876.60	\$63,539.58	\$78,202.56	FIREFIGHTER/MEDIC		
26	PBC Fire Rescue	\$46,021.25	\$74,660.36	\$103,299.46	Firefighter		
24	West Palm Beach	\$44,771.59	\$60,673.10	\$76,574.61	Firefighter Paramedic		

Peer data has been sorted by 'Minimum' due to the predominant practice of hiring at minimum in the market.

62 FIRE-RESCUE CHIEF					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
26	PBC Fire Rescue	\$137,918.56	\$189,924.80	\$241,931.04	Fire Rescue Administrator	
	85th Percentile Market Point	\$134,512.46	\$161,250.53	\$187,988.60		
24	West Palm Beach	\$134,134.00	\$158,064.50	\$181,995.00	Fire Chief	
	Town of Palm Beach FY19	\$115,538.38	\$150,688.93	\$180,050.00		
	75th Percentile Market Point	\$120,542.50	\$150,408.25	\$180,274.00		
13	Boca Raton	\$106,951.00	\$142,752.00	\$178,553.00	Fire Chief	
	65th Percentile Market Point	\$106,686.80	\$142,036.97	\$177,387.15		
20	Palm Beach Gardens	\$104,309.03	\$135,601.74	\$166,894.45	Fire Chief	
	50th Percentile Market Point	\$104,309.03	\$135,601.74	\$166,894.45		
15	Delray Beach	\$100,900.00	\$131,164.00	\$161,428.00	Fire Chief	
14	Boynton Beach	\$99,662.15	\$124,578.08	\$149,494.00	Director, Fire & EMS	
19	North Palm Beach	\$84,470.90	\$109,812.17	\$135,153.43	CHIEF FIRE-RESCUE	

63	LIEUTENANT PARAMEDIC				Palm Beach County
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
26	PBC Fire Rescue	\$78,609.02	\$105,137.76	\$131,666.50	Captain
	Town of Palm Beach FY19	\$74,289.20	\$94,925.64	\$115,561.56	
	85th Percentile Market Point	\$77,083.21	\$89,903.77	\$107,749.83	
24	West Palm Beach	\$76,574.61	\$84,825.78	\$93,076.94	Fire Lieutenant
	75th Percentile Market Point	\$76,244.56	\$84,741.73	\$99,515.43	
	65th Percentile Market Point	\$75,584.45	\$84,573.64	\$98,991.10	
14	Boynton Beach	\$75,254.40	\$84,489.60	\$93,724.80	Fire Lieutenant
	50th Percentile Market Point	\$71,717.88	\$84,234.54	\$96,266.91	
19	North Palm Beach	\$61,705.58	\$80,217.26	\$98,728.93	FIRE RESCUE LIEUTENANT
20	Palm Beach Gardens	\$63,037.50	\$77,643.75	\$92,250.00	Rescue Lieutenant
13	Boca Raton	\$61,408.05	\$77,606.47	\$93,804.88	Fire LT./P

64 POLICE CAPTAIN		Palm Beach County			
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
27	Palm Beach County Sheriff (PBSO)*	\$134,280.00	\$147,234.00	\$160,188.00	Captain (LE & Corrections)
13	Boca Raton	\$101,859.00	\$130,132.00	\$158,405.00	Police Captain
	85th Percentile Market Point	\$114,949.43	\$129,985.51	\$157,423.05	
	75th Percentile Market Point	\$105,303.85	\$127,934.68	\$143,675.82	
24	West Palm Beach	\$115,638.40	\$127,202.25	\$138,766.09	Police Captain
	65th Percentile Market Point	\$94,145.73	\$119,517.75	\$137,311.11	
	Town of Palm Beach FY19	\$86,246.58	\$112,552.34	\$138,857.68	
15	Delray Beach	\$84,718.40	\$110,125.60	\$135,532.80	Police Captain
	50th Percentile Market Point	\$83,223.63	\$108,186.56	\$133,149.49	
20	Palm Beach Gardens	\$81,728.86	\$106,247.52	\$130,766.17	Police Captain
19	North Palm Beach	\$78,944.76	\$102,628.19	\$126,311.62	Police Captain
17	Jupiter	\$80,675.00	\$100,844.00	\$121,013.00	Police Captain
14	Boynton Beach	\$78,426.26	\$98,032.77	\$117,639.28	Police Captain

*Includes the following peers surveyed: Greenacres, Lake Worth, Royal Palm Beach and Wellington

65 POLICE CHIEF					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
24	West Palm Beach	\$134,134.00	\$158,064.50	\$181,995.00	Chief of Police	
	85th Percentile Market Point	\$119,295.70	\$153,119.00	\$182,544.70		
13	Boca Raton	\$117,647.00	\$152,569.50	\$187,492.00	Chief of Police	
	Town of Palm Beach FY19	\$112,006.47	\$147,687.86	\$183,369.25		
	75th Percentile Market Point	\$113,309.10	\$147,113.95	\$178,170.30		
15	Delray Beach	\$108,971.20	\$141,658.40	\$174,345.60	Police Chief	
	65th Percentile Market Point	\$108,504.98	\$141,052.73	\$173,600.49		
20	Palm Beach Gardens	\$104,309.03	\$135,601.74	\$166,894.45	Chief of Police	
	50th Percentile Market Point	\$104,309.03	\$135,601.74	\$166,894.45		
17	Jupiter	\$101,735.00	\$127,169.00	\$152,603.00	Police Chief	
19	North Palm Beach	\$96,710.73	\$125,723.95	\$154,737.17	Police Chief	
14	Boynton Beach	\$99,662.15	\$124,578.08	\$149,494.00	Police Chief	

66 POLICE LIEUTENANT		Palm Beach County			
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
13	Boca Raton	\$123,115.00	\$128,856.00	\$134,597.00	Police Lieutenant
	85th Percentile Market Point	\$119,152.90	\$125,502.60	\$131,852.30	
	75th Percentile Market Point	\$116,511.50	\$123,267.00	\$130,022.50	
	65th Percentile Market Point	\$113,870.10	\$121,031.40	\$128,192.70	
27	Palm Beach County Sheriff (PBSO)*	\$109,908.00	\$117,678.00	\$125,448.00	Lieutenant LE
	50th Percentile Market Point	\$109,908.00	\$117,678.00	\$125,448.00	
24	West Palm Beach	\$98,966.69	\$107,339.34	\$115,711.98	Police Lieutenant
	Town of Palm Beach FY19	\$84,433.65	\$104,401.23	\$124,368.61	

*Includes the following peers surveyed: Greenacres, Lake Worth, Royal Palm Beach and Wellington

67 POLICE MAJOR		Palm Beach County			
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
27	Palm Beach County Sheriff (PBSO)*	\$166,488.00	\$178,248.00	\$190,008.00	Major (LE & Corrections)
	85th Percentile Market Point	\$132,116.13	\$150,748.45	\$169,380.77	
	75th Percentile Market Point	\$109,201.55	\$132,415.42	\$155,629.28	
	Town of Palm Beach FY19	\$97,703.01	\$125,960.85	\$154,218.69	
20	Palm Beach Gardens	\$90,106.07	\$117,137.89	\$144,169.71	Police Major
	65th Percentile Market Point	\$90,096.72	\$116,900.95	\$143,705.17	
	50th Percentile Market Point	\$90,012.54	\$114,768.45	\$139,524.36	
17	Jupiter	\$89,919.00	\$112,399.00	\$134,879.00	Police Major
14	Boynton Beach	\$82,535.81	\$92,853.14	\$103,170.47	Police Major

*Includes the following peers surveyed: Greenacres, Lake Worth, Royal Palm Beach and Wellington

68 POLICE OFFICER					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
13	Boca Raton	\$68,153.47	\$84,752.64	\$101,351.80	Police Officer	
15	Delray Beach	\$55,440.00	\$73,784.62	\$92,129.24	Police Officer	
	85th Percentile Market Point	\$55,408.20	\$73,545.39	\$91,840.08		
	75th Percentile Market Point	\$54,963.00	\$70,196.16	\$87,791.86		
27	Palm Beach County Sheriff (PBSO)*	\$54,804.00	\$68,172.00	\$81,540.00	Deputy Sheriff LE	
	65th Percentile Market Point	\$54,442.20	\$68,627.40	\$85,290.33		
20	Palm Beach Gardens	\$54,000.00	\$69,000.00	\$84,000.00	Police Officer	
	Town of Palm Beach FY19	\$53,843.26	\$74,058.71	\$94,273.95		
	50th Percentile Market Point	\$52,126.50	\$68,163.71	\$82,770.00		
17	Jupiter	\$50,253.00	\$64,800.00	\$79,347.00	Police Officer	
24	West Palm Beach	\$49,964.77	\$68,155.42	\$86,346.06	Police Officer	
19	North Palm Beach	\$48,876.60	\$63,539.58	\$78,202.56	POLICE OFFICER	
14	Boynton Beach	\$48,750.00	\$62,720.05	\$76,690.09	Police Officer	

Peer data has been sorted by 'Minimum' due to the predominant practice of hiring at minimum in the market.

* Includes the following peers surveyed: Greenacres, Lake Worth, Royal Palm Beach and Wellington

POLICE SERGEANT					Palm Beach County	
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)	
13	Boca Raton	\$104,531.70	\$111,967.46	\$119,403.21	Police Sergeant	
15	Delray Beach	\$93,010.60	\$103,032.79	\$113,054.97		
	85th Percentile Market Point	\$92,634.63	\$102,786.75	\$112,979.37		
	75th Percentile Market Point	\$87,371.01	\$99,342.20	\$111,920.99		
27	Palm Beach County Sheriff (PBSO)*	\$85,212.00	\$98,112.00	\$111,012.00	Sergeant LE	
	Town of Palm Beach FY19	\$83,140.24	\$96,847.71	\$110,555.19		
	65th Percentile Market Point	\$85,365.53	\$96,320.78	\$111,304.05		
20	Palm Beach Gardens	\$76,720.00	\$94,131.50	\$111,543.00	Police Sergeant	
	50th Percentile Market Point	\$81,981.00	\$93,427.63	\$105,484.18		
24	West Palm Beach	\$85,491.15	\$92,723.76	\$99,956.36	Police Sergeant	
14	Boynton Beach	\$78,750.00	\$87,844.63	\$96,939.25	Police Sergeant	
17	Jupiter	\$71,019.00	\$84,988.50	\$98,958.00	Police Sergeant	
19	North Palm Beach	\$61,705.58	\$80,217.26	\$98,728.93	POLICE SERGEANT	

*Includes the following peers surveyed: Greenacres, Lake Worth, Royal Palm Beach and Wellington

70 POLICE TRAINEE (Non-Certified)		Palm Beach County			
#	Respondent	Minimum	Midpoint	Maximum	Matching Title (if different)
17	Jupiter	\$43,922.00	\$54,902.50	\$65,883.00	Police Trainee
15	Delray Beach	\$42,800.00			
	85th Percentile Market Point	\$42,800.00	\$50,413.25	\$58,933.50	
	75th Percentile Market Point	\$42,800.00	\$50,413.25	\$58,933.50	
	65th Percentile Market Point	\$41,625.60	\$48,617.55	\$56,153.70	
27	Palm Beach County Sheriff (PBSO)*	\$39,864.00	\$45,924.00	\$51,984.00	Recruit LE
	50th Percentile Market Point	\$39,864.00	\$45,924.00	\$51,984.00	
	Town of Palm Beach FY19	\$36,951.20	\$36,951.20	\$36,951.20	
14	Boynton Beach	\$36,562.50			Police Officer Recruit
24	West Palm Beach	\$25,099.00	\$31,988.00	\$38,877.00	Police Cadet

Police Trainee peer data has been sorted by 'Minimum' due to the predominant practice of hiring at minimum in the market.

* Includes the following peers surveyed: Greenacres, Lake Worth, Royal Palm Beach and Wellington

Cost Estimates: Miami-Dade, Broward, and Palm Beach County							
10 Step for Public Safety (subject to collective bargaining as applicable)							
All Employee Groups	50th		65th		75th		85th
Option	Total	Cost per \$1M of Taxable Value (5%)	Total	Cost per \$1M of Taxable Value (5%)	Total	Cost per \$1M of Taxable Value (5%)	Cost per \$1M of Taxable Value (5%)
Bring Employees' Salaries to New Minimums	\$251,001	\$14	\$305,845	\$17	\$374,748	\$21	\$26
Move Toward Market (3 Tier) & Closest Step in Revised Pay Plan	\$468,225	\$26	\$518,403	\$29	\$565,415	\$31	\$37
Grand Total	\$719,227	\$40	\$824,248	\$46	\$940,164	\$52	\$63
% of Total Cost Allocated to Each Employee Group							
Police Certified Employee (18%):	57%		50%		44%		37%
Fire Certified Employee (20%):	19%		17%		15%		13%
General Employee (62%):	24%		33%		41%		50%

All Employee Groups	Cost Estimates: Palm Beach County 10 Step for Public Safety (subject to collective bargaining as applicable)						Data as of 4/11/2019	
	50th		65th		75th		85th	
Option	Total	Cost per \$1M of Taxable Value (5%)	Total	Cost per \$1M of Taxable Value (5%)	Total	Cost per \$1M of Taxable Value (5%)	Total	Cost per \$1M of Taxable Value (5%)
Bring Employees' Salaries to New Minimums	\$177,228	\$10	\$215,445	\$12	\$267,550	\$15	\$356,075	\$20
Move Toward Market (3 Tier) & Closest Step in Revised Pay Plan	\$477,385	\$26	\$516,329	\$28	\$561,017	\$31	\$613,463	\$34
Grand Total	\$654,613	\$36	\$731,774	\$40	\$828,567	\$46	\$969,538	\$54
% of Total Cost Allocated to Each Employee Group								
Police Certified Employee (18%):	50%		45%		40%		35%	
Fire Certified Employee (20%):	25%		22%		20%		17%	
General Employee (62%):	25%		33%		40%		48%	

Cost Estimates: Broward (Non-COLI) and Palm Beach County									
All Employee Groups		10 Step for Public Safety (subject to collective bargaining as applicable)						Data as of 4/11/2019	
Option	50th		65th		75th		85th		
	Total	Cost per \$1M of Taxable Value (5%)	Total	Cost per \$1M of Taxable Value (5%)	Total	Cost per \$1M of Taxable Value (5%)	Total	Cost per \$1M of Taxable Value (5%)	
Bring Employees' Salaries to New Minimums	\$166,423	\$9	\$202,559	\$11	\$252,379	\$14	\$385,106	\$21	
Move Toward Market (3 Tier) & Closest Step in Revised Pay Plan	\$466,315	\$26	\$505,752	\$28	\$542,001	\$30	\$576,635	\$32	
Grand Total	\$632,739	\$35	\$708,312	\$39	\$794,379	\$44	\$961,741	\$53	
% of Total Cost Allocated to Each Employee Group									
Police Certified Employee (18%):	51%		46%		41%		39%		
Fire Certified Employee (20%):	26%		23%		21%		18%		
General Employee (62%):	23%		31%		38%		44%		

Cost Estimates Based on Percentiles - 10 Step Plan for Palm Beach County only					50th Percentile
Option	Description	Police	Fire	General	Total
Bring Employees' Salaries to New Minimums	A calculation is performed so that each employee's salary is adjusted to the minimum of their classification's proposed pay grade. If his/her salary is already within the proposed pay range, no adjustment is made.	\$153,079.40	\$10.00	\$24,138.97	\$177,228
Move Toward Market (3 Tier) & Closest Step in Revised Pay Plan	Employees are moved closer toward the midpoint of the proposed pay grade range based on total tenure. Tiers are 1-3 years, 3-7 years, and over 7 years. Increments are designed to give larger adjustments (in percentage terms) to those with salaries furthest from the midpoint and to provide greater adjustments to those employees with more total tenure. Employees at or above the range midpoint are unaffected. The cost for this implementation option is separated from the cost for the Bring Employees' Salaries to New Minimums option.	\$170,969	\$164,574	\$141,842	\$477,385
% Total Cost per Employee Group		50%	25%	25%	100%
		Grand Total			\$654,613

Cost Estimates Based on Percentiles - 10 Step Plan for Palm Beach County only					65th Percentile
Option	Description	Police	Fire	General	Total
Bring Employees' Salaries to New Minimums	A calculation is performed so that each employee's salary is adjusted to the minimum of their classification's proposed pay grade. If his/her salary is already within the proposed pay range, no adjustment is made.	\$155,119.40	\$10.00	\$60,315.90	\$215,445
Move Toward Market (3 Tier) & Closest Step in Revised Pay Plan	Employees are moved closer toward the midpoint of the proposed pay grade based on total tenure. Tiers are 1-3 years, 3-7 years, and over 7 years. Increments are designed to give larger adjustments (in percentage terms) to those with salaries furthest from the midpoint and to provide greater adjustments to those employees with more total tenure. Employees at or above the range midpoint are unaffected. The cost for this implementation option is separated from the cost for the Bring Employees' Salaries to New Minimums option.	\$173,175	\$164,616	\$178,538	\$516,329
% Total Cost per Employee Group		45%	22%	33%	100%
		Grand Total			
		\$731,774			

Cost Estimates Based on Percentiles - 10 Step Plan for Palm Beach County only					75th Percentile
Option	Description	Police	Fire	General	Total
Bring Employees' Salaries to New Minimums	A calculation is performed so that each employee's salary is adjusted to the minimum of their classification's proposed pay grade. If his/her salary is already within the proposed pay range, no adjustment is made.	\$157,151.40	\$10.00	\$110,388.12	\$267,550
Move Toward Market (3 Tier) & Closest Step in Revised Pay Plan	Employees are moved closer toward the midpoint of the proposed pay grade range based on total tenure. Tiers are 1-3 years, 3-7 years, and over 7 years. Increments are designed to give larger adjustments (in percentage terms) to those with salaries furthest from the midpoint and to provide greater adjustments to those employees with more total tenure. Employees at or above the range midpoint are unaffected. The cost for this implementation option is separated from the cost for the Bring Employees' Salaries to New Minimums option.	\$175,125	\$167,633	\$218,259	\$561,017
% Total Cost per Employee Group		40%	20%	40%	100%
		Grand Total			\$828,567

Cost Estimates Based on Percentiles - 10 Step Plan for Palm Beach County only					85th Percentile
Option	Description	Police	Fire	General	Total
Bring Employees' Salaries to New Minimums	A calculation is performed so that each employee's salary is adjusted to the minimum of their classification's proposed pay grade. If his/her salary is already within the proposed pay range, no adjustment is made.	\$159,934.40	\$10.00	\$196,130.26	\$356,075
Move Toward Market (3 Tier) & Closest Step in Revised Pay Plan	Employees are moved closer toward the midpoint of the proposed pay grade range based on total tenure. Tiers are 1-3 years, 3-7 years, and over 7 years. Increments are designed to give larger adjustments (in percentage terms) to those with salaries furthest from the midpoint and to provide greater adjustments to those employees with more total tenure. Employees at or above the range midpoint are unaffected. The cost for this implementation option is separated from the cost for the Bring Employees' Salaries to New Minimums option.	\$180,085	\$168,408	\$264,970	\$613,463
% Total Cost per Employee Group		35%	17%	48%	100%
		Grand Total			
		\$969,538			

Cost Estimates Based on Percentiles - 10 Step Plan for Broward (Non-COLI) and Palm Beach Counties					50th Percentile
Option	Description	Police	Fire	General	Total
Bring Employees' Salaries to New Minimums	A calculation is performed so that each employee's salary is adjusted to the minimum of their classification's proposed pay grade. If his/her salary is already within the proposed pay range, no adjustment is made.	\$153,079.40	\$10.00	\$13,333.94	\$166,423
Move Toward Market (3 Tier) & Closest Step in Revised Pay Plan	Employees are moved closer toward the midpoint of the proposed pay grade range based on total tenure. Tiers are 1-3 years, 3-7 years, and over 7 years. Increments are designed to give larger adjustments (in percentage terms) to those with salaries furthest from the midpoint and to provide greater adjustments to those employees with more total tenure. Employees at or above the range midpoint are unaffected. The cost for this implementation option is separated from the cost for the Bring Employees' Salaries to New Minimums option.	\$167,520	\$163,500	\$135,296	\$466,315
% Total Cost per Employee Group		51%	26%	23%	100%
		Grand Total			
		\$632,739			

Cost Estimates Based on Percentiles - 10 Step Plan for Broward (Non-COLI) and Palm Beach Counties					65th Percentile
Option	Description	Police	Fire	General	Total
Bring Employees' Salaries to New Minimums	A calculation is performed so that each employee's salary is adjusted to the minimum of their classification's proposed pay grade. If his/her salary is already within the proposed pay range, no adjustment is made.	\$155,119.40	\$10.00	\$47,429.84	\$202,559
Move Toward Market (3 Tier) & Closest Step in Revised Pay Plan	Employees are moved closer toward the midpoint of the proposed pay grade range based on total tenure. Tiers are 1-3 years, 3-7 years, and over 7 years. Increments are designed to give larger adjustments (in percentage terms) to those with salaries furthest from the midpoint and to provide greater adjustments to those employees with more total tenure. Employees at or above the range midpoint are unaffected. The cost for this implementation option is separated from the cost for the Bring Employees' Salaries to New Minimums option.	\$167,520	\$164,626	\$173,607	\$505,752
% Total Cost per Employee Group		46%	23%	31%	100%
		Grand Total			\$708,312

Cost Estimates Based on Percentiles - 10 Step Plan for Broward (Non-COLI) and Palm Beach Counties					75th Percentile
Option	Description	Police	Fire	General	Total
Bring Employees' Salaries to New Minimums	A calculation is performed so that each employee's salary is adjusted to the minimum of their classification's proposed pay grade. If his/her salary is already within the proposed pay range, no adjustment is made.	\$157,151.40	\$10.00	\$95,217.29	\$252,379
Move Toward Market (3 Tier) & Closest Step in Revised Pay Plan	Employees are moved closer toward the midpoint of the proposed pay grade range based on total tenure. Tiers are 1-3 years, 3-7 years, and over 7 years. Increments are designed to give larger adjustments (in percentage terms) to those with salaries furthest from the midpoint and to provide greater adjustments to those employees with more total tenure. Employees at or above the range midpoint are unaffected. The cost for this implementation option is separated from the cost for the Bring Employees' Salaries to New Minimums option.	\$172,300	\$164,626	\$205,074	\$542,001
% Total Cost per Employee Group		41%	21%	38%	100%
Grand Total				\$794,379	

Cost Estimates Based on Percentiles - 10 Step Plan for Broward (Non-COLI) and Palm Beach Counties					85th Percentile
Option	Description	Police	Fire	General	Total
Bring Employees' Salaries to New Minimums	A calculation is performed so that each employee's salary is adjusted to the minimum of their classification's proposed pay grade. If his/her salary is already within the proposed pay range, no adjustment is made.	\$206,366.98	\$10.00	\$178,729.47	\$385,106
Move Toward Market (3 Tier) & Closest Step in Revised Pay Plan	Employees are moved closer toward the midpoint of the proposed pay grade range based on total tenure. Tiers are 1-3 years, 3-7 years, and over 7 years. Increments are designed to give larger adjustments (in percentage terms) to those with salaries furthest from the midpoint and to provide greater adjustments to those employees with more total tenure. Employees at or above the range midpoint are unaffected. The cost for this implementation option is separated from the cost for the Bring Employees' Salaries to New Minimums option.	\$164,045	\$168,586	\$244,004	\$576,635
% Total Cost per Employee Group		39%	18%	44%	100%
		Grand Total			\$961,741

Organization	Plan Type	Police Officer Range			Defined Benefit (Pension) - Police						
		Min	Mid	Max	Retirement Elig Age, Svc, & Other	Defined Benefit Formula Multiplier	Final Average Pay Period	Vesting	COLA	Employee Contribution	DROP
Boca Raton	DB	\$68,153	\$84,753	\$101,352	55 w/ 10 yrs svc or 20 yrs svc	3.50%	--	10 yrs	2.00% annual on 1st anniv actual retire date & every year thereafter	11.50%	60 mos Options: Regular or Self-Directed
Boynton Beach	DB	\$48,750	\$62,720	\$76,690	55 w/ 10 yrs svc or 50 w/ 15 yrs svc or 20 yrs regardless of age	3%	--	10 yrs	--	8.00%	Yes
Broward County Sheriff's Office (FRS)	DB or DC	\$51,887	\$66,479	\$81,071	60 w/ 8 yrs svc or 30 yrs svc	3.00%	Avg highest 8 yrs salary	8 yrs	No	3.00%	60 mos
Coconut Creek (FRS)	DB or DC	--	--	--	60 w/ 8 yrs svc or 30 yrs svc	3.00%	Avg highest 8 yrs salary	8 yrs	No	3.00%	60 mos
Delray Beach	DB	\$55,440	\$73,785	\$92,129	55 or 25 yrs svc	2.75%	Highest 5 yrs w/in last 10 yrs	10 yrs	No	9.00%	No
Ft. Lauderdale	DB	\$62,400	\$77,022	\$91,645	55 or 50 w/ 10 yrs svc	3.00%	--	10 yrs	No	8.50%	60 mos, 72 mos, 82 mos, and 96 mos
Jupiter Police	DB	\$50,253	\$64,800	\$79,347	55 w/ 10 yrs svc or >45 w/ 25 yrs svc	3.00%	Avg highest consecutive 5 yrs w/in last 10 yrs	10 yrs	No	10.00%	8 yrs
North Palm Beach	DB	\$48,877	\$63,540	\$78,203	55 52 w/ 25 yrs svc	2.50% yrs 0-24, 0.00% yrs 24-30, 2.00% yrs after 30	Avg highest 5 yrs w/in last 10 yrs	10 yrs	Based on CPI-W US to max 3.00% annually	4.00%	No
Palm Beach	DB	\$53,843	\$74,058	\$94,273	56	2.75%	Total final 60 mos comp/5 yrs	10 yrs	No	10.19% w/ range: 8.00% - 12.00%	60 mos
Palm Beach County Sheriff's Office (FRS)	DB or DC	\$54,804	\$68,172	\$81,540	60 w/ 8 yrs svc or 30 yrs svc	3.00%	Avg highest 8 yrs salary	8 yrs	No	3.00%	60 mos
Palm Beach Gardens	DB	\$54,000	\$69,000	\$84,000	55 w/ 10 yrs or 25 yrs regardless of age	2.75%	--	10 yrs	No	8.60%	Yes
Plantation	DB	\$52,708	\$70,203	\$87,697	52 w/ 10 yrs svc or 25 yrs svc	52 w/ 10 yrs svc or 25 yrs svc: 3.00% <52 w/ 10 yrs svc or 25 yrs svc: 2.75%	--	--	--	--	3 yrs
Tequesta	DB	--	--	--	55 w/ 6 yrs or more svc or 52 w/ 25 yrs or more svc	2.75%	Avg highest 5 yrs w/in last 10 yrs	5 yr progressive vesting	3.00% interest	5.00%	60 mos
West Palm Beach	DB	\$49,965	\$68,155	\$86,346	55 w/ 10 yrs or more svc or 50 w/ 20 yrs or more yrs svc or 25 or more yrs svc	3.00% to max 26 yrs + 1.00% over 26 yrs	Avg monthly salary during highest 3 yrs avg	10 yrs	CPI annually 01/01 after 1 yr retired and age 65	11.00%	Yes

-- Data not provided in survey.

Organization	Plan Type	Firefighter Paramedic Range			Defined Benefit (Pension) - Fire Rescue						
		Min	Mid	Max	Retirement Elig Age, Svc, & Other	Defined Benefit Formula Multiplier	Final Average Pay Period	Vesting	COLA	Employee Contribution	DROP
Boca Raton	DB	\$53,398	\$67,484	\$81,569	52 w/ 20 yrs svc or 55 w/ 10 yrs svc	3.40%	--	10 yrs	3.00% annually after age 52	10.20%	Yes
Boynton Beach	DB	--	--	--	55 w/ 10 yrs svc or 20 yrs svc, regardless of age	3.00%	--	10 yrs	2.00% after 5 yrs retired	12.00%	Yes
Delray Beach	DB	\$50,975	\$68,734	\$86,493	55 or 25 yrs svc	2.75%	Avg highest 5 yrs w/in last 10 yrs	10 yrs	No	9.00%	No
Ft. Lauderdale	DB and DC	\$53,389	\$65,807	\$78,225	55 or 50 w/ 10 yrs svc	3.00%	--	10 yrs	No	8.50%	60 mos, 72 mos, 82 mos, and 96 mos
Miami-Dade County Fire Rescue (FRS)	DB or DC	--	--	--	60 w/ 8 yrs svc or 30 yrs svc	3.00%	Avg highest 8 yrs salary	8 yrs	No	3.00%	60 mos
North Palm Beach	DB	\$48,877	\$63,540	\$78,203	55 or 52 w/ 25 yrs svc	2.50% yrs 0-24, 0.00% yrs 24-30, 2.00% yrs after 30	Avg highest 5 yrs w/in last 10 yrs	10 yrs	Based on CPI-W US to max 3.00% annually	5.00%	No
Palm Beach	DB	\$61,475	\$77,147	\$92,819	56	2.75%	Total final 60 mos comp/5 yrs	10 yrs	No	10.15% range: 8.00% to 12.00%	60 mos
Palm Beach County Fire Rescue (FRS)	DB or DC	\$46,021	\$74,660	\$103,299	60 w/ 8 yrs svc or 30 yrs svc	3.00%	Avg highest 8 yrs salary	8 yrs	No	3.00%	60 mos
Palm Beach Gardens	DB	\$50,266	\$64,083	\$77,900	52 w/ 10 yrs svc or 25 yrs svc, regardless of age	3.00%	--	10 yrs	3.00% after age 55	6.00%	Yes
Plantation	DB	\$48,500	\$60,625	\$72,750	55 w/ 7 yrs svc or 20 yrs svc	\$60.00 x yrs svc	--	--	--	--	Yes
Tequesta	DB	--	--	--	55 with 6 or more years of credited service or 52 with 25 or more years of credited service	2.75%	Avg highest 5 yrs w/in last 10 yrs	--	--	5.00%	60 mos
West Palm Beach	DB	\$44,772	\$60,673	\$76,575	50 w/ 15 or more yrs svc or 55 w/ 10 or more yrs	3.00%	Avg salary highest 3 yrs	10 yrs	--	13.10%	Yes

-- Data not provided in survey.

Police Officers & Firefighters Benefits Supplemental Valuation prepared by GRS

Proposed provisions considered in the valuation changes the normal retirement eligibly conditions, adding a service element to eligibility as follows:

- Age 56 with at least 10 years of service or 25 years of service regardless of age;
- Age 56 with at least 10 years of service or 30 years of service regardless of age.

POLICE OFFICERS		FIREFIGHTERS	
25 & Out	30 & Out	25 & Out	30 & Out
Change in UAAL	\$ 176,434	\$ 40,687	\$ 371,420
Change in Funded Ratio	(0.1) %	0 %	(0.2) %
Change in Town Contribution	\$55,117	\$13,416	\$70,522
			\$ 45,290
			\$10,848

**PRIVILEGED AND CONFIDENTIAL ATTORNEY- CLIENT COMMUNICATION
INFORMATION - NOT A PUBLIC RECORD**

March 14, 2019

Ms. Jane Le Clainche, CPA
Director of Finance
Town of Palm Beach
360 S. County Road
Palm Beach, Florida 33480

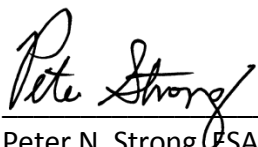
**Re: Town of Palm Beach Retirement System –
Firefighters Benefits Supplemental Valuation**

Dear Ms. Le Clainche:

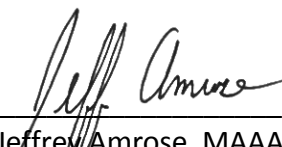
As requested, enclosed is a supplemental actuarial valuation (study) for Firefighters of the Town of Palm Beach Retirement System.

Please call if you have any questions regarding the calculations enclosed.

Sincerely,



Peter N. Strong, FSA, MAAA, FCA
Enrolled Actuary No. 17-06975



Jeffrey Amrose, MAAA, FCA
Enrolled Actuary No. 17-06599

PS: jc
Enclosures

TOWN OF PALM BEACH RETIREMENT SYSTEM
SUPPLEMENTAL ACTUARIAL REPORT
AS OF SEPTEMBER 30, 2018

Requested By: Jane Le Clainche, CPA, Director of Finance
Date: March 14, 2019
Submitted By: Peter N. Strong, FSA, EA, FCA, MAAA and Jeffrey Amrose, EA, MAAA, FCA
Gabriel, Roeder, Smith & Company

This report contains an actuarial study to evaluate the effects of proposed benefit scenarios for Firefighters of the Town of Palm Beach Retirement System. Peter N. Strong and Jeffrey Amrose are Members of the American Academy of Actuaries (MAAA) and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

The results of the proposed benefit changes are shown below:

Summary of Results for Firefighters	Valuation	Proposed Benefit Changes Scenario 1	Proposed Benefit Changes Scenario 2
Plan B Normal Retirement Eligibility	Age 56 & 10	Age 56 & 10 or 25 & Out	Age 56 & 10 or 30 & Out
Employer Normal Cost Rate	9.20 %	10.09 %	9.36 %
Town Pension Contribution for Firefighters	92.38 %	94.07 %	92.64 %
As Illustrative \$	\$ 3,989,487	\$ 4,062,470	\$ 4,000,714
if Contributed October 1st	\$ 3,854,982	\$ 3,925,504	\$ 3,865,830
Unfunded Actuarial Accrued Liability (UAAL)	\$ 38,555,061	\$ 38,926,481	\$ 38,600,351
Funded Ratio	63.9 %	63.7 %	63.9 %
Change in Town Contribution for Firefighters	N/A %	1.69 %	0.26 %
As Illustrative \$	\$ N/A	\$ 72,983	\$ 11,227
if Contributed October 1st	\$ N/A	\$ 70,522	\$ 10,848
Change in UAAL	\$ N/A	\$ 371,420	\$ 45,290
Change in Funded Ratio	N/A %	(0.2) %	0.0 %

The date of the valuation was September 30, 2018 and determines the contribution rates for the fiscal year ending September 30, 2020. Supplemental valuations do **not** predict the result of future actuarial valuations. Rather, supplemental valuations give an indication of the probable annual cost of the **proposed changes only** without comment on the complete end result of future valuations.

Actuarial assumptions and methods were consistent with those in September 30, 2018 Actuarial Valuation Report, dated February 26, 2019, unless otherwise noted. Actuarial assumptions are adopted by the Retirement Board of Trustees.

**TOWN OF PALM BEACH RETIREMENT SYSTEM
SUPPLEMENTAL ACTUARIAL REPORT
AS OF SEPTEMBER 30, 2018**

Current Provisions for Firefighters under Plan B (post April 30, 2012 benefits):

- Normal Retirement eligibility condition is age 56 with at least 10 years of service.

Proposed Provisions for Firefighters under Plan B (post April 30, 2012 benefits):

- Scenario 1: Normal Retirement eligibility conditions are age 56 with at least 10 years of service or 25 years of service regardless of age.
- Scenario 2: Normal Retirement eligibility conditions are age 56 with at least 10 years of service or 30 years of service regardless of age.

TOWN OF PALM BEACH RETIREMENT SYSTEM
SUPPLEMENTAL ACTUARIAL REPORT
AS OF SEPTEMBER 30, 2018

Comments

Comment 1 — Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law.

Comment 2 — If you have reason to believe that the information provided in this report is inaccurate, or is in any way incomplete, or if you need further information in order to make an informed decision on the subject matter of this report, please contact the authors of the report prior to making such decision.

Comment 3 — This report is intended to describe the financial effect of the proposed changes. This report is not intended to make a formal recommendation. This would be a separate process and involve the Board and other professionals.

Comment 4 — In the event that more than one change is being considered, it is very important to remember that the results of separate actuarial valuations cannot generally be added together to produce a correct estimate of the combined effect of all of the changes.

Comment 5 — This report is intended to describe the financial effect of the proposed changes on the Retirement System. Except as otherwise noted, potential effects on other benefit programs were not considered.

TOWN OF PALM BEACH RETIREMENT SYSTEM
SUPPLEMENTAL ACTUARIAL REPORT
AS OF SEPTEMBER 30, 2018

Comments (Concluded)

Comment 6 — The reader of this report should keep in mind that actuarial calculations are mathematical estimates based on current data and assumptions about future events (which may or may not materialize). Please note that actuarial calculations can and do vary from one valuation year to the next, sometimes significantly. As a result, the cost impact of a proposed change may fluctuate over time, as the dynamics and circumstances of the Retirement System change.

Comment 7 — The assumptions for retirement were adjusted for Firefighters in conjunction with the proposed benefit provisions. Normal retirement rates for this supplemental valuation are shown below:

<u>Current Retirement Rates</u>		<u>Proposed Retirement Rates</u>	
<u>Retirement</u>	<u>Percent Retiring</u>	<u>Year of Normal Retirement</u>	<u>Percent Retiring</u>
<u>Ages</u>	<u>All Police Officers</u>	<u>Eligibility</u>	<u>All Police Officers</u>
56	70%	1	70%
57	70%	2	70%
58	70%	3	70%
59	70%	4	70%
60	100%	5	100%

Comment 8 — This report complements the September 30, 2018 Actuarial Valuation Report previously delivered to the Plan Administrator and the Town and should be considered in conjunction with that report. Except as otherwise noted above, all assumptions, methods, plan provisions and data used in this report were the same as those used in the September 30, 2018 Actuarial Valuation Report. Please refer to the September 30, 2018 Actuarial Valuation report, dated February 26, 2019, for this information and all associated disclosures.

**PRIVILEGED AND CONFIDENTIAL ATTORNEY- CLIENT COMMUNICATION
INFORMATION - NOT A PUBLIC RECORD**

March 14, 2019

Ms. Jane Le Clainche, CPA
Director of Finance
Town of Palm Beach
360 S. County Road
Palm Beach, Florida 33480

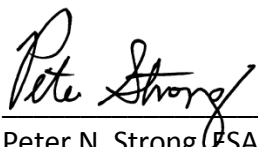
**Re: Town of Palm Beach Retirement System –
Police Officers Benefits Supplemental Valuation**

Dear Ms. Le Clainche:

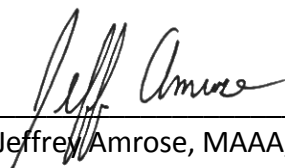
As requested, enclosed is a supplemental actuarial valuation (study) for Police Officers of the Town of Palm Beach Retirement System.

Please call if you have any questions regarding the calculations enclosed.

Sincerely,



Peter N. Strong, FSA, MAAA, FCA
Enrolled Actuary No. 17-06975



Jeffrey Amrose, MAAA, FCA
Enrolled Actuary No. 17-06599

PS: jc
Enclosures

TOWN OF PALM BEACH RETIREMENT SYSTEM
SUPPLEMENTAL ACTUARIAL REPORT
AS OF SEPTEMBER 30, 2018

Requested By: Jane Le Clainche, CPA, Director of Finance
Date: March 14, 2019
Submitted By: Peter N. Strong, FSA, EA, FCA, MAAA and Jeffrey Amrose, EA, MAAA, FCA
Gabriel, Roeder, Smith & Company

This report contains an actuarial study to evaluate the effects of proposed benefit scenarios for Police Officers of the Town of Palm Beach Retirement System. Peter N. Strong and Jeffrey Amrose are Members of the American Academy of Actuaries (MAAA) and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

The results of the proposed benefit changes are shown below:

Summary of Results for Police Officers	Valuation	Proposed Benefit Changes Scenario 1	Proposed Benefit Changes Scenario 2
Plan B Normal Retirement Eligibility	Age 56 & 10	Age 56 & 10 or 25 & Out	Age 56 & 10 or 30 & Out
Employer Normal Cost Rate	9.58 %	10.66 %	9.85 %
Town Pension Contribution for Police Officers	88.27 %	89.79 %	88.64 %
As Illustrative \$	\$ 3,312,460	\$ 3,369,500	\$ 3,326,345
if Contributed October 1st	\$ 3,200,781	\$ 3,255,898	\$ 3,214,197
Unfunded Actuarial Accrued Liability (UAAL)	\$ 29,299,529	\$ 29,475,963	\$ 29,340,216
Funded Ratio	71.1 %	71.0 %	71.1 %
Change in Town Contribution for Police Officers	N/A %	1.52 %	0.37 %
As Illustrative \$	\$ N/A	\$ 57,040	\$ 13,885
if Contributed October 1st	\$ N/A	\$ 55,117	\$ 13,416
Change in UAAL	\$ N/A	\$ 176,434	\$ 40,687
Change in Funded Ratio	N/A %	(0.1) %	0.0 %

The date of the valuation was September 30, 2018 and determines the contribution rates for the fiscal year ending September 30, 2020. Supplemental valuations do **not** predict the result of future actuarial valuations. Rather, supplemental valuations give an indication of the probable annual cost of the **proposed changes only** without comment on the complete end result of future valuations.

Actuarial assumptions and methods were consistent with those in September 30, 2018 Actuarial Valuation Report, dated February 26, 2019, unless otherwise noted. Actuarial assumptions are adopted by the Retirement Board of Trustees.

**TOWN OF PALM BEACH RETIREMENT SYSTEM
SUPPLEMENTAL ACTUARIAL REPORT
AS OF SEPTEMBER 30, 2018**

Current Provisions for Police Officers under Plan B (post April 30, 2012 benefits):

- Normal Retirement eligibility condition is age 56 with at least 10 years of service.

Proposed Provisions for Police Officers under Plan B (post April 30, 2012 benefits):

- Scenario 1: Normal Retirement eligibility conditions are age 56 with at least 10 years of service or 25 years of service regardless of age.
- Scenario 2: Normal Retirement eligibility conditions are age 56 with at least 10 years of service or 30 years of service regardless of age.

TOWN OF PALM BEACH RETIREMENT SYSTEM
SUPPLEMENTAL ACTUARIAL REPORT
AS OF SEPTEMBER 30, 2018

Comments

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Comment 5 — This report is intended to describe the financial effect of the proposed changes on the Retirement System. Except as otherwise noted, potential effects on other benefit programs were not considered.

TOWN OF PALM BEACH RETIREMENT SYSTEM
SUPPLEMENTAL ACTUARIAL REPORT
AS OF SEPTEMBER 30, 2018

Comments (Concluded)

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Comment 7 — The assumptions for retirement were adjusted for Police Officers in conjunction with the proposed benefit provisions. Normal retirement rates for this supplemental valuation are shown below:

<u>Current Retirement Rates</u>		<u>Proposed Retirement Rates</u>	
<u>Retirement</u>	<u>Percent Retiring</u>	<u>Year of Normal</u>	<u>Percent Retiring</u>
<u>Ages</u>	<u>All Police Officers</u>	<u>Retirement</u>	<u>All Police Officers</u>
		<u>Eligibility</u>	
56	70%	1	70%
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58	70%	3	70%
59	70%	4	70%
60	100%	5	100%

Comment 8 — This report complements the September 30, 2018 Actuarial Valuation Report previously delivered to the Plan Administrator and the Town and should be considered in conjunction with that report. Except as otherwise noted above all assumptions, methods, plan provisions and data used in this report were the same as those used in the September 30, 2018 Actuarial Valuation Report. Please refer to the September 30, 2018 Actuarial Valuation report, dated February 26, 2019, for this information and all associated disclosures.

**Impact Study Estimates from GRS for
Proposed Scenarios Based on Special Town Council Meeting held April 4, 2019**

1. First year cost/liability impact of adjusting the salaries for Police Officers, Firefighters and General/Lifeguard group employees as a result of the Comp/Benefits study (including adjustments to the salary increase assumption for future years).
2. First year cost/liability impact of item (1) PLUS a change in the normal retirement age for Police Officers and Firefighters to **Age 55** or completion of **30 Years of Service** (30 and Out) and a reduction in the Employee Contribution Rate to **9.0%** fixed.
3. First year cost/liability impact of item (1) PLUS a change in the normal retirement age for Police Officers and Firefighters to **Age 55** or completion of **25 Years of Service** (25 and Out) and a reduction in the Employee Contribution Rate to **9.0%** fixed.
4. First year cost/liability impact of item (1) PLUS a change in the normal retirement age for Police Officers and Firefighters to **Age 55** or completion of **30 Years of Service** (30 and Out) and a reduction in the Employee Contribution Rate to **8.0%** fixed.
5. First year cost/liability impact of item (1) PLUS a change in the normal retirement age for Police Officers and Firefighters to **Age 55** or completion of **25 Years of Service** (25 and Out) and a reduction in the Employee Contribution Rate to **8.0%** fixed.

The above list comprises a total of 10 first-year impact studies (5 each for Fire and Police). Assuming staff is authorized to engage GRS to complete these studies (and the new salary information) on April 25, 2019, the first-year impact studies may be completed by May 9, 2019. The fee is \$12,000.

Subsequently, if GRS were prepare 10-year projections for each of the above proposed changes, the fee would be an additional \$10,000 for composite projections for each of the above 5 scenarios (assuming actual investment earnings are 7% per year), or an additional \$14,000 if they were also include a sensitivity analysis for each scenario (assuming actual investment earnings are 5% per year). These projections could be complete by May 22, 2019.

A General Fund contingency allocation would need to be approved by Town Council in order to pay for these services.



Overview of the Performance Bonus and Longevity Compensation Programs

In October 2004, due to escalating future expected costs, the Town closed the existing longevity compensation program to new hires and replaced it with a bonus program. The longevity program provided employees with an lump sum payment of up to 10% of salary, escalating .5% annually starting from .5% at five years of service up to 10% of salary at twenty or more years of service, and had no performance measurement. The replacement bonus program included years of service, flat dollar amounts (versus percentage), and a performance component.

In July 2011, Florida legislature enacted a statute (*FS 215.425 (3)*) that prevents bonus compensation to be paid based on any factor other than performance. Specifically, a bonus program must be based on work performance; describe the performance standards and evaluation process by which a bonus will be awarded; employers must notify all employees of the policy, ordinance, rule, or resolution before the beginning of the evaluation period on which a bonus will be based; and it must consider all employees for the bonus. Subsequent to the statutory changes in 2011, the Town changed the bonus program to comply with the statute. Additionally, during union negotiations that occurred concurrent with the statutory changes, those employees covered by the collective bargaining agreements were no longer provided the benefit of the longevity compensation program, and all Police Officers, Sergeants, Firefighters, Driver/Engineers, and Fire Lieutenants are in the bonus program, regardless of hire date.

The current performance bonus program is eligible to employees after they reach five years of service and includes a flat dollar amount ranging from \$500 to \$6,000 paid based on performance with no service element to ensure compliance with the statute. During the recent CROTO, the longevity compensation program benefit was frozen, any eligible employee receiving the benefit would continue to receive the benefit at the same value which it was paid at in FY18 without future benefit growth.

	Longevity Compensation	Performance Bonus
Lump Sum Payment Calculation or Range	10% of salary, escalating .5% annually up to 10% of salary at 20+ years of service. In FY19, due to CROTO, amounts were frozen to FY18 values.	\$500 - \$6,000
FY20 Estimated Budget	\$460,708 FY20 budget	\$463,400 FY20 budget
FY20 Average Payment / Employee	\$7,120	\$3,800
FY20 # of Employees Per Program by Eligibility	68 in FY20 Benefit closed to employees hired after October 2004	127 eligible; 112 ineligible due to 5-year waiting period for eligibility

Survey of Longevity Compensation and Bonus Programs

Organization	Program	Eligibility	General	Police	Fire
Boca Raton	Longevity	Years of service	5+ years: \$600 10+ years: \$800 15+ years: \$1,000	10+ years: \$1,500 15+ years: \$2,000	5+ years: \$600 10+ years: \$800 15+ years: \$1,000
Boynton Beach	Bonus		Discretionary up to \$500 bonus	Silent in contract (2016)	Silent in contract (2016)
Delray Beach	Bonus	Employees at maximum of range	Lump Sum*	Lump Sum*	Lump Sum*
Greenacres	Bonus	Employees at maximum of range	Lump Sum*	Lump Sum*	Lump Sum*
Jupiter	Longevity	All Employees, Years of service	5+ years: \$250 10+ years: \$375 15+ years: \$500	5+ years: \$250 10+ years: \$375 15+ years: \$500	
	Bonus	Employees at maximum of range	Lump Sum*	Lump Sum*	
Lake Worth	Longevity	PEU & PMSA only Years of service	5 yrs: receive \$375 w/ addl \$75 ea yr to max of \$1,500 (20 yrs) annually		
North Palm Beach	Bonus	Employees at maximum of range	Successful Level Ranking: \$900 Exceptional Level Ranking: \$1,200	Successful Level Ranking: \$900 Exceptional Level Ranking: \$1,200	Successful Level Ranking: \$900 Exceptional Level Ranking: \$1,200
Palm Beach Gardens	Bonus	Employees at maximum of range	Lump Sum*	Lump Sum*	Lump Sum*
Royal Palm Beach	Bonus	Employees at maximum of range	Lump Sum*	contracted services	contracted services
Tequesta	Longevity	Non-Union, years of service, satisfactory performance appraisal	Non-Union 1+ years: \$500 5+ years: \$750 10+ years: \$1,250	Police Officers CBA 10+ years: \$750 20+ years: \$1,250	Non-Union (Captains) 1+ years: \$500 5+ years: \$750 10+ years: \$1,250
Wellington	Longevity	Years of service	5+ years: 40 hours		
	Bonus	Employees at maximum of range	Lump Sum*	contracted services	contracted services
West Palm Beach	Bonus	Employees at maximum of range	Lump Sum*	Lump Sum*	Lump Sum*
Palm Beach County	Bonus	Employees at maximum of range	Lump Sum*		
Palm Beach County Fire Rescue	Longevity	Years of service			10+ years: 5.00% 15+ years: 2.50% 20+ years: 2.50%
Palm Beach County Sheriff's Office	Longevity	Years of service	10+ years: 2.00% 15+ years: 5.00% 20+ years: 10.00% of current pay grade	10+ years: 2.00% 15+ years: 5.00% 20+ years: 10.00% of current pay grade	

* Lump Sum Bonus: When an employee cannot receive the full amount of their eligible pay increase due to being at or near the maximum of their assigned pay range, the remaining balance of the increase is paid as a lump sum that is not applied to base salary nor is it cumulative to future increases.

TOWN OF PALM BEACH

Special Town Council on: April 23, 2019

Section of Agenda

Regular Agenda - New Business

Agenda Title

RESOLUTION NO. 29-2019 A Resolution Of The Town Council Of The Town Of Palm Beach, Palm Beach County, Florida, Approving A Purchase Order To Oracle Elevator And Authorizing A Contingency Appropriation From The Par 3 Fund For The Upgrade Of The Elevator In The Amount Of \$55,882.

Presenter

H. Paul Brazil, P.E., Director of Public Works

ATTACHMENTS:

- ▢ **Memorandum Dated April 12, 2019, from Dean Mealy, Purchasing Manager**
- ▢ **Elevator Modernization Agreement**
- ▢ **Resolution No. 29-2019**

Information for Town Council Meeting on April 23, 2019

TO: Mayor and Town Council

VIA: Kirk W. Blouin, Town Manager

VIA: Jane Le Clainche, CPA, Director of Finance

FROM: Dean Mealy, II CPPO, Purchasing Manager

RE: Resolution Approving a Purchase Order to Oracle Elevator and Authorizes a Contingency Appropriation from the Par 3 Fund for the Upgrade of the Elevator, **Resolution No. 29-2019**

DATE: 12 April 2019

STAFF RECOMMENDATION

Town staff recommends the approval of Resolution No. 29-2019 that approves a purchase order to Oracle Elevator and authorizes a Contingency Appropriation from the Par 3 Fund for \$55,882 to address the retrofit of the residential elevator to a commercial rating.

SUMMARY EXPLANATION/BACKGROUND

The elevator at Par 3 Clubhouse was originally installed as a donation. This elevator is rated as a residential elevator.

The Clubhouse serves over 500 guests daily and there has been repetitive breakdown of the elevator. Based on being rated as a residential elevator, the existing elevator cannot handle the traffic of daily use. Unfortunately when the elevator has service issues, guests have been temporarily stuck.

During the past two years, the Town has had service calls with the vendor totaling \$7,829.

The State of Florida has a contract with Oracle Elevator. The Town requested a quote to provide Modernization of the Existing Elevator. The quote provided will include:

- New elevator operating panel at the proper ANSI A-17 and A-2010 code and ADA-AG height requirements.
- Keyed stop switch.
- ADA emergency phone, hands free
- Alarm button
- Fire Service Phase II Cabinet
- Emergency lighting fixture

- Capacity denotation
- SRH Hydraulic Controllers
- New code required hoist-way
- New traveling cable
- New wiring and hoist-way
- Replace raceways and conduit

The timeframe to facilitate improvements are lengthy. The schedule is as follows:

- Phase 1 – Engineering & Drawings (1) week
- Phase 2 – Order of Materials (8) weeks
- Phase 3 - Substantial Completion (2) weeks
- Phase 4 - Final Inspection (up to one week)

The schedule will have the upgrade completed no later than the week of July 22, 2019. Public Works met with the vendor on site, April 12, 2019 to confirm all related schedules and plans for modernization.

FISCAL IMPACT/FUNDING SOURCE

The fiscal impact will be \$55,882 from a Contingency Appropriation from the Par 3 Fund to approve a Purchase Order to Oracle Elevator utilizing the State of Florida Contract.

USER DEPARTMENT CONCURRENCE

Public Works and Recreation are in full concurrence with this recommendation.

DUE DILIGENCE

Due Diligence was conducted to determine vendor responsibility, including corporate status and that there are no performance and compliance issues.

TOWN ATTORNEY REVIEW

This format has been utilized by the Town in previous recommendations and was approved by the Town Attorney.

CC: Jay Boodheshwar, Deputy Town Manager
Jane Le Clainche, CPA, Director of Finance
H. Paul Brazil, P.E., Director of Public Works
Rod Gardiner, CPRP, Assistant Director of Recreation
Paul Colby, Facilities Division Manager
Purchasing File



ELEVATOR MODERNIZATION AGREEMENT

Hydraulic Elevator Modernization

Purchaser: Town of Palm Beach
951 Old Okeechobee Road, Suite D
West Palm Beach, FL 33401

Location: Palm Beach Par 3 Golf Course
2350 S. Ocean Blvd.
Palm Beach, FL 33480

By: Oracle Elevator Company
2101 Corporate Drive
Boynton Beach, FL 33426
Office Telephone: (561) 752-9900
Cellular: (561) 752-8008
Email: Jaime.Hernandez@Oracleelevator.com
Internet: www.oracleelevator.com

Date: April 4, 2019

Estimate: 87167

INITIALS:

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Part 3	Modernization Equipment Features
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Part 10	Prices, Payment Terms, & Signature

INITIALS:

PART 1 – GENERAL

This proposal covers the complete modernization of the elevator located at Palm Beach Par 3 Golf Course, 2350 South Ocean Blvd; Palm Beach, FL 33480. All work will be performed in a workmanlike manner and will include all work and material as specified herein. In all cases where a device or part of equipment is herein referred to in the singular number, it is intended that such reference will apply to as many such devices as are required to complete the installation.

- 1.01 All work will be performed in accordance with the most applicable edition of the National Safety Code for Elevators, Dumbwaiters, Escalators, and Moving Walks (ASME A17.1), ANSI A117.1 Barrier Free Code as pertaining to Passenger Elevators, the Americans with Disabilities Act (ADA), the National Electrical Code, and/or such State and Local elevator codes as may be applicable.
- 1.02 Drawings. Oracle Elevator will prepare drawings and/or cut sheets at company's sole discretion, showing the general arrangement of the elevator equipment.
- 1.03 Permits, taxes and licenses. All applicable permit, taxes, and licensing fees are included in this proposal. (Permits and fees for road closures are not included in this proposal)
- 1.04 Maintenance service. A new maintenance agreement will be submitted and become effective after completion of the modernization.
- 1.05 Wiring diagrams. Two (2) complete sets of "made final" wiring diagrams including input and output signals will be furnished to the Purchaser.
- 1.07 Keys. Two (2) keys for each key switch specified will be furnished to the Purchaser.

PART 2 – EQUIPMENT AND SUMMARY OF WORK

QUANTITY:	1 Elevator	MOTION CONTROL:	New
CAPACITY:	Car 1400 lbs	POWER SUPPLY:	Retain
SPEED:	75 fpm	LOGIC CONTROL:	New
STOPS:	2 floors	CAR ENCLOSURE:	Retain
OPENINGS:	4 openings	SIGNAL FIXTURES:	New
CAR SIZE: PLATFORM:	Existing	DOORS:	Retain.
CLEAR INSIDE:	Existing	ENTRANCES:	Retain
TRAVEL:	10' approx '	DOOR OPERATION:	Retain
WIRING:	New	PUMPING UNIT:	Retain

PART 3 - MODERNIZATION EQUIPMENT FEATURES

- a. CAR
 - The existing car frame assembly will be retained.

INITIALS:

b. CAR ENCLOSURE

Retain Existing Cab Shell & Interior.

c. CAR SIGNAL FIXTURES

- Furnish & install one (1) new car operating panel, at proper ANSI A-17 A-2010 code and ADA-AG height requirements. Car operating panel will include:

- Round Stainless Steel buttons with blue, LED lighting with surround Braille.
- Keyed stop switch
- Door open, door close buttons
- Independent service key switch
- ADA emergency phone, hands free
- Fan/light key switch
- Alarm button
- Fire Service Phase II cabinet in station
- Digital position indicator
- Emergency lighting fixture
- Fire Service instructions
- Capacity denotation

- Furnish & install car lanterns to indicate direction of travel.

d. CONTROL & DRIVE SYSTEMS

- Furnish & install SRH Hydraulic Controllers, manufactured by Smartrise Engineering. It is one of the only controllers on the market with velocity and distance feedback along with serial communication. It reduces valve adjustment time by showing the car's performance on the display. The system will meet all requirements as outlined the ANSI-A17 2010 code for elevators and escalators as well as all state and local codes. This controller is NON-PROPRIETARY and can be serviced by any competent hydraulic elevator mechanic.
- Furnish & install new selector.

e. DOORS & ENTRANCES

- Retain.

f. HALL SIGNAL FIXTURES

- Furnish & install new surface-mount hall fixtures at all landings featuring stainless steel finishes and blue LED Ringed buttons.
- Furnish & install new brushed stainless steel hall push-button stations with blue LED ringed buttons with key switches and light up push buttons at the proper code and ADA height. Lobby Station will include Fire Service Phase I and car position indicators.
- Furnish & install code required hoist-way entrance jamb Braille. There will be two (2) per entrance frame and they will be located 60" above the finished floor to provide floor position to the visually impaired

g. MACHINES & MOTORS

- Retain existing.

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INITIALS:

h. PIT EQUIPMENT.

Remove & replace existing pit stop switch with new pit stop switch. Pit stop switches prevent unexpected elevator movement and provide an alternative means of shutting off the elevator.

i. WIRING

- Existing raceways and conduit to be replaced as needed.
- Furnish & install new hoist-way and car wiring.
- Furnish & install new traveling cable.

j. MISCELLANEOUS WORK

- Furnish and Install all new paint on machine room floor.

PART 4 – INSTALLATION SEQUENCE AND SCHEDULE

○ WORK HOURS

All work will be performed during regular working hours of regular working days as is customary in the elevator industry (8:00am – 4:30pm)

○ OUT OF SERVICE

Elevator at a time will be out of service during the performance of the work and will be returned to service upon completion of work and final inspection.

○ SCHEDULE

Prior to commencing work, a work schedule will be submitted to the Purchaser. Work will not commence until the schedule has been mutually agreed, in writing, to by both Parties. At the time this proposal was drafted, the following lead time and schedules are considered upon contract execution:

Phase	Period
Phase 1 – Engineering & Drawings:	1 Week
Phase 2 – Material Arrival:	6 -8 Weeks
Phase 3 – Substantial Completion of Modernization	2 Weeks
Phase 4 – Final inspection & Punch list	1 Day

PART 5 – TESTS

○ EMERGENCY FIRE SERVICE

Perform Phase I and Phase II Fire Service tests to conform to applicable codes.

○ REQUIRED TESTS

All required tests are to be performed during the regular working hours of the elevator trade. Should the Purchaser require these tests to be performed outside the regular working hours, there will be an added cost to the quoted contract amount.

○ TEST REPORTS

Completed copies of test reports will be provided to the Purchaser

INITIALS:

PART 6 - CLEAN UP, INSPECTION, & REMOBILIZATION

○ CLEAN UP

Oracle Elevator will remove all debris resulting from work on this contract. In addition, we will remove from the project site all equipment and unused or removed materials and restore building and premises to a neat, clean appearance.

6.02 INSPECTION

All materials and workmanship will be subject to inspection or testing. The Purchaser will have the right to reject defective or inferior material or workmanship installed under this contract and may require the correction of such without additional cost to the Purchaser.

6.03 REMOBILIZATION

The performance of the work hereunder is conditioned on your performing of the preparatory work and supplying the necessary data specified on the front of this proposal or in the attached specification, if any. Should we be required to make an unscheduled return to your site to begin or complete the work due to your request, acts or omissions, then such return visits shall be subject to additional charges at our current labor rates.

PART 7 – WORK NOT INCLUDED

This proposal does not include the following work, and is conditioned on the proper performance of such work by the Owner.

A legal hoistway, properly framed and enclosed, and including a pit of proper depth provided with ladder, sump pump, lights, access doors and waterproofing, as required and dewatering of pit(s) when necessary. Legal machine room(s), adequate for the elevator equipment, including floors, trap doors, gratings, foundations, lighting, ventilation and heat to maintain the room at an ambient temperature of 50 degrees Fahrenheit, minimum 90 degrees Fahrenheit maximum, non-condensing. Adequate supports and foundations to carry the loads of all equipment, including support for guide rail brackets. Adequate bracing of entrance frames to prevent distortion during wall construction. When required, divider beams at suitable points shall be provided for guide rail bracket support.

It is agreed that in the event asbestos material is knowingly or unknowingly removed or disturbed in any manner at the jobsite, you will monitor our work place and prior to and during our manning of the job, you will certify that asbestos in the environment does not exceed .01 fibers per cc as tested by NIOSH 7400. In the event our employees or those of our subcontractors are exposed to an asbestos hazard, PCP's or other hazardous substances, you agree to indemnify, defend, and hold us harmless from all damages, claims, suits, expenses, and payments resulting from such exposure. Removal and disposal of asbestos containing material is the responsibility of the contractor.

All sill supports, including steel angles where required, and sill recesses (if sill angles not supplied by Elevator Contractor) and the grouting of door sills. Provide O.S.H.A. compliant removable temporary enclosures or other protection (barricades and kickboards) from open hoistways during the time the elevator is being installed (protection must allow clearance for installation of entrance frames). Proper trenching and backfilling for any underground piping and/or conduit, Cutting and patching of walls, floors, etc., and removal of such obstructions as may be necessary for proper installation of the elevator. Setting anchors and sleeves. Pockets or blockouts for signal fixtures. Structural steel door frames with extensions to beam above if required on hoistway sides and sills for freight elevators, including finish painting of these items.

Suitable connections from the power main to each controller and signal equipment feeders as required, including necessary circuit breakers and fused mainline disconnect switches per N.E.C. Wiring to controller for car lighting. (Per N.E.C. Articles 620-22 and 620-51). Electric power without charge, for construction, testing and adjusting of the same characteristics as the permanent supply. A means to automatically disconnect the main line and the emergency power supply to the elevator prior to the application of water in the elevator machine room will be furnished by the electrical contractor. This means shall not be self-resetting. Wiring and conduit from life safety panel or any other monitor station to elevator machine room or suitable connection point in hoistway.

The contractor will provide a temporary 220 VAC - 30 amps single phase terminal with disconnect for each traction elevator in the machine room(s) and within 50 feet of the machine room(s) for hydraulic elevators at the start of the job for temporary operation of work platform.

INITIALS:

Heat and smoke sensing devices at elevator lobbies on each floor, machine room, and hoistways (where applicable), with normally open dry contacts terminating at a properly marked terminal in the elevator controller. Telephone connection to elevator controller (must be a dedicated line and monitored 24 hours. Instrument in cab by others. One additional telephone line per group of elevators for diagnostic capability wired to designated controller.

Emergency power supply with automatic time delay transfer switch and auxiliary contacts with wiring to the designated elevator controller. Electrical cross connection(s) between elevator machine rooms for emergency power purposes is/are to be provided by others. Any governmentally required safety provisions not directly involved for elevator installation. All painting, except as otherwise specified. Temporary elevator service prior to completion and acceptance of complete installation. Furnishing, installing and maintaining the required fire rating of elevator hoistway walls, including the penetration of fire wall by elevator fixture boxes, is not the responsibility of the elevator contractor. Flooring and/or installation of flooring by others.

The Owner is to provide a bonded ground wire, properly sized, from the elevator controller(s) to the primary building ground.

Remote wiring to outside alarm bell as requested by the Safety Code for Elevators and Escalators (ASME 17.1) (where applicable).

Costs for additional inspections of the elevator equipment by code authorities after the initial one fails due to items that are the responsibility of the contractor, or for assisting others inspecting equipment installed by others.

The Owner agrees to provide a dry and secure area adjacent to the hoistway(s) at ground level for storage of the elevator equipment at the time of delivery. Adequate ingress and egress to this area will also be provided. Any relocation of the equipment as directed by the contractor after its initial delivery will be at contractor's expense.

The Owner agrees to provide at no cost a crane to hoist elevator equipment as needed.

Composite clean-up crews will not be provided. We will be responsible for our own housekeeping.

All existing equipment removed by company shall become the exclusive property of company.

PART 8 – SPECIAL CONDITIONS

1. Our performance of this contract is contingent upon your furnishing us with any necessary permission or priority required under the terms and conditions of government regulations affecting the acceptance of this order or the manufacture, delivery or installation of the equipment.
2. It is agreed that our workmen shall be given a safe place in which to work and we reserve the right to discontinue our work in the building whenever, in our opinion, this provisions is being violated. In the event our employees or those of our subcontractors are exposed to an asbestos hazard, PCB's or other hazardous substances, caused by individuals other than our employees, or those of our subcontractors, you agree to indemnify, defend, and hold us harmless from all damages, claims, suits, expenses and payments resulting from such exposure.
3. Unless otherwise agreed, it is understood that the work will be performed during regular working hours of the trades involved. If overtime is mutually agreed upon, an additional charge at our usual rates for such work shall be added to the contract price.
4. A dry and protected area, conveniently located to the elevator hoistway, will be assigned to us without cost, for storage of our material and tools. You agree that if you are not ready to accept delivery of the equipment when we notify you it is ready, you will immediately make the payments due for the equipment and designate some local point where you will accept delivery unless you designate such point of delivery within two weeks. We are authorized to warehouse the equipment within or without our factory at your risk. You shall reimburse us for all costs due to extra handling and warehousing.
5. Certificates of Workmen's Compensation, Bodily Injury and Property Damage Liability Insurance coverage will be furnished upon request.

INITIALS:

6. We shall not be liable for any loss, damage or delay caused by acts of Government, strikes, lockout, fire, explosion, theft, floods, riot, civil commotion, war, malicious mischief, or acts of God, or any cause beyond our reasonable control, and in no event shall we be liable for consequential damages.
7. Should loss of or damage to our material, tools or work occur at the erection site, you shall compensate us therefore, unless such loss or damage results from our own acts or omissions.
8. If any drawings, illustrations or descriptive matter are furnished with this proposal, they are approximate and are submitted only to show the general style and arrangement of equipment being offered.
9. In the event of any default by you in any payment, or of any other provision of this contract, the unpaid balance of the purchase price, less the cost of completing the work, as estimated by us, shall immediately become due and payable irrespective of the acceptance by us of notes from you or extension of time for payment. In the event an attorney is engaged to enforce and collect payment due, hereunder either with or without suit, Purchaser agrees to pay all costs thereof together with reasonable attorney's fees. Purchaser does hereby waive trial by jury and does hereby consent to the venue of any proceeding or lawsuit under this agreement to be in Palm Beach County, FL or in any other county of ORACLE ELEVATOR's choice.

The rights of ORACLE ELEVATOR under this agreement shall be cumulative and the failure on the part of the company to exercise any rights given thereunder shall not operate to forfeit or waive any of said rights and any extension, indulgence or change by ORACLE ELEVATOR in the method, mode or manner of payment or any of its other rights shall not be construed as a waiver of any of its rights under this agreement.

Purchaser's acceptance of this agreement and its approval by an executive officer of ORACLE ELEVATOR will constitute exclusively and entirely the agreement for the service herein described. All other prior representations or agreements, whether written or verbal, will be deemed to be merged herein, and no other changes in or additions to this agreement will be recognized unless made in writing and properly executed by both parties. Should your acceptance be in the form of a purchase order or similar document, the provisions, terms and conditions of this agreement will govern in the event of a conflict, this proposal and contract is hereby accepted.

PART 9 – TERMS & CONDITIONS

All work shall be performed in accordance with the latest revised edition (as of the date of this proposal) of the United States of America Standard Safety Code for Elevators, Escalators, and Dumbwaiters, the National Electrical Code, and/or such State and Local Codes as may be applicable, as well as Company's Work-Not-Included form. Subsequent to the date of this proposal, should changes be made in any code, or should rulings by any code enforcing authorities extend the application of the code, the work and materials necessary to make the installation comply with such changes shall be performed as an addition to the contract price.

PERMITS, TAXES AND LICENSES: All applicable sales and use taxes, permit fees and licenses imposed upon us as an Elevator Contractor as of the date of this proposal is included in the contract price. The Purchaser agrees to pay, as an addition to the contract price, the amount of any additional taxes, fees or other charges exacted from the Purchaser or the Company on account thereof, by any law enacted after the date of this proposal.

TEMPORARY SERVICE: Should the service of any elevator be required before completion and final acceptance, the Purchaser agrees to sign our Construction Use form, Warranty Extension and/or Service Agreement and be bound by the terms and conditions thereof. A copy of this form will be furnished on request.

ACCEPTANCE OF INSTALLATION: Upon notice from us that the installation of the elevator has been completed, the Purchaser will arrange to have present at the installation site, a person duly authorized to make the final inspection and to provide a written acceptance. The date and time that such person will be present at the site shall be as mutually agreed, but shall not be more than ten business days after the date of our notice to you, unless we both agree to a certain date thereafter. Such final inspection and certificate of acceptance shall not be unreasonably delayed or withheld.

WARRANTY: We warrant the equipment installed by us under this contract against defects in materials and workmanship for a period of one year from the date each elevator is completed and placed in operation. This warranty is in lieu of any other liability for defects. We make no warranty of merchantability and no warranties which extend beyond the description in this contract, nor are there any other warranties, expressed or implied, by operation of law or otherwise. Like any piece of fine machinery, this equipment should be periodically inspected, lubricated, and adjusted by competent personnel. This warranty is not intended to supplant normal maintenance

INITIALS:

service and shall not be construed to mean that we will provide free service for periodic examination, lubrication, or adjustment due to normal use beyond that included in the contract, nor will we correct, without a charge, breakage, maladjustments, or other trouble arising from abuse, misuse, improper or inadequate maintenance, or any other causes beyond our control. In the event of a claim, you must give us prompt written notice, and provided all payments due under the terms of this contract have been made in full, we shall, at our own expense, correct any proven defect by repair or replacement. We will not, under this warranty, reimburse you for cost of work done by others, nor shall we be responsible for the performance of equipment to which any revisions or alterations have been made by others.

If there is more than one (1) unit in this contract, this section shall apply separately to each unit as completed and placed in operation.

TITLE AND OWNERSHIP: We retain title to all equipment supplied by us under this contract, and a security interest therein, (which, it is agreed, can be removed without material injury to the real property) until all payments under the terms of this contract, including deferred payments and any extensions thereof, shall have been made in the event of any default by you in any payment, or under any other provision of this contract, we may take immediate possession of the equipment and enter upon the premises where it is located (without legal process) and remove such equipment or portions thereof irrespective of the manner of its attachment to the real estate or the sale, mortgage, or lease of the real estate Pursuant to the Uniform Commercial Code, at our request, you agree to join with us in executing any financial or continuation statements which may be appropriate for us to file in public offices in order to perfect our security interest in such equipment.

Oracle Elevator Service Company complies with provisions of Executive Orders 11246, 11375, 11758, Section 503 of the Rehabilitation Act of 1993, Vietnam Era Veteran's Readjustment Act of 1974, 38 U.S.C. 4212 and 41 CFR Chapter 60. Oracle Elevator Service Company support Equal Employment Opportunity and Affirmative Actions Compliance programs.

We reserve the right to discontinue our work at any time until payments have been made as agreed, and we have assurance satisfactory to us that the subsequent payments will be made as they become due. Any payments not paid when due shall bear interest at legal rate in force at the place of the project.

If after the work has been substantially completed, full completion is materially delayed through no fault of ours, you shall make such additional payments as may be required to leave outstanding only an amount equal to the value as estimated by us, based on the contract price, of the uncompleted portion.

Purchaser expressly releases, discharges and acquits ORACLE ELEVATOR expressly agrees to remain liable for any and all claims for loss, damage, detention, death or injury, of any nature whatsoever, to any person, use, operation, installation or condition of the elevator(s) which are subject to this contract, or the associated areas, regardless of whether such actions arise from the use, operation, installation or condition of the elevator(s), machine room(s), hatchways(s), or any of their component parts. Claims expressly covered by this agreement include those made by the purchaser, its successors, heirs, assigns, agents, and employees as well as those made by any other person or entity whatsoever claiming against ORACLE ELEVATOR. The types of claims expressly covered by this agreement include but are not limited to any loss, damage, injury, death, delay, or detention to persons, entities, or property caused by obsolescence, misuse of equipment, design of equipment, installation of equipment and the associated areas surrounding such equipment regardless of whether such claims arise out of the negligent acts or omissions of ORACLE ELEVATOR, ITS OFFICERS, AGENTS OR EMPLOYEES OR ANY OTHER CAUSE WHATSOEVER.

One percent of the purchase price represents specific consideration for which the Purchaser expressly agrees to the above and further agrees to indemnify, defend and save harmless ORACLE ELEVATOR from and against any and all liability, costs, expenses, judgment awards, interest, attorneys' fees or any other damages which may be sustained by or imposed by law on ORACLE ELEVATOR as a result of any and all such claims or actions against ORACLE ELEVATOR, including but not limited to the claims or actions discussed above regardless of whether such claims arise out of the joint, or sole negligent acts or omissions of ORACLE ELEVATOR, its officers, agents or employees or any other cause whatsoever.

Purchaser expressly agrees to name ORACLE ELEVATOR as an additional insured under their general liability and excess (umbrella) insurance policies for the claims set out above.

INITIALS:

THIS SECTION INTENTIONALLY LEFT BLANK

INITIALS:

PART 10 – PRICE AND PAYMENT SCHEDULE

BASE PRICE: FORTY-EIGHT THOUSAND FIVE HUNDRED SEVENTY AND 00/100 DOLLARS (\$48,570.00).

WARRANTY

We warranty all material and workmanship for 12 months on apparatus repaired or replaced under this proposal. This warranty does not apply to any damage incurred due to water intrusion, vandalism or negligence. No other work, except as detailed under "scope of work" is intended or implied. The equipment will still need to be serviced in accordance with a full maintenance contract during the warranty period.

PAYMENT SCHEDULE

2. 50% is to accompany a signed and dated copy of this proposal. No work will be scheduled or material ordered until the signed proposal and first payment are received.
3. 40% is due upon receipt of materials.
4. Balance is due upon modernization completion and final inspection of elevator.

FOR ORACLE ELEVATOR CO:

FOR PURCHASER:

(Signature of Oracle Representative)

(Signature of Authorized Representative)

(Printed or Typed Name)

(Printed or Typed Name)

(Title)

(Title)

(Date)

(Date)

ORACLE ELEVATOR COMPANY APPROVAL

By: _____
(Signature)

Title: _____

Date: _____

BILLING INFORMATION

For questions about billing please contact:

Oracle Elevator Company
Accounts Payable
2860 Highway 71 North Suite E
Marianna, FL 32446-1893
P: (850) 526-8150

INITIALS: _____

MODERNIZATION UPGRADES/GUIDELINES CHECKLIST

The following is a list of common elevator inspection deficiencies that the building owner is required to adhere to. This work must be completed by the owner prior to commencement of Modernization or installation of new elevator components, and before inspection of the elevator. This is not an official document and does not in any way change requirements defined elsewhere.

This check list is only intended as a guideline for Owner/Contractors based upon our experience with inspectors and knowledge of applicable code. Local authorities having jurisdiction can make additional requests.

- Provide GFCI duplex outlets in the machine room and pit.
- Provide permanently installed electric lighting in machine room with a lighting intensity of at least 200lx (19 fc) at the floor level.
- Provide separate outlet (GFCI) for sump pump in pit.
- Existing sump pump may not drain into the sewer system. Must have a suitable cover, Dedicated GFCI power supply and a visible outlet to a 55 gallon drum or approved oil separator.
- The pit lighting shall provide an illumination of not less than 100lx (10 fc) at the pit floor.
- Provide a class ABC fire extinguisher; to be located within reach of machine room doorway.
- Remove all foreign pipes, wiring, material, and electrical switches such as hallway lights from machine room, that are not directly related to the elevator. Nothing that invites anyone into the room but licensed elevator personnel is allowed. No alarm panels, security systems, fire panels, light switches, plumbing shut off valves, etc. are allowed in this room.
- Insure that the room rating is secure. Inspector may not allow drop ceilings or other means of "hiding" pipes, wiring, etc.; any holes in machine room walls must be repaired.
- 120 VAC Cab Lights disconnect adjacent to Main Line Disconnect of the opening side of the machine room door.
- Main Line Disconnect shall have a means to be locked in the "off" position and cannot be opened while in the "on" position. Dual element slow blown fuses and rejection clips are required by National Electric Code. Disconnect must have auxiliary contact to disconnect emergency rescue device if such rescue device is being installed. Disconnect will need to be properly grounded.
- Each enclosed elevator lobby must have an automatic means of fire detection regardless of ambient conditions, at all floors. Have your alarm company speak with us before they bid the job.
- Install smoke and heat rise sensors per code. Supervisory panel may not be located in the machine room. Provide dry contact closure from all three zones inside or adjacent to elevator controller.
- Provide proper clear, safe access to the machine room.
- Install dedicated telephone line for Elevator Emergency Telephone Service in the car and provide an on-demand, authorized personnel with information that identifies the building location, elevator number and assistance is required.
- Machine room door must be self-closing, self-locking and fire rated to 1.5 hours.
- Provide HVAC per code requirements.
- Provide light protection in machine room and elevator.

INITIALS:

RESOLUTION NO. 29-2019

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF PALM BEACH, PALM BEACH COUNTY, FLORIDA, APPROVING A PURCHASE ORDER TO ORACLE ELEVATOR AND AUTHORIZING A CONTINGENCY APPROPRIATION FROM THE PAR 3 FUND FOR THE UPGRADE OF THE ELEVATOR IN THE AMOUNT OF \$55,882.

WHEREAS, the existing elevator at the Par 3 Clubhouse requires an upgrade to meet guest demands, and;

WHEREAS, a Purchase Order will be issued to Oracle Elevator, and;

WHEREAS, Contingency Funds are required to support the upgrade of the elevator; and

WHEREAS, Town Council approval is sought to approve a Contingency Appropriation from Par 3 Funds in the amount of \$55,882.

NOW, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF PALM BEACH, PALM BEACH COUNTY, FLORIDA, as follows:

Section 1. The approval of a Contingency Appropriation from Par 3 Funds in the amount of \$55,882.00.

Section 2. The Town Manager, or his designee, is hereby authorized to take such further action as may be necessary.

PASSED AND ADOPTED in a regular, adjourned session of the Town Council of the Town of Palm Beach assembled this ____ day of _____ 20__.

Gail L. Coniglio, Mayor

ATTEST:

Kathleen Dominguez, Town Clerk

TOWN OF PALM BEACH

Special Town Council on: April 23, 2019

Section of Agenda

Ordinances - Second Reading

Agenda Title

ORDINANCE NO. 15-2019 An Ordinance Of The Town Council Of The Town Of Palm Beach, Palm Beach County, Florida, Amending The Town Code Of Ordinances By Adopting A New Chapter 88, Property Maintenance Code, Regulating And Governing The Conditions And Maintenance Of All Property, Buildings And Structures, By Providing The Standards For Supplied Utilities And Facilities And Other Physical Things And Conditions Essential To Ensure That Structures Are Safe, Sanitary And Fit For Occupation And Use, And The Condemnation Of Buildings And Structures Unfit For Human Occupancy And Use; Providing For Severability; Providing For The Repeal Of Ordinances In Conflict; Providing For Codification; And Providing An Effective Date.

Presenter

Josh Martin, Director of Planning, Zoning and Building

ATTACHMENTS:

- ▣ **Ordinance No. 15-2019**

REVISED

12:56 pm, Apr 05, 2019

ORDINANCE NO. 15-2019

AN ORDINANCE OF THE TOWN COUNCIL OF THE TOWN OF PALM BEACH, PALM BEACH COUNTY, FLORIDA, AMENDING THE TOWN CODE OF ORDINANCES BY ADOPTING A NEW CHAPTER 88, PROPERTY MAINTENANCE CODE, REGULATING AND GOVERNING THE CONDITIONS AND MAINTENANCE OF ALL PROPERTY, BUILDINGS AND STRUCTURES, BY PROVIDING THE STANDARDS FOR SUPPLIED UTILITIES AND FACILITIES AND OTHER PHYSICAL THINGS AND CONDITIONS ESSENTIAL TO ENSURE THAT STRUCTURES ARE SAFE, SANITARY AND FIT FOR OCCUPATION AND USE, AND THE CONDEMNATION OF BUILDINGS AND STRUCTURES UNFIT FOR HUMAN OCCUPANCY AND USE; PROVIDING FOR SEVERABILITY; PROVIDING FOR THE REPEAL OF ORDINANCES IN CONFLICT; PROVIDING FOR CODIFICATION; AND PROVIDING AN EFFECTIVE DATE.

BE IT ORDAINED BY THE TOWN COUNCIL OF THE TOWN OF PALM BEACH, PALM BEACH COUNTY, FLORIDA, AS FOLLOWS:

Section 1. Chapter 88, Property Maintenance Code, is hereby adopted in the manner and form set forth herein:

“CHAPTER 88 – PROPERTY MAINTENANCE CODE

ARTICLE I - SCOPE AND ADMINISTRATION

PART 1 — SCOPE AND APPLICATION

SECTION 88-1, GENERAL

A. Title. These regulations shall be known as the Property Maintenance Code of the Town of Palm Beach, hereinafter referred to as “this code.”

B. Scope. The provisions of this code shall apply to all existing residential and nonresidential structures and all existing premises and constitute minimum requirements and standards for the maintenance of premises, structures, equipment and facilities, ~~for light, ventilation, space, heating,~~ sanitation, protection from the elements, a reasonable level of safety from fire and other hazards, and for a reasonable level of sanitary maintenance; the responsibility of owners, an

owner's authorized agent, operators and occupants; the occupancy of existing structures and premises, and for administration, enforcement and penalties.

C. Intent. This code shall be construed to secure its expressed intent, which is to ensure public health, safety and welfare insofar as they are affected by the continued occupancy and maintenance of structures and premises. Existing structures and premises that do not comply with these provisions shall be altered or repaired to provide a minimum level of health and safety as required herein.

SECTION 88-2, APPLICABILITY

A. General. Where there is a conflict between a general requirement and a specific requirement, the specific requirement shall govern. Where differences occur between provisions of this code, the referenced standards, and other Town codes, the provisions of this code shall apply. Where, in a specific case, different sections of this code specify different requirements, the most restrictive shall govern.

B. Maintenance. Equipment, systems, devices and safeguards required by this code or a previous regulation or code under which the structure or premises was constructed, altered or repaired shall be maintained in good working order. ~~No owner, owner's authorized agent, operator or occupant shall cause any service, facility, equipment or utility that is required under this section to be removed from, shut off from or discontinued for any occupied dwelling, except for such temporary interruption as necessary while repairs or alterations are in progress. The requirements of this code are not intended to provide the basis for removal or abrogation of fire protection and safety systems and devices in existing structures.~~ Except as otherwise specified herein, the owner or the owner's authorized agent shall be responsible for the maintenance of buildings, structures and premises.

C. Application of other codes. Repairs, additions or alterations to a structure, or changes of occupancy, shall be done in accordance with the procedures and provisions of the Florida Building Codes and the ~~, Florida Existing Building Code, Florida Energy Conservation Code, Florida Fire Prevention Code, Florida Fuel Gas Code, Florida Mechanical Code, Florida Residential Code, Florida Plumbing Code and NFPA 70.~~ Nothing in this code shall be construed to cancel, modify or set aside any provision of the Chapter 134, Zoning.

D. Existing remedies. The provisions in this code shall not be construed to abolish or impair existing remedies of the jurisdiction or its officers or agencies relating to the removal or demolition of any structure that is dangerous, unsafe and insanitary.

E. Workmanship. Repairs, maintenance work, alterations or installations that are caused directly or indirectly by the enforcement of this code shall be executed and installed in a workmanlike manner and installed in accordance with the manufacturer's instructions.

F. Historic buildings. The provisions of this code shall not be mandatory for existing buildings or structures designated as historic buildings where such buildings or structures are judged by the code official to be safe and in the public interest of health, safety and welfare.

G. Referenced codes and standards. The codes and standards referenced in this code shall be those that are listed in Article 8 and considered part of the requirements of this code to the prescribed extent of each such reference and as further regulated in Sections 88-2.G.1 and 88-2.G.2.

Exception: Where enforcement of a code provision would violate the conditions of the listing of the equipment or appliance, the conditions of the listing shall apply.

1. Conflicts. Where conflicts occur between provisions of this code and the referenced standards, the provisions of this code shall apply.

2. Provisions in referenced codes and standards.

Where the extent of the reference to a referenced code or standard includes subject matter that is within the scope of this code, the provisions of this code, as applicable, shall take precedence over the provisions in the referenced code or standard.

H. Requirements not covered by code. Requirements necessary for the strength, stability or proper operation of an existing fixture, structure or equipment, or for the public safety, health and general welfare, not specifically covered by this code, shall be determined by the code official.

I. Other laws. The provisions of this code shall not be deemed to nullify any provisions of local, state or federal law.

PART 2 — ADMINISTRATION AND ENFORCEMENT

SECTION 88-3, PROPERTY MAINTENANCE ADMINISTRATION, INSPECTION, AND ENFORCEMENT

A. General. Property maintenance administration, inspections, and enforcement shall be in accordance with Chapter 2, Administration, Article V, Code Enforcement, Sections 2-366 through 2-439 and Florida Statute 162.

B. Appointment. The Property Maintenance code official, hereinafter the code official shall be appointed by the Town Manager.

C. Liability. The code official, member of the Code Enforcement Board or employee charged with the enforcement of this code, while acting for the jurisdiction, in good faith and without malice in the discharge of the duties required by this code or other pertinent law or ordinance, shall not thereby be rendered civilly or criminally liable personally, and is hereby relieved from all personal liability for any damage accruing to persons or property as a result of an act or by reason of an act or omission in the discharge of official duties.

1. Legal defense. Any suit or criminal complaint instituted against any officer or employee because of an act performed by that officer or employee in the lawful discharge

of duties and under the provisions of this code shall be defended by the legal representative of the jurisdiction until the final termination of the proceedings. The code official or any subordinate shall not be liable for costs in an action, suit or proceeding that is instituted in pursuance of the provisions of this code.

SECTION 88-4, DUTIES AND POWERS OF THE CODE OFFICIAL

A. General. The code official is hereby authorized and directed to enforce the provisions of this code. The code official shall have the authority to render interpretations of this code and to adopt policies and procedures in order to clarify the application of its provisions. Such interpretations, policies and procedures shall be in compliance with the intent and purpose of this code. Such policies and procedures shall not have the effect of waiving requirements specifically provided for in this code.

B. Inspections. The code official shall make all of the ~~required~~ inspections under this code, or shall accept reports of inspection by approved agencies or individuals. Reports of such inspections shall be in writing and be certified by a responsible officer of such approved agency or by the responsible individual. The code official is authorized to engage such expert opinion as deemed necessary to report upon unusual technical issues that arise, subject to the approval of the appointing authority.

C. Right of entry. Where it is necessary to make an inspection to enforce the provisions of this code, or whenever the code official has reasonable cause to believe that there exists in a structure or upon a premises a condition in violation of this code, the code official is authorized to enter the structure or premises at reasonable times to inspect or perform the duties imposed by this code, provided that such entry is authorized by the property owner~~if such structure or premises is occupied the code official shall present credentials to the occupant and request entry~~. If such structure or premises is unoccupied, the code official shall first make a reasonable effort to locate and contact the owner, owner's authorized agent or other person having charge or control of the structure or premises and request entry. If entry is refused, the code official shall have recourse to the remedies provided by law to secure entry.

D. Identification. The code official shall carry proper identification when inspecting structures or premises in the performance of duties under this code.

E. Notices and orders. The code official shall issue all necessary notices or orders to ensure compliance with this code.

F. Department records. The code official shall keep official records of all business and activities of the department specified in the provisions of this code. Such records shall be retained in the official records for the period required for retention of public records.

SECTION 88-5, ~~APPROVAL~~

~~A. Modifications. Whenever there are practical difficulties involved in carrying out the provisions of this code, the code official shall have the authority to grant modifications for~~

~~individual cases upon application of the owner or owner's authorized agent, provided the code official shall first find that special individual reason makes the strict letter of this code impractical, the modification is in compliance with the intent and purpose of this code and that such modification does not lessen health, life and fire safety requirements. The details of action granting modifications shall be recorded and entered in the department files.~~

~~B. Used material and equipment. The use of used materials that meet the requirements of this code for new materials is permitted. Materials, equipment and devices shall not be reused unless such elements are in good repair or have been reconditioned and tested where necessary, placed in good and proper working condition and approved by the code official. Reserved.~~

SECTION 88-6, VIOLATIONS

A. Unlawful acts. It shall be unlawful for a person, firm or corporation to be in conflict with or in violation of any of the provisions of this code.

B. Notice of violation. The code official shall serve a notice of violation or order in accordance with ~~Section 88-7~~ the Town Code of Ordinances, Chapter 2, Division V.

~~C. Prosecution of violation. Any person failing to comply with a notice of violation or order served in accordance with Section 88-7 shall be deemed guilty of a misdemeanor or civil infraction as determined by the local municipality, and the violation shall be deemed a strict liability offense. If the notice of violation is not complied with, the code official shall institute the appropriate proceeding at law or in equity to restrain, correct or abate such violation, or to require the removal or termination of the unlawful occupancy of the structure in violation of the provisions of this code or of the order or direction made pursuant thereto. Any action taken by the authority having jurisdiction on such premises shall be charged against the real estate upon which the structure is located and shall be a lien upon such real estate. The prosecution of a violation shall be in accordance with the Town Code of Ordinances, Chapter 2, Division V.~~

D. Violation penalties. Any person who shall violate a provision of this code, or fail to comply therewith, or with any of the requirements thereof, shall be prosecuted within the limits provided by state or local laws. Each day that a violation continues after due notice has been served shall be deemed a separate offense.

E. Abatement of violation. The imposition of the penalties herein prescribed shall not preclude the legal officer of the jurisdiction from instituting appropriate action to restrain, correct or abate a violation, or to prevent illegal occupancy of a building, structure or premises, or to stop an illegal act, conduct, business or utilization of the building, structure or premises.

SECTION 88-7, NOTICES AND ORDERS

A. Notice to person responsible. Whenever the code official determines that there has been a violation of this code or has grounds to believe that a violation has occurred, notice ~~shall be given shall be in accordance with the Town Code of Ordinances, Chapter 2, Division V in the manner prescribed in Sections 88-7.B and 88-7.C to the person responsible for the violation as~~

~~specified in this code. Notices for condemnation procedures shall also comply with Section 88-8.E.~~

~~B. Form. Such notice prescribed in Section 88-7.A shall be in accordance with all of the following:~~

- ~~_____ 1. Be in writing.~~
- ~~_____ 2. Include a description of the real estate sufficient for identification.~~
- ~~_____ 3. Include a statement of the violation or violations and why the notice is being issued.~~
- ~~_____ 4. Include a correction order allowing a reasonable time to make the repairs and improvements required to bring the dwelling unit or structure into compliance with the provisions of this code.~~
- ~~_____ 5. Inform the property owner or owner's authorized agent of the right to appeal.~~
- ~~_____ 6. Include a statement of the right to file a lien in accordance with Section 88-6.C.~~

~~C. Method of service. Such notice shall be deemed to be properly served if a copy thereof is:~~

- ~~_____ 1. Delivered personally;~~
- ~~_____ 2. Sent by certified or first-class mail addressed to the last known address; or~~
- ~~_____ 3. If the notice is returned showing that the letter was not delivered, a copy thereof shall be posted in a conspicuous place in or about the structure affected by such notice.~~

D. Unauthorized tampering. Signs, tags or seals posted or affixed by the code official shall not be mutilated, destroyed or tampered with, or removed without authorization from the code official.

E. Penalties. Penalties for noncompliance with orders and notices shall be in accordance with the Town Code of Ordinances, Chapter 2, Division V ~~shall be as set forth in Section 88-6.D.~~

F. Transfer of ownership. It shall be unlawful for the owner of any dwelling unit or structure who has received a compliance order or upon whom a notice of violation has been served to sell, transfer, mortgage, lease or otherwise dispose of such dwelling unit or structure to another until the provisions of the compliance order or notice of violation have been complied with, or until such owner or the owner's authorized agent shall first furnish the grantee, transferee, mortgagee or lessee a true copy of any compliance order or notice of violation issued by the code official and shall furnish to the code official a signed and notarized statement from the grantee, transferee, mortgagee or lessee, acknowledging the receipt of such compliance order or notice of violation and fully accepting the responsibility without condition for making the corrections or repairs required by such compliance order or notice of violation.

SECTION 88-8, UNSAFE STRUCTURES AND EQUIPMENT

A. General. When a structure or equipment is found by the code official to be unsafe, or when a structure is found unfit for human occupancy, or is found unlawful, such structure shall be condemned pursuant to the provisions of this code.

1. Unsafe structures. An unsafe structure is one that is found to be dangerous to the life, health, property or safety of the public or the occupants of the structure by not providing minimum safeguards to protect or warn occupants in the event of fire, or because such structure contains unsafe equipment or is so damaged, decayed, dilapidated, structurally unsafe or of such faulty construction or unstable foundation, that partial or complete collapse is possible.

2. Unsafe equipment. Unsafe equipment includes any boiler, heating equipment, elevator, moving stairway, electrical wiring or device, flammable liquid containers or other equipment on the premises or within the structure which is in such disrepair or condition that such equipment is a hazard to life, health, property or safety of the public or occupants of the premises or structure.

3. Structure unfit for human occupancy. A structure is unfit for human occupancy whenever the code official finds that such structure is unsafe, unlawful or, because of the degree to which the structure is in disrepair or lacks maintenance, is insanitary, vermin or rat infested, contains filth and contamination, or lacks ventilation, illumination, sanitary or heating facilities or other essential equipment required by this code, or because the location of the structure constitutes a hazard to the occupants of the structure or to the public.

B. Unlawful structure. An unlawful structure is one found in whole or in part to be occupied by more persons than permitted under this code, or was erected, altered or occupied contrary to law.

C. Dangerous structure or premises. For the purpose of this code, any structure or premises that has any or all of the conditions or defects described below shall be considered dangerous:

1. Any door, aisle, passageway, stairway, exit or other means of egress that does not conform to the approved building or fire code of the jurisdiction as related to the requirements for existing buildings.

2. The walking surface of any aisle, passageway, stairway, exit or other means of egress is so warped, worn loose, torn or otherwise unsafe as to not provide safe and adequate means of egress.

3. Any portion of a building, structure or appurtenance that has been damaged by fire, earthquake, wind, flood, deterioration, neglect, abandonment, vandalism or by any other cause to such an extent that it is likely to partially or completely collapse, or to become detached or dislodged.

4. Any portion of a building, or any member, appurtenance or ornamentation on the exterior thereof that is not of sufficient strength or stability, or is not so anchored, attached or fastened in place so as to be capable of resisting natural or artificial loads of one and one-half the original designed value.

5. The building or structure, or part of the building or structure, because of dilapidation, deterioration, decay, faulty construction, the removal or movement of some portion of the ground necessary for the support, or for any other reason, is likely to partially or completely collapse, or some portion of the foundation or underpinning of the building or structure is likely to fail or give way.

6. The building or structure, or any portion thereof, is clearly unsafe for its use and occupancy.

7. The building or structure is neglected, damaged, dilapidated, unsecured or abandoned so as to become an attractive nuisance to children who might play in the building or structure to their danger, becomes a harbor for vagrants, criminals or immoral persons, or enables persons to resort to the building or structure for committing a nuisance or an unlawful act.

8. Any building or structure has been constructed, exists or is maintained in violation of any specific requirement or prohibition applicable to such building or structure provided by the approved building or fire code of the jurisdiction, or of any law or ordinance to such an extent as to present either a substantial risk of fire, building collapse or any other threat to life and safety.

9. A building or structure, used or intended to be used for dwelling purposes, because of inadequate maintenance, dilapidation, decay, damage, faulty construction or arrangement, inadequate light, ventilation, mechanical or plumbing system, or otherwise, is determined by the code official to be unsanitary, unfit for human habitation or in such a condition that is likely to cause sickness or disease.

10. Any building or structure, because of a lack of sufficient or proper fire-resistance-rated construction, fire protection systems, electrical system, fuel connections, mechanical system, plumbing system or other cause, is determined by the code official to be a threat to life or health.

11. Any portion of a building remains on a site after the demolition or destruction of the building or structure or whenever any building or structure is abandoned so as to constitute such building or portion thereof as an attractive nuisance or hazard to the public.

D. Closing of vacant structures. If the structure is vacant and unfit for human habitation and occupancy, and is not in danger of structural collapse, the code official is authorized to post a placard of condemnation on the premises and order the structure closed up so as not to be an attractive nuisance. Upon failure of the owner or owner's authorized agent to close up the

premises within the time specified in the order, the code official shall cause the premises to be closed and secured through any available public agency or by contract or arrangement by private persons and the cost thereof shall be charged against the real estate upon which the structure is located and shall be a lien upon such real estate and shall be collected by any other legal resource.

1. Authority to disconnect service utilities.

The code official shall have the authority to authorize disconnection of utility service to the building, structure or system regulated by this code and the referenced codes and standards set forth in Section 88-2.G in case of emergency where necessary to eliminate an immediate hazard to life or property or where such utility connection has been made without approval. The code official shall notify the serving utility and, whenever possible, the owner or owner's authorized agent and occupant of the building, structure or service system of the decision to disconnect prior to taking such action. If not notified prior to disconnection the owner, owner's authorized agent or occupant of the building structure or service system shall be notified in writing as soon as practical thereafter.

E. Notice. Whenever the code official has condemned a structure or equipment under the provisions of this section, notice shall be posted in a conspicuous place in or about the structure affected by such notice and served on the owner, owner's authorized agent or the person or persons responsible for the structure or equipment in accordance with Section 88-7.C. If the notice pertains to equipment, it shall be placed on the condemned equipment. The notice shall be in the form prescribed in Section 88-7.B.

F. Placarding. Upon failure of the owner, owner's authorized agent or person responsible to comply with the notice provisions within the time given, the code official shall post on the premises or on defective equipment a placard bearing the word "Condemned" and a statement of the penalties provided for occupying the premises, operating the equipment or removing the placard.

1. Placard removal. The code official shall remove the condemnation placard whenever the defect or defects upon which the condemnation and placarding action were based have been eliminated. Any person who defaces or removes a condemnation placard without the approval of the code official shall be subject to the penalties provided by this code.

G. Prohibited occupancy. Any occupied structure condemned and placarded by the code official shall be vacated as ordered by the code official. Any person who shall occupy a placarded premises or shall operate placarded equipment, and any owner, owner's authorized agent or person responsible for the premises who shall let anyone occupy a placarded premises or operate placarded equipment shall be liable for the penalties provided by this code.

H. Abatement methods. The owner, owner's authorized agent, operator or occupant of a building, premises or equipment deemed unsafe by the code official shall abate or cause to be abated or corrected such unsafe conditions either by repair, rehabilitation, demolition or other approved corrective action.

I. Record. The code official shall cause a report to be filed on an unsafe condition. The report shall state the occupancy of the structure and the nature of the unsafe condition.

SECTION 88-9, EMERGENCY MEASURES

A. Imminent danger. When, in the opinion of the code official, there is imminent danger of failure or collapse of a building or structure that endangers life, or when any structure or part of a structure has fallen and life is endangered by the occupation of the structure, or when there is actual or potential danger to the building occupants or those in the proximity of any structure because of explosives, explosive fumes or vapors or the presence of toxic fumes, gases or materials, or operation of defective or dangerous equipment, the code official is hereby authorized and empowered to order and require the occupants to vacate the premises forthwith. The code official shall cause to be posted at each entrance to such structure a notice reading as follows: "This Structure Is Unsafe and Its Occupancy Has Been Prohibited by the Code Official." It shall be unlawful for any person to enter such structure except for the purpose of securing the structure, making the required repairs, removing the hazardous condition or of demolishing the same.

B. Temporary safeguards. Notwithstanding other provisions of this code, whenever, in the opinion of the code official, there is imminent danger due to an unsafe condition, the code official shall order the necessary work to be done, including the boarding up of openings, to render such structure temporarily safe whether or not the legal procedure herein described has been instituted; and shall cause such other action to be taken as the code official deems necessary to meet such emergency.

C. Closing streets. When necessary for public safety, the code official shall temporarily close structures and close, or order the authority having jurisdiction to close, sidewalks, streets, public ways and places adjacent to unsafe structures, and prohibit the same from being utilized.

D. Emergency repairs. For the purposes of this section, the code official shall employ the necessary labor and materials to perform the required work as expeditiously as possible.

E. Costs of emergency repairs. Costs incurred in the performance of emergency work shall be paid by the jurisdiction. The legal counsel of the jurisdiction shall institute appropriate action against the owner of the premises or owner's authorized agent where the unsafe structure is or was located for the recovery of such costs.

F. Hearing. Any person ordered to take emergency measures shall comply with such order forthwith. Any affected person shall thereafter, upon petition directed to the Code Enforcement Board, be afforded a hearing as described in Chapter 2, Administration, Article V, Code Enforcement.

SECTION 88-10, DEMOLITION

A. General. The code official shall order the owner or owner's authorized agent of any premises upon which is located any structure, which in the code official's or owner's authorized agent judgment after review is so deteriorated or dilapidated or has become so out of repair as to be dangerous, unsafe, insanitary or otherwise unfit for human habitation or occupancy, and such that it is unreasonable to repair the structure, to demolish and remove such structure; or if such structure is capable of being made safe by repairs, to repair and make safe and sanitary, or to board up and hold for future repair or to demolish and remove at the owner's option; or where there has been a cessation of normal construction of any structure for a period of more than two years, the code official shall order the owner or owner's authorized agent to demolish and remove such structure, or board up until future repair. Boarding the building up for future repair shall not extend beyond one year, unless approved by the building official.

B. Notices and orders. Notices and orders shall comply with Section 88-7.

C. Failure to comply. If the owner of a premises or owner's authorized agent fails to comply with a demolition order within the time prescribed, the code official shall cause the structure to be demolished and removed, either through an available public agency or by contract or arrangement with private persons, and the cost of such demolition and removal shall be charged against the real estate upon which the structure is located and shall be a lien upon such real estate.

SECTION 88-11, MEANS OF APPEAL

A. ~~Application for appeal. Any person directly affected by a decision of the code official or a notice or order issued under this code shall have the right to appeal to the Code Enforcement Board, in accordance with Chapter 2, Administration, Article V, Code Enforcement. An application for appeal shall be based on a claim that the true intent of this code or the rules legally adopted thereunder have been incorrectly interpreted, the provisions of this code do not fully apply, or the requirements of this code are adequately satisfied by other means.~~ Appeals and hearings shall be in accordance with the Town Code of Ordinances, Chapter 2, Division V.

SECTION 88-12, STOP WORK ORDER

A. Authority. Whenever the code official finds any work regulated by this code being performed in a manner contrary to the provisions of this code or in a dangerous or unsafe manner, the code official is authorized to issue a stop work order.

B. Issuance. A stop work order shall be in writing and shall be given to the owner of the property, to the owner's authorized agent, or to the person doing the work. Upon issuance of a stop work order, the cited work shall immediately cease. The stop work order shall state the reason for the order and the conditions under which the cited work is authorized to resume.

C. Emergencies. Where an emergency exists, the code official shall not be required to give a written notice prior to stopping the work.

ARTICLE 2 - DEFINITIONS

SECTION 88-13, GENERAL

A. Scope. Unless otherwise expressly stated, the following terms shall, for the purposes of this code, have the meanings shown in this chapter.

B. Interchangeability. Words stated in the present tense include the future; words stated in the masculine gender include the feminine and neuter; the singular number includes the plural and the plural, the singular.

C. Terms defined in other codes. Where terms are not defined in this code and are defined in the Florida Building Codes, the Florida Fire Prevention Code, or NFPA 70, such terms shall have the meanings ascribed to them as stated in those codes.

D. Terms not defined. Where terms are not defined through the methods authorized by this section, such terms shall have ordinarily accepted meanings such as the context implies.

E. Parts. Whenever the words “dwelling unit,” “dwelling,” “premises,” “building,” “rooming house,” “rooming unit,” “housekeeping unit” or “story” are stated in this code, they shall be construed as though they were followed by the words “or any part thereof.”

SECTION 88-14, GENERAL DEFINITIONS

ANCHORED. Secured in a manner that provides positive connection.

APPROVED. Acceptable to the code official.

BASEMENT. That portion of a building which is partly or completely below grade.

BATHROOM. A room containing plumbing fixtures including a bathtub or shower.

BEDROOM. Any room or space used or intended to be used for sleeping purposes in either a dwelling or sleeping unit.

CODE OFFICIAL. The official who is charged with the administration and enforcement of this code, or any duly authorized representative.

CONDEMN. To adjudge unfit for occupancy.

COST OF SUCH DEMOLITION OR EMERGENCY REPAIRS. The costs shall include the actual costs of the demolition or repair of the structure less revenues obtained if salvage was conducted prior to demolition or repair. Costs shall include, but not be limited to, expenses incurred or necessitated related to demolition or emergency repairs, such as asbestos survey and abatement if necessary; costs of inspectors, testing agencies or experts retained relative to the demolition or emergency repairs; costs of testing; surveys for other materials that are controlled

or regulated from being dumped in a landfill; title searches; mailing(s); postings; recording; and attorney fees expended for recovering of the cost of emergency repairs or to obtain or enforce an order of demolition made by a code official, the governing body or board of appeals.

DETACHED. When a structural element is physically disconnected from another and that connection is necessary to provide a positive connection.

DETERIORATION. To weaken, disintegrate, corrode, rust or decay and lose effectiveness.

DWELLING UNIT. A single unit providing complete, independent living facilities for one or more persons, including permanent provisions for living, sleeping, eating, cooking and sanitation.

EASEMENT. That portion of land or property reserved for present or future use by a person or agency other than the legal fee owner(s) of the property. The easement shall be permitted to be for use under, on or above a said lot or lots.

EQUIPMENT SUPPORT. Those structural members or assemblies of members or manufactured elements, including braces, frames, lugs, snuggers, hangers or saddles, that transmit gravity load, lateral load and operating load between the equipment and the structure.

EXTERIOR PROPERTY. The open space on the premises and on adjoining property under the control of owners or operators of such premises.

GARBAGE. The animal or vegetable waste resulting from the handling, preparation, cooking and consumption of food.

GUARD. A building component or a system of building components located at or near the open sides of elevated walking surfaces that minimizes the possibility of a fall from the walking surface to a lower level.

HABITABLE SPACE. Space in a structure for living, sleeping, eating or cooking. Bathrooms, toilet rooms, closets, halls, storage or utility spaces, and similar areas are not considered habitable spaces.

HISTORIC BUILDING. Any building or structure that is one or more of the following:

1. Listed or certified as eligible for listing, by the State Historic Preservation Officer or the Keeper of the National Register of Historic Places, in the National Register of Historic Places.
2. Designated as historic under an applicable state or local law.
3. Certified as a contributing resource within a National Register or state or locally designated historic district.

HOUSEKEEPING UNIT. A room or group of rooms forming a single habitable space equipped and intended to be used for living, sleeping, cooking and eating which does not contain, within such a unit, a toilet, lavatory and bathtub or shower.

IMMINENT DANGER. A condition which could cause serious or life-threatening injury or death at any time.

INFESTATION. The presence, within or contiguous to, a structure or premises of insects, rats, vermin or other pests.

INOPERABLE MOTOR VEHICLE. A vehicle which cannot be driven upon the public streets for reason including but not limited to being unlicensed, wrecked, abandoned, in a state of disrepair, or incapable of being moved under its own power.

LABELED. Equipment, materials or products to which have been affixed a label, seal, symbol or other identifying mark of a nationally recognized testing laboratory, inspection agency or other organization concerned with product evaluation that maintains periodic inspection of the production of the above-labeled items and whose labeling indicates either that the equipment, material or product meets identified standards or has been tested and found suitable for a specified purpose.

LET FOR OCCUPANCY or LET. To permit, provide or offer possession or occupancy of a dwelling, dwelling unit, rooming unit, building, premise or structure by a person who is or is not the legal owner of record thereof, pursuant to a written or unwritten lease, agreement or license, or pursuant to a recorded or unrecorded agreement of contract for the sale of land.

NEGLECT. The lack of proper maintenance for a building or structure.

OCCUPANCY. The purpose for which a building or portion thereof is utilized or occupied.

OCCUPANT. Any individual living or sleeping in a building, or having possession of a space within a building.

OPENABLE AREA. That part of a window, skylight or door which is available for unobstructed ventilation and which opens directly to the outdoors.

OPERATOR. Any person who has charge, care or control of a structure or premises which is let or offered for occupancy.

OWNER. Any person, agent, operator, firm or corporation having legal or equitable interest in the property; or recorded in the official records of the state, county or municipality as holding title to the property; or otherwise having control of the property, including the guardian of the estate of any such person, and the executor or administrator of the estate of such person if ordered to take possession of real property by a court.

PERSON. An individual, corporation, partnership or any other group acting as a unit.

PEST ELIMINATION. The control and elimination of insects, rodents or other pests by eliminating their harborage places; by removing or making inaccessible materials that serve as their food or water; by other approved pest elimination methods.

PREMISES. A lot, plot or parcel of land, easement or public way, including any structures thereon.

PUBLIC WAY. Any street, alley or similar parcel of land essentially unobstructed from the ground to the sky, which is deeded, dedicated or otherwise permanently appropriated to the public for public use.

ROOMING HOUSE. A building arranged or occupied for lodging, with or without meals, for compensation and not occupied as a one- or two-family dwelling.

ROOMING UNIT. Any room or group of rooms forming a single habitable unit occupied or intended to be occupied for sleeping or living, but not for cooking purposes.

RUBBISH. Combustible and noncombustible waste materials, except garbage; the term shall include the residue from the burning of wood, coal, coke and other combustible materials, paper, rags, cartons, boxes, wood, excelsior, rubber, leather, tree branches, yard trimmings, tin cans, metals, mineral matter, glass, crockery and dust and other similar materials.

SLEEPING UNIT. A room or space in which people sleep, which can also include permanent provisions for living, eating and either sanitation or kitchen facilities, but not both. Such rooms and spaces that are also part of a dwelling unit are not sleeping units.

STRICT LIABILITY OFFENSE. An offense in which the prosecution in a legal proceeding is not required to prove criminal intent as a part of its case. It is enough to prove that the defendant either did an act which was prohibited, or failed to do an act which the defendant was legally required to do.

STRUCTURE. That which is built or constructed or a portion thereof.

TENANT. A person, corporation, partnership or group, whether or not the legal owner of record, occupying a building or portion thereof as a unit.

TOILET ROOM. A room containing a water closet or urinal but not a bathtub or shower.

ULTIMATE DEFORMATION. The deformation at which failure occurs and which shall be deemed to occur if the sustainable load reduces to 80 percent or less of the maximum strength.

VENTILATION. The natural or mechanical process of supplying conditioned or unconditioned air to, or removing such air from, any space.

WORKMANLIKE. Executed in a skilled manner; e.g., generally plumb, level, square, in line, undamaged and without marring adjacent work.

YARD. An open space on the same lot with a structure

ARTICLE 3 - GENERAL REQUIREMENTS

SECTION 88-15, GENERAL

A. Scope. The provisions of this chapter shall govern the minimum conditions and the responsibilities of persons for maintenance of structures, equipment and exterior property.

B. Responsibility. The owner of the premises shall maintain the structures and exterior property in compliance with these requirements, except as otherwise provided for in this code. A person shall not occupy as owner-occupant or permit another person to occupy premises that are not in a sanitary and safe condition and that do not comply with the requirements of this chapter. Occupants of a dwelling unit, rooming unit or housekeeping unit are responsible for keeping in a clean, sanitary and safe condition that part of the dwelling unit, rooming unit, housekeeping unit or premises which they occupy and control.

C. Vacant structures and land. Vacant structures and premises thereof or vacant land shall be maintained in a clean, safe, secure and sanitary condition as provided herein so as not to cause a blighting problem or adversely affect the public health or safety.

SECTION 88-16, EXTERIOR PROPERTY AREAS

A. Sanitation. Exterior property and premises shall be maintained in a clean, safe and sanitary condition. The occupant shall keep that part of the exterior property that such occupant occupies or controls in a clean and sanitary condition.

B. Grading and drainage. Premises shall be graded and maintained to prevent the erosion of soil and to prevent the accumulation of stagnant water thereon, or within any structure located thereon.

Exception: Approved retention areas and reservoirs.

C. Sidewalks and driveways. Sidewalks, walkways, stairs, driveways, parking spaces and similar areas shall be kept in a proper state of repair, and maintained free from hazardous conditions.

D. Weeds. Premises and exterior property shall be maintained free from weeds or plant growth in excess of 8 inches. Noxious weeds shall be prohibited. Weeds shall be defined as all grasses, annual plants and vegetation, other than trees or shrubs provided; however, this term shall not include cultivated flowers and gardens. Upon failure of the owner or agent having charge of a property to cut and destroy weeds after service of a notice of violation, they shall be subject to prosecution in accordance with Section 88-6.C and as prescribed by the authority having

jurisdiction. Upon failure to comply with the notice of violation, any duly authorized employee of the jurisdiction or contractor hired by the jurisdiction shall be authorized to enter upon the property in violation and cut and destroy the weeds growing thereon, and the costs of such removal shall be paid by the owner or agent responsible for the property.

E. Rodent harborage. Structures and exterior property shall be kept free from rodent harborage and infestation. Where rodents are found, they shall be promptly exterminated by approved processes that will not be injurious to human health. After pest elimination, proper precautions shall be taken to eliminate rodent harborage and prevent reinfestation.

F. Exhaust vents. Pipes, ducts, conductors, fans or blowers shall not discharge gases, steam, vapor, hot air, grease, smoke, odors or other gaseous or particulate wastes directly upon abutting or adjacent public or private property or that of another tenant.

G. Accessory structures. Accessory structures, including detached garages, fences and walls, shall be maintained structurally sound and in good repair.

H. Motor vehicles. Except as provided for in other regulations, no inoperative or unlicensed motor vehicle shall be parked, kept or stored on any premises, and no vehicle shall at any time be in a state of major disassembly, disrepair, or in the process of being stripped or dismantled. Painting of vehicles is prohibited unless conducted inside an approved spray booth.

Exception: A vehicle of any type is permitted to undergo major overhaul, including body work, provided that such work is performed inside a structure or similarly enclosed area designed and approved for such purposes.

I. Defacement of property. No person shall willfully or wantonly damage, mutilate or deface any exterior surface of any structure or building on any private or public property by placing thereon any marking, carving or graffiti. It shall be the responsibility of the owner to restore said surface to an approved state of maintenance and repair.

SECTION 88-17, SWIMMING POOLS, SPAS AND HOT TUBS

A. Swimming pools. Swimming pools shall be maintained in a clean and sanitary condition, and in good repair.

B. Enclosures. Private swimming pools, hot tubs and spas, containing water more than 24 inches in depth shall be completely surrounded by a fence or barrier not less than 48 inches in height above the finished ground level measured on the side of the barrier away from the pool. Gates and doors in such barriers shall be self-closing and self-latching. Where the self-latching device is not less than 54 inches above the bottom of the gate, the release mechanism shall be located on the pool side of the gate. Self-closing and self-latching gates shall be maintained such that the gate will positively close and latch when released from an open position of 6 inches from the gatepost. No existing pool enclosure shall be removed, replaced or changed in a manner that reduces its effectiveness as a safety barrier.

Exception: Spas or hot tubs with a safety cover that complies with ASTM F 1346 shall be exempt from the provisions of this section.

SECTION 88-18, EXTERIOR STRUCTURE

A. General. The exterior of a structure shall be maintained in good repair, structurally sound and sanitary so as not to pose a threat to the public health, safety or welfare.

B. Unsafe conditions. The following conditions shall be determined as unsafe and shall be repaired or replaced to comply with the Florida Building Code or the Florida Existing Building Code as required for existing buildings:

1. The nominal strength of any structural member is exceeded by nominal loads, the load effects or the required strength;
2. The anchorage of the floor or roof to walls or columns, and of walls and columns to foundations is not capable of resisting all nominal loads or load effects;
3. Structures or components thereof that have reached their limit state;
4. Siding and masonry joints including joints between the building envelope and the perimeter of windows, doors and skylights are not maintained, weather resistant or water tight;
5. Structural members that have evidence of deterioration or that are not capable of safely supporting all nominal loads and load effects;
6. Foundation systems that are not firmly supported by footings, are not plumb and free from open cracks and breaks, are not properly anchored or are not capable of supporting all nominal loads and resisting all load effects;
7. Exterior walls that are not anchored to supporting and supported elements or are not plumb and free of holes, cracks or breaks and loose or rotting materials, are not properly anchored or are not capable of supporting all nominal loads and resisting all load effects;
8. Roofing or roofing components that have defects that admit rain, roof surfaces with inadequate drainage, or any portion of the roof framing that is not in good repair with signs of deterioration, fatigue or without proper anchorage and incapable of supporting all nominal loads and resisting all load effects;
9. Flooring and flooring components with defects that affect serviceability or flooring components that show signs of deterioration or fatigue, are not properly anchored or are incapable of supporting all nominal loads and resisting all load effects;

10. Veneer, cornices, belt courses, corbels, trim, wall facings and similar decorative features not properly anchored or that are anchored with connections not capable of supporting all nominal loads and resisting all load effects;

11. Overhang extensions or projections including, but not limited to, trash chutes, canopies, marquees, signs, awnings, fire escapes, standpipes and exhaust ducts not properly anchored or that are anchored with connections not capable of supporting all nominal loads and resisting all load effects;

12. Exterior stairs, decks, porches, balconies and all similar appurtenances attached thereto, including guards and handrails, are not structurally sound, not properly anchored or that are anchored with connections not capable of supporting all nominal loads and resisting all load effects; or

13. Chimneys, cooling towers, smokestacks and similar appurtenances not structurally sound or not properly anchored, or that are anchored with connections not capable of supporting all nominal loads and resisting all load effects.

Exceptions:

1. Where substantiated otherwise by an approved method.

2. Demolition of unsafe conditions shall be permitted where approved by the code official.

C. Protective treatment. Exterior surfaces, including but not limited to, doors, door and window frames, cornices, porches, trim, balconies, decks and fences, shall be maintained in good condition. Exterior wood surfaces, other than decay-resistant woods, shall be protected from the elements and decay by painting or other protective covering or treatment. Peeling, flaking and chipped paint shall be eliminated and surfaces repainted. Siding and masonry joints, as well as those between the building envelope and the perimeter of windows, doors and skylights, shall be maintained weather resistant and water tight. Metal surfaces subject to rust or corrosion shall be coated to inhibit such rust and corrosion, and surfaces with rust or corrosion shall be stabilized and coated to inhibit future rust and corrosion. ~~Oxidation stains shall be removed from exterior surfaces. Surfaces designed for stabilization by oxidation are exempt from this requirement.~~

D. Premises identification. Buildings shall have approved address numbers placed in a position to be plainly legible and visible from the street or road fronting the property. These numbers shall contrast with their background. ~~Address numbers shall be Arabic numerals or alphabet letters. Numbers shall be not less than 4 inches in height with a minimum stroke width of 0.5 inch maintained free from deterioration, and shall be capable of safely supporting the imposed dead and live loads.~~

E. Foundation walls. Foundation walls shall be maintained plumb and free from open cracks and breaks and shall be kept in such condition so as to prevent the entry of rodents and other pests.

F. Exterior walls. Exterior walls shall be free from holes, breaks, and loose or rotting materials; and maintained weatherproof and properly surface coated where required to prevent deterioration.

G. Roofs and drainage. The roof and flashing shall be sound, tight and not have defects that admit rain. Roof drainage shall be adequate to prevent dampness or deterioration in the walls or interior portion of the structure. Roof drains, gutters and downspouts shall be maintained in good repair and free from obstructions. Roof water shall not be discharged in a manner that creates a public nuisance.

H. Decorative features. Cornices, belt courses, corbels, terra cotta trim, wall facings and similar decorative features shall be maintained in good repair with proper anchorage and in a safe condition.

I. Overhang extensions. Overhang extensions including, but not limited to, canopies, marquees, signs, metal awnings, fire escapes, standpipes and exhaust ducts shall be maintained in good repair and be properly anchored so as to be kept in a sound condition. Where required, all exposed surfaces of metal or wood shall be protected from the elements and against decay or rust by periodic application of weather-coating materials, such as paint or similar surface treatment.

J. Stairways, decks, porches and balconies. Every exterior stairway, deck, porch and balcony, and all appurtenances attached thereto, shall be maintained structurally sound, in good repair, with proper anchorage and capable of supporting the imposed loads.

K. Chimneys and towers. Chimneys, cooling towers, smoke stacks, and similar appurtenances shall be maintained structurally safe and sound, and in good repair. Exposed surfaces of metal or wood shall be protected from the elements and against decay or rust by periodic application of weathercoating materials, such as paint or similar surface treatment.

L. Handrails and guards. Every handrail and guard shall be firmly fastened and capable of supporting normally imposed loads and shall be maintained in good condition.

M. Window, skylight and door frames. Every window, skylight, door and frame shall be kept in sound condition, good repair and weather tight.

1. Glazing. Glazing materials shall be maintained free from cracks and holes.

2. Openable windows. Every window, other than a fixed window, shall be easily openable and capable of being held in position by window hardware.

N. Insect screens. Every door, window and other outside opening required for ventilation of ~~habitable rooms~~, food preparation areas, food service areas or any areas where products to be included or utilized in food for human consumption are processed, manufactured, packaged or stored shall be supplied with approved tightly fitting screens of minimum 16 mesh per inch (16 mesh per 25 mm), and every screen door used for insect control shall have a self-closing device in good working condition.

Exception: Screens shall not be required where other approved means, such as air curtains or insect repellent fans, are employed.

O. Doors. Exterior doors, door assemblies, operator systems if provided, and hardware shall be maintained in good condition. Locks at all entrances to dwelling units and sleeping units shall tightly secure the door. Locks on means of egress doors shall be in accordance with Section 88-43.C.

P. Basement hatchways. Every basement hatchway shall be maintained to prevent the entrance of rodents, rain and surface drainage water.

Q. Guards for basement windows. Every basement window that is openable shall be supplied with rodent shields, storm windows or other approved protection against the entry of rodents.

R. Building security. Doors, windows or hatchways for dwelling units, room units or housekeeping units shall be provided with devices designed to provide security for the occupants and property within.

~~1. Doors. Doors providing access to a dwelling unit, rooming unit or housekeeping unit that is rented, leased or let shall be equipped with a deadbolt lock designed to be readily openable from the side from which egress is to be made without the need for keys, special knowledge or effort and shall have a minimum lock throw of 1 inch. Such deadbolt locks shall be installed according to the manufacturer's specifications and maintained in good working order. For the purpose of this section, a sliding bolt shall not be considered an acceptable deadbolt lock.~~

~~2. Windows. Operable windows located in whole or in part within 6 feet above ground level or a walking surface below that provide access to a dwelling unit, rooming unit or housekeeping unit that is rented, leased or let shall be equipped with a window sash locking device.~~

~~3. Basement hatchways. Basement hatchways that provide access to a dwelling unit, rooming unit or housekeeping unit that is rented, leased or let shall be equipped with devices that secure the units from unauthorized entry.~~

S. Gates. Exterior gates, gate assemblies, operator systems if provided, and hardware shall be maintained in good condition. Latches at all entrances shall tightly secure the gates.

SECTION 88-19, INTERIOR STRUCTURE

A. General. The interior of a structure and equipment therein shall be maintained in good repair, structurally sound and in a sanitary condition. Occupants shall keep that part of the structure that they occupy or control in a clean and sanitary condition. Every owner of a structure containing a rooming house, housekeeping units, a hotel, a dormitory, two or more dwelling units or two or

more nonresidential occupancies, shall maintain, in a clean and sanitary condition, the shared or public areas of the structure and exterior property.

B. Unsafe conditions. The following conditions shall be determined as unsafe and shall be repaired or replaced to comply with the Florida Building Code or the Florida Existing Building Code as required for existing buildings:

1. The nominal strength of any structural member is exceeded by nominal loads, the load effects or the required strength;
2. The anchorage of the floor or roof to walls or columns, and of walls and columns to foundations is not capable of resisting all nominal loads or load effects;
3. Structures or components thereof that have reached their limit state;
4. Structural members are incapable of supporting nominal loads and load effects;
5. Stairs, landings, balconies and all similar walking surfaces, including guards and handrails, are not structurally sound, not properly anchored or are anchored with connections not capable of supporting all nominal loads and resisting all load effects;
6. Foundation systems that are not firmly supported by footings are not plumb and free from open cracks and breaks, are not properly anchored or are not capable of supporting all nominal loads and resisting all load effects.

Exceptions:

1. Where substantiated otherwise by an approved method.
2. Demolition of unsafe conditions shall be permitted when approved by the code official.

C. Structural members. Structural members shall be maintained structurally sound, and be capable of supporting the imposed loads.

D. Interior surfaces. Interior surfaces, including windows and doors, shall be maintained in good, clean and sanitary condition. Peeling, chipping, flaking or abraded paint shall be repaired, removed or covered. Cracked or loose plaster, decayed wood and other defective surface conditions shall be corrected.

E. Stairs and walking surfaces. Every stair, ramp, landing, balcony, porch, deck or other walking surface shall be maintained in sound condition and good repair.

F. Handrails and guards. Every handrail and guard shall be firmly fastened and capable of supporting normally imposed loads and shall be maintained in good condition.

G. Interior doors. Every interior door shall fit reasonably well within its frame and shall be capable of being opened and closed by being properly and securely attached to jambs, headers or tracks as intended by the manufacturer of the attachment hardware.

SECTION 88-20, COMPONENT SERVICEABILITY

A. General. The components of a structure and equipment therein shall be maintained in good repair, structurally sound and in a sanitary condition.

~~B. Unsafe conditions. Where any of the following conditions cause the component or system to be beyond its limit state, the component or system shall be determined as unsafe and shall be repaired or replaced to comply with the Florida Building Code or the Florida Existing Building Code as required for existing buildings:~~

- ~~1. Soils that have been subjected to any of the following conditions:~~
 - ~~1.1. Collapse of footing or foundation system;~~
 - ~~1.2. Damage to footing, foundation, concrete or other structural element due to soil expansion;~~
 - ~~1.3. Adverse effects to the design strength of footing, foundation, concrete or other structural element due to a chemical reaction from the soil;~~
 - ~~1.4. Inadequate soil as determined by a geotechnical investigation;~~
 - ~~1.5. Where the allowable bearing capacity of the soil is in doubt; or~~
 - ~~1.6. Adverse effects to the footing, foundation, concrete or other structural element due to the ground water table.~~
- ~~2. Concrete that has been subjected to any of the following conditions:~~
 - ~~2.1. Deterioration;~~
 - ~~2.2. Ultimate deformation;~~
 - ~~2.3. Fractures;~~
 - ~~2.4. Fissures;~~
 - ~~2.5. Spalling;~~
 - ~~2.6. Exposed reinforcement; or~~
 - ~~2.7. Detached, dislodged or failing connections.~~
- ~~3. Aluminum that has been subjected to any of the following conditions:~~
 - ~~3.1. Deterioration;~~
 - ~~3.2. Corrosion;~~
 - ~~3.3. Elastic deformation;~~
 - ~~3.4. Ultimate deformation;~~
 - ~~3.5. Stress or strain cracks;~~
 - ~~3.6. Joint fatigue; or~~
 - ~~3.7. Detached, dislodged or failing connections.~~
- ~~4. Masonry that has been subjected to any of the following conditions:~~
 - ~~4.1. Deterioration;~~
 - ~~4.2. Ultimate deformation;~~

- ~~_____ 4.3. Fractures in masonry or mortar joints;~~
- ~~_____ 4.4. Fissures in masonry or mortar joints;~~
- ~~_____ 4.5. Spalling;~~
- ~~_____ 4.6. Exposed reinforcement; or~~
- ~~_____ 4.7. Detached, dislodged or failing connections.~~

- ~~_____ 5. Steel that has been subjected to any of the following conditions:~~
 - ~~_____ 5.1. Deterioration;~~
 - ~~_____ 5.2. Elastic deformation;~~
 - ~~_____ 5.3. Ultimate deformation;~~
 - ~~_____ 5.4. Metal fatigue; or~~
 - ~~_____ 5.5. Detached, dislodged or failing connections.~~

- ~~_____ 6. Wood that has been subjected to any of the following conditions:~~
 - ~~_____ 6.1. Ultimate deformation;~~
 - ~~_____ 6.2. Deterioration;~~
 - ~~_____ 6.3. Damage from insects, rodents and other vermin;~~
 - ~~_____ 6.4. Fire damage beyond charring;~~
 - ~~_____ 6.5. Significant splits and checks;~~
 - ~~_____ 6.6. Horizontal shear cracks;~~
 - ~~_____ 6.7. Vertical shear cracks;~~
 - ~~_____ 6.8. Inadequate support;~~
 - ~~_____ 6.9. Detached, dislodged or failing connections; or~~
 - ~~_____ 6.10. Excessive cutting and notching.~~

Exceptions:

- ~~_____ 1. Where substantiated otherwise by an approved method.~~

- ~~_____ 2. Demolition of unsafe conditions shall be permitted where approved by the code official.~~

SECTION 88-21, HANDRAILS AND GUARDRAILS

A. General. Every exterior and interior flight of stairs having more than four risers shall have a handrail on one side of the stair and every open portion of a stair, landing, balcony, porch, deck, ramp or other walking surface that is more than 30 inches above the floor or grade below shall have guards. Handrails shall be not less than 30 inches in height or more than 42 inches in height measured vertically above the nosing of the tread or above the finished floor of the landing or walking surfaces. Guards shall be not less than 30 inches in height above the floor of the landing, balcony, porch, deck, or ramp or other walking surface.

Exception: Guards shall not be required where exempted by the adopted building code.

SECTION 88-22, RUBBISH AND GARBAGE

A. Accumulation of rubbish or garbage. Exterior property and premises, and the interior of every structure, shall be free from any accumulation of rubbish or garbage.

B. Disposal of rubbish. Every occupant of a structure shall dispose of all rubbish in a clean and sanitary manner by placing such rubbish in approved containers.

1. Rubbish storage facilities. The owner of every occupied premises shall supply approved covered containers for rubbish, and the owner of the premises shall be responsible for the removal of rubbish.

2. Refrigerators. Refrigerators and similar equipment not in operation shall not be discarded, abandoned or stored on premises without first removing the doors.

C. Disposal of garbage. Every occupant of a structure shall dispose of garbage in a clean and sanitary manner by placing such garbage in an approved garbage disposal facility or approved garbage containers.

~~1. Garbage facilities. The owner of every dwelling shall supply one of the following: an approved mechanical food waste grinder in each dwelling unit; an approved incinerator unit in the structure available to the occupants in each dwelling unit; or an approved leakproof, covered, outside garbage container.~~

~~2. Containers. The operator of every establishment producing garbage shall provide, and at all times cause to be utilized, approved leakproof containers provided with close-fitting covers for the storage of such materials until removed from the premises for disposal.~~

SECTION 88-23, PEST ELIMINATION

A. Infestation. Structures shall be kept free from insect and rodent infestation. Structures in which insects or rodents are found shall be promptly exterminated by approved processes that will not be injurious to human health. After pest elimination, proper precautions shall be taken to prevent reinfestation.

B. Owner. The owner of any structure shall be responsible for pest elimination within the structure prior to renting or leasing the structure.

C. Single occupant. The occupant of a one-family dwelling or of a single-tenant nonresidential structure shall be responsible for pest elimination on the premises.

D. Multiple occupancy. The owner of a structure containing two or more dwelling units, a multiple occupancy, a rooming house or a nonresidential structure shall be responsible for pest elimination in the public or shared areas of the structure and exterior property. If infestation is caused by failure of an occupant to prevent such infestation in the area occupied, the occupant and owner shall be responsible for pest elimination.

~~E. Occupant. The occupant of any structure shall be responsible for the continued rodent and pest-free condition of the structure.~~

~~Exception: Where the infestations are caused by defects in the structure, the owner shall be responsible for pest elimination.~~

ARTICLE 4 - LIGHT, VENTILATION AND OCCUPANCY LIMITATIONS

SECTION 88-24, ~~GENERAL~~

~~A. Scope. The provisions of this chapter shall govern the minimum conditions and standards for light, ventilation and space for occupying a structure.~~

~~B. Responsibility. The owner of the structure shall provide and maintain light, ventilation and space conditions in compliance with these requirements. A person shall not occupy as owner-occupant, or permit another person to occupy, any premises that do not comply with the requirements of this chapter.~~

~~C. Alternative devices. In lieu of the means for natural light and ventilation herein prescribed, artificial light or mechanical ventilation complying with the Florida Building Code shall be permitted.~~Reserved.

SECTION 88-25, ~~LIGHT~~

~~A. Habitable spaces. Every habitable space shall have not less than one window of approved size facing directly to the outdoors or to a court. The minimum total glazed area for every habitable space shall be 8 percent of the floor area of such room. Wherever walls or other portions of a structure face a window of any room and such obstructions are located less than 3 feet (914 mm) from the window and extend to a level above that of the ceiling of the room, such window shall not be deemed to face directly to the outdoors nor to a court and shall not be included as contributing to the required minimum total window area for the room.~~

~~Exception: Where natural light for rooms or spaces without exterior glazing areas is provided through an adjoining room, the unobstructed opening to the adjoining room shall be not less than 8 percent of the floor area of the interior room or space, but a minimum of 25 square feet. The exterior glazing area shall be based on the total floor area being served.~~

~~B. Common halls and stairways. Every common hall and stairway in residential occupancies, other than in one and two-family dwellings, shall be lighted at all times with not less than a 60-watt standard incandescent light bulb for each 200 square feet of floor area or equivalent illumination, provided that the spacing between lights shall not be greater than 30 feet. In other than residential occupancies, means of egress, including exterior means of egress, stairways shall be illuminated at all times the building space served by the means of egress is occupied with not less than 1 footcandle (11 lux) at floors, landings and treads.~~

~~C. Other spaces. All other spaces shall be provided with natural or artificial light sufficient to permit the maintenance of sanitary conditions, and the safe occupancy of the space and utilization of the appliances, equipment and fixtures.~~Reserved.

SECTION 88-26, ~~VENTILATION~~

~~A. Habitable spaces. Every habitable space shall have not less than one openable window. The total openable area of the window in every room shall be equal to not less than 45 percent of the minimum glazed area required in Section 88-25.A.~~

~~Exception: Where rooms and spaces without openings to the outdoors are ventilated through an adjoining room, the unobstructed opening to the adjoining room shall be not less than 8 percent of the floor area of the interior room or space, but not less than 25 square feet. The ventilation openings to the outdoors shall be based on a total floor area being ventilated.~~

~~B. Bathrooms and toilet rooms. Every bathroom and toilet room shall comply with the ventilation requirements for habitable spaces as required by Section 88-26.A, except that a window shall not be required in such spaces equipped with a mechanical ventilation system. Air exhausted by a mechanical ventilation system from a bathroom or toilet room shall discharge to the outdoors and shall not be recirculated.~~

~~C. Cooking facilities. Unless approved through the certificate of occupancy, cooking shall not be permitted in any rooming unit or dormitory unit, and a cooking facility or appliance shall not be permitted to be present in the rooming unit or dormitory unit.~~

~~Exceptions:~~

~~_____ 1. Where specifically approved in writing by the code official.~~

~~_____ 2. Devices such as coffee pots and microwave ovens shall not be considered cooking appliances.~~

~~D. Process ventilation. Where injurious, toxic, irritating or noxious fumes, gases, dusts or mists are generated, a local exhaust ventilation system shall be provided to remove the contaminating agent at the source. Air shall be exhausted to the exterior and not be recirculated to any space.~~

~~E. Clothes dryer exhaust. Clothes dryer exhaust systems shall be independent of all other systems and shall be exhausted outside the structure in accordance with the manufacturer's instructions.~~

~~Exception: Listed and labeled condensing (ductless) clothes dryers.~~

~~Reserved.~~

SECTION 88-27, ~~OCCUPANCY LIMITATIONS~~

~~A. Privacy. Dwelling units, hotel units, housekeeping units, rooming units and dormitory units shall be arranged to provide privacy and be separate from other adjoining spaces.~~

~~B. Minimum room widths. A habitable room, other than a kitchen, shall be not less than 7 feet in any plan dimension. Kitchens shall have a minimum clear passageway of 3 feet between counterfronts and appliances or counterfronts and walls.~~

~~C. Minimum ceiling heights. Habitable spaces, hallways, corridors, laundry areas, bathrooms, toilet rooms and habitable basement areas shall have a minimum clear ceiling height of 7 feet.~~

~~Exceptions:~~

- ~~1. In one and two family dwellings, beams or girders spaced not less than 4 feet on center and projecting a maximum of 6 inches below the required ceiling height.~~
- ~~2. Basement rooms in one and two family dwellings occupied exclusively for laundry, study or recreation purposes, having a minimum ceiling height of 6 feet 8 inches with a minimum clear height of 6 feet 4 inches under beams, girders, ducts and similar obstructions.~~
- ~~3. Rooms occupied exclusively for sleeping, study or similar purposes and having a sloped ceiling over all or part of the room, with a minimum clear ceiling height of 7 feet over not less than one third of the required minimum floor area. In calculating the floor area of such rooms, only those portions of the floor area with a minimum clear ceiling height of 5 feet shall be included.~~

~~D. Bedroom and living room requirements. Every bedroom and living room shall comply with the requirements of Sections 88-27.A through 88-27.G.~~

- ~~1. Room area. Every living room shall contain not less than 120 square feet and every bedroom shall contain not less than 70 square feet and every bedroom occupied by more than one person shall contain not less than 50 square feet of floor area for each occupant thereof.~~
- ~~2. Access from bedrooms. Bedrooms shall not constitute the only means of access to other bedrooms or habitable spaces and shall not serve as the only means of egress from other habitable spaces.~~

~~Exception: Units that contain fewer than two bedrooms.~~

~~E. Water closet accessibility. Every bedroom shall have access to not less than one water closet and one lavatory without passing through another bedroom. Every bedroom in a dwelling unit shall have access to not less than one water closet and lavatory located in the same story as the bedroom or an adjacent story.~~

~~F. Prohibited occupancy. Kitchens and nonhabitable spaces shall not be used for sleeping purposes.~~

~~G. Other requirements. Bedrooms shall comply with the applicable provisions of this code including, but not limited to, the light, ventilation, room area, ceiling height and room width requirements of this chapter; the plumbing facilities and water heating facilities requirements of Article 5; the heating facilities and electrical receptacle requirements of Article 6; and the smoke detector and emergency escape requirements of Article 7.~~

~~H. Overcrowding. Dwelling units shall not be occupied by more occupants than permitted by the minimum area requirements of Table 88-27.~~

**TABLE 88-27
MINIMUM AREA REQUIREMENTS**

MINIMUM AREA IN SQUARE FEET			
SPACE	1-2 OCCUPANTS	3-5 OCCUPANTS	6 OR MORE OCCUPANTS
Living Room (a, b)	120	120	150
Dining Room (a, b)	No Requirement	80	100
Bedrooms	Shall comply with Section 88-27.D.1		

~~a. See Section 88-27.H.2 for combined living room/dining room spaces.~~

~~b. See Section 88-27.H.1 for limitations on determining the minimum occupancy area for sleeping purposes.~~

~~1. Sleeping area. The minimum occupancy area required by Table 88-27 shall not be included as a sleeping area in determining the minimum occupancy area for sleeping purposes. Sleeping areas shall comply with Section 88-27.D.~~

~~2. Combined spaces. Combined living room and dining room spaces shall comply with the requirements of Table 88-27 if the total area is equal to that required for separate rooms and if the space is located so as to function as a combination living room/dining room.~~

~~I. Efficiency unit. Nothing in this section shall prohibit an efficiency living unit from meeting the following requirements:~~

~~1. A unit occupied by not more than one occupant shall have a minimum clear floor area of 120 square feet. A unit occupied by not more than two occupants shall have a minimum clear floor area of 220 square feet. A unit occupied by three occupants shall have a minimum clear floor area of 320 square feet. These required areas shall be exclusive of the areas required by Items 2 and 3.~~

~~2. The unit shall be provided with a kitchen sink, cooking appliance and refrigeration facilities, each having a minimum clear working space of 30 inches in front. Light and ventilation conforming to this code shall be provided.~~

~~3. The unit shall be provided with a separate bathroom containing a water closet, lavatory and bathtub or shower.~~

~~4. The maximum number of occupants shall be three.~~

~~J. Food preparation. All spaces to be occupied for food preparation purposes shall contain suitable space and equipment to store, prepare and serve foods in a sanitary manner. There shall be adequate facilities and services for the sanitary disposal of food wastes and refuse, including facilities for temporary storage.~~Reserved.

ARTICLE 5 - PLUMBING FACILITIES AND FIXTURE REQUIREMENTS

SECTION 88-28, GENERAL

A. Scope. The provisions of this chapter shall govern the minimum plumbing systems, facilities and plumbing fixtures to be provided.

B. Responsibility. The owner of the structure shall provide and maintain such plumbing facilities and plumbing fixtures in compliance with these requirements. ~~A person shall not occupy as owner-occupant or permit another person to occupy any structure or premises that does not comply with the requirements of this chapter.~~

SECTION 88-29, REQUIRED FACILITIES

A. Dwelling units. Every dwelling unit shall contain its own bathtub or shower, lavatory, water closet and kitchen sink that shall be maintained in a sanitary, safe working condition. ~~The lavatory shall be placed in the same room as the water closet or located in close proximity to the door leading directly into the room in which such water closet is located. A kitchen sink shall not be used as a substitute for the required lavatory.~~

B. Rooming houses. Not less than one water closet, lavatory and bathtub or shower shall be supplied for each four rooming units.

C. Hotels. Where private water closets, lavatories and baths are not provided, one water closet, one lavatory and one bathtub or shower having access from a public hallway shall be provided for each 10 occupants.

~~D. Employees' facilities. Not less than one water closet, one lavatory and one drinking facility shall be available to employees.~~

~~1. Drinking facilities. Drinking facilities shall be a drinking fountain, water cooler, bottled water cooler or disposable cups next to a sink or water dispenser. Drinking facilities shall not be located in toilet rooms or bathrooms.~~

~~E. Public toilet facilities. Public toilet facilities shall be maintained in a safe, sanitary and working condition in accordance with the Florida Plumbing Code. Except for periodic maintenance or cleaning, public access and use shall be provided to the toilet facilities at all times during occupancy of the premises.~~

SECTION 88-30, TOILET ROOMS

A. Privacy. Toilet rooms and bathrooms shall provide privacy and shall not constitute the only passageway to a hall or other space, or to the exterior. ~~A door and interior locking device shall be provided for all common or shared bathrooms and toilet rooms in a multiple dwelling.~~

B. Location. Toilet rooms and bathrooms serving hotel units, rooming units or dormitory units or housekeeping units, shall have access by traversing not more than one flight of stairs and shall have access from a common hall or passageway.

~~C. Location of employee toilet facilities. Toilet facilities shall have access from within the employees' working area. The required toilet facilities shall be located not more than one story above or below the employees' working area and the path of travel to such facilities shall not exceed a distance of 500 feet. Employee facilities shall either be separate facilities or combined employee and public facilities.~~

~~Exception: Facilities that are required for employees in storage structures or kiosks, which are located in adjacent structures under the same ownership, lease or control, shall not exceed a travel distance of 500 feet from the employees' regular working area to the facilities.~~

~~D. Floor surface. In other than dwelling units, every toilet room floor shall be maintained to be a smooth, hard, nonabsorbent surface to permit such floor to be easily kept in a clean and sanitary condition.~~

SECTION 88-31, PLUMBING SYSTEMS AND FIXTURES

A. General. Plumbing fixtures shall be properly installed and maintained in working order, and shall be kept free from obstructions, leaks and defects and be capable of performing the function for which such plumbing fixtures are designed. Plumbing fixtures shall be maintained in a safe, sanitary and functional condition.

B. Fixture clearances. Plumbing fixtures shall have adequate clearances for usage and cleaning.

C. Plumbing system hazards. Where it is found that a plumbing system in a structure constitutes a hazard to the occupant s or the structure by reason of inadequate service, inadequate venting, cross connection, backsiphonage, improper installation, deterioration or damage or for similar reasons, the code official shall require the defects to be corrected to eliminate the hazard.

SECTION 88-32, WATER SYSTEM

A. General. Every sink, lavatory, bathtub or shower, drinking fountain, water closet or other plumbing fixture shall be properly connected to either a public water system or to an approved private water system. Kitchen sinks, lavatories, laundry facilities, bathtubs and showers shall be supplied with hot or tempered and cold running water in accordance with the Florida Plumbing Code.

~~B. Contamination. The water supply shall be maintained free from contamination, and all water inlets for plumbing fixtures shall be located above the flood level rim of the fixture. Shampoo basin faucets, janitor sink faucets and other hose bibs or faucets to which hoses are attached and left in place, shall be protected by an approved atmospheric type vacuum breaker or an approved permanently attached hose connection vacuum breaker.~~

~~C. Supply. The water supply system shall be installed and maintained to provide a supply of water to plumbing fixtures, devices and appurtenances in sufficient volume and at pressures adequate to enable the fixtures to function properly, safely, and free from defects and leaks.~~

~~D. Water heating facilities. Water heating facilities shall be properly installed, maintained and capable of providing an adequate amount of water to be drawn at every required sink, lavatory, bathtub, shower and laundry facility at a minimum temperature of 110°F (43°C). A gas-burning water heater shall not be located in any bathroom, toilet room, bedroom or other occupied room normally kept closed, unless adequate combustion air is provided. An approved combination temperature and pressure relief valve and relief valve discharge pipe shall be properly installed and maintained on water heaters.~~

SECTION 88-33, SANITARY DRAINAGE SYSTEM

A. General. Plumbing fixtures shall be properly connected to either a public sewer system or to an approved private sewage disposal system.

B. Maintenance. Every plumbing stack, vent, waste and sewer line shall function properly and be kept free from obstructions, leaks and defects.

C. Grease interceptors. Grease interceptors and automatic grease removal devices shall be maintained in accordance with this code and the manufacturer's installation instructions. ~~Grease interceptors and automatic grease removal devices shall be regularly serviced and cleaned to prevent the discharge of oil, grease, and other substances harmful or hazardous to the building drainage system, the public sewer, the private sewage disposal system or the sewage treatment plant or processes. Records of maintenance, cleaning and repairs shall be available for inspection by the code official.~~

SECTION 88-34, STORM DRAINAGE

A. General. Drainage of roofs and paved areas, yards and courts, and other open areas on the premises shall not be discharged in a manner that creates a public nuisance.

ARTICLE 6 - MECHANICAL AND ELECTRICAL REQUIREMENTS

SECTION 88-35, GENERAL

A. Scope. The provisions of this chapter shall govern the minimum mechanical and electrical facilities and equipment to be provided.

B. Responsibility. The owner of the structure shall provide and maintain mechanical and electrical facilities and equipment in compliance with these requirements. ~~A person shall not occupy as owner-occupant or permit another person to occupy any premises that does not comply with the requirements of this chapter.~~

SECTION 88-36, HEATING FACILITIES - RESERVED

SECTION 88-37, MECHANICAL EQUIPMENT

A. Mechanical appliances. Mechanical appliances, fireplaces, solid fuel-burning appliances, cooking appliances and water heating appliances shall be properly installed and maintained in a safe working condition, and shall be capable of performing the intended function.

~~B. Removal of combustion products. Fuel-burning equipment and appliances shall be connected to an approved chimney or vent.~~

~~Exception: Fuel-burning equipment and appliances that are labeled for unvented operation.~~

~~C. Clearances. Required clearances to combustible materials shall be maintained.~~

~~D. Safety controls. Safety controls for fuel-burning equipment shall be maintained in effective operation.~~

~~E. Combustion air. A supply of air for complete combustion of the fuel and for ventilation of the space containing the fuel-burning equipment shall be provided for the fuel-burning equipment.~~

~~F. Energy conservation devices. Devices intended to reduce fuel consumption by attachment to a fuel-burning appliance, to the fuel supply line thereto, or to the vent outlet or vent piping therefrom, shall not be installed unless labeled for such purpose and the installation is specifically approved.~~

SECTION 88-38, ELECTRICAL FACILITIES

A. Facilities required. Every occupied building shall be provided with an electrical system in compliance with the requirements of this section and Section 88-39.

B. Service. The size and usage of appliances and equipment shall serve as a basis for determining the need for additional facilities in accordance with NFPA 70. Dwelling units shall be served by a three-wire, 120/240 volt, single-phase electrical service having a minimum rating of 60 amperes.

C. Electrical system hazards. Where it is found that the electrical system in a structure constitutes a hazard to the occupants or the structure by reason of inadequate service, improper fusing, insufficient receptacle and lighting outlets, improper wiring or installation, deterioration or damage, or for similar reasons, the code official shall require the defects to be corrected to eliminate the hazard.

~~D. Abatement of electrical hazards associated with water exposure. The provisions of this section shall govern the repair and replacement of electrical systems and equipment that have been exposed to water.~~

~~E. Electrical equipment. Electrical distribution equipment, motor circuits, power equipment, transformers, wire, cable, flexible cords, wiring devices, ground fault circuit interrupters, surge protectors, molded case circuit breakers, low voltage fuses, luminaires, ballasts, motors and electronic control, signaling and communication equipment that have been exposed to water shall be replaced in accordance with the provisions of the Florida Building Code.~~

~~Exception: The following equipment shall be allowed to be repaired where an inspection report from the equipment manufacturer or approved manufacturer's representative indicates that the equipment has not sustained damage that requires replacement:~~

- ~~1. Enclosed switches, rated a maximum of 600 volts or less;~~
- ~~2. Busway, rated a maximum of 600 volts;~~
- ~~3. Panelboards, rated a maximum of 600 volts;~~
- ~~4. Switchboards, rated a maximum of 600 volts;~~
- ~~5. Fire pump controllers, rated a maximum of 600 volts;~~
- ~~6. Manual and magnetic motor controllers;~~
- ~~7. Motor control centers;~~
- ~~8. Alternating current high voltage circuit breakers;~~
- ~~9. Low voltage power circuit breakers;~~
- ~~10. Protective relays, meters and current transformers;~~
- ~~11. Low and medium voltage switchgear;~~
- ~~12. Liquid-filled transformers;~~
- ~~13. Cast resin transformers;~~

~~14. Wire or cable that is suitable for wet locations and whose ends have not been exposed to water;~~

~~15. Wire or cable, not containing fillers, that is suitable for wet locations and whose ends have not been exposed to water;~~

~~16. Luminaires that are listed as submersible;~~

~~17. Motors;~~

~~18. Electronic control, signaling and communication equipment.~~

~~F. Abatement of electrical hazards associated with fire exposure. The provisions of this section shall govern the repair and replacement of electrical systems and equipment that have been exposed to fire.~~

~~1. Electrical equipment. Electrical switches, receptacles and fixtures, including furnace, water heating, security system and power distribution circuits, that have been exposed to fire, shall be replaced in accordance with the provisions of the Florida Building Code. Exception: Electrical switches, receptacles and fixtures that shall be allowed to be repaired where an inspection report from the equipment manufacturer or approved manufacturer's representative indicates that the equipment has not sustained damage that requires replacement.~~

SECTION 88-39, ELECTRICAL EQUIPMENT

A. Installation. Electrical equipment, wiring and appliances shall be properly installed and maintained in a safe and approved manner.

B. Receptacles. Every habitable space in a dwelling shall contain not less than two separate and remote receptacle outlets. Every laundry area shall contain not less than one grounding-type receptacle or a receptacle with a ground fault circuit interrupter. Every bathroom shall contain not less than one receptacle. Any new bathroom receptacle outlet shall have ground fault circuit interrupter protection. All receptacle outlets shall have the appropriate faceplate cover for the location.

C. Luminaires. Every public hall, interior stairway, toilet room, kitchen, bathroom, laundry room, boiler room and furnace room shall contain not less than one electric luminaire. Pool and spa luminaires over 15 volt shall have ground fault circuit interrupter protection.

D. Wiring. Flexible cords shall not be used for permanent wiring, or for running through doors, windows, or cabinets, or concealed within walls, floors, or ceilings.

SECTION 88-40, ELEVATORS, ESCALATORS AND DUMBWAITERS

A. General. Elevators, dumbwaiters and escalators shall be maintained in compliance with the Florida Elevator Safety Act (399, F.S.), F.A.C. 61C-5, the Florida Building Code, the Florida Fire Prevention Code, and ASME A17.1. The most current certificate of inspection shall be on display at all times within the elevator or attached to the escalator or dumbwaiter, be available for public inspection in the office of the building operator or be posted in a publicly conspicuous location approved by the code official. The inspection and tests shall be performed at not less than the periodic intervals listed in ASME A17.1, Appendix N, except where otherwise specified by the authority having jurisdiction.

B. Elevators. In buildings equipped with passenger elevators, not less than one elevator shall be maintained in operation at all times when the building is occupied.

Exception: Buildings equipped with only one elevator shall be permitted to have the elevator temporarily out of service for testing or servicing.

SECTION 88-41, DUCT SYSTEMS

A. General. Duct systems shall be maintained free of obstructions and shall be capable of performing the required function.

ARTICLE 7 - FIRE SAFETY REQUIREMENTS

SECTION 88-42, GENERAL

A. Scope. The provisions of this chapter shall govern the minimum conditions and standards for fire safety relating to structures and exterior premises, including fire safety facilities and equipment to be provided.

B. Responsibility. The owner of the premises shall provide and maintain such fire safety facilities and equipment in compliance with these requirements. A person shall not occupy as owner-occupant or permit another person to occupy any premises that do not comply with the requirements of this chapter.

SECTION 88-43, MEANS OF EGRESS

A. General. A safe, continuous and unobstructed path of travel shall be provided from any point in a building or structure to the public way.

B. Means of egress components shall comply with the Florida Fire Prevention Code.

SECTION 88-44, FIRE-RESISTANCE RATINGS

A. Fire-resistance-rated assemblies and opening protectives shall comply with the Florida fire prevention Code.

SECTION 88-45, FIRE PROTECTION SYSTEMS

A. General. Systems, devices and equipment to detect a fire, actuate an alarm, or suppress or control a fire or any combination thereof shall be maintained in an operable condition at all times in accordance with the Florida Fire protection Code.

B. Fire protection systems, including but not limited to, automatic sprinkler systems, fire department connections, and smoke detectors, shall comply with the Florida Fire Prevention Code.

ARTICLE 8 - REFERENCED STANDARDS

This Article lists the standards that are referenced in various sections of this document. The standards are listed herein by the promulgating agency of the standard, the standard identification, the effective date and title. The application of the referenced standards shall be as specified in Section 88-2.G.

ASME

American Society of Mechanical Engineers

Three Park Avenue

New York, NY 10016-5990

Standard reference number ASME A17.1/CSA B44, Title - 2013 Safety Code for Elevators and Escalators

ASTM

ASTM Florida

100 Barr Harbor Drive

West Conshohocken, PA 19428-2959

Standard reference number, Title F 1346—91 (2010) Title - Performance Specifications for Safety Covers and Labeling Requirements for All Covers for Swimming Pools, Spas and Hot Tubs

FBC

Florida Building Code, Florida Building Commission

Florida Department of Business & Professional Regulation

2601 Blair Stone Road

Tallahassee, FL 32399

Sixth Edition 2017 FBC Building Code

Sixth Edition 2017 FBC Existing Building Code

Sixth Edition 2017 FBC Fuel Gas Code

Sixth Edition 2017 FBC Mechanical Code

Sixth Edition 2017 FBC Plumbing Code

Sixth Edition 2017 FBC Residential Code

FFPC

Florida Fire Prevention Code
200 East Gaines Street
Tallahassee, FL 32399-0322
Sixth Edition 2017 Florida Fire Prevention Code

NFPA

National Fire Protection Association
1 Batterymarch Park
Quincy, MA 02269
Standard reference number Title 25-14, Title - Standard for the Inspection, Testing and Maintenance of Water-Based Fire Protection Systems
Standard reference number 70—14, Title - National Electrical Code”

Section 2. Severability. If any provision of this Ordinance or the application thereof is held invalid, such invalidity shall not affect the other provisions or applications of this Ordinance which can be given effect without the invalid provisions or applications, and to this end the provisions of this Ordinance are hereby declared severable.

Section 3. Repeal of Ordinances in Conflict. All other ordinances of the Town of Palm Beach, Florida, or parts thereof, which conflict with this or any part of this Ordinance are hereby repealed.

Section 4. Codification. This Ordinance shall be codified and made a part of the official Code of Ordinances of the Town of Palm Beach, Florida.

Section 5. Effective Date. This Ordinance shall take effect immediately upon its passage and approval, as provided by law.

PASSED AND ADOPTED in a regular, adjourned session of the Town Council of the Town of Palm Beach, Florida, on the First Reading this ____ day of _____, 2019; and for the Second and Final Reading on this ____ day of _____, 2019.

Gail L. Coniglio, Mayor

Danielle H. Moore, Town Council President

Margaret A. Zeidman, Council President Pro Tem

Julie Araskog, Town Council Member

ATTEST:

Lewis S.W. Crampton, Town Council Member

Kathleen Dominguez, Town Clerk

Bobbie Lindsay, Town Council Member