

**PEACE RIVER MANASOTA REGIONAL WATER SUPPLY AUTHORITY**  
**BOARD OF DIRECTORS MEETING**  
*April 1, 2026*

**REGULAR AGENDA**  
**ITEM 3**

**Classification and Pay Plan Update**

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**Presenter -**

Lisa Wooten, HR Coordinator  
Rob Williamson, Local Government Consulting, LLC

**Recommended Action -**

**Motion** to accept the revised ‘Classification and Pay Plan’ and adjust the affected current employees to the minimum of their respective new pay range.

According to the policy adopted in the Authority’s Classification and Pay Plan, the Authority is to conduct a formal Classification and Compensation study at least once every 3-5 years, and Authority staff are to perform localized salary surveys in the interim years. The last formal Classification and Compensation Study was initiated by Evergreen Solutions in March 2023, with results presented to the Board in August 2023. Pay structure adjustments were annually updated to align with the Bureau of Labor Statistic Consumer Price Index per the approved pay plan.

In accordance with policy, Authority staff contracted with Local Government Consulting, LLC in December 2025 to perform a Salary Survey Market Analysis and Internal Equity Analysis. The primary mechanism for assessing market equity is a salary survey of the organization's job classifications compared to a group of market peers. Seventeen (17) market peers in the Tampa-to-Fort Myers geographic area provided data for the survey.

Multiple factors affect the Authority’s ability to retain current employees and make new hires, including a shortage of skilled labor, retirements, competition from other employers, and historical inflation. Recommendations are contained in the Salary Survey Market Analysis for the Authority to remain competitive in the tight labor market and to correct its standing in the market, where inequity has been identified. Local Government Consulting recommends that the Authority implement a 5.6% overall upward adjustment to the pay ranges and pay grade reclassifications to bring the Authority’s salaries in line with the market. The recommended pay range adjustment would require ten (10) current employees to be raised to the new minimum in the adjusted pay range at a total annual cost of \$16,837.49.

**Budget Action** – No action is required.

**Attachments:**

Tab A Presentation Materials

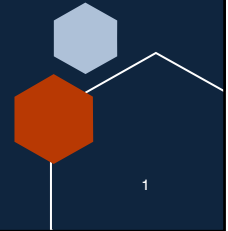
Tab B Revised ‘Classification and Pay Plan’ (Proposed) Clean and Red-Line Versions

**TAB A**  
Presentation Material

# Classification and Pay Plan Update



Rob Williamson  
Owner/President  
**LOCAL GOVERNMENT**  
CONSULTING 

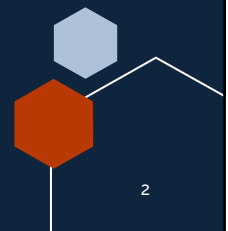


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## Agenda



- Study Process
- Market Overview
- Market Benchmarking
- Market Results
- Recommendations
- Next Steps



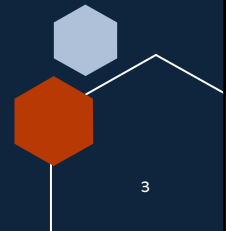
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## Study Process



**PEACE RIVER  
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REGIONAL WATER SUPPLY AUTHORITY

- Pay Plan Analysis
- Market Overview
- Market Benchmarking
- Position Grade Alignment
- Implementation Cost Modeling
- Recommendations



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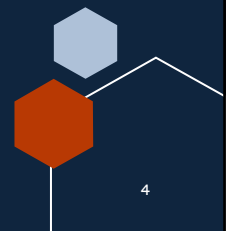
## Market Overview: Utility Sector



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- Inflation increased significantly between 2021–2023, the highest levels in four decades.
- Wage growth across public utilities and skilled trades accelerated during this period.
- Utility organizations face increasing competition for operators, mechanics, and technical staff.
- Labor shortages and retirements continue to impact the national water workforce.

**Key Point:** Utilities nationwide are adjusting compensation structures to remain competitive in a constrained labor market.



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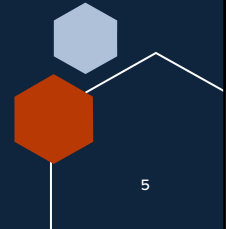
## Market Overview: Regional Southwest Florida



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- Rapid population growth in the region has increased infrastructure demand.
- Utilities compete with construction, engineering firms, and private utilities for talent.
- Turnover risk increases when pay plans fall behind market movement.

**Key Point:** Competitive compensation structures are critical to attract and retain specialized water/wastewater professionals.

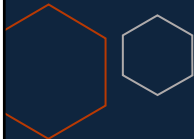


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## Market Benchmarking: Approved Peers



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### Approved Market Peers - 17 Total

Charlotte County FL
Desoto County, FL
Manatee County, FL
Sarasota County, FL
Bradenton, FL
Englewood Water District
Hillsborough County, FL
Lee County, FL
Pasco County, FL
Pinellas County, FL
Punta Gorda, FL
Sarasota, FL
Southwest Florida Water Management District
St. Petersburg, FL
Tampa Bay Water
Tampa, FL
TOHO Water Authority

Peace River members highlighted in green.

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# Market Benchmarking: Approved Peers



## Approved Benchmark Job Classifications - Total 59

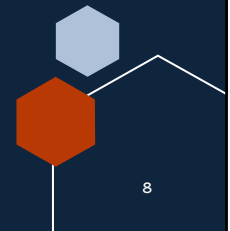
ACCOUNTS PAYABLE CLERK  
 ADMINISTRATIVE ASSISTANT I  
 ADMINISTRATIVE ASSISTANT II  
 ADMINISTRATIVE SERVICES MANAGER  
 CHEMIST I  
 CHEMIST II  
 CHIEF OPERATOR  
 CONSTRUCTION INSPECTOR  
 CONSTRUCTION MANAGER I  
 DEPUTY DIRECTOR  
 DIRECTOR OF ENGINEERING  
 DIRECTOR OF OPERATIONS  
 ELECTRICIAN I  
 ELECTRICIAN II  
 ELECTRICIAN III  
 ELECTRICIAN LEAD  
 ENGINEERING AND PROJECTS MANAGER  
 ENVIRONMENTAL SPECIALIST I  
 ENVIRONMENTAL SPECIALIST II  
 EXECUTIVE ASSISTANT & AGENCY CLERK  
 EXECUTIVE DIRECTOR  
 FACILITIES MAINTENANCE SPECIALIST I  
 FACILITIES SR. MANAGER  
 FINANCE/BUDGET SR MANAGER  
 HR COORDINATOR  
 HR MANAGER  
 INSTRUMENTATION & CONTROLS LEAD  
 INSTRUMENTATION & CONTROLS TECH I

## Approved Benchmark Job Classifications - Total 59

IT SYSTEMS ANALYST  
 IT SYSTEMS TECHNICIAN  
 LABORATORY MANAGER  
 MAINTENANCE MANAGER  
 MAINTENANCE SUPERVISOR  
 MECHANIC I  
 MECHANIC II  
 MECHANIC LEAD  
 NETWORK ADMINISTRATOR  
 OPERATIONS MANAGER  
 OPERATIONS SPECIALIST I  
 OPERATIONS SPECIALIST II  
 OPERATIONS SUPERVISOR  
 PROJECT ENGINEER I  
 PROJECT ENGINEER II  
 PROJECT MANAGER I  
 PROJECT MANAGER II  
 SENIOR ACCOUNTANT  
 SHIFT LEAD WATER PLANT OPERATOR  
 SKILLED TRADE APPRENTICE  
 STAFF ACCOUNTANT  
 TRANSMISSION SYSTEM OPERATOR I  
 UTILITY TECHNICIAN I  
 UTILITY TECHNICIAN II  
 WATER QUALITY SPECIALIST I  
 WATER RESOURCES & PLANNING DIRECTOR  
 WATER RESOURCES & PLANNING MANAGER  
 WATER TREATMENT PLANT OPERATOR A  
 WATER TREATMENT PLANT OPERATOR B  
 WATER TREATMENT PLANT OPERATOR C  
 WATER TREATMENT PLANT OPERATOR TRAINEE

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# Market Salary Survey Results



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# Market Results



Benchmark Positions	Survey Minimum	Survey Midpoint	Survey Maximum	Survey Avg. Range	# Resp.
	Average	Average	Average		
ACCOUNTS PAYABLE CLERK	\$43,135.20	\$53,695.44	\$65,524.16	58.0%	15
ADMINISTRATIVE ASSISTANT I	\$41,052.80	\$51,296.08	\$61,763.52	57.7%	14
ADMINISTRATIVE ASSISTANT II	\$43,199.92	\$55,541.24	\$67,263.04	59.5%	13
ADMINISTRATIVE SERVICES MANAGER	\$73,511.00	\$98,727.20	\$124,259.20	67.6%	6
CHEMIST I	\$57,462.64	\$69,411.32	\$82,243.44	50.7%	8
CHIEF OPERATOR	\$69,060.96	\$89,444.24	\$107,719.28	55.2%	5
CONSTRUCTION INSPECTOR	\$56,869.76	\$74,296.80	\$93,178.74	53.4%	10
CONSTRUCTION MANAGER I	\$73,394.88	\$100,501.26	\$127,095.96	69.5%	10
DEPUTY DIRECTOR	\$139,099.28	\$187,313.52	\$231,826.80	59.8%	7
DIRECTOR OF ENGINEERING	\$124,017.58	\$162,997.12	\$198,544.44	63.3%	10
DIRECTOR OF OPERATIONS	\$125,526.00	\$169,000.00	\$207,946.16	62.9%	12
ELECTRICIAN I	\$52,243.00	\$62,639.00	\$73,465.60	53.5%	11
ELECTRICIAN II	\$52,145.60	\$64,979.20	\$79,518.40	50.1%	6
ELECTRICIAN III	\$58,485.44	\$74,759.36	\$89,599.76	48.7%	5
ELECTRICIAN LEAD	\$69,374.08	\$83,440.24	\$97,643.68	45.6%	4
ENGINEERING AND PROJECTS MANAGER	\$92,844.47	\$122,426.74	\$150,286.77	62.1%	7
ENVIRONMENTAL SPECIALIST I	\$48,484.80	\$65,613.60	\$80,621.00	62.0%	11
ENVIRONMENTAL SPECIALIST II	\$54,475.20	\$72,176.00	\$90,147.20	62.3%	11
EXECUTIVE ASSISTANT & AGENCY CLERK	\$52,243.00	\$70,137.60	\$89,409.11	62.9%	11
EXECUTIVE DIRECTOR	\$151,366.08	\$205,062.08	\$258,758.08	70.2%	2
FACILITIES MAINTENANCE SPECIALIST I	\$52,184.56	\$61,568.12	\$75,383.52	55.9%	10
FACILITIES SR. MANAGER	\$99,319.91	\$121,905.04	\$146,831.12	53.9%	10
FINANCE/BUDGET SR MANAGER	\$103,574.40	\$130,647.60	\$160,323.02	60.3%	8
HR COORDINATOR	\$61,612.30	\$80,574.73	\$100,172.80	66.8%	11
HR MANAGER	\$88,337.60	\$115,795.12	\$144,489.28	66.0%	13
INSTRUMENTATION & CONTROLS LEAD	\$60,299.20	\$81,203.20	\$103,584.00	54.6%	6
<b>OVERALL AVERAGE</b>	<b>-5%</b>	<b>-6%</b>	<b>-7%</b>	<b>58.7%</b>	<b>9.3</b>

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# Market Results Cont'd



Benchmark Positions	Survey Minimum	Survey Midpoint	Survey Maximum	Survey Avg. Range	# Resp.
	Average	Average	Average		
INSTRUMENTATION & CONTROLS TECH I	\$49,755.00	\$64,322.50	\$75,462.40	53.5%	11
IT SYSTEMS ANALYST	\$59,675.20	\$77,646.40	\$98,841.60	64.7%	11
IT SYSTEMS TECHNICIAN	\$53,102.40	\$67,267.20	\$80,537.60	55.5%	5
LABORATORY MANAGER	\$87,258.89	\$109,052.12	\$130,521.00	56.1%	7
MAINTENANCE MANAGER	\$84,801.76	\$108,081.12	\$137,642.47	65.5%	8
MAINTENANCE SUPERVISOR	\$70,952.08	\$89,294.52	\$108,551.04	60.2%	10
MECHANIC I	\$46,652.40	\$56,685.80	\$67,162.08	43.5%	7
MECHANIC II	\$52,225.20	\$63,012.40	\$74,476.24	48.0%	7
MECHANIC LEAD	\$55,893.76	\$68,132.48	\$80,371.20	45.2%	5
NETWORK ADMINISTRATOR	\$76,414.84	\$102,182.08	\$125,507.20	63.2%	8
OPERATIONS MANAGER	\$87,355.84	\$110,041.89	\$135,541.12	62.7%	9
OPERATIONS SPECIALIST I	\$59,529.60	\$77,571.52	\$96,050.24	53.8%	4
OPERATIONS SUPERVISOR	\$71,531.20	\$88,213.00	\$104,166.40	60.1%	6
PROJECT ENGINEER I	\$74,880.00	\$96,574.40	\$115,876.80	65.7%	11
PROJECT ENGINEER II	\$83,220.80	\$105,899.32	\$125,791.76	58.5%	10
PROJECT MANAGER I	\$68,794.94	\$90,012.00	\$112,865.00	67.1%	11
PROJECT MANAGER II	\$72,682.43	\$95,595.37	\$119,587.52	65.8%	8
SENIOR ACCOUNTANT	\$67,368.60	\$87,522.32	\$108,551.28	60.1%	10
SHIFT LEAD WATER PLANT OPERATOR	\$61,971.52	\$81,361.28	\$100,809.28	69.0%	7
STAFF ACCOUNTANT	\$55,785.60	\$73,652.80	\$95,409.60	59.4%	11
UTILITY TECHNICIAN I	\$43,014.40	\$54,155.00	\$67,870.00	55.0%	11
UTILITY TECHNICIAN II	\$46,310.56	\$63,872.64	\$77,088.72	56.2%	10
WATER QUALITY SPECIALIST I	\$51,376.00	\$68,078.40	\$84,780.80	58.4%	6
WATER RESOURCES & PLANNING DIRECTOR	\$124,179.47	\$170,427.63	\$208,586.56	66.3%	8
WATER RESOURCES & PLANNING MANAGER	\$80,995.20	\$111,523.36	\$137,135.04	66.1%	10
WATER TREATMENT PLANT OPERATOR A	\$58,246.40	\$72,647.62	\$89,564.80	51.7%	11
WATER TREATMENT PLANT OPERATOR B	\$52,128.96	\$64,991.68	\$79,801.20	51.9%	12
WATER TREATMENT PLANT OPERATOR C	\$46,950.12	\$60,164.00	\$73,128.48	51.7%	13
WATER TREATMENT PLANT OPERATOR TRAINEE	\$42,641.44	\$51,843.90	\$61,684.56	52.8%	13
<b>OVERALL AVERAGE</b>	<b>-5%</b>	<b>-6%</b>	<b>-7%</b>	<b>58.7%</b>	<b>9.3</b>

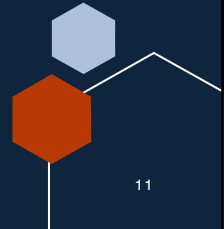
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## Key Recommendations:



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- 5.6% overall pay range adjustment, except the positions listed below requiring additional pay grade change to better align with the market response:
  - Chemist I, II, III
  - Staff Accountant
  - Land Management & Water Resources
- Aligns minimums closer to market entry wages
- Preserves internal grade relationships
- Improves competitiveness for recruitment/retention



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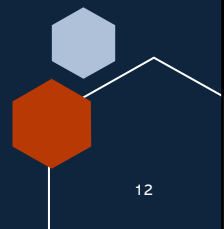
## Implementation Options Explanations:



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### Implementation Option Explanations:

- **Bring to Minimum:** Places employees into their new, market competitive pay range at the minimum. If current salary is above the minimum of the new range, no adjustment is given.
- **Overall Tenure:** Places employees into new, market competitive pay range based on overall years of service to Peace River.
- **Pay Range Placement:** Places employees into new, market competitive pay range by preserving their position in relationship to the midpoint. If employee salary is currently 5% below the midpoint, they would remain 5% below midpoint of the new range.



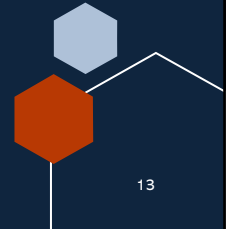
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## Implementation Costs



**PEACE RIVER  
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IMPLEMENTATION OPTION	TOTAL ANNUAL SALARY ONLY COST	TOTAL EMPLOYEES IMPACTED	% OF TOTAL PAYROLL
BRING TO MINIMUM OF PAY RANGE PLACEMENT	\$16,837.49	10	0.3%
OVERALL TENURE PLACEMENT	\$100,445.81	20	2.1%
PRESERVE PAY RANGE PLACEMENT	\$292,154.98	56	6.1%



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## Next Steps



**PEACE RIVER  
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REGIONAL WATER SUPPLY AUTHORITY

1. Accept compensation study findings and recommendations.
2. Integrate into FY 2026/27 Budget
3. Update job descriptions

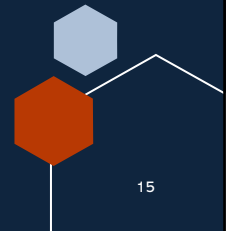
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**Questions?**

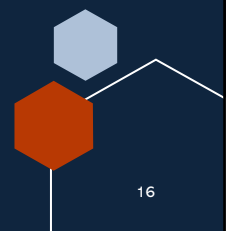
**LOCAL GOVERNMENT  
CONSULTING** 

Rob Williamson – Owner/President  
rob@localgovconsulting.com  
[www.localgovconsulting.com](http://www.localgovconsulting.com)



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**MOTION:**  
**to accept the revised ‘Classification and Pay  
Plan’ and adjust the affected current employees  
to the minimum of their respective new pay  
range.**



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**TAB B**

Revised 'Classification and Pay Plan' (Proposed) Clean and Red-Line Versions

# CLASSIFICATION & PAY PLAN 2026

**Peace River Manasota Regional Water  
Supply Authority**

April 2026

**Table of Contents**

**CHAPTER 1 – ORGANIZATIONAL CHART**

**CHAPTER 2 – SALARY RANGES**

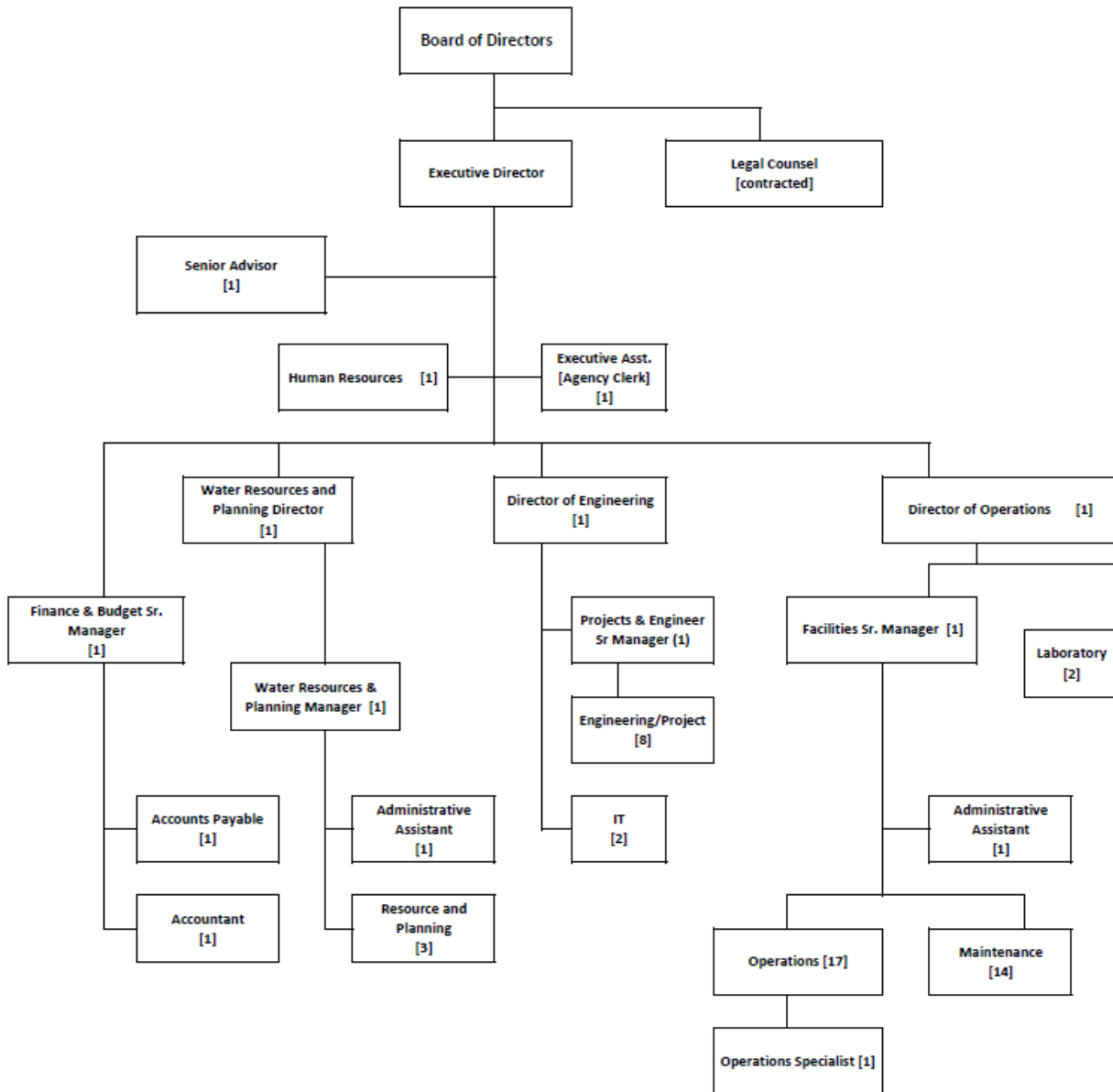
**CHAPTER 3 – PAY GRADES**

**CHAPTER 4 – PLAN ADMINISTRATION AND MAINTENANCE**

**CHAPTER 5 – JOB DESCRIPTIONS**

CHAPTER 1 - ORGANIZATIONAL CHART

Peace River Manasota Regional Water Supply Authority  
 Organizational Chart  
 [October 2025]



Total FTE: 62

**CHAPTER 2 - SALARY RANGES**

<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
111	\$39,520.00	\$50,388.00	\$61,256.00
112	\$41,496.00	\$52,907.40	\$64,318.80
113	\$43,570.80	\$55,552.77	\$67,534.74
114	\$45,749.34	\$58,330.41	\$70,911.48
115	\$48,036.81	\$61,246.93	\$74,457.05
116	\$50,438.65	\$64,309.28	\$78,179.90
117	\$52,960.58	\$67,524.74	\$82,088.90
118	\$55,608.61	\$70,900.98	\$86,193.34
119	\$58,389.04	\$74,446.02	\$90,503.01
120	\$61,308.49	\$78,168.33	\$95,028.16
121	\$64,373.92	\$82,076.74	\$99,779.57
122	\$67,592.61	\$86,180.58	\$104,768.55
123	\$70,972.24	\$90,489.61	\$110,006.98
124	\$74,520.85	\$95,014.09	\$115,507.32
125	\$78,246.90	\$99,764.79	\$121,282.69
126	\$82,159.24	\$104,753.03	\$127,346.82
127	\$86,267.20	\$109,990.68	\$133,714.17
128	\$90,580.56	\$115,490.22	\$140,399.87
129	\$95,109.59	\$121,264.73	\$147,419.87
130	\$102,718.36	\$130,965.91	\$159,213.46
131	\$110,935.83	\$141,443.18	\$171,950.53
132	\$119,810.69	\$152,758.64	\$185,706.58
133	\$129,395.55	\$164,979.33	\$200,563.10
134	\$139,747.19	\$178,177.67	\$216,608.15

**CHAPTER 3 - PAY GRADES**

<b>Classification</b>	<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Administrative Assistant I	111	\$39,520.00	\$50,388.00	\$61,256.00
Administrative Assistant II	112	\$41,496.00	\$52,907.40	\$64,318.80
Utility Technician I				
Administrative Assistant III	113	\$43,570.80	\$55,552.77	\$67,534.74
Transmission System Operator I				
Utility Technician II	114	\$45,749.34	\$58,330.41	\$70,911.48
Accounts Payable Clerk				
Skilled Trade Apprentice				
Water Plant Operator Trainee	115	\$48,036.81	\$61,246.93	\$74,457.05
Electrician I				
Instrumentation and Controls Technician I				
Mechanic I	116	\$50,438.65	\$64,309.28	\$78,179.90
Chemist I				
Environmental Specialist I				
Executive Assistant & Agency Clerk				
IT Systems Technician				
Water Plant Operator - C				
Water Quality Specialist I	117	\$52,960.58	\$67,524.74	\$82,088.90
Electrician II				
Facility Maintenance Specialist I				
Instrumentation and Controls Technician II				
Mechanic II				
Operations Specialist I				
Staff Accountant	118	\$55,608.61	\$70,900.98	\$86,193.34
Transmission System Operator II				
Chemist II				
Environmental Specialist II				
Water Plant Operator - B	119	\$58,389.04	\$74,446.02	\$90,503.01
Water Quality Specialist II				
Electrician III				
Instrumentation and Controls Technician III	120	\$61,308.49	\$78,168.33	\$95,028.16
Mechanic III				
Electrical Lead				
Facility Maintenance Specialist II				
IT Systems Analyst				
Mechanic Lead	120	\$61,308.49	\$78,168.33	\$95,028.16
Operations Specialist II				

Instrumentation and Controls Technician Lead				
Transmission System Operator III				
Water Plant Operator - A				
Chemist III	121	\$64,373.92	\$82,076.74	\$99,779.57
Construction Inspector				
Human Resources Coordinator				
Project Manager I				
Water Plant Operator - Lead				
Environmental Specialist III	122	\$67,592.61	\$86,180.58	\$104,768.55
Project Engineer I				
Senior Accountant				
Chief Operator				
Project Manager II	123	\$70,972.24	\$90,489.61	\$110,006.98
Construction Manager I	124	\$74,520.85	\$95,014.09	\$115,507.32
Maintenance Supervisor				
Operations Supervisor				
Project Engineer II	125	\$78,246.90	\$99,764.79	\$121,282.69
Network Administrator	126	\$82,159.24	\$104,753.03	\$127,346.82
Construction Manager II	127	\$86,267.20	\$109,990.68	\$133,714.17
Human Resources Manager				
Lab Manager				
Maintenance Manager				
Operations Manager				
Part-Time Project Manager III				
Project Manager III				
Water Resources & Planning Manager				
Engineering and Projects Manager	128	\$90,580.56	\$115,490.22	\$140,399.87
Land and Environmental Services Manager				
Project Engineer III				
Facilities Sr. Manager	130	\$102,718.36	\$130,965.91	\$159,213.46
Finance and Budget Sr. Manager	131	\$110,935.83	\$141,443.18	\$171,950.53
Engineering and Projects Sr. Manager	132	\$119,810.69	\$152,758.64	\$185,706.58
Director of Engineering	133	\$129,395.55	\$164,979.33	\$200,563.10
Director of Operations				
Resource Supply and Planning Director				
Director of Budget and Finance				
Deputy Director	134	\$139,747.19	\$178,177.67	\$216,608.15

## CHAPTER 4 – PLAN ADMINISTRATION AND MAINTENANCE

It is the intent of the Authority to maintain the compensation plan in accordance with the competitive labor market. Compensation plans have limited shelf lives before it is no longer relevant to the current market and will need to be updated to maintain market competitiveness for the Authority's needs. The Executive Director shall conduct an annual review of the plan to determine any recommended adjustment to maintain the competitiveness of the Authority. Any adjustments are to be applied globally to the system which in effect adjusts the entire salary range. The adjustment will be made on an annual basis as approved by the Board of Directors as part of the regular budget approval and effective on October 1 of each fiscal year

1. Conduct localized salary surveys to determine market competitiveness, especially for classifications with potential recruitment or retention concerns and annual indexed adjustment.

To ensure the Authority's compensation system remains relevant and competitive relative to the market regarding employee compensation, the Authority should perform its own salary surveys as needed, especially in classifications with recruitment or retention issues. Any changes made to individual classifications should be separate from individual salary adjustments unless the changes move the salary outside of the proposed salary range. An annual (FY) indexed adjustment to the pay ranges consistent with the Bureau of Labor Statistic Consumer Price Index to support a competitive pay structure in between the formal pay and classification studies.

2. Conduct a comprehensive classification and compensation study every three to five years.

Biannual surveys of identified classifications can provide a general idea of the Authority's market competitiveness, but to keep up with the constant changes in the market, a comprehensive classification and compensation study should be done every three to five years to maintain internal and external equity.

## CHAPTER 5 – JOB DESCRIPTIONS

Job Descriptions are updated on a routine basis and approved by the Executive Director.

Original adoption by Board: August 2, 2023

### Revisions:

- \* September 2023 – Added Facility Maintenance Specialist II, and realigned Operation Specialist I and Facility Maintenance Specialist I, and added Operation Specialist II and Accounts Payable Clerk
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- \* January 2024 – Added Water Quality Tech I & II and Skilled Trade Apprentice
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# CLASSIFICATION & PAY PLAN 2026

Peace River Manasota Regional Water  
Supply Authority

~~October 2025~~ April 2026

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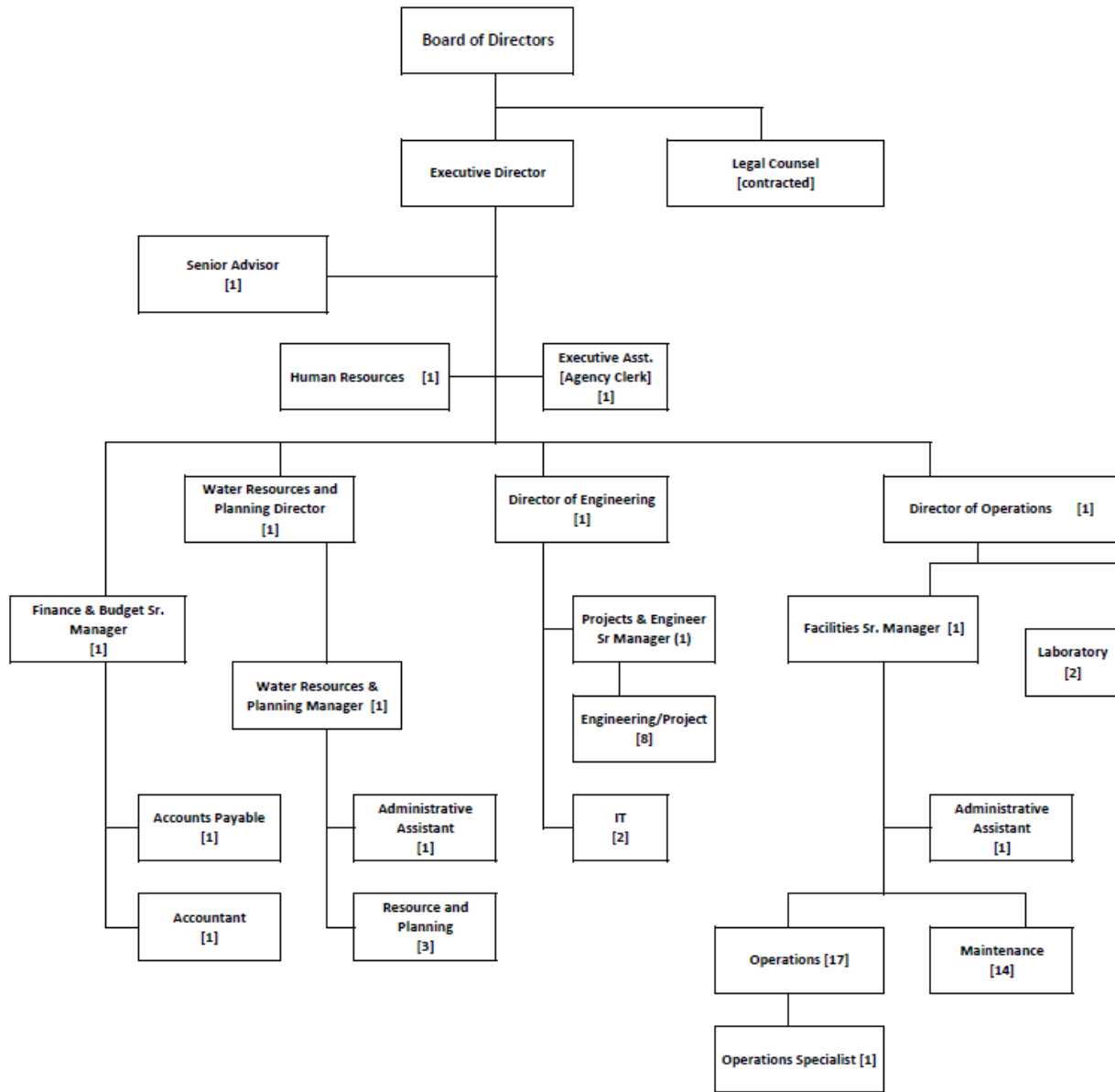
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CHAPTER 1 - ORGANIZATIONAL CHART

Peace River Manasota Regional Water Supply Authority  
 Organizational Chart  
 [October 2025]



Total FTE: 62

CHAPTER 2 - SALARY RANGES

Grade	Minimum	Midpoint	Maximum
111	<del>\$37,417.43</del> <u>\$39,520.00</u>	<del>\$47,706.51</del> <u>\$50,388.00</u>	<del>\$57,997.98</del> <u>\$61,256.00</u>
112	<del>\$39,288.40</del> <u>\$41,496.00</u>	<del>\$50,092.72</del> <u>\$52,907.40</u>	<del>\$60,897.02</del> <u>\$64,318.80</u>
113	<del>\$43,570.80</del> <u>\$41,252.82</u>	<del>\$55,552.77</del> <u>\$52,597.34</u>	<del>\$67,534.74</del> <u>\$63,941.88</u>
114	<del>\$45,749.34</del> <u>\$43,315.46</u>	<del>\$58,330.41</del> <u>\$55,227.22</u>	<del>\$70,911.48</del> <u>\$67,138.97</u>
115	<del>\$48,036.81</del> <u>\$45,481.23</u>	<del>\$61,246.93</del> <u>\$57,988.58</u>	<del>\$74,457.05</del> <u>\$70,495.92</u>
116	<del>\$50,438.65</del> <u>\$47,755.30</u>	<del>\$64,309.28</del> <u>\$60,888.00</u>	<del>\$78,179.90</del> <u>\$74,020.71</u>
117	<del>\$52,960.58</del> <u>\$50,143.06</u>	<del>\$67,524.74</del> <u>\$63,932.41</u>	<del>\$82,088.90</del> <u>\$77,721.75</u>
118	<del>\$55,608.61</del> <u>\$52,650.22</u>	<del>\$70,900.98</del> <u>\$67,129.03</u>	<del>\$86,193.34</del> <u>\$81,607.84</u>
119	<del>\$58,389.04</del> <u>\$55,282.73</u>	<del>\$74,446.02</del> <u>\$70,485.47</u>	<del>\$90,503.01</del> <u>\$85,688.22</u>
120	<del>\$61,308.49</del> <u>\$58,046.86</u>	<del>\$78,168.33</del> <u>\$74,009.75</u>	<del>\$95,028.16</del> <u>\$89,972.64</u>
121	<del>\$64,373.92</del> <u>\$60,949.20</u>	<del>\$82,076.74</del> <u>\$77,710.24</u>	<del>\$99,779.57</del> <u>\$94,471.27</u>
122	<del>\$67,592.61</del> <u>\$63,996.67</u>	<del>\$86,180.58</del> <u>\$81,595.75</u>	<del>\$104,768.55</del> <u>\$99,194.83</u>
123	<del>\$70,972.24</del> <u>\$67,196.50</u>	<del>\$90,489.61</del> <u>\$85,675.54</u>	<del>\$110,006.98</del> <u>\$104,154.58</u>
124	<del>\$74,520.85</del> <u>\$70,556.32</u>	<del>\$95,014.09</del> <u>\$89,959.31</u>	<del>\$115,507.32</del> <u>\$109,362.30</u>
125	<del>\$78,246.90</del> <u>\$74,084.14</u>	<del>\$99,764.79</del> <u>\$94,457.28</u>	<del>\$121,282.69</del> <u>\$114,830.42</u>
126	<del>\$82,159.24</del> <u>\$77,788.35</u>	<del>\$104,753.03</del> <u>\$99,180.15</u>	<del>\$127,346.82</del> <u>\$120,571.94</u>
127	<del>\$86,267.20</del> <u>\$81,677.77</u>	<del>\$109,990.68</del> <u>\$104,139.15</u>	<del>\$133,714.17</del> <u>\$126,600.54</u>
128	<del>\$90,580.56</del> <u>\$85,761.65</u>	<del>\$115,490.22</del> <u>\$109,346.11</u>	<del>\$140,399.87</del> <u>\$132,930.56</u>
129	<del>\$95,109.59</del> <u>\$90,049.74</u>	<del>\$121,264.73</del> <u>\$114,813.41</u>	<del>\$147,419.87</del> <u>\$139,577.09</u>
130	<del>\$102,718.36</del> <u>\$97,253.71</u>	<del>\$130,965.91</del> <u>\$123,998.49</u>	<del>\$159,213.46</del> <u>\$150,743.26</u>

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131	<u>\$110,935.83</u> <del>\$105,034.01</del>	<u>\$141,443.18</u> <del>\$133,918.37</del>	<u>\$171,950.53</u> <del>\$162,802.72</del>
132	<u>\$119,810.69</u> <del>\$113,436.74</del>	<u>\$152,758.64</u> <del>\$144,631.84</del>	<u>\$185,706.58</u> <del>\$175,826.94</del>
133	<u>\$129,395.55</u> <del>\$122,511.68</del>	<u>\$164,979.33</u> <del>\$156,202.38</del>	<u>\$200,563.10</u> <del>\$189,893.09</del>
134	<u>\$139,747.19</u> <del>\$132,312.61</del>	<u>\$178,177.67</u> <del>\$168,698.57</del>	<u>\$216,608.15</u> <del>\$205,084.54</del>

~~\*FY26 increased ranges 3%—~~

**CHAPTER 3 - PAY GRADES**

Classification	Grade	Minimum	Midpoint	Maximum
Administrative Assistant I	111	<del>\$37,417.43</del> <u>\$39,520.00</u>	<del>\$47,706.51</del> <u>\$50,388.00</u>	<del>\$57,997.98</del> <u>\$61,256.00</u>
Administrative Assistant II	112	<del>\$39,288.40</del> <u>\$41,496.00</u>	<del>\$50,092.72</del> <u>\$52,907.40</u>	<del>\$60,897.02</del> <u>\$64,318.80</u>
Utility Technician I				
Administrative Assistant III	113	<u>\$43,570.80</u>	<u>\$55,552.77</u>	<u>\$67,534.74</u>
Transmission System Operator I		<del>\$41,252.82</del> <u>\$52,597.34</u>	<del>\$63,941.88</del>	
Utility Technician II				
Accounts Payable Clerk	114	<u>\$45,749.34</u>	<u>\$58,330.41</u>	<u>\$70,911.48</u>
Skilled Trade Apprentice		<del>\$43,315.46</del> <u>\$55,227.22</u>	<del>\$67,138.97</del>	
Water Plant Operator Trainee				
Electrician I	115	<u>\$48,036.81</u>	<u>\$61,246.93</u>	<u>\$74,457.05</u>
Instrumentation and Controls Technician I		<del>\$45,481.23</del> <u>\$57,988.58</u>	<del>\$70,495.92</del>	
Mechanic I				
Chemist I	116	<u>\$50,438.65</u>	<u>\$64,309.28</u>	<u>\$78,179.90</u>
Environmental Specialist I		<del>\$47,755.30</del> <u>\$60,888.00</u>	<del>\$74,020.71</del>	
Executive Assistant & Agency Clerk				
IT Systems Technician				
Water Plant Operator - C				
Water Quality Specialist I				
Electrician II	117	<u>\$52,960.58</u>	<u>\$67,524.74</u>	<u>\$82,088.90</u>
Facility Maintenance Specialist I		<del>\$50,143.06</del> <u>\$63,932.41</u>	<del>\$77,721.75</del>	
Instrumentation and Controls Technician II				
Mechanic II				
Operations Specialist I				
Staff Accountant				
Transmission System Operator II				

CLASSIFICATION & PAY PLAN 2026

October 2025 April 2026

Chemist II				
Environmental Specialist II	118	<u>\$55,608.61</u>	<u>\$70,900.98</u>	<u>\$86,193.34</u>
Water Plant Operator - B		<del>\$52,650.22</del>	<del>\$67,129.03</del>	<del>\$81,607.84</del>
Water Quality Specialist II				
Electrician III	119	<u>\$58,389.04</u>	<u>\$74,446.02</u>	<u>\$90,503.01</u>
Instrumentation and Controls Technician III		<del>\$55,282.73</del>	<del>\$70,485.47</del>	<del>\$85,688.22</del>
Mechanic III				
Electrical Lead	120	<u>\$61,308.49</u>	<u>\$78,168.33</u>	<u>\$95,028.16</u>
Facility Maintenance Specialist II		<del>\$58,046.86</del>	<del>\$74,009.75</del>	<del>\$89,972.64</del>
IT Systems Analyst				
Mechanic Lead				
Operations Specialist II				
Instrumentation and Controls Technician Lead				
Transmission System Operator III				
Water Plant Operator - A				
Chemist III	121	<u>\$64,373.92</u>	<u>\$82,076.74</u>	<u>\$99,779.57</u>
Construction Inspector		<del>\$60,949.20</del>	<del>\$77,710.24</del>	<del>\$94,471.27</del>
Human Resources Coordinator				
Project Manager I				
Water Plant Operator - Lead				
Environmental Specialist III	122	<u>\$67,592.61</u>	<u>\$86,180.58</u>	<u>\$104,768.55</u>
Project Engineer I		<del>\$63,996.67</del>	<del>\$81,595.75</del>	<del>\$99,194.83</del>
Senior Accountant				
Chief Operator				
Project Manager II	123	<u>\$70,972.24</u>	<u>\$90,489.61</u>	<u>\$110,006.98</u>
		<del>\$67,196.50</del>	<del>\$85,675.54</del>	<del>\$104,154.58</del>
Construction Manager I	124	<u>\$74,520.85</u>	<u>\$95,014.09</u>	<u>\$115,507.32</u>
Maintenance Supervisor		<del>\$70,556.32</del>	<del>\$89,959.31</del>	<del>\$109,362.30</del>
Operations Supervisor				
Project Engineer II	125	<u>\$78,246.90</u>	<u>\$99,764.79</u>	<u>\$121,282.69</u>
		<del>\$74,084.14</del>	<del>\$94,457.28</del>	<del>\$114,830.42</del>
Network Administrator	126	<u>\$82,159.24</u>	<u>\$104,753.03</u>	<u>\$127,346.82</u>
		<del>\$77,788.35</del>	<del>\$99,180.15</del>	<del>\$120,571.94</del>
Construction Manager II	127	<u>\$86,267.20</u>	<u>\$109,990.68</u>	<u>\$133,714.17</u>
Human Resources Manager		<del>\$81,677.77</del>	<del>\$104,139.15</del>	<del>\$126,600.54</del>
Lab Manager				
Maintenance Manager				
Operations Manager				
Part-Time Project Manager III				
Project Manager III				

Water Resources & Planning Manager	128	<u>\$90,580.56</u>	<u>\$115,490.22</u>	<u>\$140,399.87</u>
Engineering and Projects Manager		<del>\$85,761.65</del>	<del>\$109,346.11</del>	<del>\$132,930.56</del>
Land and Environmental Services Manager				
Project Engineer III	130	<u>\$102,718.36</u> <del>\$97,253.71</del>	<u>\$130,965.91</u> <del>\$123,998.49</del>	<u>\$159,213.46</u> <del>\$150,743.26</del>
Facilities Sr. Manager	131	<u>\$110,935.83</u> <del>\$105,034.01</del>	<u>\$141,443.18</u> <del>\$133,918.37</del>	<u>\$171,950.53</u> <del>\$162,802.72</del>
Finance and Budget Sr. Manager	132	<u>\$119,810.69</u> <del>\$113,436.74</del>	<u>\$152,758.64</u> <del>\$144,631.84</del>	<u>\$185,706.58</u> <del>\$175,826.94</del>
Engineering and Projects Sr. Manager	133	<u>\$129,395.55</u> <del>\$122,511.68</del>	<u>\$164,979.33</u> <del>\$156,202.38</del>	<u>\$200,563.10</u> <del>\$189,893.09</del>
Director of Engineering				
Director of Operations				
Resource Supply and Planning Director				
Director of Budget and Finance				
Deputy Director	134	<u>\$139,747.19</u> <del>\$132,312.61</del>	<u>\$178,177.67</u> <del>\$168,698.57</del>	<u>\$216,608.15</u> <del>\$205,084.54</del>

**CHAPTER 4 – PLAN ADMINISTRATION AND MAINTENANCE**

It is the intent of the Authority to maintain the compensation plan in accordance with the competitive labor market. Compensation plans have limited shelf lives before it is no longer relevant to the current market and will need to be updated to maintain market competitiveness for the Authority’s needs. The Executive Director shall conduct an annual review of the plan to determine any recommended adjustment to maintain the competitiveness of the Authority. Any adjustments are to be applied globally to the system which in effect adjusts the entire salary range. The adjustment will be made on an annual basis as approved by the Board of Directors as part of the regular budget approval and effective on October 1 of each fiscal year

1. Conduct localized salary surveys to determine market competitiveness, especially for classifications with potential recruitment or retention concerns and annual indexed adjustment.

To ensure the Authority’s compensation system remains relevant and competitive relative to the market regarding employee compensation, the Authority should perform its own salary surveys as needed, especially in classifications with recruitment or retention issues. Any changes made to individual classifications should be separate from individual salary adjustments unless the changes move the salary outside of the proposed salary range. An annual (FY) indexed adjustment to the pay ranges consistent with the Bureau of Labor Statistic Consumer Price Index to support a competitive pay structure in between the formal pay and classification studies.

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