

**HUMAN RESOURCES COMPENSATION STUDY**  
**FMPA RFP 2026-208**  
**Questions & Answers – Revised 5/15/26**

**1Q:** Benchmark peer organizations. Should the market analysis for FMPA Agency staff and the ARP-staffed power plants include investor-owned utilities operating in Florida (e.g., FPL, Duke Energy Florida, TECO) and electric cooperatives, or should peer comparators be limited to municipal electric utilities and joint action agencies (e.g., JEA, OUC, Lakeland Electric, Gainesville Regional Utilities, and public power JAAs in other states)? Confirmation of peer scope at proposal stage will materially shape both market data sourcing and our peer panel design.

**1A:** In the past companies have used municipal electric utilities, JAA's, IOU and cooperatives and we land somewhere in the middle of the highest and the lowest. Some positions we have to compete with the IOUs to recruit. We do not have a pension plan like many municipalities so we have to make up for that with pay.

**2Q:** Scope of the compensation plan deliverable. The Scope of Services states the consultant will "review FMPA's compensation plan and make recommendations for improvements" and, "if a new plan is recommended, specify what type of plan is recommended." Please clarify whether FMPA's preference is for (a) refinement of the existing pay structure (range adjustments, grade reassignments, market-driven updates within the current architecture), or (b) consideration of an alternative architecture (e.g., broadbanding, market-based pricing, or segmented structures for the ARP power plant population separately from Agency staff). This guidance will shape methodology selection and the corresponding cost estimate.

**2A:** Our board is comfortable with our current pay structure option a because that is why they use. However, we do want our ARP power plant population to have a separate salary ranges and not be integrated with the Agency.

**3Q:** Incumbent and payroll data format. What format will FMPA provide for the current incumbent and payroll data needed to conduct the analysis? Specifically, will the data include class code, position title, FLSA status, current pay rate, hire date, time-in-grade, position-in-range, and most recent merit/COLA action — in a structured Excel or CSV format? Confirmation of data availability at proposal stage will allow us to refine the project schedule and reduce kickoff-phase ramp time.

**3A:** We can and will provide all that information in whatever format you request. We do ask that it be a secured site to exchange information and not through email.

**4Q:** When was the last time a compensation study was completed?

**4A:** 2024

**5Q:** Are job descriptions available for all jobs?

**5A:** Yes

**6Q:** Do job descriptions need to be updated as a part of this project?

**6A:** No, we will update job descriptions if needed.

**7Q:** What market data has been used in past studies? Please specify surveys used by vendor name and indicate whether the survey was used for staffed power plants, Agency, or both.

**7A:** For Agency, Compdata, World at Work, Western Management, JAA Survey. For the power plants we only have the salary ranges for our other plants, Stock Island and Cane Island. We will need more benchmark data than those.

**8Q:** How many unique job descriptions are there for power plant employees?

**8A:** Approx 20

**9Q:** How many grades does the compensation plan consist of?

**9A:** Agency currently has 18 pay grades, Power plants 20

**10Q:** Are staffed power plant and Agency employees on one plan or they separate?

**10A:** Separate

**11Q:** What classification system does FMPA use currently? Meaning, point factor, broad level descriptions, or some other system?

**11A:** We use a point factor system