FY 2024/2025 City Manager Salary Study

| Port St. Lucie City Manager Current Salary: \$288,750.28 | | | | | | | | | | | |
|--|--|---|----------------------------------|--|---|---|------------------------------------|--|---|---|--|
| City/County Name | Population (2024 BEBR Population Estimates) | Years of Service With Organization | Years of Service in the Position | Annual Salary | Recent or Proposed Increase | Car Allowance Provided | Cell Phone Stipend or Issued | Pension/Deferred Compensation Plan Offered | # of Annual Leave Days, Sick Leave Days, Personal Leave Days, Compensatory Time, Paid Holidays, Etc. Annually | Perquisites | Attachments/Notes |
| City of PSL | 253,959 | 35 years with the City | 2 years as City Manager | | As determined by Council 4% March 2025* | \$600.00/month | City issued phone | 401(a) with City contribution of 12%; Employee mandatory contribution of 3% | Annual Leave Days: 25 Sick Leave Days: 12 Compensatory Leave Days: 5 Personal Days: 3 Paid Holidays: 12 | *Receives the same cost of living salary increase which is provided to all other general employees of the City, at the same time. Sick leave accruals in excess of 2,000 hours shall be disbursed annually prior to 10/1 at the then-existing rate of pay. Payment of membership dues to professional associations, clubs, etc. | |
| Cape Coral | 220,236 | 22 years with the City | 1.5 years as City Manager | | \$26, 362.50/yr increase on 9/20/24 | \$1,000.00/month | \$100.00/month | 457 Plan | Annual Leave Days: 20 Paid Holidays: 11 | N/A | |
| Fort Pierce | 50,823 | 27 years with the City | 9 years as City Manager | \$ 192,296.00 | | \$350.00/month | City issued phone | Defined Benefit / Pension Plan | Vacation Days: 23 Sick Leave Days: 12 Paid Holidays: 12 | Payment of membership dues to professional associations, clubs, etc. | |
| Ft. Lauderdale | 189,583 | 4.91 years | 6 months | \$ 300,514.45 | 3% COLA 10/2024 | \$592.00/month | \$110.00/month | 401(a) plan with City contribution of 9% | Annual Leave Days: 12 Vacation Days (Management): 10 Sick Leave Days: 12 Personal Days: 3 Paid Holidays: 10 | Dental Premiums – City contributes 100% of the cost of dental premiums for Full-Time employees classified in Management, Supervisory and Professional employee groups. Annual Physical Examination – Reimbursed for 100% of the cost of a complete physical examination (exclusive of EKG stress tests) up to a maximum of \$250.00. Reimbursed for EKG stress tests to a maximum of \$150.00 | |
| Hialeah *The City of Hialeah does not have a City Manager, but strong mayoral form of government. | 230,575 | 3 years and 2 Months with the City of Hialeah (4 Year Term) | Mayor of Hialeah | Per the City Charter, the Mayor's annual salary is \$150,00.00 + \$40,000 expense account. The combined salary and expense account constitute the total annual | N/A | N/A | City issued phone | N/A | N/A | An annual expense account in the amount of \$40,000.00 to defray travel, per diem, meals and other travel-related expenses in connection with the duties of the mayor. | The City of Hialeah does not have a City Manager, but strong mayoral form of government. |
| Hollywood | 155,038 | | Manager | \$ 307,968.68 | | \$230.77 car allowance per pay period | period | 1. Employee participated in the General Pension plan until 12/31/2019. He contributed 9% to the General Pension plan while the city contributed 9% on behalf of the employee. 2. Since the employee started as an Assistant City Manager, he has chosen to take a salary reduction in lieu of receiving a maxed out 401A. The City pays 14.84% of his annual salary into the 401A (2024 = \$45,344.14) while the employee contributes \$23,655.86 per year. 3. Effective 01/01/2020, the employee elected to enter Deferred Retirement Option Program (DROP) for five years. His DROP end date is 12/31/2024. Any non-representative employee can stay after their DROP date however, they cannot cash out their drop account nor collect their monthly pension check until they | | Longevity compensation as is provided to other senior executive management employees. Whole Life or Universal Life Insurance at no cost to the City Manager (death benefit of \$250,000 to \$500,000). Should the City Manager not medically qualify for life insurance, the City provides the equivalent of the cash value of the premium to the City Manager at each annual anniversary (annual premium obligation is \$5,300.00 with a 2% annual escalator). | |
| Indian River County *County Administrator | 171,029 | 1 year, 8 months | 1 Year, 8 months | | 4% salary study increase 10/2024 | \$4,200.00 annually | City issued phone | FRS - Sr. Mgmt. / Deferred Comp is available but employee/employer does not contribute. | Vacation Days: 20 Administrative Leave Days: 4 Sick Leave Days: 12 Personal Days: 2 Paid Holidays: 11 | N/A | |
| Jacksonville | 1,016,103 | 4.99 years | 4.99 years | \$ 290,331.24 | 3% | \$300.00/month | City issued phone | | Annual Leave Day: 23 Paid Holidays: 12 Personal Days: 1 | Housing Allowance; Civic Club Dues. | |

| Nartin County | 164,853 | 26 years with the County | 2 years, 5 months | \$ 243,675.2 | 0 ln/A | \$500.00/month | N/A | FRS / Contributions 100% Employer paid to | Annual Leave Days: 32 | Up to 80hrs of PTO Liquidation |
|--|---------|---|---------------------------|------------------|-----------------------|---|-------------------|---|---|-----------------------------------|
| County Administrator | | , | _ , | | .,, | , | ., | Deferred Comp of choice - max allowed by | | annually in addition to ability |
| | | | | | | | | · | • | afforded all employees. |
| /liami | 467,171 | 4 years, 10 months | 4 years, 10 months | \$471,713. | 93 6% recent increase | Provided a take | \$200.00/month | City contributes 20% of the City Manager's | , | N/A |
| | | | , , | | | home vehicle | | annual salary | consecutively) | |
| | | | | | | | | 1 | Sick Leave Days: 12 | |
| | | | | | | | | | Paid Holidays: 11 | |
| Orlando | 335,066 | 35.5 years | 4.10 years | \$ 295,713.6 | 0 5% | \$590.00/month | N/A | Defined Contribution (DC) 401(a) Plan, 7% | Personal Leave Days: 27 | N/A |
| | | | | | | | | City Contribution of EE pensionable salary. | Floater Leave Days: 3 | |
| | | | | | | | | City match of 3% if EE voluntarily | Management Leave Days: 8 | |
| | | | | | | | | | Paid Holidays: 10 | |
| Pembroke Pines | 170,892 | 34 years | 34 years | \$ 406,984.0 | 3 N/A | \$7,200.00/year | \$2,400.00/year | Yes, Offered | Annual Leave Days: 20 | Expense Allowance: |
| | | | | | | | | | Sick Leave Days: 12 | \$4,800.00/year. |
| | | | | | | | | | Safety Day: 1 | |
| | | | | | | | | | Religious Day: 1 | |
| | | | | | | | | | Paid Holidays: 11 | |
| • | 385,746 | 11 years, 11 months | 1 year, 9 month | \$ 230,240.6 | 0 4% recent increase | \$300.00/month | Provided | | Vacation Days: 20 | N/A |
| *County Administrator | | | | | | | | | Sick Leave Days: 12 | |
| | | | | 4 | | 1 / | | | Paid Holidays: 14 (11 + 3 Floating Holidays) | |
| t. Petersburg | 267,031 | | Mayor: 3 years | Mayor: \$248,929 | | \$428.00/month | Mayor: | · · · | Mayor: Paid Holidays - 11 | Mayor's Expense allowance: |
| The City of St. Petersburg does not have | | City Administrator (CA): 29 | | CA: \$238,658 | Wage Increase | | \$75.00/month CA: | Defined Benefit Pension Plan | <u>City Administrator</u> : Annual Leave Days - 30 | \$200/month |
| City Manager, but strong mayoral form | | years | | | | | \$30.00/month | | Sick Leave Days - 16 | |
| f government | | | | | | | | | Paid Holidays - 11 | |
| allahassee | 202,203 | 23 Years | 7 years | \$ 292,930.0 | 0 5% | Pay 25% of a | City issued phone | Pension plan, 401K at 5% matching, 457 | Vacation Days: 26 | Payment of membership dues to |
| | | | | | | leased vehicle | | _ | 2 personal days, 10 holidays, 1 floating holiday | professional associations, clubs, |
| | | | | | | | | | Sick Days: 48 hours | etc. |
| | | | | | | | | benefits (\$185/month). | | |
| • | 409,458 | COS: 31 years as a sworn | Additional 4 years as COS | \$ 255,840.0 | 0 N/A | Provided | City issued phone | • | Accrue 3.8 hours per pay period of Annual & 3.8 hours | N/A |
| The City of Tampa does not have | | personnel | | | | | | | per pay period of Sick | |
| City Manager, but strong | | | | | | | | | | |
| nayoral form of government. | | | | | | | | | | |
| heir Chief of Staff (COS) would | | | | | | | | | | |
| e a comparable role. | 125 401 | Fuggers and 2 months | A voors and 11 months | 6 244.077.0 | 4 20/ ATD /October 1 | ¢500.00 = == | City issued about | 401(a) plant FF's contribution 7.5% 1.50 | Annual Masstian Days, 17 days | NI/A |
| | 125,401 | 5 years and 3 months | 4 years and 11 months | 314,9//.0 | 4 3% ATB (October 1, | \$500.00 per | City issued phone | 401(a) plan: EE's contribution 7.5% and ER | , , | N/A |
| *City Administrator | | | | | 2024) | month | | | Sick Leave Days: 10 | |
| | | | | | | | | | Paid Holidays: 12 Management Leave Days: 4 | |
| | | | | | | | | | IIVIANAGAMANT LAAVA LIAVC' /I | |