


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	\$ 288,750.28	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	\$ 311,362.50	\$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)	3 years and 2 Months as Mayor of Hialeah	\$190,000.00 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 compensation of	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	9 years, 8 months with the City	1 year, 8 months as City Manager	\$ 307,968.68		\$230.77 car allowance per pay period	\$46.15 cell phone stipend per pay 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 receive funding from the city.	Annual Leave Days: 25 Sick Leave Days: 12 Personal Days: 5 Paid Holidays: 13 holidays (including birthday) Wellness days: 20 hours (use it or lose by last day of fiscal year each fiscal year)	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	\$ 226,000.32	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	Defined Contribution Plan - City contributes 12% and employees contribute 8%.	Annual Leave Day: 23 Paid Holidays: 12 Personal Days: 1	Housing Allowance; Civic Club Dues.	

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