

# FY 2024/2025 City Attorney Salary Study



Port St. Lucie City Attorney Current Salary: \$230,000.16

City/County Name	Population (per 4/1/2024 BEBR Population Estimate)	Years of Service in the Position	CA Annual Salary	Recent or Proposed Increase	Total Staff Members	# of Attys	# of attorneys supervised directly by the CA	How many general staff, in addition to attorneys, are supervised by the CA? What are the position titles of those supervised?	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
City of PSL	253,959	1.75	\$230,000.16	As determined by Council 4% March 2025*	16 (including the City Attorney)	10: 1 City Attorney; 3 Senior Deputy City Attorneys; 3 Deputy City Attorneys; 3 Vacant DCA positions	9	6: 1 Executive Assistant 1 Senior Legal Secretary 3 Paralegals 1 Legal Operations Administrator	\$600.00/month Plus, mileage reimbursement at IRS approved rate for business travel outside of St. Lucie County	City issued phone	401(a) Plan: 12% Employer Contribution; 3% Mandatory Employee Contribution	Annual Leave Days: 15 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. Payment of membership dues to professional associations, clubs, etc.
Cape Coral	220,236	1.1	\$298,936.77	Council approved contract increase	12 (including the City Attorney)	5	5	7: 1 Administrative Specialist 1 Executive Assistant 1 Senior Administrative Specialist 2 Paralegals	None	\$100/month	401(a) plan, 8% deduction	Paid Holidays: 11 Personal Time: 25 days	
Ft. Lauderdale	189,583	14.77	\$281,138.42	3% COLA, then 16.0856% acting pay increase	29 (including the acting City Attorney)	14	4	2: 1 Law Office Manager 1 Senior Assistant to the City Attorney	\$390.00/month	\$110/month	401(a) plan 9% City contribution	Annual Leave Days: 12 Vacation Days (Management): 10 Sick Leave Days: 12 Personal Days: 3 Paid Holidays: 10	
Hialeah	230,575	17	\$204,297.60	As per Mayor 2% Increase	11	5	4	10: 4 Assistant City Attorneys 2 Executive Legal Assistants 1 Office Associate Confidential 1 Office Coordinator 1 Legal Secretary 1 Clerk (P/T)	\$400.00/month	City issued phone	City Deferred Comp - 10% of Base Pay	Annual Leave Days: 18.75 Sick Leave Days: 24 Personal Days: 2 Paid Holidays: 14 + Employee's Birthday	<a href="#">Managment &amp; Confidential Benefits</a>
Hollywood	155,038	7	\$292,448.00	N/A	16	10	9	1 - Executive Assistant	\$230.77/pay period	\$46.15/pay period	General Pension Plan: 9% Employer Contribution; 9% Employee Contribution	Annual Leave Days: 25 Sick Leave Days: 12 Personnel Management Days: 5 (use or lose by last day of fiscal year) Wellness Days: 2.5 (use or lose by last day of fiscal year)	
Indian River County	171,029	4 months	\$205,000.12	N/A (start date 9/16/24)	7 (including the County Attorney)	3	2: 1-Deputy Atty. 1-Asst. Atty.	4: 1 Records Coordinator 2 Legal Assistants 1 Staff Assistant IV	\$350.00/month	County issued phone	FRS - Sr. Mgmt. / 457 Deferred Comp available but County/Emp does not contribute	Vacation Days: 10 provided upon hire; Accrues an additional 10 days per year for the first 5 years. Sick Leave Days: 5 provided upon hire; thereafter, accrues 12 days annually. Administrative Leave Days: 4 Personal Days: 2	
Jacksonville	1,016,103	1.26	\$279,773.71	3% on 10/5/24	69	43	9	2: 1 Executive Assistant 1 Office Administrator	N/A	N/A	Defined Contribution Plan: 12% Employer contribution; 8% Employee contribution	Annual Leave Days: 20 Paid Holidays: 12 Personal Days: 1	
Martin County (11/25/24)	164,853	21	\$241,133.91	2% increase every 6 months or \$1.00 an hour, whichever is higher, for 3 FY (eff. 10/1/21)	8	4	4	1 - Legal Office Administrator	\$500.00/month	\$97.44/month	Retirement (FRS) : Employer Contribution fixed by law; 3% Employee Contribution Deferred Comp: Employer provides \$39,000.00 Annually	PTO Leave Days: 21 Sick Leave Days: 5 Paid Holidays: 10	
Miami	467,171	30	\$375,240.00	6%	60	31	5	29: 1 administrative aide; 3 administrative assistants; 1 assistant to attorney; 1 office manager; 12 legal assistants; 11 paralegals	\$800.00/month	\$300.00/month	City Pension Plan; Deferred Compensation Plan	Annual Leave Days: 30 Sick Leave Days: 12 Paid Holidays: 12	
Orlando*	335,066	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	City Attorney is not a City employee. Outside firm is general counsel for the City.

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<b>Pembroke Pines*</b>	170,892	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	City Attorney is not a City employee. Outside firm is general counsel for the City.
<b>St. Lucie County</b>	385,746	39.75	\$265,595.20	4% recent increase	43 (including County Attorney)	5 (including County Attorney)	4	7: 2 Legal Assistant I; 3 Legal Assistant III; 1 Property Acquisition Division	N/A	N/A	Offered	Vacation Days: 20 Sick Leave Days: 12 Paid Holidays: 14 (11 + 3 Floating Holidays)		
<b>St. Petersburg</b>	267,031	24	\$260,216.00	3.5%	23	16	16	1 - Legal Support Supervisor	N/A	City issued phone	401(a)	Vacation Days: 30 Sick Leave Days: 16 Paid Holidays: 11		
<b>Tallahassee</b>	202,203	6.25	\$239,710.00	As determined by City Commission 4.2% FY 25	21	10	4	1	City issued vehicle	City issued phone	401k; Maximum Deferred Comp as allowed by IRS; City pension plan	Annual Leave Days: 24 Sick Leave Days: 6 Personal Days: 2 Paid Holidays: 10 + 1 Floating Holiday		
<b>Tampa</b>	409,458	5.25	\$255,840.00	3% September 2024	30	21	9	11: 3 Assistant City Attorneys 2 Chief Assistant City Attorneys 2 Senior Assistant City Attorney II 2 Deputy City Attorneys 1 Legal Administrative Supervisor 1 Senior Executive Aide	N/A	City issued phone	401 (a) Defined Contribution or 457(b) Deferred Contribution	Annual - Accrual Sick - Accrual Paid Holidays: 12 + 2 Floating Holidays		
<b>West Palm Beach</b>	125,401	18.5	\$236,952.37	3% ATB increase October 1, 2024	20	12	2	8: 4 Legal Assistants 1 Legal Secretary 3 Senior Legal Assistants	\$500.00/month	\$50.00/month	401(a) Plan: 9.5% Employer Contribution; 7.5% Employee Contribution	Annual Leave Days: 21 Sick Leave Days: 12 Management Leave Days: 4 Paid Holidays: 12		