2024 City Manager Salary Study

Port St. Lucie City Manager Current Salary: \$288,750.28											
City/County Name	Populatio n (2023 BEBR Populatio	Years of Service With Organization	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		
City of PSL	239,653	34.5 years with the City 1 year as City Manager		As determined by Council 5% October 2023*	\$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 the professional associations, clubs atterniors.		
Martin County *County Administrator	162,847	26 years with the County 2 years as County Administrator	\$ 238,135.08		\$500.00/month	N/A	FRS / Contributions 100% Employer paid to Deferred Comp of choice - max allowed by law	·	Up to 80hrs of PTO Liquidation annually in addition to ability afforded all employees.		
Cape Coral	213,301	22 years with the City 1 year as City Manager	\$ 285,000.00	N/A	\$650.00/month	\$100.00/month	457 Plan	Annual Leave Days: 20 Paid Holidays: 11	Housing allowance of \$1,000.00/mo. for 18 months o until sale of residence.		
Ft. Lauderdale	189,118	3.5 years	\$ 291,761.60	Pending 3% COLA for FY23	\$592.00/month	City issued phone	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	Reimbursed up to \$5,000.00 of moving costs		
*The City of St. Petersburg does not have a City Manager, but strong mayoral form of government	265,782	City Administrator (CA): 28 Years	Mayor: \$240,511.00 CA: \$230,587.00		Mayor: Provided a take home vehicle	•	Both: 401(a) with City contribution of 11%; Defined Benefit Pension Plan	Mayor Paid Holidays: 11 CA Annual Leave Days: 30 Sick Leave Days: 16.575 up to 187.5 max Paid Holidays: 11	Mayor Expense Allowance: \$200.00/mo.		
St. Lucie County *County Administrator	368,628	11 years with the County 1 year, 2 months as County Administrator	\$ 221,540.80	5%	\$300.00/month	Yes	Yes Offered	Vacation Days: 20 Sick Leave Days: 12 Paid Holidays: 14 (12 + 2 Floating Holidays)	N/A		
West Palm Beach *City Administrator	122,157	4 years, 8 months with the City 4 years, 3 months as City Administrator	\$ 305,802.95	5%	\$500.00/month	Cell phone issued	Defined contribution (401 a) with City contribution of 6.5%; Employee mandatory contribution of 7.5%	Annual Leave Days: 13	N/A		

Hollywood	154,875	9 years with the City	\$ 307	,968.68	14%	\$500.00/month	N/A	16.3% of Annual Base Salary to 401;	Annual Leave Days: 25	Longevity compensation as is
nony wood	134,873	1 year as City Manager	307	,500.00	1470	3300.00/111011111		Maximum City contribution allowed by IRS	1	provided to other senior
		1 year as City ivialiager						•	1	·
								into a 457 Deferred Compensation Plan;	Personal Days: 5	executive
								Participation in the City's defined pension	Paid Holidays: 13 holidays (including birthday)	management employees.
								program where EE contributes 8%		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)
Tallahassee	201,833	23 Years	\$ 272,	,935.00	5%	Provided a take	City issued phone	Pension plan, 401K at 5% matching, 457	Vacation Days: 24	Payment of membership dues to
						home vehicle			Sick Leave Days: 48	professional associations, clubs,
									Personal Days: 2	etc.
Fort Pierce	49,508	26 years with the City	\$ 192,	,296.00	5%	\$450.00/month	City issued phone	Defined Benefit / Pension Plan	Vacation Days: 23	Payment of membership dues to
	•	8.25 years as City Manager						·	Sick Leave Days: 12	professional associations, clubs,
		, , ,							Paid Holidays: 12	etc.
Orlando	326,988	4 years	\$ 284,	,336.00	5%	\$590.00/month	N/A	Defined Contribution (DC) 401(a) Plan, 7%		N/A
								City Contribution of EE pensionable salary.	Floater Leave Days: 3	
								City match of 3% if EE voluntarily	Management Leave Days: 8	
								contributes 3%.	Paid Holidays: 10	
Pembroke Pines	171,222	32 Years	\$ 362,	,211.00	N/A	\$600.00/month	\$200.00/month	Yes, Offered	Annual Leave Days: 20	Expense Allowance:
									Sick Leave Days: 12	\$400.00/mo.
									Safety Day: 1	
									Religious Day: 1	
									Paid Holidays: 11	
Hialeah	229,054	4 Year Term	\$190,000.00	0	N/A	N/A	N/A	N/A	N/A	N/A
*The City of Hialeah does not have a City			*salary is set b	y the City						
Manager, but strong mayoral form of			Charter							
government Tampa	406,294	Mayor: 4 years, 11 months	\$ 180	,918.40	3%	Provided	Provided	F&P Pension currently	N/A	N/A
*The City of Tampa does not have	400,234	iviayor. 4 years, 11 months] 180,	,510.40	370	riovided	riovided	Telision currently	N/A	11/7
a City Manager, but strong										
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mayoral form of government City of Miami	464,225	4 years	\$ 300	,832.11	5%	Provided a take	\$200.00/month	City contributes 20% of the City Manager's	Vacation Days: 20 (max of 15 days taken	N/A
icity of ivilaliii	404,223	+ years] 333,	,032.11	3 70	home vehicle	7200.00/111011111	annual salary	consecutively)	1V/A
						nome venicle		unitual Salary	Sick Leave Days: 12	
									Paid Holidays: 11	
Jacksonville	1,004,869	1 year	\$ 2/12	,717.96	N/A	Provided	Provided	Retirement/Pension Offered	Paid Holidays: 12	Housing Allowance, Civic Club
	±,00 1 ,003	- year	243,	,,1,,50	14/ 🔼	Trovided	i i i i i i i i i i i i i i i i i i i	nearement ension onered	ir dia Holladys. 12	Dues.
Indian River County	167,781	1 year	\$ 217	,300.20	n/a	\$161.54 Bi-weekly	Provided	Retirement via Lincoln & FRS	Vacation Days: 20	N/A
*County Administrator	107,701	1 year	217,	,300.20	τι/ α	7101.34 DI-WEEKIY	Tovided	Retrieffe via Efficient & 1 N3		17/4
									Sick Leave Days: 12	
									Personal Days: 5 Paid Holidays: 11	
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