

FY 2025/2026 City Manager Salary Study

Port St. Lucie City Manager Current Salary: \$321,321.26

City/County Name	Population (2025 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	260,194	36.3	3	\$321,321.26	As determined by Council 7% as of October 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,	
Cape Coral	222,862	23	2.5	\$336,980.80	7.25% increase 9/20/2025	\$1,000.00/month	\$100.00/month	Pension – 9.9% employee contribution and 24.7% employer contribution 401(A) – 8% employee contribution and 12% employer contribution	Annual Leave Days: 20 Paid Holidays: 11	N/A	
Fort Pierce	51,352	—	—	—	—	—	—	—	—	—	No response received
Ft. Lauderdale	192,338	0.11 months	0.11 months	\$360,499.78	3% COLA 10/2025	City vehicle	\$200/month	FRS at Senior Management Service Class with Employee Contribution 1.5% and Employer Contribution 36.02% The City shall make an annual lump sum contribution into (a) the Plan, according to the terms of the Plan and applicable laws, as follows: (i) \$11,750, on April 2, 2026; (ii) \$15,000, on April 2, 2027; and (iii) \$20,000, on April 3, 2028; and (b) upon City Manager's completion of twenty-four months of service as City Manager, an IRA account selected by the City Manager, in the amount of \$7,000 (or such lesser amount as may be required by applicable law); provided, however, that such IRA contribution shall be subject to an automatic annual	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.	232,243	5.11 Months with the City of Hialeah (council member for approximately five (5) years; interim-Mayor since 04/28/2025)	Sworn in as interim-Mayor on 04/28/2025	\$190,000.00 Per the City Charter, the Mayor's annual salary is \$150,000.00 + \$40,000 expense account. The combined salary and expense account constitute the total annual	N/A	N/A	City issued phone	City contributes to a 457 account - 14% of total salary	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.
Indian River County *County Administrator	173,013	2.7	2.7	\$240,916.52	4% 10/2025	\$350/month	County issued phone	FRS - Sr. Mgmt. / Deferred Compensation Plan 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	1,032,601	5.9	5.9	\$299,041.20	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.	Retired October 24, 2025
Martin County *County Administrator	166,281	30	3	\$267,568.60	6% or \$1.50/hr whichever is higher	\$230.77/per pay check	—	FRS / Contributions 100% Employer paid to Deferred Comp of choice - max allowed by law	32 days (9.85 hours per day) Sick: 40 hours Diversity Days: 2		

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Miami	478,799	5.8	5.8	\$525,017.61	6% 10/2025 + 5% Anniversary increase.	Provided a take home vehicle	\$200.00/month	City contributes 20% of the City Manager's annual salary	Vacation Days: 20 (max of 15 days taken consecutively) Sick Leave Days: 12 Paid Holidays: 12	N/A	
Orlando	340,681	26.2	1	\$307,548.80	4%	N/A	N/A	Defined Contribution (DC) 401(a) Plan, 7% City Contribution of EE pensionable salary. City match of 3% if EE voluntarily contributes 3%.	Personal Leave Days: 27 Floater Leave Days: 3 Management Leave Days: 8 Paid Holidays: 10	N/A	
St. Lucie County *County Administrator	394,074	12.1	2.8	\$239,617.66	4%	\$300.00/month	Provided	Yes Offered	Vacation Days: 20 Sick Leave Days: 12 Paid Holidays 2025: 15 (12 + 3 Floating Holidays)	N/A	
St. Petersburg *The City of St. Petersburg does not have a City Manager, but strong mayoral form of government	266,153	Mayor: 3 yrs City Administrator: 29.5	Mayor: 3yrs CA: 2.5 yrs	M: \$255,152.00 CA: \$262,046.92	2%	Mileage paid	Mayor: \$75.00 CA: \$30.00	City Pension; Deferred Compensation Plan	Paid Holidays: 12 Mayor Annual Leave : 136hrs CA Annual Leave: 30 days Sick Leave: 16 days	Mayor has \$200 per month expense allowance	
Tallahassee	205,623	25	7	\$304,648.00	4%	Pay 25% of a leased vehicle	City issued phone	Pension plan, 401K at 5% matching, 457 savings account (maximum amount allowed), flex bucks to offset health benefits (\$165/month)	Vacation Days: 24 2 personal days, 10 holidays, 1 floating holiday Sick Days: 48 hours	Payment of membership dues to professional associations, clubs, etc.	
Tampa *The City of Tampa does not have a City Manager, but strong mayoral form of government. Their Chief of Staff (COS) would be a comparable role	412,684	36.60	6.30	\$267,924.80	3%		City issued phone	Deferred Compensation Plan	Vacation Days: 12 Sick Days : 12 Paid Holidays 14 (12 + 2 Floating Holidays)		
West Palm Beach *City Administrator	126,944	6.3	5.11	\$340,647.65	3%	\$500.00 per month	City issued phone	401(a) plan: EE's contribution 7.5% and ER contribution 6.5%	Annual/Vacation Days: 17 days Sick Leave Days: 10 Paid Holidays: 12 Management Leave Days: 4	N/A	
Hollywood	156,997	---	---	---	---	---	---	---	---	---	No response received
Pembroke Pines	171,413	49	36.4	\$444,426.00	---	\$600/month	\$200.00/month	15% 401 (a) contribution	1 safety (When an employee has doesn't have an accident for a year/per year General/Police/Fire employees get one extra paid day off) 1 religious 12 paid holidays 160 hours annual vacation 12 Sick Days		