

2022 City Manager Salary Study

Port St. Lucie City Manager Current Salary: \$239,938.92

| City/County Name | Population (per 2020 Census) | 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 |
|--|------------------------------------|--|---|-----------------------------------|---------------------------|--|---|---|
| City of PSL | 204,851 | 6 years | \$ 239,938.92 | As determined by Council | \$563.93/month | City issued phone | 401(a) with City contribution of 12%; Employee mandatory contribution of 3% | Annual Leave Days: 15 Sick Leave Days: 12 Compensatory Leave Days: 5 Personal Days: 13 Paid Holidays: 12 |
| Martin County | 158,431 | 26 years | \$ 224,400.00 | Promoted on 07/01/2022 | \$500/month | N/A | FRS / Contributions 100% Employer paid to Deferred Comp of choice - max allowed by law | Annual Leave Days: 32 Paid Holidays: 10 |
| Cape Coral | 194,016 | 2 Years | \$ 243,675.20 | N/A | \$650/month | \$100/month | 457 Plan | Annual Leave Days: 20 Paid Holidays: 11 |
| Ft. Lauderdale | 182,760 | 2 years, 2 months | \$ 275,000.00 | Pending 3% COLA for FY23 | \$592/month | City issued phone | 401(a) plan 9% city contribution | Annual Leave Days: 12 Vacation Days (Management): 10 Sick Leave Days: 12 Personal Days: 3 Paid Holidays: 10 |
| St. Petersburg: MAYOR *The City of St. Petersburg does not have a City Manager, but strong mayoral form of government | 258,308 | Mayor: 10 months City Administrator (CA): 26 Years | Mayor: \$227,910.07 CA: \$216,300.00 | Both: 3% General Wage Increase | N/A | Mayor: \$75.00/month CA: \$30.00 Stipend | Both: 401(a) plan 11% city contribution Defined Benefit Pension Plan | <u>Mayor</u> Paid Holidays: 11 Expense Allowance: \$200.00 monthly Take Home Car <u>CA</u> Annual Leave Days: 30 Sick Leave Days: 16.575 up to 187.5 max Paid Holidays: 11 |
| St. Lucie County | 329,226 | 8 years | \$ 217,526.40 | 5% Recent Increase | \$300/month | Yes | Yes Offered | Vacation Days: 15 Sick Leave Days: 12 Paid Holidays: 14 |
| West Palm Beach | 117,415 | 3 years, 3 months | \$ 291,240.91 | Recent increase 5% ATB | \$500/month | Cell phone issued | Defined contribution (401 a) | Annual Leave Days: 13 Management leave Days: 4 Sick Days: 10 Paid Holidays: 12 |
| Hollywood | 153,067 | 8 Years | \$ 323,047.00 | 13% Recent Increase | \$500/month | N/A | 16.3% of Annual Base Salary to 401; maximum City contribution allowed by IRS into a 457 deferred compensation plan; participation in the City's defined pension program where EE contributes 8% | Annual Leave Days: 25 Sick Leave Hours: 8 sick hrs./mo. (no accrual limit) Personal Days: 5 Paid Holidays: 13 holidays (including birthday) |
| Tallahassee | 196,169 | 22 Years | \$ 247,560.51 | 5% | N/A | Yes | Yes Offered | Vacation Leave Days: 15 (increases at 1, 5, 10 and 20 years) Sick Days: 6 Personal Days: 2 |
| Fort Pierce | 46,000 | 25 years | \$ 183,144.00 | 5% | \$450/month | City issued phone | DEFINED BENEFIT / PENSION PLAN | Annual Leave Days: 47 |
| Orlando | 307,573 | 4 years | \$ 270,795.20 | 6% Recent Increase | \$590/month | 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 |
| Pembroke Pines | 171,178 | 31 Years | \$ 344,822.00 | N/A | \$600/month | \$200/month | Yes Offered | Annual Leave Days: 20 days Sick Leave: 12 days Safety Day; 1 Religious Day: 1 Paid holidays: 11 |
| Hialeah *The City of Hialeah does not have a City Manager, but strong mayoral form of government | 243,208 | N/A | N/A | N/A | N/A | N/A | N/A | N/A |