

	Question	Martin County	Hollywood	St. Lucie County	Orlando	Fort Pierce	Hialeah	Cape Coral	Fort Lauderdale	Pembroke Pines	St. Petersburg	Tallahassee	West Palm Beach	City of Port St. Lucie
1	Current population of the district or jurisdiction	161,000 (2019)	155,700	329,226	307,573	46,000	230,135	185,000	189,321	176,823	259,000	297,432	117,415	204,851
2	Number of Employees (both full and part time)	1,086.50	1,450	705 Full-Time 76 Part-Time	3,283	353	1,355	1,504 Full-Time 259 Contract (PT)	2,502 Full-Time 432 Part-Time	1,400 Full-Time 300 Part-Time	3,658	2,893 Full-Time 1,084 Part-Time	1,728.50	1,280 (including 51 Part-time)
3	Annual salary of the existing City Manager or defined equivalent position and any recent or proposed increase (%)	\$223,380	\$285,417.60	\$207,168 4% Cola on 10/1/2021	\$255,465.60 4% increase 10/3/2021	\$174,428.80 2% increase on 10/01/21	\$114,543 Last annual salary of previous Mayor's Executive Officer	\$243,675.20 increase on 10/1/2021	\$279,115.20	\$330,720	\$217,588 COLA & GWI increase on 10/1/21	\$247,560.51	\$269,293.50	\$228,513.22
4	If there is any bonus offered. If so, what is the criteria for receiving the bonus and what is the amount (\$ or %) of the bonus	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	If there is any car allowance provided. If so, what is the annual allowance	\$6,000	\$6,000	\$3,600	\$7,080	\$4,200 per year	\$904.80	\$7,800	\$7,104	\$7,200	N/A, Mileage submitted	City provided vehicle	\$6,000 per year	\$6,767.16 per year (\$563.93 per month)
6	If there is any additional allowance provided. If so, what is it for and what is the amount of the allowance	N/A	N/A	N/A	N/A	N/A	N/A	Contract included \$1,000/month housing until house sold, but sold before state date	\$1,320 Annual cell phone allowance	Cell- \$2,300 Expense- \$4,700	N/A	N/A	N/A	City cell phone provided
7	If there is a pension/deferred compensation/other retirement plan offered. If so, what is the required contribution amount from the employee and what is the contribution amount made by the comparable jurisdiction	FRS Retirement Optional 457(b) Deferred Comp	16.3% of Annual Base Salary to 401(a); maximum City contribution allowed by IRS into a 457(b) deferred compensation plan; participation in the City's defined pension program where EE contributes 8%	IRS 457(b) Plan – 4.84% of annual base salary for employer contribution	401 Retirement Plan, City contribution of 7% of employee's pensionable salary following 90-days of employment, regardless if the employee contributes to the plan, City match of 3% of the employee's pensionable salary, if the employee voluntarily contributes 3%, Generous vesting schedule after only one (1) year of pensionable service with full vesting at four (4) years of pensionable service, Ability for the employee to contribute additional 7% post-tax contributions to the plan	Defined Beefit / Pension - Payroll Contribution 16.40% Employer, 5. 16% Members	Mandatory 7% is automatically deducted for the purposes of the 401a retirement plan. After 10 years and 1 day of service with the City, an additional 7% is matched by the City for the employee. An optional 457(b) is offered as a savings plan with Nationwide.	401(a) – Employee 8% contribution, Employer 12% contribution	401(a) defined contribution 9% contribution of annual salary by the City.	Information unavailable because Benefit Specialist out of office until end of the month	401(a) Management receive 14% contribution	Normal City Pension Plan - Employee mandatory 5% contribution. 2.25% accrual per year and vested after 5 years. (Plus 401K plans - 5% contribution by the City from hire date, vested at 7 years. Upon retirement the City will provide a match on contributions if employee selects month payments. It is a 50% match on 401K funds up to 5%.)	Defined contribution plan(401 (a)) Employee contributes 7.5%, City contributes 6.5% of earnings	401(a) with city contribution of 12%
8	What is the date of hire/how long has the incumbent held the position (if less than 2 years in position, what were the employment dates and salary of the previous CM)	10 Years Hired 07/20/1987; Position start date: 12/08/2010	7 Years 8/25/2014	7 Years 11/1/2014	3 Years The CAO has 32.6 years of service with the City of Orlando, served as acting CAO 12/2018 - 1/2020, then promoted to permanent CAO position 1/2020.	5 Years 12/6/2015	4 Years Previous Chief of Staff (Mayor's Executive Officer) 11/20/2017 – 10/1/2021. Salary Range: \$86,840.00 - \$114,543.00.	8 Years 8/12/2020 Previous CM 5/29/2012-9/1/2020; \$200,012.80]	2 Years 1/1/2019	45 Years 10/1/1976	8 Years Came on board with the new mayor. She is leaving at the end of December as we have a new administration.	3 Years 9/15/2018	1/19/2020 Promoted to CM, Original hire date is 8/12/2019	11/21/2016
9	How many years of a service as a City Manager, in total, does the incumbent have	10 Years Hired in position as of 12/08/2010	7 years	Seven (7) years as St. Lucie County Administrator; Prior County Manager and Deputy experience prior to St. Lucie County	3 Years Has three 3 years of service as CAO if you count the time serving as Acting CAO.	6 Years	4 Years	8 Years	5 Years, 9 Months	31 Years	8 Years	3 Years	2 Years	5 Years, previous government experience
10	Are increases retroactive to the start of the fiscal year or on a prospective basis from the date of review	Non-bargaining folks will receive 2% semiannually, beginning FY22, ending FY24.	Retroactive to the start of the fiscal year.	N/A	Increases are giving on the beginning of a pay period closest to the start of the fiscal year.	Start of the year	Since Management employees do not hold their own CBA, COLA increases are mirrored by the AFSCME contract, however, ultimately all increases for management employees are based off the discretion of the Mayor.	Council authorizes each FY (10/1)	Date of promotion	N/A	no other increases except the GWI or COLA	Retro to the start of the fiscal year	3% on 10/1/2021, no merit increases	Retro to the start of the year or as determined by City Council

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11	Is there anything extra the CM receives that we have not asked about, i.e. housing allowance	N/A	N/A	Professional dues and memberships to ICCMA and FCCMA; Other dues and subscriptions as approved in annual budget; Travel and subsistence expenses for conference, seminars and committee meetings.	Longevity payment of \$2,300.00 paid once per year, Medical Benefit, employee has an additional \$350.00 available each fiscal year for non-reimbursable personal medical expenses (routine physical exam, eye exam, glasses, dental work)	N/A	City cell phone	Relocation reimbursed \$7,500; City provided cell phone	Moving expense	N/A	Received a short term disability policy, the same as all management level employees.	All general benefits as afforded to all employees. Free Fitness Center use along with classes, Tuition Reimbursement, Executive Management Leave policy. \$75.70 biweekly Flex Bucks on all 26 payroll checks as an Annual Allowance to help pay for medical benefits.	N/A	Relocation expenses of \$7,500, City provided cell phone, Civic Club, dues and memberships as approved by City Council
12	Severance pay offered? What is the amount?	20 weeks base salary and deferred compensation, a lump sum payment at the hourly rate for all annual leave accumulated but not used at the date of termination, Health Insurance 20 calendar weeks following termination.	20 weeks of base salary and 100% of accrued sick, vacation & holiday leave	Termination for the convenience of the County - Lump sum severance cash payment equal to twenty 20 weeks of compensation; Termination for cause – County has no obligation to pay the aggregate severance sum as described above. According to FL Statute 215.425(4)(a)(2), no severance pay is authorized if the employee is fired or terminated for misconduct as defined in Florida Statutes section 443.036(30).	Severance Pay a. Appointed Officials who were appointed prior to February 26, 2003 and who leave City employment at the convenience of the government, for reasons not related to job performance, will receive severance pay as follows: i. One (1) month's pay after two (2) years of service. ii. One (1) month's pay for each additional year of service. iii. Total severance will not exceed six (6) months' pay.	4 Months (120 days)	At the time of separation, employees receive the amount of vacation and sick hours accrued throughout their employment with the City. Because of this, there is not specific amount.	20 weeks	Severance pay. Severance pay shall be calculated as eight (8) week in the first year, twelve (12) weeks in the second year, sixteen (16) weeks in the forth and following years of the contract.	N/A	N/A	2 months notice of termination and allow employee appropriate time and opportunity to see alternative employment during the notice period. In the event of termination the employee shall be entitles to 20 weeks of salary and benefits except under termination for misconduct under the Florida Statutes.	None, no contract involved	20 Weeks
13	How many annual leave days, sick leave days, personal leave days, paid holidays, etc.	256 hours PTO (9.85 hours per pay period) No sick accruals	200 vacation hours 96 Sick hours (no accrual limit) 40 personal hours 13 holidays, including birthday	200 Vacation hours 96 hours Sick Leave 2 Floating Holidays 12 Paid Holidays Per Year	216 hours Personal Leave 9 Holidays 3 days Floater 64 hours Management Leave per year	184 hours Vacation 96 hours Sick Leave 12 Paid Holidays	96 hours Sick Leave (1 sick day per month) 16 hours Personal days deducted from sick bank 11 paid Holidays Employee's Birthday	160 hours PTO to start and 16.67 hours per month afterwards 11 paid Holidays	120 hours (4.62 hours Vacation leave biweekly) 80 hours per year of Management Vacation 96 hours Sick leave 9 Holidays	160 hours Annual 96 hours Sick 11 Paid holidays 1 Safety day 1 Religious day	160 Vacation hours (year 6 -168 hours; year 7- 176 hours, 8 years- 184 hours) 134 hours Sick 11 Holidays	120 hours Personal Leave with increases at 1, 5, 10 and 20 years 48 hours Sick 16 hours Personal Leave	80 hours Vacaton 80 hours Sick 12 Holidays	120 hour Vacation 96 hours Sick 40 hours comp time 24 hours Personal 12 Holidays