

FY 2025 /2026 City Attorney Salary Study

City/County Name	Population (2025 BEBR Population Estimates)	Years of Service With Organization	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	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.	Perquisites	Column1
City of PSL	260,194	3	1.70	\$261,062.88	7% October 4th, 2025	15 (including the City Attorney)	9:	9	1 Executive Assistant 3 Paralegals 1 Legal Operations Administrator 5 Deputy City Attorneys;	\$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: 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. Payment of membership dues to professional associations, clubs, etc.	
Cape Coral	222,862	2.3	2.3	\$320,609.69	7.25% on 8/13/2025	14 (including the City Attorney)	7	6	7: 1 Police Legal Advisor 1 Paralegal I 1 Paralegal II 1 Senior Paralegal 1 Exec Asst to City Attorney 1 Senior Admin Specialist 1 Law Office Manager	None	\$100/month	Pension – 9.9% employee contribution and 24.7% employer contribution 401(A) – 8% employee contribution and 12% employer contribution	Paid Holidays: 11 Personal Time: 30 days		
Ft. Lauderdale	192,338	3 months	3 months	\$298,259.52	3% COLA, 10/2025	29 (including the acting City Attorney)	14 (including the acting City Attorney)	4	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	232,243	6	2	\$204,384.40	4%	13	6	5 Assistant City Attorneys 1 Deputy City Attorney		\$400.00/month	City issued phone	City Deferred Compensation Plan - 10% of Base Pay	Annual Leave Days: 10 Sick Leave Days: 12 Personal Days: 2 Paid Holidays: 11 + Employee's Birthday	Management & Confidential Benefits	
Indian River County	173,013	1.6	1.2	\$218,530.26	4%, 10/2025	7 (including the County Attorney)	3	2 Attorneys: 1 Deputy Atty 1 Assistant Atty	4 Staff members: 1 Records Coordinator 2-Legal Assistants 1-Staff Assistant IV 1 Executive Assistant 1 Office Administrator	\$350.00/month	County issued phone	FRS - Sr. Mgmt. / 457 Deferred Compensation Plan available but County/Emp does not contribute	Vacation Days: 20 Administrative Leave Days: 4 Sick Leave Days: 12 Personal Days: 2 Paid Holidays: 11		
Jacksonville	1,032,601	2.41	2.41	\$288,166.92	3%	68	44		1 Executive Assistant 1 Office Administrator	N/A	N/A	Defined Contribution Plan: 12% Employer contribution; 8% Employee contribution	Annual Leave Days: 20 Sick Leave Days: 12 Personal Days: 1		
Martin County	166,281	7.8	3	\$255,600.00	6% or \$1.50/hr whichever is higher		5	1 Assistant Co Attorney 3 Senior Assistant Co Attorney	1 Legal Office Administrator	\$230.77 per pay check	\$44.97 per pay check	County shall contribute on County Attorney's behalf to a deferred compensation program designated by County Attorney in the maximum amount allowed by	22 days (6.83 hrs per pay) Sick: 40 hours Diversity Days: 2		FY 24/25 for pension
Miami	478,799	31	1.6	\$417,642.12	6% 10/2025 + 5% Anniversary increase.	63	31	5	32: 1 administrative aide 3 administrative assistants 1 assistant to attorney 1 office manager 4 senior Legal assistants 6 legal assistants	\$800.00/month	\$300.00/month	City Pension Plan; Deferred Compensation Plan	Annual Leave Days: 29 days(max of 700 hours), Sick Leave Days: 12, Paid Holidays: 12, Earned Personal Leave: 5		
Orlando	340,681	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	City of Orlando: "The City Attorney Services is contracted out."
St. Lucie County	394,074	37 years	Interim County Attorney as of 06/30/2025. BOCC agreed to pursue a formal agreement with Interim CA on 25	\$234,596.88	4%	40 positions (including County Attorney)	6 (including County Attorney)	5	2 Legal Assistant I 3 Legal Assistant III 1 Criminal Justice Director	N/A	N/A	Offered	Vacation Days: 25 Sick Leave Days: 12 Paid Holidays: 15 (12 + 3 Floating Holidays)		
St. Petersburg	266,153	25.5	25	\$282,958.07	2% increase for FY26	22 (including the City Attorney)	14	13	1 Legal Support Supervisor	N/A	N/A	City Pension; Deferred Compensation Plan	120 hours up to 5 years. 8 additional hours per year of service upto 200 hours. 4		
Tallahassee	205,623	7.5	1.75	\$249,298.00	4.00%	22 (including the City Attorney)	4	4	2 -the Executive Assistant and the Administrative Supervisor	City issued vehicle	City issued phone	401k; Maximum Deferred Compensation Plan as allowed by IRS; City pension plan	Annual Leave Days: 18 Sick Leave Days: 6 Personal Days: 2 Paid Holidays: 10 + 1 Floating Holiday		
Tampa	412,684	5 months	2 months	\$267,924.80	3.00%	30	21	9			City issued phone	Deferred Compensation Plan	Annual Leave Days: 12 Sick Leave Days: 12 Paid Holidays: 14, 12 + 2		
West Palm Beach	126,944	19.9	10.5	\$268,467.04	3%, 10/2025	20	12	2	3 Legal Assistants 1 Legal Secretary 4 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		
Hollywood	156,997														No response received