



"A City for All Ages"

# CITY OF PORT ST. LUCIE

Office of the City Manager

## MEMORANDUM

RUSS BLACKBURN  
City Manager

TO: HONORABLE MAYOR AND COUNCIL MEMBERS

VIA: RUSS BLACKBURN, CITY MANAGER

FROM: DAVID GRAHAM, ASSISTANT CITY MANAGER  
KATE PARMELEE, STRATEGIC INITIATIVES DIRECTOR

SUBJECT: AGENDA ITEM #13.C EVALUATION OF ANNUAL COMPENSATION FOR THE MAYOR AND CITY COUNCIL, AUGUST 26, 2019 CITY COUNCIL MEETING

DATE: AUGUST 23, 2019

At the direction of the City Manager, staff has continued to pursue comparative data to provide the City Council complete information regarding City Council compensation practices in Florida's larger cities.

Attached please find an amended *Comparative Analysis with Other Local Governments* section of the "Mayor and City Council: Compensation Analysis." Cities highlighted in yellow contain new information to enable quick review of salary and benefits. For jurisdictions that have yet to respond to our Public Records requests, staff will forward that information upon receipt.

Please advise if we may provide further assistance.

CC: City Attorney's Office  
City Clerk

| Municipality      | County       | Form of Govt.        | 2017 Pop. | Current Annual Salary: Mayor | Current Annual Salary: Council Member | Benefits: Mayor   | Benefits: Council  |
|-------------------|--------------|----------------------|-----------|------------------------------|---------------------------------------|---|--|
| 1. Jacksonville   | Duval        | Council-Strong Mayor | 891,207   | \$180,332                    | \$49,635                              | <ul style="list-style-type: none"> <li>Health Insurance</li> <li>Life insurance 2x the Salary</li> <li>Retirement Plan - choice of the City or FRS</li> <li>Vehicle &amp; Mileage option</li> <li>City phone provided</li> <li>Budgeted expense account (varies)</li> </ul> | <ul style="list-style-type: none"> <li>Health Insurance</li> <li>Life insurance 2x the salary</li> <li>Retirement Plan choice of the City or FRS</li> <li>Travel &amp; expenses up to \$10,000 (President)</li> <li>Limited travel budget</li> <li>Mileage reimbursement</li> <li>Communication allowance</li> </ul> |
| 2. Miami          | Miami-Dade   | Council-Strong Mayor | 467,872   | \$97,000                     | \$58,200                              | <ul style="list-style-type: none"> <li>Expense allowance: \$2,500/monthly</li> <li>Cell phone: \$300/monthly</li> <li>Vehicle allowance: \$900/monthly</li> <li>Health insurance</li> <li>Life Insurance: 2x Salary = \$194,000</li> <li>Retirement Benefits</li> </ul>     | <ul style="list-style-type: none"> <li>Expense allowance: \$2,666.67/mo.</li> <li>Cell phone: \$300/mo.</li> <li>Vehicle Allowance: \$900/mo.</li> <li>Health Insurance</li> <li>No life insurance</li> <li>Retirement Benefits</li> </ul>   |
| 3. Tampa          | Hillsborough | Council-Strong Mayor | 373,058   | \$160,742                    | \$46,238                              | <ul style="list-style-type: none"> <li>Life Insurance 1 x annual salary</li> <li>Health Insurance</li> <li>Basic Term Life Insurance paid for by the City</li> <li>Retirement Plan</li> </ul>   | <ul style="list-style-type: none"> <li>Life Insurance 1 x annual salary</li> <li>Health Insurance</li> <li>Basic Term Life Insurance paid for by the City</li> <li>Retirement Plan</li> </ul>  |
| 4. Orlando        | Orange       | Council-Strong Mayor | 279,789   | \$190,965                    | \$59,451                              | <ul style="list-style-type: none"> <li>Same as exempt employees</li> <li>Health Insurance</li> <li>Retirement Plan</li> </ul>   | <ul style="list-style-type: none"> <li>Same as exempt employees</li> <li>Health Insurance</li> <li>Retirement Plan</li> </ul>  |
| 5. St. Petersburg | Pinellas     | Council-Strong Mayor | 263,768   | \$188,136                    | \$46,238                              | <ul style="list-style-type: none"> <li>Same health insurance plans available as employees</li> <li>\$100,000 life insurance</li> </ul>  | <ul style="list-style-type: none"> <li>Same health insurance plans available as employees</li> <li>\$100,000 life insurance</li> </ul>   |

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| 6. Hialeah         | Miami-Dade | Council-Strong Mayor | 236,114   | \$150,000  | \$17,598*  | <ul style="list-style-type: none"> <li>Insurance allowance</li> <li>Retirement Plan</li> <li>Expense account</li> <li>\$100,000 life insurance</li> </ul>   | <ul style="list-style-type: none"> <li>Insurance allowance</li> <li>Retirement Plan</li> </ul>  |
| 7. Tallahassee     | Leon       | Council-Manager      | 189,625   | \$79,176 (Note: Mayor's salary is set at County Commission salary)   | \$39,587   | Pending   |   |
| 8. Port St. Lucie  | St Lucie   | Council-Manager      | 181,284   | \$48,422   | \$34,362   | <ul style="list-style-type: none"> <li>Participation in the City's Health Insurance Plan</li> <li>Mileage reimbursement</li> <li>Vehicle allowance \$500/month</li> <li>\$50,000 life insurance</li> </ul>        | <ul style="list-style-type: none"> <li>Participation in the City's Health Insurance Plan</li> <li>Mileage reimbursement</li> <li>Vehicle allowance \$500/month</li> <li>\$50,000 life insurance</li> </ul>                |
| 9. Fort Lauderdale | Broward    | Council-Manager      | 179,063   | *\$35,000 Effective in 2020, the Mayor will receive the council salary with a 1.2 multiplier. If calculate in 2019: \$82,311 | *\$30,000 Effective in 2020, salaries will be calculated in 2019: \$68,593 | <ul style="list-style-type: none"> <li>FY 2020 Expense Allowance: \$500/monthly</li> <li>Health Insurance: City pays 100% for Single Coverage</li> <li>Life Insurance 1x salary</li> <li>No retirement</li> </ul> | <ul style="list-style-type: none"> <li>FY 2020 Expense Allowance: \$300/mo.</li> <li>Health Insurance: City pays 100% for Single Coverage</li> <li>Life Insurance: 1x Salary = \$30,000</li> <li>No retirement</li> </ul> |
| 10. Cape Coral     | Lee        | Council-Manager      | 175,063   | \$37,444   | \$33,351   | <ul style="list-style-type: none"> <li>Health insurance varies per plan, employer portion is \$10,277 - \$11,295 or an annuity with employer portion of \$8,821</li> </ul>  | <ul style="list-style-type: none"> <li>Health insurance varies per plan, employer portion is \$10,277 - \$11,295 or an annuity with employer portion of \$8,821</li> </ul>  |

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| 11. Pembroke Pines | Broward | Council-Manager | 163,103   | \$45,800                     | \$23,400                              | <ul style="list-style-type: none"> <li>Expense allowance: \$1,596/monthly</li> <li>Vehicle allowance: \$738/monthly</li> <li>Health insurance: City pays 100% for EE, no dental</li> <li>Life insurance: 1x Salary = \$47,763.0</li> <li>Retirement</li> </ul> | <ul style="list-style-type: none"> <li>Expense allowance: \$208.33/mo.</li> <li>Vehicle allowance</li> <li>Health insurance: City pays 100% for EE and 50% of dependent coverage for health and dental</li> <li>Life Insurance</li> <li>No retirement</li> </ul> |
| 12. Hollywood      | Broward | Council-Manager | 147,212   | \$40,118                     | \$29,561                              | <ul style="list-style-type: none"> <li>Expense allowance: \$200/month</li> <li>Health insurance: City pays 100% for EE and dependent(s)</li> <li>Life insurance: \$100,000</li> <li>Retirement: Yes (FRS)</li> </ul>   | <ul style="list-style-type: none"> <li>Expense allowance: \$200/month</li> <li>Health insurance: City pays 100% for EE and dependent(s)</li> <li>Life insurance: \$100,000</li> <li>Retirement: Yes (FRS)</li> </ul>   |
| 13. Miramar        | Broward | Council-Manager | 136,246   | \$43,411                     | \$34,175                              | <ul style="list-style-type: none"> <li>Expense allowance of \$208.33/monthly</li> <li>Vehicle allowance</li> <li>City pays 100% for EE and 50% of dependent coverage for health and dental</li> <li>Life insurance No retirement benefits</li> </ul>           | <ul style="list-style-type: none"> <li>Expense allowance of \$208.33/monthly</li> <li>Vehicle allowance</li> <li>City pays 100% for EE and 50% of dependent coverage for health and dental</li> <li>Life insurance</li> <li>No retirement benefits</li> </ul>    |
| 14. Gainesville    | Alachua | Council-Manager | 129,816   | \$41,656                     | \$32,730                              | <ul style="list-style-type: none"> <li>Health Insurance</li> <li>Retirement Benefits</li> </ul>  | <ul style="list-style-type: none"> <li>Health Insurance</li> <li>Retirement Benefits</li> </ul>  |
| 15. Coral Springs  | Broward | Council-Manager | 127,381   | \$22,973                     | \$18,378                              | <ul style="list-style-type: none"> <li>Expense Allowance: \$266.83</li> <li>Health Insurance: City pays 90% Bundled Plan \$700/mo.</li> <li>Life Insurance: \$75,000</li> <li>No retirement plan</li> </ul>  | <ul style="list-style-type: none"> <li>Expense Allowance: \$266.83/mo.</li> <li>Health Insurance: City pays 90% Bundled Plan \$700/mo.</li> <li>Life Insurance: \$75,000</li> <li>No retirement plan</li> </ul>  |

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| 16. Clearwater      | Pinellas   | Council-Manager      | 113,723   | \$26,795                     | \$22,330                              | <ul style="list-style-type: none"> <li>Medical: Employee Only (Employer Paid). If they want to include dependents &amp; Family there are Employee costs.</li> <li>Life Insurance: Basic Life \$2500</li> <li>Retirement: No</li> <li>Mayor Internet Allowance: \$22.48/month</li> <li>Councilmember Cell Phone Stipend: \$60/month</li> <li>Vehicle Allowance: Mileage Reimbursement \$0.58 per mile</li> </ul> | <ul style="list-style-type: none"> <li>Medical: Employee Only (Employer Paid). If they want to include dependents &amp; Family there are Employee costs.</li> <li>Life Insurance: Basic Life \$2500</li> <li>Retirement: No</li> <li>Councilmember Cell Phone Stipend: \$60/month</li> <li>Vehicle Allowance: Mileage Reimbursement \$0.58 per mile.</li> </ul> |
| 17. Miami Gardens   | Miami-Dade | Council-Manager      | 113,201   | \$42,000*                    | \$12,000*                             | <ul style="list-style-type: none"> <li>Up to \$1,200 reimbursed monthly for approved expenses</li> <li>FRS Contribution per Florida Legislature</li> <li>\$12,648 Travel Budget</li> <li>Health Insurance Coverage</li> </ul>   | <ul style="list-style-type: none"> <li>Up to \$1,200 reimbursed monthly for approved expenses</li> <li>FRS Contribution per Florida Legislature</li> <li>Health Insurance Coverage</li> </ul>   |
| 18. Palm Bay        | Brevard    | Council-Manager      | 110,623   | \$22,780                     | \$11,390                              | <ul style="list-style-type: none"> <li>Retirement Plan FRS</li> <li>Same health insurance as employees</li> <li>Allowance \$200/month</li> </ul>  | <ul style="list-style-type: none"> <li>Retirement Plan FRS</li> <li>Same health insurance as employees</li> <li>Allowance \$100/month</li> <li>Vice Mayor allowance \$150/month</li> </ul>  |
| 19. West Palm Beach | Palm Beach | Council-Strong Mayor | 110,396   | \$150,000*                   | \$35,000*                             | <ul style="list-style-type: none"> <li>Retirement benefits equaling 15.5% of salary (\$23,250)</li> <li>monthly car allowance of \$500.00</li> <li>eligible for the city's executive health plan</li> </ul>   | <ul style="list-style-type: none"> <li>Monthly car allowance of \$500</li> <li>\$100,000 term life insurance policy</li> <li>eligible for the city's executive health plan</li> </ul>   |

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| 20. Pompano Beach | Broward | Council-Manager | 109,441   | \$37,908                     | \$35,380                              | <ul style="list-style-type: none"> <li>Expense Allowance: \$270.83/ monthly</li> <li>Health insurance: City pays 100% EE and 50% dependent Coverage. Dental included in health.</li> <li>Life Insurance</li> <li>Retirement benefits</li> </ul> | <ul style="list-style-type: none"> <li>Vice Mayor - Expense allowance: \$245.83/ monthly</li> <li>Commissioners: Expense Allowance: \$220.83/ monthly</li> <li>City pays 100% EE and 50% dependent Coverage. Dental included in health.</li> <li>Life Insurance and Retirement benefits provide</li> </ul> |