



PORT ORANGE CITY COUNCIL

SPECIAL MEETING

Council Chambers

Tuesday, January 5, 2021 @ 5:30 PM

SPECIAL MEETING AGENDA

Pursuant to Section 3.06 of the Charter of the City of Port Orange, the Mayor has called a **Special Meeting** of the City Council to be held for the following purposes:

OPENING

1. Silent Invocation
2. Pledge of Allegiance
3. Roll Call

DISCUSSION / ACTION

4. Appointment of Interim District 1 Council Member
5. Waive Formal Bids - Purchase Grapple Loader Truck
6. City Manager Salary for the Recruitment Profile

ADJOURNMENT

NOTICES – PURSUANT TO SECTION 286.0105 OF THE FLORIDA STATUTES, IF ANY PERSON DECIDES TO APPEAL ANY DECISION MADE BY THE CITY COUNCIL WITH RESPECT TO ANY MATTER CONSIDERED AT THIS PUBLIC MEETING OR HEARING, SUCH PERSON WILL NEED A RECORD OF THE PROCEEDINGS, AND THAT, FOR SUCH PURPOSE, SUCH PERSON MAY NEED TO ENSURE THAT A VERBATIM RECORD OF THE PROCEEDINGS IS MADE, WHICH RECORD INCLUDES THE TESTIMONY AND EVIDENCE UPON WHICH THE APPEAL IS TO BE BASED. THE CITY DOES NOT PREPARE OR PROVIDE SUCH A RECORD.



FOR SPECIAL ACCOMMODATIONS, PLEASE NOTIFY THE CITY CLERK'S OFFICE (PHONE: 386-506-5563) AS FAR IN ADVANCE AS POSSIBLE, BUT PREFERABLY WITHIN 2 WORKING DAYS OF YOUR RECEIPT OF THIS NOTICE OR 5 DAYS PRIOR TO THE MEETING OR HEARING DATE.



HELP FOR THE HEARING IMPAIRED IS AVAILABLE THROUGH THE ASSISTIVE LISTENING SYSTEM RECEIVERS CAN BE OBTAINED FROM THE CITY CLERKS' OFFICE.

IN ACCORDANCE WITH THE AMERICANS WITH DISABILITIES ACT (ADA), IF YOU ARE A PERSON WITH A DISABILITY WHO NEEDS AN ACCOMMODATION IN ORDER TO PARTICIPATE IN THIS PROCEEDING, YOU ARE ENTITLED, AT NO COST TO YOU, THE PROVISION OF CERTAIN ASSISTANCE. PLEASE CONTACT THE CITY CLERK FOR THE CITY OF PORT ORANGE, 1000 CITY CENTER CIRCLE, PORT ORANGE, FLORIDA 32129, TELEPHONE NUMBER 386-506-5563, CITYCLERK@PORT-ORANGE.ORG, AS FAR IN ADVANCE AS POSSIBLE, BUT PREFERABLY WITHIN 2 WORKING DAYS OF YOUR RECEIPT OF THIS NOTICE OR 5 DAYS PRIOR TO THE MEETING OR HEARING DATE. IF YOU ARE HEARING OR VOICE IMPAIRED, CONTACT THE RELAY OPERATOR AT 7-1-1 or 1-800-955-8771.

UPON REQUEST BY A QUALIFIED INDIVIDUAL WITH A DISABILITY, THIS DOCUMENT WILL BE MADE AVAILABLE IN AN ALTERNATE FORMAT. IF YOU NEED TO REQUEST THIS DOCUMENT IN AN ALTERNATE FORMAT, PLEASE CONTACT THE CITY CLERK WHOSE CONTACT INFORMATION IS PROVIDED ABOVE.

City Council Special Meeting

January 5, 2021

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ANY INVOCATION THAT IS OFFERED BEFORE THE OFFICIAL START OF THE CITY COUNCIL MEETING SHALL BE THE VOLUNTARY OFFERING OF A PRIVATE PERSON, TO AND FOR THE BENEFIT OF THE CITY COUNCIL. THE VIEWS OR BELIEFS EXPRESSED BY THE INVOCATION SPEAKER HAVE NOT BEEN PREVIOUSLY REVIEWED OR APPROVED BY THE CITY COUNCIL OR THE CITY STAFF, AND THE CITY IS NOT ALLOWED BY LAW TO ENDORSE THE RELIGIOUS BELIEFS OR VIEWS OF THIS, OR ANY OTHER SPEAKER. PERSONS IN ATTENDANCE AT THE CITY COUNCIL MEETING ARE INVITED TO STAND DURING THE OPENING INVOCATION AND PLEDGE OF ALLEGIANCE. HOWEVER, SUCH INVITATION SHALL NOT BE CONSTRUED AS A DEMAND, ORDER, OR ANY OTHER TYPE OF COMMAND. NO PERSON IN ATTENDANCE AT THE MEETING SHALL BE REQUIRED TO PARTICIPATE IN ANY OPENING INVOCATION THAT IS OFFERED. A PERSON MAY EXIT THE CITY COUNCIL CHAMBERS AND RETURN UPON COMPLETION OF THE OPENING INVOCATION IF A PERSON DOES NOT WISH TO PARTICIPATE IN OR WITNESS THE OPENING INVOCATION.



CITY COUNCIL AGENDA ITEM

REQUESTED COUNCIL MEETING DATE 1/5/2021

Consent item: No

SUBJECT: (4) Appointment of Interim District 1 Council Member

DEPARTMENT: City Clerk

GOAL:

RECOMMENDED MOTION:

SUMMARY: All applications and resumes received from those interested in serving as the Interim District 1 Council Member have been uploaded for Council's review and consideration.

Project No.: Funding Account No.:

Presenter:

ATTACHMENTS:

1.	Foley, Jonathan	Foley, Jonathan.pdf
2.	Jonathan Foley Resume 2020	Jonathan Foley Resume 2020.pdf
3.	Markoff, Christina - Interim Council Member	Markoff, Christina - Interim Council Member.pdf
4.	chrissy resume for the city	chrissy resume for the city.docx
5.	Kinney, Marcey - Interim Council Member	Kinney, Marcey - Interim Council Member.pdf

Robin Fenwick

Created/Initiated - 1/4/2021

From: noreply@civicplus.com
To: [CityClerk](#)
Subject: [EXT] Online Form Submittal: Advisory Boards and Commissions Volunteer Application
Date: Thursday, December 17, 2020 2:40:22 PM

Advisory Boards and Commissions Volunteer Application

Step 1

Thank you for your interest in serving the City of Port Orange. Your completion of this application is necessary so that the members of the City Council can thoroughly review each application as part of their consideration for your appointment.

Please choose the Board(s) / Commission(s) for which you wish to apply. If applying for more than one Board / Commission, indicate the order of preference in the space below the list.

Check the boards you wish to apply for	Interim City Council Member - Dist. 1
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Pension Boards*	Field not completed.
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Order of Preference	Field not completed.
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All of the above boards / commissions are subject to the "Sunshine Law"

** Members of these boards / commissions are required to file financial disclosures within 30 days of date of appointment.*

Personal Information

First Name	Jonathan
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Last Name	Foley
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Date of Birth	3/24/1992
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Telephone	3868828440
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Email Address	johnnyreedfoley@gmail.com
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Business Telephone	Field not completed.
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Are you a registered voter in Port Orange?	Yes
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Address	629 Herbert St.
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City Council District	Port Orange
How long have you been a resident of Port Orange?	23 years
Are you currently serving on a City Board?	Yes
If yes, when and which board?	Environmental Advisory Board
References	
Please list three references (business and / or personal)	
Reference 1	Edwin Brett, 450 Merrimac Dr. Port Orange, FL 32127. (386) 882-2633
Reference 2	Reese Peacock, 1399 Surrey Park Dr. Port Orange, FL 32128. (386) 682-7177
Reference 3	Samuel Foley, 885 Nixon Ln. Port Orange, FL 32129. (386) 295-8625
Education	
High School	Oak Hill Christian Academy
Date Graduated High School	5/14/2010
College	Daytona State College
Date Graduated College	<i>Field not completed.</i>
Degree	Business Administration
Additional Information	
Work Experience	OWNER/FOUNDER, REED FOLEY LLC (2014-Present)
	MARKETING DIRECTOR, EMS MOBILE DETAILING LLC (2014-Present)
	BUSINESS CONSULTANT, ZONE PEST CONTROL (2017-Present)
	BUSINESS CONSULTANT, TIM'S CORNER RESTAURANT

(2020)

BUSINESS CONSULTANT, TAYLOR STORAGE (2017 - 2018)

Interests / Activities	I like spending time outdoors doing various activities. I'm always up for anything from a bike rides to a pickup game of basketball.
Community Involvement	I'm currently serving as the Vice-Chairman of the Environmental Advisory Board and the Chairman of my church's board of directors. I also have over 300 hours of volunteer service teaching music to children and doing performances at nursing homes for the elderly.
Why do you desire to serve on these boards?	It's my belief that Port Orange is currently undergoing a great deal of change and that the city has some important decisions to be made. I've shown my dedication to serving in this seat by running for it in the 2019 special election. I've also shown my interest in being involved by applying to serve on city boards. Because of this continued involvement, I believe I'm familiar with the issues approaching and that I can bring an additional point of view to the dais.
Resume / Additional Information	Link to Resume: https://drive.google.com/file/d/13t1lwsLCwyq3t9_r_0N8gnLp1Y-JJESN/view?usp=sharing

I understand the responsibilities associated with being a board member, and I have adequate time to serve if appointed.

Type your name to sign Jonathan Foley

Date 12/17/2020

Note: If you have questions concerning the duties and responsibilities of any of the above Boards / Commissions, please contact the City Clerk's Office at 386-506-5563.

Email not displaying correctly? [View it in your browser.](#)

JONATHAN FOLEY

629 Herbert Street, Port Orange FL 32129 · 386-882-8440

Johnnyreedfoley@gmail.com · [linkedin.com/in/JonathanRFoley](https://www.linkedin.com/in/JonathanRFoley)

I'm Jonathan Foley, a young entrepreneur who has leveraged my talents into years of successful self-employment. I've spent the last 6+ years using my knowledge from professional experiences to work with other companies to help them improve their own business plans. I'm looking to use my skills and experience to further my involvement in the community.

EXPERIENCE

2014 – PRESENT

OWNER/FOUNDER, REED FOLEY LLC

- Created and manages a profitable small business without outside investment or strategy assistance.
- Leads numerous social media campaigns with large success.
- Manages scheduling, contracting, product development and deployment.

2014 – PRESENT

MARKETING DIRECTOR, EMS MOBILE DETAILING LLC

- Leads multiple successful marketing campaigns with social and physical aspects.
- Leads creative direction of multiple site redesigns.
- Advised on multiple new business products and services.

2018 – PRESENT

CHAIRMAN, CHAPEL OF FAITH BOARD OF DIRECTORS

- Steers fiscal, and operational paths through positive leadership.
- Leads the charge in creating programs that help encourage youth to get involved in the church.
- Negotiates contracts and leads teams for structural improvements and renovations.

2020 – PRESENT

VICE-CHAIRMAN PORT ORANGE ENVIRONMENTAL ADVISORY BOARD

- Helping to craft quarterly information pieces for the city newsletter
- Actively working to get the approval and funding to add wildlife crossing signs around the city in needed areas.

EXPERIENCE CONT.

2019 – 2020

BOARD MEMBER, PORT ORANGE ENVIRONMENTAL ADVISORY BOARD

- Helped to coordinate the board's Family Days event booth.

2017 – PRESENT

BUSINESS CONSULTANT, ZONE PEST CONTROL

- Developed the deployment of the company's online presence.
- Advises on improving the functionality and online presence of the business.

2020

BUSINESS CONSULTANT, TIM'S CORNER RESTAURANT

- Consulted on a brand redesign, as well as full website deployment.
- Advised on the strategy to shift to online presence during the 2020 pandemic.

2017 - 2018

BUSINESS CONSULTANT, TAYLOR STORAGE

- Advised on business strategies, including fiscal, and marketing strategies.

EDUCATION

MAY 2019 - PRESENT

BUSINESS ADMINISTRATION, DAYTONA STATE COLLEGE

Currently pursuing a degree in business administration, with the plan to transfer to University of Florida for a Political Science degree.

MAY 2010

HIGH SCHOOL DIPLOMA, OAK HILL CHRISTIAN ACADEMY

Graduated top of class.

SKILLS

- | | |
|---------------------------------------|------------------------|
| ❖ Effective Communicator | ❖ Thoughtful Leader |
| ❖ Talented Musician | ❖ Willingness to Learn |
| ❖ Experience with QuickBooks | ❖ Negotiation Skills |
| ❖ G-Suite | ❖ Problem Solving |
| ❖ Web Design (Squarespace, WordPress) | ❖ Time Management |
| ❖ Interpersonal Skills | ❖ Collaboration |

Field, Shelby

From: noreply@civicplus.com
Sent: Monday, December 28, 2020 12:46 PM
To: CityClerk
Subject: [EXT] Online Form Submittal: Advisory Boards and Commissions Volunteer Application

Advisory Boards and Commissions Volunteer Application

Step 1

Thank you for your interest in serving the City of Port Orange. Your completion of this application is necessary so that the members of the City Council can thoroughly review each application as part of their consideration for your appointment.

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Check the boards you wish to apply for	Interim City Council Member - Dist. 1
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Pension Boards*	Field not completed.
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Order of Preference	Field not completed.
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All of the above boards / commissions are subject to the "Sunshine Law"

** Members of these boards / commissions are required to file financial disclosures within 30 days of date of appointment.*

Personal Information

First Name	Christina
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Last Name	Markoff
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Date of Birth	Field not completed.
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Telephone	386-444-0156
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Email Address	markoff@ourchildrenfirst.org
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Business Telephone	Field not completed.
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Are you a registered voter in Port Orange?	Yes
Address	5629 wood st Port Orang FL, 32127
City Council District	1
How long have you been a resident of Port Orange?	26 years
Are you currently serving on a City Board?	No
If yes, when and which board?	<i>Field not completed.</i>

References

Please list three references (business and / or personal)

Reference 1	Kelly Frasca, City Commissioner City of Lake Helen (305)-793-3303
Reference 2	Charles Puckett, Lead Investigation DCF (386)-316-2057 Daytona Beach
Reference 3	Alvin Mortimer, (386)-837-2050 Deltona

Education

High School	lyman Hall
Date Graduated High School	<i>Field not completed.</i>
College	<i>Field not completed.</i>
Date Graduated College	<i>Field not completed.</i>
Degree	<i>Field not completed.</i>

Additional Information

Work Experience	i am the Ceo of a Non-profit organization and operate under all it's functions.
Interests / Activities	My interest include, family, friends and what's right and just.
Community Involvement	Our Children First Foundation Inc, we set out awareness, inform and assist families about child abuse. which is a community wide problem.

Why do you desire to serve on these boards?	I desire to work as the councilwoman serving Port Orange because I feel I have a lot of skills as well as a lot of input on how to better improve our community and all the families in it. With the experiences I have already endured. I love Our Community and would do anything to ensure its peaceful and thriving city.
Resume / Additional Information	attaching resume.
<i>I understand the responsibilities associated with being a board member, and I have adequate time to serve if appointed.</i>	
Type your name to sign	Christina Markoff
Date	12/28/2020
<i>Note: If you have questions concerning the duties and responsibilities of any of the above Boards / Commissions, please contact the City Clerk's Office at 386-506-5563.</i>	

Email not displaying correctly? [View it in your browser.](#)

Christina Markoff

Action-oriented in community affairs with 5 years' experience in working with families for their highest good and wellbeing.

Experience :

2016-Current

Ceo/Founder Our Children First Foundation Inc.

Direct all aspects of a non-profit organization with 10 employees. 55 volunteers, managed annual budget, accountable for strategic planning, human resources, finance management, fundraising, policy making (in joint efforts with the board of directors), serve as public spokesperson for our ever growing organization. Building a firm foundation within our community is so crucial for the betterment of our families and next generation, for the growth of our city.

2019-2020 Mel's Diner

Server/Cashier

Wait on tables, Cashier

References:

- Kelly Frasca, City of Lake Helen (305)-793-3303
- Charles Puckett, Lead Investigation DCF (386)-316-2057
- Jessica Daily, Diamond Mind Radio (954)-249-1954
- Ryan Will, Attorney at law (386)-947-9959
- Josh Wagner, Attorney at law (386)-777-7777
- Angie Pie, Ceo Beacon Center (386)-288-5486

Education:

1991-1995

High School

Skills :

- Organizational Leadership
- Marketing Communications
- Public Speaking
- Budget Management
- Policy Development
- Internal Communications
- Community Outreach Initiatives
- Media & Press Relations
- Computer skills, Windows 10

Contact :

5629 Wood St

Port Orange FL, 32127

(386)-444-0156

markoff@ourchildrenfirst.org

ourchildrenfirst.org

Robin Zupanc

Paralegal

State your career goals and show how they align with the job description you're targeting. Be brief and keep it from sounding generic. Be yourself.

Experience

2015 - Current

Paralegal *The Phone Company*

Summarize your key responsibilities and accomplishments. Where appropriate, use the language and words you find in the specific job description. Be concise, targeting 3-5 key areas.

2009 - 2015

Paralegal *Trey Research*

Summarize your key responsibilities and accomplishments. Here again, take any opportunity to use words you find in the job description. Be brief.

2004 - 2009

Paralegal *Adatum Corporation*

Summarize your key responsibilities and accomplishments. Where appropriate, use the language and words you find in the job description. Be concise, targeting 3-5 key areas.

Education

2000 - 2004

A.A. Paralegal Studies

University of Maple

Skills

- Creativity
- Leadership
- Organization
- Problem solving
- Teamwork

Contact

4567 Main Street
City, State 98052
(718) 555-0100
robin.zupanc@example.com
linkedin.com/in/robinzupanc

Robin Zupanc

Paralegal

State your career goals and show how they align with the job description you're targeting. Be brief and keep it from sounding generic. Be yourself.

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- Problem solving
- Teamwork

Contact

4567 Main Street
City, State 98052
(718) 555-0100
robin.zupanc@example.com
linkedin.com/in/robinzupanc

Field, Shelby

From: noreply@civicplus.com
Sent: Monday, December 28, 2020 4:53 PM
To: CityClerk
Subject: [EXT] Online Form Submittal: Advisory Boards and Commissions Volunteer Application

Advisory Boards and Commissions Volunteer Application

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Personal Information

First Name	MARCEY
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Last Name	KINNEY
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Date of Birth	2/2/1971
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Telephone	3867954365
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Email Address	marcey1971@gmail.com
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Business Telephone	3867954365
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Are you a registered voter in Port Orange?	Yes
Address	408 LAFAYETTE ST
City Council District	Port Orange
How long have you been a resident of Port Orange?	21 years
Are you currently serving on a City Board?	No
If yes, when and which board?	<i>Field not completed.</i>

References

Please list three references (business and / or personal)

Reference 1	Dr. Leslie Sena 269 South Seneca Street Daytona Beach 32114
Reference 2	Dr. Amy Eitzen 1125 Bel Aire Drive Daytona Beach 32118
Reference 3	Dr. Kelly Grillo 807 South 29th St. Lafayette Indiana 47904

Education

High School	Apopka HS
Date Graduated High School	12/28/2020
College	University of Central Florida
Date Graduated College	<i>Field not completed.</i>
Degree	PhD Education

Additional Information

Work Experience	Volusia County Schools Teacher (2000-2005) University of Centrall Florida Graduate teaching assistant (2005-2008) University of Central Florida Grant Manager (2008-2010) Bethune Cookman University Professor (2010- present)
Interests / Activities	Education, Environmental causes, Equality, Fitness

Community Involvement	SACs Committee Port Orange Elementary (2017-2019) SACs Committee Silver Sands Middle School (2019-present) Founding member of Dolly Parton Imagination Library Committee Volusia County (2013-2019) Committee member Early Learning Coalition of Flagler and Volusia Counties (2013-2015) Inclusion Committee Committee member Early Learning Coalition of Flagler and Volusia Counties (2013-2019) Quality Committee
Why do you desire to serve on these boards?	I have owned a home in district 1 for 21 years and believe that I am a great representative for this area. Being the oldest and original downtown, District 1 is a very unique area from the other districts in Port Orange, and I am interested in becoming a voice for this part of Port Orange. I am a person who gets out and speaks to my neighbors, and I would work very hard to give voice to the residents of district 1.
Resume / Additional Information	Marcey A. Kinney Ph.D Associate Professor Exceptional Student Education College of Education, Bethune-Cookman University 640 Dr. Mary McLeod Bethune Boulevard Daytona Beach, FL 32114 (386) 795-4365 kinneym@cookman.edu Education Ph.D 2008 University of Central Florida Education M. A. 2003 University of Central Florida Exceptional Education B. A. 2000 University of Central Florida Exceptional Education Related Professional Experience 2017-Present Associate Professor Exceptional Student Education Bethune-Cookman University, Daytona Beach, FL 2010-2017 Assistant Professor, Exceptional Student Education, Bethune-Cookman University, Daytona Beach, FL 2008-2010 Project Coordinator "Teachers in Action with Persons with Disabilities through High-Tech High-Touch Service-Learning" a Learn and Serve Grant. University of Central Florida, Orlando,

FL

2009-2010

Technology Integration Specialist. The United Cerebral Palsy of Central Florida Charter School, birth to third grade.

2008-2012 Online instructor and intern supervisor at The University of Central Florida.

2008-2009

Technology consultant for Response to Intervention , Teaching and Learning Principles (RTI-TLC) Technology specialist for staff development project funded by the Florida Department of Education and the University of Central Florida.

2007-2008

Graduate Assistant Project ERI (Early Reading Intervention) University of Central Florida Assisted Project Coordinator: duties included administering pre and post assessments, collecting data regarding phonological skill acquisition among kindergarteners. Project ERI is federally funded for three more years in Connecticut, Texas and Florida. Dr. Deborah Simmons is the Principal Investigator.

2005-2008

Graduate assistant Project CENTRAL Duties included research on effective teaching strategies, writing, organizing, and delivering statewide professional development on a variety of instructional topics.

2004-2005

Elementary Special Education Teacher, Instructed elementary students with disabilities in grades 2 through 4. Disabilities included learning disabilities, emotional handicaps, educable mentally handicaps, communication disorders, and Autism. Students were taught in a self-contained environment.

2000-2004

Secondary Special Education Teacher, Instructed secondary students with disabilities within a fully inclusive high school. Served in the capacity of co-teacher , consultation teacher, and

reading teacher. Worked with students from all disability categories.

PUBLICATIONS

Eitzen, A., Kinney, M. A & Grillo, K. J. (2016). Changing the Praxis of Learning in Higher Education: A Plan to TEACH all Learners. *Change: The Magazine of Higher Learning* (in print).

Stewart, T., Hines, R., Kinney, M (2010). Teachers in Action with persons with disabilities through high-tech high-touch service-learning, as referenced in *Higher Education, Emerging Technologies, and Community Partnerships: Concepts, Models, and Applications*. IGI Global (invited chapter).

Kinney, M., Robertson, S., Little, M., Ortiz, E.,(2009). Classroom cognitive and metacognitive strategies for teachers: research-based strategies for problem solving in mathematics. Florida Department of Education.

Kinney, M. (2008). An Investigation of the effects of using handhelds to increase computational speed by enhancing working memory for secondary students with learning disabilities. Proquest LLC. Ann Arbor, MI.

Little, M., Robertson, S., Kinney, M.,(2007). Learning algebra using C-R-A in Florida. *Florida Educational Leadership*, 8(1), 58-61.

Little, M., Rawlison, D., Kinney, M., Batchelder, H. (2005) *Cool Tools for Secondary Students* Florida Department of Education.

GRANT FUNDING

Sena L., Kinney M. (2019) Studying the Planning and Assembly of Civil Engineering Projects Among Young Children (SPACEPAC). National Science Foundation. Requested \$273,214.48. Not funded.

Kinney, M. A., Eitzen, A. M., Grillo, K. J. Universal Design for Learning: University-wide Transformation at an HBCU. First in the World Grant, Requested \$3,000,000.00 (not funded).

Kinney, M. (2015). Montessori Materials as a Mathematics Intervention for Middle School Students. American Montessori Society Research Grant Funded \$2,700.

Kinney, M. (2015). Montessori Materials as a Mathematics Intervention for Middle School Students. Bethune Cookman University Office of the Provost Research

Seed Grant. Funded \$3,000.

Kinney, M., Sena, L. (2013) Project CHILD: Preparing Culturally and Linguistically Diverse Educators for Early Childhood Settings for Children with Disabilities, Office of Special Education's Combined Priority for Personal Preparation (CFDA 84.325K), Focus area D: Training Programs for Minority Institutions, Funded \$ 1,249,995
Kinney, M (2009). Diversity Activity Grant for Inclusive Fitness Fair. University of Central Florida, Funded \$300.
Hines, R., Stewart, T., Kinney, M., Grillo, K. (co-author) (2009). Teachers in Action with persons with disabilities through high-tech high-touch service-learning, Learn and Serve America Grant, Funded, \$570,000.

Kinney, M., Reardon, R., Davis, K., Batchelder H. (2006). Cross-certifying secondary mathematics co-teaching teams. Basis for the development of a 325T project submitted by the UCF Exceptional Education Department. Funded \$500,000.

Member of writing team, Dieker, L. A., Dixon, J. & Jeanpierre, B. (2006). Providing doctoral leadership to the Toni Jennings Exceptional Education Institute Teaching and Research Clinic. Toni Jennings Exceptional Education Institute, Funded, \$10,000.

Professional Presentations

Sena, L. Kinney, M. (2019, October). The perception of we. Keynote, Florida Council for Exceptional Children State Conference. Daytona Beach, Florida.

Kinney, M., Sena, L. (2019, November). The perception of we. Keynote, Promoting Achievement through Technology and Instruction for all Students (PATINS) State Conference. Indianapolis, Indiana.

Kinney, M., Twyman, C. (2018). It Takes a Village: Leveling the Literacy Field for Young Children through Rigorous Community Partnerships. 20th Annual Literacy Symposium. University of Central Florida, Orlando, FL
Kinney, M., Sena, L., O'Connor-Morin, A. (2016). Lights, Camera, Action! Using video to enhance understanding of DEC Recommended Practices. 32nd Annual International Division of Early Childhood Conference. Louisville, KY.

Eitzen A., Kinney, M. (2016). Kindergarten is too late: A results-based accountability session. 2nd Annual Educational Justice Conference. Orlando, FL.

Kinney, M., Perez, D. (2016). A new beginning: jenzabar learning platform. Instructional Technology Faculty Retreat. Bethune-Cookman University, Daytona Beach FL.

Kinney, M., (2016). Show me the money: Writing grants for the early childhood classroom or center. 10th Annual Discovering the Joy Conference. Early Learning Coalition of Flagler and Volusia Counties. Palm Coast, FL.

Kinney, M., (2015). Show me the money: Writing grants for the early childhood classroom or center. Early Leaders in Action Fall Mini-conference. Deland, FL.

Kinney, M., Sena, L., O'Connor-Morin, A. (2015). Project Child. 31st Annual International Division of Early Childhood Conference. Atlanta, GA.

Kinney, M., Sena, L. (2015). Project Child. . 69th Annual Florida Council for Exceptional Children Conference, Orlando, FL.

Kinney, M. A., Eitzen, A., & Grillo, K. J. (October 2015). Changing the Praxis of Learning in Higher Education: A Plan to Teach all Learners. 69th Annual Florida Council for Exceptional Children Conference, Orlando, FL.

Kinney, M. (2015). Outcomes of Alternative Pedagogical Options for Underrepresented Youth in Elementary Settings. 1st Annual Educational Justice Conference. Orlando, FL.

Kinney, M. (2014). A picture's worth a thousand words. Utilizing visual supports for young children. Early Learning Coalition of Flagler and Volusia County 9th Annual Discovering the Joy Conference, Flagler County, FL.

Kinney, M., Grillo, K. (2014). In spite of the odds. 69th Annual Florida Council for Exceptional Children Conference, Orlando, FL.

Kinney, M., Sena, L. (2014). A picture's worth a thousand words. Utilizing visual supports for young children. Early Leaders in Action (invited workshop).

Kinney, M (2014) Very hungry caterpillar math; resources for implementing common core math practices in early learning. Early Learning Coalition of Flagler and Volusia County 8th Annual Discovering the Joy Conference, Palm Coast, FL.

Kinney, M (2014) Leveraging technology to support young

students with disabilities in accessing math through Florida's new curriculum standards. (Webinar for UCP institute) Florida Department of Education project.

Kinney, M (2013) Leveraging technology to support young students with disabilities in accessing math through the common core. 65th Annual Florida Council for Exceptional Children Conference, Jupiter, FL.

Eitzen, A. & Kinney, M. (2013). Strategies for Supporting Children's Literacy: Freshman College Family Legacy Forum for the Daytona Beach Community. Bethune-Cookman University, Daytona Beach, FL.

Kinney, M (2013) Utilizing questions as a teaching tool. Faculty Development. Edgewater Public School, Edgewater, FL.

Kinney, M (2012) Using Khan Academy to Support Student Achievement in Mathematics and Science. Bethune-Cookman Faculty Development Workshop.

Kinney, M. (2012) Montessori: It's more than just a name. 64th Annual Florida Council for Exceptional Children Conference, Clearwater, FL.

Christner, B., Kinney, M. (2011). "Inclusion Success Supported by Technology" Florida Educators Technology Conference. Orlando, FL.

Grillo, K. J. & Kinney, M. (2010). Free technology study tools for secondary students in science and mathematics with learning disabilities. 64th Annual Florida Council for Exceptional Children Conference, Clearwater, FL.

Stewart, T., Hines, R., Kinney, M. (2010). "Teachers in Action: Engaging Pre-service Teachers in Service-Learning Activities Involving Persons with Disabilities" Gulf-South Summit on Service-Learning and Civic Engagement Athens, GA.

Kinney, M. (2009). Universal Design for Learning; access for all students. UCP pre-service teacher professional development. Orlando, FL.

Kinney, M., Ferrante, P., Hunzinger, D. (2008). ASK "levels of learning in mathematics" Florida Department of Education professional development, Clearwater Beach, FL.

Kinney, M.A., Robertson S. (2008) "Edible Math" Applying CRA for families. The 10th Annual Family Café Conference, Orlando, FL.

Kinney, M.A. (2007) "Edible Math" Applying CRA for families. The 9th Annual Family Café Conference, Orlando, FL.

Kinney, M.A. (2007) "Teacher Acceptance of Digital gaming Technology to Support Instruction" "Kaleidoscope" CEC National Convention Louisville, KY.

Kinney, M., Christner, B. (2007). "Increasing math fluency for middle school students", Learning Disabilities Division Reception, CEC National Convention Louisville, KY.

Kinney, M.A. (2006) "Creating Picture Schedules using Power Point" Florida Educational Technology Conference, Orlando, FL.

Kinney, M.A. (2006) "Edible Math" Applying CRA for families. The 8th Annual Family Café Conference, Orlando, FL.

Little, M., Kinney, M.A. (2006). Math Strategies-Increasing Rigor through Interaction. The Florida Council for Exceptional Children Conference. (Invited Session).

Kinney, M.A. (2006) "Edible Math" Applying CRA for families. The 2nd Annual Spina Bifida Medical Conference, Jacksonville, FL. (Invited Session).

Kinney, M. A. (2005) "Edible Math". United Methodist Association of Preschools Fall Conference, Umatilla, FL.

Kinney, M.A. (2005) "Creating Picture Schedules using Power Point". Brighter Beginnings Conference, Orlando, FL.

Hines, R. A & Kinney, B.A. (2000). "We wish we had learned...". Twenty Fourth Annual National Conference of the Teacher Education Division of The Council for Exceptional Children, Las Vegas, NV.

Honors and Awards

Provost Award for Excellence in Online Teaching Bethune-Cookman University 2015-2016.

Recognition for Excellence in Teaching Bethune-Cookman University 2014-2015.

Finer Womanhood Award Zeta Phi Beta Sorority Bethune-Cookman University 2013.

Deans Fellowship Doctoral Award, the University of Central Florida 2006-2008

Provost Fellowship Award, the University of Central Florida 2005-2006

"Living the Vision Award" Atlantic High School for outstanding

service to the school, Volusia County, 2003

University Teaching Experience

Undergraduate Teaching Experience

- EEX 4242 Teaching Exceptional Students in Secondary Settings (University of Central Florida)
- EEX 4070 Teaching Exceptional Students (University of Central Florida)
- ESE 200 Survey of Exceptional Students
- ED 240 Educational Technology (Bethune-Cookman University)
- ESE 320 Nature of Autism (Bethune-Cookman University)
- ED 231 Introduction to Education (Bethune-Cookman University)
- ED 437 Inquiry Mathematics (Bethune-Cookman University)
- ED 354 Classroom Environment (Bethune-Cookman University)

Graduate Online Teaching Experience

- EEX 6061 Instructional Strategies PreK – 6 (University of Central Florida)
- EEX 6062 Instructional Strategies Secondary (University of Central Florida)
- EEX 6612 Methods of Behavior Management (University of Central Florida)
- ESE 533: Typical/Atypical Dev/Young Child (Bethune-Cookman University)
- ESE 601: Curr/Program Design/ Pre-K ESE (Bethune-Cookman University)
- ESE 600: Instr Methods & Assess/Pre-K ESE (Bethune-Cookman University)
- ESE 550: Collaborations with Comm/Pre-K ESE (Bethune-Cookman University)
- ESE 525: Nature of ASD Theory/Practice (Bethune-Cookman University)
- ESE 529: Assistive and Inst. Tech/ASD (Bethune-Cookman University)
- ESE 530: Positive Behavior Supports/ASD (Bethune-Cookman University)
- ESE 531: Assessment and Diagnosis/ASD (Bethune-Cookman University)

Supervision Experience

- Fall 2010- present Clinical Experience Supervisor for junior and senior teaching interns in Volusia County, FL Bethune Cookman University

- Fall 2008, Clinical Experience Supervisor for junior and senior teaching interns in Volusia County, FL University of Central Florida
- Fall 2006, Clinical Experience Supervisor for junior and senior teaching interns in Orange County, FL
- Board and Committee Service
- FL CEEDAR Literacy Team in collaboration with University of Central Florida, Daytona State College, Bethune Cookman University (2020)
- Early Childhood Personnel Center OSEP Funded Personnel Preparation Grantee Institute (Connecticut, 2019)
- Provost committee on Reimagining Student Success at Bethune-Cookman University (2020)
- Presidents Academic Restructuring Committee Bethune-Cookman University (2019)
- Faculty Association Representative Bethune-Cookman University College of Education (2019-present)
- Co-Chair Personalized Learning around You (PLAY) Conference 2016-current, Bethune-Cookman University (2016).
- School Advisory Committee (SACs) Burns Science and Technology Charter K-8 School (2016-2018)
- Bethune-Cookman Institutional Review Board (2016-2018)
- Bethune-Cookman Faculty Instructional Technology Task Force (2016-2017)
- Vice President Friends of Montessori Board (2013-2016)
- Reviewer for The Journal of Montessori Research (2015)
- Committee member Early Learning Coalition of Flagler and Volusia Counties (2013-2019) Dolly Parton Library
- Committee member Early Learning Coalition of Flagler and Volusia Counties (2013-2015) Inclusion Committee
- Committee member Early Learning Coalition of Flagler and Volusia Counties (2013-current) Quality Committee
- Proposal Reviewer Florida Council for Exceptional Children Conference 2014, Orlando Florida.
- Co-chair of the Bethune Cookman Inaugural Scholastic Bookfair 2012-1015
- Technology Committee Chair-person Bethune-Cookman University School of Education (2010-current)
- FDOE Higher Education planning meeting for teacher certification in Exceptional Student Education (2010)
- Planning Committee for United Cerebral Palsy (Central Florida) Charter School (2009).
- Association for Doctoral Students in Exceptional Education (ADSEE) secretary (2007).
- Proposal Reviewer, TED Kaleidoscope, Council for Exceptional Children Annual Convention, Salt Lake City, UT (2007).

- Proposal Reviewer, TED Kaleidoscope, Council for Exceptional Children Annual Convention, Portland, ME (2006).
- Workshop Facilitator, "Designing Basic Activity Boards for Children with Cognitive & Motor Impairment", United Cerebral Palsy Holloway Center (2006).
- Volunteer United Cerebral Palsy Christmas Celebration (2006) "Facilitated face painting activities for children at the UCP holiday celebration."
- Volusia County Social Studies textbook committee for students in exceptional education (2004-2005) "Served as a representative for exceptional education teachers when choosing a new Social Studies curriculum for elementary students with exceptionalities."
- Volusia County Mathematics textbook committee for students in exceptional education (2004-2005) "Served as a representative for exceptional education teachers when choosing a new Mathematics curriculum for elementary students with exceptionalities."
- Volusia County Secondary Reading Task Force (2002-2003) "Served as a representative for high school reading teachers working with students with exceptionalities." Worked with county representatives to formulate a reading plan in response to Just READ! Florida initiatives.
- Atlantic High School National Honor Society Advisor (2000-2004) "Served as an advisor to student members of The National Honor Society." Facilitated all aspects of club activities including finances, fundraising, membership, service projects, and induction ceremony.
- Atlantic High School Assistant Swim Coach (2000-2006) "Served as assistant swim coach" Facilitated all aspects of team organization including finances, fundraising, practices, meets, and travel.
- Secretary for the Student Council for Exceptional Children, The University of Central Florida (1999-2000) "Served as secretary for SCEC" Facilitated record keeping for all meetings and activities.

Professional Certification(s)

- Wrights Law Advocacy training
- USDLA – United States Distance Learning Association Certified
- ASK "Algebra Success Keys" statewide professional developer 2007- current. State of Florida Department of Education.
- Florida State Clinical Educator 2007-current.
- Florida State Teaching Certificate ESE 2000-2010

I understand the responsibilities associated with being a board member, and I have adequate time to serve if appointed.

Type your name to sign Marcey A. Kinney

Date 12/28/2020

Note: If you have questions concerning the duties and responsibilities of any of the above Boards / Commissions, please contact the City Clerk's Office at 386-506-5563.

Email not displaying correctly? [View it in your browser.](#)



CITY COUNCIL AGENDA ITEM

REQUESTED COUNCIL MEETING DATE 1/5/2021

Consent item: No

SUBJECT: (5) Waive Formal Bids - Purchase Grapple Loader Truck

DEPARTMENT: Public Works

GOAL: 2 - Infrastructure

RECOMMENDED MOTION: Move to approve waiver of formal bid procedure and purchase of the demo grapple truck from Southern Sewer and Equipment Sales for \$121,800.00.

SUMMARY: Southern Sewer and Equipment Sales has a demo grapple truck for sale for \$121,800.00. Attached are quotes to purchase the same off of the FSA contract for \$151,705.00 and a Sourcewell contract for \$154,817.00.

Request to waive formal bid procedure and purchase the demo truck from Southern Sewer and Equipment Sales. The savings to the City is an estimated \$29,905.00. The life expectancy of this truck is 15 years and will be utilized by the grounds crew in Public Works. The purchase includes factory warranty, delivery and training.

This is a scheduled replacement vehicle under the fleet replacement program. The current vehicle is 15 years old.

Project No.: Funding Account No.:

Presenter: Lynn Stevens

ATTACHMENTS:

1.	JUSTIFICATION MEMO Grapple Truck	JUSTIFICATION MEMO Grapple Truck.docx
2.	Southern Sewer Demo Quote	Southern Sewer Demo Quote.pdf
3.	Duval FSAQuote	Duval FSAQuote.pdf
4.	Alan Jay Sourcewell Quote	Alan Jay Sourcewell Quote.pdf

Kynah Cockcroft
Kynah Cockcroft
Ronny Buttrum
Lynn Stevens
James Tillman

Created/Initiated - 12/24/2020
Approved - 12/24/2020
Approved - 12/24/2020
Approved - 12/24/2020
Approved - 12/24/2020

Matthew Jones
Alan Rosen
Robin Fenwick

Approved - 12/30/2020
Approved - 12/30/2020
Final Approval - 12/30/2020



City of Port Orange Public Works & Utilities Department

TO: Alan Rosen, Interim City Manager

THRU: Lynn Stevens, Public Works & Utilities Director
Ronny Buttrum, Deputy Public Works Director
Julia Wiggins, Business Manager

FROM: Jeff Fontane, Fleet Manager

DATE: December 23, 2020

SUBJECT: FLEET PURCHASE – Waive Normal Purchasing Requirements to Purchase Demo Grapple Truck

Asset # 1735, a 2005 Sterling Grapple truck used by Public Works for debris management, is scheduled to be replaced in the current fiscal year as part of the Fleet Replacement Program. Normal purchasing practice is to purchase the vehicle from the current Florida Sheriff's Association (FSA) contract or the Sourcewell contract. Prior to any major equipment purchase, staff reaches out to equipment vendors to evaluate new equipment on the market. The equipment being replaced is 15 years old and new equipment has various different options available that may/may not have been available in 2005.

Staff contacted Southern Sewer Equipment Sales, dealer for a Brush Hawg brand grapple truck, to bring a demo unit to site for staff evaluation. At the conclusion of the demonstration, the vendor mentioned that this particular truck was for sale since it was the end of the model year and they would be demonstrating a different model in 2021. The truck has only been used as a demo and never titled. It comes with a full manufacturer's warranty. It is a new (never titled) 2019 Ford F750 chassis with a Brush Hawg grapple loader body which is more heavy-duty than the Peterson grapple offered by FSA contract. This truck has only 2,500 actual miles on it.

This truck is being offered to the City for \$121,800.00. The truck includes extra items such as power windows, locks, and mirrors, 4 corner amber strobe lights on rear door/tailgate, dual smart lamps in lower light bar, and a third seat in cab. Under the FSA contract, the base model truck without the extra items included on the demo truck would cost the City \$151,705. The same truck without the extra's under the Sourcewell contract would cost

\$154,817.00. The savings to the City is estimated to be \$29,905.00 to \$33,017.00 depending on which contract is used. The life expectancy of this truck is 15 years.

The Public Works & Utilities Department request City Council approve waiving the normal purchasing process in order to save approximately \$30,000. We believe it would be in the best interest of the City to buy this truck.



Southern Sewer Equipment Sales

800-782-4134 • 772-595-6940 • FAX 772-595-9171

www.southernsewer.com "A Certified MBE Woman Owned Business"

Mr. Jeff Fontane
City of Port Orange
407 Virginia Avenue
Port Orange, FL 32127
Via email: jfontane@port-orange.org

October 21, 2020

Dear Mr. Fontane:

Southern Sewer Equipment Sales is pleased to offer the City of Port Orange a proposal for a Brush Hawg C Model Grapple Loader, *demo unit*. Please review the attached equipment list.

**2019 Brush Hawg C Model Grapple Loader
Mounted on a 2019 Ford F750 Chassis**

2019 List Price:.....\$155,578.00

Discount for Demo Unit:.....(\$33,778.00)

TOTAL: \$121,800.00

This unit is available for immediate delivery. *Subject to prior sale.*

Truck has not been titled, and has factory warranty.

Delivery and training are included.

Please feel free to contact Bill Stinson at (772) 216-2173, if you have any questions.

Sincerely,

Jenny Mitchem

Jenny Mitchem
Office Manager

Fort Pierce Office:
3409 Industrial 27th Street
Fort Pierce, FL 34946

Orlando Office:
10575 General Drive
Orlando, FL 32824

Miami Office:
8200 N.W. 58th Street
Doral, FL 33166

EQUIPMENT LIST

City of Port Orange

October 21, 2020

2019 Brush Hawk C-Model Grapple Loader, *Demo Unit*

Heavy Duty 30" Diameter Slewing Ring Bearing

2 Stage Planetary Gear Drive

Hot Shift PTO

4-Way Adjustable Stabilizers

Stabilizers Down Warning Light & Alarm

Stabilizer LED Strobe Lights

Dual Operator Control Stations: Multi-Lever Control

24" Walk-Thru

Main Boom, Tip Boom and Tip Boom Extension

Municipal 48" x 60" Bucket: Bolt-On, Reversible Bucket Edges; Bucket Cylinder Covers

360 Degree Continuous Rotation

18' Tapered Dump Body (42"-74")

Spring Loaded Manual Tarp System

4" Crossmembers on 12" Centers

10 GA Sides

10 GA Side Posts on 24" Centers

Exterior Dirt Sheddors Between Side Posts

Continuous Floor to Wall Interior Gussets

¼" Rear Posts

Single, Side Hinged Rear Door

Dual Upper Tailgate Brake Lights

Dual Upper Tailgate Amber Strobing Lights

Dual Amber Smart Lamps in Recessed Bumper

Dual Boom Work Lights

15 Ton Scissor Hoist, Single Body Prop

Loader Primed and Painted Yellow

Body Primed and Painted Green

Undercoating on Bottom of Dump Body

Mounted On:

2019 Ford F750 Chassis

33,000 GVW

300 HP Diesel Engine

6 Speed Automatic Transmission

Approximate mileage: 2,500

Approximate hours: 100











CITY OF PORT ORANGE

PUBLIC WORKS DEPARTMENT
407 VIRGINIA AVENUE
PORT ORANGE, FLORIDA 32129
TELEPHONE 386-506-5575
FAX 386-756-5365

November 2, 2020

Scope for Grapple Loader

The City of Port Orange is requesting bids for the purchase of a UNIT C-Model Type Grapple Loader. The unit shall meet the following:

CHASSIS:

- Powertrain Warranty: 5years/250,000 miles
- Basic Warranty: 2 years unlimited miles
 - Warranty start date to begin on delivery of unit
- No prior owner registration
- Less than 3,500 total miles
- Less than 200 total hours
- Mounted on F750 or equal Chassis
 - GVW approx. 33,000
 - 300 HP Diesel Engine
 - 6 speed transmission (auto or manual)

GRAPPLE LOADER BODY EQUIPMENT LIST of EQUAL OR BETTER

- 12 months unlimited warranty
- 24 months warranty all cylinders
- Heavy Duty 30" Diameter Slewing Ring
Bearing 2 Stage Planetary Gear Drive
- Hot Shift PTO
- 4-Way Adjustable Stabilizers
- Stabilizers Down Warning Light &
Alarm Stabilizer LED Strobe Lights
- Dual Operator Control Stations: Multi-Lever
Control 24" Walk-Thru
- Main Boom, Tip Boom and Tip Boom Extension
- Municipal 48" x 60" Bucket: Bolt-On, Reversible Bucket Edges; Bucket Cylinder
Covers 360 Degree Continuous Rotation
- 18' Tapered Dump Body (42"-
74") Spring Loaded Manual Tarp
System 4" Crossmembers on 12"

- Centers 10 GA Sides
- 10 GA Side Posts on 24" Centers
- Exterior Dirt Shedders Between Side Posts Continuous Floor to Wall Interior Gussets
- ¼" Rear Posts
- Single, Side Hinged Rear Door
- Dual Upper Tailgate Brake Lights
- Dual Upper Tailgate Amber Strobing Lights
- Dual Amber Smart Lamps in Recessed Bumper Dual Boom Work Lights
- 15 Ton Scissor Hoist, Single Body Prop Loader Primed and Painted Yellow
- Body Primed and Painted green Undercoating on Bottom of Dump Body

Other requirements of bid:

- **FOB Port Orange**
- **Estimated time for delivery after order**
- **Price must include any dealer fees, transportation fees, etc.**



www.duvalfleet.com

Prepared for:
City of Port Orange

Phone

MOBILE

Email:

Address

Prepared by:
Duval Ford Fleet Sales
Bob O'Reilly
(Work) 904-813 5450
1616 Cassat Ave. Jax, FL 32210

Bob.OReilly@duvalmotor.com



I appreciate your interest and the opportunity to quote. Prices are published by the Florida Sheriff's Association/ Florida Association of Counties & Florida Fire Chiefs' Association Automotive Contract: FSA20-VEL27.0 Police Rated, Administrative, Utility Vehicles, Trucks and Vans (www.flsheriffs.org)

Labor	Code	Equipment	Price
0	57	2021 Ford F-750 4x2	\$ 49,494.00
0	99E	HP to 300 with torque at 725 lb/ft	\$ 1,994.00
0	T2A	"H Rated" 11R 22.5 front Tires	\$ 44.00
0	R2H	"H Rated" 11R 22.5 Traction Rear Tires	\$ 174.00
0	961	Rear Shock Absorbers	\$ 164.00
0	43P	12,000 front Axle	\$ 524.00
0	61D	12,000 front springs	\$ 304.00
0	68P	21,000 lb rear springs	\$ -
0	260WB	260 wh with 186 ca	\$ 964.00
0	539	Frame strength to 2.413M RBM	\$ 1,074.00
0	RE 1	Body modification for compatibility for configuration	\$ 1,225.00
0	59C	Wiring to end of the Frame	\$ 134.00
0	17M	Back-up Alarm	\$ 109.00
0	88N	Air ride Driver and single fixed passenger	\$ 394.00
0	63B	Two batteries at 900 amps each for 1800 total	\$ 59.00
0	59A	Air Horn	\$ 89.00
0	90M	Interior Rear view Mirror	\$ 74.00
0	54J	Mirrors to 102" out-board	\$ 29.00
0	63G	Passenger side front bumper Spot mirror	\$ 119.00
0	31F	Ship Through Qualified & second Stage Manufacturer	\$ 425.00
0	BrushHawg	See spec for detail	\$ 86,500.00
0	OrangePkg	See spec for detail	\$ 7,812.00
0			\$ -
0			\$ -
0			\$ -
0			\$ -
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0			\$ -
0			\$ -
0			\$ -
0			\$ -
0			\$ -
0	Tot. Hrs	Optional labor rate for equipment listed above. Includes wire, loom, and shop suppl	\$135
TOTAL PURCHASE AMOUNT PER VEHICLE			\$ 151,705.00



Awarded Contract

Call Us first, for all of your Fleet Automotive, & Light Truck needs.

Quote

PHONE (800) ALANJAY (252-6529)		DIRECT 863-402-4234	WWW.ALANJAY.COM	29031-7
Corporate Office	2003 U.S. 27 South Sebring, FL 33870	MOBILE 863-381-3411	Mailing Address	P.O. BOX 9200 Sebring, FL 33871-9200
		FAX 863-402-4221		

ORIGINAL QUOTE DATE
12/11/2020

QUICK QUOTE SHEET

REVISED QUOTE DATE
12/21/2020

REQUESTING AGENCY	PORT ORANGE, CITY OF		EMAIL	JFONTANE@PORT-ORANGE.ORG
CONTACT PERSON	JEFF FONTANE		PHONE	386-506-5579
		MOBILE	386-527-6834	FAX 386-756-5365

SOURCEWELL (FORMERLY NJPA) CONTRACT # 060920-NAF	www.NationalAutoFleetGroup.com
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MODEL	F7D	MSRP	\$73,040.00
2021 FORD F-750 STRAIT FRAME REGULAR CAB W/ 6.7L POWER STROKE DIESEL			
CUSTOMER ID	BRUSH HAWG	NJPA PRICE	\$56,280.00
BED LENGTH			

** All vehicles will be ordered white w/ darkest interior unless clearly stated otherwise on purchase order.

FACTORY OPTIONS	DESCRIPTION	
YZ_01	Exterior Color Oxford White	\$0.00
E_01	GRAY INTERIOR	\$0.00
88N	30/0/30 Air Ride Driver (External Air Source) & Fixed Passenger w/Consolette - Vinyl	\$390.00
99E 44G	ENGINE: 6.7L Power Stroke V8 Turbo Diesel - 300 HP @ 2500 RPM Includes Engine Exhaust Brake and manual regen capability. Torque: 725 ft.lbs. @ 1500 rpm. TRANSMISSION: Ford TorqShift HD 6-Speed Automatic - Double Overdrive, less PTO Provision, less Park Pawl	\$1,950.00
98R	Active Regen Control	\$200.00
41A	Transmission Power Take- Off Provision w/LiveDrive Capability and Tow/Haul	\$890.00
T2A	Tires, Front Two 11R22.5H Goodyear Fuel Max RSA (497 rev/mile)	\$44.00
R2H	Tires, Rear Four 11R22.5H Goodyear Fuel Max RTD (493 rev/mile)	\$170.00
67A	Air Brakes - Straight Truck w/Traction Control.	\$2,170.00
43P	12,000 lb. Cap. Non-Driving - Dana E-12021 - I-Beam Type	\$520.00
61D	TAPER-LEAF SPRINGS, PARABOLIC 12,000LB CAP	\$300.00
475	21,000 lb. Single Reduction - Open - Dana / Spicer 21060S	\$0.00
68R	Multi-Leaf Springs - 23,000 lb. Cap	\$225.00
961	Shock Absorbers, Rear - Double Acting	\$160.00
607	Lube, Rear Axle, EmGard 75W-90, Synthetic Oil	\$95.00
260WB	260" Wheelbase/186" CA/120" AF/419" OAL	\$960.00
539	Single Channel - Straight 'C' 20.11 SM, 120,000 PSI 2,413,200 RBM. Heat treated alloy steel; 10.375" x 3.705" x 0.438" (263.5mm x 94.1mm x 11.1mm).	\$1,070.00
55M	Jump Start Stud - Remote Mounted	\$85.00
63B	Battery - Two 900 CCA, 1800 Total, Includes Steel Battery Box	\$55.00
59C	Body Builder Wiring At End of Frame, Combined	\$130.00
17M	FACTORY BACK UP ALARM	\$105.00
962	Daytime Running Lamps	\$24.00
59A	HORN, AIR - BLACK, SINGLE TRUMPET	\$85.00
54I	Mirrors, Dual - Rectangular, XL2020 - 102" Width	\$29.00
63G	Aux Spot Mirror - Front Fender Mounted - (1) Passenger Side Only	\$115.00
CPO	SEE ATTACHED PRINT OUT FOR COMPLETE VEHICLE DETAILS	\$0.00

FACTORY OPTIONS \$9,772.00

SOURCEWELL (FORMERLY NJPA) CONTRACT # 2021 120716-NAF & 06 www.NationalAutoFleetGroup.com

CONTRACT OPTIONS	DESCRIPTION	
SS BRUSH HAWG	New Brush Hawg C-Model Grapple Loader Heavy Duty 30" Diameter Slewing Ring Bearing 2 Stage Planetary Gear Drive Hot Shift PTO 4-Way Adjustable Stabilizers Stabilizer LED Strobe Lights Dual Stand Up Operator Stations with Multi-Lever Controls 24" Walk-Thru Main Boom, Tip Boom and Tip Boom Extension Municipal 48" x 60" Bucket: Bolt-On, Reversible Bucket Edges; Bucket Cylinder Covers 360 Degree Continuous Rotation 18' Tapered Dump Body (42"-74") Manual Spring-Loaded Tarp System 3/16" Single Sheet Floor 4" Crossmembers on 12" Centers 10GA Sides 10GA Side Posts on 24" Centers 3" x 6 3/4" x 1/4" Rear Posts Single Rear Door 15 Ton Scissor Hoist, Single Body Prop Primed and Painted Solid Color Undercoating on Bottom of Dump Body	\$81,937.00
SS BH PO	City of Port Orange Options for Southern Sewer Brush Hawg: P-Style Multi-Lever Control Pattern Stabilizer Down Warning Light & Alarm Dual Upper Rear Doors/Tailgate Brake Lights 4 Corner Amber Strobe Lights on Rear Door/Tailgate Dual "Smart Lamps" in Lower Light Bar Dual Boom Mounted Work Lights ✓ Continuous Floor to Wall Interior Gussets Exterior Dirt Sheddors Between Side Posts	\$6,828.00
CONTRACT OPTIONS		\$88,765.00

TRADE IN	TOTAL COST	\$154,817.00
YES WE TAKE TRADE INS ~~~~~ ASK ABOUT MUNICIPAL FINANCING ~~~~~		\$0.00

TOTAL COST LESS TRADE IN(S)	QTY	1	\$154,817.00
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Estimated Annual payments for 60 months paid in advance: \$34,672.64
 Municipal finance for any essential use vehicle, requires lender approval, WAC.

Comments Price Quoted to the City of Port Orange in accordance with Sourcewell Contract # 060920-NAF

VEHICLE QUOTED BY **CHRIS WILSON** FLEET SALES MANAGER chris.wilson@alanjay.com

"I Want to be Your Fleet Provider"
 I appreciate the opportunity to submit this quotation. Please review it carefully. If there are any errors or changes, please feel free to contact me at any time.
 I am always happy to be of assistance.



CITY COUNCIL AGENDA ITEM

REQUESTED COUNCIL MEETING DATE 1/5/2021

Consent item: No

SUBJECT: (6) City Manager Salary for the Recruitment Profile

DEPARTMENT: Administrative Services

GOAL: 6 - Organizational Excellence

RECOMMENDED MOTION: Staff is seeking City Council's direction as to Mr. Baenziger's recommendation on the salary range to utilize in the City Manager recruitment materials.

SUMMARY: Colin Baenziger & Associates, the Executive Search Firm performing the City Manager recruitment has provided data and a recommendation of a salary range for use in the Candidate Profile.

From Mr. Baenziger's memo, his recommendation is as follows:

"Salary ranges are designed with a lower end to account for the relatively inexperienced candidate to the upper end for the very well qualified candidate. Ranges are often established by taking the average of salaries for comparable positions and subtracting 17% to establish the bottom of the range and adding 17% for the top of the range. If we take the average salary of approximately \$184,000 of the non-south Florida cities in our take, the result would be a range of approximately \$152,720 to \$215,280."

"In this case, based on my experience, I would probably use $\pm 15\%$. Again, using only the non-South Florida cities, the resulting range would be \$156,400 to \$211,600. For simplicity, a range of \$155,000 to \$210,000 seems logical."

Project No.: Funding Account No.:

Presenter: Jamie Miller

ATTACHMENTS:

1.	Florida City Manager Salary Survey 2020.11.23	Florida City Manager Salary Survey 2020.11.23.xlsx
2.	Florida City Manager Salary Survey - 50000 to 80.000 population - 2021.01.04	Florida City Manager Salary Survey - 50000 to 80.000 population - 2021.01.04.xlsx
3.	Memo to the Council Members - Salary - Sent 2021.01.04	Memo to the Council Members - Salary - Sent 2021.01.04.docx

Robin Fenwick	Created/Initiated - 1/4/2021
Jamie Miller	Approved - 1/4/2021
Alan Rosen	Approved - 1/4/2021
Robin Fenwick	Final Approval - 1/4/2021

FLORIDA 2018 CITY MANAGER SALARY SURVEY

City Name	County	Date of Last Update	Population	# of Full-Time Employees	# of Part- Time Employees	General Fund Budget	Total Budget	Services Not Provided by the City
Alachua	Alachua County	12/26/2018	10,155	122	1	\$13,435,477	\$53,174,187	N/A
Altamonte Springs	Seminole County	10/31/2019	44,482	435	11	\$34,350,559	\$93,172,482	Electric, gas
Altha	Calhoun County	8/12/2020	<1000	2	0	N/A	N/A	Everything besides water
Apalachicola	Franklin County	7/27/2020	2,400	30	1	\$4,370,400	\$7,087,700	Full Service City
Apopka	Orange County	last updated 10/27/2017; was unable to participate as of 9/10/20	50,000	397	66	\$47,978,789	\$124,672,709	N/A
Arcadia	DeSoto County	10/31/2019	7,500	91	17	\$6,723,498	\$27,606,343	Electric
Archer	Alachua County	9/19/2019	1,118	9	0	\$1,851,167	\$2,753,673	Sewer, electric
Atlantic Beach	Duval County	9/19/2019	13,320	120	4	\$13,699,377	\$87,137,985	Electric
Atlantis	Palm Beach County	12/2/2019	2,011	34	6	\$5,498,272	\$7,480,277	Fire, solid waste collection

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Auburndale	Polk County	8/4/2020	16,534	175	2	\$31,744,388	\$52,138,688	Electric, cable/internet
Aventura	Miami-Dade County	7/29/2020	37,988	164	14	\$54,772,833	\$61,756,679	Many services performed by Miami-Dade County: animal control, customer service, fire/rescue, post office, public safety, water/sewer, etc. (see: https://www.cityofventura.com/218/Directory-of-Services)
Avon Park	Highlands County	8/5/2020	11,000	47	13	\$9,831,634	\$27,492,466	No electric
Bal Harbour	Miami-Dade County	12/5/2017	3,050			\$16,160,600	\$25,617,000	

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Bartow	Polk County	8/31/2017	18,905	253	31	\$20,966,066	\$60,822,502	Electric, water, sewer, garbage, storm water, and fiber optics
Bay Harbor Islands	Miami-Dade County	1/13/2020	5,964	73	16	\$10,301,274	\$22,138,873	Electric, fire dept (county)
Bell	Gilchrist County	8/13/2020	488			\$241,060 (from FY 2019)	\$241,060 (from FY 2019)	
Belle Glade	Palm Beach County	9/19/2019	17,722	101	27	\$10,866,258	\$21,616,347	Water, sewer, police, and fire
Belle Isle	Orange County	7/31/2020	7,365	29	5	\$8,323,132	\$12,063,662	Water, sewer, utilities, fire

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Belleair	Pinellas County	7/27/2020	4,217	59	17	\$6,813,700	\$19,166,743	Sewer
Belleair Beach	Pinellas County	7/28/2020	1,560	6	1	\$2,704,652	\$3,896,497	The City contracts for services
Belleview	Marion County	7/30/2020	5,835	50	6	\$6,246,273	\$9,806,760	Electric and gas
Biscayne Park	Miami-Dade County	8/21/2017	3,000	25	3	\$2,803,908	\$2,803,908	Water, sewer, sanitation. Building and Finance are contractual.
Blountstown	Calhoun County	7/30/2020	2500	52	4	\$3,152,141	\$12,226,173	Full Service City
Boca Raton	Palm Beach County		96,114					

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Bonita Springs	Lee County	1/23/2019	51,181	60	10	\$18,002,717	\$33,971,942	Police, fire, utilities
Bowling Green	Hardee County	7/30/2020	2,869	19	8	\$1,232,503	\$2,606,436	Electric, fire, EMS
Boynton Beach	Palm Beach County	7/27/2020	79,050	691	87	\$96,358,776	\$226,018,130	Full Service City
Bradenton	Manatee County	9/19/2019	56,157	482	55	\$49,125,105	\$124,451,994	Electric
Brooksville	Hernando County	1/7/2020	7,719	90	0	\$7,239,708	\$46,734,404	Electric
Bunnell	Flagler County	7/28/2020	3,271	61	1	\$3,954,711	\$10,578,132	Fire

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Bushnell	Sumter County	7/30/2020	3,200	31	0	\$4,373,660	\$11,789,605	Full Service City
Callahan	Nassau County	9/19/2019	1,420	9	1	\$1,200,000	\$7,841,000	Electric
Callaway	Bay County	7/28/2020	15,000	75	0	\$20,509,387	\$44,994,628	Police, electrice, gas, household trash
Cape Canaveral	Brevard County	10/31/2019	10,400	43	11	\$12,000,000	\$32,000,000	Water
Cape Coral	Lee County	7/28/2020	180,204	1,438	439 (contract)	\$165,162,547	\$275,829,786	Full Service City
Carrabelle	Franklin County	9/19/2019	1,728	21	7	\$1,238,700	\$1,238,700	Electricity, waste pick up, cable
Casselberry	Seminole County	8/4/2020	30,035	192	2	\$20,486,316	\$73,109,355	Full Service City
Chattahoochee	Gadsden County	9/4/2017	3,209	48	5	\$3,324,983	\$8,989,023	Full Service City
Chiefland	Levy County	11/13/2018	2250	40	21	\$3,285,690	\$6,204,057	Electric, gas
Chipley	Washington County	9/9/2020	3,605	49	2	\$4,987,721	\$9,730,890	Electric
Cinco Bayou	Okaloosa County	10/31/2019	408	3	0	\$667,304	\$667,304	Contract out services

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Clearwater	Pinellas County	7/30/2020	116,478	1,600	80	\$151,993,200	\$447,066,120	Full Service City
Clermont	Lake County	9/19/2019	38,906	396	49	\$41,025,356	\$148,728,308	Full Service City
Clewiston	Hendry County	8/31/2020	7,985	96	5	\$9,022,069	\$28,999,351	Full Service City
Cocoa	Brevard County	11/5/2019	19,328	440	14	\$40,031,626	\$40,031,626	None (this previously said water/stormwater but I am not sure where that came from. We have both.)

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Cocoa Beach	Brevard County	7/27/2020	11,737	202	82 (including seasonals)	\$30,640,236	\$64,334,542	Water
Coconut Creek	Broward County	7/28/2020	55,000	434.5		\$87,888,810	\$157,860,020	N/A
Cooper City	Broward County	10/31/2019	33,170	110	54	\$40,000,000	\$64,000,000	Police, fire
Coral Gables	Miami-Dade County	9/19/2019	51,227	807	145 (this number fluctuates depending on needs)	\$170,921,005	\$226,588,971	Utilities, library, health services

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Coral Springs	Broward County	12/18/2018	133,037	839	335	\$128,572,207	\$260,646,568	
Crescent City	Putnam County	12/4/2018	1,544	26	9	\$1,555,467	\$4,901,389	
Cross City	Dixie County	11/6/2017	1,706					
Crystal River	Citrus County	8/5/2020	3,162	34	16	\$4,752,039	\$38,673,991	Electric, police
Cutler Bay	Miami-Dade County	7/28/2020	44,867	32	28	\$22,454,393	\$30,567,948	Water, sewer, fire, police
Dade City	Pasco County	7/27/2020	7,500	87	7	\$7,117,500	\$19,286,935	Fire, garbage
Dania Beach	Broward County	8/18/2017	33,000	109	25	\$48,498,274	\$69,211,322	Police, fire, waste management
Davenport	Polk County	9/19/2019	8,200	54	Varies	\$8,795,890	\$23,962,490	

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Davie	Broward County	8/4/2020	106,306	686	60	\$138,662,058	\$236,390,826	Full Service Town
Daytona Beach	Volusia County	10/31/2019	61,005	878	19	\$103,635,309	\$262,152,050	Cable, electric, phone
Daytona Beach Shores	Volusia County	8/3/2020	4,372	83	20	\$18,201,100	\$21,684,100	Water and electric
DeBary	Volusia County	8/17/2020	21,176	41	2	\$18,308,698	\$27,633,352	N/A
Deerfield Beach	Broward County	7/29/2020	79,000	332	110	\$110,818,333	\$201,432,124	Building permitting, fire and police services, code enforcement

FLORIDA 2018 CITY MANAGER SALARY SURVEY

DeFuniak Springs	Walton County	7/27/2020	5,177	110	1		\$63,958,906	N/A
DeLand	Volusia County	9/30/2019	33,000	397	32	\$31,303,486	\$81,519,022	Cable, electric, phone
Delray Beach	Palm Beach County	10/31/2019	67,000	780	100	\$111,490,730	\$208,516,932	Reclaimed water
Deltona	Volusia County	8/13/2020	91,951	317	14	\$65,386,656	\$166,042,475	Police
Destin	Okaloosa County	7/28/2020	14,569	88	21	\$17,013,808	\$18,534,629	Police, fire, water, garbage
Doral	Miami-Dade County	12/5/2017	70,420	348	65	\$62,487,336	\$80,762,740	
Dundee	Polk County	9/20/2019	4,662	16	18	\$4,347,938	\$7,898,472	Electric, cable/ internet, garbage, police. (police and garbage are contracted)
Dunedin	Pinellas County	7/27/2020	37,000	329	56	\$30,950,400	\$142,636,400	Police

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Dunnellon	Marion County	8/19/2020	1,864	21	9	\$4,507,587	\$5,085,717	Fire, water, sewer Franchise agreements for sanitation services and electric
Eagle Lake	Polk County	8/4/2020	2,574	15	5	\$1,992,962	\$3,686,912	Electric and gas
Eatonville	Orange County	8/11/2020	2,500	29	6	\$3,300,000	\$5,000,000	Fire
Edgewater	Volusia County	7/29/2020	22,669	225		\$16,944,512	\$54,673,126	Electric provided by FPL
El Portal	Miami-Dade County	12/4/2017	2,480			\$2,228,127	\$2,228,127	
Estero	Lee County	9/20/2019	32,412	9	6	\$5,596,670	\$20,409,460	Water, sewer, police, fire
Eustis	Lake County	7/30/2020	21,083	215	75	\$8,435,307	\$17,183,000	Electric, gas

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Fellsmere	Indian River County	9/19/2019	5,571	30	3	\$3,021,529	\$11,570,569	Waste collection, fire
Fernandina Beach	Nassau County	7/30/2020	12,558	205	67	\$23,570,000	\$173,153,000	Full Service City
Flagler Beach	Flagler County	10/31/2019	4,726	79	23 plus 30 seasonal lifeguards	\$7,174,836	\$15,163,101	Full Service City
Fort Lauderdale	Broward County	9/23/2019	178,752	2,555	618	\$373,792,257	\$832,654,705	
Fort Meade	Polk County	9/23/2019	5,626	47	1	\$3,899,639	\$14,535,702	
Fort Myers	Lee County	12/11/2017	77,146	790	65	\$107,962,300	\$383,896,674	Electric

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Fort Myers Beach	Lee County	7/27/2020	6,277	38	30	\$8,559,545	\$20,672,585	Fire, police
Fort Pierce	St. Lucie County	9/2/2020	46,071	350 (including part-time)		\$42,429,972		No water, fire; only Police Department
Fort Walton Beach	Okaloosa County	8/5/2020	22,519	319.52		\$34,776,341	\$54,339,719	Full Service City
Frostproof	Polk County	10/31/2019	3,116	16	9	\$4,676,850	\$8,586,730	Sewer (parts of the city only)

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Fruitland Park	Lake County	12/16/2019	10,122	52	38	\$8,162,244	\$11,782,219	
Gainesville	Alachua County	11/14/2018	131,591	2,104	16	\$126,218,273	\$354,486,116	N/A
Glen Ridge	Palm Beach County	9/19/2019	233	0	1	\$132,500	\$132,500	Water, sewer, garbage
Golden Beach	Miami-Dade County	8/12/2020	1,500	47	13	\$9,618,811	\$11,583,700	Water, sewer, recycling
Golf	Palm Beach County	9/19/2019	300	9	2	\$1,949,840	\$41,340,424	Fire, rescue, police
Graceville	Jackson County	8/17/2020	2,200	34	0			Full Service City
Grand Ridge	Jackson County	8/13/2020	986	5	5	\$2,351,044	\$3,914,217	Town provides water, sewer, and garbage
Grant-Valkaria	Brevard County	10/31/2019	4,200	5	2	\$1,456,538	\$2,692,740	The town is on well and septic

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Green Cove Springs	Clay County	7/27/2020	8,313	97	26	\$10,100,329	\$4,850,500	Fire
Greenacres	Palm Beach County	7/28/2020	40,013	140	37	\$30,947,065	\$37,511,625	Police, utilities
Greensboro	Gadsden County	9/24/2019	602	2	2	\$980,047	\$1,184,125	Sewer
Gretna	Gadsden County	1/20/2020	3500	15	2			Water, sewer, sanitation
Groveland	Lake County	10/31/2019	14,677	138	5	\$21,688,952	\$35,907,446	Garbage
Gulf Breeze	Santa Rosa County	11/15/2018	5832	96	24	\$6,799,565	\$24,126,662	City provides water, sewer, and natural gas
Gulfport	Pinellas County	8/11/2020	12,000	147	62	\$14,810,482	\$32,730,254	Electric, cable
Haines City	Polk County	9/19/2019	25,533	280	60	\$30,925,140	\$65,806,345	Electric
Hallandale Beach	Broward County	9/19/2019	37,800	409	83	\$72,296,698	\$136,700,000	N/A
Havana	Gadsden County	7/31/2020	1,808	36 (including part-time)		\$1,836,142	\$11,970,288	Full Service Town
Haverhill	Palm Beach County	8/16/2017	2000	4	0	1300000 -- \$201,203,869	1300000 -- \$201,203,869	Water, sewer, police, fire
Hawthorne	Alachua County	7/27/2020	1,500	11	5	\$2,537,741	\$4,389,314	Police, fire

FLORIDA 2018 CITY MANAGER SALARY SURVEY

High Springs	Alachua County	10/31/2019	6,444	66	16	\$5,874,741	\$11,371,809	Electric
Highland Beach	Palm Beach County	8/24/2017	3,600	38	12	\$13,675,400	\$1,784,047	Fire, sewer, solid waste/recycling hauling, building official/code compliance
Hillsboro Beach	Broward County	9/19/2019	1,981	27	1	\$5,723,774	\$15,787,445	Sewer, fire
Holly Hill	Volusia County	8/25/2020	11,657	107	3	\$11,062,369	\$41,725,502	Recreation, waste pick-up
Hollywood	Broward County	8/2/2020	153,000	1,305	301	\$305,356,955	\$585,199,740	Transportation

Homestead	Miami-Dade County	10/1/2020	70,477	397	57	\$49,589,484	\$184,903,779	
Indialantic	Brevard County	9/19/2019	2,482	37	9	\$4,229,804	\$7,449,393	Water, sewer
Indian Harbour Beach	Brevard County	7/27/2020	8,456	54	Varies with lifeguards and summer camp	\$13,053,079	\$13,487,547	City provides public works and police
Indian River Shores	Indian River County	8/6/2020	4,100	38	29	\$5,500,000	\$7,800,000	Electric, water

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Indian Rocks Beach	Pinellas County	11/14/2018	5,533	27	2	\$3,708,810	\$8,169,290	
Indian Shores	Pinellas County	9/19/2019	1,490	22	2	\$3,541,997	\$5,965,342	Water, garbage, sewer, fire
Inverness	Citrus County	9/19/2019	7,200	30	5			
Islamorada	Monroe County	11/8/2017	6,500	103	14	\$5,545,276	\$8,923,500	Utilities
Jacksonville Beach	Duval County	11/13/2018	23,387			\$21,520,576	\$164,505,457	
Jacob City	Jackson County	Last update 7/20/2016; declined to participate 11/8/17	350	1	2	\$69,169	\$114,169	Water is the only service provided
Jasper	Hamilton County	11/8/2017	9,102	30	2			
Jennings	Hamilton County	10/10/2017	873					
Juno Beach	Palm Beach County	10/31/2019	3,564					
Jupiter	Palm Beach County	7/31/2020	65,524	375	4	\$52,806,773	\$98,142,906	Fire, trash,sSewer
Jupiter Inlet Colony	Palm Beach County	11/21/2018	400	6	11	\$2,107,031	\$2,107,031	Water, sewer, fire/ rescue

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Jupiter Island	Martin County	7/27/2020	820	76	26	\$9,195,405	\$11,995,405	Electric
Kenneth City	Pinellas County	10/11/2017	5,101	19	1	\$2,196,731	\$3,621,129	Water, sewer
Key Biscayne	Miami-Dade County	12/14/2018	13,182	131	67	\$35,524,106	\$39,169,790	Water, sewer, electricity
Key West	Monroe County	7/28/2020	24,171	481	20	\$69,070,307	\$186,694,985	Full Service City
Keystone Heights	Clay County	9/24/2020	1,367	4	5	\$779,304	\$1,997,000	Electric, water, sewage, fire rescue, police
Kissimmee	Osceola County	11/13/2018	69,962	655	99	\$71,196,165	\$187,538,908	Water, sewer, electric
Lady Lake	Lake County	9/19/2019	14,960	103	5	\$12,934,499	\$18,148,183	Electric
Lake Alfred	Polk County	11/27/2018	5,941	56	31	\$5,613,509	\$8,535,509	Electric, gas, telephone
Lake Butler	Union County	9/19/2019	1,800	13	2	\$943,500	\$2,278,500	Electric

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Lake City	Columbia County	9/23/2020	12,000	229	4	\$15,555,982	\$51,689,217	Full Service City
Lake Clarke Shores	Palm Beach County	12/3/2018	3,422	26	1		\$3,075,995	Sewer in limited areas
Lake Hamilton	Polk County	10/31/2019	1,393	20	1	\$1,712,159	\$8,261,381	Too many to list; Town provides police, water, sewer, brush pick up
Lake Helen	Volusia County	7/27/2020	2,814	17	6	\$2,611,265	\$3,750,227	Sewer, electrice, fire

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Lake Mary	Seminole County	10/31/2019	16,538	189	13	\$22,827,788	\$34,309,238	Sewage
Lake Placid	Highlands County	11/4/2019	2,600	38	5	\$1,941,258	\$6,226,308	
Lake Wales	Polk County	8/4/2020	16,000	187	11	\$18,138,111	\$55,559,012	Full Service City
Lake Worth	Palm Beach County	7/29/2020	38,641	409 (including part-time)		\$37,051,448	\$167,632,711	N/A
Lakeland	Polk County	11/26/2018	108,000	2,077	243	\$123,000,000	\$566,000,000	N/A

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Lantana	Palm Beach County	8/18/2020	12,081	96	13	\$12,196,087	\$19,988,983	Services provided: police, telecommunications, planning&zoning, building inspection, public works, parks and recreation, permitting & business license, code enforcement, financ (billing and accountig), utilities (water plant), ocean lifeguards, public library, information technology, human resources and risk management
Largo	Pinellas County	11/19/2018	82,264	800	250	\$11,572,000	\$150,000,000	Water, electric
Lauderdale Lakes	Broward County	12/17/2018	36,069	95	28	\$20,918,041	\$44,103,170	Water, sewer, police, and fire
Lauderdale-By-The-Sea	Broward County	9/20/2017	6,512	32	6	\$13,582,345	\$20,270,877	Services are contracted out
Lauderhill	Broward County	10/11/2017	71,626	373	132	\$58,483,503	\$166,221,395	N/A
Lee	Madison County	10/31/2019	338	5	0	\$484,861	\$979,902	Trash collection, cable TV

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	Leesburg	Lake County	8/7/2020	23,671	447	37	\$30,543,123	\$180,057,332	Full Service City
	Lighthouse Point	Broward County	12/14/2018	11,000	105	10	\$16,177,892	\$19,625,817	Water & Sewer
	Town of Lake Park	Palm Beach Cnty	7/27/2020	8,505	58	1	\$8,970,345	\$16,350,386	Fire, water, electric
	Live Oak	Suwannee County	10/31/2019	6,896	64	2	\$8,557,134	\$28,298,948	N/A
	Longboat Key	Sarasota County	8/3/2020	7,000 (during the Season 20,000)	110	20	\$16,798,913	\$41,839,661	Garbage Pickup
	Longwood	Seminole County	9/19/2019	15,061	169	10	\$22,038,556	\$45,582,573	Sewer

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	Lynn Haven	Bay County	8/3/2020	21,492	171	17	\$14,432,105	\$36,398,489	
	MacClenny	Baker County	8/4/2020	6,970	42	0	\$4,972,101	\$11,965,571	
	Madeira Beach	Pinellas County	8/5/2020	4,200	53	28			Police
	Madison	Madison County	8/5/2020	2,797	62	7	\$9,829,750	\$3,462,590	
	Maitland	Orange County	9/19/2019	18,612	220	21	\$26,761,000	\$52,750,527	Sanitation and 199 Dispatch
	Malabar	Brevard County	12/3/2018	2,800	14	7	\$1,900,000	\$1,900,000	Water, sewer, police
	Manalapan	Palm Beach County	10/31/2019	461	22	17	\$5,182,929	\$11,397,832	We provide water and sewer only
	Mangonia Park	Palm Beach County	9/19/2019	2,315	7	6	\$3,615,259	\$4,599,649	
	Marathon	Monroe County	11/8/2018	8,877	99	18	\$24,455,304	\$97,259,667	Water, electric, police
	Marco Island	Collier County	8/6/2020	17,904	213	317	\$26,329,951	\$75,015,665	Electric, Solid Waste

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	Margate	Broward County	9/22/2020	58,656					
	Marianna	Jackson County	12/3/2018	7,293	approximately 300	10	\$7,593,790	\$42,562,602	Electricity
	Marineland	Flagler County	9/5/2020	11	0	2			
	Mary Esther	Okaloosa County	5/6/2020	3,812	16	2	\$5,650,955	\$15,798,229	
	Mascotte	Lake County	11/6/2018	5,829	29	11	\$3,765,900	\$11,170,300	Sewer, electric
	McIntosh	Marion County	10/31/2019	477	2	1	\$254,849	\$413,875	
	Melbourne	Brevard County	8/5/2020	82,826	849	36			

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	Melbourne Beach	Brevard County	8/20/2020	3,288					
	Mexico Beach	Bay County	8/16/2017	1,197	36	3	\$3,040,000	\$6,470,000	Water and sewer from Bay County
	Miami	Miami-Dade County	9/19/2019	470,914	3,737	820	\$725,211,000	\$1,059,026,000	Water, sewer, transportation
	Miami Beach	Miami-Dade County	9/2/2020	88,885	2100	115	\$350,100,000	\$669,300,000	
	Miami Gardens	Miami-Dade County	8/27/2020	103,069	489	101	\$81,249,100	\$124,808,755	Water, sewer, garbage, fire
	Miami Lakes	Miami-Dade County	8/6/2020	30,000	43	27	\$17,359,000	\$46,128,000	Water, fire, waste
	Miami Shores	Miami-Dade County	10/8/2019	10,800	129	47	\$16,859,223	\$27,937,736	Water, sewer, fire rescue
	Miami Springs	Miami-Dade County	10/31/2019	14,000	134	50-100 (Varies by season)	\$17,698,361	\$24,525,928	Fire rescue, Water, Sewer

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	Micanopy	Alachua County	9/29/2020	669	4	17	\$815,758	\$1,641,645	Sewer, electric, police
	Midway	Gadsden County		3,263					
	Milton	Santa Rosa County	11/4/2019	10,186	138	3	\$10,093,720	\$26,861,548	Electric
	Minneola	Lake County	8/5/2020	12,348	52	8	\$11,278,127	\$22,513,115	Solid Wate & Law Enforcement are Subcontracted
	Miramar	Broward County	12/6/2018	140,328	937	250	\$168,783,609	\$285,359,598	Solid waste
	Monticello	Jefferson County	9/22/2020	2,543	39	3	\$2,317,000	\$8,177,816	Fire/EMS
	Mount Dora	Lake County	12/4/2018	14,000			\$19,862,639	\$109,284,941	Full service
	Mulberry	Polk County	11/6/2018	3,800	39	11	\$4,347,368	\$12,339,752	Electric
	Naples	Collier County	9/22/2020	20,500	478	47	\$41,676,735	\$151,320,000	Electric
	Neptune Beach	Duval County	12/3/2018	7,500	70	30	\$5,300,000	\$14,855,531	Electric, gas, cable
	New Port Richey	Pasco County	8/6/2020	15,987	174	42	\$22,931,490	\$64,013,990	Garbage

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	New Smyrna Beach	Volusia County	9/24/2019	27,000	259	20	\$31,059,871	\$76,657,820	Water, sewer, utilities
	Newberry	Alachua County	11/13/2018	6,000	59	17	\$8,090,609	\$24,655,376	
	Niceville	Okaloosa County	12/27/2018	14,442			\$15,661,700	\$33,616,180	
	North Bay Village	Miami-Dade County	9/8/2020	8,200	66	15	\$9,544,458	\$25,811,320	Fire
	North Lauderdale	Broward County	11/27/2018	42,000	154	91	\$37,381,620	\$69,351,310	Gas, electric
	North Miami	Miami-Dade County	9/21/2020	62,996					
	North Miami Beach	Miami-Dade County	8/31/2020	45,887					
	North Palm Beach	Palm Beach County	8/6/2020	13,057	152	104	\$26,123,977	\$30,107,565	water - full service with police, fire, sanitation
	North Port	Sarasota County	8/6/2020	73,652	716	5	\$50,484,400	\$176,692,200	
	Oak Hill	Volusia County	10/31/2019	2,127	4	2		\$1,570,000	Utilities and Police
	Oakland	Orange County	12/4/2018	3,100	60	30			

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	Oakland Park	Broward County	12/27/2018	45,035	244	52	\$52,975,604	\$89,671,243	None
	Ocala	Marion County	9/24/2020	60,786	1054	36	\$118,657,794	\$820,297,193	Animal control, ambulance
	Ocean Breeze	Martin County	8/12/2020	234	0	2			Services are provided by Interlocal Agreement with Martin County
	Ocean Ridge	Palm Beach County	11/19/2018	1,923	26	1	\$6,411,192	\$6,411,192	Water, sewer - only private septic tanks or private waste treatment centers
	Ocoee	Orange County	9/22/2020	47,580	396	52	\$66,734,498	\$97,037,190	
	Okeechobee	Okeechobee County	8/13/2020	5,603	64	7	\$7,699,054	\$11,341,480	Electric, Water/ Wastewater, Natural Gas, Solid Waste Collection, Animal Control, Public Transportation, Senior Services Programs, Telecommunications
	Oldsmar	Pinellas County	12/11/2018	14,000	130	29	\$14,877,685	\$36,081,480	

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	Opa-locka	Miami-Dade County	11/6/2019	15,219					
	Orange City	Volusia County	10/5/2020	12,000	117	8	\$14,000,000	\$22,000,000	
	Orange Park	Clay County	8/6/2020	8,668	97	14	\$11,080,015	\$22,319,676	Electric
	Orchid	Indian River County	8/6/2020	400-500	2	1	\$1,076,835	\$1,076,835	Emergency services, policing, utilities
	Orlando	Orange County	8/14/2020	285,713	3,228	37			Utilities
	Ormond Beach	Volusia County	9/20/2019	42,816	322	35	\$32,622,022	\$80,911,009	Electric

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	Oviedo	Seminole County	8/10/2020	41,557					
	Pahokee	Palm Beach County	12/4/2018	6,236	28	9	\$4,304,922	\$4,304,922	Water, sewer
	Palatka	Putnam County	11/6/2018	10,644	128	16	\$12,279,734	\$32,082,836	Electric, cable
	Palm Bay	Brevard County	2/6/2019	111,657	751	78	\$179,710,975	\$179,710,975	Garbage/waste
	Palm Beach	Palm Beach County	11/9/2018	8,751			\$81,317,508	\$82,466,218	
	Palm Beach Gardens	Palm Beach County	8/12/2020	55,621	532	114	\$127,573,158	\$175,554,209	Trash/Recycling Collection
	Palm Beach Shores	Palm Beach County	12/17/2018	1,155			\$5,149,810	\$5,149,810	
	Palm Coast	Flagler County	12/6/2018	85,000	409	4	\$37,424,362	\$143,773,499	
	Palm Springs	Palm Beach County	8/7/2020	25,061					

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	Palmetto Bay	Miami-Dade County	10/31/2019	24,710	56	18	\$15,070,361	\$25,985,502	Water and sewer
	Panama City	Bay County	9/9/2020	35,000	474	23			
	Panama City Beach	Bay County	11/20/2018	12,757	313 and 5 Council members	30, 9 Seasonal	\$46,980,912	\$119,985,190	Electric and refuse collection
	Parkland	Broward County	9/3/2020	35,000	100	51	\$41,954,000	\$57,077,550	Police, Fire, Code, Water, Sewer
	Pembroke Park	Broward County	8/6/2020	6,408	30	0	\$11,000,000	\$16,000,000	
	Pembroke Pines	Broward County	11/6/2018	168,587	1,102	345	\$199,833,387	\$400,483,875	A full service city
	Penney Farms	Clay County	8/10/2020	773	7	1	\$1,781,526	\$2,474,682	Police, Fire, Rescue provided by the County
	Pensacola	Escambia County	9/19/2019	52,191	724	12	\$53,693,400	\$239,718,600	Water and sewer
	Perry	Taylor County	11/21/2018	7,000	90	2	\$6,709,114	\$10,649,706	Electric

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	Pinecrest	Miami-Dade County	10/7/2020	18,490	136	58	\$22,885,800	\$38,207,510	Fire, water, solid waste
	Pinellas Park	Pinellas County	9/21/2020	53,284	471	81	\$65,683,124	\$144,379,607	Electricity
	Plant City	Hillsborough County	11/7/2018	38,714	430	4	\$34,179,480	\$67,711,398	Full service City
	Polk City	Polk County	9/23/2020	2,141		4		\$6,314,257	Electric
	Pompano Beach	Broward County	9/19/2019	101,000	810	210	\$144,131,108	\$363,619,793	Full Service City
	Ponce Inlet	Volusia County	8/10/2020	3,032	58	1	\$6,541,801	\$12,210,428	
	Port Orange	Volusia County	8/6/2020	60,000	491	22	\$40,647,130	\$116,697,755	Solid Waste
	Port Richey	Pasco County	11/21/2018	2,821	62	20	\$5,078,324	\$10,150,144	Household refuse pick-up
	Port St. Joe	Gulf County	8/6/2020	3,578	60	19	\$4,849,219	\$20,410,211	
	Port St. Lucie	St. Lucie County	9/1/2020	210,000	884	Contract with Benefits: 12 Contract employees: 110 Executive Office: 5 Exempt: 150 Part Time: 50 Seasonal: 34 Temporary: 6	\$125,141,556	\$533,900,434	Fire Rescue

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	Punta Gorda	Charlotte County	10/31/2019	19,761	288	15	\$19,829,664	\$64,636,713	Gas, electric, cable
	Quincy	Gadsden County	10/18/2017	7,680	122	8	\$8,540,945	\$30,808,439	
	Riviera Beach	Palm Beach County	9/9/2020	34,834			\$77,743,783		
	Rockledge	Brevard County	8/11/2020	27,321	247	15	\$19,265,512	\$35,480,505	
	Royal Palm Beach	Palm Beach County	8/6/2020	38,691	111	29	\$24,944,088	\$50,828,578	Water, garbage, police, fire
	Safety Harbor	Pinellas County	8/14/2020	18,031	154	70	\$25,000,000	\$77,000,000	Police
	Sanford	Seminole County	10/31/2019	60,035	488	18	\$49,978,000	\$137,900,000	Full service City, contract out debris and refuse hauling
	Sanibel	Lee County	12/7/2018	6,591	128	52	\$21,722,348	\$36,560,955	Water, electric

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	Sarasota	Sarasota County	8/6/2020	57,738					
	Satellite Beach	Brevard County	8/7/2020	11,000	93	38	\$14,882,000	\$20,403,000	Water, sewer, trash
	Sebastian	Indian River County	8/10/2020	25,000	183	51	\$12,872,460	\$33,246,760	Utility
	Sebring	Highlands County	9/21/2020	11,087	149	23	\$11,293,755	\$27,690,165	
	Seminole	Pinellas County	9/21/2020	18,838	127	30	\$19,169,700	\$36,600,167	Water, sewer, police, utilities
	Sewall's Point	Martin County	12/11/2018	2,180	15	2	\$4,288,000.00	\$4,288,000.00	Water, sewer
	Shalimar	Okaloosa County	11/26/2018	808	7	3			
	Sneads	Jackson County	11/26/2018	1,796	24	4			Electric, gas

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	South Bay	Palm Beach County	8/7/2020	5,000	17	1	\$2,149,866	\$5,928,095	Utilities and water (county), Police and fire (contracted
	South Daytona	Volusia County	12/7/2018	12,936	106	4	\$14,823,210	\$27,229,017	N/A
	South Miami	Miami-Dade County	9/21/2020	13,000	125	23			Water, sewer, Fire
	South Palm Beach	Palm Beach County	10/31/2019	3,000	3	2	\$2,100,000	\$5,500,000	Water, sewer
	Southwest Ranches	Broward County	9/1/2020	7,958	14	2	\$12,795,993	\$18,218,318	Water, sewer, sports and recreation
	St. Augustine	St. Johns County	8/31/2020	14,000	340	35	\$32,583,764	\$60,544,340	Electric
	St. Augustine Beach	St. Johns County	11/26/2018	6,633	53	2	\$7,485,255	\$10,263,020	Water, sewer, electricity, and fire services
	St. Cloud	Osceola County	9/21/2020	54,579	529	122	\$53,955,209	\$178,938,250	Electric
	St. Marks	Wakulla County	9/22/2020	329	4	0	\$766,855	\$4,161,630	Electrical
	St. Pete Beach	Pinellas County	10/31/2019	9,739	89	35	\$21,542,251	\$38,478,787	Water, sewer, and Police (County Sheriff)

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	Starke	Bradford County	9/8/2020	5,411			\$5,067,391.00	\$22,889,209.00	
	Stuart	Martin County	11/4/2019	16,500	251	42	\$27,819,931	\$54,608,078	
	Sunny Isles Beach	Miami-Dade County	12/17/2018	22,348			\$61,902,084	\$101,296,030	
	Sunrise	Broward County	9/8/2020	95,458	1,049	116	\$138,985,070	\$521,227,860	N/A
	Surfside	Miami-Dade County	9/2/2020	5,802					
	Tallahassee	Leon County	9/29/2020	193,551					
	Tamarac	Broward County	9/15/2020	67,278	398	28	\$71,279,982	\$179,796,982	Police

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	Tarpon Springs	Pinellas County	12/18/2018	25,331			\$23,703,108	\$56,094,666	Electricity, natural gas
	Tavares	Lake County	9/8/2020	18,944	170	5	\$19,169,250	\$73,818,967	Electric, gas
	Temple Terrace	Hillsborough County	9/24/2019	26,515	248	47	FY 2018-19 \$32,990,689	FY 2018-19 \$63,454,557	Electric
	Tequesta	Palm Beach County	9/19/2019	5,800	94	10	\$11,645,330	\$20,622,609	Electric, Garbage
	Titusville	Brevard County	9/2/2020	46,500	530	24	\$43,000,000	\$123,000,000	Parks and Recreation Dept
	Treasure Island	Pinellas County	12/19/2018	6,800	105	15	\$15,241,601	\$25,347,598	Water, electric
	Trenton	Gilchrist County	9/19/2019	2,000	14	1	\$1,085,762	\$2,776,734	Electric, gas
	Umatilla	Lake County	8/31/2020	4,154	45 (full and part time)				Water, sewer, solid waste, storm water, volunteer fire department, municipal airport
	Valparaiso	Okaloosa County	9/22/2020	5,401	54	17	\$4,441,230	\$10,107,860	Electricity

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	Venice	Sarasota County	9/2/2020	23,315	329	1	\$36,056,183	\$128,048,942	Animal Services, Library, Schools, Utilities (Cable, Electricity, Gas)
	Vero Beach	Indian River County	9/1/2020	18,000	302	7	\$24,846,157		
	Waldo	Alachua County	8/31/2020	960	7	1	\$740,539	\$2,377,045	
	Wauchula	Hardee County	12/3/2018	5,001	73	11	\$3,999,247	\$16,935,167	
	Wellington	Palm Beach County	9/22/2020	66,052	299	54	\$56,000,000	\$101,600,000	Police/Fire - Contracted
	West Melbourne	Brevard County	9/4/2020	23,372	137	6	\$15,669,800	\$37,908,400	Fire, dispatch, water
	West Miami	Miami-Dade County	10/31/2019	8,120	85	4	\$8,001,732	\$15,616,614	

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	West Palm Beach	Palm Beach County	8/31/2020	102,000	1,512	42	\$194,600,000	\$702,000,000	Electrical
	West Park	Broward County	6/30/2016	14,543	29				
	Weston	Broward County	8/31/2020	67,438	10	0	\$55,576,000	\$135,190	Weston is a Contract City
	Wewahitchka	Gulf County	11/30/2018	2,091	16		\$1,046,877	\$2,161,432	
	White Springs	Hamilton County	12/19/2018	776	9	2	\$1,849,006	\$4,232,469	water, sewer, sanitation
	Wildwood	Sumter County	9/23/2019	12,665	120	7	\$21,705,951	\$38,463,126	Sewer, electric

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	Williston	Levy County	12/3/2018	2,710	93		\$2,920,055	\$13,370,142	
	Wilton Manors	Broward County	9/10/2020	12,797	108	42	\$19,690,438	\$43,487,584	Fire
	Windermere	Orange County	1/20/2020	3,402	25	4	\$5,535,413	\$6,203,389	Water and Sewer
	Winter Garden	Orange County	9/14/2020	47,245	303	43	\$41,048,031	\$70,139,188	Electric and gas
	Winter Haven	Polk County	12/12/2018	41,000	452	30		\$136,775,610	Electric
	Winter Park	Orange County	11/26/2018	30,208	491	56	\$57,600,000	\$172,600,000	Trash, recycling
	Winter Springs	Seminole County	12/21/2018	36,635			\$18,577,900	\$53,601,623	N/A
	Zephyrhills	Pasco County	9/2/2020	16,445	178	2	\$66,293,615	\$15,627,163	Fire

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	Zolfo Springs	Hardee County	9/9/2020	1,790	10	0	\$1,526,535	\$1,526,535	Electric
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FLORIDA 2018 CITY MANAGER SALARY SURVEY

Name of City Manager / Administrator	Date of Hire	Years of Service as a mgr	Contract	Type of Contract	Length of Contract	Automatic Renewal	Date of Last Renewal	Annual Salary
Adam Boukari	2/11/2008	1	Yes	Employment Agreement	5 years		02/12/18	\$138,000.00
Franklin W. Martz II	3/6/1995	9	Yes	Employment Agreement	Indefinite	N/A	N/A	\$175,000.00
Jimmy Baggett (Police Chief -- Manager does not receive a salary)	2006	N/A	No	N/A	N/A	N/A	N/A	N/A
Kendall "Travis" Wade	5/26/2020	<1	Yes	Employment Agreement	Indefinite	N/A	N/A	\$66,000.00
Glenn Irby	1/7/2015	2.8	No	N/A	N/A	N/A	N/A	\$139,125.17
Terrance Stewart	6/22/2015	50+	Yes		3 years	No	2018	\$96,900.00
Charles Hammond	6/11/2018	1.3	Yes	Employment	3 years	Yes	N/A	\$89,720.00
Shane Corbin	10/6/2019	<1	Yes	Employment Agreement	Indefinite	No	N/A	\$125,000.00
Brian R. Moree	4/23/2018	2.5	Yes	Employment Agreement	5 Years	No	N/A	\$127,300.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Robert R. (Bobby) Green	4/15/1991	28	Yes	Employment Agreement	Indefinite	N/A	Revised 2/19/2018	\$151,305.00
Ronald J. Wasson	11/14/2018	1.5	Yes	Employment Agreement	Indefinite	Yes	11/14/19	\$219,100.11
Mark Schrader	2/17/2020	<1	Yes	Employment Agreement	3 years	N/A	N/A	\$90,000.00
Jorge M. Gonzalez	11/9/2013	4	Yes	Employment Agreement	Indefinite	N/A	N/A	\$222,847.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

George A. Long	1/7/2008	9.5	Yes	Employment	3 years	Additional 1 year terms after 3 year term	07/03/17	\$158,265.12
Juan Carlos (JC) Jimenez	11/14/2018	1	Yes	Employment Agreement	Indefinite	N/A	N/A	\$172,974.00
Vacant								
Lomax Harrelle	10/22/2008	11	Yes	Employment Agreement	Indefinite	No	04/03/17	\$235,000.00
Robert G. Francis, Jr.	4/3/2017	3	Yes	Employment Agreement	3 years with automatic 1 year extensions	Upon favorable annual review, agreement is automatically extended for one year	04/01/19	\$143,000.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Joseph P. Murphy	3/10/2005	3	Yes	Employment Agreement	3 years	Yes, every 3 years	05/06/20	\$134,500.00
Lynn D. Rives	3/6/2018	2.5	Yes	Employment Agreement	Indefinite	N/A	N/A	\$96,627.00
Sandra McKamey	6/25/1979	4 years as City Administrator, 30 years as City Clerk/ Administrator	No	N/A	N/A	N/A	N/A	\$122,610.58
Krishan Manners	5/1/2017	0	Yes		Yearly	No	05/01/18	\$84,000.00
Traci Hall	4/18/2007	9	N/A	N/A	Yearly voted on by Council each January	N/A	1/1/2020	\$67,475.20

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Arleen Hunter	9/5/2018	<1	Yes		3 Years	No	N/A	\$152,000.00
William Lawrence	4/12/2019	9	No	N/A	N/A	N/A	N/A	\$70,000.00
Lori LaVerriere	12/18/2012	8.5	Yes	Employment Agreement	Indefinite	Reviewed annually by City Commission	N/A	\$235,000.00
Carl Callahan	1/8/1996	5	N/A	N/A	N/A	N/A	N/A	\$175,587.00
Mark A. Kutney	11/6/2017	2	Yes	Annual	Annau	N/A	N/A	\$106,600.00
Alvin B. Jackson, Jr.	10/1/2018	1.8	Yes	Employment Agreement	Indefinite	N/A	N/A	\$84,489.60

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Jody Young	7/22/2008	2.35	None	N/A	N/A	N/A	N/A	\$103,578.00
Michael Williams	7/13/1998	21	No	N/A	N/A	N/A	N/A	Hourly
Keith Cook	6/5/2017	3	Yes	Employment Agreement	Indefinite	No	N/A	\$130,000.00
Todd Morley (Interim)	10/22/2019	<1	Not yet finalized	Unknown	6 months	Unknown	N/A	Unknown
John Szerlag (until 8/11/20); Rob Hernandez (effective 8/12/20)	Szerlag - 5/29/2012	Szerlag - 18	Yes	Professional	3 years rolling	Yes, year-to-year; either party 6-month notice to terminate	12/03/19	Szerlag - \$200,012.80; Hernandez - \$236,000
Courtney Dempsey	12/9/2002	11	No	N/A	N/A	N/A	N/A	\$55,490.28
James R. Newlon	10/7/2002	7	Yes	Employment Agreement	Indefinite	N/A	N/A	\$157,480.00
Elmon L. Garner	6/23/1997	20	Yes	Indefinite	Indefinite	Yes	2006	\$73,074.00
Mary Ellzey	3/8/1983	4	Yes	Employment Agreement	Annual	No	07/23/18	\$68,979.00
Dan Miner	1/9/1986	10	Yes	Employment Agreement	Indefinite	Yes	2/21/2010	\$97,219.20
Keith Williams	9/1/2001	5	Yes	Employment Agreement	Annual	Yes	01/01/19	\$57,320.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

William B. Home, II	9/8/1998	18	Yes	Employment Agreement	Indefinite	Reviewed annually by City Council	11/07/19	\$209,753.34
Darren Gray	10/15/2012	7	Yes	Employment Agreement	Indefinite	No	10/15/12	\$189,862.40
Randy Martin	7/22/2019	34	Yes	Employment Agreement	Indefinite	No	N/A	\$170,000.00
John A. Titkanich, Jr.	1/28/2002	6 year, 8 months	Yes	Employment Contract	Thru 9/30/2020	No	07/11/17	\$181,334.40

FLORIDA 2018 CITY MANAGER SALARY SURVEY

James McKnight	1/1/2017	3.5	Yes	Employment Agreement	5 years	Yes	N/A	\$139,069.00
Karen Brooks	5/12/1997	<1	Yes	Employment Agreement	5 years	Yes, extended for additional 2 year periods	N/A	\$252,304.00
Patrick Lynn (Interim)								\$13,000.00
Peter Iglesias	9/25/2018	<1	Yes	At-will	Indefinite	N/A	N/a	\$242,426.08

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Mike Goodrun	6/19/2017	1.5	Yes	Term	Expires 9/30/20	No	06/01/17	\$228,093.50
Patrick Kennedy	12/1/2006	10.5	Yes	Employment Agreement	Expires 09/30/19	No	08/09/18	\$80,000.00
Currently vacant								
Ken Frink	4/29/2019	1.25	Yes	Employment Agreement	3 years	Yes	N/A	\$112,750.00
Rafael Casals	6/19/2013	7	Yes	Employment Agreement	3 years	Yes, agreement shall automatically renew on its anniversary date for successive 3 year terms	6/19/2020	\$219,761.10
Leslie Porter	1/13/2014	1	Yes	Employment Agreement	1 year	Yes	5/14/2020	\$102,382.80
Robert Baldwin	3/16/2009	8	Yes	Employment Contract	2 years	No	N/A	\$164,874.53
Kelly Callihan	7/25/2017	2+	Yes	Employment Agreement	3 years	No	N/A	\$101,774.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Richard J. Lemack	4/11/2011	9	Yes	Employment Agreement	3 years	No	12/04/19	\$259,509.12
James Chisholm	8/1/2004	15	Yes	Employment	Indefinite	N/A		\$239,100.36
Michael T. Booker	6/17/2002	18	Yes	Employment Agreement	7 years	Yes	2009; now indefinite with 60 days notice	\$156,644.00
Carmen Rosamonda	4/1/2019	1.33	Yes	Employment Agreement	Indefinite	N/A	N/A	\$125,000.00
David Santucci	9/6/2019	<1	Yes	Employment Agreement	Indefinite	N/A	N/A	\$200,000.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Mell Smigielski	9/1/2018	20+	N/A	N/A	N/A	N/A	N/A	\$98,113.60
Michael P. Pleus	8/1/2008	11	Yes	Employment	Indefinite	Yes	N/A	\$166,649.60
Currently vacant								
Currently vacant								
Lance Johnson	12/17/2018	1.5	Yes	Employment Agreement	Indefinite	Yes	N/A	\$126,297.60
Edward A. Rojas	6/11/2014	3	Yes	Employment Agreement	Indefinite	Yes	06/11/17	\$200,847.86
Deena Ware	11/13/2013	2	Yes	Employment Agreement	Indefinite	Yes - Contingent on annual review	02/26/19	\$83,200.00
Jennifer Bramley	8/28/2017	3	Yes	Employment Agreement	Indefinite	N/A	N/A	\$179,848.24

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Dawn Bowne	6/4/1986	4	Yes	Employment Agreement	5 years	Yes	2017	\$78,000.00
Thomas Ernharth	1/9/2017	3	Yes	Employment Agreement	Indefinite	No	N/A	\$92,518.40
Abby Gribi	6/1/2020	3.8	N/A	N/A	N/A	N/A	N/A	\$70,000.00
Glenn Irby	7/1/2019	20	Yes	Employment Agreement	Indefinite	N/A	N/A	\$134,992.00
Currently vacant								
Steve Sarkozy	11/1/2015	35+	Yes	Employment Agreement	Indefinite	No term	N/A	\$185,603.00
Ronald R. Neibert	5/4/2015	23	Yes	Employment Agreement	Indefinite	No	N/A	\$152,159.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Mark D. Mathes	8/1/2019	0	Yes	Resolution	Evaluated by Council every year	N/A	10/01/18	\$107,658.72
Dale L. Martin	11/30/2015	24	No	N/A	N/A	N/A	N/A	\$133,000.00
Larry M. Newsom	1/1/2016	21	Yes	Employment Agreement	Indefinite	Yes		\$123,295.00
Christopher Lagerbloom	2/22/2016	9 Mo	Yes	Employment	Indefinite		N/A	\$225,000.00
Danielle J. Judd	2/4/2019	>1	Yes	Employment Agreement	3 years	No	N/A	\$115,000.00
Saeed Kazemi	1/18/2001	1.5	Yes	Employment Agreement	Indefinite	N/A	N/A	\$194,604.28

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Roger T. Hernstadt	4/25/2017	3.25	Yes	Employment Agreement	5 years	Yes, one year increments	No renewals to date	\$170,887.50
Nicholas Mimms	2/2/1998	4	Yes	Employment Agreement	3 years, now renewal is annually	Yes	12/08/19	\$156,811.20
Michael D. Beedie	9/5/2012	8	Yes	Employment Agreement	Indefinite	N/A	N/A	\$133,030.00
Lee R. Evett	8/23/2017	2	Yes	Employment Agreement	Indefinite	N/A	N/A	\$78,790.40

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Gary La Venia	10/17/2013	6	Yes	Employment Agreement	Indefinite	N/A		\$115,856.00
Anthony Lyons	2/14/2013	2.5	Yes	Employment Agreement	Indefinite	Not specified	N/A	\$228,030.00
John J. Deal	1/2/2018	2						\$26,000.00
Alexander Diaz	3/27/2007	13	Yes	Employment Agreement	3 years	N/A	06/01/18	\$203,710.39
Christine Thrower-Skinner	6/1/2015	4.5	Yes	Annual	1 year	Yes	06/01/18	\$108,150.00
			No					
JR Moneyham	2/2/1985	21	No	N/A	N/A	N/A	N/A	\$74,788.00
Jason Mahaney	8/30/2018	1	Yes	Employment Agreement	Indefinite	N/A		\$82,000.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Steven Kennedy	10/1/2018	18	Yes	Employment Agreement	3 years (October 1, 2018 to September 30, 2021)	City Council may extend this Agreement for periods not to exceed 3 years each)	N/A	\$130,000.00
Andrea McCue	2/8/2016	4	Yes	Employment Agreement	Indefinite	N/A	N/A	\$178,989.01 as of 10/01/20
Dennis Henderson	8/13/2019	<1	Yes	Employment Agreement	1 Year	Yes	08/19/19	\$26,000.00
Antonio Jefferson	8/1/2006	17	Yes	Annual	1 Year	No	1/7/2020	\$96,408.00
Mike Hein	1/2/2018	30	yes	Annual	3	No	N/A	\$165,000.00
Samantha D. Abell	5/1/2017	1	yes	Employment	2 years	yes		\$113,568.00
James O'Reilly	1/26/2004	11	Yes	Employment	Indefinite	N/A	N/A	\$147,428.32
Deric C Feacher	10/1/2017	4	Yes	Employment Agreement	4 years	no	10/01/17	\$156,229.00
Gregorio "Greg" Chavarria	4/17/19	<1	Yes	Employment Agreement	Indefinite		N/A	\$180,000.00
L. Bradford Johnson	12/16/2019	<1	Yes	Employment Agreement	Indefinite	N/A	N/A	\$90,000.00
Janice C. Rutan	10/24/2005	8	No	N/A	N/A	N/A	N/A	\$92,000.00
Ellen Vause	1/25/2011	10	Yes	Employment Agreement	3 years, option to renew	No	2019	\$80,000.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Joel Decoursey	1/4/2016	<1	Yes	Employment Agreement	1 year	Yes	N/A	\$100,000.00
Valerie Oakes	1/15/2019	0.5	Yes	Agreement	Indefinite	N/A	N/A	\$133,000.00
Mac Serda	8/1/2017	2	Yes	Agreement	Indefinite	Yes	08/01/19	\$130,000.00
Joseph A. Forte	11/24/2014	20	Yes	Employment Agreement	Indefinite	N/A	N/A	\$151,985.60
Wazir Ishmael	8/25/2014	5	Yes	Employment Agreement	3 years, now renewal is annually	Yes	10/01/19	\$261,497.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Catherine McCaffrey (Interim)	6/17/2014	<1	Yes	Employment Agreement	4 years	No	N/A	\$185,000.00
Michael L. Casey	7/12/2019	<1	Yes	Employment Agreement	3 years	No	N/A	\$102,174.00
Mark K. Ryan	4/23/2014	42	Yes	Employment Agreement	Indefinite	N/A	N/A	\$137,316.59
Joseph Griffin	2/11/2019	6	Yes	Employment Agreement	Indefinite	N/A	N/A	\$147,700.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Brently Gregg Mims	6/28/2013	5	Yes	Employment Agreement	Indefinite	N/A	N/A	\$125,000.00
Bonnie Dhonau	4/1/2014	5.5	No	N/A	N/A	N/A	N/A	\$107,691.00
Frank DiGiovanni	6/1/1979; retired 9/30/13; worked under lease contract for 1 yr.; rehired 10/1/14	30	Yes	Employment Agreement	Annual	Yes	10/01/16	\$105,772.00
Seth Lawless	10/3/2016	1	Yes	Employment Agreement	Indefinite	No	N/A	\$146,450.00
Michael Staffopoulos	1/28/2019		Yes	Employment Agreement	Indefinite	N/A		\$161,000.00
Carl Bailey	3/18/2013	3	Hourly	N/A	N/A	n/a	N/A	\$12,900.00
Charles Williams	5/9/2011	6	No	N/A	N/A	N/A	N/A	\$73,315.00
George Glover	6/23/2012	5	No	N/A	N/A	N/A	N/A	\$52,000.00
Joseph F. Lo Bello	8/13/2008	11	Yes	Employment Agreement	Expires 7/1/2023		09/25/17	\$176,061.00
Matt Benoit	2/21/2018	7	Yes	Employment Agreement	Indefinite	Yes	N/A	\$232,660.91
S. John Pruitt	7/24/2007	11	No	N/A	N/A	N/A	N/A	\$80,038.40

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Michael A. Ventura	4/4/2020	<1	Yes	Confirmation Letter	Indefinite	N/A	N/A	\$173,611.63
Matthew Campbell	3/3/2014	3.5	Yes	Employment Agreement	Indefinite	N/A	N/A	\$93,274.00
Andrea Agha	8/13/2018	0.25	Yes	Employment Agreement	5 Years	No	N/A	\$195,000.00
Greg Veliz	11/21/2005	<1	Yes	Employment Agreement	3 years	For a single 3-year period	No renewals to date	\$180,000.00
Lynn Rutkowski	6/1/2020	<1	Yes	Annual	3 years	Yes	N/A	\$62,500.00
Mike Steigerwald	1/4/1994	8	Yes	Written	Annual	Yes	09/01/17	\$176,419.00
Kristen Kollgaard	6/20/2010	10	Yes	Employment Agreement	2 Years	No	08/05/19	\$140,967.00
Ryan Leavengood	3/5/2012	6	Yes	Employment Agreement	Indefinite	N/A	08/05/18	\$128,161 Plus 2% incentive pay for maintaining ICMA certification and allowance equal to his FICA
Dale Walker	2/22/2018	47	Yes	Professional Services Agreement	3 years	No	N/A	\$89,385.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Joseph Helfenberger	7/6/2009	22	Yes	Employment Agreement	Indefinite	N/A	08/01/18	\$120,000.00
Daniel P. Clark	5/2/2011	7	Yes	Employment Agreement	5 years	Yes, for another 5 year term	05/10/16	\$111,935.25
Sara Irvine	6/6/2013	4.5	Yes	Employment Agreement	3 years	No	Sept 2017	\$69,845.00
Rebecca Witte	1/20/2014	1.75	Yes	Employment Agreement	Indefinite	N/A	N/A	\$72,000.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Kevin Smith	4/8/2019	6 months	Yes	Employment Agreement	Indefinite	N/A	N/A	\$170,019.20
Phil Williams	2/1/2001	7	No	N/A	N/A	N/A	N/A	\$75,525.00
James Slaton (Interim)	6/1/2020	N/A	N/A	N/A	N/A	N/A	N/A	\$125,000.00
Michael Bornstein	4/16/2012	8	Yes	Employment Agreement	3 years and has been extended by 5 additional years	No	2017	\$169,000.00
Anthony J. Delgado	1/20/1997	3	Yes	Employment Agreement	1 year	Yes	01/01/18	\$192,188.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Deborah S. Manzo	5/7/2012	15	Yes	Term with addendums	Expires 11/30/23	No	11/25/19	\$157,455.35
Henry P. Shubert	5/7/1980	2.5	Yes	Employment Agreement	Indefinite	N/A	04/01/18	\$169,748.80
Phil Alleyne	7/5/2016	2	Yes	Employment Agreement	Indefinite	N/A	N/A	\$163,874.08
Bud Bentley	4/26/2016	2	Yes	Employment	3 years	No	04/26/16	\$160,000.00
Charles Faranda	9/10/2001	16	Yes	Employment Agreement	6/25/2001 - Present	Yes	09/24/08	\$251,260.84
John Anderson	11/13/2014	5	No	N/A	N/A	n/a	N/A	\$35,422.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Al Minner	12/16/2013	15	Yes	Employment Agreement	Indefinite	Yes	Annually during evaluation process with the Commission	\$185,660.80
John D. Lavisky	7/3/1995	17	No	N/A	N/A	N/A	N/A	\$169,722.54
John D'Agostino	5/1/2015	5	Yes	Employment Agreement	1 year	Yes, one year increments	5/1/2020	\$126,547.00
Ron E. Williams	4/8/2016	3.5	Yes	Contract	Until termination or resignation	N/A	N/A	\$94,307.30
Tom Harmer	12/11/2017	25+	Yes	Employment Agreement	5 years and can automatically extend an additional 3 years past 8/15/22	N/A	N/A	\$198,411.20
J.D. Cox	4/30/2018	0.5	Yes	Agreement	Open	Yes	N/A	\$135,200.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Vickie Gainer	1/14/2020	<1	Yes	Employment Agreement	3 years	No	N/A	\$115,003.00
Philip Rhoden	4/4/2013	7	No	N/A	N/A	N/A	N/A	\$95,160.00
Robert Daniels	8/27/2019	1	Yes	Employment Agreement	2 years	No	N/A	\$125,000.00
Jerome Wyche	6/25/2018	2	Yes	Employment Agreement	1 year	No	04/01/19	\$67,475.20
Sharon Anselmo	6/13/2016	3.3	Yes	Employment Agreement	Perpetual	N/A	N/A	\$169,000.00
Matthew Stinnett	11/9/2018	<1	Yes		2 years	Yes	N/A	\$55,000.00
Linda Stumpf	2003	15	Yes	Employment Agreement	5 years	No	10/01/19	\$140,027.00
Kenneth L. Metcalf	9/21/2015	4	Yes	Standard	2 years	No	10/2018	\$89,250.00
Charles Lindsey	1/4/2016	20+	Yes	Employment Agreement	3 years	No	N/A	\$150,789.60
Michael A. McNees	7/1/2019	20+	Yes	Employment	Until termination or resignation	No	N/A	\$185,000.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Cale Curtis	6/5/2019	<1	Yes	Employment Agreement	20 week, plus accumulated leave and other eligible benefits			\$204,000.00
James Dean	3/1/2008	10	N/A	N/A	N/A	N/A	N/A	\$113,401.60 (\$54.52/hr)
Suzanne Dixon	4/1/1996	24						
Jared Cobb	8/1/2020	5	Yes	Employment	Until terminated by either party	Until terminated by either party	N/A	\$110,000.00
James Gleason	2/14/2011	8	Yes	Employment Agreement	3 years	No	06/18/17	\$124,009.60
Beth Nelson	10/1/2014	4	No					\$32,550.00
Shannon McBride-Lewis	Initial: 9/15/2014, as City Manager: 12/11/2018	1.5	Yes	Employment Agreement				\$189,680.40

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Elizabeth Mascaro	8/21/2019	1	Yes	Employment Agreement	3 years	No	N/A	\$96,500.00
Mell Smigielski	10/1/2014	31	Yes	Employment Agreement	Open	N/A	N/A	\$80,000.00
Emilio T. Gonzalez	1/12/2018	1 yr 9 months	Yes	Resolution	Appointment by Mayor	Yes, unless new resolution passed	01/12/19	\$265,000.00
Jimmy Morales	3/13/2013	7	Yes	Employment Agreement	4 years	No	04/01/19	\$305,736.60 + 457 max contribution (\$26K) and \$7K to IRA
Cameron Benson	4/15/2013	7	Yes	Employment Agreement	Continues until termination	Yes	N/A	\$223,108.86
Edward Pidermann	2/5/2019	1	Yes	Employment Agreement	5 years	No	NA	\$178,000.00
Tom Benton	4/13/1972	21	Yes	Employment Agreement	Open Ended	Yes	10/07/19	\$175,531.20
William Alonso	8/1/2016 - Promoted from Asst City Manager/Finance Director to City Manager/Finance Director	3 +	Yes	Resolution	Indefinite	N/A	N/A	\$152,982.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Debbie Gonano	11/4/2013	14	No	N/A	N/A	N/A	N/A	\$67,725.00
Randy Jorgenson	8/31/2018	1	Yes		18 months	Yes	N/A	\$118,705.00
Mark E. Johnson	9/7/2010	10 (24 Years Total Local Government Service)	Yes	Employment Agreement	2 years	Yes	N/A	\$130,000.00
Vernon E. Hargray	11/6/2018	<1	Yes	Employment Contract	3 years	N/A	N/A	\$225,000.00
Raymond Clark	7/1/2019	1	Yes	Employment Agreement	1 year	No	07/01/20	\$63,000.00
Robin Hayes	9/16/2016	2	Yes	Employment	Until terminated	Yes	01/18/17	\$157,422.84
Rick Johnson	10/12/2012	6	No	Employment Agreement	One year	Yes	10/12/18	\$114,999.82
Charles Chapman	12/3/2018	1 yr 9 months	Yes	Exclusive Employ	Indefinitely	Yes	December 2019	\$206,000.00
Andrew E. Hyatt	7/15/2015	3	Yes	Employment Agreement	Agreement remains in effect until termination	N/A	N/A	\$126,690.00
Debbie Manns	6/2/2014	6	Yes	Employment Agreement	5 years	Yes	06/02/20	\$130,457.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Interim Khalid Resheidat	8/30/1989	14	Yes	Employment	No length - at the pleasure of the Commission	No	N/A	\$143,354.00
Gary M. New	7/7/2014	4	Yes	Employment Agreement	3 years			\$118,673.15
Lannie Corbin	8/1/1971	47	No	N/A	N/A	N/A	N/A	\$136,780.80
Dr, Ralph Rosado	2/13/2019	1.5	Yes	Charter Officer Contract		Yes	02/13/19	\$155,000.00
Ambreen Bhatti	6/9/1994	9	Yes	Employment Agreement	3 years	Yes	10/01/16	\$194,129.00
Theresa Therilus	7/1/2020		Yes	Employment Agreement Contract	3 years	No	N/A	\$252,000.00
Esmond Scott	11/1/2018	2	Yes	Employment Agreement	3 years	No	11/01/19	\$195,000.00
Andrew Lukasik	3/27/2017	22	Yes	Employment Agreement	Open Ended	Yes	N/A	\$184,362.28
Peter Lear	7/13/2017	3	Yes	Employee Agreement	Indefinite	Yes		\$161,460.21
Kohn Evans	10/9/2009	7	Yes	Employment	Indefinite	yes	09/23/19	\$52,500.00
Stephen Koontz	10/1/2018	<1	Yes	Employment	N/A	N/A	N/A	\$100,000.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

David Hebert	9/29/2014	4	Yes	Employment Agreement		Yes	06/01/17	\$189,400.00
Sandra Wilson	1/3/2000	2	Yes	Employment Agreement	Until 10/31/2020	If a new separate agreement is not negotiated	N/A	\$225,000.00
Terrance O'Neil, Manager Consultant	6/23/2005	15	Yes	Municipal Services Agreement	Until cancelled by Town or Manager with 24 hours notice	N/A	N/A	\$95 per hour
James Titcomb	10/26/2015	2	Yes	Employment Agreement	30 days	Yes	08/15/17	\$112,500.00
Robert Frank	7/12/2004	16	Yes	Employment Agreement	Until termination or resignation	Yes		
Marco Montes De Oca	10/1/2015	5	Yes	Employment	Initial contract – 2 years, First renewal – 2 years, Second renewal – 5 years	No	10/01/19	\$90,818.23
Alan Braithwaite	10/11/1999 Appointed City Manager 10/1/17	1	Yes	Employment Agreement	None	N/A	N/A	\$145,600.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

John Pate	9/25/2019		Yes	Employment Agreement	Through October 14,2023	N/A	N/A	\$169,700.00
Dale Arrington	2/22/2016	4.5	Yes	Continual				\$154,564.80
Sarah Campbell	9/29/2008	3	Yes	Employment Agreement	Open	N/A	N/A	\$116,699.00
Noah Powers	10/28/2015	4.5	Yes		Annual	No	01/09/20	\$124,800.00
Kevin Edmonds	Initial Hire: 4/17/1989; Served as interim Chief Administrative Officer from 12/23/2018 and Promoted to position: 1/27/2020.	1	The Chief Administrative Officer position is not a contracted position	N/A	N/A	N/A	N/A	\$236,192.00
Joyce Shanahan	2/2/2009	9	Yes	Employment Agreement	Indefinite	N/A	N/A	\$175,000.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Bryan Cobb	10/7/2013	7	Yes	Amended Employment Agreement	Indefinite	N/A	N/A	\$175,100.00
Chandler Williamson, MPA	4/1/2015	3				No		\$118,000.00
Betsy Jordan Driggers	12/11/97 - City Clerk 7/1/18 - Interim City Manager	<1	No	N/A	N/A	N/A	N/A	\$97,569.00
Lisa Morrell	12/27/2018	<1	Yes	Employment Agreement				\$165,000.00
Kirk Blouin	2/13/2018	<1	Yes	Employment Agreement	Until termination or resignation	N/A	N/A	\$211,513.00
Ron Ferris	2/5/2001	19.5	Yes	Employment Agreement	Indeterminate Term	N/A	07/11/19	\$277,276.92
Currently vacant with no intent to fill unless needed.								
Beau Falgout	Interim effective 9/18/ 18		Yes	Interim	Until City Manager is hired	No	N/A	\$140,000.00
Richard Reade	8/7/2013	7	Yes	Amended and Restated Village Manager Agreement	5 years	No	10/10/29	\$170,976.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Edward Silva	4/3/07; however, 6/26/15 as Manager	4	Yes	Employment Agreement	2 years	Yes	02/01/18, however the manager has resigned and will seperated from the Village on 1/15/2020	\$203,916.87
Mark McQueen	9/24/2018	2	No	N/A	N/A	N/A	N/A	\$152,000.00
Mario Gisbert	2/4/2010	7	Yes	Agreement	until terminated by either party	N/A	N/A	\$145,704.00
Nancy Morando	1/8/2007	2	Yes	Employment Agreement	Continuous	Continuous	12/5/19 orignial agreement	\$195,000.00
Juan Carlos (JC) Jimenez	6/1/2020		Yes		3 years	No	No	\$150,000.00
Charles F Dodge	Original 10-1-1976	28	Yes	Employment Agreement	At will employee	N/A	N/A	\$294,590.00
David Cooper	4/1/2014	6	Yes	Salary Contract	5 years	Yes	N/A	\$57,977.00
Christopher Holley	11/27/2018	<1	Yes	Employment Agreement	Until termination or resignation	No	N/A	\$159,998.80
Taylor T. Brown	9/10/2018	<1	Yes	Employment Agreement	Indefinite	Yes	09/10/18	\$97,850.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Yocelyn Galiano	9/6/2001	9	Yes	Perpetual	Subject to provisions set out in agreement, at the pleasure of Village Council.	N/A	8/31/2011 (original agreement)	\$220,389.00
Douglas A. Lewis	11/01/2004 (not as City Manager)	6.75	Yes	Employment Agreement	Indefinite	N/A	N/A	207,613.12 (includes contribution to deferred compensation plan)
Bill C. McDaniel Jr.	1/23/2018	<1	Yes	Employment Agreement	1 year	Yes	N/A	\$161,262.40
Patricia Jackson	09/05/2008; hired as City Manager 10/11/2011	9	Yes	Employment Contract	6 years	No - Commission determines renewals	11/16/2019 Amendment to extended employment Agreement	\$107,000 with an automatic 2.5% increase and an additional of \$7,000 per year until 10/01/2025
Gregory P. Harrison	2/21/2017	3	Yes	Employment Agreement	5 years	No	N/A	\$254,523.36
Jeaneen Witt	5/16/2005, hired as City Manager 1/21/10	10	Yes	Employment Agreement	Indefinite	Yes		\$150,000.00
Michael Johansson	8/13/2015	4	Yes	Employment Agreement	Indefinite	Yes	10/8/2019	\$159,500.00
Vincent R. Lupo	8/24/2016	2	Yes	Terminable at will	Yearly	Yes	N/A	\$92,705.00
James A. Anderson	3/1/2012	12	Yes	Renewable	3 years	No	03/01/20	\$96,324.80
Russ Blackburn	11/21/2016	20	Yes	Annual		Yes, with Council approval	11/01/19	\$221,292.90

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Howard D. Kunik	3/15/2005	13	Yes	Employment Contract	1 year	Yes	02/07/18	\$144,131.20
Mike Wade	4/1/2014	3	Yes	Employment Contract		Yes		\$85,000.00
Jonathan Evans	7/12/2019		Yes	Employee Agreement	3 years	No		\$200,000.00
Brenda Fettrow	11/16/2016	4	Yes	Employment Contract	2 years	Yes		\$146,085.93
Raymond C. Liggins	10/18/1999	10	Yes		5 years	No, has to be voted on by council	05/16/19	\$206,000.00
Matthew Spoor	8/2/2004	13	Yes	Resolution	N/A	Yes	02/21/20	\$151,008.00
Norton N. Bonaparte, Jr.	9/12/2011	8	Yes	Employment	N/A	Yes	Continuous	\$173,942.00
Judith Zimomra	9/17/2001	17	Yes	At-Will Employment	Open	N/A	N/A	\$189,000.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Thomas Barwin	9/1/2012	8	Yes	Employment Agreement	Until resignation, termination, or disabled			\$220,668.21
Courtney H. Barker	4/15/2013	7	Yes	Agreement				\$128,606.40
Paul Carlisle	5/1/2018	2	Yes	Employment Agreement	Until City Manager or City Council terminates	Yes	11/28/18 (Addendum)	\$144,612.00
Brian Scott Noethlich	7/1/2008	12	N/A	N/A	N/A	N/A	N/A	\$99,122.40
Ann Toney-Deal	8/7/2015	5	Yes	Employment Agreement	2 years	Yes	08/07/19	\$155,108.98
Pamela Mac'Kie Walker	7/1/2013	\$5.00	Yes	Agreement	1 year	Yes	7/1/2018	\$130,829.00
Thomas Burns	9/22/2015	3	Yes	Employee Agreement				\$52,000.00
Lynda Bell	8/20/2018	<1	Yes	Ordinance				\$41,121.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Leondrae Camel	3/20/2013	7	Yes	Employment Agreement	3 years	No	11/05/19	\$125,000.00
Joseph Yarbrough	8/20/1987	32	Yes	Employee Agreement	Open Ended	Yes	Last Addendum 5/23/06	\$169,150.00
Shari Kamali	1/8/2020	<1	Yes	Employment Agreement	3 years	No	N/A	\$215,587.00
Robert Kellogg	1/2/2019	30+	Yes		1 year	No	10/01/19	\$100,000.00
Andrew D. Berns	6/4/2012	8	Yes	Employment Agreement	Originally 5 years, have been three extensions	No	01/01/16	\$160,000.00
John Regan	5/26/1998	10	Yes	Employment Agreement	5 years	Yes	07/01/20	\$180,523.43
Max Royle	7/24/1989	29	No	N/A	N/A	N/A	N/A	\$121,209.00
William Sturgeon	3/18/2013	2.83	Yes	Employee Agreement	Indefinite	Renewed Annually		\$152,336.91
Zoe A Mansfield	6/18/2002	18	N/A					\$54,000.00
Alex Rey	2/12/2019	<1	Yes	Employment Agreement				\$175,000.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

John Holman	2/10/2020		Yes	Contract for Employment	2 years	Yes	N/A	\$95,000.00
David Dyess	10/1/2018	<1	Yes	Employment	Indefinite	N/A	N/A	\$160,000.00
Christopher J. Russo	6/19/2012	6	Yes	Employment Agreement	Until termination or resignation	N/A	N/A	\$239,527.85
Mark Lubelski	8/5/1998	<1	Yes	By Resolution	Indefinite term	N/A	N/A	\$216,011.33
Currently vacant and looking for a new City Manager								
Reese Goad	9/17/2018	2	Yes	Employment Agreement	5 years	2 year renewal terms	N/A	\$236,900.00
Michael Cernech	10/29/2001	10	Yes	Employment Agreement	Until termination or resignation	Yes	01/22/20	\$264,216.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Mark G. LeCouris	1/9/1978	9	Yes	At Will	Open-ended	N/A	N/A	\$126,817.60
John Drury	11/6/2006	13.75	Yes					\$202,828.00
Charles W. Stephenson, Jr.	Initial date of hire 7/26/04, 7/5/16 as City Manager	3 years, 2 months	Yes	Employment Agreement	3 years	No	02/06/18	\$152,852.00
Jeremy Allen	5/9/2019	<1	Yes	Employment Agreement	4 years			\$165,000.00
Scott Larese	3/1/2014	6	Yes	Employment Agreement		Yes		\$156,083.00
Garry Brumback	12/18/2017	1	Yes	Employment	3 years	Yes - 1 year	N/A	\$140,000.00
Lyle Wilkerson	7/25/2016	3	None	N/A	N/A	N/A	N/A	\$65,000.00
Scott Blankenship	6/22/2015	5	Yes	Employment Agreement	5 years	Yes	10/01/20	\$89,567.92
Carl Scott	8/10/2009	10	No					\$73,218.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Edward Lavallee	3/15/2012	8	Yes	Employment Agreement	Until terminated by either party	Yes	N/A	\$201,400.00
Monte Falls	1/1/1991	1	Yes	Employment Agreement	5 years	Yes	05/21/19	\$157,868.00
Kim Worley	8/2002 hired as manager 1/2004	16	N/A	None	N/A	N/A	N/A	\$53,040.00
Terry Atchley	10/1/2011	7	Yes	Annual	3 yrs	Yes	10/01/16	\$103,126.40
Paul Schofield	9/24/2001	12	Yes	Employment	5 years	No		\$225,000.00
Scott Morgan	7/20/2009	11	Yes	Employment Agreement		No		\$144,976.00
Yolanda Aguilar	1/21/1982	36	Yes	Employment Agreement	Until Termination or Resignation	N/A	02/01/19	\$137,470.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Faye W. Johnson	12-AUG-2019, Promoted to City Administrator on 19- JAN-2020	<1	No	N/A	N/A	N/A	N/A	\$249,000.00
W. Ajibola Balogun		5						\$156,197.86
Donald P. Decker	10/8/2019	1	Yes	Employment Agreement	Indefinite	Yes	N/A	\$225,000.00
Michael Gortman	2013	5	No					\$49,920 (\$24/hour)
Stacy Tebo	9/1/2015	3	Yes	Employment Agreement	1 year	No	12/11/18	\$58,000.00
Jason McHugh	7/10/2017	2	Yes	General Employment	3 years	No	10/01/19	\$120,204.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Scott Lippmann	12/13/2012	6	Yes	Agreement	Indefinite	N/A	N/A	\$112,913.00
Leigh Ann Henderson	8/2/1999	5	Yes	Evergreen Contract	N/A	N/A	N/A	\$193,519.00
Robert Smith	10/25/2011	9	Yes	Employment Agreement	5 years	Yes, a 1 year automatic renewal	11/15/18	\$125,000.00
Mike Bollhoefer	2/10/1997	14	No	N/A	N/A	No	N/A	\$198,635.05
Mike Herr	6/12/2017	1	Yes	Employment Agreement	N/A	N/A	N/A	\$183,602.00
Randy B. Knight	10/22/2007	11	Yes	Employment Agreement	Until termination	N/A	N/A	\$221,013.31
Kevin Smith	11/28/2005	13	Yes	Employment Agreement	Perpetual	Yes	N/A	\$152,318.40
William C. Poe, Jr.	2/11/2019	1	Yes		5 years	Yes	N/A	\$126,880.00

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Linda Roberson	6/29/1993	13	Yes		3 years	Yes	03/01/20	\$81,117.92
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FLORIDA 2018 CITY MANAGER SALARY SURVEY

Date of Last Increase	Performance Bonus	P Bonus is Based on	Amount of Exp Allowance	Car Allowance per month	Housing Allowance	Severance Pay	Severance Pay Amount	Severance Pay includes Pension and Health Insurance
05/07/18	2%%	Merit/Performance Review		N/A	N/A			
12/01/18	Yes	Average merit percentage earned by city employees	N/A	\$400.01	N/A	Yes	60% of Annual + 20% per service year	Yes, 18 months
N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	No	N/A	Town provides a cell phone. Reasonable professional dues and subscriptions and professional development.	N/A	N/A	Yes	4 months of salary	N/A
01/07/17	No	N/A	N/A	\$800.00	N/A	No	N/A	N/A
01/01/17		Evaluation by Council		Use of City vehicle	N/A	Yes	Salary and all benefits for 16 weeks	N/A
06/01/19	No	N/A	N/A	\$450	N/A	Yes	16 weeks of salary	Yes, 16 weeks
	No	N/A	\$50 cell phone allowance or city-issued cell phone, professional memberships, professional and official travel, membership fees in local civic organizations	\$500/month	N/A	Yes	20 weeks of salary	Yes
10/01/19	No	N/A	N/A	\$400.00	N/A	Yes	20 Weeks	N/A

FLORIDA 2018 CITY MANAGER SALARY SURVEY

10/01/19	No	N/A	N/A	\$500	N/A	Yes	3 months' salary	N/A
10/1/2019	Yes	Annual evaluation by City Commission	\$70 phone/month	\$500.00	N/A	Yes	16 weeks salary, plus any accrue leave he has	N/A
02/17/20	Yes	Merit or any other factor deemed appropriate by the City Council	Memberships and subscriptions	Vehicle provided	N/A	Yes	8 weeks of salary, paid on a month basis; up to 240 hours of accrued vacation leave and up to 240 hours of accrude sick leave	City provides health and life insurance during the period of severance pay unless employee obtains employment with another employer
	One time retention bonus of \$25,000 upon completion of 5 years of service	Years of service	Reasonable professional dues and subscriptions and professional development, Cell phone allowance of \$150/month	Car provided by Village	N/A	Yes	20 weeks' salary	Yes

07/03/17	In lieu of performance pay as provided under the Original Agreement, the City Commission agrees to contribute 10% of Manager's salary to his 401(a) defined contribution savings plan.		N/A	\$450 per month	N/A	Yes	Any earned but unpaid compensation & benefits. Twenty weeks (20) of total compensation and benefits at the pay rate then in effect, however, the amount of severance to be paid shall reduce by four (4) weeks of total compensation and benefits on each anniversary of the execution of this Agreement until, upon the fifth such anniversary, the City Commission shall have no further obligation to pay severance.	Yes
N/A	No	N/A	Town provides a cell phone. Reasonable professional dues and subscriptions and professional development.	\$500 montly allowance for transportation.	N/A	Yes	20 weeks salary	N/A
04/03/17	No	N/A	N/A	N/A	N/A	Yes	4 months' salary	No
04/01/19	Yes	Determined by City Council	Professional dues and subscriptions, professional and official travel	\$700	N/A	Yes	Monthly salary multiplied by the number of months left on the unexpired term of contract, not to exceed twelve months.	9 months of group health and medical insurance benefits

FLORIDA 2018 CITY MANAGER SALARY SURVEY

05/06/20	No	N/A	N/A	Vehicle provided	N/A	Yes	20 weeks' salary and deferred compensation	Yes, 20 weeks or until reemployment with insurance coverage
03/01/20	Yes	Annual evaluation by City Council	Reasonable professional dues and subscriptions; travel and subsistence expenses for professional development. City provides city owned computer at work place; City provides cell phone.	\$250.00 for business related travel; reimbursement of mileage for official business use of personal vehicle beyond the Tampa Bay area. Monthly vehicle allowance will increase by 10% every 2 years	N/A	Yes	12 month salary and benefits	Yes
03/29/20	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	No	N/A	\$100 per month for cell phone	N/A	N/A	Yes	20 weeks	Pension, not health insurance
10/01/19	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A

FLORIDA 2018 CITY MANAGER SALARY SURVEY

09/05/18	No	N/A	N/A	N/A	N/A	Yes	3 months lump sum payment of gross wages to including benefits less retirement	Health, not pension
N/A	No	N/A	\$832.56 annually (clothing and cell)	Vehicle provided	N/A	No	N/A	N/A
12/03/19	Yes	Determined by City Commission	Registration, travel and subsistence expenses for professional and ofical travel and for professional development; professional dues and subscriptions; reimbursement for business-related expenses	Vehicle provided; prior to vehicle being provided = \$600	N/A	Yes	If terminated: 20 weeks of severnce pay, earned/ accrued vacation and sick leave. If City Manager resigns: base salary through the date of resigation or such other date as mutually agreed between City Manager and the City; earned/accrued sick and vacation leave; accrued deferred compensation.	N/A
10/7/2018	No	N/A	N/A	\$500	N/A	No	N/A	N/A
N/A	No	N/A	N/A	\$400.00	One time payment of \$1,000 for moving and relocation	Yes	N/A	N/A
N/A	Yes	Annual performance review	Memberships in ICMA and FCCMA; reimbursement or direct payment for reasonable and necessary employment-based expenses in accordance with the city's rules and regulations	Gas allowance \$200/ month	Reimbursement up to \$1,200 in moving/ relocation expenses and temporary lodging costs	Yes	3 months of aggregate salary	N/A

FLORIDA 2018 CITY MANAGER SALARY SURVEY

10/01/19	No	N/A	N/A	\$350.00	N/A	No	N/A	N/A
11/15/18	No	N/A	N/A	N/A	N/A	No	N/A	N/A
07/24/18	No	N/A	N/A	\$400	N/A	Yes	10 biweekly pay periods of current salary, amounting to \$50,000	No pension; insurance is provided for the same severance pay period
N/A	No	N/A	N/A	Unknown	N/A	No	N/A	N/A
05/30/20	No	N/A	Budget as provided by City Council	\$650.00	Hernandez - \$1,000 for 18 months or until sells current residence	Yes	Szerlag - 20 weeks base pay or balance through 11/30/30 (last contract date); Hernandez - 20 weeks base pay clause	Szerlag - \$500/mo toward health, pension purchase option contribution up to \$2,800
10/01/13	No	N/A	N/A	N/A	N/A	No	N/A	N/A
12/29/19	No	N/A	N/A	\$300.00	N/A	Yes	20 weeks	Health insurance and dental coverage for 12 months
01/01/10	As determined by Council	Approved by Council	Travel as approved	City car furnished	N/A	No	N/A	N/A
10/01/17	No	N/A	N/A	\$400	N/A	Yes	1 month salary plus all earned sick leave, annual leave, and holidays	N/A
01/09/19	No	N/A	N/A	\$500	N/A	Yes	3 months of salary	Includes benefits
10/01/19	No	N/A	Professional dues and subscriptions, professional and official travel	N/A	N/A	No	N/A	N/A

11/08/19	No	N/A	N/A	\$600	N/A	Yes	A lump sum cash payment equal to 6 months' aggregate salary at the rate in effect at the time of termination, plus 1 month for each year of employment (not to exceed the total of 6 additional months)	N/A
10/01/18	No	N/A	N/A	\$315.20 bi-weekly	N/A	Yes	20 weeks' compensation	N/A
N/A	No	N/A	As provided for in the City Manager Dept's annual budget	Vehicle provided	N/A	Yes	10 weeks' salary if terminated in year 1; 12 weeks' salary if in year 2; 14 weeks' if in year 3; 18 weeks' if in year 4	Health insurance only
10/01/18	No	N/A	N/A	\$600	N/A	Yes	20 weeks salary	N/A

N/A	No	N/A	\$100 monthly cell phone allowance; professional dues and subscriptions; travel and subsistence expenses for professional development	\$350.00	N/A	Yes	Any accrued and unpaid salary and benefits earned (max. of 480 hours of unused PTO); 5 month of base salary	Yes
N/A	Up to 5% lump sum bonus	CM receiving an above average annual evaluation	Reimbursement for non-personal and generally job-affiliated expenses; professional dues and subscriptions, travel and subsistence expenses for professional development	\$600	N/A	Yes	20 weeks of salary; 100% of unused sick and vacation hours, as well as any other accrued benefits earned	Yes
		N/A	N/A	N/A	N/A			
10/01/18	No	N/A	Professional membership and professional development fees	\$703.84/Month	N/A	Yes	20 weeks	Yes

FLORIDA 2018 CITY MANAGER SALARY SURVEY

09/29/18	Yes	Performance	Cell phone provided	\$583.33/mth	N/A	Yes	20 weeks	Yes
09/01/11	\$4,000	Performance	N/A	\$250	N/A	Yes	20 weeks salary plus 50% of unused vacation leave and COBRA for 20 weeks	20 Weeks COBRA paid by City
04/29/20	Yes, 2.5%	base salary	N/A	\$134	N/A	Yes	Due payroll and vacation time	N/A
10/01/18	Up to 3%	The sole discretion of the Town Council; performance reviews	Travel and subsistence expense for ICCMA, FCCMA, and FLC annual conferences; local civic and other organization participation expenses up to \$250.00; reasonable professional dues and subscriptions for professional development \$200/month for cell phone	\$600.00	N/A	Yes	Lump Sum Equal to 20 weeks of regular base salary; entire balance of accrued, unused sick leave; up to 480 hours of accrued vacation leave	Health insurance for 20 weeks after the effective date of termination
10/4/2019	No	N/A	Phone \$50/month	N/A	N/A	Yes	8/12/16 or 20 weeks' salary depending upon term date	Yes, for pension up to allowed vesting; COBRA available upon term
10/01/16	No	N/A	\$8,400/year	\$500	N/A	Yes	3 months aggregate salary	COBRA insurance coverage for 3 months
07/25/19	No	N/A	\$50 month Cell Phone	\$500.00	N/A	Yes	3 months' annual salary	N/A

FLORIDA 2018 CITY MANAGER SALARY SURVEY

12/19/19	Yes, up to 4%	Annual evaluation by Town Council	Professional dues and subscriptions, professional travel, professional development	\$600	N/A	Yes	Lump sum equal to 20 weeks aggregate base salary, together with a continuation of all other benefits for Employee for an equivalent period following termination; if contract not renewed, Town will pay additional for accrued annual leave	Yes, unless employee becomes employed by a third party
10/06/19	No	City Commission recommendation and approval	N/A	\$990.99	N/A	Yes	6 months' salary	Yes
10/01/19	No	N/A	N/A	\$400	N/A	Yes	100% of accrued personal leave	N/A
04/22/20	Yes	The sole discretion of the City Council	Professional memberships, dues, and subscriptions; professional development based on City Council approved budget The City provides CM with use of desktop and laptop computers with appropriate software, a Smartphone	\$500.00; mileage outside of Volusia County	N/A	Yes	20 weeks of salary; any accrued and unpaid salary and benefits (including unused PTO, up to 60 days)	Health, life and disability benefit premiums for the 20-week period from the date of termination of employment
N/A	No	N/A	Professional dues and subscriptions, professional development Cell phone and laptop with data plan provided	\$600.00	N/A	Yes	20 weeks of salary as lump sum; full compensation for unused vacation accrual, 50% of accumulated sick leave	N/A

FLORIDA 2018 CITY MANAGER SALARY SURVEY

10/1/2019	No	N/A	N/A	N/A	N/A	No	N/A	N/A
10/01/18	No	N/A	\$100 monthly cell phone stipend	\$650.00	N/A	Yes	6 months' salary	Yes
10/01/19	No	N/A	N/A	\$400.00	N/A	Yes	20 weeks of salary	N/A
06/11/17	5%	Evaluation	\$500.00 per month	\$500.00	N/A	Yes	All accrued PTO time, not to exceed 400 hours	N/A
10/01/19	Yes	Annual review	N/A	\$400.00	N/A	Yes	18 weeks of compensation if involuntarily terminated. No severance obligation if employee leaves voluntarily.	N/A
08/28/19	No	N/A	\$792.78 per pay (includes \$120/month for cell phone); \$700 wellness benefit annually; professional dues, subscriptions and certifications, registrations, travel and subsistence expenses for professional and official travel, conferences and seminars; capped at \$3,000/year	\$500.00	Relocation expenses up to \$8,000; reimbursement up to \$2,000/month for rental/lease of housing accommodations up to 6 months	Yes	20 weeks	N/A

FLORIDA 2018 CITY MANAGER SALARY SURVEY

06/12/17	Yes	Evaluation	Professional dues and subscriptions; professional and official travel for professional development	Vehicle provided	N/A	Yes	20 weeks aggregate salary in lump sum; all earned sick leave, vacation, holidays, and other accrued benefits	N/A
10/01/19	No	N/A	Reasonable professional dues and subscriptions; travel, registration, and subsistence for professional development	Reimbursed for mileage	Max reimbursement of \$3,000 for relocation costs	Yes	2 weeks if employed 1-90 days; 8 weeks if 90 days to 2 years; 13 weeks if 2-4 year; 17 weeks if 4-6 years; 20 weeks if employed over 6 years; includes accrued sick and vacation pay as permitted by Town personnel policies	N/A
2017	No	N/A	N/A	N/A	N/A	Yes	3 months, 3% of salary	N/A
N/A	No	N/A	N/A	Use of City-owned vehicle	N/A	Yes	20 weeks of salary	Yes
10/01/18	No	N/A	Per budget	\$600	N/A	Yes	20 weeks	N/A
10/01/19	No	N/A	\$50/mo for cell phone	\$500	Up to \$15,000 for moving reimbursement	Yes	20 weeks based on annual salary at time of severance	Health for 20 weeks

FLORIDA 2018 CITY MANAGER SALARY SURVEY

05/13/19	No	N/A	Per State Statute	N/A	N/A	Yes	6 months	N/A
10/01/19	No	N/A	N/A	\$500	N/A	Yes	Equivalent to 90 days	Yes
10/01/19			N/A	Provide mileage per diem per the GSA rate	N/A	Yes	of pay, compensation fo	60 days
01/01/19	No	N/A	N/A	\$592/month	N/A	Yes	Payment of a lump sum cash severance payment equal to the aggregate salary and benefits for eight (8) weeks in the first year of this Employment Contract, twelve (12) weeks in the second year of this Employment Contract, sixteen (16) weeks in the third year of this Employment Contract, and twenty (20) weeks in the fourth and following years of this Employment Contract	
N/A			\$3,500.00	\$400.00				
10/01/16	Yes	Annual review	\$400.00	\$750.00	N/A	Yes	20 weeks of base salary	N/A

FLORIDA 2018 CITY MANAGER SALARY SURVEY

03/04/19	No	N/A	Professional dues and development according to Town-approved budget; Town-provided cell phone, laptop	\$600.00	\$2500 reimbursement for reasonable and documented moving expenses incurred during relocation to the Town	Yes	20 weeks of base salary	N/A
10/19/20	No	N/A	Professional memberships; reasonable expenses for attendance at professional meetings within City's budget	\$350.00	N/A	Yes	Annual salary for 120 consecutive days thereafter; all accrued sick leave and vacation time	Life insurance and major medical insurance
N/A	No	N/A	Travel and subsistence expenses for official travel approved by Council; professional dues; at least state and/or national conference per year	N/A	N/A	Yes	20 weeks of base salary; compensation for accrued sick leave and 100% of accrued vacation leave	N/A
03/14/18	No	N/A	City provided cell phone, other job affiliated expenses not to exceed \$400 annually	\$0.00	N/A	Yes	12 weeks' salary if before the 18th month of service, 20 weeks' salary if after 18th month	N/A

FLORIDA 2018 CITY MANAGER SALARY SURVEY

10/01/19				\$500.00		Yes	16 weeks' salary	N/A
01/01/18	No	N/A	N/A	\$450	N/A	Yes, unless he resigns or is terminated for cause as outlined in the contract.	Up to 20 weeks' salary less appropriate deductions for federal withholding and other applicable taxes.	N/A
09/05/18	\$1,500	Annual review		N/A	N/A	No	None	N/A
10/01/19	\$35,000	Annual performance review	N/A	\$1,111.93	N/A	Yes	12 months aggregate salary	Medical
06/01/19	No	N/A	\$100/month for phone	\$675	N/A	Yes	20 weeks	N/A
10/01/19	No	N/A	N/A	N/A	N/A	No	N/A	N/A
			\$50/mo phone	\$400	N/A	Yes, if not "for cause"	lump sum cash payment of 2 months aggregate salary, benefits, and deferred compensation, no greater than 20 weeks. Compensated for all sick leave, holiday, and vacation accrued up until time of termination.	Health Insurance 30 days after termination

FLORIDA 2018 CITY MANAGER SALARY SURVEY

N/A	No	N/A	N/A	\$500	N/A	Yes	20 weeks of salary in accordance with Florida Statutes 215.425	Health insurance premiums for 20 weeks after termination
10/01/19	No	N/A	Cell phone provided	\$400.00 until 9/30/20; after 10/01/20, City will provide car with unlimited use	N/A	Yes	20 weeks of salary	Yes
08/13/19	No	N/A	N/A	N/A	N/A	No	N/A	N/A
10/1/2016	No	N/A	Membership fees and travel	City vehicle	N/A	No	N/A	N/A
4% COLA on 10/1/19	No	n/a	Membership fees and travel	City Vehicle	N/A	N/A	N/A	N/A
10/01/18	No	N/A	N/A	City provided car	N/A	yes	20 weeks of aggregate salary	
10/01/19	No	N/A	N/A	\$415.40	N/A	Yes	1 year salary and benefits	Health insurance
4% 10/1/19	No	N/A	Per diem, if needed	Issued City vehicle	No	Yes	20 weeks	N/A
N/A	No set	Majority vote of City Commission		\$500	N/A	Yes	20 weeks of base salary. \$69,230.37	No. 9 months of paid health insurance.
N/A	No	N/A	Town provides a cell phone; reasonable professional dues and subscriptions; travel and professional development.	Vehicle provided	N/A	No	N/A	N/A
10/01/16	No	N/A	N/A	N/A	N/A	No	N/A	N/A
2020	No	N/A	N/A	\$450.00	N/A	No	N/A	N/A

FLORIDA 2018 CITY MANAGER SALARY SURVEY

N/A	No	N/A	N/A	\$325.00	N/A	Yes	8 weeks' salary	N/A
N/A	No	N/A	N/A	\$600.00	N/A	Yes	20 weeks' salary	6 months
10/01/18	No	N/A		\$500.00	N/A	Yes	10 weeks' salary	
10/01/19	N/A	N/A	Professional dues and subscriptions; travel and subsistence expense for professional and official development; professional development; \$500/month for car and cell phone	Reimbursed for mileage; \$500/month for cell and auto	N/A	Yes	4 months of salary and benefits	N/A
10/07/19	No	N/A	N/A	\$6,000 annually	N/A	Yes	20 weeks of base salary plus 100% of accrued leave (sick, holiday, annual)	Depends on length of service; currently the CM is eligible for City of Hollywood pension and he contributes to the employee's retirement fund

N/A	N/A	N/A	Reasonable professional dues and subscriptions; applicable travel and subsistence expenses for professional development; City provides cell phone	\$750.00	N/A	Yes	Lump sum cash payment of 4 weeks of salary; automobile allowance, deferred compensation contributions, cash value of sick and vacation leave Employee would have accrued during applicable period (sick payment only due if Employee has been employed by the City for at least 15 years)	Deferred compensation contributions
07/12/19	3%	Evaluation	N/A	\$250.00	N/A	Yes	3 months	N/A
04/23/20	No	N/A	Up to \$100 monthly cell phone reimbursement; professional dues and subscriptions; subsistence expenses for professional and official travel for professional development	\$400.00	N/A	Yes	Lump sum cash payment equal to 20 weeks compensation; earned sick leave, vacation, and holiday accrued benefits	Health insurance - up to the end of the next month following termination if without cause
02/01/20	No	N/A	N/A	He pays \$196.15 per pay period	N/A	Yes	N/A	N/A

FLORIDA 2018 CITY MANAGER SALARY SURVEY

			City provided cell phone, professional dues and subscriptions, professional and official travel	\$300.00	N/A	Yes	90 days salary	
10/01/19	No	N/A	Town provided cell phone, professional dues, travel and per diem	N/A	N/A	No	N/A	N/A
10/01/16	\$3500 annually	Continued service	N/A	\$600.00	N/A	Yes	Salary and benefits would continue for a 6 month period	Yes
10/01/17	No	N/A	N/A	N/A	N/A	Yes	20 weeks of pay and sick/vacation and paid holiday	Yes
		N/A	City provided cell phone	City provided vehicle	One time moving expenses	Yes	20 weeks salary	N/A
N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A
				\$60.00		No	N/A	N/A
10/01/17	No	N/A	N/A	N/A	N/A	No	N/A	N/A
10/01/18	Yes	The sole discretion of the Town Council	Cell phone allowance \$100/month	\$500.00	N/A	Yes	20 weeks' base salary	N/A
	Yes	The sole discretion of the Town	Professional dues and subscriptions, professional and official travel; \$200/month for cell phone	\$650/month	\$2,000/month for up to 6 months of temporary housing allowance; max of \$20,000 for relocation expenses	Yes	20 week of pay, accrued benefits, and COBRA insurance	Insurance - Yes
10/01/18	No	N/A	Gas Credit Card	N/A	N/A	None	N/A	N/A

FLORIDA 2018 CITY MANAGER SALARY SURVEY

04/04/20	No	N/A	N/A	\$500	N/A	Yes	20 weeks	N/A
10/01/17	No	N/A	\$720/year for cell phone	N/A	N/A	Yes	12 weeks	Yes
N/A	No	N/A	N/A	Automobile provided	N/A	Yes	20 Weeks	Insurance/20 Weeks
N/A	No	N/A	N/A	\$250	N/A	Yes	20 weeks plus all accrued leave time and benefits	N/A
06/01/20	No	N/A	\$4,500.00	\$250.00	N/A	Yes	10 weeks of base salary	Yes
10/01/18	No	N/A	N/A	\$400	N/A	Yes	6 months	Yes
10/01/19	No	N/A	N/A	\$500.00	N/A	No	N/A	N/A
10/01/18	No	N/A	N/A	Car provided by the City, \$250 biweekly	N/A	Yes	20 weeks plus all accrued leave time and benefits	N/A
09/30/19	No	N/A	N/A	N/A	N/A	Yes	120 days	Yes

FLORIDA 2018 CITY MANAGER SALARY SURVEY

08/01/18	Yes	Annual Evaluation	Professional dues and subscriptions, professional travel, professional development, and other job-related expenses; City provides laptop computer, software, tablet computer, mobile phone	Vehicle provided	Up to \$4,00.00 for reimbursable expenses to relocate	Yes	12 workweeks of salary at current rate of pay; accrued PTO	Yes
10/01/18	No	N/A	N/A	Take home car	N/A	Yes	20 weeks' salary	Yes
10/01/19	No	N/A	per budget	IRS mileage/town car	N/A	Yes	State Statute maximum	N/A
12/14/18	As determined by City Commission	Annual performance review	N/A	N/A	N/A	Yes	4 weeks salary for 1 year, increasing by 1 week's salary for every year served until 8 years; 12 weeks for 9 years, 14 weeks for 10 years, 16 weeks for 10+ years; if terminated due to misconduct, conviction, or violation of laws, no severance will be paid	Insurance benefits according to severance schedule (4 weeks' worth for 1 year, etc.)

FLORIDA 2018 CITY MANAGER SALARY SURVEY

N/A	Yes	Merit	City provided cell phone	\$400	N/A	Yes	20 weeks plus 100% of any paid leave time	Health and dental for 18 months
10/01/14	No	N/A	N/A	\$350	N/A	No	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
06/01/17	No	N/A	Professional dues and subscriptions; travel and subsistence expenses for professional development; cell phone and service provided	\$500.00	N/A	Yes	20 weeks of salary as lump sum; payment for accrued vacation, sick, or personal leave effective prior to termination date	N/A
10/01/18	Yes, merit (2.5%)	N/A	Professional dues and subscriptions, professional travel, professional development, and other job-related expenses, a computer, cell phone, and pager	\$450/month	N/A	Yes	20 weeks of salary	N/A

FLORIDA 2018 CITY MANAGER SALARY SURVEY

11/25/19	5% salary increase	Board direction	\$2,200 included in budget for work-related costs	\$207.69 per biweekly payroll, plus use of Town fuel card	N/A	Yes	20 weeks base salary	N/A
04/01/18	No	N/A	\$150/month	\$400	N/A	Yes	20 weeks of current salary	Yes
03/17/18	3% Salay Increase	Annual Evaluation	\$200 for cell phone, \$100 for general expenses	\$600	N/A	Yes	20 weeks; Unused vacation, sick, and personal leave	Health, not pension
N/A	No	N/A	\$1196 annually for communication	N/A	N/A	Yes	20 weeks of salary	N/A
10/01/17	No	N/A	\$739.33	800	N/A	Yes	One year of Severance pay for each year of employment, up to a max of 20 weeks	N/A
10/01/19	No	N/A	As needed	N/A	N/A	No	N/A	N/A

FLORIDA 2018 CITY MANAGER SALARY SURVEY

10/01/19	No	N/A	N/A	\$300.00	N/A	Yes	20 weeks of base salary	No pension; health insurance coverage for the Employee shall continue during 6 months after termination or until employee is covered by another group insurance
10/01/18	No	N/A	N/A	Vehicle Provided; Dept. Heads with no City vehicle receive \$1,000 annually	N/A	Yes	6 months salary for involuntary termination	N/A
10/01/18	No	N/A	N/A	\$500.00	N/A	No	None; per employment contract, can be paid any unused accrued vacation hours	N/A
04/26/19	No	N/A	Professional dues, travel expenses, and other job related expenses	\$0.00	0	Yes	12 weeks' salary	Yes
11/06/19	N/A	N/A	0	0 – mileage reimbursement or can use Town vehicle for travel if available	NA	Yes	20 weeks' salary	Yes
05/05/19	No	N/A	None	Car provided and city fuel card	None	Yes	20 weeks' salary	Yes

FLORIDA 2018 CITY MANAGER SALARY SURVEY

N/A	N/A	N/A	N/A	\$450.00	N/A	Yes	Based on number of Commissioners that vote for dismissal. 5 Commissioners - 6 weeks gross salary 4 Commissioners - 16 weeks gross salary 3 Commissioners - 20 weeks gross salary	No
10/01/19	N/A	N/A	N/A	\$300	N/A	No	N/A	N/A
N/A	N/A	N/A	N/A	\$500	N/A	Terms of Contract		
10/01/19	N/A	N/A	N/A	City provides a car	N/A	Yes	3 months aggregate salary	Yes
10/22/18	No	N/A	No	No	No	Yes	20 weeks' salary	
N/A	No	N/A	\$0.00	\$0.00	0	Yes	2 months' base salary	No
10/01/19	No	N/A	0	Town provides a car	0	Yes	4 months' salary	No
2018	No	N/A	N/A	\$240	0	No	N/A	N/A
09/01/18	Yes	Evaluations by City Council	N/A	Employee may use City vehicle	0	Yes	20 weeks' salary	No
07/01/19	No	Evaluation by City Council	N/A	\$400.00	N/A	Yes	20 weeks' salary	No

FLORIDA 2018 CITY MANAGER SALARY SURVEY

			\$80 per month for cell, \$200 per year for cell replacement, laptop, 2 mobile computing devices,	Vehicle Provided		Yes	20 week, plus accumulated leave and other eligible benefits	No
10/01/18	N/A	N/A	N/A	\$300.00	N/A	No	N/A	N/A
N/A	No	N/A	N/A	0	0	Yes	If "without cause" 8 weeks at the current rate at time of termination, then for each full year of service, an addition 2 weeks severance will be paid up to the maximum of 20 weeks. If for cause, no severance is due, owed, or paid.	No, although health insurance may be COBRA'd at the employee's expense.
10/01/18	No	N/A	Job related expenses	Vehicle provided by city	0	Yes	20 weeks	Yes, 5 months of premiums
10/01/18	No	N/A		No	No	No	N/A	N/A
10/01/19	Yes	Performance evaluation or a police performance pay policy. Decision will be made within the sole and absolute discretion of the City Council	Travel, cellphone, relocation expenses (one time),	\$500		Yes	20 weeks current salary	No

FLORIDA 2018 CITY MANAGER SALARY SURVEY

N/A				\$200.00		Yes	3 months	
10/01/16	N/A	N/A	None	No	No	Yes	3 months	No
N/A	No	N/A	N/A	\$800.00	N/A	Yes	1 months' salary	No
04/01/19	Yes, up to 10% per year	meeting agreed upon objectives (in agreement but not yet implemented)	N/A	\$800.00	No	Yes	12 weeks pay and Insurance (family) if contract not renewed; 20 weeks and one year insurance (family) if terminated without cause before end of contract; NO severance is terminated for cause, as defined in agreement.	Health and dental insurance
10/01/2019 – 4% COLA	No	N/A	Cell allowance \$150/month	\$600.00	0	Yes	20 weeks' salary	Yes
NA	N/A	N/A	N/A	\$650.00	N/A	Yes	16 Weeks Salary	Yes
10/1/2019	N/A	Village Council Discretion	\$0.00	N/A, however he is afforded a city vehicle	N/A	N/A	No severance clause in agreement	N/A
08/01/18	No	N/A	N/A	\$450.00	No	Yes	90 days plus all accrued leave	No

FLORIDA 2018 CITY MANAGER SALARY SURVEY

10/01/20	No	N/A	No	N/A	No	No	N/A	N/A
10/08/19	No	N/A	N/A	N/A	N/A	Yes	4 months' salary, vacation, sick	No
10/01/20	No	N/A	License Fees; Membership Dues; Training Expenses	0	0	Yes	6 Months' Salary	No
N/A	N/A	N/A	Cellular: \$650 annually, Internet: \$650 annually, PDA: \$650 annually	N/A	N/A	Yes	Twenty (20) weeks salary	No
	No	No	None, but has phone and car		No	Remaining Contract		No
10/01/18	No	N/A	\$100 cell phone monthly, membership fees, required travel	\$500.00	0	Yes	20 weeks	Yes
10/28/18	No	N/A	Varies	\$500	N/A	Yes	60 days	No
10/01/19	N/A	N/A	\$1,346.92	Take home vehicle	\$1,000/mo	Yes (20 weeks)	79,231	Yes
10/01/18	N/A	N/A	\$50 monthly cell phone allowance; professional dues, subscriptions and development, civic club membership dues; reasonable travel expenses for professional development	\$500.00	N/A	Yes, unless terminated due to a felony conviction	At limits prescribed by F.S.215.45	Yes
06/02/20	No	N/A	Cell Phone	\$500.00		Yes	Current Salary Plus benefits for 16 weeks	Yes

FLORIDA 2018 CITY MANAGER SALARY SURVEY

10/01/18	No	N/A	\$0.00	\$400.00	0	Yes	6 months base salary	Yes
10/01/18	N/A	N/A	Reasonable and appropriate professional dues or fees	City's discretion and expense for a vehicle	N/A	Yes	Maximum of 20 weeks salary	Insurance benefits for 5 months
10/01/18	No	N/A		\$500.00		No	N/A	N/A
N/A	N/A	N/A	\$400/month and \$150 for cell phone	\$600/month	N/A	Yes	If before June 13, 2021 = 13 week lump sum; If before June 13, 2022 = 16 weeks; If after ;June 13, 2022 = 20 Weeks	Health
10/01/18	N/A	N/A	N/A	Vehicle Provided	N/A	Yes	3 months of aggregate salary and benefits	Yes
N/A			Cell Phone \$200/month	\$750/month		Yes	20 weeks salary and unused leave	
			Cell allowance provided	Yes		Yes	20 weeks pay	Yes
03/27/20	N/A	N/A	\$75 cell phone allowance	\$575.00	N/A	N/A	N/A	N/A
07/16/19	No	N/A	N/A	\$600.00	N/A	Yes	16 weeks' salary, plus all unused accrued leave	No
2019	No	N/A	\$0.00	\$0.00	0	Yes	3 months' pay	No
N/A	No	N/A	None	Car provided	N/A	Yes	16 weeks	Insurance

FLORIDA 2018 CITY MANAGER SALARY SURVEY

10/31/18	No	N/A	N/A	\$0.00	0	Yes	10 weeks' salary	
06/02/00	N/A	N/A	N/A	\$750/month	N/A	Yes	20 weeks' salary	Yes
07/07/14	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10/01/18	No	N/A	No	No	No	Yes	30 day payout of current salary, accrued vacation, 1/4 of accrued sick leave	
	No	N/A	Cell phone, dues and subscriptions	\$700/month		Yes	9 months base salary	Yes, health insurance for 9 months or until employee finds other employment that offers health insurance benefits
10/01/19	No	N/A	\$100/month cell reimbursement	Vehicle provided	No	Yes	60 days of base annual salary + 100% of accrued annual leave (up to 240.0 hrs) + 50% of accrued sick leave	No
10/01/18	No	N/A	\$0.00	City Vehicle Provided	No	Yes	20 weeks	No

FLORIDA 2018 CITY MANAGER SALARY SURVEY

N/A			Cellphone and computer		\$10,000 for relocation	Yes	20 weeks' base salary plus any accrued time off	Yes
09/17/20	No		No	No	No	Yes		
12/03/19	No	N/A	N/A	\$200.00	No	Yes	4 months' base salary	No
01/09/20	None	N/A	N/A	N/A	N/A	Yes	Equal to one (1) month's salary for every full year of employment with the Town, not to exceed twenty (20) weeks salary. A lump sum cash settlement representing payment for one hundred (100%) of all unused vacation and to be agreed upon accrued sick leave through the termination date.	No
N/A	N/A	N/A	N/A		N/A	Yes	Two weeks after 1 full year of service. One weeks' pay for each additional year. Total severance will not exceed 12 weeks' pay	
10/01/18	No	N/A	\$0.00	\$370.00	No	Yes	6 months salary	

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	No	N/A	Cell phone provided, professional dues and subscriptions, travel, professional development, and job related expenses	City provided vehicle or \$600/month	No	Yes	20 weeks' salary	Health insurance
04/06/17								
10/01/18	No	N/A	Travel, incidentals	N/A	N/A	N/A	N/A	N/A - at will employee
			\$250, use of City computer and cell phone	Same as Group 1 employees	N/A	Yes	5 weeks' compensation for first year, 5 additional weeks for following 4 years, not to exceed 20 weeks' salary	
N/A	No	N/A	Professional development	Either City provided vehicle or \$500/month	N/A	Yes	20 weeks' base salary	Yes
10/01/19	No	N/A	N/A	\$650.00	No			
09/18/18	No	N/A	No	\$200.00	No	No	N/A	N/A
02/04/20			Cell phone, dues, subscriptions, and training	\$550.00		Yes	Gross amount of 12 weeks' base salary	No

FLORIDA 2018 CITY MANAGER SALARY SURVEY

10/01/18	Yes	Council review		\$550.00	None	Yes	Salary, inclusive of contributions and benefits, provided for 10 weeks, plus one additional week for each complete 4 month period employed as Manager, not to exceed 20 weeks	Yes
10/01/19	None	N/A	N/A	\$500.00	None	Yes	20 weeks maximum	
10/01/19	None	N/A	NA	\$450.00	None	Yes, on conditions	20 weeks	
N/A	up to a 3% merit increase per year	annual performance evaluation of performance goals, objectives, and progress on Strategic Plan	N/A – personal expenses are eligible for reimbursement with appropriate receipts/back-up	\$600.00	N/A	Yes	20 weeks' salary	No
N/A	N/A	N/A	\$0.00	\$500		Yes, 20 weeks	57,692	No
03/01/18	No	N/A	\$4,800 per year plus \$200/month for phone	\$600	N/A	No	N/A	N/A
10/01/20	N/A	N/A	N/A	N/A	N/A	Yes	4 months' salary	Yes
N/A	No	N/A	N/A	N/A	N/A	Yes	20 weeks of annual salary	No
10/01/18	No	N/A	N/A	\$416.67	N/A	Yes	20 weeks' salary	Yes

FLORIDA 2018 CITY MANAGER SALARY SURVEY

09/18/20	3%	Council Approval/ Budget	N/A	\$600	N/A	Yes	Lump Sum = Four (4) months of salary and retirement contribution	Health Insurance premiums for 6 months
10/01/20	No	N/A	Budgeted for travel, training and business related expenses, and professional memberships	\$417	N/A	Yes	4 months' salary	Separate lump sum equal to amount that would have been contributed over 4 months for health and life insurance
10/01/18	No	N/A	\$0.00	\$500	0	Yes	20 weeks' salary	Yes
10/01/19	N/A	N/A	N/A	\$4,800	N/A	Yes	6 months' salary	Yes
02/21/19	Yes	Commission Approval	No	\$600	N/A	No	N/A	N/A
01/12/19			Cell phone \$75 per month	\$500.00		Yes	6 months' salary	No
10/08/19	N/A		N/A	\$500.00	N/A	Yes	20 weeks' salary	No
02/14/18	N/A	N/A	N/A	\$300	N/A	N/A	N/A	N/A
03/01/20	No	N/A	\$75 cell phone	0	0	No	3 months' salary	No
11/01/19	N/A	N/A						

FLORIDA 2018 CITY MANAGER SALARY SURVEY

10/01/18	N/A	N/A	Cell phone, professional dues, subscriptions, professional development,	\$200.00	N/A	Yes	6 months	Health insurance
10/01/14	No	N/A		No	No	No	N/A	N/A
				\$500.00		Yes	Without cause=20 weeks severance pay, plus any accrued and unpaid salary and benefits; With cause = Pay earned but unaccrued salary to the last day of employment and unused vacation and sick leave	Yes for insurance
10/01/19			\$100 for cell phone, professional dues, professional development	\$500.00	N/A	Yes	10 weeks of salary	Yes
06/01/20	3%	Merit 0-3%		Vehicle provided by City	No	Yes	20 weeks' salary	No
08/02/19	No	N/A	N/A	N/A	N/A	Yes	20 weeks' salary and benefits	Yes
10/01/18	No	N/A	\$0.00	\$600.00	0	Yes	12 weeks, plus 1 week for each year of service, up to 20 weeks	Yes
10/02/07	No	N/A	N/A	\$550.00	\$2,376/month	Yes	12 months' base salary, housing allowance, and car allowance	Yes

FLORIDA 2018 CITY MANAGER SALARY SURVEY

10/09/19			N/A	\$600.00	No	Yes	20 weeks aggregate salary plus vehicle allowance, vacation leave, disability insurance and International City/County City Management Association Retirement Corporation deferred compensation.	Yes for vehicle allowance, vacation and leave, disability insurance, and deferred compensation plan
			\$50 Cell Phone	\$350.00		Yes	3 months salary	Yes
10/01/19	N/A	N/A	N/A	Use of City vehicle for business and personal use within Florida. Out of state for business purposes and only with approval of City Council	N/A (Must live within the City of Sebastian limits)	Yes, if terminated without a cause	Terminated without cause: 20 weeks base pay plus any accrued sick and vacation time; Terminated for cause: compensation for hours worked plus any accrued sick and vacation time. No severance	No
10/03/19	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
08/07/20	N/A	N/A	N/A	\$500	N/A	20 weeks' salary and benefits	\$59,657.30	No
7/1/2018	No	N/A	\$0.00	\$450.00	\$0.00	Yes	6 weeks' salary	No
10/01/18	No	N/A	Professional dues and subscriptions			Yes	5 months' salary	Yes
N/A	No	N/A	\$400/month	0	0			

FLORIDA 2018 CITY MANAGER SALARY SURVEY

11/05/19	Yes	Commission Approval	N/A	N/A	No	Yes	Contract	Yes
10/01/18	No	N/A	N/A	\$1,407.00	N/A	Yes	36 months	Yes
10/01/19	No	N/A		\$608.00		Yes	4 months' salary	Yes
10/01/19	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
1/1/2016 (annual Performance bonus last three years in lieu of increase)	5%	Council discretion	Professional dues and subscriptions, professional and official travel	0	0	Yes	10 weeks	No
10/01/19	No	N/A	N/A	City provided vehicle	No	Yes	10 months' salary	Health
10/01/18	N/A	N/A	N/A	\$83.33	N/A	No	N/A	N/A
10/26/19	No	N/A		\$500.00	N/A	Yes	May give 90 calendar days notice or 90 days pay	Receive all accrued benefits, including a maximum of 40 day unused time off, sick, retirement, and other accrued benefits. City will pay for health insurance for 6 months after termination date or when employee finds another full time position
10/01/19	N/A		N/A	\$100	N/A	N/A	N/A	N/A
			\$50/month for cell phone	\$550.00	N/A	Yes	20 weeks	

FLORIDA 2018 CITY MANAGER SALARY SURVEY

				\$162 per two week pay period; for trips greater than 150 miles, may rent a vehicle with mayor's approval		Yes	14 weeks salary	
N/A	Merit related salary increase	Commission evaluation	Up to \$150 for events associate with the position	\$470	No	Yes	20 weeks' salary	
04/15/18	No	N/A	City provided cell phone	City-owned vehicle provided	No	Yes	20 weeks	
N/A	Yes	Favorable Annual Review	\$4500 per fiscal year	Assigned City Vehicle	N/A	Yes	20 weeks	N/A
			Reimbursement of non-personal and job-affiliated expenses	Provided use of City vehicle		Yes	20 weeks of salary and benefits	Includes all benefits employee has at time of separation, but shall not include automobile/auto allowance, IRS 457 contributions, or continued accrual of sick or personal leave
01/29/20	3%	Based on Merit and approved by City Commission	\$2,500 per year	\$800.00	No	Yes	20 weeks	Yes for up to 1 year

FLORIDA 2018 CITY MANAGER SALARY SURVEY

10/01/18	N/A	N/A	N/A	full use of vehicle with all expense borne by City	N/A	Yes	termination without cause = 3 month's salary. termination with cause/resignation = \$0.	Health and dental for period of severance
10/01/19								
10/01/18	N/A	N/A	N/A	\$500.00	N/A	Yes, if terminated w/o cause	equal to 20 weeks' aggregate pay	No
N/A			Cell phone provided	\$400.00	\$25,000 moving expense	Yes	If in the first 6 mo = 4 weeks' salary. After 6mo, but before 2 years = 8 weeks' pay. Within 2nd years = 12 weeks' pay. 3rd or subsequent years = 16 weeks' pay. Plus unused vacation and sick time.	
10/01/19	No			\$525.00 per month		Yes	Severance Pay 20 weeks lump sum does not include Health Insurance or Pension	No
05/01/18	No	N/A	N/A	\$400	N/A	Yes	20 weeks' salary	Health Insurance
10/01/18	N/A	N/A	N/A	\$0	0	No	N/A	N/A
	Yes	Annual performance review	0	\$618.54	No	Yes	One month's base salary for each complete year of employment, with a minimum of 3 months and a maximum 20 weeks, all accrued vacation time	No
10/01/19			N/A	N/A	N/A	N/A	N/A	N/A

FLORIDA 2018 CITY MANAGER SALARY SURVEY

10/01/19	No	N/A	N/A	Assigned City car	No	Yes	None if termination occurs within the first two years of employment. 3rd year = 10 wks 4th year = 15 wks After 4 years = 20 wks	No
11/01/19	No	N/A		\$400.00	No	Yes	20 weeks' base salary	Yes
10/1/2019	N/A	N/A	None	\$400.00	None	None	N/A	N/A
10/01/18	No	N/A	\$0.00	Vehicle provided	0	Yes	20 weeks	Yes
	No	N/A	Reasonable and appropriate professional dues, reasonable and customary travel, job affiliated expenses up to annual budget approval	\$600	No	Yes	20 weeks	
10/01/19	No	N/A		None	None	Yes, if terminated without a cause	3 months, benefits, and deferred compensation	Yes, health insurance
02/01/19	Yes	Commission Annual Evaluation	\$1,500.00	\$350.00	No	Yes	N/A	COBRA for 7 months

FLORIDA 2018 CITY MANAGER SALARY SURVEY

N/A	N/A	N/A	None	\$500.00	None	N/A	N/A	N/A
				550/month				
N/A	N/A	N/A	N/A	\$750.00	N/A	Yes	20 weeks of regular base salary and unused leave benefits	Health Insurance premium paid for 20 weeks
10/01/18	No	N/A	\$0.00	\$0.00	No	No		
12/11/18	No	N/A	N/A	N/A	N/A	Yes	13 weeks' salary	No
10/01/19	Yes	Commission discretion	10%	\$300	No	Yes	3 month's salary	6 months of COBRA

FLORIDA 2018 CITY MANAGER SALARY SURVEY

09/25/18	No	N/A	Professional growth	\$250.00	0	Yes	30 days-6 mo = 20 days' salary 6-12 mo = 40 days 12-24 mo = 60 days 24-36 mo = 80 days 36+ mo = 100 days	
10/25/19	No	N/A	None	\$500	No	Yes	Current salary up to 20 weeks	Yes
10/01/18	At the Council's discretion		Cell Phone \$50	\$450	No	Yes	20 weeks' pay	Town will pay up to 20 weeks of COBRA
09/23/19	No	N/A	Actual cost basis	Vehicle provided by city	No	Yes	20 weeks + 6 weeks of accrued sick leave + all accrued vacation leave	6 months Health/Life
11/13/18	No	N/A	N/A	\$450.00	N/A	Yes	20 weeks' salary	No
10/01/18	N/A	N/A	Professional and official travel, professional development, licensing, subscriptions, 2 civic organization memberships	\$440.00	N/A	Yes	1 year salary, excluding car allowance, longevity bonus pay, and any other payments. Sum of salary and accrued personal and holiday leave shall not exceed \$275,000.	1 year
04/02/18	No	N/A	N/A	\$138.46	0	Yes	3 months salary	No
10/01/19	N/A	N/A	N/A	N/A	N/A	Yes	Five (5) months' aggregate salary (including retirement/health benefits for individual)	Yes

FLORIDA 2018 CITY MANAGER SALARY SURVEY

10/01/19	N/A			Car provided by Town	No	Yes	6 months' salary	Yes
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FLORIDA 2018 CITY MANAGER SALARY SURVEY

Annual Leave Days	Sick Leave	Personal Days	Paid Holidays	Medical Insurance, Portion the City Pays	Dental Insurance, Portion, the City Pays	Vision Insurance, Portion, the City Pays	Life Insurance Amount Paid By City	Short Term Disability Paid by City
120 hours/year	3.69 hours per pay period	10 hours (with up to 40 additional hours based on sick leave balance and usage)	12	100%	100%	100%	100%	0%
192.4 hours, based on years of service	0	40 hours	9	\$704.86	0%	0%	29.77/per month	0%
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
20	12	0	12.5	100%	100%	100%	100%	0%
144 hours	0	0	11	100%	0%	0%	\$30,000 policy offered to employee	0%
yes	yes	0	Yes	100%	0%	0%	0%	
20	12	0	10	0%	0%	0%	0%	0%
		18	Same as general City staff	100%	100%	100%	Two times annual salary	Yes
18	12	0	10	80%	100%	100%	100%	0%

FLORIDA 2018 CITY MANAGER SALARY SURVEY

20	8 hours per month	0	11	100%	100%	0%	100% up to \$10,000 of coverage	0%
20 days	95 hours per year	2	10	100%	100%	100%	1x annual salary	100%
200 hours	120 hours	Birthday and Floating Personal Day	11 Days	100% for employee	100% for employee at basic coverage	100% for employee at basic coverage	100%	Same as other City employees
4 weeks	Same as other non-union Village employees		Same as other non-union Village employees	100% for employee and dependents	100% for employee and dependents	100% for employee and dependents		

26 days per year and increase in annual leave equal to the number of tenure-based increases in vacation days that are provided to City general management employees.	0	2	10	100%	0%	0%	100%	100%
24	12	3	11	100 % for employee. Employee pays for dependents.	Included in Medical Insurance amount	0%	100% paid by Town	100% paid by Town
400	8 hours/month	100 hours annually	Yes, same as employees	100%	100%	100%	100%	100%
25 days plus 40 hours of executive leave	0	1	10	100% for employee	50%	50%	1 times salary	Yes

FLORIDA 2018 CITY MANAGER SALARY SURVEY

4 weeks	12 days	5	10	100% for employee and dependents	100% for employee and dependents	100% for employee and dependents	3X annual base salary	Yes
20 days	12 days	Included in annual leave	Included in annual leave	100%	100%	100%; grouped with dental insurance	2X initial salary	0%
30	96 hours annually	1	10	100%	100%	100%	50%	0%
12	12	10	Yes					
4.62 hrs of vacation per pay period (accruals go by years of service)	3.69 hours accrued each pay period	0	12	95%	0%	0%	\$15,000 policy	0%

FLORIDA 2018 CITY MANAGER SALARY SURVEY

188 hours	N/A	24 hours	10	100%	100%	0%	1X salary	0%
10 days	12 days	N/A	9	100%	0%	0%	\$10,000	0%
176 hours per year	96 hours per year	N/A	11 holidays	100% for employee and dependents	100% for employee and dependents	100% for employee and dependents	\$330,000 term life policy	100%
15	12	0	12	\$9,733	0%	0%	1x salary	0%
2 weeks annually	2 weeks annually	4	12	0%	0%	0%	\$406.00 a year	0%
38	0	0	11	100%	100%	100%	0%	0%

FLORIDA 2018 CITY MANAGER SALARY SURVEY

43	12 days	20	11	100%	0%	0%	100%	100%
20	98	0	12	0%	0%	0%	0%	0%
Depends on years of service	4 hours per pay period	1	11	100%	0%	0%	100%	0%
Same as all other employees	Same as all other employees	Same as all other employees	11	100%	100%	100%	100%	0%
Szerlag - 30 days; Hernandez - 20 days initial + 25 days accrue	With PTO	With PTO	11	Employee only cost	0%	0%	\$330,000	0%
3 hours per week	2 hours per week	0	Yes	100%	100%	0%	100%	100%
earned on a schedule between 80 hrs/yr up to 200 hrs/yr	72 hrs/yr	1 floater	8	66%	\$0	\$0	Basic life up to \$50,000/\$50,000 max paid at 100% by City	0%
Started at 6.67 per month vacation at this time receives the mas 13.34 per month	8 hours per month	0	Same Federal Holidays as all employees	Elects not to have city insurance	Self-paid	Vision by Employer for employee	\$10,000	0%
14 hours per month	8 hours per month	4 (comes out of sick leave)	11	100%	0%	0%	0%	0%
23	13	1	12	73%	0%	0%	\$10,000	0%
20	12	0	12	100% individual	100% individual	100% individual	\$10,000	0%

35 "general leave" days	Included in general leave	Included in general leave	10	754.82/month (100% of premium)	0%	0%	Basic life \$2,500 = \$0.42 per pay & SAMP life \$200,000 = \$33.50 per pay	0%
6.15 hours bi-weekly	3.69 hours bi-weekly	5	10	Same as what the City pays for all other employees, depending upon what he/she elects.	Same as what the City pays for all other employees, depending upon what he/she elects.	Same as what the City pays for all other employees, depending upon what he/she elects.	1.5 times annual salary, capped at \$200,000	0%
22.75 days	9.75 days	1 day of sick leave may be used each year	12	100% Employee premium, 60% dependent coverage	100%	0%	Fave value up to \$160,000 or 2 times annual salary	0%
1-3 yrs = 160 hours 4-10 yrs = 180 hours 11-15 yrs = 204 hours Over 16 yrs = 240 hrs	96 hours	0	11	100%	100%	100%	Two Times Annual Salary	Employee paid benefit

FLORIDA 2018 CITY MANAGER SALARY SURVEY

192 hours, plus any PTO carried forward from previous year	0	0	11	100% of employee and spouse	100% of employee and spouse	100% of employee and spouse	\$100,000 or such amount as may be available through the City's insurance carrier	0%
<1 year of service = 0.0385 vacation hours (vh) accrued per regularly scheduled paid hour (rsph) 1 year = 0.0577 vh/rsph 3 years = 0.0770 vh/rsph 5 years = 0.092 vh/rsph 10 years = 0.1154 vh/rsph 20 years = 0.1538 vh/rsph Once the max. 280 hours has been reached, no further accumulation shall occur until the vacation leave balance is less than 280 hours.	0.0462 hours of sick leave for each hour of regular paid service	2 average workshifts	11	100% for employee and dependents for group health insurance; if CM enrolls in HDHP group health insurance plan, the City shall provide for a contribution to CM's health savings account equal to the maximum allowed by law	100% for employee and dependents	0%	\$20,000	100%
120 hours annually	Accrues 4.23 hours/ pay period	3	11	100%	100%	100%	2x annual salary	100%

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Accrues 169 hours per year with max of 800 hours	Accrues 3.7 hours/pay period; max of 480 hours	2	10	90% City, 10% Employee pays	90% City, 10% Employee pays	90% City, 10% Employee pays	\$500,000	0%
159	53.5	0	11	100%	0%	0%	100%	0%
15	10	1	11	100%; \$825.80	100%; \$25.30	0%	100%; \$25,000 life insurance, City pays \$8.50	0%
23	Same as other Town employees	Same as other Town employees	All holidays recognized by the Town	Same as other Town employees	Same as other Town employees	Same as other Town employees	\$310,000 death benefit 10-year term policy, if TM is underwritten for the highest rating for a Standard Plus Non-Tobacco user by the Town's insurance carrier. Otherwise, the Town shall continue enrollment in \$200,000 policy	Same as other Town employees
22	12	1	10	100% for employee	\$10 per month	\$0	100% for \$20,000 policy	\$0
20	12	3	11	85%	85%	85%	100%	100%
3 weeks	Same as all employees	3	Same as all employees	100%	100%	0%	Same as all City employees	0%

FLORIDA 2018 CITY MANAGER SALARY SURVEY

30 vacation days with no maximum accrual, plus 25 executive days	3.69 hours bi-weekly			100% for employee, 50% for dependents	100% for employee, 50% for dependents	100% for employee, 50% for dependents	\$200,000	Same as general employees
30 days (240 hours annually)	0	2.5 days (20 hours per month)	11	\$376.19 per week	\$26.19 per week	(included in health amount)	\$202.31 per week	0%
N/A	N/A	28	9	Self-funded	Self-funded	Self-funded	2X salary	0%
24	Combined with vacation days	0	10	100% for employee; depending on the coverage, the City pays a portion of dependent coverage	100% for employee; depending on the coverage, the City pays a portion of dependent coverage	100% for employee; depending on the coverage, the City pays a portion of dependent coverage	2x annual salary	100%
176 hours	96 hours	1	11	75%–95%, depending on plan	\$33.48/month	40%–50%, depending on plan	Same as other managerial employees	0%

FLORIDA 2018 CITY MANAGER SALARY SURVEY

4 hours per pay period (bi-weekly)	4 hours per pay period (bi-weekly)	1	11	100%	\$5/month	0%	\$15,000 policy	0%
20	12	5	9	100%	0%	0%	1 times salary up to \$175,000	0%
18	12 days	0	11	100%	100%	100%	100%	100%
PTO. Accrues 6.15 every two weeks + 40 hours of PTO received on Anniversary.	0	2	11	100%	100%	0%	\$110.25 monthly *coverage shall not exceed \$300,000.00	Yes
Accrues per personnel rules and regulations	Accrues per personnel rules and regulations	10	Same as Town Employees	100%	100%	100%	100%	100%
25	13	5	12	100%	100%	0%	\$500,000 policy	Yes

FLORIDA 2018 CITY MANAGER SALARY SURVEY

5 weeks	96 hours	2	12	100%	0%	0%	100%	0%
1-5 years service = 8 hours/month; 6-10 yrs = 10 hrs/mo; 11-15 yrs = 12 hrs/mo; 15+ yrs = 13.3 hrs/mo	8 hrs/month	1 day after 5 years of service; 2 after 10 years	13	100%	100%	100%	100%	0%
5	7	5	10	100%	0%	0%	\$15,000	0%
160 hours upon hire; accrues 160 hours annually	96 hours	0	9	\$1800.87/month	100%	Vision rider on the medical insurance	1x annual salary up to \$200,000	0%
228 hours	0		11	\$2,803/month	\$104/month	\$16/month	\$139/month	0%
12/yr until year 7; increases after year 7	12	5 Admin days per year (all exempt employees) plus ability to transfer 8 hours sick leave into 8 hours personal leave each year (all employees)	10	67%	100% for employee	0%	\$50,000	0%

FLORIDA 2018 CITY MANAGER SALARY SURVEY

15	10	N/A	11	\$1059.15/month	\$20.18/month	\$3.81/month	\$33.85/month	0%
35 (including sick, personal, and holidays)	20	4	11	100%	0%	0%	100% for Basic Life	0%
120 hours	96 hours	1	7	100%	0%	0%	100% for \$50,000 policy	0%
12, 10 management vacation days per year– cashed out at 75%	12	3	9	\$863/monthly	\$125.26/monthly	0%	\$10,000.00	0%
			12	\$118.92/month				
180 hours per year	Earns 3.69 hrs biweekly with unlimited carry over	1	10 plus birthday	100%	0%	0%	Annual salary, rounded up to the nearest thousand	0%

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Annual and Sick Combined - 267.96 hours	Annual and sick leave combined	8 hours for personal leave; additional 8 hours for birthday leave	12	100% for employee, spouse, and dependents	100% for employee, spouse, and dependents	100% for employee, spouse, and dependents	100%	100%
Same as defined in the City of Fort Pierce Personnel Rules and Regulations	Same as defined in the City of Fort Pierce Personnel Rules and Regulations	0	Same as defined in the City of Fort Pierce Personnel Rules and Regulations	Same as other City employees	Same as other City employees	Same as other City employees	Same as other City employees	Same as other City employees
0-5 years of service = 80 hours; 6-10 years = 96 hours; 11-15 years = 120 hours; 16+ years = 160 hours	6.67 hours/month; no mor than 80 hours			Health Insurance: City covers 100% for employees under Standard Insurance and 75% for employees under Premium Insurance; for employees hired before 10/01/08, City contributes 75% for all dependent coverages; for employees hired after 10/01/08, City contributes 50% for all dependent coverage	Same as other full-time employees	Same as other full-time employees	Same as other full-time employees	0%
3 weeks	2 weeks	0	12	Same as other City employees or choose to be reimbursed for health insurance premiums, not to exceed \$600/month	Same as other City employees or choose to be reimbursed for health insurance premiums, not to exceed \$600/month	0	Same as other City employees or choose to be reimbursed for health insurance premiums, not to exceed \$600/month	0

FLORIDA 2018 CITY MANAGER SALARY SURVEY

3 weeks for the first year of employment, 4 weeks for each year thereafter			Same as general City staff	100%	100%	100%	100%	
PTO = 10 hours and 28 minutes per pay period, or 34 eight-hour days/yr. Max PTO accrual carryover cap is 560 hours.	N/A, Paid Time Off (PTO) System	0	10	Family coverage; City pays \$449.30 per pay period	voluntary, no City contribution	voluntary, no City contribution	\$250,000	Did not elect
5	5	5	11	0%	0%	0%	0%	0%
4 weeks, accrued in the same manner as other general employees	2 weeks	Up to 40 hours of paid administrative leave at the discretion of the Mayor	15	100%	100%	100%	100%	Insurance covers 66.57% of salary should the Town Manager go out on disability
20	15	0	12	100%	100%	100%	\$1.1 million	Yes
176 hours	104 hours	1	9	100%; \$25,080	100%; \$794.04	0%	0%	0%
Combined sick/vacation 20 days/year	Under annual leave						100,000	

FLORIDA 2018 CITY MANAGER SALARY SURVEY

120 hours	96 hours	10 hours	11	\$23,393.50/year	0%	0%	1x annual salary	0%
4 weeks	96 hours	Annually, 24 hours of sick leave may be converted to personal leave	11	100%	100%	100%	coverage in the amount of \$100,000	0%
N/A	N/A	N/A	N/A	0%	0%	0%	0%	0%
19.5	12	15	8	0%	0%	0%	0%	0%
4 weeks	0	Except police and fire, all employees receive 6.7 PTO hours, 5+ years = 8.31, 10+ years = 9.84	11	100% employee	100% employee	100% employee	\$50,000	0%
Same as other general employees	Same as other general employees	Same as other general employees	Same as other general employees	Employee declined	Same as other general employees	Same as other general employees	Same as other general employees	0%
160 hours	96 hours	2	10	100% for EE only; \$2,400 annual subsidy for dependents	0%	0%	100%	0%
103 hours/month	8 hours/month	5	11	100%	100%	EE pays	20,000	EE pays
37 PTO days	Under annual leave	Under annual leave	10	100%	100%	100%	100%	0%
15	10			Same as other Town employees	Same as other Town employees	Same as other Town employees	Same as other Town employees	0%
15	12	0	12	100%	100%	0%	0%	0%
Same as employees	Same as employees	Same as employees	Same as employees	100%	0%	0%	0%	0%

FLORIDA 2018 CITY MANAGER SALARY SURVEY

240 hours	0	0	12	100%	0%	100%	\$50,000	0%
25	12	3	12 recognized plus 3 personal	100%	100%	100%	100%	100%
20	12	0	11	\$1200/month			100%	
0	0	Start with 80 hours and accrue at the following rate: 15-19 yrs = 30 days 20-24 yrs = 35 days 25-29 yrs = 37 days Over 29 years = 39 days	Same as other non-union city employees	100% for single coverage; 0% dependents	0%	0%	100% for 1x annual salary	0%
25 days (200 hours annually)	12 days	5 days (40 hours)	13	Family coverage; \$2115.99/month	\$19.00/month	0%	\$5,539.98	0%

Credited with 24 hours; accrues 4 hrs/week; up to 416 hours	3 hrs/wee; up to 1,440 hours	N/A	Same as other general employees	100% employee and dependents	0%	0%	\$1	0
20	8 hrs/month	0	10	100%	100%	100%	100%	0%
0-2 years of service = 80 hours; 2-3 yrs = 88 hrs; 3-5 yrs = 100 hrs; 5-7 yrs = 110 hrs; 7-9 yrs = 116 hrs; 9-11 yrs = 126 hrs; 11-13 yrs = 132 hrs; 13-15 yrs = 140 hrs; 15-17 yrs = 168 hrs; 17-21 yrs = 176 hrs; 21+ yrs = 200 hrs	96 hours	1	10	\$642.05	\$63.75	Included with Medical	\$107.25	0%
15	12	0	11	100%	100% employee, 25% dependent	100% employee, 25% dependent	\$100,000	0%

FLORIDA 2018 CITY MANAGER SALARY SURVEY

4 weeks vacation				Same rate and benefit as other managerial employees	0%	0%	Same rate and benefit as other managerial employees	Same rate and benefit as other managerial employees
13	13	2	10	100%	100%	100%	100%	0%
5 weeks	12 days	0	11	\$814.48/month	\$19.08/month	\$5.73/month	\$11.45 twice a month	0%
12	12	1	11	90%	90%	90%	100%	0%
Same as other general 9 year employees	Same as other general 9 year employees	Same as other general 9 year employees	Same as other general employees	Same as other employees	Same as other employees	Same as other employees	Same as other employees	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4 hours/week	Included in annual leave days	0	14	\$300/month			\$25,000	0%
Depends on how long they have been employed	Depends on how long they have been employed	Depends on how long they have been employed	Depends on how long they have been employed	100%	100%	0%	100%	0%
Accrues at rate according to Personnel policies	Accrues at rate according to Personnel policies	34.125 days	Same as general Town employees	100% Employee, 50% dependents	100% Employee, 50% dependents	Same as full-time Town employees	100% of \$25,000	100%
20	12	1	11	100% for employee, spouse, and dependents	100% for employee, spouse, and dependents	100%	Same as other employees	0%
15	240	0	12	80%	100%	100%	\$50,000	100% premium (2 years max)

FLORIDA 2018 CITY MANAGER SALARY SURVEY

<5 years of service = 80 hours; 5-10 years = 120 hours; 10+ years = 160 hours	8 hours/month	0	12	Same as other Town employees	Same as other Town employees	Same as other Town employees	100% Basic Life	100%
80 hours	72 hours	0	12	\$724	0%	0%	\$366 annually	\$252 annually
20	12	4	11	568.35/mo	52.92/mo	6.36/mo	2 x Base	0%
4 weeks	12	0	14	100%	100%	100%	100%	0%
15	8 hours per month	0	12	100%	100%	0%	\$15,000	0%
20	12	5	10	100% employee	100% employee	0%	Equal to Annual Salary	0%
Combined annual leave/sick (PTO) 22 hours per month	Combined annual leave/sick (PTO) 22 hours per month	1	9	100%	100%	0%	100%	0%
Equivalent to an employee with a five year tenure plus 40 hrs administrative leave	Equivalent to an employee with a five year tenure	Equivalent to an employee with a five year tenure	Equivalent to an employee with a five year tenure	100%	100%	0%	100% plus \$75 biweekly allowance for supplemental life insurance	0%
480 hours	104 hours	0	Same as other City employees	\$7,500.00	0%	0%	\$147.00	0%

25	12	4	12	75%	0%	0%	100%	0%
20 and will accrue to the maximum to 30 days	122 days	0	2 floating	100%	100%	100%	\$50,000	0%
2.5 weeks	52 per year	0	12	100%	0%	0%	Up to \$25,000	Yes
PTO - 3.7 hours per pay period or 96.2 hours per year	PTO - 3.7 hours per pay period or 96.2 hours per year	Vacation - 4.62 hours per pay period or 120.12 hours per year	11	100%	100%	0%	100%	100%

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Accrues 10 hours monthly	Accrues 10 hours monthly	Two 8-hour days per calendar year	8	Same as other City employees	100%	0%	1 times annual salary	0%
15	12	3	12	100%	0%	0%	\$11.55	0%
2 safety incentive days per year (each 6 months must be free of a preventable accident)	4 hours biweekly	2	8	\$1,509.23; City pays \$1207.38	\$126.48; City pays \$68.10	\$23.25; City pays \$11.62	\$15.26; City pays all	0%
20	12	8 hours for birthday	12	Same benefits as those granted to any other Director in the same salary range	Same benefits as those granted to any other Director in the same salary range	Same benefits as those granted to any other Director in the same salary range	Reimbursement of up to \$1000 annually for premiums	0%
	12 days/year	Yes (Vacation) <5yr service =12 days, 5-15 yrs=15 days, >15yrs=20 days	10	Based on the most popular PPO plan, Employee only 93.5%, Family 70.2%	Employee pays 100%	Employee pays 100%	One time annual salary, not to exceed \$50,000	0%

22, plus 40 hours of additional vacation leave	12	1	10	100% employee and dependents	100% employee and dependents	0%	\$381,587	Yes
14.5 hrs/month	9 hrs/month	0	12	100%	100%	100%	1 times salary	0%
16.67 hours per month	16.67 hours per month	3	10 Holidays	100%	100%	100%	2 times annual salary	Minimum of 60%
20	96.2 hours	1	10	100%	100%	100%	\$200,000	Yes
Accrue vacation at the same rate as Department Heads, calculated and allocated on 10/1 each calendar year with maximum seniority = 29 days per year	Accrue sick leave at the same rate as Department Heads, calculated and allocated on 10/1 each calendar year with maximum seniority = 12 days per year	1	13	100%	100%	\$0	2 times the annual salary up to \$500,000, \$57 for life insurance/ paycheck and \$11.88 for AD&D/paycheck (26 payrolls/year)	\$11.40/paycheck
12	12	0	12	\$2683.20 per year	0%	0%	0%	0%

FLORIDA 2018 CITY MANAGER SALARY SURVEY

33	Under annual leave	Under annual leave	11	75%	0%	0%	\$50,000	0%
24.375	13	0	11	\$740.16 per month; City also provides \$2,600 in flexible spending accounts funds	0%	0%	Annual salary +\$10,000; Current monthly premium: \$33.00	0%
200 hours	0	0	14	100% of employee cost, 50% of family cost	100% of employee	100% of employee	100% of employee	100% of employee
336		1	10	Same as other full time employees	Same as other full time employees	Same as other full time employees	Same as other full- time employees	Same as other full- time employees
20 vacation days a year plus 80 director hours a year that he must use or he will lose it.	Accrues 3.692 hours every 2 week pay period	0	11.5	100%	0	0	three times salary – Town pays 100%	No
10	12	5	11	Employee is entitled to participate in all employee benefits plans and programs	Employee is entitled to participate in all employee benefits plans and programs	Employee is entitled to participate in all employee benefits plans and programs	\$50,000.00	Employee is entitled to participate in all employee benefits plans and programs

FLORIDA 2018 CITY MANAGER SALARY SURVEY

168 hours	None	3 PPTO days	13	\$1,324.17	\$31.48	No	100%	None
22	13	0	13	100%	0%	0	100% for \$25,000 policy	0
25	12	2	13	100%	100%	100%	100%	N/A
0-5 yrs = 1 day/mo	6 hours/month	N/A	Yes	100% of just his coverage	100% of just his coverage	100% of just his coverage	\$3.10 per month for 10,000 worth of coverage after 1 yr of employment	N/A
N/A	80 hours	200 hours	10	Yes	No	No	Yes	No
18	12	1	12	80%	80%	80%	100%	100%
20	One 8 hour day per month	One 8 hour day per year	11	100%	100%	0	2 times annual salary, caps at \$100,000	No
15	12	3	12	100%	100%	100%	100%	N/A
120 hours	80 hours	0	12	Waived	\$403.44 annually	\$62.16 annually	\$471.60 annually	0
0	0	20	11	85%	16%	0%	0%	0%

FLORIDA 2018 CITY MANAGER SALARY SURVEY

20	12			Same as other Department Heads	Same as other Department Heads	Same as other Department Heads	1 times annual salary	Same as other Department Heads
12	12	1	10	100%	100%	0	100%	0
His contract called for a 3 week balance to begin, then accruals consistent with other employees based on years of service completed.	3.69 hours per pay period for a total of eight (8) hours per month or 96 hours per year.	1.85 hours per pay period for a total of four (4) hours per month or 48 hours per year.	12	100% for the employee	100% for the employee	100% for the employee	100% for the employee	0, but available at employee's choice through AFLAC
1-4 yrs = 192 hours 5-14 yrs = 240 hours 15+ yrs = 296 hours		2	11	100%	100%	100%	100.00%	100.00%
14	7	0	7	\$158 bi-weekly	0%	0%	0%	0%
17	Accue 6 hours/month		Pursuant to Section 8.2 of City's Personnel Rules and Regulations	Same as other full time employees	Same as other full time employees		Same as other full time employees, 1x employee's salary and not exceeding \$100,000	

FLORIDA 2018 CITY MANAGER SALARY SURVEY

120 hours annually	Same as all employees	Same as all employees	Same as all employees	Same as other employees			Pay total premiums, not to exceed \$2000 annually	
10	8	0	10	25%	0	0	\$50,000	No
20	12	N/A	11	100%	100%	100%	2x annual salary	100%
216 hours	96 hours annually	4	10	100% for employee and dependents	100% for employee and dependents	100% for employee and dependents	\$250,000	Optional Self-pay
240 hours	0	32	0	\$ 2,027.58 (100%)	\$ 116.04 (100%)	\$ 15.14 (100%)	\$ 112.00 (100%)	\$ 74.26 (100%)
21 Days	6	2	12	100% for Employee and Family	100% for Employee and Family	0	1 times salary	Yes
20	12	2	11	Employee only 100% based plan	Employee only 100% based plan	N/A	\$50,000	N/A
17	12	3 plus birthday	12	Standard Employee rates	Standard employee rates	Standard employee rates	1 times salary	No

FLORIDA 2018 CITY MANAGER SALARY SURVEY

104 hours	104 hours	No	10	100%	No	No	No	No
16	10	1	10	100% employee only	0%	0	\$25,000	Yes
Credited with 15; Accrue 30 Annually	Credited with 30, Accrue 12 Annually	3	11	100%	100%	0	\$30,000	No
160 hours	120 hours	160 hours	13	\$5,610.80 annually	N/A	N/A	1.5 x annual salary with a maximum of \$330,000	0
15	6.6 days per month	0	11	100%	No	No	100% (small, decreasing term)	No
20	25	5	9	Same as other employees	0	0	2 x salary	0
21	10	21	11	100%	100%	0	100%	0
26	N/A	26	11	85%	100% for Employee Only	0	2 times annual salary	N/A
0 - 5 years = 20 days, 5-10 years = 23 days, 10-15 years = 26 days, 15-20 years = 29 days, 20-25 years = 32 days, 25+ years = 35 days	Included in PTO	Included in PTO	11 paid holidays, 2 bonus leave days	100% including family	100% including family	100% including family	100% for 2x salary	N/A
18 days to start, then 18 days per year, accrued vacation days limited to 600 total hours	Same as all employees	Same as all employees	Same as all employees	77%	\$0	\$0	\$200,000	\$0

FLORIDA 2018 CITY MANAGER SALARY SURVEY

320 hours	N/A	N/A	9 plus 4 floating holidays	100%	100%	0	100%	100%
10 hours/month	96 hours annually	0	10	100%	100%	100%	100%, \$50,000 policy	No
12 hours monthly	8 hours monthly	Birthday	10	100%			2 times salary, reduces after reaches Social Security	0
15	12	3	9	HEALTH, DENTAL AND LIFE Stipend up to \$20k per year	HEALTH, DENTAL AND LIFE Stipend up to \$20k per year	HEALTH, DENTAL AND LIFE Stipend up to \$20k per year	HEALTH, DENTAL AND LIFE Stipend up to \$20k per year	\$150,000
25	12	10	12	100%	100%	100%	\$6,359/year	\$4,428/year
Same as other unclassified administrative staff in the City	Same as other unclassified administrative staff in the City		Same as other unclassified administrative staff in the City	Same as other unclassified administrative staff in the City	Same as other unclassified administrative staff in the City		Same as other unclassified administrative staff in the City	Same as other unclassified administrative staff in the City
15	12	N/A	11	100% --\$1,701.44/month	100% --\$101.35/month	100%--\$18.63/month	100% -- \$50.75	N/A
20	12	Up to 2	12	100%	100%	100%	1 times salary	Yes
0	0	13.5 hours accrued bi-weekly up to 400hours	11	100%	0%	0	\$0	Yes
Additional 5 days for admin	N/A	N/A	11	100%	50%		1x annual salary	Yes

FLORIDA 2018 CITY MANAGER SALARY SURVEY

240 hours	N/A	N/A	10	N/A	\$107	N/A	\$340,000	N/A
up to 6 months of paid time off	N/A	1 floating holiday	10	\$776.44/month	0%	0%	\$23.06/month (\$226,000 basic life amount) + \$40.20/month (\$100,000 executive life)	0
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3 weeks	2 weeks (Sick time and personal time is combined)	Combined with sick time	11	100%	100%	100	\$15,000 policy	100%
32 + 5 Admin	Same as all City Department Directors	Same as all City Department Directors	Same as all City Department Directors	Same as all City Department Directors	Same as all City Department Directors	Same as all City Department Directors	Eligible for life insurance 2x annual salary	Same as all City Department Directors
10.7 hours/month	8 hours/month	16.0 hours per year (deducted from sick balance)	12	100% (\$850.70 per month)	0%	0%	\$27.00 premium per month	0%
27	96 hours	0	10	100%	100%	0	100%	0

FLORIDA 2018 CITY MANAGER SALARY SURVEY

25	15			100%	100%	100%	100%	100%
20			12	100%	100%	0%	1x	100%
16	8	0	11	100% individual	100% individual	26% employee only	100% @ 1xSalary	0
25	15	3 (these are actually sick days and are part of the sick leave total)	12	Town Manager opted out	N/A	N/A	N/A	N/A
N/A	N/A	27 days per year	8 days, Floaters 3 days, and Management Leave 8 days	\$468.35 (bi-weekly)	N/A	N/A	The city doesn't provide funding, but they do provide flex credits - \$110.46	0
0	0	1-4 yrs = 24 days 5-9 yrs = 27 days 10-15 yrs = 30 days	10	100%	100%	100%	1 x annual salary capped at \$100,000	0

FLORIDA 2018 CITY MANAGER SALARY SURVEY

40 hours, then accrue 204 hours per year	96 hours	0	Same as other City employees	100% for employee and dependents			2 X Salary (100%)	
140 hours	120 hours		11					
20	12	2	11	75%	0%	0%	\$3.80 plus	No
Same as Group 1 employees	Same as Group 1 employees	Same as Group 1 employees	Same as Group 1 employees	100% for employee and dependents	100% for employee and dependents		100% for employee and dependents	Yes
Same as other Town employees	Same as other Town employees	Same as other Town employees	Same as other Town employees	Equal to coverage provided to Administrative and Executive Town employees	Equal to coverage provided to Administrative and Executive Town employees	Equal to coverage provided to Administrative and Executive Town employees	Equal to coverage provided to Administrative and Executive Town employees	Equal to coverage provided to Administrative and Executive Town employees
69 Including holiday/ personal days	Included in PTO	Included in PTO	11, plus 1 floating holiday	100%	100%	100%	2 times annual salary up to \$100,000	100%
12	12	N/A	12	100%	0%	0	Annual salary	0%
30		5 administrative leave days		Same as other Village employees				

FLORIDA 2018 CITY MANAGER SALARY SURVEY

26	N/A (grouped with annual leave days)	N/A (grouped with annual leave days)	11 federal holidays, 1 birthday, 2 floating holidays	100%	100%	100%	Yes, up to \$175,000	Limited to \$1,500 annual cost to village
15	15	0	12	\$1,079.28	\$23.40	0	\$50,000	60% of pay
120 hours annually	96 hours annually	0	96 hours annually	\$600/month	\$25.80	N/A	\$3.15/month	\$6.00/month
20	96 hours annually	2	10	100%	100%	100%	100%	N/A
15	12	10	Yes	100% Employee Portion	100% Family	100% Family	100% Employee	100% Employee
160 hours	96 hours	1 safety and 1 Religious	10	Same as other full-time City employees	Same as other full-time City employees	Same as other full-time City employees	Same as other full-time City employees	Same as other full-time City employees
120	N/A	N/A	12	100%	N/A	N/A	N/A	N/A
18 hours/month	0	2	12	68%	19%	0	100% - \$10,000 policy	No
4 weeks	0	2	10	100%; If declined, then paid directly to employee as retainage incentive	100%	100%	2 times annual salary	Yes

FLORIDA 2018 CITY MANAGER SALARY SURVEY

20	12	2	11, including birthday	100%	100%	N/A	100%	100%
Based on total service, currently 160 hours per fiscal year	96 hours per fiscal year	24 hours per fiscal year	10	Same as other general employees	0	Same as other general employees	Same as other general employees	Same as other general employees
15	12	0	11	100%	0%	0%	\$10,000	0%
200	12	2	11	100%	0	0	100%	0
20	12	2	12	Employee only 100%, Family 50%	Included in Medical Insurance amount	Included in Medical Insurance amount	No	No
240 hours per year	N/A	10	12	Yes	Yes		\$250,000 policy	6 month disability policy
N/A	N/A	31	7	Declined	Declined	100% employee paid	3x annual salary Premium= ~\$55.80 per month	N/A
15	0	10	10	\$300 per month, waived City health insurance	Yes, 100% City Funded	Yes, 100% City Funded	Yes, 100% City Funded	Yes, 100% City Funded
15	12	0	12	100%	0	0	Equal to 1 year's salary	0
Same as all employees	Same as all employees	Same as all employees	Same as all employees	Depends on the service level selected	Depends on the service level selected	Depends on the service level selected	Depends on the service level selected	Depends on the service level selected

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Same as city personnel	Same as city personnel	Same as city personnel	Same as city personnel	100%	100%	None	100%	N/A
156 hours	130 hrs	8 hrs	11	75%	Flat Amount	None	1 times annual salary	
25	12		Same as all employees	100% of premium	100% of premium		\$200,000	
120 hours annually	Same as City department heads		Same as general City staff	100%	100%	100%	\$150,000	
33	0	0	11 1/2	100% of premium	100% of premium	100% of premium	100% 1 times annual salary	self insured, STD pays 75% of pay for 6 months
Management: 2 Vacation: 160	12	3	11	100%	100%	100%	3x annual salary: 100%	100%
312 hours	0	0	9	90%	0%	0%	1 times salary	Yes
24	15	3	10	100%	100%	0%	1.5 times annual base salary	No

FLORIDA 2018 CITY MANAGER SALARY SURVEY

20	10			Yes				
Start with 2 weeks, accrue at the same rate as other full time employees thereafter	Start with 1 week, accrue at the same rate as other full time employees thereafter		Same as other full time employees	Same as other full time employees			Same as other full- time employees	
10 days, accrued	12 days, accrued	4	11	100%	100%	100%	100%	N/A
20	12	1	12	100%	100%	100%	100%	N/A
20	12		12	100%	100%	100%	2x annual salary	100%
\$20.00	0	\$2.00	\$0.00	75%	100%	100%	100%	100%
				100% for employee and dependents	100% for employee and dependents	100% for employee and dependents	100% for employee and dependents	Yes
130 hours	104 hours	1	10	Town Manager has other Insurance	Town pays a large portion on 3 plans for all employees	Town pays a large portion on 3 plans for all employees	0%	\$0

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Yes	Yes	Yes	Yes	80%	N/A	N/A	100%	N/A
N/A	N/A	36	10	100%	100%	100%	3x Salary	100%
Accrued at 2.33 days per month	Accrue 1 day per month			At a minimum, equal to that which is provided to all other City employees	At a minimum, equal to that which is provided to all other City employees	At a minimum, equal to that which is provided to all other City employees	2 times annual base salary	Yes
		1	13					
25 total PTO	Included in PTO	Included in PTO	10	80%	80%	80%	100%	100%
25	10	0	12	100% for employee, 35% for dependents	100% employee, 0% dependents	100% for employee, 35% for dependents	100%	N/A
20	12	0	11	100%	50% employee only	50% employee only	100%	0
	8 hours per month	20	10 plus 1 Floating Holiday	\$934	\$27.08	0	One time annual salary	No
	12	1	12	50%	50%	N/A	N/A	N/A
25				100%	100%		100%	Yes

Starts with 20 hours, after seven months 20 more hours are added; 4.25 hours accrued per 2 week pay period	Starts with 20 hours, after seven months 20 more hours are added; 4 hours accrued per two week pay period							
25	Same as other City Department Directors	Same as other City Department Directors	Same as other City Department Directors	Same as other City Department Directors	Same as other City Department Directors	Same as other City Department Directors	Same as other City Department Directors	Same as other City Department Directors
4 weeks	12	5	2 floating holidays	100%	100%	100%	\$100,000 whole life insurance policy, \$300,000 term life insurance policy	Disability policy equivalent to the amount of annual salary
34	12	N/A	9 plus 5 floating holidays	100% paid by the city	City pays equal to amount covered under HMO plan	Voluntary	Yes, based on salary	Voluntary
316	7 hours per month	70	11	100%	100%	100%	100%	100%

FLORIDA 2018 CITY MANAGER SALARY SURVEY

21	12	0	12	100%	100%	N/A	\$25k basic \$50k AD&D	N/A
400 hours/year	N/A	1 day per year	12	95% employee only	100% employee only	0	100%	100%
20	96 hours annually	N/A	11	\$674 monthly	0%	0	\$150,000	Yes
5 days	Same as other general employees	Same as other general employees	12	Same as other Village employees	Same as other Village employees		Same as other Village employees	
Same as other general employees	Same as other general employees	Same as other general employees	11	City pays 100 % Medical Insurance or employee may opt with a stipend \$100/month	Paid by employee	Paid by employee	2 times annual salary, maximum \$300,000	No
160 hrs	96 hrs	0	13	100%	100%	0	\$126.00 annually	0
3.08 hours per pay period	4 hours per pay period	1	12	\$603/month	0%	0	\$3.50/month	0
4 weeks	12			Same as other employees	Same as other general employees			
3 weeks	10 days per year	N/A	9.5	100%	100%	N/A	100%	N/A

FLORIDA 2018 CITY MANAGER SALARY SURVEY

16 hours per month	8 hours per month	N/A	11	Employees pays 26% of the individual fully-funded rate. For individual and one dependent coverage: The individual coverage amount plus an additional 17% of the individual plus one fully-funded rate.	None	None	Insurance in the amount of \$175,000 (100% of salary, capped at \$175K) is provided; \$654.48 premium annually	\$418.86 premium annually
25	10	5	11	Depends on which plan the employee uses, 100% employee only	None	None	Annual salary	No
119.60 hours	80.08 hours	None	10 plus 1 Floating Holiday	\$9696.48 Annually	\$445.08 Annually	None	\$186.60 Annually	None
5 weeks	8 hours per month	8 hours per year	11	100% EE & 80% Dep	0	0	100%	0
Maximum amount allowable for employees	Maximum amount allowable for employees		Same as employees	100% employee and spouse	100% employee and spouse	100% employee and spouse	\$500,000	Same as employees
15	Same as all employees	1	Same as all employees	Yes			Premiums for \$200,000 policy	Yes
25	12	Per City's personnel policies	Yes	100% for Employee	100% for Employee	Voluntary	100%	No

FLORIDA 2018 CITY MANAGER SALARY SURVEY

10	10	4 management leave days	11	100% (\$626.90/mo.)	100% (\$30.86/mo.)	100% (\$4.41/mo.)	1 times annual salary plus \$100,000, rounded to the next higher multiple of \$1,000, to a maximum of \$250,000.	None
a. One day (or 7.5 hours) per month for the first 5 years of employment. B. One and one half days (or 11.25 hours) per month for 6-10 years of employment. C. One and three quarter days (or 13.125 hours) per month after 10 years of employment.	7.5 hours a month	3 days	13 days	\$28,737	\$2,009	\$249	\$253	No
25	10	N/A	10	\$22,499.00	\$1,667.00	\$133.00	\$715 + \$51.12 for AD&D	\$240
3.69 hrs biweekly		1.54 hrs biweekly 2-8 yrs = 3.08 hrs biweekly	10	100%	0%	0	100%	0%
12	12	0	Yes	100%	0	0	100%	0
15	12	1	9	100% for employee	100% for employee	100% for employee	\$50,000	No

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Same as employees	Same as employees	Same as employees	Same as employees	100%	100%	100%	\$15,000	
20	12	2	11	100% for employees only	100% for employee only	\$0	\$100,000	N/A
160 hours	12	1	10	Currently up to \$6,600, employee only coverage	100%, employee only coverage	100%, employee only coverage	100%, employee only coverage	N/A
22	12	1	9	City pays 100%	City pays 100%	None	2 times salary up to \$200,000	No
20 days given up front, then accrued at the rate of 8 hrs/mo	Accrued at the rate of 8 hrs/mo	3	11	Same as other City employees	Same as other City employees	N/A	Same as other City employees at the Director level	0
240	Included in PTO	Included in PTO	8.5 plus one floating holiday	Equal to other full-time employees	Equal to other full-time employees	Included in Medical Plan	1 x annual salary	No
240 hours	12	1	10	\$10,008.48 annually	0	0	\$450	0
12 hours per month	12 hours per month	N/A	10	80%	0%	0%	\$15,000.00	N/A

FLORIDA 2018 CITY MANAGER SALARY SURVEY

10 hours/month	8 hours/month	0	Yes	100%	100%	100%	\$50,000	N/A
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FLORIDA 2018 CITY MANAGER SALARY SURVEY

Long Term Disability Paid by City	Pension	Survey Completed by	Title of Person Completing Survey	Telephone Number	E-Mail Address
0%	FRS	Donna Myers	Human Resources Manager	386-418-6117	d0_Myers@Cityofalachua.com
66.63/ per month	\$2,258.86	Allison Marcous	HR Director	407-571-8000	abmarcous@altamonte.org
N/A	N/A	Jenny Burns	Town Clerk	850-762-3280	N/A
0%	FRS Senior Management Classification	Deborah Guillotte	City Clerk	850-653-8715	deborahguillotte@cityofapalachicola.com ;
0%	4.9% Employee contribution	Beth James	HR Specialist	407-703-1743	kferreira@apopka.net
	24% of annual salary	Linda Lowe	Human Resources Director	863-494-4114	llowe@arcadia-fl.gov ;
0%	28.41%	Deanna Alltop	Deputy City Clerk	352-495-2880	dalltop@cityofarcher.com ;
Yes	10% base salary	Cathy Varian	Human Resources Director	904-247-5890	cberry@coab.us ;
0%	FRS	Brian R. Moree	City Manger	561-965-1744	bmoree@atlantisfl.gov

FLORIDA 2018 CITY MANAGER SALARY SURVEY

0%	Yes	Jeff Tillman	Assistant City Manager	863-965-5530	jtillman@auburndalefl.com;
100%	City 401 plan - pays 18% of base salary.	Gladys Carcamo	Human Resources Manager	305-466-8911	gcarcamo@cityofaventura.com;
Same as other City employees	FRS	David Shoup	Human Resources/Risk Manager	863-452-4406	dshoup@avonpark.cc;
	401, 457, and/or other deferred compensation plan designated by employee	Stephanie Marquez-Quintero	Deputy Village Clerk	305-993-7370	smarquez@balharbourfl.gov;

100%	Presently 32.04%. Employee contributions 4%.	Deanna Gibson	Director of Personnel	863-534-0100	dgibson.personnel@cityofbartow.net;
100% paid by Town	Participates in General Employees' Pension Plan (up to 10% employee contribution)	Marlene Siegel	Town Clerk	305-866-6241	msiegel@bayharborislands-fl.gov;
				352-463-6288	
0%	Yes	Vivian Hunter	HR Director	561-996-0100, ext. 2120	vivian@belleglade-fl.com
Yes	Same as general employees - Currently 13% employer contribution	Tracey Richardson	Finance Director	407-851-7730	trichardson@belleislefl.gov;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Yes	Employee pays 3%, City pays 9%	Susan Lee	HR & Risk Management Coordinator	727-588-3769, ext. 311	slee@townofbelleair.net;
100%	City pays 10% of Manager's base salary to either the City's Retirement Program or to ICCMA retirement program. City matches Manager's voluntary contributions for Florida Municipal Pension Trust Fund (FMPTF) 457 Deferred Compensation up to 5% of Manager's base salary.	Patricia Gentry	City Clerk	727-595.4646, ext. 124	pgentry@cityofbelleairbeach.com;
0%	10% Defined Contribution Plan	Penny Byrd	HR & Risk Management Manager	352-233-2108	pbyrd@bellevuefl.org;
	FRS	Roseann Prado	Village Clerk	305-899-8000	villageclerk@biscayneparkfl.gov;
0%	FRS	Ashley Millard	Disbursement Officer	850-674-5488	amillard@blountstown.org;
		Mark H. Buckingham	HR Director	561-393- 7804	MBuckingham@ci.boca-raton.fl.us;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

0%	FRS Senior Management	Meg Weiss	Director of Admin Services	239-949-6262	meg.weiss@cityofbonitasprings.org;
0%	3% match	M. Carmen Silva	City Clerk	863-375-2255	csilva@bowlinggreenfl.org;
100%	IMCA-RC; City pays 8% of base salary or \$13,200.00 (whichever is less) annually	Esperanza Tatis	HRIS Coordinator	561-742-6289	TatisE@bbfl.us
50% of annual salary	25.41% of wages	Linda Guth	Accounting Analyst	941-932-9451	corey.fortin@cityofbradenton.com;
\$230.00 a year	FRS	Terri Carter	Administrative Assistant III	352-540-3810	tcarter@cityofbrooksville.us;
0%	FRS	Kristen Bates	City Clerk	386-263-8808	kbates@bunnellcity.us;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

0%	Yes	Kelly Marcoux	Assistant City Clerk/ Director of HR	352-569-2403	kmarcoux@cityofbushnellfl.com;
0%	FRS	Lorna Piipke	Bookkeeper	904-879-3801	admin@townofcallahan-fl.gov;
0%	27.29% of gross salary	Patricia "Trish" Johnson	Human Resources Director	850-215-6654	pjohnson@cityofcallaway.com;
100% City paid	7% with 3% match	Jane Ross	HR/Risk Director	321-868-1234	j.ross@cityofcapecanaveral.org;
66.67% pay, max \$5,000/mo after 180th day of disability	401(a), EE 8%, ER contributes 12%	Lisa DePatie	Classification and Compensation Specialist	239-574-0536, ext. 4526	ldepattie@capecoral.net;
100%	Florida Retirement System	Miranda Litton	Finance/HR Administrative Assistant	850-697-3618, ext. 102	mirandalitton@fairpoint.net;
100%	401A 15% of base salary on annual basis	Yolanda Carlo	HR Specialist	407-262-7700, ext. 1113	ycarlo@casselberry.org;
0%	N/A	Marinda Wilson	City Clerk	850-663-4046	cityclerk@fairpoint.net;
0%	FRS	Mary Ellzey	City Manager	352-493-6711	mary@chieflandfla.com;
0%	FRS Senior Management	Patrice Tanner	Assistant City Administrator/City Clerk	850-638-6350	ptanner@cityofchipley.com;
0%	4% of salary matched by Town into a 401A	Keith Williams	Town Manager/Clerk	850-833-3405	keith@cincobayou.com;

\$5,000 = \$19.59 per pay	15% of annual base salary to ICMA	Chrystal Ryals	Human Resources Analyst	727-562-4871	chrystal.ryals@myclearwater.com;
0%	10% of employee's current salary into a deferred compensation plan on employee's behalf in equal proportionate amounts each pay period. Deferred compensation is in lieu of normal retirement plan participation.	Susan Dauderis	HR Director	352-241-7380	sdauderis@clermontfl.org;
Yes	6% of annual salary in defined contribution plan; will match up to 3% in deferred comp 457	Mary K. Combass	Interim City Clerk	863-983-1484	kathy.combass@clewiston-fl.gov;
100%	FRS Executive Plan, plus 7.5% in 457	Tammy Gemmati	Administrative Services Director	321-433-8665	tgemmati@cocoaf1.org;

Same as general employees	8% of base salary to ICMA, with City matching 4% if employee contributes 4% of base salary	Karin Grooms	Deputy City Clerk	321-868-3286	karin.grooms@cityofcocoabeach.com;
100%	City contributes maximum allowed by Internal Revenue Code to 401(a) and IMCA 457 deferred compensation. CM, upon retirement, may continue to participate in the City's then current group health and dental insurance plans with premiums being paid by City until the CM becomes eligible for Medicare.	Tim McPherson	HR Manager	954-956-1432	tmcpherson@coconutcreek.net;
		Cheryl Berke	Human Resources Programs Administrator	954-434-4300. ext. 238	cherylb@coopercityfl.org;
100%	25% yearly base salary	Kenneth Ingersoll	Compensation Manager	305-722-8641	kingersoll@coralgables.com

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Yes	City contributes 20% into ICMA RC, City Manager can contribute up to 10%	Adam Fernandez	HR Analyst	954-344-5925	afernandez@coralsprings.org
0%	Defined contribution totaling 10%	Patrick Kennedy	City Manager	386-698-2525	citymanager@crescentcity-fl.com;
		Brenda Royal	City Clerk	352-498-3468	townclerk@townofcrosscity.com;
0%	FRS	Angela Fay	Senior Accountant	352-795-4216, ext. 311	afay@crystalriverfl.org;
Same as other Town employees	FRS	Jazmin Gonzalez	Administrative Services Director	305-234-4262 305-972-8567	JGonzalez@cutlerbay-fl.gov;
\$0	10.5% for years 6-10 of service up to 12.5%, after year 10 - 401(a) plan	Patricia Coram	HR Director	352-521-1412	pcoram@dadecityfl.com;
0%	FRS	Paula Morrell	HR/Risk Management Director	954-924-6800, ext. 3706	pmorrell@daniabeachfl.gov
100%	Same as all City Employees	Donald Carter	Finance Director	863-419-3300, ext. 133	dcarter@mydavenport.org;

Same as general employees	Town provides \$25,000 per year of the contract toward a 457 Deferred Compensation program	Daniele Graydon	Human Resources Manager	954-797-1172 954-797-1100	daniele_graydon@davie-fl.gov;
\$37.36 per week	FRS Senior Management	Earnestine Maddox	Personnel Officer, HR Administration HR Director's Office	386-671-8202	maddoxe@codb.us
0%	FRS Senior Management	Cheri Schwab	City Clerk/HR Director	386-763-5364	cschwab@cityofdbb.org;
100%	401(a), City contributes 10% for all employees; also a voluntary 457(b)	Wendy Cullen (HR); Elizabeth Bauer (Finance)	HR Director; Finance Director	386-601-0217 386-601-0227	WCullen@debary.org; LBauer@debary.org;
Same as other managerial employees	15% of annual salary		Human Resources	954-480-4260	web.hr@deerfield-beach.com

FLORIDA 2018 CITY MANAGER SALARY SURVEY

0%	FRS	Lacey Woodham	HR Director	850-892-8571, ext. 119	woolacey@defuniaksprings.net;
0%	Senior level 401a, 12% of salary	Mark Hayward	HR Director	386-626-7096	haywardm@deland.org
		Dot Bast	Senior Human Resources Manager	561-243-7127	bast@mydelraybeach.com
		Rebecca Wilk	Human Resources Manager	386-878-8754	rwilk@deltonafl.gov;
100%	15% of salary	Karen Jankowski	HR/Risk Manager	850-837-4242, ext. 1301	<u>kjankowski@cityofdestin.com;</u>
Yes	The City offers 401 a. The City pays 12% of his salary towards the plan. Fully vested on day one.	Elizabeth Ramirez	HR Generalist	305-593-6725	elizabeth.ramirez@cityofdoral.com
100%	401/457 - matching up to 10% of base salary	Brian Lueth	Town Clerk	863-438-8330	blueth@townofdundee.com;
0%	8% of base salary	Paula McLemore	Payroll & Benefits Coordinator	727-298-3044	pmclemore@dunedinfl.net;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

0%	City matches 3% into FRS	Mandy Roberts	City Clerk	352-465-8500	mroberts@dunnellon.org;
0%	7% of gross pay	Dawn Wright	City Clerk	863-293-4141	dwright@eaglelake-fla.com;
0%	5% of salary quarterly after 1 year of service	Cathlene Williams	Town Clerk	407-623-8900, ext. 8910	cwilliams@townofeatonville.org;
Yes	12%	Brooke Appy	Human Resource Specialist	386-424-2400, ext. 1703	bappy@cityofedgewater.org
			Ms. Jacobi	305-795-7880	yjacobi@villageofelportal.org;
0%	401(a) - 9.5% employer paid with 2.5% employee paid	Lisa Roberson	Finance Department	239-221-5035	roberson@estero-fl.gov;
0%	401(a) - 6% City, 4% Employee	Jamie Tusing (HR); Mary Montez (City Clerk)	HR Tech; City Clerk	352-483-5441	montezm@ci.eustis.fl.us;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

0%	N/A - deferred comp	Claudia M. Alvarado	Senior Accountant	772-571-1616	accountclerk2@cityoffellsmere.org;
0%	457: 10% contribution of annual salary	Dale L. Martin	City Manager	904-310-3101	dmartin@fbfl.org;
0%	6.5% of salary	Penny Overstreet	City Clerk	386-517-2000, ext. 233	poverstreet@cityofflaglerbeach.com;
\$50.63/monthly	401(a) plan, 9% of salary City contribution	Myrlande Vincent	Human Resources Analysts	954-828-5821	mvincent@fortlauderdale.gov
	16.4% of salary	Melissa Cannon	Deputy City Clerk	863-285-1173	mcannon@cityoffortmeade.com;
0%	15% of base salary to Deferred Compensation Plan	Ellen M. Clyatt	Director of Human Resources	239-321-7064	eclyatt@cityftmyers.com;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

100%	401(a) or 457 deferred compensation or successor programs	Amy Baker	Deputy Town Clerk	239-765-0202, ext. 1402	amy@fmbgov.com;
Same as other City employees	Yes	Kevin Browning	Human Resources Manager	772-467-3764	kbrowning@cityoffortpierce.com;
0%	100% appropriate contributions to the Fort Walton Beach General Employees Pension Plan. City pays 5% base salary into the ICMA 457 Deferred Compensation Plan	Laraine Van Etten	Administrative Coordinator	850-833-9510	lvanetten@fwb.org;
0	6% of annual salary	Nicole McDowell	City Clerk	863-635-7854	nmcdowell@cityoffrostproof.com;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

		Esther Coulson	City Clerk	352-360-6790	ecoulson@fruitlandpark.org;
Did not elect	City contributes 10% to 401(a) plan	Ann Christoffersen	Interim Total Rewards Manager	352-393-8705	christoffam@cityofgainesville.org;
0%	N/A	John J. Deal	Town Manager	561-697-8868	glenridgetownof@bellsouth.net;
Insurance covers 66.57% of salary should the Town Manager go out on disability	Enrolled in same manner as police personnel	Sallam Abujarour	Executive Assistant to the Town Clerk	305-932-0744	sabujarour@goldenbeach.us;
Yes	20% of gross salary paid into SEP IRA	Christine Thrower-Skinner	Village Manager	561-732-0236	ctthrower@villageofgolf.org;
				850-263-3250	Gracevilleclerk@WFCA.net
0%	N/A	Amanda Applewhite	Town Clerk	850-592-4621	grandridgetownclerk@embarqmail.com;
	ICMA, City contributes at least 11% of salary, up to 14% at City's discretion	Mandy Birenbaum		321-951-1380	info@grantvalkaria.org;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

0%	N/A	Stacy Haacker	Sr. HR Generalist	904-297-7500	shaacker@greencovesprings.com;
0%	10% base salary into 401 Plan & 5% of total compensation and up to 2.5% match by the City	Suzanne Skidmore	HR Director	561-642-2001	sskidmore@greenacresfl.gov;
0%	FRS	Annie Proctor	Town Clerk	850-422-6215	townofgreensboro@tds.net;
0%	FRS	Dianne Formman	Assistant to the City Manager	850-856-2031	dformman@mygretna.com;
0%	4% after employed for a year. If employee contributes, City will match up to another 3%	Deo Persaud	HR Director	352-429-2141, ext. 2015	deo.persaud@groveland-fl.gov;
0%	15% of base salary	Stephanie Lucas	City Clerk	850-934-5115	slucas@gulfbreezefl.gov;
100%	401a plan through ICMA	Shannon Farrell	Human Resource Officer	727-893-1021	sfarrell@mygulfpport.us
EE pays	10% of salary, 401A	Shantavia Conner	OMB Director	863-421-9902	sconner@hainescity.com;
100%	401(a) Defined contribution	Ana Vega	Assistant HR Director	954-457-1348	avega@cohb.org;
0%	FRS Senior Management	Shelia Evans	Town Clerk	850-539-2820	townclerk-havana@mchsi.com;
0%	FRS	Janice C. Rutan	Town Administrator	561-689-0370	jrutan@townofhaverhill-fl.gov;
0%	7.50%	Ellen Vause	City Manager	352-481-2432	evause@cityofhawthorne.net;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

100%	ICMA	Jenny Parham	City Clerk	386-454-1416, option 6	jparham@highsprings.us;
100%	FRS	Cale Curtis	Finance Director	561-278-4548	ccurtis@highlandbeach.us;
	FRS	Mac Serda	Town Manager	954-427-4011	mserda@tohb.us;
0%	FRS Senior Management	Diane Cole	HR Manager	386-248-9440	dcole@hollyhillfl.org;
City pays full cost; 60% base salary after 90 day waiting period	ICMA 401 -- City contributes 16.3% of annual base salary; 457 Deferred Compensation -- City contributes maximum allowed by IRS regulations; City Manager contributes 8% of base salary to the Employees Retirement Fund	Tami Thornton	Assistant HR Director	954-921-3639	tthornton@hollywoodfl.org;

0	Retirement or deferred compensation of Employee's choosing, such as nto a 401a retirement and/or 457 deferred compensation plan, totalling 18% of Employee's base salary; not requird to make a contribution into either plan	Barbara Mora	Human Resources Coordinator	(305) 224-4469	bmora@cityofhomestead.com;
Yes	12% of annual salary to ICMA	Michael Casey	Town Manager	321-723-2242	mcasey@indialantic.com
0%	FRS Senior Management	Sue Frank	City Clerk	321-773-3181	sfrank@indianharbour.org
100%	457 plan Town contributes 11% of salary	Laura Aldrich (Town Clerk); Darlene Wiltzius (HR)	Town Clerk; HR/Finance Manager	772-231-1771, ext. 121	townclerk@irshores.com; irsta@irshores.com

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Same rate and benefit as other managerial employees	10% to ICMA 401A up to \$5000	Elizabeth Atkinson	Finance/HR Specialist	727-595-2517	eatkinson@irbcity.com;
Non-exempt employees only	13% with a mandatory employee contribution of 7%	Susan L. Scroggham	Director of Finance & Personnel	727-474-7779	sscroggham@myindianshores.com;
0%	FRS - Sr. Management rate 22.71%	Sheila Densmore	HR Coordinator	352-726-2611, ext. 1001	sdensmore@Inverness-FL.gov;
0%	FRS SMSC (22.71%) 457b (10% annual salary)	Evie Engelmeyer	Human Resources Manager	305-664-6448	HR@islamorada.fl.us;
Same as other employees	Same as other City employees enrolled.	Laurie Scott	City Clerk	904-247-6299	lscott@jaxbchfl.net;
N/A	N/A	Carl Bailey	City Manager	850-263-6636	jacobcity@wfeca.net;
0%	N/A	Jennifer Hightower	City Clerk	386-792-6822	jasper12@windstream.net;
0%	457	Christie Smith	City Clerk	386-938-4131	jenningsch09@yahoo.com;
100%	FRS	Matthew Pazanski	Finance Director	561-656-0320	mpazanski@juno-beach.fl.us
Same as other employees	\$6,000 annually to the Manager's deferred compensation retirement plan	Jennife Cain	Senior HR Generalist	561-741-2615	JenniferCa@Jupiter.fl.us
0%	12% into 401A	S. John Pruitt	Town Administrator	561-746-3787	jicolony@bellsouth.net;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

100%	401a, 457b Deferred Compensation Plan	Vanessa Mutchnik	Town Clerk/HR Manager	772-545-0103	vmutchnik@tji.martin.fl.us
\$462 annually	\$11,193 annually	Cindy McCarthy	Town Clerk	727-498-8948	mccarthyc@kennethcityfl.org;
100%	no, 12% of salary paid to retirement plan	Juan Gutierrez	HR Director	305-365-8904	jcgutierrez@keybiscayne.fl.gov;
0%	Employee contributes 6%, City matches at 8%	Samantha Farist	HR Director	305-809-3716	sfarist@cityofkeywest-fl.gov;
0%	5%	Mary Abbott	Administrative Clerk	352-473-4807	abbott@keystoneheights.us;
0%	Yes	Beth Stefek	Personnel and Risk Management Director	407-518-2114	bstefek@kissimmee.org;
100%	Yes	Julia Harris	Administrative Assistant to Town Manager	352-751-1545	jharris@ladylake.org;
100%	100% to any account equal to the greater FRS's total contribution rate for the Senior Management Service Class, plus 100% in City's General Employee Retirement System	Margarita Martin	HR Manager	863-837-5241	mmartin@mylakealfred.com;
0%	ICMA 457 = 25.41%, based on FRS Senior Managment	Dave M. Walker	City Manager	386-496-3401	dwalker@cityoflakebutler.com

100%	FRS Senior Management	Michele Greene	Human Resources Director	386-719-5804	greenem@lcfla.com;
0%	9% of Salary and IRS Max into 457(b), not to exceed 10% of salary	Zoie Burgess	Deputy Town Clerk	561-964-1515	zburgess@lakeclarke.org;
Yes	5.50%	Sara Irvine	Town Administrator	863-439-1910	sara@townoflakehamilton.com;
0%	FRS Senior Management	Lauren Olsen	Deputy City Clerk	386-228-2121	lolsen@lakehelen.org

Yes	The City contributes 10% towards City Manager pension. As an employee she also gets 10% towards pension with a matching 2.5%	Jennifer Tate	Human Resources Specialist	407-585-1445	jtate@lakemaryfl.com ;
0%	\$19,191.00	Eva Cooper Hapeman	Town Clerk	863-699-3747, ext. 104	clerk@mylakeplacid.org ;
\$33.33; City pays \$17.95	5% employee contribution	Carmen Ortiz	HR Coordinator	863-678-4182, ext. 233	cortiz@lakewalesfl.gov ;
0%	10% into an approved Section 401 retirement program; ICMA not to exceed \$500	Loren E. Slaydon	HR Director	561-586-1632	lslaydon@lakeworthbeachfl.gov
60% of income to \$5,000 per month	City Employee Pension Plan, Plan C: Employee contribution 6%, Employer contribution 19.6%, Defined Contribution plan: Executive and New Hires over age 52: Employee contribution 8%, Employer contribution 15.39%	Jennifer Rider	HR Analyst Compensation	863-834-6042	Jennifer.rider@lakelandgov.net

Yes	7% of salary plus up to 2% match	Myila Young	HR/Risk Manager	561-540-5001	myoung@lantana.org
0%	12% paid by City into 401(a)	Jill Sassone	Assistant HR Director	727-587-6716	jsassone@largo.com;
Minimum of 60%	15% of base salary to ICMA-RC	D'Andrea Giddens-Jones	HRRM Director	954-535-2710	dandreag@lauderdalelakes.org
Yes	FRS Senior Management	Danny Goyochea	Accounting Specialist	954-640-4208	dannyg@lbts-fl.gov;
\$85.38/paycheck	10% of salary	Danielle J. Brooks	Administrative Clerk	(954) 730-3090	dbrooks@lauderhill-fl.gov;
0%	3% Base salary per year	John Anderson	Town Manager	(850) 971-5867	leemanager@leeflorida.org;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

0%	5% contribution toward 401a	Melissa Arriaga	HR Director	352-728-9740	melissa.arriaga@leesburgflorida.gov;
66 2/3% of monthly salary; Currently monthly premium \$63.00	ER contrib 14%; EE contrib 6%	Frank DiPaolo	Finance Director	954-784-3432	fdipaolo@lighthousepoint.com;
100% of employee	10% of salary	Barbara Gould	Accountant II	561-841-0393	bgould@lakeparkflorida.gov;
Same as other full-time employees	Employee is not eligible to enroll in FRS, so Employer will make a contribution not to exceed 4.67% into Employee's deferred compensation plan	Julie Craig	Executive Assistant to City Manager/HR Manager	(386) 364-3722 x 107	jcraig@cityofliveoak.org;
100% + long term care not to exceed \$7,000/year	17.8% salary in 401A	Lisa Silvertooth	Human Resources Manager	941-316-1999	lsilvertooth@longboatkey.org;
Employee is entitled to participate in all employee benefits plans and programs	Employee is entitled to participate in all employee benefits plans and programs	Lee Ricci	HR/Risk Management Director	(407) 260-3466	lricci@longwoodfl.org;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

100%	Employee pays 5%, City pays roughly 18%	Kelly Battistini	Human Resource Director	850-265-2121 x 107	personnel@cityoflynnhaven.com;
0	Florida Retirement System	Deanna Dinkins	Budget Analyst	(904) 259-0964	deanna@cityofmacclenny.com;
100%	12%	Karen Paulson	HR/Financial Coordinator	727-391-9951 ext 222	kpaulson@madeirabeachfl.gov;
N/A	City contributes 9.1% of his gross earnings into a 457 deferred comp after 1yr of employment	Lanee Pike	Human Resource/ Payroll Clerk	(850) 973-5081	laneepike@cityofmadisonfl.com;
No	401(A) - 6%, 457 (B) - 6%	Theresa C. Walker	HR Manager	(407) 539-6218	twalker@itsmymaitland.com;
100%	FRS	Matthew Stinnett	Town Administrator	(321) 727-7764 x 16 Deputy City Clerk - Matt Stinnett	mstinnett@townofmalabar.org;
No	None, 401K and 457	Linda Stumpf	City Manager	(561) 585-9477	lstumpf@manalapan.org;
100%	25.41%	Katina Pinder	Deputy Town Clerk	(561) 848-1235	kpinder@townofmangoniapark.com
\$456 annually	5% of employee's base pay into a 401A retirement account and 10% of base pay into a 457 account	Diane Naylor	HR Director	(305) 289-4122	naylord@ci.marathon.fl.us;
0%	401a - 6.5%	Leslie Sanford	Human Resources Manager/Grants Coordinator	239-389-3970	lsanford@cityofmarcoisland.com;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Same as other Department Heads	Senior executive level of the FRS	Laurie L. Meyer	Director of Human Resources	(954) 935-5343	lmeyer@margatefl.com
0	Florida Retirement System	Julie Chance	Human Resources	850-718-1001	jchance@mariannafl.city;
		Suzanne Dixon	Town manager	904.377.2748	suzdixon55@yahoo.com;
100% for the employee	The City does not offer a pension (defined benefit) plan; however it does offer two defined contribution plans, one at 6% of the employee's salary paid entirely by the City.	Dana Williams	City Clerk/HR	(850) 243-3566 ext 11	cclk@cityofmaryesther.com;
No	N/A We have a 401K Plan	Stephanie Abrams Michelle Hawkins	Assistant City Clerk City Clerk	(352) 429-3341	michelle.hawkins@cityofmascotte.com;
0%	Yes	Beth Nelson	City Manager	(352) 591-1047	townofmcintosh@windstream.net;
	FRS SMSC	Carol Burns	Human Resources Manager	321-608-7805	carol.burns@mlbfl.org;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	FRS - Contribute standard amount, not managerial rate	Jennifer	Town Clerk		townclerk@melbournebeachfl.org;
No	FRS	Mell Smigielski	Administrator	(850) 648-5700 x 203	mell@mexicobeachgov.com;
100%	20% annual salary	Felipe Arriola	HR Tech II	(305) 494-2579	farriola@miamigov.com
Yes	Defined Benefit Plan. Age 62 , 5 year vesting, 4% multiplier, 10% employee contribution	Michael Smith	Human Resource Director	(305) 673-7000 x26724	michaelsmith@miamibeachfl.gov;
\$ 164.18 (100%)	\$ 4,683.58 - Florida Retirement System – Employee contributes 3%	Sandra Ruiz	HR Administrator	(305) 622-8030	sruiz@miamigardens-fl.gov;
No	FRS contribution at senior management rate OR in lieu of FRS, corresponding amount goes to a 401 ICMA plan	Cynthia Alejo	HR Specialist	(305) 364-6100	alejoc@miamilakes-fl.gov;
Yes	Subject to contract negotiations	Ysebaly Rodriguez	Village Clerk	(305) 762-4870	rodriguezy@msvfl.gov;
No	14.897% to 401A	Bill Collins	HR Director	(305)805-5008	collinsw@miamisprings-fl.gov;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

No	No	Debbie Gonano	Town Administrator	(352) 466-3121	townhall@micanopytown.com;
			online form	(850) 574-2355	ldilworth@midwayfl.com
No	ICMA - 7% match	Laquita Neely	HR Coordinator	850-983-5427	lneely@miltonfl.org;
No	FRS	Mark E. Johnson	City Manager	352-394-3598 ext 101	mjohnson@minneola.us;
60% of monthly earning to a max benefit of \$5,000 per month	N/A	Sabine Champagne	Human Resources Generalist	(954) 602-3326	schampagne@miramarfl.gov;
No	FRS	Emily Anderson	City Clerk	(850) 342-0292	eanderson@mymonticello.net;
0	15% contributed to 401A	Sharon Kraynik	HR Director	(352) 735-7175	krayniks@cityofmounddora.com;
100%	8% invest and up to 5% matching	Sharon Lauther	City Clerk/HR Director	(863) 425-1125 x 223	slauther@cityofmulberryfl.com;
60%	\$1346.92 per pay check	Charlotte O'Bryon	Human Resource Director	239-213-1838	cobryon@naplesgov.com;
N/A	City contributes an amount equal to 7% of Manager's salary to 401 (A) account to which Manager contributes 3%. City contributes an amount equal to 10% of Manager's salary to an established 457 account	Catherine Ponson	City Clerk/HR	904-270-2400 x 30	clerk@nbfl.us;
\$0	401(k), Annuity, or FRS - City will contribute an equal amount as employee's contribution	Bernie Wharran	Human Resource Manager	727-853-1026	wharranb@cityofnewportrichey.org;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

100%	FRS Rate with the EE 3% portion added to City side - No Employee contribution required, Enrolled in ICMA 401a	Renina Fuller	HR Director	(386) 410-2641	rfuller@cityofnsb.com
100%	FRS, 457b 2.5%	Deborah Starr	Director of Human Resources	(352) 474-6388	deborah.starr@ci.newberry.fl.us;
0	FRS	Dan Doucet	City Clerk	(850) 279-6436 ext 1104	ddoucet@niceville.org;
\$150,000	Same percentage that would be paid to FRS contributed into ICMA Account for Village Manger	Carla Gomez	Human Resource Director	954-670-3724	Cgomez@nbvillage.com; bwains@nbvillage.com;
\$4,979/year	IRS Max into ICMA, RC 401(a) and 457 plans	Jennifer Yarmitzky	HR Manager	(954) 597-4712	jyarmitzky@nlauderdale.org;
Same as other unclassified administrative staff in the City	10% of City Manager's current salary into ICMA account, payable weekly	Francisco L. Medranda	Management Analyst	(305) 893-6511 ext 12110	fmedranda@northmiamifl.gov;
	General management employees retirement plan	Nadia Nazaire	Compensation Coordinator	(305) 948-2918, ext. 2043	Nadia.Nazaire@citynmb.com;
100% -- \$43.00/month	401a - \$2,300.78/month	Renee Govig	HR Director	(561) 841-3358	rgovig@village-npb.org;
No	FRS SR Management plus 3.5% contribution to ICMA-RC	Yvonne Gibson	HR Coordinator	(941) 429-7133	ygibson@cityofnorthport.com;
No	Florida Retirement	Kohn Evans	City Administrator	(386) 345-3522 x 2	evansk@oakhillfl.com;
Yes	401K	Nancy Kulscar	Human Resources Director	(407) 656-1117 x 2111	nkulscar@oaklandfl.gov;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

N/A	Equivalent of Senior FRS City Contribution	Lori Day	Director, HR and Administrative Services	(954) 630-4315	lorid@oaklandparkfl.gov;
0	Pension options through (ICMA) International City Management Association Retirement Corporation	Nerissa Davis	HR Administrator	(352) 629-8359	ndavis@ocalafl.org
N/A	N/A	Pam Orr	Town Clerk	(772) 334-6826	townclerk@townofocanbreeze.org;
100%	5% of salary (ICMA Vantagepoint)	Jean Hallahan	Deputy Town Clerk	(561) 732-2635	jhallahan@oceanridgeflorida.com;
Same as all City Department Directors	General Employees Pension plan 7.4% base salary, contributes 10.95% annually to a deferred compensation plan	Michele Schramm	Administrative Assitant to City Clerk	(407) 905-3105	ccd1@ocoe.org;
\$57.44 premium per month	Yes	Bobbie Jenkins	City Deputy Clerk	(863) 763-3372 ext 9814	bjenkins@cityofokeechobee.com;
100%	15% of salary	Michelle Kutch	Human Resources Administrator	813-749-1110	mkutch@myoldsmar.com;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

100%	FRS City to contribute 3%	Yslande Agenor	HR Assistant	(305) 953-2815	yagenor@opalockafl.gov;
0%	FRS Senior Management	Jeremy Wiggins	HR Manager	(386) 775-5457	jwiggins@ourorangepcity.com;
0	No	Sarah Campbell	Town Manager	(904) 278-3011	scampbell@townop.com;
N/A	Town Manager opted out	Cherry Sowe	Town Clerk	(772) 581-2770	townclerk@townoforchid.com;
The city doesn't provide funding, but they do provide flex credits - \$87.03	No pension, but is under the DC plan (401K)	Marily Gonzalez-Castillo	Compensation Analyst	(407) 246-3225	marily.gonzalez-castillo@cityoforlando.net;
Yes	401(a) at 10.8% of salary	Heather Kidd	HR Generalist	386-676-3228	heather.kidd@ormondbeach.org;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	5% of salary	Stephanie A. Abadie	Human Resources Specialist	407-971-5525	sabadie@cityofoviedo.net;
	\$226.92 bi-weekly	Jacqueline Ramsay	Human Resources Manager	(561) 260-4121 x 2008	jramsay@cityofpahokee.com;
No	Employee pays 6% of gross pay - defined benefit plan	Betsy Driggers	City Clerk/Interim City Manager	386-329-0100 ext. 211	bdriggers@palatka-fl.gov;
Yes	7% to ICMA-RC, same percentage as Group 1 employees into 401(a) Executive Retirement Plan	Jennifer Marrero	HR Analyst II	(321) 952-3421 ext. 3203	jennifer.marrero@palmbayflorida.org;
Equal to coverage provided to Administrative and Executive Town employees	DROP				hr@townofpalmbeach.com;
100%	Deferred Compensation 18% of annual base salary, FRS Senior Management (24% City plus 3% Manager contribution)	Angela Roberts	Human Resources Coordinator	561-799-4206	aroberts@pbgfl.com;
		Evyonne Browning	City Clerk	(561) 844-3457 x 102	ebrowning@pbstownhall.org;
\$0.00	13% to 401A	Debbie Streichsbier	Compensation and Training Manager	(386) 986-3725	dstreichsbier@palmcoastgov.com;
		Kimberly Wynn	Village Clerk	561.434.5084 x 4 for HR	kwynn@vpsfl.org;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Limited to \$4,000 annual cost to village	401(a) - 6% village contribution, plus up to 6% matching contribution; 457 - 6% village contribution	Jessica Mak	HR Manager	305-259-1234	jmak@palmettobay-fl.gov;
No	10% of pay annually	Cheryl Furr	Director of Human Resources	(850) 872-3014	cfurr@pcgov.org;
N/A	Defined Benefit Plan	Mary Jan Bossert	City Clerk	850-233-5100	mbossert@pcbgov.com
100%	17% to ICMA 401a, Maximum allowable contribution established annually by the IRS to ICMA 457	Kristin Milligan	HR Manager	954-757-4208	kmilligan@cityofparkland.org;
100% Employee	FRS	Harry Taubenfeld	Finance & Budget Director	954-966-4600 ext. 232	htaubenfeld@townofpembrokepark.com;
Same as other full-time City employees	Same as other full-time City employees				Call for public records request: 954-450-1050
N/A	10% Annually	Anita Cooper	Town Clerk	(904) 529-9078	penneyfarms@bellsouth.net;
No	FRS	Renay Pierre-Robinson	Classification & Compensation Analyst	850-435-1724	rpierre@cityofpensacola.com;
Yes	FRS and optional 457 which City will match a portion of the Employee's personal contribution (25%). Caps when Employee contributes more than 4% of their pay.	Stephanie Bailey	HR Specialist	850-584-7161 ext. 113	hr@cityofperry.net;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

100%	Defined Contribution Plan 401 Money Purchase Plan 23.10% Employer Contribution	Mayra R. Sauleda	Human Resources Manager	(305) 234-2121	sauleda@pinecrest-fl.gov;
0	Yes, general employee pension	Minh Huynh	HR Management Analyst	727-369-0641	mhuynh@pinellas-park.com;
0%	8% of annual pay into 401A	Mercedes Perez	Director of HR	(813) 659-4201	mperez@plantcitygov.com;
100%		Joanna Knowles	Financial Administrator	863-984-1375 Ext 246	Joanna.knowles@mypolkcity.org;
No	100%	Bobby Bush	Sr. Human Resources Analyst	(954) 786-4626	bobby.bush@copbfl.com;
	FRS - Senior Management	Kim Cherbano	HR Director	386-236-2152	kcherbano@ponce-inlet.org;
N/A		Heather Carrizales	Human Resources Manager	386-506-5561	hcarrizales@port-orange.org;
N/A	Florida Retirement System	Erin Applegate	Finance/HR Director	727-835-1270	e.applegate@cityofportrichey.com;
0	FL Retirement System	Charlotte M. Pierce	City Clerk	(850) 229-8261	cpierce@psj.fl.gov;
Depends on the service level selected	Retirement Contribution the same as all employees	Kristina Ciuperger	Special Assistant to the City Manager Chief Communications Officer Interim Human Resources Director	772-873-6329	kristinac@cityofpsl.com;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

N/A	In DROP	Phil Wickstrom	HR Manager	(941) 575-3371	pwickstrom@pgorda.us;
Paid by city	12.00%	Tim Beason	Finance Director	850-618-0030 850-618-0020 x 1899 HR	tbeason@myquincy.net;
100% of premium	12% of base salary into a brokerage account, FRS		City Clerk Department	(561) 845-4000	CityClerk@rivierabeach.org;
	City pays the amount of retirement entitlement equal to the amount available if such was paid under the City's pension plan	Corey Harris	HR Coordinator	321-221-7540	charris@cityofrockledge.org;
100% premium paid by Village	FRS	Monika Bowles	Director of Human Resources	(561) 790-5116	mbowles@royalpalmbeach.com;
100%	12.50%	Kimberly Nicholls	HR Director	(727) 724-1555 x 1407	knicholls@cityofsafetyharbor.com;
No	Yes	Fred Fosson	Director of Human Resources/Risk Management	(407) 688-5025	fossonf@sanfordfl.gov;
Yes	Defined Contribution Plan	Crystal Mansell	Administrative Services Technician	239-472-3700 ext. 355	crystal.mansell@mysanibel.com;

	City manager has agreed to forego participation in pension plan	Cheryl Garrett	HR General Manager	941-263-6338	cheryl.garrett@sarasotafl.gov;
	10% of manager's base salary paid into pension plan on her behalf	Thomas Albnus	HR & Benefits Coordinator	321-773-4407	talbinus@satellitebeach.org;
100% – Same as employees	9% into ICMA 401 account – Same as employees	Cynthia Watson	Human Resources Director	(772) 388-8222	cwatson@cityofsebastian.org
N/A	FRS - Senior Management	Charlotte Mann	Human Resource Officer	(863) 471-5100	charlottemann@mysebring.com;
100%	FRS	Erica Ottmann	HR Director	727-391-0204, ext. 108	eottmann@myseminole.com;
N/A	15% of salary	Pam Walker	Town Manager	(772) 287-2455 ext. 12	pwalker@sewallspoint.org;
Yes	12% match of base salary into 457	Thomas Burns	City Manager	(850) 651-5723	shalimarflorida@aol.com;
0%	FRS	Sherri B. Griffin	City Clerk	(850) 593-6636	sherrigriffin@sneadsfl.com;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

100%	5%	Natalie Malone	City Clerk	(561) 996-6751	sbcityclerk@southbaycity.com;
100%	FRS	Trudy O'Dell	HR Director	(386) 322-3069	trudy.odell@southdaytona.org;
Yes	14% of salary into retirement plan	Samantha Fraga-Lopez	Assistant City Manager	305-668-2515	sfraga-lopez@southmiamifl.gov;
		Yude Alvarez		(561) 588-8889	yalvarez@southpalmbeach.com
100%	10% to 401(a)	Marty Sherwood	Town Financial Administrator	(954) 434-0008	msherwood@southwesttranches.org
100%	Employee contributes 4% and has a 3.5% multiplier	Donna Hayes	Human Resources Director	904-209-4303	dhayes@citystaug.com;
0	24.06% of annual salary (FRS)	Patty Douylliez		(904) 471-2122	finance@cityofsab.org
Yes	City Manager contributes 1% and City Contributes	Stephanie Roldan-Latony	Compensation and Benefits	407-957-7277	sroldan@stcloud.org;
N/A	3%	Zoe A. Mansfield	City Manager	(850) 925-6224	cityofst.marks@comcast.net;
Yes		Colette Graston	HR Administrator	(727) 363-9263	Colette@stpetebeach.org;

		Lisa Terry	Deputy Clerk	(904) 368-1301	lterry@cityofstarke.org;
Same as other City Department Directors	Same as other City Department Directors, plus 10% into retirement account selected by Manager	Karen Cuffy	Human Resources Specialist	(772) 283-5107	kcuffy@ci.stuart.fl.us;
Disability policy equivalent to the amount of annual salary	Statutory amount for FRS, optional ICMA	HR Office		(305) 792-1708	cityclerk@sibfl.net
City Paid	Yes	Danielle Kirk	Human Resources Associate	(954) 838-4522	HR@Sunrisefl.gov;
		Yamileth Slate-McCloud	Human Resources Director	(305) 861-4863 x 227	yslate-mccloud@townofsunrise.gov;
	Participates in City Pension Plan and City contributes to an IRS 457 account	Tammy McKenzie	HR Program Coordinator	850-891-8951	tammy.mckenzie@talgov.com;
100%	City pays ee 10% contribution. City contributes 20% to 401(a) and annual IRS max to include catch up limits to 457 account	Whitney Neff	Senior HR Analyst	(954) 597-3604	whitney.neff@tamarac.org;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Yes	N/A - Former DROP participant	Gloria Dick	HR Assistant	(727) 938-3711	gdick@ctsfl.us;
100%		Crissy Bublitz	Human Resources Director	(352) 742-6211	cbublitz@tavares.org;
Yes	City funded 401(a) Retirement plan, 15 % of base salary	Crystal Jenkins	HR Technician III	(813)506-6430	HR@TempleTerrace.com
	Same as other employees	Kathy Hannon	HR and Risk Management Generalist	(561) 768-0416	khannon@tequesta.org;
No	A hybrid of Defined Benefit plus 401 (a) with a city match	Joseph A. Denaro	Human Resources Director	(321) 567-3725	Joe.denaro@titusville.com;
\$265.20 annually - Life and AD&D	8% paid to 401a and 7% paid to 457	Tiffany Makras	HR Director	(727) 547-4575	tmakras@mytreasureisland.org;
0%	FRS State Pension 25.41% of salary	Brittany Mills	Accounting Administrator	(352) 463-4000	bmills@trentonflorida.org;
	FRS	Karen Howard	City Clerk	(352) 669-3125	khoward@umatillaf1.org;
N/A	9% of salary	Tammy Johnson	City Clerk	(850) 729-5402	cityclerk@valp.org;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

\$423.03 premium annually	FRS Senior Management	Lori Stelzer	City Clerk	941-882-7390	lstelzer@venicegov.com;
Yes (6 months)	Yes	Tammy Bursick	City Clerk	772-978-4701	tbursick@covb.org;
None	\$2652.00 - Annual	Kim A. Worley	City Manager	(352) 468-1001	kim@waldo-fl.com;
0	Florida Municipal Pension Trust Fund/ Defined Benefit Plan EE - 10% of gross - Employer matches 4.38%	Terri Svendsen	HR Manager	863-773-3535	terri@cityofwauchula.com;
Same as employees	Same as other senior management FRS participants; maximum 457	Kim Gibbons	Human Resources Director	561-791-4063	kgibbons@wellingtonfl.gov;
Yes	FRS – CURRENTLY 3% EMPLOYEE AND 27.29% EMPLOYER	Kimberly Gale	HR Director	321-313-0363	kgale@westmelbourne.org;
No	FRS	Annery Gonzalez	City Clerk	(305) 266-1122	anneryg@cityofwestmiami.org;

100%	Defined Contribution Plan (EE's contribution 7.5% of earnings, City's contributions 6.5% of earnings)	Sylvia C. Gregory	Assistant Director of Human Resources	(561) 494-1021	sgregory@wpb.org;
No	7%			(954) 989-2688 x 2 City administration	info@cityofwestpark.org;
\$330	Amount equal to 20% of salary= \$45,000	Bryan Cahen	Director of Budget	954-385-2000	Bcahen@westonfl.org
0	Florida League of Cities	Connie Parrish	City Clerk	(850) 639-2605	connieparrish@fairpoint.net;
0	5.00%	Pam Tomlinson	Town Clerk/Finance	(386) 397-2310	cityhall@windstream.net;
No	FRS senior management (25.41%)	Melissa Tuck	HR Director	(352) 661-6095	mtuck@wildwood-fl.gov;

FLORIDA 2018 CITY MANAGER SALARY SURVEY

	14% gross salary	Fran Taylor	City Clerk	(352) 528-3060	frances.taylor@willistonfl.org;
50%	FRS	Dio Sanchez	HR Director	(954) 390-2126	dsanchez@wiltonmanors.com ;
N/A	10% of Salary is contributed to a Retirement account	Robert Smith	Town Manager	(407) 876-2563 x 5324 x 5321 for administrative assistant	rsmith@town.windermere.fl.us;
100%	Same as all other employees	Veronica Brown	HR Specialist	(407) 656-4111 x 2264	vbrown@cwgd.com
0	401	Shawn Dykes	Human Resources Manager	(863) 291-5651	sdykes@mywinterhaven.com;
66% of salary vs 60% of salary for general employees	Same percentage of salary contributed as other general employees plus 9% contribution to 457 Deferred Compensation	Katherine Jones	HR Generalist	(407) 599-3261	kjones@cityofwinterpark.org;
\$396.00	Yes	Casey Howard	HR and Benefits Manager	(407) 327-5962	choward@winterspringsfl.org;
N/A	Florida Retirement System Administrative Class	Chris Horning	HR Assisstant	(813) 780-0012	CHorning@ci.zephyrhills.fl.us; chrishorning12@gmail.com;

N/A	Town matches up to 5% for all employees	Laura Solorio	Accounting Clerk	(863) 735-0405 ext. 227	accountingclerk@townofzolfo.com;
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Salary Survey for City Managers in Florida Cities with Populations between 50,000 and 80,000

Cities in south Florida are highlighted in yellow

City Name	County	Date of Last Update	Population	# of Full-Time Employees	General Fund Budget	Total Budget	Services Not Provided by the City	Name of City Manager / Administrator
Kissimmee	Osceola County	11/13/2018	77,439	655	\$71,196,165	\$187,538,908	Water, sewer, electric	Mike Steigerwald
Lauderhill	Broward County	10/11/2017	72,934	373	\$58,483,503	\$166,221,395	N/A	Charles Faranda
Homestead	Miami-Dade County	10/1/2020	72,717	397	\$49,589,484	\$184,903,779		Catherine McCaffrey (Interim)
North Port	Sarasota County	8/6/2020	72,448	716	\$50,484,400	\$176,692,200		Peter Lear

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Weston	Broward County	8/31/2020	72,324	10	\$55,576,000	\$135,190	Weston is a Contract City	Donald P. Decker
Delray Beach	Palm Beach County	10/31/2019	71,646	780	\$111,490,730	\$208,516,932	Reclaimed water	Currently vacant
Daytona Beach	Volusia County	10/31/2019	70,902	878	\$103,635,309	\$262,152,050	Cable, electric, phone	James Chisholm
Tamarac	Broward County	9/15/2020	67,278	398	\$71,279,982	\$179,796,982	Police	Michael Cernech
Jupiter	Palm Beach County	7/31/2020	67,130	375	\$52,806,773	\$98,142,906	Fire, trash,sSewer	Matt Benoit
Doral	Miami-Dade County	12/5/2017	66,970	348	\$62,487,336	\$80,762,740		Edward A. Rojas
Wellington	Palm Beach County	9/22/2020	65,200	299	\$56,000,000	\$101,600,000	Police/Fire - Contracted	Paul Schofield

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Coconut Creek	Broward County	7/28/2020	63,849	434.5	\$87,888,810	\$157,860,020	N/A	Karen Brooks
North Miami	Miami-Dade County	9/21/2020	62,878					Theresa Therilus
Ocala	Marion County	9/24/2020	61,719	1054	\$118,657,794	\$820,297,193	Animal control, ambulance	Sandra Wilson
Sanford	Seminole County	10/31/2019	61,115	488	\$49,978,000	\$137,900,000	Full service City, contract out debris and refuse hauling	Norton N. Bonaparte, Jr.
Bradenton	Manatee County	9/19/2019	60,888	482	\$49,125,105	\$124,451,994	Electric	Carl Callahan

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Bonita Springs	Lee County	1/23/2019	60,872	60	\$18,002,717	\$33,971,942	Police, fire, utilities	Arleen Hunter
St. Cloud	Osceola County	9/21/2020	60,201	529	\$53,955,209	\$178,938,250	Electric	William Sturgeon
Port Orange	Volusia County	8/6/2020	59,363	491	\$40,647,130	\$116,697,755	Solid Waste	Vacant
Margate	Broward County	9/22/2020	59,218					Cale Curtis
Palm Beach Gardens	Palm Beach County	8/12/2020	57,890	532	\$127,573,158	\$175,554,209	Trash/Recycling Collection	Ron Ferris

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Sarasota	Sarasota County	8/6/2020	57,738					Thomas Barwin
Apopka	Orange County	last updated 10/27/ 2017; was unable to participate as of 9/10/ 20	56,973	397	\$47,978,789	\$124,672,709	N/A	Strong Mayor Form of Government
Pinellas Park	Pinellas County	9/21/2020	53,768	471	\$65,683,124	\$144,379,607	Electricity	Douglas A. Lewis
Pensacola	Escambia County	9/19/2019	52,411	724	\$53,693,400	\$239,718,600	Water and sewer	Christopher Holley
Coral Gables	Miami-Dade County	9/19/2019	51,503	807	\$170,921,005	\$226,588,971	Utilities, library, health services	Peter Iglesias
Ocoee	Orange County	9/22/2020	50,394	396	\$66,734,498	\$97,037,190		Robert Frank

All Florida cities with populations between 50,000 and 80,000

Average

Miami-Dade, Broward, and Palm Beach County excluded

Range

Average

Range

Date of Hire	Years of Service as a mgr	Annual Salary	Date of Last Increase	Performance Bonus	P Bonus is Based on	Amount of Exp Allowance	Car Allowance per month	Housing Allowance
1/4/1994	8	\$ 176,419	10/01/18	No	N/A	N/A	\$400	N/A
9/10/2001	16	\$ 251,261	10/01/17	No	N/A	\$739.33	800	N/A
6/17/2014	<1	\$ 185,000	N/A	N/A	N/A	Reasonable professional dues and subscriptions; applicable travel and subsistence expenses for professional development; City provides cell phone	\$750.00	N/A
7/13/2017	3	\$ 161,460	07/16/19	No	N/A	N/A	\$600.00	N/A

FLORIDA 2018 CITY MANAGER SALARY SURVEY

10/8/2019	1	\$ 225,000	N/A	N/A	N/A	N/A	\$750.00	N/A
8/1/2004	15	\$ 239,100	10/06/19	No	City Commission recommendation and approval	N/A	\$990.99	N/A
10/29/2001	10	\$ 264,216	01/29/20	3%	Based on Merit and approved by City Commission	\$2,500 per year	\$800.00	No
2/21/2018	7	\$ 232,661		Yes	The sole discretion of the Town	Professional dues and subscriptions, professional and official travel; \$200/month for cell phone	\$650/month	\$2,000/month for up to 6 months of temporary housing allowance; max of \$20,000 for relocation expenses
6/11/2014	3	\$ 200,848	06/11/17	5%	Evaluation	\$500.00 per month	\$500.00	N/A
9/24/2001	12	\$ 225,000		No	N/A	Reasonable and appropriate professional dues, reasonable and customary travel, job affiliated expenses up to annual budget approval	\$600	No

FLORIDA 2018 CITY MANAGER SALARY SURVEY

5/12/1997	<1	\$ 252,304	N/A	Up to 5% lump sum bonus	CM receiving an above average annual evaluation	Reimbursement for non-personal and generally job-affiliated expenses; professional dues and subscriptions, travel and subsistence expenses for professional development	\$600	N/A
7/1/2020		\$ 252,000	N/A			Cell Phone \$200/month	\$750/month	
1/3/2000	2	\$ 225,000	06/02/00	N/A	N/A	N/A	\$750/month	N/A
9/12/2011	8	\$ 173,942	10/01/18	No	N/A	\$0.00	\$600.00	0
1/8/1996	5	\$ 175,587	10/7/2018	No	N/A	N/A	\$500	N/A

FLORIDA 2018 CITY MANAGER SALARY SURVEY

9/5/2018	<1	\$ 152,000	09/05/18	No	N/A	N/A	N/A	N/A
3/18/2013	2.83	\$ 152,337	10/26/19	No	N/A		\$500.00	N/A
			10/08/19	N/A		N/A	\$500.00	N/A
6/5/2019	<1	\$ 204,000				\$80 per month for cell, \$200 per year for cell replacement, laptop, 2 mobile computing devices,	Vehicle Provided	
2/5/2001	19.5	\$ 277,277	10/01/19	No	N/A	N/A	\$650.00	No

9/1/2012	8	\$ 220,668	10/09/19			N/A	\$600.00	No
11/01/2004 (not as City Manager)	6.75	\$ 188,739	10/01/20	No	N/A	Budgeted for travel, training and business related expenses, and professional memberships	\$417	N/A
11/27/2018	<1	\$ 159,999	N/A	No	N/A	N/A	N/A	N/A
9/25/2018	<1	\$ 242,426	10/01/18	No	N/A	Professional membership and professional development fees	\$703.84/Month	N/A
7/12/2004	16	N/A		No	N/A	Cell phone, dues and subscriptions	\$700/month	

	\$ 210,315
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\$152,000 to \$277,277

	\$ 184,114
\$152,000 to \$239,100	

Severance Pay	Severance Pay Amount	Severance Pay includes Pension & Health Insurance	Annual Leave Days	Sick Leave	Personal Days	Paid Holidays	Medical Insurance, Portion the City Pays	Dental Insurance, Portion, the City Pays
Yes	6 months	Yes	20	12	5	10	100% employee	100% employee
Yes	One year of Severance pay for each year of employment, up to a max of 20 weeks	N/A	Accrue vacation at the same rate as Department Heads, calculated and allocated on 10/1 each calendar year with maximum seniority = 29 days per year	Accrue sick leave at the same rate as Department Heads, calculated and allocated on 10/1 each calendar year with maximum seniority = 12 days per year	1	13	100%	100%
Yes	Lump sum cash payment of 4 weeks of salary; automobile allowance, deferred compensation contributions, cash value of sick and vacation leave Employee would have accrued during applicable period (sick payment only due if Employee has been employed by the City for at least 15 years)	Deferred compensation contributions	Credited with 24 hours; accrues 4 hrs/week; up to 416 hours	3 hrs/week; up to 1,440 hours	N/A	Same as other general employees	100% employee and dependents	0%
Yes	16 weeks' salary, plus all unused accrued leave	No	20	12	Up to 2	12	100%	100%

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Yes	20 weeks of regular base salary and unused leave benefits	Health Insurance premium paid for 20 weeks	25	10	N/A	10	\$22,499.00	\$1,667.00
Yes	6 months' salary	Yes	30 days (240 hours annually)	0	2.5 days (20 hours per month)	11	\$376.19 per week	\$26.19 per week
Yes	20 weeks	Yes for up to 1 year	316	7 hours per month	70	11	100%	100%
Yes	20 week of pay, accrued benefits, and COBRA insurance	Insurance - Yes	20	12	1	11	100% for employee, spouse, and dependents	100% for employee, spouse, and dependents
Yes	All accrued PTO time, not to exceed 400 hours	N/A	PTO. Accrues 6.15 every two weeks + 40 hours of PTO received on Anniversary.	0	2	11	100%	100%
Yes	20 weeks		Maximum amount allowable for employees	Maximum amount allowable for employees		Same as employees	100% employee and spouse	100% employee and spouse

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Yes	20 weeks of salary; 100% of unused sick and vacation hours, as well as any other accrued benefits earned	Yes	<1 year of service = 0.0385 vacation hours (vh) accrued per regularly scheduled paid hour (rsph) 1 year = 0.0577 vh/rsph 3 years = 0.0770 vh/rsph 5 years = 0.092 vh/rsph 10 years = 0.1154 vh/rsph 20 years = 0.1538 vh/rsph Once the max. 280 hours has been reached, no further accumulation shall occur until the vacation leave balance is less than 280 hours.	0.0462 hours of sick leave for each hour of regular paid service	2 average workshifts	11	100% for employee and dependents for group health insurance; if CM enrolls in HDHP group health insurance plan, the City shall provide for a contribution to CM's health savings account equal to the maximum allowed by law	100% for employee and dependents
Yes	20 weeks salary and unused leave		Same as other unclassified administrative staff in the City	Same as other unclassified administrative staff in the City		Same as other unclassified administrative staff in the City	Same as other unclassified administrative staff in the City	Same as other unclassified administrative staff in the City
Yes	20 weeks' salary	Yes	up to 6 months of paid time off	N/A	1 floating holiday	10	\$776.44/month	0%
Yes	12 weeks, plus 1 week for each year of service, up to 20 weeks	Yes	312 hours	0	0	9	90%	0%
No	N/A	N/A	15	12	0	12	\$9,733	0%

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Yes	3 months lump sum payment of gross wages to including benefits less retirement	Health, not pension	188 hours	N/A	24 hours	10	100%	100%
Yes	May give 90 calendar days notice or 90 days pay	Receive all accrued benefits, including a maximum of 40 day unused time off, sick, retirement, and other accrued benefits. City will pay for health insurance for 6 months after termination date or when employee finds another full time position		8 hours per month	20	10 plus 1 Floating Holiday	\$934	\$27.08
Yes	20 weeks' salary	No	N/A	N/A	31	7	Declined	Declined
Yes	20 week, plus accumulated leave and other eligible benefits	No	20	12			Same as other Department Heads	Same as other Department Heads
			69 Including holiday/ personal days	Included in PTO	Included in PTO	11, plus 1 floating holiday	100%	100%

Yes	20 weeks aggregate salary plus vehicle allowance, vacation leave, disability insurance and International City/County City Management Association Retirement Corporation deferred compensation.	Yes for vehicle allowance, vacation and leave, disability insurance, and deferred compensation plan	20	10			Yes	
Yes	4 months' salary	Separate lump sum equal to amount that would have been contributed over 4 months for health and life insurance	Based on total service, currently 160 hours per fiscal year	96 hours per fiscal year	24 hours per fiscal year	10	Same as other general employees	0
Yes	20 weeks of annual salary	No	18 hours/month	0	2	12	68%	19%
Yes	20 weeks	Yes	120 hours annually	Accrues 4.23 hours/pay period	3	11	100%	100%
Yes	9 months base salary	Yes, health insurance for 9 months or until employee finds other employment that offers health insurance benefits	32 + 5 Admin	Same as all City Department Directors	Same as all City Department Directors	Same as all City Department Directors	Same as all City Department Directors	Same as all City Department Directors

FLORIDA 2018 CITY MANAGER SALARY SURVEY

Vision Insurance, Portion, the City Pays	Life Insurance Amount Paid By City	Short Term Disability Paid by City	Long Term Disability Paid by City	Pension	Survey Completed by	Title of Person Completing Survey	Telephone Number
0%	Equal to Annual Salary	0%	0%	Yes	Beth Stefek	Personnel and Risk Management Director	407-518-2114
\$0	2 times the annual salary up to \$500,000, \$57 for life insurance/ paycheck and \$11.88 for AD&D/paycheck (26 payrolls/year)	\$11.40/paycheck	\$85.38/paycheck	10% of salary	Danielle J. Brooks	Administrative Clerk	(954) 730-3090
0%	\$1	0	0	Retirement or deferred compensation of Employee's choosing, such as nto a 401a retirement and/or 457 deferred compensation plan, totalling 18% of Employee's base salary; not requird to make a contribution into either plan	Barbara Mora	Human Resources Coordinator	(305) 224-4469
100%	1 times salary	Yes	No	FRS SR Management plus 3.5% contribution to ICMA-RC	Yvonne Gibson	HR Coordinator	(941) 429-7133

FLORIDA 2018 CITY MANAGER SALARY SURVEY

\$133.00	\$715 + \$51.12 for AD&D	\$240	\$330	Amount equal to 20% of salary= \$45,000	Bryan Cahen	Director of Budget	954-385-2000
					Dot Bast	Senior Human Resources Manager	561-243-7127
(included in health amount)	\$202.31 per week	0%	\$37.36 per week	FRS Senior Management	Earnestine Maddox	Personnel Officer, HR Administration HR Director's Office	386-671-8202
100%	100%	100%	100%	City pays ee 10% contribution. City contributes 20% to 401(a) and annual IRS max to include catch up limits to 457 account	Whitney Neff	Senior HR Analyst	(954) 597-3604
100%	Same as other employees	0%	Same as other employees	\$6,000 annually to the Manager's deferred compensation retirement plan	Jennife Cain	Senior HR Generalist	561-741-2615
0%	\$110.25 monthly *coverage shall not exceed \$300,000.00	Yes	Yes	The City offers 401 a. The City pays 12% of his salary towards the plan. Fully vested on day one.	Elizabeth Ramirez	HR Generalist	305-593-6725
100% employee and spouse	\$500,000	Same as employees	Same as employees	Same as other senior management FRS participants; maximum 457	Kim Gibbons	Human Resources Director	561-791-4063

FLORIDA 2018 CITY MANAGER SALARY SURVEY

0%	\$20,000	100%	100%	City contributes maximum allowed by Internal Revenue Code to 401(a) and IMCA 457 deferred compensation. CM, upon retirement, may continue to participate in the City's then current group health and dental insurance plans with premiums being paid by City until the CM becomes eligible for Medicare.	Tim McPherson	HR Manager	954-956-1432
	Same as other unclassified administrative staff in the City	Same as other unclassified administrative staff in the City	Same as other unclassified administrative staff in the City	10% of City Manager's current salary into ICMA account, payable weekly	Francisco L. Medranda	Management Analyst	(305) 893-6511 ext 12110
0%	\$23.06/month (\$226,000 basic life amount) + \$40.20/month (\$100,000 executive life)	0	0	Pension options through (ICMA) International City Management Association Retirement Corporation	Nerissa Davis	HR Administrator	(352) 629-8359
0%	1 times salary	Yes	No	Yes	Fred Fosson	Director of Human Resources/Risk Management	(407) 688-5025
0%	1x salary	0%	50% of annual salary	25.41% of wages	Linda Guth	Accounting Analyst	941-932-9451

FLORIDA 2018 CITY MANAGER SALARY SURVEY

0%	1X salary	0%	0%	FRS Senior Management	Meg Weiss	Director of Admin Services	239-949-6262
0	One time annual salary	No	Yes	City Manager contributes 1% and City Contributes	Stephanie Roldan-Latony	Compensation and Benefits	407-957-7277
100% employee paid	3x annual salary Premium= ~\$55.80 per month	N/A	N/A		Heather Carrizales	Human Resources Manager	386-506-5561
Same as other Department Heads	1 times annual salary	Same as other Department Heads	Same as other Department Heads	Senior executive level of the FRS	Laurie L. Meyer	Director of Human Resources	(954) 935-5343
100%	2 times annual salary up to \$100,000	100%	100%	Deferred Compensation 18% of annual base salary, FRS Senior Management (24% City plus 3% Manager contribution)	Angela Roberts	Human Resources Coordinator	561-799-4206

FLORIDA 2018 CITY MANAGER SALARY SURVEY

				City manager has agreed to forego participation in pension plan	Cheryl Garrett	HR General Manager	941-263-6338
					Beth James	HR Specialist	407-703-1743
Same as other general employees	Same as other general employees	Same as other general employees	0	Yes, general employee pension	Minh Huynh	HR Management Analyst	727-369-0641
0	100% - \$10,000 policy	No	No	FRS	Renay Pierre-Robinson	Classification & Compensation Analyst	850-435-1724
100%	2x annual salary	100%	100%	25% yearly base salary	Kenneth Ingersoll	Compensation Manager	305-722-8641
Same as all City Department Directors	Eligible for life insurance 2x annual salary	Same as all City Department Directors	Same as all City Department Directors	General Employees Pension plan 7.4% base salary, contributes 10.95% annually to a deferred compensation plan	Michele Schramm	Administrative Assitant to City Clerk	(407) 905-3105

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Memorandum

Colin Baenziger & Associates

TO: Mayor and Members of the City Council
Port Orange, FL

FROM: Colin Baenziger

DATE: January 4, 2021

SUBJECT: City Manager Search – City Manager Salaries of Comparable Cities

Introduction

The salary range Port Orange uses to attract its next City Manager is entirely up to you, the Mayor and City Council. It is important, though, that you be aware of the market because, at least to some degree, you get what you pay for.

Considerations

When determining a salary range, a number of factors should be considered. The ones we believe are most important are:

- The caliber and experience of the manager you are seeking;
- Managers generally expect to be paid more than their current salary when moving to a new job (unless they are not working);
- What the competition (i.e., cities of a similar size) are paying their managers;
- The cost of living in your community;
- The desirability of your community;
- What the community can afford to pay; and
- What the elected body is comfortable offering.

The Data

My firm conducts an annual survey of Florida City Managers and their compensation. While it is not possible to get data from every jurisdiction every year, the survey provides valuable information when a city is considering what it should pay its next manager. I have attached the full survey results for our most recent effort. Since it contains quite a bit of data, much of which is not directly relevant, I have extracted the information for Florida cities with populations of 50,000 to 80,000 and attached that subset¹. Note that I have highlighted in light yellow the cities that are not in South Florida. You may also want to consider the following link: https://jg-tc.com/news/local/govt-and-politics/how-much-do-central-illinois-city-managers-earn/collection_20910941-1a76-5736-889e-2692ef58a255.html#1. I came across it on Friday reading my city manager news clippings.

¹ We updated some of the data in subset today (population, primarily) so it may not match the data in the larger sheet exactly.

Commentary

As you can see, cities in South Florida tend to pay higher salaries than elsewhere in the state. Port Orange is in a much smaller metro area, and the cost of living is lower. It is also a highly desirable location without many of the issues other cities have. Hence, we would expect to pay a lower salary.

On the other hand, if we want to consider experienced candidates who have managed cities reasonably close to the size of Port Orange, they are likely to come from a larger metro area (where most similarly sized cities are), and already have a high salary. Further, the cities we are competing with for talent are also likely to be in large metropolitan areas, and candidates tend to be drawn to jobs with higher salaries. Both these factors would suggest a salary at or above the average.

Analysis

Salary ranges are designed with a lower end to account for the relatively inexperienced candidate to the upper end for the very well qualified candidate. Ranges are often established by taking the average of salaries for comparable positions and subtracting 17% to establish the bottom of the range and adding 17% for the top of the range. If we take the average salary of approximately \$184,000 of the non-south Florida cities in our take, the result would be a range of approximately \$152,720 to \$215,280.

In this case, based on my experience, I would probably use $\pm 15\%$. Again, using only the non-South Florida cities, the resulting range would be \$156,400 to \$211,600. For simplicity, a range of \$155,000 to \$210,000 seems logical.

Conclusion

The decision concerning what to advertise the City Manager's position is entirely yours. It is important to note that you do not have to pay someone at the top of the range. In fact, many managers assume they will start nearer the bottom than the top but like to see a range that would allow them to grow financially based on their success.

In any case, given the data, if you want to consider experienced managers from similarly sized cities, my recommendation would be to advertise with a range of \$155,000 to \$210,000 with a sentence added to the effect of, "The City hopes to attract high qualified managers who are comfortable with a salary in the lower half of the salary range."

A handwritten signature in dark ink, appearing to read "Ch. Baerzger", is written over a horizontal line.