

**JUNE 24, 2025**

**SPECIAL  
CITY COMMISSION MEETING  
AGENDA PACKET  
AMENDED (6/24/2025)**

**Time:  
4:30 p.m.**

**Location:  
Holiday Inn  
401 2<sup>nd</sup> Street  
Indian Rocks Beach, FL. 33785**



# City of Indian Rocks Beach

1507 Bay Palm Boulevard, Indian Rocks Beach, Florida 33785  
[www.indian-rocks-beach.com](http://www.indian-rocks-beach.com)

**AGENDA-Amended**  
**CITY OF INDIAN ROCKS BEACH**  
**SPECIAL CITY COMMISSION MEETING**  
**TUESDAY, JUNE 24, 2025 AT 4:30 P.M.**  
**HOLIDAY INN HARBORSIDE**  
**401 2<sup>ND</sup> STREET- PELICAN ROOM**  
**INDIAN ROCKS BEACH, FLORIDA 33785**

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**CALL TO ORDER**

**PLEDGE OF ALLEGIANCE**

**ROLL CALL**

1. **ACTION ITEM:** Resolution 2025-05 for appointment and contract of City Attorney with Shumaker, Loop and Kendrick, LLP. (Presented by: Attorney Randy Mora)
  2. **DISCUSSION:** City Manager Recruitment- Review Commissions Questionnaire. (Presented by: FCCMA- Senior Advisor, Pam Brangaccio)
  3. **ADJOURNMENT.**
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**APPEALS:** Any person who decides to appeal any decision made, with respect to any matter considered at such hearing, will need a record of the proceedings and, for such purposes, 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, per s. 286.0105, F.S. Verbatim transcripts are not furnished by the City of Indian Rocks Beach, and should one be desired, arrangements should be made in advance by the interested party (i.e., Court Reporter).

In accordance with the Americans with Disability Act and s. 286.26, F.S., any person with a disability requiring reasonable accommodation to participate in this meeting should contact the City Clerk's Office with your request, telephone 727/595-2517 [lkornijtschuk@irbcity.com](mailto:lkornijtschuk@irbcity.com), no later than FIVE (5) days before the proceeding for assistance.

**NEXT REGULAR CITY COMMISSION MEETING**  
**TUESDAY, JULY 8, 2025 AT 6:00 P.M.**  
**LOCATION: Holiday Inn 401 2<sup>nd</sup> Street, Indian Rocks Beach, FL. 33785**

## **AGENDA ITEM NO. 1**

**ACTION ITEM. Resolution 2025-05 For Appointment and Contract of City Attorney with Shumaker, Loop & Kendrick, LLP. (Presented by: Attorney Randy Mora)**

**CITY OF INDIAN ROCKS BEACH  
RESOLUTION NO. 2025-05**

**A RESOLUTION OF THE CITY OF INDIAN ROCKS BEACH,  
FLORIDA, PERTAINING TO THE APPOINTMENT OF A  
CITY ATTORNEY AND ASSISTANT CITY ATTORNEYS;  
PROVIDING FOR A CONTRACT ESTABLISHING THE  
RATES OF COMPENSATION; PROVIDING THAT THIS  
RESOLUTION SUPERSEDES ANY OTHER RESOLUTIONS  
PERTAINING TO THE APPOINTMENT OF CITY  
ATTORNEYS; AND PROVIDING FOR AN EFFECTIVE DATE.**

**WHEREAS**, Section 6.4 of the City Charter provides that the City Commission shall appoint a City Attorney who shall act as the legal advisor to, and attorney for, the City and all of its officers or employees in matters arising out of the performance of their official duties for the City; and

**WHEREAS**, Section 6.4 of the City Charter sets forth the powers and duties of the City Attorney; and

**WHEREAS**, Section 6.4 of the City Charter specifies that the City Attorney must be an attorney-at-law duly licensed to practice law in the State of Florida with at least three years of legal experience and at least two years experience in municipal governmental law; and

**WHEREAS**, Section 6.4 of the City Charter allows the City Commission to appoint an assistant city attorney and may contract with other attorneys or firms of attorneys to perform such services on behalf of the City on specialized projects as may be deemed necessary or expedient in the discretion of the City Commission; and

**WHEREAS**, the City Attorney and Assistant City Attorneys serve at the pleasure of the City Commission; and

**WHEREAS**, on May 14, 2025, the City published a Notice of Request for Proposals for Legal Services for the City of Indian Rocks Beach to provide services as the contracted City Attorney (the “RFP”), establishing the deadline for responses as June 6, 2025 (the “Deadline”); and

**WHEREAS**, on or before the Deadline, three law firms submitted responsive bids, including Shumaker, Loop & Kendrick, LLP (the “Firm”); and

**WHEREAS**, the City Commission finds that it is necessary, appropriate, and in the best interests of the City to appoint a new City Attorney based on the responses to the RFP; and

**WHEREAS**, at a noticed public meeting on June 10, 2025, following public comment, the City Commission unanimously voted to direct the City Attorney to engage in contract negotiations with Shumaker, Loop & Kendrick, LLP, identifying Attorney Matthew Maggard as the City Attorney, with the support and assistance of the Firm’s employed and retained professionals; and

**WHEREAS**, the City Commission finds that Maggard and the other attorneys within the Firm satisfy the conditions set forth in the City’s Charter and the RFP, and desires to retain to fulfill the duties of City Attorney; and

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF INDIAN ROCKS BEACH, FLORIDA, THAT:**

**Section 1 – Charter Official Appointments.** Effective immediately upon the adoption of this Resolution by a public vote of the City Commission, the City Commission makes the following appointments:

- A. City Attorney.** Matthew Maggard of Shumaker, Loop & Kendrick, LLP shall be appointed as City Attorney, with all corresponding powers and duties, as contemplated by the City’s Charter.
- B. Assistant City Attorneys.** To facilitate an efficient and effective transition, the City Commission finds it necessary and appropriate to identify and appoint certain persons employed by the Firm as Assistant City Attorneys. Any Assistant City Attorney shall report to and coordinate their legal advice and service to the City with Matthew Maggard as the City Attorney.
  - i. Ronald Christaldi, Jennie Tarr, Matt Newton and Sarah Glaser of Shumaker, Loop & Kendrick, LLP shall be appointed and designated as an Assistant City Attorney.
  - ii. Nothing in this section or any of the subsections thereof shall be construed to limit or prevent Matthew Maggard, as City Attorney, from relying on or utilizing any of the other attorneys or advisors in the Firm to serve as legal advisor, attorney, consultant, or counselor to the City and its officers or employees, in the official capacity.

**Section 2 – Compensation.** Matthew Maggard and the attorneys and consultants of Shumaker, Loop & Kendrick, LLP shall be compensated in the manner set forth more fully in the Agreement attached and incorporated herein as **Exhibit 1**. The City’s retention of the Firm shall be governed by the terms of the Agreement, provided such terms are consistent with the City’s Charter, Code of Ordinances and applicable state and federal law.

**Section 3 – Supremacy.** This Resolution shall supersede, replace, and repeal any portions of any prior resolutions appointing City Attorneys or Assistant City Attorneys in conflict herewith, to the extent of such conflict.

**Section 3.** This Resolution shall become effective immediately upon its adoption by the City Commission of the City of Indian Rocks Beach.

**PASSED AND ADOPTED** this 24th day of June, 2025, by the City Commission of the City of Indian Rocks Beach, Florida.

\_\_\_\_\_  
Denise Houseberg, Mayor-Commissioner

ATTEST: \_\_\_\_\_  
Lorin Kornijtschuk, City Clerk

Exhibit 1  
June 13, 2025

Via Email: *Randy@cityattorneys.legal*

City of Indian Rocks Beach  
c/o Randy Mora, Esq.  
1507 Bay Palm Boulevard  
Indian Rocks Beach, Florida 33785

Re: Legal Representation

Dear Mr. Mora:

I write to confirm the agreement of Shumaker, Loop & Kendrick, LLP (“Shumaker”) to represent the City of Indian Beach Rocks, Florida (“IRB”) as IRB’s City Attorney.

Matthew Maggard will be lead City Attorney with Ronald Christaldi, Jennie Tarr, Matt Newton and Sarah Glaser assisting as Assistant City Attorneys. IRB may also in its discretion as needed consult with our non-lawyer professionals, such as Former Mayor Buckhorn, Former Mayor Kriseman and Former Commissioner Sandy Murman as an extension of our City Attorney services.

Our fees for all professionals for all services will be \$385 per hour. Travel time will not be charged for those in our Tampa and St. Petersburg offices. Travel time for our professionals outside of the Tampa and St. Petersburg offices will be billed at \$125 per hour.

Please review carefully the attached Terms of Engagement. If the Terms of Engagement are acceptable, please so confirm by having signed the enclosed copy of this letter in the space provided below and returning a copy. By doing so, you will inform us that you have reviewed and agreed to the Terms of Engagement.

Thank you for retaining us.

Very truly yours,

Ronald A. Christaldi

RAC:tp  
Enclosure

ACCEPTED AND AGREED TO:

City of Indian Rocks Beach

By: \_\_\_\_\_  
Denise Houseberg, Mayor-Commissioner

Date: \_\_\_\_\_

## **TERMS OF ENGAGEMENT**

Thank you for retaining Shumaker, Loop & Kendrick, LLP. In order to provide you the highest quality services, it is important to clarify our mutual expectations. Your signature on the accompanying letter constitutes your acceptance of the terms of the engagement set forth below, unless the letter states otherwise. If any of the following is unclear to you or unsatisfactory, please let us know immediately.

### **Scope of Engagement**

The services we will provide to client are described in the accompanying letter. We provide services of a legal and public policy nature only. While we certainly will discuss with you the strategic and business implications of matters entrusted to us, you will not rely on us for business or accounting decisions.

We will not investigate the character or credit of third parties you may deal with.

### **Identity of the Client**

Our client is the person or entity to whom the letter is addressed. If the letter is addressed to more than one party, each party must sign the letter.

If our client is an entity other than an individual, we do not, absent separate arrangements, represent the owners, employees or agents of the entity—even though we may be selected, approved and/or paid by them—and our duty shall be to serve the interests of the legal entity.

If our client is an entity, we will report to and follow the instructions of the employee or agent of the client to whose attention the letter is directed (unless an authorized representative of the client instructs us to do otherwise). We will assume that this person is responsible to communicate our advice to the representatives of the client who are responsible for making decisions with respect to the matter.

If we represent a party on an insured claim, our client is the insured, even though we may be selected, approved and/or paid by the insurer. The insurer may also be a client, but in those cases our primary duty is to the insured. If a potential conflict of interest arises between the insurer and the insured, the insurer consents to our continuing to represent the insured as to the matter and agrees to retain other counsel to represent its interests.

### **Termination of Engagement**

Our engagement will end upon complete performance of the services described in the letter.

You may terminate our engagement at any time by notifying us in writing thirty (30) days prior to the termination date. You will remain responsible for fees and expenses incurred prior to termination.

We may withdraw from the engagement for non-payment of fees and as otherwise permitted by the applicable rules of conduct of attorneys with sixty (60) days prior written notice.

Upon termination, we will cooperate with any successor counsel to ensure a smooth Transition. Our charges will include reasonable time spent in dealing with successor counsel.



Upon conclusion of the engagement and receipt of payment for our services, we will return to you documents and other materials furnished by you, upon your request. All other materials in our file will be retained by us as our work product. Any documents that remain in our possession may be destroyed 7 years after the end of the engagement.

### **Fees**

When establishing fees for our services, we are guided by the time and labor required and other appropriate factors, including: the novelty and difficulty of the legal issues involved; the legal skill required to perform the particular services; time-saving use of resources (including research, analysis, data and documentation) that we have previously developed and stored electronically or otherwise in quickly retrievable form; the fee customarily charged by comparable firms for similar legal services; the amount of money involved or at risk and the results obtained; and the time constraints imposed by either you or the circumstances.

To assist in determining reasonable fees for the time and labor required for a matter, we internally assign hourly rates to our professionals. Our hourly rates are based upon each professional's years of experience, specialization, training and level of professional attainment, and are subject to change from time to time. Our fees are evaluated and adjusted annually effective for time spent on January 1<sup>st</sup> of each year. We will provide you with 90 days prior written notice of any other increase in our fees.

If we incur third-party costs on your behalf, you will pay such third parties directly or reimburse us if we pay them. We are not responsible to pay such costs. You agree to pay costs incurred on your behalf related to e-discovery and litigation support relating to the collection, review, and exchange of documents and electronically stored information. If hosted by a third party you will pay such third parties directly or reimburse Shumaker if we pay them or host on Shumaker systems.

Sometimes it is necessary for us to incur expenses for items such as filing fees and other out-of-pocket costs under \$500. Similarly, some matters require substantial amounts of ancillary services, such as photocopying, computerized legal research and staff overtime. In order to allocate these expenses fairly and keep billable rates as low as possible for those matters which do not involve such expenditures, these items are separately itemized and billed on our statements. Some costs and disbursements advanced represent out-of-pocket costs; some represent an allocation of overhead costs associated with the items and others represent a combination of both factors. If we travel on your behalf, we charge for our travel time and costs incurred for any staff traveling to and from outside of the Tampa and St. Petersburg office. For any significant expenses and disbursements, we will seek your prior written approval.

Our statements generally will be prepared and mailed during the month following the month in which services are rendered and costs advanced. Invoices remaining unpaid sixty days after the date of invoice will be charged a late payment charge of 1% per month. We are entitled to reasonable attorney fees and expenses if collection activities are necessary.

Your responsibility for payment of our fees is not contingent on the outcome of the matter or the result obtained. Legal matters frequently take courses that cannot be predicted, and no guarantee can be given concerning either the outcome or the total legal fees and costs incurred in arriving at that outcome.

### **Retainers**

As a condition to the engagement, we generally will ask you to deposit with us an amount that is appropriate under the circumstances to ensure payment of our fees and expenses. During the course of our representation, you are required to pay each invoice that you receive from us within the time provided on the invoice. The amount deposited will be held by us in an escrow account until the conclusion of the matter or applied before the conclusion of the matter in the sole discretion of the firm. If not applied to an earlier owed amount, the deposited amount will be applied to the payment of our final statement. Any amounts not applied to payment of our invoices will be returned to you when the matter is concluded.

The amount of the requested deposit is not intended to serve as an estimate of the fees likely to be incurred by you. It is merely a way to reduce the credit risk resulting from the fact that our charges are determined after the services are rendered.

We may ask you to deposit additional amounts from time to time during the engagement as circumstances warrant. We reserve the right to discontinue performance of services if you do not make the requested deposit.

### **Arbitration**

Any dispute which may arise during our engagement, whether over the quality or quantity of services provided, the amount of our fees or the payment of our fees, shall be submitted to and resolved by binding arbitration. A duly appointed arbitration panel of the Florida Bar Circuit Arbitration Committee will act as arbitrators and hear the matter pursuant to the Florida Supreme Court Rules, Chapter 14 – Fee Arbitration Rule, or any successor rule. The members of the arbitration panel shall be vested with all the powers and shall assume all the duties granted and imposed upon arbitrators by Florida law, including the power to determine the manner in which the arbitration proceeding will be conducted. All parties shall be entitled to be heard and shall have the right to be represented by an attorney at the hearing. Judgment may be entered on the arbitration award in any court of competent jurisdiction in Florida and any award rendered shall be binding on the parties. The prevailing party shall be entitled to an award of its reasonable attorney fees and costs.

### **Attorney-Client Privilege**

The attorney-client privilege protects oral and written communications between us that are related to the performance of legal services—subject to limited exceptions—as long as you do not waive the privilege. The privilege can be inadvertently waived if you disclose all or part of those communications to anyone else.

If our client is a legal entity, waiver can occur through disclosure to any individual— even a person within the entity—who is not authorized by the entity to be involved in the decision-making process with respect to the matter.

The right to waive the privilege belongs to the client named in the letter, who can choose to waive the privilege at any time.

### **Representation of Other Parties**

We are ethically prohibited from representing clients if the representation would create a conflict of interest. A conflict may arise either from a relationship we have with another client or former client or from other interests or relationships that could be perceived to affect our ability to exercise independent judgment and zealously pursue your objectives. In some circumstances, the representation can continue if both clients consent after full disclosure.

We have procedures designed to identify potential conflicts of interest in advance, but they are not foolproof. If we became aware of a conflict of interest, we will call it to your attention and take other appropriate action. You agree to let us know if you become aware of such a conflict.

As an independent firm, we represent a wide variety of clients. The fact that another of our clients may compete with you does not in itself constitute a conflict of interest. However, any information you provide to us concerning your matters will be kept confidential.

### **Future Matters**

Unless otherwise agreed to in writing, the same terms will apply to any work performed by us in the future, even if it is unrelated to the matter referred to in the letter.

### **Records**

The firm's official file is the electronic file. The firm may create paper files during a matter, but paper files are destroyed at matter end as permitted by law.

### **Public Records**

**IF THE CONTRACTOR HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE CONTRACTOR'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT 727-595-2517, [lkornijtschuk@irbcity.com](mailto:lkornijtschuk@irbcity.com), AND 1507 BAY PALM BOULEVARD, INDIAN ROCKS BEACH, FL 33785.**

**Furthermore, the Shumaker Firm shall comply with Florida's public records law, specifically to:**

- 1. Keep and maintain public records, if any, required by law and the City to perform the service.**
- 2. Upon request from the City's custodian of public records, provide the City with a copy of the requested records or allow the records to be inspected**

or copied within a reasonable time at a cost that does not exceed the cost provided in this chapter or as otherwise provided by law.

**3. Ensure that any public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the contract term and following completion of the contract if the contractor does not transfer the records to the City.**

**4. Upon completion of the contract, transfer, at no cost, to the City all public records in possession of the contractor or keep and maintain public records required by the City to perform the service. If the contractor transfers all public records to the City upon completion of the contract, the contractor shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If the contractor keeps and maintains public records upon completion of the contract, the contractor shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the City, upon request from the City's custodian of public records, in a format that is compatible with the information technology systems of the public agency.**

**STATE OF FLORIDA**

**COUNTY OF PINELLAS**

**NO COERCION OF LABOR AFFIDAVIT**

BEFORE ME, the undersigned authority, personally appeared Ronald A. Christaldi, who, after being duly sworn, deposes and states that he/she is an adult person, over the age of 18, competent to testify as to the following matters to which he/she has personal knowledge:

1. My name is Ronald A. Christaldi.
2. I am currently a partner of Shumaker, Loop & Kendrick, LLP.
3. In that capacity, I am authorized to make this attestation.
4. Pursuant to the requirement of Florida Statutes § 787.06(13), my company attests, under penalty of perjury, that it does not use coercion, as defined in Florida Statutes § 787.06(2)(a), for labor or services.

FURTHER AFFIANT SAYETH NOT:

\_\_\_\_\_  
Ronald A. Christaldi

The foregoing instrument was attested to before me this \_\_\_\_ day of June, 2025, by Ronald A. Christaldi, who is [ ] personally known to me or [ ] who has produced \_\_\_\_\_ as identification, and who did take an oath under penalty of perjury, and who appeared before me at the time of notarization.

Sign: \_\_\_\_\_

Print: \_\_\_\_\_

Notary Public-State of Florida

Commission No: \_\_\_\_\_

Commission Expires: \_\_\_\_\_

seal:

## FOREIGN COUNTRY OF CONCERN ATTESTATION (PUR 1355)

This form must be completed by an officer or representative of an entity submitting a bid, proposal, or reply to, or entering into, renewing, or extending, a contract with a Governmental Entity which would grant the entity access to an individual's Personal Identifying Information. Capitalized terms used herein have the definitions ascribed in Rule 60A-1.020, F.A.C.

Shumaker, Loop & Kendrick, LLP is not owned by the government of a Foreign Country of Concern, is not organized under the laws of nor has its Principal Place of Business in a Foreign Country of Concern, and the government of a Foreign Country of Concern does not have a Controlling Interest in the entity.

Under penalties of perjury, I declare that I have read the foregoing statement and that the facts stated in it are true.

Printed Name: Ronald A. Christaldi

Title: Partner

Signature:

Date:

## **AGENDA ITEM NO. 2**

### **DISCUSSION:**

City Manager Recruitment

Review Commissions Questionnaire.

(Presented by: FCCMA- Senior Advisor, Pam Brangaccio)

June 23, 2025

To: Indian Rocks Beach City Commission

From: Pam Brangaccio, FCCMA/ICMA Advisor

Re: Update: City Manager Recruitment -Overview of process

### **Schedule For Recruitment**

June 24<sup>th</sup> is the next step before an Advertisement is placed for City Manger candidates to respond. The ads would be placed via FLC, ICMA, FWLG, the City's web-site and social media accounts, city management offices within Pinellas County, as well as LinkedIn.

July 18<sup>th</sup> is the last day for applications to be submitted by candidates.

July 22<sup>th</sup> 2pm is when two senior advisors will review the applications based on the parameters outlined in the advertisement. This process will be formally noticed for the public to attend and observe the actions.

July 29<sup>th</sup>-The Commission will review and confirm the applicants to be interviewed. Senior Advisors do not rank candidates; Instead, we sort the applications into groups-exceeds, meets, or does not meet the qualifications set out in the job advertisement.

August 11<sup>th</sup> & 12<sup>th</sup>-Individual Candidate interviews with individual Commissioners on the first day, then on August 12<sup>th</sup>, Public Interviews for each of the candidates with the entire City Commission. It is anticipated that after the interviews, at the regular meeting of August 12<sup>th</sup>, the Commission would rank the interviewed candidates, authorizing the City Attorney to negotiate with the top candidate for a contract to return to the Commission for review and approval. Of note, it is expected for IRB to book hotel rooms August 11-12<sup>th</sup> for the candidates to be interviewed and reimburse airfare if required.

As a reminder the Senior Advisors do not provide background checks on the top candidate(s). City Attorney Mora has made contact with the Pinellas County Sheriff's Office, and it is anticipated that the new City Attorney would follow-up to provide a conduit for background checks. The City could also contact directly with a private recruitment firm to provide background checks, usually which are completed on just the top candidate(s).

### **Advertisement**

The draft advertisement for City Manager is attached. The City staff provided the general overview of IRB and then the SA added information based on the Charter, City Manager duties and responsibilities, and emphasis on coastal community priorities within the City.



Commission input is required this evening (June 24<sup>th</sup>) on salary range and revisions to the advertisement.

Included in the attachments are questionnaires requested of each Commissioner to assist with the recruitment, which can be discussed this evening at the public meeting.

Information on salaries was solicited from the Florida League of Cities, as well as individual Pinellas County cities which is also attached. The FY 25 summary information provided by the Treasure Island HR Department is the most relevant with various beach cities included. The City of Treasure Island (population 6,486) will be recruiting a City Manager, on a similar schedule to Indian Rocks Beach. It is my understating that their range could be up to \$200,000. Indian Rocks Beach (Population 3,618) had reported a FY23 salary of \$159,300. Of note, the Indian Rocks Beach salary is higher for FY25.

It is my thought that “a salary range” would be the best way to address compensation in the advertisement, as sometimes “TBD on qualifications and experience” can lead to misunderstanding later with candidates. This is a topic for the Commission to decide on June 24h, so the job advertisement can be placed by the end of this week. Standard job compensation for City Managers, such as auto allowance, moving expenses, cell phone, Laptop, medical and life insurance, and retirement contributions would be handled by the City Attorney. Senior Advisors are not involved in contract negotiations.

In closing, I am looking forward to assisting Indian Rocks Beach on this recruitment effort and will see all of you tomorrow evening.

Pam Brangaccio, ICMA/FCCMA Senior Advisor

**INDIAN ROCKS BEACH  
COMMISSIONER'S CITY  
MANAGER QUESTIONNAIRE**

**MAYOR COMMISSIONER  
HOUSEBERG**

## City (Town) Manager Attributes Questionnaire

Please fill out this form, sign and be prepared to discuss with the Sr. Advisor; it will be filed with the public records custodian for the City.

The last part of the form is an open-ended section where you are asked to provide additional comments and observations.

It is important that all members of the City Council complete the form to ensure the advertisement reflects the City. The City Council will be asked to review and approve the draft position profile, job advertisement and salary range at a public meeting. It is expected the form will take about 20-30 minutes to complete.

Note: This form, along with review of other source documents (examples--Charter, Code, Budget) will provide important information for a City Manager Position Profile that can be used in the recruitment process.

### PART 1: KNOWLEDGE, SKILLS AND ABILITIES (KSA) AND OTHER ATTRIBUTES OF DESIRABLE CITY MANAGER –

1 = LOW, through 5=HIGH

Attribute	Importance	Comments	
<b>Education, Background and Professional Affiliation</b>			
<ul style="list-style-type: none"><li>1. Relevant education such as a degree in public or business administration.</li></ul>	5	Comments: Master's Degree Required? Yes___No <u>X</u>	
<ul style="list-style-type: none"><li>2. Relevant experience as a city/county mgr. or administrator or assistant CAO.</li></ul>	4	Comments: FL Experience Required? Yes <u>X</u> No ___	
<ul style="list-style-type: none"><li>3. Membership in ICMA and/or FCCMA. <sup>1</sup></li></ul>	4	Comments: Preferable but not required	

<b>Knowledge, Skills and Abilities</b>			
<ul style="list-style-type: none"> <li>4. Ability to foster effective Council/Administrator relations.</li> </ul>	5	Comments:	
<ul style="list-style-type: none"> <li>5. Possess administrative ability and understanding of local government.</li> </ul>	5	Comments:	
<ul style="list-style-type: none"> <li>6. Written and oral communication skills</li> </ul>	5	Comments:	
<ul style="list-style-type: none"> <li>7. Governmental budget/finance skills</li> </ul>	5	Comments:	
<ul style="list-style-type: none"> <li>8. Human resources skills and ability to manage professional staff</li> </ul>	5	Comments:	
<ul style="list-style-type: none"> <li>9. Labor relations / collective bargaining experience</li> </ul>	3	Comments:	
<ul style="list-style-type: none"> <li>10. Positive community relations and has open door policy</li> </ul>	4	Comments:	
<ul style="list-style-type: none"> <li>11. Able to foster Intergovernmental Relations</li> </ul>	4	Comments:	
<ul style="list-style-type: none"> <li>12. Economic Development/ Revitalization/Business Retention Skills/Relates to needs of City's business community.</li> </ul>	4	Comments:	
<ul style="list-style-type: none"> <li>13. Innovation and Major Achievements</li> </ul>	4	Comments:	
<ul style="list-style-type: none"> <li>14. Understands Infrastructure development and facilities management.</li> </ul>	4	Comments:	
<ul style="list-style-type: none"> <li>15. Understands and uses information technology</li> </ul>	5	Comments: Excellent tech skills	
<ul style="list-style-type: none"> <li>16. Understands and supports FL broad-based open meeting and public records requirements.</li> </ul>	5	Comments:	

## PART 2: Character Traits and Competencies

These are leadership, delegation and management skills.

SCALE 1-5 WITH 1 BEING LOW, 3 BEING MEDIUM AND 5 BEING HIGH

City Council Assessment of the Relative Importance for the position of City Manager.

<b>Demonstrable Character Traits/ Competencies</b>	<b><i>Importance to the City Council Member- Score 1 TO 5</i></b>	<b><i>Comments by Members of City Council (Optional) - attach additional sheets as needed.</i></b>	
1. Able to build consensus among divergent groups	5	Comments:	
2. Decisive/exercises good judgment and effective decision-making skills.	5	Comments:	
3. Honest/Ethical/Has Integrity	5	Comments:	
4. Works whatever hours are required.	5	Comments:	
5. Has leadership skills and ability to motivate staff	5	Comments:	
6. Keeps composure and an even disposition	5	Comments:	
7. Sensitive to others' needs and position	5	Comments:	
8. Keeps current on City projects and keeps the Council updated	5	Comments:	
9. Willing to be innovative	5	Comments:	
10. Timely execution of Council policy and directives	5	Comments:	
11. Treats others with respect and dignity	5	Comments:	
12. Has a sense of humor and does not take offense easily	5	Comments: A teflon exterior	
13. Recruits and retains competent, professional and responsive staff	5	Comments:	
14. Is a decentralized leader but holds staff accountable	5	Comments:	

15. Understands Strategic Planning	5	Comments:	
16. Comfortable working in a smaller community with limited administrative staff	5	Comments:	
17. Is outgoing, confident, proactive	4	Comments:	
18. Is positive and approachable	4	Comments:	
19. Has good listening skills	4	Comments:	
20. Values and embraces cultural <del>aspects</del> <i>aspects of the community</i>	4	Comments:	

See Part 3 on next page.

**PART 3: ADDITIONAL COMMENTS AND CONCERNS BY MEMBERS OF THE CITY COUNCIL: (USE THIS SECTION TO ADD ANY COMMENTS OR CONCERNS YOU HAVE ABOUT THE EXPECTATIONS FOR THE CITY MANAGER ANY COMMUNITY ISSUES YOU FEEL THAT REQUIRE SPECIFIC ATTENTION BY THE CITY MANAGER (ESPECIALLY IN THE FIRST YEAR OF EMPLOYMENT))**

1. ADDITIONAL EXPECTATIONS, SKILLS OR ATTRIBUTES YOU FEEL ARE IMPORTANT FOR THE POSITION:

- Excellent people skills and builds rapport easily
- Highly effective community leader
- Excellent technical/computer skills
- Brings new ideas and innovation to the city

2. COMMUNITY ISSUES OR CONCERNS THAT YOU FEEL WILL REQUIRE THE SPECIFIC ATTENTION OF THE CITY ADMINISTRATOR IN THE FIRST YEAR OF EMPLOYMENT WITH THE CITY:

The ability to bring a layer of calm, peace and dependability to our residents and to our city employees instilling in them trust and leadership.

3. OTHER CONCERNS OR RECOMMENDATIONS THAT YOU HAVE:

A candidate needs to be open minded and try new things in an arena where other ways have failed. For example, what is a better solution if current methods are not working. We need a manager to create how to work out the best outcome for all involved.



SIGNED

6/10/2025

DATE

3/22/2021

<sup>1</sup> ICMA is the International City/County Management Association; FCCMA is the Florida City and County Management Association.



**VICE MAYOR COMMISSIONER  
WILSON**

## City (Town) Manager Attributes Questionnaire

- Back to City Clerk  
- Sign at + date =  
- By next meeting

Please fill out this form, sign and be prepared to discuss with the Sr. Advisor; it will be filed with the public records custodian for the City.

The last part of the form is an open-ended section where you are asked to provide additional comments and observations.

It is important that all members of the City Council complete the form to ensure the advertisement reflects the City. The City Council will be asked to review and approve the draft position profile, job advertisement and salary range at a public meeting. It is expected the form will take about 20-30 minutes to complete.

Note: This form, along with review of other source documents (examples--Charter, Code, Budget) will provide important information for a City Manager Position Profile that can be used in the recruitment process.

### PART 1: KNOWLEDGE, SKILLS AND ABILITIES (KSA) AND OTHER ATTRIBUTES OF DESIRABLE CITY MANAGER -

1 = LOW, through 5 = HIGH

Attribute	Importance	Comments
<b>Education, Background and Professional Affiliation</b>		
<ul style="list-style-type: none"> <li>1. Relevant education such as a degree in public or business administration.</li> </ul>	5	Comments: Master's Degree Required? Yes ___ No <u>X</u> if not Masters then ongoing professional development courses
<ul style="list-style-type: none"> <li>2. Relevant experience as a city/county mgr. or administrator or assistant CAO.</li> </ul>	5	Comments: FL Experience Required? Yes ___ No <u>X</u> if not FL prefer coastal area in other state
<ul style="list-style-type: none"> <li>3. Membership in ICMA and/or FCCMA. <sup>1</sup></li> </ul>	5	Comments: Sources of valuable resources

Knowledge, Skills and Abilities			
<ul style="list-style-type: none"> <li>4. Ability to foster effective Council/Administrator relations.</li> </ul>	5	Comments: open door policy is a BIG part of this	
<ul style="list-style-type: none"> <li>5. Possess administrative ability and understanding of local government.</li> </ul>	5	Comments: A given.	
<ul style="list-style-type: none"> <li>6. Written and oral communication skills</li> </ul>	5	Comments: Essential !!	
<ul style="list-style-type: none"> <li>7. Governmental budget/finance skills</li> </ul>	4	Comments: Knowledge but work with finance Dr.	
<ul style="list-style-type: none"> <li>8. Human resources skills and ability to manage professional staff</li> </ul>	5	Comments: How to provide guidance and resources Not micro manage	
<ul style="list-style-type: none"> <li>9. Labor relations / collective bargaining experience</li> </ul>	4	Comments: Working knowledge under other's guidance	
<ul style="list-style-type: none"> <li>10. Positive community relations and has open door policy</li> </ul>	5	Comments: Attend events and talk to citizens	
<ul style="list-style-type: none"> <li>11. Able to foster Intergovernmental Relations</li> </ul>	4	Comments: As needed to better our city	
<ul style="list-style-type: none"> <li>12. Economic Development/ Revitalization/Business Retention Skills/Relates to needs of City's business community.</li> </ul>	4	Comments: Basic Knowledge and where to find experts	
<ul style="list-style-type: none"> <li>13. Innovation and Major Achievements</li> </ul>	4	Comments: Keep the ship steady will be enough	
<ul style="list-style-type: none"> <li>14. Understands Infrastructure development and facilities management.</li> </ul>	4	Comments: Basic Knowledge but let others whose area it is guide	
<ul style="list-style-type: none"> <li>15. Understands and uses information technology</li> </ul>	4	Comments: Also willing to ask IT for help!	
<ul style="list-style-type: none"> <li>16. Understands and supports FL broad-based open meeting and public records requirements.</li> </ul>	5	Comments: A must to keep us all out of trouble !	

## PART 2: Character Traits and Competencies

These are leadership, delegation and management skills.

SCALE 1-5 WITH 1 BEING LOW, 3 BEING MEDIUM AND 5 BEING HIGH

City Council Assessment of the Relative Importance for the position of City Manager.

Demonstrable Character Traits/ Competencies	Importance to the City Council Member- Score 1 TO 5	Comments by Members of City Council (Optional) - attach additional sheets as needed.	
1. Able to build consensus among divergent groups	5	Comments: Big Ask but willing to give it a 100% try	
2. Decisive/exercises good judgment and effective decision-making skills.	5	Comments: No Wishy-washy must do research and committ to a decision	
3. Honest/Ethical/Has Integrity	5	Comments: MUST!	
4. Works whatever hours are required.	4	Comments: more important is ability to maintain work	/time/life balance
5. Has leadership skills and ability to motivate staff	5	Comments: Lead not Micromanage	
6. Keeps composure and an even disposition	5	Comments: eye rolls with deep yoga breaths!	
7. Sensitive to others' needs and position	5	Comments: Yet expect accountability	
8. Keeps current on City projects and keeps the Council updated	5	Comments: Yes so we can answer citizen questions in a knowledgeable fashion	
9. Willing to be innovative	5	Comments: If the project is right for the city	
10. Timely execution of Council policy and directives	5	Comments: when items are asked to be put on agenda they need to be	
11. Treats others with respect and dignity	5	Comments: <u>MUST</u>	
12. Has a sense of humor and does not take offense easily	5	Comments: ABSOLUTELY A MUST!	
13. Recruits and retains competent, professional and responsive staff	5	Comments: hire well, provide resources but NO micromanaging	
14. Is a decentralized leader but holds staff accountable	5	Comments: hire well, give directions and get out of way NO micromanaging	

15. Understands Strategic Planning	5	Comments: Also understands how to shift as needed ex. hurricane hits!
16. Comfortable working in a smaller community with limited administrative staff	5	Comments: <u>So</u> important - we have a great staff and need them to be shown they are valued
17. Is outgoing, confident, proactive	5	Comments: Also reflective so they know where to be proactive
18. Is positive and approachable	5	Comments: Set the stage day 1 - meet the new City Manager Picnic
19. Has good listening skills	5	Comments: Essential!
20. Values and embraces cultural <del>aspects</del> aspects of the community	5	Comments: Must make everyone feel welcome

See Part 3 on next page.

**PART 3: ADDITIONAL COMMENTS AND CONCERNS BY MEMBERS OF THE CITY COUNCIL: (USE THIS SECTION TO ADD ANY COMMENTS OR CONCERNS YOU HAVE ABOUT THE EXPECTATIONS FOR THE CITY MANAGER ANY COMMUNITY ISSUES YOU FEEL THAT REQUIRE SPECIFIC ATTENTION BY THE CITY MANAGER (ESPECIALLY IN THE FIRST YEAR OF EMPLOYMENT))**

1. ADDITIONAL EXPECTATIONS, SKILLS OR ATTRIBUTES YOU FEEL ARE IMPORTANT FOR THE POSITION:

Skills can be taught but the ability to interact and relate to others can't be

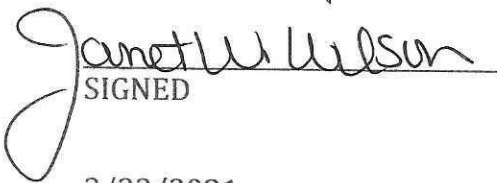
2. COMMUNITY ISSUES OR CONCERNS THAT YOU FEEL WILL REQUIRE THE SPECIFIC ATTENTION OF THE CITY ADMINISTRATOR IN THE FIRST YEAR OF EMPLOYMENT WITH THE CITY:

We absolutely need to institute paid parking in our public lots and street spaces

We need to hold the line on our current ordinances even though hanging tough may be costly in the short run

3. OTHER CONCERNS OR RECOMMENDATIONS THAT YOU HAVE:

The candidate MUST be bipartisan

  
SIGNED

3/22/2021

6-11-2025  
DATE

<sup>1</sup> ICMA is the International City/County Management Association; FCCMA is the Florida City and County Management Association.

# **COMMISSIONER BOND**



June 16th [Return to City Clerk  
Sign it - public record

## City (Town) Manager Attributes Questionnaire

Please fill out this form, sign and be prepared to discuss with the Sr. Advisor; it will be filed with the public records custodian for the City.

The last part of the form is an open-ended section where you are asked to provide additional comments and observations.

It is important that all members of the City Council complete the form to ensure the advertisement reflects the City. The City Council will be asked to review and approve the draft position profile, job advertisement and salary range at a public meeting. It is expected the form will take about 20-30 minutes to complete.

Note: This form, along with review of other source documents (examples--Charter, Code, Budget) will provide important information for a City Manager Position Profile that can be used in the recruitment process.

### PART 1: KNOWLEDGE, SKILLS AND ABILITIES (KSA) AND OTHER ATTRIBUTES OF DESIRABLE CITY MANAGER -

1 = LOW, through 5=HIGH

Attribute	Importance	Comments	
<b>Education, Background and Professional Affiliation</b>			
<ul style="list-style-type: none"><li>1. Relevant education such as a degree in public or business administration.</li></ul>	3	Comments: Master's Degree Required? Yes___No <u>✓</u>	
<ul style="list-style-type: none"><li>2. Relevant experience as a city/county mgr. or administrator or assistant CAO.</li></ul>	4	Comments: FL Experience Required? Yes___No <u>✓</u>	
<ul style="list-style-type: none"><li>3. Membership in ICMA and/or FCCMA. <sup>1</sup></li></ul>	1	Comments:	



Knowledge, Skills and Abilities			
<ul style="list-style-type: none"> <li>4. Ability to foster effective Council/Administrator relations.</li> </ul>	3	Comments:	
<ul style="list-style-type: none"> <li>5. Possess administrative ability and understanding of local government.</li> </ul>	5	Comments:	
<ul style="list-style-type: none"> <li>6. Written and oral communication skills</li> </ul>	5	Comments:	
<ul style="list-style-type: none"> <li>7. Governmental budget/finance skills</li> </ul>	4	Comments:	
<ul style="list-style-type: none"> <li>8. Human resources skills and ability to manage professional staff</li> </ul>	5	Comments:	
<ul style="list-style-type: none"> <li>9. Labor relations / collective bargaining experience</li> </ul>	2	Comments:	
<ul style="list-style-type: none"> <li>10. Positive community relations and has open door policy</li> </ul>	3	Comments:	
<ul style="list-style-type: none"> <li>11. Able to foster Intergovernmental Relations</li> </ul>	3	Comments:	
<ul style="list-style-type: none"> <li>12. Economic Development/ Revitalization/Business Retention Skills/Relates to needs of City's business community.</li> </ul>	4	Comments:	
<ul style="list-style-type: none"> <li>13. Innovation and Major Achievements</li> </ul>	2	Comments:	
<ul style="list-style-type: none"> <li>14. Understands Infrastructure development and facilities management.</li> </ul>	4	Comments:	
<ul style="list-style-type: none"> <li>15. Understands and uses information technology</li> </ul>	3	Comments:	
<ul style="list-style-type: none"> <li>16. Understands and supports FL broad-based open meeting and public records requirements.</li> </ul>	3	Comments:	

## PART 2: Character Traits and Competencies

These are leadership, delegation and management skills.

SCALE 1-5 WITH 1 BEING LOW, 3 BEING MEDIUM AND 5 BEING HIGH

City Council Assessment of the Relative Importance for the position of City Manager.

<b>Demonstrable Character Traits/ Competencies</b>	<b>Importance to the City Council Member- Score 1 TO 5</b>	<b>Comments by Members of City Council (Optional) - attach additional sheets as needed.</b>	
1. Able to build consensus among divergent groups	3	Comments:	
2. Decisive/exercises good judgment and effective decision-making skills.	3	Comments:	
3. Honest/Ethical/Has Integrity	5	Comments:	
4. Works whatever hours are required.	2	Comments:	
5. Has leadership skills and ability to motivate staff	4	Comments:	
6. Keeps composure and an even disposition	5	Comments:	
7. Sensitive to others' needs and position	4	Comments:	
8. Keeps current on City projects and keeps the Council updated	5	Comments:	
9. Willing to be innovative	3	Comments:	
10. Timely execution of Council policy and directives	4	Comments:	
11. Treats others with respect and dignity	5	Comments:	
12. Has a sense of humor and does not take offense easily	3	Comments:	
13. Recruits and retains competent, professional and responsive staff	4	Comments:	
14. Is a decentralized leader but holds staff accountable	3	Comments:	

15. Understands Strategic Planning	3	Comments:	
16. Comfortable working in a smaller community with limited administrative staff	4	Comments:	
17. Is outgoing, confident, proactive	3	Comments:	
18. Is positive and approachable	3	Comments:	
19. Has good listening skills	4	Comments:	
20. Values and embraces cultural <del>aspects</del> aspects of the community	4	Comments:	

See Part 3 on next page.

**PART 3: ADDITIONAL COMMENTS AND CONCERNS BY MEMBERS OF THE CITY COUNCIL: (USE THIS SECTION TO ADD ANY COMMENTS OR CONCERNS YOU HAVE ABOUT THE EXPECTATIONS FOR THE CITY MANAGER ANY COMMUNITY ISSUES YOU FEEL THAT REQUIRE SPECIFIC ATTENTION BY THE CITY MANAGER (ESPECIALLY IN THE FIRST YEAR OF EMPLOYMENT))**

1. ADDITIONAL EXPECTATIONS, SKILLS OR ATTRIBUTES YOU FEEL ARE IMPORTANT FOR THE POSITION:

APOLITICAL, NON-PARTISAN  
HIGH EQ

2. COMMUNITY ISSUES OR CONCERNS THAT YOU FEEL WILL REQUIRE THE SPECIFIC ATTENTION OF THE CITY ADMINISTRATOR IN THE FIRST YEAR OF EMPLOYMENT WITH THE CITY:

SHORT TERM RENTALS AND CODE ENFORCEMENT  
BEACH RENOURISHMENT AND DUNE MAINTENANCE.  
NATURAL DISASTER RESPONSE AND RECOVERY.  
URBAN PLANNING AND DEVELOPMENT.

3. OTHER CONCERNS OR RECOMMENDATIONS THAT YOU HAVE:



SIGNED

6/16/25

DATE

3/22/2021

<sup>1</sup> ICMA is the International City/County Management Association; FCCMA is the Florida City and County Management Association.

**COMMISSIONER BIGELOW**

## City (Town) Manager Attributes Questionnaire

Please fill out this form, sign and be prepared to discuss with the Sr. Advisor; it will be filed with the public records custodian for the City.

The last part of the form is an open-ended section where you are asked to provide additional comments and observations.

It is important that all members of the City Council complete the form to ensure the advertisement reflects the City. The City Council will be asked to review and approve the draft position profile, job advertisement and salary range at a public meeting. It is expected the form will take about 20-30 minutes to complete.

Note: This form, along with review of other source documents (examples--Charter, Code, Budget) will provide important information for a City Manager Position Profile that can be used in the recruitment process.

### PART 1: KNOWLEDGE, SKILLS AND ABILITIES (KSA) AND OTHER ATTRIBUTES OF DESIRABLE CITY MANAGER –

1 = LOW through 5=HIGH

Attribute	Importance	Comments
<b>Education, Background and Professional Affiliation</b>		
<ul style="list-style-type: none"><li>1. Relevant education such as a degree in public or business administration.</li></ul>	5	Comments: Master's Degree Required? Yes ___ No <input checked="" type="checkbox"/>
<ul style="list-style-type: none"><li>2. Relevant experience as a city/county mgr. or administrator or assistant CAO.</li></ul>	5	Comments: FL Experience Required? Yes <input checked="" type="checkbox"/> No ___
<ul style="list-style-type: none"><li>3. Membership in ICMA and/or FCCMA.<sup>1</sup></li></ul>	1	Comments: <i>Not Required</i>

Knowledge, Skills and Abilities		Comments:	
<ul style="list-style-type: none"> <li>4. Ability to foster effective Council/Administrator relations.</li> </ul>	5	Comments:	
<ul style="list-style-type: none"> <li>5. Possess administrative ability and understanding of local government.</li> </ul>	5	Comments:	
<ul style="list-style-type: none"> <li>6. Written and oral communication skills</li> </ul>	5	Comments:	
<ul style="list-style-type: none"> <li>7. Governmental budget/finance skills</li> </ul>	5	Comments:	
<ul style="list-style-type: none"> <li>8. Human resources skills and ability to manage professional staff</li> </ul>	3	Comments:	
<ul style="list-style-type: none"> <li>9. Labor relations / collective bargaining experience</li> </ul>	3	Comments:	
<ul style="list-style-type: none"> <li>10. Positive community relations and has open door policy</li> </ul>	5	Comments:	
<ul style="list-style-type: none"> <li>11. Able to foster Intergovernmental Relations</li> </ul>	4	Comments:	
<ul style="list-style-type: none"> <li>12. Economic Development/ Revitalization/Business Retention Skills/Relates to needs of City's business community.</li> </ul>	3	Comments:	
<ul style="list-style-type: none"> <li>13. Innovation and Major Achievements</li> </ul>	3	Comments:	
<ul style="list-style-type: none"> <li>14. Understands Infrastructure development and facilities management.</li> </ul>	4	Comments:	
<ul style="list-style-type: none"> <li>15. Understands and uses information technology</li> </ul>	4	Comments:	
<ul style="list-style-type: none"> <li>16. Understands and supports FL broad-based open meeting and public records requirements.</li> </ul>	4	Comments:	

## PART 2: Character Traits and Competencies

These are leadership, delegation and management skills.

SCALE 1-5 WITH 1 BEING LOW, 3 BEING MEDIUM AND 5 BEING HIGH

City Council Assessment of the Relative Importance for the position of City Manager.

<b>Demonstrable Character Traits/ Competencies</b>	<b>Importance to the City Council Member- Score 1 TO 5</b>	<b>Comments by Members of City Council (Optional) - attach additional sheets as needed.</b>
1. Able to build consensus among divergent groups	3	Comments:
2. Decisive/exercises good judgment and effective decision-making skills.	4	Comments:
3. Honest/Ethical/Has Integrity	4	Comments:
4. Works whatever hours are required.	5	Comments:
5. Has leadership skills and ability to motivate staff	4	Comments:
6. Keeps composure and an even disposition	4	Comments:
7. Sensitive to others' needs and position	4	Comments:
8. Keeps current on City projects and keeps the Council updated	5	Comments:
9. Willing to be innovative	5	Comments:
10. Timely execution of Council policy and directives	5	Comments:
11. Treats others with respect and dignity	5	Comments:
12. Has a sense of humor and does not take offense easily	5	Comments:
13. Recruits and retains competent, professional and responsive staff	5	Comments:
14. Is a decentralized leader but holds staff accountable	4	Comments:



15. Understands Strategic Planning	5	Comments:	
16. Comfortable working in a smaller community with limited administrative staff	5	Comments:	
17. Is outgoing, confident, proactive	5	Comments:	
18. Is positive and approachable	5	Comments:	
19. Has good listening skills	5	Comments:	
20. Values and embraces cultural <del>aspects</del> aspects of the community	5	Comments:	

See Part 3 on next page.

**PART 3: ADDITIONAL COMMENTS AND CONCERNS BY MEMBERS OF THE CITY COUNCIL: (USE THIS SECTION TO ADD ANY COMMENTS OR CONCERNS YOU HAVE ABOUT THE EXPECTATIONS FOR THE CITY MANAGER ANY COMMUNITY ISSUES YOU FEEL THAT REQUIRE SPECIFIC ATTENTION BY THE CITY MANAGER (ESPECIALLY IN THE FIRST YEAR OF EMPLOYMENT))**

1. ADDITIONAL EXPECTATIONS, SKILLS OR ATTRIBUTES YOU FEEL ARE IMPORTANT FOR THE POSITION:

TO LISTEN TO WHAT THE RESIDENTS ARE REQUESTING. NOT TO LISTEN TO THE STR OWNERS WHO DO NOT LIVE IN IRB.

2. COMMUNITY ISSUES OR CONCERNS THAT YOU FEEL WILL REQUIRE THE SPECIFIC ATTENTION OF THE CITY ADMINISTRATOR IN THE FIRST YEAR OF EMPLOYMENT WITH THE CITY:

ENFORCEMENT OF CITY ORDINANCES.

3. OTHER CONCERNS OR RECOMMENDATIONS THAT YOU HAVE:

INCREASE ENFORCEMENT STAFF.

A. B. Izlar  
SIGNED

6-16-25  
DATE

3/22/2021

<sup>1</sup> ICMA is the International City/County Management Association; FCCMA is the Florida City and County Management Association.

**COMMISSIONER KING**

## City (Town) Manager Attributes Questionnaire

Please fill out this form, sign and be prepared to discuss with the Sr. Advisor; it will be filed with the public records custodian for the City.

The last part of the form is an open-ended section where you are asked to provide additional comments and observations.

It is important that all members of the City Council complete the form to ensure the advertisement reflects the City. The City Council will be asked to review and approve the draft position profile, job advertisement and salary range at a public meeting. It is expected the form will take about 20-30 minutes to complete.

Note: This form, along with review of other source documents (examples--Charter, Code, Budget) will provide important information for a City Manager Position Profile that can be used in the recruitment process.

### PART 1: KNOWLEDGE, SKILLS AND ABILITIES (KSA) AND OTHER ATTRIBUTES OF DESIRABLE CITY MANAGER -

1 = LOW, through 5=HIGH

Attribute	Importance	Comments
<b>Education, Background and Professional Affiliation</b>		
<ul style="list-style-type: none"> <li>1. Relevant education such as a degree in public or business administration.</li> </ul>	3	Comments: Master's Degree Required? Yes ___ No <u>X</u> <i>Formal education to Bachelors required. Not necessarily Public Admin. Experience trumps,</i>
<ul style="list-style-type: none"> <li>2. Relevant experience as a city/county mgr. or administrator or assistant CAO.</li> </ul>	*	Comments: FL Experience Required? Yes <u>X</u> No ___ <i>See comments below</i>
<ul style="list-style-type: none"> <li>3. Membership in ICMA and/or FCCMA. <sup>1</sup></li> </ul>	3	Comments: <i>Not a prerequisite but expect individual to seek membership shortly after hiring</i>



Knowledge, Skills and Abilities				
• 4. Ability to foster effective Council/Administrator relations.	5	Comments: With examples of past successes and failures		
• 5. Possess administrative ability and understanding of local government.	*	Comments: See below		
• 6. Written and oral communication skills	*	Comments: See below		
• 7. Governmental budget/finance skills	*	Comments: See below		
• 8. Human resources skills and ability to manage professional staff	*	Comments: See below		
• 9. Labor relations / collective bargaining experience	1	Comments:		
• 10. Positive community relations and has open door policy	5	Comments:		
• 11. Able to foster Intergovernmental Relations	5	Comments: Demonstrated results lateral + vertical		
• 12. Economic Development/ Revitalization/Business Retention Skills/Relates to needs of City's business community.	3	Comments: Has a philosophy of balance toward residents needs and managed business / tourist growth		
• 13. Innovation and Major Achievements	4	Comments: Examples and results		
• 14. Understands Infrastructure development and facilities management.	*	Comments: See below		
• 15. Understands and uses information technology	5	Comments: Takes advantage of technology for efficiency and automation of		
• 16. Understands and supports FL broad-based open meeting and public records requirements.	*	Comments: repetitive tasks; richer website; experience; and clear consistent communication See below		

\* These seem to be 'ticket to entry' basic job description which should all be a 5. However, this grouping of required + desired makes it difficult to differentiate the various skills.



## PART 2: Character Traits and Competencies

These are leadership, delegation and management skills.

SCALE 1-5 WITH 1 BEING LOW, 3 BEING MEDIUM AND 5 BEING HIGH

City Council Assessment of the Relative Importance for the position of City Manager.

Demonstrable Character Traits/ Competencies	Importance to the City Council Member- Score 1 TO 5	Comments by Members of City Council (Optional) - attach additional sheets as needed.		
1. Able to build consensus among divergent groups	5	Comments: Critical to IRB right now with much division in the community		
2. Decisive/exercises good judgment and effective decision-making skills.	*	Comments: See below		
3. Honest/Ethical/Has Integrity	*	Comments: See below		
4. Works whatever hours are required.	3	Comments: expectation Basic but balanced with reality		
5. Has leadership skills and ability to motivate staff	*	Comments: See below		
6. Keeps composure and an even disposition	3	Comments:		
7. Sensitive to others' needs and position	3	Comments: Basic expectation but needs to be able to make decisions		
8. Keeps current on City projects and keeps the Council updated	*	Comments: based on the best see below / city outcome and not solely on individual need		
9. Willing to be innovative	5	Comments: Open to new ideas from staff Council + community		
10. Timely execution of Council policy and directives	*	Comments: See below		
11. Treats others with respect and dignity	*	Comments: See below		
12. Has a sense of humor and does not take offense easily	3	Comments:		
13. Recruits and retains competent, professional and responsive staff	5	Comments: Sets example by exhibiting these traits himself		
14. Is a decentralized leader but holds staff accountable	5	Comments: values training and continuous learning to expand skill sets of staff and self		
Drives positive Learning Curves to achieve staff autonomy. Not a micro manager				

15. Understands Strategic Planning	*	Comments: See below		
16. Comfortable working in a smaller community with limited administrative staff	3	Comments:		
17. Is outgoing, confident, proactive	5 3	Comments: → Proactive + confident → Outgoing		
18. Is positive and approachable	5	Comments:		
19. Has good listening skills	*	Comments:		
20. Values and embraces cultural aspects of the Community	5	Comments: Proud to represent the town and its attributes		

See Part 3 on next page.

- \* These traits / skills seem basic and intrinsic to any leader of an entity and of people. They rank a 5 by default, making it difficult to differentiate between required and desired leadership skills.
- For example, why rate honest / ethical / integrity anything below a 5 would mean we are ok with some level of dishonest / unethical / lacking integrity?



**PART 3: ADDITIONAL COMMENTS AND CONCERNS BY MEMBERS OF THE CITY COUNCIL: (USE THIS SECTION TO ADD ANY COMMENTS OR CONCERNS YOU HAVE ABOUT THE EXPECTATIONS FOR THE CITY MANAGER ANY COMMUNITY ISSUES YOU FEEL THAT REQUIRE SPECIFIC ATTENTION BY THE CITY MANAGER (ESPECIALLY IN THE FIRST YEAR OF EMPLOYMENT))**

1. ADDITIONAL EXPECTATIONS, SKILLS OR ATTRIBUTES YOU FEEL ARE IMPORTANT FOR THE POSITION:

Overcommunication on critical topics, achievements, process improvements, etc. Especially during Helene + Milton recovery, there was very little <sup>consistency</sup> in the way of daily or weekly status of key topics.

2. COMMUNITY ISSUES OR CONCERNS THAT YOU FEEL WILL REQUIRE THE SPECIFIC ATTENTION OF THE CITY ADMINISTRATOR IN THE FIRST YEAR OF EMPLOYMENT WITH THE CITY:

- ① A concise, well-communicated natural disaster recovery plan that includes expedited permitting and reduction in bureaucracy to allow property owners to achieve faster rehabilitation
- ② Improved Communication and consistency of ordinance enforcements. ~~Let~~ Clarify ~~and~~ VRR application process and provide transparency <sup>and accuracy</sup> to applicants on where their application is in the process
- ③ Work with Commission and Community advisors to develop opportunities to repair strained relationships within the community

H K

SIGNED

6/15/2025

DATE

3/22/2021

<sup>1</sup> ICMA is the International City/County Management Association; FCCMA is the Florida City and County Management Association.



# **CITY MANAGER DRAFT AD**



Indian Rocks Beach is a vibrant coastal treasure (population 3,618) nestled along the beautiful barrier islands of Pinellas County. Renowned for its breathtaking sunsets and lush natural surroundings, IRB's two miles of white sandy shoreline draw visitors year-round, but it's the laid-back lifestyle that keeps residents here for good. From bird sanctuaries to kayak-friendly waterways, nature is woven into daily life.

Indian Rocks Beach is home to a tight-knit community; the residents take pride in their neighborhood, which is reflected in numerous small businesses and family-owned establishments. The City of Indian Rocks Beach is an engaging community that boasts neighborly values, civic participation, and celebration of local culture through events and festivals. A successful candidate must have a proven track record in consensus building and working through community issues.

The city is situated 15 minutes from Clearwater and 30 minutes from downtown St. Petersburg, and 45 minutes to downtown Tampa (hosting the Lightning Hockey team) and Buccaneers NFL Stadium. It is also conveniently located near two major airports (TPA and PIE), offering easy access to top-tier healthcare, education, and cultural amenities and presents a great quality of life for its residents. Tampa Bay is an amazing place to live and work, with USF a major presence in the region.

Of note, Residency in the city, is not required for the City Manager, because of the overall density of Pinellas County and the high number of cities located in the County. The Current City Manager is well respected and has served for ten years. He will be leaving at the end of July for a position with the County. There are not any in-house City Manager candidates identified at this time.

Indian Rocks Beach, as ALL gulf coastal communities from Charlotte County, north to Taylor County, was impacted by hurricanes in Fall 2024. City staff and its residents have been resilient in their quest to return to their homes, and city facilities. The City Hall, Library (reciprocal borrowing privileges at other Pinellas Libraries) and Arts Center will be reopened by the fall.

Florida coastal county or city experience would be preferred as the City Manager will be dealing with continued hurricane recovery and future preparation, FEMA reimbursements, flood insurance, permitting and building code issues, and code enforcement, as well as a Pinellas County beach restoration project in 2025 and dune restoration along the gulf beaches.

On a very positive note, Indian Rocks Beach only has a tax base decrease of 1% projected for FY 2025-26; in comparison to other beach cities which range up to 8% decreases in tax bases related to hurricane damage to structures. The city has a thriving commercial core of restaurants and shops coming back strong as well. The city has been a beach destination for generations of Floridians, as well as out of state visitors as is well known for its residential and visitor amenities.

The city has contracts with the Pinellas County Sheriffs Office for law enforcement, as well as a local Fire District for Fire Protection. Both contracts are subject negotiation and daily coordination with the providing entities by the City Manager.

The city has active recreation facilities (baseball, basketball, tennis, pickle ball) as well as award-winning nature parks, and beach access points to maintain. There are two miles of beaches and “pre-hurricane” 26 public beach access points in the city. The Commission has discussed at past meetings “pre-hurricane” paid parking, so a successful candidate could have experience with municipal parking systems.

City departments consist of City Clerk, Code Enforcement, Finance and Human Resources, Library, Planning & Zoning (the 2021 Comprehensive Plan is on the City’s website) and Permitting (Pinellas County Building Services since March 2020) , Parks and Recreation Facilities (37 acres of parkland) , and Public Works (stormwater, facilities, city Street maintenance, and solid waste collection).

In 2025-26, besides the continued rehabilitation of City facilities, beach nourishment and dune maintenance, and supporting residential and commercial restoration, the City has been addressing vacation rentals, with the City Manager’s

role implementing the Commission's policies and leaving legal issues to the contractual City Attorney's Office.

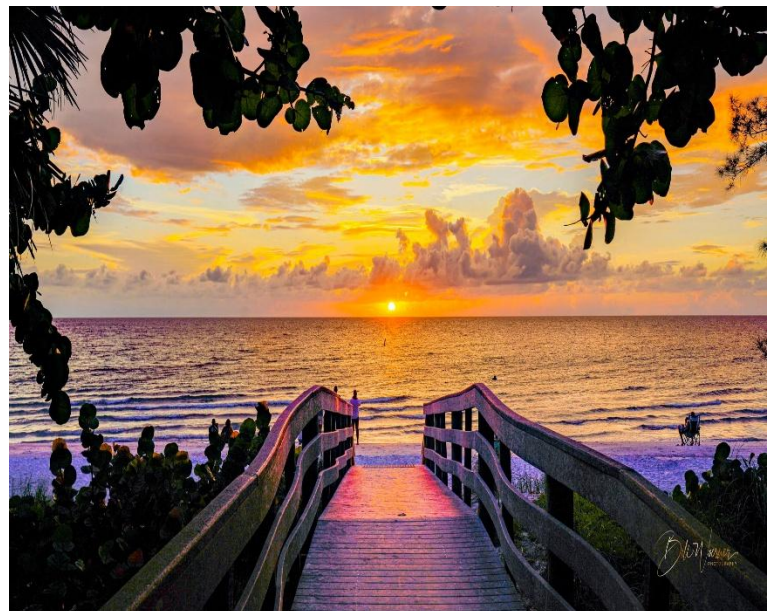
Article V of the City Charter addresses the qualifications of the City Manager, as well as the powers and duties of the City Manager. It is available on the City's website, as well as the City Manager position description, with the Advertisement for the position.

Minimum qualifications include extensive knowledge of laws and policies of municipal operations; Ability to work with the public with tact and professional courtesy, ability to maintain an effective organization, and to prepare and present to the Commission, and residents' data and programs. Graduation from an accredited 4-year college with a BA in Business or Public Administration and a minimum of five years' experience in a responsible local government admin/mgt position. Should be a member of FCCMA and/or ICMA to ensure non-partisanship and adherence to the ICMA Code of Ethics.

Compensation will be up to \$\_\_\_\_\_based on the qualifications of the successful candidate. A full benefit package is available to City employees, and for the City Manager it would be negotiated with the City Attorney for an early September presentation to the City Commission.

Interviews are scheduled to be held on August 11 and 12<sup>th</sup> with the City Commission.

Resumes are due to the City Clerk by July 18<sup>th</sup> at Ms. Lorin Kornijtschuk, City Clerk Indian Rocks Beach, 1507 Bay Palm Blvd, Indian Rocks Beach, FL 33785. Email [lkornijtschuk@irbcity.com](mailto:lkornijtschuk@irbcity.com)



**COPY OF CITY MANAGER  
FLORIDA SURVEY 2025**



**Pinellas County City Manager Comps (FY25)**

City	Salary	Relocation	Housing	Vehicle	Dependent Medical	Education	Cell Phone	Longevity	Retirement ER	Retirement EE
Treasure Island	\$190,000.00	\$20,000.00		\$500.00	Yes				5% EE/8%ER + 7% ER to 457	
Clearwater	\$289,634.24	\$15,000.00		\$300/biweekly					15% (100% vested)	
Dunedin	\$216,694.40			\$500.00	ER paid		\$120.00		Max to 457	
Gulfport	\$202,760.48			415.40/month	\$2400 annual subsidy				15%	
Indian Rocks Beach*	\$159,300.00			\$300.00						
Indian Shores	\$143,639.00									
Largo	\$234,000.00	at cost w/in Largo		\$550.00	308.34 credit				20%	5%
Madeira Beach	\$140,000.00	\$10,000.00	\$1000 for 3 mnths	\$500.00					12% (100% vested)	
Oldsmar	\$196,446.38			\$500.00	Yes					
Pinellas Park	\$238,596.02			\$417.00					10% (inc in salary)	
Redington Shores	\$137,592.00									
Safety Harbor	\$185,400.00			\$500.00	100% ER paid		\$100.00		10% (100% vested)	
Seminole	\$194,431.91			\$500.00	Yes	\$110.00	\$50.00	\$200 (annually)	15%	8%
St. Pete Beach**	\$240,000.00	\$20,000.00		\$550.00					15% (100% vested)	
Tarpon Springs	\$150,000.00								9% to 457	
Town of Belleair	\$178,600.40			369.24	\$4000/yr				9%	3%

\*Prior CM FY23

\*\*Prior and Interim CM at \$210,000

**COPY OF CITY MANAGER  
COMPARABLE**

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 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
Aventura	Dade County	1/23/2025	38,150	172	10	\$55,782,974	\$64,522,057	Garbage removal
Avon Park	Highlands County	1/24/2025	10,454	98	0	\$17,493,030	\$56,101,640	N/A
Alachua	Alachua County	2/8/2024	11,069					N/A
Belleair	Pinellas County	2/14/2025	4,579					Fire, Police, Power,
Bowling Green	Hardee County	1/23/2025	2,483					Electric, stormwater
Boynton Beach	Palm Beach County	1/28/2025	82,089					Full Service City
Cocoa Beach	Brevard County	2/14/2025	11,389					
Coconut Creek	Broward County	1/30/2025	57,548					N/A
Daytona Beach Shores	Volusia County	2/21/2025	5,250					Water, garbage and recycling
Eatonville	Orange County	2/7/2025	2,265	29	6	\$3,300,000	\$5,000,000	Fire
Fort Myers Beach	Lee County	2/14/2025	5,752					Fire, police
Haines City	Polk County	2/18/2025	41,113	285				
Havana	Gadsden County	3/25/2024	1,707					Full Service Town
High Springs	Alachua County	1/23/2025	7,118	83	11	\$7.4 M	\$27 M	electric
Inverness	Citrus County	2/14/2025	7,886					
Jupiter	Palm Beach County	1/22/2025	61,248	397	2	\$77,092,358	\$77,092,358	Sewer, trash
Lake Butler	Union County	1/23/2025	1,989					Electric, Gas
Longboat Key	Sarasota County	1/22/2025	7,580	120	18			Garbage
Miramar	Broward County	1/19/2024	140,924					
Ocala	Marion County	1/23/2025	67,862					
Panama City	Bay County	1/24/2025	25,858	588	8	\$60,586,000	\$122,688,000	N/A
Perry	Taylor County	2/21/2025	7,148					Electric
Pinellas Park	Pinellas County	2/21/2025	54,351					
Port St. Lucie	St. Lucie County	1/24/2025	253,959					
Quincy	Gadsden County	2/14/2024	7,587					
Satellite Beach	Brevard County	1/22/2025	11,343	112	36	\$17,969,831	\$23,491,602	Water, sewer
Sewall's Point	Martin County	2/20/2025	2,111					Water, Sewer, Disposal



## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

Tamarac	Broward County	2/25/2025	72,324					Police
Jupiter Island	Martin County	1/24/2025	839	83	21	\$13,040,781	\$64,136,092	
Atlantic Beach	Duval County	1/22/2025	13,157					
Bartow	Polk County	2/14/2025	20,208	290	30	\$50,364,024	\$148,233,392	Full service city
Chiefland	Levy County	2/18/2025	2,428	52	10	3.2M	6M	Electric, gas
Daytona Beach	Volusia County	2/14/2025	83,228	980	15	\$129,908,060	\$324,353,960	N/A
Delray Beach	Palm Beach County	2/18/2025	67,784					
Eustis	Lake County	2/20/2025	24,631	243	66	\$27,148,773	\$66,588,362	Gas, propane, electric
Hallandale Beach	Broward County	2/25/2025	41,396					Fire and EMS
Hollywood	Broward County	1/24/2025	153,096	1,381	203	\$397,780,198	\$822,091,945	trash and recycling
Indian River Shores	County	1/4/2024	4,546	34	36	\$7,849,675	\$9,223,986	Parks,
Key Biscayne	County	2/26/2025	14,251					Water, sewer
Lady Lake	Lake County	1/4/2024	17,437					Electric
Lake Clarke Shores	Palm Beach County	1/24/2025	3,533	28	3	\$4,598,034	\$9,813,278	Fire rescue
Lantana	Palm Beach County	2/14/2025	12,088					
Lauderdale By The Sea	Broward County	1/23/2025	6,126	39	2	\$16,922,144	\$29,393,754	Water, sewer, Police (contract BSO)
Mascotte	Lake County	2/18/2025	9,314					Sewer, electric
Melbourne	Brevard County	1/23/2025	87,307	969	70	\$113,101,347	\$300,026,932	Electric
Miami Beach	County	1/5/2024	78,287					
Micanopy	Alachua County	2/28/2024	647					
Neptune Beach	Duval County	2/14/2025	7,259					
North Lauderdale	Broward County	2/25/2025	44,925					Gas, electric
North Palm Beach	Palm Beach County	2/26/2025	13,089					Electric
North Port	Sarasota County	2/21/2025	95,707					
Oldsmar	Pinellas County	2/21/2025	14,874	140	20		47 million	
Palm Springs	Palm Beach County	2/26/2025	27,050					
Port Orange	Volusia County	2/24/2025	68,052					Solid Waste
Sebastian	Indian River County	1/23/2025	27,419	140	38	\$18,689,432	\$44,411,347	Water, Sewer, Fire
St. Cloud	Osceola County	1/29/2025	69,211	523	142	\$80,781,753	\$273,789,841	lectric, Water and Sew
Sunny Isles Beach	Miami-Dade County	2/21/2025	21,738					
Belleair Beach	Pinellas County	2/19/2025	1,611		8		\$2,536,955	N/A
Apalachicola	Franklin County	1/24/2025	2,475	35	5	\$4,044,550	\$8,871,388	Electric, Gas, Garbage
Bradenton	Manatee County	1/22/2025	58,265					

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

Bushnell	Sumter County	1/22/2025	3,523	31	1	\$5,736,077	\$17,374,400	Full Service City
Frostproof	Polk County	2/15/2025	3,203					
Gainesville	Alachua County	2/17/2025	147,732	2,195	165	\$137,800,000	366,213,212.00	
Lake Wales	Polk County	1/22/2025	17,384	265	23	\$32,315,328	\$107,822,344	electric
Lynn Haven	Bay County	1/5/2024	22,024					
Madeira Beach	Pinellas County	2/14/2025	4,080					
Marathon	Monroe County	2/14/2025	9,741	122	9	\$43,701,243	\$107,349,361	Police
Mary Esther	Okaloosa County	2/14/2025	4,172					
Melbourne Beach	Brevard County	2/21/2025	3,274	24	1	\$3,930,998	\$4,582,113	provided by the City
Orchid	Indian River County	1/27/2025	540	2	1			Water, sewer, police
Sanibel	Lee County	3/5/2025	6,582					
Sneads	Jackson County	11/1/2023	1,759	19	4	\$1,601,828	\$3,923,469	Electricity, gas
Sunrise	Broward County	2/24/2025	96,474					trash
Tallahassee	Leon County	3/7/2025	204,615					
West Melbourne	Brevard County	2/4/2025	30,725	144	4	\$22,794,095	\$92,144,695	N/A
White Springs	Hamilton County	1/23/2025	760	6	7	\$933,331	\$1,583,653	Electric only
Winter Garden	Orange County	2/7/2025	47,957	331	44	\$66,374,340	\$138,217,047	Electric and gas
Okeechobee	Okeechobee County	1/23/2025	5,608	54	4	\$8,136,917	\$13,760,270	Utilities (water & sewer)
Auburndale	Polk County	1/23/2025	20,186	213	5	\$41,310,788	\$85,882,919	Electric
Bal Harbour	County	3/17/2025	2,913			\$16,160,600	\$25,617,000	
Cross City	Dixie County	2/28/2024	1,816	13	2	\$6,805,649	\$11,455,649	
Dania Beach	Broward County	1/27/2025	31,926	154	24	\$74,083,256	\$130,170,811	Police and Fire
DeBary	Volusia County	2/14/2025	23,742					police
Dundee	Polk County	2/14/2025	6,794					
Fort Myers	Lee County	2/14/2025	101,267					
Jupiter Inlet Colony	Palm Beach County	1/22/2025	413	8	6	\$4,300,000	\$4,300,000	fire/rescue
Lake Mary	Seminole County	2/14/2025	16,933					N/A
Lakeland	Polk County	1/22/2025	125,697	1,995	228	\$181,786,370	\$731,319,859	
Marco Island	Collier County	2/14/2025	16,548	232	32	\$32,131,853	\$118,842,201	Electric, Garbage
Miami	County	2/26/2025	464,544					
Palmetto Bay	Miami-Dade County	1/23/2025	24,440	68	21	\$22,233,157	\$49,027,766	police, Fire, Water, Sew
Riviera Beach	Palm Beach County	2/26/2025	38,748	442	57	93.278 M	Not Provided	Garbage
Tequesta	Palm Beach County	1/24/2025	6,096					

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

Vero Beach	Indian River County	1/28/2025	17,760	315	61			
Weston	Broward County	2/25/2025	68,077					Water/Sewer Utility
Wilton Manors	Broward County	2/25/2025	11,382	111	41	2,886,751; Amended:	8,560,541; Amended:	Fire
Cape Canaveral	Brevard County	1/7/2025	10,045	70	7	\$21,191,371	\$36,141,980	electricity, public
Atlantis	Palm Beach County	2/14/2025	2,100	34	6	\$5,498,272	\$7,480,277	collection
Bonita Springs	Lee County	2/24/2025	59,406	58	0	\$20,652,406	\$61,148,911	police
Bunnell	Flagler County	1/24/2025	4,027	65	0	\$8,055,688	\$51,044,730	electric
Chattahoochee	Gadsden County	1/9/2024	3,006					Full Service City
Destin	Okaloosa County	1/2/2024	14,325					
El Portal	County	2/21/2025	1,862			\$2,228,127	\$2,228,127	N/A
Grant-Valkaria	Brevard County	1/23/2025	5,033	6	2	\$2,502,136	\$4,505,369	N/A
Groveland	Lake County	1/22/2025	26,374					Electric
Highland Beach	Palm Beach County	2/21/2025	4,256					waste/recycling
Jacksonville Beach	Duval County	1/22/2025	23,493	329	99	jacksonvillebeach.civ		Fire
Lee	Madison County	1/23/2025	381	5	0	\$922,714	\$1,479,814	provided. Water &
Parkland	Broward County	1/23/2025	40,003	116	35	\$57,355,000	\$98,851,450	Police, fire, utilities
Plant City	Hillsborough County	2/21/2025	41,601					Full service City
South Daytona	Volusia County	2/21/2025	14,334	105	0	\$1,354,200	\$37,350,000	y of Daytona beach,, S
Wellington	Palm Beach County	1/28/2025	64,915	303	85	\$100,316,053	\$148,008,199	police (contract) and Fi
West Palm Beach	Palm Beach County	2/26/2025	127,014					
Zephyrhills	Pasco County	2/10/2025	21,391	159	2	\$21,609,084	\$105,266,502	Electric
Davenport	Polk County	2/14/2025	18,587	109	seasonal	\$19,378,295	\$45,659,140	Garbage
Hillsboro Beach	Broward County	1/22/2025	1,967					stormwater, no CRA
Indialantic	Brevard County	1/22/2025	3,121					Water, sewer
Margate	Broward County	1/22/2025	58,725	507	24	\$79,418,987	\$265,396,729	
Miami Lakes	County	1/27/2025	31,562	48	28	\$21,671,000	\$79,594,472	waste
Miami Shores	County	2/14/2025	11,569	127	69	\$21,693,319	\$41,294,490	Fire, Electric and Gas
Palm Beach	Palm Beach County	1/22/2025	9,500	354	23	\$116,738,049	\$359,284,562	Water
Callaway	Bay County	1/23/2025	13,937					
Deltona	Volusia County	1/23/2025	101,029	380	7	\$71,112,700	\$147,080,100	Police
Dunedin	Pinellas County	1/23/2025	36,123	373	64	\$13,183,890	\$133,282,528	Police
Glen Ridge	Palm Beach County	1/23/2025	215		1	\$167,075	\$167,075	Water, Police, Fire
Gulf Breeze	Santa Rosa County	2/4/2025	6,963					Electricity

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

MacClenny	Baker County	1/29/2025	8,256	42	10	\$9,452,256	\$25,116,513	Police
Rockledge	Brevard County	1/27/2025	28,790	255	10	\$28,623,543	\$68,996,399	No water dept
Wildwood	Sumter County	1/22/2025	31,337	211	5	\$47,367,960	\$274,166,155	
Winter Haven	Polk County	2/21/2025	59,650					
Eagle Lake	Polk County	2/14/2025	4,272	15	11	\$2,818,450	\$5,807,689	Water, sewer, garbage
Golf	Palm Beach County	2/14/2025	281	9	2	\$2,045,318	\$6,559,924	Police, fire
Pompano Beach	Broward County	1/23/2025	114,727	867	249	\$223,303,000	\$497,144,472	Full Service City
Seminole	Pinellas County	2/21/2025	19,283					Water, sewer, police
Umatilla	Lake County	2/28/2024	3,936			Water, sewer, solid waste, storm water, volunteer fire		
Estero	Lee County	1/28/2025	38,765	9	5	\$9,969,950	\$91,404,264	Water, sewer, trash, Recycling, Police,
Greenacres	Palm Beach County	2/17/2025	43,829					No services provided
Mangonia Park	Palm Beach County	1/23/2025	2,716			\$5,389,986	\$10,192,126	no police, water and sewer only
Oakland Park	Broward County	2/21/2025	43,970					
Orange City	Volusia County	2/24/2025	14,313	154	0	\$24,234,310	\$43,370,195	Wastewater, Electric
Penney Farms	Clay County	1/23/2025	840				Police, Fire, Rescue provided by	
Cocoa	Brevard County	1/4/2024	20,051					None
Fruitland Park	Lake County	8/14/2023	8,923					N/A
Holly Hill	Volusia County	1/22/2025	13,232	118	3	\$12,213,842	\$35,808,566	electric and cable
Titusville	Brevard County	1/22/2025	50,091					Parks and Recreation
Cutler Bay	County	2/3/2025	43,762	39	27	\$19.75 M	\$76,620,400	Garbage/Bulky
Indian Rocks Beach	Pinellas County	2/14/2025	3,648					
Leesburg	Lake County	2/14/2025	31,716	481	43	\$33,428,580	\$218,551,890	Full Service City
Miami Gardens	County	2/26/2025	108,195					
Mulberry	Polk County	2/18/2025	4,319	41	9	\$6,705,595	\$21,917,663	Electric
South Bay	Palm Beach County	2/26/2025	4,837					
Venice	Sarasota County	1/23/2025	29,270					
Belle Isle	Orange County	1/22/2025	7,118	37	5	\$12,869,505	\$13,403,339	Fire, Police, Water, Sewer, Electric
Blountstown	Calhoun County	3/7/2025	2,261					Full Service City
Lake Alfred	Polk County	2/14/2025	7,991					Electricity
Oviedo	Seminole County	2/4/2025	41,934	332	18	\$42,73,409	\$100,700,000	N/A
Sanford	Seminole County	2/24/2025	67,282				Full service City, contract out debris an	
Windermere	Orange County	2/21/2025	3,157					Water, Sewer, Power

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

Casselberry	Seminole County	1/12/2024	31,435	185	1	\$22,340,443	\$70,208,960	County)
Polk City	Polk County	1/30/2025	3,043	23	2	\$4,177,983	\$9,534,526	Electric
Port St. Joe	Gulf County	2/27/2024	3,937					Electrical
Zolfo Springs	Hardee County	1/10/2024	1,777	0	2	\$4,392,302	\$4,392,302	Electric
Davie	Broward County	1/27/2025	107,795	724	54	\$205,089,097	\$362,919,751	Transportation
Kissimmee	Osceola County	2/17/2025	80,851	700	50	\$126,214,955	\$264,285,460	Water, Sewer Electric
Pinecrest	Miami-Dade County	2/24/2025	17,843					Fire, Water, Sewer
West Park	Broward County	1/22/2025	15,109					Water & sewer
Altamonte Springs	Seminole County	2/14/2025	45,538					electricity
Carrabelle	Franklin County	2/14/2025	2,653					Power or Waste
DeLand	Volusia County	2/14/2025	44,986					Cable, electric, phone
Gulfport	Pinellas County	2/14/2025	11,700					Electric and cable
Valparaiso	Okaloosa County	2/19/2025	5,301	64	6	\$5,728,910	\$11,150,405	Full Service City
Ormond Beach	Volusia County	1/23/2025	45,218	376	33	\$49,185,112	\$131,976,868	Garbage
Winter Park	Orange County	2/21/2025	29,882	521	92	\$77,743,161	\$208,163,712	N/A
Golden Beach	County	1/22/2025	969					
Gretna	Gadsden County	5/29/2024	1,313	15	2			sanitation
Sebring	Highlands County	1/22/2025	11,901	160	22	\$19,405,399	\$68,561,028	Electric and gas
Green Cove Springs	Clay County	1/22/2024	10,094					
Tavares	Lake County	1/23/2025	21,612	209	2	\$28,321,767	\$66,530,603	Electric, gas
Cinco Bayou	Okaloosa County	1/9/2024	481					contracted out to
St. Marks	Wakulla County	2/25/2025	315	4	1	\$649,187	\$3,837,957	ricity, telephone, cable
Shalimar	Okaloosa County	2/24/2025	776					County water/sewer, fire di
Clewiston	Hendry County	1/4/2024	6,976	103	4	\$16,503,334	\$47,302,180	None
Palm Beach Gardens	Palm Beach County	1/23/2025	62,469	632	180	\$188,513,912	\$263,075,544	cling Collection and V
Waldo	Alachua County	3/6/2025	815					
Dunnellon	Marion County	12/18/2024	2,005	22	\$3	\$4,635,878	\$5,641,860	electric, cable, fire
Callahan	Nassau County	1/4/2024	1,926					Electric
Longwood	Seminole County	2/14/2025	19,886					
Marineland	Flagler County	1/8/2024	10	0		\$100,000		
St. Augustine Beach	St. Johns County	2/9/2024	6,636				No services provided except solid waste/rec	
Pembroke Pines	Broward County	1/23/2025	171,621	1,067	341	\$0	\$446,254,618	A full service city
Grand Ridge	Jackson County	2/17/2025	917	6	0	\$7,006,621	\$17,166,358	through Waste

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

Key West	Monroe County	1/24/2025	24,684	504	31	\$98,684,124	\$262,313,474	Trash
Lake City	Columbia County	1/23/2025	12,553	244	4	\$28,556,709	\$75,233,556	Electric, Garbage
Apopka	Orange County	1/31/2025	59,819					
Arcadia	DeSoto County	3/5/2025	8,062					Electric, gas
Boca Raton	Palm Beach County	1/22/2025	99,435					
Cape Coral	Lee County	2/14/2025	243,026					Electric
Chipley	Washington County	1/12/2024	3,777					Electric
Clearwater	Pinellas County	1/24/2025	116,895					Full Service City
Cooper City	Broward County	1/22/2025	34,222	130	50	\$52,000,000	\$97,000,000	Fire, Police
Crystal River	Citrus County	1/30/2025	3,550	41	41	\$8,020,582	\$44,401,142	Electric
DeFuniak Springs	Walton County	1/24/2025	7,027					
Doral	County	2/26/2025	78,615					
Fernandina Beach	Nassau County	1/23/2025	13,605					
Flagler Beach	Flagler County	1/23/2025	5,333					Full Service City
Fort Lauderdale	Broward County	1/24/2025	189,583	2,627	627	\$487,889,378	\$1,193,279,369	N/A
Fort Meade	Polk County	1/24/2025	5,303					
Hawthorne	Alachua County	2/18/2025	1,493					Police, fire
Homestead	County	2/14/2025	83,272					
Indian Shores	Pinellas County	2/14/2025	1,197					Water, sewer and garbage
Keystone Heights	Clay County	2/14/2025	1,553					
Lake Helen	Volusia County	1/22/2025	3,068	15	1	\$4,063,000	\$4,730,000	
Lake Park	Palm Beach County	1/22/2025	8,945	61	3	\$15,129,863	\$36,881,278	electricity
Lake Placid	Highlands County	1/4/2024	2,567					
Largo	Pinellas County	1/23/2025	82,131	877	144	\$261,685,000	\$266,071,700	Water, Gas
Lauderdale Lakes	Broward County	2/14/2025	36,009					
Malabar	Brevard County	1/4/2024	3,159					Water, sewer, police
Manalapan	Palm Beach County	2/14/2025	427					we provide water and sewer only
Mexico Beach	Bay County	2/14/2025	1,207					
Miami Springs	County	2/14/2025	13,212					Sewer
Mount Dora	Lake County	2/27/2025	18,056					Full service
Naples	Collier County	2/14/2025	19,908					All Services Provided
New Smyrna Beach	Volusia County	2/14/2025	34,147					
Newberry	Alachua County	2/24/2025	8,361	77	16	\$14,154,809	\$43,167,065	

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

Niceville	Okaloosa County	3/4/2024	16,614	172	26	\$27,744,790	\$61,887,140	All Services Provided
North Bay Village	County	2/21/2025	7,720					Fire
North Miami Beach	County	2/26/2025	43,857	381	172	\$67,282,449	\$177,846,598	Garbage & Fire
Oak Hill	Volusia County	3/6/2024	2,141					
Orange Park	Clay County	2/19/2025	9,171	103	14	\$16,718,243	\$40,597,949	Electric
Palatka	Putnam County	3/4/2025	10,656	153	3			Electricity
Pembroke Park	Broward County	1/28/2025	6,308	1067	341	\$252,688	\$517,841	
Port Richey	Pasco County	2/25/2025	3,621	67	10	\$7,844,492	\$21,942,158	
South Palm Beach	Palm Beach County	2/21/2025	1,450					Police
Southwest Ranches	Broward County	2/25/2025	7,536					Water, sewer
St. Pete Beach	Pinellas County	1/23/2025	8,736					
Starke	Bradford County	1/24/2025	5,974	56	25	\$4,175,536.00	\$40,829,031.00	Water and electric
Stuart	Martin County	2/26/2025	19,353					
Tarpon Springs	Pinellas County	2/21/2025	26,452					Electricity
Temple Terrace	Hillsborough County	2/21/2025	27,333					Electric
Treasure Island	Pinellas County	2/26/2025	6,550					Water
Trenton	Gilchrist County	2/25/2025	2,253					Electric
Wauchula	Hardee County	2/21/2025	5,021	73	11	\$3,999,247	\$16,935,167	
West Miami	Miami-Dade County	2/26/2025	6,828					
Lighthouse Point	Broward County	1/22/2025	10,762	113	13	\$26,546,563	\$32,475,910	Water & Sewer
McIntosh	Marion County	2/10/2025	523					
St. Augustine	St. Johns County	1/22/2025	15,276	372	34	\$50,647,926	\$95,337,742	Electric, gas
Coral Springs	Broward County	2/10/2025	135,000	915	396			
Ponce Inlet	Volusia County	2/21/2025	3,364	70	0	\$9,687,284	\$15,227,136	
New Port Richey	Pasco County	1/22/2025	17,213	219	37	\$34,796,120	\$105,570,610	Electric
Maitland	Orange County	1/27/2025	19,964	240	15	\$39,096,000	\$64,680,500	Electric
Minneola	Lake County	1/28/2025	18,064	81	15	\$20,659,825	\$40,935,730	Enforcement are
Panama City Beach	Bay County	3/7/2025	20,432	391	31	\$108,687,034	\$236,000,000	ctric and refuse collect
Beach	Brevard County	1/31/2025	9,020	58	29	\$12,348,851	\$127,582,006	fire (we have a
Haverhill	Palm Beach County	1/22/2025	2,188	5	0	\$1,564,337	\$2,533,097	contracted out and/or
Royal Palm Beach	Palm Beach County	2/25/2025	39,767	112	27	\$33,295,628	\$84,551,978	water, no sewer, no ga
Archer	Alachua County	2/13/2025	1,151					Sewer, electric
Bay Harbor Islands	County	2/13/2025	5,593					

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

Bell	Gilchrist County	8/13/2020	583					
Belle Glade	Palm Beach County	1/23/2025	16,837					
Bellevue	Marion County	2/14/2025	5,768	55	6	\$8,536,594	\$24,079,500	Electric and gas
Biscayne Park	County	2/13/2025	2,959					
Brooksville	Hernando County	2/13/2025	10,263	118	2	\$13,634,261	\$59,032,832	Electric
Clermont	Lake County	2/13/2025	50,342					Full Service City
Coral Gables	County	1/22/2025	48,267	928	178	\$203,943,122	\$264,339,017	N/A
Crescent City	Putnam County	2/13/2025	1,686					
Dade City	Pasco County	2/13/2025	8,406					Electric
Deerfield Beach	Broward County	2/13/2025	87,292					Police, Fire, Building Permitting, & Code
Edgewater	Volusia County	1/22/2025	23,990	240	4	\$30,787,950	\$152,035,558	
Fellsmere	County	2/13/2025	5,075					Gas, electric, garbage
Fort Pierce	St. Lucie County	3/10/2025	50,823					
Fort Walton Beach	Okaloosa County	2/13/2025	21,096					Full Service City
Graceville	Jackson County	3/12/2025	2,197					Full Service City
Greensboro	Gadsden County	9/24/2019	452					
Islamorada	Monroe County	2/13/2025	7,059					
Jacob City	Jackson County	1/23/2025	226					
Jasper	Hamilton County	1/23/2025	2,781					
Jennings	Hamilton County	2/24/2025	770					
Juno Beach	Palm Beach County	1/25/2025	3,913	36	0	\$11,514,590	\$11,514,590	Police, Fire, Fire rescue
Kenneth City	Pinellas County	2/21/2025	4,974					Police, Fire, Fire rescue, provide utilities
Lake Hamilton	Polk County	4/15/2024	1,730					
Lake Worth Beach	Palm Beach County	2/13/2025	43,201					
Lauderhill	Broward County	2/13/2025	73,689					N/A
Live Oak	Suwannee County	2/8/2024	7,400					
Madison	Madison County	2/14/2025	2,966	65	10	\$4,298,280	\$16,137,050	Police, Fire, Fire rescue, provide utilities
Marianna	Jackson County	2/9/2024	8,205					Electricity
Midway	Gadsden County	2/13/2025	3,382					
Milton	Santa Rosa County	2/14/2025	11,131			\$13,917,622	\$46,028,238	Power
Monticello	Jefferson County	1/23/2025	2,738					
North Miami	County	1/23/2025	58,592					
Oakland	Orange County	2/20/2025	3,693	98	30	\$8,574,987	\$14,018,572	Electric



## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

Ocean Breeze	Martin County	2/21/2025	506				Terry O'Neill is a subcontractor	
Ocean Ridge	Palm Beach County	2/20/2025	1,841				Water – City of Boynton Bch; N	
Ocoee	Orange County	2/25/2025	49,422			\$67,633,171	\$112,672,804	N/A
Opa-locka	Miami-Dade County	1/25/2025	15,530					
Orlando	Orange County	1/29/2025	328,535					
Pahokee	Palm Beach County	1/23/2025	5,627					Water, sewer
Palm Bay	Brevard County	2/20/2025	141,798					Garbage/waste
Palm Beach Shores	Palm Beach County	1/23/2025	1,326					Water & sewer
Palm Coast	Flagler County	1/23/2025	107,737					
Pensacola	Escambia County	2/24/2025	53,702				Water, Sewer, Electricity, etc. – Gas is the c	
Punta Gorda	Charlotte County	1/23/2025	21,886					
Safety Harbor	Pinellas County	2/21/2025	17,023	156	19	\$32,127,658	\$117,973,499	Police
Sarasota	Sarasota County	1/23/2025	59,808					Fire Department/EMT
South Miami	Miami-Dade County	3/13/2025	11,618					
Surfside	Miami-Dade County	2/20/2025	5,367	103	31	\$18,223,012	\$41,169,653	Fire, Library
Wewahitchka	Gulf County	1/12/2024	2,221					Electric
Williston	Levy County	2/14/2025	3,167	93				
Winter Springs	Seminole County	1/23/2025	39,645					

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

Name of City Manager / Administrator / Chief Administrative Officer	Date of Hire	Years of Service as a mgr	Contract	Type of Contract	Length of Contract	Automatic Renewal	Date of Last Renewal	Annual Salary
Bryan Pegues	11/4/2024	0	Yes	Agreement	Indefinite	Yes		\$237,500.00
Danielle Kelly	10/1/2024	0	Yes	Agreement	3 years	N/A	N/A	\$120,000.00
Mike DaRoza	7/25/2022 as Mgr Original hire in 2017	1	Yes	Employment Agreement	3 years	No		\$153,233.00
Gay Lancaster	10/1/2023	1	Yes	Agreement	Indefinite	N/A	N/A	\$178,000.00
Pam Durrance	12/1/2022	1	No	N/A	N/A	N/A	N/A	\$85,000.00
Daniel Dugger	9/1/2022	1	Yes	Agreement	Indefinite	by City Commission	N/A	\$236,775.00
Wayne Carragino	1/18/2024	1	No					\$189,999.94
Sheila Rose	Manager, 6/1/1999	1	Yes	Agreement	5 years	Yes, extended for additional 2 year	N/A	\$296,837.00
Kurt Swartzlander	6/3/2022	1	Yes	Agreement	Indefinite	N/A	N/A	\$167,710.40
Demetrius Pressley	11/1/2022	1	N/A	N/A	N/A	N/A	N/A	\$85,009.60
Andy Hyatt	4/17/2023	1	Yes	Agreement	2 years	Yes, one year increments	No renewals to date	\$212,578.60
James Elensky	6/9/2022	1	Yes	Agreement	5 years	Yes, for 2 years	N/A	\$215,248.80
Kendra Wilkerson	5/18/2022	1	Yes	Agreement	Indefinite	N/A	N/A	\$100,000.00
Jeremy Marshall	4/2/2024	1	Yes	Agreement	1 year	Yes	4/2/2024	\$112,500.00
Eric Williams	2/1/2022	1	Yes	Agreement	7 years	Yes		\$149,915.00
Frank J Kitzerow	original hire October	1	Yes	Agreement	3 years	No	N/A	\$236,250.00
Kimberly Hayes	12/5/2023	1	Yes	Agreement	3 years	Yes		\$85,000.00
Howard Tipton	1/30/2023	1	Yes	Agreement	Four years	Yes, for two years	N/A	\$236,361.42
Roy L. Virgin	5/2/2022	1	Yes	Contract	5 years	N/A	N/A	\$270,000.00
Pete Lee	as Interim, 09/2022 po	1	Yes	Employment Agreement	Indefinite	N/A	N/A	\$258,558.30
Jonathan Hayes	1/9/2024	1	Yes	Employment Agreement	Indefinite	N/A	N/A	\$175,000.00
John Hart	2/22/2023	1	Yes	Employment Agreement	Indefinite	N/A	N/A	\$92,702.00
Bart P. Diebold	1/13/2022	1	Yes	Employment Agreement	Indefinite	N/A	N/A	\$216,905.47
Jesus Merejo	rs with the City, 2 as n	1	Yes	Employment Agreement	Indefinite	N/A	N/A	\$288,750.28
Robert E. Nixon	6/28/2022	1	Yes	Employment Contract		Yes		\$110,000.00
Brittany Retherford	9/4/2024	1	Yes	Agreement	Annual Review	Yes	9/4/2024	\$161,000.00
Robert Daniels	8/2/2022	1	Yes	Agreement	3 year	N/A	N/A	\$130,000.00

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

Levent Sucuoglu	1/25/2023	1	Yes	Employment Agreement	Indefinite	No	N/A	\$294,840.00
Robert Garlo	5/18/2023 as Mgr	1.8	No	N/A	N/A	N/A	N/A	\$250,000.00
Bill Killingsworth	9/26/2023	2	Yes	Agreement	Indefinite	No	N/A	\$238,596.00
Robert "Mike" Herr	1/3/2023	2	Yes	Employment	5 years	for successive one (	First Agreement	\$190,800.08
Laura Cain	05/21/21 as Mgr, originally hired in	2	Yes	Agreement	Annual	No	6/23/2023	\$81,640.00
Deric C Feacher	6/1/2021	2	Yes	Employment	5 years	Renewable	N/A	\$291,905.20
Terrence R. Moore	8/2/2021	2	Yes	Agreement	No end date	N/A	N/A	\$247,811.20
Tom Carrino	2014 Original Hire	2	Yes	Agreement	Indefinite	No	N/A	\$189,034.00
Dr. Earle Jeremy	3/3/2021	2	Yes	Agreement	Yearly	yearly eval by city	N/A	\$278,486.26
George Keller	Internal Hire	2	Yes	Agreement	N/A	Yes	N/A	\$307,968.68
James Harpring	4/23/2021	2	N/A	N/A				\$196,638.00
Steven C. Williamson	5/10/2021	2	Yes	Agreement	Indefinite	N/A	N/A	\$252,846.00
William Lawrence	4/1/2021	2	Yes	Agreement	2 Years	No	N/A	\$134,820.00
Joseph F. Lo Bello	12/13/2022	2	Yes	Agreement	5 years	year term	N/A	\$189,730.00
Brian K Raducci	10/11/2021	2	Yes	Agreement	5 years		N/A	\$230,070.88
Linda Connors	10/26/2021	2	Yes	Employment	3 years	does not take any	N/A	\$202,649.98
Annamarie Reno	2/1/2022	2	Yes	Agreement	2 years	Yes, for 1 year	2/1/2024	\$148,616.00
Jenni Lamb	05/25/2023, Original	2	Yes	Agreement	Until terminated	be amended from	N/A	\$244,500.10
Alina T. Hudak	02/2020 Original	2	Yes	Agreement	4 years	No		\$356,665.00
Sara Owen	6/1/2021	2	Yes		3 years	No	N/A	\$72,982.00
Richard Pike	3/22/2023	2						\$153,299.90
Michael Sargis	1/10/2022	2	Yes	Agreement	5 years	4 years		\$199,804.00
Chuck Huff	2/9/2023	2	Yes	Employment Agreement	No term date	N/A	N/A	\$234,600.00
A. Jerome Fletcher	10/1/2021	2	Yes	Employee Agreement	Open Ended	Yes		\$238,992.03
Felicia L. Donnelly	1/1/2022	2	Yes	Employment Agreement	None	N/A	N/A	\$196,446.38
Michael Bornstein	1/13/2022	2	Yes	ger Employment Agree	3 years	No		\$245,586.55
Robert Wayne Clark	04/19/2021	2	Yes	Employment Agreement	Indefinite	Yes	N/A	\$195,000.00
Brian Benton	12/10/2018 original	2	Yes	Employment Agreement	3 years	Yes for one 3 year term		\$172,849.56
Veronica Miller	9/8/2022	2	Yes	Employment Agreement	Indefinite	N/A	N/A	\$213,123.25
Stanley E. Morris	12/6/2021	2	Yes	Employment Agreement	termination or resign	N/A	N/A	\$276,894.90
Kyle Riefler	11/21/2022	2.23		Yes	Agreement	3 years	No	\$132,825.00
Kendall "Travis" Wade	5/25/2020	3	Yes	Agreement	Open	N/A	N/A	\$85,000.00
Robert Perry	7/19/2021	3	Yes	Agreement	Unknown	N/A	N/A	\$244,092.68

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

Mike Eastburn	1994 original hire	3	Yes	Agreement	1 year	Yes	10/1/2024	\$124,143.41
Nicole McDowell	5/19/2020	3	Yes	Agreement	Indefinite	N/A	N/A	\$97,260.00
Cynthia Curry	1/15/2021	3	Yes	Agreement	Unspecified	N/A	N/A	\$299,885.79
James Slaton	6/20/2005	3	Agreement	Indefinite	N/A	Yes	N/A	\$41,509.00
Vickie Gainer	1/14/2020	3	Yes	Agreement	3 years	No	N/A	\$152,235.20
Robin Gomez	12/6/2021	3	Yes	Agreement	2 years	No	N/A	\$140,000.00
George Garrett	Original Hire 2008	3	Yes	Agreement	3 years	No	N/A	\$204,897
Jared Cobb	8/1/2020	3	Yes		either party			\$132,432.30
Elizabeth Mascaro	9/14/2014	3	Yes	Agreement	3 years	No	10/1/2022	\$119,101.60
Cherry Stowe	12/15/2015 as Town	3	Yes	Employment Agreement	2 yrs	No	12/15/2024	\$125,000.00
Dana Souza	10/5/2021	3	Yes	Employment Agreement	Indefinite	N/A	N/A	\$250,985.95
Lee Garner	8/20/2020	3	Yes	Written	N/A	N/A	N/A	\$58,000.00
Mark Lubelski	Mgr, original hire wa	3	Yes	Employment Agreement	Indefinite	N/A	N/A	\$271,742.16
Reese Goad	9/17/2018	3	Yes	Employment Agreement	5 years	2 year renewal terms	N/A	\$292,930.72
Timothy L. Rhode	9/1/2022	3	Yes	Employment Agreement	Indefinite	N/A	9/3/2024	\$209,448.64
Vanessa George	11/10/2020	3	Yes	Employment Agreement	5 years	N/A	10/1/2023	\$65,557.44
Jon Williams	Original Hire: 2018	3	Yes	Employment Agreement	3 years	Yes	N/A	\$267,411.48
Gary Ritter	6/21/2021	3.5	Yes	Employment	2 years	Yes	6/21/2024	\$103,371.84
Jeff Tillman	as City Manager	4	Yes	Agreement	Indefinite	N/A	N/A	\$174,288.00
Jorge M. Gonzalez	11/9/2013	4	Yes	Agreement	Indefinite	N/A	N/A	\$325,000.00
John Driggers Jr	11/18/2019	4	No	N/A	N/A	N/A	N/A	\$70,000.00
Ana M. Garcia	3/13/2019	4	Yes	Contract	2025	No	N/A	\$268,922.00
Carmen Rosamonda	4/1/2019	4	Yes	Agreement	N/A	Yes	4/22/2020	\$200,491.98
Tandra Davis	8/12/2019	4	12/30/2020	Agreement	None	Yes	N/A	\$107,231.28
Marty Lawing	6/7/2021	4	Yes	Agreement	Indefinite	N/A	N/A	\$269,152.00
Heidi Siegel	24-Aug	4	yes	Agreement	4 years	No	N/A	\$135,000.00
Kevin Smith	4/8/2019	4	Yes	Agreement	Indefinite	N/A	N/A	\$204,131.20
M. Shawn Sherrouse	11/2/2020	4	Yes	Agreement	2 years	Yes	N/A	\$238,561.79
Michael A. McNees	7/1/2019	4	Yes	Agreement	Indefinite	Yes	9/18/2023	\$228,844.00
Arthur Noriega	2/24/2020	4						\$471,713.93
Nick Marano	(Approved) <input type="checkbox"/>	4	Yes	Employment Agreement	3 years	Yes	10/2/2023	\$210,968.39
Jonathan Evans	7/12/2019	4	Yes	Employee Agreement	4 year option	No	7/12/2019	\$255,449.87
Jeremy Allen	5/9/2019	4	Yes	Employment Agreement	4 years	e Extensions are negot	N/A	\$218,938.00

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

Monte Falls	1/1/1991	4	Yes	Employment Agreement	years - until march 20	No	3/19/2019	\$192,000.38
Donald P. Decker	10/8/2012	4	Yes	Employment Agreement	Indefinite	N/A	N/A	\$281,130.00
Leigh Ann Henderson	8/2/1999	4	Yes	Employment Agreement	Indefinite	Yes	9/13/2022	\$275,133.00
Todd Morley	Hire: 2/4/2002	4.65	Yes	Employee Agreement	Indefinite	yes	N/A	\$168,600.00
Brian R. Moree	4/23/2018	5	Yes	Agreement	5 Years	No	N/A	\$159,300.00
Arleen Hunter	9/26/2005	5	Yes	Employment	5 years	No	9/29/2021	\$205,000.00
Alvin B. Jackson, Jr.	10/1/2018	5	Yes	Agreement	automatically 10/1	Yes	10/1/2024	\$143,395.00
Robert Presnell	12/1/2018	5	Yes	Agreement	Indefinite	N/A	N/A	\$96,616.00
Lance Johnson	12/17/2018	5	Yes	Agreement	Indefinite	N/A	N/A	\$153,642.58
Christia E. Alou, Esq	3/27/2018	5	Yes	Agreement				\$145,683.00
Jason Mahaney	8/30/2018	5	Yes	Agreement	Indefinite	N/A	N/A	\$127,050.00
Mike Hein	1/2/2018	5	yes	Agreement	not stipulate	N/A	3/6/2023	\$214,154.30
Marshall Labadie	9/4/2018	5	Yes	Agreement	Indefinite	N/A	N/A	\$256,766.80
Michael Staffopoulos	1/28/2019	5	Yes	Agreement	Indefinite	N/A		\$227,136.00
Sona Hayslett	4/30/2018	5	No	N/A	N/A	N/A	N/A	\$47,840.00
Nancy Morando	Was Mgr. Original Hire	5	Yes	Employment Agreement	Continuous	Continuous	N/A	\$267,696.26
Bill C. McDaniel Jr.	1/23/2018	5	Yes	Employment Agreement	1 year	Yes	N/A	\$230,027.20
James L. Gillis, Jr.	3/17/2003	5	Yes	Employee Agreement	Open Ended	Yes	6/12/2019	\$175,361.00
Jim Barnes	7/10/2003	5	Yes	Employment Agreement	4 years	No	10/11/2022	\$261,843.66
Faye W. Johnson	Mgr, Original hire date	5	No	N/A	N/A	N/A	N/A	\$314,977.04
William C. Poe, Jr.	2/11/2019	5	Yes	Employment Agreement	5 years	Yes	N/A	\$164,347.71
Kelly Callihan	7/24/2017	6	Yes	Agreement	3 years	No	6/5/2023	\$176,800.00
Mac Serda	7/12/2017	6	Yes	Agreement	Indefinite	Yes	N/A	\$177,000.00
Michael L. Casey	7/1/2018	6	Yes		3 years	No	8/1/2023	\$142,039.47
Cale Curtis	Mgr -- 06/05/2019	6	Yes	Agreement				\$304,485.00
Edward Pidermann	2/5/2019	6	Yes	Agreement	5 years	No	22-Nov	\$226,986.00
Esmond K. Scott	Village Manager	6	Yes	Agreement	Open Ended	Yes	10/1/2022	\$213,464.78
Kirk Blouin	Original Hire:	6.5	Yes	Employment Agreement	termination or resign	N/A	N/A	\$312,835.64
Keith "Eddie" Cook	6/5/2017	7	Yes	Agreement	Commission	N/A	N/A	\$158,995.20
Doc Dougherty	6/10/2024	7	Yes	Agreement	Indefinite	N/A	N/A	\$225,000.00
Jennifer Bramley	8/28/2017	7	Yes	Agreement	Indefinite	N/A	N/A	\$216,694.40
John J. Deal	1/2/2018	7	No					\$26,000.00
Samantha D. Abell	8/15/2016	7	yes	Employment	Until termination	Yes	N/A	\$162,255.00

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

Mike Griffis	2/1/2018	7	N/A	N/A	N/A	N/A	N/A	\$121,114.16
Brenda Fettrow	12/1/2016	7	Yes	Employment Contract	2 years	Yes		\$230,675.66
Jason McHugh	7/10/2017	7	Yes	General Employment	5 years	No	10/1/2020	\$188,160.00
Michael Stavres	6 as mgr, originally hired	7	Yes	Employment Agreement	Indefinite	N/A	N/A	\$217,630.40
Thomas Ernharth	1/9/2017	8	Yes	Agreement	N/A	N/A	N/A	\$124,945.60
Skinner	6/1/2015	8	Yes	Agreement	1 year	No	6/1/2022	\$140,000.00
Greg Harrison	5/1/2014	8	Yes	Employment Agreement	5 years	No	2022	\$385,155.26
Ann Toney-Deal	8/7/2015	8	Yes	Employment Agreement	2 years	Yes	8/7/2021	\$194,431.91
Scott Blankenship	6/22/2015	8	Yes	Employment Agreement	5 years	Yes		\$139,416.31
Steve Sarkozy	11/1/2015	9	Yes	Agreement	employee or	N/A	N/A	\$260,123.00
Andrea McCue	2/8/2016	9	Yes	Agreement	N/A	N/A	N/A	\$270,579.27
Kenneth L. Metcalf	9/21/2015	9	Yes	Standard	2 years	No	Oct-22	\$121,742.40
David Hebert	9/29/2014	9	Yes	Employment Agreement		Yes		\$309,159.84
Dale Arrington	2/22/2016	9	Yes	Continual	Continual	Yes	Continual	\$180,102.09
David Cooper	4/1/2014	9	Yes	Salary Contract	5 years	Yes	N/A	\$63,800.00
Stockton Whitten		10	Yes	Contract	Through 10/08/2025	No	N/A	\$196,227.20
Gary La Venia	10/17/2013	10	Yes	Agreement	Indefinite	N/A		\$157,144.00
Joseph A. Forte	11/24/2014	10	Yes	Agreement	Indefinite	N/A	N/A	\$181,577.76
Scott Larese	9/1/2014	10	Yes	Employment Agreement	Indefinite term	N/A	N/A	\$228,321.60
Rafael G. Casals	10/28/2006 Original	11	Yes	Agreement	3 years	Yes		\$323,842.22
Brently Gregg Mims	6/28/2013	11	Yes	Employment Agreement	Indefinite	Yes	N/A	\$167,270.00
Alfred Minner	12/16/2013	11	Yes	Agreement	Indefinite	N/A	N/A	\$239,657.60
Cameron Benson	4/15/2013	11	Yes	Agreement	termination	Yes	N/A	\$317,206.00
Rick Johnson	10/12/2012	11	No	Agreement	One year	Yes	10/12/2018	\$197,735.98
Leondrae Camel	3/20/2013	11	Yes	Employment Agreement	3 years	No	1/1/2022	\$145,000.00
Edward Lavallee	3/15/2012	11	Yes	Employment Agreement	terminated by either	Yes	N/A	\$258,133.98
Rick J. Rudometkin	1/1/2024	12	Yes	Agreement	Indefinite	No	N/A	\$162,750.00
Traci Hall	2015 as Mgr,	12	N/A	N/A	Council (January	N/A		\$86,200.00
Ryan Leavengood	3/5/2012	12	Yes	Agreement	Indefinite	Yes		\$173,384.00
Bryan Cobb	12/6/1995	12	Yes	Auto renewal	On-going, no term	N/A	N/A	\$217,112.71
Norton N. Bonaparte, Jr.	9/12/2011	12	Yes	Employment	N/A	Yes	Continuous	\$243,703.57
Robert Smith	10/25/2011	12	Yes	Employment Agreement	5 years	No	3/3/2021	\$157,804.80

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

James "Randy" Newlon	Original Hire:	13	Yes	Agreement	Indefinite	N/A	N/A	\$189,500.00
Patricia Jackson	hired as City Manager	13	Yes	Employment Contract	ent 10/01/19 – 09/30/2	No	2024	\$157,846.25
James A. Anderson	11/28/2008	13	Yes	3 years	3 years	No	2/7/2023	\$126,152.00
Linda Roberson	6/29/1993	13	Yes	Employment Agreement	3 years	Yes	3/1/2021	\$90,361.07
Richard J. Lemack	4/11/2011	14	Yes	Agreement	4 years	Negotiable	12/19/2022	\$306,830.16
Mike Steigerwald	1/4/1994	14	Yes	Written	Annual	Yes	N/A	\$250,369.60
Yocelyn Galiano	1/6/2009	14	Yes	Perpetual				\$277,095.00
W. Ajibola Balogun	5/10/2010	14	Yes	Employment Agreement	Indefinite	N/A	N/A	\$192,239.58
Franklin W. Martz II	3/6/1995	15	Yes	Agreement	Open ended	Yes	N/A	\$222,310.00
Courtney Dempsey	12/9/2002	15	No	N/A	N/A	N/A	N/A	\$66,722.28
Michael P. Pleus	8/1/2008	15	Yes	Employment	Indefinite	Yes	N/A	\$203,000.00
James E. O'Reilly	11/30/2009	15	Yes	Employment	Indefinite	N/A	N/A	\$188,614.40
Carl Scott	8/10/2009	15	No					\$93,454.40
Joyce Shanahan	2/2/2009	16	Yes	Employment Agreement	Ongoing	N/A	N/A	\$213,046.29
Randy B. Knight	10/22/2007	16	Yes	Employment Agreement	Until termination	N/A	N/A	\$269,013.08
Alexander Diaz	3/27/2007	17	Yes	Agreement	3 years	N/A	N/A	\$330,491.49
Antonio Jefferson	8/1/2006	17	Yes	Annual	1 Year	No	1/7/2020	\$101,228.40
B. Scott Noethlich	4/1/2002	17	No	N/A	N/A	N/A	N/A	\$121,586.98
Steven Kennedy	10/1/2018	18	Yes	Agreement	5 years	City Council may extend this	9/21/2021	\$157,476.80
John Drury	11/6/2006	18	Yes	Employment	Indefinite terms	Yes		\$235,114.00
Keith Williams	9/1/2001	22	Yes	Full Time Contract	1 Year	Yes	10/1/2021	\$73,527.30
Zoe A Mansfield	6/18/2002	22	N/A					\$85,000.00
Thomas A. Burns	3/1/2000	23	Yes	Employee Agreement	fiscal 2022	No	7/12/2005	\$67,000.00
Randy Martin	7/22/2019	24	Yes	Agreement	Indefinite	No	N/A	\$188,259.12
Ron Ferris	2/5/2001	24	Yes	Employment Agreement	Indeterminate Term	N/A	7/11/2019	\$412,505.40
Kim Worley	02 hired as manager 1	24	N/A	None	N/A	N/A	N/A	\$61,068.80
Amanda Odom, City Clerk	6/29/2000	24.64	No	N/A	N/A	N/A	N/A	\$81,141.00
Michael Williams	7/13/1998	25	No	N/A	N/A	N/A	N/A	\$65,000.00
Clint Gioielli	Manager	26	N/A	N/A	N/A	N/A	N/A	\$169,016.44
Suzanne Dixon	4/1/1996	27	N/A	N/A	N/A	N/A	N/A	\$3,000.00
Max Royle	7/24/1989	34	No	N/A	N/A	N/A	N/A	\$142,645.00
Charles F Dodge	10/1/1976	35	Yes	Employment Agreement	At will employee	N/A	N/A	\$406,984.00
Justin Branch	1/22/2024	<1	No	N/A	N/A	N/A	N/A	\$62,000.00

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

Brian L. Barroso	1/8/2025	<1	Yes	Employment	2+2	Yes	N/A	\$215,000.00
Don Rosenthal	6/1/2024	<1	Yes	Agreement	Indefinite	Yes	n/a	\$175,000.00
Jacob J. Smith	6/5/2024	>1	Yes	Agreement	Indefinite	N/A	N/A	\$170,471.83
Elizabeth Carsten	3/4/2025	>1	Yes	Agreement	3 years	Council		\$120,000.00
George S. Brown	Original Hire Date	>1	Yes	Agreement	Indefinite	N/A	N/A	\$303,050.00
Michael Ilcyszyn	Originally Hired in	>1	Yes	Agreement	4 years	terms	N/A	\$311,362.50
Patrice A. Tanner	2002 Original Hire	>1	Yes	Agreement	Indefinite	N/A	N/A	\$108,825.60
Jennifer Poirrier	4/4/2023	>1	Yes	Agreement	Indefinite	N/A	N/A	\$289,634.24
Alex Rey	6/1/2024	>1	Yes	Agreement	3 years	No	N/A	\$227,000.00
Audra Curts	9/24/2024	>1	Yes	Agreement	3 years	N/A	N/A	\$120,000.00
Koby Townsend	10/29/2024	>1	Yes	Agreement	Indefinite	N/A	N/A	\$128,000.00
Zeida Sardinas	1/13/2025	>1	Yes	Agreement	Indefinite	N/A	N/A	\$267,000.00
Sarah Campbell	12/2/2024	>1	Yes	Agreement				\$205,000.00
Dale L. Martin	7/27/2023	>1	Yes	Agreement	automatically	Yes	N/A	\$165,000.00
Susan Grant, Acting CM	12/16/2019	>1	No, acting status	Employment	Until CM is selected	N/A	N/A	\$300,514.45
Edward Walker Dean	7/22/2024	>1	Yes	Agreement	3 years	No	N/A	\$130,000.00
Robert Thompson	1/1/2025	>1	Yes	Agreement	Indefinite	N/A	N/A	\$100,000.00
Nzeribe (Zerry) Ihekwa	3/25/2024	>1	Yes	Agreement	Indefinite	N/A	N/A	\$273,000.00
Christine Porter	7/15/2024	>1	Yes	Agreement	Indefinite	N/A	N/A	\$143,639.00
Charles E. Van Zant	1/11/2024	>1	Yes	Annual	3 years	Yes	N/A	\$80,000.00
Jim Gleason	2/5/2024	>1	Yes	Agreement	3 Years	N/A	N/A	\$132,500.00
Richard Reade	1/9/2025	>1	Yes	Agreement	Annual	No	N/A	\$163,000.00
Kevin McCarthy	04/2022 Original	>1	No	N/A	N/A	N/A	N/A	\$120,000.00
John Curp	10/9/2023	>1	Yes	Agreement	Indefinite	N/A	N/A	\$234,600.00
Treasa Brown Stubbs	6/27/2023	>1	Yes	Agreement	Indefinite	Yes	N/A	\$195,647.52
Lisa Morrell	11/6/2023	>1	Yes	Agreement	Indefinite	N/A	N/A	\$105,000.00
Eric Marmer	10/1/2024	>1	Yes	Agreement	3 years	No		\$170,000.00
Chris Truitt		>1						\$110,000.00
JC Jimenez	8/18/2023	>1	Yes	Agreement	Indefinite	N/A	N/A	\$185,400.00
Vince Sandersfeld	5/7/2024	>1	Yes	Employment	Indefinite	N/A	N/A	\$182,310.00
Gary Young	2/5/2025	>1	Yes	Agreement	Indefinite	N/A	N/A	\$300,000.00
Kevin Cowper	8/5/2024	>1	Yes	Employment	Indefinite	N/A	N/A	\$190,000.00
Jordan Marlowe	6/1/2025	>1	Yes	Agreement	3 years			\$120,000.00



## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

David Deitch	6/27/2023	>1	Yes	Agreement	At will	N/A	N/A	\$140,000.00
Frank Rollason	12/10/2024	>1	Yes	Agreement	Indefinite	N/A	N/A	\$175,000.00
Mario Diaz	6/13/2023	>1	Yes	Agreement	Indefinite	N/A	N/A	\$241,363.33
Jerome Adams	9/26/2023	>1	Yes	Employment	Indefinite	N/A	N/A	\$90,000.00
William Whitson	1/16/2024 Interim Mgr	>1	Yes	Employment Agreement	6 mo.	N/A	N/A	\$147,119.00
Marcia Carty	2/24/25 as the CM	>1			Indefinite			\$170,000.00
David Lynch	10/21/2024	>1	Yes	Employment Agreement	3 years	Yes	N/A	\$165,000.00
Matt Coppler	10/10/2023	>1	Yes	Employment Contract	Indefinite	N/A	N/A	\$130,000.00
Jamie Titcomb	6/1/2023	>1	Yes	Hybrid conglomeration			\$84 per hour, no benefit	
Russel Muniz	11/16/2023	>1	Yes	Employment Agreement	Indefinite	N/A	N/A	\$214,500.00
Frances Robustelli	7/8/2024	>1	Yes	Employment Agreement	3 years	No	N/A	\$240,000.00
James V. Crosby	10/1/2024	>1	Yes	Employment Contract	3 years	2 year renewal terms	N/A	\$120,000.00
Michael J. Mortell	Mgr. Was previously	>1	Yes	Employment	Indefinite	N/A	N/A	\$265,724.56
Charles Rudd	8/7/2024	>1	Yes	Employment Agreement	Open-ended	N/A	N/A	\$150,000.00
Carlos Baia	10/2/2023	>1	Yes	Employment Agreement	3 years	No		\$185,681.60
Chuck Anderson		>1	Yes	Employment Agreement	3 years	Yes	N/A	\$190,000.00
Brittany Mills	12/9/2024	>1	Yes	Employment Agreement	Indefinite	N/A	N/A	\$85,000.00
Olivia Minshew	5/8/2023	>1	Yes	Employment Agreement	2 years	No		\$123,011.20
Edward Silva	5/10/2023	>1	Yes	Employment Agreement	5 years	N/A	N/A	\$235,999.92
Ross Licata	Administrator	>2	No	N/A	N/A	N/A	N/A	\$239,200.00
Jessica Gonzalez	9/1/2022	>2	Yes	Agreement	Renews annually	No	9/17/2024	\$52,756.00
David Birchim	12/29/1997	>2	Yes	Employment Agreement	5 years	Yes		\$222,986.75
Catherine Givens	1/7/2025	1 month	Yes	Agreement	2 Years	Yes		\$290,000.00
Mike Disher	4/16/2018	1 yr 5 months	Yes	Employment Agreement	Indefinite	Yes	2023	\$154,159.00
Debbie L. Manns, ICMA-CM	6/2/2014	Local Government)	Yes	Agreement	5 years	No	3/11/2024	\$159,182.40
Mark Reggentin	9/30/2016	1yr, 9month	Yes	Agreement	At will	At will	N/A	\$245,406.00
Mark E. Johnson	9/7/2010	Local Government	Yes	Agreement	Indefinite	Yes	N/A	\$190,000.00
Drew Whitman	4/22/2021	3+	Yes	Agreement	terminated by either p	N/A	N/A	\$197,205.00
John W. Coffey	5/16/2022	40+	Yes	Agreement	Indefinite	N/A	N/A	\$156,896.25
Tracey L. Stevens	9/12/2022	Haverhill	Yes	Agreement	Indefinite	N/A	N/A	\$154,833.00
Raymond C. Liggins	10/18/1999	firm began April 2010;	Yes	Employment Agreement	5 years	N/A	5/16/2019	\$260,482.98
Vacant								
Vacant								

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

Michelle Rose								
Vacant								
Mariah Moody								\$120,612.70
Vacant								
Vacant								
Vacant								
Alberto Parjus	1/28/2025		Yes	Commission	N/A	N/A	N/A	\$295,000.00
Vacant								
Vacant								
Vacant								
Vacant								
Vacant								
Richard Chess								\$200,000.00
Vacant								
Michelle Watkins			No					\$93,995.02
Mike Wade								
Vacant								
Belinda Dianne Blount	7/2/2024		Yes	Contract	Indefinite	N/A	N/A	\$17,680.00
Vacant								
Jennifer Hightower								\$73,736.00
Vacant			Yes	Employment Agreement	5 years			\$188,000.00
Don A. King								\$133,400.00
Vacant								
Vacant								
Vacant								
Larry Sessions								
Vacant								
William Long	3/10/2023		N/A	N/A	N/A	N/A	N/A	\$113,300.00
N/A – Managed by a firm								
Ed Spears								\$146,931.20
Vacant								
Vacant								
Vacant								

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

r. He is paid \$95 per hour and averages 52 hours each quarter								
Lynne Ladner	4/18/2023		Yes	Employment Agreement	Indefinite	N/A	N/A	\$154,113.00
Craig Shadrix	3/6/2024		Yes	Employment Agreement	termination or resign	N/A	N/A	\$233,200.24
Sha'Mecca Lawson			Yes	Employment Agreement	Open Ended	N/A		\$190,000.00
Francis J Flynn	1/06/2025 <input type="checkbox"/>	The Chief Administrative Officer position is r		N/A	N/A	N/A	N/A	\$295,713.60
Vacant								
Vacant								
Vacant								
Vacant								
Tim Kinsella								\$250,016.00
Vacant								
Josh Matthew Stefancic	9/17/2024		Yes	Agreement	Indefinite	N/A	N/A	\$185,400.00
Vacant								
Genaro "Chip" Iglesias	1/23/2023		Yes	Employment Agreement	3 years	No	N/A	\$275,285.50
Vacant								
Michael Gortman	2013		No					\$59,800.00
Sue Beaudet								\$82,000.00
Kevin Sweet	12/16/2024							\$218,000.00

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 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
Not Provided	Yes	City Commission	\$70 phone/month	Vehicle provided	N/A	Yes	any accrue leave he	N/A
N/A	No	factor deemed	subscriptions	Vehicle provided	N/A	Yes	paid on a month	and life insurance
			Professional dues and subscriptions	City Provided Vehicle	Residency Requirement Waived	Yes	20 weeks	No
N/A	N/A	N/A	professional	\$400	N/A	Yes	4 weeks	No
N/A	N/A	Annual Evaluation	N/A	Vehicle provided	None	None	N/A	N/A
10/1/2024	Yes	Commission	and subsistence	Vehicle provided	N/A	Yes	20 weeks	N/A
10/6/2024	5%	Evaluation		\$600		Employee terminated for reasons other than	20 weeks of salary and benefits	Yes
	N/A	N/A	N/A	\$700	N/A	Yes	20 weeks	No
10/1/2023	No	N/A	N/A	N/A	N/A	Yes	salary	N/A
N/A	No	N/A	development	expenses per year		Yes	salary	No
N/A	No	N/A	Per diem, if needed	Issued City vehicle	No	Yes	20 weeks	No
	No	N/A	phone; reasonable	Vehicle provided	N/A	Yes	3 months pay	No
10/1/2024	No	N/A	Cell phone allowance	\$3,900 annually	0	Yes	12 weeks	Yes
	No	N/a	subscriptions.	\$400.00	N/A	Yes	20 weeks	Yes
	No	N/A	subscriptions,	\$650/month	N/A	Yes	accrued benefits, and	Insurance - Yes
	No	N/A	N/A	Provided	No	Yes	120 days	Yes
11/4/2024	N/A	N/A	subscriptions	vehicle for travel if	up to 10k	Yes	20 weeks	Yes
N/A	N/A	N/A	allowance	\$800.00	N/A	Yes	salary	2.5 years of service
		Professional development an		\$750.00		yes	20 weeks	Yes
N/A	No	N/A	sional dues and subscri	\$500.00		Yes	20 weeks	No
	No	N/A	No set amount	City provided vehicle	0	Yes	12 weeks	Yes
	No	N/A	business related expens	\$417	N/A	Yes	20 weeks salary	No
	Council approved	Council approved	by City Council in ac	\$600	N/A	Yes	20 weeks	Yes
N/A	No	N/A	dues, fees, professiona	No	No	No	N/A	N/A
9/4/2024	N/A	N/A	N/A	\$600.00	N/A	Yes	months' salary plus ac	of insurance from sepa
N/A	No	N/A	N/A	\$500.00	N/A	N/A	N/A	N/A

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

	No		\$4,500 cap annual	\$600.00	N/A	Yes	20 weeks salary	No
	No	N/A	allowance, cell phone	500/mo	N/A	Yes, conditional	20 weeks	Yes
N/A	No	N/A	professional dues and	\$500/month	N/A	Yes	20 weeks of salary	No
1/1/2024	N/A	N/A	Development	\$400.00	N/A	Yes	paid within ten (10)	N/A
	N/A	N/A	0	\$0	0	Yes	1 month salary	No
4/1/2024	No	N/A	0	\$0.00	0	Yes	20 weeks' salary	No
N/A	Merit increase only		subscriptions	\$600.00	moving expenses up	Yes	20 weeks	
	No	N/A	educational	\$500	reimbursement for	Yes	20 weeks	Yes
N/A	commission	commission	for reimbursements	\$500 per month	0	Yes	salary	Yes, up to 9 months
4/1/2024	None	None	None specified	\$500/monthly	None	Yes	salary plus 100% of	Manager's base
10/1/2023	N/A	N/A	N/A	Pays tax on value	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	\$500.00	N/A	Yes	90 days	N/A
N/A	N/A	N/A	No	No	No	Yes, upon approval by Town	approval by Town	No
10/1/2024	No	N/A	development	\$600 allowance a	N/A	Yes	20 weeks' salary	Yes
N/A			stipend. All	vehicle, fuel, and		Yes if without cause	20 weeks base salary	Yes
N/A	employment	set	N/A	N/A	N/A	Yes	15 weeks of salary	No
	No	N/A	Job related expenses	city	\$5,000 relocation	Yes	12 weeks	Yes
10/1/2024	Yes	Council	N/A	\$500.00	N/A	terminated by the	20 weeks of salary	health, dental, vision
	Yes, up to 10% per year	meeting agreed upon objectives ( in	subscriptions	\$800.00	No	Yes	12 weeks pay	insurance for
	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	No	N/A	Subscriptions and	\$700.00		Yes	Base Yearly Salary	No
	N/A	N/A	fees	Vehicle Provided	N/A	Yes	20 weeks	No
	N/A	N/A	0/month phone allowa	\$700.00	N/A	Yes	20 weeks salary	No
	No		N/A	\$500.00	N/A	separated without cau	20 weeks of base pay	Yes
	No	N/A	\$0.00	or a vehicle from City	No	Yes	20 weeks	No
1/12/2023	N/A	N/A	, dues, subscriptions, a	\$550.00	No	Yes	of base salary + value	No
N/A	N/A	N/A	N/A	\$500.00	N/A	Yes	20 weeks' salary	Yes
10/1/2024	No	N/A	Negotiated	\$350.00	No	Yes	20 weeks	No
10/1/2024	N/A	N/A	sional development an	\$500.00	reimbursement for mo	Yes	employment is secure	Yes
	No	N/A	city provided cell phon	\$600.00	No	Yes	20 weeks	
2/5/2024	No	N/a	professional dues and	\$300.00	N/A	Yes	6 weeks	No
	No	N/A	\$0.00	0	0	Yes	4 months of salary	No
10/13/2024	N/A	N/A	N/A	N/A	N/A	Yes	Weeks Base Salary	3 months

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

10/1/2024	No	N/A	N/A	N/A	N/A	Yes	12 months salary	Yes
	No	N/A	City provided cell phone, other job	City vehicle provided				
	No	N/A		\$0	0	Yes	20 weeks	Yes
10/1/2024	N/A			4,800/annual	none	20 Weeks	41,509.00	yes
N/A	N/A	N/A	N/A	\$450.00	N/A	Yes	Based on number of Commissioners that	No
N/A	N/A	N/A	N/A	\$500	\$3,000 total	Yes	15 weeks	Yes
N/A	Yes	3-5%	\$0.00	\$0.00	0	Yes	20 weeks of base pay	No
10/1/2021						Yes	“without cause”, CM	terminated “without
10/1/2024	No	No	\$0.00	\$200.00	0	Yes	3 months	No
12/15/2024	N/A	N/A	N/A	N/A	N/A	Yes	Four weeks	N/A
	Yes	Council's sole discretion	Wance, professional dues	\$550.00	\$5,000. Receives an	Yes	20 weeks	Yes
N/A	Yes	Council Action	None	Vehicle furnished	N/A	Yes	2 months	N/A
10/3/2022	Yes	favorable Annual Review	\$4500 per fiscal year	Assigned City Vehicle	N/A	Yes	20 weeks	N/A
		Reimbursement of non-personal and job-	provided use of City vehicle			Yes	weeks of salary and bene	automobile/auto allo
9/1/2024	No	N/A		Vehicle provided	None	If terminated without a	benefits, and deferred co	Yes, health insurance
10/1/2022	No	N/A	N/A	N/A	N/A	Yes	20 weeks salary	Yes
9/30/2024	None	N/A	ssional dues, fees, and	Vehicle provided by city	000 moving/relocation	Yes	vacation and sick leave	Yes, for 6 months
10/1/2024	July 2023-June 2024	Qual Performance Evalu	None	City car furnished	None	Yes	2 months of base salary	Yes
	No	N/A	None	\$500	None	Yes	salary	No
	bonus of \$25,000	Years of service	professional dues and	Village	N/A	Yes	20 weeks' salary	Yes
10/1/2023								
10/1/2022	No	N/A		\$600	N/A	Yes	year	Yes
10/1/2023	No			\$500.00		Yes	20 weeks salary	Yes
3/1/2024	Yes	Style Mgmt; Program	N/A	\$200.00	N/A	Yes	12 weeks lump sum	Yes
N/A	No		professional	\$750.00	housing plus \$10,000	Yes	salary	No
	No	N/A	Town Cell	500	N/A	yes	employment = 4	no
	annual evaluation –	N/A	N/A	\$400	N/A	Yes	of any paid leave	18 months
	Yes		subscriptions,	\$5,400/year	N/A	Yes	20 weeks of salary	insurance, and
10/1/2023	No	N/A	subscriptions	\$400 / month	\$12,000 / year	Yes	years, 20 weeks	Same as employees
				City provided vehicle		Yes	5 months' salary	Yes
10/1/2024	N/A	N/A	Month Cell Phone Allow	ance of Village vehic	None	Yes	20 weeks	ance benefits for each
	0	0	\$0.00	\$500.00		Yes	20 weeks	Yes for insurance
	Yes	on annual performance	Cell phone provided	\$400.00	25,000 moving expens	Yes	thin 2nd years = 12 weeks	initially by the sube

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

10/6/2024	No	N/A		\$400.00	N/A	N/A	N/A	N/A
	No	N/A	\$0.00	\$750.00	0	Yes	eks plus unused leave l	Yes
	No	N/A	subject to annual budg	\$500	0	Yes	20 weeks' salary	Yes
6/20/2024	N/A	N/A	N/A	\$500.00	N/A	Maximum of five (5)	*see previous box	No
10/1/2019	No	N/A	N/A	\$400.00	N/A	Yes	20 Weeks	N/A
	N/A	N/A	N/A	N/A	N/A	Yes	3 months' salary	No
10/1/2024	5%	evaluation given by	ICMA and FCCMA;	\$200	\$1,200 in	Yes	aggregate salary	N/A
	No	N/A	professional dues and	City car furnished	No	Yes	3 months	No
	No	N/A	N/A	\$400.00	N/A	Yes	20 weeks of salary	N/A
	Yes	year of employment	professional dues and	\$420.00	N/A			100%
4/11/2024			\$50/mo phone	\$400	N/A	cause"	salary, benefits, and	days after
10/1/2021	N/A	N/A	N/A	N/A	N/A	0	0	0
	Yes	Evaluation	and professional	\$300.00	for one week, and	Yes	16 weeks	No
1/28/2023	N/A	N/A	phone	City provided vehicle	expenses	Yes	20 weeks salary	N/A
10/1/2024	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
12/18/2024	a 3% merit increase	performance goals, objec	le for reimbursement	\$600.00	N/A	Yes	20 weeks' salary	No
	No	N/A	\$0.00	\$500	0	Yes	20 weeks' salary	Yes
	N/A	N/A	N/A	\$500.00	10/1/2021	Yes	20 weeks base salary	No
9/28/2024	No	No	N/A	Vehicle provided	No	Yes	12 weeks base salary	insurance provided for
	N/A	N/A	None	\$500/mo	No	No	No	No
11/12/2024	N/A	N/A	N/A	N/A	N/A	Yes	ry (including retiremen	Yes
7/24/2022	N/A	N/A	N/A	\$800.00	N/A	Yes	salary	N/A
	No	N/A	\$0.00	\$500.00	0	Yes	16 weeks	
10/1/2024	No	N/A	N/A	\$250.00	N/A	Yes	3 Months Salary	N/A
10/1/2024	No	N/A		Vehicle Provided	N/A	Yes	20 weeks	No
NA	N/A	N/A	subscriptions	\$650.00	N/A	Yes	16 Weeks	Yes
12/6/2022	N/A	Council discretion	allowance	Car provided	N/A	Yes	pay equal to 20	Health Insurance
Next 2/13/25	Yes	ed on performance & l	professional developme	Town provided vehicle	N/A	Yes	20 weeks' base salary	Yes
10/1/2021	0	N/A	N/A	\$400	N/A	Yes	periods of current	Yes
	year	evaluation	Copays, \$1,500	\$650 / Month	N/A	Yes	20 weeks plus PTO	Yes
	No	N/A	(includes	\$500.00	up to \$8,000;	Yes	20 weeks	N/A
9/5/2018	\$6,000	review	\$0.00	0	0	0	0	0
10/1/2024	No	N/A	N/A	City provided car	No	Yes	aggregate salary	No

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

10/1/2024	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		\$100 for cell phone, professional dues, prof		\$500.00	N/A	Yes	10 weeks of salary	Yes
10/1/2023	No	Professional developme		\$500	No	Yes	3 month's salary	6 months of COBRA
	No	N/A	N/A	\$416.67	N/A	Yes	20 weeks' salary	No
	N/A	N/A	N/A	mileage on IRS rate	No	Yes	1-90 days; 8 weeks if	3 months
	No	N/A	N/A	maintenance	N/A	Yes	5 months salary	N/A
ected to increase in Feb	Yes	A % of salary	No	\$600	No	Yes	mainder of one year of	No
	No	N/A		\$500	N/A	Yes	weeks' salary and bene	Yes
	Yes	annual performance revi	0	\$618.54	No	Yes	t, with a minimum of	No
10/1/2024	Yes	Annual Review	0	\$667	0	Yes	20 weeks	No
	N/A	N/A	N/A	\$400.00	N/A	Yes	Aggregate salary	20 weeks
2024	No	N/A	N/A	\$240	0	No	N/A	N/A
	No	N/A	N/A	\$0.00	0	Yes	Based on tenure	No
10/1/2024	N/A	N/A	N/A	N/A	N/A	Yes	20 weeks	No
10/1/2020	N/A	N/A	N/A	N/A	N/A	Yes	4 months' salary	Yes
N/A	N/A	N/A	N/A	\$600	N/A	Yes	20 weeks	No
				\$600.00		Yes	16 weeks' salary	N/A
10/1/2024	N/A	N/A	subscriptions; travel	mileage; \$500/month	N/A	Yes	and benefits	No
10/1/2024	N/A	N/A	N/A	\$525.00 per month	N/A	Yes	20 weeks not to exceed	No
10/1/2024	Yes	increase based on	Allowance + \$200.00	\$600.00	N/A	Yes	Regular Base Salary	Yes for Health Care
			phone, professional dues and	\$300.00		Yes	90 days salary	
10/1/2021	N/A	N/A	N/A	\$300.00	\$5,000 for moving	Yes	amount greater than	insurance coverage
	No	N/A	\$150/month	\$600.00	0	Yes	20 weeks' salary	Yes
10/28/2018	No	N/A	Varies	\$500	N/A	Yes	60 days	No
	No	Annual	No	No	No	Yes	20 weeks	
	No	N/A	N/A	Assigned City car	No	Yes	occurs within the	No
10/1/2024	No	Council	subscriptions,	\$700	No	Yes	20 weeks	Yes
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	No	N/A	\$18,500	allowance	0	Yes	accrued leave time	No
10/1/2024	N/A	N/A	N/A	City provided vehicle	N/A	Yes	20 weeks' salary	N/A
10/1/2018	No	N/A	\$0.00	\$600.00	0	Yes	ek for each year of ser	Yes
3-5% upon positive review and only		Positive Review	0	\$450	0	Yes	21 weeks salary	the term of the 21 We



## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

	No	N/A	N/A	\$300.00	N/A	Yes	20 weeks	No
10/1/2024	No	N/A	N/A	\$400	N/A	Yes	6 months' salary	No
	0	N/A	per year cell phone allow	0	0	Yes	3 months' salary	No
	Yes	Amount of experience	N/A	Car provided by Town	No	Yes	6 months' salary	insurance but not pensio
10/10/2024	Yes, up to 4%	Town Council	Professional dues and subscriptions,	\$600	N/A	Yes	20 weeks aggregate	becomes employed
	No	N/A	N/A	\$400	N/A	Yes	6 months	Yes
	N/A	N/A		\$600	No	Yes	months of salary and	insurance premiums for
10/7/2024				550/month	No	Yes	9 months salary	Yes
	average of the money given to all	Commission	N/A	\$400.00	N/A	Yes	One year of salary	Yes
	N/A	N/A	0	0	0	0	0	0
	No	N/A	phone stipend	\$650.00	N/A	Yes	6 months' salary	Yes
	N/A	N/A	development and	\$450.00	0	Yes	benefits, but works as	Yes
10/1/2024	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	No	N/A	\$0.00	\$485.05	No	Yes	6 months salary	No
	N/A	N/A	velopment, licensing, s	\$440.00	N/A	Yes	er payments. Sum of s	1 year
	Yes	review	N/A	\$13,343 per year	N/A	Yes	salary	Medical
10/1/2016	No	N/A	travel	City vehicle	N/A	No	N/A	N/A
10/1/2024	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	No	N/A	N/A	\$500	N/A	Yes	20 weeks of salary in accordance with	
10/1/2024	N/A		N/A	N/A	N/A	Yes	12 months	
	None	N/A	None	None	None	None	N/A	N/A
10/1/2022	\$15,000		0	.48 per mile	0	No	N/A	N/A
	No	N/A	None	None	None	Yes	5 months' salary	Yes
10/3/2023	N/A	Review	is provided for in the City Manager	City Vehicle provided	N/A	Yes, if not for cause".	10 weeks salary if terminated in year 1;	Health insurance only
10/1/2024	No	N/A	N/A	\$650.00	No	Yes if without cause	20 weeks' pay	plus insurance for 1 year
	N/A	N/A	None	\$400.00	None	None	N/A	N/A
	up to 3%	on performance up to						
11/1/2021	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10/1/2021	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	No	N/A	N/A	\$83.33	N/A	N/A	N/A	N/A
3/1/2023	No	N/A	year plus \$200/month	\$600	N/A	No	N/A	N/A
N/A	No	N/A	N/A	provided	No	No	N/A	N/A

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

N/A	No	N/A	\$0.00	\$500	0	Yes	15 calendar weeks	Yes
12/16/2024	Yes	6 month performance	N/A	Provided	No	Yes	accrued leave time	Yes
N/A			subscriptions	\$800.00	moving	Yes	20 weeks	No
N/A			\$0.00	Vehicle provided	0	Yes	20 weeks	Yes
N/A	No	N/A	development and	\$500	No	Yes	20 weeks	Yes
N/A	No	N/A	N/A	professional	N/A	Yes	4 months	No
N/A	N/A	N/A	fees	City provided vehicle		Yes	5 months	Yes
	No	N/A	subscriptions.	\$600	\$15,000	Yes	twenty weeks	Yes
N/A	No	N/A	associations, tuition,	Use of City Vehicle	0	Yes	weeks, after 6 months	is longer than 6
N/A	N/A	N/A	N/A	mileage on IRS rate	No	Yes	Regular Base Salary	No
N/A			subscriptions,	City provided vehicle		Yes	20 weeks	Yes
	5% a year	N/A	Subscriptions,	City Vehicle. Plus	N/A	Yes	20 weeks	No
N/A			Development not to	\$500	reimbursement for	Yes	20 weeks	Yes
N/A	City Commission	Annual review	fees	Mileage per diem	relocation allowance	Yes	20 weeks salary	Yes
10/1/2024	N/A	N/A	N/A	\$592/month	N/A	N/A, acting status	N/A, acting status	N/A, acting status
N/A	5,000	Signing bonus	professional dues and	\$400.00		Yes	20 weeks	No
N/A	No	N/A	No	No	can stay at Little	Yes	employment = 4	No
N/A	Possibly	Based on Evaluation	professional dues and	\$750.00	N/A	Yes	less than 3 year, 10	receiving severance
	N/A	N/A	subscriptions	N/A	N/A	Heads	Heads	Heads
N/A	No	N/A	subscriptions	\$250.00	None	Yes	salary	No
2/1/2025	City Commission	Annual performance review		\$500		Yes	Increases by 2 weeks	No
N/A	employment		\$2,400	\$650/per month		Yes	accumulated time +	Not specified/varies
	No	N/A	N/A	\$350	N/A	No	N/A	N/A
10/13/2024	No	N/A	and professional	\$550	one time travel for	Yes	20 weeks	Health Insurance
N/A	Yes	based on the decision	100/month	690/month	N/A	Yes	20 weeks	Yes
N/A	No	N/A	subscriptions	Vehicle Provided	0	Yes	salary	Yes
	No	N/A	0	Vehicle Provided	0	Yes	4 months' salary	No
N/A	No	N/A	N/A	\$450.00	No	Yes	= 4 weeks, from	Yes, health insurance
	No	N/A	subscriptions	\$500.00	expenses, must be	Yes	20 weeks	No
	N/A	N/A		\$800	\$500 if in Collier	Yes	20 weeks	No
	No	N/A	professional dues,	\$750.00	to exceed \$20,000	Yes	20 weeks	No
	N/A	N/A	appropriate	Vehicle Provided	N/A	Yes	weeks salary	5 months

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

N/A	N/A	N/A	N/A	\$500.00	none	Yes	maximum amount	agreement
			development	Vehicle Provided		Yes	8 weeks	No
	\$15,000	years with City	subscriptions, \$150	Vehicle Provided	None	Yes	year, 18 weeks in	No
			\$3000 yearly for travel and ed	None	\$2000 relocation	Yes	20 weeks	Yes
NA	\$2,119	mo. and satisfactory ev	0	\$200.00	No	Yes	See attached contract	No
	N/A	N/A			N/A	Yes	10 weeks	Yes
N/A			Professional dues and develo	\$500		Yes	if within second year,	No
N/A	N/A	N/A	sional dues and subscri	Mileage at IRS rate	time relocation of \$9,	Yes	20 weeks	No
						No	N/A	N/A
N/A	Council approved	Council discretion	sional development an	bursed for mileage and	None	Yes	the first six months, 10	No
			Professional developme	\$550.00	tion reimbursed up to \$	Yes	20 weeks	No
	Yes	Performance evaluation	N/A	City Vehicle		Yes	16 weeks salary	Yes
	Merit related salary incre	Commission evaluation	Professional dues	\$500	No	Yes	test period permitted b	No
			Professional dues and subscri	\$500.00	0,000 relocation reimb	Yes	s, ends when new emp	No
	N/A	N/A	N/A	\$350.00	N/A	Yes	20 weeks	Yes, 120 calendar days
N/A	N/A	N/A	N/A	\$500	N/A	Yes	ent pay, medical/dental	irement contributions
	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A
10/1/2023	No	N/A	rofessional developme	Vehicle provided	0	Yes	20 weeks	Yes
	Yes	mission Annual Evalu	\$1,500.00	\$500.00	No	Yes	One year	Yes
10/11/2024	N/A	N/A	N/A	provided	N/A	Yes	20 weeks	No
10/1/2024	Yes	N/A	development	No	No	Yes	4 weeks	Yes
9/23/2024	No	N/A	N/A	City provided vehicle	No	per statute		yes
	Yes	Performance	Cell phone provided	\$600.00	N/A	Yes	20 weeks	Yes
	N/A	N/A	ell phone \$75 per mon	\$500.00	N/A	Yes	6 months' salary	No
3/11/2024	No	N/A	Cell Phone	\$500.00	N/A	Yes	benefits for 16 weeks	Yes
10/6/2024	No	N/A	N/A	N/A	N/A	Yes	20 weeks' salary	Yes
10/1/2024	No	N/A	Membership Dues;	0	0	Yes	6 Months' Salary	No
3/23/2023	None	N/A	sional development an	\$450.00	None	Yes, on conditions	20 weeks	No
6/15/2024	N/A	N/A	and provided cellular	\$500.00	N/A	Yes	20 weeks	No
10/1/2024	No	N/A	subscriptions,	\$250 fuel stipend	No	Yes	20 weeks	No
	Yes	5%, Merit based	per budget	clusive of gas and ma	No	Yes	of gross at time of sep	S, and mandatory Em

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

	N/A	N/A	N/A	\$650.00	N/A	Yes	20 weeks of salary	No
	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A
	No	N/A		\$500.00	N/A	Yes	20 weeks' base salary	No
Salary includes								
Transportation costs								
	N/A	N/A	N/A	\$300.00	N/A	No	N/A	N/A

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

N/A	N/A	N/A	reasonable dues and subscri	\$300.00	up to \$5,977.73 for mo	No	N/A	N/A
			Reasonable dues and subscri	Vehicle Provided		Yes	20 weeks	employee finds other em
				\$850.00		Yes	20 weeks	No
N/A	N/A	N/A	N/A	\$720.00	N/A	Yes	pay for each additional year. Total severance v	
	N/A	N/A	N/A	\$500.00		Yes	20 weeks	No
N/A	No	N/A	sional development an	\$600.00		Yes	months' salary minimu	Yes

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 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
20 days	95 hours per year	3	10	100%	100%	100%	1x annual salary	100%
200 hours	120 hours	Floating Personal	11 Days	100% for employee	100% for employee at basic coverage	100% for employee at basic coverage	100%	Same as other City employees
Same as employees	Same as employees	Same as employees	12	100% for employee and family	100% for employee and family	100% for employee and family	100%	0%
4 weeks per year	96 hours annually	40 hours annually	10 Paid Holidays	100%	The Town provides all full time benefit	The Town provides all full time benefit	5x annual base salary	The Town provides all full time benefit
40 hours	8 hrs/month	None	11 days	100%	0%	0%	\$10,000	None
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	as other full-time employees policy	Same salary to date of death or last day of
1 year of service	Employees earn		10 paid days, 2 non	Employee	Employee	(included with		70% of weekly
80 hrs	0.0462 hours of sick	16 hours per year	days	Dependent Coverage:	Dependent Coverage:	Medical Plan; Not	\$20,000 policy	covered earnings
216 hours	Same as employees	leave	9	100%	100%	100%	entirely by city	N/A
5	7	5	10	100%	0%	0%	\$15,000	0%
Combined - 267.96	leave combined	0 hours for personal leave; additional 8	12	100% for employee, spouse, and	100% for employee, spouse, and	100% for employee, spouse, and	100%	100%
employees	employees	6	employees	employees	employees	employees	employees	employees
16	10			employees	employees	employees	\$100,000	0%
annually	0	0	12	employees, 100%	employees, 100%	employees, 100%	employees, 100%	100%
4 weeks	15 days	0	11	100%	100%	100%	senior staff level	senior staff level
20	12	1	12	100% for employee, spouse, and	100% for employee, spouse, and	100%	employees	0%
176 hours	104 hours	None	employees	Stipend	0%	0%	\$50,000.00	0%
plus 80 Director	95.94 hour annually	2	11.5	100%	0	0	salary	No
5 weeks	rate than the	rate than the	Same as general staff	period	100%	N/A	with a maximum of	0
				Same as employees	Same as employees	Same as employees	amount of annual salary plus \$100,000	
senior mgmt employees,	as senior mgmt empl	as senior mgmt empl	as senior mgmt empl	Same as employees	Same as employees	Same as employees	Same as employees	Same as employees
hours at hire and annu	cluded in annual leave c	0	10	% for employee and fa	% for employee and fa	% for employee and fa	2 times annual base s	100%
to other General empl	to other General empl	to other General empl	to other General empl	to other General empl	to other General empl	to other General empl	to other General empl	to other General empl
25 days	12 days	3 days	12	me as general employee	me as general employee	me as general employee	me as general employee	me as general employee
Same as employees	Same as employees		11	% for employee and fa	% for employee and fa	% for employee and fa	% for employee and fa	% for employee and fa
Currently at 21	12	2	10	100%	100%	100%	as other full-time emp	N/A
1st year / 25 days 2nd	12 days	2 days	12 days	/yr – Town pays the d	100%	100%	100%	as other exempt empl

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

Same as Executive Staff	Same as Executive Staff	Same as Executive Staff	12	100%	100%	100%	\$500,000 policy	100%
4 weeks	240	3	12	employees	employees	employees	employees	employees
then same as	leave days		staff	100%	100%	100%	\$50,000 policy	Yes
his employment	employment	each year	11	100%	100%	100%	100%	100%
14 hrs/month	8 hrs/month	4 days/year	12	100%	0%	0%	policy	0%
Yes	No	No	Yes	100%	100%	N/A	\$255/yr	N/A
annual accrual per	annual accrual per	1	Yes	employees	employees	employees	2x salary	employees
Same as employees	Same as employees	Same as employees	10	100%	100%	None	100%	None
conjunction to			10	100%	100%	100%	100%	100%
200 vacation hours	month	40 personal hours	13 days/year	\$37.01 per pay	\$25.11 per pay	coverage	paid by the City	Not offered
20 Days	12 Days	0	12	63% dependents	25% dependent	25% dependent	\$100,000	N/A
20/yr	120 hours/yr	4/yr	11	N/A	N/A	N/A	Yes	N/A
Yes	No	Yes	Yes	Only	100% Employee	No	1x Salary Max	No
30 days	122 days	0	2 floating	100%	100%	100%	\$50,000 policy	100%
				100%	100%		\$1,500	
period (20 days per	period (12 days per		11	coverage	coverage	coverage	\$200,000	Yes
5-14 yrs = 240		2	11	100%	100%	100%	100.00%	100.00%
employees, based on	employees, based on	No	9 days	non-union,	non-union,	non-union,	employee's annual	no contributions from
employees, plus 120	leave days		10	and dependents	and dependents	and dependents	100%	100%
10	10	0	14	Yes	No	No	No	No
35		2	11	and family	and family	and family		
25 days		80 hours	12	100%	100%	100%	\$250,000	100%
20	12	0	12	100%	100%	100%	00% 2 x annual salary	N/A
10	12	5	13	67%	66%	61%	salary paid at 100% by	Yes
accrual as full time employee	accrual as full time employee	0	one as full time employee	100%	100%	0	of supplemental life insurance	0
30 days	included in annual leave	10	13	as other Village employees	as other Village employees	as other Village employees	as other Village employees	as other Village employees
N/A	N/A	28	10	\$583.47 per month	\$32.22 per month	N/A	3x annual salary	N/A
Same as Managerial Employees	Same as Managerial Employees	Same as Managerial Employees	11	100%	100%	100%	1 year's salary	N/A
leave; Vacation accrue	8 hours per month	N/A	holidays and 1 Floating	Same as employees	Same as employees	0	annual salary; maximum	N/A
4 weeks	12	5	2 floating holidays	100%	100%	100%	ance policy, \$300,000	equivalent to the amount
15 days per year	12 days	leave	leave	100%	100%	dental insurance	1 x annual salary	0%
20	12	0	13.5	100%	100%	100%	100%	0%
N/A	Yes	No	Yes	1317.42/month	0%	0%	22.60/month	N/A

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

20	12	N/A	11	100% Employee premium, 50%	100% paid by employee	100% paid by employee	100%	100%
12	12	0	11	100%	100%	75%	100%	100%
12 months per pay period (260 hours)	N/A	N/A	11	0	0	0	\$6.50	N/E
4 weeks	104 annual	2 days	8	100%	0	0	100%	0
168 hours	None	3 PTO days	13	\$1,324.17	\$31.48	No	100%	None
21 per year	12 per day	N/A	13	100%	100%	100%	100%	N/A
160 hours	10 hours	None	13	100%	100%	100%	100%	0
120 HOURS and	(max accrual = 960)	(max accrual = 96)	13	100%	100%	100%	100%	
120 hours annually	employees	employees	employees	employees	0%	0%	2x annual salary	N/A
21	12	N/A	12	100%	N/A	N/A	N/A	N/A
20 days	15 days	days plus 3 administrative	10	same as other employees	same as other employees	same as other employees	ear term policy for \$50	same as other employees
12	12	1	12	0%	0%	0	\$15,000	\$0
12 hours / 34 days per year	12 hours / 12 days per year	N/A	Additional 5 Floating H	100% paid by the city	1 to amount covered under	Voluntary	Yes, based on salary	Voluntary
120 hrs per year	48 hours per year	2 days	Same as Employees	Only	Employee Paid	Employee Paid	Employee Paid	Employee Paid
15	Same as all employees	1	Same as all employees	100%	100%	100%	premiums for \$200,000 per	Yes
12	12	0	Yes	100%	0	0	100%	0
22.5	12	1	9	City pays 100%	City pays 100%	None	2x Annual Salary	No
136 hours	96 hours	Yes	12	100%	0%	0%	100%	0%
10	12	0	11	100%	100%	0%	\$10,000 coverage	0%
4 weeks	union Village		union Village	100% for employees and dependents	100% for employees and dependents	100% for employees and dependents		
0	12	0	13	100%	100%	100%		
20	12	4	11	100% of the Premium	100% of the Premium	100% of the Premium	100%	0%
24			12	100%	100%	100%	2x annual salary	100%
7	accrued	2	11	100%	100%	100%	5% match	Yes
then 6.92 hours per	biweekly	employees	employees	employees	employees	employees	employees	employees
loaded	240	0	12	100%	100%	100%	\$50,000	years max)
month	10 hours monthly	2 days	8	monthly(employee) -	100%	0%	1 times annual salary	0%
20 days	accordance with City		10	employees	employees	employees	employees	employees
completing 3rd year	(included in PTO)	1	10	86%	15%	0%	No	No
20	12	N/A	11	100%	100%	100%	2x annual salary	100%
26	coupled with annual leave	coupled with annual leave	holidays, 1 birthday, 2 fl	100%	100%	100%	Yes	to \$1,500 annual cost
30	20	0	12	100% of premium	100% of premium	100%	100%	100%
accrued the same as the	as other general employees	as other general employees	12	as other Village employees	as other Village employees	as other Village employees	as other Village employees	



## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

Same as City Employees	Same as City Employees	Same as City Employees	Same as City Employees	Same as City Employees	Same as City Employees	Same as City Employees	Same as City Employees	Same as City Employees
25	10	0	11	100%	100%	100%	\$240,560	Yes
Weeks, plus 2 executive weeks	1 day per month	2	11	other full-time City employees	other full-time City employees	\$0	100,000 paid by county	No
36.8	combined)	N/A	1200%	100%	100%	100%	\$100,000	N/A
18	12	0	10	80%	100%	100%	100%	0%
30 1/2 day	N/A	N/A	10	coverage paid, if	coverage paid, if		1X salary	
38	N/A	N/A	13	Yes	Yes	Yes	for by City	No
15	leave policy	0	12	100% for Manager		100% for Manager		employee's expense
18	12 days	0	11	100%	100%	100%	100%	100%
20	PTO)	N/A	10	100%	100%	100%	100%	50%
sick/vacation 20	Under annual leave			employees	employees	employees	100,000	employees
30	0		13	50%	50%	50%	\$100,000	
15 days per year	12 days		Same as employees	employees	employees	employees	employees	employees
	9 year employees	9 year employees	9 year employees	employees	employees	employees	employees	employees
12	12	N/A	13	to Employee	None	None	None	None
20	96 hours annually	2	10	100%	100%	100%	100% - 2x base salary	N/A
15	12	0	11	100%	0%	0%	\$10,000	0%
256 hours	N/A	N/A	10	100% Employee Only	100% Employee Only	N/A	\$250,000	100%
employees, maximum accrual	all employees, maximum	N/A	Same as employees	age Manager, Spouse age	age Manager, Spouse age	age Manager, Spouse age	amount of \$500,000	age Manager (same as
10 days	10 days	No	12	100%	100%	100%	100%	None
12 hours per month	12 hours per month	N/A	10	80%	0%	0%	\$15,000.00	N/A
4 weeks/year	8 hours per month	3 days	11	100%	0%	N/A	\$20,000	N/A
20	20	0	11	100%	100%	100%	200,000.00	Yes
160 hours	80 hours	N/A	10	100%	100%	100%	100%	N/A
20 days per year	12 days per year		12	80%	0%	80%	\$250,000	N/A
25	6	2	13	and Family	and Family	0	1X salary	Yes
20 Days	8 Days	2 days	Yes	based plan	based plan	based plan	\$200,000	Yes
25	12	8	13	100%	100%	0	100%	0%
13	13	0	12	80%	0%	0%	100%	0%
45	0	0	12	100%	100%	100%	\$400,000 policy	100%
25	13	5	12	100%	100%	0%	\$500,000 policy	Yes
5	5	5	Same as the County	0%	0%	0%	0%	0%
month	month	N/A	floating holidays	personal coverage	\$96.26/month	11.52/month	11.76/month	N/A

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

176 hrs/yr	104 hrs/yr	N/A	13	Coverage paid by	N/A	N/A	\$25,000 Accidental	N/A
120 hours annually	Same as City department heads	Same as general City sta	100%	100%	100%	\$150,000		
Same as employees	Same as employees	Same as employees	Same as employees	Same as employees	Same as employees	Same as employees	Same as employees	Yes
Same as employees	Same as employees	5	11	Same as other City employee	Same as other City employee	N/A	City employees at the	0
hours/month; <input type="checkbox"/>	8 Hours per month	1 Annually	13	100%	100%	100%	policy	100%
25 days	10 days	1	11	100%	100%	100%	100%	N/A
20 vacation days	12	2	14	for EE and 50% for F	for EE and 50% for F	for EE and 50% for F	100%	0%
4 weeks	12 days		12	100%	100%	100%	2x annual salary	100%
4 weeks	12		Same as other employee as other general employees					
N/A	N/A	320 hours	92 hours	100%	100%	100%	100%	100%
4 weeks	96 hours	N/A	11	100%	100%	100%	100%	Yes
15	12	3	13	100%	100%	100%	100%	N/A
3 weeks	Same as other management pos	Same as other management pos	Same as other management pos	Same as other management pos	Same as other management pos	Same as other management pos	\$15,000 policy	Same as other management pos
187.20 hours per year	n/a	n/a	12	100%	100%	0%	100%	0%
120	N/A	N/A	12	100%	N/A	N/A	N/A	N/A
4-10 yrs = 180	96 hours	N/A	11	100%	100%	100%	Two Times Salary	No
year of employment,			staff	100%	100%	100%	100%	
37 days a year	0	2	10	coverage; 0%	0%	0%	\$175,000	0%
Same as other general employee	Same as other general employee	Same as other general employee	11	100%	ntary employee contrib	ntary employee contrib	2 X base pay	ntary employee contrib
23	employees	employees	recognized by the	employees	employees	employees	benefit 10-year term	employees
4 weeks vacation				as other managerial employees	0%	0%	as other managerial employees	as other managerial employees
days of Admin Leave	N/A	N/A	11	Approx.. 80%	100% by employee	100% by employee	by City	No
240 hours	0	32	0	\$ 2,027.58 (100%)	\$ 116.04 (100%)	\$ 15.14 (100%)	\$ 112.00 (100%)	\$ 74.26 (100%)
21	10	21	11	100%	100%	0	100%	0
Yes	Yes	2	Yes	No	No	No	50000%	No
16 hours per month	8 hours per month	N/A	11	nt coverage: The indivi	None	None	of salary, capped at \$1	18.86 premium annua
20 days	N/A	5	10	employees of the	employees of the	employees of the	employees of the	employees of the
vacation a year	each pay period with	N/A	12	employee insurance	contribute to the	N/A	\$15,000.00 coverage	N/A
120	96	160	11	100%	100%	100%	100%	None
ned per pay period up	earned per pay period	2	11	m for employee and 50	0%	0%	2 X annual base salary	0
312 hours	0	0	9	90%	0%	0%	1 times salary	Yes
160 hours	96 Hours	1	10	Employee only	Employee only	Employee only	\$25,000	0

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

20	7	1	8	77%%	0%	0%	100%	0%
200	12	2	11	100%	0	0	\$12,500	No
20	12	0	13	100%	0	0	1 year's salary	0
Same as employees	8 hrs/month	N/A	Yes	100%	100%	100%	100%	0
30 vacation days with no maximum	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
20	12	6	11	100% employee	100% employee	0%	Salary	0%
20	12	2	12	100%	100%	100%	100%	100%
One day per pay period	included in annual leave	cluded in annual leave	Same as the employees	100%	100%	100%	2x salary	Yes
PLT – 192.40/Year	103.48/Year	N/A	9	358.36 Bi-Weekly	0%	0%	14.52 Bi-Weekly	0%
13 hours monthly	8.67 hours monthly	0	12.5	100% for employee	100% for employee	0%	100% for employee	100% for employee
20	12	5	9	100%	0%	0%	\$175,000	0%
160 hours	96 hours		13	Directors	Directors	Directors	Directors	Directors
120 Hours	80 Hours		11 ½ days	100%	100%	0	13,000	0
30	0	30	N/A	100%	100%	100%	ual salary capped at \$	0
240	Included in PTO	Included in PTO	plus one floating holiday	to other full-time emp	to other full-time emp	included in Medical Pla	1 x annual salary	No
7 weeks, accrued in the same manner as	2 weeks	Up to 16 hours of paid administrative	15	100%	100%	100%	100%	Insurance covers 66.57% of salary
19.5	12	15	8	0%	0%	0%	0%	0%
25	12	1	12	1491.07	17.02	8.08	\$10,000	N/A
120 hours	96 hours	10 hours	11	100%	0%	0%	1x annual salary	0%
400 hours/year	0	0	13	95% employee only	100% employee only	100% employee only	\$150,000.00	Yes
20	12	0	12	100%	100%	100%	\$10,000 payout	No
0	96 hours	1	12	50%	50%	N/A	N/A	N/A
18	8	0	Federal	\$7,200 Health Benefit	N/A	N/A	\$50,000	None
22.75 days	9.75 days	1 day of sick leave may be used each	12	100% Employee premium, 60%	100%	0%	\$160,000 or 2x	No
s plus 336 hours/year	Included in PTO	Included in PTO	1, plus 1 floating holiday	100%	100%	100%	annual salary up to \$1	100%
119.60 hours	80.08 hours	None	0 plus 1 Floating Holiday	\$9696.48 Annually	\$445.08 Annually	None	\$186.60 Annually	None
25	96	200%	1000%	100%	0%	0%	100%	0%
20	78.5	N/A	12	N/A	N/A	N/A	N/A	N/A
20 days per year (per city policy)	10 days per year (per city policy)	2 (per city policy)	11 (per city policy)	Dependent on the plan, it maybe 100%	55/45	0	\$100,000.00	0
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
20 days	12 days	0	13	100% of Employee cost	50% of Employee cost	50% of Employee cost	\$12,500	0
160 hours	96 hours	safety and 1 Religious	10	other full-time City employee	other full-time City employee	other full time City employee	other full-time City employee	other full-time City employee
108 hours	108 hours	1 day	9 days	up to \$600	\$34	\$5.71	\$65.15	\$65.15

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

15	12	As needed	15	100%	100%	100%	100%	0%
208 Hours	95.94 Hours	4 days/year	13	80%	100%	100%	\$500,000 policy	0%
plus 10 days				Same as employees	Same as employees	Same as employees	2 x salary	0%
Same as employees	Same as employees	Same as employees	Same as employees	Same as employees	Same as employees	Same as employees	Same as employees	Same as employees
employees	N/A		employees	under the Executive	under the Executive	under the Executive	under the Executive	under the Executive
employees	N/A	N/A	11	100% employee	100% employee	100% employee	100%	No
Same as employees	Same as employees	Same as employees	12	Same as employees	Same as employees	Same as employees	Same as employees	N/A
days	leave	leave	11	100% for employee	100% for employee	0%	city managerial and	city managerial and
25 days	12 days per year	3 days per year	10 per year	and 100% cost for	100%	100%	100%	100%
4 weeks/ year	10	2	11	100%	100%	0%	25,000	100%
Same as employees	Same as employees	Same as employees	Same as employees	100%	100%	100%		
administrative		2	12	and family, or an	and family, or an	and family, or an	800k max	100%
Same as Directors	Same as Directors	Same as Directors	Same as Directors	and 50% for	Same as Directors		1x annual salary	
40 hours	32 hours	0	13	100% & ½ of spouse	100% & ½ of spouse	100% & ½ of spouse	100%	No
management vacation	12	3	10	Management	100%	Management	100% City	0%
Same as employees	Same as employees	Same as employees	Same as employees	100%%	Same as employees	Same as employees	Same as employees	
Same as employees	Same as employees	Same as employees	Same as employees	City plan. Receives			0%	0%
hours; accrues 4	hours; accrues 3	N/A	employees	dependents	0%	0%	2 x annual salary	0
Heads	Heads	Heads	Heads	100%	100%	100%	100%	N/A
Same as employees	Same as employees	0	12	N/A	N/A	N/A	N/A	None
employees, 80 hours	employees, 80 hours	employees	employees	the medical insurance	reimbursement for	0%	0%	0%
245 hours	N/A		15 days	month	\$37.64/per month	\$4.59/per month	\$350,000 policy	\$34.80/per month
15	12	3	12	100%	0%	0%	\$11.55	0%
year of employment,	96 hours annually	N/A	11	annually towards the	N/A	N/A	One-time salary	N/A
month	month		11	100%	100%	100%	2 x annual salary	Yes
18	12	1	12	100%	100%	100%	100%	100%
4 weeks	month	year	11	100%	100%	0	Employees	No
15 days per year	(standard employee	N/A	3 floating holidays	rates	rates	rates	1x insurance	No
period	Same as employees		9	employees	employees	employees	\$500,000	employees
accrues 30 days per	N/A	N/A	11	85%	only	0	100%	N/A
206 hours	N/A	6	holidays	employees	employees	employees	up to \$200,000	employees
month	8 hours per month	0	10	Same as employees	Same as employees	Same as employees	Same as employees	Same as employees

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

12 hours monthly	8 hours monthly	12 hours/month	11	participate.	participate.	participate.	coverage	None
5 weeks				None	None	None	management	management
160 hours per year	96 hours per year	1	2 floating holidays	employee and family	employee and family	employee and family	20000000%	100%
400 PTO hours			Yes	100%	100%	N/A	100%	Yes
15	0	0	12	100% individual	100% individual	40%	1 x Salary	No
20 days			Same an employees	100%	100%	100%	100%	
160 hours	As provided by Town policy			me as general employee	me as general employee	me as general employee	\$216,000.00	me as general employee
20 days annually	1.25 days per month	0	10	enefits as other City employees	enefits as other City employees	enefits as other City employees	enefits as other City employees	enefits as other City employees
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
25 (Total PTO)	N/A	N/A	N/A	Same as employees	Same as employees	N/A	Same as employees	Same as employees
Employees plus 25 days per year			Same as employees	Same as employees	Same as employees	Same as employees	Same as employees	
hours per 2 week pay period	Same as employees	Same as employees	Same as employees	100%	other management employees	other management employees	other management employees	other management employees
240 hours of PTO		11 paid holidays and 1 Floating		other City Department	other City Department	0	Same as other City Department	
20 days	12 days	0	12	as other general employees	as other general employees	as other general employees	\$50,000/\$100,000	No
on hire, and then 3 weeks	20 hours upon hire	N/A	12	to apply to Medical Insurance	in Medical Insurance	in Medical Insurance	ic \$10k policy made a	Yes
on hire. Accrues 160 hours	Same as City Employees	N/A	10 to 11	for Employee & Dependent	for Employee & Dependent	for Employee & Dependent	\$50,000	No
Same as City Employees	Same as City Employees	Same as City Employees	Same as City Employees	Same as City Employees	Same as City Employees	Same as City Employees	Same as City Employees	Same as City Employees
6 weeks	Per City policy		11	as full-time general employees	as full-time general employees	as full-time general employees	as full-time general employees	as full-time general employees
21	30	1	alar holidays plus 2 floating	100% for Employee	100% for Employee	100% for Employee	\$250,000 policy	No
Same as employees	Same as employees	N/A	12	as employees	contribute.	contribute.	annual salary +	Short Term
16	7	0	7	Same as employees	0%	0%	0%	0%
26	80 hrs	24 hrs	13	employee, 70% dependent	employee – 70% dependent	employee basic 70% dependent	100%, plus additional	N/A
one month per pay period, with a max of 120 days	one month per pay period, with a max of 120 days	Same as general employees	11	employees	employees	employees	\$500,000	employees
240 hours per year	N/A	10	12	100%	100%	100%	\$250,000 policy	month disability policy
18 days per year,	employees	employees	employees	77%	\$0	\$0	\$200,000	\$0
310 hours	N/A	Same as annual	8 days	80%	employee paid	employee paid	\$50k	N/A
Accrue 30 Annually	Accrue 12 Annually	3	12	100%	0%	0	\$30,000	No
me as general employee	me as general employee	me as general employee	me as general employee	me as general employee	me as general employee	me as general employee	me as general employee	\$6.00/month
166 hours	96 hours	1	11	for employee only	only	only	rounded up to nearest \$10,000, 100%	No
17 days	12 days	0	14	100%	100%	100%	premium paid by	N/A
Accrues 6.5 weeks annual	0	40 hours	13	100%	100%	100%	1x salary	100%

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

152 hours	110 hours	N/A	13 days	100%	100%	100%	551153%	100%
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
29-32 days, 20 days banked at hire	NA	NA	Same as general Town employees	100% Employees, 80% dependents for	100% Employees, 50% dependents	100% Employees, 50% dependents	Same as full-time employees	Same as full-time employees
12	12	1	10	100%	100%	0	100%	0

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

urs/Annual, 60 hours a	96 Hours/Annual	N/A	13	100%	100%	100	0% (\$15,000 Term	100%
32 + 5 Admin	all City Department I	all City Department I	all City Department I	all City Department I	all City Department I	all City Department I	or life insurance 2x ann	all City Department I
Same as employees	Same as employees	Same as employees	Same as employees	Same as employees	Same as employees	Same as employees	Same as employees	Same as employees
N/A	N/A	Same as employees	Same as employees	Same as employees	N/A	N/A	Same as employees	0
Same as employees	Same as employees	Same as employees	Same as employees	Same as employees	Same as employees	Same as employees	Same as employees	
ued at 2.33 days per m	accrue 1 day per month	At a minimum, equal to that which is provided				that which is provided	that which is provided	times annual base sala
								Yes

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

Long Term Disability Paid by City	Pension
100%	City 401 plan - pays 18% of base salary.
Same as other city employees	FRS
0%	FRS
all full time benefit	Employee pays 3%, City pays 9%
None	3% match after 1 year
as Short Term	or \$13,200.00 (whichever is less)
covered earnings	contribution of IRS annual maximum;
N/A	per FRS, city also contributes 10% to
0%	service
100%	pension plan, vests at 25% a year
employees	15% base salary
0%	FRS Senior Management
100%	the City's qualified 457 defined
senior staff level	FRS - Sr. Management rate
employees	deferred compensation retirement plan
0%	Same as employees
Term Care as long as	plan for other tax deferred account
100%	401A Comp Plan
	plan and 15% of salary to ICMA
Same as employees	Same as senior mgmt employees
100%	Yes, FRS
to other General emp	10% of base salary
me as general employe	Same as general employees
% for employee and fa	100% vested
N/A	income City puts 10% of income
100%	Town contributes 15% into 401k



## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

100%	including pre-retirement and catch up
Same as other employees	Same as other employees
Yes	10% base salary to 401k account
N/A	the General Employees' Pension
0%	FRS
Yes	Yes
Same as other employees	14% bas salary to 401a or 457 plan
None	Same as employees
100%	FRS Plan
City of Henrywood General Pension Plan	457 and 401K Plan that the City
period paid by the	
100%	11%
Yes	Retirement Plan (401 a)
Yes	No
0%	457(b), not to exceed 10% of salary
	15% of employee's salary
No	FRS - Senior Mgt Class
No	10%
no contributions from	FRS Senior Management
100%	plan annually, plus \$7,000 to IRA
No	No
	vests 20% a year, fully vested at five
100%	RC 401(a) and \$15,000 annually on
100%	15% of base salary
No	contribution to ICMA
100%	15% of salary
Same as other Village empl	Same as other Village employees
N/A	10% City contribution to 401a
100% paid	exempt employees)
Same as employees	Defined benefit plan
equivalent to the amount	ICMA
100%	to either the City's Retirement Program
0%	FRS Senior Management Classification
23.98/month	Yes

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

employee	Appropriate amount to REPP
100%	5% employee, 6% employer
N/A	City contributes 10% to 401(a) plan
0	16.40%
100%	18%
100%	12% of salary immediately vested
100%	20% of base pay
policy	up to an additional 8% match if
N/A	ICMA Equal to amount paid to FRS
N/A	N/A
same as other employees	10% of salary to plan of choice
0%	of what his retirement into the State
City Paid	Yes
Employee Paid	City contributes to an IRS 457 account
Yes	AND 27.29% EMPLOYER
0	5.00%
100%	Same as all other general employees
100%	Yes
0%	choice
	compensation plan designated by
100%	CM and City split a 3% contribution
100%	10% to 401(a), no pension
Yes	No
employees	Compensation Plan
0%	12% into 401A
100%	Manager pension. As an employee she
employees	Employee contribution 6%, Employer
No	401a – City Contribution 6.5%
100%	20% annual salary
to \$4,000 annual cost	to 6% matching contribution; 457 -
100% of premium	FRS
	Same as other employees

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

Same as City Employees	Same as City Employees
Yes	22% of salary contributed to 401(a)
50%	FRS
Yes	Compensation (automatic 9% and 3%
0%	FRS
	annually into Deferred Comp Plan
No	FRS
employee's expense	FRS minimum contribution
100%	15% of salary
50%	FRS
Same as other employees	salary, up to 14% at City's discretion
	14%
Same as management employees	FRS Senior Mgmt Class
	Same as other employees
None	None
100%	contribution established annually by the
0%	8% of annual pay into 401A
N/A	FRS Senior Management
age Manager (same as	contribution to 457 deferred
100%	EE 7.5%; City 6.5%
N/A	Administrative Class
N/A	10% of salary to ICMA Retirement Plan
No	FRS
100%	12% of salary toward 457 plan
Yes	Florida Retirement System
N/A	rate OR in lieu of FRS, corresponding
Yes	Salary into 401(a) in lieu of payments to
100%	Deferred Compensation plan
0%	Yes - FRS
100%	FRS
0%	8% of base salary
0%	0
N/A	15%

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

N/A	Management Class
	City pays the amount of retirement entitlement equal to the amount available
No	Same as senior management employees
0	401(a), same benefits as employees
N/A	7% of gross pay
75% annual salary	20% of salary per year
0%	General/Elect
100%	FRS
	FRS
0%	10% 401a
N/A	N/A
100%	37.52% (FRS)
as other management pe	10% of salary into a recognized retirement system
100%	FRS
N/A	10% Annually
Yes	FRS Senior Management Class
	City matches management contribution by percentage set for FRS
0%	FRS Senior Management
untary employee contrib	Hybrid, DC plus 401 a city match
employees	FRS
as other managerial employees	10% to ICMA 401A up to \$5000
No	employee's salary
\$ 164.18 (100%)	Employee contributes 3%
100%	8% invest and up to 5% matching
Yes	403B
23.03 premium annua	FRS Senior Management
employees of the	plan
N/A	Florida Retirement System
None	Yes
100%	401a with a 5% match and 457 plan
No	Yes
\$25,000	10% of salary

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

100%	401a
Yes	FRS
0	FRS
0	employees
Same as general employees	contract toward a 457 Deferred
0%	Yes
100%	23.10%
Yes	7%
\$100/month	Yes
100% for employee	FRS
0%	Senior level 401a, 12% of salary
Directors	20% toward 401a
0	9%
Yes	401(a) at 10.8% of salary
s 60% of salary for ge	other general employees plus 9%
66.57% of salary	on same terms and conditions for police
0%	FRS
N/A	FRS - SRM
0%	N/A
Yes	FRS
No	401K paid up to 4% of salary
N/A	5%
None	15% 457 match
Yes	contribution plan; will match up to 3% in
100%	3% Manager contributions; plus City
None	\$2652.00 - Annual
0%	10% of salary
N/A	FRS
100%	City pays 15% employee pays 1%
N/A	N/A
0	FRS
other full-time City er	Same as other full-time City employees
0%	31.57% for FRS

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

0%	Yes
100%	Sr. FRS
100%	Same as employees
Same as employees	Same as employees
Same as employees under the Executive	6% to 457 deferred comp plan
Yes	Same as general employees
N/A	Management
city managerial and	15% of annual base salary to ICMA
50%	12% of salary to 401k
100%	FRS
	FRS - highest allowable class position
100%	immediately. Maximum allowed into
	10% of salary to deferred plan.
No	6.5% salary IRS 401(a) plan
100%	contribution
	16.4% to 401a ICMA retirement plan
0%	7.4% Contribution
0	401a retirement plan; Employee not
N/A	13% paid by Town
None	program
0%	Senior Management Class
\$39.17/per month	FRS rates
0%	\$19,191.00
Same as other non represented	contribution to 457. Vests 25% after one
Yes	Defined Contribution at 18% of salary
100%	FRS
No	employees.
No	14.8970% to a 401(a) plan
Same as other employees	15% contributed to 401A
100%	401(a) and 457 Deferred Comp Plans
employees	13% into 401(a) plus matching up to 2%
Same as employees	3.5%

## COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

None	FRS - Senior Management
management	None
100%	410, 457, and/or a deferred compensation
Yes	FRS
No	N/A
	general employees.
me as general employee	FRS - Senior Management
enefits as other City employee	FRS
N/A	28% of salary
Same as employees	Same as employees
	15% of salary to 401A
other management employee	Compensation
other City Department	10% of annual salary
as other general employee	9% to 457(b) deferred compensation plan
Yes	% of gross pay. Vests over three years.
Yes	401(a) and 7% of base salary contributed
Same as City Employee	FRS Senior Management Rate
as full-time general employee	Same as full-time general employees
No	FRS, employee contributes 3%, vested in
City pays in full.	employee
0%	5.75%, 100% vested
up to a salary of \$72,000	3% multiplier.
employees	City Manager can contribute up to 10%
Yes	FRS - Senior Management
\$0	contribute an equal amount as employee's
employees	No pension, Money Purchase Plan
No	FRS
me as general employee	General Employees' Retirement Fund
No	FRS
N/A	FRS - Senior Mgmt Class
60% of gross	FRS

COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

100%	base
N/A	N/A
Same as full-time employees	15% of annual salary to 101(a), immediately vested. Manager can
0	Florida Retirement System



COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

100%	FRS
all City Department I	base salary, contributes 10.95% annually
Same as employees	contribution from City.
Same as employees	(401K)
Same as employees	10% of salary to 401A plan
Yes	14% of salary into retirement plan

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
Aventura	County	1/23/2025	38,150	172	10	\$55,782,974	\$64,522,057	Garbage removal
Belleair	Pinellas County	2/14/2025	4,579					Power,
Pinellas Park	Pinellas County	2/21/2025	54,351					
Oldsmar	Pinellas County	2/21/2025	14,874	140	20		47 million	
Belleair Beach	Pinellas County	2/19/2025	1,611		8		2536955	N/A
Madeira Beach	Pinellas County	2/14/2025	4,080					
Dunedin	Pinellas County	1/23/2025	36,123	373	64	13183890	133282528	Police
Seminole	Pinellas County	2/21/2025	19,283					Water, sewer, police
Indian Rocks Beach	Pinellas County	2/14/2025	3,648					
Gulfport	Pinellas County	2/14/2025	11,700					Electric and cable
Clearwater	Pinellas County	1/24/2025	116,895					Full Service City
Indian Shores	Pinellas County	2/14/2025	1,197					Water, sewer and garbage
Largo	Pinellas County	1/23/2025	82,131	877	144	261685000	266071700	Water, Gas
St. Pete Beach	Pinellas County	1/23/2025	8,736					
Tarpon Springs	Pinellas County	2/21/2025	26,452					Electricity
Treasure Island	Pinellas County	2/26/2025	6,550					Water
Kenneth City	Pinellas County	2/21/2025	4,974					provide utilities
Safety Harbor	Pinellas County	2/21/2025	17,023	156	19	\$32,127,658	\$117,973,499	Police

Name of City Manager / Administrator / Chief Administrative Officer	Date of Hire	Years of Service as a mgr	Contract	Type of Contract	Length of Contract	Automatic Renewal	Date of Last Renewal	Annual Salary
Bryan Pegues	11/4/2024	0	Yes	Employment Agreement	Indefinite	Yes		\$237,500.00
Gay Lancaster	10/1/2023	1	Yes	Employment Agreement	Indefinite	N/A	N/A	\$178,000.00
Bart P. Diebold	1/13/2022	1	Yes	Employment Agreement	Indefinite	N/A	N/A	\$216,905.47
Felicia L. Donnelly	1/1/2022	2	Yes	Employment Agreement	None	N/A	N/A	\$196,446.38
Kyle Riefler	11/21/2022	2.23		Yes Employment Agreement	3 years	No		\$132,825.00
Robin Gomez	12/6/2021	3	Yes	Employment Agreement	2 years	No	N/A	\$140,000.00
Jennifer Bramley	8/28/2017	7	Yes	Employment Agreement	Indefinite	N/A	N/A	\$216,694.40
Ann Toney-Deal	8/7/2015	8	Yes	Employment Agreement	2 years	Yes	44415	\$194,431.91
Brently Gregg Mims	6/28/2013	11	Yes	Employment Agreement	Indefinite	Yes	N/A	\$167,270.00
James E. O'Reilly	11/30/2009	15	Yes	Employment	Indefinite	N/A	N/A	\$188,614.40
Jennifer Poirrier	4/4/2023	>1	Yes	Employment Agreement	Indefinite	N/A	N/A	\$289,634.24
Christine Porter	7/15/2024	>1	Yes	Employment Agreement	Indefinite	N/A	N/A	\$143,639.00
John Curp	10/9/2023	>1	Yes	Employment Agreement	Indefinite	N/A	N/A	\$234,600.00
Frances Robustelli	7/8/2024	>1	Yes	Employment Agreement	3 years	No	N/A	\$240,000.00
Charles Rudd	8/7/2024	>1	Yes	Employment Agreement	Open-ended	N/A	N/A	\$150,000.00
Chuck Anderson		>1	Yes	Employment Agreement	3 years	Yes	N/A	\$190,000.00
Don A. King								\$133,400.00
Josh Matthew Stefancic	9/17/2024		Yes	Agreement	Indefinite	N/A	N/A	\$185,400.00

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
Not Provided	Yes	City Commission	\$70 phone/month	Vehicle provided	N/A	Yes	any accrue leave he	N/A
N/A	N/A	N/A	professional	\$400	N/A	Yes	4 weeks	No
	No	N/A	business related expens	\$417	N/A	Yes	20 weeks salary	No
	No	N/A	\$0.00	or a vehicle from City	No	Yes	20 weeks	No
45327	No	N/a	professional developm	300	N/A	Yes	6 weeks	No
N/A	N/A	N/A	N/A	500	\$3,000 total	Yes	15 weeks	Yes
	No	N/A	l certifications, registra	500	to \$2,000/month for re	Yes	20 weeks	N/A
	No	N/A		500	N/A	Yes	weeks' salary and bene	Yes
	City provided cell phone, professional dues and subscrip			300		Yes	90 days salary	
	N/A	N/A	sional development an	450	0	Yes	d benefits, but works d	Yes
	No	N/A	sional dues and subscri	600	00 reimbursement for	Yes	ual to twenty weeks ag	Yes
	N/A	N/A	nable dues and subscri	N/A	N/A	me as Department Hea	me as Department Hea	me as Department Hea
45578	No	N/A	ptions and professional	550	Costs and one time trav	Yes	20 weeks	Health Insurance
			Professional developme	550	ion reimbursed up to \$	Yes	20 weeks	No
			Professional dues and subscri	\$500.00	0,000 relocation reimb	Yes	s, ends when new emp	No
N/A	N/A	N/A	N/A	\$500	N/A	Yes	ent pay, medical/denta	irement contributions
Transportation costs								
	N/A	N/A	N/A	\$500.00		Yes	20 weeks	No

[illegible]

Long Term Disability Paid by City	Pension			
100%	City 401 plan - pays 18% of base salary.			
all full time benefit	Employee pays 3%, City pays 9%			
to other General empl	10% of base salary			
100%	15% of salary			
100%	City pays 10% of manager's base salary to either the City's Retirement Program			
100%	12% of salary immediately vested			
0%	8% of base salary			
100%	FRS			
benefit as other manag	10% to ICMA 401A up to \$5000			
ne as Department Direc	20% toward 401a			
o city managerial and c	15% of annual base salary to ICMA			
N/A	13% paid by Town			
other non-represented e	20% of salary to 401(a); maximum contribution to 457. Vests 25% after one			
	15% of salary to 401A			
e as other general empl	9% to 457(b) deferred compensation plan			
Yes	City contributes 6% of base salary to 401(a) and 7% of base salary contributed			
Same as employees	10% of salary to 401A plan			

# **AGENDA ITEM NO. 3**

**ADJOURNMENT**