

Human Resources and Organizational Development Department

2008 - 2009 SALARY SURVEY FOR CHARTER OFFICER: CITY MANAGER

Jurisdictions from throughout the State of Florida were included in this year's survey. Not all cities replied, nor do they all have comparable positions to the City of Gainesville's Charter Officers. For the analysis of City Manager salaries only cities with a City Manager reporting to a Mayor or Commission/Council were included. The 2008 Florida Price Level Index (FPLI) and the city populations are provided in Figure 1. The attached Figure 2 contains the raw data for all surveyed cities. The bar charts represent the comparable unadjusted (Figure 3) and adjusted (Figure 4) salaries.

Figure1

CITY	COUNTY	POPULATION	2008 FPLI	Number of Regular Employees	Response Received?
Cape Coral	Lee	164,494	102.06	1,371	Y
Clearwater	Pinellas	110,469	100.22	1,873	Y
Coral Springs	Broward	129,766	103.29	779	Y
Daytona Beach	Volusia	64,316	95.23	893	Y
Ft. Lauderdale	Broward	179,659	103.29	2,350	Y
Ft. Myers	Lee	67,769	102.06		N
Gainesville	Alachua	121,497	96.78	2,089*	Y
Hialeah	Miami-Dade	228,528	101.06	1,897	Y
Hollywood	Broward	142,943	103.29		N
Jacksonville	Duval	851,861	101.93	8,010	Y
Lakeland	Polk	93,428	97.59	2,100	Y
Melbourne	Brevard	78,386	99.49	953	Y
Miami	Miami-Dade	392,641	101.06	4,288	Y
Miami Beach	Miami-Dade	93,721	101.06		N
Miami Gardens	Miami-Dade	109,200	101.06		N
Naples	Collier	23,101	107.01		N
Ocala	Marion	54,056	94.79	1,012	Y
Orlando	Orange	228,560	101.13	3,223	Y
Palm Bay	Brevard	101,793	99.49	920	Y
Pembroke Pines	Broward	152,090	103.29	No Response	Y
Plantation	Broward	85,349	103.29	800	Y
Pompano Beach	Broward	100,968	103.29		N
Port St. Lucie	St. Lucie	155,315	99.54	1,319	Y
Sarasota	Sarasota	387,439	101.71		N
St. Petersburg	Pinellas	252,999	100.22	3,171	Y
Sunrise	Broward	89,633	103.29		N
Tallahassee	Leon	175,026	94.07	2,836	Y
Tampa	Hillsborough	335,489	101.71	4,477	Y
West Palm Beach	Palm Beach	104,732	105.48	1,516	Y

* As of 12/31/2008 GRU 848, GG 1241

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Figure 2: CITY MANAGER SALARY SURVEY RAW DATA

SURVEY ITEM	COMPARABLE	Note or Comment	Title if Different	Charter Officer (YES/NO)	Reports to (Title)	Incumbent's Current Annual Salary*	Bonus Amt Paid	Expected Increase FY09 (enter either as % of current or \$ increase)	What is the Jurisdiction's Form of Government?	Type of Mayor (elected, strong, appointed)	Total Number of Employees (not temps)
Gainesville						\$168,162		Unknown	CCom/Mayor	Elected	2,089
Low						\$153,187					
Median						\$170,693					
High						\$230,090					
Cape Coral	Y			Yes	City Council	\$164,715		0	Council/City Manager	Elected	1,371
Clearwater	Y				City Council	\$161,085		0	Mayor/Council	Elected	1,873
Coral Springs	Y			Yes	Commission	\$204,374		Unknown	City Manager	Elected	779
Daytona Beach	Y			No	Commission	\$170,693		N/A		Elected	893
								did not ask for a merit increase this fiscal year.			
Ft. Lauderdale	Y			Yes	Mayor/CComm	\$230,090		0.03	CComm/Manager	Elected	2,350
Lakeland	Y				Mayor	\$185,994		\$450 lump sum + 1%	CComm/Manager	Appointed	2,100
Melbourne	Y			No	Mayor/Council	\$153,187			Mayor/Council	Elected	953
Ocala	Y	New Hire		Yes	Council	\$165,000		0	Council/City Manager	Elected	1,012
								\$1,000 to base salary part of current no other increase FY09			
Palm Bay	Y			Yes	Mayor/City Council	\$167,864			Council/Manager	Elected	920
Port St. Lucie	Y				Council	\$171,800		None	Council/Manager	Elected	1,319
Tallahassee	Y			Yes	Mayor/CComm	\$198,640		0.03	Mayor/CComm	Elected	2,836

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Jacksonville	N	NA	Chief Administrative Officer	Yes	Mayor	\$178,508		Unknown	Mayor-Council	Strong	8,010
Orlando	N		Chief Administration Officer		Mayor	\$179,234		3% to base rate/Increase was given in October		Elected	3,223
Pembroke Pines	N		Not City Employee	N	CComm						
St. Petersburg	N	We have a Mayor, no City Manager	Mayor	No	Citizens/City Council	\$162,314		2.5 -COLA is included in this figure 10/1/ FY09 began	City Municipality	Elected/Strong	3,171
Tampa	N		Mayor	Yes	Mayor	\$150,000		0	Mayor/Council	Elected	4,477
West Palm Beach	N		City Administrator	Yes	Mayor	\$210,140		0.05	Strong Mayor	Elected	1,516
Ft. Myers											
Hiialeah		N/A						0	Mayor/Council	Elected/Strong	1,897
Hollywood											
Miami	N			No	Mayor	\$220,000	\$9,166		Strong Mayor	Elected	4,288
Miami Beach											
Miami Gardens											
Naples											
Plantation											
Pompano Beach									Strong Mayor, Council (5)	Elected	800
Sarasota											
Sunrise											

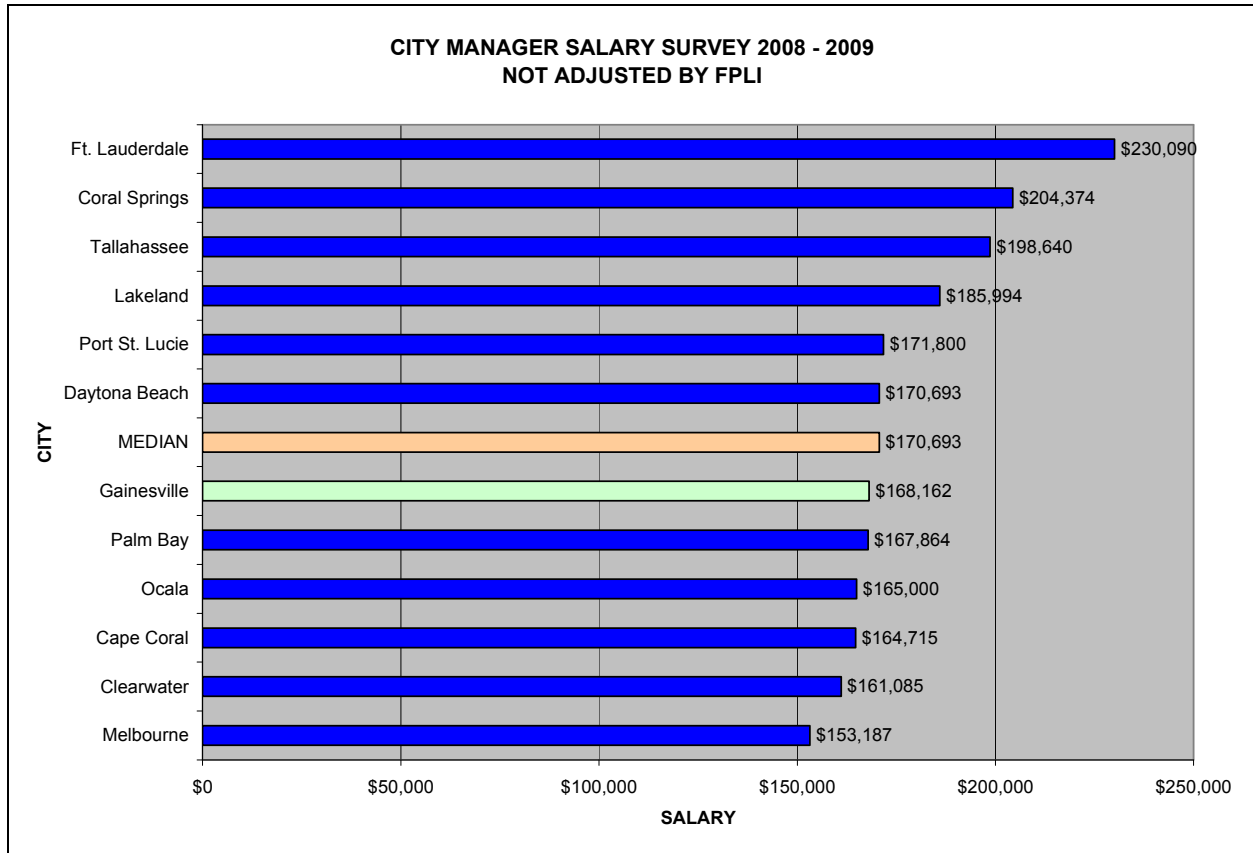
NOT COMPARABLE

The salary data represents base pay only and does not include any additional pay such as car allowance, bonus pay or at-risk pay. The raw data includes all surveyed cities, including those that did not respond or are not comparable which are highlighted in grey.

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Figure 3 represents the data for the City Manager salaries of the cities deemed comparable. A comparable city is one in which the City Manager position is either a Charter Officer or reports directly to a Mayor or City Commission/Council.

Figure 3

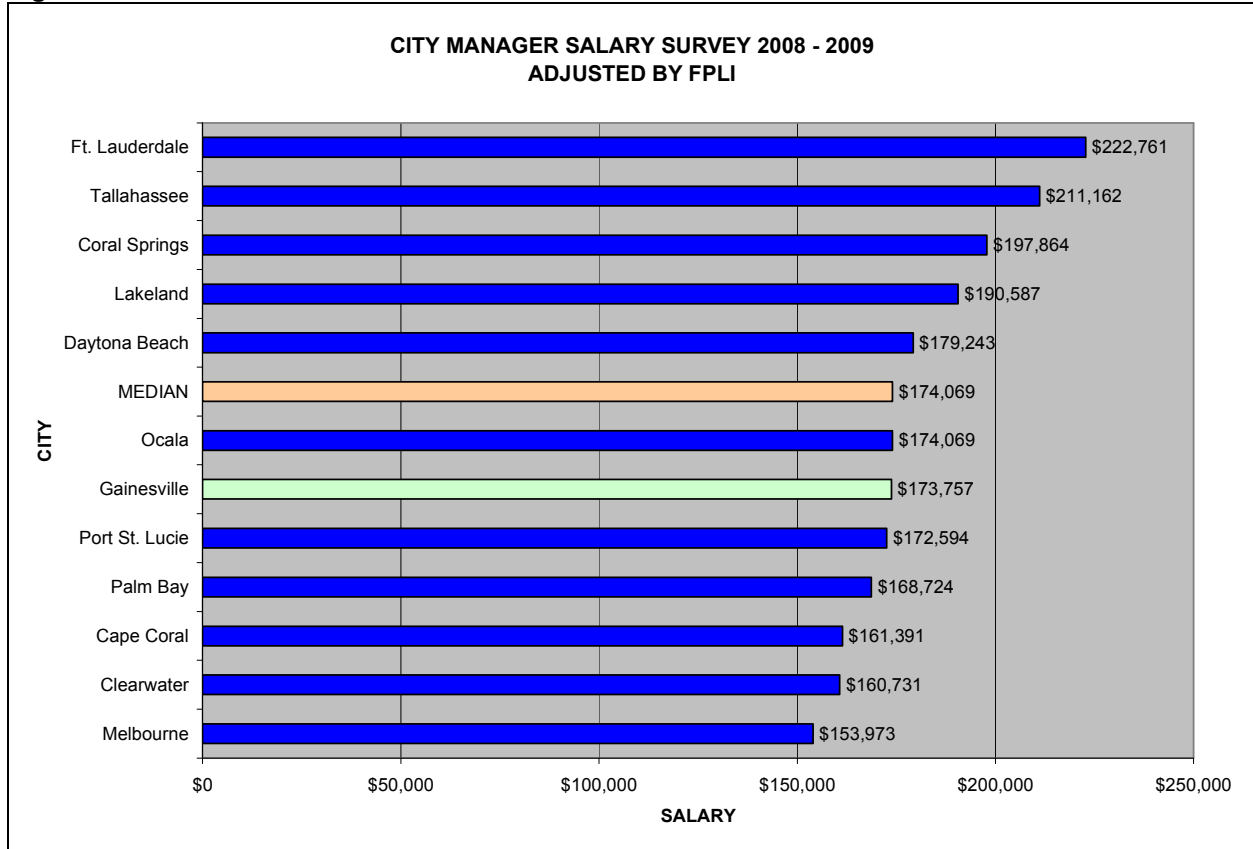


The salary of the Gainesville City Manager is \$2,531 below the median of the unadjusted salaries of City Managers at comparable cities.

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Figure 4 represents the FPLI adjusted data for the City Manager salaries of the cities deemed comparable. Note that the Gainesville City Manager's salary was also adjusted so that it can be compared on the same basis as the other salaries.

Figure 4



The salary of the Gainesville City Manager is \$312 below the median of the adjusted salaries of City Managers at comparable cities.