

City of Gainesville Peer Cities “At-Will” Employment

City	Charter Officers	Dept Heads	Managers	Professionals	Non-Exempt	Notes
Cape Coral	City Manager City Attorney	yes	no	no	no	City Auditor is considered a department head but is under the direction of Council as opposed to the City Manager.
Clearwater	yes	yes	no	no	no	
Coral Springs	City Manager City Attorney	yes	no	no	no	
Davie	yes	yes	yes	most	no	All employees not covered by collective bargaining agreements are "at will".
Fort Lauderdale	yes	yes	some	some	no	Most employees in the City Manager's Office are at will.
Lakeland	yes	yes	some	some	no	City Resolution no. 14-027 lists 47 positions designated as "at-will".
Miami Gardens	yes	yes	yes	yes	no	Currently an "at-will" employer as provided under Florida law.
Orlando	yes	yes	yes	some	no	Non-bargained for employees, seasonal employees, and managers are "at-will".
St. Petersburg	yes	yes	yes	no	no	
Tallahassee	yes	yes	some	some	no	"At-will" Sr. Managers and Executive Managers receive extra benefits.
West Palm Beach	yes	yes	yes	no	no	All management positions at the City are classified at-will positions that serve at the pleasure of the Mayor.
Pembroke Pines	yes	yes	yes	yes	no	All department heads and non-union employees are "at-will".