

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 | Annual Salary | Name of City Manager / Administrator / Chief |
|--------------------|-------------------|---------------------|------------|--------------------------|---------------------------|---------------------|---------------|---|---------------|--|
| Alachua | Alachua County | 2/8/2024 | 11,069 | | | | | N/A | \$153,233.00 | Mike DaRoza |
| Aventura | Miami-Dade County | 1/23/2025 | 38,150 | 172 | 10 | \$55,782,974 | \$64,522,057 | Garbage removal | \$237,500.00 | Bryan Pegues |
| Bal Harbour | Miami-Dade County | 3/17/2025 | 2,913 | | | \$16,160,600 | \$25,617,000 | | \$325,000.00 | Jorge M. Gonzalez |
| Bay Harbor Islands | Miami-Dade County | 2/13/2025 | 5,593 | | | | | | | Vacant |
| Biscayne Park | Miami-Dade County | 2/13/2025 | 2,959 | | | | | | | Vacant |
| Coral Gables | Miami-Dade County | 1/22/2025 | 48,267 | 928 | 178 | \$203,943,122 | \$264,339,017 | N/A | \$295,000.00 | Alberto Parjus |
| Cutler Bay | Miami-Dade County | 2/3/2025 | 43,762 | 39 | 27 | \$19.75 M | \$76,620,400 | Fire, Water & Sewer, Garbage/Bulky Waste | \$323,842.22 | Rafael G. Casals |
| Doral | Miami-Dade County | 2/26/2025 | 78,615 | | | | | | \$267,000.00 | Zeida Sardinas |
| El Portal | Miami-Dade County | 2/21/2025 | 1,862 | | | \$2,228,127 | \$2,228,127 | N/A | \$145,683.00 | Christia E. Alou, Esq |
| Golden Beach | Miami-Dade County | 1/22/2025 | 969 | | | | | | \$330,491.49 | Alexander Diaz |
| Homestead | Miami-Dade County | 2/14/2025 | 83,272 | | | | | | \$273,000.00 | Nzeribe (Zerry) Ihekwa |
| Key Biscayne | Miami-Dade County | 2/26/2025 | 14,251 | | | | | Water, sewer | \$252,846.00 | Steven C. Williamson |
| Miami | Miami-Dade County | 2/26/2025 | 464,544 | | | | | | \$471,713.93 | Arthur Noriega |
| Miami Beach | Miami-Dade County | 1/5/2024 | 78,287 | | | | | | \$356,665.00 | Alina T. Hudak |
| Miami Gardens | Miami-Dade County | 2/26/2025 | 108,195 | | | | | | \$317,206.00 | Cameron Benson |
| Miami Lakes | Miami-Dade County | 1/27/2025 | 31,562 | 48 | 28 | \$21,671,000 | \$79,594,472 | Water, fire, sewer, waste | \$226,986.00 | Edward Pidermann |
| Miami Shores | Miami-Dade County | 2/14/2025 | 11,569 | 127 | 69 | \$21,693,319 | \$41,294,490 | Water, Wastewater, Fire, Electric and Gas | \$213,464.78 | Esmond K. Scott |
| Miami Springs | Miami-Dade County | 2/14/2025 | 13,212 | | | | | Fire rescue, Water, Sewer | \$185,400.00 | JC Jimenez |
| North Bay Village | Miami-Dade County | 2/21/2025 | 7,720 | | | | | Fire | \$175,000.00 | Frank Rollason |
| North Miami | Miami-Dade County | 1/23/2025 | 58,592 | | | | | | | Vacant |
| North Miami Beach | Miami-Dade County | 2/26/2025 | 43,857 | 381 | 172 | \$67,282,449 | \$177,846,598 | Garbage & Fire | \$241,363.33 | Mario Diaz |
| Opa-locka | Miami-Dade County | 1/25/2025 | 15,530 | | | | | | \$190,000.00 | Sha'Mecca Lawson |
| Palmetto Bay | Miami-Dade County | 1/23/2025 | 24,440 | 68 | 21 | \$22,233,157 | \$49,027,766 | Police, Fire, Water, Sewer | \$210,968.39 | Nick Marano |
| Pinecrest | Miami-Dade County | 2/24/2025 | 17,843 | | | | | Fire, Water, Sewer | \$277,095.00 | Yocelyn Galiano |
| South Miami | Miami-Dade County | 3/13/2025 | 11,618 | | | | | | \$275,285.50 | Genaro "Chip" Iglesias |
| Sunny Isles Beach | Miami-Dade County | 2/21/2025 | 21,738 | | | | | | \$276,894.90 | Stanley E. Morris |
| Surfside | Miami-Dade County | 2/20/2025 | 5,367 | 103 | 31 | \$18,223,012 | \$41,169,653 | Fire, Library | | Vacant |
| West Miami | Miami-Dade County | 2/26/2025 | 6,828 | | | | | | \$235,999.92 | Edward Silva |

COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

| City Name | Date of Hire | Years of Service as a | Contract | Type of Contract | Length of Contract | Automatic Renewal | Date of Last Renewal | Performance Bonus | P Bonus is Based on | Amount of Exp Allowance | Car Allowance per month |
|--------------------|---|-----------------------|----------|--------------------------------|--------------------|-------------------|----------------------|-------------------|--------------------------------------|--|---|
| Alachua | 7/25/2022 as Mgr Original hire in 2017 | 1 | Yes | Employment Agreement | 3 years | No | | | | | Professional dues and subscriptions |
| Aventura | 11/4/2024 | 0 | Yes | Employment Agreement | Indefinite | Yes | | Not Provided | Yes | Annual evaluation by City Commission | \$70 phone/month |
| Bal Harbour | 11/9/2013 | 4 | Yes | Employment Agreement | Indefinite | N/A | N/A | | One time retention bonus of \$25,000 | Years of service | Reasonable professional dues and subscriptions |
| Bay Harbor Islands | | | | | | | | | | | |
| Biscayne Park | | | | | | | | | | | |
| Coral Gables | 1/28/2025 | | Yes | At Will of the City Commission | N/A | N/A | N/A | | N/A | N/A | N/A |
| Cutler Bay | 04/2013 as Mgr 10/28/2006 Original | 11 | Yes | Employment Agreement | 3 years | Yes | | 10/1/2024 | Yes | 3% merit pay increase based on | \$250.00 Expense Allowance + \$200.00 |
| Doral | 1/13/2025 | >1 | Yes | Employment Agreement | Indefinite | N/A | N/A | | Salary auto increased 5% a year | N/A | Dues and Subscriptions, professional |
| El Portal | 3/27/2018 | 5 | Yes | Employment Agreement | | | | | Yes | 5% increase after 1st year of employment | Necessary professional dues and subscriptions |
| Golden Beach | 3/27/2007 | 17 | Yes | Employment Agreement | 3 years | N/A | N/A | | Yes | Annual performance review | N/A |
| Homestead | 3/25/2024 | >1 | Yes | Employment Agreement | Indefinite | N/A | N/A | N/A | Possibly | Based on Evaluation | Reasonable professional dues and subscriptions; |
| Key Biscayne | 5/10/2021 | 2 | Yes | Employment Agreement | Indefinite | N/A | N/A | | N/A | N/A | N/A |
| Miami | 2/24/2020 | 4 | | | | | | | | | |
| Miami Beach | 04/2021 as Mgr, 02/2020 Original Hire | 2 | Yes | Employment Agreement | 4 years | No | | | Yes, up to 10% per year | meeting agreed upon objectives (in | Reasonable dues and subscriptions |
| Miami Gardens | 4/15/2013 | 11 | Yes | Employment Agreement | Continues until | Yes | N/A | | No | N/A | Cell allowance \$150/month |
| Miami Lakes | 2/5/2019 | 6 | Yes | Employment Agreement | 5 years | No | 22-Nov | NA | N/A | N/A | Customary dues and subscriptions |
| Miami Shores | 06/01/2021 (Interim Village Manager) | 6 | Yes | Employment Agreement | Open Ended | Yes | 10/1/2022 | 12/6/2022 | N/A | Subject to Village Council discretion | \$6500 executive allowance |
| Miami Springs | 8/18/2023 | >1 | Yes | Employment Agreement | Indefinite | N/A | N/A | N/A | No | N/A | N/A |
| North Bay Village | 12/10/2024 | >1 | Yes | Employment Agreement | Indefinite | N/A | N/A | | | | Professional dues and development |
| North Miami | | | | | | | | | | | |
| North Miami Beach | 6/13/2023 | >1 | Yes | Employment Agreement | Indefinite | N/A | N/A | | \$15,000 | Completion of 5 years with City | Professional dues and subscriptions, \$150 for |
| Opa-locka | | | Yes | Employment Agreement | Open Ended | N/A | | | | | |
| Palmetto Bay | 10/2/2020 (Approved) | 4 | Yes | Employment Agreement | 3 years | Yes | 10/2/2023 | 10/1/2024 | N/A | N/A | Month Cell Phone Allow |
| Pinecrest | 1/6/2009 | 14 | Yes | Perpetual | | | | | N/A | N/A | |
| South Miami | 1/23/2023 | | Yes | Employment Agreement | 3 years | No | N/A | N/A | No | N/A | Professional development and |
| Sunny Isles Beach | 12/6/2021 | 2 | Yes | Employment Agreement | termination or res | N/A | N/A | | No | N/A | City provided cell phone |
| Surfside | | | | | | | | | | | |
| West Miami | 5/10/2023 | >1 | Yes | Employment Agreement | 5 years | N/A | N/A | | Yes | Commission Annual Evalu | \$1,500.00 |

COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

| City Name | Housing Allowance | Severance Pay Requirement | Severance Pay Amount | Severance Pay includes Pension and | Annual Leave Days | Sick Leave | Personal Days |
|--------------------|---------------------------------------|------------------------------|----------------------|---|-------------------------------------|--|-----------------------------------|
| Alachua | City Provided Vehicle | Residency Requirement Waived | Yes | 20 weeks | No | Same as employees | Same as employees |
| Aventura | Vehicle provided | N/A | Yes | 16 weeks salary, plus any accrue leave he has | N/A | 20 days | 95 hours per year |
| Bal Harbour | Car provided by Village | N/A | Yes | 20 weeks' salary | Yes | 4 weeks | Same as other non-union Village |
| Bay Harbor Islands | | | | | | | |
| Biscayne Park | | | | | | | |
| Coral Gables | \$650.00 | N/A | Yes | 20 weeks of salary | No | 152 hours | 110 hours |
| Cutler Bay | \$600.00 | N/A | Yes | Twenty (20) weeks of Regular Base Salary | Yes for Health Care | 23 | Same as other Town employees |
| Doral | \$700 a month or a City Vehicle. Plus | N/A | Yes | 20 weeks | No | Same as administrative | |
| El Portal | \$420.00 | N/A | | | 100% | 20 | 10 (same 10 days of PTO) |
| Golden Beach | \$13,343 per year | N/A | Yes | 12 months aggregate salary | Medical | 4 weeks, accrued in the same manner as | 2 weeks |
| Homestead | \$750.00 | N/A | Yes | 20 weeks if employed less than 3 year, 10 | Continues while receiving severance | Credited with 40 hours; accrues 4 | Credited with 24 hours; accrues 3 |
| Key Biscayne | \$500.00 | N/A | Yes | 90 days | N/A | 20/yr | 120 hours/yr |
| Miami | City provided vehicle | | Yes | 5 months' salary | Yes | 20 | 12 |
| Miami Beach | \$800.00 | No | Yes | 12 weeks pay | Health and dental insurance for | Same as unclassified employees, plus 120 | Included in annual leave days |
| Miami Gardens | \$600.00 | 0 | Yes | 20 weeks' salary | Yes | 240 hours | 0 |
| Miami Lakes | \$650.00 | N/A | Yes | 16 Weeks | Yes | 25 | 6 |
| Miami Shores | Car provided | N/A | Yes | Lump sum severance pay equal to 20 weeks | Health Insurance | 20 Days | 8 Days |
| Miami Springs | \$450.00 | No | Yes | On or prior to 9/5/24 = 4 weeks, from 9/6/24 to | Yes, health insurance | 15 days per year | 12 sick days per year (standard |
| North Bay Village | Vehicle Provided | | Yes | 8 weeks | No | 5 weeks | |
| North Miami | | | | | | | |
| North Miami Beach | Vehicle Provided | None | Yes | 15 weeks in first year, 18 weeks in second | No | 160 hours per year | 96 hours per year |
| Opa-locka | \$850.00 | | Yes | 20 weeks | No | Same as employees | Same as employees |
| Palmetto Bay | suance of Village vehic | None | Yes | 20 weeks | nce benefits for each | 26 | rouped with annual lea |
| Pincrest | \$600 | No | Yes | 0 months of salary and res | urance premiums for | 20 | 12 |
| South Miami | \$600.00 | | Yes | 4 months' salary minimur | Yes | ued at 2.33 days per m | accrue 1 day per mon |
| Sunny Isles Beach | \$600.00 | No | Yes | 20 weeks | | 4 weeks | 12 |
| Surfside | | | | | | | |
| West Miami | \$500.00 | No | Yes | One year | Yes | 21 | 30 |

COLIN BAENZIGER ASSOCIATES - FLORIDA 2024 CITY MANAGER SALARY SURVEY

| City Name | Paid Holidays | Medical Insurance, Portion the City | Dental Insurance, Portion, the City | Vision Insurance, Portion, the City | Life Insurance Amount Paid By | Short Term Disability Paid by | Long Term Disability Paid by | Pension | FRS |
|--------------------|---------------------------------------|--|-------------------------------------|-------------------------------------|-------------------------------------|--------------------------------------|-----------------------------------|-----------------------------------|--|
| Alachua | Same as employees | 12 | 100% for employee and family | 100% for employee and family | 100% for employee and family | 100% | 0% | 0% | |
| Aventura | 3 | 10 | 100% | 100% | 100% | 1x annual salary | 100% | 100% | City 401 plan - pays 18% of base salary. |
| Bal Harbour | | Same as other non-union Village | 100% for employee and dependents | 100% for employee and dependents | 100% for employee and dependents | | | | 401, 457, and/or other deferred compensation plan designated by |
| Bay Harbor Islands | | | | | | | | | |
| Biscayne Park | | | | | | | | | |
| Coral Gables | N/A | 13 days | 100% | 100% | 100% | 551153% | 100% | 100% | 401a - City contributes 25% of yearly base |
| Cutler Bay | Same as other Town employees | All holidays recognized by the | Same as other Town employees | Same as other Town employees | Same as other Town employees | \$310,000 death benefit 10-year term | Same as other Town employees | Same as other Town employees | FRS |
| Doral | 2 | 12 | 100% for employee and family, or an | 100% for employee and family, or an | 100% for employee and family, or an | 800k max | 100% | 100% | Not to exceed 18% to 401a, vested immediately. Maximum allowed into |
| El Portal | N/A | 10 | 100% | 100% | 100% | 100% | 50% | 50% | FRS |
| Golden Beach | Up to 40 hours of paid administrative | 15 | 100% | 100% | 100% | 100% | Insurance covers 66.57% of salary | Insurance covers 66.57% of salary | Yes but can elect to participate in DROP on same terms and conditions for police |
| Homestead | N/A | Same as other general employees | 100% employee and dependents | 0% | 0% | 2 x annual salary | 0 | 0 | 18% of Employee's base salary into a 401a retirement plan; Employee not |
| Key Biscayne | 4/yr | 11 | N/A | N/A | N/A | Yes | N/A | Yes | Retirement Plan (401 a) |
| Miami | N/A | 11 | 100% | 100% | 100% | 2x annual salary | 100% | 100% | 20% annual salary |
| Miami Beach | | 10 | 100% for employee and dependents | 100% for employee and dependents | 100% for employee and dependents | 100% | 100% | 100% | \$26,000 to 457 deferred compensation plan annually, plus \$7,000 to IRA |
| Miami Gardens | 32 | 0 | \$ 2,027.58 (100%) | \$ 116.04 (100%) | \$ 15.14 (100%) | \$ 112.00 (100%) | \$ 74.26 (100%) | \$ 164.18 (100%) | \$ 4,683.58 - Florida Retirement System - Employee contributes 3% |
| Miami Lakes | 2 | 13 | 100% for Employee and Family | 100% for Employee and Family | 0 | 1X salary | Yes | N/A | FRS contribution at senior management rate OR in lieu of FRS, corresponding |
| Miami Shores | 2 days | Yes | Employee only 100% based plan | Employee only 100% based plan | Employee only 100% based plan | \$200,000 | Yes | Yes | Village contributes 15% of Annual Salary into 401(a) in lieu of payments to |
| Miami Springs | N/A | 9 paid holidays 3 floating holidays | Standard Employee rates | Standard employee rates | Standard employee rates | Standard employee 1x insurance | No | No | 14.8970% to a 401(a) plan |
| North Bay Village | | | None | None | None | Yes at the rate for management | Yes at the rate for management | Yes at the rate for management | None |
| North Miami | | | | | | | | | |
| North Miami Beach | 1 | 13 city recognized + 2 floating holidays | Coverage for employee and family | Coverage for employee and family | Coverage for employee and family | 20000000% | 100% | 100% | 18% of Employee's base salary into a 410, 457, and/or a deferred compensation |
| Opa-locka | Same as employees | Same as employees | Same as employees | Same as employees | Same as employees | Same as employees | Same as employees | Same as employees | FRS Senior Management Class, 3% contribution from City. |
| Palmetto Bay | couped with annual leave | holidays, 1 birthday, 2 fl | 100% | 100% | 100% | Yes | to \$1,500 annual cost | to \$4,000 annual cost | 401(a) - 6% village contribution, plus up to 6% matching contribution; 457 - |
| Pincrest | 2 | 12 | 100% | 100% | 100% | 100% | 100% | 100% | 23.10% |
| South Miami | | At a minimum, equal to that which is provided to that which is provided to that which is provided to | | | | times annual base sala | Yes | Yes | 14% of salary into retirement plan |
| Sunny Isles Beach | 5 | 2 floating holidays | 100% | 100% | 100% | ance policy, \$300,000 | equivalent to the amount | equivalent to the amount | Statutory amount for FRS, optional ICMA |
| Surfside | | | | | | | | | |
| West Miami | 1 | ular holidays plus 2 flo | 100% for Employee | 100% for Employee | 100% for Employee | \$250,000 policy | No | No | City contributes 31.57% of salary to FRS, employee contributes 3%, vested in 5 |