

COMMISSION/COUNCIL SALARY & BENEFIT
SURVEY COMPARISON STUDY

(WHITE PAPER)

FY 2013/2014



Hallandale Beach
PROGRESS. INNOVATION. OPPORTUNITY.

Data Collected: April 2013
Report Submitted: May 3, 2013

DIRECTIVE

On February 6, 2013, the City Commission discussed the need for a reevaluation of the salaries and benefits of the City Commission. As such, a consensus was reached to direct staff to complete a commission/council salary and benefit comparison study of surrounding municipalities; and to present the information for discussion by the City Commission.

In order to narrow the focus of the comparison study, staff established the following research goals:

Goal 1: To provide comparison data on work schedules of the City Commission/Council in the Southeast (SE Region - Monroe, Miami Dade, Broward and Palm Beach counties).

Goal 2: To identify and analyze the factors that influences the salary and benefit packages for Commission/Council.

Goal 3 To provide comparison data on the use of Legislative/Commission Aides to support the day-to-day activities of the Commission/Council, anticipating that this may also be raised when the City Commission evaluates the full-time vs. part-time decision.

APPROACH

In order to assist the City Commission with effectively comparing and evaluating trends in the study area, staff has provided a comprehensive overview of the demographics, budget, government structure/form of government and the salaries and benefits as well as the use of support staff data from 107 surrounding municipalities within Broward (31), Miami Dade (34), Monroe (4) and Palm Beach (38) counties. **(See Exhibit 1)**

In addition, staff thought it beneficial to include similar information for those municipalities which are categorized as "Peer Cities" to the City of Hallandale Beach by the Florida League of Cities (League). The "Peer Cities" concept was developed by the League in an effort to establish municipalities that are similar in terms of population mix, services provided, and geographic location, size of budget, etc. The City of Hallandale Beach's Peer Cities are; Ormond Beach (Volusia County), Panama City (Bay County), Cutler Bay (Miami Dade County), Dunedin (Pinellas County) and Oakland Park (Broward County). **(See Exhibit 1)**

METHOD

Staff involved in compilation of the research findings included the following Departments: City Manager's Office, Office of the City Clerk and the Human Resources Department.

The research methods utilized consisted of phone calls, individual and mass emails, thorough research of municipal websites, Code of Ordinances and other forms of print and electronic data.

SUMMARY OF FINDINGS

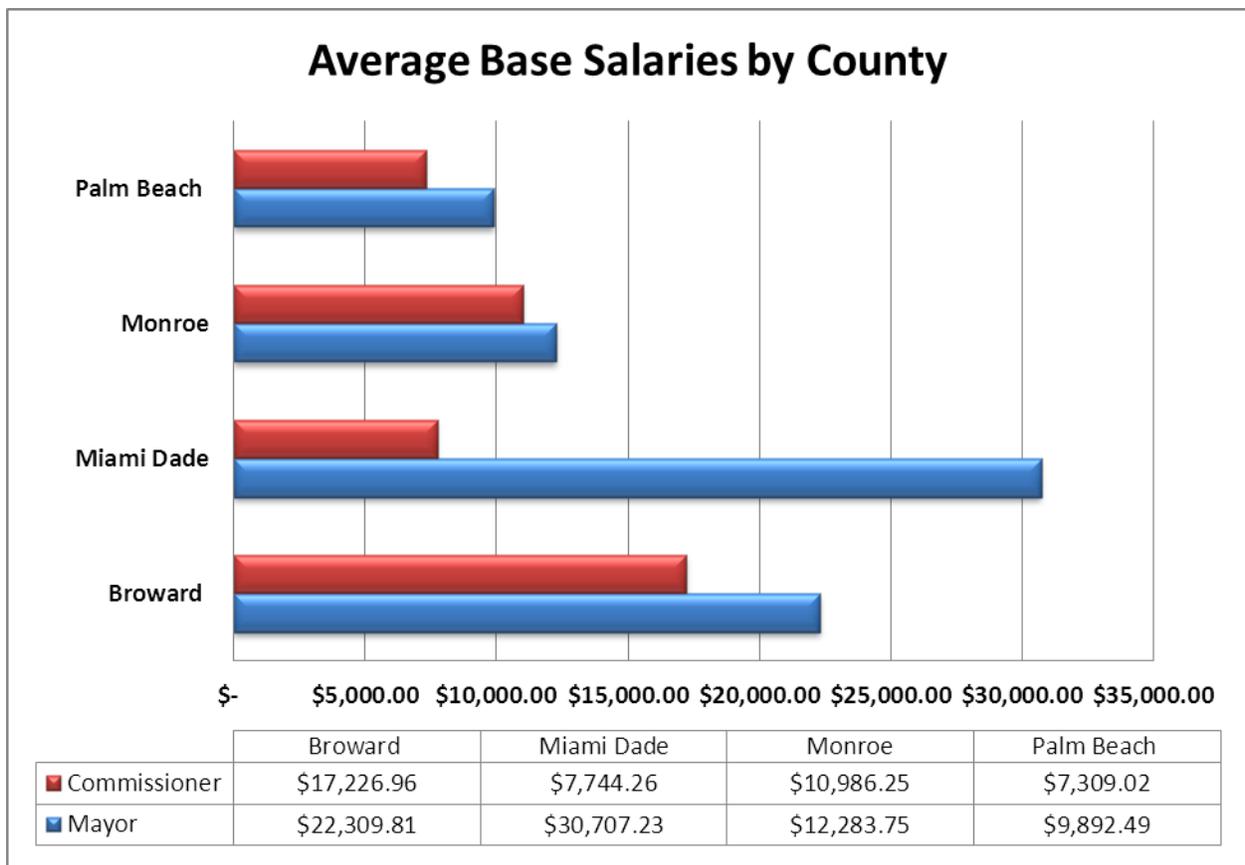
Based on the established goals and the research completed, a number of correlations can be made, accordingly, these findings are illustrated below:

FULL-TIME VS. PART-TIME

- *Of the 107 municipalities surveyed: No municipalities require the Commission/Council to work full-time, and none of the municipalities surveyed have restrictions on outside employment. (See Exhibit 1)*

SALARIES & BENEFITS

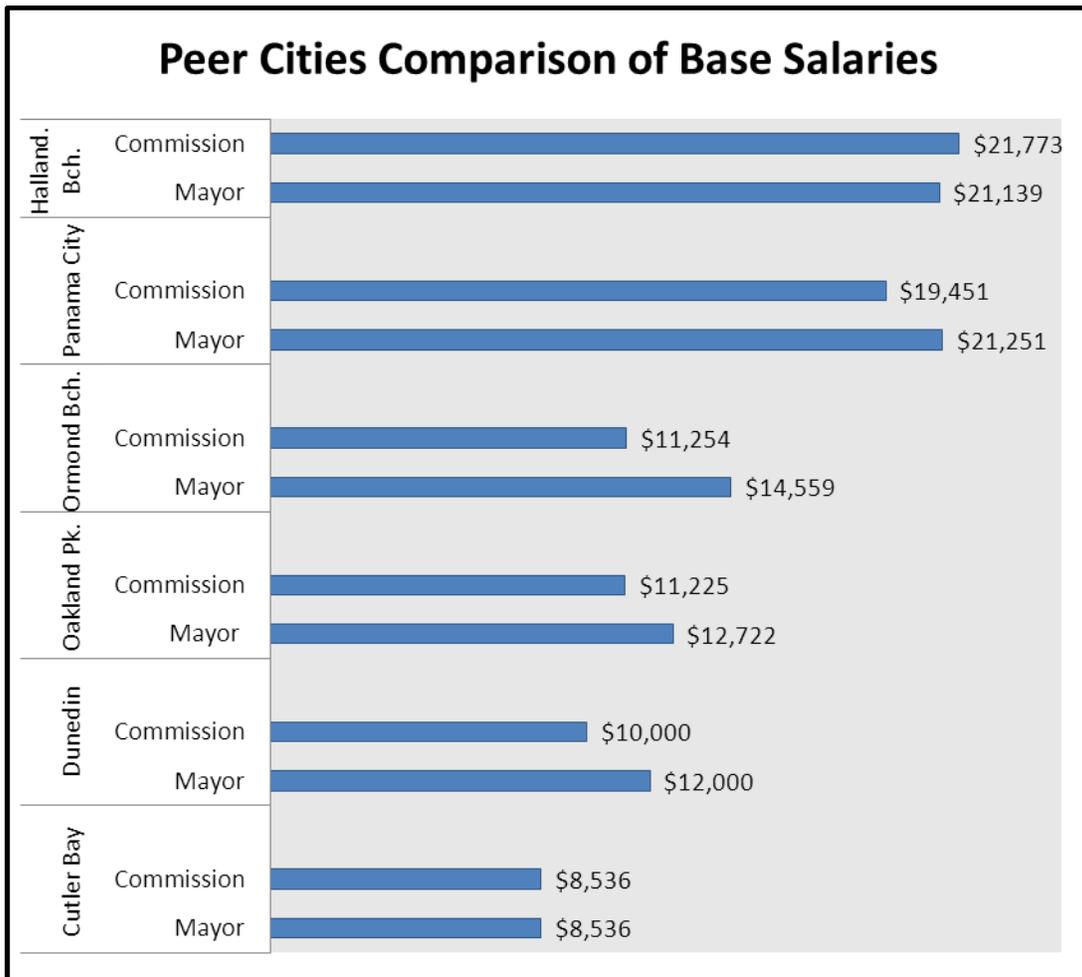
Table 1: Average Base Salaries by County



- *Of the 107 municipalities surveyed in the SE Region, Broward County municipalities maintain the highest average for Commissioner base salaries at \$17,227. The City of Hallandale Beach is above this countywide average with an annual base salary of \$21,773.*
- *Broward County maintains the second highest average of base salaries for Mayor at \$22,310. The City of Hallandale Beach falls below this countywide average with an annual base salary of \$21,139.*

- *Miami Dade County maintains the highest average of base salaries for Mayor at \$30,707; however, the County maintains the lowest average of base salaries for Commissioner at \$7,744.*
- *Palm Beach County maintains the lowest average of base salaries for Mayor and commissioner at \$9,892 and \$7,309 respectively.*
- *In Monroe County, the average base salaries for Mayor and Commissioner are fairly comparable for both positions at \$12,283 and \$10,986.*

Table 2: Base Salaries by Peer Cities



- *The graph above illustrates a comparison of base salaries within the peer cities as defined by the League. The City of Hallandale Beach currently maintains the highest base salary among the Peer Cities. (See Exhibit 1)*

Table 3: Comparison of Benefits

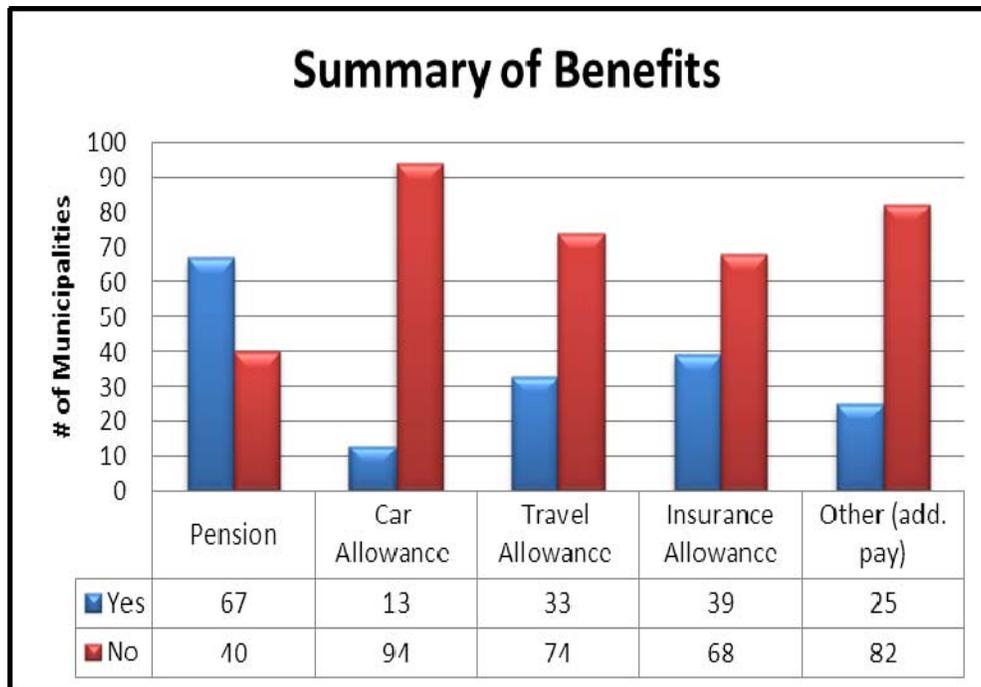
The table below represents the benefits spread among the 107 municipalities surveyed in the SE Region.

<u>Benefit Type</u>	<u>Yes</u>	<u>% Yes</u>	<u>No</u>	<u>% No</u>
Pension	67	63%	40	37%
Car Allowance	13	12%	94	88%
Travel Allowance	33	31%	74	69%
Insurance Allowance	39	36%	68	64%
Other (add. pay)	25	23%	82	77%

- *Of the 107 municipalities surveyed: 63% of the municipalities provide a Pension benefit followed by 12% which provide a Car Allowance, 31% provide Insurance benefits, 36% provide Travel benefits and finally, 23% of the municipalities surveyed provide some form of additional pay/benefit.*

Table 4: Summary of Benefits

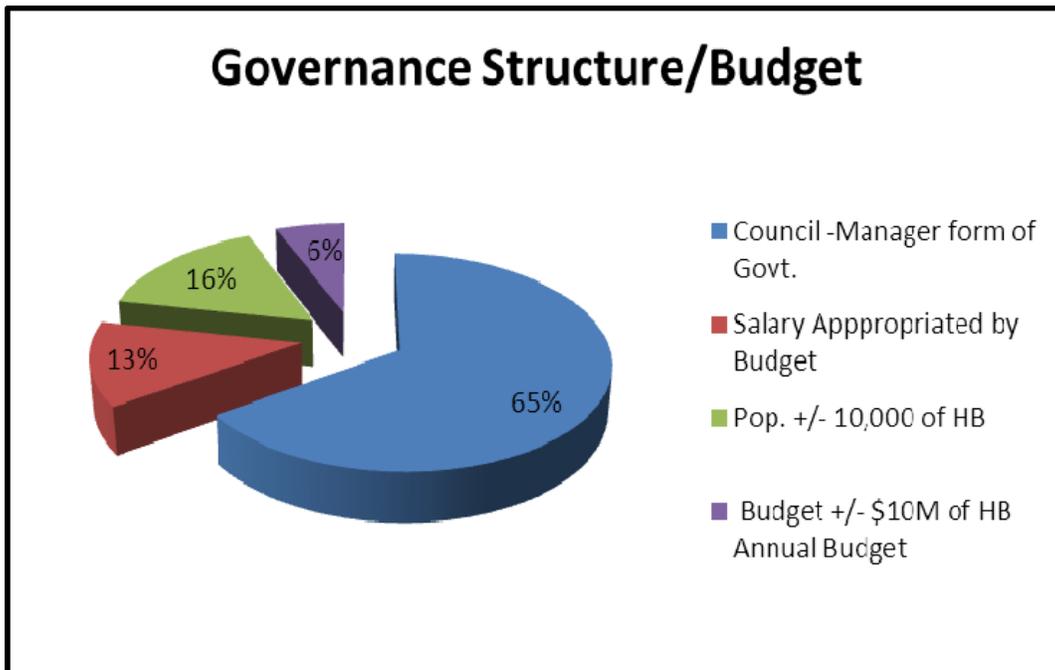
Below is a graphical representation of the benefits spread among the 107 municipalities surveyed.



GOVERNANCE

As a point of reference, the chart below provides a statistical representation of the prevailing governance model and other demographic information for the 107 municipalities in the SE Region. It is essential to include additional data rather than merely a salary and benefit comparison, as it is important to understand all the elements that that may impact the day-to-day operations of the Commissions/Councils surveyed.

Table 5: Governance Structure/Budget

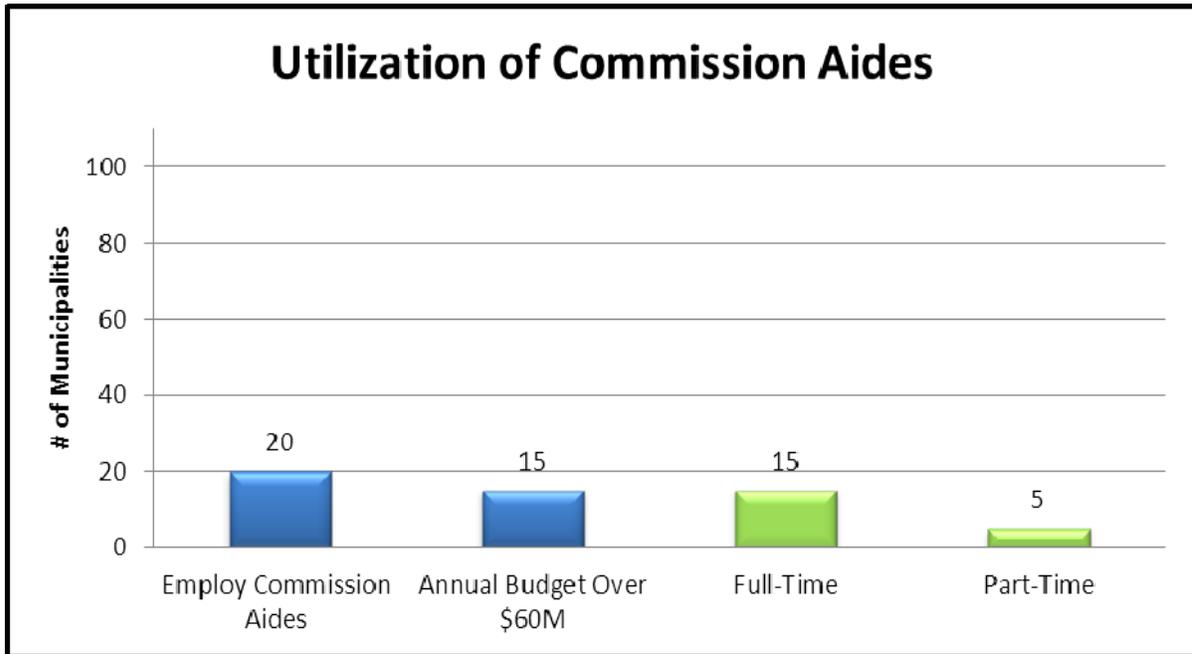


- *Of the 107 Municipalities surveyed, 65% operate under a Council-Manager form of government; 16% have a population within (+/-)10,000 of the City of Hallandale Beach; 13% of the Commission salaries are appropriated by budget and 6% maintain an Annual Budget within (+/-) \$10M of the City of Hallandale Beach annual budget. (See Exhibit 2)*

COMMISSION AIDES

The research shows that the operational factors listed above bear minimal weight as it relates to the use of Legislative/Commission Aides to facilitate day to day activities.

Table 6: Utilization of Commission Aides



- *Of the 107 municipalities surveyed, only 20 of them have Legislative Aides/Support staff for the Commission/Council. Fifteen (15) of these municipalities have full-time aides and 5 have part-time aides. Although, there are some exceptions, the trend depicts that those municipalities with Commission Aides have budgets in excess of \$60Million. (See Exhibit 3)*

Additionally, in order to fully evaluate the impact of Commission Aides, staff has prepared a draft budget to illustrate the impact to the City Commission's current budget (FY12/13). Furthermore, the draft budget includes the option for: one (1) full-time Aide for 5 Commissioners or one (1) part-time aide (25 hours per weeks) for 5 Commissioners. The budget includes the one-time cost for construction of office space (upgrades to Room 209) and for purchase of office furniture and equipment such as a computer and telephone **(Table 7)**.

It should be noted that the draft budget attached, does not include any proposed increases to the City Commission base salary and/or benefits. Should an increase be implemented this will impact cost to the City.

Table 7: Cost of Commission Aide

	Proposed Full Time Aide	Proposed Part Time Aide
Personnel Costs*	\$49,459.96	\$15,278.31
Office Equipment**		
PC and Monitor	\$800.00	\$800.00
New Cisco Phone	\$800.00	\$800.00
Computer Software	\$300.00	\$300.00
Printer	\$1,300.00	\$1,300.00
Office Furniture	<u>\$900.00</u>	<u>\$900.00</u>
Total Costs	\$52,909.96	\$19,378.31
Commission Current Budget FY13	<u>\$353,339.00</u>	<u>\$353,339.00</u>
Impact on Commission Budget FY14***	\$406,248.96	\$372,717.31
Percentage Increase	15%	5%

*Personnel Costs for a Full Time Aide include Salary and Benefits; only salary is included for Part-Time Aide. Proposed schedule for Part-Time Aide is 25 hours/week.

**Office Equipment includes a one-time expense to establish the Office, which is proposed to be located at Room 209.

*** Impact figures do not include salary increases or pension costs associated with same.

CONCLUSION

Staff has presented a comprehensive comparison of the salaries and benefits of surrounding municipalities and the utilization of Commission Aides. Attached as **Exhibit 1-3** are detailed data charts for each municipality.

ATTACHMENTS

Exhibit 1 - Salary & Benefits Survey (Broward, Miami-Dade, Monroe, Palm Beach Counties and Peer Cites)

Exhibit 2 - Survey of Demographics and Form of Government

Exhibit 3 – Survey of Utilization of Legislative/Commission Aides

**EXHIBIT 1
BROWARD**

Municipality	Position	Annual Salary	Pension	Car Allowance	Travel Allowance	Insurance Allowance	Any other additional pay?
Coconut Creek	Mayor	\$29,149	FRS	No	No	Yes, employee cafeteria plan	Monthly expense allowance
	Vice Mayor & Commissioner	\$26,990					
Cooper City	Mayor	\$7,200 (plus benefits)	NO	No	No	Yes	Yes \$140/mo phone stipend
	Commissioners	\$6,000 (plus benefits)					
Coral Springs	Mayor	\$21,518 (plus \$3,665 expense allowance)	NO	Mileage & tolls	Yes	Yes	Expense Allowance \$230/mo
	Commissioners (4)	\$17,214 (plus \$2,932 expense allowance)					
Dania Beach	Mayor	\$22,044	FRS				
	Commissioners (4)	\$20,382					
Davie	Mayor & Council Members (4)	\$10,282	NO	No	No	No	Expense Allowance \$200/mo
Deerfield Beach	Mayor	\$33,524	FRS	No	No	Yes	Included in salary
	Commissioners	\$27,979					
Fort Lauderdale	Mayor	\$35,000	Gen. Emp. Retirement System	No	No	Yes	Expense Allowance Mayor \$500/mo Commission \$300/mo
	Commissioners (4)	\$30,000					
Hallandale Beach	Mayor	\$21,139	401A Defined Contribution	\$500/mo	\$500/mo	Yes	Cellular Phone Stipend - \$70/mo
	Vice Mayor & Commissioners (4)	\$21,773					
Hillsboro Beach	Mayor	\$3,600 (stipend)	NO				
	Commissioners (4)	\$1,800 (stipend)					
Hollywood	Mayor	\$34,200	FRS	No	Reimbursed at state rate	Yes	\$100 cell phone stipend
	Commissioners (4)	\$25,200					
Lauderdale-By-The-Sea	Mayor	\$13,401	FRS				
	Vice Mayor & Commissioners (3)	\$10,721					
Lauderhill	Mayor	\$34,484	Managerial Confidential	No	No	No	Expense Allowance \$950/mo
	Vice Mayor & Commissioners (4)	\$28,691					

**EXHIBIT 1
BROWARD**

Municipality	Position	Annual Salary	Pension	Car Allowance	Travel Allowance	Insurance Allowance	Any other additional pay?
Lazy Lake Village	Mayor	\$0	No	No	No	No	No
Lauderdale Lakes	Mayor	\$9,900	NO	No	No	Yes	\$8,640-\$9,180 nonvouchered \$5,000 vouchered
	Vice Mayor, Deputy Vice Mayor & Commissioners (6)	\$8,100					
Lighthouse Point	Mayor	\$18,000	NO	No	No	Yes, Medical only	No
	Commissioners (5)	\$1,800					
Margate	Mayor	\$30,275	FRS	No	\$4,000/yr	No	Yes
	Vice Mayor	\$29,581					
	Commissioners (2)	\$29,164					
	Commissioner (1)	\$21,000					
Miramar	Mayor	\$41,741	FRS	No	No	No	No
	Commissioner	\$34,175					
North Lauderdale	Mayor, Vice Mayor & Commissioners (3)	\$13,179	NO		\$4,200/yr	Yes	
Oakland Park	Mayor	\$12,722	NO	No	No	Yes	Communication Allowance \$220/month
	Vice Mayor & Commissioners (4)	\$11,225					
Parkland	Mayor & Commissioners	\$2,400	NO				
Pembroke Park	Mayor & Commissioners (4)	\$25,200	Private Pension Plan				
Pembroke Pines	Mayor	\$45,853	Principal Financial Group	No	No	Yes	Expense Allowance Mayor \$451.92/mo Commission \$490/mo
	Vice Mayor & Commissioners (3)	\$23,386					
Plantation	Mayor	\$117,221	NO	\$5,200/yr	NO	Yes	No
	Commissioners (5)	\$29,773					
Pompano Beach	Mayor	\$33,181	FRS or Gen. Emp. Pension	No	No	Yes	Expense Allowance Mayor \$293/mo
	Vice Mayor	\$31,522					

**EXHIBIT 1
BROWARD**

Municipality	Position	Annual Salary	Pension	Car Allowance	Travel Allowance	Insurance Allowance	Any other additional pay?
Sea Ranch Lakes	Mayor	No Salary					
Southwest Ranches	Mayor	\$15,000	NO				
	Council Members	\$12,000					
Sunrise	Mayor & Commissioner (1)	\$38,675	Gen. Emp. Retirement System	\$200/mo	No	Yes	Expense Allowance Mayor \$600/mo Commission \$400/mo
	Commissioners (2)	\$39,643					
	Commissioners (1)	\$40,634					
Tamarac	Mayor	\$31,000	City of Tamarac Retirement Plan	\$8,400/yr	No	Yes	Expense Allowance \$1,500/yr
	Commissioners (4)	\$27,000					
Weston	Mayor	\$13,000	FRS				
	Commissioners (4)	\$10,000					
West Park	Mayor	\$4,800	NO				
	Commissioners	\$3,600					
Wilton Manors	Mayor	\$8,400	FRS				
	Commissioners (4)	\$7,200					

**EXHIBIT 1
MIAMI DADE**

Municipality	Position	Annual Salary	Pension	Car Allowance	Travel Allowance	Insurance Allowance	Any other additional pay?
Aventura	Mayor	\$10,000	No	No	Exp Acct, \$5544.48/M	No	No
	Commissioners (6)	\$7,500					
Bal Harbour	Mayor	\$1,800	No	No	Per Diem	Entitled to Medical	No
	Council (4)	\$1,200					
Bay Harbor Islands	Mayor	\$1	No	No	Per Diem	No	No
	Councilmembers (6)	\$1					
Biscayne Park	Mayor	\$4,000	No	No	Mtg's Budgeted	No	Membership Association fo Dade Only
	Commissioners (4)	\$2,200					
Coral Gables	Mayor	\$34,736	FRS	No	Yes, receipts required	Yes, bi-weekly	\$4000 Allowance
	Commissioners (4)	\$28, 226					
Cutler Bay	Mayor	\$8,536	Yes, same as employees	\$450/mo	Travel reimbursement	No	No
	Councilmembers (5)	\$8,536	Yes, same as employees	\$450/mo	Travel reimbursement	No	No
Doral	Mayor	\$61,932	Yes 401A	No	No	Full Coverage	No
	Council (4)	\$14,856					
El Portal	Mayor	\$2,000	No	No	Yes, Reimbursement	No	No
	Council (4)	\$2,000					
Florida City	Mayor	\$153,516	Yes	car provided for Mayor	Yes, when necessary	Yes	Commissioners- annual salary includes everything
	Commissioners (4)	\$10,400					
Golden Beach	Mayor	\$1	No	No	Dictated by Budget	Same as employees	City Property etc...phone, labtop
	Council (5)	\$1					
Hialeah	Mayor/CEO	\$149,836	Yes	No	No	Yes	Yes- Expense acct. for Mayor/CEO
	Councilmembers (7)	\$0					
Hialeah Gardens	Mayor	\$105,848	401A, up to 5%	Mayor, lease Comm, No	Per Diam Conferences \$75 daily	City Ins Free Outside Ins \$372.90/m	No
	Commissioners (4)	\$11,025					
Homestead	Mayor	\$6,000	Defined Benefit	Mayor-\$1041.66/M C- \$958.33-M	No	No, City covers Ins.	Exp Allowance Mayor-\$1,225 Commissioners-\$1141.66
	Commissioners (6)	\$4,800					
Indian Creek	Mayor	\$0	No	No	No	No	No
	Commissioners (4)	\$0					

**EXHIBIT 1
MIAMI DADE**

Municipality	Position	Annual Salary	Pension	Car Allowance	Travel Allowance	Insurance Allowance	Any other additional pay?
Key Biscayne	Mayor	\$0	No	No	Per diem	No	No
	Commissioners (6)	\$0					
Medley	Mayor \$172,943.94 Council (4)	(M) \$172,943.94, \$36,642.84	Yes, 401A	No	Reimbursement	No	No
Miami	Mayor	3600 + \$26,999	FRS	Yes	Yes	Yes	Yes
	Councilmembers	3000 + \$28,200					
Miami Gardens	Mayor	\$42,000	FRS				Monthly allowable expense \$1,200
	Council (5)	\$12,000					
Miami Lakes	Mayor	\$18,000	Mayor-FRS	Mayor-\$600/m Council-\$500/m	\$256.80/m	covered single rate only	
	Council (6)	Stipend \$0					
Miami Shores	Mayor	\$1	No	No	No	No	No
	Commissioners (4)	\$1					
Miami Springs	Mayor	\$650	No	No	Only City business	No	No
	Council (4)	\$500					
North Bay Village	Commissioners (5)	\$6,300	No	No	Yes, \$20,000 for all 5 to travel &	No	No
North Miami	Mayor	\$48,000	FRS	Yes, \$750/mo	Yes, M-\$9,000, C\$5,000	Yes, medical, dental life & disability	Cellphone: M-\$120/mo, C-\$100/mo AND Expense Account \$ M- \$400/mo & C-\$300/mo
	Councilmembers	\$36,000					
North Miami Beach	Mayor	\$3,600	FRS	Mayor-\$519.23 Commissioners-\$461.52	No	No	No
	Commissioners (6)	\$3,000					
Opa-Locka	Mayor	\$6,600	FRS	No	No	Life and Medical	No
	Commissioners (3)						
Palmetto Bay	Mayor	\$24,000	401A	No	No	Yes available	Cell Phone- M-\$110 C-\$60
	Commissioners						
Pinecrest	Mayor	\$0	No	No	Travel Reimbursement	No	No
	Councilmembers	\$0					
South Miami	Mayor	\$14,000	n/a	\$1,200/yr	n/a	\$95/mo	No
	Commissioners (4)	\$12,000	n/a	\$1,200	n/a	\$80/mo	No
Sunny Isles Beach	Mayor	\$18,645	No	No	Yes- reimbursement	Yes- Medical stipend	no
	Commission	\$14,915					

**EXHIBIT 1
MIAMI DADE**

Municipality	Position	Annual Salary	Pension	Car Allowance	Travel Allowance	Insurance Allowance	Any other additional pay?
Surfside	Mayor Commissioners (4)	Mayor \$1 Commissioners \$1	No	No	No	No	Laptop and cell if requested
Sweetwater	Mayor/CEO	\$95,000	Yes	Yes	Yes- reimbursement	Yes	No
Virginia Gardens	Mayor Council	\$14,000 \$14,000	No	No	\$60 per diem	No	No
West Miami	Mayor Commissioners (3)	\$0 \$0	No	No	Only in state of Florida	100% paid for family coverage	\$20 per mtg on attendance

**EXHIBIT 1
PALM BEACH COUNTY**

Municipality	Position	Annual Salary	Pension	Car Allowance	Travel Allowance	Insurance Allowance	Any other additional pay?
Atlantis	Mayor	\$12,800	No	No	No	No	No
	Treasurer/Commissioners	\$11,800.00 - \$10,800.00					
Bell Glade	Mayors	\$5.63 Hr	Yes	No	Yes	Yes	No
	Vice Mayor/Commissioners	\$5.30 Hr / Treasurer \$5.30 Hr / Comm \$4.98 Hr.					
Boca Raton	Mayor	\$9,000	FRS	\$450	No	Yes	No
	Vice Mayor & Commissioner	\$7,200					
Boynton Beach	Mayor	\$18,80.42	FRS	No	\$593.10 & \$548.49		Cell phone allowance
	Vice Mayor/Commissioners	\$15,675					
Briny Breezes	Mayor	No Compensation	No	No	NO		No
Cloud Lake	Mayor	No Compensation	No	No	No	No	No
Delray Beach	Mayor	\$13,709	No	\$541.67 & \$500.00		Same as emp.	No
	Vice Mayor/Commissioners	\$10,272					
Glen Ridge	Mayor	Volunteer	No	No	No	No	No
	Vice Mayor/Commissioners	Volunteers					
Golf	Mayor	Volunteers	No	No	No	No	No
	Vice Mayor/Commissioners						
Greenacres	Mayor	\$12,600 (\$425.00 Expense Allowance)	General Employee Retirement Plan	No	No	Same as employees	No
	Vice Mayor/Commissioners	\$11,100 (\$425.00 Expense Allowance)					
Gulf Stream	Mayor	No Compensation	No	No	No	No	No
	Vice Mayor/Commissioners						

**EXHIBIT 1
PALM BEACH COUNTY**

Municipality	Position	Annual Salary	Pension	Car Allowance	Travel Allowance	Insurance Allowance	Any other additional pay?
Haverhill	Mayor	\$3600.00 per year	No	Reimbursement	Reimbursement	Can purchase	No
	Vice Mayor/Commissioners	\$3600.00 per year					
Highland Beach	Mayor	\$15,000	FRS	Pays for mileage	Pays all expenses for spouse or significant other	No	No
	Vice Mayor/Commissioners	\$12,000					
Hypoluxo	Mayor	\$74,000 Mayor/Town Manager	No	No	No Allowance/individual requests considered	No	No
	Vice Mayor/Commissioners	\$6,000					
Juno Beach	Mayor	6000/	No	No	No	No	No
	Vice Mayor/Commissioners	3000/Vice Mayor Pro Tem & Councilmembers \$2,400.00					
Jupiter	Mayor / Town Council	\$22,000 per year - \$18,600.00 per year	No	No	No	See attached	No
Jupiter Inlet Colony	Mayor	Volunteer	No	No	Mileage reimbursement for travel to meetings	No	No
	Vice Mayor/Commissioners	Volunteers					
Lake Clarke Shores	Mayor/Commissioners	\$100.00 per month	No	No	No	NO	No
Lake Park	Mayor	\$10,000	No	No	Reimbursement	No	No
	Vice Mayor/Commissioner	\$9,384					
Lake Worth	Mayor	\$15,400	No	No	No	Yes	\$100/mo stipend
	Vice Mayor/Commissioner (5)	\$14,400					
Lantana	Mayor	\$7,200	Yes	No	No	Yes	Expese Allowanse \$150/mo
	Vice Mayor/Commissioner	\$7,200					

**EXHIBIT 1
PALM BEACH COUNTY**

Municipality	Position	Annual Salary	Pension	Car Allowance	Travel Allowance	Insurance Allowance	Any other additional pay?
Loxahatchee Groves	Mayor	\$6,000	No	No	No	No	No
	Commissioners (4)	\$6,000					
Manalapan	Mayor	No Salaries	No	No	No	No	No
Mangonia Park	Mayor	\$9,600	No	Mayor- Stipend \$1,800	\$1,500 Conference/Seminar	No	No
	Commissioners (4)	\$9,600					
North Palm Beach	Mayor	\$10,800	No	No	Reimbursement -Mileage Basis	No	No
	Commissioners (4)	\$9,000					
Ocean Ridge	Mayor	\$1,200	FRS	No	No	No	No
	Commissioners (4)	\$1,200					
Palm Beach	Mayor	No Salary	No	No	No	No	No
	Commissioners (5)	No Salary					
Palm Beach Gardens	Mayor	\$24,000	No	No	No	Yes	No
	Commissioners (4)	\$22,000					
Pahokee	Mayor & Councilmembers	No Salary	-	-	-	-	No
Palm Beach Shores	Mayor	No Salary	No	No	Yes	No	No
	Commissioners (4)	No Salary					
Palm Springs	Mayor	\$6,600	Yes	No	No	No	No
	Commissioners (4)	\$6,600					
Riviera Beach	Mayor	\$20,200	No	No	No	Yes	No
	Commissioners (5)	\$19,000					
Royal Palm Beach	Mayor		FRS	\$5,501	No	Yes	\$840 for Cellphone
	Commissioners (4)	\$9,466					

**EXHIBIT 1
PALM BEACH COUNTY**

Municipality	Position	Annual Salary	Pension	Car Allowance	Travel Allowance	Insurance Allowance	Any other additional pay?
South Bay	Mayor	\$6,500	Yes	No	Yes	Yes	No
	Commissioners (2)	\$5,500					
South Palm Beach	Mayor	\$3,000	No	No	No	No	No
	Commissioners (5)	\$3,000					
Tequesta	Mayor	\$36,000	No	No	\$2,000	No	No
	Commissioners (5)	\$36,000					
Wellington	Mayor	\$10,104	No	No	Reimbursement - Mileage Basis	No	No
	Commissioners (4)	\$9,600					
West Palm Beach	Mayor	\$6,000	Yes	\$5,000	\$10,000	Yes	\$3,200
	Commissioners	\$6,000					

**EXHIBIT 1
MONROE COUNTY**

Municipality	Position	Annual Salary	Pension	Car Allowance	Travel Allowance	Insurance Allowance	Any other additional pay?
Key Colony Beach	Mayor	\$11,760	No	No	No	No	Stipend \$1,000
	Commissioners (4)	\$8,820					
Key West	Mayor	\$19,375	No	No	No	Yes	No
	Commissioners (3)	\$17,125					
Layton	Mayor	No Salary	No	No	56.50 A mile, whatever the IRS allows	Yes	No
	Commissioners (5)	No Salary					
Marathon	Mayor	\$18,000	Yes	No	Reimbursement Basis	No	No
	Commissioners (4)	\$18,000					

**EXHIBIT 1
PEER CITIES**

Municipality	Position	Annual Salary	Pension	Car Allowance	Travel Allowance	Insurance Allowance	Any other additional pay?
Cutler Bay	Mayor	\$8,536	Same as employees	\$450/mo	Travel Reimbursement	No	cellular phone stipend
	Councilmembers (5)	\$8,536	Same as employees	\$450/mo	Travel Reimbursement	No	
Dunedin	Mayor	12,000	401A Defined Contribution	N/A	750/annually	If they opt for our base medical insurance they receive 250.00 HRA Account	cellular phone stipend - \$65/mo
	Commissioner (4)	10,000	401A Defined Contribution	N/A	750/annually	If they opt for our base medical insurance they receive 250.00 HRA Account	cellular phone stipend - \$65/mo
Oakland Park	Mayor	\$12,722	NO	No	No	Yes	Communication Allowance \$220/month
	Vice Mayor & Commissioners (4)	\$11,225					
Ormond Beach	Mayor	\$14,559	Same as employees	No	Travel Reimbursement	No	cellular phone
	Commissioner (4)	\$11,254	Same as employees	No	Travel Reimbursement	No	cellular phone
Panama City	Mayor	\$21,251	401A Defined contribution & supplemental defined benefit	\$500/mo	Travel is paid per City Travel policy.	Health, dental & life insurance benefits.	Cell phone stipend \$75/mo
	Commissioners (4)	\$19,451	401A Defined contribution & supplemental defined benefit	\$500/mo	Travel is paid per City Travel policy.	Health, dental & life insurance benefits.	

**EXHIBIT 2
BROWARD COUNTY**

Municipalities (31)	Pop.	Annual Budget FY12/13	#of Emp. (FT/PT)	Form of Government	How is Commission/Council salary determined - appropriated by Budget, set by Charter, set by Ordinance?	Is Commission/Council required to work full-time or part-time? If full-time are there any restrictions for outside/concurrent employment?
Coconut Creek	47,804	\$61,345,030	347	Council Manager	Set by Charter	Part-time - No Restrictions
Cooper City	28,547	\$44,332,538	129	Council Manager	Set by Ordinance	Part-time - No Restrictions
Coral Springs	121,098	\$175,608,212	997	Council Manager	Set by Charter	Part-time - No Restrictions
Dania Beach	29,639	\$76,734,652	130	Council Manager	Appropriated by Budget	Part-time - No Restrictions
Davie	91,992	\$97,832,220	630	Council Manager	Set by Charter	Not required to work full-time - No restrictions
Deerfield Beach	75,018	\$77,848,672	789	Council Manager	Set by The Commission	No Restrictions
Fort Lauderdale	165,521	\$333,400,000	2,428	Council Manager	Set by Charter	Not required to work full-time - No Restrictions
Hallandale Beach	37,113	\$93,697,800	483	Council Manager	Appropriated by Budget	Part-time - No Restrictions
Hillsboro Beach	1,910	\$5,106,525	28	Strong Mayor	Appropriated by Budget	Part-time - No Restrictions
Hollywood	140,768	\$359,947,445	1,416	Council Manager	Set by Ordinance	No Restrictions
Lauderdale-by-the Sea	6,056	\$20,297,912	35	Council Manager	Set by Charter	Not required to work full-time -No Restrictions
Lauderdale Lakes	32,593	\$28,652,976	203	Council Manager	Set by Charter	Not required to work full-time - No Restrictions
Lauderhill	66,887	\$107,940,260	443	Council Manager	Appropriated by Budget	Part-time - No Restrictions
Lazy Lake Village	35	\$30,000	1	Strong Mayor	No salary	Part-time - No Restrictions
Lighthouse Point	10,344	\$12,333,036	100	Strong Mayor	Set by Charter	Mayor works full-time. Council is part-time. No Restrictions
Margate	53,284	\$92,180,462	510	Council Manager	Set by Charter	Not required to work full-time - No Restrictions

**EXHIBIT 2
BROWARD COUNTY**

Municipalities (31)	Pop.	Annual Budget FY12/13	#of Emp. (FT/PT)	Form of Government	How is Commission/Council salary determined - appropriated by Budget, set by Charter, set by Ordinance?	Is Commission/Council required to work full-time or part-time? If full-time are there any restrictions for outside/concurrent employment?
Miramar	122,041	\$197,224,100	642	Council Manager	Set by Charter	Not required to work full-time - No Restrictions
North Lauderdale	41,023	\$44,207,203	200	Council Manager	Set by Ordinance	Not required to work full-time - No Restrictions
Oakland Park	41,363	\$89,392,587	230	Council Manager	Set by Charter	No Restrictions
Parkland	23,960	\$27,391,600	112	Council Manager	Set by Charter	Not required to work full-time -No Restrictions
Pembroke Park	6,102	\$19,033,616	35	Strong Mayor	Set by Ordinance	Not required to work full-time - No Restrictions
Pembroke Pines	154,750	\$338,800,000	1,608	Council Manager	Appropriated by Budget	Part-time - No Restrictions
Plantation	84,955	\$177,927,134	839	Strong Mayor	Appropriated by Budget	Mayor works full-time. Council is part-time
Pompano Beach	99,845	\$219,006,662	445	Council Manager	Set by Ordinance	Part-time - No Restrictions
Sea Ranch Lakes	670	\$8,984,596	16	Strong Mayor	No salary	No Restrictions
Southwest Ranches	7,345	\$17,799,626	15	Strong Mayor	Set by Charter	Part-time - No Restrictions
Sunrise	84,439	\$440,437,334	1,047	Council Manager	Set by Ordinance	Not required to work full-time - No Restrictions
Tamarac	60,427	\$111,461,250	368	Council Manager	Appropriated by Budget	Part-time - No Restrictions
West Park	14,156	\$12,319,599	22	Council Manager	Set by Charter	Part-time - No Restrictions
Weston	65,333	\$112,807,600	9	Council Manager	Set by Charter	Part-time - No Restrictions
Wilton Manors	11,632	\$24,018,810	131	Council Manager	Set by Ordinance	Part-time - No Restrictions

**EXHIBIT 2
MIAMI DADE**

Municipalities (33)	Pop.	Annual Budget FY12/13	#of Emp. (FT/PT)	Form of Government	How is Commission/Council salary determined - appropriated by Budget, set by Charter, set by Ordinance?	Is Commission/Council required to work full-time or part-time? If full-time are there any restrictions for outside/concurrent employment?
Aventura	35,762	\$53,127,375	160	Council-Manager	Set by Charter	Not required to work full-time - No restrictions
Bal Harbour	2,574	\$23,743,052	65	Council-Manager	Set by Charter	No Restrictions
Bay Harbor Islands	5,628	\$14,895,415	27	Council-Manager	Set by Charter	Not required to work full-time - No restrictions
Biscayne Park	3,099	\$2,337,132	36	Council-Manager	Set by Ordinance	Not required to work full-time. No Restrictions
Coral Gables	46,780	\$144,828,602	791	Council-Manager	Set by Ordinance	Not required to work full-time. If employed outside, must file an annual report under oath.
Cutler Bay	40,286	\$52,900,000	123	Council-Manager	Set by Charter	Part-time - No Restrictions
Doral	45,704	\$58,003,113	238	Council-Manager	Set by Charter	Not required to work full-time. No Restrictions
El Portal	2,325	\$1,633,117	27	Council-Manager	Set by Ordinance	Not required to work full-time. No Restrictions
Florida City	11,245	\$99,703,146	188	Strong Mayor	Appropriated by Budget	No Restrictions
Golden Beach	940	\$7,949,565	100	Council-Manager	Appropriated by Budget	No Restrictions
Hialeah	224,669	\$252,296,776	4,130	Strong Mayor	Appropriated by Budget	No Restrictions
Hialeah Gardens	21,744	\$12,078,162	208	Strong Mayor	Set by Ordinance	Mayor works full-time. Council works part-time. No Restrictions
Homestead	60,512	\$161,077,295	456	Council-Manager	Set by Ordinance	Part-time - No Restrictions
Key Biscayne	12,344	\$169,898,919	274	Council-Manager	No Salary	Not required to work full-time. No Restrictions
Indian Creek	33	<\$1,000,000,000		Council-Manager	No Salary	Part-time - No Restrictions
Medley	857	\$14,177,990	158	Strong Mayor	Set by Ordinance	Mayor works full-time. Council works part-time. No Restrictions

**EXHIBIT 2
MONROE COUNTY**

Municipalities (4)	Pop.	Annual Budget FY12/13	#of Emp. (FT/PT)	Form of Government	How is Commission/Council salary determined - appropriated by Budget, set by Charter, set by Ordinance?
Key Colony Beach	797	\$6,955,484	12	Strong Mayor	Set by Ordinance
Key West	24,649	\$157,358,223	944	Council-Manager	Set by Ordinance
Layton	184	\$72,000	12	Strong Mayor	Set by Ordinance
Marathon	8,297	\$10,822,739	182	Council-Manager	Set by Ordinance

**EXHIBIT 2
PALM BEACH COUNTY**

Municipalities (38)	Pop.	Annual Budget FY12/13	#of Emp. (FT/PT)	Form of Government	How is Commission/Council salary determined - appropriated by Budget, set by Charter, set by Ordinance?	Is Commission/Council required to work full-time or part-time? If full-time are there any restrictions for outside/concurrent employment?
Atlantis	2,005	\$12,224,000	93	Strong Mayor	Set by Charter	Not required to work full-time - No restrictions
Belle Glade	17,467	\$16,196,912	240	Council Manager	Set by Ordinance/Resolution	Not required to work full-time - No restrictions
Boca Raton	84,392	\$355,535,600	1,279	Council Manager	Set by Charter	Part-time. No Restrictions
Boynton Beach	68,217	\$167,577,894	783	Council Manager	Set by Charter	Part-time - No Restrictions
Briny Breezes	601	\$819,990	2	Strong Mayor	No Salary	Not required to work full-time - Retirement community
Cloud Lake	135	\$175,756	2	Strong Mayor	No Salary	Part-time. No Restrictions
Delray Beach	60,522	\$191,002,840	798	Council Manager	Set by Ordinance	Part-time. No Restrictions
Glen Ridge	219	\$41,982	2	Strong Mayor	No Salary	Part-time. No Restrictions
Golf	252	\$3,465,509	22	Council Manager	No Salary	Part-time. No Restrictions
Greenacres	37,573	\$23,309,035	196	Council Manager	Set by Ordinance	Part-time. No Restrictions
Gulf Stream	786	\$2,966,929	34	Strong Mayor	No Salary	Part-time. No Restrictions
Haverhill	1,873	\$1,040,013	12	Council Manager	Appropriated by Budget	Part-time. No Restrictions
Highland Beach	3,539	\$13,732,575	54	Council Manager	Set by Resolution	Not required to work full-time - Retirement community
Hypoluxo	2,588	\$1,638,300	2	Strong Mayor	No Salary. Commission only receive travel expenses.	Part-time. No Restrictions
Juno Beach	3,176	\$6,311,008	34	Council Manager	Set by Ordinance	Part-time. No Restrictions
Jupiter	55,156	\$78,900,000	255	Council Manager	Set by Ordinance	Part-time. No Restrictions
Jupiter Inlet Colony	400	\$2,619,128	14	Strong Mayor	No Salary	Not required to work full-time. No restrictions
Lake Clarke Shores	3,376	\$2,390,409	31	Strong Mayor	Appropriated by Budget	Part-time. No Restrictions
Lake Park	8,155	\$8,261,402	72	Council Manager	Appropriated by Budget	Part-time, only expected for meetings and occasional functions.

**EXHIBIT 2
PALM BEACH COUNTY**

Municipalities (38)	Pop.	Annual Budget FY12/13	#of Emp. (FT/PT)	Form of Government	How is Commission/Council salary determined - appropriated by Budget, set by Charter, set by Ordinance?	Is Commission/Council required to work full-time or part-time? If full-time are there any restrictions for outside/concurrent employment?
Lake Worth	34,910	\$28,864,987	320	Council Manager	Appropriated by Budget	Part-time. No Restrictions
Lantana	10,423	\$17,828,932	107	Council Manager	Set by Ordinance	Part-time. No Restrictions
Loxahatchee Groves	3,180	\$3,675,754	9	Council Manager	Set by Ordinance	Part-time. No Restrictions
Manalapan	406	\$3,265,004	28	Strong Mayor	Set by Ordinance	Part-time - No Restrictions
Mangonia Park	1,888	\$3,614,110	58	Council Manager	Set by Charter	Part-time. - No Restrictions
North Palm Beach	12,015	\$21,448,657	268	Council Manager	Set by Charter	Part-time. No Restrictions
Ocean Ridge	1,786	\$8,105,017	9	Council Manager	Set by Charter	Part-time. No Restrictions
Pahokee	5,649	\$4,485,540	24	Council Manager	Appropriated by Budget	Part-time. No Restrictions
Palm Beach	8,348	\$152,603,189	688	Council Manager	Only reimbursement of direct out-of-pocket expenses.	Part-time. No Restrictions
Palm Beach Gardens	48,452	\$82,819,102	1,144	Council Manager	Set by Ordinance	Part-time. No Restrictions
Palm Beach Shores	1,142	\$3,984,434	78	Strong Mayor	No salary. Commission only receive travel and education expenses	Part-time - No Restrictions
Palm Springs	18,928	\$30,248,061	376	Council Manager	Set by Ordinance	Part-time. No Restrictions
Riviera Beach	32,488	\$95,482,312	1,068	Council Manager	Set by Charter	Part-time. No Restrictions
Royal Palm Beach	34,140	\$32,280,253	324	Council Manager	Set by Charter	Part-time. No Restrictions
South Bay	4,876	\$2,274,062	22	Council Manager	Set by Ordinance	Mayor works full-time. Commission part-time. No restrictions
South Palm Beach	1,171	\$3,677,208	42	Council Manager	Set by Charter	Part-time. No Restrictions
Tequesta	5,629	\$15,347,519	154	Council Manager	Set by Ordinance	Part-time. No Restrictions
Wellington	56,508	\$74,725,495	684	Council Manager	Set by Charter	Part-time. No Restrictions

**EXHIBIT 2
PALM BEACH COUNTY**

Municipalities (38)	Pop.	Annual Budget FY12/13	#of Emp. (FT/PT)	Form of Government	How is Commission/Council salary determined - appropriated by Budget, set by Charter, set by Ordinance?	Is Commission/Council required to work full-time or part-time? If full-time are there any restrictions for outside/concurrent employment?
West Palm Beach	99,919	\$571,800,000	1,434	Strong Mayor	Set y Ordinance	Mayor works full-time. Commission part-time. May obtainand/ormaintain outside employment of the City with proper approvals.

**EXHIBIT 2
PEER CITIES**

Municipalities (5)	Pop.	Annual Budget FY12/13	#of Emp. (FT/PT)	Form of Government	How is Commission/Council salary determined - appropriated by Budget, set by Charter, set by Ordinance?	Is Commission/Council required to work full-time or part- time? If full-time are there any restrictions for outside/concurrent employment?
Cutler Bay	40,286	\$52,900,000	123	Council-Manager	Set by Charter	Part-time - No Restrictions
Dunedin	35,321	\$73,500,000	339	Council-Manager	Set by Ordinance	Part-time. No Restrictions
Oakland Park	41,363	\$89,392,587	230	Council Manager	Set by Charter	No Restrictions
Ormond Beach	38,137	\$57,142,315	464	Council-Manager	Set by Ordinance	Part-time. No Restrictions
Panama City	36,484	\$538,500,000	1,146	Council-Manager	Set by Charter	Part-time. No Restrictions

**EXHIBIT 3
BROWARD COUNTY**

Municipalities	Paid Legislative/Commission/ Council Aides FT/PT
Coconut Creek	1 FTE
Cooper City	1FTE
Coral Springs	1PT
Dania Beach	No
Davie	2 FTE
Deerfield Beach	No
Fort Lauderdale	5 FTE
Hallandale Beach	No
Hillsboro Beach	No
Hollywood	No
Lauderdale-by-the Sea	No
Lauderdale Lakes	1FTE
Lauderhill	4 PT
Lazy Lake Village	No
Lighthouse Point	No
Margate	No
Miramar	1 FTE
North Lauderdale	No
Oakland Park	No
Parkland	No
Pembroke Park	No

EXHIBIT 3
BROWARD COUNTY

Municipalities	Paid Legislative/Commission/ Council Aides FT/PT
Pembroke Pines	No
Plantation	No
Pompano Beach	1 FTE
Sea Ranch Lakes	No
Southwest Ranches	No
Sunrise	2 FTE
Tamarac	No
West Park	No
Weston	No
Wilton Manors	No

EXHIBIT 3
MIAMI DADE COUNTY

Municipality	Legislative Aides/Commission Aides? Paid or not?
Aventura	No
Bal Harbour	No
Bay Harbor Islands	No
Biscayne Park	No
Coral Gables	No
Cutler Bay	No
Doral	No
El Portal	No
Florida City	No
Hillsboro Beach	No
Golden Beach	No
Hialeah	No
Hialeah Gardens	Comm Aide Additional \$3,570 Annually
Homestead	No

EXHIBIT 3
MIAMI DADE COUNTY

Municipality	Legislative Aides/Commission Aides? Paid or not?
Key Biscayne	No
Medley	Assistant, Town Employee
Miami	Yes, Paid
Miami Beach	No
Miami Gardens	3FT
Miami Lakes	Town Clerk
Miami Shores	No
Southwest Ranches	No
Miami Springs	No
North Bay Village	No
North Miami	No
North Miami Beach	No
Opa-Locka	Yes, City Employee
Palmetto Bay	No
Pinecrest	No

EXHIBIT 3
MIAMI DADE COUNTY

Municipality	Legislative Aides/Commission Aides? Paid or not?
Sunny Isles Beach	No
Surfside	No
Sweetwater	No
Virginia Gardens	No
West Miami	No

EXHIBIT 3
MONROE COUNTY

Municipalities	Paid Legislative/Commission/ Council Aides FT/PT
Key Colony Beach	No
Key West	1 FT
Layton	1 PT
Marathon	No

EXHIBIT 3
PALM BEACH COUNTY

Municipalities	Legislative Aides/Commission Aides? Paid or not?
Atlantis	No
Bell Glade	No
Boca Raton	Yes, Paid
Boynton Beach	No
Briny Breezes	No
Cloud Lake	No
Delray Beach	No
Glen Ridge	No
Golf	No
Greenacres	Yes, Paid
Gulf Stream	No
Haverhill	No
Highland Beach	No
Hypoluxo	No
Juno Beach	No
Jupiter	No
Jupiter Inlet Colony	No
Lake Clarke Shores	No
Lake Park	No

EXHIBIT 3
PALM BEACH COUNTY

Municipalities	Legislative Aides/Commission Aides? Paid or not?
Lake Worth	No
Lantana	No
Loxahatchee Groves Manalapan	No
Mangonia Park	No
North Palm Beach	No
Ocean Ridge	No
Pahokee	No
Palm Beach	No
Palm Beach Gardens	No
Palm Beach Shores	No
Palm Springs	No
Riviera Beach	6 PT
Royal Palm Beach	No
South Bay	No
South Palm Beach	No
Tequesta	No
Wellington	1 FT
West Palm Beach	1 FT