



Elected Officials Compensation & Benefits Review

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Resources

Salary History

Ordinance	Explanation
O-96-40	Changed annual salary of Commissioners from \$10,000 to \$12,000 annually
	Changed salary of Mayor from \$12,000 to \$16,000 annually
O-2002-29	Changed annual salary of Commissioners from \$12,000 to \$24,000 annually
	Changed salary of Mayor from \$16,000 to \$30,000 annually
O-2005-21	Changed annual salary of Commissioners from \$24,000 to \$28,000 annually
	Changed salary of Mayor from \$30,000 to \$38,000 annually
O-2011-23 Finanical Urgency	Changed annual salary of Commissioners from \$28,000 to \$25,200 annually
	Changed salary of Mayor from \$38,000 to \$34,200 annually
O-2017-02	Changed the establishment of annual salary from an ordinance to resolution
R-2017-071	Changed annual salary of Commissioners from \$25,200 to \$28,000 annually
	Changed salary of Mayor from \$34,200 to \$38,000 annually
	Annual salaries shall follow the annual established adjustment of non-represented employees
O-2024-060	Added Hollyhock and Winkelman Communities District to the salary schedule

Salary Comparison (Select Cities)

Municipality	Comm. Salary	Vice Mayor Salary	Mayor Salary
Hollywood	\$51,943.35	\$51,943.35	\$54,873.29
Fort Lauderdale	\$89,099.92	\$89,099.92	\$106,919.90
Sunrise	\$52,394.57	\$52,394.57	\$52,394.57
Pompano Beach	\$53,502.00	\$54,256.00	\$56,519.00
Dania Beach	\$49,076.16	\$49,076.16	\$51,733.24
Lauderhill	\$50,293.00	\$50,293.00	\$70,374.00
Hallandale Beach	\$48,001.00	\$48,001.00	\$48,001.00
Miramar	\$36,961.00	\$36,961.00	\$46,948.00
Pembroke Pines	\$26,540.00	\$26,540.00	\$52,036.00
Coral Springs	\$23,220.00	\$23,220.00	\$29,026.00

75th Quartile Benchmark & Gaps

Market 75th Quartile Salaries:

- City Commissioner: \$52,394.57
 - Vice Mayor: \$52,394.57
 - Mayor: \$56,519.00

Gap from 75th Quartile:

- City Commissioner: \$451.22
 - Vice Mayor: \$451.22
 - Mayor: \$1,645.71

Current Elected Official Benefits

- Participation in the Florida Retirement System (FRS) Elected Officials Plan
- Health Insurance Subsidy (HIS) of \$7.50 per year of service, up to a maximum of \$225/month
- Medical Coverage for Self and Dependents Premiums Fully Paid by the City
- Dental Plan I and II Premium paid by City for Employee and \$19 towards Dependent Coverage
- Dental Plan Buy - Up Employee pays the difference between Plan II and the Buy-Up
- Supplemental Vision Insurance Fully Paid by Employee
- Health Reimbursement Account (\$400/\$600/\$1000)
- Comprehensive Annual Wellness Exam (\$500)
- Employee Fitness Facility
- Life and ADD (\$100,000)
- Long Term Disability Insurance (60% Salary Replacement)
- Annual COLA same as non-represented employees
- Automobile Allowance (\$500/month)
- Wireless Cellphone Allowance (\$100/month)
- Post-employment medical benefits provided by the City are the same as Senior Executives
 - a. Hired Prior to October 2002 - Premiums Fully Paid by City
 - b. Hired after 2002 but prior to 2016 - Active Employee Rates
 - c. Hired after 2016 - Fully Paid by Employee

Recommendations

Adjust base salaries to the 75th quartile of the market.

- City Commissioner: increase from \$51,943.35 to \$52,394.57
- Vice Mayor: increase from \$51,943.35 to \$52,394.57
- Mayor: increase from \$54,873.29 to \$56,519.00

Add all elected officials to the Post-Employment Health Plan (PEHP), mirroring the structure available to other City leadership under the Comprehensive Pay Plan.

- 1 - 9 years of service = \$10.00 biweekly
- 10 - 19 years of service = \$25.00 biweekly
- 20 or more years of service = \$35 biweekly