

Traditional Jurisdiction Matches

City Attorney			
	Population	ACTUAL	MATCH
HILLSBOROUGH CO	1,229,000	\$205,181	
PINELLAS CO	917,398	\$198,806	
ORANGE CO.	1,169,107	\$220,501	
TAMPA	335,709	\$175,011	
ST. PETERSBURG	244,769	\$155,790	
ORLANDO	238,300		Contracted
TALLAHASSEE	181,376	\$185,295	
GAINESVILLE	124,354	\$161,385	
SARASOTA CO.	382,215	\$206,669	
LAKELAND	97,422	\$183,830	
SARASOTA	51,917		Retainer
AVERAGE		\$188,052	
CLEARWATER		\$166,210	
\$ DIFF		-\$21,842	
% DIFF		-13.1	

City Manager			
	Population	ACTUAL	MATCH
HILLSBOROUGH CO	1,229,000	\$195,000	Cnty Admin
PINELLAS CO	917,398	\$199,514	Cnty Admin
ORANGE CO.	1,169,107	\$224,536	Cnty Admin
TAMPA	335,709	\$156,062	Chief of Staff
ST. PETERSBURG	244,769	\$155,790	City Admin
ORLANDO	238,300	\$197,897	Chief Admin Officer
TALLAHASSEE	181,376	\$223,673	City Manager
GAINESVILLE	124,354	\$181,132	City Manager
SARASOTA CO.	382,215		vacant - not recruiting
LAKELAND	97,422	\$199,368	City Manager
SARASOTA	51,917	\$181,202	City Manager
AVERAGE		\$191,417	
CLEARWATER		\$180,061	
\$ DIFF		-\$11,356	
% DIFF		-6.3	

*strong Mayor structure
*strong Mayor structure
*strong Mayor structure

Data minus the County jurisdictions

City Attorney			
	Population	ACTUAL	MATCH
TAMPA	335,709	\$175,011	
ST. PETERSBURG	244,769	\$155,790	
ORLANDO	238,300		Contracted
TALLAHASSEE	181,376	\$185,295	
GAINESVILLE	124,354	\$161,385	
LAKELAND	97,422	\$183,830	
SARASOTA	51,917		Retainer
AVERAGE		\$172,262	
CLEARWATER		\$166,210	
\$ DIFF		-\$6,052	
% DIFF		-3.6	

Data minus the County jurisdictions

City Manager			
	Population	ACTUAL	MATCH
TAMPA	335,709	\$156,062	Chief of Staff
ST. PETERSBURG	244,769	\$155,790	City Admin
ORLANDO	238,300	\$197,897	Chief Admin Officer
TALLAHASSEE	181,376	\$223,673	City Manager
GAINESVILLE	124,354	\$181,132	City Manager
LAKELAND	97,422	\$199,368	City Manager
SARASOTA	51,917	\$181,202	City Manager
AVERAGE		\$185,018	
CLEARWATER		\$180,061	
\$ DIFF		-\$4,957	
% DIFF		-2.8	

*strong Mayor structure
*strong Mayor structure
*strong Mayor structure

NOTES:

Average total figure does not include Clearwater's salary.

Traditional Jurisdiction matches comprise of organizations that are in the City's public sector labor market and are of similar in size, structure and demographics. These are agencies in which Clearwater's salary structures are measured and based against.

Closest Jurisdiction Matches

BY POPULATION: CLEARWATER - 107,685

City Attorney		
	POPULATION	ACTUAL
Gainesville	124,354	\$161,385
Miramar	122,041	contract out
Coral Springs	121,096	\$213,282
Miami Gardens	107,167	\$188,718
Palm Bay	103,190	\$132,724
Pompano Beach	99,845	\$165,949
West Palm Beach	101,043	\$177,083
Lakeland	97,422	\$183,830
Miami Beach	87,779	\$227,182
Average		\$181,269
Clearwater		\$166,210
\$ Diff		-\$15,059
% Diff		-9.1

City Manager		
	POPULATION	ACTUAL
Gainesville	124,354	\$181,132
Miramar	122,041	\$199,000
Coral Springs	121,096	\$218,614
Miami Gardens	107,167	\$201,953
Palm Bay	103,227	\$167,864
Pompano Beach	99,845	\$175,000
West Palm Beach	101,043	\$210,140
Lakeland	97,422	\$199,368
Miami Beach	87,779	\$255,000
Average		\$200,897
Clearwater		\$180,061
\$ Diff		-\$20,836
% Diff		-11.6

*strong Mayor structure

BY FTE Count: CLEARWATER - 1689.5

City Attorney		
	FTE COUNT (FT)	ACTUAL
Fort Lauderdale	2,250	\$255,403
Brevard Co	2,003	\$167,232
Lakeland	1,977	\$183,830
Manatee Co	1,644	
Miami Beach	1,858	\$227,182
Osceola Co	999	\$167,280
Cape Coral	1,297	\$139,963
Seminole Co	1,291	\$169,956
Marion Co	1,410	\$180,003
Average		\$186,356
Clearwater		\$166,210
\$ Diff		-\$20,146
% Diff		-12.1

City Manager		
	FTE COUNT (FT)	ACTUAL
Fort Lauderdale	2,250	\$198,994
Brevard Co	2,003	\$180,000
Lakeland	1,977	\$199,368
Manatee Co	1,644	\$206,086
Miami Beach	1,858	\$255,000
Osceola Co	999	\$192,372
Cape Coral	1,297	\$160,000
Seminole Co	1,291	\$180,261
Marion Co	1,410	\$157,500
Average		\$192,176
Clearwater		\$180,061
\$ Diff		-\$12,115
% Diff		-6.7

Closest Jurisdiction Matches

City Attorney

Effective Date	Annual Rate	Change Percent
11/30/2013	\$166,210.14	3.5
11/15/2012	\$160,589.51	8
10/1/2007	\$148,693.99	3.95
10/1/2006	\$143,043.76	4
10/1/2005	\$137,542.08	7
10/1/2004	\$128,544.00	3
10/1/2003	\$124,800.00	4
10/1/2002	\$120,000.00	0.046
10/1/2002	\$119,945.00	4.3
10/1/2001	\$115,000.00	8.559
10/1/2000	\$105,933.45	8
10/1/1998	\$98,086.53	8
10/3/1994	\$90,820.86	

City Manager

Effective Date	Annual Rate	Change Percent
11/30/2013	\$180,060.99	3.5
11/15/2012	\$173,971.97	8
10/1/2007	\$161,085.16	3.95
10/1/2006	\$154,964.08	4
10/1/2005	\$149,003.92	7
10/1/2004	\$139,256.00	3
10/1/2003	\$135,200.00	4
8/2/2002	\$130,000.00	8.333
8/2/2001	\$120,000.00	