

Traditional Jurisdiction Matches

City Manager				
	Population	ACTUAL	MATCH	
HILLSBOROUGH CO	1,410,115	\$288,267	Cnty Admin	
PINELLAS CO	969,305	\$267,509	Cnty Admin	
ORANGE CO.	1,380,645	\$265,387	Cnty Admin	
TAMPA	377,165	\$200,013	Chief of Staff	*strong Mayor structure
ST. PETERSBURG	257,083	\$197,210	City Admin	*strong Mayor structure
ORLANDO	280,000	\$220,625	Chief Admin Officer	*strong Mayor structure
TALLAHASSEE	191,000	\$230,000	City Manager	
GAINESVILLE	131,591	\$255,000	City Manager	
SARASOTA CO.	417,000	\$200,844	Cnty Admin	
LAKELAND	110,516	\$204,946	City Manager	
SARASOTA	56,610	\$214,260	City Manager	
AVERAGE		\$231,278		
CLEARWATER		\$202,660		
\$ DIFF		-\$28,618		
% DIFF		-14.1		

Data minus the County jurisdictions

City Manager				
	Population	ACTUAL	MATCH	
TAMPA	377,165	\$200,013	Chief of Staff	*strong Mayor structure
ST. PETERSBURG	257,083	\$197,210	City Admin	*strong Mayor structure
ORLANDO	280,000	\$220,625	Chief Admin Officer	*strong Mayor structure
TALLAHASSEE	191,000	\$230,000	City Manager	
GAINESVILLE	131,591	\$255,000	City Manager	
LAKELAND	110,516	\$204,946	City Manager	
SARASOTA	56,610	\$214,260	City Manager	
AVERAGE		\$217,436		
CLEARWATER		\$202,660		
\$ DIFF		-\$14,776		
% DIFF		-7.3		

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.

Traditional Jurisdiction Matches

City Attorney			
	Population	ACTUAL	MATCH
HILLSBOROUGH CO	1,436,888	\$222,580	
PINELLAS CO	969,305	\$226,450	
ORANGE CO.	1,380,645	\$222,851	
TAMPA	377,165	\$196,019	
ST. PETERSBURG	257,083	\$196,201	
ORLANDO	280,000	\$208,000	Contracted
TALLAHASSEE	191,000	\$209,634	
GAINESVILLE	131,591	\$182,663	
SARASOTA CO.	417,000	\$222,996	
LAKELAND	110,516	\$222,946	
SARASOTA	56,610		Retainer
AVERAGE		\$211,034	
CLEARWATER		\$193,618	
\$ DIFF		-\$17,416	
% DIFF		-9.0	

Data minus the County jurisdictions

City Attorney			
	Population	ACTUAL	MATCH
TAMPA	377,165	\$196,019	
ST. PETERSBURG	257,083	\$196,201	
ORLANDO	280,000	\$208,000	Contracted
TALLAHASSEE	191,000	\$209,634	
GAINESVILLE	131,591	\$182,663	
LAKELAND	110,516	\$222,946	
SARASOTA	56,610		Retainer
AVERAGE		\$202,577	
CLEARWATER		\$193,618	
\$ DIFF		-\$8,959	
% DIFF		-4.6	

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

Closest Jurisdiction Matches

BY POPULATION: CLEARWATER - 110,679

City Attorney		
	POPULATION	ACTUAL
West Palm Beach	111,398	\$196,685
Miramar	132,096	contract out
Gainesville	131,591	\$182,664
Coral Springs	133,507	\$263,252
Miami Gardens	113,069	\$227,593
Palm Bay	114,194	\$179,292
Pompano Beach	111,954	\$220,085
Lakeland	110,516	\$136,432
Miami Beach	91,714	\$314,909
Average		\$215,114
Clearwater		\$193,618
\$ Diff		-\$21,496
% Diff		-11.1

City Manager		
	POPULATION	ACTUAL
West Palm Beach	111,398	\$220,000
Miramar	132,096	\$225,000
Gainesville	131,591	\$214,000
Coral Springs	133,507	\$228,094
Miami Gardens	113,069	\$223,108
Palm Bay	114,194	\$169,950
Pompano Beach	111,954	\$262,159
Lakeland	110,516	\$204,947
Miami Beach	91,714	\$305,737
Average		\$228,110
Clearwater		\$202,660
\$ Diff		-\$25,450
% Diff		-12.6

*strong Mayor structure

BY FTE Count: CLEARWATER - 1978

City Attorney		
	FTE COUNT (FT)	ACTUAL
Fort Lauderdale	2,800	\$214,302
Brevard Co	3,000	\$187,339
Lakeland	1,977	\$136,432
Manatee Co	1,794	\$202,946
Miami Beach	1,858	\$314,909
Osceola Co	1,271	\$195,790
Cape Coral	1,403	\$170,290
Seminole Co	1,343	\$189,058
Marion Co	1,485	\$200,512
Average		\$201,286
Clearwater		\$193,618
\$ Diff		-\$7,668
% Diff		-4.0

City Manager		
	FTE COUNT (FT)	ACTUAL
Fort Lauderdale	2,800	\$225,000
Brevard Co	3,000	\$187,339
Lakeland	1,977	\$204,947
Manatee Co	1,794	\$193,918
Miami Beach	1,858	\$305,737
Osceola Co	1,271	\$225,181
Cape Coral	1,403	\$173,035
Seminole Co	1,343	\$214,925
Marion Co	1,485	\$188,947
Average		\$213,225
Clearwater		\$202,660
\$ Diff		-\$10,565
% Diff		-5.2

City Attorney

Effective Date	Annual Rate	Change Percent
11/10/2018	\$193,618.47	3.5
11/11/2017	\$187,080.98	3
10/1/2016	\$181,622.31	3
11/14/2015	\$176,332.34	3
11/15/2014	\$171,196.45	3
11/30/2013	\$166,210.14	3.5
11/15/2012	\$160,589.51	8
10/1/2011	\$148,693.99	0
10/1/2010	\$148,693.99	0
10/1/2009	\$148,693.99	0
10/1/2008	\$148,693.99	0
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
11/10/2018	\$202,660.00	0
11/11/2017	\$202,660.00	3
10/1/2016	\$196,757.50	3
11/14/2015	\$191,026.70	3
11/15/2014	\$185,462.82	3
11/30/2013	\$180,060.99	3.5
11/15/2012	\$173,971.97	8
10/1/2011	\$161,085.16	0
10/1/2010	\$161,085.16	0
10/1/2009	\$161,085.16	0
10/1/2008	\$161,085.16	0
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	20