

Charter Officer Pay for Fiscal Year 2023 - Attachment

Entity	Population per US Census Bureau 2020	FTE	City Manager Pay *CM Tenure **Credentials	City Clerk Pay *CC Tenure **Credentials	% increase for FY23
City of Venice	25,463	382	\$215,745 10 yrs. at COV, 16 total MPA, ICMA-CM	\$130,000 1 year at COV, 20 total CMC, MMC	TBD
City of North Port	74,793	819	\$205,200 1 year total	***\$129,168 2.5 yrs. total	8% for CM TBD for Clerk
City of Sarasota	54,842	803	\$217,398 1 yr. total	\$181,442 3 years total	9%
Town of LBK	7,505	110	\$209,462 5 yrs. at LBK, 16 total ICMA-CM	\$121,415 16 years total	3%
City of New Smyrna Beach	31,142	309.5	\$185,000 33 yrs at NSB, 3yrs as CM; ICMA-CM	\$97,988 4 years total CMC	**** 16.4% for CM 27.76% for Clerk
City of Key West	26,444	488	\$230,264.99 18 months ICMA-CM	\$134,741.82 23 years CMC, MMC	5%

* Experience as City Manager/City Clerk or equivalent

**Basic summary only - not an exhaustive list

***FY22 number, will be reviewed in March of 2023

****The City Clerk received a compression adjustment based on years in grade and the changes to pay grades. Her total increase was 27.76% (mostly because the pay grade changed significantly). The City Manager's pay was adjusted by Commission action based on local market. His increase was 16.4%. Both were effective on 10/1/22.

Please further note that the FY22 state averages for City Clerk and City Manager were \$112,755 and \$229,999, respectively. This State average data is from the May, 2022 Florida Public Human Resources Association salary survey. Reliable national average data has not been located.