



**BOARD OF COUNTY COMMISSIONERS
OFFICE OF THE COMMISSION AUDITOR**

M E M O R A N D U M

TO: Commissioner Dennis C. Moss, District 9
Commissioner Daniella Levine Cava, District 8

FROM: Thomas Davis, Esq., Director
Policy and Legislation *Thomas B. Davis*

DATE: December 11, 2017

SUBJECT: Revised - Comparing Mayoral Compensation across Large Jurisdictions

This memorandum responds to a request from Commissioner Dennis C. Moss and Commissioner Daniella Levine Cava to provide information regarding the process for establishing annual mayoral compensation across jurisdictions of comparable size. The information below includes: (1) a synopsis of the County Mayor's powers and responsibilities under the Home Rule Charter; (2) Miami-Dade County population, economic and demographic statistics; (3) salary records of the last three County Mayors and last four County Managers; and (4) a snapshot of the process to set annual mayoral compensation across comparably-sized jurisdictions.

Powers and Responsibilities of the County Mayor

Florida voters approved a constitutional amendment in 1956 that allowed the people of Miami-Dade County (County) to enact a Home Rule Charter. The County has Home Rule powers, subject only to the limitations of the Constitution and general laws of the State of Florida. The County operates as a regional government with certain powers effective throughout the entire County, including 34 municipalities located within the County, and a municipal government for the unincorporated area of the County. There are two tiers of government, i.e., City and County. The County can take over particular activities of a city's operations if the services fall below minimum standards set by the Board of County Commissioners of Miami-Dade County.

The Miami-Dade County Charter was amended to create a Strong Mayor form of government in 2007. Under the County Charter, the Mayor shall serve as head of the County government with the following specific powers and responsibilities:

- Managing all administrative departments of the County government and carrying out policies adopted by the Commission; executing contracts and other instruments, and signing bonds and other evidences of indebtedness; and serving as the head of the County for emergency management purposes;
- Right to attend and be heard at any regular or special open session meeting of the Commission, but not the right to vote at such meetings;
- Power to appoint all department directors of the administrative departments of the County;

- Veto authority over any legislative, quasi-judicial, zoning, masterplan or land use decision of the Commission, including the budget or any particular component contained therein which was approved by the Commission within 10 days of final adoption;
- Prepare and deliver a report on the state of the County to the people of the County between November 1 and January 31 annually; and
- Prepare and deliver a budgetary address annually to the people of the County in March.

Miami-Dade County has an estimated population of 2,712,945, per United States Census Bureau statistical data. There are 853,624 households and 73 percent of the population speak a language other than English at home. Approximately 67.7 percent of the population is Hispanic or Latino, 18.5 percent Black or African American, 13.8 percent White alone, 1.6 percent Asian alone, 1.2 percent two or more races, and 0.3 percent American Indian and Alaska native alone. The median household income is \$44,224, and there are 82,293 total employer establishments.

Brief History of County Mayors' and County Managers' Salaries & Benefits

The current County Mayor, Carlos Gimenez, earns an annual salary of \$150,000. The previous County Managers, George Burgess and Alina Hudak, earned total salaries and benefits of \$2,896,364 combined. George Burgess' salary was \$437,087 per year for six years for a total earnings of \$2,622,522, and Alina Hudak's total earnings for four months of service was \$273,842. The current County Mayor has earned \$900,000 in total salary and benefits during his six years of service. The County realized salary expenditure savings of \$1,996,364 (which is the difference between \$2,896,364 and \$900,000). If the budgeted fringe benefits of \$80,075 were included in addition to the \$150,000 in annual compensation, the current County Mayor would receive a total of \$1,380,450 for his six years of service, reducing the total salary expenditure savings to \$1,515,914 (which is the difference between \$2,896,364 and \$1,380,450). The calculation is based on the current County Mayor's six-year tenure in office thus far. The table below showcases the salaries and executive benefits paid to the various County Mayors and County Managers from Fiscal Year (FY) 1998 through 2011. More detailed information regarding executive benefits are summarized in Table 2 on page 4.

Table 1
Miami-Dade County
County Manager and Mayor Salary History

County Manager	Date appointed as County Manager	Date of Separation	Salary at End of Appointment	Executive Benefits	Car Allowance/ Lease	Expense Allowance	401A	Health Insurance	Deferred Compensation	Total Salary and Benefits
Merrett Stierheim	7/24/1998	3/17/2002	\$ 188,171	\$ 10,000	\$ 7,200	\$ 36,000	\$ 1,500	\$ 4,740	\$ 8,000	\$ 255,611
Steve Shiver	1/23/2001	6/11/2004	\$ 191,981	\$ 10,000	\$ 7,200	\$ 36,000	\$ 1,500	\$ 9,284	\$ 8,500	\$ 264,465
George Burgess	6/12/2003	3/18/2012	\$ 343,516	\$ 10,000	\$ 7,200	\$ 36,000	\$ 1,500	\$ 16,871	\$ 22,000	\$ 437,087
Alina Hudak	3/21/2011	7/11/2011	\$ 258,967	\$ 10,000	\$ 4,875	-	-	-	-	\$ 273,842
County Mayor	Date appointed as Mayor	Date of Separation								
Alex Penelas	10/15/1996	11/16/2004	\$ 205,650	\$ 10,000	\$ 6,500	\$ 30,000	\$ 1,500	\$ 9,284	\$ 8,500	\$ 271,434
Carlos Alvarez	11/16/2004	3/18/2011	\$ 233,124	\$ 10,000	\$ 7,200	\$ 42,000	\$ 1,500	\$ 8,135	\$ 22,000	\$ 323,959
Carlos Gimenez	7/1/2011	IN OFFICE	\$ 150,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 150,000

* Data provided by the Human Resources Department

The table below represents a summary of executive benefits which are divided into five groups:

Table 2

Executive Benefits Group 1	Executive Benefits Group 2	Executive Benefits Group 3	Executive Benefits Group EA	Executive Benefits Group EH
\$10,000 Executive Benefits Allowance annually	\$8,500 Executive Benefits Allowance annually	\$7,500 Executive Benefits Allowance annually	This group consists of executives who meet the criteria for Group 3 benefits, but who are designated to receive a benefits allowance of an amount less than \$7,500	This group consists of executives who meet the eligibility criteria for Group 3 benefits, but who receive a car allowance only. They do not receive a benefits allowance
Participation in a 401(a) Supplemental Retirement Account (\$1,500 per year) 401(a) is a money-purchase retirement savings plan that is set up by an employer. Miami-Dade County provides retirement benefits for eligible employees through the Florida Retirement System (FRS).	5,200 car allowance annually (\$200 biweekly)	\$1,950 car allowance annually (\$75 biweekly)		
\$6,500 car allowance annually (\$250 biweekly)	Annual physical exam with County provider	Annual physical exam with County provider		
Annual physical exam with County provider				

*Data provided by the Employee Executive Benefits Enrollment Guide

The table below showcases comparably-sized jurisdictions, including annual mayoral salary and method used to set such salary.

Table 3

Jurisdiction/Population	Strong Mayor	Method Used to Set Salary	Annual Salary	Benefits Package
COUNTY				
Miami-Dade County, FL/ 2.6 million	Carlos Gimenez	Determined by Board of County Commissioners (Miami-Dade County Pay Plan)	\$150,000	Fringe Benefits: \$80,075 Total Compensation: \$230,075
Orange County, FL/ 1.3 million	Teresa Jacobs (also serves as the Chair of the Board)	Determined by Ordinance (Orange County Charter Sec. 302)	\$153,882	Fringe Benefits: N/A
CITY				
New York City, NY/ 8.5 million	Bill de Blasio	New York's Quadrennial Advisory Commission studies, evaluates and recommends specific changes to the "compensation levels" of city elected officials. The Commissioner's Report is required first to be submitted to the Mayor who then submits it to the NY City Council with recommendations. The NY City Council then considers the recommendations for approval.	\$225,000	Fringe Benefits: N/A
City of Los Angeles, CA/ 4.03 million	Eric Garcetti	Member of the city council shall be paid a salary equal to that prescribed by law for judges of the municipal court of the Los Angeles Judicial District. The Mayor shall be paid a salary that is 30 percent more than that of a council member. The Council may, by ordinance, subject to referendum as specified in the Charter, confer benefits other than salary upon elected officers as additional compensation for their services.	\$238,000	Fringe Benefits: N/A
City of Chicago, IL/ 2.7 million	Rahm Emanuel	Determined and fixed by the City Council in the annual appropriation ordinance. The Mayor's salary was last adjusted in 2006. (Municipal Code of Chicago Art. I 2-152-051)	\$216,210	Fringe Benefits: N/A

Jurisdiction/Population	Strong Mayor	Method Used to Set Salary	Annual Salary	Benefits Package
City of Houston/ 2.5 million	Sylvester Turner	Per City ordinance, the salary of the Mayor is based on the pay of more than 400 Texas state judges.	\$235,000	Fringe Benefits: N/A
City of Philadelphia/ 1.5 million	James Kenney	In 2003, the Mayor's salary was set in city code at \$165,000. Current salary is based on 2003 level with cost of living adjustments.	\$218,000	Fringe Benefits: N/A
Washington, DC/ 672,000	Muriel Bowser	Compensation at a rate equal to the maximum rate for level III of the Executive Schedule in Sec. 5314 of Title 5 of the United States Code. Such rate of compensation may be increased or decreased by the act of the Council.	\$172,100	Fringe Benefits: N/A
City of Atlanta/ 464,000	Kasim Reed	The council may by ordinance change the annual salary of the mayor. Such action shall take into consideration any recommendation made by the Elected Officials Compensation Commission. No action to increase such salaries shall be taken until notice of intent to take the action has been published in a newspaper of general circulation at least once a week for three consecutive weeks immediately preceding the week during which the action is taken.	\$185,000	Fringe Benefits: N/A
Tampa, FL/ 335,709	Robert Buckon	By Resolution	\$156,062 (with medical)	No additional benefits

Jurisdiction/Population	Strong Mayor	Method Used to Set Salary	Annual Salary	Benefits Package
City of Orlando, FL/ 277,173	Buddy Dyer	By the Council through the budget process	\$190,965	<p>Medical Insurance - Paid by the City</p> <p>Dental Insurance – the City does not contribute toward the cost of dental.</p> <p>Vision Insurance – the City does not have a stand-alone vision plan.</p> <p>Life Insurance - the City provides flex credits = to 2X salary.</p> <p>Long-Term Disability - the City provides flex credits = to 50% of salary.</p> <p>Pension - the City automatically contributes 7% of Mayor's pensionable pay each bi-weekly pay period. Since the Mayor voluntarily contributes 3% of his pensionable pay, the City matches his contribution with another employer-paid 3%. Therefore, 13% is contributed each bi-weekly pay period - 10% from the City and 3% from the employee.</p> <p><i>Source: Information provided by the City's Human Resources Department.</i></p>

Jurisdiction/Population	Strong Mayor	Method Used to Set Salary	Annual Salary	Benefits Package
West Palm Beach, FL/ 99,919	Geraldine Muoio (Also City's full-time Chief Executive Officer)	Ordinance No. 4610-16	\$150,000	An amount equal to 15.5% of the annual salary or \$23,250 for retirement benefits. The alternative of a monthly car allowance of \$500.00 or the use of a City-owned vehicle. A term life insurance policy in an amount equal to 2 times the Mayor's annual gross salary. Six days administrative leave which must be used during the calendar years. Entitled to participate in the Executive Health Plan. <i>Source: From Ordinance 4610-16</i>

Other				
King County, WA/ 1.9 million	Dow Constantine (County Executive)	County Charter stipulates that the County executive shall receive compensation at least one and one-half times the compensation paid to a council member.	\$222,140	Fringe Benefits: N/A

***Sources:**

<https://transparentcalifornia.com/> – 2016 data source for State of California

<http://floridaopen.gov.org/county-payrolls> – Data source for Florida County payroll

<https://salaries.wa.gov/salary/background-salary-decisions> – Data source for Washington State

www.suburbanstats.org 2017/2016 – population and demographics for all aforementioned jurisdictions

<http://wpb.org/Departments/City-Administration/City-Administration-Overview> – Data source for West Palm Beach, FL

<http://www1.nyc.gov/site/quadrennial/commission/commission.page> – Data source for New York City

<https://www.bizjournals.com/southflorida/news/2017/01/17/your-mayor-makes-how-much-heres-the-breakdown-and.html> – U.S. Mayors Salary Data