NORTH BAY VILLAGE
EST. 1945

NORTH BAY VILLAGE
CHARTER REVIEW BOARD
PUBLIC MEETING NOTICE

Thursday, February 15, 2024 at 6:00 PM
1666 Kennedy Causeway #101
North Bay Village, FL 33141

The meeting agenda is available online at:
https://northbayvillage-fl.gov/agendas-minutes

Elected Officials and Village staff will participate from the physical meeting location. Members of the public may attend the meeting in person at the physical meeting location, or, alternatively, may watch or call in to the meeting by following these instructions:

ATTEND THE MEETING IN PERSON AT THE PHYSICAL MEETING LOCATION: The meeting will be held in person at the physical meeting location stated above. Admission to the physical meeting location is on a first-come, first-serve basis and space is limited. Doors will open 30 minutes prior to the meeting start time. The Village highly encourages those in attendance to wear facial coverings and abide by social distancing as recommended by the CDC.
Watch the Public Meeting: https://northbayvillage-fl.gov/videos TV Channel 661 Facebook Live
Participate in the meeting via Zoom: Meeting ID: 833 8735 8336 Passcode: 056199
Listen via telephone to the Virtual Public Meeting: 1-305-224-1968 or 1-929-205-6099
For technical support during the meeting, please contact: (786) 309-4991

PUBLIC COMMENTS

Public comments will be accepted by the following means:

IN-PERSON COMMENTS: Members of the public may attend the meeting at the physical meeting location stated above and deliver their public comments in person during the public comment portion of the agenda.

VIRTUAL COMMENTS: ***Public comments will also be accepted during the meeting using the virtual meeting platform.***

VIA E-MAIL TO: publiccomment@nbvillage.com

Interested parties or their authorized representatives may address the Commission and/or Board via written or electronic commentary ("e-comments") by emailing the Village Clerk at least two (2) hours prior to the commencement of the meeting. E-comments will not be read during the meeting but will be distributed to the Village Commission or Board prior to the commencement of the meeting. You may send your concerns with the subject line "PUBLIC COMMENT" and the following information in the body of the email: your name, address, if you are a hired Consultant or Village Employee, and/or if you are engaged in lobbying activities and/or representing an organization.

PUBLIC RECORDS

The meeting will be recorded for later viewing and is a public record. Minutes of the meeting will be taken and will be made available.

IN ACCORDANCE WITH THE PROVISIONS OF SECTION 286.0105, FLORIDA STATUTES, ANYONE WISHING TO APPEAL ANY DECISION MADE BY VILLAGE COMMISSION, WITH RESPECT TO ANY MATTER CONSIDERED AT THIS MEETING OR HEARING, WILL NEED A RECORD OF THE PROCEEDINGS AND FOR SUCH PURPOSE, MAY NEED TO ENSURE THAT A VERBATIM RECORD OF THE PROCEEDINGS IS MADE WHICH RECORD SHALL INCLUDE THE TESTIMONY AND EVIDENCE UPON WHICH THE APPEAL IS TO BE BASED. AGENDA ITEMS MAY BE VIEWED AT THE OFFICE OF THE VILLAGE CLERK, NORTH BAY VILLAGE, 1666 KENNEDY CAUSEWAY. ANYONE WISHING TO OBTAIN A COPY OF ANY AGENDA ITEM SHOULD CONTACT THE VILLAGE CLERK AT 305-756-7171 EXT 45. A COMPLETE AGENDA PACKET IS ALSO AVAILABLE ON THE VILLAGE WEBSITE AT www.northbayvillage-fl.gov.

THIS MEETING IS OPEN TO THE PUBLIC. IN ACCORDANCE WITH THE AMERICANS WITH DISABILITIES ACT OF 1990, ALL PERSONS THAT ARE DISABLED; WHO NEED SPECIAL ACCOMMODATIONS TO PARTICIPATE IN THIS MEETING BECAUSE OF THAT DISABILITY SHOULD CONTACT THE OFFICE OF THE VILLAGE CLERK AT 786-224-8070 NO LATER THAN FIVE DAYS PRIOR TO SUCH PROCEEDING. TO REQUEST THIS MATERIAL IN ACCESSIBLE FORMAT, SIGN LANGUAGE INTERPRETERS, INFORMATION ON ACCESS FOR PERSON WITH DISABILITIES, AND/OR ANY ACCOMMODATION TO REVIEW ANY DOCUMENT OR PARTICIPATE IN ANY VILLAGE-SPONSORED PROCEEDING, PLEASE CONTACT 786-224- 8070 FIVE DAYS IN ADVANCE TO INITIATE YOUR REQUEST. TTY USERS MAY ALSO CALL 711 (FLORIDA RELAY SERVICE).

LOBBYING ACTIVITIES

Any person who received compensation, remuneration or expenses for conducting lobbying activities is required to register as a lobbyist with the Village Clerk prior to engaging in lobbying activities per Village Code Sec. 38- 17. ""Lobbyist"" specifically includes the principal, as well as any agent, officer or employee of a principal, regardless of whether the lobbying activities fall within the normal scope of employment of the agent, officer or employee. The term ""lobbyist"" specifically excludes the following persons: lobbyists hired by the Village who are communication with Village personnel in the course of performing under their contracts; attorneys or other representatives retained to represent individuals and corporate entities in quasi-judicial proceedings where the law prohibits ex -parte communications; expert witnesses who only provide scientific, technical or other specialized information or testimony at public meetings; employees of the principal who do not engage in lobbying activities and representatives of non-profit organizations who only appear at publicly noticed meetings, without special compensation or reimbursement for the appearance, whether direct, indirect or contingent, to express support or opposition to any item.

Have questions or need additional information?

E-mail: villageclerk@nbvillage.com

Call: 305-756-7171

North Bay Village

OFFICIAL AGENDA
CHARTER REVIEW BOARD
1666 Kennedy Causeway #101 North Bay Village, FL 33141 Meeting ID: 833 8735 8336
Passcode: 056199
Thursday, February 15, 2024
6:00 PM

Decorum: Any person making impertinent or slanderous remarks or who becomes boisterous while addressing the board shall be barred from further appearance before the board by the presiding officer, unless permission to continue or again address the commission is granted by the majority vote of the commission members present. No clapping, applauding, heckling or verbal outbursts in support or opposition to a speaker or his or her remarks shall be permitted. Signs or placards may be disallowed in the commission chamber by the presiding officer. Persons exiting the commission chambers shall do so quietly.

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1. OPENING ITEMS
A. Call to Order
B. Roll Call

2. UNFINISHED BUSINESS

2A. Review of Sections 3.02(A-D), Limitations of Powers of the Commission (Acquisition of Real Property; Capital Improvement Projects; Excess of 20% of Current Total Operating Budget; Waiver of Referendum)

Memo - Section 3.02 - Expenditures and Borrowing.PDF

2B. Review of Section 3.02(E), Limitations of Power of the Commission (Sale and

Lease of Real Property)

2C. Review of Section 3.04, Compensation

2024 Salary Survey of Elected Officials MDC.pdf
MDCCEPT Compensation Report 1-18.pdf
Salaries of Elected County Constitutional Officers FY 23-24.pdf
Research on Compensation of Elected Official Salaries.pdf

2D. Review of Section 6.01, Advisory Boards

NBV Code Chapter 32 Advisory Boards
Advisory Board Application.pdf

3. DISCUSSION ITEMS

3A. Discussion and Review of Article X. Charter Amendment and Transition

3B. Discussion and Review of Article IX. General Provisions

4. PUBLIC COMMENTS

5. NEXT BOARD MEETING - March 4, 2024

6. ADJOURNMENT

THIS MEETING IS OPEN TO THE PUBLIC. IN ACCORDANCE WITH THE AMERICANS WITH DISABILITIES ACT OF 1990, ALL PERSONS THAT ARE DISABLED; WHO NEED SPECIAL ACCOMMODATIONS TO PARTICIPATE IN THIS MEETING BECAUSE OF THAT DISABILITY SHOULD CONTACT THE OFFICE OF THE VILLAGE CLERK AT 305-756-7171 EXT. 45 NO LATER THAN FOUR DAYS PRIOR TO SUCH PROCEEDING.

IN ACCORDANCE WITH THE PROVISIONS OF SECTION 286.0105, FLORIDA STATUTES, ANYONE WISHING TO APPEAL ANY DECISION MADE BY VILLAGE COMMISSION, WITH RESPECT TO ANY MATTER CONSIDERED AT THIS MEETING OR HEARING, WILL NEED A RECORD OF THE PROCEEDINGS AND FOR SUCH PURPOSE, MAY NEED TO ENSURE THAT A VERBATIM RECORD OF THE PROCEEDINGS IS MADE WHICH RECORD SHALL INCLUDE THE TESTIMONY AND EVIDENCE UPON WHICH THE APPEAL IS TO BE BASED. AGENDA ITEMS MAY BE VIEWED AT THE OFFICE OF THE VILLAGE CLERK, NORTH BAY VILLAGE, 1666 KENNEDY CAUSEWAY. ANYONE WISHING TO OBTAIN A COPY OF ANY AGENDA ITEM SHOULD CONTACT THE VILLAGE CLERK AT 305-756-7171 EXT 45. A COMPLETE AGENDA PACKET IS ALSO AVAILABLE ON THE VILLAGE WEBSITE AT www.nbvillage.com.

TO REQUEST THIS MATERIAL IN ACCESSIBLE FORMAT, SIGN LANGUAGE INTERPRETERS, INFORMATION ON ACCESS FOR PERSON WITH DISABILITIES, AND/OR ANY ACCOMMODATION TO REVIEW ANY DOCUMENT OR PARTICIPATE IN ANY VILLAGE-SPONSORED PROCEEDING, PLEASE CONTACT (305) 756-7171 FIVE DAYS IN ADVANCE TO INITIATE YOUR REQUEST. TTY USERS MAY ALSO CALL 711 (FLORIDA RELAY SERVICE).

ITEM NO. 2A

North Bay Village
Recommendation Memorandum

NORTH BAY VILLAGE
EST. 1945

DATE: **February 15, 2024**

TO: **Honorable Mayor, Vice Mayor and Members of the Village Commission**

FROM: **Alba L. Chang, Village Clerk**

SPONSORED BY:

SUBJECT: **Review of Sections 3.02(A-D), Limitations of Powers of the Commission (Acquisition of Real Property; Capital Improvement Projects; Excess of 20% of Current Total Operating Budget; Waiver of Referendum)**

RECOMMENDATION

BACKGROUND AND ANALYSIS

At the January 8 and February 5, 2024 meetings, the Board discussed Section 3.02(A-D) of the Charter.

At the upcoming February 15 meeting, we recommend that the Board determine what changes, if any, should be made to this section of the Charter. Further, the Board should consider the intent/goal of Section 3.02(A-D).

The Board should keep in mind that it may recommend that Sections 3.02(A-D) of the Charter:

1. Remain “as is” (i.e., no changes to be made);
2. Be repealed;
3. Be repealed and replaced with a borrowing provision similar to those provided in the Key Biscayne and Cutler Bay Charters (see attachment for sample language from those Charters); or
4. Be amended in some other fashion.

BUDGETARY/FINANCIAL IMPACT (Finance Dept.)

None

PERSONNEL IMPACT
None

ATTACHMENTS
Memo - Section 3.02 - Expenditures and Borrowing.PDF

WEISS SEROTA
HELFMAN COLE + BIERMAN

MEMORANDUM

To: North Bay Village Charter Review Board

From: Haydee Sera, Village Attorney

Date: February 5, 2024

RE: Section 3.02 (A)-(D)

At the last Charter Review Board meeting there was discussion on Section 3.02(A-D) of the Village Charter.

My partner Jeff DeCarlo, who is the Chair of my Firm's Municipal Finance and Bonds Practice Group, will be online at this evening's Board meeting for follow-up discussion on this provision of the Charter. He will also be available at a future Board meeting for additional discussion, if needed.

In advance of our next meeting, we are providing you with some information for your consideration.

Attached please find excerpts from the Village of Key Biscayne and Town of Cutler Bay's Charters. These provisions relate to the respective municipality's borrowing capabilities. The Miami-Dade County Property Appraiser's 2023 Estimated Taxable Values by Taxing Authority (attached) is pertinent to the Charters for the Town of Cutler Bay and Village of Key Biscayne, which consider this information in setting their borrowing limits.

By way of example, North Bay Village's total assessed value for all real property in 2023, as certified by the Miami-Dade County Property Appraiser was $1,450,000,000. 1% of this value would be $14,500,000. 3% of this value would be $43,500,000.

In addition, attached is the text of Section 35.22 of the North Bay Village Code of Ordinances. As you will see, Section 35.22(B) provides that the Village shall maintain within the General Fund of the Village, a reserved fund balance equal to 20% of the current fiscal year general fund.

Attachments:

1. Section 3.02 of the North Bay Village Charter
2. Section 35.22 of the North Bay Village Code of Ordinances
3. Section 4.10 of the Village of Key Biscayne Charter
4. Section 4.11 of the Town of Cutler Bay Charter
5. Miami-Dade County Property Appraiser's 2023 Estimated Taxable Values

§ 3.02 Limitations of powers of the Commission.

All powers of the Village and the determination of all matters of policy shall be vested in the Commission with the following limitations:

A. *Acquisition of real property.* The Commission may acquire property within or without the corporate limits of the Village for any municipal purpose, in fee simple or any lesser interest or estate, by purchase, gift, devise, or lease provided such amount of expenditure for real property shall not exceed twenty percent (20%) of the current total operating budget of the Village.

B. *Capital improvement projects.* The Commission may, through proper procedure, propose, undertake and finance capital improvement projects to fulfill the necessary needs of the Village, provided that the amount of total expenditures for all such projects shall not exceed twenty percent (20%) of the current total operating budget of the Village in any one fiscal year.

C. *Excess of 20 percent of current total operating budget.* In the event that the proposed purchase(s) of property and/or total expenditure(s) do exceed twenty percent (20%) of the current total operating budget of the Village in any fiscal year, then a referendum will be held of the qualified electors of the Village and it shall require a majority of those voting in such election to authorize such projects.

Any funds specifically designated for the particular project, which are received from the Federal Government, State, County or from any source, other than municipal taxation, will not be included in calculating the project cost for the purposes of Section 3.02.

D. *Waiver of referendum.* This referendum requirement may be waived, however, if the Commission by four (4) affirmative votes, finds and declares that an emergency exists, and that there is a threat to the health, welfare and safety of the citizens of the Village.

E. *Sale and lease of real property.* The Commission shall not undertake to sell, mortgage, assign or otherwise dispose of or alienate the title to any real property owned by the Village without first having secured the approval of the qualified electors of the Village, through a majority vote of the qualified electors participating in a regular or special election for such purpose. Such referendum shall state, generally and in substance, the terms and conditions of the proposed sale, mortgage, assignment or other disposition or alienation of title.

Except where referendum is otherwise required by Miami-Dade County law, the Commission may lease any real property owned by the Village to any other individual, group, business, corporation or other entity for a period not to exceed one (1) year and may renew the lease each year thereafter that it so desires. Leases for a period longer than one (1) year require approval in a referendum by the qualified electors of the Village. However, nothing contained herein shall preclude the Village, without referendum, from leasing Village real property to a governmental agency for governmental use for a period not to exceed ten (10) years; and except as prohibited by the Constitution, Miami-Dade County Charter or statutes of this state or restricted in this Charter.

F. *Sale of personal property.* Personal property of the Village may be sold by auction or by sealed bid after it has been properly advertised in a newspaper of general circulation. Such sale must be held no sooner than fifteen (15) days after publication of the notice. The notice shall describe the contents of sale and the location where the merchandise may be inspected prior to sale.

G. *Appointments or removal of Village personnel prohibited.* Neither the Commission nor any of its members shall in any manner dictate the appointment, retention, or removal of any Village employee (other than the Village Manager, the Village Clerk and the Village Attorney, as provided herein), or any

person who is duly appointed by the Village Manager, in accordance with Section 4.01(G)(2) of this Charter; except that the Village Manager shall submit appointments of all department heads to the Commission for approval.

H. *Village Attorney.* The Commission shall appoint or remove the Village Attorney by at least three (3) affirmative votes. The Village Attorney shall have been licensed to and have been a practicing attorney in the State of Florida for not less than five (5) years, with not less than three (3) of those years in the practice of law for municipal, county or state governments. The duties and responsibilities of the Village Attorney shall be those as provided in this Charter.

I. *Auditor.* The Commission shall appoint the outside auditor. The outside auditor shall be a certified public accountant practicing in the State of Florida, for a period of not less than five (5) years.

J. *Other Commissioner remunerative position.* No Commissioner shall be appointed to any other remunerative position with the Village during his term of office and for a term of two (2) years thereafter.

K. *Nepotism.* No person related up to the second degree of consanguinity or affinity to a Commissioner shall be eligible to hold a remunerative position with the Village. Any Commissioner who shall knowingly make such an appointment may be deemed guilty of misfeasance or malfeasance in office and subject to removal. The person so employed may be subject to dismissal.

L. *Conflict of interest.* The Mayor and any Village Commissioner shall comply with applicable conflict of interest laws, including Florida Statutes Chapter 112, Part 3, as well as Miami-Dade County Code Section 2-11.1.

M. *Reimbursement of Commissioner's legal fees.* In the event that a civil action shall be instituted wherein it is sought to impose personal liability upon any Commission member of the Village for any act or acts of such Commissioner, and if such Commissioner seeks legal defense of such action through the use of public funds, it shall first require a majority of all other Commissioners to ascertain that such acts complained of by the plaintiff were indeed connected with the Commissioner's proper conduct of the affairs or business of the Village. If so established, the other Commissioners shall then determine, specify and allocate a reasonable expenditure from Village funds for this legal defense - selection of counsel to be approved by the Village Attorney.

N. *Utility franchises.* The Commission may grant public utility franchises and regulate the exercise thereof; provided, however, that no franchise or extension thereof shall hereafter be granted or extended unless such franchise or extension shall be approved after a public hearing thereon. At least fourteen (14) days preceding the public hearing at which any franchise or extension thereof is to be adopted, notice thereof shall be published in a newspaper of general circulation in the Village. The advertisement shall not be placed in that portion of the newspaper where legal notices and classified advertisements appear. A copy of such proposed franchise shall be available for inspection by any interested person at the office of the Village Clerk at least fourteen (14) days preceding such public hearing. The cost of such advertising and of the public hearing shall be borne by the utility involved. For renewing franchises, each public utility shall notify the Village of its intent six (6) months before the expiration of its franchise. The Commission shall be empowered to grant a temporary extension of an existing franchise not to exceed three (3) months without a public hearing.

(Res. No. 2018-75 , § 2, 7-30-18, election of 11-6-18)

(Prior Charter Section 3.02 was titled Qualifications and no history of amendments.)

§ 35.22 Creation of Fund Balance/Retained Earnings Reserves.

A. *Definitions.* The following terms used in this section shall be used in conformance with the definitions contained in GASB Statement #54:

1. Nonspendable fund balance;
2. Restricted fund balance;
3. Committed fund balance;
4. Assigned fund balance;
5. Unassigned fund balance.

B. *General Fund Reserve.* The Village shall maintain within the General Fund of the Village, a reserved fund balance equal to 20 percent of the current fiscal year general fund. For the purposes of this calculation, the current fiscal year budget shall be the budget as originally adopted by September of the applicable fiscal year. This reserved fund balance shall be classified as assigned, for the specific purposes as delineated in subsection D of § 35.22 of the Code.

C. *Enterprise Funds Reserves.* The Village shall maintain within each of the enterprise funds now, or hereafter created by the Commission, a restricted net assets equal to 20 percent of the current water, sewer, sanitation and storm water fiscal year budget for that fund. For the purposes of this calculation, the fiscal year budget shall be the total water, sewer, sanitation and storm water budget for these four utilities or segments as originally adopted by September of the current fiscal year. These restricted net assets shall be in addition to all other designations including but not limited to amounts reserved in current liabilities. Any utilization of the restricted net assets shall be pursuant to subsection D of § 35.22.

D. *Use of fund balance/net assets.* The assigned fund balance in the General Fund and the restricted net assets in any enterprise fund may be utilized, and therefore the fund balance of 20 percent of the annual budget may be decreased, for the following purposes:

(1) Non-emergency uses limited to unanticipated capital improvements and infrastructure needs and unforeseen contingent liabilities.

(2) Emergency uses including unscheduled natural disasters/emergencies, acts of God or war, and for the emergency health, safety and welfare needs of the Village.

E. *Utilization of assigned fund balance and restricted net assets.* Funds and assets reserved pursuant to this section may be used only in accordance with the following requirements:

(1) Expenditures for non-emergency uses shall not exceed 50 percent of the balance.

(2) Any expenditure from the assigned fund balance or restricted net assets shall require approval by the Village Commission by a super-majority vote of those present prior to expenditure of the funds.

F. *Replenishment of balances.* In any fiscal year when the Village is unable to maintain the 20 percent balances required by this section, the Village in the subsequent fiscal years shall not be entitled to appropriate any portion of the remaining assigned fund balance or restricted net assets until the denoted reserves again reach 20 percent.

If, at the end of any fiscal year, the actual amounts required by this section fall below the required levels as established in this section, the Village Manager shall prepare and submit a plan for expenditure or expense reductions and/or revenue increases to the Village Commission in order to replenish the required 20 percent

balance. As a part of the annual budget review, the Village Commission shall review and amend the plan submitted by the Village Manager for restoring the balance(s) to the required levels. Any deficit in the required amount must be restored no later than the end of the second fiscal year following its occurrence.

(Ord. No. 02-25, § 1, 10-8-02; Ord. No. 2012-05, § 2, 7-25-12)

Section 4.10. Borrowing.

(a) *Debt Approval.* The Village shall incur no Debt unless the incurrence of such Debt is approved by at least five (5) Council Members.

(b) *Limits.* The total Debt of the Village, including amounts authorized but still not drawn down under existing loan agreements and other contractual arrangements with banks and other financial institutions, underwriters, brokers and/or intermediaries, shall not exceed the greater of:

i. one percent (1%) of the total assessed value of all property within the Village, as certified by the Miami-Dade County Property Appraiser for the current fiscal year; or

ii. that amount which would cause annual Debt Service to equal fifteen percent (15%) of General Fund expenditures for the previous fiscal year.

(c) *Definitions.* As used in this Section 4.10 the following terms shall have the meanings ascribed to them in this subsection.

i. "Debt" means any obligation of the Village to repay borrowed money however evidenced since the date of its incorporation regardless of tenor or term for which it was originally contracted or subsequently converted through refinancing or novation, except (A) any obligation required to be repaid in less than a year and which was incurred solely for emergency relief of natural disasters, or (B) that portion of any obligation for operations which are financed and operated in an independent, self-liquidating manner and recovered entirely through currently collected user fees and charges.

ii. "Debt Service" shall include, without limitation thereto, scheduled interest payments, repayments of principal and all financial fees arising from Debt or from the underlying contractual obligations, whether as originally incurred or subsequently deferred or otherwise renegotiated.

iii. "General Fund" shall mean any and all revenues of the Village, from whatever source derived, except those revenues derived from special assessments, user fees and charges and designated as a separate fund to finance goods and services to the public.

(Ord. No. 92-18, § 1, 8-11-92/11-3-92; Res. No. 97-15, 4-1-97/6-10-97; Res. No. 2001-8, 9-19-01/12-4-01)

Section 4.11. Borrowing.

(A) *Debt Approval.* The town shall incur no debt unless the incurrence of such debt is approved by a majority of the council.

(B) *Limits.* The total debt of the town, including amounts authorized but still not drawn down under existing loan agreements and other contractual arrangements with banks and other financial institutions, underwriters, brokers and/or intermediaries, shall not exceed the greater of:

i. Three percent (3%) of the total assessed value of all property within the town, as certified by the Miami-Dade County Property Appraiser for the current fiscal year; or

ii. That amount which would cause annual debt service to equal fifteen percent (15%) of general fund expenditures for the previous fiscal year.

(C) *Definitions.* As used in this section 4.11 the following terms shall have the meanings ascribed to them in this subsection.

i. "Debt" means any obligation of the town to repay borrowed money however evidenced since the date of its incorporation regardless of tenor or term for which it was originally contracted or subsequently converted through refinancing or novation, except (a) any obligation required to be repaid in less than a year and which was incurred solely for emergency relief of natural disasters, or (b) that portion of any obligation for operations which are financed and operated in an independent, self-liquidating manner and recovered entirely through currently collected user fees and charges.

ii. "Debt Service" shall include, without limitation thereto, scheduled interest payments, repayments of principal and all financial fees arising from debt or from the underlying contractual obligations, whether as originally incurred or subsequently deferred or otherwise renegotiated.

iii. "General Fund" shall mean any and all revenues of the town, from whatever source derived, except those revenues derived from special assessments, user fees and charges and designated as a separate fund to finance goods and services to the public.

MIAMI-DADE COUNTY

PROPERTY APPRAISER

2023 Estimated Taxable Values by Taxing Authority

JUNE 1, 2023

TAXING AUTHORITY	2022 PRELIMINARY TAXABLE VALUE	2023 ESTIMATED TAXABLE VALUE BEFORE NEW CONSTRUCTION	PERCENT CHANGE	NEW CONSTRUCTION	2023 JUNE 1ST ESTIMATE	PERCENT CHANGE FROM 2022	NET VALUE CHANGE
01 MIAMI	73,749,481,211	82,824,000,000	12.3%	1,376,000,000	84,200,000,000	14.2%	10,450,000,000
0101 MIAMI (DDA)	24,602,533,803	27,434,000,000	11.5%	166,000,000	27,600,000,000	12.2%	2,997,000,000
02 MIAMI BEACH	46,544,694,070	51,180,000,000	10.0%	220,000,000	51,400,000,000	10.4%	4,855,000,000
0201 MB NORMANDY SHORES	305,472,912	388,000,000	27.0%	1,000,000	389,000,000	27.3%	83,000,000
03 CORAL GABLES	20,101,009,587	22,077,000,000	9.8%	423,000,000	22,500,000,000	11.9%	2,398,000,000
04 HIALEAH	15,369,871,099	17,216,000,000	12.0%	284,000,000	17,500,000,000	13.9%	2,130,000,000
05 MIAMI SPRINGS	1,449,806,131	1,593,000,000	9.9%	4,000,000	1,597,000,000	10.2%	147,000,000
06 NORTH MIAMI	4,605,444,600	5,140,000,000	11.6%	60,000,000	5,200,000,000	12.9%	594,000,000
07 NORTH MIAMI BEACH	4,113,425,952	4,740,000,000	15.2%	0	4,740,000,000	15.2%	626,000,000
08 OPA-LOCKA	1,551,388,190	1,689,000,000	8.9%	11,000,000	1,700,000,000	9.6%	148,000,000
09 SOUTH MIAMI	2,362,980,956	2,579,000,000	9.1%	21,000,000	2,600,000,000	10.0%	237,000,000
10 HOMESTEAD	4,360,611,776	4,831,000,000	10.8%	189,000,000	5,020,000,000	15.1%	659,000,000
11 MIAMI SHORES	1,535,464,298	1,746,000,000	13.7%	4,000,000	1,750,000,000	14.0%	214,000,000
12 BAL HARBOUR	5,774,201,876	6,193,000,000	7.3%	7,000,000	6,200,000,000	7.4%	425,000,000
13 BAY HARBOR ISLANDS	1,632,803,218	1,894,000,000	16.0%	6,000,000	1,900,000,000	16.4%	267,000,000
14 SURFSIDE	3,651,048,630	3,997,000,000	9.5%	3,000,000	4,000,000,000	9.6%	348,000,000
15 WEST MIAMI	828,793,856	875,000,000	5.6%	1,000,000	876,000,000	5.7%	47,000,000
16 FLORIDA CITY	925,481,705	1,009,000,000	9.0%	101,000,000	1,110,000,000	19.9%	184,000,000
17 BISCAYNE PARK	309,707,689	367,000,000	18.5%	1,000,000	368,000,000	18.8%	58,000,000
18 EL PORTAL	226,240,502	266,300,000	17.7%	700,000	267,000,000	18.0%	40,000,000
19 GOLDEN BEACH	1,438,422,337	1,615,000,000	12.3%	25,000,000	1,640,000,000	14.0%	201,000,000
20 PINECREST	6,066,710,208	6,673,000,000	10.0%	127,000,000	6,800,000,000	12.1%	733,000,000
21 INDIAN CREEK	831,971,445	884,700,000	6.3%	-700,000	884,000,000	6.3%	52,000,000
22 MEDLEY	3,205,242,164	4,810,000,000	50.1%	390,000,000	5,200,000,000	62.2%	1,994,000,000
23 N. BAY VILLAGE	1,311,100,447	1,449,800,000	10.6%	200,000	1,450,000,000	10.6%	138,000,000
24 KEY BISCAYNE	9,096,495,184	9,891,000,000	8.7%	9,000,000	9,900,000,000	8.8%	803,000,000
25 SWEETWATER	3,307,159,031	3,681,000,000	11.3%	19,000,000	3,700,000,000	11.9%	392,000,000
26 VIRGINIA GARDENS	372,489,301	366,917,000	-1.5%	83,000	367,000,000	-1.5%	-5,489,300
27 HIALEAH GARDENS	1,768,783,577	1,987,000,000	12.3%	53,000,000	2,040,000,000	15.3%	271,000,000
28 AVENTURA	11,368,391,539	12,387,000,000	9.0%	13,000,000	12,400,000,000	9.1%	1,031,000,000
30 UNINCORPORATED	101,823,792,808	110,311,000,000	8.3%	1,689,000,000	112,000,000,000	10.0%	10,176,000,000
31 SUNNY ISLES BEACH	13,781,795,040	15,244,000,000	10.6%	656,000,000	15,900,000,000	15.4%	2,118,000,000
32 MIAMI LAKES	4,131,041,213	4,489,000,000	8.7%	11,000,000	4,500,000,000	8.9%	368,000,000
33 PALMETTO BAY	3,714,374,050	4,064,000,000	9.4%	56,000,000	4,120,000,000	10.9%	405,000,000
34 MIAMI GARDENS	6,868,956,173	7,652,000,000	11.4%	148,000,000	7,800,000,000	13.6%	931,000,000
35 DORAL	16,609,380,949	18,048,000,000	8.7%	252,000,000	18,300,000,000	10.2%	1,690,000,000
36 CUTLER BAY	3,261,804,057	3,573,000,000	9.5%	27,000,000	3,600,000,000	10.4%	338,000,000
COUNTY-WIDE	**377,897,396,044**	**418,311,000,000**	**10.7%**	**5,889,000,000**	**424,200,000,000**	**12.3%**	**46,302,000,000**
FIRE AND RESCUE	213,164,959,610	235,124,000,000	10.3%	3,576,000,000	238,700,000,000	12.0%	25,535,000,000
LIBRARY	338,627,116,797	374,257,000,000	10.5%	5,343,000,000	379,600,000,000	12.1%	40,972,000,000
SCHOOL BOARD	428,837,004,339	498,207,000,000	16.2%	5,893,000,000	504,100,000,000	17.6%	75,262,000,000
S FL WATER MNGT DIST	379,933,131,965	420,307,000,000	10.6%	5,893,000,000	426,200,000,000	12.2%	46,266,000,000
FL INLAND NAV DIST	379,933,131,965	420,307,000,000	10.6%	5,893,000,000	426,200,000,000	12.2%	46,266,000,000
THE CHILDREN'S TRUST	379,933,131,965	420,307,000,000	10.6%	5,893,000,000	426,200,000,000	12.2%	46,266,000,000

ITEM NO. 2B

North Bay Village
Recommendation Memorandum

DATE: February 15, 2024

TO: Honorable Mayor, Vice Mayor and Members of the Village Commission

FROM: Alba L. Chang, Village Clerk

SPONSORED BY:

SUBJECT: Review of Section 3.02(E), Limitations of Power of the Commission (Sale and Lease of Real Property)

RECOMMENDATION

BACKGROUND AND ANALYSIS

At the January 8 meeting, the Board discussed Section 3.02(E) of the Charter. Board Member Abramson made a motion to include licenses and operation agreements in Section 3.02 E for a duration exceeding 10 years, or alternatively, include a specified percentage. Board Member Graham seconded the motion, and it passed by unanimous voice vote. The Board agreed that additional information should be considered and discussed at a future meeting.

At the upcoming February 15 meeting, further discussion will be held on Section 3.02(E).

BUDGETARY/FINANCIAL IMPACT (Finance Dept.)

None

PERSONNEL IMPACT

None

ITEM NO. 2C

North Bay Village
Recommendation Memorandum

DATE: February 15, 2024

TO: Honorable Mayor, Vice Mayor and Members of the Village Commission

FROM: Alba L. Chang, Village Clerk

SPONSORED BY:

SUBJECT: Review of Section 3.04, Compensation

RECOMMENDATION

BACKGROUND AND ANALYSIS

At the January 8 and February 5 meetings, the Board discussed Section 3.04 of the Charter relating to Mayor and Commission salaries. Currently, the Commission salary is $6,300 per year and the Mayor's salary is $7,800 per year pursuant to Section 3.04 of the Charter.

Attached are the reports that were included in the agenda from the February 5, 2024 meeting, which include:
1. A survey conducted in January 2024 by the Village Clerk of elected official salaries in Miami-Dade County;
2. A 2018 report by the Miami-Dade Commission on Ethics and Public Trust on the compensation of elected officials in Miami-Dade County; and
3. A September 2023 report on the salaries of elected county constitutional officers and school district officers for fiscal year 2023-24 by the Florida Legislature's Office of Economic and Demographic Research.

In addition, the Village Attorney's Office has prepared a spreadsheet (attached) which sets forth the text of relevant charter and/or code/ordinance language pertaining to elected official salaries for the County and each municipality. In addition, the spreadsheet includes (like the survey performed by the Village Clerk), the salary information of the elected officials.

BUDGETARY/FINANCIAL IMPACT (Finance Dept.)

None

PERSONNEL IMPACT

None

ATTACHMENTS

2024 Salary Survey of Elected Officials MDC.pdf
MDCCEPT Compensation Report 1-18.pdf
Salaries of Elected County Constitutional Officers FY 23-24.pdf
Research on Compensation of Elected Official Salaries.pdf

2024 MIAMI-DADE COUNTY SALARY SURVEY FOR ELECTED OFFICIALS

Municipality	Population	Salary for Position of Mayor	Salary for Position of Commissioner	Pension Benefits	Health Insurance Benefits	Comments	Form of Goverment
City of Aventura	40,371	$10,000	$7,500	None, but allowed to join voluntary 457 Plan	City pays 100% of premium and 50% of dependent premiums.		Commission - Manager
Bal Harbor Village	3,057	$30,000	$24,000	Yes, Employee Pension	Health, Dental and Vision coverage	$75 cell phone stipend	Council - Manager
Town of Bay Harbor Islands	6,000	$1	$1	None	Group Benefits	Benefits include an Annual Toll Pass throught the Causeway; Eligible to join the Health Insurance to be paid by the elected officials.	Council - Manager
Village of Biscayne Park	3,200	$2,000	$2,000				Council - Manager
City of Coral Gables	48,375	$87,046.08	$85,046.08		Option to participate in City Health Insurance Plan	Salary includes $9600 annual expense allowance and $8446.08 car allowance	Commission - Manager
Town of Cutler Bay	44,291	$17,793	$8,895.96			Addt Benefits: Medical, Dental, Vision, life Insurance; Travel allowance $200 monthly; Travel Allowance of $200 monthly (mayor) $100 (Council Members); Cell phone Allowance: $150 monthly for Mayor, $110 monthly for CM.	Council - Manager
City of Doral	81,182	$77,587	$18,611		Full Health, Dental and Life Insurance benefits.	In addition, the Mayor and Council members each have a $30,000 Stipend budgeted for FY 2024	Mayor-Council-Manager
Village of El Portal	3,500	$3,000	$3,000	11% FRS contribution paid by the Village	None	$100 cell phone stipend.	Council - Manager
City of Florida City	20,000	$15,767.96	$15,797.96				Mayor- Council
Town of Golden Beach	1,500	$1	$1	None	100% health coverage / 50% of dependant		Council - Manager
City of Hialeah	236,387	$150,000	$2,474.42	Defined Benefit Plan for Elected Officials	Yes	*Expense Accounts: Mayor - $40,000; Council Members:$1597.47 bi-weekly	Mayor - Council
City of Hialeah Gardens	24,237	$150,346.56	$33,917.52	401(a) and 457(b) Plan	Health, Dental and Vision Benefits	* Mayor Expense:$ 97,748.56 (In addition, the Mayor is provided with a take home vehicle) * Council Members Expenses: $25,615.44; $45 monthly cell phone stipend.	Mayor- Council
City of Homestead	80,737	$6,000	$4,800	Senior Management Retirement benefits	City pays 100% of single & family coverage	Monthly Car Allowance (Mayor - $1,041.66) (Commissioners- $958.33)	Council - Manager
Village of Indian Creek	82	$0	$0	None	None	None	Council - Manager

Village of Key Biscayne	14,809	$0	$0	None	None	None	Council - Manager
Town of Medley	1,100						Mayor - Council
City of Miami	442,241	$97,000	$58,200	ICMA 401a	Medical, Dental, Executive Life Insurance coverage	Vehicle allowance for Commissioners -$10,800 yr.	Mayor - Commission
City of Miami Beach	81,000	$10,000	$6,000	Yes	Health, Dental and Vision Benefits.	Mayor/ Commissioners:Car $6000.00 Mayor Allowance $24000.00	Commission-Manager
City of Miami Gardens	111,000	$80,000	$40,000	Florida Retirement System Plan	Full Health, Dental and Life Insurance benefits.	Monthly Vehicle allowance for Mayor $369.24 / Commissioners $369.24	Mayor - Council
Town of Miami Lakes	33,462	$22,737				Mayor: Annual expense reimbursement $8941 / car allowance $7200 annual	Council - Manager
Miami Shores Village	10,800	$1	$1	None	None		Council - Manager
City of Miami Springs	14,500	$7,800	$6,000	None	None		Council - Manager
North Bay Village	8,200	$7,800	$6,300	None	None		Commission - Manager
City of North Miami	65,000	$89,880	$77,910				Council - Manager
City of North Miami Beach	47,000					Paid insurance benefits during their term of service.	Commission - Manager
City of Opa-Locka	16,463	$6,600	$6,600	Florida Retirement System Plan			Commission - Manager
Village of Palmetto Bay	24,000	$24,000	$12,000	Participation in 401a defined contribution plan(6% from Village and up to 6% additional match)	$1,150 monthly contribution towards Medical, Dental, Life coverage	Mayor: Contribution to Village Benefits (Medical, Dental, Life/ADD, 401a defined contribution), Village-Issued Phone Or Phone Allowance of $220/month	Council - Manager
Village of Pinecrest	18,388	$0	$0				Council - Manager
City of South Miami	12,645	$14,000	$12,000	None			Commission - Manager
City of Sunny Isles Beach	22,300	$26,843	$21,475				Mayor - Commisison - Mgr.
Town of Surfside	6,000	$1	$1	none	None		
City of Sweetwater	21,408	$195,000	$29,905.56	Yes	Yes		Mayor - Commission
Village of Virginia Gardens	2,475	$19,253	$6,090	None	None	Mayor is provided a take-home vehicle.	Mayor - Commission
City of West Miami	7,828	$3,400	$2,750	None	City pays for benefits for elected officials and dependents.	$20 Per meeting attendace, Insurance for elected offical and family (paid by the City)' Life Insurance$100000	Council - Manager
Miami Dade County	2,677,253		$120,164			MH Report: The total compensation package are estimated at $138,500 which includes car allowances, expenses and retirement contributions.	

Compensation of Elected Officials in Miami-Dade County

Some things have changed and much has stayed the same in the ten years since the Miami-Dade Commission on Ethics and Public Trust published its first report on the compensation of elected officials and the oversight, or lack thereof, over their spending. This report updates the earlier one, providing Miami-Dade County residents with a way to easily understand how their local leaders are paid and how that compensation compares to other local municipalities.

The county's 34 municipalities offer their mayors and council or commission members a broad variety of salary and benefits packages. At one end of the scale are communities like Indian Creek Village that consider their elected officials volunteers who are giving their time for the betterment of the community. The Indian Creek Village Mayor and Council Members are not compensated in any way for anything, according to the Village Clerk. Several other communities, including Golden Beach, Surfside and Key Biscayne pay their officials either a $1 token salary, or nothing at all. Some of those communities do pay for certain expenses their officials may incur, like travel to the Florida League of Cities meetings, but those expenses are generally quite limited.

At the other end of the scale are communities like Hialeah Gardens, where the Mayor was paid an annual salary of $115,648 and also received taxable fringe benefits of $73,000, which the City terms an expense allowance. This type of allowance is different from an expense account that would allow the Mayor to request reimbursement for any City expenses he covered out of his pocket. Expense plans of that nature, called accountable plans, must be substantiated, usually through a receipt. Instead, the type of allowance used in Hialeah Gardens is called a non-accountable plan because the Mayor is not required to account for how he spent the money, or even if he spent it at all. In fact, the IRS treats non-accountable expense allowances as taxable fringe benefits, essentially as income.

Several Miami-Dade municipalities and the county used expense allowances or other taxable fringe benefits to increase the overall compensation of their elected officials while keeping their official

salaries technically low. In some communities, the elected officials have car and cell phone allowances, for example.

As the Commission on Ethics noted in the last report, non-accountable expense allowances are objectionable for public employees. They do not provide the transparency and accountability that should exist in government because they do not require elected officials to account for how money is spent, or even if it is spent with a public purpose.

Non-accountable expense plans also allow elected officials to circumvent charter restrictions on raising their own salaries without voter approval.

These charter restrictions can also be problematic because they often leave no room for salaries to be raised to match increases in the cost of living. Miami-Dade's County Commissioners offer a stark example of this. Their $6,000 salaries haven't been raised since 1957. Given the full-time nature of their positions, Commissioners aren't earning even close to minimum wage from their salary alone. By contrast, Broward County Commissioners are paid $99,997 annually.

To give the information in this report context, the population of each municipality is included. Readers will notice that municipalities of similar size often pay very different salaries to their elected officials. In some cases, that difference is due to the different forms of government – either a strong mayor form in which the mayor is the city's chief executive, or a manager form, where a professional, chosen by vote of the mayor and commission, runs the day-to-day operations of the municipality. This report includes the salaries of city managers in those communities that do not have a strong mayor form of government. This information was included because many strong mayors are paid salaries commensurate with city managers. The exception in Miami-Dade County is Virginia Gardens, which has a strong mayor system, but pays its mayor a small, part-time salary with few fringe benefits.

Also added to this report is information about how much taxpayers spend to fund the retirement benefits of their elected officials. The county and some of the municipalities participate in the Florida Retirement System and fund the pension accounts of their elected officials according to a formula established by the legislature. Other municipalities participate in the same system, but fund their elected officials as regular employees. Still others have their own pension system or offer no retirement benefits whatsoever to elected officials.

Aventura (Pop. 37,724)

Salaries are set by the charter but the non-accountable expenses paid to the Mayor and Commissioners can be and have been raised by ordinance.

The Mayor receives an annual salary of $10,000 and each Commissioner is paid $7,500. They each also receive money from a non-accountable expense plan of more than $8,000. In fiscal year 2017, those payments totaled $8,301, up from $8,059 the year before. The increase was described as a cost of living increase last year year, though the amount was raised to $8059, from $6,059, by ordinance in 2015. The City Manager is paid a salary of $252,000.

The City has in the past covered travel expenses, but did not in 2016. None of the elected officials have city-issued purchasing cards or mobile phone or car allowances.

Since the Ethics Commission's last report, the City has standardized the amount it pays Commissioners, but it continues to use the objectionable non-accountable expense plan.

The City does not contribute anything toward a retirement fund or pension for the Mayor and Commissioners.

Bal Harbour (Pop. 3,050)

The Mayor was paid $1,800 and the Council Members were paid $1,200 in FY2017 but the Council voted to raise that to $30,000 for the Mayor and $24,000 in September 2017. The increases were set to go into effect only after the current Mayor and Council have completed their terms.

The Mayor and Council also have the option to be covered by the Village's health insurance plan. The Village does not provide any car, mobile phone or expense allowances for the Mayor and Council, nor are the elected officials issued Village credit cards. They are reimbursed for any travel they do on behalf of the Village. The Village Manager is paid a salary $222,847.

The Village does not contribute anything toward a retirement fund or pension.

Bay Harbor Islands (Pop. 5,975)

The Mayor and Town Council Members are each paid $1 per year. Their salaries are set in the Town Charter but can be changed by ordinance, with a caveat that the change will only go into effect after the

current term of the Council Members voting for it. They do not receive phone, expense or car allowances and have no credit cards.

They are reimbursed for Town-related travel. In FY2016, the Mayor and Council Members were reimbursed $12,558 in travel expenses to attend events like the annual Florida League of Cities meeting and Miami-Dade County Days in Tallahassee. The Council Members' use of Town expense accounts ranges from Councilwoman Stephanie Bruder, who was not reimbursed for anything, to Councilman Robert Yaffee, who was reimbursed for $3,280 in expenses. The Town Manager is paid a salary $172,578.90.

The Town does not contribute to any retirement account or pension fund for the Mayor or Council Members.

Biscayne Park (Pop. 3198)

Compensation for the Mayor and Village Commissioners is set by ordinance. The Mayor received an annual salary of $4,000 and each Commissioner was paid $2,000 in 2017. The Commissioners and the Mayor are also reimbursed for travel, promotional activities and memberships in organizations like the Florida League of Cities. The Village budgets $1,500 for the Commission's travel, $1,000 for promotional activities and $900 for subscriptions and memberships. The reimbursement is done after the fact, when a Commissioner or the Mayor submits a request with receipts. Last year the Commissioners and Mayor were reimbursed $1,100 for travel, $3,202 for promotional activities, $1,739 for subscriptions and memberships and $1,171 for education and training.

The Village doesn't issue credit cards to elected officials and none of the elected officials receive car or phone allowances. The Village Manager is paid a salary of $83,041.

The Village does not contribute to any retirement program for the elected officials.

Coral Gables (Pop. 50,815)

The compensation for elected officials is set by ordinance. The Mayor's annual salary was set at $38,244 in 2017; the Vice Mayor's was $33,458; the three Commissioners each received $31,076. The Mayor receives a $6,000 annual travel allowance from a non-accountable fund. The Vice Mayor and Commissioners each receive a $4,800 travel allowance.

The Mayor, Vice Mayor and Commissioners do not receive car allowances or have city-issued credit cards. They each receive a cell phone that the city pays for. Each reimburses the city $20 per month to cover their personal use of those phones.

The City Manager is paid a salary of $209,976.

The Mayor and City Commission participate in the Florida Retirement System (FRS). The City contributes 45.5% of their wages each year (36.9% for Comm. Keon because she is already collecting). The total dollar amount of the City's contribution to the FRS for FY2017 on behalf of the Mayor and Commissioners was $63,428.28.

Cutler Bay (Pop. 44,707)

The salaries of the Mayor, Vice Mayor and Council Members are set by charter, with annual cost of living increases pegged to the consumer price index. The Mayor's annual salary was $15,376.68 in 2017 while the Vice Mayor and Council Members were paid $7,688.16. They are also paid monthly travel and cell phone allowances from non-accountable funds. The Mayor receives $2,400 a year for travel and $1,800 a year as a phone allowance. The Vice Mayor and the Council Members each receive $1,200 a year for travel and $1,320 as a phone allowance.

Cutler Bay also reimburses the Mayor, Vice Mayor and Council Members for city-related activities like attending luncheons and travelling to Tallahassee during the legislative session. In FY2016, the city budgeted $5,500 for the Mayor's expenses and $4,500 for the expenses of the Vice Mayor and each of the Council Members. The Mayor spent $3,392 while the Council Members spent between $1,171 (seat three) and $2,950 (Vice Mayor).

The Town Manager is paid a salary of $197,538.

Cutler Bay participates in the Florida Retirement System. The contributions are a percentage of salary and are set by the legislature. Currently, the contribution rate for Elected Officials is 45.5%, with one exception – Council Member Coriat participates in FRS through his school employer and, as such, participates in the Town's FRS as a "regular" employee, not as an Elected Official. Accordingly, his Town contribution rate is 7.92%, not 45.5%).

Doral (Pop. 57,947)

The salaries of the Mayor and City Council Members are set by charter, with annual raises pegged to the Consumer Price Index. The Mayor made $68,365 annually in 2017, while each Council Member was

paid $16,399. They each also received a non-accountable stipend to cover expenses in the amount of $30,000 annually.

The Mayor and the Council Members also each have a budget of $15,000 for travel. Further, the Mayor and the Council share a budget of $7,800 for communications expenses, $25,000 for office supplies and $30,000 for dues and memberships.

The City does not issue credit cards to elected officials.

Since the last Commission report on compensation, the City has standardized the Council Members' compensation – each one received different amounts at the time of the prior report. The City is still using non-accountable expense allowances, however.

The City Manager is paid a salary of $206,237.

The City contributes 18 percent of each elected officials' salary to a pension fund. The non-accountable funds are not included in that calculation.

El Portal (Pop. 2,480)

The Mayor and Council Members receive what the Village terms an "allocation" of $3,000 a year, which is set by ordinance. This functions like a salary, though it is paid quarterly. They do not have car allowances or Village-issued credit cards. Each Council Member receives a cell phone allowance of $70 per month. The Mayor receives a cell phone allowance of $136.66 a month. Only one Council Member, Omar Nickerson, receives his cell phone allowance as a stipend. The other Council Members and the Mayor instead have mobile phones that are paid for by the Village.

Each Council Member has a travel budget of $500 and the Mayor has a travel budget of $1,640. They must submit expense reports and receipts to be reimbursed for city travel out of those accounts. They do not have Village-issued credit cards.

The Village Manager is paid a salary of $85,000.

The Village began contributing to the Florida Retirement System on behalf of its elected officials in October 2017, with $11,400 budgeted for that purpose.

Florida City (Pop. 12,078)

The compensation of the Mayor and City Commissioners is determined by ordinance during the budget

process. The Mayor is paid an annual salary of $176,155. He also receives an annual expense allowance of $6,510 in a non-accountable plan. His cell phone and car are provided by the city. Florida City has a strong mayor form of government.

The four Commissioners each receive a salary of $10,400. They also receive $48 a month to cover their cell phones and share a city car they are allowed to use for city business. While their salaries have not increased in many years, they also receive a generous pension for their service. Funding the pension costs Florida City tax payers $500,000 annually.

When any of them travel on City business, they are reimbursed for normal expenses.

Golden Beach (Pop. 968)

The Mayor and Council Members are paid a $1 annual salary. They receive no cell phone or car allowance and were not reimbursed for any travel expenses in 2016. The city does not contribute to any pension fund or retirement plan on their behalf. The City Manager is paid a salary of $182,973.

Hialeah (Pop. 236,387)

According to the City Charter, the salaries of the Mayor and the Members of the Council are set by ordinance during the budget process. According to budget information the City posts online, the Mayor received a salary of $150,000. There was also a line item for the Mayor's expenses for $40,000, but it was unclear if this was an accountable or non-accountable expense plan. There were separate line items for travel expenses and miscellaneous expenses.

The City has a strong mayor form of government and there is no City Manager.

It is unclear from the budget how much the Council Members are paid. The clerk's office has a line item in its budget for $291,800 for "Council Expenses." Presumably the Council Members' salaries are part of the expenses.

Hialeah Gardens (Pop. 23,837)

The compensation of the Mayor and Council Members is set by ordinance. The Mayor was paid an annual salary of $115,648 and also received an expense allowance of $73,000 from a non-accountable plan. The City Council Members were paid $12,047.40 in annual salary and received an additional

$25,615 each as an expense allowance. The City has a strong mayor form of government and there is no City Manager.

The Mayor is reimbursed for his mobile phone and two of the Council Members received a $45 monthly phone allowance that is paid with their salary payments.

The City also budgeted $10,000 for the Mayor's expenses.

None of the elected officials are issued City credit cards.

The compensation system in Hialeah Gardens has not changed significantly since the last report.

The City offers a matching contribution of up to 5% for the 401A pension plan and a 2% contribution to the 457 deferred compensation plan to all full time employees and elected officials.

Homestead (Pop. 67,996)

The salaries of elected officials are set by ordinance. The Mayor received an annual salary of $6,000 while the Council Members earned $4,800 each year. They also received, as taxable fringe benefits, car allowances and expense allowances. The Mayor's annual car allowance was $12,500 and the Council Members received $11,500. The Mayor also received $14,700 as an expense allowance and the Council Members received $13,700.

The City budgets $12,000 for the travel expenses of the Mayor and $9,000 for the Council Members. The expenses are reimbursed after travel is completed. The City also allows the Mayor $5,000 to spend on public relations while budgeting $4,000 for each of the Council Members.

Finally, the City has eight committees, each with its own $10,000 budget, except the tourism committee, which has a $15,000 budget. The Mayor, Vice Mayor and Council Members are assigned to one or two committees and have the authority to determine how the committee budget is spent.

All elected officials in Homestead have city-issued credit cards, the only significant change in Homestead since the last report, when they were not issued credit cards.

The City Manager makes a salary of $210,120.

Homestead changed its pension plan in 2002 to save money. For Fiscal Year 2018, it budgeted $297,864 to contribute to the plan that still covers retired officials who were elected before Feb. 18, 2002. It budgeted $108,151 to contribute to the plan that covers officials elected after that date.

Indian Creek Village (Pop. 91)

Indian Creek Village elected officials are not compensated in any way for anything. This is in the Village Charter. The Village Manager makes a salary of $107,936.00.

Key Biscayne (Pop. 13,019)

The Village Charter specifies that elected officials receive no salary. They don't receive car or mobile phone allowances either and do not have Village-issued credit cards or any retirement benefits. The Village Manager makes a salary of $199,335.

Medley (Pop. 1,100)

The compensation of the Mayor and Council Members is set by ordinance. The Mayor of Medley was paid an annual salary of $187,152 while the Council Members received $39,652 a year. Medley has a strong mayor form of government. The Council Members and the Mayor are also provided with cell phones under the Town's plan, at a cost of about $100 a month for each one. The Town does not pay a car allowance or any other taxable fringe benefits and the Mayor and Council Members are not issued credit cards.

The Town contributes five percent of gross salary to a 401A account for all elected officials. In addition the Town contributes to a Town of Medley General Employees' Pension Plan for employees and elected officials. The ARC is not segregated between elected officials and general employees.

Miami (Pop. 453,579)

The Mayor's salary of $97,000 is set by ordinance, with the Commissioner's salary set at 60 percent of the Mayor's salary, or currently $58,200. Miami's City Manager earns $231,402.

Four of the five Commissioners receive taxable fringe benefits amounting to $46,400 while the Commissioner for District Two is set at $52,400.

Two of the five Commissioners maintain a budget for "aids to private organizations" while three of the five budgeted for travel and two budgeted money for "communications and related purposes."

The City contributes $19,400 to a retirement account for the Mayor and $11,640 to retirement accounts for three of the Commissioners. The other two, then Commissioners Frank Carollo and Francis Suarez

(now Mayor,) opted out of the program, but the City Attorney's Office opined in late November that the City owed $36,860 to Carollo's 401A plan and a transfer was made. The City also spent $510,000 this year to fund its Elected Officer's Retirement Trust, which currently serves six current and former officials. Elected officials have to serve at least seven years in office to be eligible for retirement benefits from the Trust.

Miami Beach (Pop. 91,917)

The compensation of the elected officials is set by ordinance. The Mayor receives an annual salary of $10,171 and the Commission Members are paid $6,098. The Mayor also receives taxable fringe benefits of $30,000, while the Commission Members receive $24,000.

The elected officials can also request reimbursement for travel conducted on City business. Last year, Commissioner Rosen Gonzalez was the only one who did so; she was reimbursed for $831 in expenses.

The Commission has a $10,000 budget for catering for the Commission and executive session meetings and a $40,000 budget for events.

The City Manager makes an annual salary of $282,535.

The City funds retirement plans for each of the six Commissioners. The Mayor opted out of the pension plan.

Miami-Dade County (Pop. 2,456,378)

The salaries of the Commissioners are set by charter at $6,000 annually but they receive additional compensation as non-accountable allowances for $55,100, which includes a cash allocation, an expense allowance, a supplemental pension contribution and a car allowance. Each also receives a county cell phone.

Each Commission district is assigned a county credit card. Nine of the 13 Commissioners have the card in their own name, while four have the cards in the names of staffers. The amount of money spent on the purchasing cards varies from a high of $36,370 spent by the Commissioner for District Two to the negative balances on two Commissioners' cards at the end of FY16.

Miami-Dade's "strong Mayor" set his own salary at $150,000, significantly lower than the $235,922 that his predecessor received. The Board of County Commissioners approved the Mayor's new salary. He

did not request any expense allowances. The previous Mayor received $52,000 in executive benefits and an expense allowance, plus a $9,600 car allowance. He has a county cell phone and county car.

The County contributes to the Florida Retirement System fund for the pensions of the elected officials at rates set by the legislature. For Fiscal year 2016-17 the rate was 42.27 percent from October 1 to June 30 and on July 1 it changed to 45.50 percent. The blended rate for the year was 43.14 percent

The amount contributed for each Commissioner was $2,588.40 for a total of $33,649 for all 13 Commissioners. Their retirement benefits are calculated based on their base salary only, not their taxable fringe benefits. The amount for the Mayor was $64,710.

Miami Gardens (Pop. 113,058)

The salaries of the Mayor and Members of the City Council are set by the charter and can only be increased – though not decreased – by amendment to the charter. The Council Members receive $12,000 annually and the Mayor receives $42,000. The City does not cover their mobile phones or give them car or expense allowances. The City issues purchasing cards to each Council Member and to the Mayor and most of their travel and other allowed expenses are paid either with the card, or with an invoice from a vendor. Each Council Member and the Mayor have annual budgets of $14,400 for expenses. Of the $100,800 in the total expense fund, all but $2,117 was spent last year. The Mayor has a separate travel budget for $12,648, out of which $12,509 was spent last year.

The City Manager makes an annual salary $198,248. The City contributed $8,730 to the Florida Retirement System accounts of the Mayor and Council Members.

Miami Lakes (Pop. 30,873)

The various ways the Mayor and Council Members are compensated is set through the budget process. The Mayor received an $18,200 salary in FY2016. He also received a monthly car allowance of $600 and another $580.63 as an expense allowance. His total taxable compensation was $32,367. The Mayor was also provided with a City cell phone and a City tablet; the cellular bills of both were paid by the city.

The Council Members do not receive salaries but are paid a $500 monthly car allowance and a $580.63 monthly expense allowance, along with city-paid mobile phones and tablets.

The City does not budget for public relations for the Council, but does have a $2,000 discretionary fund and another $1,250 to be used for awards and proclamations.

The City Manager makes an annual salary of $189,800.

The City pays into a retirement fund for the Mayor, but not the Council Members. The contribution is 7.92 percent of his salary, or $1,426.

Miami Shores (Pop. 10,762)

The Mayor and City Council Members are each paid a token salary of $1.

Their expenses incurred traveling to events like the Florida League of Cities training seminars or attending the Chamber of Commerce annual dinner are reimbursed. They have a budget of $1,000 they can spend on constituent issues, but they normally do not spend it, according to the Village Manager.

The Village Manager receives a compensation package of salary and fringe benefits totaling $173,576.

The Village does not contribute to retirement plans for elected officials.

Miami Springs (Pop. 14,431)

The salaries of the Mayor and City Council Members are set by charter. The Mayor's annual salary was $6,000 while the Council Members received $5,000.

The City pays the cell phone bills for the Mayor and Council Members. They have no travel or expense allowance or any other taxable fringe benefit. They are issued City credit cards, but the clerk maintains those cards, giving them to the Council Members only when travel is anticipated.

They share a budget line item titled "promotions and donations" with $120,860 budgeted for FY2018.

The City Manager makes an annual salary $145,200. The elected officials receive no retirement benefits.

North Bay Village (Pop. 8,262)

The salaries of the Mayor and Village Commissioners are set by charter. The Mayor was paid an annual salary of $7,800 while Commissioners received $6,300.

The Commissioners and Mayor do not receive car allowances. They are issued a Village cell phone, with the $52.51 monthly bill paid by the city. In Fiscal Year 2016, they each had a budget of $4,000 for

travel expenses, which was paid out only after they submitted receipts for reimbursable expenses. Expenditures ranged from the $4,000 spent by Vice Mayor Gonzalez to $220 spent by Commissioner Chervony.

For fiscal year 2017, the budget amount for the Mayor remained at $4,000, but the budgeted amount for each Commissioner was reduced to $3,000.

The City Manager makes an annual salary of $96,000. The City does not contribute to any retirement plan for its elected officials, or for the manager.

North Miami (Pop. 62,139)

The compensation for the Mayor, Council Members and the elected Clerk is set by ordinance.

The Mayor made a base salary of $59,880 and received taxable fringe benefits of $17,640 that are classified as an expense allowance, an auto allowance and a cell phone allowance from non-accountable funds. Additionally, the Mayor has a $10,000 budget to cover travel.

The Council Members were paid a salary of $47,910 and received $17,400 in taxable fringe benefits to cover expenses, car and mobile phone. Additionally, each Council Member had a $5,000 travel budget and a $7,000 discretionary fund.

The Mayor and Council also share a budget of $5,500 for keys to the city, black velvet boxes to contain the keys, plagues, certificates, cakes and other items. They are each issued City credit cards

The Clerk, an elected position in North Miami, received an annual salary of $47,910 and $16,200 in taxable fringe benefits. The Clerk had a travel budget for himself and his staff of $13,500. The Clerk is not issued a City credit card, though he travels using a card issued to one of his deputy clerks.

North Miami reformed its use of non-accountable expense allowances back in 2007, in response to an inquiry from the Ethics Commission. At the time the Mayor made a salary of only $4,200 per year and the Council Members were paid just $3,600 annually. When the City decided to take away their taxable expense allowances, their salaries were raised to make up the difference. Those salaries have remained in place – with $12,000 a year raises handed out this year. At the same time, at some point between 2007 and last year, the City Council added back the expense allowances. This has amounted to a significant increase in the total compensation package for the City's elected officials. The Mayor and the Council Members have each received what amounts to a 284 percent raise.

The City Manager makes an annual $240,000.

The City participates in the Florida Retirement System, budgeting $115,076 to cover the contributions for the Mayor and Council, according to the formula established by the legislature.

North Miami Beach (Pop. 43,891)

The compensation of elected officials is set via ordinance. The Mayor was paid an annual salary of $3,600 and received taxable fringe benefits of $28,799. The Commissioners drew an annual $3,000 salary and received taxable fringe benefits of $23,999.

The City also budgeted $3,000 per Commissioner for travel, and the Commissioners shared $30,581 budget for supplies and memberships. Each Commissioner also had a budget of $21,286 in what the City calls a contingency account that can be spent at the Commissioner's discretion.

The Mayor and all of the Commissioners are issued City credit cards.

The amount that North Miami Beach's elected officials receive in compensation has been raised significantly since the last report, when the Mayor and six Council Members made the same salary, but only received $13,720 in non-accountable allowances.

Additionally, at the time of the prior report, the City did not issue credit cards to its elected officials, or provide them with a contingency account, which is comparable to a public relations budget in that it allows Commissioners to spend money on events and issues within their districts.

The City Manager makes an annual salary of $206,000.

The City contributes three percent of the Mayor's and Commissioners' salaries to their retirement accounts with the Florida Retirement System.

Opa-Locka (Pop. 16,457)

The City budget shows that, due to the current financial emergency and state oversight, the City has reduced the compensation of the Mayor, Vice Mayor and City Commissioners. The expense allowances of $2,400 each for the Mayor, Vice Mayor and City Commissioners were eliminated this year, as were the Mayor's $5,000 travel allowance and the Vice Mayor's and Commissioners' $4,000 travel allowances.

The Mayor's and Vice Mayor's total compensation, including retirement and health insurance, was $32,341 each. The Commissioners' total compensation was $15,521 each. Of that total compensation,

only $6,600 is paid to each Commissioner, the Vice Mayor and the Mayor as salary, according to the city's website. The elected City officials have also lost the use of a City car, gas cards and credit cards as a result of the emergency.

The City Manager's salary was $112,500.

Palmetto Bay (Pop. 24,570)

The salaries of the Council Members and Mayor are set by charter and can only be changed if the Village Charter is amended. The Council Members received $12,000 annually and the Mayor was paid $24,000. The Village, however, also pays taxable fringe benefits to cover a cell phone allowance, text allowance and health allowance. These benefits are different for each Member of the Council and the Mayor – some do not take all of the allowances and those who do take the health allowance receive individual amounts ranging from $3,562 to $9,503 annually.

The City also budgeted $8,000 last year for "community contributions" and $4,000 to cover the travel of the Council and Mayor.

The City Manager receives annual compensation of $190,996, including a $550 monthly car allowance. The City budgeted $7,925 to contribute to the retirement plans of the Mayor and Council Members.

Pinecrest (Pop. 19,444)

The Village Charter prohibits any compensation for elected officials and they receive no allowance for cars or cell phones. They are reimbursed for travel related to their official duties out of an account budgeted at $20,000. In FY 2016, approximately $14,000 was spent, with total reimbursements ranging from $120 to Council Member Doug Kraft to $7,226 to Council Member James E. McDonald. They are not issued credit cards and receive no retirement benefits.

The Village Manager makes an annual salary $201,650.

South Miami (Pop. 12,207)

The compensation of the Mayor, Vice Mayor and City Commissioners is set by ordinance and has not been updated since 2004, when the Commission passed an ordinance setting the Mayor's annual salary at $14,000 and the salary of the Vice Mayor and the Commissioners at $12,000 a year. In addition to

their salaries, the city's elected officials received taxable fringe benefits in the form of mobile phone allowance of $1,150 for the Mayor and $962.40 for the Vice Mayor and the City Commissioners. The Mayor also received a $500 car allowance. They are not issued City credit cards.

Any expenses for city-related travel are reimbursed up to $1,200 a year. The Commissioners each also had $1,500 each in a discretionary fund – the Mayor's was $2,000 – which can be used for any purpose related to the city, similar to some other cities' public relations budget line items.

The City Manager makes an annual salary $200,006.

The City does not fund any retirement program for elected officials.

Sunny Isles Beach (Pop. 22,086)

The salaries of elected officials are set by charter and are $12,000 annually for the Commissioners and $15,000 for the Mayor.

Commissioners and the Mayor also receive an expense stipend of $6,000 annually in a non-accountable plan. They are also reimbursed for their travel expenses when they travel on City business.

They do not have a public relations budget as such; in Sunny Isles Beach, those expenditures by Commissioners out in the community are dubbed "contributions." The Commission has a $50,000 budget for contributions in the community.

The City Manager makes an annual salary of $232,551.

The City contributed $7,874 toward retirement benefits for the Mayor and Council.

Surfside (Pop. 5,811)

The Town Charter sets the salary of the Mayor and Town Commissioners at $1. They are provided with mobile phones, which cost the Town $6,000 a year for all of them. They do not have public relations accounts, expense accounts or travel allowances, though some expenses are reimbursed, with the approval of the manager. They do not have Town-issued credit cards and the Town does not contribute toward any pension or retirement account for them.

Surfside is one of the few municipalities to heed the Commission's advice in the previous report and do away with non-accountable expense allowances. At the time of the prior report, the Town offered the

Mayor and each Commissioner $500 a month, though only one Commissioner was actually receiving it. The Town no longer offers it.

The City Manager makes an annual salary of $155,000.

The Town does not offer retirement benefits to the Commissioners or Mayor.

Sweetwater (Pop. 10,755)

The compensation of the Mayor and City Commissioners is set by ordinance during the budget process. City Commissioners receive an annual salary of $12,017 while the Mayor's salary is $95,000. Additionally, the Mayor and Commissioners receive $5,000 a year for expenses and the Commissioners each receive $7,171 as a car allowance. Both are taxable fringe benefits.

The Mayor has a City-issued credit card. The Commissioners do not.

Sweetwater has a strong mayor form of government.

The City budgeted $179,663 to contribute to the Mayor's pension and $104,215 to contribute to one Commissioner's pension.

Virginia Gardens (Pop. 2,472)

The salaries of the Mayor and Council Members are set by ordinance during the budget process. The Mayor received a salary of $12,240 and the Council Members received $5,100 last year. The Village pays the Mayor's cell phone bill, but not the bills of the Council Members and none of them receive a car or expense allowance. The Mayor has a $4,000 budget to travel to represent the Village and has a Village-issued credit card. The Village administration makes the hotel arrangements when Council Members have to travel on Village business and the Village pays them a per diem of $60 to cover their meals. They do not have Village-issued credit cards.

Virginia Gardens is one of the few Miami-Dade municipalities to heed the Commission's advice in the last report. When that report was done, the Village gave the Mayor a non-accountable expense account in the sum of $3,150. The Village no longer uses non-accountable plans.

Virginia Gardens has a strong Mayor and no Manager.

The Village does not contribute to any retirement plans for the elected officials.

West Miami (Pop. 7,459)

The compensation of elected officials is set by the City Charter but can be raised by ordinance. The Mayor and Commissioners were paid $20 per meeting they attend. They each also received $1,200 annually in non-accountable expense allowances. The City also provides them with cell phones. They were not given car allowances.

The City budgets $2,400 per year to cover the city-related expenses of the Mayor and $2,000 for each Commissioner. There is no public relations budget for the Commission and none of the city's elected officials is issued a City credit card.

The City Manager receives an annual salary of $130,924. The elected officials receive no retirement benefits.

Report prepared by Investigator Susannah Nesmith

Salaries of
Elected County Constitutional Officers
and School District Officials
for Fiscal Year 2023-24

September 2023

The Florida Legislature's

Office of Economic and Demographic Research

Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2023-24

Summary:
The practice of determining the compensation of Florida's county constitutional officers by state law was sanctioned by the Constitution of 1885 and has been maintained since the 1968 constitutional revision.[1] However, it was not until 1973 that the Legislature authorized the salary compensation formula that was the precursor to its present form.[2] Prior to that legislation, the authorization of changes to county officers' compensation required frequent legislative action. A summary of these historical constitutional provisions and general law amendments can be found in this report's appendix.

In expressing its intent, the Legislature determined that a uniform salary law was needed to replace the previous local law method of determining compensation, which was haphazard, preferential, inequitable, and probably unconstitutional.[3] In addition, the Legislature intended to provide for uniform compensation of county officers having substantially equal duties and responsibilities and basing these uniform salary schedules on countywide population. Furthermore, in acknowledging the Legislature's stated intent for uniformity, Florida's Attorney General opined in 2008 that a sheriff could not voluntarily reduce his or her salary below that established by law.[4] However, in 2009, the Legislature authorized district school board members and elected school superintendents to reduce their salaries on a voluntary basis.[5] Furthermore, in 2011, the Legislature authorized county commissioners, clerks of circuit court, county comptrollers, sheriffs, supervisors of elections, property appraisers, and tax collectors to voluntarily reduce their salaries.[6]

The statutory salary provisions apply to all designated officers in all counties, except those officials whose salaries are not subject to being set by the Legislature due to the provisions of a county home rule charter, as well as those officials of counties that have a chartered consolidated form of government as provided in Chapter 67-1320, L.O.F., (i.e., Duval County).[7] The adoption of a charter provides the county's electors with a mechanism to fundamentally alter the form of county government and the status of constitutional officers.[8] Salaries have been computed for all officers of charter counties and are provided for reference purposes even though the statutorily-calculated figures may not be applicable.

The current salary formula methodology specifies that the latest official population census counts or intercensal estimates for the years between decennial censuses serve as a major component of the salary computation. In addition to the population figures, the salary formula contains five other components. The *base salary* and *group rate* components for the separate officers are specified in various sections of Chapter 145, F.S., for elected county officers and Chapter 1001, F.S., for elected school district officials.[9] The *initial*

1. Section 5, Art. II, State Constitution.
2. Chapter 73-173, L.O.F.
3. Section 145.011, F.S.
4. Florida Attorney General Opinion 2008-28 available at https://www.myfloridalegal.com/ag-opinions.
5. Chapters 2009-3 and 2009-59, L.O.F.
6. Chapter 2011-158, L.O.F.
7. Section 145.012, F.S.
8. According to the Florida Association of Counties, Florida's charter counties and their respective year of charter adoption are as follows: Alachua (1987), Brevard (1994), Broward (1975), Charlotte (1986), Clay (1991), Columbia (2002), Duval (1968), Hillsborough (1983), Lee (1996), Leon (2002), Miami-Dade (1957), Orange (1987), Osceola (1992), Palm Beach (1985), Pinellas (1980), Polk (1998), Sarasota (1971), Seminole (1989), Volusia (1971) and Wakulla (2008) available at https://www.fl-counties.com/index.php/charter-county-information.
9. Sections 145.031, 145.051, 145.071, 145.09, 145.10, 145.11, 1001.395, 1001.47, F.S.

factor component is currently set in law as a constant numerical value.[10] The Florida Department of Management Services (DMS) annually certifies the remaining two components, the *annual factor* and *cumulative annual factor*, used in the salary formula calculations.[11] Historically, this annual certification has occurred in late summer during the month of August or September.[12]

Prior to 1984, the Florida Department of Community Affairs calculated salaries for county constitutional officers; however, that authority was deleted from law during the 1984 legislative session.[13] From 1985 through 2009, the former Legislative Committee on Intergovernmental Relations continued the annual salary calculations for county constitutional officers and elected school officials as a service to governmental units. Since 2010, the Legislature's Office of Economic and Demographic Research (EDR) has made the annual calculations. Since EDR is not required by law to perform these calculations, county government and school district officials are encouraged to independently verify the salaries of their respective elected officials.

General Law Amendments Affecting Elected County and School District Officers' Compensation:
There were no general law amendments resulting from the 2023 Regular and Special Legislative Sessions.

Definition of Terms Relevant to the Current Statutory Formula:
Population means the latest annual determination of population of local governments produced by EDR and provided to the Governor's Office in accordance with s. 186.901, F.S.[14] For the years between decennial censuses, the University of Florida's Bureau of Economic and Business Research (BEBR) generates annual population estimates for local governments, in accordance with a contract administered by EDR.

Salary means the total annual compensation, payable under the schedules set forth in Chapter 145, F.S., to be paid to an officer as personal income.[15]

Annual Factor means 1 plus the lesser of either: 1) the average percentage increase in the salaries of state career service employees for the current fiscal year as determined by the DMS or as provided in the General Appropriations Act; or 2) 7 percent.[16]

Cumulative Annual Factor means the product of all annual factors certified under this act prior to the fiscal year for which salaries are being calculated.[17]

Initial Factor means a factor of 1.292, which is the product, rounded to the nearest thousandth, of an earlier cost-of-living increase factor authorized by Chapter 73-173, L.O.F., and intended by the Legislature to be preserved in adjustments to salaries made prior to the enactment of Chapter 76-80, L.O.F., multiplied by the annual increase factor authorized by Chapter 79-327, L.O.F.[18]

10. Section 145.19(1)(c), F.S.
11. Section 145.19(2), F.S.
12. The letter from the Department of Management Services' Division of Human Resource Management, which certified the annual factor and cumulative annual factor for the 2023-24 fiscal year, was dated September 18, 2023. (Letter on file with EDR.)
13. Chapter 84-241, L.O.F.
14. Section 145.021(1), F.S.
15. Section 145.021(2), F.S.
16. Section 145.19(1)(a), F.S.
17. Section 145.19(1)(b), F.S.
18. Section 145.19(1)(c), F.S.

Salary Computation Methodology:
STEP 1 of the salary computation involves the determination of the relevant population group number for the elected officer based on the countywide population. **Table 1** lists the official 2022 county population estimates used to compute the 2023-24 salaries. **These estimates were used because they reflect the latest annual determination of population of local governments produced by EDR and provided to the Governor's Office in accordance with s. 186.901, F.S.**

Two sets of countywide population ranges are used to determine the salaries of the elected officers. One set applies to the clerk of circuit court, county comptroller (if applicable), tax collector, property appraiser, supervisor of elections, sheriff, and school superintendent. The second set applies only to county commissioners and school board members. Each population range has an assigned population group number.

STEP 2 of the salary computation involves the determination of the relevant base salary and group rate that corresponds to the population group number determined in the first step. **Table 2** displays the applicable sets of population ranges, base salaries, and group rates, which correspond to each population group number.

STEP 3 involves computing the salaries of elected county officers using the following formula.

Salary = [Base Salary + (Population Above Group Minimum x Group Rate)] x

Initial Factor x Certified Annual Factor x Certified Cumulative Annual Factor

Sample Computation of Salary:
Alachua County's Clerk of Circuit Court, Property Appraiser, Supervisor of Elections, and Tax Collector

2022 Countywide Population Estimate:	287,872
Group Number (IV) Minimum:	200,000
Corresponding Base Salary (i.e., Group IV):	$30,175
Corresponding Group Rate (i.e., Group IV):	0.01575
Initial Factor:	1.292
Certified Annual Factor:	1.0577
Certified Cumulative Annual Factor:	3.9081

Salary = [$30,175 + [(287,872 - 200,000) x 0.01575]] x 1.292 x 1.0577 x 3.9081 = $168,544

Salaries of Elected County Constitutional Officers:
Table 3 displays the salaries for the county constitutional officers calculated pursuant to the statutory formula. As previously mentioned, these salaries apply to all designated officers in all counties, except those officials whose salaries are not subject to being set by the Legislature due to the provisions of a county home rule charter, as well as those officials of counties that have a chartered consolidated form of government as provided in Chapter 67-1320, L.O.F., (i.e., Duval County). The formula-based salaries of supervisors of elections are based upon a five-day workweek; however, if a supervisor does not keep his or her office open five days per week then the salary is prorated accordingly.[19] EDR's calculation of each

19. Section 145.09(2), F.S.

supervisor of elections' salary is based on the assumption of a five-day workweek and does not reflect any applicable pro rata reduction. Each elected county constitutional officer may reduce his or her salary rate on a voluntary basis; however, the salary figures published in this report do not reflect any such voluntary reductions.[20] Additionally, these salary figures do not include any special qualification salary (discussed in the section entitled *Additional Compensation*), which may be awarded to eligible officers.

Salaries of Elected School Superintendents and School Board Members:
Table 3 also displays the salaries for the school superintendents and school board members calculated pursuant to the statutory formula. The formula-based salary computation is made for each school district's superintendent and included in the table even though the statutory provisions apply only to elected superintendents. Additionally, the salary figures do not include any special qualification salary, performance salary incentive, or district school board-approved salary (each discussed in the section entitled *Additional Compensation*), which may be awarded to eligible elected school superintendents. Each elected school board member and school superintendent may also reduce his or her salary rate on a voluntary basis; however, the salary figures published in this report do not reflect any such voluntary reductions.[21]

Furthermore, Chapter 2018-5, L.O.F., amended s. 1001.395(3), F.S., to provide that the salary of each elected school board member shall be the amount calculated pursuant to s. 1001.395(1), F.S., or the district's beginning salary for teachers who hold a baccalaureate degree, whichever is less. This change became effective July 1, 2019. The salary figures of school board members published in this report only reflect the amounts calculated pursuant to the statutory formula.

Effective Date of Salary Changes:
Elected county and school officers' salaries are adjusted annually pursuant to law, but the law fails to specify the effective date of these annual changes.[22] Florida's county governments operate on the October 1st to September 30th local fiscal year, while Florida's school districts operate on the July 1st to June 30th state fiscal year. In an attempt to clarify this uncertainty, Florida's Attorney General opined that salary increases are effective October 1st for the elected county officers and July 1st for the elected school district officials.[23]

Additional Compensation:
Select county constitutional officers are eligible to receive a special qualification salary of up to $2,000 added to their formula-based salary; however, the officer must first successfully complete the required certification program.[24] Any officer becoming certified during a calendar year receives in that year a pro rata share of the special qualification salary based on the remaining period of the year. Any special qualification salary is added after the calculation of the formula-based salary.

Certification programs are offered to the clerks of circuit court, sheriffs, supervisors of elections, property appraisers, tax collectors, and elected school superintendents, and the officer is required to complete a course of continuing education to remain certified.[25] The following state agencies prescribe the courses of

20. Sections 145.031(3), 145.051(3), 145.071(3), 145.09(4), 145.10(3), 145.11(3), F.S.
21. Sections 1001.395(2), 1001.47(6), F.S.
22. Section 145.19(2), F.S.
23. Florida Attorney General Opinion 79-87.
24. Section 145.19(2), F.S.
25. Sections 145.051(2), 145.071(2), 145.09(3), 145.10(2), 145.11(2), 1001.47(4), F.S.

continuing education: the Supreme Court for clerks of circuit court; the Department of Law Enforcement for sheriffs; the Department of State's Division of Elections for supervisors of elections; the Department of Revenue for property appraisers and tax collectors; and the Department of Education for elected school superintendents.

In addition to the special qualification salary for elected school superintendents, the Department of Education also provides a leadership development and performance compensation program, which consists of two phases: a content, knowledge, and skills phase; and a competency acquisition phase.[26] Upon successful completion of both phases and demonstrated successful performance, the school superintendent is issued a Chief Executive Officer Leadership Development Certificate and given an annual performance salary incentive of not less than $3,000 nor more than $7,500 based upon his or her performance evaluation. For elected school superintendents, current law also provides that a district school board may approve, by majority vote, a salary in excess of the formula-based amount.[27]

Payment of Group Insurance Premiums or Charges:
Current law authorizes the payment of premiums or charges for group insurance for those county officers whose compensation is fixed by Chapter 145, F.S.[28] All or any portion of the payment of the costs of life, health, accident, hospitalization, or annuity insurance for county officers, as authorized in s. 112.08, F.S., is not deemed to be compensation within the purview of Chapter 145, F.S.[29]

Role of EDR:
As previously mentioned, EDR has continued the annual calculations of elected county constitutional officers and school district officials' salaries as a service to interested parties. No legislative entity is under statutory obligation to perform these annual calculations; therefore, county government and school district officials are encouraged to independently compute the salaries of their own elected officers in order to verify the salary figures published in this report.

Beyond making the formula-based salary calculations and publishing this annual report, the EDR does not collect any of the following information: 1) the salary figures of those officers whose salaries are not set pursuant to the statutory formula; 2) the salary figures of those officers choosing to voluntarily reduce their salary; 3) a listing of county constitutional officers and elected school superintendents receiving any special qualification salary and the amounts of those supplemental awards; 4) a listing of elected school superintendents receiving any performance salary incentive or district school board-approved salary and the amounts of those supplemental awards; and 6) the amounts of any group insurance premiums or charges paid on behalf of those county officers whose compensation is fixed by law. Persons interested in obtaining such figures should contact the county government or school district directly.

Florida Attorney General Opinions:
Florida's Attorney General has issued the following legal opinions relevant to the salary issue.

Opinion #	Subject
2008-28	Sheriff – voluntary reduction of salary
99-63	Clerk, fees imposed on county commission

26. Section 1001.47(5), F.S.
27. Section 1001.47(1), F.S.
28. Section 112.14, F.S.
29. Section 145.131(3), F.S.

93-94	Class C travel and mileage reimbursements
93-31	Fee officer's salary
91-68	Florida Retirement System
82-68	Salary incentive benefits for sheriff
81-45	Ch. 80-377; school boards
79-87	County officers' salary adjustments
79-66	Salary of county officer, deficiency
78-159	Payment of clerk's social security benefits
77-131	School board members, group insurance purchase
76-157	Sheriffs and financial reports
75-241	Investment income as interest
75-147	Public funds for group life insurance
74-184	Changes in salaries and county population
74-177	Calculating filing fees for candidates

The full texts of those opinions are available via the searchable online database of legal opinions.[30] Local government officials seeking more clarification should review the opinions in their entirety. The reader should keep the date of the opinion in mind when reviewing its relevance to current law or any interpretations that have been articulated in Florida case law.

Salaries of Other Elected State Officials and Full-Time Members of Commissions:
The salaries of Florida's elected state officials and full-time members of commissions are not set by a statutory salary formula, but are set annually in the General Appropriations Act and may be reduced on a voluntary basis.[31] Listed below are the salaries of those elected officials and commission members, effective July 1, 2023, which do not reflect any voluntary reductions.

Elected State Officials and Full-Time Commission Members	Salary
Governor	$ 141,400
Lieutenant Governor	$ 135,516
Chief Financial Officer	$ 139,988
Attorney General	$ 139,988
Commissioner of Agriculture	$ 139,988
Supreme Court Justice	$ 251,414
Judges - District Courts of Appeal	$ 212,562
Judges - Circuit Courts	$ 191,163
Judges - County Courts	$ 180,616
Judges of Compensation Claims	$ 172,000
State Attorneys	$ 212,562
Public Defenders	$ 212,562
Public Service Commission - Commissioner	$ 150,480
Gaming Control Commission - Commissioner	$ 150,480
Public Employees Relations Commission - Chair	$ 111,449
Public Employees Relations Commission - Commissioners	$ 52,838
Commission on Offender Review - Chair	$ 141,750

30. https://www.myfloridalegal.com/ag-opinions
31. Section 8 of Chapter 2023-239, L.O.F.

Elected State Officials and Full-Time Commission Members	Salary
Commission on Offender Review - Commissioners	$ 131,250
Criminal Conflict and Civil Regional Counsels	$ 136,810

The annual salaries of members of the Florida Senate and House of Representatives are set as a fixed dollar amount, but current law includes a provision for annual adjustment on July 1st based on the average percentage increase in the salaries of state career service employees for the fiscal year just concluded.[32] However, notwithstanding the provisions of s. 11.13(1), F.S., the authorized salaries of state legislators for the 2023-24 fiscal year are set at the same level in effect on July 1, 2010.[33] Consequently, the salaries for the Senate President and House Speaker are $41,181 each, and the salaries for all other Senate and House members are $29,697 each.

Availability of Historical Salary Data:
Several compilations of prior years' salary data are available.[34]

32. Section 11.13(1), F.S.
33. Section 74 of Chapter 2023-240, L.O.F.
34. http://edr.state.fl.us/Content/local-government/data/data-a-to-z/s-z.cfm

Table 1

Florida's 2022 County Population Estimates

County	Population	County	Population
Alachua	287,872	Lee	802,178
Baker	27,881	Leon	299,130
Bay	184,002	Levy	44,288
Bradford	27,013	Liberty	7,831
Brevard	627,544	Madison	18,438
Broward	1,969,099	Manatee	421,768
Calhoun	13,740	Marion	391,983
Charlotte	196,742	Martin	161,655
Citrus	158,009	Miami-Dade	2,757,592
Clay	225,553	Monroe	83,961
Collier	390,912	Nassau	95,809
Columbia	71,525	Okaloosa	215,751
DeSoto	34,748	Okeechobee	39,385
Dixie	16,988	Orange	1,481,321
Duval	1,033,533	Osceola	424,946
Escambia	329,583	Palm Beach	1,518,152
Flagler	124,202	Pasco	592,669
Franklin	12,729	Pinellas	972,852
Gadsden	43,967	Polk	770,019
Gilchrist	18,841	Putnam	74,249
Glades	12,273	St. Johns	296,919
Gulf	15,938	St. Lucie	350,518
Hamilton	13,395	Santa Rosa	196,834
Hardee	25,544	Sarasota	452,378
Hendry	40,633	Seminole	484,054
Hernando	199,207	Sumter	141,420
Highlands	103,102	Suwannee	44,688
Hillsborough	1,520,529	Taylor	21,375
Holmes	19,784	Union	15,550
Indian River	165,559	Volusia	572,815
Jackson	48,395	Wakulla	35,169
Jefferson	14,923	Walton	79,544
Lafayette	7,808	Washington	25,461
Lake	403,857	**Florida Total**	**22,276,132**

Data Source: "Florida Estimates of Population 2022" Bureau of Economic and Business Research, University of Florida.

Table 2

Salary Computation Statistics

Elected County Constitutional Officers	Population Group Numbers	County Population Range		Base Salary	Group Rate
		Minimum	Maximum		
Clerk of Circuit Court	I	0	49,999	$21,250	0.07875
Comptroller	II	50,000	99,999	$24,400	0.06300
Property Appraiser	III	100,000	199,999	$27,550	0.02625
Supervisor of Elections	IV	200,000	399,999	$30,175	0.01575
Tax Collector	V	400,000	999,999	$33,325	0.00525
ss. 145.051, 145.09,	VI	1,000,000		$36,475	0.00400
145.10, and 145.11, F.S.					
Sheriff	I	0	49,999	$28,350	0.07875
s. 145.071, F.S.	II	50,000	99,999	$31,500	0.06300
	III	100,000	199,999	$34,650	0.02625
	IV	200,000	399,999	$37,275	0.01575
	V	400,000	999,999	$40,425	0.00525
	VI	1,000,000		$43,575	0.00400
County Commissioners	I	0	9,999	$4,500	0.150
s. 145.031, F.S.	II	10,000	49,999	$6,000	0.075
	III	50,000	99,999	$9,000	0.060
	IV	100,000	199,999	$12,000	0.045
	V	200,000	399,999	$16,500	0.015
	VI	400,000	999,999	$19,500	0.005
	VII	1,000,000		$22,500	0.000
Elected School District Officials	**Population Group Numbers**	**County Population Range**		**Base Salary**	**Group Rate**
		Minimum	**Maximum**		
School Superintendent	I	0	49,999	$21,250	0.07875
s. 1001.47, F.S.	II	50,000	99,999	$24,400	0.06300
	III	100,000	199,999	$27,550	0.02625
	IV	200,000	399,999	$30,175	0.01575
	V	400,000	999,999	$33,325	0.00525
	VI	1,000,000		$36,475	0.00400
School Board Members	I	0	9,999	$5,000	0.083300
s. 1001.395, F.S.	II	10,000	49,999	$5,833	0.020830
	III	50,000	99,999	$6,666	0.016680
	IV	100,000	199,999	$7,500	0.008330
	V	200,000	399,999	$8,333	0.004165
	VI	400,000	999,999	$9,166	0.001390
	VII	1,000,000		$10,000	0.000000

Note: This table reflects the statutory change enacted by Chapter 2016-157, Laws of Florida, which made the base salaries and group rates used to calculate a supervisor of election's salary the same as the current base salaries and group rates used to calculate the salaries of the clerks of circuit court, county comptrollers, property appraisers, and tax collectors. Additionally, this table reflects the statutory change enacted by Chapter 2022-23, Laws of Florida, which increased the base salaries of county sheriffs by $5,000 across all population groups, effective July 1, 2022.

Table 3

Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2023-24
Pursuant to the Salary Formula in Chapter 145, Florida Statutes
See Table Notes for Additional Clarification

		Elected County Constitutional Officers						Elected School District Officials	
County		Clerk of Circuit Court	Property Appraiser	Supervisor of Elections	Tax Collector	Sheriff	County Commissioners	School Superintendent	School Board Members
Alachua	c	$ 168,544	$ 168,544	$ 168,544	$ 168,544	$ 206,462	$ 95,159	$ 168,544	$ 46,458
Baker	e	$ 125,214	$ 125,214	$ 125,214	$ 125,214	$ 163,132	$ 39,206	$ 125,214	$ 33,141
Bay	e	$ 158,910	$ 158,910	$ 158,910	$ 158,910	$ 196,828	$ 84,275	$ 158,910	$ 43,792
Bradford	e	$ 124,849	$ 124,849	$ 124,849	$ 124,849	$ 162,767	$ 38,858	$ 124,849	$ 33,044
Brevard	c	$ 184,356	$ 184,356	$ 184,356	$ 184,356	$ 222,274	$ 110,218	$ 184,356	$ 50,641
Broward	c	$ 215,501	$ 215,501	$ 215,501	$ 215,501	$ 253,419	$ 120,164	$ 215,501	$ 53,406
Calhoun	e	$ 119,267	$ 119,267	$ 119,267	$ 119,267	$ 157,185	$ 33,542	$ 119,267	$ 31,568
Charlotte	c	$ 160,696	$ 160,696	$ 160,696	$ 160,696	$ 198,614	$ 87,337	$ 160,696	$ 44,358
Citrus	e	$ 155,266	$ 155,266	$ 155,266	$ 155,266	$ 193,184	$ 78,028	$ 155,266	$ 42,635
Clay	c e	$ 163,302	$ 163,302	$ 163,302	$ 163,302	$ 201,221	$ 90,167	$ 163,302	$ 45,072
Collier		$ 177,211	$ 177,211	$ 177,211	$ 177,211	$ 215,130	$ 103,414	$ 177,211	$ 48,750
Columbia	c e	$ 137,553	$ 137,553	$ 137,553	$ 137,553	$ 175,471	$ 54,963	$ 137,553	$ 37,518
DeSoto	e	$ 128,102	$ 128,102	$ 128,102	$ 128,102	$ 166,020	$ 41,956	$ 128,102	$ 33,905
Dixie	e	$ 120,633	$ 120,633	$ 120,633	$ 120,633	$ 158,551	$ 34,843	$ 120,633	$ 31,929
Duval	c	$ 195,515	$ 195,515	$ 195,515	$ 195,515	$ 233,433	$ 120,164	$ 195,515	$ 53,406
Escambia		$ 172,053	$ 172,053	$ 172,053	$ 172,053	$ 209,971	$ 98,501	$ 172,053	$ 47,386
Flagler		$ 150,527	$ 150,527	$ 150,527	$ 150,527	$ 188,445	$ 69,904	$ 150,527	$ 41,131
Franklin	e	$ 118,841	$ 118,841	$ 118,841	$ 118,841	$ 156,760	$ 33,137	$ 118,841	$ 31,455
Gadsden	e	$ 131,979	$ 131,979	$ 131,979	$ 131,979	$ 169,898	$ 45,649	$ 131,979	$ 34,930
Gilchrist	e	$ 121,412	$ 121,412	$ 121,412	$ 121,412	$ 159,330	$ 35,585	$ 121,412	$ 32,135
Glades	e	$ 118,650	$ 118,650	$ 118,650	$ 118,650	$ 156,568	$ 32,954	$ 118,650	$ 31,405
Gulf	e	$ 120,191	$ 120,191	$ 120,191	$ 120,191	$ 158,109	$ 34,422	$ 120,191	$ 31,812
Hamilton	e	$ 119,121	$ 119,121	$ 119,121	$ 119,121	$ 157,040	$ 33,403	$ 119,121	$ 31,529
Hardee	e	$ 124,231	$ 124,231	$ 124,231	$ 124,231	$ 162,149	$ 38,270	$ 124,231	$ 32,881
Hendry	e	$ 130,577	$ 130,577	$ 130,577	$ 130,577	$ 168,495	$ 44,314	$ 130,577	$ 34,560
Hernando		$ 161,042	$ 161,042	$ 161,042	$ 161,042	$ 198,960	$ 87,929	$ 161,042	$ 44,468
Highlands	e	$ 147,569	$ 147,569	$ 147,569	$ 147,569	$ 185,487	$ 64,833	$ 147,569	$ 40,193
Hillsborough	c	$ 205,918	$ 205,918	$ 205,918	$ 205,918	$ 243,837	$ 120,164	$ 205,918	$ 53,406
Holmes	e	$ 121,809	$ 121,809	$ 121,809	$ 121,809	$ 159,727	$ 35,963	$ 121,809	$ 32,240
Indian River		$ 156,325	$ 156,325	$ 156,325	$ 156,325	$ 194,243	$ 79,843	$ 156,325	$ 42,971
Jackson	e	$ 133,842	$ 133,842	$ 133,842	$ 133,842	$ 171,760	$ 47,423	$ 133,842	$ 35,423
Jefferson	e	$ 119,764	$ 119,764	$ 119,764	$ 119,764	$ 157,682	$ 34,016	$ 119,764	$ 31,699
Lafayette	e	$ 116,772	$ 116,772	$ 116,772	$ 116,772	$ 154,690	$ 30,288	$ 116,772	$ 30,177
Lake		$ 178,084	$ 178,084	$ 178,084	$ 178,084	$ 216,002	$ 104,245	$ 178,084	$ 48,981
Lee	c	$ 189,252	$ 189,252	$ 189,252	$ 189,252	$ 227,170	$ 114,881	$ 189,252	$ 51,938
Leon	c e	$ 169,491	$ 169,491	$ 169,491	$ 169,491	$ 207,409	$ 96,061	$ 169,491	$ 46,708
Levy	e	$ 132,114	$ 132,114	$ 132,114	$ 132,114	$ 170,033	$ 45,778	$ 132,114	$ 34,966
Liberty	e	$ 116,781	$ 116,781	$ 116,781	$ 116,781	$ 154,700	$ 30,306	$ 116,781	$ 30,187
Madison	e	$ 121,242	$ 121,242	$ 121,242	$ 121,242	$ 159,161	$ 35,423	$ 121,242	$ 32,090
Manatee		$ 178,586	$ 178,586	$ 178,586	$ 178,586	$ 216,504	$ 104,723	$ 178,586	$ 49,114
Marion		$ 177,301	$ 177,301	$ 177,301	$ 177,301	$ 215,220	$ 103,500	$ 177,301	$ 48,774
Martin		$ 155,777	$ 155,777	$ 155,777	$ 155,777	$ 193,696	$ 78,905	$ 155,777	$ 42,797
Miami-Dade	c	$ 232,345	$ 232,345	$ 232,345	$ 232,345	$ 270,263	$ 120,164	$ 232,345	$ 53,406
Monroe		$ 141,737	$ 141,737	$ 141,737	$ 141,737	$ 179,656	$ 58,948	$ 141,737	$ 38,626
Nassau	e	$ 145,724	$ 145,724	$ 145,724	$ 145,724	$ 183,642	$ 62,744	$ 145,724	$ 39,681
Okaloosa	e	$ 162,478	$ 162,478	$ 162,478	$ 162,478	$ 200,396	$ 89,382	$ 162,478	$ 44,854
Okeechobee		$ 130,052	$ 130,052	$ 130,052	$ 130,052	$ 167,970	$ 43,814	$ 130,052	$ 34,421
Orange	c	$ 205,081	$ 205,081	$ 205,081	$ 205,081	$ 242,999	$ 120,164	$ 205,081	$ 53,406
Osceola	c	$ 178,675	$ 178,675	$ 178,675	$ 178,675	$ 216,594	$ 104,808	$ 178,675	$ 49,137
Palm Beach	c	$ 205,868	$ 205,868	$ 205,868	$ 205,868	$ 243,786	$ 120,164	$ 205,868	$ 53,406
Pasco	e	$ 183,378	$ 183,378	$ 183,378	$ 183,378	$ 221,296	$ 109,287	$ 183,378	$ 50,382
Pinellas	c	$ 194,037	$ 194,037	$ 194,037	$ 194,037	$ 231,956	$ 119,439	$ 194,037	$ 53,205
Polk	c	$ 188,350	$ 188,350	$ 188,350	$ 188,350	$ 226,269	$ 114,022	$ 188,350	$ 51,699
Putnam	e	$ 138,470	$ 138,470	$ 138,470	$ 138,470	$ 176,388	$ 55,836	$ 138,470	$ 37,761
St. Johns		$ 169,305	$ 169,305	$ 169,305	$ 169,305	$ 207,223	$ 95,884	$ 169,305	$ 46,659
St. Lucie		$ 173,814	$ 173,814	$ 173,814	$ 173,814	$ 211,732	$ 100,178	$ 173,814	$ 47,851
Santa Rosa	e	$ 160,709	$ 160,709	$ 160,709	$ 160,709	$ 198,627	$ 87,359	$ 160,709	$ 44,362
Sarasota	c	$ 179,444	$ 179,444	$ 179,444	$ 179,444	$ 217,363	$ 105,541	$ 179,444	$ 49,341
Seminole	c	$ 180,332	$ 180,332	$ 180,332	$ 180,332	$ 218,251	$ 106,386	$ 180,332	$ 49,576
Sumter	e	$ 152,940	$ 152,940	$ 152,940	$ 152,940	$ 190,859	$ 74,042	$ 152,940	$ 41,897

Table 3

Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2023-24 Pursuant to the Salary Formula in Chapter 145, Florida Statutes

See Table Notes for Additional Clarification

County		Elected County Constitutional Officers						Elected School District Officials	
		Clerk of Circuit Court	Property Appraiser	Supervisor of Elections	Tax Collector	Sheriff	County Commissioners	School Superintendent	School Board Members
Suwannee	e	$ 132,282	$ 132,282	$ 132,282	$ 132,282	$ 170,201	$ 45,938	$ 132,282	$ 35,011
Taylor	e	$ 122,478	$ 122,478	$ 122,478	$ 122,478	$ 160,396	$ 36,600	$ 122,478	$ 32,417
Union	e	$ 120,028	$ 120,028	$ 120,028	$ 120,028	$ 157,946	$ 34,267	$ 120,028	$ 31,769
Volusia	c	$ 182,821	$ 182,821	$ 182,821	$ 182,821	$ 220,739	$ 108,757	$ 182,821	$ 50,235
Wakulla	c e	$ 128,279	$ 128,279	$ 128,279	$ 128,279	$ 166,197	$ 42,125	$ 128,279	$ 33,952
Walton	e	$ 140,251	$ 140,251	$ 140,251	$ 140,251	$ 178,169	$ 57,532	$ 140,251	$ 38,232
Washington	e	$ 124,196	$ 124,196	$ 124,196	$ 124,196	$ 162,114	$ 38,236	$ 124,196	$ 32,872

A "c" denotes each of Florida's 20 charter counties, according to the Florida Association of Counties (FAC).
https://www.fl-counties.com/about-floridas-counties/charter-county-information/

An "e" denotes those school districts having an elected school superintendent, according to the Florida Association of District School Superintendents (FADSS).
https://fadss.org/membership/superintendents

Notes:

1) Salary figures have been calculated by the Florida Legislature's Office of Economic and Demographic Research (EDR) pursuant to the statutory formula in Chapter 145, F.S. Although not required by law, the EDR calculates salaries of elected county constitutional officers and school district officials as a service to county governments and school districts. County and school district officials are encouraged to independently compute and verify these salary figures.

2) The calculated salary figures for all officers reflect the use of April 1, 2022 countywide population estimates listed in "Florida Estimates of Population 2022" published by the University of Florida's Bureau of Economic and Business Research.

3) These salary figures may not be applicable to those elected county officers of a chartered consolidated government or those elected officers in counties having a home rule charter, which specifies another method of salary compensation. As indicated in this table, Florida currently has 20 charter counties.

4) Salary figures are included for each school district's superintendent even though the salaries determined by statutory formula are applicable only to elected school superintendents. As of September 15, 2023, Florida has 38 elected school superintendents.

5) These salary figures do not include any special qualification salary available to eligible clerks of circuit court, property appraisers, sheriffs, supervisors of elections, and tax collectors who have completed the required certification program specified in the relevant sections of Chapter 145, F.S. Additionally, the salary figures for elected school superintendents do not include any special qualification salary and performance salary incentive available to eligible elected school superintendents who have completed the required certification programs specified in Section 1001.47, F.S.

6) As the result of recent statutory authorizations (i.e., Chapters 2009-3, 2009-59, and 2011-158, L.O.F.), each elected county constitutional officer and school district official may voluntarily reduce his or her salary rate. However, the salary figures listed in this table do not reflect any such voluntary reductions.

7) This table reflects the statutory change enacted by Chapter 2016-157, L.O.F., which made the base salaries and group rates used to calculate a supervisor of election's salary the same as the current base salaries and group rates used to calculate the salaries of the clerks of circuit court, county comptrollers, property appraisers, and tax collectors.

8) Chapter 2018-5, L.O.F., amended s. 1001.395(3), F.S., to provide that the salary of each elected school board member shall be the amount calculated pursuant to s. 1001.395(1), F.S., or the district's beginning salary for teachers who hold a baccalaureate degree, whichever is less. Additionally, the legislation amended s. 1011.10, F.S., to provide that if any of the financial emergency conditions identified in s. 218.503(1), F.S., exist within a school district, then the salary of each district school board member and district school superintendent, calculated pursuant to ss. 1001.395 and 1001.47, F.S., shall be withheld until the conditions are corrected. However, this penalty will not apply to a district school board member or district school superintendent elected or appointed within one year after the identification of the financial emergency conditions in s. 218.503(1), F.S., if he or she did not participate in the approval or preparation of the final school district budget adopted before the identification of such conditions. These changes became effective July 1, 2019.

9) This table reflects the statutory change enacted by Chapter 2022-23, L.O.F., which increased the base salaries of county sheriffs by $5,000 across all population groups, effective July 1, 2022.

10) Pursuant to s. 145.19(2), F.S., the Florida Department of Management Services must annually certify two components of the salary formula calculation: the annual factor and cumulative annual factor. For the 2023-24 fiscal year, the certified annual factor is 1.0577 and the certified cumulative annual factor is 3.9081.

Appendix

Summary of Relevant Constitutional Provisions and Statutory Changes

Article III, section 27 and Article VIII, section 6 of the Florida Constitution of 1885 stated that the Legislature provides for the election of county officers and prescribes by law their powers, duties, and compensation.

Chapter 7334, 1917 Laws of Florida (L.O.F.), established by defined schedule the compensation of all county officials previously paid in whole or in part on the basis of fees or commissions.

Chapter 8497, 1921 L.O.F., modified the thresholds in the defined schedule that set the compensation of fee or commission-based county officials.

Chapter 9270, 1923 L.O.F., modified the thresholds in the defined schedule that set the compensation of fee or commission-based county officials.

Chapter 11954, 1927 L.O.F., modified the thresholds in the defined schedule that set the compensation of fee or commission-based county officials.

Chapter 14502, 1929 L.O.F., required fee or commission-based county officials to file itemized sworn statements showing receipts and disbursements of the office.

Chapter 14665, 1931 L.O.F., set the annual compensation for clerk of circuit court, sheriff, county judge, county assessor of taxes, superintendent of public instruction, tax collector, and clerk of the board of county commissioners in those counties having a population not less than 10,630 and not greater than 10,650.

Chapter 14666, 1931 L.O.F., set the annual compensation of clerk of circuit court, sheriff, tax collector, tax assessor, county judge, superintendent of public instruction, and clerk of civil court and criminal court of record in those counties having a population greater than 155,000.[1]

Chapter 15607, 1931 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, county judge, justice of the peace, and clerk of criminal court of record in those counties having a population not less than 13,600 and not greater than 13,650.

Chapter 15608, 1931 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, county judge, and clerk of civil court and criminal court of record in those counties having a population not less than 35,000 and not greater than 45,000.

Chapter 15611, 1931 L.O.F., set the annual compensation for county judge in those counties having a population not less than 7,200 and not greater than 7,400.

Chapter 15739, 1931 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, and county judge in those counties having a population not less than 19,000 and not greater than 22,000.

1. The title of tax assessor was subsequently changed to property appraiser per Chapter 77-102, L.O.F.

Chapter 15740, 1931 L.O.F., set the annual compensation for county judge, sheriff, clerk of circuit court, tax assessor, and tax collector in those counties having a population more than 17,650 and less than 19,000.

Chapter 15968, 1933 L.O.F., set the annual compensation for sheriff, tax assessor, tax collector, clerk of circuit court, and county judge in those counties having a population not more than 3,600 and not less than 3,400.

Chapter 15970, 1933 L.O.F., set the annual compensation for all county officials in those counties having a population not less than 18,100 and not more than 18,700.

Chapter 15971, 1933 L.O.F., set the annual compensation for county judge, sheriff, tax collector, tax assessor, justice of the peace, and constable in those counties having a population not less than 2,466 and not more than 2,500.

Chapter 15972, 1933 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, county judge, superintendent of public instruction, and board of county commissioners in those counties having a population not less than 19,000 and not more than 22,000.

Chapter 15973, 1933 L.O.F., set the annual compensation for supervisor of registration, superintendent of public instruction, and justice of the peace in those counties having a population not less than 18,100 and not more than 18,700.

Chapter 15974, 1933 L.O.F., set the annual compensation for sheriff, clerk of circuit court, tax collector, tax assessor, county judge, clerk of county court and criminal court of record, superintendent of public instruction, supervisor of registration, members of the board of public instruction, and probation officer in those counties having a population not less than 70,000 and not more than 140,000.

Chapter 15975, 1933 L.O.F., set the annual compensation for county judge, sheriff, clerk of circuit court, superintendent of public instruction, tax assessor, tax collector, supervisor of registration, county commissioners, county board of public instruction, justice of the peace, constable, attorney for the board of county commissioners, attorney for the board of public instruction, and deputy sheriff in those counties having a population not less than 12,456 and not more than 12,900.

Chapter 15976, 1933 L.O.F., set the annual compensation for members of the board of county commissioners, members of the board of public instruction, county judge, county prosecuting attorney, and superintendent of public instruction of Jefferson County.

Chapter 15977, 1933 L.O.F., set the annual compensation for sheriff, tax collector, tax assessor, clerk of circuit court, and superintendent of public instruction in those counties having a population not less than 13,600 and not more than 13,700.

Chapter 15979, 1933 L.O.F., set the annual compensation for sheriff, clerk of circuit court, tax assessor, tax collector, county judge, clerk of criminal court of record, justice of the peace, and constable in those counties having a population not less than 49,800 and not more than 53,500.

Chapter 15980, 1933 L.O.F., set the annual compensation for superintendent of public instruction, members of the board of county commissioners, members of the board of public instruction, and supervisor of registration in those counties having a population not less than 3,400 and not more than 3,700.

Chapter 16006, 1933 L.O.F., authorized the board of county commissioners in those counties having a population not less than 13,600 and not more than 13,700 to designate the number of deputies and the compensation of deputies in the offices of the sheriff, tax collector, tax assessor, and clerk of circuit court.

Chapter 16921, 1935 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, county judge, superintendent of public instruction, and clerk of civil and criminal court of record in those counties having a population more than 180,000.

Chapter 16922, 1935 L.O.F., set the annual compensation for county judge, tax assessor, tax collector, and superintendent of public instruction in those counties having a population not less than 4,060 and not more than 4,070.

Chapter 16923, 1935 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, county judge, superintendent of public instruction, and clerk in those counties having a population not less than 20,000 and not more than 23,000.

Chapter 16924, 1935 L.O.F., set the annual compensation for county commissioners, members of the board of public instruction, and superintendent of public instruction in those counties having a population not less than 6,418 and not more than 6,500.

Chapter 16925, 1935 L.O.F., set the annual compensation for sheriff, clerk of circuit court, tax collector, tax assessor, county judge, clerk of county court and criminal court of record in those counties having a population not less than 70,000 and not more than 140,000.

Chapter 16926, 1935 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, and county judge in those counties having a population not less than 12,400 and not more than 12,500.

Chapter 16927, 1935 L.O.F., set the annual compensation for clerk of circuit court as county auditor, clerk of the board of county commissioners, sheriff, county judge, tax collector, and tax assessor in those counties having a population not less than 3,150 and not more than 3,200.

Chapter 16928, 1935 L.O.F., set the annual compensation for clerk of circuit court, tax assessor, tax collector, sheriff, county judge, superintendent of public instruction, clerk of criminal court of record, county solicitor, justice of the peace, and constable in those counties having a population not less than 45,000 and not more than 50,000.

Chapter 16929, 1935 L.O.F., amended Chapter 14666, 1931 L.O.F., so as to apply to all counties having a population of 150,000 according to the last or any future official census.

Chapter 20891, 1941 L.O.F., required the county's tax assessor and tax collector to pay a portion of all monies, in excess of the sum that the officer was entitled to as annual compensation, to the Board of Public Instruction.

Chapter 24101, 1947 L.O.F., required fee or commission-based county officers to submit a report to the board of county commissioner annually rather than semi-annually.

Chapter 28041, 1953 L.O.F., modified the thresholds in the defined schedule that set the compensation of fee or commission-based county officials.

Chapter 61-461, L.O.F., provided for the compensation of county officers (i.e., members of the board of county commissioners, members of the board of public instruction, clerk of circuit court, county judge, sheriff, superintendent of public instruction, supervisor of registration, tax assessor, and tax collector). The Legislature acknowledged that the functions, powers, duties, and responsibilities vary between county officers in the same county and between the same county officer in different counties with respect to the county's population, geography, economy, and government. Consequently, the amount of compensation set in law for each type of county officer varied from county to county, except for Dade County where compensation was determined locally based on home rule powers. The intent of the legislation was not to repeal, affect, or modify any local or special law, or general law of local application enacted prior to or during 1961 as to the compensation of county officers, travel expenses of county officers, or payment of extra compensation of the chair of the board of county commission or board of public instruction. Also, the legislation was not applicable where in conflict with relevant local laws in Franklin, Gadsden, Liberty, and Wakulla counties.

Chapter 63-560, L.O.F., increased, decreased, or left unchanged from amounts set in Chapter 61-461, L.O.F., the compensation for members of the board of county commissioners, members of the board of public instruction, clerk of circuit court, county judge, sheriff, superintendent of public instruction, supervisor of registration, tax assessor, and tax collector. The legislation also provided for the compensation of county officials whose compensation for official duties was paid in whole or part by fees or commissions. The amount of such compensation was not to exceed $7,500, unless otherwise provided in law.

Chapter 65-356, L.O.F., increased, decreased, or left unchanged from amounts set in Chapter 63-560, L.O.F., the compensation for members of the board of county commissioners, members of the board of public instruction, clerk of circuit court, county judge, sheriff, superintendent of public instruction, supervisor of registration, tax assessor, and tax collector.

Chapter 67-543, L.O.F., increased from amounts set in Chapter 65-356, L.O.F., the compensation for Broward County members of the board of county commissioners, sheriff, and tax assessor.

Chapter 67-576, L.O.F., increased, decreased, or left unchanged from amounts set in Chapters 65-356 and 67-543, L.O.F., the compensation for members of the board of county commissioners, members of the board of public instruction, clerk of circuit court, county judge, sheriff, superintendent of public instruction, supervisor of elections, tax assessor, and tax collector.

Chapter 67-594, L.O.F., increased from amount set in Chapter 67-576, L.O.F., the compensation for Gadsden County's tax assessor.

Article II, section 5(c) of the Florida Constitution, as revised in 1968, provided that the powers, duties, compensation, and method of payment of state and county officers are fixed by law.

Chapter 69-211, L.O.F., declared legislative intent to preserve statewide uniformity of county officials' salaries and prohibited special laws or general laws of local application pertaining to compensation of members of the board of county commissioners, clerk of circuit court, sheriff, superintendent of schools, supervisor of elections, tax assessor, and tax collector.

Chapter 69-216, L.O.F., deleted references to sections of the 1885 constitution that were replaced by new sections in the 1968 revision.

Chapter 69-346, L.O.F., provided for the uniform salaries of members of the board of county commissioners, members of the district school board, clerk of circuit court, sheriff, superintendent of schools, supervisor of elections, tax assessor, and tax collector based upon the classification of counties according to population. The legislation provided that all other income of county officials from fees or services rendered to state, county, or municipal governments was income of the office and for the recording and reporting of fees collected as well as the disposition of excess fees. The legislation repealed previously enacted local or special laws or general laws of local application related to the compensation of county officials and repealed chapter provisions providing for the compensation of county judge.

Chapter 69-403, L.O.F., provided for the transfer of the salary provisions of county judge from Chapter 145 to Chapter 44, F.S., and repealed obsolete provisions in Chapter 145, F.S.

Chapter 70-395, L.O.F., provided a salary increase to sheriff in existing bracketed population counties and created three new population brackets with corresponding salaries for counties having a population in excess of 300,000 persons.

Chapter 70-419, L.O.F., provided that the salary of a board or commission member could not be reduced until the first Tuesday after the first Monday in January 1973.

Chapter 70-429, L.O.F., provided a salary increase to supervisors of elections in existing bracketed population counties.

Chapter 70-445, L.O.F., provided that those county officials whose total compensation was in excess of the salary payable pursuant to the chapter as amended effective July 1969, could continue to be compensated under the terms and conditions that prevailed immediately prior to July 1, 1969, until expiration of the official's present term of office. Thereafter, the salaries of those officials would be reduced to that provided by the chapter. The legislation excluded supervisor of elections from the 20 percent limitation. In addition, the legislation provided an additional monthly expense allowance for the chairs of county commissions.

Chapter 72-111, L.O.F., provided that payment of insurance for county officials and employees in s. 112.08, F.S., would not be considered additional compensation.

Chapter 72-240, L.O.F., delayed any change of procedures for determining the pay of certain county officials until the adjournment of the next regular legislative session following the submission of the first official recommendations of the State and County Officers' Compensation Commission, created pursuant to HB 184 (1972 session), or September 30, 1974, whichever occurred first.

Chapter 72-404, L.O.F., added county comptroller to salary provisions of the clerk of circuit court. The legislation also provided that the county would pay the clerk's or county comptroller's salary if the state did not pay the salary. Additionally, the county would compensate the clerk of circuit court for any additional county court-related duties that the clerk would be required to perform if the state did not pay such compensation.

Chapter 73-172, L.O.F., modified the procedure regarding disposition of excess fees collected by a tax collector or assessor. The legislation provided that the tax assessor would receive as salary the base salary indicated, based on the county's population with compensation made for population increments over the minimum for each population group, which would be determined by multiplying the population in excess of the group minimum times the group rate. In addition, the legislation provided for a special qualification salary of $2,000 per year to qualified tax assessors. Also, the legislation provided for an additional adjustment to the tax assessor's salary based on the U.S. Department of Labor's Consumer Price Index, which would be multiplied by the adjusted salary rate. Finally, the legislation specified that the guaranteed salary provision upon resolution of the board of county commissioners would not apply to the tax assessor.

Chapter 73-173, L.O.F., redefined the definition of population used to calculate salaries. The legislation increased the salary of county commissioners, district school board members, clerk of circuit court and county comptroller, sheriff, superintendent of schools, supervisor of elections, tax assessor, and tax collector by establishing a calculation method. The calculation method provided that the officer would receive as salary the base salary indicated in the appropriate section of the chapter, based on the county's population with compensation made for population increments over the minimum for each population group, which would be determined by multiplying the population in excess of the group minimum times the group rate. In addition, the legislation provided for a special qualification salary of $2,000 per year to qualified tax assessors. Also, the legislation provided for an additional adjustment to all officers' salaries based on the U.S. Department of Labor's Consumer Price Index, which would be multiplied by the applicable adjusted salary rate.

Chapters 73-333 and 73-334, L.O.F., deleted obsolete provisions in the Chapter 145, F.S.

Chapter 74-325, L.O.F., clarified funds that could be included as income of the county official's office and provided that a county official could not use the office, its personnel, or its property for a private purpose.

Chapter 77-102, L.O.F., changed all chapter references of tax assessor to property appraiser to reflect a name change.

Chapter 79-190, L.O.F., changed reference from the Department of Administration to the Executive Office of the Governor with respect to the annual determination of population.

Chapter 79-327, L.O.F., provided that all county officers' salaries be adjusted annually, effective July 1, 1979, based on the average percentage increase in State Career Service employees' salaries as determined by the Department of Administration or as provided in the General Appropriations Act. The increases for any fiscal year were limited to no more than seven percent. In addition, it raised the base salaries for supervisor of elections by $4,300 in each population group, retroactive to the fiscal year beginning October 1, 1978.

Chapter 80-31, L.O.F., authorized district school boards by majority vote to increase the school superintendent's salary above specified limits.

Chapter 80-377, L.O.F., extended the provisions for special qualification salary to the following officers: clerk of circuit court, sheriff, supervisor of elections, tax collector, and superintendent of schools. The legislation increased the base salaries and group rates for the following officers: school board members, superintendent of schools, clerk of circuit court, county comptroller, sheriff, property appraiser, tax collector, and supervisor of elections. In addition, the legislation added school board members to the list of county officers whose compensation may not be changed by special laws or general laws of local application. The legislation required the Department of Administration to annually certify the annual factor and cumulative annual factor and the Department of Community Affairs to annually calculate the adjusted salary rate. The legislation provided that the adjusted salary rate would be the product of the salary rate granted by the appropriate chapter and section pertaining to a particular officer multiplied first by the initial factor, then by the cumulative factor, and finally by the annual factor. Finally, the legislation transferred statutory provisions regarding the base salaries and group rates for school board members and school superintendents from Chapter 145 to Chapter 230, F.S.

Chapter 81-167, L.O.F., amended provisions regarding the annual calculation of county officers' salaries to reflect the change in name of the Department of Community Affairs to Department of Veteran and Community Affairs.

Chapter 81-216, L.O.F., specified the Department of Law Enforcement as the state agency responsible for establishing the requirements for sheriffs seeking the special qualification salary.

Chapter 83-55, L.O.F., amended provisions regarding the annual calculation of county officers' salaries to reflect the change in name of the Department of Veteran and Community Affairs to Department of Community Affairs.

Chapter 83-215, L.O.F., revised cross-references regarding repeal of other laws related to compensation to conform provisions to the 1980 law change that transferred salary provisions for school board members and school superintendents from Chapter 145 to Chapter 230, F.S.

Chapter 84-241, L.O.F., removed the Department of Community Affairs as the state agency responsible for calculating the salaries of county officers. No replacement agency was named.

Chapter 85-322, L.O.F., increased salaries of clerk of the circuit court, county comptroller, supervisor of elections, property appraiser, tax collector, sheriff, and superintendent of schools by consolidating population group I (population range: 0-9,999) and population group II (population range: 10,000-49,999) into a new population group I (population range: 0-49,999); increasing the base salaries for each of the named officers at each population group level; and increasing the group rate at the highest population group level for each of the named officers.

Chapter 86-152, L.O.F., authorized the Executive Director of the Department of Revenue to waive the requirements for eligibility to receive the special qualification salary for any property appraiser who was at least 60 years of age and who had been a property appraiser for at least 20 years.

Chapter 87-224, L.O.F., revised cross-reference regarding the annual determination of population of local governments and renumbered population group levels for the office of sheriff to conform to the 1985 law change.

Chapter 88-42, L.O.F., amended the definition of the annual factor for purposes of calculating the annual salary increases of county officers.

Chapter 88-158, L.O.F., amended provisions regarding a county officer's guaranteed salary upon resolution of the board of county commissioners if all fees collected by the officer were turned over to the board. Such a resolution would be applicable only with respect to the county official who concurred in its adoption and only for the officer's duration in the current term of office.

Chapter 88-175, L.O.F., increased the base salaries for clerk of circuit court and county comptroller, tax collector, property appraiser, and supervisor of elections at each population group level.

Chapter 89-72, L.O.F., reduced the amount of time in which property appraisers and tax collectors must qualify to receive the special qualification salary after first taking office from six to four years.

Chapter 89-178, L.O.F., increased the sheriff's base salaries at each population group level.

Chapter 91-45, L.O.F., deleted obsolete provisions pertaining to special qualification salary for clerk of circuit court, county comptroller, sheriff, and supervisor of elections.

Chapter 92-279, L.O.F., amended provisions regarding the annual certification of the annual factor and cumulative annual factor to reflect the change in name of the Department of Administration to Department of Management Services.

Chapter 92-326, L.O.F., retained salaries of school board members and superintendents of schools at fiscal year 1991-92 levels.

Chapter 93-146, L.O.F., deleted authorization to fix salaries of district school board members by special or local law. The legislation extended the prohibition regarding special laws or general laws of local application to laws concerning compensation of district school board members. In addition, the legislation provided for annual salary adjustment for district school board members and superintendents of schools. Finally, the legislation provided for payment of specified salaries and ratification of previously paid salaries in addition to repealing all local and special laws or general laws of local application that relate to the compensation of district school board members.

Chapter 95-147, L.O.F., removed gender-specific references without substantive changes in legal effect.

Chapter 2001-266, L.O.F., deleted requirements that copies of certain salary-related resolutions adopted by boards of county commissioners be filed with the Department of Banking and Finance and the Auditor General.

Chapter 2002-387, L.O.F., enacted the "Florida K-20 Education Code in Chapter 1001, F.S. The legislation repealed provisions related to population group levels, base salaries, and group rates for district school board members and superintendents of schools. The legislation repealed provisions in Chapter 230, F.S.,

requiring the calculation of adjusted salary rate for district school board members and allowed district school boards to annually determine the salary of its members. Additionally, the legislation repealed certain salary provisions for superintendents of schools.

Chapter 2003-261, L.O.F., amended provisions regarding any revenue deficiency to be paid by the board of county commissioners to reflect the change in name of the Department of Banking and Finance to Department of Financial Services.

Chapter 2003-402, L.O.F., prohibited a county from appropriating to the clerk of circuit court based on the fees collected by that office.

Chapter 2004-41, L.O.F., reinstated statutory language pertaining to the salary computation for elected school superintendents that existed in law prior to the repeal of such language by Chapter 2002-387, L.O.F.

Chapter 2007-234, L.O.F., partially reinstated statutory language pertaining to the salary computation for school board members that existed in law prior to the repeal of such language by Chapter 2002-387, L.O.F. However, a portion of the new law was incorrectly drafted. The maximum county population for Population Group II was authorized as 49,000 rather than 49,999. For purposes of calculating salaries of school board members for the 2007-08 fiscal, no county's population fell within the 49,001 through 49,999 range so the error did not prevent any school board member's salary from being calculated.

Chapter 2008-4, L.O.F., provided the necessary statutory language to correct an error contained in Chapter 2007-234, L.O.F. The maximum county population of Population Group II for school board members was set to 49,999.

Chapter 2009-3, L.O.F., amended s. 1001.395, F.S., to provide that notwithstanding the provisions of s. 1001.395 or s. 145.19, F.S., district school board members could reduce their salary rate on a voluntary basis.

Chapter 2009-59, L.O.F., amended s. 1001.395, F.S., to provide that notwithstanding the provisions of s. 1001.395 and s. 145.19, F.S., for the 2009-10 fiscal year, the salary of each school board member shall be the amount calculated pursuant to s. 1001.395(1), F.S., or the district's beginning salary for teachers who hold baccalaureate degrees, whichever is less. In addition, the legislation amended s. 1001.47, F.S., to provide that notwithstanding the provisions of s. 1001.47 and s. 145.19, F.S., elected school superintendents could reduce their salary rate on a voluntary basis. Also, the legislation amended s. 1001.47, F.S., to provide that notwithstanding the provisions of s. 1001.47 and s. 145.19, F.S., for the 2009-10 fiscal year, the salary of each elected school superintendent calculated pursuant to s. 1001.47, F.S., was reduced by 2 percent.

Chapter 2010-154, L.O.F., amended s. 1001.395, F.S., to provide that notwithstanding the provisions of s. 1001.395 and s. 145.19, F.S., for the 2010-11 fiscal year, the salary of each school board member shall be the amount calculated pursuant to s. 1001.395(1), F.S., or the district's beginning salary for teachers who hold baccalaureate degrees, whichever is less.

Chapter 2011-158, L.O.F., provided that notwithstanding the provisions of Chapter 145, F.S., each member of a board of county commissioners, clerk of the circuit court, county comptroller, sheriff, supervisor of elections, property appraiser, and tax collector was authorized to voluntarily reduce his or her salary rate.

Chapter 2014-39, L.O.F., repealed the obsolete language of s. 1001.47(7), F.S., which reduced the salaries of elected district school superintendents by 2 percent for the 2009-10 fiscal year only.

Chapter 2016-157, L.O.F., made the base salaries and group rates used to calculate a supervisor of election's salary the same as the current base salaries and group rates used to calculate the salaries of the clerks of circuit court, county comptrollers, property appraisers, and tax collectors.

Chapter 2018-5, L.O.F., amended s. 1001.395(3), F.S., to provide that the salary of each elected school board member shall be the amount calculated pursuant to s. 1001.395(1), F.S., or the district's beginning salary for teachers who hold a baccalaureate degree, whichever is less. Additionally, the legislation amended s. 1011.10, F.S., to provide that if any of the financial emergency conditions identified in s. 218.503(1), F.S., exist within a school district, then the salary of each district school board member and district school superintendent, calculated pursuant to ss. 1001.395 and 1001.47, F.S., shall be withheld until the conditions are corrected. However, this penalty will not apply to a district school board member or district school superintendent elected or appointed within one year after the identification of the financial emergency conditions in s. 218.503(1), F.S., if he or she did not participate in the approval or preparation of the final school district budget adopted before the identification of such conditions. These changes became effective July 1, 2019.

Chapter 2022-23, L.O.F., amended s. 145.071, F.S., to increase the base salaries of county sheriffs by $5,000 across all population groups, effective July 1, 2022.

Elected Official Salaries in Miami-Dade County

(Researched as of February 8, 2024. This data has not been verified by the cities or county and has been prepared for informational purposes for the North Bay Village Charter Review Board)

	A	B	C	D	E
1	**Municipality**	**Mayor Compensation**	**Commission/Council Compensation**	**Set by Charter/Code/Resolution?**	**Text**
2	Aventura	$10,000.00	$7,500.00	Charter	**Section 2.06. Compensation; reimbursement for expenses.** Commissioners shall receive compensation in the amount of $7,500 per fiscal year. The Mayor shall receive compensation in the amount of $10,000 per fiscal year. The Mayor and Commission shall also receive reimbursement in accordance with applicable law, or as may be otherwise provided by ordinance, for authorized travel and per diem expenses incurred in the performance of their official duties.
3	Bal Harbour	$30,000.00	$24,000.00	Charter and Code	**Sec. 15. Compensation of councilmen.** The annual salary of councilmen shall be one dollar ($1.00) per annum until changed by ordinance, but shall not be increased during the current term of councilmen enacting such ordinance. **Sec. 2-26. Salaries of Mayor, other members of Council.** The annual salary of the Mayor shall be $30,000.00 per annum and the annual salary of all other Councilmembers shall be $24,000.00 per annum. The salary shall be paid on a monthly basis, with any increase to be paid to the Mayor and Councilmembers enacting this section only following their election to a new term.
4	Bay Harbor Islands	$1.00	$1.00	Charter	**Section 2.06. Compensation.** The annual salary of Council Members shall be one dollar ($1.00) per year until amended by ordinance (a "Salary Adjustment Ordinance"). A Salary Adjustment Ordinance shall not take effect until the current term of all Council Members voting on the Salary Adjustment Ordinance has expired.
5	Biscayne Park*	$2,000.00	$2,000.00	Charter and Code	**Section 2.06. Compensation; reimbursement for expenses.** Members of the Commission shall receive annual compensation as set by ordinance by a four-fifths ⅘ majority vote. Members of the Commission shall receive reimbursement in accordance with applicable law, or as may be otherwise provided by ordinance, for authorized expenses incurred in the performance of their official duties. **Sec. 2-17. Compensation to mayor and commissioners.** (a)Mayor. The mayor of the village shall receive annual compensation which shall be set forth in the budget and which shall be paid in four (4) quarterly installments. This sum is a flat sum to reimburse the mayor for expenses while acting in his or her official capacity as mayor. The mayor shall receive no salary; and shall not be responsible to provide the village with an accounting of expenses. (b)Commissioners. The commissioners of the village shall receive annual compensation which shall be set forth in the budget and which shall be paid in four (4) quarterly installments. This sum is a flat sum to reimburse the commissioners for their expenses while acting in their official capacity as commissioners. The commissioners shall receive no salary; and shall not be responsible to provide the village with an accounting of expenses.
6	Coral Gables^	$69,000.00	$65,000.00	Charter and Code	**Sec. 7. Compensation, Commissioners and Mayor.** The Commission may, by ordinance, provide for the compensation of its members, including the Mayor, and for the allowance of travel and office expenses. **Sec. 2-29. Compensation of mayor, commissioners; travel allowance; office expense.** (a)Compensation. The annual compensation of the five members of the city commission for the fiscal year beginning October 1, 2023, shall be $69,000.00 for the mayor, $67,000.00 for the vice-mayor, and $65,000.00 for each of the three commissioners. Commencing October 1, 1986, and each October thereafter, all increases in compensation for elected officials shall be tied to the annual increase in the CPI-W for urban wage earners and clerical workers from the preceding July, and shall be ratified by the commission at a public hearing, with such increase to be retroactive to the beginning of the fiscal year. (b)Travel expense. Travel expense for each commissioner is hereby fixed at $1,200.00 per annum, and travel expense for the mayor-commissioner is hereby fixed at $1,800.00 per annum, at a minimum, or as provided for in the annual adopted budget. (c)Expense allowance. An expense allowance for each commissioner is hereby fixed at $800.00 per month, at a minimum, or as provided for in the annual adopted budget. (d)Mayor's office allowance. Office allowance for the mayor for secretarial, telephone, postage and like expenses is hereby fixed at $100.00 per month, at a minimum, or as provided for in the annual adopted budget. (e)Car allowance. A car allowance for each commissioner is hereby fixed at $703.84 per month, at a minimum, or as provided for in the annual adopted budget.
7	Cutler Bay^	$12,000.00	$6,000.00	Charter	**Section 2.6. Compensation; Reimbursement for Expenses.** District council members and the vice-mayor shall receive compensation in the amount of $500.00 per month and the mayor shall receive compensation in the amount of $1,000.00 per month. These payments shall be increased, but not decreased, by the Consumer Price Index (CPI) annually. Furthermore elected officials and authorized employees of the town shall receive reimbursement in accordance with applicable law, or as may be otherwise provided by ordinance, for authorized expenses incurred in the performance of their official duties.
8	Doral^	$50,000.00	$12,000.00	Charter	**Sec. 2.06. Compensation; reimbursement for expenses.** Councilmembers shall receive compensation in the amount of $12,000 per fiscal year. The Mayor shall receive compensation in the amount of $50,000 per fiscal year. The above notwithstanding, the compensation for Councilmembers and the Mayor shall be adjusted each calendar year consistent with the Urban Consumer Price Index. The Council shall also receive reimbursement in accordance with applicable law, or as may be otherwise provided by ordinance, for authorized expenses incurred in the performance of their official duties.

Elected Official Salaries in Miami-Dade County

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	A	B	C	D	E
1	**Municipality**	**Mayor Compensation**	**Commission/Council Compensation**	**Set by Charter/Code/Resolution?**	**Text**
9	El Portal*	$3,000.00	$3,000.00	Charter and Code	**Section 2.06. - Compensation; reimbursement for expenses.** Councilpersons shall receive annual compensation in an amount prescribed by ordinance. Councilpersons shall receive reimbursement in accordance with applicable law, or as may be otherwise provided by ordinance, for authorized travel and per diem expenses incurred in the performance of their official duties. **Sec. 2-15. - Annual reimbursement fund for mayor and council.** An annual reimbursement fund of $1,000.00 for the mayor and each member of the village council is hereby created. One-fourth of said funds to be paid on a quarterly basis during members term of office, beginning with 1998-99 fiscal year. This fund in no way construes total reimbursement of expenses for members attending seminars, conventions, etc., and for legal and transportation expenses. The presentation of a voucher will not be required. Each member will receive $1,000.00 annual reimbursement as appropriated for the fiscal year.
10	Florida City*	$15,797.96	$15,797.96	Charter and Resolution	**Section 2.05. Compensation.** The City Commission shall determine the annual salary of the Mayor and Commission members by resolution and cannot exceed the budgeted amount. Business expenses must be in the annual budget and cannot exceed the budgeted amount unless there is good cause shown.
11	Golden Beach*	$1.00	$1.00		
12	Hialeah*	$150,000.00	$2,474.42	Charter	**Section 2.01. Mayor.** (e)Compensation. The annual salary of the mayor shall be established in the amount of $150,000. The annual expense account of the mayor shall be established in the amount of $40,000 to defray travel, per diem, meals and other travel-related expenses in connection with the duties of the mayor. The combined salary and the expense account shall be the total annual compensation of the mayor. The salary and expense account shall be provided in the annual budget adopted by ordinance. **Section 2.02. City Council.** (e)Compensation. The annual salary of city councilmembers shall be approved as an annual budgetary item. Under circumstances where the council president or other elected person pursuant to paragraph 2.01(c) assumes the duties of the mayor, the council president shall receive the mayor's salary during the performance of the mayor's duties.
13	Hialeah Gardens*	$150,346.56	$33,917.52	Charter	**Sec. 4. Rate of compensation of the City Council members and the Mayor.** A.The rate of compensation paid to Councilpersons shall be set by ordinance, provided, however, that there shall be at least a required four-fifths vote of the Council for adoption of any such ordinance. B.The rate of compensation paid to the Mayor shall be set by ordinance, provided, however, that there shall be at least a required four-fifths vote of the Council for adoption of any such ordinance.
14	Homestead	$6,000.00	$4,800.00	Charter and Code	**Sec. 2.06. Compensation.** (a)The compensation of Council Members shall be fixed by ordinance. No Council Member shall receive compensation, either directly or indirectly, from the City, except such compensation as provided by ordinance. (b)An ordinance increasing the compensation to any or all Council Members shall not take effect until after the next election. This restriction shall not be construed to apply to insurance programs of the City. **Sec. 2-22. Salaries.** (a)The salary of the mayor-councilman of the city, commencing on the ninth day of December, 1987, is hereby fixed in the amount of five hundred dollars ($500.00) per month, and in addition thereto, there is hereby established an expense account for the office of mayor-councilman the amount of said expense account shall be approved by voice vote of the city council at a regularly scheduled meeting and may be amended from time to time by a majority vote of the city council. Said expense account is to be used by the mayor-councilman in carrying out his official duties and obligations on behalf of the city. (b)The salary of the councilmen of the city, commencing on the ninth day of December, 1987, is hereby fixed in the amount of four hundred dollars ($400.00) per month, and in addition thereto there is hereby established an expense account for councilmen the amount of said expense account shall be approved by voice vote of the city council at a regularly scheduled meeting and may be amended from time to time by a majority vote of the city council. Said expense account is to be used by the councilmen in carrying out their duties and obligations on behalf of the city.
15	Indian Creek	$0.00	$0.00	Charter	**Sec. 3.04. Compensation.** Councilmembers shall serve without compensation.
16	Key Biscayne	$0.00	$0.00	Charter	**Section 2.07. No compensation; reimbursement for expenses.** Council Members (including the Mayor) shall serve without compensation but shall receive reimbursement in accordance with applicable law, or as may be otherwise provided by ordinance, for authorized travel and per diem expenses incurred in the performance of their official duties.
17	Medley			Charter and Code	**Sec. 8. Compensation of Mayor and Councilmembers.** Compensation of the Mayor and Councilmembers shall be prescribed by ordinance and fixed in the annual budget.
18	Miami	$97,000.00	$58,200.00	Charter	**Sec. 4. Form of government; nomination and election.** (h)Salaries of the mayor and commission. Effective on November 4, 2003, there shall be paid to the city commissioners the sum of $58,200, which is equal to sixty percent of the mayor's salary in effect on July 16, 2003. Such salary shall be paid per year for each commissioner, in twelve equal installments. The compensation of the mayor shall be determined by the commission.
19	Miami Beach	$10,000.00	$6,000.00	Charter	**Sec. 2.02. Term, term limits and compensation.** The annual compensation for the Office of Commissioner shall be six thousand dollars ($6,000.00) and the compensation for the Office of Mayor shall be ten thousand dollars ($10,000.00); any increase in salary for Mayor and/or Commissioner shall require approval of a majority of the electorate voting at a City election.
20	Miami Dade County^		$6,000.00	Charter	**SECTION 1.06. SALARY.** Each County Commissioner shall receive a salary of $6,000 per year payable monthly and shall be entitled to be reimbursed for such reasonable and necessary expenses as may be approved by the Board.

Elected Official Salaries in Miami-Dade County

(Researched as of February 8, 2024. This data has not been verified by the cities or county and has been prepared for informational purposes for the North Bay Village Charter Review Board)

	A	B	C	D	E
1	**Municipality**	**Mayor Compensation**	**Commission/Council Compensation**	**Set by Charter/Code/Resolution?**	**Text**
21	Miami Gardens*	$80,000.00	$40,000.00	Charter	**Section 2.6. Compensation; Reimbursement for Expenses.** The City Council shall determine the annual salary and professional expenses of the Mayor and Councilmembers by ordinance at budget time. An ordinance fixing the salaries and professional expenses of the Mayor and City Council shall only be considered every five (5) years.
22	Miami Lakes^	$18,000.00	$0.00	Charter and Code	**Section 2.6 Compensation; Reimbursement for Expenses.** (a)Councilmembers shall serve without compensation. Councilmembers and the Mayor shall receive a payment in the amount of $400 per month as reimbursement for expenses incurred in the performance of their official duties. This payment shall be increased, but not decreased, annually in an amount equal to the percentage increase if any, in the Consumer Price Index for the Miami area, all categories. (b)The Council may by ordinance establish a salary for the Mayor. **Sec. 2-52. Salary and benefits of Mayor.** The Town Mayor shall receive the following: (1)The sum of $18,000.00 annually payable bi-weekly. An annual increase, commensurate with the U.S. Department of Labor, Consumer Price Index for Miami Ft. Lauderdale will be made on an annual basis effective December 2017; (2)A monthly car allowance in the amount of $600.00; (3)Individual medical insurance at no cost to the Mayor from the same health insurance plan available to Town employees; and (4)The Mayor may purchase dependent medical insurance coverage at the Mayor's own expense from the health insurance plan available to Town employees.
23	Miami Shores	$1.00	$1.00	Code	**Sec. 2-32. Compensation.** The compensation of each member of the council shall be $1.00 per year.
24	Miami Springs*	$7,800.00	$6,000.00	Charter	**Sec. 5.03. Compensation of Council.** The compensation of the Council and Mayor shall be fixed by ordinance based upon the level of compensation in effect as of the adoption of this charter and in no event may compensation be increased in excess of 5% of said compensation in any 2-year period. The City Council voting to increase such compensation shall not be eligible therefor until the anniversary date of their election in the last year of their term in office. Should any increase in excess of 5% be considered necessary by the Council in order to maintain a compensation level consistent with general economic conditions, then such proposal shall be submitted to the electorate by referendum. The term compensation as used herein shall be deemed to include both salary and a fixed allowance for expenses to be set forth in the budget.
25	North Bay Village	$7,800.00	$6,300.00	Charter	**§ 3.04 Compensation.** Each Commission member will be compensated six thousand three hundred dollars ($6,300.00), per year payable at five hundred twenty-five dollars ($525.00) per month. The Mayor will be compensated seven thousand eight hundred dollars ($7,800.00) per year payable at six hundred fifty dollars ($650.00) per month.
26	North Miami*	$89,880	$77,910	Charter and Resolution	**Sec. 12. Compensation.** The city council determines the annual salary of the mayor and councilmembers by resolution and cannot exceed the budgeted amount. Business expenses must be in the annual budget and cannot exceed the budgeted amount unless there is good cause shown.
27	North Miami Beach			Charter	**Sec. 2.3 Compensation.** Members of the City Commission shall receive such compensation as shall be fixed by the Commission. The compensation of members of the City Commission may be increased by the affirmative vote of five members of the Commission. The compensation shall be payable as other expenses of the City are paid. In addition to the compensation as provided herein, the Mayor shall annually be provided with an expense fund of twelve hundred dollars ($1,200.00) to meet extraordinary expenses of his office as Mayor, payable at the rate of one hundred dollars ($100.00) per month. No accounting shall be required of expenditures by the Mayor from such fund. Insurance benefits provided to members of City Commission shall only be paid for by the City during their actual term of service. After their term of service, Commissioners may be offered the opportunity to remain in the City's insurance plan(s) at their own expense. This provision shall not affect continuing City Commission benefits previously established and available to active or former members of City Commission elected for at least one (1) term of office prior to the election of May 2009. The salaries of elected officers shall not be reduced during the terms for which they were elected.
28	Opa-locka	$6,600.00	$6,600.00	Charter and Code	**Section 2.3. Mayor and commission compensation.** Compensation for the mayor and commissioners shall be set at five hundred fifty dollars ($550.00) per month. **Sec. 2-26. Compensation.** Pursuant to the provisions of section 7 of the Charter, there is hereby prescribed as the compensation to be received by the mayor the sum of five hundred fifty dollars ($550.00) per month and to be received by each member of the city commission the sum of five hundred fifty dollars ($550.00) per month as salary for their respective offices; provided, however, that no individual commissioner nor the mayor shall receive compensation from the city in excess of the amounts set forth herein for any month pursuant to the provisions of this section.
29	Palmetto Bay	$24,000.00	$12,000.00	Charter	**Section 2.6. Compensation; Reimbursement for Expenses.** Council members and the Vice-Mayor shall receive compensation in the amount of $1,000.00 per month and the Mayor shall receive compensation in the amount of $2,000.00 per month. These payments shall be increased or decreased solely by amendment of this Charter. Furthermore elected officials and authorized employees of the Village shall receive reimbursement in accordance with applicable law, or as may be otherwise provided by ordinance, for authorized expenses incurred in the performance of their official duties.
30	Pinecrest	$0.00	$0.00	Charter	**Section 2.6 Compensation; Reimbursement for Expenses.** Councilmembers (including the Mayor) shall serve without compensation but shall receive reimbursement in accordance with applicable law, or as may be otherwise provided by ordinance, for authorized expenses incurred in the performance of their official duties.

Elected Official Salaries in Miami-Dade County

(Researched as of February 8, 2024. This data has not been verified by the cities or county and has been prepared for informational purposes for the North Bay Village Charter Review Board)

	A	B	C	D	E
1	**Municipality**	**Mayor Compensation**	**Commission/Council Compensation**	**Set by Charter/Code/Resolution?**	**Text**
31	South Miami*	$14,000.00	$12,000.00	Charter and Ordinance	**SECTION 3.Compensation** The annual salaries and expense accounts of the Commission shall be prescribed by ordinance adopted prior to approval of the annual budget. Increases in salaries and expense accounts of the Commission shall take effect after the next general election. Decreases shall take effect upon approval of the budget.
32	Sunny Isles Beach^	$15,000.00	$12,000.00	Charter	**§ C-2.6. Compensation; reimbursement for expenses.** Commissioners (including the Mayor) shall receive compensation in the amount of $1,000.00 per month and the Mayor shall receive compensation in the amount of $1,250.00 per month. Compensation provided herein, shall be annually increased in accordance with the Miami-Fort Lauderdale-West Palm Beach FL Consumer Price Index in October of each year. Further, the Mayor and City Commissioners shall receive reimbursement for business expenses in accordance with applicable law, or as may be otherwise provided by ordinance.
33	Surfside	$1.00	$1.00	Charter	**Sec. 7. Salary.** Commencing with the term of office, beginning at 8:00 p.m. on the day following the General Election in 1978, the mayor and members of commission shall be paid the sum of one dollar ($1.00) per fiscal year for attendance at monthly council meetings, irrespective of the number of regular or special meetings attended within such fiscal year.
34	Sweetwater*	$195,000	$29,905.56	Charter and Ordinance/Resolution	**Section 3.04. Compensation and expense.** The city commission shall determine the annual salary and the expenses of commission members and the mayor by ordinance or resolution. The commission may provide an annual cost of living increase in such salary and expenses as a part of the budget process which will be effective at the commencement of the fiscal year as a part of the operating budget of the city.
35	Virginia Gardens^	$2,100.00	$2,100.00	Code	**Sec. 2-26. Compensation.** All members of the village council shall receive a compensation of one hundred seventy-five dollars ($175.00) per month. If any councilmember does not attend the duly called meetings, the council may, upon proper motion duly made, seconded and passed require such person to forfeit all or part of the compensation for such period as the council deems appropriate.
36	West Miami^	Max $600 ($20 per meeting not to exceed 30 meetings)	Max $600 ($20 per meeting not to exceed 30 meetings)	Charter and Code	**§ 3.04 — Compensation and expenses.** Members of the Council shall receive compensation in the amount of twenty dollars ($20.00) per meeting, on attendance, until such is changed by the Council in accordance with the provisions of this Charter. Members of Council may be excused with compensation for not more than two (2) meetings during each year of the member's term of office. Members of Council shall not receive compensation for attendance at not more than thirty (30) meetings during any fiscal year. The Council may determine the annual salary of Council members by ordinance, but no ordinance increasing such salary shall become effective until the date of commencement of the terms of the Council members elected at the next regular election, provided that such election follows the adoption of such ordinance by at least six (6) months, and such ordinance is approved by the majority of the electors who voted in such election. The Council, by resolution, may authorize a One Hundred Dollar ($100.00) per month non-accountable expense account for each councilman and the Mayor. The Council may, at a regularly called meeting and by a four-fifths (⅘) affirmative vote, approve additional expenses for Council members for travel and/or per diem expenses within the State of Florida, provided, however, such travel and per diem expenses are for the direct benefit and/or direct city business. It is not the intent hereby to permit payment of expenses and/or per diem expenses for travel for attendance at seminars, conventions, dinners, for lobbying purposes or for other such uses. Expenses for travel and/or per diem expenses shall be limited to that as is provided for within the Statutes of the State of Florida.
37					
38	*Salary amount is as described in NBV Clerk's 2024 Elected Official Salary Survey				
39	^ Salary amount differs from the NBV Clerk's 2024 Elected Official Salary Survey, likely due to exclusion of other benefits				
40	This report does not reflect additional forms of compensation, other benefits, or funding types such as car allowances, cellular phone/tablet allowances, city-issued credit cards, expense accounts (accountable or non-accountable), retirement benefits (e.g., FRS), health benefits, pension benefits, travel budgets, or discretionary funds (e.g., contingencies, elected official sponsored events, public relations).				
41	Some information is missing from this report as it was not immediately available				

ITEM NO. 2D

North Bay Village
Recommendation Memorandum

DATE: February 15, 2024

TO: Honorable Mayor, Vice Mayor and Members of the Village Commission

FROM: Alba L. Chang, Village Clerk

SPONSORED BY:

SUBJECT: Review of Section 6.01, Advisory Boards

RECOMMENDATION

BACKGROUND AND ANALYSIS

At the February 5 meeting, the Board considered Section 6.01 of the Charter. During the discussion, the Board requested a copy of the Advisory Boards ordinance. A copy of Chapter 32 of the Village Code pertaining to Advisory Boards is attached for the Board's review.

BUDGETARY/FINANCIAL IMPACT (Finance Dept.)

None

PERSONNEL IMPACT

None

ATTACHMENTS

NBV Code Chapter 32 Advisory Boards
Advisory Board Application.pdf

Chapter 32 ADVISORY BOARDS[1]

DIVISION 1. GENERALLY

§ 32.01 Legislative intent.

It is the intent of the Commission of North Bay Village, to enact by ordinance, a comprehensive policy that applies to all resident advisory boards, commissions, and committees (the "Advisory Boards") in the Village, the effect of which will be to create uniform policies and procedures for their operation. Though this article may be codified, it is in the intent of the Commission that this article be known as the "Advisory Board Ordinance."

(Ord. No. 2020-003 , § 2, 1-14-20)

§ 32.02 General purpose.

The general purpose of all Advisory Boards, as created herein and/or as may be created from time to time, is to engage the citizens of the Village and garner judicious advice from a variety of citizen perspectives. In addition to any specific objectives required of any Advisory Boards herein, it shall be the purpose of all advisory bodies in the Village to:

(1) Provide assistance to the Village Commission, upon request, when formulating public policies and programs;

(2) Serve as a venue for increased public discussion on any public policy and program; and

(3) Assist in the development of community event concepts.

(Ord. No. 2020-003 , § 2, 1-14-20)

§ 32.03 Creation.

Except as required by the Village Charter as applicable to the Village's Planning and Zoning and Civil Service Boards, the Village Commission shall be authorized to create by resolution, from time to time, such Advisory

[1]Ord. No. 2020-003 , § 2, adopted Jan. 14, 2020, repealed the former Ch. 32, §§ 32.01, 32.02, 32.10—32.17, 32.20, 32.30—32.34, 32.50, 32.66—32.85, 32.92—32.99, and enacted a new Ch. 32 as set out herein. The former Ch. 32 pertained to similar subject matter and derived from the 1964 Code; Ord. 118, adopted Feb. 15, 1957; Ord. 119, adopted Jan. 30, 1957; Ord. 186, adopted June 2, 1965; Ord. 275, adopted Aug. 18, 1976; Ord. 82-10, adopted Dec. 22, 1982; Ord. No. 01-03, adopted March 27, 2001; Ord. No. 02-05, adopted March 12, 2002; Ord. No. 04-04, adopted Feb. 17, 2004; Ord. No. 04-12, adopted June 8, 2004; Ord. No. 04-15, adopted July 27, 2004; Ord. No. 05-04, adopted March 15, 2005; Ord. No. 2010-08, adopted Dec. 14, 2010; Ord. No. 2010-09, adopted Dec. 14, 2010; Ord. No. 2013-01, adopted Jan. 8, 2013; Ord. No. 2013-07, adopted Oct. 10, 2013; Ord. No. 2013-08, adopted Oct. 8, 2013; Ord. No. 2014-06, adopted July 8, 2014; Ord. No. 2017-003, adopted Feb. 14, 2017; Ord. No. 2017-006, adopted March 14, 2017; Ord. No. 2019-001, adopted March 12, 2019; Ord. No. 2019-002, adopted March 12, 2019; and Ord. No. 2019-004, adopted May 14, 2019.

Boards as it deems reasonably necessary to assist it in furtherance of the general purpose listed herein and such specific purposes as may be then set by the Commission.

(Ord. No. 2020-003 , § 2, 1-14-20)

DIVISION 2. RULES AND PROCEDURES

§ 32.06 Applicability of rules and procedures.

The rules and procedures provided in this division shall apply uniformly to all Advisory Boards, which shall include, but not be limited to, non-statutory committees, task forces and Advisory Boards established by the Village Commission pursuant to this article.

(Ord. No. 2020-003 , § 2, 1-14-20)

§ 32.07 Composition.

All Advisory Boards, unless specified elsewhere in the Code to the contrary, shall consist of five members. In accordance with § 6.01 of the Village Charter, to qualify to serve on an Advisory Board, an individual must be a resident of the Village, or owner of businesses located within the confines of the Village, or designee of such business owner.

(Ord. No. 2020-003 , § 2, 1-14-20)

§ 32.08 Public meetings.

All meetings and business of the Advisory Boards shall comply with the requirements of F.S. Chs. 119 and 286. All meetings of the Advisory Boards shall be open to the public at all times. Meetings shall be conducted in accordance with Robert's Rules of Order. Approval of the minutes of the previous meeting shall be included in each agenda of a regular Advisory Board meeting and presented to the Village Clerk's Office for dissemination to each Advisory Board member no later than three business days prior to the meeting. Regular Advisory Board meetings will be canceled if the meeting minutes of the prior regular Advisory Board meeting (or any other previously pending minutes at the time of approval of these rules and procedures) are not submitted for Advisory Board approval by the established deadline. Rescheduling of canceled regular committee meetings shall take place upon the submission of minutes of the prior meeting for approval.

(Ord. No. 2020-003 , § 2, 1-14-20)

§ 32.09 Regular meetings.

Each of the Advisory Boards shall hold at least one regular meeting each quarter as set by the Chairperson. Regular meetings shall occur at Village Hall, provided that space is available, or, in the event that space in Village Hall is not available or for convenience, in such duly-noticed space that will accommodate public access and participation in keeping with prevailing law. Each Advisory Board shall convene at the request of the Village Commission or the Chairperson of each Advisory Board. At no point shall any Advisory Board have more than one regular meeting per month. Advisory Boards shall, by a majority vote, adopt a meeting schedule for regular meetings throughout the fiscal year. The proposed meetings schedule shall include the date, time, and location of the meetings and must be submitted to the Village Clerk. Prior to setting the meeting schedule, the Village Clerk's Office will vet each proposed schedule. The Clerk will note any conflicts between a proposed schedule and any

previously calendared Advisory Board meeting and/or Village Commission meeting. Advisory Board meetings shall not conflict with the regular Village Commission meetings. Advisory Board meeting schedules that conflict with any previously established Advisory Board meeting schedules are discouraged, and the Clerk will advise the corresponding Advisory Board(s) of any such conflict(s). Advisory Boards shall make every attempt to resolve any possible conflict with other Advisory Board schedules when approving their regular meetings for the fiscal year. While all parties involved will make every effort to avoid the scheduling of more than one public meeting at the same time, it is recognized that it may be necessary, from time to time, to arrange more than one Advisory Board meeting at the same time in order to ensure that each Advisory Board is able to duly meet and conduct business.

(Ord. No. 2020-003 , § 2, 1-14-20)

§ 32.10 Special meetings.

Special meetings may be held upon the call of the Chairperson, a majority of the members of the Advisory Board, and/or the Village Commission. Notice of special meetings shall be by sent via e-mail to the Advisory Board members' e-mail addresses on file with the Village Clerk's Office and shall be sent to the members no less than 24 hours prior to the desired meeting date and time. Special meetings shall be publicly noticed in compliance with F.S. Ch. 286 and held at a public location within the Village as set by the Chairperson with the approval of the Village Clerk. An Advisory Board shall not hold more than one special meeting per month, unless directed by the Village Commission.

(Ord. No. 2020-003 , § 2, 1-14-20)

§ 32.11 Agenda.

The agenda for all meetings of the Advisory Boards shall be prepared by the Chairperson or in the absence of the Chairperson, the Vice Chairperson, in consultation with the office of the Village Clerk. Additional agenda items may be proposed at any time by any member of the Advisory Board either during a meeting or by request to the Village Clerk's Office. The Village Clerk's Office will notify the Chairperson of the request to add an agenda item and the item will be added with the approval of the Chairperson. Items proposed after the agenda is distributed may only be heard under "new business" and upon an affirmative vote of the majority of the Advisory Board members present at the meeting. At the discretion of the Chairperson, public comment on items added to the agenda may be allowed at the end of the meeting. All agenda materials including back-up material and minutes shall be provided to the Village Clerk's Office no later than three business days prior to a regularly scheduled Advisory Board meeting.

(Ord. No. 2020-003 , § 2, 1-14-20)

§ 32.12 Public appearances and requests.

Any Village resident, organization, or member of the public may appear before any Advisory Board during the public comment portion of any meeting and as entertained by the Chairperson. Requests to appear shall be made to the Chairperson of the Advisory Board at any time prior to the public comments portion of the meeting. Members of the Village Commission are permitted to attend Advisory Board meetings but shall not vote or participate in discussion, except during public comment or as requested by the Chairperson.

(Ord. No. 2020-003 , § 2, 1-14-20)

§ 32.13 Quorum.

In order to conduct business, Advisory Boards must have a quorum of its membership. A majority of the membership of each Advisory Board, three of five members present at a duly called and convened meeting, shall constitute a quorum. Provided there is a quorum, a majority of those present and voting shall be required to adopt any motion or take any action. No actions may be taken without a quorum. In meetings where quorum is not met, the attending members may choose to fix a time at which to adjourn the meeting, call a recess, and/or adjourn the meeting for lack of quorum.

(Ord. No. 2020-003 , § 2, 1-14-20)

§ 32.14 Voting; participation in meetings.

Each Advisory Board member shall be entitled to one vote on matters coming before the Advisory Board. The Advisory Board shall act as a body in making its decisions. No member present at a meeting may abstain from voting, except in cases of a conflict of interest as provided in Florida Statutes, the Miami-Dade County Code, and/or the Village Code, as amended from time to time. A member must be present to vote. Proxy votes shall not be permitted. Individuals who are not physically present in meetings but wish to participate in discussions may do so via electronic means—telephonically, video and web applications and/or other remote conferencing programs and platforms—to the extent available. Remote participation via electronic means is not guaranteed.

(Ord. No. 2020-003 , § 2, 1-14-20)

§ 32.15 Appointments.

The members of each advisory board shall be individually appointed by a majority vote of the Village Commission at a regular Commission meeting. Commissioners may nominate individuals and/or may entertain applications submitted to the Village.

(Ord. No. 2020-003 , § 2, 1-14-20)

§ 32.16 Attendance; removal.

Service on an Advisory Board is voluntary. However, regular attendance at Advisory Board meetings is a requisite to continued participation. In the event an Advisory Board member fails to attend three regularly scheduled meetings in one calendar year and the absences have not been excused by a majority of the Advisory Board members present, the member shall be subject to removal by the Village Commission. Whenever an Advisory Board member accrues three or more unexcused absences in a calendar year, the Village Clerk shall provide notice to the Advisory Board member and the Village Commission of such absences. The Village Commission may thereafter consider whether the Advisory Board member should be removed at its next regularly scheduled meeting. It shall be the responsibility of the Village Clerk to track attendance of Advisory Board members.

Advisory Board members may also be removed, pursuant to the Village Charter, by affirmative majority of the Village Commission. No grounds for removal are required to be set forth in the notice.

Unless otherwise set forth in this Code of Ordinances, all Board members shall serve at the will of the majority of the Village Commission. In addition to removal for commission of crimes as provided by the constitution and the law of the State of Florida, Advisory Board members charged with criminal activity as set forth in F.S. § 772.102, relation to the performance of their duties notwithstanding, shall be suspended from office. It shall be the responsibility of the Village Clerk to notify any Advisory Board member of such a suspension. A

replacement may be named to fill the vacancy created by the suspension in the manner provided by law until a final determination of the charges or the term of office is concluded. If the Advisory Board member is exonerated, the Advisory Board member shall be reinstated to serve the balance of the remaining term of office, if any.

(Ord. No. 2020-003 , § 2, 1-14-20; Ord. No. 2022-014 , § 2, 11-2-22)

§ 32.17 Term of office.

Pursuant to the Village Charter, Advisory Board members shall serve a two year term concurrent with the regular scheduled election of the Commission. Advisory Board members shall be eligible for reappointment but shall hold office until a successor has been duly qualified and appointed.

(Ord. No. 2020-003 , § 2, 1-14-20)

§ 32.18 Membership limitation.

No individual shall serve on more than one Advisory Board at the same time, unless a vacancy persists on any given Board after promotion of the vacancy for a period of 90 days; thereafter, an individual already serving on an Advisory Board may be eligible to serve on a second Advisory Board. The foregoing notwithstanding, no individual may serve on more than two Advisory Boards at the same time. All Advisory Board members shall serve without compensation and shall not otherwise obtain direct or indirect financial gain from their service in the Advisory Board.

(Ord. No. 2020-003 , § 2, 1-14-20)

§ 32.19 Oath requirement.

All Advisory Board members shall be required to subscribe to an oath or affirmation to be filed by the Village Clerk, swearing to support, protect and defend the Constitution and laws of the United States, and of the State, the Charter and all ordinances of North Bay Village and in all respects to faithfully discharge their duties.

(Ord. No. 2020-003 , § 2, 1-14-20)

§ 32.20 Applicability laws; training.

Members shall be subject to the applicable standards of conduct for public officers and employees set by Federal, State, County, City or other applicable law, including, but not limited, to Section 2-11.1 of the Miami-Dade County Code of Ordinances and F.S. § 112.313 et seq., as they may be amended from time to time. Upon appointment, a representative from the Village Clerk's office shall provide Advisory Board members with a copy of the applicable ethics laws and provide an explanation of the State of Florida and Miami-Dade County Code of Ethics (sunshine law, public records law, conflict of interest policy), and the Committee rules to the Committee member. All Advisory Board members shall be required to participate in annual ethics training once annually to the same extent required of the Village Commission in this Code.

(Ord. No. 2020-003 , § 2, 1-14-20)

§ 32.21 Officers and elections.

Every Advisory Board shall elect a Chairperson, Vice Chairperson and Secretary annually, or as vacancies occur, at the first meeting conducted in December to serve for a term of one year.

(Ord. No. 2020-003 , § 2, 1-14-20)

§ 32.22 Records.

Minutes of all Advisory Board meetings shall be recorded by the Secretary and shall be available for public inspection. The Secretary shall forward all minutes to the Village Clerk's Office. The minutes shall then be included by the Village Clerk's Office in the agenda for the next regular Advisory Board meeting for review and approval by the Committee. Once approved, meeting minutes shall be forwarded to the Village Clerk for archiving. During meetings, a standard sign in register must be completed by Advisory Board members and maintained by the Village Clerk's Office. Attendance and absences must be recorded and submitted to the Village along with the minutes, even if there is not a quorum. Each Advisory Board Secretary shall be responsible for providing a current members roster of all Committee members to the Village.

(Ord. No. 2020-003 , § 2, 1-14-20)

§ 32.23 Advisory board reports.

Upon the request of the Village Commission, the Advisory Boards shall submit an annual written report to the Village. The Advisory Boards may submit monthly reports and/or such other single and/or multiple issue reports and/or other correspondence to the Village Commission as deemed appropriate by a majority of the corresponding Advisory Board. All reports shall be approved by the Advisory Board prior to submission to the Village Clerk's Office or presentation to the Village Commission.

(Ord. No. 2020-003 , § 2, 1-14-20)

DIVISION 3. CIVIL SERVICE BOARD

§ 32.26 Establishment.

For provisions concerning the Civil Service Board, see § 33.021.

(Ord. No. 2020-003 , § 2, 1-14-20)

DIVISION 4. PLANNING AND ZONING BOARD

§ 32.40 Creation; members.

(A) *Created; composition.* A Planning and Zoning Board is hereby created which shall be composed of five members and one alternate member to be appointed by the Village Commission. The Board must contain one member from North Bay Island, one member from Harbor Island, one member from Treasure Island and two at-large members.

(B) *Qualifications of members.* The members of the Board shall be appointed and shall be qualified electors of the Village as defined in the Charter, and shall also be and remain during their respective terms of office, residents of the Village.

(C) *Terms, vacancies, removal from office.* The original members of the Board shall be appointed by the Village Commission at the meeting in which this section is finally adopted. Members of the Board shall be appointed by the Village Commission for a term of two years.

(D) *Participation of ex officio members.* Any member of the Village Commission and the Village Manager may serve as an ex officio member of the Planning and Zoning Board; however, their participation in matters before the Board shall be limited to discussion and their presence shall not constitute a quorum in the absence of other members, nor shall they be entitled to vote or otherwise participate in making recommendations to the Village Commission. The participation of multiple Commissioners at any given meeting of the Planning and Zoning Board must be appropriately noticed pursuant to Florida's Open Government (Sunshine) laws. Commissioners shall not discuss quasi-judicial matters during planning and zoning meetings so as to avoid any indicia of bias or prejudice for or against an application.

(Ord. No. 2020-003 , § 2, 1-14-20; Ord. No. 2020-013 , § 2, 11-23-20)

§ 32.41 Meetings.

The Planning and Zoning Board shall hold regular meetings at such time and place as the Mayor and Commission may establish by Resolution and may hold special meetings at any other time on written call of the Chairman, mailed three days prior to the called meeting. Notices of all meetings shall be sent to residents, home owners, and property owners in accordance with the current practice of the Village Clerk in noticing meetings of the Village Commission. In the event that the Chairman shall fail to call a special meeting, upon request of any member of the Board, a special meeting shall be held upon written call of two other members of the Board mailed three days prior to the called meeting. All meetings of the Board shall be open to the public and three members shall constitute a quorum. A majority vote of the Board shall be required on all recommendations made to the Village Commission.

(Ord. No. 2020-003 , § 2, 1-14-20)

§ 32.42 Powers; rules and regulations.

(A) The Planning and Zoning Board shall have the authority and duties set forth in § 4.10 of the Village's Unified Land Development Code.

(Ord. No. 2020-003 , § 2, 1-14-20)

North Bay Village
ADVISORY BOARD APPLICATION FORM

Residents of North Bay Village are welcome to apply at any time, however applications are only considered when there is a vacancy on a board. Please be advised that all submitted board and committee applications are a public record and therefore subject to the disclosure of chapter 119 of the Florida statues.

Please note that a resume and/or cover letter must be submitted with your application.

Please return signed and completed application from to:

North Bay Village
1666 Kennedy Causeway, Suite 300 | North Bay Village, FL 33141 | Attn: Village Clerk's Office
Email: Villageclerk@nbvillage.com

APPLICANT'S INFORMATION

DATE _____ NAME _____

MAILING ADDRESS _____ ZIP _____

EMAIL _____ PHONE _____

HOW DID YOUR HEAR ABOUT US? WEBSITE ____ FACEBOOK ____ OTHER_____

ARE YOU ARE A VILLAGE RESIDENT: YES ☐ NO ☐ IF YES, HOW MANY YEARS? _____

VERIFICATION OF RESIDENCY:
(The following are required with application)

Driver's License *(Required)*: ☐ Voter's Registration Card *(Required)*: ☐

WHICH ISLAND DO YOU LIVE ON? NORTH BAY ISLAND ☐ TREASURE ISLAND ☐ HARBOR ISLAND ☐

ARE YOU A REGISTERED VOTER? YES ☐ NO ☐

ARE YOU A BUSINESS OWNER: YES ☐ NO ☐ IF YES, HOW MANY YEARS? _____

NAME OF BUSINESS: _____

ADDRESS OF BUSINESS: _____

ADVISORY BOARD SELECTION

HAVE YOU EVER SERVED ON A VILLAGE BOARD? YES ☐ NO ☐

IF SO, WHICH BOARD: _____

Please choose your first, second, and third choices amongst the following Boards and Committees. If you are interested in only one, this should be indicated. (At any given time, board members may not serve on more than one board and one committee or on two boards or on two committees).

ANIMAL CONTROL ADVISORY BOARD	☐	**COMMUNITY ENHANCEMENT ADVISORY BOARD**	☐
RESIDENT SERVICES ADVISORY BOARD	☐	**PLANNING AND ZONING BOARD**	☐
FINANCIAL ADVISORY BOARD	☐	**SUSTAINABILITY & RESILIENCE TASK FORCE**	☐

(All Board Members are required to disclose their Financial Interest annually. Additionally, at least four hours of Ethics Training are required for all Board members during their term of Office.) Planning & Zoning Board Members Complete Form 1, Statement of Financial Interest and all other Boards Members complete “Source of Income Statement”.

PLEASE GIVE A SUMMARY OF YOUR WORK AND CIVIC SERVICE EXPERIENCE & HOW YOU THINK YOUR BACKGROUND QUALIFIES YOU TO SERVE ON THIS BOARD AND WHAT YOU MAY BE ABLE TO CONTRIBUTE (YOU MAY ALSO SUBMIT THIS SEPARATELY):

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APPLICANT’S SIGNATURE: _____ **DATE:** _____

SUBMIT

ADVISORY BOARDS/COMMITTEES

Community Enhancement Advisory Board

Recognizing the value of scenic surroundings to tourists, prospective residents, and commercial developments, as well as the citizens and taxpayers of the Village, and further to preserve the quality of the environment, the purpose of the Community Enhancement Board is to consider and advance improvements, programs, and services meant to enhance the aesthetic appeal of the Village.

Resident Services Advisory Board

The purpose of the Resident Services Board is to assist in the Village Mayor and Commission in developing programs, projects, and policies that improve the quality of life of the Village's residents, including, but not limited to, the youth of the community.

Financial Advisory Board

The purpose of the Financial Advisory Board is to consider and make recommendations on all issues affecting the fiscal policies and procedures of the units and departments within the Village and to assist the Village Manager, Commission, and Village Staff in establishment of priorities in the Village's yearly budget and to maintain supervision of the any bond dollars with the exception of items which could create potential legal liability, such as, but not limited to, cone of silence, active procurements, contract disputes and bid protests in which will be excluded.

Animal Control Advisory Board

The purpose of the Animal Control Advisory Board is to consider matters relating to animal control within the Village limits in order to improve the Village's ability to handle animal issues effectively.

Sustainability and Resiliency Task Force

The purpose of the Sustainability and Resiliency Task Force is to provide technical assistance and advice to the North Bay Village Commission as mitigation and adaption measures to respond to global warming climate change.

Planning and Zoning Advisory Board

The purpose of the Planning and Zoning Board is to recommend to the Village Commission on all matters within the general purview of planning, zoning and development.

ITEM NO. 3A

North Bay Village
Recommendation Memorandum

DATE: February 15, 2024

TO: Honorable Mayor, Vice Mayor and Members of the Village Commission

FROM: Alba L. Chang, Village Clerk

SPONSORED BY:

SUBJECT: Discussion and Review of Article X. Charter Amendment and Transition

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RECOMMENDATION

BACKGROUND AND ANALYSIS

BUDGETARY/FINANCIAL IMPACT (Finance Dept.)
None

PERSONNEL IMPACT
None

ITEM NO. 3B

North Bay Village
Recommendation Memorandum

DATE: February 15, 2024

TO: Honorable Mayor, Vice Mayor and Members of the Village Commission

FROM: Alba L. Chang, Village Clerk

SPONSORED BY:

SUBJECT: Discussion and Review of Article IX. General Provisions

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RECOMMENDATION

BACKGROUND AND ANALYSIS

BUDGETARY/FINANCIAL IMPACT (Finance Dept.)
None

PERSONNEL IMPACT
None