

Town Clerk Compensation Analysis

Town of Dundee, Florida | Population 6,500+ | September 2026

Recommended salary	Pay-range midpoint	Range minimum	Range maximum
\$115,500	\$105,000	\$84,000	\$126,000

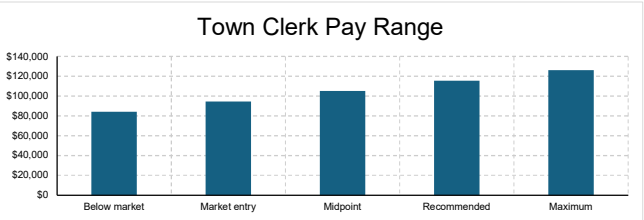
Salary position	Annual salary	% of midpoint	Meaning
Below market	\$84,000	80%	Entry/lower end of the established range
Market entry	\$94,500	90%	Developing or less experienced placement
Peer median	\$105,001		Middle reported peer salary
Range midpoint	\$105,000	100%	Fully qualified market target
Recommended placement	\$115,500	110%	Experienced, certified charter officer
Above-market maximum	\$126,000	120%	Upper boundary; reserved for sustained exceptional value

Basis for recommended placement		
Experience	9+ years	Supports placement above midpoint; the employee is not new to the function.
Professional credential	CMC	Directly relevant municipal-clerk credential.
Education	Associate degree	Meets and exceeds education reported by several peer clerks.
Additional qualification	ADA Coordinator	Adds organization-wide compliance responsibility.
Position scope	Commission; 1 staff	Charter-officer accountability and supervisory responsibility support experienced placement.
Core duties	Statutory clerk duties	Elections, records, meetings, ordinances and compliance are consistent with a senior municipal-clerk

Commission presentation conclusion

The recommended annual salary is \$115,500, equal to 110% of the \$105,000 market midpoint. This placement recognizes more than nine years of experience, CMC certification, an associate degree, ADA coordination duties, staff supervision and direct accountability to the Town Commission. The full pay range is \$84,000 to \$126,000. The recommendation remains below the range maximum and does not rely on the unusually high coastal-municipality salaries in the narrow 6,001–7,000 population sample.

Benchmark	Result	Use
IIMC FL clerks, population 5,001–10,000	\$105,001	Primary occupational market
Polk-area clerk peers	\$104,409	Local reasonableness check
IIMC exact 6,001–7,000 band	\$135,001	Upper-market context only
Selected market midpoint	\$105,000	Rounded blended benchmark



Position	Salary
Below mark	84000
Market entr	94500
Midpoint	105000
Recommen	115500
Maximum	126000

Salary Calculator

Market inputs	Annual value
IIMC nearby-population median	\$105,001
Polk-area peer median	\$104,409
IIMC exact-population median	\$135,001
Combined peer median	\$105,001
Selected market midpoint	\$105,000
Range minimum (80%)	\$84,000
Range maximum (120%)	\$126,000
Below-market reference (80%)	\$84,000
Market-entry reference (90%)	\$94,500
Fully qualified reference (100%)	\$105,000
Experienced reference (105%)	\$110,250
Highly experienced reference (110%)	\$115,500
Recommended salary	\$115,500

Calculator rule	Factor	Calculated salary	Interpretation
Range minimum	80%	\$84,000	Lower boundary
Market entry	90%	\$94,500	Developing placement
Midpoint	100%	\$105,000	Fully qualified market target
Experienced	105%	\$110,250	Experience and relevant credentials
Highly experienced	110%	\$115,500	Strong tenure, credentials and expanded scope

Method: SHRM reports a traditional salary structure using 80% of midpoint as the minimum and 120% as the maximum. The midpoint is derived from the central tendency of relevant municipal-clerk peer data. Qualifications determine placement within the range. They do not change the market midpoint itself.

Peer Municipal-Clerk Salary Data

Population	Municipality	Title	Experience	Certification	Degree	Reported salary	Analysis value	Source group	Notes
5,001–6,000	Town of Oakland	Town Clerk	1–3	CMC	AA/Other	\$70,001–\$80,000	\$75,001	IIMC nearby population	
5,001–6,000	City of Fellsmere	City Clerk	4–6	CMC	Not reported	\$110,001–\$120,000	\$115,001	IIMC nearby population	
5,001–6,000	City of Flagler Beach	City Clerk	18–21	CMC	Not reported	\$110,001–\$120,000	\$115,001	IIMC nearby population	
5,001–6,000	City of Treasure Island	City Clerk	1–3	None	MAS	\$100,001–\$110,000	\$105,001	IIMC nearby population	
5,001–6,000	City of Belleview	City Clerk	1–3	None	MPA	\$80,001–\$90,000	\$85,001	IIMC nearby population	
5,001–6,000	Lauderdale-by-the-Sea	Town Clerk	<1	None	BS	\$80,001–\$90,000	\$85,001	IIMC nearby population	
5,001–6,000	Town of Fort Myers Beach	Town Clerk Administrative Coordinator	1–3	None	BS	\$50,001–\$60,000	\$55,001	IIMC nearby population	Lower-scope/hybrid title
5,001–6,000	Town of Surfside	City/Town Clerk	14–17	MMC	MPA	\$150,001–\$160,000	\$155,001	IIMC nearby population	High-cost market
5,001–6,000	City of LaBelle	City Clerk	10–13	MMC	MPA	\$70,001–\$80,000	\$75,001	IIMC nearby population	
5,001–6,000	Daytona Beach Shores	City Clerk	22+	CMC	AA	\$130,001–\$140,000	\$135,001	IIMC nearby population	
5,001–6,000	Town of Pembroke Park	Town Clerk	1–3	CMC	MPA	\$130,001–\$140,000	\$135,001	IIMC nearby population	South Florida market
6,001–7,000	City of Eagle Lake	City Clerk	18–21	MMC	BS	\$100,001–\$110,000	\$105,001	IIMC nearby population	Exact population band
6,001–7,000	City of Gulf Breeze	City Clerk	10–13	MMC	AA	\$100,001–\$110,000	\$105,001	IIMC nearby population	Exact population band
6,001–7,000	City of Sanibel	City Clerk	4–6	MMC	BS	\$140,001–\$150,000	\$145,001	IIMC nearby population	High-cost market
7,001–8,000	City of Clewiston	City Clerk	Not listed	Not listed	Not listed	\$70,001–\$80,000	\$75,001	IIMC nearby population	
7,001–8,000	City of High Springs	City Clerk	Not listed	Not listed	Not listed	\$70,001–\$80,000	\$75,001	IIMC nearby population	
7,001–8,000	Town of Southwest Ranches	Town Clerk	Not listed	Not listed	Not listed	\$100,001–\$110,000	\$105,001	IIMC nearby population	
8,001–9,000	City of Inverness	City Clerk	Not listed	Not listed	Not listed	\$90,001–\$100,000	\$95,001	IIMC nearby population	
8,001–9,000	Town of Palm Beach	Town Clerk	Not listed	Not listed	Not listed	\$90,001–\$100,000	\$95,001	IIMC nearby population	High-cost market
9,001–10,000	City of West Miami	City Clerk	14–17	MMC	BS	\$100,001–\$110,000	\$105,001	IIMC nearby population	
9,001–10,000	City of Newberry	City Clerk	<1	None	Not reported	\$80,001–\$90,000	\$85,001	IIMC nearby population	
9,001–10,000	City of Springfield	City Clerk	7–9	CMC	Not reported	\$80,001–\$90,000	\$85,001	IIMC nearby population	
9,001–10,000	Indian Harbour Beach	City Clerk/HR Manager	<1	None	AA	\$110,001–\$120,000	\$115,001	IIMC nearby population	Hybrid title
9,001–10,000	City of Dade City	City Clerk	10–13	MMC	Not reported	\$80,001–\$90,000	\$85,001	IIMC nearby population	
9,001–10,000	City of Lake Alfred	City Clerk/ADA Coordinator/Special Projects	14–17	MMC	BA	\$120,001–\$130,000	\$125,001	IIMC nearby population	Closest scope match

Polk-area peer salaries provided through municipal records

Population	Municipality	Title	Experience	Certification	Degree	Reported salary	Analysis value	Source group	Notes
Regional peer	City of Davenport	City Clerk	30	None	None	\$115,569	\$115,569	Polk-area peer	Longevity pay excluded
6,001–7,000	City of Eagle Lake	City Clerk	23	MMC	Degree	\$106,100.80	\$106,101	Polk-area peer	Official peer response
Regional peer	City of Lake Alfred	City Clerk	18	MMC	Degree	\$102,718	\$102,718	Polk-area peer	Official peer response; differs from IIMC band response
Regional peer	Town of Lake Hamilton	City Clerk	0.5	None	None	\$70,000	\$70,000	Polk-area peer	Less experience and fewer credentials

IIMC exact population band: 6,001–7,000

Population	Municipality	Title	Experience	Certification	Degree	Reported salary	Analysis value	Source group	Notes
6,001–7,000	Village of Tequesta	Village Clerk/Public Information Officer	18–21	MMC	MPA/Other	\$130,001–\$140,000	\$135,001	IIMC exact population	Hybrid role
6,001–7,000	City of Eagle Lake	City Clerk	18–21	MMC	BS	\$100,001–\$110,000	\$105,001	IIMC exact population	
6,001–7,000	North Bay Village	Village Clerk	4–6	CMC	AA	\$150,001–\$160,000	\$155,001	IIMC exact population	High-cost market
6,001–7,000	City of Gulf Breeze	City Clerk	10–13	MMC	AA	\$100,001–\$110,000	\$105,001	IIMC exact population	
6,001–7,000	City of Sanibel	City Clerk	4–6	MMC	BS	\$140,001–\$150,000	\$145,001	IIMC exact population	High-cost market

Method, Assumptions and Sources

Step	Method
1. Define the job	Full-time Town Clerk and charter officer reporting to the Commission, with staff supervision and broad statutory duties.
2. Select peers	Use Florida municipal clerks in communities of 5,001–10,000, then test the result against Polk-area clerk salaries.
3. Convert survey bands	Because IIMC reports ranges, each band is converted to its midpoint. These are estimates, not exact salaries.
4. Establish market midpoint	Average the nearby-population median and Polk-area median, then round to the nearest \$1,000.
5. Build the range	Apply the traditional 80%–120% of midpoint structure reported by SHRM/Mercer and WorldatWork.
6. Place the incumbent	Use qualifications and scope to select a compa-ratio within the range. A 110% placement is recommended.

Source	Use	Link
IIMC 2026 Salary Survey	Primary municipal-clerk peer data	https://www.iimc.com/
SHRM / Mercer salary structure	80% minimum, 100% midpoint, 120% maximum methodology	https://www.shrm.org/in/topics-tools/news/benefits-compensation/employers-assessing-salary-programs-affordability-competitiveness
WorldatWork	Independent compensation-practice corroboration	https://worldatwork.org/
Municipal peer responses supplied by	Polk-area actual salary cross-check	Davenport, Eagle Lake, Lake Alfred and Lake Hamilton
Indeed Florida City Clerk salary	Broad external check only; not used to set the midpoint	https://www.indeed.com/career/city-clerk/salaries/FL

Important limitation: this is a market-pricing analysis. The IIMC survey is self-reported; some salaries are reported only as ranges, and local budgets and total benefits differ. The results are suitable for structured negotiation support.