



Meeting Name: Town Council Meeting
Meeting Date: October 25, 2023
Prepared By: D. Dyess, Town Manager
Item Title: Discussion – Council Compensation

DISCUSSION:

During previous meetings council compensation has come up on more than one occasion. A suggestion for equalizing the council members’ pay so that all members are paid the same. Subsequently, it was brought up that the council members’ pay may be too low, and we should evaluate not only the pay structure but the amount as well. The council’s current rates are:

Mayor: \$6,000 Vice Mayor: \$3,000 Councilmember: \$2,400

If the council decided to equalize the pay across all members, the rate would be \$3,240 per member.

If the council decided to increase the pay rate the following information should be taken into consideration. Our immediate neighbors pay rates are:

Location	Yearly	
	Mayor	Council
Gardens	\$36,226.00	\$34,036.00
North Palm Beach	\$10,800.00	\$9,000.00
Tequesta	\$8,270.55	\$8,270.55
Jupiter	\$22,200.00	\$18,600.00
Average:	\$19,374.13	\$17,476.63

Attached is a data sheet of council pay from similar sized organizations throughout the state. Market location often plays a large role in determining pay rates. The ones highlighted in green would be our immediate market.

Location	Yearly	
	Mayor	Council
Lake Clarke	\$1,200.00	\$1,200.00
Loxahatchee Groves	\$9,000.00	\$9,000.00
Highland Beach	\$15,000.00	\$12,000.00
Average	\$8,400.00	\$7,400.00

To make any change to the council's rate of pay our charter states the following:

Article III Legislative Sec. 5. Compensation and expenses.

The council may determine the annual salary of the mayor and of council members by ordinance, but no ordinance increasing such salary shall become effective until the date of commencement of the terms of the mayor or councilmembers elected at the next regular election.

RECOMMENDATION:

Discuss rates of pay and give staff direction on creating an ordinance.