

## City of Madeira Beach

### Compensation Consideration Framework for Elected Officials

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**Purpose:** Provide a clear, neutral framework to support discussion of Mayor and Commissioner compensation.  
(No specific recommendation is made.)

#### Key Context

- ~4,000 permanent residents
- Serves **millions of visitors annually**
- Functions operationally as a **high-demand tourism municipality**, not a typical small city

#### Decision Framework

##### 1. Scope & Financial Responsibility

- Oversight of ~\$30M annual operations
- ~\$50M total financial program (including capital)
- Responsibilities include public safety, infrastructure, long-term planning, and budget approval

👉 **Implication:** Governance reflects **mid-sized city complexity**

##### 2. Time Commitment & Accountability

- Duties extend beyond meetings: Policy review, Constituent engagement, and Regional coordination
- Continuous responsibility during: Emergencies and Peak tourism periods

👉 **Implication:** Role functions beyond a traditional part-time position

##### 3. Operational Demand

- Small resident base + **very large visitor population**
- Increased demand on: Law enforcement, Infrastructure, Code enforcement, and Public services

👉 **Implication:** Service demand is **disproportionate to population size**

##### 4. Comparative Context

- Compensation varies across cities based on: Population, Economic activity, and Operational complexity

👉 **Implication:** Population alone is **not a sufficient benchmark**

##### 5. Access to Public Service

- Compensation influences: Who is able to serve, Diversity of candidates, Long-term sustainability of governance

👉 **Implication:** Compensation affects **access and representation**

#### Illustrative Reference Point (For Discussion Only)

- ~\$30,000 annually (including benefits)
- ≈ \$15/hour equivalent when annualized

👉 Provided **only as a discussion benchmark** (not a recommendation)

#### Summary Insight

Taken together, these factors indicate that: **Governance demands in Madeira Beach exceed what population size alone suggests.**