

Justification for paying Mayor and Commissioners at least the value of minimum wage at 40 hours per week for the full calendar year (e.g., approximately \$30,000 per year):

Managing a large budget and responsibilities

- **High-level financial oversight:** A \$50 million annual budget involves substantial financial and fiduciary responsibility. Effective management is critical for funding public safety, infrastructure, and other city services. Offering competitive pay helps attract candidates with the financial expertise to oversee complex municipal budgets.
- **Comprehensive benefits of experience:** A higher salary with benefits incentivizes experienced and skilled professionals to run for office. Their knowledge and expertise can lead to more efficient governance, avoiding costly mistakes that could far outweigh the cost of their compensation.
- **Complex community needs:** With a population of nearly 4,000 residents and a busy tourism industry, Madeira Beach requires dedicated leadership to manage competing interests and complex issues such as coastal management, infrastructure, and tourism.

Time commitment and demanding workload

- **Exceeding part-time hours:** The duties of a commissioner and mayor involve more than just attending meetings. Their work includes research, constituent communication, policy development, and community engagement, demanding a significant time commitment that often extends beyond typical part-time hours.
- **Round-the-clock accountability:** Elected officials are on call to address resident and city issues, which can include emergency response and crisis management. A higher salary recognizes the 24/7 nature of this public service.
- **Balancing public and private life:** A salary of \$30,000, along with health and retirement benefits, can offset the opportunity cost of holding a public office, making it a viable option for a broader range of skilled candidates.

Competitive compensation

- **Below Florida's average:** At \$30,000 annually, the compensation for Madeira Beach officials would be below the average city commissioner salary in Florida, which was \$54,922 as of October 2025. This shows the city is proposing a fiscally conservative but reasonable level of compensation.
- **Consistent with regional benchmarks:** A 2025 analysis of Florida salaries shows that the average compensation for city commissioners often exceeds \$30,000, particularly in metropolitan areas. Some comparable roles in other Florida cities pay significantly more, indicating that \$30,000 is a justifiable and potentially modest wage for the position.
- **Avoiding potential conflicts of interest:** Adequate compensation can reduce the financial pressure on elected officials, lowering the risk of conflicts of interest that could arise from seeking outside income to support their public service.