

VILLAGE OF ESTERO, FLORIDA

VILLAGE COUNCIL WORKSHOP

February 24, 2016

AGENDA ITEM SUMMARY SHEET

Agenda Item:

Council Compensation Discussion

Background:

Current Council compensation: Councilmember \$6,000 per year
Mayor \$9,000 per year

Financial Impact:

Unknown at this time.

From: Burt Saunders Burt.Saunders@gray-robinson.com
Subject: Village Council Compensation
Date: February 5, 2016 at 10:42 AM
To: wilson@estero-fl.gov
Cc: sarkozy@estero-fl.gov, Daphnie Bercher Daphnie.Bercher@gray-robinson.com



Councilman Wilson, you have requested information concerning whether the Village Council has the authority to increase or decrease the compensation of Village Council members. Clearly, the Village Council has that authority pursuant to the Village Charter.

Section 4 (4) of the Village Charter provides: COMPENSATION. – The salary of each council member, except the mayor, shall be \$6,000 per year.. . An ordinance increasing or decreasing compensation of the council may be adopted at any time; however, if the council takes action to change the level of compensation, the salary of council members shall not be adjusted until after the first day after the next regular municipal election.”

There is no ambiguity in the language. It is clear that compensation can be set by the Village Council pursuant to an ordinance that may be adopted at any time. If such an ordinance is adopted, the compensation change will not be effective until “after the first day after the next regular municipal election.”

Burt Saunders | Shareholder
GRAY | ROBINSON

8889 Pelican Bay Blvd., Suite 400 | Naples, Florida 34108
T: 239-598-3601 | F: 239-598-3164
[E-mail](#) | [Website](#) | [Bio](#) | [vCard](#)

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ENROLLED

CS/CS/HB 1373

2014 Legislature

518 (a) Mayor.—At the first regularly scheduled meeting after
 519 the village's regular election, the council, by a majority vote,
 520 shall elect from its membership a mayor. The mayor shall serve
 521 as chairperson during the meetings of the council and shall
 522 serve as the head of municipal government for the purpose of
 523 execution of legal documents as required by ordinance. The mayor
 524 shall also serve as the ceremonial head of the village.

525 (b) Vice mayor.—At the first regularly scheduled meeting
 526 after the village's regular election, the council, by a majority
 527 vote, shall elect from its membership a vice mayor who shall
 528 serve as mayor during the absence or disability of the mayor
 529 and, if a vacancy of the mayor occurs, shall become interim
 530 mayor until the next regularly scheduled election.

531 (4) COMPENSATION.—The salary of each council member,
 532 except for the mayor, shall be \$6,000 per year, payable in equal
 533 monthly installments. The salary of the mayor shall be \$9,000
 534 per year, payable in equal monthly installments. An ordinance
 535 increasing or decreasing compensation of the council may be
 536 adopted at any time; however, if the council takes action to
 537 change the level of compensation, the salary of council members
 538 shall not be adjusted until after the first day after the next
 539 regular municipal election. The council may provide for
 540 reimbursement of actual expenses incurred by its members,
 541 including the mayor, while performing their official duties.

542 (5) COUNCIL MEETINGS.—

Lee County Elected Official's Compensation Report

<u>NAME OF CITY</u>	<u>COUNCIL MEMBER</u>	<u>MAYOR</u>	<u>CITY MANAGER</u>
Bonita Springs*	\$1,412.24 / Month \$16,946.88 / Annually	\$1,882.99 / Month \$22,595.88 / Annually	\$162,500 Annually
Fort Myers Beach**	\$1,200 / Month \$14,400 / Annually	\$1,400 / Month \$16,800 / Annually	\$122,400 Annually
Fort Myers	\$2,719.17 / Month \$32,630 / Annually	\$3,534.92 / Month \$42,419 / Annually	\$168,059 Annually
Cape Coral	\$2,716.67 / Month \$32,600.04 / Annually	\$3,050 / Month \$36,600 / Annually	\$160,000 Annually
Sanibel	Voluntary Basis	Voluntary Basis	
Estero	\$500 / Month \$6,000 / Annually	\$750 / Month \$9,000 / Annually	

*Bonita Incorporated December 31, 1999 - City Council Members did not receive compensation until April or May 2004 following a March 9, 2004 election for Charter Amendment #2 implementing compensation. City Council was offered to participate in the City's insurance starting in November 2000.

**Fort Myers Beach Incorporated December 31, 1995 - for the first few years money was budgeted for council training only. In 1998 it was \$600 a month for Council and \$700 a month for the Mayor.

HEALTH CARE.....

Bonita Springs

City pays 100% of single health coverage and the Councilmember pays \$70/month if they elect any dependents. They have the option to elect dental and vision, but at their own expense. (Bonita is an FRS so Council members are as well and the employer contribution rate currently is 43.24% of their salary (see previous page for salary).

Fort Myers Beach

No coverage.

Fort Myers

Mayor: \$12,756.08 Health Insurance annually.

\$159.00 Life Insurance annually.

\$14,083.16 Pension annually.

\$3,600 Travel annually (does not include out of town)

\$3,600 Expenditure Funds (local) annually

City Council: \$13,895.25 Health Insurance average each annually

\$119.41 Life Insurance annually each

\$10,833.16 Pension annually each

\$2,400 Expenditure Funds (local) annually each

The elected officials do not receive a car allowance.

Cape Coral

Council members and Mayor have the option to participate in the City's health/dental/vision plans. They are currently offered an annuity in lieu of the insurance, however there are discussions regarding the continuation of the annuity. There are no other payments offered to the Mayor and Council members.

Sanibel

- 0 -

Tobi Tirado

From: Meg Weiss <meg.weiss@cityofbonitasprings.org>
Sent: Monday, February 22, 2016 10:13 AM
To: Tobi Tirado
Subject: FW: information request

See the email response below with the information I sent to Lisa.

Meg Weiss, PHR, SHRM-CP
Director of Administrative Services
City of Bonita Springs
9101 Bonita Beach Rd.
Bonita Springs, FL 34135
239-949-6262
239-949-6251 - Fax
www.cityofbonitasprings.org

Florida has a very broad Public Record Law. Most written communications to and from State or Local Officials regarding State or Local business are public records available to the public and media upon request. Your email communications may therefore be subject to public disclosure.

From: Meg Weiss
Sent: Friday, February 05, 2016 2:56 PM
To: 'Lisa Pace' <pace@estero-fl.gov>
Cc: Debbie Filipek (debbie.filipek@cityofbonitasprings.org) <debbie.filipek@cityofbonitasprings.org>
Subject: RE: information request

Lisa-

City Council Members didn't receive compensation until April or May 2004 following a March 9, 2004 election for Charter Amendment #2 implementing compensation. City Council was offered to participate in the City's insurance starting in November 2000. The insurance was through the employee leasing company so we don't have those records.

Hope you are doing well.

Meg Weiss, PHR, SHRM-CP
Director of Administrative Services
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From: Lisa Pace [<mailto:pace@estero-fl.gov>]
Sent: Friday, February 05, 2016 1:53 PM
To: Meg Weiss <meg.weiss@cityofbonitasprings.org>
Cc: Debbie Filipek <debbie.filipek@cityofbonitasprings.org>
Subject: information request

Meg,

I hope you and your family are doing well.

We needed to request the Mayor and Councilmember compensation for the initial 3 years of the City. If available, please provide Salary and benefits separately.

Thanks so much.

Lisa Griggs Pace, CPA
Finance Director
Village of Estero
21500 Three Oaks Parkway
Estero, FL 33928
(239) 221-5035
(239) 390-8020 fax
www.Estero-FL.gov
e-mail: pace@estero-fl.gov



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Tobi Tirado

From: Meg Weiss <meg.weiss@cityofbonitasprings.org>
Sent: Wednesday, February 17, 2016 4:45 PM
To: Tobi Tirado
Subject: RE: Village of Estero: Councilmember Compensation
Attachments: Bonita Springs Benefits at a Glance 2016 - City Council Members.pub

Tobi-

I have attached a copy of our Benefits Guide for City Council members. The only thing that is not included on this document is that the City is contributing \$2600 to the HSA for anyone who selected single health coverage and \$4000 for anyone who selected more than single coverage (i.e. spouse, child or family).

Mayor - \$1,882.99/Monthly or \$22,595.88/Annually
Council - \$1,412.24/Monthly or \$16,946.88/Annually

Meg Weiss, PHR, SHRM-CP
Director of Administrative Services
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From: Tobi Tirado [mailto:tirado@estero-fl.gov]
Sent: Wednesday, February 17, 2016 4:36 PM
To: Meg Weiss <meg.weiss@cityofbonitasprings.org>
Subject: Village of Estero: Councilmember Compensation

Good Afternoon,

We needed to request the Mayor and Councilmember compensation for the City. If available, please provide Salary and benefits separately.

Thank you,

Tobi R. Tirado

Administrative Assistant
to the Village Manager
The Village of Estero
21500 Three Oaks Parkway
Estero, FL 33928
(239) 221-5035 Phone
(239) 390-8020 Fax
www.Estero-FL.gov

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Tobi Tirado

From: Amanda Anderson <amanda@fortmyersbeachfl.gov>
Sent: Thursday, February 18, 2016 8:02 AM
To: Tobi Tirado
Subject: RE: Village of Estero: Compensation for Councilmembers

Hi Tobi. For the first few years, money was budgeted for council training, but compensation wasn't established until 1998 and it was \$600 per month for council and \$700 per month for the Mayor. Now and for the last several years, it is \$1200 per month for council and \$1400 per month for the Mayor. Hope this helps.

Amanda Anderson

Town of Fort Myers Beach
2525 Estero Blvd., Fort Myers Beach, FL 33931
Ph: (239) 765-0202 x 1201 / Fax: (239) 765-0909
Website: www.fortmyersbeachfl.gov
Email: amanda@fortmyersbeachfl.gov

From: Tobi Tirado [<mailto:tirado@estero-fl.gov>]
Sent: Wednesday, February 17, 2016 1:35 PM
To: Amanda Anderson
Subject: Village of Estero: Compensation for Councilmembers

Good Afternoon,

We are in the process of looking at the compensation of our Councilmembers. The Village Manager was wondering if you could send us the information on what your councilmembers were paid when Fort Myers Beach incorporated compared to what they are compensated now?

Thank you,

Tobi R. Tirado

Administrative Assistant
to the Village Manager
The Village of Estero
21500 Three Oaks Parkway
Estero, FL 33928
(239) 221-5035 Phone
(239) 390-8020 Fax
www.Estero-FL.gov

Tobi Tirado

From: Pamela Smith <pbs@mysanibel.com>
Sent: Wednesday, February 17, 2016 4:47 PM
To: Tobi Tirado
Subject: Re: Village of Estero: Councilmember Compensation

Sanibel City Council is not compensated.

Sent from my iPad

On Feb 17, 2016, at 16:38, Tobi Tirado <tirado@estero-fl.gov> wrote:

Good Afternoon,

We needed to request the Mayor and Councilmember compensation for the City. If available, please provide Salary and benefits separately.

Thank you,

Tobi R. Tirado

Administrative Assistant
to the Village Manager
The Village of Estero
21500 Three Oaks Parkway
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Sec. 2.5. - Salary [of mayor and council; holding other city office prohibited].

- (1) The salary of the mayor shall be thirty thousand dollars (\$30,000.00) per year, plus a stipend of four hundred dollars (\$400.00) per month, payable in equal monthly installments. The salary of each of the councilmembers shall be twenty three thousand five hundred dollars (\$23,500.00) per year, plus a stipend of two hundred dollars (\$200.00) per month, payable in equal monthly installments. Health benefits for the mayor and councilmembers shall be and remain equivalent to those of employees in the city's general health insurance plan. The mayor or councilmembers may individually elect to reject all or any part of their salary. No member of the city council, including the mayor, shall hold any other office in the city government except as herein provided.
- (2) From time to time, but in no event less often than every four (4) years, [the] city council shall appoint an independent, "Blue Ribbon" committee, consisting of seven (7) Naples residents, for the purpose of studying and making recommendations to the council on the level of compensation and benefits for the mayor and councilmembers. The first committee shall be appointed no later than February, 1997. If, at any time, the council takes action to change the level of compensation, the salary for the members then sitting on [the] council shall be adjusted beginning on the first day following the next ensuing regular municipal election. The "Blue Ribbon" committee, provided for herein, shall make its recommendation to the council no later than three (3) months prior to the date of the next regular municipal election.

(Laws of Fla. ch. 70-819, § 5; Ord. No. 2460, § 1, 5-19-1976; Ord. No. 3796, § 1, 7-1-1981; Ord. No. 85-4687, § 1, 3-6-1985; Ord. No. 86-5079, § 1, 9-3-1986; Ord. No. 91-6407, § 5, 6-19-1991; Ord. No. 92-6813, § 1, 12-2-1992; Ord. No. 00-8750, § 1, 1-5-2000; Ord. No. 05-11012, § 1, 10-19-2005; Ord. No. 07-11867, § 1, 12-5-2007, eff. 1-30-2008; Ord. No. 13-13377, § 1, 11-20-2013; eff. 2-5-2014)