

**Agenda Item:** 3.c

**Meeting Date:** September 4, 2025

## MEMORANDUM

**To:** City Commission

**Through:**

**From:** Theresa Smalling

**Date:** 2025-07-29

**Subject:** Second Reading of Ordinance 25-06: City Commission Salary Adjustment

**Presenter(s):** Dr. Theresa Smalling, SPHR, Director of HR & Risk Management, Les Tyler, Director of Finance

**Staff Recommendation:** Staff recommends Commission approval of Ordinance 25-06 at second reading.

**Strategic Themes:** Good Governance

**Boards & Committees:** N/A

**Budget Impact:** N/A

**Past Action:** Ordinance 25-06 was approved upon first reading on August 7, 2025

**Next Action:** N/A

**Attachments:**

- A. Ordinance 25-06 Establishing the Annual Salary of the City Commission.pdf
- B. Ordinance 17-32 Establish Commission Annual Salary.pdf
- C. Proof of Notice Ad Ordinance 25-06.pdf
- D. City of Dunedin Business Impact Statement Ordinance 25-06.pdf

**Background:** In 2016, the City of Dunedin Charter Review Committee suggested that the salary of elected officials be increased appropriately within the current range of similar surrounding communities. The reasoning for the suggestion by the Charter Review Committee was:

The last increase for City of Dunedin elected officials was in January 1999

The average Mayoral salary in the neighboring cities was \$15,000

in 2016

The average Commission salary in the neighboring cities was \$11,500 in 2016

The duties of elected officials had expanded dramatically, and had become a full-time job, due to the time involved.

Based on the Committee's suggestion to increase the salary of the City Commission, Ordinance 17-32 was approved by the City Commission on August 24, 2017 at first reading and at the second reading on September 21, 2017 (see attached Exhibit A).

The ordinance increased the annual salary of the City Commission as follows:

Mayor \$15,000 per annum

City Commissioners \$11,500 per annum

The salary adjustments became effective on October 1, 2017.

The approved ordinance also recommended that the City review the salaries of the City Commission every five (5) years to determine whether an adjustment of the salaries is appropriate.

In June of 2024, as part of the FY 2025 budget discussions for the City's Pay Plan, Staff researched the City Commission Salaries to compare to neighboring cities and determined that, due to the increased salaries in neighboring cities, and the increase of the City's minimum wage to \$15/hour, an adjustment to the City Commission salaries was appropriate. Florida's minimum wage is scheduled to increase to \$15.00 on September 30, 2026.

The adjustments proposed on August 6, 2025 were as follows:

Mayor \$19,100 per annum

City Commissioners \$15,600 per annum

During an agenda review this year, the City Clerk identified the need for an ordinance to approve the change to Commission salaries; Ordinance 25-06 is presented for Commission approval in accordance with the City Charter.

Staff recommends approval of Ordinance 25-06 at second reading (see Exhibit B).