



City of Sunny Isles Beach

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Sunny Isles Beach, Florida 33160

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MEMORANDUM

TO: Honorable Mayor and City Commissioners

FROM: Stan Morris, City Manager

DATE: September 17, 2026

RE: City Manager Salary Adjustment

RECOMMENDATION:

This item is presented for consideration by the City Commission.

REASONS:

Stan Morris has been the City Manager since December 1, 2021. His starting salary was \$210,000 which is significantly less as compared to the prior City Manager's salary of \$261,738.55.

Since his appointment, he has prioritized the city commission goal of focusing on the key area of public safety. For public safety, for the first time in city history, the police department is now fully staffed. Under his direction, key positions were evaluated and hired including Chief Edward Santiago. The police department excelled in becoming fully accredited and now includes an autism certification. This represents hiring 29 new police officers with 69 sworn officers in total.

Our Ocean Rescue Division also received certification through the United States Lifesaving Association. Their professionalism is furthered through achieving autism certification and is fully staffed with 25 full-time and 12 part-time lifeguards, including a reorganization of the supervisory levels.

For his efforts, Mr. Morris was also recognized at the PBA Awards Gala with a specific mention by PBA

Item Number: 9.A

President Steadman Stahl on May 16, 2026.

Fiscally, the city has lowered the millage rate in the past four years to now become the lowest millage rate in Dade, Broward and Monroe Counties. Through his direct efforts, he has collected \$1,127,020.40 in favor of the city. This was accomplished by collecting past due rent, trailer demo (now the Spot,) and negotiating closing fees on the Navarro property amongst others. The Procurement Department was established, and the City's bidding process was reviewed and enhanced to include the Cone of Silence and electronic bidding, increasing efficiency and effectiveness. Under his leadership, the Procurement Director earned the Certified Public Procurement Officer (CPPO) designation, while the Purchasing Agent earned the Certified Professional Public Buyer (CPPB) designation. These professional certifications further demonstrate the high level of professionalism and accountability established within the department.

The City Manager's salary was adjusted to \$261,000 on December 1, 2023.

According to the contract between the City and City Manager Morris, dated December 6, 2021, the City Manager is to be evaluated annually. Due to numerous work priorities, the performance evaluations scheduled for December 2024 and December 2025 did not take place.

According to Section 3.1 of the City Charter, the City Manager (the "Manager") "...shall be the chief administrative officer of the City and shall be appointed on the basis of his/her education, experience, executive and administrative qualifications." City Manager Morris exemplifies these qualifications, holding both a bachelor's degree and a master's degree in public administration. He has served the City of Sunny Isles Beach for a total of 13 years, including approximately five years as City Manager.

The City Manager oversees a staff of approximately 353 full-time and part-time employees and manages an annual budget of approximately \$232 million. In January 2024, Mr. Morris earned the prestigious Credentialed Manager (ICMA-CM) designation from the International City/County Management Association (ICMA). Credentialed Managers are required to demonstrate ongoing professional development and uphold the highest ethical standards. He has successfully renewed his credential each year since earning the designation. He is one of the few credentialed City Manager in Miami-Dade County notably the first in Sunny Isles Beach.

Below is a summary of the accomplishments, projects, and work priorities completed or advanced during this period.

Highlighted below are some of the City's major accomplishments under Mr. Morris' leadership since the last performance evaluation:

- Lowered the millage rate for four consecutive years while maintaining four clean external audits, resulting in the lowest millage rates in Miami-Dade County
- Police Chief hiring
- Assistant Police Chief hiring
- Procurement Director hiring
- Building Official hiring
- Assistant Building Department Director hiring
- Public Works Director hiring
- Assistant Public Works Director hiring
- Charter amendments and updates
- Police Department accreditation
- Establishment of Lieutenant and Sergeant promotional procedures
- Achieved full staffing of the Police Department with 69 sworn officers for the first time in the City's history
- Hiring of 29 new police officers
- Ocean Rescue: Fully staffed with 25 full-time and 12 part-time employees.
- Building Department accreditation
- Designation of the Police Department and Ocean Rescue Division as a Certified Autism Center (CAC)
- National certification of the Ocean Rescue Division by the United States Lifesaving Association (USLA)
- Expanded resident access to government services through Family Resource Day, Constituents' Day, monthly DBPR drop-in sessions, and monthly mobile DMV services
- Prestigious Recognition at the PBA Gala (May 16, 2026)
- ASPA 2026 Presidential Award (Reception October 24, 2026)
- Instituted the Annual Report (Won an award with the Florida Municipal Communicators Association)
- Monthly City Manager's Report
- City Manager's Community Outreach Events
- FLGISA Award 2026 Technology Excellence Award
- Established a Vision Plan for Town Center North and the Business District
- Development and Opening of Intracoastal Sports Park, the City's first tennis park
- Opened the Spot, the City's first dedicated Teen Center

- Established IPAL, the City's first Police Athletic League
- Established the first Adaptive Beach Day

ADDITIONAL INFORMATION:

As requested by Commissioner Joseph during the first budget hearing held on Tuesday, September 8, 2026, below are the City Manager salaries for the requested cities:

Municipality	Position	Annual Salary
Town of Golden Beach	Town Manager	\$347,016.00
City of Aventura	City Manager	\$260,000.00*
City of North Miami	City Manager	\$371,321.60
North Miami Beach	City Manager	\$260,000.00
Village of Bal Harbour	Village Manager	\$325,500.00*
Surfside	Acting City Manager	\$250,000.00**

*Both managers provided with bonuses in addition to their salary.

**This is a temporary position and was not included in the survey results below.

For these reasons, I respectfully request a merit increase, adjusting my salary from \$285,201.74 to \$312,767.40, retroactive to December 6, 2025.

ATTACHMENTS:

[Resolution](#)