

3. Consideration of salary increases for the Chief Deputy City Attorney and two (2) Deputy City Attorneys.



LEGISLATIVE MEMORANDUM

TO: Honorable Mayor and Members of the City Council

FROM: Patricia Smith, City Attorney

THRU: Patricia D. Smith

DATE: July 18, 2024

RE: Request for Salary Increase for Deputy City Attorneys

SUMMARY:

The City currently employs a Chief Deputy City Attorney and two Deputy City Attorneys. The attorneys in the City Attorney's Office have significant experience. Mr. Rodriguez has over 20 years of local government experience, Mr. Edwards has been employed with the City for over eight years and Mr. Messenger has been employed with the City Attorneys office for over five years. The City is self-insured and most litigation matters are handled in house by the City Attorney's Office. The attorneys defend the City in civil and administrative proceedings, in state and federal court, while also reviewing contracts, ordinances and advising staff and boards.

City employees received salary increases after the salary survey. Since the increases, other cities have increased pay for their attorneys thereby reducing the competitiveness of the attorneys' salaries. The salaries of the Deputy City Attorneys in particular, (\$113,578) and (\$111,867) respectively, are not competitive with the pay of other Deputy and Assistant City Attorney positions. We conducted a salary survey of 11 cities. The Palm Bay Deputy City Attorneys each make less than the Melbourne Assistant City Attorneys (\$131,639 and \$118,655.89). Moreover, of 123 municipal attorneys, the Deputy City Attorneys rank 106 and 108.

The City has increased the salaries of various members of management, making the attorneys salaries lower in comparison to other Group 1 employees. For instance, Chief Deputy City Attorney Michael Rodriguez and Deputy City Manager Joan Junkala both earned \$158,165 as of October 1, 2023. Due to 5% increases for the Deputy City Managers, both Ms. Junkala (\$166, 073) and Ms. Misconi (\$158, 524) now earn more than the Chief Deputy City Attorney. In addition, the Deputy City Attorneys salaries of (\$113,578) and (\$111,867) are less than several assistant department heads.

Honorable Mayor and Members of the City Council

Legislative Memorandum

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REQUESTING DEPARTMENTS:

City Attorney's Office

FISCAL IMPACT:

The City Attorney's Office has had a vacant Deputy City Attorney position this entire fiscal year, so there are savings to fund increases to the salaries of the Chief Deputy City Attorney and the two Deputy City Attorney positions in personnel account, 512-1425-519.12-10.

STAFF RECOMMENDATION:

Motion to approve salary increases for the Chief Deputy City Attorney and the Deputy City Attorneys.

ATTACHMENTS:

1.

Name	Job Title	Location	Salary
Frieser, Diana	City Attorney	Boca Raton	\$ 327,591.37
UNK	City Attorney	Coral Springs	\$ 324,438.00
UNK	City Attorney	Hollywood	\$ 292,448.00
UNK	Deputy City Attorney (Temporary)	Orlando	\$ 260,000.00
Margolis, David	City Attorney	Clearwater	\$ 259,749.00
UNK	City Attorney	Gainsville	\$ 233,700.00
Smith, Patricia	City Attorney	Palm Bay	\$ 232,064.00
Toman, Amy	City Attorney	Tallahassee	\$ 230,048.01
Davis, Palmer	City Attorney	Lakeland	\$ 216,940.79
Anon, Manny	City Attorney	Melbourne	\$ 208,425.00
Reingold, Dylan	Assistant City Attorney 4	Jacksonville	\$ 204,999.96
Hamilton, Joni	Deputy City Attorney	Boca Raton	\$ 203,754.27
Koehler, Joshua	Deputy City Attorney	Boca Raton	\$ 203,754.27
UNK	Senior Deputy Attorney	Coral Springs	\$ 201,559.00
UNK	Chief Assistant City Attorney	Orlando	\$ 200,449.60
Floyd, Jim	Senior Asssistant Attorney	Tallahassee	\$ 199,781.67
UNK	Chief Assistant City Attorney	Orlando	\$ 199,406.60
Berrios, Richard	Interm City Attorney	Port St. Lucie	\$ 199,237.48
Teal, Jason	Assistant City Attorney 4	Jacksonville	\$ 189,625.04
Poole, Jerry	Assistant City Attorney 4	Jacksonville	\$ 183,859.33
Norvell, Louis	Senior Asssistant Attorney	Tallahassee	\$ 181,137.54
UNK	Deputy City Attorney (Labor)	Coral Springs	\$ 180,000.00
Granat, Sean	Assistant City Attorney 4	Jacksonville	\$ 179,635.82
Ross, Regina	Assistant City Attorney 4	Jacksonville	\$ 179,374.96
Staffopoulos, Mary	Assistant City Attorney 4	Jacksonville	\$ 179,374.96
Garrett, Christopher	Assistant City Attorney 4	Jacksonville	\$ 179,374.92
Sawyer, John	Assistant City Attorney 4	Jacksonville	\$ 179,374.92
UNK	Assistant City Attorney 3	Orlando	\$ 177,386.00
Sirianni, Ramona	Deputy City Attorney	Lakeland	\$ 175,395.18

Chatmon, Derrel	Assistant City Attorney 4	Jacksonville	\$ 173,714.07
McRar, Kristen	Senior Asssistant Attorney	Tallahassee	\$ 167,970.30
Kohler, Owen	UNK	Clearwater	\$ 166,622.24
Dillard, Joelle	Assistant City Attorney 3	Jacksonville	\$ 165,000.00
UNK	Deputy City Attorney	Hollywood	\$ 163,904.00
UNK	Chief Assistant City Attorney	Orlando	\$ 160,992.00
UNK	Assistant City Attorney 3	Orlando	\$ 160,721.60
Rodriguez, Michael	Chief Deputy City Attorney	Palm Bay	\$ 158,165.00
UNK	Assistant City Attorney 3	Orlando	\$ 156,936.00
Harrell, Sonya	Assistant City Attorney 4	Jacksonville	\$ 155,000.04
Young, Gaby	Assistant City Attorney 4	Jacksonville	\$ 153,750.00
Pinkstaff, Tiffany	Assistant City Attorney 4	Jacksonville	\$ 153,000.00
Flury, Theresa	Assistant Attorney	Tallahassee	\$ 152,006.40
Gavin, Kristy	Assistant City Attorney 3	Jacksonville	\$ 150,000.00
Bulthuis, Bradley	Assistant City Attorney 3	Jacksonville	\$ 150,000.00
Johnson, Paige	Assistant City Attorney 4	Jacksonville	\$ 148,897.73
Hertz, Elizabeth	Senior Deputy City Attorney	Port St. Lucie	\$ 147,279.60
Gavin, Richard	Assistant City Attorney 4	Jacksonville	\$ 147,009.18
Simpson, Jerrod	UNK	Clearwater	\$ 146,946.64
UNK	Assistant City Attorney Senior	Gainsville	\$ 145,669.86
UNK	Assistant City Attorney Senior	Gainsville	\$ 144,000.00
UNK	Senior Assistant Attorney	Hollywood	\$ 143,998.40
Feiser, Craig	Assistant City Attorney 4	Jacksonville	\$ 143,935.67
UNK	Assistant City Attorney 3	Orlando	\$ 143,915.20
UNK	Assistant City Attorney 3	Orlando	\$ 143,915.20
UNK	Assistant City Attorney 3	Orlando	\$ 143,041.60
Carland, Margaret	Senior Deputy City Attorney	Port St. Lucie	\$ 142,188.28
UNK	Attorney (Temporary)	Orlando	\$ 141,440.00
Fuino, Michael	UNK	Clearwater	\$ 141,182.28
UNK	Chief Assistant City Attorney P/T	Orlando	\$ 140,940.60

UNK	Assistant City Attorney 3	Orlando	\$ 140,025.60
Bueker, Paul	Assistant City Attorney 3	Jacksonville	\$ 140,000.04
Solanka, Heather	Assistant City Attorney 3	Jacksonville	\$ 139,399.96
UNK	Assistant City Attorney Senior	Gainsville	\$ 139,057.79
UNK	Assistant Attorney (Transactional)	Hollywood	\$ 139,048.00
Mairs, Rita	Assistant City Attorney 3	Jacksonville	\$ 138,375.00
McKay, Edie	Assistant Attorney	Tallahassee	\$ 138,203.78
Kowalski, Jill	Assistant Attorney	Tallahassee	\$ 138,203.78
Hood, Kathryn	Assistant Attorney	Tallahassee	\$ 138,203.78
UNK	Assistant City Attorney Senior	Gainsville	\$ 138,002.99
Weston, Stanley	Assistant City Attorney 3	Jacksonville	\$ 136,489.64
Giannini, Mary	Assistant City Attorney 3	Jacksonville	\$ 136,324.96
Lavie, Rebecca	Assistant City Attorney 3	Jacksonville	\$ 135,300.00
Teodorescu, Adina	Assistant City Attorney 3	Jacksonville	\$ 135,268.01
UNK	Assistant City Attorney Senior	Gainsville	\$ 133,717.86
UNK	Assistant City Attorney 3	Orlando	\$ 133,016.00
Landbck, Alex	Assistant City Attorney	Lakeland	\$ 132,612.50
Conley, Adam	Assistant City Attorney	Melbourne	\$ 131,639.00
Izzo, Amber	Deputy City Attorney	Port St. Lucie	\$ 131,498.64
Sheffel, Jeffrey	Assistant City Attorney	Boca Raton	\$ 130,855.73
Boeckman, Laura	Assistant City Attorney 3	Jacksonville	\$ 130,277.46
Wilson, Harry	Assistant City Attorney 3	Jacksonville	\$ 130,277.46
Keel, Melissa	UNK	Clearwater	\$ 129,445.69
Mytych, Matthew	UNK	Clearwater	\$ 128,165.46
McCain, James	Assistant City Attorney 3	Jacksonville	\$ 128,000.04
MacGillis, Shannon	Assistant City Attorney 3	Jacksonville	\$ 126,075.00
Scott, Spencer	Deputy City Attorney	Port St. Lucie	\$ 126,000.16
Lunin, Alyssa	Deputy City Attorney	Port St. Lucie	\$ 126,000.16
Ward, Russell	Deputy City Attorney	Port St. Lucie	\$ 126,000.16
Hope, Rebekah	Assistant City Attorney 2	Jacksonville	\$ 125,000.04

Harris, Katy	Assistant City Attorney 2	Jacksonville	\$ 125,000.04
Whiddon, Matthew	Assistant City Attorney 3	Jacksonville	\$ 125,000.04
Mereness, Brett	Assistant City Attorney 3	Jacksonville	\$ 125,000.04
UNK	Assistant City Attorney 2	Orlando	\$ 123,489.60
UNK	Assistant Attorney (Transactional)	Hollywood	\$ 123,344.00
Bowles, Trisha	Assistant City Attorney 2	Jacksonville	\$ 122,874.00
UNK	Assistant City Attorney 2	Orlando	\$ 122,844.80
Fernandez, Christopher	Assistant City Attorney	Boca Raton	\$ 122,243.05
Shiller, Richard	Deputy City Attorney	Port St. Lucie	\$ 120,000.14
UNK	Assistant City Attorney 2	Gainsville	\$ 119,562.59
Crockett, Suzanne	Assistant City Attorney	Melbourne	\$ 118,655.89
UNK	Assistant City Attorney 2	Orlando	\$ 118,476.80
Papa, Kelly	Assistant City Attorney 2	Jacksonville	\$ 117,874.96
Lopera, Carla	Assistant City Attorney 2	Jacksonville	\$ 117,669.96
Green, Breanna	Asssistant Attorney	Tallahassee	\$ 115,260.66
Painter, Jennifer	Assistant Attorney	Tallahassee	\$ 115,260.66
Messenger, Erich	Deputy Attorney	Palm Bay	\$ 113,578.00
Harvey, Terrence	Assistant City Attorney 2	Jacksonville	\$ 111,999.96
Edwards, Rodney	Deputy Attorney	Palm Bay	\$ 111,867.00
UNK	Assistant City Attorney 2	Orlando	\$ 111,820.80
Pollock, Cherry	Assistant City Attorney 2	Jacksonville	\$ 110,378.66
Mummaw, Wendy	Assistant City Attorney 2	Jacksonville	\$ 109,675.04
UNK	Assistant City Attorney	Coral Springs	\$ 108,245.00
UNK	Assistant Attorney (Litigation)	Hollywood	\$ 108,160.00
UNK	Assistant City Attorney 2	Orlando	\$ 107,099.20
UNK	Assistant City Attorney 2	Gainsville	\$ 107,038.48
Fabien, Carly	Deputy City Attorney	Port St. Lucie	\$ 105,006.72
Grass, amy	Assistant City Attorney 2	Jacksonville	\$ 105,000.00
Brown, Jeremy	Assistant City Attorney 2	Jacksonville	\$ 105,000.00
Mason, Erin	Assistant City Attorney 2	Jacksonville	\$ 102,000.00

Gregorchik, Ian	Assistant City Attorney 1	Jacksonville	\$	99,999.96
Deuerling, Brianna	Assistant City Attorney 2	Jacksonville	\$	93,000.00
UNK	Assistant Attorney (Transactional)	Hollywood	\$	83,200.00
Dawley, Alison	Of Council	Melbourne	\$	79,340.08