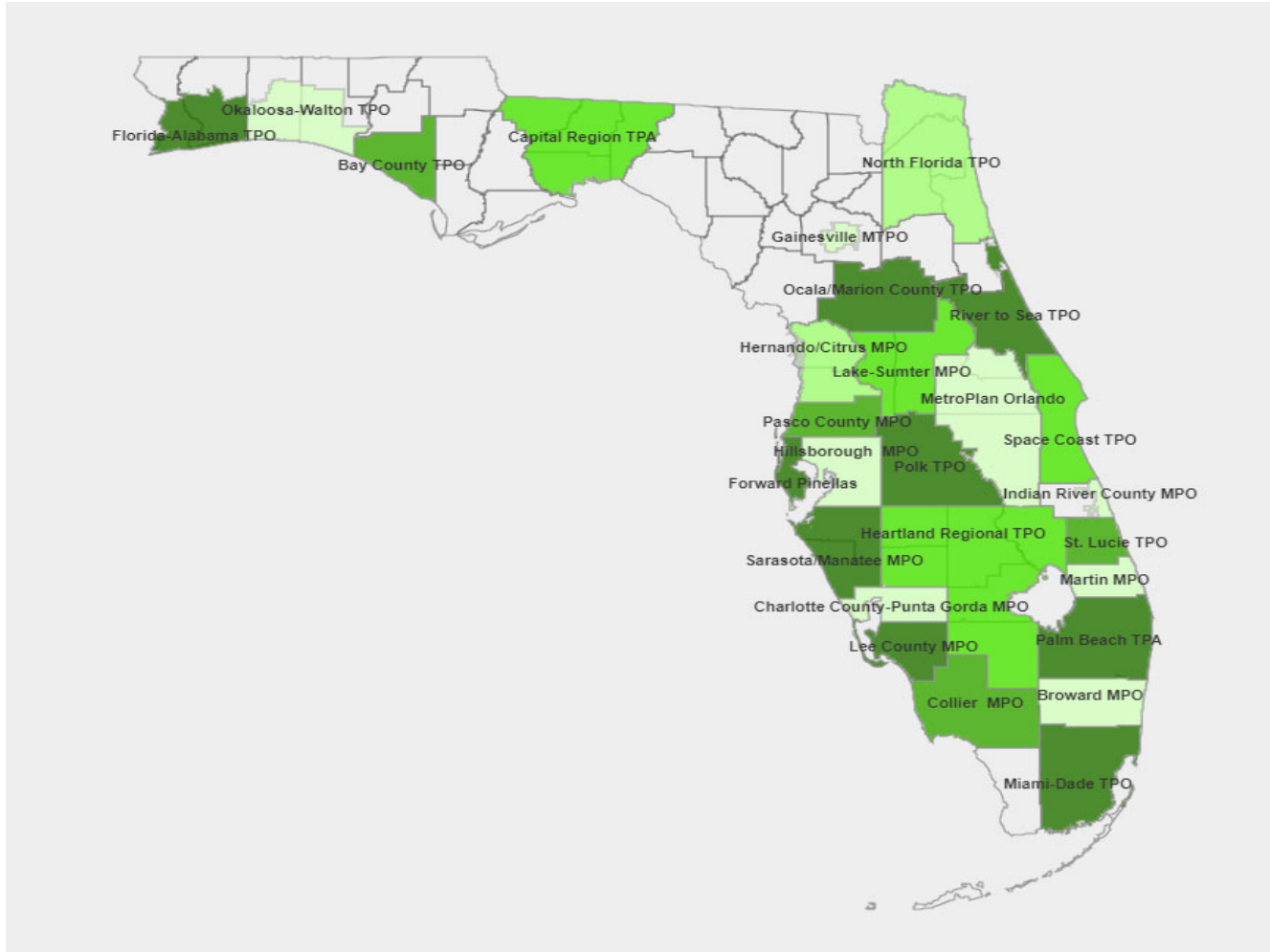


# Florida MPO/TPO Executive Director Salary Survey July 2020



Salary survey conducted by Space Coast TPO staff. Data information requested via e-mail.  
Some demographic information filled in with MPO/TPO website data.

**Florida MPO/TPO Executive Director Salary Survey  
July 2020**

| TPO/MPO   | Salary   | Tenure   | Demographics:<br>Population Served<br># Counties<br># Cities/Towns<br># Board Members | Raise  | Contract Provisions  | Size* |
|---|--|--|---|--|--|-------|
| 1 Charlotte County-Punta Gorda MPO<br> | \$91,900   | 2.5 years<br>Exec Dir<br>19.5 years total            | Population = 185,000<br># Counties = 1<br># Cities/Towns = 1<br># Board Members = 5   | Governing Board conducts annual evaluation, merit increase based on performance.   | No Contract  | Small |
| 2 Okaloosa-Walton TPO<br>              | \$180,000  | 4 years<br>and 10 months                             | Population = 144,258<br># Counties = 2<br># Cities/Towns = 10<br># Board Members = 17 | Governing Board conducts annual evaluation, merit increase based on performance.   | No Contract  | Small |
| 3 Bay County TPO<br>                   | \$180,000  | 4 years<br>and 10 months                             | Population = 144,420<br># Counties = 1<br># Cities/Towns = 8<br># Board Members = 18  | Governing Board conducts annual evaluation, merit increase based on performance.   | No Contract  | Small |
| 4 Hernando/Citrus MPO<br>              | \$93,849<br>w/benefits<br>\$117,067                          | 2 years<br>Exec Dir<br>18 years total                | Population = 331,539<br># Counties = 2<br># Cities/Towns = 3<br># Board Members = 9   | No raise past the first year at 5%. All salaries over 60K frozen since 2018  | No Contract  | Mid   |
| 5 Collier MPO<br>                      | \$101,415<br>4 week vacation                                 | 4 years  | Population = 356,774<br># Counties = 1<br># Cities/Towns = 3<br># Board Members = 9   | Annual cost of living increase IF/WHEN given to other County employees   | 2 year term<br>4 year severance pay  | Mid   |
| 6 Ocala/Marion County TPO<br>          | \$105,040  | 1 year<br>(May 2019)                                 | Population = 365,941<br># Counties = 1<br># Cities/Towns = 3<br># Board Members = 12  | Subject to TPO Board discretion.   | 3-Year contract. Concludes April 30, 2022  | Mid   |
| 7 Lake-Sumter MPO<br>                 | \$113,300<br>6% deferred comp<br>\$450 monthly car allowance | 2 years  | Population = 585,000<br># Counties = 2<br># Cities/Towns = 19<br># Board Members = 16 | Executive Committee conducts an annual evaluation and proposed merit increase on performance, and presents to the full Board for final approval. | Annual contract, no end date, renewable  | Mid   |
| 8 Lee County MPO<br>                 | \$114,920  | 13 Years   | Population = 770,000<br># Counties = 1<br># Cities/Towns = 6<br># Board Members = 18  | Cost of living increases, when employees get them (usually 3%)   | Basic provisions, FRS Senior Management for FRS and general support for professional development and termination/resignation requirements        | Mid   |
| 9 Pasco County MPO<br>               | \$115,000  | 4 months @<br>Pasco & 20+<br>years MPO<br>experience | Population = 553,947<br># Counties = 1<br># Cities/Towns = 6<br># Board Members = 5   | No raise past the first year at 5%. All salaries over 60K frozen since 2018  | No Contract  | Mid   |
| 10 River to Sea TPO<br>              | \$120,000<br>+ \$500/mo car allowance                        | 6 years  | Population = 574,696<br># Counties = 2<br># Cities/Towns = 26<br># Board Members = 19 | Governing Board conducts annual evaluation, potential salary increase based on performance   | 3 year contract  | Mid   |
| 11 Polk TPO<br>                      | \$130,988  | 8 months (in<br>this specific<br>position)           | Population = 685,830<br># Counties = 1<br># Cities/Towns = 17<br># Board Members = 19 | No raises. Cost of Living Adjustment of 3.5% every January, as long as the County's budget allows  | None. TPO hosted by BoCC. Director serves in dual positions – TPO Executive Director and Assistant County Manager over Planning and Development. | Mid   |
| 12 Space Coast TPO<br>               | \$131,474  | 2 yrs Exec Dir 10<br>yrs total                       | Population = 685,830<br># Counties = 1<br># Cities/Towns = 17<br># Board Members = 19 | Executive Committee conducts evaluation based on performance.  | 5 year contract  | Mid   |
| 13 Sarasota/Manatee MPO<br>          | \$162,159<br>+ \$125 mo cell phone<br>30 days vacation       | 5 years Exe Dir<br>10 years total                    | Population = 836,995<br># Counties = 2<br># Cities/Towns = 12<br># Board Members = 17 | 4 % 2 in July 2019 and July 2020. Future adjustment not yet determined   | 5 year contract with 5 year extension  | Mid   |
| 14 Florida-Alabama TPO<br>           | \$180,000  | 4 years<br>and 10 months                             | Population = 408,844<br># Counties = 3<br># Cities/Towns = 3<br># Board Members = 18  | Governing Board Conducts annual evaluation, merit increase based on performance  | No Contract  | Mid   |

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|---|--|-------------------------------------|---|---|---|-------|
| 15 Forward Pinellas<br>  | \$181,293<br>(Appx. After raise<br>10-1-2020)  | 5 years                             | Population = 930,649<br># Counties = 1<br># Cities/Towns = 24<br># Board Members = 13   | 3% raise consistent with that given to all other employees on Oct 1 2020 (note: if for some reason raise amounts change for all other employees this will change as well) | Employee Agreement with no end date                     | Mid   |
| 16 Hillsborough MPO<br>  | \$142,000  | 5 years                             | Population = 1.4 Million<br># Counties = 1<br># Cities/Towns = 3<br># Board Members = 16  | Governing Board Conducts annual evaluation, merit increase based on performance   | No Contract<br>(County is hiring agency)                | Large |
| 17 Palm Beach TPA<br>    | \$175,000<br>+ \$12,500<br>Deferred income<br>24 days vacation<br>480 hours sick leave | 7.5 years                           | Population = 1,497,000<br># Counties = 1<br># Cities/Towns = 39<br># Board Members = 19   | TPA Chair conducts annual evaluation, merit increase based on performance.  | 2 year contract with optional 1 time renewal of 2 years | Large |
| 18 MetroPlan Orlando<br> | \$181,500<br>+ \$15,000 Deferred Comp<br>\$7,200 Car/Transit Allowance                 | 2 years Exe. Dir.<br>9 years total  | Population = 2,223,986<br># Counties = 3<br># Cities/Towns = 22<br># Board Members = 19   | Annually determined by the board  | 2 year rolling contract                                 | Large |
| 19 North Florida TPO<br> | \$210,000<br>\$18,000 Deferred Comp, \$7,200 Car Allowance                             | 11 years Exe. Dir<br>28 years total | Population = 1.4 Million<br># Counties = 4<br># Cities/Towns = 12<br># Board Members = 15   | COLA, Raise and/or bonus by board   | 3 year contract   | Large |
| 20 Broward MPO<br>      | \$221,605  | 11 years and 6 months               | Population = 1,900,000<br># Counties = 1<br># Cities/Towns = 31<br># Board Members = 25<br># Staff = 40<br>Annual Budget = \$10 Million | Receives the same maximum raise as MPO staff, currently 3 %   | 2 year contract that automatically renews               | Large |
| 21 Miami-Dade TPO<br>  | \$258,052<br>+ \$10,000 Executive Benefits Package                                     | 4.5 years                           | Population = 3,000,000<br># Counties = 1<br># Cities/Towns = 34<br># Board Members = 24   | Governing Board conducts annual evaluation, merit increase based on performance.  |   | Large |

\*Note: MPO/TPO Sizes: Small = Less than 200,000; Mid = 200,000 - 999,999; Large = Greater than 1,000,000