

Christine Loven

From: Jennifer Fadden
Sent: Tuesday, April 5, 2016 4:32 PM
Subject: City Manager Survey
Attachments: City Manager Survey.pdf

Mayor and City Council:

For your information, I am attaching the most recent city manager salary survey for our seven neighboring cities and Colleyville. These are the cities that we consistently benchmark with for compensation information other than when we do the comprehensive compensation market survey for all positions every 2-3 years and then review the entire DFW region and Texas market. The attached information is an equivalent comparison of all compensation for each city manager.

I also wanted to share with you information relative to the Marketing Coordinator staff position. This position was previously a part-time position budgeted at 25 hours per week and was held by Heather Gaven. Heather was paid an hourly rate of \$26.23 and was on our staff from 2/28/2012 to 9/30/2015. When this position was converted to a full-time position at the beginning of the 2016 fiscal year, 30 applications for the position were received and four individuals were interviewed and given a writing test. Dustin Dangli was the most qualified candidate for the position is being paid a similar hourly rate of the previous incumbent of \$28.46.

Please let me know if you have any questions.

Thank you,

Jennifer

Jennifer Fadden, ICMA-CM
City Manager



817-503-1116

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CITY MANAGER SURVEY - Compensation Packages -- Comparator Cities

As of March 18, 2016

Municipality	Est. Population	Area (Sq miles)	FY 2016 FTE'S (est)	Years in Position	Current Base Salary	Other Pay	Group Health, TMRS	Total Employee Comp & Benefits
Colleyville	23,600	13.0	205	7	\$172,137	\$27,568	\$25,163	\$224,868
Bedford	49,151	10.0	385	1	\$172,500	\$21,930	\$36,905	\$231,335
Eules	54,050	16.2	367	1	\$184,000	\$25,200	\$53,326	\$262,526
Grapevine**	49,867	34.6	685.64	9	\$196,642	\$26,597	\$49,088	\$272,327
Hurst***	38,500	10.0	431.17	18	\$188,739	\$45,020	\$48,554	\$282,313
Keller	42,890	18.4	342	1	\$204,366	\$12,375	\$45,667	\$262,408
North Richland Hills	67,300	18.8	550	6.5	\$193,268	\$29,900	\$48,309	\$271,477
Southlake	28,000	22.0	356.85	11	\$203,615	\$16,800	\$43,190	\$263,605

** Cell phone provided

*** Cell phone and car provided