

Exhibit D:

Manager Salary and Benefit Information

In Florida, the following entities provide a salary survey that includes county and municipal information:

Florida Public Human Resources Association (FPHRA) Annual Survey

This is the broadest, most comprehensive Florida local government survey

General Website: www.fphra.org

Salary Survey page: <https://www.fphra.org/page-1818928>

Note: membership is required to access the data (you can contact them to see if a fee can be paid in lieu of membership)

Florida League of Cities Annual Survey

Positions in the municipal survey include elected officials, attorneys, clerks, and managers. To request a population-based response with cities close to the same size, please contact the Research Staff at (850)222-9684. Access to the total data is not available; customized requests only.

Website: www.floridaleagueofcities.com

In addition, some county and municipal human resources departments do a Peer City or Peer County comparison of five to ten similar governments and collect specific salary and benefit data for selected positions.