

Executive Director Employment Agreement



PALM BEACH
Transportation
Planning Agency

September 2019

2.B - Executive Director Contract

Comparison of Large Florida MPO Director Compensation Levels

Organization	Hire Date	Years in Job	Hosted/ Independent	Pop (M)	Base Salary	Annual Increases	Retirement Plan	Additional Cash Benefits			Salary + Addt'l Cash Benefits	Severance
								Deferred Comp	Car Allowance	Phone Allowance		
Miami-Dade TPO	Nov-15	3.9	Hosted	2.8	\$229,500	Raise by board (4% max)	FRS Sr. Mgmt	\$11,500/yr	\$6,500/yr	Agency phone	\$249,000	90 days
Broward MPO	Jun-08	11.3	Independent	1.9	\$195,700	COLA, Raise by board	FRS Sr. Mgmt	No	\$6,000/yr	\$1,500/yr	\$203,200	90 days
North FL TPO - Jax	Jun-09	10.3	Independent	1.5	\$178,500	COLA, Raise and/or bonus by board	City Pension System	\$18,000/yr	\$7,200/yr	No	\$203,700	140 days (20 weeks)
Metroplan Orlando	Aug-18	1.1	Independent	2.5	\$170,000	Raise and/or bonus by board	10% to Retirement Plan	\$10,000/yr	\$7,200/yr	No	\$187,200	90 days
Forward Pinellas	Apr-15	4.5	Hosted	1.0	\$156,000	Annual by board	FRS Sr. Mgmt	No	No	Yes	\$157,500	30 days
Hillsborough MPO	Feb-15	4.6	Hosted	1.4	\$140,000	Annual by board	FRS Sr. Mgmt	\$1,400/yr	No	Yes	\$142,900	N/A
Average/Typical:		5.9	N/A	1.9	\$178,283	Annual by board	FRS Sr. Mgmt	\$6,800	\$4,500	\$1,000	\$190,583	90 days
TPA - Existing	May-13	6.4	Hosted	1.5	\$159,032	COLA set by County	FRS Sr. Mgmt	No	No	\$1,140/yr	\$160,172	N/A
TPA - Proposed	May-13	6.4	<u>Independent</u>	1.5	<u>\$175,000</u>	<u>COLA, Raise and/or bonus by board</u>	FRS Sr. Mgmt	<u>\$12,500/yr</u>	No	<u>No</u>	<u>\$187,500</u>	<u>90 days</u>



Motion to Approve the Executive Director Employment Agreement