

MEMORANDUM

COLIN BAENZIGER & ASSOCIATES

TO: Mayor and City Council
Panama City Beach, FL

FROM: Colin Baenziger

DATE: October 7, 2019

RE: City Manager Salary Considerations

Background

At our meeting on September 23rd, I promised to provide a review of salary data my firm compiles for Florida City Managers. I have attached three spreadsheets:

- The results of our 2018 salary survey with some minor updates,
- An analysis of the data for Florida cities with populations from 8,000 to 18,000. Essentially, I selected cities with populations between 5,000 people less than Panama City Beach to 5,000 more. My thought was to give you an idea of what similarly sized cities were paying their manager.
- An analysis of the data for Florida cities with populations from 50,000 to 100,000. While Panama City Beach has a permanent population approaching 13,000, when the tourists arrive, it can jump to 75,000 to 100,000. Hence, the Council indicated that ideally we would find someone who had managed a city much larger than Panama City Beach.

Results of the Analysis

No. of Cities	Population Range	Average Salary	Range of Current Salaries
56	8,000 – 18,000	\$143,868	\$73,315 - \$235,000
35	50,000 – 100,000	\$203,193	\$140,000 - \$336,000

Comments

- 1) Most City Managers are not willing to take a reduction in pay to move to their next post. That said, the attractiveness of Panama City Beach might be a reason to do so.
- 2) Managers who are in the market will be looking at other opportunities, many of which pay the market rate.
- 3) Assistant City Managers have lower salaries than City Managers so we could focus on Assistant City Managers from larger cities. The risk of hiring an Assistant City Manager is not all Assistants can make the jump from one boss to, in this case, five bosses. To be successful as an Assistant City Manager requires getting the assigned projects done, while the latter requires leadership, outstanding communication / listening skills, and an ability to build consensus. Many Assistants make the transition. Some do not.

STATEMENT FROM TONY O'ROURKE

"I am very excited to be Panama City Beach's next City Manager. I look forward to working with the employees, the City Council and the Panama City Beach community to build upon its current successes and meet the needs and expectations of the community. My wife Suzy, golden retriever Murphy, and I can't wait to enjoy Panama City Beach's lifestyle, beaches, and outdoor activities and we look forward to developing new relations with the City Council, staff and community."

Council selects Tony O'Rourke as new City Manager

Tony O'Rourke of Canon City, Colorado, has been offered and has accepted the position of City Manager, contingent upon reaching an agreement over the terms of his contract. The contract will be up for discussion and a vote at the January 9 City Council meeting at 6 p.m.

All City Council meetings are streamed live on both the City's website, pcb.gov, and our Facebook page, City of Panama City Beach-Government.

Mr. O'Rourke was selected from five finalists interviewed in mid-December. Provided contract terms can be finalized, his start date will be Wednesday, January 15.

Currently, Holly White, assistant to the City Manager for finance, is serving as interim City Manager. Mario Gisbert is serving as assistant to the City Manager and is the acting City Administrator for Mexico Beach. His retirement date from the City is March 18.

Mr. O'Rourke has vast management experience in larger cities and has worked in tourism markets in Florida, Colorado and California.

Mr. O'Rourke was most recently the City Administrator for Canon City, Colorado (population 16,539) for three years. Prior to that, he was the City Manager for Yakima, Washington (population 93,476) for four years, the City Manager for South Lake Tahoe, California (population 21,307) for two years, and the Executive Director of Beaver Creek

Resort, a world-class year-round alpine resort, for 14 years.

He also served as the Assistant City Manager for Tallahassee, Florida (population 134,366) for one year and he worked for Coral Springs, Florida (population 99,914) for six years, with three of them as the City Manager.

Mr. O'Rourke describes his management style as proactive, collaborative, strategic, employee and customer focused, and results oriented.

He has a Bachelor's Degree in Political Science from the University of California and a Master's Degree in Urban and Regional Planning from Cornell University.

"I am very excited to be Panama City Beach's next City Manager," Mr. O'Rourke said. "I look forward to working with you, the City Council and the Panama City Beach community to build upon its current successes and meet the needs and expectations of the community."

"My wife Suzy, golden retriever Murphy, and I can't wait to enjoy Panama City Beach's lifestyle, beaches, and outdoor activities and we look forward to developing new relations with the City Council, staff and community."

We welcome Mr. O'Rourke as our third City Manager!

