

ORDINANCE NO. _____

AN ORDINANCE OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, AMENDING ORDINANCE NO. 789, THE CLASSIFIED EMPLOYEES SALARY ORDINANCE OF THE CITY OF MIAMI BEACH, FLORIDA, BY ADDING THE FOLLOWING CLASSIFICATIONS TO GROUP V REPRESENTED BY THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA (GSAF): CHIEF BUILDING INSPECTOR, CHIEF ROOFING INSPECTOR, SENIOR MECHANICAL INSPECTOR, SENIOR PLUMBING INSPECTOR AND SENIOR ELEVATOR INSPECTOR, WHICH WERE PREVIOUSLY CLASSIFIED AS UNCLASSIFIED EMPLOYEES IN ORDINANCE NO. 2017-4093, AND SENIOR MECHANICAL INSPECTOR, SENIOR PLUMBING INSPECTOR AND SENIOR ELEVATOR INSPECTOR WHICH WERE PREVIOUSLY CLASSIFIED AS GROUP VI COMPRISING OF ALL OTHER CLASSIFICATIONS IN THE CLASSIFIED SERVICE NOT COVERED BY A BARGAINING UNIT (COMMONLY REFERRED TO AS "OTHERS") IN ORDINANCE NO. 789; AMENDING AND READOPTING ALL REMAINING CLASSIFICATIONS AND GRADES IN ALPHABETICAL ORDER; RENUMBERING ALL SALARY GRADES; EFFECTIVE THE FIRST FULL PAY PERIOD IN OCTOBER OF 2018, THERE WILL BE AN ACROSS THE BOARD COST-OF-LIVING ADJUSTMENT (COLA) OF ONE PERCENT (1%), AND THE MINIMUM AND MAXIMUM OF EACH PAY RANGE WILL BE INCREASED BY OCTOBER OF 2019, THERE SHALL BE AN ACROSS THE BOARD COST-OF-LIVING ADJUSTMENT (COLA) OF ONE PERCENT (1%), AND THE MINIMUM AND MAXIMUM OF EACH PAY RANGE WILL ALSO BE INCREASED BY ONE PERCENT (1%); EFFECTIVE THE FIRST PAY PERIOD ENDING IN OCTOBER OF 2020, THERE SHALL BE AN ACROSS THE BOARD COST-OF-LIVING ADJUSTMENT (COLA) OF ONE PERCENT (1%), AND THE MINIMUM AND MAXIMUM OF EACH PAY RANGE WILL ALSO BE INCREASED BY ONE PERCENT (1%) WITH AN OPTION OF A TWO PERCENT (2%) ACROSS THE BOARD COST-OF-LIVING ADJUSTMENT (COLA) IF THE CITY OF MIAMI BEACH'S GENERAL FUND REVENUES INCREASE BY ELEVEN PERCENT (11%) IN JUNE OF 2019; PROVIDING FOR REPEALER, SEVERABILITY, AND AN EFFECTIVE DATE.

WHEREAS, the Classified service are categorized into six (6) groups: Group I represented by the American Federation of State, County and Municipal Employees (AFSCME) Local 1554; Group II represented by the Fraternal Order of Police (FOP) William Nichols Lodge No. 8; Group III represented by the International Association of Firefighters (IAFF) Local 1510; Group IV represented by the Communications Workers of America (CWA) Local 3178; Group V represented by the Government Supervisors Association of Florida (GSAF), OPEIU, Local 100; and Group VI comprising of all other classifications in the Classified service not covered by a bargaining unit (commonly referred to as "Others"); and

WHEREAS, the City of Miami Beach has approximately 1,373 classified employees; and

WHEREAS, the GSAF bargaining unit employees held a ratification vote on May 30, 2019, and the proposed 2018-2021 Labor Agreement was approved by the bargaining unit members who voted; and

WHEREAS, there is a need to amend the Classified Salary Ordinance to add two (2) classifications, which have been deleted from the Unclassified Salary Ordinance No. 2017-4093, and must be added to Group V represented by the Government Supervisors Association of Florida (GSAF), and must add four (4) classifications which have been deleted from group VI comprising of all other classifications in the classified service not covered by a bargaining unit (commonly referred to as "Others") in Ordinance No. 789, and must be added to group V represented by the Government Supervisors Association of Florida (GSAF); and

WHEREAS, the ratified agreement between the City and the GSAF is the implementation of a one percent (1%) across the board cost of living adjustment (COLA), effective the first full pay period ending in October of 2018, for all classified employees represented by the GSAF, with a corresponding one percent (1%) increase to the minimum and maximum of each classification pay range; a one percent (1%) across the board COLA, effective the first full pay period ending in October of 2019, for all classified employees represented by the GSAF, with a corresponding one percent (1%) increase to the minimum and maximum of each classification pay range; and a one percent (1%) across the board COLA, effective the first full pay period ending in October of 2020, for all classified employees represented by the GSAF, with a corresponding one percent (1%) increase to the minimum and maximum of each classification pay range, and in the event the City's General fund revenues increase by eleven Percent (11%) in June of 2019, there shall be and across the board wage increase of Two percent (2%)

WHEREAS, it is necessary to amend and readopt all classifications and grades in alphabetical order for ease of reference;

NOW, THEREFORE, BE IT ORDAINED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA:

SECTION 1: Qualifying incumbents covered by the GSAF bargaining unit shall receive a one percent (1%) COLA, provided that the employee's base salary does not exceed the maximum of their salary range for the classification established in this section below.

**GROUP V
GOVERNMENT SUPERVISOR ASSOCIATION OF FLORIDA (GSAF)**

Salary Ranges

<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
515	72,137.53	116,514.57
514	66,392.11	107,227.98
513	61,101.51	98,682.19
512	56,230.01	90,814.17
511	51,746.38	83,575.60

510	47,621.72	76,913.70
509	43,827.41	70,786.46
508	40,333.89	65,142.72
507	37,118.57	59,950.46
506	34,159.80	55,172.52

SECTION 2: Qualifying incumbents covered by the GSAF bargaining unit shall receive a one percent (1%) COLA, provided that the employee's base salary does not exceed the maximum of their salary range for the classification established in this section below.

**GROUP V
GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA (GSAF)**

Salary Ranges and Classification

<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
515	72,858.90	117,679.72
514	67,056.03	108,300.26
513	61,712.52	99,669.01
512	56,792.32	91,722.31
511	52,263.84	84,411.36
510	48,097.94	77,682.84
509	44,265.69	71,494.32
508	40,737.22	65,794.14
507	37,489.76	60,549.96
506	34,501.39	55,724.25

SECTION 3: Qualifying incumbents covered by the GSAF bargaining unit shall receive a one percent (1%) COLA, provided that the employee's base salary does not exceed the maximum of their salary range for the classification established in this section below.

GROUP V: GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA (GSAF)

A. Salary Grades and Ranges

<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
515	73,587.50	118,856.51
514	67,726.59	109,383.07
513	62,329.65	100,665.70

512	57,360.23	92,639.53
511	52,786.48	85,255.47
510	48,578.92	78,459.67
509	44,708.35	72,209.26
508	41,144.60	66,452.09
507	37,864.65	61,155.46
506	34,846.41	56,281.49

A. Classifications and Grades

The following Classifications and Grades for Group V of the Classified Salary Ordinance No. 789 shall be amended as follows:

JOB CODE	CLASSIFICATION	SALARY GRADE
5207	911 Communications Records Custodian	510
4211	Air Conditioning Supervisor	514
4025	Backflow Coordinator	511
5403	Beach Patrol Operations Supervisor	515
4405	Central Services Supervisor	512
<u>3141</u>	<u>Chief Building Inspector</u>	<u>516</u>
<u>3124</u>	<u>Chief Roofing Inspector</u>	<u>516</u>
3004	City Surveyor	515
3153	Code Compliance Supervisor	513
5202	Communications Supervisor	513
5218	Crime Analyst Supervisor	514
5013	Crime Scene Supervisor	514
4230	Electrician Supervisor	514
4229	Electronics / Instruments Supervisor	512
4303	Fleet Operations Supervisor	513
4331	Lead Mechanic	511
4051	Maintenance Supervisor	512
4021	Metered Services Supervisor	513
4221	Paint Supervisor	511
6004	Park Operations Supervisor	512
1811	Parking Facilities Supervisor	510
1803	Parking Operations Supervisor	512
4269	Plumbing Supervisor	514
5506	Police Records Supervisor	510
5307	Property/Evidence Supervisor	515
1144	Public Safety Payroll Administrator	512
4011	Pumping Operations Supervisor	513

6107	Recreation Supervisor I	511
4045	Sanitation Operations Supervisor	512
1814	Security Specialist	512
3142	Senior Building Inspector	514
3112	<u>Senior Electrical Inspector</u>	<u>514</u>
3172	<u>Senior Elevator Inspector</u>	<u>513</u>
3106	Senior Engineering Inspector	514
3122	<u>Senior Mechanical Inspector</u>	<u>514</u>
3132	<u>Senior Plumbing Inspector</u>	<u>514</u>
4052	Service Supervisor	509
4003	Sewer Field Operations Supervisor	513
4032	Street Operations Supervisor	512
6125	Tennis Center Manager	506
1132	Utility Billing Supervisor	514
5211	Victims Advocate	511
1610	Warehouse Supervisor	512
4004	Water Field Operations Supervisor	513
4026	Water Meter Supervisor	512

SECTION 2. REPEALER.

That all ordinances or parts of ordinances in conflict herewith be and the same are hereby repealed.

SECTION 3. SEVERABILITY.

If any section, subsection, clause or provision of this Ordinance is held invalid, the remainder shall not be affected by such invalidity.

SECTION 4. EFFECTIVE DATE.

This Ordinance shall take effect on the _____ day of _____, 2019.

PASSED AND ADOPTED this _____ day of _____, 2019.

ATTEST:

Rafael E. Granado, City Clerk

Dan Gelber, Mayor

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION



City Attorney

6/3/19
Date