

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, BY ADDING THE FOLLOWING CLASSIFICATIONS TO GROUP III REPRESENTED BY THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (IAFF) LOCAL 1510: FIRE INSPECTOR AND FIRE INSPECTOR SUPERVISOR; IN ACCORDANCE WITH THE NEGOTIATED COLLECTIVE BARGAINING AGREEMENTS, PROVIDING FOR THE CLASSIFICATIONS IN GROUP III, REPRESENTED BY THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, (IAFF), LOCAL 1510; EFFECTIVE THE FIRST PAY PERIOD ENDING IN OCTOBER OF 2018, THERE WILL NOT BE AN ACROSS THE BOARD COST-OF-LIVING ADJUSTMENT (COLA) OF ZERO PERCENT (0%), AND THE MINIMUM AND MAXIMUM OF EACH PAY RANGE WILL NOT BE INCREASED; EFFECTIVE THE FIRST PAY PERIOD ENDING IN APRIL 1, 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%); EFFECTIVE THE FIRST PAY PERIOD ENDING IN APRIL 1, OF 2021, 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%); REPEALING ALL ORDINANCES IN CONFLICT; PROVIDING FOR SEVERABILITY, AN EFFECTIVE DATE AND CODIFICATION.

WHEREAS, classified employees 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 IAFF bargaining unit employees held a ratification vote on April 17, 2019, and the proposed 2018-2021 Labor Agreement was approved by 96% of the bargaining unit members who voted: and

WHEREAS, on May 8, 2019, the City Commission ratified the three-year labor agreement with the IAFF, which covered the contract period of October 1, 2018 through September 30, 2021; and

WHEREAS, the ratified agreement between the City and the IAFF mandates the implementation of a zero percent (0%) across the board cost of living adjustment (COLA), effective the first pay period ending in October of 2018, for all classified employees represented by the IAFF, with a corresponding zero percent (0%) increase to the minimum and maximum of each classification pay range; a one percent (1%) across the board COLA, effective the first pay period ending in April 1 of 2020, for all classified employees represented by the IAFF, 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 pay period ending in April 1 of 2021, for all classified employees represented by the IAFF, with a corresponding one percent (1%) increase to the minimum and maximum of each classification pay range; and

WHEREAS, classified employees represented by the IAFF collective bargaining unit that separate from employment with the City prior to the date of implementation of these COLA increases, which are effective the first pay period ending in October of 2018; effective the first pay period ending in April 1 of 2020; effective the first pay period ending in April 1 of 2021, shall not be eligible to receive the COLA increases; and

WHEREAS, it is necessary to amend the salary ranges of classified employees represented by IAFF collective bargaining unit in order to ensure that the City has an employee classification and compensation system that is fair and competitive (internally and externally); and

WHEREAS, the salary ordinance must be amended to add two (2) classification, which have been deleted from Group V represented by the Government Supervisors Association of Florida (GSAF), and moved to Group III represented by the International Association of Firefighters (IAFF) Local 1510 for the classified employees covered by the IAFF bargaining unit; and Public Employees Relations commission (PERC) Final Order Clarifying Certificate 307, Case No. UC-2016-019:

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 IAFF bargaining unit shall receive a zero percent (0%) 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 III
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (IAFF) LOCAL 1510**

Salary Ranges and Classification

<u>JOB CLASSIFICATION</u>	<u>JOB NUMBER</u>	<u>MINIMUM BIWEEKLY</u>	<u>MAXIMUM BIWEEKLY</u>
FIREFIGHTER I	5110	1,806.09	3,140.23
FIRE LIEUTENANT	5107	3,632.38	4,007.04
FIRE CAPTAIN	5105	4,207.39	4,638.65
<u>FIRE INSPECTOR</u>	<u>5117</u>	<u>1937.25</u>	<u>3168.85</u>
<u>FIRE INSPECTOR</u>			
<u>SUPERVISOR</u>	<u>5116</u>	<u>3021.46</u>	<u>4942.31</u>

A. Classification and Salaries

SECTION 2: Qualifying incumbents covered by the IAFF 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 III
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (IAFF) LOCAL 1510**

Salary Ranges and Classification

B. Classification and Salaries

<u>JOB CLASSIFICATION</u>	<u>JOB NUMBER</u>		<u>MINIMUM BIWEEKLY</u>		<u>MAXIMUM BIWEEKLY</u>
FIREFIGHTER I	5110	1806.09	<u>1824.15</u>	3140.23	<u>3171.63</u>
FIRE LIEUTENANT	5107	3632.38	<u>3668.70</u>	4007.04	<u>4047.11</u>
FIRE CAPTAIN	5105	4207.39	<u>4249.46</u>	4638.65	<u>4685.04</u>
<u>FIRE INSPECTOR</u>	<u>5117</u>	1937.25	<u>1956.62</u>	3168.85	<u>3200.54</u>
<u>FIRE INSPECTOR</u>					
<u>SUPERVISOR</u>	<u>5116</u>	3021.46	<u>3051.67</u>	4942.31	<u>4991.73</u>

SECTION 3: Qualifying incumbents covered by the IAFF 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 III
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (IAFF) LOCAL 1510**

Salary Ranges and Classification

C. Classification and Salaries

<u>JOB CLASSIFICATION</u>	<u>JOB NUMBER</u>		<u>MINIMUM BIWEEKLY</u>		<u>MAXIMUM BIWEEKLY</u>
FIREFIGHTER I	5110	1824.15	<u>1842.39</u>	3171.63	<u>3203.35</u>
FIRE LIEUTENANT	5107	3668.70	<u>3705.39</u>	4047.11	<u>4087.58</u>
FIRE CAPTAIN	5105	4249.46	<u>4291.96</u>	4685.04	<u>4731.89</u>
<u>FIRE INSPECTOR</u>	<u>5117</u>	<u>1956.62</u>	<u>1976.19</u>	3200.54	<u>3232.54</u>
<u>FIRE INSPECTOR SUPERVISOR</u>	<u>5116</u>	<u>3051.67</u>	<u>3082.19</u>	4991.73	<u>5041.65</u>

SECTION 6: REPEALER.

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

SECTION 7: SEVERABILITY.

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

SECTION 8: EFFECTIVE DATES

A zero percent increase to the minimum and the maximum of the salary ranges and a zero percent COLA set forth in Section 1 herein shall be effective the first full pay period ending in October of 2018; a one percent increase to the minimum and the maximum of the salary ranges, and a one percent COLA set forth in Section 2 herein shall be effective the first full pay period ending in April 1 of 2020; and a one percent increase to the minimum and the maximum of the salary ranges and a one percent COLA set forth in Section 3 herein shall be effective the first full pay period ending in April of 2021.

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

PASSED AND ADOPTED this ____ day of _____, 2019.

ATTEST

Dan Gelber, Mayor

Jimmy L. Morales, City Manager

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION

City Attorney

5/29/19
Date