

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, AS FOLLOWS: PROVIDING FOR THE CLASSIFICATIONS IN GROUP IV, REPRESENTED BY THE COMMUNICATIONS WORKERS OF AMERICA (CWA) LOCAL 3178, IN ACCORDANCE WITH THE COLLECTIVE BARGAINING AGREEMENT, EFFECTIVE UPON RATIFICATION OF THIS AGREEMENT, THERE SHALL BE AN INCREASE IN PAY GRADE FOR THE FOLLOWING CLASSIFICATIONS: LIFEGUARD I FROM H52 TO H54; LIFEGUARD II FROM H56 TO H58; LIFEGUARD LIEUTENANT FROM H58 TO H60; PARKING ENFORCEMENT OFFICER I FROM H22 TO H24; PARKING DISPATCHERS FROM H24 TO H25; EFFECTIVE THE FIRST FULL PAY PERIOD ENDING IN OCTOBER 2018, 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 FULL PAY PERIOD ENDING IN OCTOBER 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 FULL PAY PERIOD ENDING IN OCTOBER 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%); IN THE EVENT THE CITY'S GENERAL FUND REVENUES INCREASE BY ELEVEN PERCENT (11%) OR MORE IN JUNE 2020, THERE SHALL BE AN ACROSS THE BOARD COST-OF-LIVING ADJUSTMENT (COLA) OF TWO PERCENT (2%) INSTEAD OF THE ONE PERCENT (1%) FOR OCTOBER 2020; 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 2,194 classified employees, and of which, approximately 327 are currently covered by the CWA bargaining unit (Group IV); and

WHEREAS, the CWA bargaining unit employees held a ratification vote on September 18, 2019, and the proposed 2018 -2021 Labor Agreement was approved by 161 members and disapproved by 6 members; and

WHEREAS, effective upon ratification of the CWA agreement, the pay grade for the Lifeguard I will increase from H52 to H54; and

WHEREAS, effective upon ratification of the CWA agreement, the pay grade for the Lifeguard II will increase from H56 to H58; and

WHEREAS, effective upon ratification of the CWA agreement, the pay grade for the Lifeguard Lieutenant will increase from H58 to H60; and

WHEREAS, effective upon ratification of the CWA agreement, the pay grade for the Parking Enforcement Officer I will increase from H22 to H24; and

WHEREAS, effective upon ratification of the CWA agreement, the pay grade for the Parking Dispatcher will increase from H24 to H25; and

WHEREAS, effective the first full pay period commencing after October 1, 2018, an across the board COLA of one percent (1%) will be implemented for all classified employees represented by the CWA, with a corresponding one percent (1%) increase to the minimum and maximum of each classification pay range; and

WHEREAS, effective the first full pay period commencing after October 1, 2019, an across the board COLA of one percent (1%) will be implemented for all classified employees represented by the CWA, with a corresponding one percent (1%) increase to the minimum and maximum of each classification pay range; and

WHEREAS, effective the first full pay period commencing after October 1, 2020, an across the board COLA of one percent (1%) will be implemented for all classified employees represented by the CWA, with a corresponding one percent (1%) increase to the minimum and maximum of each classification pay range; in the event the City's general fund revenues increase by eleven percent (11%) or more in June 2020, there shall be an across the board COLA of two percent (2%), effective the first full pay period ending in October 2020, instead of the one percent (1%); and

WHEREAS, classified employees represented by the CWA collective bargaining unit who separate from employment with the City prior to the approval of this ordinance, will not be eligible for the COLA increases; and

WHEREAS, it is necessary to amend the salary ranges of classified employees represented by CWA 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

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

SECTION 1: Effective the first full pay period ending in October 2018, incumbents in all CWA bargaining unit classifications will receive an across the board one percent (1%) COLA; Effective the first full pay period ending in October 2019, incumbents in all CWA bargaining unit classifications will receive an across the board one percent (1%) COLA; Effective the first full pay period ending in October 2020, incumbents in all CWA bargaining unit classifications will receive an across the board one percent (1%) COLA; in the event the City's general fund revenues increase by eleven percent (11%) or more in June 2020, there shall be an across the board COLA of two percent (2%), effective the first full pay period ending in October 2020, instead of the one percent (1%).

The salary grades for Group IV are hereby re-numbered as follows for the first full pay period ending in October 2018:

GROUP IV: COMMUNICATIONS WORKERS OF AMERICA (CWA) Local 3178

Salary Grades and Ranges

Fiscal Year 2018-19								
Classification/Compensation Plan – 1% COLA effective October 1, 2018								
Range		Min	Max		Range		Min	Max
H15	Annual	\$34,659.29	\$50,197.21		H32	Annual	\$57,287.00	\$90,505.98
H16	Annual	\$35,699.21	\$51,702.98		H33	Annual	\$59,578.12	\$94,126.22
H17	Annual	\$36,770.24	\$53,254.20		H34	Annual	\$61,961.50	\$97,891.47
H18	Annual	\$37,873.19	\$54,851.69		H35	Annual	\$64,439.56	\$101,806.86
H19	Annual	\$39,009.42	\$56,497.32		H36	Annual	\$67,017.44	\$105,879.15
H20	Annual	\$40,179.73	\$58,192.20		H37	Annual	\$69,698.13	\$110,114.31
H21	Annual	\$41,385.49	\$59,937.93		H50	Annual	\$44,144.09	\$64,553.99
H22	Annual	\$42,626.95	\$61,736.15		H51	Annual	\$45,468.06	\$67,135.94
H23	Annual	\$43,905.48	\$63,588.30		H52	Annual	\$46,832.08	\$69,821.49
H24	Annual	\$45,222.69	\$66,131.46		H53	Annual	\$48,236.67	\$72,614.18
H25	Annual	\$46,579.40	\$68,776.97		H54	Annual	\$49,684.01	\$75,518.87
H26	Annual	\$47,976.69	\$71,528.54		H55	Annual	\$51,174.64	\$78,539.34
H27	Annual	\$49,416.19	\$74,389.67		H56	Annual	\$52,709.63	\$81,680.74
H28	Annual	\$50,898.69	\$77,364.97		H57	Annual	\$54,290.88	\$84,948.48
H29	Annual	\$52,425.57	\$80,459.56		H58	Annual	\$58,156.49	\$88,346.61
H30	Annual	\$53,998.16	\$83,677.80		H59	Annual	\$60,483.05	\$91,880.28
H31	Annual	\$55,618.37	\$87,025.07		H60	Annual	\$62,902.13	\$95,555.17

The salary grades for Group IV are hereby re-numbered as follows for the first full pay period ending in October 2019:

GROUP IV: COMMUNICATIONS WORKERS OF AMERICA (CWA) Local 3178

Salary Grades and Ranges

Fiscal Year 2019-20								
Classification/Compensation Plan – 1% COLA effective October 1, 2019								
Range		Min	Max		Range		Min	Max
H15	Annual	\$35,005.88	\$50,699.18		H32	Annual	\$57,859.87	\$91,411.04
H16	Annual	\$36,056.20	\$52,220.01		H33	Annual	\$60,173.91	\$95,067.48
H17	Annual	\$37,137.94	\$53,786.75		H34	Annual	\$62,581.11	\$98,870.38
H18	Annual	\$38,251.92	\$55,400.20		H35	Annual	\$65,083.95	\$102,824.93
H19	Annual	\$39,399.51	\$57,062.30		H36	Annual	\$67,687.62	\$106,937.94
H20	Annual	\$40,581.53	\$58,774.12		H37	Annual	\$70,395.11	\$111,215.45
H21	Annual	\$41,799.34	\$60,537.31		H50	Annual	\$44,585.53	\$65,199.53
H22	Annual	\$43,053.22	\$62,353.51		H51	Annual	\$45,922.75	\$67,807.30
H23	Annual	\$44,344.54	\$64,224.19		H52	Annual	\$47,300.40	\$70,519.71
H24	Annual	\$45,674.92	\$66,792.77		H53	Annual	\$48,719.04	\$73,340.32
H25	Annual	\$47,045.20	\$69,464.74		H54	Annual	\$50,180.86	\$76,274.05
H26	Annual	\$48,456.46	\$72,243.83		H55	Annual	\$51,686.38	\$79,324.73
H27	Annual	\$49,910.35	\$75,133.57		H56	Annual	\$53,236.72	\$82,497.55
H28	Annual	\$51,407.68	\$78,138.62		H57	Annual	\$54,833.79	\$85,797.96
H29	Annual	\$52,949.82	\$81,264.16		H58	Annual	\$58,738.05	\$89,230.08
H30	Annual	\$54,538.14	\$84,514.57		H59	Annual	\$61,087.88	\$92,799.08
H31	Annual	\$56,174.55	\$87,895.32		H60	Annual	\$63,531.15	\$96,510.72

Fiscal Year 2020-21								
Classification/Compensation Plan – 1% COLA effective October 1, 2020*								
Range		Min	Max		Range		Min	Max
H15	Annual	\$35,355.94	\$51,206.17		H32	Annual	\$58,438.47	\$92,325.15
H16	Annual	\$36,416.76	\$52,742.21		H33	Annual	\$60,775.65	\$96,018.16
H17	Annual	\$37,509.32	\$54,324.61		H34	Annual	\$63,206.92	\$99,859.09
H18	Annual	\$38,634.44	\$55,954.21		H35	Annual	\$65,734.79	\$103,853.17
H19	Annual	\$39,793.51	\$57,632.92		H36	Annual	\$68,364.49	\$108,007.32
H20	Annual	\$40,987.35	\$59,361.86		H37	Annual	\$71,099.06	\$112,327.61
H21	Annual	\$42,217.34	\$61,142.68		H50	Annual	\$45,031.38	\$65,851.53
H22	Annual	\$43,483.75	\$62,977.04		H51	Annual	\$46,381.97	\$68,485.37
H23	Annual	\$44,787.98	\$64,866.43		H52	Annual	\$47,773.40	\$71,224.90
H24	Annual	\$46,131.67	\$67,460.70		H53	Annual	\$49,206.23	\$74,073.72
H25	Annual	\$47,515.65	\$70,159.39		H54	Annual	\$50,682.66	\$77,036.79
H26	Annual	\$48,941.03	\$72,966.26		H55	Annual	\$52,203.25	\$80,117.98
H27	Annual	\$50,409.45	\$75,884.90		H56	Annual	\$53,769.09	\$83,322.52
H28	Annual	\$51,921.76	\$78,920.00		H57	Annual	\$55,382.12	\$86,655.94
H29	Annual	\$53,479.32	\$82,076.80		H58	Annual	\$59,325.43	\$90,122.38
H30	Annual	\$55,083.53	\$85,359.72		H59	Annual	\$61,698.76	\$93,727.07
H31	Annual	\$56,736.30	\$88,774.27		H60	Annual	\$64,166.47	\$97,475.83

*In the event the City's General Fund Revenues increase by eleven percent (11%) or more in June of 2020, there shall be an across-the-board wage increase of two percent (2%) instead of the one (1%) percent.

SECTION 2: Effective upon ratification of this agreement, there shall be an increase in pay grade for the following classifications: Lifeguard I from H52 to H54; Lifeguard II from H56 to H58; Lifeguard Lieutenant from H58 to H60; Parking Enforcement Officer I from H22 to H24; and Parking Dispatcher from H24 to H25;

Classifications and Grades

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

GROUP IV: COMMUNICATIONS WORKERS OF AMERICA (CWA) Local 3178

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Classification/Compensation Plan

Classification	Range	Classification	Range
Clerk	H15	Complaint Operator II	H26
Coin Room Money Handler	H16	Financial Specialist II	H26
Clerk Typist	H17	Carpenter I	H27
Masonry Helper	H18	Code Compliance Officer I	H27
Account Clerk I	H20	Dispatcher	H27
Admin Aide I	H20	Engineering Assistant II	H27
Data Entry Clerk	H20	Mason	H27
Duplicating Equip Operator	H20	Parking Meter Technician II	H27
Permit Clerk I	H20	Property Evidence Tech II	H27
Police Records Technician	H20	Carpenter II	H28
Revenue Processor I	H20	Commission Reporter II	H28
Parking Enforcement Spec I	H22 <u>4</u>	Financial Specialist III	H28
Account Clerk II	H23	Police Fleet Specialist	H28
Meter Analyst	H23	Planning Technician	H29
Permit Clerk II	H23	Engineering Assistant III	H30
Property Evidence Tech I	H23	Field Inspector II	H30
Public Safety Specialist	H23	Code Compliance Officer II	H31
Revenue Processor II	H23	Crime Scene Technician I	H31
Admin Aide II	H24	Police Photographer	H31
Admin Secretary	H24	Crime Analyst Specialist	H32
Buyer	H24	Air Conditioning Mechanic	H34
Engineering Assistant I	H24	Code Compliance Admin.	H34
Field Inspector I	H24	Crime Scene Technician II	H34
Financial Specialist I	H24	Building Inspector	H34
Painter	H24	Electrical Inspector	H34
Parking Dispatcher	H24 <u>5</u>	Electrician	H34
Account Clerk III	H25	Elevator Inspector	H34
Admin Asst I	H25	Engineering Inspector	H34
Communications Operator	H25	Mechanical Inspector	H34
Dispatcher Trainee	H25	Plumber	H34
Parking Enforcement Spec II	H25	Plumbing Inspector	H34
Parking Meter Tech I	H25	Pool Guard I	H50
Commission Reporter I	H26	Pool Guard II	H52
		Lifeguard I	H52 <u>4</u>
		Lifeguard II	H56 <u>8</u>
		Lifeguard Lt.	H58 <u>60</u>

SECTION 3: REPEALER.

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

SECTION 4: SEVERABILITY.

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

SECTION 5: EFFECTIVE DATES.

A one percent increase to the minimum and the maximum of the salary ranges and a one 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 1 herein shall be effective the first full pay period ending in October of 2019; and a one percent increase to the minimum and the maximum of the salary ranges and a one percent COLA set forth in Section 1 herein shall be effective the first full pay period ending in October of 2021. The salary grade changes set forth in Section 2 shall be effective upon ratification of the CWA agreement.

PASSED AND ADOPTED this _____ day of _____, 2019.

ATTEST:

Dan Gelber, Mayor

Rafael E. Granado, City Clerk

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION

City Attorney

10/23/19
Date