

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 I, REPRESENTED BY THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME) LOCAL 1554, IN ACCORDANCE WITH THE COLLECTIVE BARGAINING AGREEMENT, EFFECTIVE THE FIRST FULL PAY PERIOD ENDING IN APRIL 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 JULY 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 FULL PAY PERIOD ENDING IN JULY 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%); 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 JULY 2021; 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 of which, approximately 408 are currently covered by the AFSCME bargaining unit (Group I); and

**WHEREAS**, the AFSCME bargaining unit employees held a ratification vote on November 14, 2019, and the proposed 2019 -2022 Labor Agreement was approved by 92 members and opposed by 34 of the bargaining unit members who voted; and

**WHEREAS**, effective the first full pay period commencing after April 1, 2019, an across the board COLA of one percent (1%) will be implemented for all classified employees represented by the AFSCME, 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 July1, 2020, an across the

board COLA of one percent (1%) will be implemented for all classified employees represented by the AFSCME, 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 July 1, 2021, an across the board COLA of one percent (1%) will be implemented for all classified employees represented by the AFSCME, 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 April 2021, instead of the one percent (1%); and

**WHEREAS**, classified employees represented by the AFSCME 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 AFSCME 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 April 2019, incumbents in all AFSCME bargaining unit classifications will receive an across the board one percent (1%) COLA; Effective the first full pay period ending in July 2020, incumbents in all AFSCME bargaining unit classifications will receive an across the board one percent (1%) COLA; Effective the first full pay period ending in July 2021, 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 July 2021, instead of the one percent (1%).

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

**GROUP I: AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES  
(AFSCME) Local No. 1554**

**Salary Grades and Ranges**

<p style="text-align: center;"><u>City of Miami Beach</u>  <u>AFSCME Compensation and Classification Plan</u>  <u>Effective First Pay Period Ending April of 2019 (Includes 1% COLA)</u></p>						
Range	Minimum			Maximum		
	Hourly	Bi-weekly	Annual	Hourly	Bi-weekly	Annual
04	<u>\$ 14.2067</u>	<u>\$ 1,136.54</u>	<u>\$ 29,549.92</u>	<u>\$ 23.2385</u>	<u>\$ 1,859.08</u>	<u>\$ 48,335.99</u>
05	<u>\$ 14.9259</u>	<u>\$ 1,194.07</u>	<u>\$ 31,045.90</u>	<u>\$ 24.4149</u>	<u>\$ 1,953.19</u>	<u>\$ 50,783.00</u>
06	<u>\$ 15.6815</u>	<u>\$ 1,254.52</u>	<u>\$ 32,617.60</u>	<u>\$ 25.6509</u>	<u>\$ 2,052.07</u>	<u>\$ 53,353.89</u>
07	<u>\$ 16.4754</u>	<u>\$ 1,318.03</u>	<u>\$ 34,268.87</u>	<u>\$ 26.9495</u>	<u>\$ 2,155.96</u>	<u>\$ 56,054.93</u>
08	<u>\$ 17.3095</u>	<u>\$ 1,384.76</u>	<u>\$ 36,003.72</u>	<u>\$ 28.3138</u>	<u>\$ 2,265.10</u>	<u>\$ 58,892.71</u>
09	<u>\$ 18.1858</u>	<u>\$ 1,454.86</u>	<u>\$ 37,826.41</u>	<u>\$ 29.7472</u>	<u>\$ 2,379.78</u>	<u>\$ 61,874.16</u>
10	<u>\$ 19.1064</u>	<u>\$ 1,528.51</u>	<u>\$ 39,741.37</u>	<u>\$ 31.2531</u>	<u>\$ 2,500.25</u>	<u>\$ 65,006.54</u>
11	<u>\$ 20.0737</u>	<u>\$ 1,605.90</u>	<u>\$ 41,753.28</u>	<u>\$ 32.8353</u>	<u>\$ 2,626.83</u>	<u>\$ 68,297.49</u>
12	<u>\$ 21.0946</u>	<u>\$ 1,687.57</u>	<u>\$ 43,876.78</u>	<u>\$ 34.4976</u>	<u>\$ 2,759.81</u>	<u>\$ 71,755.05</u>
13	<u>\$ 22.1576</u>	<u>\$ 1,772.61</u>	<u>\$ 46,087.80</u>	<u>\$ 36.2441</u>	<u>\$ 2,899.53</u>	<u>\$ 75,387.65</u>
14	<u>\$ 23.2793</u>	<u>\$ 1,862.35</u>	<u>\$ 48,421.00</u>	<u>\$ 38.0789</u>	<u>\$ 3,046.31</u>	<u>\$ 79,204.15</u>
15	<u>\$ 24.4578</u>	<u>\$ 1,956.63</u>	<u>\$ 50,872.32</u>	<u>\$ 40.0067</u>	<u>\$ 3,200.53</u>	<u>\$ 83,213.87</u>

The salary grades for Group I are hereby re-numbered as follows for the first full pay period ending in July 2020:

**GROUP I: AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES  
(AFSCME) Local No. 1554**

**Salary Grades and Ranges**

<u>City of Miami Beach</u>						
<u>AFSCME Compensation and Classification Plan</u>						
<u>Effective First Pay Period Ending July of 2020 (Includes 1% COLA)</u>						

Range	Minimum			Maximum		
	Hourly	Bi-weekly	Annual	Hourly	Bi-weekly	Annual
04	<u>\$ 14.3488</u>	<u>\$ 1,147.90</u>	<u>\$ 29,845.42</u>	<u>\$ 23.4708</u>	<u>\$ 1,877.67</u>	<u>\$ 48,819.35</u>
05	<u>\$ 15.0752</u>	<u>\$ 1,206.01</u>	<u>\$ 31,356.35</u>	<u>\$ 24.6591</u>	<u>\$ 1,972.72</u>	<u>\$ 51,290.83</u>
06	<u>\$ 15.8384</u>	<u>\$ 1,267.07</u>	<u>\$ 32,943.77</u>	<u>\$ 25.9074</u>	<u>\$ 2,072.59</u>	<u>\$ 53,887.43</u>
07	<u>\$ 16.6402</u>	<u>\$ 1,331.21</u>	<u>\$ 34,611.55</u>	<u>\$ 27.2190</u>	<u>\$ 2,177.52</u>	<u>\$ 56,615.48</u>
08	<u>\$ 17.4826</u>	<u>\$ 1,398.61</u>	<u>\$ 36,363.76</u>	<u>\$ 28.5969</u>	<u>\$ 2,287.76</u>	<u>\$ 59,481.63</u>
09	<u>\$ 18.3676</u>	<u>\$ 1,469.41</u>	<u>\$ 38,204.67</u>	<u>\$ 30.0447</u>	<u>\$ 2,403.57</u>	<u>\$ 62,492.90</u>
10	<u>\$ 19.2975</u>	<u>\$ 1,543.80</u>	<u>\$ 40,138.78</u>	<u>\$ 31.5657</u>	<u>\$ 2,525.25</u>	<u>\$ 65,656.60</u>
11	<u>\$ 20.2744</u>	<u>\$ 1,621.95</u>	<u>\$ 42,170.81</u>	<u>\$ 33.1637</u>	<u>\$ 2,653.09</u>	<u>\$ 68,980.47</u>
12	<u>\$ 21.3056</u>	<u>\$ 1,704.44</u>	<u>\$ 44,315.55</u>	<u>\$ 34.8426</u>	<u>\$ 2,787.41</u>	<u>\$ 72,472.60</u>
13	<u>\$ 22.3792</u>	<u>\$ 1,790.33</u>	<u>\$ 46,548.68</u>	<u>\$ 36.6065</u>	<u>\$ 2,928.52</u>	<u>\$ 76,141.53</u>
14	<u>\$ 23.5121</u>	<u>\$ 1,880.97</u>	<u>\$ 48,905.21</u>	<u>\$ 38.4597</u>	<u>\$ 3,076.78</u>	<u>\$ 79,996.19</u>
15	<u>\$ 24.7024</u>	<u>\$ 1,976.19</u>	<u>\$ 51,381.04</u>	<u>\$ 40.4067</u>	<u>\$ 3,232.54</u>	<u>\$ 84,046.01</u>



Range	Minimum			Maximum		
	Hourly	Bi-weekly	Annual	Hourly	Bi-weekly	Annual
04	<u>\$ 14.4922</u>	<u>\$ 1,159.38</u>	<u>\$ 30,143.88</u>	<u>\$ 23.7056</u>	<u>\$ 1,896.44</u>	<u>\$ 49,307.55</u>
05	<u>\$ 15.2259</u>	<u>\$ 1,218.07</u>	<u>\$ 31,669.92</u>	<u>\$ 24.9056</u>	<u>\$ 1,992.45</u>	<u>\$ 51,803.74</u>
06	<u>\$ 15.9967</u>	<u>\$ 1,279.74</u>	<u>\$ 33,273.21</u>	<u>\$ 26.1665</u>	<u>\$ 2,093.32</u>	<u>\$ 54,426.30</u>
07	<u>\$ 16.8066</u>	<u>\$ 1,344.53</u>	<u>\$ 34,957.67</u>	<u>\$ 27.4912</u>	<u>\$ 2,199.29</u>	<u>\$ 57,181.63</u>
08	<u>\$ 17.6574</u>	<u>\$ 1,412.59</u>	<u>\$ 36,727.40</u>	<u>\$ 28.8829</u>	<u>\$ 2,310.63</u>	<u>\$ 60,076.45</u>
09	<u>\$ 18.5513</u>	<u>\$ 1,484.10</u>	<u>\$ 38,586.72</u>	<u>\$ 30.3451</u>	<u>\$ 2,427.61</u>	<u>\$ 63,117.83</u>
10	<u>\$ 19.4905</u>	<u>\$ 1,559.24</u>	<u>\$ 40,540.17</u>	<u>\$ 31.8813</u>	<u>\$ 2,550.51</u>	<u>\$ 66,313.17</u>
11	<u>\$ 20.4772</u>	<u>\$ 1,638.17</u>	<u>\$ 42,592.52</u>	<u>\$ 33.4953</u>	<u>\$ 2,679.63</u>	<u>\$ 69,670.27</u>
12	<u>\$ 21.5186</u>	<u>\$ 1,721.49</u>	<u>\$ 44,758.71</u>	<u>\$ 35.1910</u>	<u>\$ 2,815.28</u>	<u>\$ 73,197.32</u>
13	<u>\$ 22.6030</u>	<u>\$ 1,808.24</u>	<u>\$ 47,014.17</u>	<u>\$ 36.9726</u>	<u>\$ 2,957.81</u>	<u>\$ 76,902.94</u>
14	<u>\$ 23.7472</u>	<u>\$ 1,899.78</u>	<u>\$ 49,394.26</u>	<u>\$ 38.8443</u>	<u>\$ 3,107.54</u>	<u>\$ 80,796.15</u>
15	<u>\$ 24.9494</u>	<u>\$ 1,995.96</u>	<u>\$ 51,894.85</u>	<u>\$ 40.8108</u>	<u>\$ 3,264.86</u>	<u>\$ 84,886.47</u>
<u>*with the possibility of a 2% if the City's General Revenues increase by 11% or more in June of 2020.</u>						

**SECTION 2: Classifications and Grades**

<b>CLASSIFICATION</b>	<b>GRADE</b>
Irrigation System Supervisor	15
Sewer Supervisor	15
Street Supervisor	15
Tree Maintenance Supervisor	15
Water Supervisor	15
Fire Equipment Mechanic	14
Heavy Equipment Operator II	14
Mechanic III	14
Park Supervisor	14
Pumping Mechanic	14
Recreation Program Supervisor	14
Street Lighting Technician II	14
Building Supervisor	13
Heavy Equipment Operator I	12
Ice Rink Technician	12
Mechanic II	12
Sewer Pipefitter	12
Storekeeper III	12
Street Lighting Technician I	12
Water Pipefitter	12
Building Services Technician	11
Municipal Service Worker III	11
Sign Maker	11
Storekeeper II	11
Assistant Pumping Mechanic	10
Central Services Technician	10
Control Room Operator	10
Customer Service Representative	10
Fleet Service Representative	10

Recreation Leader II	10
Storekeeper I	10
Tree Trimmer	10
Water Meter Technician II	10
Water Meter Technician I	09
Municipal Service Worker II	08
Museum Guard	07
Recreation Leader I	07
Municipal Service Worker I	06
<u>Recreation Attendant</u>	05
School Guard	05
Municipal Service Worker Trainee	04

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**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 April of 2019; 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 July 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 1 herein shall be effective the first full pay period ending in July of 2021.

**PASSED AND DULY ADOPTED** by the Mayor and City Commission of the City of Miami Beach, Florida, this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

\_\_\_\_\_  
Dan Gelber  
Mayor

**ATTEST:**

\_\_\_\_\_  
Rafael E. Granado  
City Clerk

APPROVED AS TO  
FORM & LANGUAGE  
& FOR EXECUTION

  
\_\_\_\_\_  
City Attorney

12/2/19  
\_\_\_\_\_  
Date