

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: IN ACCORDANCE WITH THE NEGOTIATED COLLECTIVE BARGAINING AGREEMENT, PROVIDING FOR QUALIFYING INCUMBENTS IN THE CLASSIFICATIONS IN GROUP I, REPRESENTED BY THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES ("AFSCME"), LOCAL NO. 1554, AS FOLLOWS: RETROACTIVELY EFFECTIVE THE FIRST FULL PAY PERIOD ENDING IN MAY OF 2022, THERE SHALL BE AN ACROSS THE BOARD COST-OF-LIVING ADJUSTMENT ("COLA") OF TWO PERCENT (2%), AND THE MINIMUM AND MAXIMUM OF EACH SALARY RANGE WILL ALSO BE INCREASED BY TWO PERCENT (2%); EFFECTIVE THE FIRST FULL PAY PERIOD ENDING IN MAY OF 2023, THERE SHALL BE AN ACROSS THE BOARD COLA OF THREE PERCENT (3%), AND THE MINIMUM AND MAXIMUM OF EACH SALARY RANGE WILL ALSO BE INCREASED BY THREE PERCENT (3%); EFFECTIVE THE FIRST FULL PAY PERIOD ENDING IN MAY OF 2024, THERE SHALL BE AN ACROSS THE BOARD COLA OF THREE PERCENT (3%), AND THE MINIMUM AND MAXIMUM OF EACH SALARY RANGE WILL ALSO BE INCREASED BY THREE PERCENT (3%); ADDING CONCESSION ATTENDANT, WASTE COLLECTOR, MECHANIC I, WASTE DRIVER SUPERVISOR, DIESEL GENERATOR MECHANIC, PEST CONTROL SUPERVISOR, STORMWATER SUPERVISOR, CONCESSION ATTENDANT PART TIME, MUNICIPAL SERVICE WORKER ("MSW") I PART TIME, RECREATIONAL LEADER I PART TIME, MSW II PART TIME, MSW III PART TIME, AND SIGN MAKER PART TIME CLASSIFICATIONS INTO BARGAINING UNIT; 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 1,500 classified employees, of which approximately 350 are currently covered by the AFSCME bargaining unit (Group I); and

**WHEREAS**, the AFSCME bargaining unit employees held a ratification vote on September 8, 2022, whereby the proposed 2022-2025 Agreement ("Agreement") was approved by the majority of the bargaining unit members who voted; and

**WHEREAS**, on September 14, 2022, the City Commission ratified the three-year Agreement with the AFSCME, which covered the contract period of May 1, 2022 through April 30, 2025; and

**WHEREAS**, there is a need to amend the Classified Salary Ordinance to add twelve (12) classifications; and

**WHEREAS**, the ratified Agreement between the City and the AFSCME mandates the implementation of a two percent (2%) across-the-board COLA, effective the first full pay period ending in May of 2022, and the minimum and maximum of each pay range will increase by two percent (2%); a three percent (3%) across-the-board COLA, effective the first full pay period ending in May of 2023, and the minimum and maximum of each pay range will increase by three percent (3%); a three percent (3%) across-the-board COLA, effective the first full pay period ending in May of 2024, and the minimum and maximum of each pay range will increase by three percent (3%); and

**WHEREAS**, classified employees represented by AFSCME collective bargaining unit who separated from employment with the City prior to the date of implementation of the COLA (effective the first full pay period ending in May of 2022; effective the first full pay period ending in May of 2023; and effective the first full pay period ending in May of 2024) will not be qualifying incumbents and will not be eligible for the COLA increases; and

**WHEREAS**, there is a need 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 internally and externally competitive; and

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

**SECTION 1.** The following amendment reflects a two percent (2%) increase to the minimum and the maximum of the salary ranges and a two percent (2%) COLA for qualifying incumbents and shall be effective the first full pay period ending in May of 2022.

| AFSCME SALARY GRADES AND RANGES                                |            |             |              |            |             |              |
|--|------------|-------------|--------------|------------|-------------|--------------|
| Effective 1st Pay Period Ending May of 2022 (Includes 2% COLA) |            |             |              |            |             |              |
| Range  | Minimum    |             |              | Maximum    |             |              |
|  | Hourly     | Bi-Weekly   | Annual       | Hourly     | Bi-Weekly   | Annual       |
| 03   | \$ 13.7943 | \$ 1,103.54 | \$ 28,692.04 | \$ 22.5634 | \$ 1,805.07 | \$ 46,931.82 |
|  | \$ 14.0701 | \$ 1,125.61 | \$ 29,265.86 | \$ 23.0146 | \$ 1,841.17 | \$ 47,870.42 |
|  | -          | -           | -            | -          | -           | -            |
| 04   | \$ 14.4924 | \$ 1,159.39 | \$ 30,144.14 | \$ 23.7056 | \$ 1,896.45 | \$ 49,307.70 |
|  | \$ 14.7823 | \$ 1,182.58 | \$ 30,747.08 | \$ 24.1798 | \$ 1,934.38 | \$ 50,293.88 |
|  | -          | -           | -            | -          | -           | -            |
| 05   | \$ 15.2258 | \$ 1,218.06 | \$ 31,669.56 | \$ 24.9059 | \$ 1,992.47 | \$ 51,804.22 |
|  | \$ 15.5303 | \$ 1,242.42 | \$ 32,302.92 | \$ 25.4040 | \$ 2,032.32 | \$ 52,840.32 |
|  | -          | -           | -            | -          | -           | -            |

|    |            |             |              |            |             |              |
|----|------------|-------------|--------------|------------|-------------|--------------|
| 06 | \$ 15.9968 | \$ 1,279.74 | \$ 33,273.24 | \$ 26.1665 | \$ 2,093.32 | \$ 54,426.32 |
|    | \$ 16.3166 | \$ 1,305.33 | \$ 33,938.58 | \$ 26.6899 | \$ 2,135.19 | \$ 55,514.94 |
| 07 | \$ 16.8065 | \$ 1,344.52 | \$ 34,957.52 | \$ 27.4911 | \$ 2,199.29 | \$ 57,181.54 |
|    | \$ 17.1426 | \$ 1,371.41 | \$ 35,656.66 | \$ 28.0410 | \$ 2,243.28 | \$ 58,325.28 |
| 08 | \$ 17.6575 | \$ 1,412.60 | \$ 36,727.60 | \$ 28.8830 | \$ 2,310.64 | \$ 60,076.64 |
|    | \$ 18.0106 | \$ 1,440.85 | \$ 37,462.10 | \$ 29.4606 | \$ 2,356.85 | \$ 61,278.10 |
| 09 | \$ 18.5513 | \$ 1,484.10 | \$ 38,586.60 | \$ 30.3453 | \$ 2,427.62 | \$ 63,118.12 |
|    | \$ 18.9223 | \$ 1,513.78 | \$ 39,358.28 | \$ 30.9521 | \$ 2,476.17 | \$ 64,380.42 |
| 10 | \$ 19.4905 | \$ 1,559.24 | \$ 40,540.24 | \$ 31.8811 | \$ 2,550.49 | \$ 66,312.74 |
|    | \$ 19.8803 | \$ 1,590.42 | \$ 41,350.92 | \$ 32.5188 | \$ 2,601.50 | \$ 67,639.00 |
| 11 | \$ 20.4771 | \$ 1,638.17 | \$ 42,592.42 | \$ 33.4954 | \$ 2,679.63 | \$ 69,670.38 |
|    | \$ 20.8866 | \$ 1,670.93 | \$ 43,444.18 | \$ 34.1653 | \$ 2,733.22 | \$ 71,063.72 |
| 12 | \$ 21.5186 | \$ 1,721.49 | \$ 44,758.74 | \$ 35.1910 | \$ 2,815.28 | \$ 73,197.28 |
|    | \$ 21.9490 | \$ 1,755.92 | \$ 45,653.92 | \$ 35.8949 | \$ 2,871.59 | \$ 74,661.34 |
| 13 | \$ 22.6030 | \$ 1,808.24 | \$ 47,014.24 | \$ 36.9728 | \$ 2,957.82 | \$ 76,903.32 |
|    | \$ 23.0550 | \$ 1,844.40 | \$ 47,954.40 | \$ 37.7123 | \$ 3,016.98 | \$ 78,441.48 |
| 14 | \$ 23.7473 | \$ 1,899.78 | \$ 49,394.28 | \$ 38.8443 | \$ 3,107.54 | \$ 80,796.04 |
|    | \$ 24.2223 | \$ 1,937.78 | \$ 50,382.28 | \$ 39.6211 | \$ 3,169.69 | \$ 82,411.94 |
| 15 | \$ 24.9494 | \$ 1,995.95 | \$ 51,894.70 | \$ 40.8110 | \$ 3,264.88 | \$ 84,886.88 |
|    | \$ 25.4484 | \$ 2,035.87 | \$ 52,932.62 | \$ 41.6273 | \$ 3,330.18 | \$ 86,584.68 |
| 16 | \$ 26.2126 | \$ 2,097.01 | \$ 54,522.26 | \$ 42.8768 | \$ 3,430.14 | \$ 89,183.64 |
| -  | \$ 26.7369 | \$ 2,138.95 | \$ 55,612.70 | \$ 43.7343 | \$ 3,498.74 | \$ 90,967.24 |

*\*Contract charts are a representation of pay corresponding to a salary change in Munis,  
which will be applied with rounding to four (4) significant digits.*

**SECTION 2.** The following amendment reflects a three percent (3%) increase to the minimum and the maximum of the salary ranges and a three percent (3%) COLA for qualifying incumbents and shall be effective the first full pay period ending in May of 2023.

Effective 1st Pay Period Ending May of 2023 (Includes 3% COLA)

| Range | Minimum    |             |              | Maximum    |             |              |
|-------|------------|-------------|--------------|------------|-------------|--------------|
|       | Hourly     | Bi-Weekly   | Annual       | Hourly     | Bi-Weekly   | Annual       |
| 03    | \$ 14.4923 | \$ 1,159.38 | \$ 30,143.88 | \$ 23.7051 | \$ 1,896.41 | \$ 49,306.66 |
| 04    | \$ 15.2258 | \$ 1,218.06 | \$ 31,669.56 | \$ 24.9051 | \$ 1,992.41 | \$ 51,802.66 |
| 05    | \$ 15.9961 | \$ 1,279.69 | \$ 33,271.94 | \$ 26.1661 | \$ 2,093.29 | \$ 54,425.54 |
| 06    | \$ 16.8061 | \$ 1,344.49 | \$ 34,956.74 | \$ 27.4906 | \$ 2,199.25 | \$ 57,180.50 |
| 07    | \$ 17.6569 | \$ 1,412.55 | \$ 36,726.30 | \$ 28.8823 | \$ 2,310.58 | \$ 60,075.08 |
| 08    | \$ 18.5510 | \$ 1,484.08 | \$ 38,586.08 | \$ 30.3445 | \$ 2,427.56 | \$ 63,116.56 |
| 09    | \$ 19.4899 | \$ 1,559.19 | \$ 40,538.94 | \$ 31.8808 | \$ 2,550.46 | \$ 66,311.96 |
| 10    | \$ 20.4766 | \$ 1,638.13 | \$ 42,591.38 | \$ 33.4944 | \$ 2,679.55 | \$ 69,668.30 |
| 11    | \$ 21.5133 | \$ 1,721.06 | \$ 44,747.56 | \$ 35.1903 | \$ 2,815.22 | \$ 73,195.72 |
| 12    | \$ 22.6075 | \$ 1,808.60 | \$ 47,023.60 | \$ 36.9718 | \$ 2,957.74 | \$ 76,901.24 |
| 13    | \$ 23.7466 | \$ 1,899.73 | \$ 49,392.98 | \$ 38.8436 | \$ 3,107.49 | \$ 80,794.74 |
| 14    | \$ 24.9489 | \$ 1,995.91 | \$ 51,893.66 | \$ 40.8098 | \$ 3,264.78 | \$ 84,884.28 |
| 15    | \$ 26.2119 | \$ 2,096.95 | \$ 54,520.70 | \$ 42.8761 | \$ 3,430.09 | \$ 89,182.34 |
| 16    | \$ 27.5390 | \$ 2,203.12 | \$ 57,281.12 | \$ 45.0463 | \$ 3,603.70 | \$ 93,696.20 |

*\*Contract charts are a representation of pay corresponding to a salary change in Munis, which will be applied with rounding to four (4) significant digits.*

**SECTION 3.** The following three percent (3%) increase to the minimum and the maximum of the salary ranges and a three percent (3%) COLA for qualifying incumbents and shall be effective the first full pay period ending in May of 2024.

AFSCME SALARY GRADES AND RANGES  
Effective 1st Pay Period Ending May of 2024 (Includes 3% COLA)

| Range | Minimum    |             |              | Maximum    |             |              |
|-------|------------|-------------|--------------|------------|-------------|--------------|
|       | Hourly     | Bi-Weekly   | Annual       | Hourly     | Bi-Weekly   | Annual       |
| 03    | \$ 14.9270 | \$ 1,194.16 | \$ 31,048.16 | \$ 24.4163 | \$ 1,953.30 | \$ 50,785.80 |
| 04    | \$ 15.6825 | \$ 1,254.60 | \$ 32,619.60 | \$ 25.6523 | \$ 2,052.18 | \$ 53,356.68 |
| 05    | \$ 16.4760 | \$ 1,318.08 | \$ 34,270.08 | \$ 26.9511 | \$ 2,156.09 | \$ 56,058.34 |
| 06    | \$ 17.3103 | \$ 1,384.82 | \$ 36,005.32 | \$ 28.3154 | \$ 2,265.23 | \$ 58,895.98 |
| 07    | \$ 18.1866 | \$ 1,454.93 | \$ 37,828.18 | \$ 29.7488 | \$ 2,379.90 | \$ 61,877.40 |
| 08    | \$ 19.1075 | \$ 1,528.60 | \$ 39,743.60 | \$ 31.2549 | \$ 2,500.39 | \$ 65,010.14 |
| 09    | \$ 20.0746 | \$ 1,605.97 | \$ 41,755.22 | \$ 32.8371 | \$ 2,626.97 | \$ 68,301.22 |
| 10    | \$ 21.0909 | \$ 1,687.27 | \$ 43,869.02 | \$ 34.4993 | \$ 2,759.94 | \$ 71,758.44 |
| 11    | \$ 22.1586 | \$ 1,772.69 | \$ 46,089.94 | \$ 36.2460 | \$ 2,899.68 | \$ 75,391.68 |
| 12    | \$ 23.2858 | \$ 1,862.86 | \$ 48,434.36 | \$ 38.0809 | \$ 3,046.47 | \$ 79,208.22 |
| 13    | \$ 24.4590 | \$ 1,956.72 | \$ 50,874.72 | \$ 40.0089 | \$ 3,200.71 | \$ 83,218.46 |
| 14    | \$ 25.6974 | \$ 2,055.79 | \$ 53,450.54 | \$ 42.0340 | \$ 3,362.72 | \$ 87,430.72 |
| 15    | \$ 26.9983 | \$ 2,159.86 | \$ 56,156.36 | \$ 44.1624 | \$ 3,532.99 | \$ 91,857.74 |
| 16    | \$ 28.3651 | \$ 2,269.21 | \$ 58,999.46 | \$ 46.3976 | \$ 3,711.81 | \$ 96,507.06 |

*\*Contract charts are a representation of pay corresponding to a salary change in Munis,  
which will be applied with rounding to four (4) significant digits.*

#### **SECTION 4. Grades and Classifications**

| Job Class | Classification Description Full Time | Pay Grade           |
|-----------|--------------------------------------|---------------------|
| 6126      | CONCESSION ATTENDANT                 | <del>Q203</del> A03 |
| 6108      | RECREATION ATTENDANT                 | A05                 |

|             |                                 |                 |
|-------------|---------------------------------|-----------------|
| 4107        | MUNICIPAL SERVICE WORKER I      | A06             |
| <u>4047</u> | <u>WASTE COLLECTOR</u>          | <u>Q205 A06</u> |
| 5327        | MUSEUM GUARD                    | <u>A07</u>      |
| 6118        | RECREATION LEADER I             | <u>A07</u>      |
| 4106        | MUNICIPAL SERVICE WORKER II     | <u>A08</u>      |
| 4024        | WATER METER TECHNICIAN I        | <u>A09</u>      |
| 4015        | ASSISTANT PUMPING MECHANIC      | <u>A10</u>      |
| 4406        | CENTRAL SERVICES TECHNICIAN     | <u>A10</u>      |
| 4017        | CONTROL ROOM OPERATOR           | <u>A10</u>      |
| 6123        | CUSTOMER SERVICE REPRESENTATIVE | <u>A10</u>      |
| 1615        | FLEET SERVICE REPRESENTATIVE    | <u>A10</u>      |
| <u>4334</u> | <u>MECHANIC I</u>               | <u>A10</u>      |
| 6117        | RECREATION LEADER II            | <u>A10</u>      |
| 1612        | STOREKEEPER I                   | <u>A10</u>      |
| 6023        | TREE TRIMMER                    | <u>A10</u>      |
| 4023        | WATER METER TECHNICIAN II       | <u>A10</u>      |
| 4253        | BUILDING SVCS TECHNICIAN        | <u>A11</u>      |
| 4105        | MUNICIPAL SERVICE WORKER III    | <u>A11</u>      |
| 4028        | SIGN MAKER                      | <u>A11</u>      |
| 1611        | STOREKEEPER II                  | <u>A11</u>      |
| 4104        | HEAVY EQUIPMENT OPERATOR I      | <u>A12</u>      |
| 6122        | ICE RINK TECHNICIAN             | <u>A12</u>      |
| 4333        | MECHANIC II                     | <u>A12</u>      |
| 4008        | SEWER PIPEFITTER                | <u>A12</u>      |
| 1616        | STOREKEEPER III                 | A12             |
| 4036        | STREETLIGHT TECHNICIAN I        | <u>A12</u>      |
| <u>4046</u> | <u>WASTE DRIVER SUPERVISOR</u>  | <u>Q209 A12</u> |
| 4007        | WATER PIPEFITTER                | <u>A12</u>      |
| 6410        | BUILDING SUPERVISOR             | <u>A13</u>      |
| <u>4012</u> | <u>DIESEL GENERAL MECHANIC</u>  | <u>Q210 A14</u> |
| 4322        | FIRE EQUIPMENT MECHANIC         | <u>A14</u>      |
| 4103        | HEAVY EQUIPMENT OPERATOR II     | <u>A14</u>      |
| 4332        | MECHANIC III                    | <u>A14</u>      |
| 6008        | PARK SUPERVISOR                 | <u>A14</u>      |
| <u>6220</u> | <u>PEST CONTROL SUPERVISOR</u>  | <u>Q210 A14</u> |
| 4013        | PUMPING MECHANIC                | <u>A14</u>      |
| 6105        | RECREATION PROGRAM SUPERVISOR   | <u>A14</u>      |
| 4035        | STREETLIGHT TECHNICIAN II       | <u>A14</u>      |
| 6012        | IRRIGATION SYSTEM SUPERVISOR    | <u>A15</u>      |
| 4006        | SEWER SUPERVISOR                | <u>A15</u>      |
| <u>4009</u> | <u>STORMWATER SUPERVISOR</u>    | <u>A15</u>      |



|      |                             |              |
|------|-----------------------------|--------------|
| 4034 | STREET SUPERVISOR           | <u>A15</u>   |
| 6021 | TREE MAINTENANCE SUPERVISOR | <u>A15</u>   |
| 4005 | WATER SUPERVISOR            | <u>A1516</u> |

| Job Class   | Classification Description Part Time   | Pay Grade       |
|-------------|--|-----------------|
| <u>6103</u> | <u>CONCESSION ATTENDANT PT</u>         | <u>A03-H03A</u> |
| 4109        | MUNICIPAL SERVICE WORKER TRAINEE PT    | <u>H04A</u>     |
| 5310        | SCHOOL CROSSING GUARD PT               | <u>H05A</u>     |
| <u>4102</u> | <u>MUNICIPAL SERVICE WORKER I PT</u>   | <u>H06A</u>     |
| <u>6104</u> | <u>REC LEADER I PT</u>                 | <u>H07A</u>     |
| <u>4101</u> | <u>MUNICIPAL SERVICE WORKER II PT</u>  | <u>H08A</u>     |
| <u>4110</u> | <u>MUNICIPAL SERVICE WORKER III PT</u> | <u>H11A</u>     |
| <u>4030</u> | <u>SIGN MAKER PT</u>                   | <u>H11A</u>     |

#### **SECTION 5. REPEALER.**

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

#### **SECTION 6. SEVERABILITY.**

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

**SECTION 7. EFFECTIVE DATE.**

This Ordinance shall take effect on the \_\_\_\_ day of \_\_\_\_\_, 2022.

**PASSED AND ADOPTED** this \_\_\_\_ day of \_\_\_\_\_, 2022.

**ATTEST:**


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

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

Underlines denote additions; ~~Strikethroughs~~ denote deletions

(Sponsored by Mayor Dan Gelber)

APPROVED AS TO  
FORM & LANGUAGE  
& FOR EXECUTION

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

8-30-22  
\_\_\_\_\_  
Date

