ORDINANCE NO. _____

AN ORDINANCE OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, AMENDING ORDINANCE NO. 1605, THE UNCLASSIFIED SALARY ORDINANCE, AS FOLLOWS: RETROACTIVELY, EFFECTIVE THE FIRST FULL PAY PERIOD ENDING IN APRIL 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 APRIL 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 APRIL 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%); THE MAXIMUM OF EACH SALARY RANGE SHALL BE RAISED BY FIVE PERCENT (5%) TO ACCOUNT FOR COLAS NOT AWARDED TO UNCLASSIFIED EMPLOYEES IN 2017, 2019, AND 2020; VARIOUS CLASSIFICATIONS FOR THE GROUP SHALL BE ADDED AND/OR REMOVED; RANGE CHANGES DUE TO RECLASSIFICATION OF VARIOUS CLASSIFICATIONS SHALL BE ADOPTED; ALL CLASSIFICATIONS AND GRADES IN ALPHABETICAL ORDER SHALL BE READOPTED; OUTDATED LANGUAGE SHALL BE DELETED AND/OR REVISED; AND PROVIDING FOR REPEALER, SEVERABILITY, AND AN EFFECTIVE DATE.

WHEREAS, the City has over 700 employees who are members of the unclassified salary group; and

WHEREAS, the Unclassified Service is categorized as Group VII, comprised of at-will employees (commonly referred to as "Unclassified Employees") and 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, there is a need to amend the salary ordinance to ensure the City has an employee classification and compensation system that is fair and competitive; and

WHEREAS, there is a need to amend the salary ordinance to delete obsolete classifications; correct scrivener's errors; make housekeeping amendments; and to amend classifications and grades; and

WHEREAS, the City has reached tentative agreements with all five bargaining units to amend the prior three-year collective bargaining agreements (CBAs) including the Fraternal Order of Police (FOP) William Nichols Lodge No. 8, the International Association of Fire Fighters (IAFF) Local 1510, Government Supervisors Association of Florida/OPEIU, Local 100 (GSAF), American Federation of State, County and Municipal Employees (AFSCME) Local 1554; and

Communication Workers of America (CWA) Local 3178; and

WHEREAS, included in the negotiated agreements between the City and the IAFF, FOP, GSAF, and CWA for a three-year period from October 1, 2021 through September 30, 2024; and for AFSCME the period of May 1, 2022 through April 30, 2025, are provisions for the implementation of across-the-board cost-of-living adjustments (COLA); and

WHEREAS the City's past practice has been to provide COLAs to Unclassified employees consistent with those COLAs negotiated by the represented Classified employees; and

WHEREAS, retroactively, effective the first full pay period ending in April of 2022, there shall be an across the board 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 April 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 April 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%);

WHEREAS, to account for COLAs not awarded to Unclassified employees in 2017, 2019, and 2020, the maximum of each salary range shall be raised by five percent (5%), effective upon ratification of this Ordinance, in order to provide parity and prevent salary compression and loss of wage growth; and

WHEREAS, Unclassified employees who separate from employment with the City prior to the date of implementation of the COLA (effective the first full pay period in April 2022; effective the first full pay period in April 2023; and effective the first full pay period in April 2024) will not be qualifying incumbents and will not be eligible for the COLA increases post separation; and

WHEREAS, the estimated financial impact for Unclassified employees in fiscal year (FY) 2021-22 operating budget is $655,476; FY2022-23 operating budget is $2,345,629; and FY2023-24 operating budget is $4,469,225.

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

SECTION 1. CLASS AND PAY GRADES, SALARIES AND CLASSIFICATIONS

The Unclassified Salary Ordinance No. 1605 shall be amended as follows: ~~to correct scriver's errors:~~

A. Salary Grades and Ranges

1. All Charter Officials and full and part time Unclassified staff shall receive COLAs herein. The range for the City Manager and City Attorney shall be consolidated and renamed "UNCL Appointed Charter Officers" in the pay grades chart.

2. ~~1.~~ The following chart reflects a two percent (2%) increase to the minimum and maximum of salary ranges, and a 2% COLA, effective the first full pay period in April 2022, retroactively.

Effective First Full Pay Period In April 2022				
2% Increase to MIN & MAX of Salary Range and 2% COLA				
Annual salary based on 2080 hours per year				
GRADE	**MINIMUM**	**MINIMUM**	**MAXIMUM**	**MAXIMUM**
UNCL *Charter Officers*	~~178,074.78~~	181,636.28	~~324,419.16~~	330,907.54
31	~~175,864.52~~	179,381.81	~~311,940.20~~	318,179.00
30	~~162,837.48~~	166,094.23	~~288,833.48~~	294,610.15
29	~~150,775.56~~	153,791.07	~~267,438.60~~	272,787.37
28	~~136,595.42~~	139,327.33	~~242,285.94~~	247,131.66
27	~~130,013.52~~	132,613.79	~~230,611.42~~	235,223.65
26	~~112,110.44~~	114,352.65	~~198,855.54~~	202,832.65
25	~~106,708.42~~	108,842.59	~~189,273.76~~	193,059.24
24	~~101,566.40~~	103,597.73	~~180,153.48~~	183,756.55
23	~~87,580.48~~	89,332.09	~~143,258.70~~	146,123.87
22	~~79,343.42~~	80,930.29	~~129,784.98~~	132,380.68
21	~~71,881.16~~	73,318.78	~~117,578.76~~	119,930.34
20	~~65,120.64~~	66,423.05	~~106,520.96~~	108,651.38
19	~~61,982.96~~	63,222.62	~~101,388.04~~	103,415.80
18	~~58,996.60~~	60,176.53	~~96,502.90~~	98,432.96
17	~~56,153.50~~	57,276.57	~~91,852.54~~	93,689.59
16	~~53,447.94~~	54,516.90	~~87,426.30~~	89,174.83
15	~~50,872.12~~	51,889.56	~~83,214.04~~	84,878.32
14	~~48,421.10~~	49,389.52	~~79,204.06~~	80,788.14
12	~~43,867.46~~	44,744.81	~~71,755.06~~	73,190.16
11	~~41,753.14~~	42,588.20	~~68,297.58~~	69,663.53
10	~~39,741.26~~	40,536.09	~~65,006.24~~	66,306.36
9	~~37,826.36~~	38,582.89	~~61,874.28~~	63,111.77
7	~~34,268.78~~	34,954.16	~~56,054.70~~	57,175.79
6	~~32,617.52~~	33,269.87	~~53,353.82~~	54,420.90
5	~~31,045.56~~	31,666.47	~~50,783.46~~	51,799.13
3	~~28,126.54~~	28,689.07	~~46,007.00~~	46,927.14
1	~~25,502.36~~	26,012.41	~~41,679.82~~	42,513.42

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

3. The following chart reflects a five percent (5%) increase to the maximum of salary ranges and shall be effective upon ratification of this Ordinance.

Effective Upon Ratification

5% Increase to MAX of Salary Range

Annual salary based on 2080 hours per year

GRADE		MINIMUM	MAXIMUM	MAXIMUM
UNCL	*Charter Officers*	181,636.28	~~330,907.54~~	347,452.92
31		179,381.81	~~318,179.00~~	334,087.95
30		166,094.23	~~294,610.15~~	309,340.66
29		153,791.07	~~272,787.37~~	286,426.74
28		139,327.33	~~247,131.66~~	259,488.24
27		132,613.79	~~235,223.65~~	246,984.83
26		114,352.65	~~202,832.65~~	212,974.28
25		108,842.59	~~193,059.24~~	202,712.20
24		103,597.73	~~183,756.55~~	192,944.38
23		89,332.09	~~146,123.87~~	153,430.07
22		80,930.29	~~132,380.68~~	138,999.71
21		73,318.78	~~119,930.34~~	125,926.85
20		66,423.05	~~108,651.38~~	114,083.95
19		63,222.62	~~103,415.80~~	108,586.59
18		60,176.53	~~98,432.96~~	103,354.61
17		57,276.57	~~93,689.59~~	98,374.07
16		54,516.90	~~89,174.83~~	93,633.57
15		51,889.56	~~84,878.32~~	89,122.24
14		49,389.52	~~80,788.14~~	84,827.55
12		44,744.81	~~73,190.16~~	76,849.67
11		42,588.20	~~69,663.53~~	73,146.71
10		40,536.09	~~66,306.36~~	69,621.68
9		38,582.89	~~63,111.77~~	66,267.35
7		34,954.16	~~57,175.79~~	60,034.58
6		33,269.87	~~54,420.90~~	57,141.94
5		31,666.47	~~51,799.13~~	54,389.09
3		28,689.07	~~46,927.14~~	49,273.50
1		26,012.41	~~42,513.42~~	44,639.09

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

4. The following chart reflects a three percent (3%) increase to the minimum and maximum of the salary ranges, and a three percent COLA, effective the first full pay period in April 2023.

Effective First Full Pay Period In April 2023				
3% Increase to MIN & MAX of Salary Range and 3% COLA				
Annual salary based on 2080 hours per year				
GRADE	**MINIMUM**	**MINIMUM**	**MAXIMUM**	**MAXIMUM**
UNCL *Charter Officers*	~~181,636.28~~	187,085.36	~~347,452.92~~	357,876.51
31	~~179,381.81~~	184,763.26	~~334,087.95~~	344,110.59
30	~~166,094.23~~	171,077.06	~~309,340.66~~	318,620.88
29	~~153,791.07~~	158,404.80	~~286,426.74~~	295,019.54
28	~~139,327.33~~	143,507.15	~~259,488.24~~	267,272.89
27	~~132,613.79~~	136,592.20	~~246,984.83~~	254,394.38
26	~~114,352.65~~	117,783.23	~~212,974.28~~	219,363.51
25	~~108,842.59~~	112,107.87	~~202,712.20~~	208,793.56
24	~~103,597.73~~	106,705.66	~~192,944.38~~	198,732.71
23	~~89,332.09~~	92,012.05	~~153,430.07~~	158,032.97
22	~~80,930.29~~	83,358.20	~~138,999.71~~	143,169.70
21	~~73,318.78~~	75,518.35	~~125,926.85~~	129,704.66
20	~~66,423.05~~	68,415.74	~~114,083.95~~	117,506.47
19	~~63,222.62~~	65,119.30	~~108,586.59~~	111,844.19
18	~~60,176.53~~	61,981.83	~~103,354.61~~	106,455.24
17	~~57,276.57~~	58,994.87	~~98,374.07~~	101,325.29
16	~~54,516.90~~	56,152.41	~~93,633.57~~	96,442.57
15	~~51,889.56~~	53,446.25	~~89,122.24~~	91,795.90
14	~~49,389.52~~	50,871.21	~~84,827.55~~	87,372.37
12	~~44,744.81~~	46,087.15	~~76,849.67~~	79,155.16
11	~~42,588.20~~	43,865.85	~~73,146.71~~	75,341.11
10	~~40,536.09~~	41,752.17	~~69,621.68~~	71,710.33
9	~~38,582.89~~	39,740.37	~~66,267.35~~	68,255.37
7	~~34,954.16~~	36,002.78	~~60,034.58~~	61,835.62
6	~~33,269.87~~	34,267.97	~~57,141.94~~	58,856.20
5	~~31,666.47~~	32,616.47	~~54,389.09~~	56,020.76
3	~~28,689.07~~	29,549.74	~~49,273.50~~	50,751.70
1	~~26,012.41~~	26,792.78	~~44,639.09~~	45,978.26

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

5. The following chart reflects a three percent (3%) increase to the minimum and maximum of the salary ranges, and a three percent COLA, effective the first full pay period in April 2024.

Effective First Full Pay Period In April 2024				
3% Increase to MIN & MAX of Salary Range and 3% COLA				
Annual salary based on 2080 hours per year				
GRADE	**MINIMUM**	**MINIMUM**	**MAXIMUM**	**MAXIMUM**
UNCL *Charter Officers*	~~187,085.36~~	192,697.92	~~357,876.51~~	368,612.80
31	~~184,763.26~~	190,306.16	~~344,110.59~~	354,433.91
30	~~171,077.06~~	176,209.37	~~318,620.88~~	328,179.50
29	~~158,404.80~~	163,156.95	~~295,019.54~~	303,870.13
28	~~143,507.15~~	147,812.36	~~267,272.89~~	275,291.08
27	~~136,592.20~~	140,689.97	~~254,394.38~~	262,026.21
26	~~117,783.23~~	121,316.73	~~219,363.51~~	225,944.42
25	~~112,107.87~~	115,471.10	~~208,793.56~~	215,057.37
24	~~106,705.66~~	109,906.83	~~198,732.71~~	204,694.69
23	~~92,012.05~~	94,772.41	~~158,032.97~~	162,773.96
22	~~83,358.20~~	85,858.94	~~143,169.70~~	147,464.80
21	~~75,518.35~~	77,783.90	~~129,704.66~~	133,595.80
20	~~68,415.74~~	70,468.22	~~117,506.47~~	121,031.66
19	~~65,119.30~~	67,072.88	~~111,844.19~~	115,199.51
18	~~61,981.83~~	63,841.28	~~106,455.24~~	109,648.90
17	~~58,994.87~~	60,764.71	~~101,325.29~~	104,365.05
16	~~56,152.41~~	57,836.98	~~96,442.57~~	99,335.85
15	~~53,446.25~~	55,049.64	~~91,795.90~~	94,549.78
14	~~50,871.21~~	52,397.34	~~87,372.37~~	89,993.55
12	~~46,087.15~~	47,469.77	~~79,155.16~~	81,529.81
11	~~43,865.85~~	45,181.82	~~75,341.11~~	77,601.34
10	~~41,752.17~~	43,004.73	~~71,710.33~~	73,861.64
9	~~39,740.37~~	40,932.59	~~68,255.37~~	70,303.04
7	~~36,002.78~~	37,082.86	~~61,835.62~~	63,690.69
6	~~34,267.97~~	35,296.01	~~58,856.20~~	60,621.89
5	~~32,616.47~~	33,594.96	~~56,020.76~~	57,701.38
3	~~29,549.74~~	30,436.24	~~50,751.70~~	52,274.25
1	~~26,792.78~~	27,596.56	~~45,978.26~~	47,357.61

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

B. Classifications and Grades

The Classifications and Grades of the Unclassified Salary Ordinance No. 1605 shall be amended by readopting all classifications and grades in alphabetical order and amending the list of Classifications and Grades as follows:

JOB Code	CLASSIFICATION	Salary Grade
3030	ADA Coordinator	21

JOB Code	CLASSIFICATION	Salary Grade	
5516	Active Reserve Officer	HR02	
3026	Administration and Business Officer	~~19~~	21
3150	Administrative Support Manager	17	
3152	Administrative Manager	20	
3153	Administrative Manager PT	20	
~~3192~~	~~Administrative Officer~~	~~17~~	
3160	Administrative Officer - City Manager's Office	~~15~~	17
3205	Administrative Officer - Planning Department	17	
3110	Administrative Services Manager	23	
1016	Agenda Coordinator	~~18~~	22
5417	Aquatics Coordinator	19	
5418	Aquatics Manager	21	
1503	IT Application Systems Manager	23	
1608	Asset Manager	24	
~~1613~~	~~Asset Specialist~~	~~18~~	
1409	Assistant City Attorney I	21	
1408	Assistant City Attorney II Prosecutor	~~23~~	21
2002	Assistant City Clerk	21	
3027	Assistant City Engineer	~~23~~	25
1002	Assistant City Manager	~~29~~	30
6403	Assistant Director - Bass Museum	21	
~~3103~~	~~Assistant Director – Building~~	~~24~~	
3006	Assistant Director - Capital Improvement Projects	~~24~~	27
~~3301~~1061	Assistant Director - ~~Community /~~ Economic Development	~~21~~	27
1102	Assistant Director – Finance	~~24~~	27
3332	Assistant Director - Housing and Community Services	~~24~~	27
1704	Assistant Director - Human Resources	~~24~~	27
3054	Assistant Division Director - Infrastructure	24	
1148	Assistant Director – Marketing & Communications	27	
1801	Assistant Director – Parking	~~24~~	27
1812	~~Assistant Director –~~ Senior Parking Operations Manager ~~Services Compliance~~	~~24~~	21
6002	Assistant Director - Parks and Recreation	~~24~~	27
3201	Assistant Director – Planning	~~24~~	27
1604	Assistant Director – Procurement	~~24~~	27
4403	Assistant Director – Property	27	
3002	Assistant Director - Public Works	~~25~~	27
4043	Assistant Director – Sanitation	~~20~~	24
1036	Assistant Director - Tourism~~, Culture, and Economic Development~~	~~24~~	27
4306	Assistant Division Director – Fleet Management	24	
4403	Assistant Division Director - Property Management	~~21~~	22
5200	Assistant Emergency Management Director	24	

JOB Code	CLASSIFICATION	Salary Grade	
5102	Assistant Fire Chief	26	
5112	Assistant Fire Marshall	~~o017~~	18
6121	Assistant Ice Rink Manager	14	
1114	Assistant Internal Auditor	23	
5002	Assistant ~~Police Chief~~Chief of Police	~~26~~	27
1404	Assistant to the City Attorney II	~~21~~	22
1003	Assistant to the City Manager	~~23~~	22
~~1063~~	~~Assistant to the Neighborhood Services Director~~	~~19~~	
6016	Athletic Manager	21	
1119	Auditor	19	
6402	Bass Museum Director	24	
5402	Beach Maintenance Division Director	~~23~~	25
1553	Bicycle Program Coordinator	17	
3164	Bldg Permit Information Analyst III	20	
1115	Budget and Performance Improvement Director	~~27/28~~	28
1117	Budget Officer	~~24~~	27
3102	Building Director	~~27/28~~	28
3104	~~Building Official~~ Deputy Building Director	~~25~~	27
3116	Building Operations Manager	23	
3145	Building Permitting Information Analyst	17	
3146	Building Permitting Information Analyst II	18	
3114	Building Records Manager	17	
3115	Building Records Supervisor	15	
5509	Business Manager	19	
1406	CAO Paralegal Specialist	21	
1018	~~Capital Improvement Administrator~~Deputy Chief of Staff	~~21~~	24
3015	Capital Improvement Projects Director	~~27/28~~	28
3005	Capital Improvement Projects Division Director	~~23~~	25
~~1106~~	~~Capital Improvements Administrative Finance~~	~~21~~	
1020	Capital Projects Administrator	20	
3010	Capital Projects Coordinator	22	
3037	Capital Projects Director for the Convention Center District	~~25~~	26
1021	Case Worker	11	
1013	Case Worker II	12	
~~3404~~	~~CDBG Program Analyst~~	~~20~~	
3405	CDBG Projects Coordinator	23	
4407	Central Services Coordinator	16	
~~3191~~	~~Chief Accessibility Inspector~~	~~20~~	
1103	Chief Accountant	~~18~~	23
3109	Chief Building Code Compliance Officer	~~20~~	22
~~3141~~	~~Chief Building Inspector~~	~~20~~	
1402	Chief Deputy City Attorney	~~29~~	31

JOB Code	CLASSIFICATION	Salary Grade	
3111	Chief Electrical Inspector	~~20~~	22
3171	Chief Elevator Inspector	~~20~~	22
1101	Chief Financial Officer	~~23~~	29
5115	Chief Fire Protection Analyst	22	
1034	Chief Learning and Development Officer	~~23~~	25
3121	Chief Mechanical Inspector	~~20~~	22
3221	Chief of Community Planning and Sustainability	~~21~~	23
3219	Chief of Historic Preservation	~~23~~	24
3218	Chief of Planning and Zoning	23	
1011	Chief of Staff	~~23~~	28
3220	Chief of Urban Design	~~21~~	23
3131	Chief Plumbing Inspector	~~20~~	22
~~3124~~	~~Chief Roofing Inspector~~	~~20~~	
3140	Chief Structural Engineer	24	
3209	~~CIP Field Supervisor~~Grants Intergovernmental	~~19~~	25
1401	City Attorney	UNCL	
2001	City Clerk	~~27/28~~	UNCL
3016	City Engineer	~~24~~	26
1001	City Manager	UNCL	
3000	City Surveyor Manager	22	
3009	Civil Engineer I	21	
3008	Civil Engineer II	22	
3007	Civil Engineer III	23	
1143	Claims Coordinator	20	
3039	Clerk of Boards	18	
1080	Client Services Specialist	14	
1057	CMB Media Ambassador	24	
3159	Code Compliance Assistant Director	~~23~~	27
3147	Code Compliance Director	~~27/28~~	28
~~3151~~	~~Code Compliance Division Director~~	~~19~~	
~~3051~~	~~Code Compliance Division Director~~	~~o017~~	
3154	Code Compliance Manager	21	
~~3153~~	~~Code Compliance Supervisor~~	~~18~~	
2223	Code Violations Clerk	12	
2100	Commission Aide	15	
5201	Communications Manager	~~17~~	23
~~3320~~	~~Community Development and Housing Director~~	~~23~~	
3302	Community Development Coordinator	21	
3305	Community Development Technician	14	
1022	Community Information Coordinator	19	
2012	Community Outreach Manager	20	
1047	Community Resources Coordinator	17	

JOB Code	CLASSIFICATION	Salary Grade	
3330	Community Services Division Director	21	
1550	~~Construction Management Division Director~~Chief Information Security Officer	~~23~~	25
1551	Construction Manager	~~20~~	24
1609	Contracts Compliance Administrator	21	
1603	Contracts Compliance Specialist	18	
1082	Controller	23	
~~1031~~	~~Cultural Affairs and Tourism Development Director~~	~~20~~	
1035	Cultural Affairs Program Manager	22	
1038	Cultural Facilities Manager	20	
6423	Curator	18	
~~6427~~	~~Curator of Collections~~	~~20~~	
~~6424~~	~~Curator of Education~~	~~18~~	
1823	Customer Service Liaison	14	
6124	Customer Services Manager	23	
1510	Database Administrator	~~21~~	22
3021	Departmental ADA Coordinator	21	
~~3021P~~	~~Departmental ADA Coordinator, Part-Time~~	~~e015~~	
3103	Deputy Building Director	~~24~~	
1403	Deputy City Attorney	~~27/28~~	29
1004	Deputy City Manager	~~30~~	31
6006	Deputy Director Parks and Recreation	25	
1100	Deputy Finance Director	25	
4130	Deputy Resiliency Officer	25	
3108	Development Review Services Coordinator	18	
1716	Division Director Risk Management and Benefits	24	
3311	Economic Development Division Director	24	
6103	Educational Aide	7	
1522	e-Government Administrator	19	
5111	Emergency Management Coordinator	23	
5008	Emergency Management Director	~~27/28~~	27
1010	Emergency Management Specialist	21	
1060	Emergency Management Technician	18	
~~1724~~	~~Employee Benefits Coordinator~~	~~19~~	
1723	Employee Benefits Manager	23	
5108	EMS Coordinator	22	
5111	Emergency Management Coordinator	23	
3148	Engineer	21	
~~1032~~	~~Entertainment Industry Liaison~~	~~20~~	
4129	Environment and Sustainability Director	~~27/28~~	27
1547	Environmental Resources Manager	~~19~~	21
1552	Environmental Specialist	17	

JOB Code	CLASSIFICATION	Salary Grade	
~~4111~~	~~Excellence Program Assessor~~	~~1~~	
5005	Executive Assistant to the Chief	23	
2108	Executive Office Associate I	15	
2107	Executive Office Associate II	~~16~~	19
4404	Facilities Zone Manager	20	
3040	Field Inspections Supervisor	19	
3023	Field Monitor	12	
1039	Film and Event Production Manager	22	
1026	Film and Print Coordinator	16	
1105	Finance Manager	23	
1156	Financial Analyst	15	
1155	Financial Analyst I	17	
1154	Financial Analyst II	19	
1153	Financial Analyst III	21	
5113	Fire Administrative Services Manager	23	
5101	Fire Chief	~~27/28~~	29
5019	Fire Communications Manager	18	
5103	Fire Division Chief	~~25~~	26
~~5116~~	~~Fire Inspection Supervisor~~	~~22~~	
5104	Fire Marshall	25	
5106	Fire Protection Analyst	18	
5118	~~Fire Protection Analyst Section Manager~~Emergency Management Division Administrator	~~22~~	25
1405	First Assistant City Attorney	26	
4310	Fleet Analyst	18	
4302	Fleet Management ~~Division~~ Director	~~24~~	25
1511	Geographic Information System (GIS) Analyst	17	
3024	Geographic Information System (GIS) Manager	~~21~~	22
3161	Governmental Compliance Coordinator	19	
4225	Graffiti Removal Coordinator	10	
1042	Grants and Operations Administrator	~~14~~	15
1055	Grants Management Specialist	12	
3207	Grants Manager	21	
3206	Grants ~~Officer~~Management Division Director	23	
3208	Grants Writer / Researcher	17	
6007	Greenspace Division Director	~~23~~	25
6014	Greenspace Superintendent	21	
3308	Home/Ship Projects Coordinator	23	
1081	Homeless Outreach Specialist	14	
1048	Homeless Program Coordinator	18	
3304	Housing and Community Development Programs Specialist	18	
3331	Housing and Community Services Director	~~27/28~~	28

JOB Code	CLASSIFICATION	Salary Grade	
~~3310~~	~~Housing Community and Economic Development Div. Director~~	~~17~~	
3303	Housing Specialist	18	
1733	Human Resources Administrator	20	
1702	Human Resources Administrator II	23	
1701	Human Resources Director	~~27/28~~	28
1711	Human Resources Specialist	18	
1715	Human Resources Risk and Benefits Analyst	19	
6120	Ice Rink Manager	16	
6112	Inclusionary Aide	10	
1500	Information Technology Director	~~27/28~~	28
1501	Information Technology Division Director	~~24~~	23
1508	Information Technology Specialist I	16	
1507	Information Technology Specialist II	~~14~~	18
1506	Information Technology Specialist III	20	
3028	Infrastructure Division Director	~~24~~	25
3144	Inspection Services Coordinator	20	
1045	Intern	~~7~~	HOU6
1116	Internal Auditor	24	
5018	Investigator Supervisor	23	
~~1040~~	~~Labor Relations Director~~	~~o019~~	
~~1012~~	~~Labor Relations Manager~~	~~21~~	
1041	Labor Relations Specialist	18	
1009	Labor Relations Technician	14	
6013	Landscape Projects Coordinator	21	
2215	Legal Administrator	18	
2214	Legal Secretary	16	
~~7112~~	~~Log Cabin Education Coordinator~~	~~o014~~	
~~7123~~	~~Log Cabin Employment Specialist/ Job Coordinator~~	~~o011~~	
~~7125~~	~~Log Cabin Instructor~~	~~o007~~	
~~7111~~	~~Log Cabin Program Administrator~~	~~o016~~	
4252	Maintenance Management Coordinator	20	
1123	Management and Budget Analyst	18	
~~1125~~	~~Management and Budget Analyst I~~	~~o014~~	
~~1120~~	~~Management and Budget Manager~~	~~17~~	
1124	Management Consultant	19	
1043	Management Intern	16	
1028	Marketing and Tourism Manager	22	
~~1028~~	~~Marketing, Tourism Manager~~	~~22~~	
1146	Marketing, Tourism and Development Manager	22	
2129	Mayor/Commission Branding Manager	20	
2128	Mayor/Commission Office Manager	5	
5003	MBPD Chief of Staff	25	

JOB Code	CLASSIFICATION	Salary Grade	
1027	Media Assistant	15	
1025	Media Specialist	16	
~~1050~~	~~Neighborhood Services Director~~	~~21~~	
1505	Network Administrator	21	
5401	Ocean Rescue Division Chief	~~20~~	25
2130	Office Assistant	3	
2123	Office Associate II	5	
2122	Office Associate III	11	
2121	Office Associate IV	12	
2120	Office Associate V	14	
2104	Office Manager	18	
2201	Office Manager (City Attorney)	18	
1023	Office of Communications Director	~~27/28~~	28
1705	Organizational Development and Training Coordinator	22	
1710	Organizational Development and Training Specialist	21	
2203	Paralegal	~~14~~	15
6141	Park Ranger Supervisor	18	
1809	Parking Administration Manager	~~20~~	18
1800	Parking Director	~~27/28~~	28
1802	Parking Operations Manager	18	
6009	~~Parks and Recreation Administrative Specialist~~Assistant Division Director Greenspace	~~18~~	24
6119	Parks and Recreation Analyst	16	
6001	Parks and Recreation Director	~~27/28~~	28
6015	Parks and Recreation Project Supervisor	20	
6010	Parks and Recreation Projects Coordinator	21	
6005	Parks Facility Manager	21	
6003	Parks Superintendent ~~- Urban Forester~~	21	
6011	~~Parks Superintendent -~~ Urban Forester	21	
3032	Performance and Scheduling Analyst	20	
3214	Planner	~~14~~	15
~~3215~~	~~Planner I~~	~~16~~	
3217	~~Planner II~~Historic Preservation & Architecture Officer	~~18~~	24
3020	Planning and Zoning Inspector	16	
~~3210~~	~~Planning and Zoning Inspector~~	~~16~~	
3204	Planning and Zoning Manager	23	
3203	Planning Department Deputy Director	~~25~~	27
3200	Planning Director	~~27/28~~	28
5510	Police Accreditation Manager	18	
5006	Police Captain	~~24~~	25
5001	Police Chief	~~27/28~~	29
5007	Police Commander	~~23~~	25

JOB Code	CLASSIFICATION	Salary Grade	
5004	Police Division Major	~~25~~	26
5515	Police Information Resource Specialist	15	
5505	Police Plans and Policies Manager	21	
5507	Police Records Manager	~~16~~	22
~~5506~~	~~Police Records Supervisor~~	~~o510~~	
3202	Preservation and Design Manager	23	
3212	Principal Planner	21	
1621	Procurement Contracting Analyst	~~14~~	16
1622	Procurement Contracting Analyst II	~~16~~	19
1599	Procurement Contracting Officer I	~~16~~	19
1619	Procurement Contracting Officer II	~~18~~	21
1620	Procurement Contracting Officer III	~~20~~	22
1607	Procurement Coordinator	16	
1600	Procurement Director	~~27/28~~	28
~~1601~~	~~Procurement Division Director~~	~~19~~	
~~7114~~1056	Program Coordinator ~~(Youth Empowerment Network)~~	~~16~~	14
3036	~~Project Manager~~Assistant Director Transportation	~~19~~	27
4231	Property Maintenance/Operations Superintendent	22	
4401	Property Management Director	~~24~~	28
~~5307~~	~~Property/Evidence Supervisor~~	~~21~~	
1037	Public Arts Coordinator	16	
~~1051~~	~~Public Information Coordinator~~	~~21~~	
1024	Public Information Officer	21	
1029	Public Information Specialist	~~16~~	18
1066	Public Relations Manager	23	
~~1126~~	~~Public Safety Management and Budget Analyst~~	~~21~~	
~~1144~~	~~Public Safety Payroll Administrator~~	~~o512~~	
3001	Public Works Director	~~27/28~~	28
2194	Quality Assurance Coordinator	16	
1515	Radio Systems Administrator	21	
4108	Rapid Response Team	9	
3306	Real Estate Asset Specialist	20	
2113	Receptionist	9	
2003	Records Management Specialist	14	
2006	Records Manager	18	
6018	Recreation Program Assistant Manager	18	
6017	Recreation Program Manager	21	
6106	Recreation Supervisor II	20	
1017	Redevelopment Coordinator	21	
1007	Redevelopment Specialist	19	
~~6411~~	~~Registrar~~	~~o012~~	
1131	Revenue Manager	23	

JOB Code	CLASSIFICATION	Salary Grade	
3017	Right-of-Way Manager	~~19~~	21
1141	Risk Manager	23	
1142	Safety Officer	21	
4053	Sanitation Business Manager	19	
4042	Sanitation Coordinator	14	
4041	Sanitation Director	~~24~~	25
4044	Sanitation Superintendent	18	
2127	Secretary	5	
~~1814~~	~~Security Specialist~~	~~18~~	
1810	Senior Administrative Manager	21	
1407	Senior Assistant City Attorney	24	
1118	Senior Auditor	22	
3014	Senior Capital Projects Coordinator	23	
3211	Senior Capital Projects Planner	21	
1524	Senior Geographic Information System (GIS) Analyst	21	
1712	Senior Human Resources Specialist	21	
2213	Senior Legal Secretary	17	
4029	Senior Management Analyst	20	
1122	Senior Management and Budget Analyst	20	
1121	Senior Management Consultant	21	
1064	~~Senior Media Specialist~~Writer Editor	~~19~~	16
1517	Senior Network Administrator	~~21~~	22
3213	Senior Planner	20	
3233	Senior Plans Designer	21	
1605	Senior Procurement Specialist	~~20~~	19
1520	Senior Systems Administrator	~~21~~	22
1512	Senior Systems Analyst	~~20~~	22
1514	Senior Telecommunications Specialist	19	
~~1046~~	~~Service Delivery Manager~~	~~17~~	
7113	Social Worker	22	
7119	Social Worker Intern	10	
1005	Special Assistant to the City Manager	22	
~~1033~~	~~Special Events Coordinator~~	~~16~~	
1725	Special Projects Administrator	21	
1006	Special Projects Coordinator	19	
1521	Storage Area Network Architect	21	
3053	Stormwater Superintendent	22	
4031	Street, Light and Storm Superintendent	17	
3052	Streets and Street Lighting Superintendent	22	
~~3025~~	~~Streets/Stormwater Superintendent~~	~~22~~	
1513	Systems Administrator	~~19~~	20
1519	Systems Analyst	19	

JOB Code	CLASSIFICATION	Salary Grade	
1509	Systems Support Manager	23	
1166	Tax Auditor	17	
1504	Technical Services Manager	23	
1518	Telecommunications Specialist	18	
3309	Tenant Services Coordinator	19	
1054	Tourism~~,~~ & Cultureal ~~Affairs and Economic Development~~ Director	~~27/28~~	28
3022	Traffic Engineer	22	
3034	Transportation Analyst	~~18~~	21
3003	Transportation Coordinator	19	
3050	Transportation Deputy Director	25	
3035	Transportation Director	~~27/28~~	28
1813	~~Transportation Engineer~~Securities Operations Manager	~~18~~	21
3029	Transportation Manager	22	
3033	Transportation Operations Supervisor	22	
~~3038~~	~~Transportation Planner~~	~~20~~	
1104	Treasury Manager	23	
1053	Truancy Prevention Program Coordinator	16	
~~6104~~	~~Tutoring Supervisor~~	~~14~~	
~~1132~~	~~Utility Billing Supervisor~~	~~20~~	
5211	Victim's Advocate	15	
1067	Visual Communications Manager	22	
1044	Visual Communications Specialist	16	
1516	VOIP Network Administrator	22	
4001	Water and Sewer Superintendent	23	

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~~**C. Salary information to be provided to City Commission**~~

~~Effective September 30, 2015, the City Commission shall be informed whenever an Unclassified employee is hired at an annual salary of $75,000 or more.~~

C. ~~D.~~Intent and Applicability Interim Adjustments

~~That adopting this ordinance is substantial step toward having a salary plan for all City employees without adversely impacting any individual's current earnings; therefore, those at or over the medium of the range for their respective classifications shall have their salaries frozen or red-circled until such time as the range catches up to them.~~

This Ordinance shall be amended every three years simultaneously with the ratification of one or more of the City's collective bargaining agreements. In the period between the amendments, the City Manager may evaluate salaries and/or classifications to stay abreast of the market. The City Manager shall have the authority to establish or amend salaries and/or classifications in order to adjust to staffing requirements and actual changes in position duties, and to establish incentive pays. These salary ranges and classification

changes are subject to ratification of the City Commission at the time of the amendment of this Ordinance. Employees at or over the maximum of the range for their respective classifications ~~shall~~ may have their classifications ~~studied~~ evaluated if they demonstrate to the City Manager, through the Human Resources Director, that their duties have changed substantially ~~since the study was conducted~~, or that there has been an equally significant change in reporting structure.

To promote morale and recognize jobs well done, employees at or over the maximum of their respective salary ranges, shall be eligible each year, in lieu of a COLA, for a discretionary one-time, non-recurring, non-pensionable adjustments of up to ~~two~~ three percent (~~2~~3%) of their salaries based on whether they met, exceeded or significantly exceeded performance expectations as reflected by the ratings on their individual performance evaluations.

SECTION 2. REPEALER.

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.

The Ordinance shall become effective upon adoption.

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

RAP 9/12/22
City Attorney for RAP — Date