MIAMIBEACH

COMMISSION MEMORANDUM

TO: Mayor Dan Gelber and Members of the City Commission

FROM: Alina T. Hudak, City Manager

DATE: September 14, 2022

SUBJECT: **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.**

ADMINISTRATION RECOMMENDATION

Approve the proposed ordinance on first reading and set the ordinance for second reading on September 28, 2022.

Background

The City's workforce is divided into seven (7) Salary 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; Group VI comprising of classifications in the classified service not covered by a bargaining unit (commonly referred to as "Others"); and Group VII comprising of Unclassified employees.

Analysis

The Administration will be presenting a separate item before the City Commission during the September 14, 2022 City Commission meeting, requesting approval to ratify a three-year labor agreement between the City of Miami Beach and the American Federation of State, County and Municipal Employees ("AFSCME") Local 1554 from the period of May 1, 2022 through April 30, 2025.

The ratified agreement between the City and the AFSCME mandates the implementation of a retroactive two percent (2%) across the board cost of living adjustment ("COLA"), effective the first full pay period ending in May 2022, for all classified employees represented by the AFSCME, with a corresponding two percent (2%) increase to the minimum and maximum of each pay range; a three percent (3%) across the board COLA, effective the first full pay period ending in May 2023, for all classified employees represented by the AFSCME, with a corresponding three percent (3%) increase to the minimum and maximum of each pay range; a three percent (3%) across the board COLA, effective the first full pay period ending in May 2024, for all classified employees represented by the AFSCME, with a corresponding three percent (3%) increase to the minimum and maximum of each pay range. The ordinance amendment will ensure the City has an employee classification and compensation system that is reasonable and competitive.

Any of the classified employees who separate from employment with the City prior to the date of implementation of the COLAs will not be eligible to receive the COLA increases.

ESTIMATED FISCAL IMPACT

The fiscal impact of the COLAs for AFSCME are estimated at $189,186 for FY 2021/22; $677,709 for FY 2022/23; $1,292,575 for FY 2023/24. The total estimated three-year impact is $2,159,470.

Conclusion

The Administration recommends amending Ordinance No. 789, the Classified Employees Salary Ordinance of the City of Miami Beach, Florida, by providing a retroactive COLA effective the first full pay period ending in May 2022, May 2023, and May 2024, and increasing the minimum and maximum of each AFSCME bargaining unit classification pay range correspondingly.

Based on the foregoing, the Administration recommends that the City Commission approve the proposed ordinance on first reading and set the ordinance for second reading on September 28, 2022.