

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, IN ACCORDANCE WITH THE NEGOTIATED COLLECTIVE BARGAINING AGREEMENT, PROVIDING FOR QUALIFYING INCUMBENTS IN THE CLASSIFICATIONS IN GROUP V REPRESENTED BY THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA ("GSAF"), OPEIU LOCAL 100 AS FOLLOWS: RETROACTIVELY EFFECTIVE THE FIRST FULL PAY PERIOD ENDING IN APRIL OF 2022, THERE WILL 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%); ADDING PARKING ENFORCEMENT OPERATIONS SUPERVISOR CLASSIFICATION INTO BARGAINING UNIT; RECLASSIFICATION OF BEACH PATROL OPERATIONS SUPERVISOR; 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 1,497 classified employees of which, approximately 64 are currently covered by the GSAF bargaining unit (Group VI); and

WHEREAS, the GSAF bargaining unit employees held a ratification vote on September 28-29, 2022, whereby the proposed 2022-2025 Agreement ("Agreement") was approved by the majority of the bargaining unit members who voted; and

WHEREAS, on October 26, 2022, the City Commission ratified the three-year Agreement with the GSAF, which covered the contract period of October 1, 2021 through September 30, 2024; and

WHEREAS, there is a need to amend the Classified Salary Ordinance to add one (1) classification, Parking Enforcement Operations Supervisor, to Group V represented by the Government Supervisors Association of Florida (GSAF); and

WHEREAS, there is a need to amend the Classified Salary Ordinance to reclassify the Beach Patrol Operations Supervisor by one range and implement a one-time five percent (5%) salary increase to current employees' base pay; and

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

WHEREAS, classified employees represented by the GSAF collective bargaining unit that separate from employment with the City prior to the date of implementation of these COLA increases which are effective the first full pay period ending in April of 2022; effective the first full pay period ending in April of 2023; effective the first full pay period ending in April of 2024, shall not be eligible to receive the COLA increases; and

WHEREAS, there is a need to amend the salary ranges of classified employees represented by GSAF 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:

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 April of 2022. Qualifying incumbents covered by the GSAF bargaining unit shall receive a two percent (2%) COLA, provided that the employee's base salary does not exceed the maximum of their salary range for the classification established in this section below.

GROUP V: GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA (GSAF)

Grade and Salaries				
<i>Effective 1st Pay Period Ending April of 2022 (Includes 2% COLA) Annual salary based on 2080 hours per year</i>				
GRADE	MINIMUM		MAXIMUM	
516	\$80,042.02	\$81,642.86	\$129,149.80	\$131,732.90
515	\$73,587.54	\$75,059.40	\$118,856.40	\$121,233.58
514	\$67,726.62	\$69,081.22	\$109,383.04	\$111,570.68
513	\$62,329.80	\$63,576.50	\$100,665.50	\$102,678.94
512	\$57,360.16	\$58,507.28	\$92,639.56	\$94,492.32
511	\$52,786.50	\$53,842.36	\$85,255.56	\$86,960.64
510	\$48,578.92	\$49,550.54	\$78,459.68	\$80,028.78
509	\$44,708.56	\$45,602.70	\$72,209.54	\$73,653.84
506	\$34,846.50	\$35,543.56	\$56,281.42	\$57,406.96

**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 April of 2023. Qualifying incumbents covered by the GSAF bargaining unit shall receive a three percent (3%) COLA, provided that the employee's base salary does not exceed the maximum of their salary range for the classification established in this section below.

GROUP V: GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA (GSAF)

Grade and Salaries		
<i>Effective 1st Pay Period Ending April of 2023 (Includes 3% COLA) Annual salary based on 2080 hours per year</i>		
GRADE	MINIMUM	MAXIMUM
516	84,092.06	135,684.90
515	36,751.06	59,356.89
514	39,934.54	64,497.74
513	77,311.26	124,870.46
512	71,153.68	114,917.92
511	65,483.86	105,759.42
510	60,262.54	97,327.10
509	55,457.74	89,569.48
506	36,609.82	59,129.20

**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 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 April of 2024. Qualifying incumbents covered by the GSAF bargaining unit shall receive a three percent (3%) COLA, provided that the employee's base salary does not exceed the maximum of their salary range for the classification established in this section below.

GROUP V: GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA (GSAF)

Grade and Salaries		
<i>Effective 1st Pay Period Ending April of 2024 (Includes 3% COLA) Annual salary based on 2080 hours per year</i>		
GRADE	MINIMUM	MAXIMUM
516	86,614.84	139,755.46
515	79,630.72	128,616.54
514	73,288.28	118,365.52
513	67,448.42	108,932.20
512	62,070.32	100,246.90
511	57,121.48	92,256.58
510	52,568.10	84,902.48
509	48,380.02	78,139.36
506	37,708.06	60,903.18

**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

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

GROUP V: GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA (GSAF)

JOB CLASS	CLASSIFICATION	SALARY GRADE
5207	911 COMM RECORDS CUST	513
4022	ABOLISHED WATER SERVICE REP	509
4211	AIR COND SUPERVISOR	514
4025	BACKFLOW COORDINATOR	511
<u>5403</u>	<u>BEACH PATROL OPER SUPERVISOR</u>	<u>515-516</u>
4405	CENTRAL SERVICES SUPERVISOR	512
3141	CHIEF BUILDING INSPECTOR	516
3124	CHIEF ROOFING INSPECTOR	516
3004	CITY SURVEYOR	515

5202	COMMUNICATIONS SUPERVISOR	514
5013	CRIME SCENE SUPERVISOR	514
4230	ELECTRICIAN SUPERVISOR	514
4229	ELECTRONIC/INST SUPERVISOR	512
4303	FLEET OPERATIONS SUPERVISOR	513
4331	LEAD MECHANIC	511
4051	MAINTENANCE SUP	512
4021	METERED SERVICES SUPERVISOR	513
4221	PAINT SUPERVISOR	511
	<u>PARKING ENFORCEMENT</u>	<u>513</u>
<u>1827</u>	<u>OPERATIONS SUPERVISOR</u>	
6004	PARK OPERATIONS SUPERVISOR	512
1811	PARKING FACILITY SUPERVISOR	510
1803	PARKING OPS SUPERVISOR	512
4269	PLUMBING SUPERVISOR	514
5506	POLICE RECORDS SUPERVISOR	513
1144	PUBLIC SAFETY PAY ADMIN	512
	PUMPING OPERATIONS	
4011	SUPERVISOR	513
6107	RECREATION SUPERVISOR I	511
4045	SANITATION OPERATIONS SUPV	512
3112	SENIOR ELECTRICAL INSPECTOR	514
3122	SENIOR MECHANICAL INSPECTOR	514
3132	SENIOR PLUMBING INSPECTOR	514
4052	SERVICE SUP	509
4003	SEW FIELD OPERATIONS SUPV	513
3142	SR BUILDING INSPECTOR	514
3172	SR ELEVATOR INSPECTOR	513
3106	SR ENGINEERING INSPECTOR	514
4032	STREET OPERATIONS SUPERVISOR	512
6125	TENNIS CENTER SUPERVISOR	506
1610	WAREHOUSE SUPERVISOR	512
4004	WATER FIELD OPERATIONS SUPV	513
4026	WATER METER SUPERVISOR	512

SECTION 5. REPEALER.

That 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 *RR*

10-18-22

Date