

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 IV REPRESENTED BY GROUP IV COMMUNICATIONS WORKERS OF AMERICA LOCAL 3178 ("CWA") 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%); THERE SHALL BE AN INCREASE IN PAY GRADE FOR THE FOLLOWING CLASSIFICATIONS: DISPATCHERS FROM H27 TO H28; COMMUNICATION OPERATORS FROM H25 TO H26; COMPLAINT OPERATORS FROM H26 TO H27; 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 298 are currently covered by the CWA bargaining unit (Group IV); and

WHEREAS, the CWA bargaining unit employees held a ratification vote ending on October 13, 2022, whereby the proposed 2021-2024 Agreement ("Agreement") was approved by a majority of the bargaining unit members who voted; and

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

WHEREAS, the ratified Agreement between the City and the CWA 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 CWA 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 effective the first full pay period ending April of 2022; effective the first full pay period ending in April of 2023; and effective the first full pay period ending in April of 2024; and

WHEREAS, effective upon ratification of the CWA agreement, the pay grade for the Dispatchers will increase from H27 to H28; and

WHEREAS, effective upon ratification of the CWA agreement, the pay grade for the Communication Operators will increase from H25 to H26; and

WHEREAS, effective upon ratification of the CWA agreement, the pay grade for the Complaint Operators will increase from H26 to H27; and

WHEREAS, there is a need to amend the salary ranges of classified employees represented by the CWA 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 April of 2022. Qualifying incumbents covered by the CWA 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 IV: COMMUNICATIONS WORKERS OF AMERICA (CWA)

Effective 1st Pay period Ending April of 2022 (Includes 2% COLA)							
Range		Minimum	Maximum	Range		Minimum	Maximum
		\$ 35,345.70	\$ 51,191.40			\$ 58,421.48	\$ 92,298.44
H15	Annual	\$ 36,052.64	\$ 52,215.28	H32	Annual	\$ 59,589.92	\$ 94,144.44
		\$ 36,406.24	\$ 52,726.70			\$ 60,757.84	\$ 95,989.92
H16	Annual	\$ 37,134.24	\$ 53,781.26	H33	Annual	\$ 61,973.08	\$ 97,909.76
		\$ 37,498.24	\$ 54,309.06			\$ 63,188.32	\$ 99,830.12
H17	Annual	\$ 38,248.08	\$ 55,395.34	H34	Annual	\$ 64,452.18	\$ 101,826.66
		\$ 38,623.26	\$ 55,938.22			\$ 65,715.52	\$ 103,822.94
H18	Annual	\$ 39,395.72	\$ 57,057.00	H35	Annual	\$ 67,029.82	\$ 105,899.30
		\$ 39,781.82	\$ 57,616.00			\$ 68,344.38	\$ 107,975.92
H19	Annual	\$ 40,577.42	\$ 58,768.32	H36	Annual	\$ 69,711.20	\$ 110,135.48
		\$ 40,975.22	\$ 59,344.48			\$ 71,078.02	\$ 112,294.78
H20	Annual	\$ 41,794.74	\$ 60,531.38	H37	Annual	\$ 72,499.70	\$ 114,540.66
		\$ 42,205.02	\$ 61,124.96			\$ 45,018.22	\$ 65,832.26
H21	Annual	\$ 43,049.24	\$ 62,347.48	H50	Annual	\$ 45,918.60	\$ 67,148.90
		\$ 43,470.96	\$ 62,958.74			\$ 46,368.66	\$ 65,832.26
H22	Annual	\$ 44,340.40	\$ 64,217.92	H51	Annual	\$ 47,296.08	\$ 69,834.70
		\$ 44,775.12	\$ 64,847.38			\$ 47,759.40	\$ 71,204.12
H23	Annual	\$ 45,670.56	\$ 66,144.26	H52	Annual	\$ 48,714.64	\$ 72,628.14
		\$ 46,118.28	\$ 67,441.14			\$ 49,192.00	\$ 74,052.16
H24	Annual	\$ 47,040.76	\$ 68,790.02	H53	Annual	\$ 50,175.84	\$ 75,533.12
		\$ 47,501.74	\$ 70,138.90			\$ 50,668.02	\$ 77,014.34
H25	Annual	\$ 48,451.78	\$ 71,541.60	H54	Annual	\$ 51,681.50	\$ 78,554.58
		\$ 48,926.54	\$ 72,944.85			\$ 52,188.24	\$ 80,094.56
H26	Annual	\$ 49,905.18	\$ 74,403.68	H55	Annual	\$ 53,231.88	\$ 81,696.42
		\$ 50,395.02	\$ 75,862.80			\$ 53,753.44	\$ 83,298.02
H27	Annual	\$ 51,403.04	\$ 77,380.16	H56	Annual	\$ 54,828.54	\$ 84,964.10
		\$ 51,906.66	\$ 78,897.00			\$ 55,365.96	\$ 86,630.44
H28	Annual	\$ 52,944.84	\$ 80,474.94	H57	Annual	\$ 56,473.30	\$ 88,363.08
		\$ 53,463.80	\$ 82,052.88			\$ 59,308.34	\$ 90,096.24
H29	Annual	\$ 54,533.18	\$ 83,694.00	H58	Annual	\$ 60,494.46	\$ 91,898.04
		\$ 55,067.48	\$ 85,334.86			\$ 61,680.84	\$ 93,699.58
H30	Annual	\$ 56,168.84	\$ 87,041.50	H59	Annual	\$ 62,914.54	\$ 95,573.66
		\$ 56,719.78	\$ 88,748.40			\$ 64,147.72	\$ 97,447.22
H31	Annual	\$ 57,854.16	\$ 90,523.42	H60	Annual	\$ 65,430.56	\$ 99,396.18

Strikethrough values represent current minimum salaries and current maximum salaries.

**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 CWA 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 IV: COMMUNICATIONS WORKERS OF AMERICA (CWA)

Effective 1st Pay period Ending April of 2023 (Includes 3% COLA)							
Range		Minimum	Maximum		Range	Minimum	Maximum
H15	Annual	\$ 37,134.24	\$ 53,781.78		H32	Annual	\$ 61,377.68
							\$ 96,968.82
H16	Annual	\$ 38,248.34	\$ 55,394.82		H33	Annual	\$ 63,832.34
							\$ 100,846.98
H17	Annual	\$ 39,395.46	\$ 57,057.26		H34	Annual	\$ 66,385.80
							\$ 104,881.40
H18	Annual	\$ 40,577.68	\$ 58,768.84		H35	Annual	\$ 69,040.66
							\$ 109,076.24
H19	Annual	\$ 41,794.74	\$ 60,531.38		H36	Annual	\$ 71,802.64
							\$ 113,439.56
H20	Annual	\$ 43,048.46	\$ 62,347.22		H37	Annual	\$ 74,674.60
							\$ 117,976.82
H21	Annual	\$ 44,340.66	\$ 64,217.92		H50	Annual	\$ 47,296.08
							\$ 69,163.38
H22	Annual	\$ 45,670.56	\$ 66,144.52		H51	Annual	\$ 48,714.90
							\$ 71,929.78
H23	Annual	\$ 47,040.76	\$ 68,128.58		H52	Annual	\$ 50,176.10
							\$ 74,806.94
H24	Annual	\$ 48,452.04	\$ 70,853.64		H53	Annual	\$ 51,681.24
							\$ 77,799.02
H25	Annual	\$ 49,905.44	\$ 73,687.90		H54	Annual	\$ 53,231.88
							\$ 80,911.22
H26	Annual	\$ 51,402.26	\$ 76,635.78		H55	Annual	\$ 54,828.80
							\$ 84,147.44
H27	Annual	\$ 52,945.10	\$ 79,701.44		H56	Annual	\$ 56,473.30
							\$ 87,513.14
H28	Annual	\$ 54,533.18	\$ 82,889.30		H57	Annual	\$ 58,167.46
							\$ 91,014.04
H29	Annual	\$ 56,169.10	\$ 86,204.82		H58	Annual	\$ 62,309.26
							\$ 94,655.08
H30	Annual	\$ 57,853.90	\$ 89,652.68		H59	Annual	\$ 64,801.88
							\$ 98,440.94
H31	Annual	\$ 59,589.66	\$ 93,239.12		H60	Annual	\$ 67,393.56
							\$ 102,378.12

**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 CWA 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 IV: COMMUNICATIONS WORKERS OF AMERICA (CWA)

Effective 1st Pay period Ending April of 2024 (Includes 3% COLA)							
Range		Minimum	Maximum		Range	Minimum	Maximum
H15	Annual	\$ 38,248.34	\$ 55,395.34		H32	Annual	\$ 63,219.00
							\$ 99,877.96
H16	Annual	\$ 39,395.72	\$ 57,056.74		H33	Annual	\$ 65,747.24
							\$ 103,872.34
H17	Annual	\$ 40,577.42	\$ 58,769.10		H34	Annual	\$ 68,377.40
							\$ 108,027.92
H18	Annual	\$ 41,795.00	\$ 60,531.90		H35	Annual	\$ 71,111.82
							\$ 112,348.60
H19	Annual	\$ 43,048.46	\$ 62,347.22		H36	Annual	\$ 73,956.74
							\$ 116,842.70
H20	Annual	\$ 44,339.88	\$ 64,217.66		H37	Annual	\$ 76,914.76
							\$ 121,516.20
H21	Annual	\$ 45,670.82	\$ 66,144.52		H50	Annual	\$ 48,714.90
							\$ 71,238.18
H22	Annual	\$ 47,040.76	\$ 68,128.84		H51	Annual	\$ 50,176.36
							\$ 74,087.78
H23	Annual	\$ 48,452.04	\$ 70,172.44		H52	Annual	\$ 51,681.50
							\$ 77,051.26
H24	Annual	\$ 49,905.70	\$ 72,979.14		H53	Annual	\$ 53,231.62
							\$ 80,133.01
H25	Annual	\$ 51,402.52	\$ 75,898.42		H54	Annual	\$ 54,828.80
							\$ 83,338.58
H26	Annual	\$ 52,944.32	\$ 78,934.96		H55	Annual	\$ 56,473.56
							\$ 86,671.78
H27	Annual	\$ 54,533.44	\$ 82,092.40		H56	Annual	\$ 58,167.46
							\$ 90,138.62
H28	Annual	\$ 56,169.10	\$ 85,375.94		H57	Annual	\$ 59,912.58
							\$ 93,744.56
H29	Annual	\$ 57,854.16	\$ 88,791.04		H58	Annual	\$ 64,178.66
							\$ 97,494.80
H30	Annual	\$ 59,589.40	\$ 92,342.38		H59	Annual	\$ 66,745.90
							\$ 101,394.28
H31	Annual	\$ 61,377.42	\$ 96,036.20		H60	Annual	\$ 69,415.32
							\$ 105,449.50

*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 IV of the Classified Salary Ordinance No. 789 shall be amended as follows:

GROUP IV: COMMUNICATIONS WORKERS OF AMERICA (CWA)

Job Class	Job Description	Min Grade
<u>1109</u>	ACCOUNT CLERK I	H20 <u>B</u>
<u>1108</u>	ACCOUNT CLERK II	H23 <u>B</u>
<u>1107</u>	ACCOUNT CLERK III	H25 <u>B</u>
<u>2112</u>	ADMINISTRATIVE AIDE I	H20 <u>B</u>
<u>2111</u>	ADMINISTRATIVE AIDE II	H24 <u>B</u>
<u>1014</u>	ADMINISTRATIVE ASSISTANT I	H25 <u>B</u>
<u>2105</u>	ADMINISTRATIVE SECRETARY	H24 <u>B</u>
<u>4212</u>	AIR CONDITIONING MECHANIC	H34 <u>B</u>
<u>3143</u>	BUILDING INSPECTOR	H34 <u>B</u>
<u>1606</u>	BUYER	H24 <u>B</u>
<u>4263</u>	CARPENTER I	H27 <u>B</u>
	CARPENTER II	H28 <u>B</u>
<u>2135</u>	CLERK	H15 <u>B</u>
<u>2109</u>	CLERK TYPIST	H17 <u>B</u>
<u>3156</u>	CODE COMPLIANCE ADMIN	H34 <u>B</u>
<u>3158</u>	CODE COMPLIANCE OFFICER I	H27 <u>B</u>
<u>3157</u>	CODE COMPLIANCE OFFICER II	H31 <u>B</u>
<u>1808</u>	COIN ROOM MONEY HANDLER	H16 <u>B</u>
	COMMISSION REPORTER I	H26 <u>B</u>
	COMMISSION REPORTER II	H28 <u>B</u>
<u>5214</u>	COMMUNICATIONS OPERATOR	H25 <u>6B</u>
<u>5213</u>	COMPLAINT OPERATOR II	H26 <u>7B</u>
<u>5217</u>	CRIME ANALYSIS SPECIALIST	H32 <u>B</u>
<u>5015</u>	CRIME SCENE TECHNICIAN I	H31 <u>B</u>
<u>5014</u>	CRIME SCENE TECHNICIAN II	H34 <u>B</u>
<u>1528</u>	DATA ENTRY CLERK	H20 <u>B</u>
<u>5212</u>	DISPATCHER	H27 <u>8B</u>
<u>8014</u>	DISPATCHER TRAINEE	H25 <u>B</u>
<u>2303</u>	DUPLICATING EQUIPMENT OPERATOR	H20 <u>B</u>
<u>3113</u>	ELECTRICAL INSPECTOR	H34 <u>B</u>
	ELEVATOR INSPECTOR	H34 <u>B</u>
<u>4232</u>	ELECTRICIAN	H34 <u>B</u>
<u>3013</u>	ENGINEERING ASSISTANT I	H24 <u>B</u>
<u>3012</u>	ENGINEERING ASSISTANT II	H27 <u>B</u>
<u>3011</u>	ENGINEERING ASSISTANT III	H30 <u>B</u>
<u>3107</u>	ENGINEERING INSPECTOR	H34 <u>B</u>
<u>3019</u>	FIELD INSPECTOR I	H24 <u>B</u>
<u>3018</u>	FIELD INSPECTOR II	H30 <u>B</u>
<u>1152</u>	FINANCIAL SPECIALIST I	H24 <u>B</u>
<u>1151</u>	FINANCIAL SPECIALIST II	H26 <u>B</u>
<u>1150</u>	FINANCIAL SPECIALIST III	H28 <u>B</u>
<u>5406</u>	LIFEGUARD I	H54 <u>B</u>

<u>5405</u>	LIFEGUARD II	H58 <u>B</u>
<u>5404</u>	LIFEGUARD LT	H60 <u>B</u>
<u>4242</u>	MASON	H27 <u>B</u>
<u>4243</u>	MASONRY HELPER	H18 <u>B</u>
<u>3123</u>	MECHANICAL INSPECTOR	H34 <u>B</u>
<u>1820</u>	METER ANALYST	H23 <u>B</u>
<u>4223</u>	PAINTER	H24 <u>B</u>
<u>1819</u>	PARKING DISPATCHER	H25 <u>B</u>
<u>1805</u>	PARKING ENFORCEMENT SPECIALIST I	H24 <u>B</u>
<u>1804</u>	PARKING ENFORCEMENT SPECIALIST II	H25 <u>B</u>
<u>1807</u>	PARKING METER TECHNICIAN I	H25 <u>B</u>
<u>1806</u>	PARKING METER TECHNICIAN II	H27 <u>B</u>
<u>2125</u>	PERMIT CLERK I	H20 <u>B</u>
<u>2126</u>	PERMIT CLERK II	H23 <u>B</u>
<u>3216</u>	PLANNING TECHNICIAN	H29 <u>B</u>
<u>4272</u>	PLUMBER	H34 <u>B</u>
<u>3133</u>	PLUMBING INSPECTOR	H34 <u>B</u>
<u>5311</u>	POLICE FLEET SPECIALIST	H28 <u>B</u>
<u>5016</u>	POLICE PHOTOGRAPHER	H31 <u>B</u>
<u>1529</u>	POLICE RECORDS TECHNICIAN	H20 <u>B</u>
<u>5415</u>	POOL GUARD I	H50 <u>B</u>
<u>5414</u>	POOL GUARD II	H52 <u>B</u>
<u>5309</u>	PROPERTY & EVIDENCE TECH I	H23 <u>B</u>
<u>5308</u>	PROPERTY & EVIDENCE TECH II	H27 <u>B</u>
<u>5306</u>	PUBLIC SAFETY SPECIALIST	H23 <u>B</u>
<u>1822</u>	REVENUE PROCESSOR I	H20 <u>B</u>
<u>1821</u>	REVENUE PROCESSOR II	H23 <u>B</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 *RR* 10-19-22
Date