

COMMISSION MEMORANDUM

TO: Mayor Dan Gelber and Members of the City Commission

FROM: Alina T. Hudak, City Manager 

DATE: November 16, 2022

SUBJECT: **AN ORDINANCE OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, AMENDING ORDINANCE NO. 789, THE CLASSIFIED SALARY ORDINANCE, FOR THE FOLLOWING GROUP VI BEING ALL OTHER CLASSIFICATIONS IN THE CLASSIFIED SERVICE NOT COVERED BY A BARGAINING UNIT (COMMONLY REFERRED TO AS "OTHERS") 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 (2%) TO ACCOUNT FOR COLAS NOT AWARDED TO OTHERS EMPLOYEES IN 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; SALARY CHANGES TO SEVERAL RANGES SHALL BE ADOPTED; ALL CLASSIFICATIONS AND GRADES IN ALPHABETICAL ORDER SHALL BE READOPTED; OUTDATED LANGUAGE SHALL BE DELETED AND/OR REVISED; AND PROVIDING FOR REPEALER, SEVERABILITY, AND AN EFFECTIVE DATE**

ADMINISTRATION RECOMMENDATION

Administration recommends approval of the Ordinance.

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

To obtain and maintain top talent for the City, even during the "Great Resignation" and fierce competition for qualified and experienced employees, 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. This Ordinance provides 2%, 3% and 3% COLAs for Others employees, at parity with those provided to the bargaining units. Furthermore, there is a need to amend the salary ordinance to delete obsolete classifications; make housekeeping amendments; correct scrivener's errors; and to amend classifications and grades.

ANALYSIS

At its meeting on April 26, 2017, the City Commission adopted Ordinance 2017-4090, which was the most recent amendment to Ordinance Number 789, regarding the Others group of employees in the City of Miami Beach. Since the adoption of Ordinance 2017-4090, organizational changes and work demands have led to the creation of new classifications, the elimination of classifications, and corrections to the pay grade for several classifications. Additionally, employees in the group Others were provided the same 1% COLA as all employees in collective bargaining group in 2021, which is reflected in the starting pay ranges herein.

The City's past practice has been to provide cost-of-living-adjustments (COLAs) to Others employees consistent with those COLAs negotiated by the represented Classified employees. However, the Others employees, along with Unclassified employees, did not receive COLAs in 2019, and 2020. Therefore, this Ordinance shall raise by five percent (2%) the maximum of each salary range, effective upon ratification of this Ordinance, in order to provide parity and prevent loss of wage growth and salary compression. Additionally, effective the first full pay period ending in April of 2022, there shall be a 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%); and 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%).

Others 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.

Furthermore, there is a need to amend the Classified Salary Ordinance to adjust the ranges of part time Parking Enforcement Specialist, part time Lifeguard I, part time Pool Guard I, and part time Parking Dispatcher I to correspond to the minimum and maximum hourly rate of the corresponding full-time positions.

FINANCIAL IMPACT

The estimated financial impact of the COLAs for Others employees in fiscal year (FY) 2021-22 operating budget is \$87,686, in FY2022-23 operating budget is \$314,149; and in FY2023-24 operating budget is \$599,232.

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 April 2022, April 2023, and April 2024, and increasing the minimum and maximum of each Others 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 November 16, 2022.