

ORDINANCE NO. _____

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~~ TWO PERCENT (~~5~~ 2%) TO ACCOUNT FOR COLAS NOT AWARDED TO OTHERS 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OF VARIOUS CLASSIFICATIONS SHALL BE ADOPTED; ALL CLASSIFICATIONS AND GRADES IN ALPHABETICAL ORDER SHALL BE READOPTED; OUTDATED LANGUAGE SHALL BE DELETED AND/OR REVISED; AND PROVIDING FOR REPEALER, SEVERABILITY, AND AN EFFECTIVE DATE.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 approximately 164 employees who are members of the Others salary group; and

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, 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 four of the five bargaining units to amend the prior three-year collective bargaining agreements (CBAs) 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, 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 Others employees consistent with those COLAs negotiated by the represented Classified employees; and

WHEREAS employees in the Others Group were provided the same one percent 1% COLA as all employees in collective bargaining groups in 2021, which is reflected in the starting pay ranges herein; 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%); and

WHEREAS, 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; and

WHEREAS, to account for COLAs not awarded to Others employees in ~~2017~~, 2019, and 2020, the maximum of each salary range shall be raised by ~~five~~ two percent (~~5~~ 2%), effective upon ratification of this Ordinance, in order to provide parity and prevent salary compression and loss of wage growth; and

WHEREAS, there is a need to amend the Others Salary Ordinance to add six (6) classifications to Group VI represented by Others; and

WHEREAS, there is a need to amend the Classified Salary Ordinance to remove two (2) classifications from Group VI represented by Others; and

WHEREAS, there is a need to amend the Classified Salary Ordinance to move four (4) classifications from Group VI represented by Others to Group V represented by GSAF: Sr. Electrical Inspector, Sr. Elevator Inspector, Sr. Mechanical Inspector, Sr. Plumbing Inspector; and

WHEREAS, there is a need to amend the Classified Salary Ordinance to move one (1)

classification from Group VI represented by Others to Group III represented by IAFF: Fire Inspector I; and

WHEREAS, there is a need to amend the Classified Salary Ordinance to move two (2) classifications from Group VI represented by Others to Group I represented by AFSCME: Ice Rink Technician, Recreation Attendant; and

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

WHEREAS, there is a need to amend the salary ranges of Others employees in order to ensure that the City has an employee classification and compensation system that is fair and internally and externally competitive; and

WHEREAS, the estimated financial impact for Others employees in fiscal year (FY) 2021-22 operating budget is \$87,686; FY2022-23 operating budget is \$314,149; and FY2023-24 operating budget is \$599,232. The total estimated three-year impact is \$1,001,067.

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 Classified Salary Ordinance No. 789 shall be amended as follows:

A. Salary Grades and Ranges

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.

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**Effective 1st Full Pay Period Ending of April 2022
(Includes 2% COLA)**

GRADE	MINIMUM	MINIMUM	MAXIMUM	MAXIMUM
C06	\$ 32,617.52	\$ 33,269.86	\$ 53,353.82	\$ 54,420.86
C07	\$ 34,268.78	\$ 34,954.14	\$ 56,054.70	\$ 57,175.82
C08	\$ 36,003.76	\$ 36,723.96	\$ 58,892.86	\$ 60,070.66
C09	\$ 37,826.36	\$ 38,582.96	\$ 61,874.28	\$ 63,111.88
C11	\$ 41,753.14	\$ 42,588.26	\$ 68,297.58	\$ 69,663.62
C12	\$ 43,867.46	\$ 44,744.70	\$ 71,754.80	\$ 73,190.00
C14	\$ 48,421.10	\$ 49,389.60	\$ 79,204.06	\$ 80,788.24
C15	\$ 50,872.12	\$ 51,889.50	\$ 83,214.04	\$ 84,878.30
C16	\$ 53,447.94	\$ 54,516.80	\$ 87,426.30	\$ 89,174.80
C17	\$ 56,153.50	\$ 57,276.70	\$ 91,852.54	\$ 93,689.70
C19	\$ 61,982.96	\$ 63,222.64	\$ 101,388.04	\$ 103,415.78
H02A	\$ 12.8707	\$ 13.1281	\$ 21.0528	\$ 21.4739
H07A**	\$ 22.8373	\$ 23.2940	\$ 33.7206	\$ 34.3950
H10A**	\$ 22.1722	\$ 22.6156	\$ 32.4236	\$ 33.0721
H11A**	\$ 24.3596	\$ 24.8468	\$ 37.0261	\$ 37.7666
H12A**	\$ 21.6433	\$ 22.0762	\$ 33.7206	\$ 34.3950
H16A	\$ 25.6959	\$ 26.2098	\$ 42.0320	\$ 42.8726
HR01	\$ 12.2610	\$ 12.5062	\$ 20.0385	\$ 20.4393
HR06	\$ 15.6816	\$ 15.9952	\$ 25.6510	\$ 26.1640
HR24	\$ 48.8299	\$ 49.8065	\$ 86.6121	\$ 88.3443

*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.

** Adjusted range for part-time positions to match full-time equivalent hourly rate

H10A Parking Enforcement Specialist PT

H11A Lifeguard I PT

H12A Pool Guard I PT

H07A Parking Dispatcher I PT

- The following chart reflects a ~~five~~ two percent (~~5~~ 2%) increase to the maximum of salary ranges and shall be effective upon ratification of this Ordinance.

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OTHERS SALARY TABLES
Effective Upon Ratification 5% Added to Max of Range

GRADE	MINIMUM	MINIMUM	MAXIMUM	MAXIMUM
C06	\$32,617.52	\$ 33,269.86	\$ 54,420.86	\$ 57,142.02
C07	\$34,268.78	\$ 34,954.14	\$ 57,175.82	\$ 60,034.52
C08	\$36,003.76	\$ 36,723.96	\$ 60,070.66	\$ 63,074.18
C09	\$37,826.36	\$ 38,582.96	\$ 63,111.88	\$ 66,267.50
C11	\$41,753.14	\$ 42,588.26	\$ 69,663.62	\$ 73,146.84
C12	\$43,867.46	\$ 44,744.70	\$ 73,190.00	\$ 76,849.50
C14	\$48,421.10	\$ 49,389.60	\$ 80,788.24	\$ 84,827.60
C15	\$50,872.12	\$ 51,889.50	\$ 84,878.30	\$ 89,122.28
C16	\$53,447.94	\$ 54,516.80	\$ 89,174.80	\$ 93,633.54
C17	\$56,153.50	\$ 57,276.70	\$ 93,689.70	\$ 98,374.12
C19	\$61,982.96	\$ 63,222.64	\$ 103,415.78	\$ 108,586.66
H02A	\$ 12.8707	\$ 13.1281	\$ 21.4739	\$ 22.5476
H07A	\$ 22.8373	\$ 23.2940	\$ 34.3950	\$ 36.1148
H10A	\$ 22.1722	\$ 22.6156	\$ 33.0721	\$ 34.7257
H11A	\$ 24.3596	\$ 24.8468	\$ 37.7666	\$ 39.6550
H12A	\$ 21.6433	\$ 22.0762	\$ 34.3950	\$ 36.1148
H16A	\$ 25.6959	\$ 26.2098	\$ 42.8726	\$ 45.0162
HR01	\$ 12.2610	\$ 12.5062	\$ 20.4393	\$ 21.4613
HR06	\$ 15.6816	\$ 15.9952	\$ 26.1640	\$ 27.4722
HR24	\$ 48.8299	\$ 49.8065	\$ 88.3443	\$ 92.7615

**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.*

OTHERS SALARY TABLES
Effective Upon Ratification 2% Added to Max of Range

GRADE	MINIMUM	MAXIMUM	MAXIMUM
C06	\$ 33,269.86	\$ 54,420.86	\$ 55,509.22
C07	\$ 34,954.14	\$ 57,175.82	\$ 58,319.30
C08	\$ 36,723.96	\$ 60,070.66	\$ 61,272.12
C09	\$ 38,582.96	\$ 63,111.88	\$ 64,374.18
C11	\$ 42,588.26	\$ 69,663.62	\$ 71,056.96
C12	\$ 44,744.70	\$ 73,190.00	\$ 74,653.80
C14	\$ 49,389.60	\$ 80,788.24	\$ 82,403.88
C15	\$ 51,889.50	\$ 84,878.30	\$ 86,575.84
C16	\$ 54,516.80	\$ 89,174.80	\$ 90,958.40
C17	\$ 57,276.70	\$ 93,689.70	\$ 95,563.52
C19	\$ 63,222.64	\$ 103,415.78	\$ 105,484.08
H02A	\$ 13.1281	\$ 21.4739	\$ 21.9034
H07A	\$ 23.2940	\$ 33.7206	\$ 34.3950
H10A	\$ 22.6156	\$ 32.4236	\$ 33.0721
H11A	\$ 24.8468	\$ 37.0261	\$ 37.7666
H12A	\$ 22.0762	\$ 33.7206	\$ 34.3950
H16A	\$ 26.2098	\$ 42.8726	\$ 43.7301
HR01	\$ 12.5062	\$ 20.4393	\$ 20.8481
HR06	\$ 15.9952	\$ 26.1640	\$ 26.6873
HR24	\$ 49.8065	\$ 88.3443	\$ 90.1112

**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.*

3. 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 Ending of April 2023
(Includes 3% COLA)**

GRADE	MINIMUM	MINIMUM	MAXIMUM	MAXIMUM
C06	\$ 33,269.86	\$ 34,268.00	\$ 57,142.02	\$ 58,856.20
C07	\$ 34,954.14	\$ 36,002.72	\$ 60,034.52	\$ 61,835.54
C08	\$ 36,723.96	\$ 37,825.58	\$ 63,074.18	\$ 64,966.46
C09	\$ 38,582.96	\$ 39,740.48	\$ 66,267.50	\$ 68,255.46
C11	\$ 42,588.26	\$ 43,865.90	\$ 73,146.84	\$ 75,341.24
C12	\$ 44,744.70	\$ 46,087.08	\$ 76,849.50	\$ 79,154.92
C14	\$ 49,389.60	\$ 50,871.34	\$ 84,827.60	\$ 87,372.48
C15	\$ 51,889.50	\$ 53,456.26	\$ 89,122.28	\$ 91,795.86
C16	\$ 54,516.80	\$ 56,152.20	\$ 93,633.54	\$ 96,442.58
C17	\$ 57,276.70	\$ 58,995.04	\$ 98,374.12	\$ 101,325.38
C19	\$ 63,222.64	\$ 65,119.34	\$ 108,586.66	\$ 111,844.20
H02A	\$ 13,128.1	\$ 13,521.9	\$ 22,547.6	\$ 23,224.0
H07A	\$ 23,294.0	\$ 23,992.9	\$ 36,114.8	\$ 37,198.2
H10A	\$ 22,615.6	\$ 23,294.1	\$ 34,725.7	\$ 35,767.4
H11A	\$ 24,846.8	\$ 25,592.2	\$ 39,655.0	\$ 40,844.6
H12A	\$ 22,076.2	\$ 22,738.5	\$ 36,114.8	\$ 37,198.2
H16A	\$ 26,209.8	\$ 26,996.1	\$ 45,016.2	\$ 46,366.7
HR01	\$ 12,506.2	\$ 12,881.4	\$ 21,461.3	\$ 22,105.1
HR06	\$ 15,995.2	\$ 16,475.1	\$ 27,472.2	\$ 28,296.4
HR24	\$ 49,806.5	\$ 51,300.7	\$ 92,761.5	\$ 95,544.3

**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.*

**Effective First Full Pay Period Ending of April 2023
(Includes 3% COLA)**

GRADE	MINIMUM	MINIMUM	MAXIMUM	MAXIMUM
C06	\$ 33,269.86	\$ 34,268.00	\$ 57,142.02	\$ 57,174.52
C07	\$ 34,954.14	\$ 36,002.72	\$ 60,034.52	\$ 60,068.84
C08	\$ 36,723.96	\$ 37,825.58	\$ 63,074.18	\$ 63,110.32
C09	\$ 38,582.96	\$ 39,740.48	\$ 66,267.50	\$ 66,305.46
C11	\$ 42,588.26	\$ 43,865.90	\$ 73,146.84	\$ 73,188.70
C12	\$ 44,744.70	\$ 46,087.08	\$ 76,849.50	\$ 76,893.44
C14	\$ 49,389.60	\$ 50,871.34	\$ 84,827.60	\$ 84,875.96
C15	\$ 51,889.50	\$ 53,446.12	\$ 89,122.28	\$ 89,173.24
C16	\$ 54,516.80	\$ 56,152.20	\$ 93,633.54	\$ 93,687.10
C17	\$ 57,276.70	\$ 58,995.04	\$ 98,374.12	\$ 98,430.54
C19	\$ 63,222.64	\$ 65,119.34	\$ 108,586.66	\$ 108,648.54
H02A	\$ 13,128.1	\$ 13,521.9	\$ 22,547.6	\$ 22,560.5
H07A	\$ 23,294.0	\$ 23,992.9	\$ 36,114.8	\$ 37,198.2
H10A	\$ 22,615.6	\$ 23,294.1	\$ 34,725.7	\$ 35,767.4
H11A	\$ 24,846.8	\$ 25,592.2	\$ 39,655.0	\$ 40,844.6
H12A	\$ 22,076.2	\$ 22,738.5	\$ 36,114.8	\$ 37,198.2
H16A	\$ 26,209.8	\$ 26,996.1	\$ 43,730.1	\$ 45,042.0
HR01	\$ 12,506.2	\$ 12,881.4	\$ 20,848.1	\$ 21,473.5
HR06	\$ 15,995.2	\$ 16,475.1	\$ 26,687.3	\$ 27,487.9
HR24	\$ 49,806.5	\$ 51,300.7	\$ 90,111.2	\$ 92,814.5

**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.*

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 2024.

Effective First Full Pay Period Ending of April 2024 (Includes 3% COLA)				
GRADE	MINIMUM	MINIMUM	MAXIMUM	MAXIMUM
C06	\$ 34,268.00	\$ 35,296.04	\$ 58,856.20	\$ 60,621.86
C07	\$ 36,002.72	\$ 37,082.76	\$ 61,835.54	\$ 63,690.64
C08	\$ 37,825.58	\$ 38,960.22	\$ 64,966.46	\$ 66,915.42
C09	\$ 39,740.48	\$ 40,932.58	\$ 68,255.46	\$ 70,303.22
C11	\$ 43,865.90	\$ 45,181.76	\$ 75,341.24	\$ 77,601.42
C12	\$ 46,087.08	\$ 47,469.76	\$ 79,154.92	\$ 81,529.50
C14	\$ 50,871.34	\$ 52,397.54	\$ 87,372.48	\$ 89,993.54
C15	\$ 53,456.26	\$ 55,059.94	\$ 91,795.86	\$ 94,549.78
C16	\$ 56,152.20	\$ 57,836.74	\$ 96,442.58	\$ 99,335.86
C17	\$ 58,995.04	\$ 60,764.86	\$ 101,325.38	\$ 104,365.04
C19	\$ 65,119.34	\$ 67,072.98	\$ 111,844.20	\$ 115,199.50
H02A	\$ 13.5219	\$ 13.9276	\$ 23.2240	\$ 23.9207
H07A	\$ 23.9929	\$ 24.7127	\$ 37.1982	\$ 38.3142
H10A	\$ 23.2941	\$ 23.9929	\$ 35.7674	\$ 36.8405
H11A	\$ 25.5922	\$ 26.3600	\$ 40.8446	\$ 42.0699
H12A	\$ 22.7385	\$ 23.4206	\$ 37.1982	\$ 38.3142
H16A	\$ 26.9961	\$ 27.8060	\$ 46.3667	\$ 47.7577
HR01	\$ 12.8814	\$ 13.2678	\$ 22.1051	\$ 22.7683
HR06	\$ 16.4751	\$ 16.9694	\$ 28.2964	\$ 29.1453
HR24	\$ 51.3007	\$ 52.8397	\$ 95.5443	\$ 98.4106

*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.

Effective First Full Pay Period Ending of April 2024 (Includes 3% COLA)				
GRADE	MINIMUM	MINIMUM	MAXIMUM	MAXIMUM
C06	\$ 34,268.00	\$ 35,296.04	\$ 58,856.20	\$ 58,889.74
C07	\$ 36,002.72	\$ 37,082.76	\$ 61,835.54	\$ 61,870.90
C08	\$ 37,825.58	\$ 38,960.22	\$ 64,966.46	\$ 65,003.64
C09	\$ 39,740.48	\$ 40,932.58	\$ 68,255.46	\$ 68,294.72
C11	\$ 43,865.90	\$ 45,181.76	\$ 75,341.24	\$ 75,384.40
C12	\$ 46,087.08	\$ 47,469.76	\$ 79,154.92	\$ 79,200.16
C14	\$ 50,871.34	\$ 52,397.54	\$ 87,372.48	\$ 87,422.14
C15	\$ 53,456.26	\$ 55,049.54	\$ 91,795.86	\$ 91,848.38
C16	\$ 56,152.20	\$ 57,836.74	\$ 96,442.58	\$ 96,497.70
C17	\$ 58,995.04	\$ 60,764.86	\$ 101,325.38	\$ 101,383.36
C19	\$ 65,119.34	\$ 67,072.98	\$ 111,844.20	\$ 111,907.90
H02A	\$ 13.5219	\$ 13.9276	\$ 22.5605	\$ 23.2373
H07A	\$ 23.9929	\$ 24.7127	\$ 37.1982	\$ 38.3142
H10A	\$ 23.2941	\$ 23.9929	\$ 35.7674	\$ 36.8405
H11A	\$ 25.5922	\$ 26.3600	\$ 40.8446	\$ 42.0699
H12A	\$ 22.7385	\$ 23.4206	\$ 37.1982	\$ 38.3142
H16A	\$ 26.9961	\$ 27.8060	\$ 45.0420	\$ 46.3933
HR01	\$ 12.8814	\$ 13.2678	\$ 21.4735	\$ 22.1177
HR06	\$ 16.4751	\$ 16.9694	\$ 27.4879	\$ 28.3126
HR24	\$ 51.3007	\$ 52.8397	\$ 92.8145	\$ 95.5990

*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.

B. Classifications and Grades

1. Classifications and Grades

The Classifications and Grades of the Classified Salary Ordinance No. 789 shall be amended by readopting all classifications and grades in alphabetical order and amending the list of Classifications and Grades as follows:

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Job Class	Job Description	Min Grade
3117	BUILDING CODE COMP OFFICER	C15
1049	CASE WORKER ASSISTANT	H02A
<u>1051</u>	<u>CASE WORKER ASSISTANT PART-TIME</u>	<u>H02A</u>
1523	COMPUTER OPERATOR	C17
4134	ENVIROMENTAL TECNICIAN	C12
4111	EXCELLENCE PROG ASSESSOR I <u>PART-TIME</u>	HR042
	FIRE INSPECTOR I	15
5022	FIREARMS SPECIALIST	C17
4133	FORESTRY FIELD INSPECTOR	C12
1713	HUMAN RESOURCES TECHNICIAN	C14
<u>6024</u>	<u>LANDSCAPE INSPECTOR</u>	<u>C12</u>
	ICE RINK TECHNICIAN	12
<u>5407</u>	<u>LIFEGUARD I PART TIME</u>	<u>H11A</u>
6140	PARK RANGER	C16
<u>6142</u>	<u>PARK RANGER PART TIME</u>	<u>H16A</u>
1818	<u>PARKING DISPATCHER PART TIME</u>	H07A
1815	<u>PARKING ENF SPEC I PART TIME</u>	H10A
1816	<u>PARKING METER TECHNICIAN PART-TIME</u>	H07A
<u>5416</u>	<u>POOL GUARD I PART-TIME</u>	<u>H12A</u>
5302	QUARTERMASTER	C12
6102	RECREATION AIDE	C07
	RECREATION ATTENDANT	5
5520	SCHOOL LIAISON OFFICER	HR06
6129	SEASON POOL GUARD <u>PART-TIME</u>	<u>H142A</u>
6127	SEASONAL RECREATION AIDE <u>PART-TIME</u>	H07A
1065	SOUND ENGINEER	HR24
	SENIOR ELECTRICAL INSPECTOR	18
	SENIOR ELEVATOR INSPECTOR	18
	SENIOR MECHANICAL INSPECTOR	18
	SENIOR PLUMBING INSPECTOR	18
4120	STORMWATER OPERATOR A	C12
4121	STORMWATER OPERATOR B	C11
4122	STORMWATER OPERATOR C	C08
4123	STORMWATER OPERATOR D	C06
4228	TRADESWORKER I (FACILITIES MAINTANCE WORKER) FACILITIES MANAGER	C14
4227	TRADESWORKER II (FACILITIES MAINTENCANCE TRADEPERSON) FACILITIES MANAGER	C19
5304	TRAFFIC CONGESTION FIELD SPECIALIST	C11
4112	WASTE WATER COLLECTION OPERATOR A	C12
4113	WASTE WATER COLLECTION OPERATOR B	C11
4114	WASTE WATER COLLECTION OPERATOR C	C08
4115	WASTE WATER COLLECTION OPERATOR D	C06
4116	WATER DISTRIBUTION SYSTEM OPERATOR A	C14
4117	WATER DISTRIBUTION SYSTEM OPERATOR B	C12
4118	WATER DISTRIBUTION SYSTEM OPERATOR C	C11
4119	WATER DISTRIBUTION SYSTEM OPERATOR D	C08
4124	WATER METER TECHNICIAN A	C14
4125	WATER METER TECHNICIAN B	C12
4126	WATER METER TECHNICIAN C	C11
4127	WATER METER TECHNICIAN D	C08

2. Interim Adjustments

The intent of this Ordinance is that it 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 may conduct study salaries and/or classifications to stay abreast of the market. The City Manager shall have the authority to establish or amend classifications in order to adjust to staffing requirements and actual changes in position duties, and to establish incentive pays. These salary 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 may have their classifications studied if they demonstrate to the City Manager, through the Human Resources Director, that their duties have changed substantially, 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 in lieu of a COLA for one-time, non-recurring, non-pensionable adjustments of up to three percent (3%) of their base salary based on whether they met, exceeded or significantly exceeded performance expectations as reflected by the ratings on their individual performance evaluations.

[Remainder of page intentionally left blank]

SECTION 2. REPEALER.

That 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 amendments set forth in Section 1 above shall be 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

(Sponsored by Mayor Dan Gelber)

Underline denotes additions.

~~Strike through~~ denotes deletions.

Double underline denotes additions after First Reading.

~~Double strikethrough~~ denotes deletions after First Reading.

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION



City Attorney

11-9-22

Date

RF2