

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, AS FOLLOWS: PROVIDING FOR THE CLASSIFICATIONS IN GROUP IV, REPRESENTED BY THE COMMUNICATIONS WORKERS OF AMERICA (CWA) LOCAL 3178, IN ACCORDANCE WITH THE IMPOSED COLLECTIVE BARGAINING AGREEMENT, EFFECTIVE UPON RATIFICATION OF THIS AGREEMENT, THERE SHALL BE AN INCREASE IN PAY GRADE FOR THE FOLLOWING CLASSIFICATIONS: CRIME ANALYST SPECIALIST FROM H26 TO H32; CODE COMPLIANCE OFFICER I FROM H26 TO H27; CODE COMPLIANCE OFFICER II FROM H28 TO H31; PARKING METER TECHNICIAN I FROM H23 TO H25; AND PARKING METER TECHNICIAN II FROM H25 TO H27; EFFECTIVE OCTOBER 1 OF 2017, THERE SHALL BE AN ACROSS THE BOARD COST-OF-LIVING ADJUSTMENT (COLA) OF THREE PERCENT (3%), AND THE MINIMUM AND MAXIMUM OF EACH PAY RANGE WILL ALSO BE INCREASED BY THREE PERCENT (3%); 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 1,631 classified employees of which, approximately 369 are currently covered by the CWA bargaining unit (Group IV); and

WHEREAS, effective upon ratification of the CWA agreement, the pay grade for the Crime Analyst Specialist will increase from H26 to H32; and

WHEREAS, effective upon ratification of the CWA agreement, the pay grade for the Code Compliance Office I will increase from H26 to H27; and

WHEREAS, effective upon ratification of the CWA agreement, the pay grade for the Code Compliance II will increase from H28 to H31; and

WHEREAS, effective upon ratification of the CWA agreement, the pay grade for the Parking Meter Technician I will increase from H23 to H25; and

WHEREAS, effective upon ratification of the CWA agreement, the pay grade for the Parking Meter Technician II will increase from H25 to H27; and

WHEREAS, effective the first pay period ending in October of 2017, an across the board COLA of three percent will be implemented for all classified employees represented by the CWA, with a corresponding three percent increase to the minimum and maximum of each classification pay range; 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 increase effective the first pay period ending in October of 2017; 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.

NOW, THEREFORE, BE IT ORDAINED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA:

SECTION 1: Effective upon ratification of this agreement, there shall be an increase in pay grade for the following classifications: Crime Analyst Specialist from H26 to H32; Code Compliance Officer I from H26 to H27; Code Compliance Officer II from H28 to H31; Parking Meter Technician I from H23 to H25; and Parking Meter Technician II from H25 to H27; and effective the first pay period ending in October 2017, incumbents in all CWA bargaining unit classifications will receive an across the board three percent COLA.

The following lines of Section 1 of the Classified Salary Ordinance No. 789 shall be amended as follows:

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GROUP IV

COMMUNICATION WORKERS OF AMERICA (CWA) – SALARY
RANGES AND CLASSIFICATIONSExhibit #4
Classification/Compensation Plan

Classification	Range	Classification	Range
Clerk	H15	Complaint Operator II	H26
Coin Room Money Handler	H16	Crime Analysis Specialist	H26
Clerk Typist	H17	Financial Specialist II	H26
Masonry Helper	H18	Carpenter I	H27
Account Clerk I	H20	Dispatcher	H27
Admin Aide I	H20	Engineering Assistant II	H27
Data Entry Clerk	H20	Mason	H27
Duplicating Equip Operator	H20	Property Evidence Tech II	H27
Permit Clerk I	H20	Carpenter II	H28
Police Records Technician	H20	Code Compliance Officer II	H28
Revenue Processor I	H20	Commission Reporter II	H28
Parking Enforcement Spec I	H22	Financial Specialist III	H28
Account Clerk II	H23	Police Fleet Specialist	H28
Meter Analyst	H23	Planning Technician	H29
Parking Meter Tech I	H23	Engineering Assistant III	H30
Permit Clerk II	H23	Field Inspector II	H30
Property Evidence Tech I	H23	Crime Scene Technician I	H31
Public Safety Specialist	H23	Police Photographer	H31
Revenue Processor II	H23	Air Conditioning Mechanic	H34
Admin Aide II	H24	Code Compliance Admin.	H34
Admin Secretary	H24	Crime Scene Technician II	H34
Buyer	H24	Building Inspector	H34
Engineering Assistant I	H24	Electrical Inspector	H34
Field Inspector I	H24	Electrician	H34
Financial Specialist I	H24	Elevator Inspector	H34
Painter	H24	Engineering Inspector	H34
Parking Dispatcher	H24	Mechanical Inspector	H34
Account Clerk III	H25	Plumber	H34
Admin Asst I	H25	Plumbing Inspector	H34
Communications Operator	H25	Pool Guard I	H50
Dispatcher Trainee	H25	Pool Guard II	H52
Parking Enforcement Spec II	H25	Lifeguard I	H52
Parking Meter Tech II	H25	Lifeguard II	H56
Code Compliance Officer I	H26	Lifeguard Lt.	H58
Commission Reporter I	H26		

Exhibit #2

Fiscal Year 2012/2013 and Fiscal Year 2013/2014

Classification/Compensation Plan -- Reflects Extension of Ranges for Lifeguard II and Lifeguard Lt.

(Effective in the 1st full pay period beginning October 2012)

Range	Min	Max	Range	Min	Max
H15 Annual	\$31,087.27	\$45,023.65	H32 Annual	\$51,382.53	\$81,178.04
H16 Annual	\$32,019.90	\$46,374.36	H33 Annual	\$53,437.83	\$84,425.16
H17 Annual	\$32,980.50	\$47,765.59	H34 Annual	\$55,575.35	\$87,802.16
H18 Annual	\$33,969.90	\$49,198.57	H35 Annual	\$57,798.36	\$91,314.25
H19 Annual	\$34,989.01	\$50,674.52	H36 Annual	\$60,110.30	\$94,966.82
H20 Annual	\$36,038.68	\$52,194.75	H37 Annual	\$62,514.71	\$98,765.49
H21 Annual	\$37,119.84	\$53,760.58	H50 Annual	\$39,593.97	\$57,900.62
H22 Annual	\$38,233.44	\$55,373.41	H51 Annual	\$40,781.80	\$60,216.64
H23 Annual	\$39,380.43	\$57,034.61	H52 Annual	\$42,005.24	\$62,625.30
H24 Annual	\$40,561.85	\$59,315.99	H53 Annual	\$43,265.40	\$65,130.32
H25 Annual	\$41,778.71	\$61,688.64	H54 Annual	\$44,563.36	\$67,735.53
H26 Annual	\$43,032.07	\$64,156.18	H55 Annual	\$45,900.27	\$70,444.95
H27 Annual	\$44,323.03	\$66,722.43	H56 Annual	\$47,277.19	\$73,262.63
H28 Annual	\$45,652.72	\$69,391.33	H57 Annual	\$48,695.58	\$76,193.27
H29 Annual	\$47,022.30	\$72,166.98	H58 Annual	\$52,162.85	\$79,241.07
H30 Annual	\$48,432.96	\$75,053.66	H59 Annual	\$54,249.22	\$82,410.63
H31 Annual	\$49,885.95	\$78,055.81	H60 Annual	\$56,419.19	\$85,707.04

Exhibit #3									
Fiscal Year 2014/2015									
Classification/Compensation Plan—Reflects 3% COLA-October 1, 2014 (Effective in the 1st full pay period ending in October 2014)									
Range		Min	Max		Range		Min		Max
H15	Annual	\$32,019.89	\$46,374.36	-	H32	Annual	\$52,924.01		\$83,613.38
-	-	-	-	-	-	-	-		-
H16	Annual	\$32,980.50	\$47,765.59	-	H33	Annual	\$55,040.96		\$86,957.91
-	-	-	-	-	-	-	-		-
H17	Annual	\$33,969.92	\$49,198.56	-	H34	Annual	\$57,242.61		\$90,436.22
-	-	-	-	-	-	-	-		-
H18	Annual	\$34,989.00	\$50,674.53	-	H35	Annual	\$59,532.31		\$94,053.68
-	-	-	-	-	-	-	-		-
H19	Annual	\$36,038.68	\$52,194.76	-	H36	Annual	\$61,913.61		\$97,815.82
-	-	-	-	-	-	-	-		-
H20	Annual	\$37,119.84	\$53,760.59	-	H37	Annual	\$64,390.15		\$101,728.45
-	-	-	-	-	-	-	-		-
H21	Annual	\$38,233.44	\$55,373.40	-	H50	Annual	\$40,781.79		\$59,637.64
-	-	-	-	-	-	-	-		-
H22	Annual	\$39,380.44	\$57,034.61	-	H51	Annual	\$42,005.25		\$62,023.14
-	-	-	-	-	-	-	-		-
H23	Annual	\$40,561.84	\$58,745.65	-	H52	Annual	\$43,265.40		\$64,504.06
-	-	-	-	-	-	-	-		-
H24	Annual	\$41,778.71	\$61,095.47	-	H53	Annual	\$44,563.36		\$67,084.23
-	-	-	-	-	-	-	-		-
H25	Annual	\$43,032.07	\$63,539.30	-	H54	Annual	\$45,900.26		\$69,767.60
-	-	-	-	-	-	-	-		-
H26	Annual	\$44,323.03	\$66,080.87	-	H55	Annual	\$47,277.28		\$72,558.30
-	-	-	-	-	-	-	-		-
H27	Annual	\$45,652.72	\$68,724.10	-	H56	Annual	\$48,695.51		\$75,460.51
-	-	-	-	-	-	-	-		-
H28	Annual	\$47,022.30	\$71,473.07	-	H57	Annual	\$50,156.45		\$78,479.07
-	-	-	-	-	-	-	-		-
H29	Annual	\$48,432.97	\$74,331.99	-	H58	Annual	\$53,727.74		\$81,618.30
-	-	-	-	-	-	-	-		-
H30	Annual	\$49,885.95	\$77,305.27	-	H59	Annual	\$55,876.70		\$84,882.95
-	-	-	-	-	-	-	-		-
H31	Annual	\$51,382.53	\$80,397.48	-	H60	Annual	\$58,111.77		\$88,278.25

Fiscal Year 2014/2015									
Classification/Compensation Plan — Reflects 3% COLA October 1, 2014									
(Effective in the 1st full pay period ending in October 2014)									
Range	Min	Max	Range	Min	Max	Range	Min	Max	
H15	Annual	\$32,019.89	\$46,374.36	-	H32	Annual	\$52,924.01	\$83,613.38	
H16	Annual	\$32,980.50	\$47,765.59	-	H33	Annual	\$55,040.96	\$86,957.91	
H17	Annual	\$33,969.92	\$49,198.56	-	H34	Annual	\$57,242.61	\$90,436.22	
H18	Annual	\$34,989.00	\$50,674.53	-	H35	Annual	\$59,532.31	\$94,053.68	
H19	Annual	\$36,038.68	\$52,194.76	-	H36	Annual	\$61,913.61	\$97,815.82	
H20	Annual	\$37,119.84	\$53,760.59	-	H37	Annual	\$64,390.15	\$101,728.45	
H21	Annual	\$38,233.44	\$55,373.40	-	H50	Annual	\$40,781.79	\$59,637.64	
H22	Annual	\$39,380.44	\$57,034.61	-	H51	Annual	\$42,005.25	\$62,023.14	
H23	Annual	\$40,561.84	\$58,745.65	-	H52	Annual	\$43,265.40	\$64,504.06	
H24	Annual	\$41,778.71	\$61,095.47	-	H53	Annual	\$44,563.36	\$67,084.23	
H25	Annual	\$43,032.07	\$63,539.30	-	H54	Annual	\$45,900.26	\$69,767.60	
H26	Annual	\$44,323.03	\$66,080.87	-	H55	Annual	\$47,277.28	\$72,558.30	
H27	Annual	\$45,652.72	\$68,724.10	-	H56	Annual	\$48,695.51	\$75,460.51	
H28	Annual	\$47,022.30	\$71,473.07	-	H57	Annual	\$50,156.45	\$78,479.07	
H29	Annual	\$48,432.97	\$74,331.99	-	H58	Annual	\$53,727.74	\$81,618.30	
H30	Annual	\$49,885.95	\$77,305.27	-	H59	Annual	\$55,876.70	\$84,882.95	
H31	Annual	\$51,382.53	\$80,397.48	-	H60	Annual	\$58,111.77	\$88,278.25	

Classification/Compensation Plan — Reflects 3% COLA-October 1, 2014 (Effective in the 1st full pay period ending in October 2014)									
Range		Min	Max		Range		Min	Max	
H15	Annual	\$32,019.89	\$46,374.36	-	H32	Annual	\$52,924.01	\$83,613.38	
-	-	-	-	-	-	-	-	-	
H16	Annual	\$32,980.50	\$47,765.59	-	H33	Annual	\$55,040.96	\$86,957.91	
-	-	-	-	-	-	-	-	-	
H17	Annual	\$33,969.92	\$49,198.56	-	H34	Annual	\$57,242.61	\$90,436.22	
-	-	-	-	-	-	-	-	-	
H18	Annual	\$34,989.00	\$50,674.53	-	H35	Annual	\$59,532.31	\$94,053.68	
-	-	-	-	-	-	-	-	-	
H19	Annual	\$36,038.68	\$52,194.76	-	H36	Annual	\$61,913.61	\$97,815.82	
-	-	-	-	-	-	-	-	-	
H20	Annual	\$37,119.84	\$53,760.59	-	H37	Annual	\$64,390.15	\$101,728.45	
-	-	-	-	-	-	-	-	-	
H21	Annual	\$38,233.44	\$55,373.40	-	H50	Annual	\$40,781.79	\$59,637.64	
-	-	-	-	-	-	-	-	-	
H22	Annual	\$39,380.44	\$57,034.61	-	H51	Annual	\$42,005.25	\$62,023.14	
-	-	-	-	-	-	-	-	-	
H23	Annual	\$40,561.84	\$58,745.65	-	H52	Annual	\$43,265.40	\$64,504.06	
-	-	-	-	-	-	-	-	-	
H24	Annual	\$41,778.71	\$61,095.47	-	H53	Annual	\$44,563.36	\$67,084.23	
-	-	-	-	-	-	-	-	-	
H25	Annual	\$43,032.07	\$63,539.30	-	H54	Annual	\$45,900.26	\$69,767.60	
-	-	-	-	-	-	-	-	-	
H26	Annual	\$44,323.03	\$66,080.87	-	H55	Annual	\$47,277.28	\$72,558.30	
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-	-	-	-	-	-	-	-	-	
H31	Annual	\$51,382.53	\$80,397.48	-	H60	Annual	\$58,111.77	\$88,278.25	

(Effective in the 1st full pay period ending in October 2014)									
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H31	Annual	\$51,382.53	\$80,397.48	-	H60	Annual	\$58,111.77	\$88,278.25	

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H27	Annual	\$45,652.72	\$68,724.10	-	H56	Annual	\$48,695.51	\$75,460.51
	-	-	-	-	-	-	-	-
H28	Annual	\$47,022.30	\$71,473.07	-	H57	Annual	\$50,156.45	\$78,479.07
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H29	Annual	\$48,432.97	\$74,331.99	-	H58	Annual	\$53,727.74	\$81,618.30
	-	-	-	-	-	-	-	-
H30	Annual	\$49,885.95	\$77,305.27	-	H59	Annual	\$55,876.70	\$84,882.95
	-	-	-	-	-	-	-	-
H31	Annual	\$51,382.53	\$80,397.48	-	H60	Annual	\$58,111.77	\$88,278.25

SECTION 2: That the Classified Employees' Salary Ordinance No. 789 is hereby amended to read as follows:

GROUP IV COMMUNICATION WORKERS OF AMERICA (CWA) – SALARY GRADES AND CLASSIFICATIONS

2A. Salary Grades and Classifications - Effective upon ratification of this agreement

**Exhibit #1
Classification/Compensation Plan**

Classification	Range	Classification	Range
Clerk	H15	Complaint Operator II	H26
Coin Room Money Handler	H16	Crime Analysis Specialist	H26
Clerk Typist	H17	Financial Specialist II	H26
Masonry Helper	H18	Carpenter I	H27
Account Clerk I	H20	Code Compliance Officer I	H27
Admin Aide I	H20	Dispatcher	H27
Data Entry Clerk	H20	Engineering Assistant II	H27
Duplicating Equip Operator	H20	Mason	H27
Permit Clerk I	H20	Parking Meter Technician II	H27
Police Records Technician	H20	Property Evidence Tech II	H27
Revenue Processor I	H20	Carpenter II	H28
Parking Enforcement Spec I	H22	Code Compliance Officer II	H28
Account Clerk II	H23	Commission Reporter II	H28
Meter Analyst	H23	Financial Specialist III	H28
Parking Meter Tech I	H23	Police Fleet Specialist	H28
Permit Clerk II	H23	Planning Technician	H29
Property Evidence Tech I	H23	Engineering Assistant III	H30
Public Safety Specialist	H23	Field Inspector II	H30
Revenue Processor II	H23	Code Compliance Officer II	H31
Admin Aide II	H24	Crime Scene Technician I	H31
Admin Secretary	H24	Police Photographer	H31
Buyer	H24	Crime Analysis Specialist	H32
Engineering Assistant I	H24	Air Conditioning Mechanic	H34
Field Inspector I	H24	Code Compliance Admin.	H34
Financial Specialist I	H24	Crime Scene Technician II	H34
Painter	H24	Building Inspector	H34
Parking Dispatcher	H24	Electrical Inspector	H34
Account Clerk III	H25	Electrician	H34
Admin Asst I	H25	Elevator Inspector	H34
Communications Operator	H25	Engineering Inspector	H34
Dispatcher Trainee	H25	Mechanical Inspector	H34
Parking Enforcement Spec II	H25	Plumber	H34
Parking Meter Tech II	H25	Plumbing Inspector	H34
Parking Meter Tech I	H25	Pool Guard I	H50

Code Compliance Officer I	H26
Commission Reporter I	H26

Pool Guard II	H52
Lifeguard I	H52
Lifeguard II	H56
Lifeguard Lt.	H58

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GROUP IV

COMMUNICATION WORKERS OF AMERICA (CWA) – SALARY
RANGES AND CLASSIFICATIONS

2B. Salary Ranges - Effective October 1, 2017

Exhibit #2							
Fiscal Year 2015-16							
Classification/Compensation Plan – Reflects 3% COLA effective October 2, 2017							
Range		Min	Max	Range		Min	Max
H15	Annual	\$32,980.49	\$47,765.59	H32	Annual	54,511.73	\$86,121.78
H16	Annual	33,969.92	\$49,198.56	H33	Annual	56,692.19	\$89,566.65
H17	Annual	34,989.02	50,674.52	H34	Annual	\$58,959.89	\$93,149.31
H18	Annual	\$36,038.67	\$52,194.77	H35	Annual	\$61,318.28	\$96,875.29
H19	Annual	37,119.84	\$53,760.60	H36	Annual	\$63,771.02	\$100,750.29
H20	Annual	38,233.44	\$55,373.41	H37	Annual	66,321.85	\$104,780.30
H21	Annual	39,380.44	\$57,034.60	H50	Annual	42,005.24	\$61,426.77
H22	Annual	40,561.85	\$58,745.65	H51	Annual	\$43,265.41	\$63,883.83
H23	Annual	41,778.70	60,508.02	H52	Annual	\$44,563.36	\$66,439.18
H24	Annual	\$43,032.07	\$62,928.33	H53	Annual	\$45,900.26	\$69,096.76
H25	Annual	\$44,323.03	\$65,445.48	H54	Annual	\$47,277.27	\$71,860.63
H26	Annual	\$45,652.72	\$68,063.30	H55	Annual	\$48,695.60	\$74,735.05
H27	Annual	\$47,022.30	\$70,785.82	H56	Annual	\$50,156.38	\$77,724.33
H28	Annual	\$48,432.97	\$73,617.26	H57	Annual	\$51,661.14	\$80,833.44
H29	Annual	\$49,885.96	\$76,61.95	H58	Annual	\$55,339.57	\$84,066.85
H30	Annual	\$51,382.53	\$79,624.43	H59	Annual	\$57,553.00	\$87,429.44
H31	Annual	\$52,924.01	82,809.40	H60	Annual	\$59,855.12	\$90,926.60

SECTION 3: **REPEALER.**

That all ordinances or parts of ordinances in conflict herewith be and the same are hereby repealed.

SECTION 4: **SEVERABILITY.**

If any section, subsection, clause, or provision of this ordinance is held invalid, the remainder shall not be affected by such invalidity.

SECTION 5: **EFFECTIVE DATES**

The annual compensation set forth in Section 2A shall be effective upon ratification of the CWA agreement. Section 2B herein shall be effective retroactively to October 1, 2017.

PASSED AND DULY ADOPTED by the Mayor and City Commission of the City of Miami Beach, Florida, this _____ day of _____, 2018.

Dan Gelber
Mayor

ATTEST:

Rafael E. Granado
City Clerk

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION



City Attorney

5/9/18

Date