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 II, REPRESENTED BY THE FRATERNAL ORDER OF POLICE (FOP) WILLIAM NICHOLS LODGE NO. 8., AS FOLLOWS: EFFECTIVE THE FIRST PAY PERIOD ENDING IN APRIL OF 2016, THERE SHALL BE AN ACROSS-THE-BOARD COST-OF-LIVING ADJUSTMENT (COLA) OF ONE PERCENT (1%), AND THE MINIMUM AND MAXIMUM OF EACH BI-WEEKLY SALARY RANGE WILL ALSO BE INCREASED BY ONE PERCENT (1%); EFFECTIVE THE FIRST PAY PERIOD ENDING IN JULY 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 BI-WEEKLY SALARY RANGE WILL ALSO BE INCREASED BY THREE PERCENT (3%); EFFECTIVE THE FIRST PAY PERIOD ENDING IN JULY OF 2018, THERE SHALL BE AN ACROSS-THE-BOARD COST-OF-LIVING ADJUSTMENT (COLA) OF THREE PERCENT (3%), AND THE MINIMUM AND MAXIMUM OF EACH BI-WEEKLY SALARY RANGE WILL ALSO BE INCREASED BY THREE PERCENT (3%); EFFECTIVE OCTOBER 1, 2015, ADDING ONE ADDITIONAL STEP, STEP (I), TO THE PAY RANGE FOR THE CLASSIFICATION OF DETENTION OFFICER; REPEALING ALL ORDINANCES IN CONFLICT; PROVIDING FOR SEVERABILITY, AND AN EFFECTIVE DATE.

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 1,634 classified employees; and

WHEREAS, the FOP bargaining unit employees held a ratification vote from July 15, 2016 through July 18, 2016, whereby the proposed 2015-2018 collective bargaining agreement was approved by 235 of the 285 bargaining unit members who voted; and

WHEREAS, on July 20, 2016, the City Commission ratified a three-year labor agreement with the FOP, effective October 1, 2015 through September 30, 2018; and

WHEREAS, included in the ratified agreement between the City and the FOP is

effective October 1, 2015, the implementation of an additional pay step (Step I) added to the maximum of the pay range for the classification of Detention Officer; and

WHEREAS, the newly created pay step (Step I), effective October 1, 2015, will increase the maximum of the Detention Officer classification by five percent (5%); and

WHEREAS, employees under the Detention Officer classification who are covered by the FOP whose salary is at the maximum of the pay range (Step H) as of October 1, 2015, will move into the new step (Step I) on October 1, 2015, with their anniversary date remaining unchanged. Thereafter, any employee in the aforementioned classification covered by the FOP whose salary is at the maximum step of the range, (Step H), shall be eligible to proceed to Step I upon reaching his or her next anniversary date; and

WHEREAS, also included in the ratified agreement between the City and the FOP are provisions for the implementation of a one percent (1%) across-the-board cost-of-living adjustment (COLA), effective the first pay period ending in April of 2016, for all classified employees represented by the FOP, with a corresponding one percent (1%) increase to the minimum and maximum of each classification's bi-weekly salary range; a three percent (3%) across-the-board COLA, effective the first pay period ending in July of 2017, for all classified employees represented by the FOP, with a corresponding three percent (3%) increase to the minimum and maximum of each classification's bi-weekly salary range; a three percent (3%) across-the-board COLA, effective the first pay period ending in July of 2018, for all classified employees represented by the FOP, with a corresponding three percent (3%) increase to the minimum and maximum of each classification's bi-weekly salary range; and

WHEREAS, classified employees represented by the FOP collective bargaining unit who separated from employment with the City prior to the date of implementation of the COLA (effective the first pay period ending in April of 2016; effective the first pay period ending in July of 2017; and effective the first pay period ending in July of 2018) will not be qualifying incumbents and will not be eligible for the COLA increases post separation; and

WHEREAS, the estimated impact for employees covered by the FOP bargaining unit in the FY 2015/16 operating budget is $157,070; FY 2016/17 operating budget is $538,604; and FY 2017/18 operating budget is $1,470,075; and

WHEREAS, there is a need to amend the salary ranges of classified employees represented by FOP 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: Effective October 1, 2015, the following lines of Section X of the Classified Salary Ordinance No. 789 shall be amended to add an additional Step (Step I) to the maximum of the pay range for the Detention Officer classification as follows:

A. Classification and Salaries

JOB CLASSIFICATION	JOB NUMBER	MINIMUM BIWEEKLY	MAXIMUM BIWEEKLY	
DETENTION OFFICER	5305	1,642.27	~~2,019.87~~	**2,120.86**
POLICE OFFICER TRAINEE	8001	1,788.20	1,998.58	
POLICE OFFICER	5011	2,103.76	3,109.14	
SERGEANT OF POLICE	5010	3,107.70	3,598.90	
LIEUTENANT OF POLICE	5009	3,427.52	4,165.73	

SECTION 2: The following one percent (1%) increase to the minimum and the maximum of the bi-weekly salary ranges and a one percent (1%) COLA for qualifying incumbents shall be effective the first pay period ending in April of 2016. Qualifying incumbents covered by the FOP bargaining unit shall receive a one percent (1%) COLA provided that the employee's base salary does not exceed the maximum of his or her bi-weekly salary range for the classifications established in the section below.

GROUP II
FRATERNAL ORDER OF POLICE (FOP) WILLIAM NICHOLS LODGE NO. 8.
Salary Ranges and Classification

B. Classification and Salaries

JOB CLASSIFICATION	JOB NUMBER	MINIMUM BIWEEKLY		MAXIMUM BIWEEKLY	
DETENTION OFFICER	5305	~~1,642.27~~	**1,658.70**	~~2,120.86~~	**2,142.07**
POLICE OFFICER TRAINEE	8001	~~1,788.20~~	**1,806.09**	~~1,998.58~~	**2,018.57**
POLICE OFFICER	5011	~~2,103.76~~	**2,124.80**	~~3,109.14~~	**3,140.23**
SERGEANT OF POLICE	5010	~~3,107.70~~	**3,138.77**	~~3,598.90~~	**3,634.89**
LIEUTENANT OF POLICE	5009	~~3,427.52~~	**3,461.80**	~~4,165.73~~	**4,207.39**

SECTION 3: The following three percent (3%) increase to the minimum and the maximum of the bi-weekly salary ranges and a three percent (3%) COLA for qualifying incumbents shall be effective the first pay period ending in July of 2017. Qualifying incumbents covered by the FOP bargaining unit shall receive a three percent (3%)

COLA provided that the employee's base salary does not exceed the maximum of his or her bi-weekly salary range for the classifications established in the section below.

GROUP II
FRATERNAL ORDER OF POLICE (FOP) WILLIAM NICHOLS LODGE NO. 8.

Salary Ranges and Classification

C. Classification and Salaries

JOB CLASSIFICATION	JOB NUMBER	MINIMUM BIWEEKLY		MAXIMUM BIWEEKLY	
DETENTION OFFICER	5305	~~1,658.70~~	**1,708.46**	~~2,142.07~~	**2,206.34**
POLICE OFFICER TRAINEE	8001	~~1,806.09~~	**1,860.27**	~~2,018.57~~	**2,079.12**
POLICE OFFICER	5011	~~2,124.80~~	**2,188.55**	~~3,140.23~~	**3,234.44**
SERGEANT OF POLICE	5010	~~3,138.77~~	**3,232.94**	~~3,634.89~~	**3,743.93**
LIEUTENANT OF POLICE	5009	~~3,461.80~~	**3,565.65**	~~4,207.39~~	**4,333.61**

SECTION 4: The following three percent (3%) increase to the minimum and the maximum of the bi-weekly salary ranges and a three percent (3%) COLA for qualifying incumbents shall be effective the first pay period ending in July of 2018. Qualifying incumbents covered by the FOP bargaining unit shall receive a three percent (3%) COLA provided that the employee's base salary does not exceed the maximum of his or her bi-weekly salary range for the classifications established in this section below.

GROUP II
FRATERNAL ORDER OF POLICE (FOP) WILLIAM NICHOLS LODGE NO. 8.

Salary Ranges and Classification

D. Classification and Salaries

JOB CLASSIFICATION	JOB NUMBER	MINIMUM BIWEEKLY		MAXIMUM BIWEEKLY	
DETENTION OFFICER	5305	~~1,708.46~~	**1,759.71**	~~2,206.34~~	**2,272.53**
POLICE OFFICER TRAINEE	8001	~~1,860.27~~	**1,916.08**	~~2,079.12~~	**2,141.50**
POLICE OFFICER	5011	~~2,188.55~~	**2,254.20**	~~3,234.44~~	**3,331.47**
SERGEANT OF POLICE	5010	~~3,232.94~~	**3,329.92**	~~3,743.93~~	**3,856.25**
LIEUTENANT OF POLICE	5009	~~3,565.65~~	**3,672.62**	~~4,333.61~~	**4,463.62**

SECTION 5: REPEALER.

All ordinances or parts of ordinances and all section and parts of sections in conflict herewith 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 _____, 2016.

PASSED AND **ADOPTED** this ____ day of _____, 2016.

ATTEST:

_____
Philip Levine, Mayor

_____
Rafael E. Granado, City Clerk

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION

City Attorney 9/2/16 Date