

**ORDINANCE NO. \_\_\_\_\_**

**AN ORDINANCE OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, AMENDING ORDINANCE NO. 1605, THE UNCLASSIFIED EMPLOYEES SALARY ORDINANCE; PROVIDING FOR COST-OF-LIVING ADJUSTMENTS (COLA) FOR ALL UNCLASSIFIED EMPLOYEES; REVISING THE SALARY RANGE FOR THE CITY MANAGER AND THE CITY ATTORNEY TO REFLECT THE COST-OF-LIVING ADJUSTMENTS; 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 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 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 SALARY RANGE WILL ALSO BE INCREASED BY THREE PERCENT (3%); PROVIDING FOR REPEALER, SEVERABILITY, AND AN EFFECTIVE DATE.**

**WHEREAS**, the City has approximately 558 employees who are members of the unclassified salary group; and

**WHEREAS**, the City has reached agreement with three of the five bargaining units to amend the prior three-year collective bargaining agreements (CBAs) including the Fraternal Order of Police (FOP) William Nichols Lodge No. 8, the International Association of Firefighters (IAFF) Local 1510, and Government Supervisors Association of Florida/OPEIU, Local 100 (GSAF); and is still negotiating with the American Federation of State, County and Municipal Employees (AFSCME) Local 1554 and the Communication Workers of America (CWA) Local 3178; and

**WHEREAS**, included in the negotiated agreements between the City and the IAFF, FOP, and GSAF for a three year period from October 1, 2015, through September 30, 2018, 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, with a corresponding one percent (1%) increase to the minimum and maximum of each classification's salary range; a three percent (3%) across-the-board COLA, effective the first pay period ending in July of 2017, with a corresponding three percent (3%) increase to the minimum and maximum of each classification's salary range; and a three percent (3%) across-the-board COLA, effective the first pay period ending in July of 2018, with a corresponding three percent (3%) increase to the minimum and maximum of each classification's salary range; and

**WHEREAS**, the COLAs listed herein are consistent with those negotiated for the classified employees covered by the IAFF, FOP, and the GSAF; and

**WHEREAS**, the City's past practice has been to provide COLAs to unclassified employees and unrepresented classified service employees (OTHERS - Group VI), consistent with the COLAs negotiated by the represented classified employees (Groups I through V); and

**WHEREAS**, effective the first pay period ending in April of 2016, there shall an across-the-board cost-of-living adjustment (COLA) of one percent (1%) for all unclassified employees, with a corresponding one percent increase (1%) to the minimum and maximum of each pay range; effective the first pay period ending in July of 2017, there shall an across-the-board COLA of three percent (3%) for all unclassified employees, with a corresponding three percent increase (3%) to the minimum and maximum of each pay range; effective the first pay period ending in July of 2018, there shall an across-the-board COLA of three percent (3%) for all unclassified employees, with a corresponding three percent increase (3%) to the minimum and maximum of each pay range; and

**WHEREAS**, unclassified employees who separate 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 unclassified employees in the FY 2015/16 operating budget is \$222,920; FY 2016/17 operating budget is \$786,906; FY 2017/18 operating budget is \$2,161,407; 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.

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

**[This Section Intentionally Left Blank]**

**SECTION 1.** The following one percent (1%) increase to the minimum and the maximum of the salary ranges and a one percent (1%) COLA for qualifying incumbents shall be effective the first pay period ending in April of 2016. Unclassified employees shall receive a one percent (1%) COLA provided that the employee's base salary does not exceed the maximum of his or her salary range for the classifications established in the section below.

### Salary Grades and Ranges

GRADE	MINIMUM ANNUAL SALARY		MAXIMUM ANNUAL SALARY	
Annual salary based on 2080 hours per year				
UNC City Attorney	<del>167,803.00</del>	<u>169,481.03</u>	<del>271,020.00</del>	<u>273,730.20</u>
UNC City Manager	<del>167,803.00</del>	<u>169,481.03</u>	<del>271,020.00</del>	<u>273,730.20</u>
30	<del>146,373.37</del>	<u>147,837.10</u>	<del>259,629.78</del>	<u>262,226.08</u>
29	<del>139,320.29</del>	<u>140,713.49</u>	<del>247,119.37</del>	<u>249,590.56</u>
28	<del>126,217.30</del>	<u>127,479.47</u>	<del>223,877.95</del>	<u>226,116.73</u>
27	<del>120,135.45</del>	<u>121,336.80</u>	<del>213,090.25</del>	<u>215,221.15</u>
26	<del>103,592.42</del>	<u>104,628.34</u>	<del>183,747.06</del>	<u>185,584.53</u>
25	<del>98,600.76</del>	<u>99,586.77</u>	<del>174,893.10</del>	<u>176,642.03</u>
24	<del>93,849.63</del>	<u>94,788.13</u>	<del>166,465.76</del>	<u>168,130.42</u>
23	<del>80,926.23</del>	<u>81,735.49</u>	<del>132,374.24</del>	<u>133,697.98</u>
22	<del>73,315.17</del>	<u>74,048.32</u>	<del>119,924.53</del>	<u>121,123.78</u>
21	<del>66,419.92</del>	<u>67,084.12</u>	<del>108,645.71</del>	<u>109,732.17</u>
20	<del>60,183.18</del>	<u>60,785.01</u>	<del>98,427.66</del>	<u>99,411.94</u>
19	<del>57,273.70</del>	<u>57,846.44</u>	<del>93,684.85</del>	<u>94,621.70</u>
18	<del>54,513.93</del>	<u>55,059.07</u>	<del>89,170.59</del>	<u>90,062.30</u>
17	<del>51,887.14</del>	<u>52,406.01</u>	<del>84,873.86</del>	<u>85,722.60</u>
16	<del>49,386.93</del>	<u>49,880.80</u>	<del>80,784.16</del>	<u>81,592.00</u>
15	<del>47,007.19</del>	<u>47,477.26</u>	<del>76,891.53</del>	<u>77,660.45</u>
14	<del>44,742.12</del>	<u>45,189.54</u>	<del>73,186.46</del>	<u>73,918.32</u>
13	<del>42,586.19</del>	<u>43,012.05</u>	<del>69,659.93</del>	<u>70,356.53</u>
12	<del>40,543.16</del>	<u>40,948.59</u>	<del>66,303.32</del>	<u>66,966.35</u>
11	<del>38,580.99</del>	<u>38,966.80</u>	<del>63,108.46</del>	<u>63,739.54</u>
10	<del>36,721.94</del>	<u>37,089.16</u>	<del>60,067.54</del>	<u>60,668.22</u>
9	<del>34,952.47</del>	<u>35,301.99</u>	<del>57,173.15</del>	<u>57,744.88</u>
8	<del>33,268.27</del>	<u>33,600.95</u>	<del>54,418.22</del>	<u>54,962.40</u>
7	<del>31,665.22</del>	<u>31,981.87</u>	<del>51,796.05</del>	<u>52,314.01</u>
6	<del>30,139.41</del>	<u>30,440.80</u>	<del>49,300.22</del>	<u>49,793.22</u>
5	<del>28,687.12</del>	<u>28,973.99</u>	<del>46,924.66</del>	<u>47,393.91</u>
4	<del>27,304.81</del>	<u>27,577.86</u>	<del>44,663.57</del>	<u>45,110.21</u>

3	<u>25,989.12</u>	<u>26,249.01</u>	<u>42,511.43</u>	<u>42,936.54</u>
2	<u>24,736.82</u>	<u>24,984.19</u>	<u>40,462.99</u>	<u>40,867.62</u>
1	<u>23,544.85</u>	<u>23,780.30</u>	<u>38,513.25</u>	<u>38,898.38</u>

**SECTION 2.** The following three percent (3%) increase to the minimum and the maximum of the salary ranges and a three percent (3%) COLA for qualifying incumbents shall be effective the first pay period ending in July of 2017. Unclassified employees shall receive a three percent (3%) COLA provided that the employee's base salary does not exceed the maximum of his or her salary range for the classifications established in the section below.

### Salary Grades and Ranges

GRADE	MINIMUM ANNUAL SALARY		MAXIMUM ANNUAL SALARY	
Annual salary based on 2080 hours per year				
UNC City Attorney	<u>169,481.03</u>	<u>174,565.46</u>	<u>273,730.20</u>	<u>281,942.11</u>
UNC City Manager	<u>169,481.03</u>	<u>174,565.46</u>	<u>273,730.20</u>	<u>281,942.11</u>
30	<u>147,837.10</u>	<u>152,272.22</u>	<u>262,226.08</u>	<u>270,092.86</u>
29	<u>140,713.49</u>	<u>144,934.90</u>	<u>249,590.56</u>	<u>257,078.28</u>
28	<u>127,479.47</u>	<u>131,303.86</u>	<u>226,116.73</u>	<u>232,900.23</u>
27	<u>121,336.80</u>	<u>124,976.91</u>	<u>215,221.15</u>	<u>221,677.79</u>
26	<u>104,628.34</u>	<u>107,767.19</u>	<u>185,584.53</u>	<u>191,152.07</u>
25	<u>99,586.77</u>	<u>102,574.37</u>	<u>176,642.03</u>	<u>181,941.29</u>
24	<u>94,788.13</u>	<u>97,631.77</u>	<u>168,130.42</u>	<u>173,174.33</u>
23	<u>81,735.49</u>	<u>84,187.56</u>	<u>133,697.98</u>	<u>137,708.92</u>
22	<u>74,048.32</u>	<u>76,269.77</u>	<u>121,123.78</u>	<u>124,757.49</u>
21	<u>67,084.12</u>	<u>69,096.64</u>	<u>109,732.17</u>	<u>113,024.13</u>
20	<u>60,785.01</u>	<u>62,608.56</u>	<u>99,411.94</u>	<u>102,394.29</u>
19	<u>57,846.44</u>	<u>59,581.83</u>	<u>94,621.70</u>	<u>97,460.35</u>
18	<u>55,059.07</u>	<u>56,710.84</u>	<u>90,062.30</u>	<u>92,764.16</u>
17	<u>52,406.01</u>	<u>53,978.19</u>	<u>85,722.60</u>	<u>88,294.28</u>
16	<u>49,880.80</u>	<u>51,377.22</u>	<u>81,592.00</u>	<u>84,039.76</u>
15	<u>47,477.26</u>	<u>48,901.58</u>	<u>77,660.45</u>	<u>79,990.26</u>
14	<u>45,189.54</u>	<u>46,545.23</u>	<u>73,918.32</u>	<u>76,135.87</u>
13	<u>43,012.05</u>	<u>44,302.41</u>	<u>70,356.53</u>	<u>72,467.23</u>
12	<u>40,948.59</u>	<u>42,177.05</u>	<u>66,966.35</u>	<u>68,975.34</u>
11	<u>38,966.80</u>	<u>40,135.80</u>	<u>63,739.54</u>	<u>65,651.73</u>
10	<u>37,089.16</u>	<u>38,201.83</u>	<u>60,668.22</u>	<u>62,488.26</u>
9	<u>35,301.99</u>	<u>36,361.05</u>	<u>57,744.88</u>	<u>59,477.23</u>

8	33,600.95	<u>34,608.98</u>	54,962.40	<u>56,611.27</u>
7	31,981.87	<u>32,941.33</u>	52,314.01	<u>53,883.43</u>
6	30,440.80	<u>31,354.03</u>	49,793.22	<u>51,287.02</u>
5	28,973.99	<u>29,843.21</u>	47,393.91	<u>48,815.72</u>
4	27,577.86	<u>28,405.19</u>	45,110.21	<u>46,463.51</u>
3	26,249.01	<u>27,036.48</u>	42,936.54	<u>44,224.64</u>
2	24,984.19	<u>25,733.71</u>	40,867.62	<u>42,093.65</u>
1	23,780.30	<u>24,493.71</u>	38,898.38	<u>40,065.33</u>

**SECTION 3.** The following three percent (3%) increase to the minimum and the maximum of the salary ranges and a three percent (3%) COLA for qualifying incumbents shall be effective the first pay period ending in July of 2018. Unclassified employees shall receive a three percent (3%) COLA provided that the employee's base salary does not exceed the maximum of his or her salary range for the classifications established in the section below.

### Salary Grades and Ranges

GRADE	MINIMUM ANNUAL SALARY		MAXIMUM ANNUAL SALARY	
Annual salary based on 2080 hours per year				
UNC City Attorney	<u>174,565.46</u>	<u>179,802.42</u>	<u>281,942.11</u>	<u>290,400.37</u>
UNC City Manager	<u>174,565.46</u>	<u>179,802.42</u>	<u>281,942.11</u>	<u>290,400.37</u>
30	<u>152,272.22</u>	<u>156,840.38</u>	<u>270,092.86</u>	<u>278,195.65</u>
29	<u>144,934.90</u>	<u>149,282.94</u>	<u>257,078.28</u>	<u>264,790.63</u>
28	<u>131,303.86</u>	<u>135,242.97</u>	<u>232,900.23</u>	<u>239,887.24</u>
27	<u>124,976.91</u>	<u>128,726.22</u>	<u>221,677.79</u>	<u>228,328.12</u>
26	<u>107,767.19</u>	<u>111,000.21</u>	<u>191,152.07</u>	<u>196,886.63</u>
25	<u>102,574.37</u>	<u>105,651.60</u>	<u>181,941.29</u>	<u>187,399.53</u>
24	<u>97,631.77</u>	<u>100,560.72</u>	<u>173,174.33</u>	<u>178,369.56</u>
23	<u>84,187.56</u>	<u>86,713.18</u>	<u>137,708.92</u>	<u>141,840.19</u>
22	<u>76,269.77</u>	<u>78,557.86</u>	<u>124,757.49</u>	<u>128,500.21</u>
21	<u>69,096.64</u>	<u>71,169.54</u>	<u>113,024.13</u>	<u>116,414.86</u>
20	<u>62,608.56</u>	<u>64,486.82</u>	<u>102,394.29</u>	<u>105,466.12</u>
19	<u>59,581.83</u>	<u>61,369.29</u>	<u>97,460.35</u>	<u>100,384.16</u>
18	<u>56,710.84</u>	<u>58,412.17</u>	<u>92,764.16</u>	<u>95,547.09</u>
17	<u>53,978.19</u>	<u>55,597.54</u>	<u>88,294.28</u>	<u>90,943.10</u>
16	<u>51,377.22</u>	<u>52,918.54</u>	<u>84,039.76</u>	<u>86,560.95</u>
15	<u>48,901.58</u>	<u>50,368.63</u>	<u>79,990.26</u>	<u>82,389.97</u>
14	<u>46,545.23</u>	<u>47,941.58</u>	<u>76,135.87</u>	<u>78,419.95</u>
13	<u>44,302.41</u>	<u>45,631.49</u>	<u>72,467.23</u>	<u>74,641.24</u>

12	42,177.05	<u>43,442.36</u>	68,975.34	<u>71,044.60</u>
11	40,135.80	<u>41,339.88</u>	65,651.73	<u>67,621.28</u>
10	38,201.83	<u>39,347.89</u>	62,488.26	<u>64,362.91</u>
9	36,361.05	<u>37,451.89</u>	59,477.23	<u>61,261.54</u>
8	34,608.98	<u>35,647.25</u>	56,611.27	<u>58,309.61</u>
7	32,941.33	<u>33,929.57</u>	53,883.43	<u>55,499.93</u>
6	31,354.03	<u>32,294.65</u>	51,287.02	<u>52,825.63</u>
5	29,843.21	<u>30,738.51</u>	48,815.72	<u>50,280.20</u>
4	28,405.19	<u>29,257.35</u>	46,463.51	<u>47,857.42</u>
3	27,036.48	<u>27,847.58</u>	44,224.64	<u>45,551.38</u>
2	25,733.71	<u>26,505.73</u>	42,093.65	<u>43,356.46</u>
1	24,493.71	<u>25,228.52</u>	40,065.33	<u>41,267.29</u>

**SECTION 4. REPEALER.**

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

**SECTION 5. SEVERABILITY.**

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

**SECTION 6. 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

9/1/16  
\_\_\_\_\_  
Date