

**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 COST-OF-LIVING ADJUSTMENTS FOR THE CLASSIFICATIONS IN GROUP VI, BEING ALL OTHER CLASSIFICATIONS IN THE CLASSIFIED SERVICE NOT COVERED BY A BARGAINING UNIT; 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**, 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 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; 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**, the Administration recommends the implementation of an across the board cost of living adjustment (COLA), effective the first pay period ending in April of 2016, for all classified employees not covered by a bargaining unit, commonly referred to as others, with a corresponding one percent increase to the minimum and maximum of each classification pay range; an across the board cost of living adjustment (COLA), effective the first pay period ending in July of 2017, for all classified employees not covered by a bargaining unit, commonly referred to as others, with a corresponding three percent increase to the minimum and maximum of each classification pay range; and an across the board cost of living adjustment (COLA), effective the first pay period ending in July of 2018, for all classified employees not covered by a bargaining unit, commonly referred to as others, with a corresponding three percent increase to the minimum and maximum of each classification pay range; and

**WHEREAS**, the estimated impact for unrepresented classified employees commonly referred to as "others" in FY 2015/16 is \$6,655, FY 2016/17 is \$23,491, and FY 2017/18 is \$64,522; and

**WHEREAS**, classified employees not covered by a bargaining unit, commonly referred to as others, 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**, there is a need to amend the salary ranges of classified employees commonly referred to as others, to ensure that 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:**

**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. Qualifying incumbents covered by Group VI, others, 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.

**GROUP VI  
ALL OTHER CLASSIFICATIONS IN THE CLASSIFIED SERVICE NOT COVERED BY  
A BARGAINING UNIT (A/K/A "OTHERS")  
Salary Ranges**

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

3	25,989.12	<u>26,249.01</u>	<del>42,511.43</del>	<u>42,936.54</u>
2	24,736.82	<u>24,984.19</u>	<del>40,462.99</del>	<u>40,867.62</u>
1	23,544.85	<u>23,780.30</u>	<del>38,513.25</del>	<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. Qualifying incumbents covered by Group VI, others, 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.

**GROUP VI  
ALL OTHER CLASSIFICATIONS IN THE CLASSIFIED SERVICE NOT COVERED BY  
A BARGAINING UNIT (A/K/A "OTHERS")  
Salary Ranges**

GRADE	MINIMUM ANNUAL SALARY		MAXIMUM ANNUAL SALARY	
Annual salary based on 2080 hours per year				
30	<del>147,837.10</del>	<u>152,272.22</u>	<del>262,226.08</del>	<u>270,092.86</u>
29	<del>140,713.49</del>	<u>144,934.90</u>	<del>249,590.56</del>	<u>257,078.28</u>
28	<del>127,479.47</del>	<u>131,303.86</u>	<del>226,116.73</del>	<u>232,900.23</u>
27	<del>121,336.80</del>	<u>124,976.91</u>	<del>215,221.15</del>	<u>221,677.79</u>
26	<del>104,628.34</del>	<u>107,767.19</u>	<del>185,584.53</del>	<u>191,152.07</u>
25	<del>99,586.77</del>	<u>102,574.37</u>	<del>176,642.03</del>	<u>181,941.29</u>
24	<del>94,788.13</del>	<u>97,631.77</u>	<del>168,130.42</del>	<u>173,174.33</u>
23	<del>81,735.49</del>	<u>84,187.56</u>	<del>133,697.98</del>	<u>137,708.92</u>
22	<del>74,048.32</del>	<u>76,269.77</u>	<del>121,123.78</del>	<u>124,757.49</u>
21	<del>67,084.12</del>	<u>69,096.64</u>	<del>109,732.17</del>	<u>113,024.13</u>
20	<del>60,785.01</del>	<u>62,608.56</u>	<del>99,411.94</del>	<u>102,394.29</u>
19	<del>57,846.44</del>	<u>59,581.83</u>	<del>94,621.70</del>	<u>97,460.35</u>
18	<del>55,059.07</del>	<u>56,710.84</u>	<del>90,062.30</del>	<u>92,764.16</u>
17	<del>52,406.01</del>	<u>53,978.19</u>	<del>85,722.60</del>	<u>88,294.28</u>
16	<del>49,880.80</del>	<u>51,377.22</u>	<del>81,592.00</del>	<u>84,039.76</u>
15	<del>47,477.26</del>	<u>48,901.58</u>	<del>77,660.45</del>	<u>79,990.26</u>
14	<del>45,189.54</del>	<u>46,545.23</u>	<del>73,918.32</del>	<u>76,135.87</u>
13	<del>43,012.05</del>	<u>44,302.41</u>	<del>70,356.53</del>	<u>72,467.23</u>
12	<del>40,948.59</del>	<u>42,177.05</u>	<del>66,966.35</del>	<u>68,975.34</u>
11	<del>38,966.80</del>	<u>40,135.80</u>	<del>63,739.54</del>	<u>65,651.73</u>
10	<del>37,089.16</del>	<u>38,201.83</u>	<del>60,668.22</del>	<u>62,488.26</u>
9	<del>35,301.99</del>	<u>36,361.05</u>	<del>57,744.88</del>	<u>59,477.23</u>
8	<del>33,600.95</del>	<u>34,608.98</u>	<del>54,962.40</del>	<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. Qualifying incumbents covered by Group VI, others, 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.

**GROUP VI  
ALL OTHER CLASSIFICATIONS IN THE CLASSIFIED SERVICE NOT COVERED BY  
A BARGAINING UNIT (A/K/A "OTHERS")  
Salary Ranges**

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

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  
D. J.