

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 V, REPRESENTED BY THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA (GSAF), OPEIU, LOCAL 100, 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 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, included in the proposed agreement between the City and the 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 represented by the GSAF, 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, for all classified employees represented by the GSAF, 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, for all classified employees represented by the GSAF, with a corresponding three percent (3%) increase to the minimum and maximum of each classification's salary range; and

WHEREAS, classified employees represented by the GSAF 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; and

WHEREAS, the estimated impact for employees covered by the GSAF bargaining unit in the FY 2015/16 operating budget is \$26,000; for the FY 2016/17 operating budget the estimated impact is \$91,500; and for the FY 2017/18 operating budget the estimated impact is \$250,500; and

WHEREAS, there is a need to amend the salary ranges of classified employees represented by GSAF 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:

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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 the GSAF 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 salary grades established in the section below.

SUPERVISORS ASSOCIATION OF FLORIDA (GSAF)

Grade and Salaries

<u>Grade</u>	<u>Minimum Annual Salary</u>		<u>Maximum Annual Salary</u>	
15	66,656.72	<u>67,323.29</u>	107,662.10	<u>108,738.72</u>
14	61,347.78	<u>61,961.26</u>	99,081.06	<u>100,071.87</u>
13	56,459.00	<u>57,023.59</u>	91,184.60	<u>92,096.45</u>
12	51,957.88	<u>52,477.46</u>	83,914.48	<u>84,753.62</u>
11	47,815.04	<u>48,293.19</u>	77,225.72	<u>77,997.98</u>
10	44,003.70	<u>44,443.74</u>	71,070.22	<u>71,780.92</u>
9	40,497.34	<u>40,902.31</u>	65,408.20	<u>66,062.28</u>
8	37,269.44	<u>37,642.13</u>	60,193.38	<u>60,795.31</u>
7	34,298.42	<u>34,641.40</u>	55,395.60	<u>55,949.56</u>
6	31,564.52	<u>31,880.17</u>	50,980.80	<u>51,490.61</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 the GSAF 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 salary range for the salary grades established in the section below.

GROUP V GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA (GSAF)

Grade and Salaries

<u>Grade</u>	<u>Minimum Annual Salary</u>		<u>Maximum Annual Salary</u>	
15	67,323.29	<u>69,342.99</u>	108,738.72	<u>112,000.88</u>
14	61,961.26	<u>63,820.10</u>	100,071.87	<u>103,074.03</u>
13	57,023.59	<u>58,734.30</u>	92,096.45	<u>94,859.34</u>
12	52,477.46	<u>54,051.78</u>	84,753.62	<u>87,296.23</u>
11	48,293.19	<u>49,741.99</u>	77,997.98	<u>80,337.92</u>
10	44,443.74	<u>45,777.05</u>	71,780.92	<u>73,934.35</u>
9	40,902.31	<u>42,129.38</u>	66,062.28	<u>68,044.15</u>

8	37,642.13	<u>38,771.40</u>	60,795.34	<u>62,619.17</u>
7	34,641.40	<u>35,680.65</u>	55,949.56	<u>57,628.04</u>
6	31,880.17	<u>32,836.57</u>	51,490.61	<u>53,035.33</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 the GSAF 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 salary range for the salary grades established in this section below.

**GROUP V
GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA (GSAF)**

Grade and Salaries

<u>Grade</u>	<u>Minimum Annual Salary</u>		<u>Maximum Annual Salary</u>	
15	69,342.99	<u>71,423.28</u>	112,000.88	<u>115,360.91</u>
14	63,820.10	<u>65,734.70</u>	103,074.03	<u>106,166.25</u>
13	58,734.30	<u>60,496.33</u>	94,859.34	<u>97,705.12</u>
12	54,051.78	<u>55,673.34</u>	87,296.23	<u>89,915.12</u>
11	49,741.99	<u>51,234.25</u>	80,337.92	<u>82,748.05</u>
10	45,777.05	<u>47,150.36</u>	73,934.35	<u>76,152.38</u>
9	42,129.38	<u>43,393.26</u>	68,044.15	<u>70,085.47</u>
8	38,771.40	<u>39,934.54</u>	62,619.17	<u>64,497.75</u>
7	35,680.65	<u>36,751.07</u>	57,628.04	<u>59,356.88</u>
6	32,836.57	<u>33,821.67</u>	53,035.33	<u>54,626.39</u>

SECTION 4: REPEALER.

All ordinances or parts of ordinances and all section and parts of sections in conflict herewith 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

9/20/16
Date