

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: IN ACCORDANCE WITH THE NEGOTIATED COLLECTIVE BARGAINING AGREEMENT, PROVIDING FOR QUALIFYING INCUMBENTS IN THE CLASSIFICATIONS IN GROUP I, REPRESENTED BY THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, (AFSCME), LOCAL NO. 1554, 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%); ADDING RECREATION ATTENDANT CLASSIFICATION INTO BARGAINING UNIT; 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 1,634 classified employees; and

**WHEREAS**, included in the proposed agreement between the City and AFSCME for a three year period from May 1, 2016, through April 30, 2019, 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 AFSCME, 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 AFSCME, 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 AFSCME, with a corresponding three percent (3%) increase to the minimum and maximum of each classification's salary range; and

**WHEREAS**, classified employees represented by AFSCME 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 AFSCME bargaining unit in the FY 2015/16 operating budget is \$87,500; for the FY 2016/17 operating budget the estimated impact is \$310,000; and for the FY 2017/18 operating budget the estimated impact is \$855,000; and

**WHEREAS**, there is a need to add the Recreation Attendant classification into the listing of bargaining unit positions, per PERC ruling (PERC Case No. UC-014-020, Certification 379 Order No. 14E-291); and

**WHEREAS**, there is a need to amend the salary ranges of classified employees represented by AFSCME 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 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. Qualifying incumbents covered by AFSCME 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 salary range for the classifications established in the section below.

**Salary Grades and Ranges**

<b>GRADE</b>	<b>MINIMUM ANNUAL SALARY</b>		<b>MAXIMUM ANNUAL SALARY</b>	
Annual salary based on 2080 hours per year				
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	<del>25,989.12</del>	<u>26,249.01</u>	<del>42,511.43</del>	<u>42,936.54</u>
2	<del>24,736.82</del>	<u>24,984.19</u>	<del>40,462.99</del>	<u>40,867.62</u>
1	<del>23,544.85</del>	<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 AFSCME 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 classifications established in the section below.

**Salary Grades and Ranges**

<b>GRADE</b>	<b>MINIMUM ANNUAL SALARY</b>		<b>MAXIMUM ANNUAL SALARY</b>	
	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	<del>31,981.87</del>	<u>32,941.33</u>	<del>52,314.01</del>	<u>53,883.43</u>
6	<del>30,440.80</del>	<u>31,354.03</u>	<del>49,793.22</del>	<u>51,287.02</u>
5	<del>28,973.99</del>	<u>29,843.21</u>	<del>47,393.91</del>	<u>48,815.72</u>
4	<del>27,577.86</del>	<u>28,405.19</u>	<del>45,110.21</del>	<u>46,463.51</u>
3	<del>26,249.01</del>	<u>27,036.48</u>	<del>42,936.54</del>	<u>44,224.64</u>
2	<del>24,984.19</del>	<u>25,733.71</u>	<del>40,867.62</del>	<u>42,093.65</u>
1	<del>23,780.30</del>	<u>24,493.71</u>	<del>38,898.38</del>	<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 AFSCME 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 classifications established in this section below.

**Salary Grades and Ranges**

<b>GRADE</b>	<b>MINIMUM ANNUAL SALARY</b>		<b>MAXIMUM ANNUAL SALARY</b>	
Annual salary based on 2080 hours per year				
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	<u>42,177.05</u>	<u>43,442.36</u>	<u>68,975.34</u>	<u>71,044.60</u>
11	<u>40,135.80</u>	<u>41,339.88</u>	<u>65,651.73</u>	<u>67,621.28</u>
10	<u>38,201.83</u>	<u>39,347.89</u>	<u>62,488.26</u>	<u>64,362.91</u>
9	<u>36,361.05</u>	<u>37,451.89</u>	<u>59,477.23</u>	<u>61,261.54</u>
8	<u>34,608.98</u>	<u>35,647.25</u>	<u>56,611.27</u>	<u>58,309.61</u>
7	<u>32,941.33</u>	<u>33,929.57</u>	<u>53,883.43</u>	<u>55,499.93</u>
6	<u>31,354.03</u>	<u>32,294.65</u>	<u>51,287.02</u>	<u>52,825.63</u>
5	<u>29,843.21</u>	<u>30,738.51</u>	<u>48,815.72</u>	<u>50,280.20</u>
4	<u>28,405.19</u>	<u>29,257.35</u>	<u>46,463.51</u>	<u>47,857.42</u>
3	<u>27,036.48</u>	<u>27,847.58</u>	<u>44,224.64</u>	<u>45,551.38</u>
2	<u>25,733.71</u>	<u>26,505.73</u>	<u>42,093.65</u>	<u>43,356.46</u>
1	<u>24,493.71</u>	<u>25,228.52</u>	<u>40,065.33</u>	<u>41,267.29</u>

**SECTION 4. Grades and Classifications**

<b>CLASSIFICATION</b>	<b>GRADE</b>	<b><u>GRADE</u></b>
Irrigation System Supervisor	15	
Sewer Supervisor	15	
Street Supervisor	15	
Tree Maintenance Supervisor	15	
Water Supervisor	15	
Fire Equipment Mechanic	14	
Heavy Equipment Operator II	14	
Mechanic III	14	
Park Supervisor	14	
Pumping Mechanic	14	
Recreation Program Supervisor	14	
Street Lighting Technician II	14	
Building Supervisor	13	
Heavy Equipment Operator I	12	
Ice Rink Technician	12	
Mechanic II	12	
Sewer Pipefitter	12	
Storekeeper III	12	
Street Lighting Technician I	12	
Water Pipefitter	12	
Building Services Technician	11	
Municipal Service Worker III	11	
Sign Maker	11	
Storekeeper II	11	
Assistant Pumping Mechanic	10	
Central Services Technician	10	
Control Room Operator	10	
Customer Service Representative	10	

Fleet Service Representative	10	
Recreation Leader II	10	
Storekeeper I	10	
Tree Trimmer	10	
Water Meter Technician II	10	
Water Meter Technician I	09	
Municipal Service Worker II	08	
Museum Guard	07	
Recreation Leader I	07	
Municipal Service Worker I	06	
<u>Recreation Attendant</u>		<u>05</u>
School Guard	05	
Municipal Service Worker Trainee	04	

**SECTION 5. REPEALER.**

That all ordinances or parts of ordinances in conflict herewith be and the same 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

1/22/16  
\_\_\_\_\_  
Date