

# MIAMI BEACH

## COMMISSION MEMORANDUM

TO: Honorable Mayor and Members of the City Commission

FROM: Eric Carpenter, City Manager

DATE: December 11, 2024 10:15 a.m. Second Reading Public Hearing

TITLE: 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 FULL PAY PERIOD ENDING IN JULY OF 2025, THERE WILL 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 FULL PAY PERIOD ENDING IN APRIL OF 2026, THERE SHALL BE AN ACROSS THE BOARD 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 FULL PAY PERIOD ENDING IN APRIL OF 2027, THERE SHALL BE AN ACROSS THE BOARD COLA OF THREE PERCENT (3%), AND THE MINIMUM AND MAXIMUM OF EACH SALARY RANGE WILL ALSO BE INCREASED BY THREE PERCENT (3%); REPEALING ALL ORDINANCES IN CONFLICT; PROVIDING FOR SEVERABILITY, AN EFFECTIVE DATE AND CODIFICATION.

### **RECOMMENDATION**

Approve the proposed ordinance on the first reading and set the ordinance for the second reading on December 11, 2024.

### **BACKGROUND/HISTORY**

The City's workforce is divided into seven (7) Salary 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; Group VI comprising of classifications in the classified service not covered by a bargaining unit (commonly referred to as "Others"); and Group VII comprising of Unclassified employees.

### **ANALYSIS**

The Administration will present a separate item before the City Commission during the November 20, 2024 meeting, requesting approval to ratify a three-year labor agreement ("Agreement") between the City of Miami Beach and the Government Supervisors Association

of Florida (“GSAF”), OPEIU Local 100, from October 1, 2024, through September 30, 2027.

The ratified agreement between the City and the GSAF mandates the implementation of a three percent (3%) across the board cost of living adjustment (“COLA”), effective the first full pay period ending in July 2025, for all classified employees represented by the GSAF, with a corresponding three percent (3%) increase to the minimum and maximum of each pay range; a three percent (3%) across the board COLA, effective the first full pay period ending in April 2026, for all classified employees represented by the GSAF, with a corresponding three percent (3%) increase to the minimum and maximum of each pay range; a three percent (3%) across the board COLA, effective the first full pay period ending in April 2027, for all classified employees represented by the GSAF, with a corresponding three percent (3%) increase to the minimum and maximum of each pay range. The ordinance amendment will ensure the City has an employee classification and compensation system that is reasonable and competitive.

Any classified employees who separate from employment with the City prior to the date the COLAs are implemented will not be eligible to receive the COLA increases.

### **FISCAL IMPACT STATEMENT**

The fiscal impact of the COLAs for GSAF are estimated at \$46,790 for FY2024/2025; \$172,632 for FY2025/2026; \$235,122 for FY2026/2027. The total estimated three-year impact is \$454,544.

**Does this Ordinance require a Business Impact Estimate?** No  
(FOR ORDINANCES ONLY)

**If applicable, the Business Impact Estimate (BIE) was published on:**  
See BIE at: <https://www.miamibeachfl.gov/city-hall/city-clerk/meeting-notice/>

### **FINANCIAL INFORMATION**

See above fiscal impact statement. Fiscal year 2024/25 salaries are funded through each department across multiple funds in the City’s 2024/25 budget.

### **CONCLUSION**

The Administration recommends amending Ordinance No. 789, the Classified Employees Salary Ordinance of the City of Miami Beach, Florida, by providing a COLA effective the first full pay period beginning in July 2025, April 2026, and April 2027, and increasing the minimum and maximum of each GSAF bargaining unit classification pay range correspondingly.

Based on the foregoing, the Administration recommends approving the proposed ordinance amendments and setting a second reading and public hearing for the December 11, 2024 City Commission meeting.

### **Applicable Area**

Citywide

**Is this a "Residents Right to Know" item, pursuant to City Code Section 2-17?**

No

**Is this item related to a G.O. Bond Project?**

No

**Was this Agenda Item initially requested by a lobbyist which, as defined in Code Sec. 2-481, includes a principal engaged in lobbying?** No

If so, specify the name of lobbyist(s) and principal(s):

**Department**

Human Resources

**Sponsor(s)**

Mayor Steven Meiner

**Co-sponsor(s)**

**Condensed Title**

10:15 a.m. 2nd Rdg, Amend 789, Classified Employees Salary Ordinance - GSAF. (Meiner) HR