

RESOLUTION NO. _____

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, ESTABLISHING A PAY PLAN FOR THE OFFICES AND POSITIONS IN THE UNCLASSIFIED SERVICE, INCLUDING A SCHEDULE OF RATES OF BASE SALARIES FOR SAID OFFICES, AS SET FORTH IN EXHIBIT A ACCOMPANYING THIS RESOLUTION; ADJUSTING THE MINIMUM AND MAXIMUM BASE SALARIES OF THE PAY RANGES FOR SAID POSITIONS AND OFFICES BY A COST-OF-LIVING ADJUSTMENT OF THREE PERCENT (3%); AND APPROVING A COST-OF-LIVING ADJUSTMENT OF THREE PERCENT (3%) FOR UNCLASSIFIED EMPLOYEES WHOSE SALARY DOES NOT EXCEED THE MAXIMUM OF THE PAY RANGE, BEGINNING IN THE FIRST FULL PAY PERIOD OF JULY 2025.

WHEREAS, the City of Miami Beach's Unclassified Employees' Salary Ordinance No. 1605 was originally adopted on September 28, 1966; and

WHEREAS, on June 25, 2025, the Mayor and City Commission adopted an ordinance superseding Ordinance No. 1605, and codifying the Unclassified Employees' Salary Ordinance in Article VI of Chapter 78 of the City Code, entitled "Unclassified Employees' Salary" (the "Ordinance") and

WHEREAS, the Ordinance authorized the City Commission to establish a pay plan for the offices and positions in the unclassified service to include a schedule of rates of base salaries for said offices and positions by Resolution; and

WHEREAS, the Ordinance further provided that changes to the pay plan for the unclassified service, such as across the board cost of living adjustments, may be annually adjusted by the City Commission upon recommendation of the City Manager; and

WHEREAS, pursuant to the adopted Ordinance, the Mayor and City Commission wish to establish the pay plan for City's Unclassified Employees as set forth in Exhibit A attached to this Resolution, and adjust the minimum and maximum base salaries by the cost-of-living adjustment set forth in this Resolution; and

WHEREAS, furthermore, the Mayor and City Commission wish to award a cost-of-living adjustment in the amount of three percent (3%) to unclassified employees whose salary does not exceed the maximum pay range, beginning in the first full pay period of July 2025.

NOW, THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA that the Mayor and the City Commission hereby establish a pay plan for the offices and positions in the unclassified service, including a schedule of rates of base salaries for said offices, as set forth in Exhibit A accompanying this Resolution; adjust the minimum and maximum base salaries

of the pay ranges for said positions and offices by a cost-of-living adjustment of three percent (3%); and approve a cost-of-living adjustment of three percent (3%) for unclassified employees whose salary does not exceed the maximum of the pay range, beginning in the first full pay period of July 2025.

PASSED AND ADOPTED this ____ day of _____, 2025.

ATTEST:

Steven Meiner, Mayor

Rafael E. Granado, City Clerk

(sponsored by Commissioner Joseph Magazine)

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION



City Attorney

6/15/2025

Date

EXHIBIT A

Unclassified Current Salary Table		
Grade	Minimum	Maximum
H02	\$ 13.9276	\$ 23.2373
H03	\$ 14.6325	\$ 24.4139
H04	\$ 15.3734	\$ 25.6497
H05	\$ 16.1515	\$ 26.9483
H06	\$ 16.9694	\$ 28.3125
H07	\$ 17.8282	\$ 29.7458
H08	\$ 18.7310	\$ 31.2515
H09	\$ 19.6792	\$ 32.8336
H10	\$ 20.6754	\$ 34.4960
H11	\$ 21.7221	\$ 36.2423
H12	\$ 22.8218	\$ 38.0772
H14A	\$ 25.1911	\$ 42.0300
H16	\$ 27.8060	\$ 46.3933
H17	\$ 29.2138	\$ 48.7419
HR09	\$ 19.6792	\$ 32.8336
HR14	\$ 25.1911	\$ 42.0300
HR15	\$ 26.4663	\$ 44.1579
HR18	\$ 30.6930	\$ 51.2096
HR24	\$ 52.8397	\$ 95.5989
HR25	\$ 55.5148	\$ 100.4388
U01	\$ 27,596.40	\$ 46,004.40
U03	\$ 30,436.38	\$ 50,780.86
U05	\$ 33,594.86	\$ 56,052.62
U06	\$ 35,296.04	\$ 58,889.74
U07	\$ 37,082.76	\$ 61,870.90
U09	\$ 40,932.58	\$ 68,294.72
U10	\$ 43,004.78	\$ 71,751.16
U11	\$ 45,181.76	\$ 75,384.40
U12	\$ 47,469.76	\$ 79,200.42
U14	\$ 52,397.54	\$ 87,422.14
U15	\$ 55,049.54	\$ 91,848.38

Unclassified Current Salary Table With 3% COLA		
Grade	Minimum	Maximum
H02	\$ 14.3454	\$ 23.9344
H03	\$ 15.0715	\$ 25.1463
H04	\$ 15.8346	\$ 26.4192
H05	\$ 16.6360	\$ 27.7567
H06	\$ 17.4785	\$ 29.1619
H07	\$ 18.3630	\$ 30.6382
H08	\$ 19.2929	\$ 32.1890
H09	\$ 20.2696	\$ 33.8186
H10	\$ 21.2957	\$ 35.5309
H11	\$ 22.3738	\$ 37.3296
H12	\$ 23.5065	\$ 39.2195
H14A	\$ 25.9468	\$ 43.2909
H16	\$ 28.6402	\$ 47.7851
H17	\$ 30.0902	\$ 50.2042
HR09	\$ 20.2696	\$ 33.8186
HR14	\$ 25.9468	\$ 43.2909
HR15	\$ 27.2603	\$ 45.4826
HR18	\$ 31.6138	\$ 52.7459
HR24	\$ 54.4249	\$ 98.4669
HR25	\$ 57.1802	\$ 103.4520
U01	\$ 28,424.24	\$ 47,384.48
U03	\$ 31,349.50	\$ 52,304.20
U05	\$ 34,602.62	\$ 57,734.30
U06	\$ 36,355.02	\$ 60,656.44
U07	\$ 38,195.30	\$ 63,727.04
U09	\$ 42,160.56	\$ 70,343.52
U10	\$ 44,294.90	\$ 73,903.70
U11	\$ 46,537.14	\$ 77,645.88
U12	\$ 48,893.78	\$ 81,576.56
U14	\$ 53,969.50	\$ 90,044.76
U15	\$ 56,701.06	\$ 94,603.86

U16	\$ 57,836.74	\$ 96,497.70
U17	\$ 60,764.86	\$ 101,383.36
U18	\$ 63,841.18	\$ 106,516.02
U19	\$ 67,072.98	\$ 111,907.90
U20	\$ 70,468.06	\$ 117,573.56
U21	\$ 77,783.94	\$ 129,778.74
U22	\$ 85,858.76	\$ 143,251.42
U23	\$ 94,772.60	\$ 158,123.42
U24	\$ 109,906.94	\$ 198,846.44
U25	\$ 115,471.20	\$ 208,913.12
U26	\$ 121,316.78	\$ 219,489.14
U26B	\$ 121,316.78	\$ 219,489.14
U27	\$ 140,690.16	\$ 254,539.74
U28	\$ 147,812.34	\$ 267,425.34
U29	\$ 163,156.76	\$ 295,188.14
U30	\$ 176,209.54	\$ 318,802.90
U31	\$ 190,306.22	\$ 344,307.08
UNC	\$ 192,697.96	\$ 358,080.84

U16	\$ 59,571.72	\$ 99,392.54
U17	\$ 62,587.72	\$ 104,424.84
U18	\$ 65,756.34	\$ 109,711.42
U19	\$ 69,085.12	\$ 115,265.02
U20	\$ 72,582.12	\$ 121,100.72
U21	\$ 80,117.44	\$ 133,671.98
U22	\$ 88,434.58	\$ 147,548.96
U23	\$ 97,615.70	\$ 162,867.12
U24	\$ 113,204.26	\$ 204,811.88
U25	\$ 118,935.44	\$ 215,180.42
U26	\$ 124,956.26	\$ 226,073.90
U26B	\$ 124,956.26	\$ 226,073.90
U27	\$ 144,910.74	\$ 262,175.94
U28	\$ 152,246.64	\$ 275,448.16
U29	\$ 168,051.52	\$ 304,043.74
U30	\$ 181,495.86	\$ 328,367.00
U31	\$ 196,015.30	\$ 354,636.36
UNC	\$ 198,478.80	\$ 368,823.26