

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 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.

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 1,497 classified employees of which, approximately 64 are currently covered by the GSAF bargaining unit (Group VI); and

WHEREAS, the GSAF bargaining unit employees held a ratification vote on November 12, 2024, whereby the proposed 2024-2027 Agreement ("Agreement") was approved by the majority of the bargaining unit members who voted; and

WHEREAS, on October 26, 2022, the City Commission ratified the three-year Agreement with the GSAF, which covered the contract period of October 1, 2021 through September 30, 2024; and **WHEREAS**, the ratified Agreement between the City and the GSAF mandates the implementation of a three percent (3%) across-the-board COLA, effective the first full pay period ending in July of 2025, and the minimum and the maximum of each pay range will increase by three percent (3%); a three percent (3%) across-the-board COLA, effective the first full pay period ending in April of 2026, and the minimum and the maximum of each pay range will increase by three percent (3%); a three percent (3%) across-the-board COLA, effective the first full pay period ending in April of 2027, and the minimum and the maximum of each pay range will increase by three percent (3%); and

WHEREAS, classified employees represented by the GSAF collective bargaining unit that separate from employment with the City prior to the date of implementation of these COLA increases which are effective the first full pay period ending in July of 2025; effective the first full pay period ending

in April of 2026; effective the first full pay period ending in April of 2027, shall not be eligible to receive the COLA increases; 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:

SECTION 1. The following amendment reflects a three percent (3%) increase to the minimum and the maximum of the salary ranges and a three percent (3%) COLA for qualifying incumbents and shall be effective the first full pay period ending in July of 2025. 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 their salary range for the classification established in this section below.

GROUP V: GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA (GSAF)

| Grade and Salaries | | | | |
|--|------------------------|-------------|-------------------------|--------------|
| Effective 1 st Pay Period Ending July of 2025 (Includes 3% COLA) Annual salary based on 2080 hours per year | | | | |
| GRADE | MINIMUM | | MAXIMUM | |
| 516 | \$86,614.84 | \$89,213.28 | \$139,755.46 | \$143,948.22 |
| 515 | \$79,630.72 | \$82,019.60 | \$128,616.54 | \$132,474.94 |
| 514 | \$73,288.28 | \$75,486.84 | \$118,365.52 | \$121,916.60 |
| 513 | \$67,448.42 | \$69,472.00 | \$108,932.20 | \$112,200.14 |
| 512 | \$62,070.32 | \$63,932.44 | \$100,246.90 | \$103,254.32 |
| 511 | \$57,121.48 | \$58,835.14 | \$92,256.58 | \$95,024.28 |
| 510 | \$52,568.10 | \$54,145.26 | \$84,902.48 | \$87,449.44 |
| 509 | \$48,380.02 | \$49,831.34 | \$78,139.36 | \$80,483.52 |
| 506 | \$37,708.06 | \$38,839.32 | \$60,903.18 | \$62,730.20 |

**Contract charts are a representation of pay corresponding to a salary change in Munis, which will be applied with rounding to four (4) significant digits.*

SECTION 2. The following amendment reflects a three percent (3%) increase to the minimum and the maximum of the salary ranges and a three percent (3%) COLA for qualifying incumbents and shall be effective the first full pay period ending in April of 2026. 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 their salary range for the classification established in this section below.

GROUP V: GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA (GSAF)

| Grade and Salaries | | |
|---|----------------|----------------|
| <i>Effective 1st Pay Period Ending April of 2026 (Includes 3% COLA) Annual salary based on 2080 hours per year</i> | | |
| GRADE | MINIMUM | MAXIMUM |
| 516 | 91,889.72 | 148,266.56 |
| 515 | 84,480.24 | 136,449.30 |
| 514 | 77,751.44 | 125,574.02 |
| 513 | 71,556.16 | 115,566.10 |
| 512 | 65,850.46 | 106,351.96 |
| 511 | 60,600.28 | 97,874.92 |
| 510 | 55,769.74 | 90,072.84 |
| 509 | 51,326.34 | 82,898.14 |
| 506 | 40,004.38 | 64,612.08 |

**Contract charts are a representation of pay corresponding to a salary change in Munis, which will be applied with rounding to four (4) significant digits.*

SECTION 3. The following amendment reflects a three percent (3%) increase to the minimum and the maximum of the salary ranges and a three percent (3%) COLA for qualifying incumbents and shall be effective the first full pay period ending in April of 2027. 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 their salary range for the classification established in this section below.

GROUP V: GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA (GSAF)

| Grade and Salaries | | |
|---|----------------|----------------|
| <i>Effective 1st Pay Period Ending April of 2027 (Includes 3% COLA) Annual salary based on 2080 hours per year</i> | | |
| GRADE | MINIMUM | MAXIMUM |
| 516 | 94,646.50 | 152,714.64 |
| 515 | 87,014.72 | 140,542.74 |
| 514 | 80,083.90 | 129,341.16 |
| 513 | 73,702.72 | 119,033.20 |
| 512 | 67,825.94 | 109,542.42 |
| 511 | 62,418.20 | 100,811.10 |
| 510 | 57,442.84 | 92,775.02 |
| 509 | 52,866.06 | 85,385.04 |
| 506 | 41,204.54 | 66,550.38 |

**Contract charts are a representation of pay corresponding to a salary change in Munis, which will be applied with rounding to four (4) significant digits.*

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 DATE.

This Ordinance shall take effect on the ____ day of _____, 2024.

PASSED AND ADOPTED this ____ day of _____, 2024.

ATTEST:

Steven Meiner, Mayor

Rafael E. Granado, City Clerk

(Sponsored by Mayor Steven Meiner)

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION

RAZ 11/8/24
City Attorney Date