

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 CLASSIFIED SERVICE, INCLUDING A SCHEDULE OF RATES OF BASE SALARIES FOR SAID OFFICES AND POSITIONS AS SET FORTH IN EXHIBIT A ATTACHED TO THIS RESOLUTION; ADJUSTING THE MINIMUM AND MAXIMUM BASE SALARIES OF THE PAY RANGE FOR SAID OFFICES AND POSITIONS WITH A COST-OF-LIVING ADJUSTMENT OF THREE PERCENT (3%); AND APPROVING A COST-OF-LIVING ADJUSTMENT OF THREE PERCENT (3%) FOR EMPLOYEES IN THE CLASSIFIED SERVICE 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 Classified Employees' Salary Ordinance No. 789 was originally adopted on December 18, 1946; and

WHEREAS, on June 25, 2025, the Mayor and City Commission adopted an ordinance superseding Ordinance No. 789, and codifying the Classified Employees' Salary Ordinance in Article VII of Chapter 78 of the City Code, entitled "Classified Employees' Salary" (the "Ordinance"); and

WHEREAS, the Ordinance authorized the City Commission to establish a pay plan for the offices and positions in the classified service, including 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, the Mayor and City Commission wish to establish the pay plan for City's Classified 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, as part of the ratification of successor collective bargaining agreements with the Fraternal Order of Police William Nichols Lodge No. 8 ("FOP"), the International Association of Firefighters ("IAFF"), and the Government Supervisors Association of Florida/OPEIU Local 100 ("GSAF"), the minimum and maximum base salaries for positions within those units will be adjusted up by three percent (3%) effective July 2025, April 2026, and April 2027 approved by the City Commission; and

WHEREAS, in addition to adjusting the minimum and maximum pay within the pay range for each position within each of the three bargaining units previously referenced, a three percent (3%) adjustment to pay for employees holding positions within these three bargaining units was also approved by the City Commission effective the first full pay period in the month of July 2025; and

WHEREAS, consistent with Section 78-323 of the Code of Ordinances of the City of Miami Beach, enacted by the Ordinance, the pay plan for positions within the bargaining units represented by the FOP, IAFF, and GSAF, will be adjusted to reflect the cost-of-living adjustment agreed to pursuant to the collective bargaining agreement in effect October 1, 2024 to September

30, 2027 without further action of the City Commission for Fiscal Year 2026 and Fiscal Year 2027; and

WHEREAS, as a result of the decertification of the American Federation of State, County, and Municipal Employees, Local 1554 ("AFSCME") as the exclusive bargaining agent for employees formerly within that bargaining unit by the State of Florida, there is no collective bargaining agreement in effect providing for wage increases for employees within positions that formerly comprised the bargaining unit and these employees have not received a wage increase during fiscal year 2025; and

WHEREAS, the pay plan attached as Exhibit A reflects a three percent (3%) cost-of-living increase to the minimum and maximum salary ranges for positions formerly within the bargaining units represented by AFSCME, and all other positions in the classified service known as "Others" not otherwise represented by a bargaining agent; and

WHEREAS, the Mayor and City Commission wish to award a cost-of-living adjustment to classified employees whose salary does not exceed the maximum pay range and who are in positions that are not within the bargaining units represented by the FOP, IAFF, CWA, or GSAF, 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 classified service, including a schedule of rates of base salaries for said offices and positions as set forth in Exhibit A attached to this Resolution; adjust the minimum and maximum base salaries of the pay range for said offices and positions with a cost-of-living adjustment of three percent (3%); and approve a cost-of-living adjustment of three percent (3%) to pay for employees in the classified service 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

OTHERS Current Salary Table		
Grade	Minimum	Maximum
C01	\$ 27,596.40	\$ 45,102.46
C02	\$ 28,968.94	\$ 47,385.78
C03	\$ 30,436.38	\$ 49,785.06
C04	\$ 31,976.62	\$ 52,305.24
C05	\$ 33,594.86	\$ 54,953.60
C06	\$ 35,296.04	\$ 58,889.74
C07	\$ 37,082.76	\$ 61,870.90
C08	\$ 38,960.22	\$ 65,003.64
C09	\$ 40,932.58	\$ 68,294.72
C10	\$ 43,004.78	\$ 70,344.30
C11	\$ 45,181.76	\$ 75,384.40
C12	\$ 47,469.76	\$ 79,200.16
C13	\$ 49,872.42	\$ 81,578.64
C14	\$ 52,397.54	\$ 87,422.14
C15	\$ 55,049.54	\$ 91,848.38
C16	\$ 57,836.74	\$ 96,497.70
C17	\$ 60,764.86	\$ 101,383.36
C18	\$ 63,841.18	\$ 104,427.44
C19	\$ 67,072.98	\$ 111,907.90
C20	\$ 70,468.06	\$ 115,268.40
C21	\$ 77,783.94	\$ 127,234.12
C22	\$ 85,858.76	\$ 140,442.64
C23	\$ 94,772.60	\$ 155,022.66
H02A	\$ 13.9276	\$ 23.2373
H04A	\$ 16.0886	\$ 25.6522
H05A	\$ 16.4763	\$ 26.9510
H06A	\$ 17.3104	\$ 28.3153
H07A	\$ 18.1866	\$ 29.7487
H08A	\$ 19.1073	\$ 31.2546
H10A	\$ 21.3137	\$ 31.4852
H11A	\$ 22.1585	\$ 36.2459
H12A	\$ 23.2857	\$ 38.0809

OTHERS Current Salary Table With 3% COLA		
Grade	Minimum	Maximum
C01	\$ 28,424.2400	\$ 46,455.5000
C02	\$ 29,838.1200	\$ 48,807.4600
C03	\$ 31,349.5000	\$ 51,278.5000
C04	\$ 32,936.0200	\$ 53,874.3400
C05	\$ 34,602.6200	\$ 56,602.2600
C06	\$ 36,355.0200	\$ 60,656.4400
C07	\$ 38,195.3000	\$ 63,727.0400
C08	\$ 40,128.9200	\$ 66,953.6400
C09	\$ 42,160.5600	\$ 70,343.5200
C10	\$ 44,294.9000	\$ 72,454.7200
C11	\$ 46,537.1400	\$ 77,645.8800
C12	\$ 48,893.7800	\$ 81,576.0400
C13	\$ 51,368.7200	\$ 84,026.0200
C14	\$ 53,969.5000	\$ 90,044.7600
C15	\$ 56,701.0600	\$ 94,603.8600
C16	\$ 59,571.7200	\$ 99,392.5400
C17	\$ 62,587.7200	\$ 104,424.8400
C18	\$ 65,756.3400	\$ 107,560.1800
C19	\$ 69,085.1200	\$ 115,265.0200
C20	\$ 72,582.1200	\$ 118,726.4000
C21	\$ 80,117.4400	\$ 131,051.1800
C22	\$ 88,434.5800	\$ 144,655.9400
C23	\$ 97,615.7000	\$ 159,673.2800
H02A	\$ 14.3454	\$ 23.9344
H04A	\$ 16.5713	\$ 26.4218
H05A	\$ 16.9706	\$ 27.7595
H06A	\$ 17.8297	\$ 29.1648
H07A	\$ 18.7322	\$ 30.6412
H08A	\$ 19.6805	\$ 32.1922
H10A	\$ 21.9531	\$ 32.4298
H11A	\$ 22.8233	\$ 37.3333
H12A	\$ 23.9843	\$ 39.2233

H12B	\$	23.4208	\$	34.9342
H13	\$	23.9931	\$	35.7879
H14	\$	24.7127	\$	37.2195
H15	\$	26.3601	\$	40.8679
H16A	\$	27.8060	\$	46.3933
HR01	\$	13.2678	\$	22.1177
HR02	\$	13.9276	\$	23.2373
HR04	\$	15.6825	\$	25.6522
HR05	\$	16.4763	\$	26.9510
HR06	\$	17.3104	\$	28.3153
HR07	\$	18.1866	\$	29.7487
HR08	\$	19.1073	\$	31.2546
HR11	\$	22.1585	\$	36.2459
HR12	\$	23.2857	\$	38.0809
HR16	\$	27.8060	\$	45.4836
HR20	\$	21.1062	\$	30.5683
HR22	\$	22.3918	\$	32.4299
HR23	\$	23.0636	\$	33.4029
HR24	\$	23.7555	\$	34.7389
HR26	\$	25.2022	\$	37.5736
HR27	\$	25.9586	\$	39.0766
HR50	\$	23.1886	\$	33.9099
HR52	\$	24.6007	\$	36.6769

H12B	\$	24.1234	\$	35.9822
H13	\$	24.7129	\$	36.8615
H14	\$	25.4541	\$	38.3361
H15	\$	27.1509	\$	42.0939
H16A	\$	28.6402	\$	47.7851
HR01	\$	13.6658	\$	22.7812
HR02	\$	14.3454	\$	23.9344
HR04	\$	16.1530	\$	26.4218
HR05	\$	16.9706	\$	27.7595
HR06	\$	17.8297	\$	29.1648
HR07	\$	18.7322	\$	30.6412
HR08	\$	19.6805	\$	32.1922
HR11	\$	22.8233	\$	37.3333
HR12	\$	23.9843	\$	39.2233
HR16	\$	28.6402	\$	46.8481
HR20	\$	21.7394	\$	31.4853
HR22	\$	23.0636	\$	33.4028
HR23	\$	23.7555	\$	34.4050
HR24	\$	24.4682	\$	35.7811
HR26	\$	25.9583	\$	38.7008
HR27	\$	26.7374	\$	40.2489
HR50	\$	23.8843	\$	34.9272
HR52	\$	25.3387	\$	37.7772

Employees formerly known as AFSCME
Current Salary Table

Grade	Minimum	Maximum
A01	\$ 28,151.50	\$ 46,009.08
A02	\$ 29,551.34	\$ 48,338.16
A03	\$ 31,048.16	\$ 50,785.80
A04	\$ 32,619.60	\$ 53,356.68
A05	\$ 34,270.08	\$ 56,058.34
A06	\$ 36,005.32	\$ 58,895.98
A07	\$ 37,828.18	\$ 61,877.40
A08	\$ 39,743.60	\$ 65,010.14
A09	\$ 68,301.22	\$ 68,301.22
A10	\$ 43,869.02	\$ 71,758.44
A11	\$ 46,089.94	\$ 75,391.68
A12	\$ 48,434.36	\$ 79,208.22
A13	\$ 50,874.72	\$ 83,218.46
A14	\$ 53,450.54	\$ 87,430.72
A15	\$ 56,156.36	\$ 91,857.74
A16	\$ 58,999.46	\$ 96,507.06

Employees formerly known as AFSCME
Current Salary Table

With 3% COLA

Grade	Minimum	Maximum
A01	\$ 28,995.98	\$ 47,389.42
A02	\$ 30,437.94	\$ 49,788.18
A03	\$ 31,979.48	\$ 52,309.40
A04	\$ 33,598.24	\$ 54,957.50
A05	\$ 35,298.12	\$ 57,740.02
A06	\$ 37,085.36	\$ 60,662.94
A07	\$ 38,963.08	\$ 63,733.80
A08	\$ 40,935.96	\$ 66,960.40
A09	\$ 43,007.90	\$ 70,350.28
A10	\$ 45,185.14	\$ 73,911.24
A11	\$ 47,472.62	\$ 77,653.42
A12	\$ 49,887.50	\$ 81,584.36
A13	\$ 52,400.92	\$ 85,714.98
A14	\$ 55,053.96	\$ 90,053.60
A15	\$ 57,841.16	\$ 94,613.48
A16	\$ 60,769.54	\$ 99,402.16