

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 WITHIN THE BARGAINING UNIT REPRESENTED BY THE COMMUNICATION WORKERS OF AMERICA, LOCAL 3178 ("CWA"), INCLUDING A SCHEDULE OF RATES OF BASE SALARIES FOR SAID OFFICES AND POSITIONS AS SET FORTH IN EXHIBIT A ATTACHED TO THIS RESOLUTION; APPROVING A COST-OF-LIVING ADJUSTMENT OF THREE PERCENT (3%) TO THE BASE SALARY RANGES FOR SAID OFFICES AND POSITIONS; AND APPROVING A COST-OF-LIVING ADJUSTMENT OF THREE PERCENT (3%) TO EMPLOYEES IN POSITIONS WITHIN THE CWA BARGAINING UNIT 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 classified 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 within the bargaining unit represented by CWA 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, in addition to adjusting the minimum and maximum pay of the pay range for each position within the CWA bargaining unit, a three percent (3%) adjustment to pay for employees holding positions within the CWA bargaining unit whose salary does not exceed the maximum pay range is hereby approved by the City Commission effective the first full pay period in the month 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 within the bargaining unit represented by the Communication Workers Of America, Local 3178 ("CWA"), including a schedule of rates of base salaries for said offices and positions as set forth in Exhibit A attached to this Resolution; approve a cost-of-living adjustment of three percent (3%) to the base salary ranges for said offices and positions; and approve a cost-of-living adjustment of three percent (3%) to employees in positions within the CWA bargaining unit 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

CWA Current Salary Table		
Grade	Minimum	Maximum
H15B	\$ 38,248.34	\$ 55,395.34
H16B	\$ 39,395.72	\$ 57,056.74
H17B	\$ 40,577.42	\$ 58,769.10
H18B	\$ 41,795.00	\$ 60,531.90
H19B	\$ 43,048.46	\$ 62,347.22
H20B	\$ 44,339.88	\$ 64,217.66
H21B	\$ 45,670.82	\$ 66,144.52
H22B	\$ 47,040.76	\$ 68,128.84
H23B	\$ 48,452.04	\$ 70,172.44
H24B	\$ 49,905.70	\$ 72,979.14
H25B	\$ 51,402.52	\$ 75,898.42
H26B	\$ 52,944.32	\$ 78,934.96
H27B	\$ 54,533.44	\$ 82,092.40
H28B	\$ 56,169.10	\$ 85,375.94
H29B	\$ 57,854.16	\$ 88,791.04
H30B	\$ 59,589.40	\$ 92,342.38
H31B	\$ 61,377.42	\$ 96,036.20
H32B	\$ 63,219.00	\$ 99,877.96
H33B	\$ 65,747.24	\$ 103,872.34
H34B	\$ 68,377.40	\$ 108,027.92
H35B	\$ 71,111.82	\$ 112,348.60
H36B	\$ 73,956.74	\$ 116,842.70
H37B	\$ 76,914.76	\$ 121,516.20
H50B	\$ 48,714.90	\$ 71,238.18
H51B	\$ 50,176.36	\$ 74,087.78
H52B	\$ 51,681.50	\$ 77,051.26
H53B	\$ 53,231.62	\$ 80,133.04
H54B	\$ 54,828.80	\$ 83,338.58
H55B	\$ 56,473.56	\$ 86,671.78
H56B	\$ 58,167.46	\$ 90,138.62
H57B	\$ 59,912.58	\$ 93,744.56
H58B	\$ 64,178.66	\$ 97,494.80
H59B	\$ 66,745.90	\$ 101,394.28
H60B	\$ 69,415.32	\$ 105,449.50

CWA Salary Table 2025 With 3% COLA		
Grade	Minimum	Maximum
H15B	\$ 39,395.72	\$ 57,057.26
H16B	\$ 40,577.68	\$ 58,768.32
H17B	\$ 41,794.74	\$ 60,532.16
H18B	\$ 43,048.98	\$ 62,347.74
H19B	\$ 44,339.88	\$ 64,217.66
H20B	\$ 45,670.04	\$ 66,144.26
H21B	\$ 47,041.02	\$ 68,128.84
H22B	\$ 48,452.04	\$ 70,172.70
H23B	\$ 49,905.70	\$ 72,277.66
H24B	\$ 51,402.78	\$ 75,168.60
H25B	\$ 52,944.58	\$ 78,175.50
H26B	\$ 54,532.66	\$ 81,303.04
H27B	\$ 56,169.36	\$ 84,555.12
H28B	\$ 57,854.16	\$ 87,937.20
H29B	\$ 59,589.66	\$ 91,454.74
H30B	\$ 61,377.16	\$ 95,112.68
H31B	\$ 63,218.74	\$ 98,917.26
H32B	\$ 65,115.70	\$ 102,874.20
H33B	\$ 67,719.60	\$ 106,988.44
H34B	\$ 70,428.80	\$ 111,268.82
H35B	\$ 73,245.12	\$ 115,718.98
H36B	\$ 76,175.32	\$ 120,348.02
H37B	\$ 79,222.26	\$ 125,161.66
H50B	\$ 50,176.36	\$ 73,375.38
H51B	\$ 51,681.76	\$ 76,310.52
H52B	\$ 53,231.88	\$ 79,362.92
H53B	\$ 54,828.54	\$ 82,537.00
H54B	\$ 56,473.56	\$ 85,838.74
H55B	\$ 58,167.72	\$ 89,272.04
H56B	\$ 59,912.58	\$ 92,842.88
H57B	\$ 61,709.96	\$ 96,556.98
H58B	\$ 66,103.96	\$ 100,419.54
H59B	\$ 68,748.16	\$ 104,436.02
H60B	\$ 71,497.66	\$ 108,612.92