

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, IN ACCORDANCE WITH THE NEGOTIATED COLLECTIVE BARGAINING AGREEMENT, PROVIDING FOR THE CLASSIFICATIONS IN GROUP III, REPRESENTED BY THE FRATERNAL ORDER OF POLICE ("FOP"), WILLIAM NICHOLS LODGE NO. 8; EFFECTIVE THE FIRST FULL PAY PERIOD JULY 2025, SELECTED PAY INCENTIVES AND FIVE PERCENT (5%) CJIS PAY WILL BE ROLLED INTO SELECTED BASE PAYS, AND THERE WILL BE AN ACROSS THE BOARD COST-OF-LIVING ADJUSTMENT ("COLA") OF 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%); EFFECTIVE THE FIRST FULL PAY PERIOD ENDING IN APRIL OF 2027, THERE SHALL BE AN ACROSS THE BOARD COLA OF THREE PERCENT (3%); AN ADDITIONAL FOUR PERCENT (4%) STEP SHALL BE ADDED TO THE END OF THE RANGE FOR THE POLICE OFFICER AND DETENTION OFFICER CLASSIFICATIONS EFFECTIVE THE FIRST FULL PAY PERIOD OF JULY 2025, AND AN ADDITIONAL FOUR PERCENT (4%) STEP ADDED TO THE END OF THE RANGE FOR THE POLICE OFFICER AND DETENTION OFFICER CLASSIFICATIONS EFFECTIVE THE FIRST FULL PAY PERIOD OF APRIL 2026; ALL POLICE SERGEANT AND POLICE LIEUTENANT PAY STEPS SHALL BE ADJUSTED BY FOUR PERCENT (4%) EFFECTIVE THE FIRST FULL PAY PERIOD OF JULY 2025, AND POLICE SERGEANT AND POLICE LIEUTENANT PAY STEPS SHALL BE ADJUSTED BY FOUR PERCENT (4%) EFFECTIVE THE FIRST FULL PAY PERIOD OF APRIL 2026; 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 1520 classified employees; and

**WHEREAS**, the FOP bargaining unit employees held a ratification vote ending on October 24, 2024, whereby the proposed 2024-2027 Agreement was approved by a majority of the bargaining unit members who voted; and

**WHEREAS**, on December 14, 2022, the City Commission ratified the three-year Agreement with the FOP, which covered the contract period of October 1, 2021 through September 30, 2024; and

**WHEREAS**, the ratified Agreement between the City and the FOP mandates the implementation of a three percent (3%) COLA, effective the first full pay period ending in July of 2025, for all classified employees represented by the FOP; a three percent (3%) COLA, effective the first full pay period ending in April of 2026, for all classified employees represented by the FOP; and a three percent (3%) COLA, effective the first full pay period ending in April of 2027, for all classified employees represented by the FOP; and

**WHEREAS**, classified employees represented by the FOP 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 in April of 2027, shall not be eligible to receive the COLA increases; and

**NOW, THEREFORE, BE IT ORDAINED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA:**

**SECTION 1:** Qualifying incumbents covered by the FOP bargaining unit shall receive a three percent (3%) COLA effective the first full pay period ending in July of 2025, provided that the employee's base salary does not exceed the maximum of their salary range for the classification established, in this section below.

**A. Classification and Salaries**

**GROUP II**  
**Fraternal Order of Police ("FOP") William Nichols Lodge No. 8**

| <b>Job Classification</b> | <b>Job Number</b> | <b>2024 Minimum Bi-Weekly</b> | <b>2025 Minimum Bi-Weekly</b> | <b>2024 Maximum Bi-Weekly</b> | <b>2025 Maximum Bi-Weekly</b> |
|---------------------------|-------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| Police Officer Trainee    | 8001              | <del>\$</del><br>2115.08      | \$ 2375.24                    | <del>\$</del><br>2363.94      | \$ 2644.39                    |
| Police Officer            | 5011              | <del>\$</del><br>2488.35      | \$ 2778.94                    | <del>\$</del><br>3677.50      | \$ 4227.61                    |
| Sergeant of Police        | 5010              | <del>\$</del><br>3675.79      | \$ 4225.68                    | <del>\$</del><br>4256.79      | \$ 4879.17                    |
| Lieutenant of Police      | 5009              | <del>\$</del><br>4054.09      | \$ 4651.18                    | <del>\$</del><br>4927.25      | \$ 5633.27                    |
| Detention Officer         | 5305              | <del>\$</del><br>1937.36      | \$ 2183.04                    | <del>\$</del><br>3327.46      | \$ 3833.89                    |

**Salary Ranges and Classification**

**Effective 1<sup>st</sup> Pay Period Ending July of 2025 (Includes 3% COLA)**

*\*Contract charts are a representation of pay corresponding to a salary change in the Munis payroll system, which will be applied with rounding to 4 significant digits.*

**SECTION 2:** Qualifying incumbents covered by the FOP bargaining unit shall receive a three percent (3%) COLA effective the first full pay period ending in April of 2026, provided that the employee's base salary does not exceed the maximum of their salary range for the classification, established in this section below.

**B. Classification and Salaries**

**GROUP II**  
**Fraternal Order of Police ("FOP") William Nichols Lodge No. 8**

**Salary Ranges and Classification**

**Effective 1<sup>st</sup> Pay Period Ending April of 2026 (Includes 3% COLA)**

| <b>Job Classification</b> | <b>Job Number</b> | <b>Minimum Bi-Weekly</b> | <b>Maximum Bi-Weekly</b> |
|---------------------------|-------------------|--------------------------|--------------------------|
| Police Officer Trainee    | 8001              | \$ 2446.50               | \$ 2723.72               |
| Police Officer            | 5011              | \$ 2862.31               | \$ 4528.62               |
| Sergeant of Police        | 5010              | \$ 4526.55               | \$ 5226.57               |
| Lieutenant of Police      | 5009              | \$ 4982.35               | \$ 6034.36               |
| Detention Officer         | 5305              | \$ 2248.53               | \$ 4106.87               |

*\*Contract charts are a representation of pay corresponding to a salary change in the Munis payroll system, which will be applied with rounding to 4 significant digits.*

**SECTION 3:** Qualifying incumbents covered by the FOP bargaining unit shall receive a three percent (3%) COLA effective the first full pay period ending in April of 2027, provided that the employee's base salary does not exceed the maximum of their salary range for the classification, established in this section below.

**C. Classification and Salaries**

**D. GROUP II**  
**E. Fraternal Order of Police ("FOP") William Nichols Lodge No. 8**

**Salary Ranges and Classification**

**Effective 1<sup>st</sup> Pay Period Ending April of 2027 (Includes 3% COLA)**

| <b>Job Classification</b> | <b>Job Number</b> | <b>Minimum Bi-Weekly</b> | <b>Maximum Bi-Weekly</b> |
|---------------------------|-------------------|--------------------------|--------------------------|
| Police Officer Trainee    | 8001              | \$ 2519.90               | \$ 2805.43               |
| Police Officer            | 5011              | \$ 2948.18               | \$ 4664.48               |

|                      |      |    |         |    |         |
|----------------------|------|----|---------|----|---------|
| Sergeant of Police   | 5010 | \$ | 4662.35 | \$ | 5383.37 |
| Lieutenant of Police | 5009 | \$ | 5131.82 | \$ | 6215.39 |
| Detention Officer    | 5305 | \$ | 2315.99 | \$ | 4230.08 |

*\*Contract charts are a representation of pay corresponding to a salary change in the Munis payroll system, which will be applied with rounding to 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 DATES**

A three percent (3%) COLA set forth in Section 1 herein shall be effective the first full pay period ending in July of 2025; a three percent (3%) COLA set forth in Section 2 herein shall be effective the first full pay period ending in April of 2026; a three percent (3%) COLA set forth in Section 3 herein shall be effective the first full pay period ending in April of 2027.

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

Rafael E. Granado      11/14/24  
City Attorney      Date  
RJR