

MIAMI BEACH

COMMISSION MEMORANDUM

TO: Honorable Mayor and Members of the City Commission

FROM: Eric Carpenter, City Manager

DATE: June 25, 2025

TITLE: 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.

RECOMMENDATION

Administration recommends approval of the Resolution.

BACKGROUND/HISTORY

Employment positions at the city are categorized as being part of either the Classified or Unclassified Service. In addition, certain positions within the Classified Service are part of bargaining units represented by an exclusive bargaining agent. The City recognizes the Fraternal Order of Police ("FOP") as the exclusive agent for certain classified ranks in the Police Department; the International Association of Fire Fighters ("IAFF") as the exclusive agent for certain classified ranks in the Fire Department; the Government Supervisors Association of Florida ("GSAF"), and the Communication Workers of America ("CWA") for certain other classified positions across other departments citywide. All other positions in the Classified Service that are not unionized, are generally referred to as "Classified - Others". Prior to its decertification, the American Federation of State, County, and Municipal Employees ("AFSCME") was the exclusive agent for a subset of Classified Service employees. AFSCME has filed a petition for recognition with PERC but the process has not been concluded. As such, Classified Service employees formerly represented by AFSCME are included as part of "Classified-Others" until the certification petition is granted by PERC. The last cost-of-living (cola) adjustment approved by the Commission for employees formerly represented by AFSCME and employees "Classified - Others" was three percent (3%) effective in April 2024.

ANALYSIS

The proposed resolution is made concurrent with the second reading of the Classified Employees' Salary Ordinance and consistent with the procedure for Pay Plan amendments set forth in the Ordinance. Exhibit A to the proposed resolution reflects a three percent (3%) increase to the pay range for positions in the "Classified - Others" category, including those positions formerly part of the AFSCME bargaining unit.

The Pay Plan refers to the grade assigned to each position within the Classified Service and the associated minimum and maximum pay range. The inventory of positions and pay grade assigned to each comprises the Classification Plan, which is provided as an attachment to this memo. Together, the Pay Plan and the Classification Plan make up the city's Compensation Plan.

The Compensation Plan is administered as part of the city's enterprise resource planning system. As changes to Classification Plan are made, the enterprise system is programmed with these updates. Should the Commission pass the proposed resolution, the enterprise system will be updated to reflect the three percent (3%) cost-of-living adjustment approved.

In addition, the proposed resolution seeks to raise pay for employees in positions within the "Classified - Others" category, including those employees formerly represented by AFSCME, by three percent (3%), up to the new max of the range, effective the first full pay period in July 2025, for any employees whose salary does not exceed the maximum rate of pay.

FISCAL IMPACT STATEMENT

The fiscal impact of the three percent (3%) cost-of-living adjustment for employees in the "Classified-Others" category, including employees formerly represented by AFSCME, is \$253,340 in fiscal year 2024-25. The cola is budgeted in each department's salary line item in fiscal year 2024-25.

Does this Ordinance require a Business Impact Estimate?

(FOR ORDINANCES ONLY)

If applicable, the Business Impact Estimate (BIE) was published on:

See BIE at: <https://www.miamibeachfl.gov/city-hall/city-clerk/meeting-notice/>

FINANCIAL INFORMATION

CONCLUSION

The Administration recommends the adoption of the Resolution which proposes an increase of three percent (3%) to the pay ranges for positions in the "Classified - Others" category, including those positions formerly represented by AFSCME, as indicated in Exhibit A accompanying the Resolution and also approves a cost-of-living adjustment of three percent (3%) to employees holding positions in the "Classified-Others" category, up to the max of the range, including those positions formerly represented by AFSCME, whose salary does not exceed the maximum rate of pay.

Applicable Area

Citywide

Is this a "Residents Right to Know" item, pursuant to City Code Section 2-17?

No

Is this item related to a G.O. Bond Project?

No

Was this Agenda Item initially requested by a lobbyist which, as defined in Code Sec. 2-481, includes a principal engaged in lobbying? No

If so, specify the name of lobbyist(s) and principal(s):

Department

Human Resources

Sponsor(s)

Co-sponsor(s)

Condensed Title

Establish Pay Plan for Classified Service (AFSCME/Others), Approve 3% COLA. HR

Previous Action (For City Clerk Use Only)