

R5 AH 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.

Applicable Area:

# MIAMI BEACH

## COMMISSION MEMORANDUM

TO: Honorable Mayor and Members of the City Commission

FROM: Eric Carpenter, City Manager

DATE: November 20, 2024 First Reading

TITLE: 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.

### **RECOMMENDATION**

Approve the proposed ordinance on the first reading and set the ordinance for the second reading on December 11, 2024.

### **BACKGROUND/HISTORY**

The City's workforce is divided into seven (7) Salary 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; Group VI comprising of classifications in the classified service not covered by a bargaining unit (commonly referred to as "Others"); and Group VII comprising of Unclassified employees.

### **ANALYSIS**

The Administration will present a separate item before the City Commission during the November 20, 2024 meeting, requesting approval to ratify a three-year labor agreement ("Agreement") between the City of Miami Beach and the Government Supervisors Association

of Florida ("GSAF"), OPEIU Local 100, from October 1, 2024, through September 30, 2027.

The ratified agreement between the City and the GSAF mandates the implementation of a three percent (3%) across the board cost of living adjustment ("COLA"), effective the first full pay period ending in July 2025, for all classified employees represented by the GSAF, with a corresponding three percent (3%) increase to the minimum and maximum of each pay range; a three percent (3%) across the board COLA, effective the first full pay period ending in April 2026, for all classified employees represented by the GSAF, with a corresponding three percent (3%) increase to the minimum and maximum of each pay range; a three percent (3%) across the board COLA, effective the first full pay period ending in April 2027, for all classified employees represented by the GSAF, with a corresponding three percent (3%) increase to the minimum and maximum of each pay range. The ordinance amendment will ensure the City has an employee classification and compensation system that is reasonable and competitive.

Any classified employees who separate from employment with the City prior to the date the COLAs are implemented will not be eligible to receive the COLA increases.

### **FISCAL IMPACT STATEMENT**

The fiscal impact of the COLAs for GSAF are estimated at \$46,790 for FY2024/2025; \$172,632 for FY2025/2026; \$235,122 for FY2026/2027. The total estimated three-year impact is \$454,544.

**Does this Ordinance require a Business Impact Estimate?** No  
(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**

See above fiscal impact statement. Fiscal year 2024/25 salaries are funded through each department across multiple funds in the City's 2024/25 budget.

### **CONCLUSION**

The Administration recommends amending Ordinance No. 789, the Classified Employees Salary Ordinance of the City of Miami Beach, Florida, by providing a COLA effective the first full pay period beginning in July 2025, April 2026, and April 2027, and increasing the minimum and maximum of each GSAF bargaining unit classification pay range correspondingly.

Based on the foregoing, the Administration recommends approving the proposed ordinance amendments and setting a second reading and public hearing for the December 11, 2024 City Commission meeting.

### **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)**

Mayor Steven Meiner

**Co-sponsor(s)**

**Condensed Title**

1st Rdg, Amend 789, Classified Employees Salary Ordinance - GSAF. (Meiner) HR

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 <sup>st</sup> 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)**

<b>Grade and Salaries</b>		
<i>Effective 1<sup>st</sup> Pay Period Ending April of 2026 (Includes 3% COLA) Annual salary based on 2080 hours per year</i>		
<b>GRADE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
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)**

<b>Grade and Salaries</b>		
<i>Effective 1<sup>st</sup> Pay Period Ending April of 2027 (Includes 3% COLA) Annual salary based on 2080 hours per year</i>		
<b>GRADE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
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