

R5 AI 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.

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, 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.

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 Fraternal Order of Police (FOP), William Nichols Lodge No. 8, from October 1, 2024, through September 30, 2027.

The ratified agreement between the City and the FOP mandates the implementation to roll into base pay the clothing maintenance allowance premium of \$1,020 per year, the CALEA incentive of \$520 per year, and the quality of life incentive of \$676 per year for all members. Furthermore, the FOP bargaining unit agreed to roll into base pay five percent (5%) of their Criminal Justice Information System (CJIS) certification pay premium, reducing the premium from six percent (6%) to one percent (1%).

The ratified agreement between the City and the FOP 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 FOP; 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 FOP; 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 FOP.

The ordinance amendment will also include an additional four percent (4%) step added to the end of the range for the classification of police officer and detention officer effective the first full pay period of July 2025 and an additional four percent (4%) step added to the end of the pay range for the classification of police officer and detention officer effective the first full pay period of April 2026. The ordinance amendment will also include a four percent (4%) increase to the salary range for the classification of Police Sergeant and Police Lieutenant respectively, effective the first full pay period of July 2025 and an additional four percent (4%) increase to the salary range for the classifications of Police Sergeant and Police Lieutenant respectively, effective the first full pay period of April 2026. These changes will ensure that the City has an employee classification and compensation system that is reasonable and competitive.

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

FISCAL IMPACT STATEMENT

The fiscal impact of the COLAs for FOP is estimated at \$357,910 for FY 2024/25, \$1,765,603 for FY 2025/26, and \$2,974,770 for FY 2026/27. The fiscal impact of the step adjustments for FOP is estimated at \$321,517 for FY 2024/25, \$1,287,644 for FY 2025/26, and \$341,278 for FY 2026/27. The total estimated three-year impact of the salary changes is \$7,048,722, with \$679,427 being in FY 2024/25, \$3,053,247 being in FY 2025/26, and \$3,316,048 being in FY 2026/27.

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 the Police Department 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 adjusting the salaries by rolling specified premiums into base pay, providing for a three percent (3%) COLA, and providing for the addition of a four percent (4%) step added to the end of the range for the Police Officer and Detention Officer classifications and adjusting all Police Sergeant and Police Lieutenant pay steps by four percent (4%) as set forth in Section 1 herein, effective the first full pay period ending in July of 2025; by providing for a three percent (3%) COLA and providing for the addition of a four percent (4%) step added to the end of the range for the Police Officer and Detention Officer classifications and adjusting all Police Sergeant and Police Lieutenant pay steps by four percent (4%) as set forth in Section 2 herein, effective the first full pay period ending in April of 2026; by providing for a three percent (3%) COLA as set forth in Section 3 herein, effective the first full pay period ending in April of 2027.

Based on the foregoing, the Administration recommends that the City Commission approve the proposed ordinance on first reading and set it for second reading on December 11, 2024.

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 - FOP. (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, 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

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

Salary Ranges and Classification

Effective 1st 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 1st Pay Period Ending April of 2026 (Includes 3% COLA)

Job Classification	Job Number	Minimum Bi-Weekly	Maximum Bi-Weekly
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 1st Pay Period Ending April of 2027 (Includes 3% COLA)

Job Classification	Job Number	Minimum Bi-Weekly	Maximum Bi-Weekly
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 for 11/16/24
City Attorney Date
RGR