

R7 J 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.

Applicable Area:

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)

Others & Afscmc Classification Plan

as of 06/09/25

Jobs With Min/Max Salary Ranges

OTHERS Positions

Job Class	Job Description	Group/BU	Base Pay	Base Pay Desc	Grade
1030	ARTS CULTURE ENTERTAINMENT DIR	COTH	100	BASE SALARIED EMP	C17
3117	BUILDING CODE COMP OFFICER	COTH	100	BASE SALARIED EMP	C15
1049	CASE WORKER ASSISTANT	COTH	100	BASE SALARIED EMP	C02
1051	CASE WORKER ASSISTANT PT	COTH	105	BASE HOURLY	H02A
3162	CODE COMPLIANCE OFF 1 PT	COTH	105	BASE HOURLY	HR26
5028	CRIME ANALYST SUPERVISOR	COTH	100	BASE SALARIED EMP	C21
1527	DATA ENTRY CLERK P/T	COTH	105	BASE HOURLY	HR06
1722	EMPLOYEE BENEFITS SPECIALIST	COTH	100	BASE SALARIED EMP	C14
4134	ENVIROMENTAL TECHNICIAN	COTH	100	BASE SALARIED EMP	C12
4111	EXCELLENCE PROG ASSESSOR PT 1	COTH	105	BASE HOURLY	H07A
5121	FIRE FLEET OPERATIONS MANAGER	COTH	100	BASE SALARIED EMP	C22
5022	FIREARMS SPECIALIST	COTH	100	BASE SALARIED EMP	C17
4133	FORESTRY FIELD INSPECTOR	COTH	100	BASE SALARIED EMP	C12
6026	GREENSPACE OPERATION SUPERVISO	COTH	100	BASE SALARIED EMP	C17
1713	HUMAN RESOURCES TECH II	COTH	100	BASE SALARIED EMP	C14
1714	HUMAN RESOURCES TECH I	COTH	100	BASE SALARIED EMP	C09
4136	INFRASTRUCTURE SUPPORT SUPERVI	COTH	100	BASE SALARIED EMP	C19
5407	LIFEGUARD I PT	COTH	105	BASE HOURLY	H15
4102	MSW I PT	COTH	105	BASE HOURLY	HR06
4101	MSW II PT	COTH	105	BASE HOURLY	H08A
4110	MSW III PT	COTH	105	BASE HOURLY	H11A
4109	MSW TRAINEE	COTH	105	BASE HOURLY	H04A
6140	PARK RANGER	COTH	100	BASE SALARIED EMP	C16
6142	PARK RANGER PT	COTH	105	BASE HOURLY	H16A
6141	PARK RANGER SUPERVISOR	COTH	100	BASE SALARIED EMP	C18
1818	PARKING DISPATCHER PT	COTH	105	BASE HOURLY	H14
1815	PARKING ENF SPEC I PT	COTH	105	BASE HOURLY	H13
1816	PARKING METER TECHNICIAN PT	COTH	105	BASE HOURLY	H07A
2115	PERMIT CLERK I PT	COTH	105	BASE HOURLY	H20A
1530	POLICE RECORDS TECHNICIAN PT	COTH	105	BASE HOURLY	H20A
5416	POOL GUARD I PT	COTH	105	BASE HOURLY	H12B
4014	PUMP SHOP SUPERVISOR	COTH	100	BASE SALARIED EMP	C16
5302	QUARTERMASTER	COTH	100	BASE SALARIED EMP	C12
6104	REC LEADER I PT Y	COTH	105	BASE HOURLY	H07A
6105	REC PROGRAM SUPERVISOR	COTH	100	BASE SALARIED EMP	C14
6102	RECREATION AIDE	COTH	100	BASE SALARIED EMP	C07
5310	SCHOOL CROSSING GUARD	COTH	105	BASE HOURLY	H05A
5520	SCHOOL LIAISON OFFICER	COTH	110	BASE HOURLY TEMPORARY	HR06
6129	SEASON POOL GUARD PT	COTH	110	BASE HOURLY TEMPORARY	H12A
6127	SEASONAL REC AIDE S PT	COTH	110	BASE HOURLY TEMPORARY	H07A
4030	SIGN MAKER P/T	COTH	105	BASE HOURLY	HR11
4128	SR EXCELLENCE PROGRAM ASSESOR	COTH	105	BASE HOURLY	H08A
4137	STORMWATER FIELD OPER SUPERVIS	COTH	100	BASE SALARIED EMP	C19
4228	TRADESWORKER I	COTH	100	BASE SALARIED EMP	C14
4227	TRADESWORKER II	COTH	100	BASE SALARIED EMP	C16
4226	TRADESWORKER III	COTH	100	BASE SALARIED EMP	C19

Positions formerly with AFSCME or being added to AFSCME by PERC

Job Class	Job Description	Group/BU	Base Pay	Base Pay Desc	Grade
4015	ASST PUMPING MECHANIC	CAFC	100	BASE SALARIED EMP	A10
4334	Automotive Technician I previous title: MECHANIC I	CAFC	100	BASE SALARIED EMP	A10
4333	Automotive Technician II previous title: MECHANIC II	CAFC	100	BASE SALARIED EMP	A12
4332	Automotive Technician III previous title: MECHANIC III	CAFC	100	BASE SALARIED EMP	A14
4016	BACKFLOW TECHNICIAN	CAFC	100	BASE SALARIED EMP	A15
4406	CENTRAL SERVICES TECHNICIAN	CAFC	100	BASE SALARIED EMP	A10
4408	CENTRAL SERVICES TECHNICIAN II	CAFC	100	BASE SALARIED EMP	A14
4017	CONTROL RM OPERATOR	CAFC	100	BASE SALARIED EMP	A10
4322	FIRE EQUIPMENT MECHANIC	CAFC	100	BASE SALARIED EMP	A14
1615	FLEET SERVICE REP	CAFC	100	BASE SALARIED EMP	A10
6025	Greenspace Foreman previous title: GREENSPACE SUPERVISOR	CAFC	100	BASE SALARIED EMP	A14
4104	HEAVY EQUIPMENT OPER I	CAFC	100	BASE SALARIED EMP	A12
4103	HEAVY EQUIPMENT OPER II	CAFC	100	BASE SALARIED EMP	A14
6122	ICE RINK TECHNICIAN	CAFC	100	BASE SALARIED EMP	A12
4142	INFRASTRUTURE SUPPORT OPER A	CAFC	100	BASE SALARIED EMP	A14
4143	INFRASTRUTURE SUPPORT OPER B	CAFC	100	BASE SALARIED EMP	A12
4144	INFRASTRUTURE SUPPORT OPER C	CAFC	100	BASE SALARIED EMP	A11
4145	INFRASTRUTURE SUPPORT OPER D	CAFC	100	BASE SALARIED EMP	A08
6012	Irrigation System Specialist previous title: IRRIGATION SYSTEM SUPERVISOR	CAFC	100	BASE SALARIED EMP	A15
6024	LANDSCAPE INSPECTOR	CAFC	100	BASE SALARIED EMP	A12
4107	MSW I	CAFC	100	BASE SALARIED EMP	A06
4106	MSW II	CAFC	100	BASE SALARIED EMP	A08
4105	MSW III	CAFC	100	BASE SALARIED EMP	A11
6008	PARK SUPERVISOR	CAFC	100	BASE SALARIED EMP	A14
4138	PUMP SHOP MECHANIC A	CAFC	100	BASE SALARIED EMP	A15
4139	PUMP SHOP MECHANIC B	CAFC	100	BASE SALARIED EMP	A13
4140	PUMP SHOP MECHANIC C	CAFC	100	BASE SALARIED EMP	A12
4141	PUMP SHOP MECHANIC D	CAFC	100	BASE SALARIED EMP	A11
4013	PUMPING MECHANIC	CAFC	100	BASE SALARIED EMP	A14
6108	RECREATION ATTENDANT	CAFC	100	BASE SALARIED EMP	A05
6118	RECREATION LEADER I	CAFC	100	BASE SALARIED EMP	A07
6117	RECREATION LEADER II	CAFC	100	BASE SALARIED EMP	A10
4006	Sewer Foreman previous title: SEWER SUPERVISOR	CAFC	100	BASE SALARIED EMP	A15
4008	SEWER PIPEFITTER	CAFC	100	BASE SALARIED EMP	A12
4028	SIGN MAKER	CAFC	100	BASE SALARIED EMP	A11
1612	STOREKEEPER I	CAFC	100	BASE SALARIED EMP	A10
1611	STOREKEEPER II	CAFC	100	BASE SALARIED EMP	A11
1616	STOREKEEPER III	CAFC	100	BASE SALARIED EMP	A12
4009	Stormwater Foreman previous title: STORMWATER SUPERVISOR	CAFC	100	BASE SALARIED EMP	A15
4120	STORMWATER OPERATOR A	CAFC	100	BASE SALARIED EMP	A12
4121	STORMWATER OPERATOR B	CAFC	100	BASE SALARIED EMP	A11
4122	STORMWATER OPERATOR C	CAFC	100	BASE SALARIED EMP	A08
4123	STORMWATER OPERATOR D	CAFC	100	BASE SALARIED EMP	A06
4034	Street Foreman previous title: STREET SUPERVISOR	CAFC	100	BASE SALARIED EMP	A15
4036	STREET LIGHT TECHNICIAN I	CAFC	100	BASE SALARIED EMP	A12
4035	STREET LIGHT TECHNICIAN II	CAFC	100	BASE SALARIED EMP	A14
6023	TREE TRIMMER	CAFC	100	BASE SALARIED EMP	A10
4112	WASTE WATER COLLECTION OPER A	CAFC	100	BASE SALARIED EMP	A12
4113	WASTE WATER COLLECTION OPER B	CAFC	100	BASE SALARIED EMP	A11
4114	WASTE WATER COLLECTION OPER C	CAFC	100	BASE SALARIED EMP	A08
4115	WASTE WATER COLLECTION OPER D	CAFC	100	BASE SALARIED EMP	A06
4116	WATER DIST SYSTEM OPER A	CAFC	100	BASE SALARIED EMP	A14
4117	WATER DIST SYSTEM OPER B	CAFC	100	BASE SALARIED EMP	A12

4118	WATER DIST SYSTEM OPER C	CAFC	100	BASE SALARIED EMP	A11
4119	WATER DIST SYSTEM OPER D	CAFC	100	BASE SALARIED EMP	A08
4005	Water Foreman previous title: WATER SUPERVISOR	CAFC	100	BASE SALARIED EMP	A16
4124	WATER METER TECHNICIAN A	CAFC	100	BASE SALARIED EMP	A14
4125	WATER METER TECHNICIAN B	CAFC	100	BASE SALARIED EMP	A12
4126	WATER METER TECHNICIAN C	CAFC	100	BASE SALARIED EMP	A11
4127	WATER METER TECHNICIAN D	CAFC	100	BASE SALARIED EMP	A08
4024	WATER METER TECH I	CAFC	100	BASE SALARIED EMP	A09
4023	WATER METER TECH II	CAFC	100	BASE SALARIED EMP	A10

Color Key As of the adoption of Ord# 2022-4514/4523
Created after adoption of Ord# 2022-4514/4523

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 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.

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 unclassified 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 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, as part of the ratification of successor collective bargaining agreements with the Fraternal Order of Police William Nichols Lodge No. 8 ("FOP"), the International Association of Firefighters ("IAFF"), and the Government Supervisors Association of Florida/OPEIU Local 100 ("GSAF"), the minimum and maximum base salaries for positions within those units will be adjusted up by three percent (3%) effective July 2025, April 2026, and April 2027 approved by the City Commission; and

WHEREAS, in addition to adjusting the minimum and maximum pay within the pay range for each position within each of the three bargaining units previously referenced, a three percent (3%) adjustment to pay for employees holding positions within these three bargaining units was also approved by the City Commission effective the first full pay period in the month of July 2025; and

WHEREAS, consistent with Section 78-323 of the Code of Ordinances of the City of Miami Beach, enacted by the Ordinance, the pay plan for positions within the bargaining units represented by the FOP, IAFF, and GSAF, will be adjusted to reflect the cost-of-living adjustment agreed to pursuant to the collective bargaining agreement in effect October 1, 2024 to September

30, 2027 without further action of the City Commission for Fiscal Year 2026 and Fiscal Year 2027; and

WHEREAS, as a result of the decertification of the American Federation of State, County, and Municipal Employees, Local 1554 ("AFSCME") as the exclusive bargaining agent for employees formerly within that bargaining unit by the State of Florida, there is no collective bargaining agreement in effect providing for wage increases for employees within positions that formerly comprised the bargaining unit and these employees have not received a wage increase during fiscal year 2025; and

WHEREAS, the pay plan attached as Exhibit A reflects a three percent (3%) cost-of-living increase to the minimum and maximum salary ranges for positions formerly within the bargaining units represented by AFSCME, and all other positions in the classified service known as "Others" not otherwise represented by a bargaining agent; and

WHEREAS, the Mayor and City Commission wish to award a cost-of-living adjustment to classified employees whose salary does not exceed the maximum pay range and who are in positions that are not within the bargaining units represented by the FOP, IAFF, CWA, or GSAF, beginning in the first full pay period 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 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; adjust 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 approve a cost-of-living adjustment of three percent (3%) to pay 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.

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

OTHERS		
<u>Current Salary Table</u>		
Grade	Minimum	Maximum
C01	\$ 27,596.40	\$ 45,102.46
C02	\$ 28,968.94	\$ 47,385.78
C03	\$ 30,436.38	\$ 49,785.06
C04	\$ 31,976.62	\$ 52,305.24
C05	\$ 33,594.86	\$ 54,953.60
C06	\$ 35,296.04	\$ 58,889.74
C07	\$ 37,082.76	\$ 61,870.90
C08	\$ 38,960.22	\$ 65,003.64
C09	\$ 40,932.58	\$ 68,294.72
C10	\$ 43,004.78	\$ 70,344.30
C11	\$ 45,181.76	\$ 75,384.40
C12	\$ 47,469.76	\$ 79,200.16
C13	\$ 49,872.42	\$ 81,578.64
C14	\$ 52,397.54	\$ 87,422.14
C15	\$ 55,049.54	\$ 91,848.38
C16	\$ 57,836.74	\$ 96,497.70
C17	\$ 60,764.86	\$ 101,383.36
C18	\$ 63,841.18	\$ 104,427.44
C19	\$ 67,072.98	\$ 111,907.90
C20	\$ 70,468.06	\$ 115,268.40
C21	\$ 77,783.94	\$ 127,234.12
C22	\$ 85,858.76	\$ 140,442.64
C23	\$ 94,772.60	\$ 155,022.66
H02A	\$ 13.9276	\$ 23.2373
H04A	\$ 16.0886	\$ 25.6522
H05A	\$ 16.4763	\$ 26.9510
H06A	\$ 17.3104	\$ 28.3153
H07A	\$ 18.1866	\$ 29.7487
H08A	\$ 19.1073	\$ 31.2546
H10A	\$ 21.3137	\$ 31.4852
H11A	\$ 22.1585	\$ 36.2459
H12A	\$ 23.2857	\$ 38.0809

OTHERS		
<u>Current Salary Table</u>		
With 3% COLA		
Grade	Minimum	Maximum
C01	\$ 28,424.2400	\$ 46,455.5000
C02	\$ 29,838.1200	\$ 48,807.4600
C03	\$ 31,349.5000	\$ 51,278.5000
C04	\$ 32,936.0200	\$ 53,874.3400
C05	\$ 34,602.6200	\$ 56,602.2600
C06	\$ 36,355.0200	\$ 60,656.4400
C07	\$ 38,195.3000	\$ 63,727.0400
C08	\$ 40,128.9200	\$ 66,953.6400
C09	\$ 42,160.5600	\$ 70,343.5200
C10	\$ 44,294.9000	\$ 72,454.7200
C11	\$ 46,537.1400	\$ 77,645.8800
C12	\$ 48,893.7800	\$ 81,576.0400
C13	\$ 51,368.7200	\$ 84,026.0200
C14	\$ 53,969.5000	\$ 90,044.7600
C15	\$ 56,701.0600	\$ 94,603.8600
C16	\$ 59,571.7200	\$ 99,392.5400
C17	\$ 62,587.7200	\$ 104,424.8400
C18	\$ 65,756.3400	\$ 107,560.1800
C19	\$ 69,085.1200	\$ 115,265.0200
C20	\$ 72,582.1200	\$ 118,726.4000
C21	\$ 80,117.4400	\$ 131,051.1800
C22	\$ 88,434.5800	\$ 144,655.9400
C23	\$ 97,615.7000	\$ 159,673.2800
H02A	\$ 14.3454	\$ 23.9344
H04A	\$ 16.5713	\$ 26.4218
H05A	\$ 16.9706	\$ 27.7595
H06A	\$ 17.8297	\$ 29.1648
H07A	\$ 18.7322	\$ 30.6412
H08A	\$ 19.6805	\$ 32.1922
H10A	\$ 21.9531	\$ 32.4298
H11A	\$ 22.8233	\$ 37.3333
H12A	\$ 23.9843	\$ 39.2233

H12B	\$ 23.4208	\$ 34.9342
H13	\$ 23.9931	\$ 35.7879
H14	\$ 24.7127	\$ 37.2195
H15	\$ 26.3601	\$ 40.8679
H16A	\$ 27.8060	\$ 46.3933
HR01	\$ 13.2678	\$ 22.1177
HR02	\$ 13.9276	\$ 23.2373
HR04	\$ 15.6825	\$ 25.6522
HR05	\$ 16.4763	\$ 26.9510
HR06	\$ 17.3104	\$ 28.3153
HR07	\$ 18.1866	\$ 29.7487
HR08	\$ 19.1073	\$ 31.2546
HR11	\$ 22.1585	\$ 36.2459
HR12	\$ 23.2857	\$ 38.0809
HR16	\$ 27.8060	\$ 45.4836
HR20	\$ 21.1062	\$ 30.5683
HR22	\$ 22.3918	\$ 32.4299
HR23	\$ 23.0636	\$ 33.4029
HR24	\$ 23.7555	\$ 34.7389
HR26	\$ 25.2022	\$ 37.5736
HR27	\$ 25.9586	\$ 39.0766
HR50	\$ 23.1886	\$ 33.9099
HR52	\$ 24.6007	\$ 36.6769

H12B	\$ 24.1234	\$ 35.9822
H13	\$ 24.7129	\$ 36.8615
H14	\$ 25.4541	\$ 38.3361
H15	\$ 27.1509	\$ 42.0939
H16A	\$ 28.6402	\$ 47.7851
HR01	\$ 13.6658	\$ 22.7812
HR02	\$ 14.3454	\$ 23.9344
HR04	\$ 16.1530	\$ 26.4218
HR05	\$ 16.9706	\$ 27.7595
HR06	\$ 17.8297	\$ 29.1648
HR07	\$ 18.7322	\$ 30.6412
HR08	\$ 19.6805	\$ 32.1922
HR11	\$ 22.8233	\$ 37.3333
HR12	\$ 23.9843	\$ 39.2233
HR16	\$ 28.6402	\$ 46.8481
HR20	\$ 21.7394	\$ 31.4853
HR22	\$ 23.0636	\$ 33.4028
HR23	\$ 23.7555	\$ 34.4050
HR24	\$ 24.4682	\$ 35.7811
HR26	\$ 25.9583	\$ 38.7008
HR27	\$ 26.7374	\$ 40.2489
HR50	\$ 23.8843	\$ 34.9272
HR52	\$ 25.3387	\$ 37.7772

**Employees formerly known as AFSCME
Current Salary Table**

Grade	Minimum	Maximum
A01	\$ 28,151.50	\$ 46,009.08
A02	\$ 29,551.34	\$ 48,338.16
A03	\$ 31,048.16	\$ 50,785.80
A04	\$ 32,619.60	\$ 53,356.68
A05	\$ 34,270.08	\$ 56,058.34
A06	\$ 36,005.32	\$ 58,895.98
A07	\$ 37,828.18	\$ 61,877.40
A08	\$ 39,743.60	\$ 65,010.14
A09	\$ 68,301.22	\$ 68,301.22
A10	\$ 43,869.02	\$ 71,758.44
A11	\$ 46,089.94	\$ 75,391.68
A12	\$ 48,434.36	\$ 79,208.22
A13	\$ 50,874.72	\$ 83,218.46
A14	\$ 53,450.54	\$ 87,430.72
A15	\$ 56,156.36	\$ 91,857.74
A16	\$ 58,999.46	\$ 96,507.06

**Employees formerly known as AFSCME
Current Salary Table
With 3% COLA**

Grade	Minimum	Maximum
A01	\$ 28,995.98	\$ 47,389.42
A02	\$ 30,437.94	\$ 49,788.18
A03	\$ 31,979.48	\$ 52,309.40
A04	\$ 33,598.24	\$ 54,957.50
A05	\$ 35,298.12	\$ 57,740.02
A06	\$ 37,085.36	\$ 60,662.94
A07	\$ 38,963.08	\$ 63,733.80
A08	\$ 40,935.96	\$ 66,960.40
A09	\$ 43,007.90	\$ 70,350.28
A10	\$ 45,185.14	\$ 73,911.24
A11	\$ 47,472.62	\$ 77,653.42
A12	\$ 49,887.50	\$ 81,584.36
A13	\$ 52,400.92	\$ 85,714.98
A14	\$ 55,053.96	\$ 90,053.60
A15	\$ 57,841.16	\$ 94,613.48
A16	\$ 60,769.54	\$ 99,402.16