

R7 L 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 UNCLASSIFIED SERVICE, INCLUDING A SCHEDULE OF RATES OF BASE SALARIES FOR SAID OFFICES, AS SET FORTH IN EXHIBIT A ACCOMPANYING THIS RESOLUTION; ADJUSTING THE MINIMUM AND MAXIMUM BASE SALARIES OF THE PAY RANGES FOR SAID POSITIONS AND OFFICES BY A COST-OF-LIVING ADJUSTMENT OF THREE PERCENT (3%); AND APPROVING A COST-OF-LIVING ADJUSTMENT OF THREE PERCENT (3%) FOR UNCLASSIFIED EMPLOYEES 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 UNCLASSIFIED SERVICE, INCLUDING A SCHEDULE OF RATES OF BASE SALARIES FOR SAID OFFICES, AS SET FORTH IN EXHIBIT A ACCOMPANYING THIS RESOLUTION; ADJUSTING THE MINIMUM AND MAXIMUM BASE SALARIES OF THE PAY RANGES FOR SAID POSITIONS AND OFFICES BY A COST-OF-LIVING ADJUSTMENT OF THREE PERCENT (3%); AND APPROVING A COST-OF-LIVING ADJUSTMENT OF THREE PERCENT (3%) FOR UNCLASSIFIED EMPLOYEES 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. Employees in the Unclassified Service are considered at-will. There are over 700 persons employed in positions within the Unclassified Service. Historically, cost-of-living adjustments to pay for positions within the Unclassified Service have mirrored changes to pay for positions within the Classified Service. The last cost-of-living (cola) adjustment to pay for positions in the Unclassified Service was granted through the adoption of Ordinance 2022-4516, as amended by Ordinance 2022-4528 on December 14, 2022, which granted an adjustment of 3% effective in April 2024. The proposed adjustment of 3% to pay for positions in the Unclassified Service effective in the first full pay period of July 2025 is consistent with the pay adjustments requested for other city employees in the Classified Service.

ANALYSIS

This proposed resolution is made concurrent with the second reading of the Unclassified 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 in the pay range for positions in the Unclassified Service and establishes the Pay Plan. The Pay Plan refers to the grade assigned to each position within the Unclassified 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 the Classification Plan are made, the enterprise system is programed 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 Unclassified Service by three percent (3%) effective the first full pay period in July 2025, up to the new max of the range. This pay raise is consistent with the pay increases approved by the Commission for employees represented by the Fraternal Order of Police (FOP), the International Association of Fire Fighters (IAFF), and the Government Supervisors Association of Florida (GSAF) as part of the collective bargaining agreements ratified for the three year term starting October 1, 2025 through September 30, 2027.

FISCAL IMPACT STATEMENT

The fiscal impact of the three percent (3%) cost-of-living adjustment for employees in the Unclassified Service is \$610,241 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-notices/>

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 Unclassified Service as indicated in Exhibit A accompanying the Resolution and also approves a cost-of-living adjustment of three percent (3%), up to the max of the range, to employees holding positions in the Unclassified Service, 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 Unclassified Service, Approve 3% COLA. HR

Previous Action (For City Clerk Use Only)

Unclassified Positions

As of 06/09/2025

Jobs With Min/Max Salary Ranges

Job Class	Job Description	Group/BU	Base Pay	Base Pay Desc	Grade
1103	ACCOUNTING MANAGER	CUNC	100	BASE SALARIED EMP	U24
5516	ACTIVE RESERVE OFFICER	CUNC	110	BASE HOURLY TEMPORARY	HR02
3030	ADA COORDINATOR	CUNC	100	BASE SALARIED EMP	U21
3057	ADA MANAGER	CUNC	100	BASE SALARIED EMP	U22
3026	ADMIN & BUSINESS OFFICER.	CUNC	100	BASE SALARIED EMP	U21
3160	ADMIN OFFICER	CUNC	100	BASE SALARIED EMP	U17
3110	ADMIN SERVICES MANAGER	CUNC	100	BASE SALARIED EMP	U23
3152	ADMINISTRATIVE MANAGER	CUNC	100	BASE SALARIED EMP	U20
3153	ADMINISTRATIVE MANAGER PT	CUNC	105	BASE HOURLY	U20
3150	ADMINISTRATIVE SUPPORT MANAGER	CUNC	100	BASE SALARIED EMP	U17
3168	ADMINISTRATIVE SUPPORT MNGR II	CUNC	100	BASE SALARIED EMP	U19
1016	AGENDA COORDINATOR	CUNC	100	BASE SALARIED EMP	U22
3406	ALL STAR ONE TO ONE FACIL PT	CUNC	110	BASE HOURLY TEMPORARY	HR09
5417	AQUATICS CORDINATOR	CUNC	100	BASE SALARIED EMP	U19
5418	AQUATICS MANAGER	CUNC	100	BASE SALARIED EMP	U21
1088	AREA MANAGER	CUNC	100	BASE SALARIED EMP	U19
1134	ART & CULTURE PROJECTS COORD	CUNC	100	BASE SALARIED EMP	U19
1608	ASSET MANAGER	CUNC	100	BASE SALARIED EMP	U24
1627	ASSET PROPERTY MANAGER	CUNC	100	BASE SALARIED EMP	U19
1181	ASSISTANT BUDGET DIRECTOR	CUNC	100	BASE SALARIED EMP	U27
5002	ASSISTANT CHIEF OF POLICE	CUNC	100	BASE SALARIED EMP	U27
1409	ASSISTANT CITY ATTORNEY I	CUNC	100	BASE SALARIED EMP	U21
1160	ASSISTANT CITY ATTORNEY II	CUNC	100	BASE SALARIED EMP	U22
2002	ASSISTANT CITY CLERK	CUNC	100	BASE SALARIED EMP	U26
3027	ASSISTANT CITY ENGINEER	CUNC	100	BASE SALARIED EMP	U25
1002	ASSISTANT CITY MANAGER	CUNC	100	BASE SALARIED EMP	U30
1135	ASSISTANT DIR FIN CUST SERVICE	CUNC	100	BASE SALARIED EMP	U27
4335	ASSISTANT DIRECTOR FAC & FLEET	CUNC	100	BASE SALARIED EMP	U27
1102	ASSISTANT DIRECTOR FINANCE	CUNC	100	BASE SALARIED EMP	U27
3332	ASSISTANT DIRECTOR HOUSING	CUNC	100	BASE SALARIED EMP	U27
1801	ASSISTANT DIRECTOR PARKING	CUNC	100	BASE SALARIED EMP	U27
6002	ASSISTANT DIRECTOR PARKS & REC	CUNC	100	BASE SALARIED EMP	U27
3201	ASSISTANT DIRECTOR PLANNING	CUNC	100	BASE SALARIED EMP	U27
1604	ASSISTANT DIRECTOR PROCUREMENT	CUNC	100	BASE SALARIED EMP	U27
4403	ASSISTANT DIRECTOR PROPERTY	CUNC	100	BASE SALARIED EMP	U27
1114	ASSISTANT INTERNAL AUDITOR	CUNC	100	BASE SALARIED EMP	U23
1725	ASSISTANT RISK OFFICER	CUNC	100	BASE SALARIED EMP	U22
1003	ASSISTANT TO THE CITY MANAGER	CUNC	100	BASE SALARIED EMP	U22
1408	ASST CITY ATTNY II PROSECUTOR	CUNC	100	BASE SALARIED EMP	U22
3006	ASST DIR CAPITAL IMPROVEMENT	CUNC	100	BASE SALARIED EMP	U27
1061	ASST DIR ECONOMIC DEVELOPMENT	CUNC	100	BASE SALARIED EMP	U27
3104	ASST DIRECTOR BUILDING	CUNC	100	BASE SALARIED EMP	U27
1704	ASST DIRECTOR HUMAN RESOURCES	CUNC	100	BASE SALARIED EMP	U27
1148	ASST DIRECTOR MARKETING & COMM	CUNC	100	BASE SALARIED EMP	U27
3002	ASST DIRECTOR PUBLIC WORKS	CUNC	100	BASE SALARIED EMP	U27
4043	ASST DIRECTOR SANITATION	CUNC	100	BASE SALARIED EMP	U24
1036	ASST DIRECTOR TOURISM & CUL	CUNC	100	BASE SALARIED EMP	U27
3036	ASST DIRECTOR TRANSPORTATION	CUNC	100	BASE SALARIED EMP	U27
4306	ASST DIV DIR FLEET MANAGEMENT	CUNC	100	BASE SALARIED EMP	U24
3054	ASST DIV DIR INFRASTRUCTURE	CUNC	100	BASE SALARIED EMP	U24
6009	ASST DIV DIRECTOR - GREENSPACE	CUNC	100	BASE SALARIED EMP	U24

Job Class	Job Description	Group/BU	Base Pay	Base Pay Desc	Grade
5200	ASST EMERGENCY MGMT DIRECTOR	CUNC	100	BASE SALARIED EMP	U24
5102	ASST FIRE CHIEF	CUNC	100	BASE SALARIED EMP	U27
1404	ASST TO THE CITY ATTORNEY II	CUNC	100	BASE SALARIED EMP	U23
6016	ATHLETIC MANAGER	CUNC	100	BASE SALARIED EMP	U21
1119	AUDITOR	CUNC	100	BASE SALARIED EMP	U21
6402	BASS MUSEUM DIRECTOR	CUNC	100	BASE SALARIED EMP	U25
5402	BEACH MAINTENANCE DIV DIRECTOR	CUNC	100	BASE SALARIED EMP	U25
3059	BICYCLE-PEDISTRIAN CCORDINATOR	CUNC	100	BASE SALARIED EMP	U21
1115	BUDGET & PERFORMANCE IMPR DIR	CUNC	100	BASE SALARIED EMP	U28
1117	BUDGET OFFICER	CUNC	100	BASE SALARIED EMP	U27
3127	BUILDING CUSTOMER SERVICE MANA	CUNC	100	BASE SALARIED EMP	U22
3102	BUILDING DIRECTOR	CUNC	100	BASE SALARIED EMP	U28
3125	BUILDING DIVISION MANAGER	CUNC	100	BASE SALARIED EMP	U22
3116	BUILDING OPERATIONS MANAGER	CUNC	100	BASE SALARIED EMP	U23
3100	BUILDING PERMIT SERVICE MNGR	CUNC	100	BASE SALARIED EMP	U19
3120	BUILDING PERMIT SERVICE SUPERV	CUNC	100	BASE SALARIED EMP	U17
3134	BUILDING RECERTIFICATION SPECI	CUNC	100	BASE SALARIED EMP	U14
3115	BUILDING RECORDS SUPERVISOR	CUNC	100	BASE SALARIED EMP	U15
1557	BUSINESS INTELLIGENCE ENGINEER	CUNC	100	BASE SALARIED EMP	U21
5509	BUSINESS MANAGER	CUNC	100	BASE SALARIED EMP	U19
1535	BUSINESS RELATIONSHIP MANAGER	CUNC	100	BASE SALARIED EMP	U23
3405	C.D.B.G. PROJECTS COORDINATOR	CUNC	100	BASE SALARIED EMP	U23
1526	CAD SYSTEM ADMINISTRATOR	CUNC	100	BASE SALARIED EMP	U20
1406	CAO PARALEGAL SPECIALIST	CUNC	100	BASE SALARIED EMP	U21
1136	CAPITAL BUDGETING & PLANNING M	CUNC	100	BASE SALARIED EMP	U24
1020	CAPITAL PROJECT ADMINISTRATOR	CUNC	100	BASE SALARIED EMP	U20
3010	CAPITAL PROJECTS COORDINATOR	CUNC	100	BASE SALARIED EMP	U22
1072	CARE COORDINATOR	CUNC	100	BASE SALARIED EMP	U12
1021	CASE WORKER	CUNC	100	BASE SALARIED EMP	U11
1013	CASE WORKER II	CUNC	100	BASE SALARIED EMP	U12
1008	CASEWORKER II - PT	CUNC	105	BASE HOURLY	H12A
1075	CAT PROGRAM COORDINATOR	CUNC	100	BASE SALARIED EMP	U14
1076	CAT TRAPPER COORDINATOR	CUNC	100	BASE SALARIED EMP	U14
4407	CENTRAL SERVICES COORDINATOR	CUNC	100	BASE SALARIED EMP	U21
1110	CHIEF AUDITOR	CUNC	100	BASE SALARIED EMP	U25
3109	CHIEF BLDG CODE COMP OFF	CUNC	100	BASE SALARIED EMP	U22
1572	CHIEF DATA OFFICER	CUNC	100	BASE SALARIED EMP	U24
1402	CHIEF DEPUTY CITY ATTORNEY	CUNC	100	BASE SALARIED EMP	U31
1175	CHIEF EDUCATION & PERF OFFICER	CUNC	100	BASE SALARIED EMP	U25
3111	CHIEF ELECTRICAL INSPECTOR	CUNC	100	BASE SALARIED EMP	U22
3171	CHIEF ELEVATOR INSPECTOR	CUNC	100	BASE SALARIED EMP	U22
1101	CHIEF FINANCIAL OFFICER	CUNC	100	BASE SALARIED EMP	U30
5115	CHIEF FIRE PROTECTION ANALYST	CUNC	100	BASE SALARIED EMP	U22
1550	CHIEF INFO SECURITY OFFICER	CUNC	100	BASE SALARIED EMP	U25
1502	CHIEF INFORMATION OFFICER	CUNC	100	BASE SALARIED EMP	U28
1034	CHIEF LEARNING DEV OFFICER	CUNC	100	BASE SALARIED EMP	U25
3121	CHIEF MECHANICAL INSPECTOR	CUNC	100	BASE SALARIED EMP	U22
3219	CHIEF OF HISTORIC PRESERVATION	CUNC	100	BASE SALARIED EMP	U24
1086	CHIEF OF LEGISLATIVE & EXT AFF	CUNC	100	BASE SALARIED EMP	U28
3218	CHIEF OF PLANNING & ZONING	CUNC	100	BASE SALARIED EMP	U23
3222	CHIEF OF PLANNING SERVICES	CUNC	100	BASE SALARIED EMP	U23
1011	CHIEF OF STAFF	CUNC	100	BASE SALARIED EMP	U28
3131	CHIEF PLUMBING INSPECTOR	CUNC	100	BASE SALARIED EMP	U22
1617	CHIEF PROCUREMENT OFFICER	CUNC	100	BASE SALARIED EMP	U28
4131	CHIEF RES OFF/ ENV & SUS DIR	CUNC	100	BASE SALARIED EMP	U28
1569	CHIEF SOFTWARE ARCHITECT	CUNC	100	BASE SALARIED EMP	U24
3137	CHIEF STRUCT PE RESIDENTIAL	CUNC	100	BASE SALARIED EMP	U21
3140	CHIEF STRUCTURAL ENGINEER	CUNC	100	BASE SALARIED EMP	U24
3138	CHIEF STRUCTURAL PLANS EXAMINE	CUNC	100	BASE SALARIED EMP	U21

Job Class	Job Description	Group/BU	Base Pay	Base Pay Desc	Grade
1565	CHIEF TECHNOLOGY OFFICER	CUNC	100	BASE SALARIED EMP	U24
3407	CHILD GROUP FACILITATOR	CUNC	110	BASE HOURLY TEMPORARY	U06
3015	CIP DIRECTOR	CUNC	100	BASE SALARIED EMP	U28
1401	CITY ATTORNEY	CUNC	100	BASE SALARIED EMP	UNC
2001	CITY CLERK	CUNC	100	BASE SALARIED EMP	UNC
3016	CITY ENGINEER	CUNC	100	BASE SALARIED EMP	U26
1001	CITY MANAGER	CUNC	100	BASE SALARIED EMP	UNC
3039	CLERK OF BOARDS	CUNC	100	BASE SALARIED EMP	U22
1080	CLIENT SERVICES SPECIALIST	CUNC	100	BASE SALARIED EMP	U14
3159	CODE COMPLIANCE ASSISTANT DIR	CUNC	100	BASE SALARIED EMP	U27
3165	CODE COMPLIANCE BUSINESS MANAG	CUNC	100	BASE SALARIED EMP	U19
3147	CODE COMPLIANCE DIRECTOR	CUNC	100	BASE SALARIED EMP	U28
3154	CODE COMPLIANCE MANAGER	CUNC	100	BASE SALARIED EMP	U21
3149	CODE COMPLIANCE REC SUPERVISOR	CUNC	100	BASE SALARIED EMP	U12
2223	CODE VIOLATION CLERK	CUNC	100	BASE SALARIED EMP	U15
1047	COMM RES COORDINATOR	CUNC	100	BASE SALARIED EMP	U17
2100	COMMISSION AIDE	CUNC	100	BASE SALARIED EMP	U15
5201	COMMUNICATIONS MANAGER	CUNC	100	BASE SALARIED EMP	U23
5027	COMMUNICATIONS SPECIALIST	CUNC	100	BASE SALARIED EMP	U16
3302	COMMUNITY DEV COORDINATOR	CUNC	100	BASE SALARIED EMP	U21
1015	COMMUNITY INFO MANAGER	CUNC	100	BASE SALARIED EMP	U19
2110	CONSTITUENT SERVICE MANAGER	CUNC	100	BASE SALARIED EMP	U20
1551	CONSTRUCTION MANAGER	CUNC	100	BASE SALARIED EMP	U24
1609	CONTRACTS COMP ADMINISTRATOR	CUNC	100	BASE SALARIED EMP	U21
4018	CONTROL ROOM SUPERVISOR PW	CUNC	100	BASE SALARIED EMP	U15
5218	CRIME ANALYST MANAGER	CUNC	100	BASE SALARIED EMP	U22
1070	CULT AFFAIRS & AIPP CORDINATOR	CUNC	100	BASE SALARIED EMP	U19
1035	CULTURAL AFFAIRS PROGRAM MNGR	CUNC	100	BASE SALARIED EMP	U22
1158	CUSTOMER SERVICE REP I	CUNC	100	BASE SALARIED EMP	U17
1159	CUSTOMER SERVICE REP II	CUNC	100	BASE SALARIED EMP	U19
1157	CUSTOMER SERVICE REPRESENT	CUNC	100	BASE SALARIED EMP	U15
6124	CUSTOMER SERVICES MANAGER	CUNC	100	BASE SALARIED EMP	U24
1578	CYBERSECURITY ANALYST	CUNC	100	BASE SALARIED EMP	U21
1579	DATA ANALYST	CUNC	100	BASE SALARIED EMP	U19
1536	DATA ARCHITECT	CUNC	100	BASE SALARIED EMP	U23
1580	DATA PLATFORM ENGINEER	CUNC	100	BASE SALARIED EMP	U23
1510	DATABASE ADMINISTRATOR	CUNC	100	BASE SALARIED EMP	U22
3101	DEP BUILDING DIR/ BUILDING OFF	CUNC	100	BASE SALARIED EMP	U27
1498	DEP RES OFFICER /ENV & SUS AD	CUNC	100	BASE SALARIED EMP	U27
1111	DEPUTY CHIEF AUDITOR	CUNC	100	BASE SALARIED EMP	U24
5025	DEPUTY CHIEF OF POLICE	CUNC	100	BASE SALARIED EMP	U28
1018	DEPUTY CHIEF OF STAFF	CUNC	100	BASE SALARIED EMP	U24
1581	DEPUTY CISO	CUNC	100	BASE SALARIED EMP	U23
1403	DEPUTY CITY ATTORNEY	CUNC	100	BASE SALARIED EMP	U30
1004	DEPUTY CITY MANAGER	CUNC	100	BASE SALARIED EMP	U31
3103	DEPUTY DIRECTOR BUILDING	CUNC	100	BASE SALARIED EMP	U27
6006	DEPUTY DIRECTOR PARKS AND REC	CUNC	100	BASE SALARIED EMP	U27
1100	DEPUTY FINANCE DIRECTOR	CUNC	100	BASE SALARIED EMP	U27
1133	DEPUTY FINANCE DIRECTOR PT	CUNC	105	BASE HOURLY	HR25
5120	DEPUTY FIRE CHIEF	CUNC	100	BASE SALARIED EMP	U28
3058	DEPUTY PUBLIC WORKS DIRECTOR	CUNC	100	BASE SALARIED EMP	U27
4130	DEPUTY RESILIENCY OFFICER	CUNC	100	BASE SALARIED EMP	U25
3224	DEVELOPMENT & RESILIENCY OFFIC	CUNC	100	BASE SALARIED EMP	U24
1112	DIGITAL COMMUNICATIONS SPECIAL	CUNC	100	BASE SALARIED EMP	U20
1096	DIGITAL MEDIA MANAGER	CUNC	100	BASE SALARIED EMP	U23
1701	DIRECTOR HUMAN RESOURCES	CUNC	100	BASE SALARIED EMP	U28
3005	DIVISION DIRECTOR - CIP	CUNC	100	BASE SALARIED EMP	U25
3105	DIVISION DIRECTOR BUILDING OP	CUNC	100	BASE SALARIED EMP	U25
4233	DIVISION DIRECTOR FACILITY MGT	CUNC	100	BASE SALARIED EMP	U25

Job Class	Job Description	Group/BU	Base Pay	Base Pay Desc	Grade
6019	DIVISION DIRECTOR PARK DEVELOP	CUNC	100	BASE SALARIED EMP	U25
1542	DIVISION DIRECTOR PROJ MAN OFF	CUNC	100	BASE SALARIED EMP	U24
3313	ECONOMIC DEVELOPMENT DIRECTOR	CUNC	100	BASE SALARIED EMP	U28
3312	ECONOMIC DEVELOPMENT MANAGER	CUNC	100	BASE SALARIED EMP	U22
1708	EDUC COMPACT COORD F/T	CUNC	100	BASE SALARIED EMP	U17
1709	EDUCATION INITIATIVES COORD	CUNC	100	BASE SALARIED EMP	U17
1717	EDUCATION MANAGER	CUNC	105	BASE HOURLY	U21
1522	E-GOVERNMENT ADMINISTRATOR	CUNC	100	BASE SALARIED EMP	U19
3173	ELEVATOR INSPECTOR MANAGER	CUNC	100	BASE SALARIED EMP	U19
5216	EMERG DISP QLTY ASSURANCE OFF	CUNC	100	BASE SALARIED EMP	U20
5111	EMERG MGMT COORDINATOR	CUNC	100	BASE SALARIED EMP	U23
5118	EMERGENCY MGMT DIVISION ADMINR	CUNC	100	BASE SALARIED EMP	U25
1060	EMERGENCY MGMT TECHNICIAN	CUNC	100	BASE SALARIED EMP	U18
1723	EMPLOYEE BENEFITS MANAGER	CUNC	100	BASE SALARIED EMP	U24
5012	EMS MANAGER / ICO	CUNC	100	BASE SALARIED EMP	U23
3148	ENGINEER	CUNC	100	BASE SALARIED EMP	U21
1548	ENV & SUSTAINABILITY ASST DIR	CUNC	100	BASE SALARIED EMP	U27
4135	ENV & SUSTAINABILITY ANALYST	CUNC	100	BASE SALARIED EMP	U16
1547	ENVIRON RES MGR	CUNC	100	BASE SALARIED EMP	U22
1552	ENVIRONMENTAL SPECIALIST	CUNC	100	BASE SALARIED EMP	U17
1071	EVENT PRODUCTION COORDINATOR	CUNC	100	BASE SALARIED EMP	U20
5026	EXEC OFF TO CHIEF OF POLICE	CUNC	100	BASE SALARIED EMP	U25
2108	EXECUTIVE OFFICE ASSOCIATE I	CUNC	100	BASE SALARIED EMP	U15
2107	EXECUTIVE OFFICE ASSOCIATE II	CUNC	100	BASE SALARIED EMP	U19
1165	FA III ACCOUNTS RECIEVABLE	CUNC	100	BASE SALARIED EMP	U22
1173	FA III CUSTOMER SERVICE	CUNC	100	BASE SALARIED EMP	U22
1161	FA III PARKING REVENUE	CUNC	100	BASE SALARIED EMP	U22
1172	FA III PAYROLL	CUNC	100	BASE SALARIED EMP	U22
4400	FACILITIES & FLEET MGMNT DIR	CUNC	100	BASE SALARIED EMP	U28
4404	FACILITIES ZONE MANAGER	CUNC	100	BASE SALARIED EMP	U21
1555	FACILTY CAP PROJ COORDINATOR	CUNC	100	BASE SALARIED EMP	U22
1177	FAIII - RESORT TAX, LIENS & CO	CUNC	100	BASE SALARIED EMP	U22
1178	FAIII - REVENUE RECEIPTING	CUNC	100	BASE SALARIED EMP	U22
1163	FAIII ACCOUNTS PAYABLE	CUNC	100	BASE SALARIED EMP	U22
1174	FAIII CAPITAL & GRANTS	CUNC	100	BASE SALARIED EMP	U22
1164	FAIII TREASURY	CUNC	100	BASE SALARIED EMP	U22
3040	FIELD INSPECTIONS SUPERVISOR	CUNC	100	BASE SALARIED EMP	U19
3023	FIELD MONITOR	CUNC	100	BASE SALARIED EMP	U12
1068	FILM LIASON	CUNC	100	BASE SALARIED EMP	U19
1155	FINANC ANALYST I	CUNC	100	BASE SALARIED EMP	U17
1154	FINANC ANALYST II	CUNC	100	BASE SALARIED EMP	U19
1153	FINANC ANALYST III	CUNC	100	BASE SALARIED EMP	U21
1137	FINANCIAL REPORTING SUPERV	CUNC	100	BASE SALARIED EMP	U22
5113	FIRE ADMIN SERVICES MANAGER	CUNC	100	BASE SALARIED EMP	U23
5101	FIRE CHIEF	CUNC	100	BASE SALARIED EMP	U29
5103	FIRE DIVISION CHIEF	CUNC	100	BASE SALARIED EMP	U26
5106	FIRE PROTECTION ANALYST	CUNC	100	BASE SALARIED EMP	U18
1405	FIRST ASST CITY ATTORNEY	CUNC	100	BASE SALARIED EMP	U26
4302	FLEET MANAGEMENT DIV DIRECTOR	CUNC	100	BASE SALARIED EMP	U25
4305	FLEET MANAGER	CUNC	100	BASE SALARIED EMP	U22
3163	FLOOD PLAIN MANAGER	CUNC	100	BASE SALARIED EMP	U22
1549	FORESTRY FIELD SPECIALIST	CUNC	100	BASE SALARIED EMP	U17
3024	GIS MANAGER	CUNC	100	BASE SALARIED EMP	U23
3119	GO BOND PROGRAM ASST DIRECTOR	CUNC	100	BASE SALARIED EMP	U27
3118	GO BOND PROGRAM DIRECTOR	CUNC	100	BASE SALARIED EMP	U28
1042	GRANTS & OPERATIONS ADMIN	CUNC	100	BASE SALARIED EMP	U15
3209	GRANTS AND INTERGOVERNMENTAL	CUNC	100	BASE SALARIED EMP	U25
3206	GRANTS MANAGEMENT DIVISION DIR	CUNC	100	BASE SALARIED EMP	U25
3207	GRANTS MANAGER	CUNC	100	BASE SALARIED EMP	U22

Job Class	Job Description	Group/BU	Base Pay	Base Pay Desc	Grade
3208	GRANTS WRITER/RESEARCHER	CUNC	100	BASE SALARIED EMP	U17
6007	GREENSPACE DIVISION DIRECTOR	CUNC	100	BASE SALARIED EMP	U25
6014	GREENSPACE SUPERINTENDENT	CUNC	100	BASE SALARIED EMP	U21
3217	HIST PRES & ARCHITECTURE OFF	CUNC	100	BASE SALARIED EMP	U24
3308	HOME/SHIP PROJECTS COORDINATOR	CUNC	100	BASE SALARIED EMP	U23
1083	HOMELESS LIASON SPECIALIST	CUNC	100	BASE SALARIED EMP	U14
1081	HOMELESS OUTREACH SPECIALIST	CUNC	100	BASE SALARIED EMP	U14
1099	HOMELESS PROG CORDINATOR PT	CUNC	105	BASE HOURLY	HR18
1048	HOMELESS PROGRAM COORDINATOR	CUNC	100	BASE SALARIED EMP	U18
3331	HOUSING & COMMUNITY SERVICES D	CUNC	100	BASE SALARIED EMP	U28
3303	HOUSING SPEC	CUNC	100	BASE SALARIED EMP	U18
1703	HR QUALITY & COMPLIANCE MGR	CUNC	100	BASE SALARIED EMP	U24
1715	HR RISK AND BENEFITS ANALYST	CUNC	100	BASE SALARIED EMP	U19
1718	HR TRAINING & DEV MANAGER	CUNC	100	BASE SALARIED EMP	U23
1702	HUMAN RESOURCES ADMIN II	CUNC	100	BASE SALARIED EMP	U24
1719	HUMAN RESOURCES RECORDS TECHN	CUNC	100	BASE SALARIED EMP	U16
1711	HUMAN RESOURCES SPECIALIST	CUNC	100	BASE SALARIED EMP	U18
6120	ICE RINK MANAGER	CUNC	100	BASE SALARIED EMP	U16
6112	INCLUSIONARY AIDE	CUNC	105	BASE HOURLY	H10
1562	INFORMATION SECURITY ENGINEER	CUNC	100	BASE SALARIED EMP	U21
3028	INFRASTRUCTURE DIV DIRECTOR	CUNC	100	BASE SALARIED EMP	U25
1113	INSPECTOR GENERAL	CUNC	100	BASE SALARIED EMP	UNC
2136	INTERGOVERNMENTAL AFFAIRS LIA	CUNC	100	BASE SALARIED EMP	U21
1116	INTERNAL AUDITOR	CUNC	100	BASE SALARIED EMP	U24
5018	INVESTIGATOR SUPERVISOR	CUNC	100	BASE SALARIED EMP	U23
1503	IT APPLICATIONS MANAGER	CUNC	100	BASE SALARIED EMP	U23
1575	IT ASSET SPECIALIST	CUNC	100	BASE SALARIED EMP	U16
1534	IT BUSINESS ANALYST	CUNC	100	BASE SALARIED EMP	U21
1525	IT BUSINESS MANAGER	CUNC	100	BASE SALARIED EMP	U19
1500	IT DIRECTOR	CUNC	100	BASE SALARIED EMP	U28
1532	IT OPERATIONS ENGINEER	CUNC	100	BASE SALARIED EMP	U19
1538	IT OPERATIONS ENGINEER II	CUNC	100	BASE SALARIED EMP	U20
1576	IT PROGRAM & PERFORMANCE MANAG	CUNC	100	BASE SALARIED EMP	U23
1541	IT PROJECT MANAGER	CUNC	100	BASE SALARIED EMP	U22
1508	IT SPECIALIST I	CUNC	100	BASE SALARIED EMP	U16
1507	IT SPECIALIST II	CUNC	100	BASE SALARIED EMP	U18
1506	IT SPECIALIST III	CUNC	100	BASE SALARIED EMP	U20
1563	JR NETWORK ADMINISTRATOR	CUNC	100	BASE SALARIED EMP	U19
1571	JUNIOR SYSTEMS ADMINISTRATOR	CUNC	100	BASE SALARIED EMP	U19
1041	LABOR RELATIONS SPECIALIST	CUNC	100	BASE SALARIED EMP	U18
1626	LANDSCAPE CONTRACTS ADMIN	CUNC	100	BASE SALARIED EMP	U21
1411	LAW CLERK	CUNC	105	BASE HOURLY	HR20
1570	LEAD SOFTWARE ENGINEER	CUNC	100	BASE SALARIED EMP	U23
2216	LEGAL ASST MUNICIPAL PROSECUTO	CUNC	100	BASE SALARIED EMP	U15
2214	LEGAL SECRETARY	CUNC	100	BASE SALARIED EMP	U16
2102	LEGISLATIVE ANALYST	CUNC	100	BASE SALARIED EMP	U17
1095	MANAGEMENT ANALYST	CUNC	100	BASE SALARIED EMP	U18
1582	MANAGER PUBLIC SAFETY TECHNOL	CUNC	100	BASE SALARIED EMP	U23
1539	MANAGER INFORMATION SECURITY	CUNC	100	BASE SALARIED EMP	U23
1540	MANAGER TECHNICAL OPERATIONS	CUNC	100	BASE SALARIED EMP	U23
1089	MANAGER VIDEO PRODUCTIONS & OP	CUNC	100	BASE SALARIED EMP	U23
1146	MARKETING TOURISM & DEV MGR	CUNC	100	BASE SALARIED EMP	U22
2129	MAYOR/COMM BRAND MGR	CUNC	100	BASE SALARIED EMP	U20
2133	MAYOR/COMM SENIOR BRANDING MGR	CUNC	100	BASE SALARIED EMP	U21
1168	MAYORS SENIOR POLICY ADVISOR	CUNC	100	BASE SALARIED EMP	U24
1027	MEDIA ASSISTANT	CUNC	100	BASE SALARIED EMP	U15
1025	MEDIA SPECIALIST	CUNC	100	BASE SALARIED EMP	U16
1123	MGMT & BUDGET ANALYST	CUNC	100	BASE SALARIED EMP	U20
5204	MIAMI BEACH PERMIT COORDINATOR	CUNC	100	BASE SALARIED EMP	U19

Job Class	Job Description	Group/BU	Base Pay	Base Pay Desc	Grade
1191	MULTIMEDIA SPECIALIST	CUNC	100	BASE SALARIED EMP	U18
1087	NATURAL HELPER	CUNC	105	BASE HOURLY	H02
1073	NEIGHBORHOOD AFFAIRS COORDINAT	CUNC	100	BASE SALARIED EMP	U19
1090	NEIGHBORHOOD AFFAIRS DIV DIREC	CUNC	100	BASE SALARIED EMP	U25
1069	NEIGHBORHOOD AFFAIRS MANAGER	CUNC	100	BASE SALARIED EMP	U22
1505	NETWORK ADMINISTRATOR	CUNC	100	BASE SALARIED EMP	U21
5408	OCEAN RESCUE DEPUTY DIV CHIEF	CUNC	100	BASE SALARIED EMP	U24
5401	OCEAN RESCUE DIVISION CHIEF	CUNC	100	BASE SALARIED EMP	U25
2130	OFFICE ASSISTANT	CUNC	105	BASE HOURLY	HR03
2122	OFFICE ASSOCIATE III	CUNC	100	BASE SALARIED EMP	U11
2118	OFFICE ASSOCIATE III PT	CUNC	105	BASE HOURLY	H11
2121	OFFICE ASSOCIATE IV	CUNC	100	BASE SALARIED EMP	U12
2116	OFFICE ASSOCIATE IV PART TIME	CUNC	110	BASE HOURLY TEMPORARY	H12
2120	OFFICE ASSOCIATE V	CUNC	100	BASE SALARIED EMP	U14
2119	OFFICE ASSOCIATE V PT	CUNC	110	BASE HOURLY TEMPORARY	H14A
2104	OFFICE MANAGER	CUNC	100	BASE SALARIED EMP	U18
1023	OFFICE OF COMMUNICATIONS DIR	CUNC	100	BASE SALARIED EMP	U28
1129	OIG INVESTIGATOR	CUNC	100	BASE SALARIED EMP	U22
4210	OPERATIONS MANAGER PROPERTY	CUNC	100	BASE SALARIED EMP	U23
1710	ORG DEV & TRAINING SPECIALIST	CUNC	100	BASE SALARIED EMP	U21
3046	OUTDOOR DINING PROGRAM COORDIN	CUNC	100	BASE SALARIED EMP	U15
3047	P3 PROGRAM DIRECTOR	CUNC	100	BASE SALARIED EMP	U26
2203	PARALEGAL	CUNC	100	BASE SALARIED EMP	U15
3408	PARENT CHILD FACILITATOR	CUNC	110	BASE HOURLY TEMPORARY	U15
6005	PARK FACILITIES MANAGER	CUNC	100	BASE SALARIED EMP	U21
6143	PARK RANGER ASSISTANT MANAGER	CUNC	100	BASE SALARIED EMP	U18
6144	PARK RANGER MANAGER	CUNC	100	BASE SALARIED EMP	U21
6141	PARK RANGER SUPERVISOR	CUNC	100	BASE SALARIED EMP	U18
1825	PARKING ACCOUNT COORDINATOR	CUNC	100	BASE SALARIED EMP	U14
1826	PARKING ACCOUNT SUPERVISOR	CUNC	100	BASE SALARIED EMP	U16
1809	PARKING ADMIN MANAGER	CUNC	100	BASE SALARIED EMP	U18
1824	PARKING ADMIN SPECIALIST	CUNC	100	BASE SALARIED EMP	U12
1800	PARKING DIRECTOR	CUNC	100	BASE SALARIED EMP	U28
1802	PARKING OPERATIONS MANAGER	CUNC	100	BASE SALARIED EMP	U20
6015	PARKS & RE PROJECTS SUPER	CUNC	100	BASE SALARIED EMP	U20
6010	PARKS & REC PROJECT COOR	CUNC	100	BASE SALARIED EMP	U21
6119	PARKS & RECREATION ANALYST	CUNC	100	BASE SALARIED EMP	U16
6001	PARKS & RECREATION DIRECTOR	CUNC	100	BASE SALARIED EMP	U28
1170	PEER SPECIALIST FT	CUNC	100	BASE SALARIED EMP	U10
1171	PEER SPECIALIST PT	CUNC	105	BASE HOURLY	H10
3032	PERFORM/SCHEDULE ANALYST	CUNC	100	BASE SALARIED EMP	U20
2131	PERMIT REVIEW COORDINATOR I	CUNC	100	BASE SALARIED EMP	U11
2132	PERMIT REVIEW COORDINATOR II	CUNC	100	BASE SALARIED EMP	U12
3203	PLAN DEPT DEPUTY DIRECTOR	CUNC	100	BASE SALARIED EMP	U27
3214	PLANNER	CUNC	100	BASE SALARIED EMP	U15
3045	PLANNING & DESIGN MANAGER	CUNC	100	BASE SALARIED EMP	U24
3225	PLANNING & DESIGN OFFICER	CUNC	100	BASE SALARIED EMP	U24
3020	PLANNING AND ZONING INSPECTOR	CUNC	100	BASE SALARIED EMP	U16
3200	PLANNING DIRECTOR	CUNC	100	BASE SALARIED EMP	U28
5006	POLICE CAPTAIN	CUNC	100	BASE SALARIED EMP	U25
5001	POLICE CHIEF	CUNC	100	BASE SALARIED EMP	U29
5007	POLICE COMMANDER	CUNC	100	BASE SALARIED EMP	U25
5004	POLICE DIVISION MAJOR	CUNC	100	BASE SALARIED EMP	U26
5515	POLICE INFORMATION RESOURCE SP	CUNC	100	BASE SALARIED EMP	U15
5505	POLICE PLNS POL MGR	CUNC	100	BASE SALARIED EMP	U21
5501	POLICE PROJECTS MANAGER	CUNC	100	BASE SALARIED EMP	U22
5507	POLICE RECORDS MANAGER	CUNC	100	BASE SALARIED EMP	U22
5020	POLICE RTCC SPECIALIST	CUNC	100	BASE SALARIED EMP	U15
5024	POLICE TECHNOLOGY SERV MANAGER	CUNC	100	BASE SALARIED EMP	U23

Job Class	Job Description	Group/BU	Base Pay	Base Pay Desc	Grade
5021	POLICE TRAIN & WELLNESS PROGRA	CUNC	100	BASE SALARIED EMP	U15
1726	PRE K SCHOLARSHIP ADMIN	CUNC	105	BASE HOURLY	H15A
3043	PRINCIPAL ENGINEER	CUNC	100	BASE SALARIED EMP	U23
3212	PRINCIPAL PLANNER	CUNC	100	BASE SALARIED EMP	U21
1622	PROC CONTRACT ANALYST II	CUNC	100	BASE SALARIED EMP	U19
1625	PROC CONTRACT ANALYST III	CUNC	100	BASE SALARIED EMP	U20
1624	PROC CONTRACT ANALYST PT	CUNC	110	BASE HOURLY TEMPORARY	H14A
1619	PROCURE CONTRACT OFFICER II	CUNC	100	BASE SALARIED EMP	U21
1621	PROCUREMENT CONTRACT ANALYS 1	CUNC	100	BASE SALARIED EMP	U16
1623	PROCUREMENT CONTRACT MANAGER	CUNC	100	BASE SALARIED EMP	U23
1599	PROCUREMENT CONTRACT OFFICER I	CUNC	100	BASE SALARIED EMP	U19
1620	PROCUREMENT CONTRACTING OF III	CUNC	100	BASE SALARIED EMP	U22
1607	PROCUREMENT COORDINATOR	CUNC	100	BASE SALARIED EMP	U16
1600	PROCUREMENT DIRECTOR	CUNC	100	BASE SALARIED EMP	U28
1056	PROGRAM COORDINATOR	CUNC	100	BASE SALARIED EMP	U14
1706	PROGRAM SUPERVISOR	CUNC	100	BASE SALARIED EMP	U16
3042	PROJECT ENGINEER	CUNC	100	BASE SALARIED EMP	U21
3056	PROJECT MANAGER	CUNC	100	BASE SALARIED EMP	U23
4231	PROPERTY MAINTENANCE/OPER SUPT	CUNC	100	BASE SALARIED EMP	U22
4401	PROPERTY MANAGEMENT DIRECTOR	CUNC	100	BASE SALARIED EMP	U28
5209	PSCU ADMINISTRATOR	CUNC	100	BASE SALARIED EMP	U25
1126	PUB SAFETY MGT/BUDGET ANALYST	CUNC	100	BASE SALARIED EMP	U21
1024	PUBLIC INFORMATION OFFICER	CUNC	100	BASE SALARIED EMP	U21
1029	PUBLIC INFORMATION SPECIALIST	CUNC	100	BASE SALARIED EMP	U18
1169	PUBLIC SAFETY ENFORCEMENT ADV	CUNC	100	BASE SALARIED EMP	U22
3001	PUBLIC WORKS DIRECTOR	CUNC	100	BASE SALARIED EMP	U28
3135	QUALITY ASSURANCE SUPERVISOR	CUNC	100	BASE SALARIED EMP	U16
1515	RADIO SYSTEMS ADMINISTRATOR	CUNC	100	BASE SALARIED EMP	U21
3306	REAL ESTATE ASSET SPECIALIST	CUNC	100	BASE SALARIED EMP	U21
6018	REC PROGRAM ASSISTANT MANAGER	CUNC	100	BASE SALARIED EMP	U18
2003	RECORDS MANAGEMENT SPECIALIST	CUNC	100	BASE SALARIED EMP	U21
2006	RECORDS MANAGER	CUNC	100	BASE SALARIED EMP	U23
6017	RECREATION PROGRAM MANAGER	CUNC	100	BASE SALARIED EMP	U21
6109	RECREATION SUPERVISOR	CUNC	100	BASE SALARIED EMP	U16
1007	REDEVELOPMENT SPECIALIST	CUNC	100	BASE SALARIED EMP	U19
5517	RED-LIGHT CAMERA VIOLATION EXA	CUNC	105	BASE HOURLY	HR14
3044	REGULATORY COMP MANAGER	CUNC	100	BASE SALARIED EMP	U24
1078	RESIDENTIAL CLEANER	CUNC	100	BASE SALARIED EMP	U14
1130	RESILIENCE COORDINATOR	CUNC	100	BASE SALARIED EMP	U18
1179	RESORT TAX AUDITOR II	CUNC	100	BASE SALARIED EMP	U19
1131	REVENUE MANAGER	CUNC	100	BASE SALARIED EMP	U23
3017	RIGHT OF WAY MANAGER	CUNC	100	BASE SALARIED EMP	U24
1141	RISK MANAGER	CUNC	100	BASE SALARIED EMP	U24
1142	SAFETY OFFICER	CUNC	100	BASE SALARIED EMP	U21
1176	SAIII - BANK RECONCILIATION	CUNC	100	BASE SALARIED EMP	U22
4019	SANITARY SEWER SUPERINTENDENT	CUNC	100	BASE SALARIED EMP	U23
4041	SANITATION DIV DIRECTOR	CUNC	100	BASE SALARIED EMP	U25
4044	SANITATION SUPER INTENDENT	CUNC	100	BASE SALARIED EMP	U21
1167	SANITATION TAX AUDITOR	CUNC	100	BASE SALARIED EMP	U18
5522	SCHOOL RESOURCE PROG COOR	CUNC	110	BASE HOURLY TEMPORARY	U11
6113	SEASONAL INCLUSIONARY AIDE	CUNC	110	BASE HOURLY TEMPORARY	H10
2127	SECRETARY	CUNC	100	BASE SALARIED EMP	U05
1813	SECURITY OPERATIONS MANAGER	CUNC	100	BASE SALARIED EMP	U21
1810	SENIOR ADMINISTRATIVE MANAGER	CUNC	100	BASE SALARIED EMP	U21
1118	SENIOR AUDITOR	CUNC	100	BASE SALARIED EMP	U22
1147	SENIOR CLAIMS COORDINATOR	CUNC	100	BASE SALARIED EMP	U21
1524	SENIOR GIS ANALYST	CUNC	100	BASE SALARIED EMP	U21
1724	SENIOR HR RISK ANALYST	CUNC	100	BASE SALARIED EMP	U21
1712	SENIOR HR SPECIALIST	CUNC	100	BASE SALARIED EMP	U21

Job Class	Job Description	Group/BU	Base Pay	Base Pay Desc	Grade
3213	SENIOR PLANNER	CUNC	100	BASE SALARIED EMP	U20
3049	SENIOR PROGRAM MANAGER	CUNC	100	BASE SALARIED EMP	U25
3055	SENIOR PROJECT MANAGER	CUNC	100	BASE SALARIED EMP	U24
1093	SENIOR QA ENGINEER	CUNC	100	BASE SALARIED EMP	U22
1139	SENIOR RISK OFFICER	CUNC	100	BASE SALARIED EMP	U25
1559	SENIOR SHAREPOINT ADMINISTRATO	CUNC	100	BASE SALARIED EMP	U22
1566	SENIOR SOFTWARE ENGINEER	CUNC	100	BASE SALARIED EMP	U22
1059	SENIOR SP PROJECTS MANAGER	CUNC	100	BASE SALARIED EMP	U23
1560	SENIOR VOICE ENGINEER	CUNC	100	BASE SALARIED EMP	U22
1561	SENIOR WEBSITE ADMINISTRATOR	CUNC	100	BASE SALARIED EMP	U20
3215	SENIOR ZONING PLANS EXAMINER	CUNC	100	BASE SALARIED EMP	U20
3174	SNR BUILDING CODE COMP OFFICER	CUNC	100	BASE SALARIED EMP	U20
7113	SOCIAL WORKER	CUNC	100	BASE SALARIED EMP	U22
1564	SOFTWARE ENGINEER I	CUNC	100	BASE SALARIED EMP	U19
1573	SOFTWARE ENGINEER III	CUNC	100	BASE SALARIED EMP	U21
1065	SOUND ENGINEER	CUNC	110	BASE HOURLY TEMPORARY	HR24
1097	SPECIAL ADVISOR TO CITY MANAGE	CUNC	100	BASE SALARIED EMP	U29
1033	SPECIAL EVENTS COORDINATOR	CUNC	100	BASE SALARIED EMP	U19
1098	SPECIAL EVENTS MANAGER	CUNC	100	BASE SALARIED EMP	U22
1006	SPECIAL PROJECT COORDINATOR	CUNC	100	BASE SALARIED EMP	U19
3167	SR ADMINISTRATIVE SUPP MANAGER	CUNC	100	BASE SALARIED EMP	U20
1407	SR ASST CITY ATTORNEY	CUNC	100	BASE SALARIED EMP	U24
3014	SR CAP PROJ COORD	CUNC	100	BASE SALARIED EMP	U23
2106	SR EXEC ASSISTANT TO CITY MANA	CUNC	100	BASE SALARIED EMP	U23
4402	SR FAC CAP PROJ COORD	CUNC	100	BASE SALARIED EMP	U23
4336	SR FACILITIES ZONE MANAGER	CUNC	100	BASE SALARIED EMP	U22
5203	SR FIRE PROTECTION ANALYST	CUNC	100	BASE SALARIED EMP	U20
4029	SR MANAGEMENT ANALYST	CUNC	100	BASE SALARIED EMP	U21
1122	SR MGMT & BUDGET ANALYST	CUNC	100	BASE SALARIED EMP	U23
1121	SR MGMT CONSULTANT/RES ANALYST	CUNC	100	BASE SALARIED EMP	U21
1517	SR NETWORK ADMINISTRATOR	CUNC	100	BASE SALARIED EMP	U22
1812	SR PARKING OPERATIONS MANAGER	CUNC	100	BASE SALARIED EMP	U21
1052	SR PROGRAM COORDINATOR	CUNC	100	BASE SALARIED EMP	U20
1094	SR REDEVELOPMENT SPECIALIST	CUNC	100	BASE SALARIED EMP	U21
1520	SR SYSTEMS ADMINISTRATOR	CUNC	100	BASE SALARIED EMP	U22
1512	SR SYSTEMS ANALYST	CUNC	100	BASE SALARIED EMP	U22
3031	SR TRANSPORTATION ENGINEER	CUNC	100	BASE SALARIED EMP	U23
1149	STAFF ACCOUNTANT - GL	CUNC	100	BASE SALARIED EMP	U18
1162	STAFF ACCOUNTANT III FIN REPOR	CUNC	100	BASE SALARIED EMP	U22
3053	STORMWATER SUPERINTENDENT	CUNC	100	BASE SALARIED EMP	U23
3052	STREETS & STREETLIGHTING SUPT	CUNC	105	BASE HOURLY	U23
1091	SUCCESS COACH	CUNC	100	BASE SALARIED EMP	U12
4002	SURVEY CREW CHIEF	CUNC	100	BASE SALARIED EMP	U17
1546	SUSTAINABILITY & RESILIENCE MGR	CUNC	100	BASE SALARIED EMP	U22
1544	SUSTAINABILITY COORDINATOR	CUNC	100	BASE SALARIED EMP	U18
1545	SUSTAINABILITY SPECIALIST	CUNC	100	BASE SALARIED EMP	U17
1513	SYSTEM ADMINISTRATOR	CUNC	100	BASE SALARIED EMP	U20
1166	TAX AUDITOR	CUNC	100	BASE SALARIED EMP	U17
5114	TECH ASST TO FIRE MARSHALL	CUNC	100	BASE SALARIED EMP	U23
1577	TECHNICAL OPERATIONS PROJ MGR	CUNC	100	BASE SALARIED EMP	U21
1574	TECHNICAL SERVICES ANALYST	CUNC	100	BASE SALARIED EMP	U21
3309	TENANT SERVICES COORDINATOR	CUNC	100	BASE SALARIED EMP	U19
5215	TERMINAL AGENCY COORDINATOR	CUNC	100	BASE SALARIED EMP	U20
1054	TOURISM & CULTURE DIRECTOR	CUNC	100	BASE SALARIED EMP	U28
3022	TRAFFIC ENGINEER	CUNC	100	BASE SALARIED EMP	U22
3034	TRANSPORTATION ANALYST	CUNC	100	BASE SALARIED EMP	U21
3035	TRANSPORTATION DIRECTOR	CUNC	100	BASE SALARIED EMP	U28
3029	TRANSPORTATION MANAGER	CUNC	100	BASE SALARIED EMP	U22
1104	TREASURY MANAGER	CUNC	100	BASE SALARIED EMP	U24

Job Class	Job Description	Group/BU	Base Pay	Base Pay Desc	Grade
6011	URBAN FORESTER	CUNC	100	BASE SALARIED EMP	U22
5211	VICTIM'S ADVOCATE	CUNC	100	BASE SALARIED EMP	U15
5220	VICTIM'S ADVOCATE SUPERVISOR	CUNC	100	BASE SALARIED EMP	U18
1044	VISUAL COMM SPECIALIST	CUNC	100	BASE SALARIED EMP	U16
1190	VISUAL COMMUNICATIONS DESIGNER	CUNC	100	BASE SALARIED EMP	U21
1067	VISUAL COMMUNICATIONS MANAGER	CUNC	100	BASE SALARIED EMP	U22
4001	WATER & SEWER SUPERINTENDENT	CUNC	100	BASE SALARIED EMP	U23
4010	WATER SUPERINTENDENT	CUNC	100	BASE SALARIED EMP	U23
1064	WRITER/EDITOR	CUNC	100	BASE SALARIED EMP	U16

Color Key	As of the adoption of Ord # 2022-4516
	Created or renamed after adoption of Ord# 2022-4516

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 UNCLASSIFIED SERVICE, INCLUDING A SCHEDULE OF RATES OF BASE SALARIES FOR SAID OFFICES, AS SET FORTH IN EXHIBIT A ACCOMPANYING THIS RESOLUTION; ADJUSTING THE MINIMUM AND MAXIMUM BASE SALARIES OF THE PAY RANGES FOR SAID POSITIONS AND OFFICES BY A COST-OF-LIVING ADJUSTMENT OF THREE PERCENT (3%); AND APPROVING A COST-OF-LIVING ADJUSTMENT OF THREE PERCENT (3%) FOR UNCLASSIFIED EMPLOYEES 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 Unclassified Employees' Salary Ordinance No. 1605 was originally adopted on September 28, 1966; and

WHEREAS, on June 25, 2025, the Mayor and City Commission adopted an ordinance superseding Ordinance No. 1605, and codifying the Unclassified Employees' Salary Ordinance in Article VI of Chapter 78 of the City Code, entitled "Unclassified Employees' Salary" (the "Ordinance") and

WHEREAS, the Ordinance authorized the City Commission to establish a pay plan for the offices and positions in the unclassified service to include 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, pursuant to the adopted Ordinance, the Mayor and City Commission wish to establish the pay plan for City's Unclassified 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, furthermore, the Mayor and City Commission wish to award a cost-of-living adjustment in the amount of three percent (3%) to unclassified employees whose salary does not exceed the maximum pay range, 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 unclassified service, including a schedule of rates of base salaries for said offices, as set forth in Exhibit A accompanying this Resolution; adjust the minimum and maximum base salaries

of the pay ranges for said positions and offices by a cost-of-living adjustment of three percent (3%); and approve a cost-of-living adjustment of three percent (3%) for unclassified employees 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

Unclassified Current Salary Table		
Grade	Minimum	Maximum
H02	\$ 13.9276	\$ 23.2373
H03	\$ 14.6325	\$ 24.4139
H04	\$ 15.3734	\$ 25.6497
H05	\$ 16.1515	\$ 26.9483
H06	\$ 16.9694	\$ 28.3125
H07	\$ 17.8282	\$ 29.7458
H08	\$ 18.7310	\$ 31.2515
H09	\$ 19.6792	\$ 32.8336
H10	\$ 20.6754	\$ 34.4960
H11	\$ 21.7221	\$ 36.2423
H12	\$ 22.8218	\$ 38.0772
H14A	\$ 25.1911	\$ 42.0300
H16	\$ 27.8060	\$ 46.3933
H17	\$ 29.2138	\$ 48.7419
HR09	\$ 19.6792	\$ 32.8336
HR14	\$ 25.1911	\$ 42.0300
HR15	\$ 26.4663	\$ 44.1579
HR18	\$ 30.6930	\$ 51.2096
HR24	\$ 52.8397	\$ 95.5989
HR25	\$ 55.5148	\$ 100.4388
U01	\$ 27,596.40	\$ 46,004.40
U03	\$ 30,436.38	\$ 50,780.86
U05	\$ 33,594.86	\$ 56,052.62
U06	\$ 35,296.04	\$ 58,889.74
U07	\$ 37,082.76	\$ 61,870.90
U09	\$ 40,932.58	\$ 68,294.72
U10	\$ 43,004.78	\$ 71,751.16
U11	\$ 45,181.76	\$ 75,384.40
U12	\$ 47,469.76	\$ 79,200.42
U14	\$ 52,397.54	\$ 87,422.14
U15	\$ 55,049.54	\$ 91,848.38

Unclassified Current Salary Table With 3% COLA		
Grade	Minimum	Maximum
H02	\$ 14.3454	\$ 23.9344
H03	\$ 15.0715	\$ 25.1463
H04	\$ 15.8346	\$ 26.4192
H05	\$ 16.6360	\$ 27.7567
H06	\$ 17.4785	\$ 29.1619
H07	\$ 18.3630	\$ 30.6382
H08	\$ 19.2929	\$ 32.1890
H09	\$ 20.2696	\$ 33.8186
H10	\$ 21.2957	\$ 35.5309
H11	\$ 22.3738	\$ 37.3296
H12	\$ 23.5065	\$ 39.2195
H14A	\$ 25.9468	\$ 43.2909
H16	\$ 28.6402	\$ 47.7851
H17	\$ 30.0902	\$ 50.2042
HR09	\$ 20.2696	\$ 33.8186
HR14	\$ 25.9468	\$ 43.2909
HR15	\$ 27.2603	\$ 45.4826
HR18	\$ 31.6138	\$ 52.7459
HR24	\$ 54.4249	\$ 98.4669
HR25	\$ 57.1802	\$ 103.4520
U01	\$ 28,424.24	\$ 47,384.48
U03	\$ 31,349.50	\$ 52,304.20
U05	\$ 34,602.62	\$ 57,734.30
U06	\$ 36,355.02	\$ 60,656.44
U07	\$ 38,195.30	\$ 63,727.04
U09	\$ 42,160.56	\$ 70,343.52
U10	\$ 44,294.90	\$ 73,903.70
U11	\$ 46,537.14	\$ 77,645.88
U12	\$ 48,893.78	\$ 81,576.56
U14	\$ 53,969.50	\$ 90,044.76
U15	\$ 56,701.06	\$ 94,603.86

U16	\$ 57,836.74	\$ 96,497.70
U17	\$ 60,764.86	\$ 101,383.36
U18	\$ 63,841.18	\$ 106,516.02
U19	\$ 67,072.98	\$ 111,907.90
U20	\$ 70,468.06	\$ 117,573.56
U21	\$ 77,783.94	\$ 129,778.74
U22	\$ 85,858.76	\$ 143,251.42
U23	\$ 94,772.60	\$ 158,123.42
U24	\$ 109,906.94	\$ 198,846.44
U25	\$ 115,471.20	\$ 208,913.12
U26	\$ 121,316.78	\$ 219,489.14
U26B	\$ 121,316.78	\$ 219,489.14
U27	\$ 140,690.16	\$ 254,539.74
U28	\$ 147,812.34	\$ 267,425.34
U29	\$ 163,156.76	\$ 295,188.14
U30	\$ 176,209.54	\$ 318,802.90
U31	\$ 190,306.22	\$ 344,307.08
UNC	\$ 192,697.96	\$ 358,080.84

U16	\$ 59,571.72	\$ 99,392.54
U17	\$ 62,587.72	\$ 104,424.84
U18	\$ 65,756.34	\$ 109,711.42
U19	\$ 69,085.12	\$ 115,265.02
U20	\$ 72,582.12	\$ 121,100.72
U21	\$ 80,117.44	\$ 133,671.98
U22	\$ 88,434.58	\$ 147,548.96
U23	\$ 97,615.70	\$ 162,867.12
U24	\$ 113,204.26	\$ 204,811.88
U25	\$ 118,935.44	\$ 215,180.42
U26	\$ 124,956.26	\$ 226,073.90
U26B	\$ 124,956.26	\$ 226,073.90
U27	\$ 144,910.74	\$ 262,175.94
U28	\$ 152,246.64	\$ 275,448.16
U29	\$ 168,051.52	\$ 304,043.74
U30	\$ 181,495.86	\$ 328,367.00
U31	\$ 196,015.30	\$ 354,636.36
UNC	\$ 198,478.80	\$ 368,823.26