

R5 W 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 INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, ("IAFF"), LOCAL 1510; EFFECTIVE THE FIRST FULL PAY PERIOD JULY 2025, SELECTED PAY INCENTIVES AND FIVE PERCENT (5%) PARAMEDIC 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 FIREFIGHTER CLASSIFICATION 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 FIREFIGHTER CLASSIFICATION EFFECTIVE THE FIRST FULL PAY PERIOD OF APRIL 2026; ALL FIRE LIEUTENANT AND FIRE CAPTAINS PAY STEPS SHALL BE ADJUSTED BY FOUR PERCENT (4%) EFFECTIVE THE FIRST FULL PAY PERIOD OF JULY 2025, AND ALL FIRE LIEUTENANT AND FIRE CAPTAINS 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: October 30, 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 INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, ("IAFF"), LOCAL 1510; EFFECTIVE THE FIRST FULL PAY PERIOD JULY 2025, SELECTED PAY INCENTIVES AND FIVE PERCENT (5%) PARAMEDIC 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 FIREFIGHTER CLASSIFICATION 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 FIREFIGHTER CLASSIFICATION EFFECTIVE THE FIRST FULL PAY PERIOD OF APRIL 2026; ALL FIRE LIEUTENANT AND FIRE CAPTAINS PAY STEPS SHALL BE ADJUSTED BY FOUR PERCENT (4%) EFFECTIVE THE FIRST FULL PAY PERIOD OF JULY 2025, AND ALL FIRE LIEUTENANT AND FIRE CAPTAINS 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 November 20, 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 October 30, 2024, meeting, requesting approval to ratify a three-year labor agreement (“Agreement”) between the City of Miami Beach and the International Association of Firefighters (“IAFF”), Local 1510, from October 1, 2024, through September 30, 2027.

The ratified agreement between the City and the IAFF mandates the implementation to roll into base pay the uniform cleaning and maintenance premium of \$100 per month, totaling \$1,200 per year for all members. Furthermore, the IAFF bargaining unit agreed to roll into base pay \$1,000 of the annual paramedic recertification pay, leaving a \$500 paramedic recertification pay to be paid annually for Firefighters, Fire Lieutenants, and Fire Captains. Each step and range for Firefighters, Fire Lieutenants, and Fire Captains has adjusted by 5% as the IAFF bargaining unit agreed to reduce their paramedic pay premium from 15% to 10%.

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

The ordinance amendment will also include the addition of an additional (4%) step added to the end of the range for the classification of firefighter effective the first full pay period of July 2025 and an additional (4%) step added to the end of the pay range for the classification of Firefighter 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 Fire Lieutenant and Fire Captain 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 Fire Lieutenant and Fire Captain 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 IAFF is estimated at \$262,570 for FY 2024/25, \$1,291,929 for FY 2025/26, and \$2,214,302 for FY 2026/27. The fiscal impact of the step adjustments for IAFF is estimated at \$267,732 for FY 2024/25, \$1,126,568 for FY 2025/26, and \$98,620 for FY 2026/27. The total estimated three-year impact of the salary changes is \$5,261,721, with \$530,302 being in FY 2024/25, \$2,418,497 being in FY 2025/26, and \$2,312,922 being in FY 2026/27.

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

See above fiscal impact statement. Fiscal year 2024/25 salaries are funded through the Fire 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 Firefighter classification and adjusting all Fire Lieutenant and Fire Captains 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 Firefighter classification and adjusting all Fire Lieutenant and Fire Captains 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 November 20, 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 - IAFF. (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 INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, ("IAFF"), LOCAL 1510; EFFECTIVE THE FIRST FULL PAY PERIOD JULY 2025, SELECTED PAY INCENTIVES AND FIVE PERCENT (5%) PARAMEDIC 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 FIREFIGHTER CLASSIFICATION 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 FIREFIGHTER CLASSIFICATION EFFECTIVE THE FIRST FULL PAY PERIOD OF APRIL 2026; ALL FIRE LIEUTENANT AND FIRE CAPTAINS PAY STEPS SHALL BE ADJUSTED BY FOUR PERCENT (4%) EFFECTIVE THE FIRST FULL PAY PERIOD OF JULY 2025, AND ALL FIRE LIEUTENANT AND FIRE CAPTAINS 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 IAFF bargaining unit employees held a ratification vote whereby the proposed 2024-2027 Agreement was approved by a majority of the bargaining unit members who voted; and

WHEREAS, on October 30, 2024, the City Commission ratified the three-year Agreement with the IAFF, which covered the contract period of October 1, 2024 through September 30, 2027; and

WHEREAS, the ratified Agreement between the City and the IAFF 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 IAFF; a three percent (3%) COLA, effective the first full pay period ending in April of 2026, for all classified employees represented by the IAFF; and a three percent (3%) COLA, effective the first full pay period ending in April of 2027, for all classified employees represented by the IAFF; and

WHEREAS, classified employees represented by the IAFF 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.

NOW, THEREFORE, BE IT ORDAINED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA:

SECTION 1:

The IAFF bargaining unit agreed to roll into base pay the uniform cleaning and maintenance premium of \$100 per month, totaling \$1,200 per year for all members. Furthermore, the IAFF bargaining unit agreed to roll into base pay \$1,000 of the annual paramedic recertification pay, leaving a \$500 paramedic recertification pay to be paid annually for Firefighters, Fire Lieutenants, and Fire Captains. Each step and range for Firefighters, Fire Lieutenants, and Fire Captains has adjusted by 5% as the IAFF bargaining unit agreed to reduce their paramedic pay premium from 15% to 10%. These pays are now incorporated into the Salary Ranges and Classification Charts below.

Qualifying incumbents covered by the IAFF 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.

An additional four percent (4%) step shall be added to the end of the range for the Firefighter classification effective the first full pay period of July 2025. In addition, all Fire Lieutenant and Fire Captains pay steps shall be adjusted by four percent (4%) effective the first full pay period of July 2025.

A. Classification and Salaries

**GROUP III
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (IAFF) LOCAL 1510**

Salary Ranges and Classification

**Effective 1st Pay Period Ending July of 2025
(Includes Premium Roll Up, 3% COLA, an additional 4% step and an additional 4% adjustment)**

Job Classification	Job Number	2024 Minimum Bi-Weekly	2025 Minimum Bi-Weekly	2024 Maximum Bi-Weekly	2025 Maximum Bi-Weekly
Firefighter I	5110	\$ 2,488.35	\$ 2,778.30	\$ 3,677.50	\$ 4,226.94
Fire Lieutenant	5107	\$ 4,253.85	\$ 4,875.20	\$ 4,692.62	\$ 5,368.72
Fire Captain	5105	\$ 4,927.25	\$ 5,632.62	\$ 5,432.28	\$ 6,200.66
Fire Inspector	5117	\$ 2,183.47	\$ 2,250.16	\$ 3,483.35	\$ 3,635.39
Fire Inspector Supervisor	5116	\$ 3,335.28	\$ 3,482.87	\$ 5,432.85	\$ 5,643.37

**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 IAFF 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.

An additional four percent (4%) step shall be added to the end of the range for the Firefighter classification effective the first full pay period of April 2026. In addition, all Fire Lieutenant and Fire Captains pay steps shall be adjusted by four percent (4%) effective the first full pay period of April 2026.

B. Classification and Salaries

**GROUP III
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (IAFF) LOCAL 1510**

Salary Ranges and Classification

**Effective 1st Pay Period Ending April of 2026
(Includes 3% COLA and additional 4% step and corresponding 4% adjustment)**

Job Classification	Job Number	Minimum Bi-Weekly	Maximum Bi-Weekly
Firefighter I	5110	\$ 2,861.65	\$ 4,527.90
Fire Lieutenant	5107	\$ 5,222.32	\$ 5,750.97
Fire Captain	5105	\$ 6,033.66	\$ 6,642.15
Fire Inspector	5117	\$ 2,317.66	\$ 3,744.45
Fire Inspector Supervisor	5116	\$ 3,587.36	\$ 5,812.67

**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 IAFF 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

**GROUP III
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (IAFF) LOCAL 1510**

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
Firefighter I	5110	\$ 2,947.50	\$ 4,663.74
Fire Lieutenant	5107	\$ 5,378.99	\$ 5,923.50
Fire Captain	5105	\$ 6,214.67	\$ 6,841.41
Fire Inspector	5117	\$ 2,387.19	\$ 3,856.78
Fire Inspector Supervisor	5116	\$ 3,694.98	\$ 5,987.05

**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.

ESTIMATED FISCAL IMPACT

The fiscal impact of the COLAs for IAFF is estimated at \$262,570 for FY 2024/25, \$1,291,929 for FY 2025/26, and \$2,214,302 for FY 2026/27. The fiscal impact of the step adjustments for IAFF is estimated at \$267,732 for FY 2024/25, \$1,126,568 for FY 2025/26, and \$98,620 for FY 2026/27.

The total estimated three-year impact of the salary changes is \$5,261,721, with \$530,302 being in FY 2024/25, with \$2,418,497 being in FY 2025/26, and \$2,312,922 being in FY 2026/27.

SECTION 6: EFFECTIVE DATES

The premiums rolling into base pay, a three percent (3%) COLA, and the addition of a four percent (4%) step added to the end of the range for the Firefighter classification and all Fire Lieutenant and Fire Captains pay steps adjusted by four percent (4%) set forth in Section 1 herein shall be effective the first full pay period ending in July of 2025; a three percent (3%) COLA, and the addition of a four percent (4%) step added to the end of the range for the Firefighter classification and all Fire Lieutenant and Fire Captains pay steps adjusted by four percent (4%) 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 Granado, City Clerk

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION



City Attorney

10/18/2024
Date

RRR