

# MIAMI BEACH

## **City Commission Meeting SUPPLEMENTAL MATERIAL 4**

**City Hall, Commission Chambers, 3rd Floor, 1700 Convention Center Drive  
September 11, 2013**

Mayor Matti Herrera Bower  
Vice-Mayor Edward L. Tobin  
Commissioner Jorge R. Exposito  
Commissioner Michael Góngora  
Commissioner Jerry Libbin  
Commissioner Deede Weithorn  
Commissioner Jonah Wolfson

City Manager Jimmy L. Morales  
City Attorney Jose Smith  
City Clerk Rafael E. Granado

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### **ATTENTION ALL LOBBYISTS**

**Chapter 2, Article VII, Division 3 of the City Code of Miami Beach entitled "Lobbyists" requires the registration of all lobbyists with the City Clerk prior to engaging in any lobbying activity with the City Commission, any City Board or Committee, or any personnel as defined in the subject Code sections. Copies of the City Code sections on lobbyists laws are available in the City Clerk's office. Questions regarding the provisions of the Ordinance should be directed to the Office of the City Attorney.**

### **SUPPLEMENTAL AGENDA**

**R5 – Ordinances**

- R5A CWA, Unclassified And Others - MBERP Pension  
An Ordinance Implementing Provisions Of The 2012-2015 Collective Bargaining Agreement Between The City And The Communications Workers Of America, (CWA) Local 3178; Implementing Similar Retirement Plan Amendments For Members Who Are Not Included In Any Bargaining Unit; Amending The Miami Beach Employees' Retirement Plan Created By Ordinance 2006-3504; Amending Section 2.26 Of The Plan By Extending The Deferred Retirement Option Plan (Plan) Program From Three (3) To Five (5) Years For Eligible Members; Amending Section 5.13 To Reflect Amended Eligibility And Participation Requirements And Amended DROP Plan Features; Amending Section 4.03 By Eliminating The Purchase Of Additional Creditable Service For Certain Members; Providing For Severability; Repealing All Ordinances In Conflict Therewith; And Providing An Effective Date. **10:15 a.m. Second Reading Public Hearing**

(Sponsored by Commissioner Deede Weithorn)

(Legislative Tracking: Human Resources)

(First Reading on July 17, 2013)

**(Revised Actuarial Impact Statement)**

- R5K Unclassified Salary Ordinance  
An Ordinance Amending Ordinance No. 1605, The Unclassified Employees Salary Ordinance; Abolishing Pay Grade 1 And Pay Grade 2; Abolishing The Classifications Of: General Services Director, Transportation And Concurrence Manager, Neighborhood Services Director, Community/Economic Development Director, Cultural Affairs & Tourism Development Director, Procurement Division Director, Information Technology Division Director, Code Compliance Division Director, Assistant Director Procurement Division, Service Delivery Manager, Office Associate I And Public Information Officer; Establishing The Classifications Of Tourism, Cultural Affairs And Economic Development Director, Deputy Building Director, Procurement Director, Information Technology Director, Assistant Director Human Resources, Housing And Community Development Director, Infrastructure Division Director, Assistant City Engineer, Assistant Director Procurement, Building Operations Manager, Investigator Supervisor, Community Services Division Director, Administrative Services Manager, Public Safety Special Projects Coordinator, Property Maintenance/Operations Superintendent, Director Of The Office Of Communications, Leasing Specialist, Public Safety Management/Budget Analyst, Performance And Scheduling Analyst, Office Manager (City Attorney), Visual Communications Specialist, Constituent /Commission Aide, Financial Analyst, Public Safety Payroll Administrator, Senior GIS Analyst, And Records Supervisor; Ratifying The Pay Grade Change For The Assistant Director Parking, Assistant Director Parks And Assistant Director Recreation Classifications; And Effective The First Full Pay Period Ending In October 2014, Increasing The Minimum And The Maximum Of Each Pay Grade By Three Percent (3%); And Granting An Across The Board Cost Of Living Adjustment Of Up To Three Percent (3%) For Any Unclassified Employee Whose Base Salary Does Not Exceed The Maximum Of The Pay Range For The Comparable Job Title As Recommended By The 2009 Condrey Classification And Compensation Study "Pay Scale B", Subsequently Amended By Seven Percent (7%) In August 2013, By The Consultant; Repealing All Ordinances In Conflict; Providing For Severability, An Effective Date And Codification. **First Reading**

(Sponsored by Commissioner Deede Weithorn)

(Legislative Tracking: Human Resources)

**(Revised Memorandum)**

**R5 - Ordinances** (Continued)

- R5L **Classified "Others" Salary Ordinance**  
An Ordinance Amending Ordinance No. 789, The Classified Employees Salary Ordinance Of The City Of Miami Beach, Florida, As Follows: Providing For The Classifications In Group VI, Not Represented By A Collective Bargaining Unit And Commonly Referred To As "Others"; Amending All Of The Pay Grades By Abolishing Pay Grade 1 And Pay Grade 2; Establishing The Classifications Of Fire Inspector I And Seasonal Recreation Aide; And Effective The First Full Pay Period Ending In October 2014, Increasing The Minimum And The Maximum Of Each Pay Grade, By Three Percent (3%); And Granting An Across The Board Cost Of Living Adjustment Of Up To Three Percent (3%) For Any Others Employee Whose Base Salary Does Not Exceed The Maximum Of The Pay Range For The Comparable Job Title As Recommended By The 2009 Condrey Classification And Compensation Study "Pay Scale B" And Subsequently Amended By Seven Percent 7% In August 2013 By The Consultant; Repealing All Ordinances In Conflict; Providing For Severability, An Effective Date And Codification. **First Reading**  
(Sponsored by Commissioner Deede Weithorn)  
(Legislative Tracking: Human Resources)  
**(Revised Memorandum)**
- R5O An Ordinance Amending Chapter 100 Of The Miami Beach City Code, Entitled "Sustainability," By Amending Article II, Entitled "Energy Economic Development Zone Pilot Program" To Include Miami-Dade County's Green Business Certification As An Additional Eligibility Criteria To Participate In The Energy Economic Development Zone Pilot Program; Providing For Severability; Codification; Repealer; And An Effective Date. **First Reading**  
(Sponsored By Commissioner Jerry Libbin)  
(Legislative Tracking: Tourism, Culture & Economic Development Department)  
**(Ordinance)**

**R7 - Resolutions**

- R7E **Adopt Tentative FY 2013/14 PTP Budget & South Beach Concurrency Mitigation Funds**  
A Resolution Adopting The Tentative Budget Of \$1,200,000 From Fiscal Year 2013/14 People's Transportation Plan Funds And \$87,000 From Fiscal Year 2013/14 South Beach Concurrency Mitigation Funds, To Fund The Tentative Operating Budget For The South Beach Local In Miami Beach; And Further Adopting The Tentative Budget Of \$301,000 From Fiscal Year 2013/14 People's Transportation Plan Funds For Administrative And Technical Operating Expenditures, As Part Of The Five Percent (5%) Allowable For Administrative Assistance And Technical Assistance Subject To A Second Public Hearing Scheduled On Monday, September 30, 2013 At 5:03 p.m. **5:03 p.m. First Reading Public Hearing**  
(Public Works)  
**(Resolution)**

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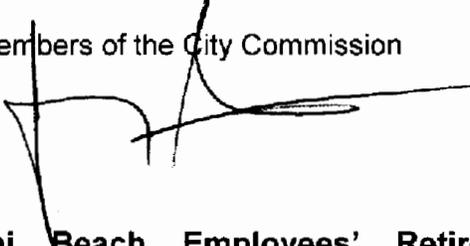


# MIAMI BEACH

City of Miami Beach, 1700 Convention Center Drive, Miami Beach, Florida 33139, www.miamibeachfl.gov

## COMMISSION MEMORANDUM

TO: Mayor Matti Herrera Bower and Members of the City Commission

FROM: Jimmy L. Morales, City Manager 

DATE: September 11, 2013

SUBJECT: **Amendment to the Miami Beach Employees' Retirement Plan Supplemental Document**

For the September 11, 2013 City Commission meeting, the Administration submitted for your review the initial Actuarial Impact Statement for the proposed changes for all members to the Miami Beach Employees' Retirement Plan (MBERP). Since the proposed changes only impact employees covered by the Communications Workers of America (CWA) and employees in the Unclassified and Others salary groups, Gabriel, Roeder, Smith & Company (GRS), the actuary for MBERP, has just provided the Administration with a revised Actuarial Impact Statement that only applies to these employees.

The initial figures provided by GRS reflected a savings attributed to extending the Deferred Retirement Option Plan (DROP) from three to five years of (\$778,000) toward the City's Annual Required Contribution (ARC) for all members of the Plan. The employees represented by the CWA, Unclassified and Others salary groups comprise approximately 75% of the MBERP, thus reflecting an initial estimated savings of (\$583,500). However, based on the revised analysis provided by GRS, the impact attributed for extending the DROP for only employees represented by the CWA, Unclassified and Others salary groups results in a savings of (\$600,000) payable on October 1, 2013.

The revised impact statement provided by GRS is attached for your review.

  
JLM/KGB/SC-T/CMG

### Attachment

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Agenda Item   RSA    
Date   9/11/13



September 6, 2013

Ms. Carla Gomez  
Assistant Director, Human Resources  
City of Miami Beach  
1700 Convention Center Drive  
Miami Beach, Florida 33139

**Re: Actuarial Impact Statement for Proposed Changes to the Miami Beach Employees' Retirement Plan**

Dear Carla:

As requested, we have prepared the enclosed Actuarial Impact Statement showing the financial effect of the following proposed changes to the Miami Beach General Employees' Retirement System:

1. The maximum period for participation in the Deferred Retirement Option Program (DROP) would be extended from three to five years for members hired before October 1, 2010 (i.e., Tier A and Tier B members). This extension would apply to all active members in Tiers A and B who elect to participate in the DROP in the future as well as current DROP members. The 2.5% COLA is not payable while members are in the DROP.
2. The option for members to purchase up to 2-years of credited service would be eliminated.

**The above changes would not apply to members who are participating in the AFSCME or GSAF bargaining units.**

The Statement must be filed with the Division of Retirement before the final public hearing on the ordinance. Please have a member of the Board of Trustees sign the Statement. Then send the Statement along with a copy of the proposed ordinance to Tallahassee.

With regard to item 2 above, the employer portion of the cost for members to purchase service is not prefunded. Therefore, eliminating the service purchase provision will not have an immediate financial effect on the Plan. When we prepare our annual valuation, any increases to the liability due to service purchased during the previous year are reflected in the net gain/loss for the year, which is amortized over 30 years.

The ultimate cost of the current service purchase provision is measured by the difference between the full actuarial cost of the service purchased and the amount that members currently pay to purchase service (i.e., 10% of pay for each year purchased). As an example, the full actuarial cost to purchase the maximum of 2 years of service for a member who is currently age 45 with 10 years of credited service and an annual salary of \$60,000 is approximately \$38,000. Under the current provisions, the member pays \$12,000. The difference of \$26,000 is funded by additional City contributions over time. In this example, the effect on the annual required contribution due to the service purchase is an increase of about \$2,300 for the first year. This assumes that all of our actuarial assumptions as described in the October 1, 2012 Actuarial Valuation Report are met each year. The impact on the total gain/loss varies each year depending on the demographics and the specific benefit provisions that apply to members who purchased service.

Eliminating the service purchase provision will mean that any losses due to service purchases will not occur in future years. Please note, however, that there will likely be losses due to service purchases in fiscal year ending

September 30, 2013 that will be reflected in the October 1, 2013 Actuarial Valuation, since elimination of the service purchase provision will not be effective until September 30, 2013.

#### **Summary of Findings**

- The present value of future benefits decreases by approximately \$6.1 million.
  - The Plan would be expected to pay out \$6.1 million less, in today's dollars, to current members of the Plan. This can be viewed as the total cost impact due to the extension of the DROP if the actuarial assumptions are met each year.
- There is a decrease in the first year Annual Required Contribution for the City that is comprised of a reduction in the amortization payments on the Unfunded Accrued Liability and a reduction in the normal cost.
  - The Unfunded Accrued Liability decreased by approximately \$4.8 million. This reduction will decrease the annual required contribution by approximately \$428,000 each of the next 30 years.
  - The first year normal cost will decrease by approximately \$182,000 which is 0.26% of total covered payroll (0.28% of Tier A and B member covered payroll). The reduction of 0.28% of Tier A and Tier B member covered payroll will exist until all Tier A and Tier B members have retired.
  - The first year required employer contribution would decrease by approximately \$610,000 or 0.93% of Non-DROP payroll.
  - The funded ratio will increase from 66.1% to 66.6%.

#### **Other Cost Considerations**

- As of October 1, 2012 the Market Value of Assets exceeds the Actuarial Value by \$2.07 million. This difference will be recognized over the next several years. Once all the gains and losses through September 30, 2012 are fully recognized in the Actuarial Value of Assets, the contribution rate will decrease by roughly 0.3% of non-DROP payroll unless there are further gains or losses.

#### **Additional Disclosures**

This report was prepared at the request of the City with the Board's permission and is intended for use by the City and the Retirement Plan, and those designated or approved by them. This report may be provided to parties other than the City and Retirement Plan only in its entirety and only with their permission.

This report is intended to describe the financial effect of the proposed plan changes. No statement in this report is intended to be interpreted as a recommendation in favor of the changes, or in opposition to them. This report should not be relied on for any purpose other than the purpose described above.

The calculations in this report are based upon information furnished by the Plan Administrator for the October 1, 2012 Actuarial Valuation concerning Plan benefits, financial transactions, plan provisions and active members, terminated members, retirees and beneficiaries. The calculations are also based on bargaining unit information provided by the City related to this study. We reviewed this information for internal and year-to-year consistency, but did not otherwise audit the data. We are not responsible for the accuracy or completeness of the information provided by the Plan Administrator or the City.

The calculations are based upon assumptions regarding future events, which may or may not materialize. They are also based on the assumptions, methods, and plan provisions outlined in this report. Future actuarial measurements may differ significantly from the current measurements presented in this report due

to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. If you have reason to believe that the assumptions that were used are unreasonable, that the plan provisions are incorrectly described, that important plan provisions relevant to this proposal are not described, or that conditions have changed since the calculations were made, you should contact the author of the report prior to relying on information in the report.

The undersigned actuaries are members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein. The undersigned actuaries are independent of the plan sponsor.

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. To the best of our knowledge the information contained in this report is accurate and fairly presents the actuarial position of the Plan as of the valuation date. All calculations have been made in conformity with generally accepted actuarial principles and practices, and with the Actuarial Standards of Practice issued by the Actuarial Standards Board and with applicable statutes.

Respectfully submitted,

  
Melissa R. Algayer, MAAA, FCA  
Enrolled Actuary No. 11-06467

  
Jeff Amrose, MAAA  
Enrolled Actuary No. 11-06599

Copy: Rick Rivera

Enclosures

## SUPPLEMENTAL ACTUARIAL VALUATION REPORT

### Plan

City of Miami Beach Employees' Retirement Plan

### Valuation Date

October 1, 2012

### Date of Report

September 6, 2013

### Report Requested by

City of Miami Beach

### Prepared by

Melissa R. Algayer

### Group Valued

All active and inactive members.

### Plan Provisions Being Considered for Change

#### Present Plan Provisions Before Change

- Members hired before October 1, 2010 (i.e., Tier A and Tier B members) who become eligible for normal retirement may participate in the Deferred Retirement Option Program (DROP) for up to three years. The annual cost-of-living adjustment (COLA) of 2.5% is not payable while members are in the DROP.
- Members who have five or more years of service may elect to purchase up to two years of additional credited service at any time prior to retirement. Members who elect to purchase such service pay 10% of the annual rate of compensation multiplied by the number of years purchased.

#### Proposed Plan Changes

- Members hired before October 1, 2010 (i.e., Tier A and Tier B members) who become eligible for normal retirement may participate in the Deferred Retirement Option Program (DROP) for up to five years. Members currently participating in the three-year DROP may also continue participation for an additional two years (five years total). The annual COLA of 2.5% is not payable while members are in the DROP.
- The optional service purchase provision would be eliminated.

#### Participants Affected

The extension of the DROP participation period would apply to all active members hired prior to October 1, 2010 (i.e., Tier A and Tier B members) who become eligible for normal retirement, except for members participating in the AFSCME or GSAF bargaining units. The extension of the DROP

would also apply to current members participating in the DROP as the effective date of the amending ordinance, except for members participating in the AFSCME or GSAF bargaining units.

Elimination of the optional service purchase provision would apply to all active members after the effective date of the amending ordinance, except for members participating in the AFSCME or GSAF bargaining units.

#### **Actuarial Assumptions and Methods**

To measure the impact of extending the DROP, the assumed COLA delay was increased from 2.75 years to 4 years for active Tier A and Tier B members who are not participating in the AFSCME or GSAF bargaining units. Additionally, the COLA delay was increased from 3 years to 5 years for members currently participating in the DROP and not members of the AFSCME or GSAF bargaining units.

All other assumptions and methods are the same as shown in the October 1, 2012 Actuarial Valuation Report.

Some of the key assumptions/methods are:

- Investment return – 8.0% per year
- Salary increase – 4.5% to 7.0% depending on service
- Cost Method – Entry Age Normal Cost Method

#### **Amortization Period for Any Change in Actuarial Accrued Liability**

30 years.

#### **Summary of Data Used in Report**

Same as data used in October 1, 2012 Actuarial Valuation Report.

#### **Actuarial Impact of Proposal(s)**

See attached page(s). Extending the DROP from three to five years for members not participating in the AFSCME or GSAF bargaining units will decrease the first year annual required contribution by \$609,986 or 0.93% of Non-DROP payroll.

Since the employer portion of the cost for members to purchase service is not prefunded, eliminating the optional service purchase provision would not have an immediate financial effect on the Plan.

#### **Special Risks Involved With the Proposal That the Plan Has Not Been Exposed to Previously**

None

#### **Other Cost Considerations**

As of October 1, 2012 the Market Value of Assets exceeds the Actuarial Value by \$2.07 million. This difference will be recognized over the next several years. Once all the gains and losses through September 30, 2012 are fully recognized in the Actuarial Value of Assets, the contribution rate will decrease by roughly 0.3% of non-DROP payroll unless there are further gains or losses.

**CITY OF MIAMI BEACH EMPLOYEES' RETIREMENT PLAN**

Impact Statement – September 6, 2013

**Description of Amendment**

The proposed ordinance incorporates the following plan changes and would apply to all active members and members participating in the Deferred Retirement Option Program (DROP) except for members of the AFSCME or GSAF bargaining units:

1. The maximum period for participation in the Deferred Retirement Option Program (DROP) would be extended from three to five years for members hired before October 1, 2010 (i.e., Tier A and Tier B members). This extension would apply to all active members in Tiers A and B who elect to participate in the DROP in the future as well as current DROP members. The 2.5% COLA is not payable while members are in the DROP.
2. The option for members to purchase up to 2-years of credited service would be eliminated.

**Funding Implications of Amendment**

See attachments.

**Certification of Administrator**

I believe the amendment to be in compliance with Part VII, Chapter 112, Florida Statutes and Section 14, Article X of the Constitution of the State of Florida.

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For the Board of Trustees  
as Plan Administrator

<b>ANNUAL REQUIRED CONTRIBUTION (ARC)</b>			
A. Valuation Date	October 1, 2012 <i>Valuation</i>	October 1, 2012 <i>Extend DROP from Three to Five Years</i>	<i>Increase/ (Decrease)</i>
B. ARC to Be Paid During Fiscal Year Ending	9/30/2014	9/30/2014	
C. Assumed Date of Employer Contrib.	10/1/2013	10/1/2013	
D. Annual Payment to Amortize Unfunded Actuarial Liability	\$ 17,184,796	\$ 16,788,153	\$ (396,643)
E. Employer Normal Cost	7,085,589	6,917,430	(168,159)
F. ARC if Paid on the Valuation Date: D+E	24,270,385	23,705,583	(564,802)
G. ARC Adjusted for Frequency of Payments	26,212,016	25,602,030	(609,986)
H. ARC as % of Covered Payroll			
- Non-DROP Payroll	40.29 %	39.36 %	(0.93) %
- Total Payroll	37.56 %	36.69 %	(0.87) %
I. Covered Payroll for Contribution Year			
- Non-DROP Payroll	65,053,945	65,053,945	-
- Total Payroll	69,782,689	69,782,689	-

**ACTUARIAL VALUE OF BENEFITS AND ASSETS**

A. Valuation Date	October 1, 2012 <i>Valuation</i>	October 1, 2012 <i>Extend DROP from Three to Five Years</i>	<i>Increase/ (Decrease)</i>
<b>B. Actuarial Present Value of All Projected Benefits for</b>			
1. Active Members			
a. Service Retirement Benefits	\$ 264,825,342	\$ 260,184,135	\$ (4,641,207)
b. Vesting Benefits	31,967,178	31,967,178	-
c. Disability Benefits	7,271,899	7,271,899	-
d. Preretirement Death Benefits	3,953,764	3,953,764	-
e. Return of Member Contributions	631,843	631,843	-
f. Total	<u>308,650,026</u>	<u>304,008,819</u>	<u>(4,641,207)</u>
2. Inactive Members			
a. Service Retirees & Beneficiaries	409,347,392	407,869,328	(1,478,064)
b. Disability Retirees	12,377,127	12,377,127	-
c. Terminated Vested Members	<u>11,480,115</u>	<u>11,480,115</u>	-
d. Total	<u>433,204,634</u>	<u>431,726,570</u>	<u>(1,478,064)</u>
3. Total for All Members	741,854,660	735,735,389	(6,119,271)
C. Actuarial Accrued (Past Service) Liability per GASB No. 25	637,363,774	632,541,230	(4,822,544)
D. Plan Assets			
1. Market Value	423,447,642	423,447,642	-
2. Actuarial Value	421,376,041	421,376,041	-
E. Unfunded Actuarial Accrued Liability (C-D2)	215,987,733	211,165,189	(4,822,544)
F. Funded Ratio (D2 + C)	66.1 %	66.6 %	0.5 %
G. Actuarial Present Value of Projected Covered Payroll	543,825,043	543,825,043	-
H. Actuarial Present Value of Projected Member Contributions	51,791,078	51,791,078	-

<b>CALCULATION OF EMPLOYER NORMAL COST</b>			
A. Valuation Date	October 1, 2012 <i>Valuation</i>	October 1, 2012 <i>Extend DROP from Three to Five Years</i>	<i>Increase/ (Decrease)</i>
<b>B. Normal Cost for</b>			
1. Service Retirement Benefits	\$ 9,825,032	\$ 9,656,873	\$ (168,159)
2. Vesting Benefits	2,047,065	2,047,065	-
3. Disability Benefits	529,872	529,872	-
4. Preretirement Death Benefits	268,222	268,222	-
5. Return of Member Contributions	<u>225,573</u>	<u>225,573</u>	<u>-</u>
6. Total for Future Benefits	12,895,764	12,727,605	(168,159)
7. Assumed Amount for Administrative Expenses	<u>694,180</u>	<u>694,180</u>	<u>-</u>
8. Total Normal Cost	13,589,944	13,421,785	(168,159)
% of Covered Payroll			
- Non-DROP Payroll	20.89 %	20.63 %	(0.26) %
- Total Payroll	19.47 %	19.23 %	(0.24) %
<b>C. Expected Member Contribution</b>			
% of Covered Payroll	6,504,355	6,504,355	-
- Non-DROP Payroll	10.00 %	10.00 %	0.00 %
- Total Payroll	9.32 %	9.32 %	0.00 %
<b>D. Employer Normal Cost: B8-C</b>			
% of Covered Payroll	7,085,589	6,917,430	(168,159)
- Excluding DROP Payroll	10.89 %	10.63 %	(0.26) %
- Including DROP Payroll	10.15 %	9.91 %	(0.24) %

<b>PARTICIPANT DATA</b>		
	<b>October 1, 2012 Valuation</b>	<b>October 1, 2012 Extend DROP from Three to Five Years</b>
<b>ACTIVE MEMBERS</b>		
Number (Non-DROP)	1,049	1,049
Covered Annual Non-DROP Payroll	\$ 65,053,945	\$ 65,053,945
Average Annual Non-DROP Pay	\$ 62,015	\$ 62,015
Total Covered Annual Payroll	\$ 69,782,689	69,782,689
Average Annual Pay	\$ 63,209	63,209
Average Age	45.1	45.1
Average Past Service	9.8	9.8
Average Age at Hire	35.3	35.3
<b>DROP PARTICIPANTS</b>		
Number	55	55
Annual Benefits	\$ 2,994,703	2,994,703
Average Annual Benefit	\$ 54,449	54,449
Average Age	59.3	59.3
<b>RETIREES &amp; BENEFICIARIES</b>		
Number	1,002	1,002
Annual Benefits	\$ 33,085,394	\$ 33,085,394
Average Annual Benefit	\$ 33,019	\$ 33,019
Average Age	71.1	71.1
<b>DISABILITY RETIREES</b>		
Number	43	43
Annual Benefits	\$ 1,117,160	\$ 1,117,160
Average Annual Benefit	\$ 25,980	\$ 25,980
Average Age	65.6	65.6
<b>TERMINATED VESTED MEMBERS</b>		
Number	63	63
Annual Benefits	\$ 1,343,444	\$ 1,343,444
Average Annual Benefit	\$ 21,325	\$ 21,325
Average Age	45.9	45.9

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**Condensed Title:**

An ordinance Of the Mayor and City Commission of the City Of Miami Beach, Florida, amending Ordinance No. 1605, The Unclassified Employees Salary Ordinance; abolishing pay grade 1 and pay grade 2; abolishing the classifications of: General Services Director, Transportation and Concurrency Manager, Neighborhood Services Director, Community/Economic Development Director, Cultural Affairs & Tourism Development Director, Procurement Division Director, Information Technology Division Director, Code Compliance Division Director, Assistant Director Procurement Division, Service Delivery Manager, Office Associate I and Public Information Officer; establishing the classifications of Tourism, Cultural Affairs and Economic Development Director, Deputy Building Director, Procurement Director, Information Technology Director, Assistant Director Human Resources, Housing And Community Development Director, Infrastructure Division Director, Assistant City Engineer, Assistant Director Procurement, Building Operations Manager, Investigator Supervisor, Community Services Division Director, Administrative Services Manager, Public Safety Special Projects Coordinator, Property Maintenance/Operations Superintendent, Director of the Office of Communications, Leasing Specialist, Public Safety Management/Budget Analyst, Performance And Scheduling Analyst, Office Manager (City Attorney), Visual Communications Specialist, Constituent /Commission Aide, Financial Analyst, Public Safety Payroll Administrator, Senior GIS Analyst, and Records Supervisor; Ratifying the pay grade change for the Assistant Director Parking, Assistant Director Parks and Assistant Director Recreation classifications; and effective the first full pay period ending in October 2014, increasing the minimum and the maximum of each pay grade by three percent (3%); and granting an across the board cost of living adjustment of up to three percent (3%) for any unclassified employee whose base salary does not exceed the maximum of the pay range for the comparable job title as recommended by the 2009 Condrey Classification And Compensation Study "Pay Scale B", subsequently amended by seven percent (7%) in August 2013, by the consultant; Repealing all ordinances in conflict; providing for severability, an effective date and codification.

**Key Intended Outcome Supported:**

Attract and maintain a Workforce of Excellence.

**Item Summary/Recommendation:**

**First Reading Corrected Memo Replacing Original Memo**

The City reached individual three year labor agreements covering the time period of October 1, 2012, through September 30, 2015 with each, the CWA, FOP and IAFF. Included in the individual agreements, the City agreed to provide a three percent COLA for all bargaining unit employees effective the first pay period ending in October 2014, adjusting the minimum and maximum of each pay range accordingly. Keeping with spirit of treating all City of Miami Beach employees similarly, the Administration is recommending effective with the first full pay period in October 2014, increasing the minimum and maximum of the salary ranges for all pay grades in the unclassified salary group and granting an across the board cost of living adjustment of up to three percent for any employee in the unclassified salary group whose base salary does not exceed the maximum of the pay range for the comparable job title as recommended in the 2009 Condrey Classification and Compensation Study "Pay Scale B", amended by seven percent in August 2013, by the consultant. In addition, over the last few years several reclassifications and organizational changes took place affecting a number of unclassified salary group positions but not reflected in the Unclassified Salary Ordinance. The attached proposed ordinance will provide conformity for any such actions.

**Advisory Board Recommendation:**

N/A

**Financial Information:**

Source of Funds:	Amount		
 OBPI	1	FY2012/2013	
	2	FY2013/2014	
	3	FY2014/2015 \$800,000	Cost of three percent salary COLA for qualifying Unclassified employees.
	Total	\$800,000	

**Financial Impact Summary:** The three percent COLA provides a needed amendment to the salary ranges to provide for a fair and internally and externally competitive compensation system.

**City Clerk's Office Legislative Tracking:**

Sylvia Crespo-Tabak, Human Resources Director

**Sign-Offs:**

Department Director	Assistant City Manager	City Manager
Sylvia Crespo-Tabak 	Kathie G. Brooks 	Jimmy L. Morales 

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# MIAMI BEACH

City of Miami Beach, 1700 Convention Center Drive, Miami Beach, Florida 33139, www.miamibeachfl.gov

## COMMISSION MEMORANDUM

TO: Mayor Matti Herrera Bower and Members of the City Commission

FROM: City Manager Jimmy L. Morales

DATE: September 11, 2013

First Reading Corrected Memo Replacing Original Memo

SUBJECT: **AN ORDINANCE OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, AMENDING ORDINANCE NO. 1605, THE UNCLASSIFIED EMPLOYEES SALARY ORDINANCE; ABOLISHING PAY GRADE 1 AND PAY GRADE 2; ABOLISHING THE CLASSIFICATIONS OF: GENERAL SERVICES DIRECTOR, TRANSPORTATION AND CONCURRENCY MANAGER, NEIGHBORHOOD SERVICES DIRECTOR, COMMUNITY/ECONOMIC DEVELOPMENT DIRECTOR, CULTURAL AFFAIRS & TOURISM DEVELOPMENT DIRECTOR, PROCUREMENT DIVISION DIRECTOR, INFORMATION TECHNOLOGY DIVISION DIRECTOR, CODE COMPLIANCE DIVISION DIRECTOR, ASSISTANT DIRECTOR PROCUREMENT DIVISION, SERVICE DELIVERY MANAGER, OFFICE ASSOCIATE I AND PUBLIC INFORMATION OFFICER; ESTABLISHING THE CLASSIFICATIONS OF TOURISM, CULTURAL AFFAIRS AND ECONOMIC DEVELOPMENT DIRECTOR, DEPUTY BUILDING DIRECTOR, PROCUREMENT DIRECTOR, INFORMATION TECHNOLOGY DIRECTOR, ASSISTANT DIRECTOR HUMAN RESOURCES, HOUSING AND COMMUNITY DEVELOPMENT DIRECTOR, INFRASTRUCTURE DIVISION DIRECTOR, ASSISTANT CITY ENGINEER, ASSISTANT DIRECTOR PROCUREMENT, BUILDING OPERATIONS MANAGER, INVESTIGATOR SUPERVISOR, COMMUNITY SERVICES DIVISION DIRECTOR, ADMINISTRATIVE SERVICES MANAGER, PUBLIC SAFETY SPECIAL PROJECTS COORDINATOR, PROPERTY MAINTENANCE/OPERATIONS SUPERINTENDENT, DIRECTOR OF THE OFFICE OF COMMUNICATIONS, LEASING SPECIALIST, PUBLIC SAFETY MANAGEMENT/BUDGET ANALYST, PERFORMANCE AND SCHEDULING ANALYST, OFFICE MANAGER (CITY ATTORNEY), VISUAL COMMUNICATIONS SPECIALIST, CONSTITUENT /COMMISSION AIDE, FINANCIAL ANALYST, PUBLIC SAFETY PAYROLL ADMINISTRATOR, SENIOR GIS ANALYST, AND RECORDS SUPERVISOR; RATIFYING THE PAY GRADE CHANGE FOR THE ASSISTANT DIRECTOR PARKING, ASSISTANT DIRECTOR PARKS AND ASSISTANT DIRECTOR RECREATION CLASSIFICATIONS; AND EFFECTIVE THE FIRST FULL PAY PERIOD ENDING IN OCTOBER 2014, INCREASING THE MINIMUM AND THE MAXIMUM OF EACH PAY GRADE**

**BY THREE PERCENT (3%); AND GRANTING AN ACROSS THE BOARD COST OF LIVING ADJUSTMENT OF UP TO THREE PERCENT (3%) FOR ANY UNCLASSIFIED EMPLOYEE WHOSE BASE SALARY DOES NOT EXCEED THE MAXIMUM OF THE PAY RANGE FOR THE COMPARABLE JOB TITLE AS RECOMMENDED BY THE 2009 CONDREY CLASSIFICATION AND COMPENSATION STUDY "PAY SCALE B", SUBSEQUENTLY AMENDED BY SEVEN PERCENT (7%) IN AUGUST 2013, BY THE CONSULTANT; REPEALING ALL ORDINANCES IN CONFLICT; PROVIDING FOR SEVERABILITY, AN EFFECTIVE DATE AND CODIFICATION.**

### **RECOMMENDATION**

The Administration recommends the City Commission approve the ordinance and set a public hearing for second reading September 30, 2013.

### **BACKGROUND**

The City of Miami Beach has the following five (5) classified employee groups represented by bargaining units:

- 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; and
- Group V - Represented by the Government Supervisors Association of Florida (GSAF), OPEIU, Local 100.

The City also has one classified employee group, Group VI, comprising of classifications in the classified service not covered by a bargaining unit. This group is commonly referred to in the City of Miami Beach as "others".

There is a seventh salary group comprised of at-will employees commonly referred to as unclassified employees.

### **ANALYSIS**

The City of Miami Beach has 408 employees whose classifications are in the unclassified salary group.

The City has reached agreement with three of the five bargaining units representing employees. They include CWA, IAFF, and the FOP. The agreements with CWA and IAFF were approved by the corresponding bargaining unit members and ratified by the City Commission. The Administration is presenting an item to the City Commission on September 11, 2013, amending the FOP collective bargaining agreement that was ratified July 19, 2013. The FOP membership is voting on the agreement September 9

through 11, 2013.

On July 18, 2013, the City and the GSAF leadership reached an agreement. GSAF held a ratification vote August 1, 2013, and the majority voted against the proposed agreement. Therefore, on August 15, 2013, GSAF was advised in writing that the City would seek to declare impasse. As of this writing, the City and AFSCME continue to negotiate a successor agreement to the one that expired April 30, 2013.

An across the board cost of living adjustment (COLA) of three percent was negotiated with CWA, GSAF, FOP and IAFF effective with the first full pay period ending in October 2014; and the minimum and maximum of the pay range for each classification will increase accordingly.

Since October 2009, there have been no merit increases for any unclassified or "others" employees. There was one three percent COLA in April 2012, for those unclassified employees whose salary was below the maximum of the pay range of their classification. Note, the minimum and maximum of the pay ranges were increased for all salary groups except for the unclassified and "others" in April 2012.

Since FY2007/2008 the management team (senior level and executive employees) has been eligible for one merit increase only. Effective January 18, 2010, employees in the unclassified and "others" salary groups who are members of the Miami Beach Employees' Retirement Plan (MBERP) also began contributing an additional two percent of their pensionable salaries toward their pension, reducing the City's portion of the annual required contribution.

In 2008, the Administration entered into a contract with Condrey & Associates to perform a citywide study to ensure the City had a classification and compensation system that was appropriate, competitive and fair.

Condrey & Associates, in conjunction with a professor/researcher from the University of Miami, also conducted a best practices benefits survey to collect data on what other jurisdictions were doing to control related costs. Condrey & Associates presented their preliminary findings to the City Administration in early October 2008, just days after the major economic downturn experienced by the stock market. Given the subsequent grim economic news and forecasts, the employee layoffs from many local and national organizations, and others freezing or reducing salaries and benefits, the Administration asked Condrey & Associates to analyze its findings further to make a more accurate and timely recommendation to the City, considering the evolving economic, financial and labor factors.

In August 2009, the City received the final Condrey & Associates Classification and Compensation Study for the City of Miami Beach. The report included an analysis of the salary and benefits data, along with the jurisdictions that responded to the salary and benefits surveys. In August 2013, the consultant provided the City with a letter (Attachment 1) advising that the recommended minimum and the maximum salary scales recommended in the study should be adjusted by seven percent.

The City's past practice has been to provide COLAs to the "others" and unclassified employees consistent with those negotiated and agreed to for employees covered by collective bargaining agreements. Therefore, the Administration recommends that

effective with the first full pay period ending in October 2014, the minimum and maximum of the pay grades in the unclassified salary group be increased by three percent and that employees be eligible for up to a three percent COLA if their salaries do not exceed the maximum of the pay range for the comparable job title in the Condrey Study, subsequently adjusted by seven percent in August 2013. No employee in the unclassified salary group, who separates from employment with the City prior to the implementation date of the proposed COLA, will be eligible for this increase.

The Human Resources Director will review and determine the appropriate range for those classifications not analyzed by Condrey. Based on an appropriately determined range, with the City Manager's concurrence, the eligibility of each incumbent in those classifications for up to a three percent COLA will be determined.

The City estimates that nearly sixty employees in the unclassified salary group will not be eligible for the proposed COLA. The estimated impact to the FY2014/2015 operating budget attributable to the three percent COLA is approximately \$800,000. This estimate does not take into account turnover rates.

The impact to non-vacant classifications affected by the Condrey recommendations, as amended in August 2013, is provided in Attachment 2.

In addition over the last few years, several reclassifications and organizational changes affecting a number of unclassified positions have taken place, but have not been reflected in the Unclassified Salary Ordinance. The attached ordinance provides conformity with such actions.

## **CONCLUSION**

The Administration recommends approving the COLA of up to three percent, effective the first full pay period ending October 2014, for all employees in the unclassified salary group whose salaries do not exceed the maximum of the pay range as recommended in the 2009 Condrey Study, as amended in August 2013. This adjustment will provide additional incentives and competitiveness to attract and retain new and existing employees.

The Administration further recommends ratification of the reclassification and organizational changes reflected in the ordinance.

The Administration further recommends the City Commission approve the ordinance on first reading and set the second reading public hearing for September 30, 2013.

JLM/KGB/SC-T/CMG

# ATTACHMENT 1



CONDREY &  
ASSOCIATES, INC.

*A Human Resources Consulting Company*

August 21, 2013

Ms. Carla Maglio Gomez  
Assistant Director  
Department of Human Resources  
City of Miami Beach  
1700 Convention Center Drive  
Miami Beach, Florida 33139

Dear Ms. Gomez:

As we discussed, I am happy to provide information concerning updating the salary scales presented in our August 2009 report. In order to bring these scales to current compensation levels, we recommend that they be increased by 7%. This 7% adjustment is based on the approximate cumulative increase in the Employment Cost Index since 2009.

I hope this information is helpful to you. Please do not hesitate to contact me if I may provide further information.

Sincerely,

Stephen E. Condrey, Ph.D.  
President

**UNCLASSIFIED CLASSIFICATIONS CONDREY RECOMMENDED RANGES UPDATED AUGUST 2013**

<b>Title</b>	<b>Department Description</b>	<b>CMB Grade</b>	<b>Current CMB Maximum Annual Salary</b>	<b>CMB Maximum Annual Salary with 3% Increase</b>	<b>Condrey Recommended Grade</b>	<b>Condrey Recommended Max w/7% 2013 Adjustment</b>
OFFICE ASSOCIATE II 011-0210	City Clerk	o005	\$ 45,760.00	\$ 47,132.80		
OFFICE ASSOCIATE III 011-0370	Human Resources	o007	\$ 54,030.86	\$ 55,651.79	11	\$ 61,258.45
OFFICE ASSOCIATE III 011-0520	Planning	o007	\$ 54,030.86	\$ 55,651.79	11	\$ 61,258.45
OFFICE ASSOCIATE III 011-0950	Parks Recreation	o007	\$ 54,030.86	\$ 55,651.79	11	\$ 61,258.45
OFFICE ASSOCIATE III 011-0950	Parks Recreation	o007	\$ 54,030.86	\$ 55,651.79	11	\$ 61,258.45
OFFICE ASSOCIATE III	Finance/ Admin	o007	\$ 54,030.86	\$ 55,651.79	11	\$ 61,258.45
OFFICE ASSOCIATE III 011-0210	City Clerk	o007	\$ 54,030.86	\$ 55,651.79	11	\$ 61,258.45
OFFICE ASSOCIATE III 480-0461	Parking Admin	o007	\$ 54,030.86	\$ 55,651.79	11	\$ 61,258.45
OFFICE ASSOCIATE IV 011-0210	City Clerk	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 011-1510	Building Serv- Building	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 011-1110	Police Chief Office	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
CASE WORKER II 011-0560	Homeless Outreach	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 143-5675	Community Services	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 168-1985	Real Estate, Housing & Comm D	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 480-0463	Parking Off Street	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
CASE WORKER II 011-0560	Homeless Outreach	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 011-0330	Internal Audit	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 011-0820	CIP	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 011-0830	Public Works Environ	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 480-0461	Parking Admin	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
CASE WORKER II 011-0560	Homeless Outreach	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
CASE WORKER II 011-0560	Homeless Outreach	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 480-0461	Parking Admin	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
FIELD MONITOR 011-0530	Real Estate, Housing & Comm D	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 011-0100	Mayor and Commission	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
CASE WORKER II 011-0320	Community Services	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 435-0430	Sanitation	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 011-0820	CIP	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 011-0820	CIP	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 480-0461	Parking Admin	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 143-5634	Community Services	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 480-0461	Parking Admin	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 011-0815	Public Works Engin	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 011-1510	Building Serv- Building	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 011-1520	Code Compliance	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65

**UNCLASSIFIED CLASSIFICATIONS CONDREY RECOMMENDED RANGES UPDATED AUGUST 2013**

<b>Title</b>	<b>Department Description</b>	<b>CMB Grade</b>	<b>Current CMB Maximum Annual Salary</b>	<b>CMB Maximum Annual Salary with 3% Increase</b>	<b>Condrey Recommended Grade</b>	<b>Condrey Recommended Max w/7% 2013 Adjustment</b>
FIELD MONITOR 011-0380	Tourism & Cultural Dev	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 011-0520	Planning	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 480-0462	Parking Admin	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 480-0461	Parking Admin	o009	\$ 63,796.98	\$ 65,710.89	12	\$ 64,359.65
OFFICE ASSOCIATE IV 011-1510	Building Serv- Building	o009	\$ 63,796.98	\$ 65,710.89	14	\$ 71,041.02
CODE VIOLATION CLK 011-0210	City Clerk	o010	\$ 69,319.90	\$ 71,399.50	12	\$ 64,359.65
CODE VIOLATION CLK 011-0210	City Clerk	o010	\$ 69,319.90	\$ 71,399.50	12	\$ 64,359.65
CUST SERV LIAISON 480-0461	Parking Admin	o011	\$ 75,325.12	\$ 77,584.87	14	\$ 71,041.02
OFFICE ASSOCIATE V 011-0520	Planning	o011	\$ 75,325.12	\$ 77,584.87	14	\$ 71,041.02
OFFICE ASSOCIATE V 011-0815	Public Works Engin	o011	\$ 75,325.12	\$ 77,584.87	14	\$ 71,041.02
OFFICE ASSOCIATE V 011-1130	Police Support Serv.	o011	\$ 75,325.12	\$ 77,584.87	14	\$ 71,041.02
OFFICE ASSOCIATE V 520-1720	Pw-Property Mgmt	o011	\$ 75,325.12	\$ 77,584.87	14	\$ 71,041.02
OFFICE ASSOCIATE V 011-0210	City Clerk	o011	\$ 75,325.12	\$ 77,584.87	14	\$ 71,041.02
OFFICE ASSOCIATE V 011-0360	Finance/ Admin	o011	\$ 75,325.12	\$ 77,584.87	14	\$ 71,041.02
OFFICE ASSOCIATE V 011-0810	Public Works Admin	o011	\$ 75,325.12	\$ 77,584.87	14	\$ 71,041.02
OFFICE ASSOCIATE V 011-0380	Tourism & Cultural Dev	o011	\$ 75,325.12	\$ 77,584.87	14	\$ 71,041.02
OFFICE ASSOCIATE V 011-0820	CIP	o011	\$ 75,325.12	\$ 77,584.87	14	\$ 71,041.02
OFFICE ASSOCIATE V 011-0370	Human Resources	o011	\$ 75,325.12	\$ 77,584.87	14	\$ 71,041.02
OFFICE ASSOCIATE V 011-1130	Police Support Serv.	o011	\$ 75,325.12	\$ 77,584.87	14	\$ 71,041.02
OFFICE ASSOCIATE V 011-0620	Procurement Division	o011	\$ 75,325.12	\$ 77,584.87	14	\$ 71,041.02
OFFICE ASSOCIATE V 011-0530	Real Estate, Housing & Comm D	o011	\$ 75,325.12	\$ 77,584.87	14	\$ 71,041.02
GRANTS & OPER ADMIN 140-6080	Tourism & Cultural Dev	o011	\$ 75,325.12	\$ 77,584.87	14	\$ 71,041.02
OFFICE ASSOCIATE V 480-0461	Parking Admin	o011	\$ 75,325.12	\$ 77,584.87	14	\$ 71,041.02
OFFICE ASSOCIATE V 510-1780	Fleet Managment Div	o011	\$ 75,325.12	\$ 77,584.87	14	\$ 71,041.02
SANITATION COORD 435-0430	Sanitation	o011	\$ 75,325.12	\$ 77,584.87	14	\$ 71,041.02
OFFICE ASSOCIATE V 011-1510	Building Serv- Building	o011	\$ 75,325.12	\$ 77,584.87	14	\$ 71,041.02
OFFICE ASSOCIATE V 011-0960	Fire Prevention	o011	\$ 75,325.12	\$ 77,584.87	14	\$ 71,041.02
CASE WORKER 011-0320	Community Services	o011	\$ 75,325.12	\$ 77,584.87		
CASE WORKER 011-0320	Community Services	o011	\$ 75,325.12	\$ 77,584.87		
OFFICE ASSOC V 510-1780	Fleet Managment Div	o011	\$ 75,325.12	\$ 77,584.87		
TRUANCY PROG COORD 143-5674	Community Services	o011	\$ 75,325.12	\$ 77,584.87	16	\$ 78,416.00
OFFICE ASSOCIATE V 011-0380	Tourism & Cultural Dev	o011	\$ 75,325.12	\$ 77,584.87	16	\$ 78,416.00
ICE RINK MANAGER 011-0950	Parks Recreation	o011	\$ 75,325.12	\$ 77,584.87	16	\$ 78,416.00
OFFICE ASSOCIATE V 011-0380	Tourism & Cultural Dev	o011	\$ 75,325.12	\$ 77,584.87	16	\$ 78,416.00
PARKS & REC ANALYST 011-0950	Parks Recreation	o011	\$ 75,325.12	\$ 77,584.87		

**UNCLASSIFIED CLASSIFICATIONS CONDREY RECOMMENDED RANGES UPDATED AUGUST 2013**

<b>Title</b>	<b>Department Description</b>	<b>CMB Grade</b>	<b>Current CMB Maximum Annual Salary</b>	<b>CMB Maximum Annual Salary with 3% Increase</b>	<b>Condrey Recommended Grade</b>	<b>Condrey Recommended Max w/7% 2013 Adjustment</b>
PARKS & REC ANALYST 011-0940	Parks Maintenance	o011	\$ 75,325.12	\$ 77,584.87		
OFFICE ASSOCIATE V 011-0920	Parks Administration	o011	\$ 75,325.12	\$ 77,584.87	18	\$ 86,556.58
POLICE RECORDS SUPV 011-1150	Police Tech Serv	o012	\$ 81,848.00	\$ 84,303.44	12	\$ 64,359.65
REGISTRAR 011-0930	Tourism & Cultural Dev	o012	\$ 81,848.00	\$ 84,303.44	14	\$ 71,041.02
EXEC OFF ASSC I 011-0100	Mayor and Commission	o012	\$ 81,848.00	\$ 84,303.44	15	\$ 74,637.47
EXEC OFF ASSC I 011-0310	City Manager	o012	\$ 81,848.00	\$ 84,303.44	15	\$ 74,637.47
EXEC OFF ASSC I 011-0310	City Manager	o012	\$ 81,848.00	\$ 84,303.44	15	\$ 74,637.47
EXEC OFF ASSC I 011-0360	Finance/ Admin	o012	\$ 81,848.00	\$ 84,303.44	15	\$ 74,637.47
EXEC OFF ASSC I 011-1110	Police Chief Office	o012	\$ 81,848.00	\$ 84,303.44	15	\$ 74,637.47
CONSTIT/COMM AIDE 011-0100	Mayor and Commission	o012	\$ 81,848.00	\$ 84,303.44	15	\$ 74,637.47
CONSTIT/COMM AIDE 011-0100	Mayor and Commission	o012	\$ 81,848.00	\$ 84,303.44	15	\$ 74,637.47
CONSTIT/COMM AIDE 011-0100	Mayor and Commission	o012	\$ 81,848.00	\$ 84,303.44	15	\$ 74,637.47
CONSTIT/COMM AIDE 011-0100	Mayor and Commission	o012	\$ 81,848.00	\$ 84,303.44	15	\$ 74,637.47
CONSTIT/COMM AIDE 011-0100	Mayor and Commission	o012	\$ 81,848.00	\$ 84,303.44	15	\$ 74,637.47
CONSTIT/COMM AIDE 011-0100	Mayor and Commission	o012	\$ 81,848.00	\$ 84,303.44	15	\$ 74,637.47
EXEC OFF ASSC I 011-0340/0332	Budget	o012	\$ 81,848.00	\$ 84,303.44	15	\$ 74,637.47
CONSTIT/COMM AIDE 011-0100	Mayor and Commission	o012	\$ 81,848.00	\$ 84,303.44	15	\$ 74,637.47
EXEC OFF ASSC I 011-0310	City Manager	o012	\$ 81,848.00	\$ 84,303.44	15	\$ 74,637.47
CONSTIT/COMM AIDE 011-0100	Mayor and Commission	o012	\$ 81,848.00	\$ 84,303.44	15	\$ 74,637.47
EXEC OFF ASSC I 011-1210	Fire Suppression	o012	\$ 81,848.00	\$ 84,303.44	15	\$ 74,637.47
FIELD AGENT 160-0330	Internal Audit	o012	\$ 81,848.00	\$ 84,303.44	16	\$ 78,416.00
FIELD AGENT 160-0330	Internal Audit	o012	\$ 81,848.00	\$ 84,303.44	16	\$ 78,416.00
FIELD SUPERVISOR 011-0520	Planning	o012	\$ 81,848.00	\$ 84,303.44	16	\$ 78,416.00
INF TECH SPEC I 550-0640	IT Support	o012	\$ 81,848.00	\$ 84,303.44	16	\$ 78,416.00
FIELD SUPERVISOR 011-0520	Planning	o012	\$ 81,848.00	\$ 84,303.44	16	\$ 78,416.00
FIELD AGENT 435-0430	Internal Audit	o012	\$ 81,848.00	\$ 84,303.44	16	\$ 78,416.00
INFO TECH SPEC I 550-0640	IT Support	o012	\$ 81,848.00	\$ 84,303.44	16	\$ 78,416.00
FIELD AGENT 160-0330	Internal Audit	o012	\$ 81,848.00	\$ 84,303.44	16	\$ 78,416.00
FINANCIAL ANALYS FIN 011-0361	Finance/ Revenue	o012	\$ 81,848.00	\$ 84,303.44		
FINANCIAL ANALYS FIN 011-0362	Finance/ Treasury Management	o012	\$ 81,848.00	\$ 84,303.44		
FINANCIAL ANALYS FIN 160-0363	Finance/ Resort Tax	o012	\$ 81,848.00	\$ 84,303.44		
POLICE FINANCIAL ASST 011-1110	Police Chief Office	o012	\$ 81,848.00	\$ 84,303.44		
FINANCIAL ANALYS FIN 011-0361	Finance/ Revenue	o012	\$ 81,848.00	\$ 84,303.44		
FINANCIAL ANALYS FIN 011-1510	Finance/ Revenue	o012	\$ 81,848.00	\$ 84,303.44		
FINANCIAL ANALYS FIN 480-0461	Finance/ Revenue	o012	\$ 81,848.00	\$ 84,303.44		

**UNCLASSIFIED CLASSIFICATIONS CONDREY RECOMMENDED RANGES UPDATED AUGUST 2013**

<b>Title</b>	<b>Department Description</b>	<b>CMB Grade</b>	<b>Current CMB Maximum Annual Salary</b>	<b>CMB Maximum Annual Salary with 3% Increase</b>	<b>Condrey Recommended Grade</b>	<b>Condrey Recommended Max w/7% 2013 Adjustment</b>
FINANCIAL ANALYS FIN 480-0461	Finance/ Revenue	o012	\$ 81,848.00	\$ 84,303.44		
FINANCIAL ANALYS FIN 480-0461	Finance/ Revenue	o012	\$ 81,848.00	\$ 84,303.44		
FINANCIAL ANALYS FIN 480-0461	Finance/ Revenue	o012	\$ 81,848.00	\$ 84,303.44		
RECORDS SUPV 011-0820	CIP	o012	\$ 81,848.00	\$ 84,303.44		
FINANCIAL ANALYS FIN 011-0361	Finance/ Revenue	o012	\$ 81,848.00	\$ 84,303.44		
FINANCIAL ANALYS FIN 480-0461	Finance/ Revenue	o012	\$ 81,848.00	\$ 84,303.44		
PUBLIC SAF PAY ADMIN 011-1130	Police Support Serv.	o012	\$ 81,848.00	\$ 84,303.44		
PUBLIC SAF PAY ADMIN 011-1210	Fire Suppression	o012	\$ 81,848.00	\$ 84,303.44		
FIELD SUPERVISOR 011-0820	CIP	o012	\$ 81,848.00	\$ 84,303.44	19	\$ 90,938.51
CIVIL ENG I 011-0815	Public Works Engin	o012	\$ 81,848.00	\$ 84,303.44	21	\$ 105,460.79
CIVIL ENGINEER I 427-0427	Public Works Storm	o012	\$ 81,848.00	\$ 84,303.44	21	\$ 105,460.79
AGENDA COORDINATOR 011-0210	City Clerk	o013	\$ 88,940.02	\$ 91,608.22	16	\$ 78,416.00
EXEC OFF ASSC II 011-0310	City Manager	o013	\$ 88,940.02	\$ 91,608.22	16	\$ 78,416.00
PUBLIC INF SPECIALIST 011-0820	CIP	o013	\$ 88,940.02	\$ 91,608.22	16	\$ 78,416.00
PUBLIC INF SPECIALIST 011-0920	Parks Administration	o013	\$ 88,940.02	\$ 91,608.22	16	\$ 78,416.00
PROCUREMENT COORD 011-0620	Procurement Division	o013	\$ 88,940.02	\$ 91,608.22	16	\$ 78,416.00
PROCUREMENT COORD 011-0620	Procurement Division	o013	\$ 88,940.02	\$ 91,608.22	16	\$ 78,416.00
PUBLIC INF SPECIALIST 011-0820	CIP	o013	\$ 88,940.02	\$ 91,608.22	16	\$ 78,416.00
FINANC ANALYST I 011-0366	Finance/ Expenditures & Captita	o013	\$ 88,940.02	\$ 91,608.22	17	\$ 82,385.80
FINANC ANALYST I 011-0820	CIP	o013	\$ 88,940.02	\$ 91,608.22	17	\$ 82,385.80
FINANC ANALYST I 011-0364	Finance/ Admin	o013	\$ 88,940.02	\$ 91,608.22	17	\$ 82,385.80
FINANC ANALYST I 011-0366	Finance/ Treasury Management	o013	\$ 88,940.02	\$ 91,608.22	17	\$ 82,385.80
FINANC ANALYST I 011-0361	Finance/ Treasury Management	o013	\$ 88,940.02	\$ 91,608.22	17	\$ 82,385.80
AUDITOR 011-0330	Internal Audit	o013	\$ 88,940.02	\$ 91,608.22	17	\$ 82,385.80
FINANC ANALYST I 011-1510	Building Serv- Building	o013	\$ 88,940.02	\$ 91,608.22	17	\$ 82,385.80
FINANC ANALYST I 011-0362	Finance/ Revenue	o013	\$ 88,940.02	\$ 91,608.22	17	\$ 82,385.80
FINANC ANALYST I 011-0366	Finance/ Treasury Management	o013	\$ 88,940.02	\$ 91,608.22	17	\$ 82,385.80
FINANC ANALYST I 480-0461	Finance/ Revenue	o013	\$ 88,940.02	\$ 91,608.22	17	\$ 82,385.80
FINANC ANALYST I 011-0361	Finance/ Resort Tax	o013	\$ 88,940.02	\$ 91,608.22	17	\$ 82,385.80
OFFICE MANAGER 011-0100	Mayor and Commission	o013	\$ 88,940.02	\$ 91,608.22	18	\$ 86,556.58
HUMAN RES SPC 540-1791	Risk - Benefits	o013	\$ 88,940.02	\$ 91,608.22	18	\$ 86,556.58
LABOR RELATIONS SPEC 011-0375	Human Resources	o013	\$ 88,940.02	\$ 91,608.22	18	\$ 86,556.58
PLANNER 011-0520	Planning	o013	\$ 88,940.02	\$ 91,608.22	18	\$ 86,556.58
PLANNER 011-0520	Planning	o013	\$ 88,940.02	\$ 91,608.22	18	\$ 86,556.58
LABOR RELATIONS SPEC 011-0375	Labor Relations	o013	\$ 88,940.02	\$ 91,608.22	18	\$ 86,556.58

**UNCLASSIFIED CLASSIFICATIONS CONDREY RECOMMENDED RANGES UPDATED AUGUST 2013**

<b>Title</b>	<b>Department Description</b>	<b>CMB Grade</b>	<b>Current CMB Maximum Annual Salary</b>	<b>CMB Maximum Annual Salary with 3% Increase</b>	<b>Condrey Recommended Grade</b>	<b>Condrey Recommended Max w/7% 2013 Adjustment</b>
PLANNER 011-0520	Planning	o013	\$ 88,940.02	\$ 91,608.22	18	\$ 86,556.58
HUMAN RES SPC 011-0370	Human Resources	o013	\$ 88,940.02	\$ 91,608.22	18	\$ 86,556.58
FLEET ANALYST 510-1780	Fleet Management Div	o013	\$ 88,940.02	\$ 91,608.22	18	\$ 86,556.58
VICTIM'S ADVOCATE 011-1140	Police CID	o014	\$ 96,640.96	\$ 99,540.19	15	\$ 74,637.47
VICTIM'S ADVOCATE 195-6072	Police CID	o014	\$ 96,640.96	\$ 99,540.19	15	\$ 74,637.47
POLICE RECORDS MGR 011-1150	Police Tech Serv	o014	\$ 96,640.96	\$ 99,540.19	16	\$ 78,416.00
VISUAL COMM SPEC 011-0350	Communications	o014	\$ 96,640.96	\$ 99,540.19	16	\$ 78,416.00
COMMUNICATIONS MGR 011-1150	Police Tech Serv	o014	\$ 96,640.96	\$ 99,540.19	17	\$ 82,385.80
ENVIRONMENTAL SPEC 011-0830	Public Works Environ	o014	\$ 96,640.96	\$ 99,540.19	17	\$ 82,385.80
GIS ANALYST 425-0410	Public Works Water	o014	\$ 96,640.96	\$ 99,540.19	17	\$ 82,385.80
COMMUNICATIONS MGR 011-1150	Police Tech Serv	o014	\$ 96,640.96	\$ 99,540.19	17	\$ 82,385.80
BUILDING RECORDS MGR 011-1510	Building Serv- Building	o014	\$ 96,640.96	\$ 99,540.19	17	\$ 82,385.80
INFO TECH SPEC II 550-0640	IT Support	o014	\$ 96,640.96	\$ 99,540.19	18	\$ 86,556.58
INFO TECH SPEC II 550-0640	IT Support	o014	\$ 96,640.96	\$ 99,540.19	18	\$ 86,556.58
PARKING OPER MGR 480-0462	Parking on Street	o014	\$ 96,640.96	\$ 99,540.19	18	\$ 86,556.58
TELECOM SPEC IALIST 550-1750	IT Communications	o014	\$ 96,640.96	\$ 99,540.19	18	\$ 86,556.58
INFO TECH SPEC II 011-1150	IT Support	o014	\$ 96,640.96	\$ 99,540.19	18	\$ 86,556.58
COMM DEV SPEC 138-5668	Real Estate, Housing & Comm D	o014	\$ 96,640.96	\$ 99,540.19	18	\$ 86,556.58
HOUSING SPEC 180-5225	Real Estate, Housing & Comm D	o014	\$ 96,640.96	\$ 99,540.19	18	\$ 86,556.58
INFO TECH SPC II 011-1150	IT Support	o014	\$ 96,640.96	\$ 99,540.19	18	\$ 86,556.58
INFO TECH SPEC II 550-0640	IT Support	o014	\$ 96,640.96	\$ 99,540.19	18	\$ 86,556.58
INFO TECH SPC II 550-0640	IT Support	o014	\$ 96,640.96	\$ 99,540.19	18	\$ 86,556.58
INFO TECH SPEC II 550-0640	IT Support	o014	\$ 96,640.96	\$ 99,540.19	18	\$ 86,556.58
SANITATION SUPT 435-0430	Sanitation	o014	\$ 96,640.96	\$ 99,540.19	18	\$ 86,556.58
PARKING OPER MGR 480-0463	Parking Off Street	o014	\$ 96,640.96	\$ 99,540.19	18	\$ 86,556.58
SANITATION SUPT 435-9962	Sanitation	o014	\$ 96,640.96	\$ 99,540.19	18	\$ 86,556.58
PARKING OPER MGR 480-0462	Parking on Street	o014	\$ 96,640.96	\$ 99,540.19	18	\$ 86,556.58
E-GOVERNMENT ADMIN 550-0630	IT Applications	o014	\$ 96,640.96	\$ 99,540.19	19	\$ 90,938.51
E-GOVERNMENT ADMIN 550-0630	IT Applications	o014	\$ 96,640.96	\$ 99,540.19	19	\$ 90,938.51
SR PROCUREMENT SP 011-0620	Procurement Division	o014	\$ 96,640.96	\$ 99,540.19	19	\$ 90,938.51
SYSTEMS ANALYST 550-0630	IT Applications	o014	\$ 96,640.96	\$ 99,540.19	19	\$ 90,938.51
LEASING SPECIALIST 011-0530	Real Estate, Housing & Comm D	o014	\$ 96,640.96	\$ 99,540.19		
PERFORM/SCHEDUL ANLYS 011-0820	CIP	o014	\$ 96,640.96	\$ 99,540.19		
CIVIL ENG II 011-0815	Public Works Engin	o014	\$ 96,640.96	\$ 99,540.19	22	\$ 116,408.98
CENTRAL SERV COORD 530-1760	City Clerk - Cntrl Ser	o015	\$ 105,010.88	\$ 108,161.21	16	\$ 78,416.00

**UNCLASSIFIED CLASSIFICATIONS CONDREY RECOMMENDED RANGES UPDATED AUGUST 2013**

<b>Title</b>	<b>Department Description</b>	<b>CMB Grade</b>	<b>Current CMB Maximum Annual Salary</b>	<b>CMB Maximum Annual Salary with 3% Increase</b>	<b>Condrey Recommended Grade</b>	<b>Condrey Recommended Max w/7% 2013 Adjustment</b>
REDEV SPECIALIST 011-0380	Tourism & Cultural Dev	o015	\$ 105,010.88	\$ 108,161.21	16	\$ 78,416.00
REDEV SPECIALIST 011-0530	Tourism & Cultural Dev	o015	\$ 105,010.88	\$ 108,161.21	16	\$ 78,416.00
BLD PERM INF ANALY II 011-1510	Building Serv- Building	o015	\$ 105,010.88	\$ 108,161.21	18	\$ 86,556.58
FIRE PROTECT ANALYST 011-1230	Fire Prevention	o015	\$ 105,010.88	\$ 108,161.21	18	\$ 86,556.58
BLD PERM INF ANALY II 011-1510	IT Applications	o015	\$ 105,010.88	\$ 108,161.21	18	\$ 86,556.58
DEV REVIEW SVCS COORD 011-1510	Building Serv- Building	o015	\$ 105,010.88	\$ 108,161.21	18	\$ 86,556.58
FIRE PROTECT ANALYST 011-1230	Fire Prevention	o015	\$ 105,010.88	\$ 108,161.21	18	\$ 86,556.58
FIRE PROTECT ANALYST 011-1230	Fire Prevention	o015	\$ 105,010.88	\$ 108,161.21	18	\$ 86,556.58
CONTRACTS COMP SPEC 011-0620	Procurement Division	o015	\$ 105,010.88	\$ 108,161.21	18	\$ 86,556.58
FIRE PROTECT ANALYST 011-1230	Fire Prevention	o015	\$ 105,010.88	\$ 108,161.21	18	\$ 86,556.58
BLD PERM INF ANALY II 011-1510	IT Applications	o015	\$ 105,010.88	\$ 108,161.21	18	\$ 86,556.58
FIRE PROTECT ANALYST 011-1230	Fire Prevention	o015	\$ 105,010.88	\$ 108,161.21	18	\$ 86,556.58
FIRE PROTECT ANALYST 011-1230	Fire Prevention	o015	\$ 105,010.88	\$ 108,161.21	18	\$ 86,556.58
FIRE PROTECT ANALYST 011-1230	Fire Prevention	o015	\$ 105,010.88	\$ 108,161.21	18	\$ 86,556.58
RIGHT OF WAY MGR 011-0815	Public Works Engin	o015	\$ 105,010.88	\$ 108,161.21	19	\$ 90,938.51
SR TELECOM SPECIALIST 550-1750	IT Communications	o015	\$ 105,010.88	\$ 108,161.21	19	\$ 90,938.51
SYSTEM ADM 550-0640	IT Support	o015	\$ 105,010.88	\$ 108,161.21	19	\$ 90,938.51
SR TELECOM SPECIALIST 550-1750	IT Communications	o015	\$ 105,010.88	\$ 108,161.21	19	\$ 90,938.51
FINANC ANALYST II 011-0366	Finance/ Treasury Management	o015	\$ 105,010.88	\$ 108,161.21	19	\$ 90,938.51
FINANC ANALYST II 011-0361	Finance/ Treasury Management	o015	\$ 105,010.88	\$ 108,161.21	19	\$ 90,938.51
FINANC ANALYST II 011-0820	CIP	o015	\$ 105,010.88	\$ 108,161.21	19	\$ 90,938.51
SYSTEM ADM 011-1150	IT Support	o015	\$ 105,010.88	\$ 108,161.21	19	\$ 90,938.51
FINANC ANALYST II 134-1931	Real Estate, Housing & Comm D	o015	\$ 105,010.88	\$ 108,161.21	19	\$ 90,938.51
FINANC ANALYST II 011-0362	Finance/ Treasury Management	o015	\$ 105,010.88	\$ 108,161.21	19	\$ 90,938.51
FINANC ANALYST II 011-0362	Finance/ Treasury Management	o015	\$ 105,010.88	\$ 108,161.21	19	\$ 90,938.51
FINANC ANALYST II 480-0461	Finance/ Admin	o015	\$ 105,010.88	\$ 108,161.21	19	\$ 90,938.51
MEDIA SPECIALIST 011-0350	Communications	o015	\$ 105,010.88	\$ 108,161.21	19	\$ 90,938.51
SYSTEM ADM 550-0640	IT Support	o015	\$ 105,010.88	\$ 108,161.21	19	\$ 90,938.51
FINANC ANALYST II 011-0361	Finance/ Revenue	o015	\$ 105,010.88	\$ 108,161.21	19	\$ 90,938.51
SR SYSTEMS ANALYST 550-0630	IT Applications	o015	\$ 105,010.88	\$ 108,161.21	20	\$ 95,542.28
SR SYSTEMS ANALYST 550-0630	IT Applications	o015	\$ 105,010.88	\$ 108,161.21	20	\$ 95,542.28
SR SYSTEMS ANALYST 550-0630	IT Applications	o015	\$ 105,010.88	\$ 108,161.21	20	\$ 95,542.28
INSP SERVICES COORD 011-1510	Building Serv- Building	o015	\$ 105,010.88	\$ 108,161.21	20	\$ 95,542.28
SR SYSTEMS ANALYST 550-0630	IT Applications	o015	\$ 105,010.88	\$ 108,161.21	20	\$ 95,542.28
SENIOR PLANNER 011-0520	Planning	o015	\$ 105,010.88	\$ 108,161.21	20	\$ 95,542.28

**UNCLASSIFIED CLASSIFICATIONS CONDREY RECOMMENDED RANGES UPDATED AUGUST 2013**

<b>Title</b>	<b>Department Description</b>	<b>CMB Grade</b>	<b>Current CMB Maximum Annual Salary</b>	<b>CMB Maximum Annual Salary with 3% Increase</b>	<b>Condrey Recommended Grade</b>	<b>Condrey Recommended Max w/7% 2013 Adjustment</b>
SENIOR PLANNER 011-0520	Planning	o015	\$ 105,010.88	\$ 108,161.21	20	\$ 95,542.28
SENIOR PLANNER 011-0520	Planning	o015	\$ 105,010.88	\$ 108,161.21	20	\$ 95,542.28
SENIOR PLANNER 011-0520	Planning	o015	\$ 105,010.88	\$ 108,161.21	20	\$ 95,542.28
SR SYSTEMS ANALYST 480-0461	IT Applications	o015	\$ 105,010.88	\$ 108,161.21	20	\$ 95,542.28
SENIOR PLANNER 011-0520	Planning	o015	\$ 105,010.88	\$ 108,161.21	20	\$ 95,542.28
SR SYSTEMS ANALYST 550-0630	IT Applications	o015	\$ 105,010.88	\$ 108,161.21	20	\$ 95,542.28
DEVELOPMENT COORD 011-0350	Communications	o015	\$ 105,010.88	\$ 108,161.21	21	\$ 105,460.79
PUBLIC SAFETY MGT/BUD ANALYST	Police Chief Office	o015	\$ 105,010.88	\$ 108,161.21		
LEASING SPECIALIST 011-0530	Real Estate, Housing & Comm D	o015	\$ 105,010.88	\$ 108,161.21		
SENIOR GIS ANALYST 425-0410	Public Works Storm	o015	\$ 105,010.88	\$ 108,161.21		
COMM RES COORD 011-0310	City Manager	o016	\$ 114,108.02	\$ 117,531.26	17	\$ 82,385.80
COMM RES COORD 011-0310	City Manager	o016	\$ 114,108.02	\$ 117,531.26	17	\$ 82,385.80
CHIEF ENG INSP 011-1510	Building Serv- Building	o016	\$ 114,108.02	\$ 117,531.26	19	\$ 90,938.51
SP PROJ COORD 550-0630	IT Applications	o016	\$ 114,108.02	\$ 117,531.26	19	\$ 90,938.51
TRANSP COORD 011-0870	PW - Transportation/CO	o016	\$ 114,108.02	\$ 117,531.26	19	\$ 90,938.51
ENVIRON RES MGR 011-0830	Public Works Environ	o016	\$ 114,108.02	\$ 117,531.26	19	\$ 90,938.51
CHIEF BLDG CODE COMP OFF 1510	Building Serv- Building	o016	\$ 114,108.02	\$ 117,531.26	20	\$ 95,542.28
CHIEF BUILDING INSP 011-1510	Building Serv- Building	o016	\$ 114,108.02	\$ 117,531.26	20	\$ 95,542.28
CHIEF ELECTR INSP 011-1510	Building Serv- Building	o016	\$ 114,108.02	\$ 117,531.26	20	\$ 95,542.28
CHIEF ELEVATOR INSP 011-1510	Building Serv- Building	o016	\$ 114,108.02	\$ 117,531.26	20	\$ 95,542.28
CHIEF MECHANICAL INSP 011-1510	Building Serv- Building	o016	\$ 114,108.02	\$ 117,531.26	20	\$ 95,542.28
CHIEF PLUMBING INSP 011-1510	Building Serv- Building	o016	\$ 114,108.02	\$ 117,531.26	20	\$ 95,542.28
SENIOR AUDITOR 011-0330	Internal Audit	o016	\$ 114,108.02	\$ 117,531.26	20	\$ 95,542.28
SR MGMT ANALYST 427-0427	Public Works Storm	o016	\$ 114,108.02	\$ 117,531.26	20	\$ 95,542.28
ASST DIR-SANITATION 435-0430	Sanitation	o016	\$ 114,108.02	\$ 117,531.26	20	\$ 95,542.28
CAPITAL PRJT ADMIN 011-0820	CIP	o016	\$ 114,108.02	\$ 117,531.26	20	\$ 95,542.28
SR M & B ANALYST 011-0340	Budget	o016	\$ 114,108.02	\$ 117,531.26	20	\$ 95,542.28
SR M & B ANALYST 011-0340	Budget	o016	\$ 114,108.02	\$ 117,531.26	20	\$ 95,542.28
SR M & B ANALYST 011-0340	Budget	o016	\$ 114,108.02	\$ 117,531.26	20	\$ 95,542.28
HUMAN RES ADMIN I 540-1791	Risk - Benefits	o016	\$ 114,108.02	\$ 117,531.26	20	\$ 95,542.28
DATABASE ADMIN 550-0630	IT Applications	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
DATABASE ADMIN 550-0630	IT Applications	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
FINANC ANALYST III 011-0361	Finance/ Revenue	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
PARK FACILITIES MGR 011-0950	Parks Recreation	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
PUBLIC INFO OFFICER 011-0350	Communications	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79

**UNCLASSIFIED CLASSIFICATIONS CONDREY RECOMMENDED RANGES UPDATED AUGUST 2013**

<b>Title</b>	<b>Department Description</b>	<b>CMB Grade</b>	<b>Current CMB Maximum Annual Salary</b>	<b>CMB Maximum Annual Salary with 3% Increase</b>	<b>Condrey Recommended Grade</b>	<b>Condrey Recommended Max w/7% 2013 Adjustment</b>
SR NETWORK ADM 550-0640	IT Support	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
SR SYSTEMS ADM 550-0640	IT Support	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
SR SYSTEMS ADM 550-0640	IT Support	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
FINANC ANALYST III 011-0361	Finance/ Revenue	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
FINANC ANALYST III 160-0363	Finance/ Resort Tax	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
SR SYSTEMS ADM 550-0640	IT Support	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
PRINCIPAL PLANNER 011-0520	Planning	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
FINANC ANALYST III 011-0362	Finance/ Treasury Management	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
FINANC ANALYST III 011-0364	Finance/ Admin	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
FINANC ANALYST III 011-0362	Finance/ Treasury Management	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
PARKS SUPERINTEND 011-0940	Parks Maintenance	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
PARK FACILITIES MGR 011-0950	Parks Recreation	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
PARK FACILITIES MGR 011-0950	Parks Recreation	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
SR ADMINISTRATIVE MGR 480-0461	Parking Admin	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
FINANC ANALYST III 011-0366	Finance/ Treasury Management	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
PRINCIPAL PLANNER 011-0520	Planning	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
PARKS SUPERINTEND 011-0940	Parks Maintenance	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
HUMAN RES ADMIN I 011-0370	Human Resources	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
SR NETWORK ADM 550-0640	IT Support	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
RADIO SYSTEMS ADM 550-1750	IT Communications	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
POLICE PLNS POL MGR 011-1110	Police Chief Office	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
SR SYSTEMS ADM 550-0640	IT Support	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
ORG DEV & TRAIN SP 011-0332	Budget	o016	\$ 114,108.02	\$ 117,531.26	21	\$ 105,460.79
PKS SPR-URBAN FORST 011-0940	Parks Maintenance	o016	\$ 114,108.02	\$ 117,531.26		
CD COORDINATOR 133-1931	Real Estate, Housing & Comm D	o016	\$ 114,108.02	\$ 117,531.26		
PROP MAINT/OPER SUPT 520-1720	Pw-Property Mgmt	o016	\$ 114,108.02	\$ 117,531.26		
CHIEF FIRE PROT ANALY 011-1230	Fire Prevention	o016	\$ 114,108.02	\$ 117,531.26	22	\$ 116,408.98
CHIEF FIRE PROT ANALY 011-1230	Fire Prevention	o016	\$ 114,108.02	\$ 117,531.26	22	\$ 116,408.98
FILM/EVENT PROCT MGR 011-0380	Tourism & Cultural Dev	o016	\$ 114,108.02	\$ 117,531.26	22	\$ 116,408.98
CIVIL ENGINEER III 011-0815	Public Works Engin	o016	\$ 114,108.02	\$ 117,531.26	23	\$ 128,493.73
CIVIL ENGINEER III 427-0427	Public Works Storm	o016	\$ 114,108.02	\$ 117,531.26	23	\$ 128,493.73
CIVIL ENGINEER III 011-0815	Public Works Engin	o016	\$ 114,108.02	\$ 117,531.26	23	\$ 128,493.73
ASST DIR-PROCUR 011-0620	Procurement Division	o016	\$ 114,108.02	\$ 117,531.26	24	\$ 161,585.87
ADMIN SERVICES MGR 011-1510	Building Serv- Building	o017	\$ 123,990.88	\$ 127,710.61	18	\$ 86,556.58
SP PROJ COORD 011-0310	City Manager	o017	\$ 123,990.88	\$ 127,710.61	19	\$ 90,938.51

**UNCLASSIFIED CLASSIFICATIONS CONDREY RECOMMENDED RANGES UPDATED AUGUST 2013**

<b>Title</b>	<b>Department Description</b>	<b>CMB Grade</b>	<b>Current CMB Maximum Annual Salary</b>	<b>CMB Maximum Annual Salary with 3% Increase</b>	<b>Condrey Recommended Grade</b>	<b>Condrey Recommended Max w/7% 2013 Adjustment</b>
CALL CTR/CU SVC MGR 011-1510	City Manager	o017	\$ 123,990.88	\$ 127,710.61	20	\$ 95,542.28
CHIEF ACCES INSP 011-1510	Building Serv- Building	o017	\$ 123,990.88	\$ 127,710.61		
ASST INT AUDITOR 011-0330	Internal Audit	o017	\$ 123,990.88	\$ 127,710.61	21	\$ 105,460.79
COMM SERV DIV DIR 011-0320	Community Services	o017	\$ 123,990.88	\$ 127,710.61	21	\$ 105,460.79
GRANTS MANAGER 011-0650	Budget	o017	\$ 123,990.88	\$ 127,710.61	21	\$ 105,460.79
RISK MANAGER 540-1790	Risk Managment	o017	\$ 123,990.88	\$ 127,710.61	21	\$ 105,460.79
TRANSPORTATION MGR 011-0870	PW - Transportation/CO	o017	\$ 123,990.88	\$ 127,710.61	21	\$ 105,460.79
CAPITAL PROJ COORD 011-0820	CIP	o017	\$ 123,990.88	\$ 127,710.61	22	\$ 116,408.98
CAPITAL PROJ COORD 011-0820	CIP	o017	\$ 123,990.88	\$ 127,710.61	22	\$ 116,408.98
CAPITAL PROJ COORD 011-0820	CIP	o017	\$ 123,990.88	\$ 127,710.61	22	\$ 116,408.98
CAPITAL PROJ COORD 011-0820	CIP	o017	\$ 123,990.88	\$ 127,710.61	22	\$ 116,408.98
CAPITAL PROJ COORD 011-0820	CIP	o017	\$ 123,990.88	\$ 127,710.61	22	\$ 116,408.98
CAPITAL PROJ COORD 011-0820	CIP	o017	\$ 123,990.88	\$ 127,710.61	22	\$ 116,408.98
CULT AFF PRGRM MGR 140-6080	Tourism & Cultural Dev	o017	\$ 123,990.88	\$ 127,710.61	22	\$ 116,408.98
CAPITAL PROJ COORD 011-0820	CIP	o017	\$ 123,990.88	\$ 127,710.61	22	\$ 116,408.98
CAPITAL PROJ COORD 011-0820	CIP	o017	\$ 123,990.88	\$ 127,710.61	22	\$ 116,408.98
CAPITAL PROJ COORD 011-0820	CIP	o017	\$ 123,990.88	\$ 127,710.61	22	\$ 116,408.98
PUB SAF SP PROJ COORD 011-1110	Police Chief Office	o017	\$ 123,990.88	\$ 127,710.61		
EMERG MGMT COORD 011-1150	Police Tech Serv	o017	\$ 123,990.88	\$ 127,710.61		
CHIEF STRU PLANS EXAM 011-1510	Building Serv- Building	o017	\$ 123,990.88	\$ 127,710.61	23	\$ 128,493.73
CHIEF STRUCT PLANS EX 011-1510	Building Serv- Building	o017	\$ 123,990.88	\$ 127,710.61	23	\$ 128,493.73
PLANNING & ZONING MGR 011-0520	Planning	o017	\$ 123,990.88	\$ 127,710.61	23	\$ 128,493.73
CHIEF STRU PLANS EXAM 011-1510	Building Serv- Building	o017	\$ 123,990.88	\$ 127,710.61	23	\$ 128,493.73
PRESE & DESIGN MGR 011-0520	Planning	o017	\$ 123,990.88	\$ 127,710.61	23	\$ 128,493.73
SYSTEMS SUP MGR 550-0640	IT Support	o018	\$ 134,730.96	\$ 138,772.89	23	\$ 128,493.73
CHIEF ACCOUNTANT 011-0364	Finance/ Admin	o018	\$ 134,730.96	\$ 138,772.89	23	\$ 128,493.73
SR CAP PROJ COORD 011-0820	CIP	o018	\$ 134,730.96	\$ 138,772.89	23	\$ 128,493.73
SR CAP PROJ COORD 480-0463	CIP	o018	\$ 134,730.96	\$ 138,772.89	23	\$ 128,493.73
FINANCE MANAGER 011-0366	Finance/ Treasury Management	o018	\$ 134,730.96	\$ 138,772.89	23	\$ 128,493.73
APP SYSTEMS MGR 550-0630	IT Applications	o018	\$ 134,730.96	\$ 138,772.89	23	\$ 128,493.73
BLDG OPER MGR 011-1510	Building Serv- Building	o018	\$ 134,730.96	\$ 138,772.89	23	\$ 128,493.73
EXP/TREASURY MGR 011-0362	Finance/ Treasury Management	o018	\$ 134,730.96	\$ 138,772.89	23	\$ 128,493.73
SR CAP PROJ COORD 011-0820	CIP	o018	\$ 134,730.96	\$ 138,772.89	23	\$ 128,493.73
REVENUE MANAGER 011-0361	Finance/ Revenue	o018	\$ 134,730.96	\$ 138,772.89	23	\$ 128,493.73
TECH SERVICES MGR 550-1750	IT Communications	o018	\$ 134,730.96	\$ 138,772.89	23	\$ 128,493.73
ASST CITY ENGINEER 011-0815	Public Works Engin	o018	\$ 134,730.96	\$ 138,772.89		

**UNCLASSIFIED CLASSIFICATIONS CONDREY RECOMMENDED RANGES UPDATED AUGUST 2013**

<b>Title</b>	<b>Department Description</b>	<b>CMB Grade</b>	<b>Current CMB Maximum Annual Salary</b>	<b>CMB Maximum Annual Salary with 3% Increase</b>	<b>Condrey Recommended Grade</b>	<b>Condrey Recommended Max w/7% 2013 Adjustment</b>
INVESTIGATOR SUPERVISOR	Police Chief Office	o018	\$ 134,730.96	\$ 138,772.89		
UTILITIES SUPER 425-0410	Public Works Water	o018	\$ 134,730.96	\$ 138,772.89		
ASST DIR-PARKING 480-0463	Parking on Street	o018	\$ 134,730.96	\$ 138,772.89	24	\$ 161,585.87
ASST DIR-PLANNING 011-0520	Planning	o018	\$ 134,730.96	\$ 138,772.89	24	\$ 161,585.87
SPC ASST TO CITY MGR 011-0820	City Manager	o019	\$ 146,396.90	\$ 150,788.81	22	\$ 116,408.98
HR ASST DIR 011-0370	Human Resources	o019	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
PROP MGMT DIV DIR 520-1720	Pw-Property Mgmt	o019	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
POLICE CAPTAIN 011-1120	Police Patrol	o019	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
POLICE CAPTAIN 011-1150	Police Patrol	o019	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
POLICE CAPTAIN 011-1130	Police Patrol	o019	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
POLICE CAPTAIN 011-1140	Police Chief Office	o019	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
POLICE CAPTAIN 011-1150	Police Tech Serv	o019	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
POLICE CAPTAIN 011-1140	Police CID	o019	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
SANITATION DIRECTOR 435-0430	Sanitation	o019	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
POLICE CAPTAIN 011-1130	Police Patrol	o019	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
ASST DIRECTOR-PARKS 011-0920	Parks Administration	o019	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
BASS MUSEUM DIR 011-0930	Tourism & Cultural Dev	o019	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
CITY ENGINEER 011-0815	Public Works Engin	o019	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
ASST DIRECTOR - CIP 011-0820	CIP	o019	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
INFRASTRUCTURE DIVDIR 011-0840	Public Works Admin	o019	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
POLICE CAPTAIN 011-1130	Police Patrol	o019	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
ASST DIRECTOR-PARKS 011-0940	Parks Maintenance	o019	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
FLEET MGMT DIV DIR 510-1780	Fleet Managment Div	o019	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
INTERNAL AUDITOR 011-0330	Internal Audit	o019	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
ASST DIR-PUBLIC WKS 425-0420	Public Works Admin	o019	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
CODE COMP DIR 011-1520	Code Compliance	o019	\$ 146,396.90	\$ 150,788.81	25	\$ 169,766.16
PROCUREMENT DIV DIR 011-0620	Procurement Division	o019	\$ 146,396.90	\$ 150,788.81	25	\$ 169,766.16
DEPUTY DIR - BLDG 011-1510	Building Serv- Building	o020	\$ 159,078.92	\$ 163,851.29	24	\$ 161,585.87
ASST DIR - FINANCE 011-0360	Finance/ Admin	o020	\$ 159,078.92	\$ 163,851.29	24	\$ 161,585.87
DIVISION COMMANDER 011-1520	Code Compliance	o020	\$ 159,078.92	\$ 163,851.29		
FIRE DIVISION CHIEF 011-1240	Fire Suppression	o020	\$ 159,078.92	\$ 163,851.29	25	\$ 169,766.16
FIRE DIVISION CHIEF 011-1220	Fire Suppression	o020	\$ 159,078.92	\$ 163,851.29	25	\$ 169,766.16
POLICE DIV MAJOR 011-1140	Police Support Serv.	o020	\$ 159,078.92	\$ 163,851.29	25	\$ 169,766.16
FIRE DIVISION CHIEF 011-1210	Fire Suppression	o020	\$ 159,078.92	\$ 163,851.29	25	\$ 169,766.16
FIRE DIVISION CHIEF 011-1210	Fire Suppression	o020	\$ 159,078.92	\$ 163,851.29	25	\$ 169,766.16

**UNCLASSIFIED CLASSIFICATIONS CONDREY RECOMMENDED RANGES UPDATED AUGUST 2013**

<b>Title</b>	<b>Department Description</b>	<b>CMB Grade</b>	<b>Current CMB Maximum Annual Salary</b>	<b>CMB Maximum Annual Salary with 3% Increase</b>	<b>Condrey Recommended Grade</b>	<b>Condrey Recommended Max w/7% 2013 Adjustment</b>
FIRE MARSHALL 011-1230	Fire Prevention	o020	\$ 159,078.92	\$ 163,851.29	25	\$ 169,766.16
POLICE DIV MAJOR 011-1120	Police Tech Serv	o020	\$ 159,078.92	\$ 163,851.29	25	\$ 169,766.16
POLICE DIV MAJOR 011-1130	Police Patrol	o020	\$ 159,078.92	\$ 163,851.29	25	\$ 169,766.16
INFO TECH DIV DIR 550-0640	IT Communications	o021	\$ 172,857.88	\$ 178,043.62	25	\$ 169,766.16
ASST CHIEF OF POLICE 011-1110	Police Chief Office	o021	\$ 172,857.88	\$ 178,043.62	26	\$ 178,360.57
ASST FIRE CHIEF 011-1210	Fire Suppression	o021	\$ 172,857.88	\$ 178,043.62	26	\$ 178,360.57
CITY CLERK 011-0210	City Clerk	o021	\$ 172,857.88	\$ 178,043.62	28	\$ 217,315.03
BUDG&PERF IMPR DIR 011-0332	Budget	o021	\$ 172,857.88	\$ 178,043.62	28	\$ 217,315.03
T C A & ECON DEV DIR 011-0380	Tourism & Cultural Dev	o021	\$ 172,857.88	\$ 178,043.62	28	\$ 217,315.03
BUILDING DIRECTOR 011-1510	Building Serv- Building	o021	\$ 172,857.88	\$ 178,043.62	28	\$ 217,315.03
DIR HUMAN RESOURCES 011-0370	Human Resources	o021	\$ 172,857.88	\$ 178,043.62	28	\$ 217,315.03
PARKING DIRECTOR 480-0461	Parking Admin	o021	\$ 172,857.88	\$ 178,043.62	28	\$ 217,315.03
PARKS & RECREATI DIR 011-0920	Parks Administration	o021	\$ 172,857.88	\$ 178,043.62	28	\$ 217,315.03
PUBLIC WORKS DIR 011-0810	Public Works Admin	o022	\$ 187,827.90	\$ 193,462.74	28	\$ 217,315.03
FIRE CHIEF 011-1210	Fire Suppression	o023	\$ 204,095.06	\$ 210,217.91	28	\$ 217,315.03
POLICE CHIEF 011-1110	Police Chief Office	o023	\$ 204,095.06	\$ 210,217.91	28	\$ 217,315.03
ASST CITY MANAGER 011-0310	City Manager	o024	\$ 221,772.98	\$ 228,426.17	29	\$ 239,875.14
ASST CITY MANAGER 011-0310	City Manager	o024	\$ 221,772.98	\$ 228,426.17	29	\$ 239,875.14
ASST CITY MANAGER 011-0310	City Manager	o024	\$ 221,772.98	\$ 228,426.17	29	\$ 239,875.14
CHIEF FINANCIAL OFF 011-0360	Finance/ Admin	o024	\$ 221,772.98	\$ 228,426.17	29	\$ 239,875.14
CITY MANAGER 011-0310	City Manager	o026	\$ 263,126.00	\$ 271,019.78	UNC	\$ 281,410.00
RECEPTIONIST 011-1410	City Attorney	o407	\$ 54,030.86	\$ 55,651.79	9	\$ 55,497.13
PARALEGAL 011-1410	City Attorney	o410	\$ 69,319.90	\$ 71,399.50	14	\$ 71,041.02
LEGAL SECRETARY 011-1410	City Attorney	o412	\$ 81,848.00	\$ 84,303.44	17	\$ 82,385.80
LEGAL SECRETARY 011-1410	City Attorney	o412	\$ 81,848.00	\$ 84,303.44	17	\$ 82,385.80
LEGAL SECRETARY 011-1410	City Attorney	o412	\$ 81,848.00	\$ 84,303.44	17	\$ 82,385.80
LEGAL SECRETARY 011-1410	City Attorney	o412	\$ 81,848.00	\$ 84,303.44	17	\$ 82,385.80
LEGAL SECRETARY 011-1410	City Attorney	o412	\$ 81,848.00	\$ 84,303.44	17	\$ 82,385.80
LEGAL ADMINISTRATOR 011-1410	City Attorney	o414	\$ 96,640.96	\$ 99,540.19	18	\$ 86,556.58
OFF MGR (CITY ATTY) 011-1410	City Attorney	o416	\$ 114,108.02	\$ 117,531.26	18	\$ 86,556.58
SR ASST CITY ATTY 011-1410	City Attorney	o419	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
SR ASST CITY ATTY 011-1410	City Attorney	o419	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
SR ASST CITY ATTY 011-1410	City Attorney	o419	\$ 146,396.90	\$ 150,788.81	24	\$ 161,585.87
FIRST ASST CITY ATTY 011-1410	City Attorney	o421	\$ 172,857.88	\$ 178,043.62	26	\$ 178,360.57
FIRST ASST CITY ATTY 011-1410	City Attorney	o421	\$ 172,857.88	\$ 178,043.62	26	\$ 178,360.57

**UNCLASSIFIED CLASSIFICATIONS CONDREY RECOMMENDED RANGES UPDATED AUGUST 2013**

<b>Title</b>	<b>Department Description</b>	<b>CMB Grade</b>	<b>Current CMB Maximum Annual Salary</b>	<b>CMB Maximum Annual Salary with 3% Increase</b>	<b>Condrey Recommended Grade</b>	<b>Condrey Recommended Max w/7% 2013 Adjustment</b>
FIRST ASST CITY ATTY 011-1410	City Attorney	o421	\$ 172,857.88	\$ 178,043.62	26	\$ 178,360.57
FIRST ASST CITY ATTY 011-1410	City Attorney	o421	\$ 172,857.88	\$ 178,043.62	26	\$ 178,360.57
CHIEF DEP CITY ATTY 011-1410	City Attorney	o424	\$ 221,772.98	\$ 228,426.17	29	\$ 239,875.14
CHIEF DEP CITY ATTY 011-1410	City Attorney	o424	\$ 221,772.98	\$ 228,426.17	29	\$ 239,875.14
CITY ATTORNEY 011-1410	City Attorney	o426	\$ 261,855.10	\$ 269,710.75	UNC	\$ 281,410.00

**Notes**

Fields highlighted in gray represent positions that were not analyzed by Condrey; however, job audits have been completed for a majority of them.

**Ordinance To Be Provided Under Separate Cover**

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**Condensed Title:**

An Ordinance Of The Mayor And City Commission Of The City Of Miami Beach, Florida, Amending Ordinance No. 789, The Classified Employees Salary Ordinance Of The City Of Miami Beach, Florida, As Follows: Providing For The Classifications In Group Vi, Not Represented By A Collective Bargaining Unit And Commonly Referred To As "Others"; Amending All Of The Pay Grades By Abolishing Pay Grade 1 And Pay Grade 2; Establishing The Classifications Of Fire Inspector I And Seasonal Recreation Aide; And Effective The First Full Pay Period Ending In October 2014, Increasing The Minimum And The Maximum Of Each Pay Grade, By Three Percent (3%); And Granting An Across The Board Cost Of Living Adjustment Of Up To Three Percent (3%) For Any Others Employee Whose Base Salary Does Not Exceed The Maximum Of The Pay Range For The Comparable Job Title As Recommended By The 2009 Condrey Classification And Compensation Study "Pay Scale B" And Subsequently Amended By Seven Percent 7% In August 2013 By The Consultant; Repealing All Ordinances In Conflict; Providing For Severability, An Effective Date And Codification.

**Key Intended Outcome Supported:**

Attract and maintain a Workforce of Excellence.

**Supporting Data (Surveys, Environmental Scan, etc**

In the past six years, there have only been two COLAs, with the last COLA not having increased the minimum and the maximum of the pay ranges for the "Others" salary group.

**Item Summary/Recommendation:**

**First Reading**

**Corrected Memo Replacing Original Memo**

The City reached individual tentative three (3) year labor agreements covering the time period of October 1, 2012, through September 30, 2015 with each, the CWA, FOP and IAFF. Included in the individual agreements, the City agreed to provide a three percent COLA for all bargaining unit employees effective the first pay period ending in October 2014, adjusting the minimum and maximum of each pay range accordingly. Keeping with spirit of treating all City of Miami Beach employees similarly, the Administration is recommending effective with the first full pay period in October 2014, increasing the minimum and maximum of the salary ranges for all pay grades in the "Others" salary group and granting an across the board cost of living adjustment of up to three percent for any employee in the "Others" salary group whose base salary does not exceed the maximum of the pay range for the comparable job title as recommended in the 2009 Condrey Classification and Compensation Study "Pay Scale B", and subsequently amended by seven percent in August 2013, by the consultant.

In addition, two new positions in the "Others" salary group have been created since the last update to the Classified Employees Salary Ordinance for "Others" in April 2012 and the inclusion of these positions are being reflected in the proposed amendment to the ordinance.

**Advisory Board Recommendation:**

N/A

**Financial Information:**

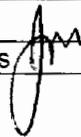
Source of Funds:	Amount		
 OBPI	1	FY2012/2013 \$0	
	2	FY2013/2014 \$0	
	3	FY2014/2015 \$30,000	Cost of three percent salary COLA for qualifying "Others" employees
	<b>Total</b>	<b>\$30,000</b>	

**Financial Impact Summary:** The three percent COLA provides a needed amendment to the salary ranges to provide for a fair and internally and externally competitive compensation system.

**City Clerk's Office Legislative Tracking:**

Sylvia Crespo-Tabak, Human Resources Director

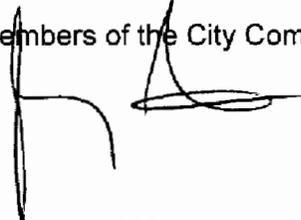
**Sign-Offs:**

<b>Department Director</b>	<b>Assistant City Manager</b>	<b>City Manager</b>
Sylvia Crespo-Tabak 	Kathie G. Brooks 	Jimmy L. Morales 



## COMMISSION MEMORANDUM

TO: Mayor Matti Herrera Bower and Members of the City Commission

FROM: City Manager Jimmy L. Morales 

DATE: September 11, 2013

### First Reading Corrected Memo Replacing Original Memo

**SUBJECT: AN ORDINANCE OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, AMENDING ORDINANCE NO. 789, THE CLASSIFIED EMPLOYEES SALARY ORDINANCE OF THE CITY OF MIAMI BEACH, FLORIDA, AS FOLLOWS: PROVIDING FOR THE CLASSIFICATIONS IN GROUP VI, NOT REPRESENTED BY A COLLECTIVE BARGAINING UNIT AND COMMONLY REFERRED TO AS "OTHERS"; AMENDING ALL OF THE PAY GRADES BY ABOLISHING PAY GRADE 1 AND PAY GRADE 2; ESTABLISHING THE CLASSIFICATIONS OF FIRE INSPECTOR I AND SEASONAL RECREATION AIDE; AND EFFECTIVE THE FIRST FULL PAY PERIOD ENDING IN OCTOBER 2014, INCREASING THE MINIMUM AND THE MAXIMUM OF EACH PAY GRADE, BY THREE PERCENT (3%); AND GRANTING AN ACROSS THE BOARD COST OF LIVING ADJUSTMENT OF UP TO THREE PERCENT (3%) FOR ANY OTHERS EMPLOYEE WHOSE BASE SALARY DOES NOT EXCEED THE MAXIMUM OF THE PAY RANGE FOR THE COMPARABLE JOB TITLE AS RECOMMENDED BY THE 2009 CONDREY CLASSIFICATION AND COMPENSATION STUDY "PAY SCALE B" AND SUBSEQUENTLY AMENDED BY SEVEN PERCENT 7% IN AUGUST 2013 BY THE CONSULTANT; REPEALING ALL ORDINANCES IN CONFLICT; PROVIDING FOR SEVERABILITY, AN EFFECTIVE DATE AND CODIFICATION.**

### RECOMMENDATION

The Administration recommends that the City Commission approve the Ordinance on first reading and set a second reading and public hearing for September 30, 2013.

### BACKGROUND

The City of Miami Beach has the following five (5) classified employee groups represented by bargaining units:

- 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; and
- Group V - Represented by the Government Supervisors Association of Florida (GSAF), OPEIU, Local 100.

The City also has one classified employee group, Group VI, comprising of classifications in the classified service not covered by a bargaining unit. This group is commonly referred to in the City of Miami Beach as "others".

There is a seventh salary group comprised of at-will employees commonly referred to as unclassified employees.

### **ANALYSIS**

The City of Miami Beach currently has 23 employees whose classifications are in the "others" salary group.

The City has reached agreement with three of the five bargaining units representing employees. They include CWA, IAFF, and the FOP. The agreements with CWA and IAFF were approved by the corresponding bargaining unit members and ratified by the City Commission. The Administration is presenting an item to the City Commission on September 11, 2013, amending the FOP collective bargaining agreement that was ratified July 19, 2013. The FOP membership is voting on the agreement September 9 through 11, 2013.

On July 18, 2013, the City and the GSAF leadership reached an agreement. GSAF held a ratification vote August 1, 2013, and the majority voted against the proposed agreement. Therefore, on August 15, 2013, GSAF was advised in writing that the City would seek to declare impasse. As of this writing, the City and AFSCME continue to negotiate a successor agreement to the one that expired April 30, 2013.

An across the board cost of living adjustment (COLA) of three percent was negotiated with CWA, GSAF, FOP and IAFF effective with the first full pay period ending in October 2014; and the minimum and maximum of the pay range for each classification will increase accordingly.

Since October 2009, there have been no merit increases for any unclassified or "others" employees. There was one three percent COLA in April 2012, for those "others" employees whose salary was below the maximum of the pay range of their classification. Note, the minimum and maximum of the pay ranges were increased for all salary groups except for the unclassified and "others" in April 2012.

Since FY2007/2008 the management team (senior level and executive employees) has been eligible for one merit increase only. Effective January 18, 2010, employees in the unclassified and "others" salary groups who are members of the Miami Beach Employees' Retirement Plan (MBERP) also began contributing an additional two percent of their pensionable salaries toward their pension, reducing the City's portion of the annual required contribution.

In 2008, the Administration entered into a contract with Condrey & Associates to perform a citywide study to ensure the City had a classification and compensation system that was appropriate, competitive and fair.

Condrey & Associates, in conjunction with a professor/researcher from the University of Miami, also conducted a best practices benefits survey to collect data on what other jurisdictions were doing to control related costs. Condrey & Associates presented their preliminary findings to the City Administration in early October 2008, just days after the major economic downturn experienced by the stock market. Given the subsequent grim economic news and forecasts, the employee layoffs from many local and national organizations, and others freezing or reducing salaries and benefits, the Administration asked Condrey & Associates to analyze its findings further to make a more accurate and timely recommendation to the City, considering the evolving economic, financial and labor factors.

In August 2009, the City received the final Condrey & Associates Classification and Compensation Study for the City of Miami Beach. The report included an analysis of the salary and benefits data, along with the jurisdictions that responded to the salary and benefits surveys. In August 2013, the consultant provided the City with a letter (Attachment 1) advising that the recommended minimum and the maximum salary scales recommended in the study should be adjusted by seven percent.

The City's past practice has been to provide COLAs to the "others" and unclassified employees consistent with those negotiated and agreed to for employees covered by collective bargaining agreements. Therefore, the Administration recommends that effective with the first full pay period ending in October 2014, the minimum and maximum of the pay grades in the unclassified salary group be increased by three percent and that employees be eligible for up to a three percent COLA if their salaries do not exceed the maximum of the pay range for the comparable job title in the Condrey Study, subsequently adjusted by seven percent in August 2013. No employee in the unclassified salary group, who separates from employment with the City prior to the implementation date of the proposed COLA, will be eligible for this increase.

The Human Resources Director will review and determine the appropriate range for those classifications not analyzed by Condrey. Based on an appropriately determined range, with the City Manager's concurrence, the eligibility of each incumbent in those classifications for up to a three percent COLA will be determined.

The City estimates that nearly sixty employees in the unclassified salary group will not be eligible for the proposed COLA. The estimated impact to the FY2014/2015 operating budget attributable to the three percent COLA is approximately \$30,000. This estimate does not take into account turnover rates.

The impact to non-vacant classifications affected by the Condrey recommendations, as amended in August 2013, is provided in Attachment 2.

In addition over the last few years, several reclassifications and organizational changes affecting a number of "others" positions have taken place, but have not been reflected in the Classified Salary Ordinance for "others" employees. The attached ordinance provides conformity with such actions.

## **CONCLUSION**

The Administration recommends approving the COLA of up to three percent, effective the first full pay period ending October 2014, for all employees in the "others" salary group whose salaries do not exceed the maximum of the pay range as recommended in

the 2009 Condrey Study, as amended in August 2013. This adjustment will provide additional incentives and competitiveness to attract and retain new and existing employees.

The Administration recommends ratification of the reclassification and organizational changes reflected in the ordinance. It is further recommended that the City Commission approve the ordinance on first reading and set the second reading public hearing for September 30, 2013.

JLM/KGB/SC-T/CMG

T:\AGENDA\2013\September 11\Others Salary Ordinance Memo 1st Reading.docx

# ATTACHMENT 1



CONDREY &  
ASSOCIATES, INC.

*A Human Resources Consulting Company*

August 21, 2013

Ms. Carla Maglio Gomez  
Assistant Director  
Department of Human Resources  
City of Miami Beach  
1700 Convention Center Drive  
Miami Beach, Florida 33139

Dear Ms. Gomez:

As we discussed, I am happy to provide information concerning updating the salary scales presented in our August 2009 report. In order to bring these scales to current compensation levels, we recommend that they be increased by 7%. This 7% adjustment is based on the approximate cumulative increase in the Employment Cost Index since 2009.

I hope this information is helpful to you. Please do not hesitate to contact me if I may provide further information.

Sincerely,

Stephen E. Condrey, Ph.D.  
President

**OTHERS CLASSIFICATIONS CONDREY RECOMMENDED RANGES UPDATED AUGUST 2013**

<b>Title</b>	<b>Department Description</b>	<b>CMB Grade</b>	<b>Current CMB Maximum Annual Salary</b>	<b>CMB Maximum Annual Salary with 3% Increase</b>	<b>Condrey Recommended Grade</b>	<b>Condrey Recommended Max w/7% 2013 Adjustment</b>
HUMAN RES TECH II 011-0370	HUMAN RESOURCES	o610	\$ 69,319.90	\$ 71,399.50	14	\$ 71,041.02
HUMAN RES TECH II 011-0370	HUMAN RESOURCES	o610	\$ 69,319.90	\$ 71,399.50	14	\$ 71,041.02
HUMAN RES TECH II 011-0370	HUMAN RESOURCES	o610	\$ 69,319.90	\$ 71,399.50	14	\$ 71,041.02
HUMAN RES TECH II 540-1790	HUMAN RESOURCES	o610	\$ 69,319.90	\$ 71,399.50	14	\$ 71,041.02
HUMAN RES TECH II 011-0370	HUMAN RESOURCES	o610	\$ 69,319.90	\$ 71,399.50	14	\$ 78,416.00
HUMAN RES TECH II 540-1791	HUMAN RESOURCES	o610	\$ 69,319.90	\$ 71,399.50	14	\$ 71,041.02
FIRE INSPECTOR I 011-1230	FIRE PREVENTION	o611	\$ 75,325.12	\$ 77,584.87		
FIRE INSPECTOR I 011-1230	FIRE PREVENTION	o611	\$ 75,325.12	\$ 77,584.87		
FIRE INSPECTOR I 011-1230	FIRE PREVENTION	o611	\$ 75,325.12	\$ 77,584.87		
FIRE INSPECTOR I 011-1230	FIRE PREVENTION	o611	\$ 75,325.12	\$ 77,584.87		
SR ELECTRICAL INSP 011-1510	BUILDING	o614	\$ 96,640.96	\$ 99,540.19	18	\$ 71,041.02
SR ELEVATOR INSP 011-1510	BUILDING	o614	\$ 96,640.96	\$ 99,540.19	18	\$ 86,556.58
SR MECHANICAL INSP 011-1510	BUILDING	o614	\$ 96,640.96	\$ 99,540.19	18	\$ 78,416.00
SR ELECTRICAL INSP 011-1510	BUILDING	o614	\$ 96,640.96	\$ 99,540.19	18	\$ 74,637.48
SR ELEVATOR INSP 011-1510	BUILDING	o614	\$ 96,640.96	\$ 99,540.19	18	\$ 78,416.00
SR PLUMBING INSP 011-1510	BUILDING	o614	\$ 96,640.96	\$ 99,540.19	18	\$ 71,041.02
SR MECHANICAL INSP 011-1510	BUILDING	o614	\$ 96,640.96	\$ 99,540.19	18	\$ 78,416.00

**Notes**

Fields highlighted in gray represent positions that were not analyzed by Condrey; however, job audits have been completed for a majority of them.

**Ordinance To Be Provided Under Separate Cover**

ORDINANCE NO. 2013- \_\_\_\_\_

**AN ORDINANCE OF THE CITY OF MIAMI BEACH, FLORIDA, AMENDING CHAPTER 100 OF THE MIAMI BEACH CITY CODE, ENTITLED "SUSTAINABILITY," BY AMENDING ARTICLE II, ENTITLED "ENERGY ECONOMIC DEVELOPMENT ZONE PILOT PROGRAM" TO INCLUDE MIAMI-DADE COUNTY'S GREEN BUSINESS CERTIFICATION AS AN ADDITIONAL ELIGIBILITY CRITERIA TO PARTICIPATE IN THE ENERGY ECONOMIC DEVELOPMENT ZONE PILOT PROGRAM; PROVIDING FOR SEVERABILITY; CODIFICATION; REPEALER; AND AN EFFECTIVE DATE.**

**WHEREAS**, in 2009, the Florida Legislature created the Energy Economic Zone (EEZ) Pilot Program (Section 377.809, Florida Statutes) for purposes of developing a model to help communities cultivate green economic development, encourage renewable electric energy generation, and promote the manufacturing of products that contribute to energy conservation and green jobs; and

**WHEREAS**, the aforesated State legislation sets forth an application process for local governments applying to the State for designation as a pilot community and limited eligible locations within a pilot community to adopted urban service areas and a county landfill outside the urban service boundary; and

**WHEREAS**, the application process requires applicants to indicate: (1) the anticipated boundaries of the EEZ; (2) how the projected EEZ would lend itself to mixed-use and form-based standards, multimodal transportation facilities and/or renewable energy facilities; and (3) a strategic plan illustrating how the EEZ would allow for promotion of land use and development patterns to: (i) reduce reliance on automobiles; (ii) encourage certified green building development and renewable energy systems; (iii) encourage creation of green jobs; and (iv) demonstrate how local financial and regulatory incentives will be used in the EEZ; and

**WHEREAS**, in 2009, Sarasota County and the City of Miami Beach were selected by the State as the two communities to participate in the EEZ Pilot Program; and

**WHEREAS**, in 2011, the Legislature amended Section 377.809, Florida Statutes, providing that all the incentives and benefits available to enterprise zones pursuant to State law, and other specifically identified benefits, will be available within an EEZ, and setting forth the process by which each of the EEZ governing bodies would implement the EEZ Program within its jurisdiction; and

**WHEREAS**, in order to provide EEZ incentives, the EEZ governing body must adopt an ordinance that establishes the boundaries of the EEZ; specifies applicable energy efficiency standards for businesses within the EEZ; and determines eligibility criteria for those businesses applying for EEZ incentives; and

**WHEREAS**, Section 377.809, Florida Statutes, further provides that, effective July 1, 2012, the total amount of State credits, refunds and exemptions that may be provided by each EEZ governing body to eligible businesses for EEZ incentives is \$300,000 in any State fiscal year; and

**WHEREAS**, If the \$300,000 incentive cap is not fully used in any single State fiscal year, the unused amount of the cap may be carried forward for up to 5 years; and

**WHEREAS**, each EEZ governing body is responsible for allocating the incentives, for verifying that businesses receiving such incentives are eligible for the incentives provided, and for ensuring that the incentives provided do not exceed the cap for the State fiscal year; and

**WHEREAS**, as provided by law, no later than February 15, 2015, the Florida Department of Economic Opportunity (DEO) is to evaluate each EEZ Pilot Program and report to the Governor and Legislature any recommended revisions, and

**WHEREAS**, the City's Energy Economic Development Zone Pilot Program ordinance was passed and adopted on March 26, 2012; and

**WHEREAS**, the City's Neighborhood/Community Affairs Committee at its June 26, 2013 meeting approved incorporating Miami-Dade's Green Business Certification as an additional eligibility criteria to receive incentives in the City's Energy Economic Development Zone Pilot Program.

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

**SECTION 1.** Chapter 100 of the Miami Beach City Code, Article II, entitled "Energy Economic Development Zone Pilot Program" is hereby amended by creating an additional eligibility criteria as follows:

#### **CHAPTER 100 - SUSTAINABILITY**

\* \* \*

#### **ARTICLE II. - ENERGY ECONOMIC DEVELOPMENT ZONE PILOT PROGRAM**

##### **Sec. 100-21. Purpose.**

The Energy Economic Development Zone Pilot Program was created in 2009, pursuant to Section 377.809, Florida Statutes, to help communities such as the City of Miami Beach cultivate green economic development, encourage renewable electric energy generation, manufacture products that contribute to energy conservation and green jobs. The City of Miami Beach is a high-density urban city, which has implemented many sustainability and energy efficiency initiatives. The Energy Economic Development Zone Pilot Program provides the City with additional resources and support to continue implementation of the City's Sustainability Plan, and it is in the best interest of the City and its citizens to participate in the Pilot Program.

##### **Sec. 100-22. Definitions.**

The following words, terms and phrases, when used in this article, shall have the meaning ascribed to them in this section, except where the context clearly indicates a different meaning, or as may be amended from time to time.

*City Commission* means the Miami Beach City Commission.

*Clean Technology Sector Business* means a business that produces products, services, and processes that harness renewable materials and energy sources, dramatically reduce the use of natural resources, and cut or eliminate emissions and wastes.

*Green Business* means a business that is managed to minimize adverse environmental impacts regardless of the product or services the business offers or a business that has been designated as a Green Business by Miami-Dade County's Green Business Certification Program.

*Green Lodging Establishment* means a hotel that has been designated as a Green Lodging Establishment by the Florida Department of Environmental Protection.

*LEED* means the Leadership in Environmental and Energy Design program administered by the United States Green Building Council.

#### **Sec. 100-23. Energy Economic Development Zone Boundaries.**

The Energy Economic Development Zone shall be comprised of the entirety of the City of Miami Beach.

#### **Sec. 100-24. Eligibility Criteria.**

In order for a business within the City of Miami Beach to be eligible to apply for an Energy Economic Development Zone incentive, it must satisfy the following criteria:

- (a) The business is located within the boundaries of the Energy Economic Development Zone, as defined in Section 100-23; and
- (b) The business is either a Clean Technology Sector Business or a Green Business, as both are defined in Section 100-22, and meets or exceeds the Energy Efficiency Standards set forth in Section 100-25; or
- (c) The business is LEED certified; or
- (d) The business is a Green Lodging Establishment, as defined in Section 100-22.

#### **Sec. 100-25. Energy Efficiency Standards**

A business within the City of Miami Beach applying for an Energy Economic Development Zone incentive must meet one of the following standards:

- (a) The business must achieve an ENERGY STAR Rating of 50 or higher in each of the buildings that are the subject of the Energy Economic Development Zone application, and attach to the application a report from the ENERGY STAR Portfolio Manager Program verifying the ENERGY STAR rating; or
- (b) The business must achieve the energy efficiency standards of one of the following programs:
  - (i) the Green Lodging Program administered by the Florida Department of Environmental Protection; or

- (ii) the Leadership in Environmental and Energy Design Program, administered by the U.S. Green Building Council.
- (iii) the Green Business Certification Program, administered by Miami-Dade County.

**Sec. 100-26. Program Guidelines.**

The City Commission may adopt, by resolution, its own Energy Economic Development Zone Program Guidelines, which may include, among other provisions, prioritization of the eligibility criteria; allocation of incentives based on eligibility criteria; and the process for application review and incentive approval, including, but not limited to, a competitive selection process. The Sustainability Committee shall review the City's proposed Energy Economic Development Zone Program Guidelines no later than six (6) months from the date of adoption of this Ordinance, and at least annually thereafter throughout the duration of the Program, to determine if any revisions should be recommended to the City Commission. If the City Commission does not adopt the initial Guidelines by July 1, 2012, then the City shall implement the Program as provided pursuant to the State's guidelines.

**Sec. 100-27. Program Administration.**

The Energy Economic Development Zone Program and the incentives provided by the State of Florida to businesses participating in the Program will be reviewed and administered by the City's Economic Development Division.

**SECTION 2. Repealer.**

All ordinances or parts of ordinances and all sections and parts of sections in conflict herewith be and the same are hereby repealed.

**SECTION 3. Codification.**

It is the intention of the City Commission, and it is hereby ordained that the provisions of this ordinance shall become and be made part of the Code of the City of Miami Beach as amended; that the sections of this ordinance may be renumbered or relettered to accomplish such intention, and that the word "ordinance" may be changed to "section" or other appropriate word.

**SECTION 4. Severability.**

If any section, subsection, clause or provision of this Ordinance is held invalid, the remainder shall not be affected by such invalidity.

**SECTION 5. Effective Date.**

This Ordinance shall take effect upon filing with the Office of Secretary of State of the State of Florida.

**PASSED AND DULY ADOPTED** by the Mayor and City Commission of the City of Miami Beach, Florida, this \_\_\_\_\_ day of \_\_\_\_\_, 2013.

\_\_\_\_\_  
**MAYOR**

**ATTEST:**

\_\_\_\_\_  
**CITY CLERK**

APPROVED AS TO  
FORM AND LANGUAGE  
& FOR EXECUTION

  
\_\_\_\_\_  
City Attorney *DT*      9/10/13      Date

First Reading: September 11, 2013

Second Reading:

Underscore denotes new language.

~~Strikethrough~~ denotes deleted language.

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RESOLUTION NO. \_\_\_\_\_

**A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, ADOPTING THE TENTATIVE BUDGET OF \$1,200,000 FROM FISCAL YEAR 2013/14 PEOPLE'S TRANSPORTATION PLAN FUNDS AND \$87,000 FROM FISCAL YEAR 2013/14 SOUTH BEACH CONCURRENCY MITIGATION FUNDS, TO FUND THE TENTATIVE OPERATING BUDGET FOR THE SOUTH BEACH LOCAL IN MIAMI BEACH; AND FURTHER ADOPTING THE TENTATIVE BUDGET OF \$301,000 FROM FISCAL YEAR 2013/14 PEOPLE'S TRANSPORTATION PLAN FUNDS FOR ADMINISTRATIVE AND TECHNICAL OPERATING EXPENDITURES, AS PART OF THE FIVE PERCENT (5%) ALLOWABLE FOR ADMINISTRATIVE ASSISTANCE AND TECHNICAL ASSISTANCE SUBJECT TO A SECOND PUBLIC HEARING SCHEDULED ON MONDAY, SEPTEMBER 30, 2013 AT 5:03 P.M.**

**WHEREAS**, on November 5, 2002, Miami-Dade County voters approved the levying of a one-half of one percent discretionary surtax on transactions occurring in the County that are subject to the state tax imposed on sales, also known as the Charter County Transportation Surtax; and

**WHEREAS**, twenty percent (20%) of the proceeds of this surtax are to be distributed directly by Miami-Dade County to municipalities on a pro-rata basis and are known as People's Transportation Plan (PTP) Funds for use on local transportation and transit projects; and

**WHEREAS**, the City of Miami Beach (City) entered into an Interlocal Agreement with Miami-Dade County on August 13, 2003 for the distribution of Charter County Transit System Surtax proceeds levied by Miami-Dade County in order to receive its pro-rata share of the County's PTP Funds; and

**WHEREAS**, pursuant to the Interlocal Agreement, a minimum of 20% of the City's PTP share must be allocated for transit projects; and

**WHEREAS**, Miami-Dade County Ordinance No. 02-116 authorizes five percent (5%) of PTP funds received to be budgeted for administrative and technical assistance; and

**WHEREAS**, under the provisions of another Interlocal Agreement between Miami-Dade County and the City for Provision of a Local Circulator Service, Miami-Dade Transit (MDT) has been operating bi-directional transit circulator route service in Miami Beach known as the "South Beach Local" (SBL) since September 25, 2005; and

**WHEREAS**, the total projected amount of PTP funds to be budgeted in FY 2013/14 is \$3,230,000, of which \$1,501,000 is for operating expenses associated with the SBL service and technical and operating assistance, and \$1,729,000 is for capital projects to be budgeted via separate Resolution; and

**WHEREAS**, the total amount of Concurrency Mitigation Funds to be budgeted in FY 2013/14 is \$87,000 for operating expenses associated with the SBL service; and

**WHEREAS**, \$1,200,000 in FY 2013/14 PTP funds, and \$87,000 from FY 2013/14

Agenda Item R7E  
Date 9/11/13

Concurrency Mitigation funds have been set aside for the operating costs of the South Beach Local in Miami Beach; and \$301,000 in FY 2013/14 PTP funds have been set aside for FY 2013/14 administrative and technical operating expenditures.

**NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA,** that the Mayor and City Commission hereby adopt the tentative budget of \$1,200,000 from Fiscal Year 2013/14 People's Transportation Plan Funds and \$87,000 from Fiscal Year 2013/14 South Beach Concurrency Mitigation Funds, to fund the tentative Operating Budget for the South Beach Local in Miami Beach; and further adopt the tentative budget of \$301,000 from Fiscal Year 2013/14 People's Transportation Plan Funds for administrative and technical operating expenditures, as part of the five percent (5%) allowable for administrative assistance and technical assistance subject to a second public hearing scheduled on Monday, September 30, 2013 at 5:03 p.m.

**PASSED AND ADOPTED this 11th day of September, 2013.**

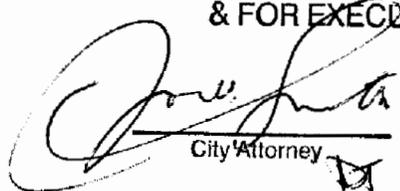
**ATTEST:**

\_\_\_\_\_  
**CITY CLERK**

\_\_\_\_\_  
**MAYOR**

T:\AGENDA\2013\September 11\PTP Operating Funds FY 14 RESO.doc

APPROVED AS TO  
FORM & LANGUAGE  
& FOR EXECUTION

  
\_\_\_\_\_  
City Attorney

9/10/13  
\_\_\_\_\_  
Date