

Personnel Management and Services
Nelson E. Diaz, Deputy Superintendent

- SUBJECT:**
- 1. DELETE MANAGERIAL EXEMPT POSITION (1)**
 - 2. ESTABLISH AND CLASSIFY MANAGERIAL EXEMPT POSITION (1)**
 - 3. APPROVE LATERAL TRANSFER(1)**
 - 4. ESTABLISH AND CLASSIFY CONTRACTED POSITION(1)**

Authorization of the Board is requested to delete the managerial exempt position of Chief of Police, MEP pay grade 22; establish and classify the managerial exempt position of Investigative Unit Commander, MEP pay grade 22; and, establish and classify the contracted position of Chief of Police, Miami-Dade County Public Schools. Ms. Vivian H. Monroe, currently Chief of Police, has requested career redirection to the newly established and classified position of Investigative Unit Commander, MEP pay grade 22, being recommended in this agenda item.

The Division of Wage and Salary has analyzed the responsibilities and compensation for these two positions. Staff has conducted a contractual and compensation survey of the position of Chief of Police. The recommendation for a contracted position is in concert with what other law enforcement agencies are currently implementing.

Conditions of the employment contract for the position of Chief of Police, Miami-Dade County Public Schools, provide for an initial employment term of 12 months, with compensation at an annual salary range between \$77,860 to \$113,100. The salary amount shall remain in effect throughout the term of the contract. The contract also provides for the individual to be granted sick leave and vacation leave as provided to managerial exempt personnel. Legal holidays are limited to: Independence Day (July 4), *Labor Day (first Monday in September), *Veterans' Day, *Thanksgiving Day (fourth Thursday in November), Christmas Day (December 25), New Year's Day (January 1), *Martin L. King's Birthday, *All Presidents' Day, and *Memorial Day (last Monday in May). Holidays listed with an asterisk shall be paid legal holidays. In addition to legal holidays, the following School Board approved holidays for 12 month employees include: Friday following the fourth Thursday in November (Thanksgiving), and two days in addition to December 25. Benefits consisting of health coverage and a variety of selections from the flexible benefits offering will be provided to the contracted employee. Term life insurance equal to two time(s) the employee's annual base salary effective January 1 each year, for the term of the contract is also paid by the Board. The employee shall be entitled to membership in the Florida Retirement System as required by Florida Retirement System Rule 22B-1.004.

The employment contract may be terminated by the Board or employee on 15 days written notice to the Board or to the employee, as the case may be, it being understood that except as so provided, the contracted employee's right to employment shall be subject to the Board's absolute right to terminate the employment agreement at will.

The contracted position of Chief of Police, Miami-Dade County Public Schools, will be advertised, following the Board-approved advertisement and selection process.

This item does not appear in the published agenda. Good cause exists to vary from the published agenda in that there is an urgent need to fill the contracted position of Chief of Police, Miami-Dade County Public Schools, and the advertisement process must begin January 13, 2000.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, effective January 13, 2000:

1. delete the managerial exempt position of Chief of Police, MEP pay grade 22;
2. establish and classify the managerial exempt position of Investigative Unit Commander, MEP pay grade 22;
3. laterally assign Ms. Vivian H. Monroe, currently Chief of Police, MEP pay grade 22, who has requested career redirection, to the newly established and classified position of Investigative Unit Commander, MEP pay grade 22; and
4. establish and classify the contracted position of Chief of Police, Miami-Dade County Public Schools, with an annual salary range between \$77,860 to \$113,100.