

Office of Human Resources
Marjorie H. Adler, Chief Personnel Officer

SUBJECT: SALARY SCHEDULE FOR MANAGERIAL EXEMPT PERSONNEL

COMMITTEE: LEGISLATIVE RELATIONS, PUBLIC RELATIONS AND PERSONNEL SERVICES

The primary goal of the Office of Human Resources is to attract, retain and motivate qualified employees for Miami-Dade County Public Schools(M-DCPS). A component strategy must include a competitive compensation program. At the Board meeting of April 9, 2003, the School Board, under the sponsorship of Board member, Ms. Perla Tabares Hantman, directed the Superintendent to initiate a compensation study for Managerial Exempt Personnel (MEP) and to provide recommendations for a salary schedule for managerial exempt personnel.

A salary schedule is designed to place jobs of the same general value in the same pay grade, place jobs of significantly different value in different pay grades and ensure that the pay grades reflect the organization's needs and relevant labor market. The current salary schedule for Managerial Exempt Personnel positions consists of 18 pay grades. There is a 5-14% difference between the midpoint of each pay grade.

The results of the survey contained in Board Item H-4, indicate that the current MEP salary schedule generally provides a competitive and sound salary structure to attract, retain and motivate employees. Specifically, however, the market data indicates the following areas of the salary schedule are not reflective of the actual market:

1. Some minimum salaries may be low, while the maximum pay levels are slightly higher than the overall market data, at the lower and middle salary ranges.
2. Salary ranges for the executive level jobs (Pay Grades 25 - 28 inclusive) are generally low at both the minimum and maximum pay levels.
3. Pay Grades 12 and 13 were found to overlap the M-DCPS confidential exempt pay ranges and provided pay levels lower than comparable managerial exempt positions.

Based on this analysis, a revised MEP salary schedule is proposed which incorporates the following changes (Attachment):

1. deletes Pay Grades 12 and 13;
2. lowers the salary range for Pay Grade 14; and
3. increases the salary range of Pay Grades 25 - 28, inclusive.

The cost to implement this schedule will be \$2501 for fiscal year 2003-04 based on an adjustment to minimum salaries. There will be no adjustment to salaries above the current salary range minimums. Staff will continue to review managerial positions and the corresponding salaries to ensure competitiveness and equity in the MEP salary structure.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the proposed Managerial Exempt Personnel (MEP) Salary Schedule effective September 12, 2003.

MHA:rm

REPLACEMENT
H-5

MANAGERIAL EXEMPT (MEP) SALARY SCHEDULE

<u>Grade</u>	<u>Current Minimum</u>	<u>Recommended Minimum</u>	<u>Current Maximum</u>	<u>Recommended Maximum</u>	<u>Grade</u>
28	\$112,223	\$124,210	\$186,063	\$206,840	28
27	103,798	111,890	168,342	184,010	27
26	90,260	99,020	154,815	163,390	26
25	85,153	90,850	131,092	136,270	25
24	82,020	82,020	122,486	122,486	24
23	78,615	78,615	117,521	117,521	23
22	70,012	70,012	112,961	112,961	22
21	64,677	64,677	106,116	106,116	21
AP	62,862	62,862	101,546	101,546	AP
AP	56,451	56,451	89,758	89,758	AP
20	59,748	59,748	97,387	97,387	20
19	55,404	55,404	91,724	91,724	19
18	51,300	51,300	83,106	83,106	18
17	48,805	48,805	76,208	76,208	17
16	46,093	46,093	71,983	71,983	16
15	42,877	42,877	65,144	65,144	15
14	40,700	39,700	59,015	59,550	14
13	37,860	N/A	56,205	N/A	13
12	36,121	N/A	53,741	N/A	12

**10 month Assistant Principals*

Note: No employees currently below pay grade 18.

Effective - September 12, 2003

H-5 (ATTACHMENT)