

MEMORANDUM

September 10, 2003

TO: The Honorable Chair and Members of
The School Board of Miami-Dade County, Florida

FROM: Merrett R. Stierheim, Superintendent of Schools

**SUBJECT: AGENDA ITEM REVISED REPLACEMENT H-5 - SALARY SCHEDULE
FOR MANAGERIAL EXEMPT PERSONNEL, SEPTEMBER 10, 2003
SCHOOL BOARD MEETING**

The attached agenda item Revised Replacement H-5 is being withdrawn because additional staff review needs to be conducted regarding the results of the compensation study for Managerial Exempt Personnel being submitted for your receipt under agenda item Replacement H-4.

MRS:mtp
M0502

Attachment

cc: Ms. Marjorie H. Adler
School Board Attorney

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 significantly low at the minimum 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 minimum salaries for Pay Grades 25 - 28, inclusive.

The cost to implement this schedule will be \$2,501 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

Item Withdrawn
REVISED
REPLACEMENT
H-5
(September 10, 2003)