

Jose L. Dotres, Chief Human Capital Officer  
Office of Human Capital Management

**SUBJECT:** APPROVE THE 2017-2018 COMPENSATION ADJUSTMENTS FOR  
MANAGERIAL EXEMPT PERSONNEL AND CONFIDENTIAL EXEMPT  
PERSONNEL

**COMMITTEE:** PERSONNEL SERVICES AND STUDENT AND SCHOOL SUPPORT

**LINK TO STRATEGIC  
BLUEPRINT:** HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF

Pursuant to Board Policy 1120.01, Managerial Exempt Personnel (MEP) and 4120.01 Confidential Exempt Personnel (CEP) Classification Plan, compensation adjustments must be approved by the Board.

Recognizing the work of our MEP and CEP employees, it is recommended that eligible MEP and CEP receive average compensation adjustments of 2.0%.

As required by Florida law up to an additional 0.4% will be set aside for distribution, based on performance, to eligible MEP upon completion of the 2016-2017 evaluations.

This item does not appear on the published Agenda. There exists good cause to vary from the published Agenda as this item is intended to recognize the hard work, contributions, and achievements of these employees in a time frame consistent with our instructional employees.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida:

1. Approve a salary adjustment for eligible MEP class employees, effective July 1, 2017, for an average distribution of 2.0% and up to an additional 0.4% be set aside for distribution based on performance, upon completion of the 2016-2017 evaluations.
2. Approve a compensation adjustment of 2.0% for eligible CEP employees, and adjust the salary range accordingly, effective July 1, 2017.

**Good Cause  
D-26**