

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**

**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 class employees, it is recommended that salary adjustments be approved for MEP class employees effective July 1, 2018, for a total distribution of 3.0%, with an average of 2.6%, and up to an additional 0.4% set aside, as required by Florida law for performance to eligible MEP employees upon completion of the 2017-2018 evaluations.

Recognizing the work of our CEP employees, it is recommended that eligible CEP receive compensation adjustments of 3.0%.

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 other employee groups.

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

1. Approve a salary adjustment for eligible MEP class employees, effective July 1, 2018, for a total distribution of 3.0%, with an average of 2.6% and up to an additional 0.4% set aside, as required by Florida law for performance to eligible MEP employees upon completion of the 2017-2018 evaluations.
2. Approve a compensation adjustment of 3.0% for eligible CEP employees, and adjust the salary range accordingly, effective July 1, 2018.

**Good Cause
D-25**