



**CONDREY &
ASSOCIATES, INC.**

A Human Resources Consulting Company

August 21, 2013

Ms. Carla Maglio Gomez
Assistant Director
Department of Human Resources
City of Miami Beach
1700 Convention Center Drive
Miami Beach, Florida 33139

Dear Ms. Gomez:

As we discussed, I am happy to provide information concerning updating the salary scales presented in our August 2009 report. In order to bring these scales to current compensation levels, we recommend that they be increased by 7%. This 7% adjustment is based on the approximate cumulative increase in the Employment Cost Index since 2009.

I hope this information is helpful to you. Please do not hesitate to contact me if I may provide further information.

Sincerely,

Stephen E. Condrey, Ph.D.
President