

MONTEREY PENINSULA REGIONAL PARK DISTRICT
BOARD OF DIRECTORS MEETING

DATE: November 10, 2022
TO: Personnel Committee
FROM: Shuran Parker, Administrative Services Manager
REVIEWED BY: Rafael Payan, General Manager
SUBJECT: Classification and Compensation Study Report
Recommendations

SUMMARY:

The Personnel Committee (Committee) is being asked to review and consider the classification and compensation study recommendations and provide direction to staff on potential next steps.

FISCAL IMPACT:

There is no fiscal impact associated with taking this action.

FUNDING SOURCE:

Not applicable

FUNDING BALANCE:

Not applicable

DISCUSSION:

At its October meeting, the Board received reports on the Classification and Compensation studies, which included recommendations and data, including: class descriptions (**ATTACHMENT 1**); pay schedule (**ATTACHMENT 2**); salary placement (**ATTACHMENT 3**); and benefit information (**ATTACHMENT 4**). Since the Committee has had some time to review the reports and recommendations, staff would like to begin discussions on the data and gather feedback so that we may answer questions and prepare additional information to eventually develop recommendations for full Board for consideration.

RECOMMENDED ACTION:

Staff recommends that the Committee present questions and requests for additional information so that we can reconvene in the near future and discuss the data. NOTE: We have active recruitments for positions where salary adjustments (up and down) are recommended, so staff would like to move toward approving the revised salary schedule and placements soon, to make meaningful use of the study results.

ATTACHMENTS:

1. [Draft Class Descriptions](#)
2. [Revised Pay Schedule](#)
3. [Proposed Salary Placement](#)
4. [Benefit Information by Position](#)