

**MONTEREY PENINSULA REGIONAL PARK DISTRICT
BOARD OF DIRECTORS MEETING**

DATE: April 3, 2024
TO: Board of Directors
FROM: Tucker Wisdom-Stack, District Counsel
REVIEWED BY: Rafael Payan, General Manager
SUBJECT: Review and Approval of Employment Agreement Amendment with Rafael Payan, PhD for General Manager Position

SUMMARY:

This is a request to amend the term of the employment contract with Rafael Payan, PhD (Dr. Payan) for the General Manager position.

FISCAL IMPACT:

Approximately \$221,857

FUNDING SOURCE:

Funding for the General Manager salary will be included in the FY2024-25 position in all full-time salary accounts: 6102, 6202, 6302, and 6502.

FUNDING BALANCE:

6102: \$153,476; 6202: \$247,050; 6302: \$89,297; 6502: \$58,323

DISCUSSION:

The General Manager's employment agreement (**ATTACHMENT 1**) will expire on April 5, 2024. Staff is requesting the Board amend that agreement to extend the term for one year, through April 5, 2025 (**ATTACHMENT 2**).

RECOMMENDED ACTION

It is recommended that the Board amend Dr. Payan's employment agreement for the term of one year. Legal Counsel Tucker Wisdom-Stack will report on this item and be available to answer questions.

ATTACHMENTS:

1. [General Manager 2018-2023 Employment Agreement](#)
 - a. [Exhibit A – 2023 Job Description](#)
2. [General Manager 2023-2024 Employment Agreement](#)
3. [Proposed General Manager 2024-2025 Employment Agreement](#)