

MONTEREY PENINSULA REGIONAL PARK DISTRICT
BOARD OF DIRECTORS MEETING

DATE: June 7, 2023
TO: Board of Directors
FROM: Shuran Parker, Administrative Services Manager
SUBJECT: Approval of Revised Pay Schedule

SUMMARY:

The Board is being asked to review and approve the new, revised pay schedule prepared by Koff & Associates.

FISCAL IMPACT:

There is no direct fiscal impact associated with taking this action.

FUNDING SOURCE:

Not applicable

FUNDING BALANCE:

Not applicable

DISCUSSION:

In 2022, the District engaged the services of Koff & Associates (“K&A”) to conduct Classification and Compensation and Benefits studies of its positions and organization. As part of the Compensation and Benefits report, K&A gathered District information, including our existing 6-step pay schedule (**ATTACHMENT 1**) and compared it against a group of comparator agencies approved by the Board.

At its May 16 special meeting, the Board asked staff to update the new pay schedule to reflect the 4.2% Cost of Living Adjustment approved as of July 1, 2022 (**ATTACHMENT 2**), and the accompanying range placement recommendations (**ATTACHMENT 3**).

RECOMMENDED ACTION:

Staff recommends that the Board approve the new pay schedule.

ATTACHMENTS:

1. [Current Pay Schedule](#)
2. [Draft Pay Schedule](#)
3. [Salary Range Placement Recommendations](#)