

AGENDA ITEM NO. 5-C
MONTEREY PENINSULA REGIONAL PARK DISTRICT
BOARD OF DIRECTORS

Regular Meeting Minutes

Date: Wednesday, March 5, 2025

Time: 6:30 p.m.

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- 1) **CALL TO ORDER** – The meeting was called to order at 6:35.
 - 2) **ROLL CALL** – Roll call was taken. Present: Directors Anderson, Lee, Markham, Potter, and Raskoff
 - 3) **APPROVAL OF AGENDA** – Upon motion by Director Markham, seconded by Director Anderson, the agenda was unanimously approved.
 - 4) **PUBLIC COMMENTS** – Lorna Moffitt spoke in support of not cutting down Eucalyptus trees at District parks.
 - Michael Anderson spoke in support of stricter dog enforcement at District parks.
 - 5) **PRESENTATION** (*Presentations are informational only, and no formal Board action will be taken. Public speakers are limited to three minutes.*)
 - A. **MPRPD Compensation and Benefits Survey Results** (*S. Parker*)
 - Interim General Manager Shuran Parker introduced the item and Katie Kaneko of Gallagher Benefit Services who reviewed the survey results.
 - Two key takeaways from the results are that 1) some position salaries are still quite above market and Gallagher’s recommendation is to y-rate positions that are more than 5 percent above market; and 2) the District’s contribution toward the medical premium is not competitive compared to the agencies surveyed, and Gallagher thus recommends that the District look at the possibility of increasing its contribution.
 - Environmental Education Supervisor Jackie Nelson asked when the next survey should take place and Ms. Kaneko reported that they recommend doing a new survey every three to five years.
 - Environmental Education Coordinator Savannah Peña noted that she started with the District in 2021 with the expectation to receive salary increases based on the pay schedule and finds it difficult to pay for medical costs.
 - Ms. Nelson also expressed her displeasure with the District’s dental provider.

- The Board asked questions about the survey which Ms. Kaneko and Ms. Parker answered.
- Ms. Parker noted that she would try to schedule a meeting with the Finance Committee to discuss possible next steps based on the survey results and bring recommendations to the Board in April.

B. Fiscal Year 2024-25 Budget Review (S. Parker)

- Ms. Parker reviewed the status of the District budget as of January 2025 and the estimated year-end totals and answered Board member questions.

- 6) CONSENT ITEMS** – Upon motion by Director Anderson, seconded by Director Potter, Items A, B, C, D, E and G were unanimously approved, then after discussion as noted below and upon motion by Director Anderson, seconded by Director Lee, Item F was unanimously approved.

A. Approval of December 9, 2024 Special Meeting Action Minutes (S. Parker)

B. Approval of February 4, 2025 Personnel Committee Action Minutes (S. Parker)

C. Approval of February 5, 2025 Regular Meeting Action Minutes (S. Parker)

D. Approval of Summary of Payments (K. McCullough)

E. Approval of Public Entity Banking Resolution with Mechanics Bank (K. McCullough)

F. Approval to Enter Into Legal Agreements (T. Wisdom Stack)

- Director Anderson asked a question about the funding balance.

G. Approval of February 27, 2025 Nominating Committee Action Minutes (S. Parker)

- 7) DISCUSSION/ACTION ITEMS** (*Discussion items generally include a staff presentation or explanation and recommendation before Board discussion and vote. Public speakers are limited to three minutes.*)

A. Recommendations and Updates on the Management of Western Snowy Plovers on District Lands (J. Smith)

- Planning and Conservation Program Manager Jake Smith, Supervising Ranger Caine Camarillo and Environmental Education Supervisor Jackie Nelson presented on a recent report regarding the western Snowy Plover and possible measures that could take place at Marina Dunes Preserve to educate the public and protect the bird.

B. Strategic Plan Update (S. Parker)

- Shuran Parker discussed the revised draft, solicited feedback and Board comments.
- Staff will review and make additional edits to the document and present at the next meeting.

C. Review and Approval of Revised Board Code of Ethics and Conduct Policy (T. Wisdom-Stack) – ITEM TABLED

D. Consideration of Nominating Committee Recommendations for Appointment to the CFD Oversight Committee (S. Parker)

- Shuran Parker reported on the Nominating Committee recommendations and the Board discussed.
- After discussion and upon motion by Director Lee, seconded by Director Potter, the item was unanimously approved.

8) DIVISION REPORTS – All Division Reports are informational only and may be written or oral.

- A. Monthly Financial Report (K. McCullough)**
- B. Mid-Month Staff Report (S. Parker)**

9) IDENTIFICATION OF CLOSED SESSION ITEMS – President Raskoff announced that the Board would be going into Closed Session to discuss the noted items and solicit public comments.

- A. Conference with Legal Counsel – Significant Exposure to Litigation Pursuant to Government Code Section 54956.9(d)(2). Three potential cases.**
- B. Public Employment, General Manager Position, Pursuant to Government Code Section 54957(b)(1)**
- C. Instructions to Real Property Negotiators Pursuant to Government Code Section 54956.8 A.P.N. 015-162-009, 015-162-048 (Negotiators: Parker and Wisdom-Stack) (Under negotiation: terms and conditions)**
- D. Conference with Labor Negotiators Pursuant to Government Code Section 54957.6 (District Representatives: Parker and Johnson)**

10) PUBLIC COMMENT ON CLOSED SESSION – None

11) ADJOURN TO CLOSED SESSION – Closed Session began at 9:48 and ended at 11:32.

12) REPORT ON RETURN FROM CLOSED SESSION – Nothing to report.

13) ADJOURNMENT – The meeting was adjourned at 11:33.

Shuran Parker, Recording Secretary