

MONTEREY PENINSULA REGIONAL PARK DISTRICT  
BOARD OF DIRECTORS MEETING

**DATE:** October 5, 2022  
**TO:** Board of Directors  
**FROM:** Shuran Parker, Administrative Services Manager  
**REVIEWED BY:** Rafael Payan, General Manager  
**SUBJECT:** Review of Classification and Compensation Study Reports

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**SUMMARY:**

The Board is being asked to review the classification and compensation study reports, prepared by Koff & Associates and approve the class descriptions as presented.

**FISCAL IMPACT:**

There is no fiscal impact associated with taking this action.

**FUNDING SOURCE:**

Not applicable

**FUNDING BALANCE:**

Not applicable

**DISCUSSION:**

The District has engaged the services of Koff & Associates (“K&A”) to conduct classification and compensation and benefits studies of its positions and organization. During the last several months, K&A has met with staff and management to gather information for the classification piece of the study, then presented comparator agency options to the Board and received approval of said agencies to conduct the compensation part of the project. At this meeting, we’re pleased to share their findings: Classification Report (**ATTACHMENT 1**) and Compensation Report (**ATTACHMENT 2**).

**RECOMMENDED ACTION:**

There is a lot of information for the Board to digest, so we’re asking that you receive the information and come prepared with any questions. Our K&A project manager, Katie Kaneko will be available at the meeting to assist answering questions. Following the report, and based upon Board feedback, staff will develop a plan to address any recommended changes at a future meeting(s). The only action requested at this time is to approve the class descriptions.

**ATTACHMENTS:**

1. [Classification Study Report](#)
2. [Total Compensation Study Report](#)