

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

DATE: May 05, 2021
TO: Board of Directors
FROM: Rafael Payan, General Manager
SUBJECT: Approval of Request for Proposals for Classification and Compensation Study

RECOMMENDED ACTION:

Staff recommends that the Board of Director's authorize staff to advertise a Classification and Compensation RFP (**ATTACHMENT 1**).

FISCAL IMPACT:

Professional Service Agreement will be negotiated with the most qualified firm thus, fiscal impact is unknown at this time.

FUNDING SOURCE:

6149 – Professional Services

FUNDING BALANCE:

Staff has included funds in the draft FY2021-22 budget

DISCUSSION:

The District is seeking proposals from qualified professional consulting firms to conduct a comprehensive classification, compensation, benefits, and organizational structure study (Study). The objective of this Study is to perform an analysis that helps ensure MPRPD's competitiveness and responsible fiscal and structural alignment.

The Study shall develop recommendations and propose options for classification, compensation, and benefits for extant and proposed positions, and identify gaps in the organization's structure. The selected Consulting Firm's analysis and recommendations will be based on like-size public agencies within the State of California, focusing on those located along or in proximity to the Central Coast. Variables for comparison may include, but are not limited to size of the agency, type of operation or deliverable product, scope of responsibilities, community served, etc.

RECOMMENDED ACTION:

Authorize staff to advertise the comprehensive classification, compensation, benefits, and organizational structure study RFP as attached or substantially in the same form.

ATTACHMENT:

[1. Classification and Compensation RFP](#)