

MONTEREY PENINSULA REGIONAL PARK DISTRICT  
BOARD OF DIRECTORS MEETING

**DATE:** June 16, 2023  
**TO:** Personnel Committee  
**FROM:** Shuran Parker, Administrative Services Manager  
**SUBJECT:** Fiscal Year 2023-24 Pay Schedule and Compensation Analysis

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**SUMMARY:**

The Personnel Committee (Committee) is being asked to review the District's new Draft Pay Schedule (Schedule) for Fiscal Year (FY) 2023-24 and budgeted amounts and provide recommendations on how to present the information to the full Board for consideration.

**FISCAL IMPACT:**

There is no fiscal impact associated with taking this action.

**FUNDING SOURCE:**

Not applicable

**FUNDING BALANCE:**

Not applicable

**DISCUSSION:**

At its May 3 meeting, the Board directed staff to revise the new, proposed FY2022-23 Pay Schedule to reflect the 4.20% Cost of Living Adjustment (COLA) approved by the Board effective July 1, 2022. At that same meeting, staff were also instructed to include a 2% COLA in the proposed FY2023-24 budget for all staff. Presented for Committee review is the draft FY2023-24 Pay Schedule (**ATTACHMENT 1**) based on the new 5-step schedule prepared by Koff & Associates, which includes the 4.20% COLA for July 2022 and the 2% COLA for July 2023.

Also included is a spreadsheet which shows old and new maximum monthly salary amounts by position, along with a description of actions to be taken if the Board decided to Grandfather incumbents or "Y" rate and salary implications for new hires. Additionally, staff has noted the budgetary impacts for FY2023-24 (**ATTACHMENT 2**).

**RECOMMENDED ACTION:**

Staff recommends that the Committee review the presented material and provide direction on how to proceed with presenting the material for Board consideration at the July 5 meeting.

**ATTACHMENTS:**

1. [Draft Pay Schedule, FY2023-24](#)
2. [Pay Impacts by Position](#)