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