



Midpeninsula Regional
Open Space District

R-16-156
Meeting 16-31
December 14, 2016

AGENDA ITEM 5

AGENDA ITEM

Update of the District's Classification and Compensation Plan to reflect the revised Board Appointee Group salaries approved by the Board on October 26, 2016.

BOARD APPOINTEE EVALUATION COMMITTEE'S RECOMMENDATIONS

Adopt a resolution approving the revised Classification and Compensation Plan, resulting from the Board's approval of the evaluations of the performance of the District's Board Appointees for Fiscal Year 2015-16, and the Board Appointee Evaluation Committee recommendation of the salary adjustments for the Board Appointee Group.

SUMMARY

The recommended action implements a revised Classification and Compensation Plan chart to reflect the changes to salary as approved by the Board at its meeting on October 26, 2016 for the Board Appointee Group, which includes the General Manager, the Controller, and the General Counsel.

DISCUSSION

To ensure compliance with applicable section of the California Government Code and provision of the CalPERS contract, the District Classification and Compensation Plan must be approved by the Board. This meets the requirements of the California Government Code, which includes:

- Specify compensation and effective dates for all positions

The attached Compensation and Classification resolution includes the changes and will supersede the previous resolution with the approval by the Board of Directors.

BOARD COMMITTEE REVIEW

The recommended salary adjustments were thoroughly reviewed by the Board Appointee Evaluation Committee, prior to review by the Board.

FISCAL IMPACT

For the Controller: Total of the annual salary = \$42,900, effective November 1, 2016.

For the General Counsel: Total of the annual salary plus adjustment = \$222,760, effective July 1, 2016.

For the General Manager: Total of the annual salary plus adjustment = \$247,600, effective July 1, 2016.

PUBLIC NOTICE

All public noticing requirements of the Brown Act have been met. No additional notice is necessary.

CEQA COMPLIANCE

This item is not a project subject to the California Environmental Quality Act.

NEXT STEPS

The Classification and Compensation Plan chart will be publically posted on the District website.

Attachments

1. Resolution Approving Classification and Compensation Plan

Responsible Department Head:

Stefan Jaskulak, Chief Financial Officer/ Director of Administrative Services

Prepared by:

Candice Basnight, Human Resources Supervisor