MEMORANDUM

TO: The Governing Board
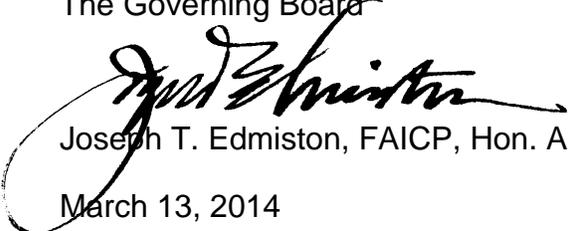
FROM: Joseph T. Edmiston, FAICP, Hon. ASLA, Executive Officer

DATE: March 13, 2014

SUBJECT: **Agenda Item VIII : Consideration of resolution approving and adopting the updated MRCA Salary Schedule.**

> Staff Recommendation: That the Governing Board approve and adopt the attached resolution accepting the updated Mountains Recreation and Conservation Authority Salary Schedule.

> Background:
> As a result of the City of Bell Financial scandal, California Code of Regulations Section 570.5 requires that public agency salary schedules be publicly available. A requirement to be considered "publicly available" is that the schedule has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meeting laws.

> The MRCA salary schedule was approved last month by the Board. Subsequent to this adoption, the position of Real Estate Officer was added to the salary schedule.

> The MRCA salary schedule will be updated again in late June if needed to reflect any changes in accordance with the Mountains Recreation and Conservation Authority's Preliminary Budget for Fiscal Year 2014-2015, once that budget has been adopted in accordance with section 11.3 of the Mountains Recreation and Conservation Authority's Joint Exercise of Powers Agreement.

> In addition to any changes to the salary schedule as a result of the Preliminary Budget for Fiscal Year 2014-2015, staff reviews positions as they become vacant, in order to determine if changes are recommended to the schedule. Lastly, outside forces, such as increases in the minimum wage, can drive changes to the schedule. Upon approval of this resolution by the Board, a copy of the updated Mountains Recreation and Conservation Authority salary schedule shall be placed on the MRCA website.