



Monterey County

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Board Report

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In accordance with Personnel Policies and Practices Resolution (PPPR) #98-394, Sections A.1.11.1 and A.1.11.5, authorize advance step placement of Mr. Mark Mariscal at Step 4 of the Director of Parks and Recreation salary range, effective March 23, 2015. (ADDED VIA ADDENDUM)

RECOMMENDATION:

It is recommended that the Board of Supervisors:

In accordance with Personnel Policies and Practices Resolution (PPPR) #98-394, Sections A.1.11.1 and A.1.11.5, authorize advance step placement of Mr. Mark Mariscal at Step 4 of the Director of Parks and Recreation salary range, effective March 23, 2015.

SUMMARY/DISCUSSION:

The County Administrative Office conducted an extensive national recruitment for the Director of Parks and Recreation position. Mr. Mariscal was selected as the individual best qualified for this position. He has agreed to accept the position at Step 4 of the 7-step salary range of the position.

Placement at advanced step may be requested to compensate employees commensurate with their specialized knowledge, skills, experience, and recognition of their current compensation. Pursuant to the provisions of the Personnel Policies and Practices Resolution (PPPR) #98-394 only the Board of Supervisors can authorize placement above Step 3 in Unit Y.

Mr. Mariscal's knowledge, abilities and work experience warrant his appointment at an advanced step. Mariscal has extensive experience with parks operations, budgeting, personnel management and community engagement. He comes to Monterey County from the City of Los Angeles Department of Parks and Recreation where he spent a total of 22 years, 14 years of which he served as Operations Manager, overseeing up to 800 full and part-time employees and multi-million dollar operations which included Recreation, Museums, Camps and Sports Divisions. Prior to his position as Operations Manager, he was the Executive Director of the Los Angeles Exposition Park Complex.

Mariscal holds a Bachelor's Degree from California State University, Los Angeles in Recreation and is bi-lingual in Spanish. He also currently serves as President of the State Board of Directors of the California Park and Recreation Society.

It is important to note that Mr. Mariscal has taken a reduction in pay by accepting this position. As the Operations Manager for the City of Los Angeles Department of Parks and Recreation, Mariscal was at the top Step (Step 5) of the position, grossing a monthly salary of approximately \$14,315.85. In his new position as Director of Parks and Recreation for the

County of Monterey, Mariscal would be grossing a monthly salary of approximately \$11,791 at Step 4. In determining the appropriate step for appointment, prior compensation levels and the effect of differences in compensation and benefits for each position were considered. Salary recommendations have been made in accordance with the County's Personnel, Policies and Practices Resolution (PPPR) sections A.1.11.1, and A.1.11.5. These sections provide for appointment at a higher salary step for reasons including credit for experience, difficulty of recruitment, avoiding injustice, and employee negotiation.

Therefore approval is requested to place Mr. Mark Mariscal at Step 4 of the County's current salary schedule for the Director of Parks and Recreation position.

OTHER AGENCY INVOLVEMENT:

ACAO-IGLA and Human Resources staff reviewed and assisted in preparation of this report. Mr. Mariscal is scheduled to begin work on March 23, 2015, Human Resources and the Parks Department intend that this Step 4 placement be effective on Mr. Mariscal's date of hire.

FINANCING:

The Parks Department is currently operating in a deficit condition. The Parks and Recreation Director position is a critical position necessary to address current and projected budget issues as well as critical operation issues within the County Parks Department.

Approved by:

Nicholas E. Chiulos
Assistant County Administrative Officer