



MINUTES Personnel Committee Meeting 9:00 am, Friday, February 27, 2026 2350 Northrop Ave., Sacramento, CA 95825
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Staff: Daniel Barton, J.R. Hichborn, Nicole Friedrich, Danny Curtola, Darren Woodland, and Laura Freeman.

Committee Members: Pati Todd and Michael Alcalay.

Call to Order: 9:00 a.m. by Chair Pati Todd

****Denotes agenda items with attached information***

1. Review Minutes of September 18, 2025, Personnel Policy Committee Meeting *
Approved.

The committee agrees to include the following in the compensation study:

1. *Include the top three most comparable companies.*
2. *Include all MORPD full-time positions.*
3. *Include benefits.*

Alcalay requests to bring discussion back to the Board in the next meeting listing out the compensation study inclusions along with the Policy.

2. Review of the Cascade Employers Association Compensation Study. *
Received and reviewed.

3. Review and approve the adjusted MORPD Wage Scales. *

Alcalay requests Attachments A, B, and C to be presented to Advisory Board for approval with a statement of recommendation.

Motion to approve at least staff requested retroactive to the July budget, with additional discussion toward those positions with discrepancies.

Todd would like clarification as to the discrepancies from the study vs. the staff recommendation— i.e. \$10,000 difference to Parks Superintendent and \$2000 difference to Maintenance Workers. In favor of going back to the Board for review with specific look into where positions differ from staff vs. study. Not in favor of the lower compensation to recommended staff is lower than the study.

Adjourned 9:29 a.m.