

Exhibit E

Building Envelope Description, Restrictions and Allowable Activities

1. DESCRIPTION

The Building Envelope is the southwestern portion of the Property, approximately 8.8 acres in size and further described below, where future development is anticipated and allowed in order to enhance the recreational use and public benefit of the Property.

a) Geographic Description

The Building Envelope is geographically located using Geographic Positioning Systems (GPS) and Geographic Information Systems technology, which at the time of the recordation of this Easement locates geographic points with a degree of accuracy within approximately 30 feet; the Parties agree that the geographic description of the Building Envelope may vary by this 30-foot amount. The coordinate system for the GPS points listed below is NAD_1983_StatePlane_California_II_FIPS_0402_Feet.

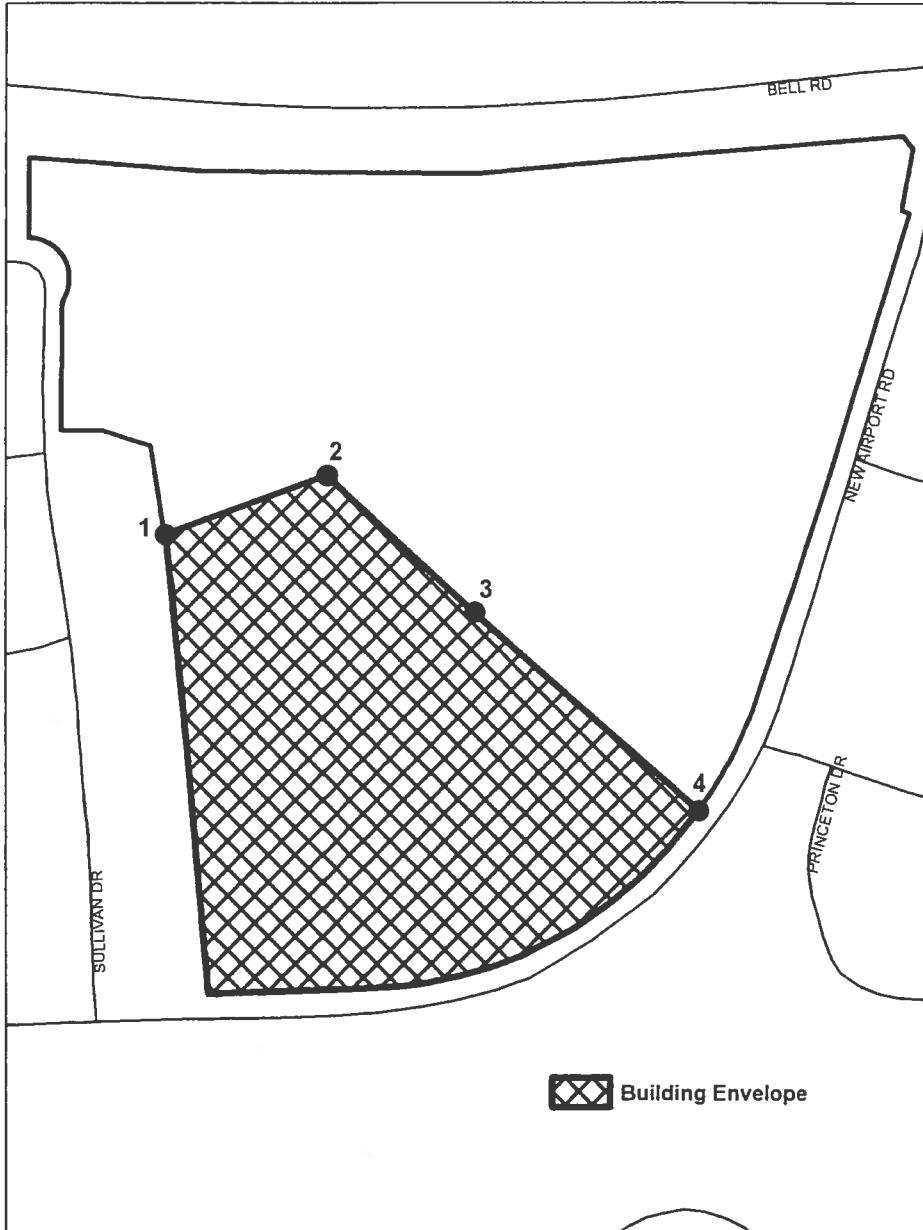
The Building Envelope is contained within the portion of the Property that is southwest of the line described by the following GPS points, listed clockwise starting on the western Property boundary and ending at the southeastern Property boundary:

GPS Point	Northing	Easting	Description
1	2105619.49	6822372.64	Point on west Property boundary
2	2105704.35	6822609.70	Point on the northeast corner of Building Envelope
3	2105505.01	6822826.55	(roughly the midpoint of northeast boundary of the Building Envelope)
4	2105214.07	6823160.59	Point on southeast Property boundary

Although it is not required by this Easement, the Grantor may, at its own cost, survey the Building Envelope to create a legal description to more precisely define this area; in such case, the resulting legal description, if approved by the Parties in writing, would replace the above geographic description of the Building Envelope.

b) Map

This map of the Property shows the approximate location of the Building Envelope, with GPS points noted.



2. RESTRICTIONS

The objective of the Building Envelope contingency within this Easement is to allow the development of additional recreational structures and infrastructure to protect and enhance the Conservation Values.

Grantor shall ensure that no activity in the Building Envelope is inconsistent with the protection of the Conservation Values on the remainder of the Property, with the exception of those activities in the Building Envelope that may affect the scenic values of the Property.

3. ALLOWABLE ACTIVITIES

Grantor reserves to itself and its successors and assigns the right to construct, maintain, alter, and improve, remove, and replace structures in the Building Envelope, subject to the restrictions in this Easement. Grantor shall be entitled to make other use of the Building Envelope as permitted by the Placer County's Zoning Ordinance that is in effect on the Property as of the date of this Easement (that is, _____), provided such use is not inconsistent with the protection of the Conservation Values. This Easement anticipates and allows public recreational use of the Property, including the Building Envelope. Specifically within the Building Envelope, this Easement anticipates and allows certain development including, but not limited to, roadways, parking lots, lighting, irrigation systems, sewer and storm water systems required by local jurisdictions, playgrounds, open turf games area, restrooms, storage buildings, picnic tables and benches, concrete slabs, sidewalks, curbs, gutters, walls, signage, kiosks, interpretive displays, fencing, gates, corrals, shade structures, boardwalks, bridges, trails, and similar park development. Specifically within the Building Envelope, this Easement also anticipates and allows maintenance activities including, but not limited to, site preparation, grading, leveling, landscaping, irrigation, tree and vegetation trimming and removal, mowing, habitat and wetland restoration and enhancement, fuel load reduction, and similar activities.

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Item 8.4 Cover sheet – Proposed amendments to Facility and Field Rental Fees

**Auburn Area Recreation and Park District Program, Policy, Personnel and Fee Committee
May, 2015; Board meeting May, 2015**

The Issue

Shall the Auburn Area Recreation and Park District (ARD) amend its policies in regards to the rental of outdoor facilities and fields, specifically allowing User Groups to retroactively modify their schedules? The ARD Policy Committee has requested that this item be considered.

Background

In reviewing rental fees paid by Auburn Little League, it was suggested that ARD consider allowing User Groups the ability to retroactively modify their schedules.

Proposed amendments to the Facility and Field Rental Fee policy are attached.

Recommendation for the Board of Directors

Staff recommends approval of the amendments to the policies in regards to rental of outdoor facilities and fields.

The Policy Committee forwarded this item to the Board with a positive recommendation.

Alternatives Available to the Board of Directors

- 1) Do not make changes to the Facility and Field rental policy
- 2) Direct staff to provide further research and information.

Fiscal Impact

Unknown at this point. The maximum amount of retroactive modifications that are being proposed is 20%. Should each user group modify a full 20%, the fiscal impact would be approximately \$9,600 per year.

Attachments

Outdoor Field and Facility rentals – Proposed policy changes

Proposed Changes to Field Reservation Policies
All proposed changes are in red font

XXI. Use of Outdoor Fields and Facilities

A. Field use policies for private renters:

1. All renters must adhere to the Field Availability Policy.
2. The District reserves the right to cancel any event with or without advance notice. District functions take priority in all cases. Renter will schedule fields from the master schedule with the Customer Service Office.
3. Fields will be assigned on a first come, first served basis, except for historic/regular User Groups (ex. Little League use of baseball fields in the spring).
4. A renter may contract with the District to prepare fields for an event for additional fees, to be paid in full prior to field preparation.
5. Fields are expected to be left in the same condition that they were found in. A fee for additional maintenance work required by the District to bring the field(s) back to acceptable playing condition may be charged to the responsible party. Future reservations will not be permitted until this fee is paid. Deposits may be required.
6. The District reserves the right to deny any rental request for the use of fields. Complaints or problems related to a specific customer's use will be taken into consideration when a rental application is submitted for use of fields.
7. Rained out reservations may be rescheduled or fees refunded if requested the first working day after the rain out.
8. A strict 11:00 curfew will be enforced for all week night and weekend play, unless prior authorization is obtained by Special Permit.
9. No person or commercial enterprise may use a District park or facility for financial gain unless authorized by Special Permit or they are running a District sanctioned class or activity. Associated rental fees may be charged.
10. Cancellations of reservations will be subject to the following conditions and fees:
 - a. Cancellations or changes in a reservation made with at least 60 days notice will be offered a full refund or credit on account.
 - b. Cancellations or changes in a reservation made with 14 – 59 days notice will be offered a full credit on account.

- c. Cancellations or changes in a reservation made with less than 14 days notice will be subject to a 50% cancellation fee. The remaining balance will be credited on account.

B. Field Use Policies for User Groups:

1. A User Group is defined as an organization that regularly rents fields or facilities from the District. Generally, all youth sports organizations are considered User Groups.
2. All User Groups must adhere to the field availability policy detailed in section C.
3. User Groups will prepare a schedule at least two months in advance and submit to the Customer Service/Marketing Manager.
4. A User Group may contact with the District to prepare fields for an event for additional fees, to be paid in full prior to field preparation.
5. The District reserves the right to deny any rental request for the use of fields. Complaints or problems related to a specific User Group will be taken into consideration when a rental application is submitted for use of fields.
- ~~6. Rained out reservations may be rescheduled or fees refunded if requested the first working day after the rain out.~~
7. A strict 11:00 curfew will be enforced for all week night and weekend play, unless prior authorization is obtained by Special Permit.
8. No food or beverages may be sold at any field without a special use permit or contract, and must meet all state, county and local ordinances and regulations.
9. Parking is allowed only in designated areas.
10. No public address systems or other amplification units will be allowed, unless first approved through a Special Permit. All such approvals must adhere to ARD Ordinance # 1 G.
11. No person shall willfully make or continue a loud, unnecessary, or unusual noise or indulge in riotous, boisterous, threatening, or indecent conduct, or abusive, threatening, profane or indecent language within a park in such a manner as to disturb the public peace or to materially disrupt the quiet enjoyment of reasonable persons of normal sensitivity who are lawfully present in the park or on nearby properties.
12. Renters will be required to compensate the District for any damage to fields or equipment that may occur during the renter's period of use.

C. Field Availability Policy:

The Auburn Area Recreation and Park District has established a three level code system to indicate the availability of a field for use by a user group or renter.

The three codes are as follows:

RED – Signified that the field is not available for use. Any violation of this code will result in the user group or renter being financially responsible for damage caused to the field. The user group will be responsible for payment of any rental fees for the use of the field and/or fines levied by ARD. The user group or renter assumes all liability for injuries that occur due to field conditions.

YELLOW – ARD cautions against use of the field. The field has not been prepared for use; however the user group may use the field at its own discretion. The user group or renter assumes all liability for injuries that occur due to field conditions. The user group or renter is responsible for improving and preparing the field to acceptable standards for its own use. The user group or renter will be financially responsible for any damage to the field and rental fees associated with the field.

GREEN – The field is available for public or reserved use for their designated purpose.

The Auburn Area Recreation and Park District will update the “Rain-out-line” (530) 885-8461 Ext. 454 by 11:00 a.m. each day. ARD will make periodic updates throughout the day when applicable.

Signs with the field use policy displayed on them will be posted at all ARD fields.

D. Field Fees & Proceedings:

1. Fees: Refer to established Schedule of Fees as approved by Board of Directors.

2. Procedure:

a. Reservation of fields may be made up to 1 (one) year in advance.

b. Fields are available for single use rentals for a minimum rental time of ~~two~~ one hours.

E. Facility & Field Rental Fees and Retroactive Schedule Modifications. All fees are payable in full at the time of the reservation. No permit will be issued to rent District facilities and/or fields until all outstanding bills are paid in full or payment arrangements are made with written approval of the District Administrator or designee.

For any season, User Groups must pay in advance according to their submitted reservation schedule for the entire season. Payment arrangements may be made with prior written approval of the District Administrator or designee to issue the

permit for the season with an agreed upon payment schedule. In all cases, full payment must be made by the start of the User Group's season. If payment is not received by the due date, the District has the right to revoke the existing permit. In the event of potential revocation, a written notice will be sent to the contact person of record with the District.

ARD recognizes that previously established User Group season schedules may need to be retroactively modified throughout the season. As such, User Groups will be permitted to retroactively modify an existing schedule based on the following criteria and limitations

1. The User Group must contact the Customer Service Marketing Manager within 2 weeks of the date that needs to be retroactively modified.
2. User Groups will be allowed to retroactively modify a maximum of 20% of their schedule (per calendar year)
3. Any retroactive modifications to the schedule will come in the form of a credit on the User Groups account. All credits will be reconciled at the end of each season.
4. Schedules cannot be modified if ARD denied a rental request from another User Group or private renter.
5. Schedules cannot be modified if ARD prepared a field for play based on a previously submitted schedule.
6. Schedules can be retroactively modified for any of the following reasons:
 - a. Weather
 - b. Community emergency
 - c. User Group league recommendation
7. Abuse of the retroactive modification policy will not be tolerated. Any User Group that abuses this policy will no longer be allowed to modify their schedules.

Item 8.5 Cover sheet – California Drought and Possible Drought Related Policies

Auburn Area Recreation and Park District (ARD) Policy Committee Meeting April, 2015; Board of Directors meeting April, 2015; Policy Committee May, 2015; Board of Directors meeting May, 2015

The Issue

Shall the Auburn Area Recreation and Park District (ARD) create policies and procedures related to droughts and drought conditions?

Background

As California suffers through a continued drought, ARD has looked at possible drought related additions to the District Policy Manual.

This item was forwarded to the Board of Directors in April, 2015 to solicit input on drought related policies that should be considered.

A copy of proposed policy additions is attached.

A spreadsheet of ARD parks and facilities and the type of water used is attached.

Recommendation for the Board of Directors

Review and approve the drought policies and procedures (proposed Section XXXIII of the District Policy Manual).

The Policy Committee sent this item to the Board with a positive recommendation.

Fiscal Impact

As written, the proposed policies would save the District a modest amount of money through water savings.

The proposed policies and actions outlined for a severe drought (closing ball fields/facilities) would have impacts on rental fees.

Attachments

Proposed Policy language: Drought Policies and Procedures
Water sources at ARD Parks and Facilities

XXXIII. Drought policies and procedures

In the event of a statewide or local drought, the District will enact the following policies and procedures

- A. The washing of ARD vehicles will be suspended unless vehicles are washed at a car wash business that recirculates its water. This policy will not apply to the following:
 - 1. The washing/rinsing of the back of vehicles that may have been soiled with garbage or residue that will cause an offensive odor.
 - 2. The washing/rinsing of any vehicle with the intent to remove a harmful substance.
- B. The washing or pressure washing of sidewalks, walkways, buildings or other hard surfaces will be suspended. This policy will not apply to the following:
 - 1. The washing/rinsing of any hard surface that may have been soiled with garbage or residue that will cause an offensive odor.
 - 2. The washing/rinsing of any hard surface with the intent to remove a harmful substance.
- C. The watering or wetting down of any dirt infield on a baseball or softball field will be suspended. This policy will not apply to the following:
 - 1. The watering/wetting down of an infield where safety has become an issue. Field users must coordinate an inspection of the field condition with District personnel before this exception can be made.
- D. Specific areas in parks will not be irrigated. Generally, this would include areas that are not heavily used by the public, such as the hillside below and beside Sierra Pool. This policy will not apply to the following:
 - 1. Areas that may become a safety hazard if left unirrigated.
 - 2. Areas with new or recently planted trees and plants.
- E. Mower decks will be set to the highest possible setting, allowing grass to grow taller.
- F. Fertilization of District turf will be suspended.

The District Administrator will set the beginning and end dates for these policies to be enacted.

In the event of a severe or prolonged drought, the District will take the following actions:

- G. The closure of specific ball fields or facilities, including buildings and bathrooms.

The District Administrator will advise the Board of Directors of all closures. Appeals on closures will be directed to the Board of Directors.

Water sources at ARD Parks and Facilities

PARK/FACILITY	PCWA untreated	PCWA treated	NID untreated	NID treated	MV Water Dist.
Recreation Park					
General irrigation	X				
Buildings, dugouts		X			
Railhead Park					
Field irrigation	X				
bathroom, landscape irrigation		X			
CVCC		X			
Overlook Park		X			
Ashford Park					
Dog park and general irrigation	X				
bathroom, landscape irrigation		X			
Christian Valley Park		X			
Sugar Pine Ridge	X				
MV Park					
Field and general irrigation	X				
Bathroom					X
Placer Hills Park					X
Atwood Park				X	
Regional Park					
Field and general irrigation			X		
Lakeside/gym, bathrooms, "C" field				X	

Item 8.6 Cover Sheet for Re-Organization of Job Descriptions

Auburn Area Recreation and Park District Program, Personnel, Policy, Fee & Legal Review Committee meeting and Board meeting May, 2015

The Issue: Shall the District reorganize Facilities and grounds job descriptions; eliminating certain job descriptions, and creating new job descriptions.

Background: Staff has determined that the current job descriptions in the Facilities and Grounds Department should be re-organized and updated. The current job descriptions are as follows:

F&G grounds supervisor (F/T)	\$19.60	to	\$26.27
F&G grounds worker, crew leader (F/T)	\$16.14	to	\$22.28
F&G worker, turf and landscape coordinator/turf tech (F/T).	\$16.14	to	\$22.28
F&G park worker I (F/T, P/T).	\$11.79	to	\$15.80
F&G park worker II (F/T, P/T).	\$13.99	to	\$18.76
F&G worker, custodian, (F/T, P/T),	\$12.66	to	\$16.96
F&G facilities coordinator (F/T).	\$15.38	to	\$20.62

Staff proposes to change the job description as follows:

F&G grounds supervisor (F/T)	\$19.60	to	\$26.27
F&G park worker F/T, P/T).	\$11.79	to	\$15.80
F&G senior park worker (F/T, P/T).	\$15.80	to	\$22.28
F&G worker, custodian, (F/T, P/T),	\$12.66	to	\$16.96
F&G facilities coordinator (F/T).	\$15.80	to	\$22.28

The change in job descriptions eliminates the position of crew leader as well as the Park Worker I and Park Worker II categories. Instead, existing PWI employees and newly hired employees in the F&G department would become Park Workers. Crew leaders, PWII's, Turf Techs and Coordinators would become Senior Park Workers. The salary range of Park Worker would remain the same; the Senior Park Worker salary range would begin at \$15.80 and end at \$22.28. Staff believes that this proposed change in job descriptions simplifies the pay ranges and also allows qualified, exemplary employees the opportunity to advance in salary beyond current conditions. Furthermore, the opportunity for advancement would lift employee morale.

Staff has had discussions with Local 39 operating Engineers and they have voiced no objections to this proposal. The management of the Facilities and Grounds department supports these changes as well.

Recommendation: Staff recommends that the Board approve this change in job descriptions. The Policy Committee forwarded this item to the Board with a positive recommendation at its May meeting.

Fiscal Impact:

2015-2016	\$2000
2016-2017	\$4000
2017-2018	\$7200

Attachments: Senior park Worker job description.

FACILITIES AND GROUNDS SENIOR PARK WORKER

DEFINITION AND PURPOSE: Under the general direction of a Facilities and Grounds Supervisor, the Senior Park Worker has previous experience in performing a variety of semi-skilled and non-skilled tasks in the construction, maintenance, and repair of parks, irrigation systems, recreation facilities, trees, and landscaped areas. The Senior Park Worker is responsible for the occasional supervision of a staff of Park Workers to assist with these duties.

ESSENTIAL JOB FUNCTIONS:

Responsibilities and duties include, but are not limited to the following:

- Performs and/or assists in the construction, maintenance and repair of parks, park recreation structures and equipment
- Maintains a positive relationship with the public in accordance with the policies and procedures of the District
- Supervise Community Service and work release personnel
- Plants, waters, and assists in the care of the shrubs, flowers, trees, and lawns; examples include: cutting grass and weeds; raking and loading grass and brush; mowing lawns and cleaning grounds. Performs duties to include cultivating, pruning, spraying of trees, shrubs, plants and landscaped areas
- Pick up and dispose of rubbish and trash around park and other equipment
- Prepares athletic fields, including watering, dragging and lining (grade, fill and shape)
- Cleans picnic facilities, lawns, athletic fields and other recreation areas
- Performs minor maintenance of District vehicles such as changing tires, oil and filters
- Cleans and maintains public rest rooms and recreation facilities
- Performs minor electrical repairs
- Performs minor plumbing repairs
- Performs maintenance of District swimming pools including pump maintenance, water testing and balancing; assists with pool supply and equipment ordering
- Cleans, repairs, and maintains fences, pathways, landscaped areas, and playgrounds
- Makes and places forms: mixes, pours and finishes concrete used in park and recreation facilities
- Installs and maintains water lines and associated facilities, such as drinking fountains, irrigation and sprinkler systems; has knowledge of irrigation systems
- Purchase supplies and materials needed for proper maintenance following the District's purchasing policy
- Responds quickly to all safety related issues
- Occasional supervision of full and part time staff including training, reviewing work, maintaining standards and coordinating activities.
- Tracking and recording credit card purchases
- Operates, inspects and maintains a variety of equipment such as mowers, trimmers, weed eaters, table saws, miscellaneous hand-tools, District vehicles and trailers. Keeps an accurate record of maintenance and safety inspections on this equipment
- Performs and assists in aerating and fertilizing all turf areas
- Assists department employees with daily timekeeping to ensure all entries are correct

NON-ESSENTIAL JOB FUNCTIONS:

- Other duties as assigned
- Conducts periodic inventories of tools and equipment

KNOWLEDGE, SKILLS AND ABILITIES

*Facilities & Grounds Senior Park Worker - Job Description
REVISED May 28, 2014*

Knowledge of common methods, equipment and tools used in park, building, garden, tree and turf maintenance; possess knowledge and skills in small engine repairs as well as vehicle maintenance; basic understanding of electrical systems and components; experience with trailer towing; must be able to work independently; maintain records and prepare reports; communicate effectively both orally and in writing; analyze and resolve unusual situations through application of District policy; meet the public in situations requiring diplomacy and tact; establish and maintain cooperative working relationships with District employees, contractors, user groups, and the general public; must have the ability to perform safe work practices, follow directions and procedures, both written and oral; must have ability to work in a team environment.

EDUCATION REQUIREMENTS AND QUALIFYING EXPERIENCES

High School diploma or equivalent.

Minimum two years experience with park or building maintenance.

LICENSES AND CERTIFICATES

License for pesticide/herbicide spraying recommended.

First Aid, CPR, Certified Pool Operator/Aquatic Facility Operator certifications are strongly recommended.

Possession of a valid California C driver's license at the time of hire and a satisfactory driving record based upon specific program needs.

Position requires fingerprint and background check per Section 5164 of the Public Resource Code. Conviction of certain criminal offenses may prohibit employment.

WORK ENVIRONMENT

Position requires sitting, standing, walking, running, reaching, twisting, turning, kneeling, bending, stooping, squatting and making repetitive hand movements in the performance of daily duties, occasionally on uneven terrain. The position also requires both near and far vision when reading documents, inspecting plans and operating a computer. The need to climb stairs and lift; must have the basic knowledge of auto mechanics; the ability to perform heavy physical labor, such as digging ditches, lifting and carrying heavy objects up to 100 lbs. The position requires working in both an indoor, temperature controlled office environment and in outdoor environments in all weather conditions including wet, hot and cold and be exposed to heavy dust, pollen, cleaning and pool chemicals. The noise level of the indoor setting may be loud. The noise level of the outdoor setting can be loud, especially when working around construction, maintenance and turf care equipment, and equipment used at special events such as generators and amplified instruments.

Position requires both day and evening hours, including weekend shifts and holiday shifts. Split shifts may be required.

COMPENSATION: Full-time union position.

Wage rate range

\$13.99 - \$22.28

The Auburn Area Recreation and Park District is an Equal Opportunity Employer.

*Facilities & Grounds Senior Park Worker - Job Description
REVISED May 28, 2014*

Item 8.7 Cover Sheet for Change in Medical Benefits

Auburn Area Recreation and Park District Program, Personnel, Policy, Fee & Legal Review Committee meeting and Board of Directors meeting May, 2015

The Issue: Shall the District change medical plans to include the CalPERS benefits program?

Background: The District has had two medical benefit plans for several years, an HMO 20 account and an H.S.A 0/2000 deductible plan, both Kaiser plans. During negotiations with Local 39 in the spring of 2014, the District and the union agreed to partially pay for an increase in wages by switching the HMO 20 Co-Pay plan to the HMO Co-Pay 30 plan at renewal in December of 2014, a lower cost proposal. In January of 2015, Kaiser advised that they had converted the District to the ACA ("Obamacare") 30 co-pay plan without advising the District or the broker. During the ensuing days, the broker and District staff attempted to have Kaiser change back to the old plan given that they had not sufficiently noticed us of the changes. Kaiser refused to do. The ACA 30 plan coverages are poorer than the HMO 20 or HMO 30 plans, costing employees more in out of pocket expenses and co pay's. Staff met with union representatives as well as the employee negotiating committee to advise them of the issue(s). Reluctantly, they agreed that there was nothing that could be done and that we would revisit the problem at renewal in December of 2015.

In the meantime, staff has been in touch with CalPERS about the medical plans that they offer. The coverage is far superior to any plan the District now offers. However, it does come at a cost. There are only three premium levels:

Single employee:	\$661
Employee with dependent:	\$1322
Family:	\$1719

Staff has proposed changing the maximum contribution towards medical coverage as follows:

Single:	\$500
Employee and dependent:	\$1000
Family:	\$1300

Applying these formulas to all eligible employee, assuming all chose to convert to CalPERS would cost the District an additional \$28,000 per year. However, many of the current single employees may not choose to convert given that most pay zero in premium currently, but would have to contribute over \$200 per month if they chose the CalPERS plan.

Staff approached the union with this plan, and after consideration, they declined to participate and has asked staff not to discuss the plan with union members.

Accordingly, staff contacted CalPERS to ascertain if the District could split union and non-union employees from their plan. They have agreed to do so meaning that the District would have two plans going forward. The union medical plan would remain unchanged from current conditions and non-union staff could convert from existing plans to the CalPERS plan. The cost to the district if all non-union employees convert to CalPERS would be under \$2000 under current conditions.

CalPERS requires an application to be completed and a Board Resolution approving the change. Additionally, the District's Personnel and Policy Manual describes the medical benefits and formulas available to employees (attached). A change to CalPERS would require a policy change to the Manual.

The new policy would read as follows:

A. Medical Health Insurance Benefits

Each employee should consult the applicable Insurance Provider information packet for more detailed information concerning eligibility, co-payments, other charges, and benefits. Employees are required to meet all co-payment requirements and regulations of the Insurance Provider.

The District provides a comprehensive medical insurance plan for eligible employees and their dependents. In the event of an increase in medical insurance premium rates, all employees may be required to contribute to the cost of increased premiums to retain coverage. Details about medical insurance coverage are available in a separate publication distributed by the Human Resources Department.

Medical insurance benefits become effective on the first day of the month following the first full month of continuous service. Coverage is available for full-time employees and their dependents and for regular part-time employees who work an average of thirty (30) hours per week and their dependents. Part-time employees who average less than thirty (30) hours per week, seasonal employees, temporary employees, on-call employees, volunteers and independent contractors are ineligible for medical benefits.

The District contribution is made in accordance with the allowable rate as allocated by current union agreements and policies adopted by the Board of Directors.

Open Enrollment

An employee may change providers or coverage once a year during the December open enrollment period. Employees experiencing a change in family status may change benefits to reflect this change at any time during the year.

HEALTH AND WELFARE BENEFITS DETAIL

The District shall provide three types of medical coverage for all eligible employees:

- A. Kaiser H.S.A 0 2000 deductible plan (main plan)
- B. Kaiser Gold S30 co-pay plan (alternative plan)
- C. CalPERS Kaiser Plan (for non-union employees only)

Additionally:

- 1. The District's main medical plans are the H.S.A coverage, the Kaiser Gold 30, and the CalPERS Kaiser coverage.
- 2. Beginning on December 1, 2014, any and all increases in medical insurance premiums exceeding 8% shall be borne equally by the District and by the employee.
- 3. The District began offering Health Savings Accounts (HSA) for all employees beginning with open enrollment on June 1, 2008. The District will contribute 50% of the premium differential for the HSA to a debit card based HSA program. For calculation purposes, the premium differential will be based on the premium of the Kaiser HMO S30 Gold Co-Pay Plan. The District reserves the right to change medical insurance coverage to an H.S.A only program at any time and to modify its contribution rate towards the debit card based H.S.A program.
- 4. For (non-CalPERS), Coverages A & B above, the District will pay a maximum of \$550.00 per month for the following benefits for eligible full-time employees in accordance to District Personnel Policy and the District's insurance contracts.
 - a. Employee only medical insurance premium, and
 - b. Employee only dental insurance premium, and
 - c. Employee only life insurance premium.

If the total premiums do not reach the maximum amount of \$550.00 per month for the above benefits, any remaining amount of the \$550.00 per month can be used only for spouse and or dependent's medical insurance premium, in accordance to District Personnel Policy and the District's insurance contracts.

If an employee elects medical insurance coverage for a spouse and or dependent(s) and the premium exceeds \$550.00 per month, when combined with

coverage's 1.a. 1 and 2 as listed above, the District and the employee will each pay fifty percent (50%) of the amount exceeding the \$550.00 per month cap. The employee portion for said coverage shall be in accordance with the following limits:

The maximum employee contribution per month for the above coverage shall not exceed \$300.00 per month, not inclusive of the equal split of increased annual health insurance premiums. All employees are subject to the equal split of increased premiums regardless of contribution, if any, that the employee is responsible for.

6. The District will pay the amount of the monthly, non CalPERS premiums for the following benefits for eligible full-time employees, in accordance to District Personnel Policy and the District's insurance contracts, for employees whose plans exceed the \$550.00 per month maximum for employee only insurance coverage for the following:
 1. Employee only medical insurance premium for the least expensive plan offered by the District, and;
 2. Employee only dental insurance premium, and;
 3. Employee only life insurance premium.

In the event of choosing an alternate insurance plan as allowed by the District's insurance contracts, the employee will pay any premium amount exceeding the amount of the least expensive plan offered by the District.

7. Employees will pay all costs for the following:

1. Spouse and or dependent dental insurance

8. For employees enrolled in the CalPERS Kaiser program, the maximum District premium contribution shall be as follows:

Single Coverage: \$500 per month

Employee plus Dependent: \$1000 per month

Family Coverage: \$1350 per month

Employees hired after March 31, 2014:

- a. The District will pay for the following benefits for eligible full time employees in accordance with District Personnel Policy and the District's insurance contracts.

1. Employee only medical insurance premium, and
 2. Employee only dental insurance premium, and
 3. Employee only life insurance premium.
- b. The maximum District premium contribution shall be \$500 per month.
- c. Employees will pay all costs for the following:
1. Spouse and or dependent medical insurance premiums;
 2. Spouse and or dependent dental insurance;
 3. Spouse and or dependent life insurance
 4. All other elective insurance coverage.
- d. ~~The District began offering Health Savings Accounts (HSA) for all employees beginning with open enrollment on June 1, 2008. The District will contribute 50% of the premium differential for the HSA to a debit card based HSA program. For calculation purposes, the premium differential will be based on the premium of the Kaiser \$30 Co-Pay Plan. The District reserves the right to change medical insurance coverage to an HSA only program at any time and to modify its contribution rate towards the debit card based HSA program.~~

~~Beginning on December 1, 2014, any and all increases in medical insurance premiums shall be borne equally by the District and by the employees.~~

ELIGIBLE PART TIME EMPLOYEES (30-39 HOURS)

Part-time eligible employee will pay twenty-five percent (25%) of the monthly premium for the employee only medical insurance premium. The part-time eligible employee will pay for all costs for spouse and or dependent medical insurance premiums.

1. For purposes of calculating insurance coverage of part time employee's if the employee is on Disability, Workers Compensation, or medical leave for at least one (1) week, that period of time away from the District for medical reasons will not be used in averaging hours during a twelve (12) month period.
2. ~~For premiums exceeding the maximum amount as allowed by the tentative union agreement, an employee may elect to participate in the District's Cafeteria 425 Plan, and any applicable premiums may be deducted from the employee's paycheck.~~ Part time employees who average less than 30 hours per week,

seasonal employees, temporary employees, on call employees, volunteers and independent contractors are ineligible for medical benefits.

Recommendation: Staff recommends that the Board approve the proposed change to medical benefits as outlined above. The Policy Committee forwarded this item to the board with a positive recommendation at its May meeting.

Fiscal Impact: The fiscal impact can vary from \$2000 to \$28,000 under current conditions.

Attachments: Personnel Policy excerpt regarding medical benefits:

Current Medical Insurance Benefit Plan:

B. Medical Health Insurance Benefits

Each employee should consult the applicable Insurance Provider information packet for more detailed information concerning eligibility, co-payments, other charges, and benefits. Employees are required to meet all co-payment requirements and regulations of the Insurance Provider.

The District provides a comprehensive medical insurance plan for eligible employees and their dependents. In the event of an increase in medical insurance premium rates, all employees may be required to contribute to the cost of increased premiums to retain coverage. Details about medical insurance coverage are available in a separate publication distributed by the Human Resources Department.

Medical insurance benefits become effective on the first day of the month following the first full month of continuous service. Coverage is available for full-time employees and their dependents and for regular part-time employees who work an average of thirty (30) hours per week and their dependents. Part-time employees who average less than thirty (30) hours per week, seasonal employees, temporary employees, on-call employees, volunteers and independent contractors are ineligible for medical benefits.

The District contribution is made in accordance with the allowable rate as allocated by current union agreements and policies adopted by the Board of Directors.

Open Enrollment

An employee may change providers or coverage once a year during the December open enrollment period. Employees experiencing a change in family status may change benefits to reflect this change at any time during the year.

HEALTH AND WELFARE BENEFITS DETAIL

The District shall provide two types of medical coverage for all eligible employees:

- A. Kaiser H.S.A 0 2000 deductible plan (main plan)
- B. Kaiser HMO 30 co-pay plan (alternative plan)

Additionally:

2. The District's main medical plan is H.S.A coverage and the HMO 39 plan is the alternative coverage.
2. Beginning on December 1, 2014, any and all increases in medical insurance premiums exceeding 8% shall be borne equally by the District and by the employee.
3. Due to open enrollment restrictions, any employee wishing to change plans from one type of coverage to another shall be allowed to do so only during the December 2014 open enrollment period. Until open enrollment in December of 2014, the plans shall remain in place as is.
4. The District began offering Health Savings Accounts (HSA) for all employees beginning with open enrollment on June 1, 2008. The District will contribute 50% of the premium differential for the HSA to a debit card based HSA program. For calculation purposes, the premium differential will be based on the premium of the Kaiser HMO S30 Co-Pay Plan. The District reserves the right to change medical insurance coverage to an H.S.A only program at any time and to modify its contribution rate towards the debit card based H.S.A program.
5. The District will pay a maximum of \$550.00 per month for the following benefits for eligible full-time employees in accordance to District Personnel Policy and the District's insurance contracts.
 - a. Employee only medical insurance premium, and
 - b. Employee only dental insurance premium, and
 - c. Employee only life insurance premium.

If the total premiums do not reach the maximum amount of \$550.00 per month for the above benefits, any remaining amount of the \$550.00 per month can be used only for spouse and/or dependent's medical insurance premium, in accordance to District Personnel Policy and the District's insurance contracts.

If an employee elects medical insurance coverage for a spouse and/or dependent(s) and the premium exceeds \$550.00 per month, when combined with coverage's 1.a, 1 and 2 as listed above, the District and the employee will each pay fifty percent (50%) of the amount exceeding the \$550.00 per month cap. The employee portion for said coverage shall be in accordance with the following limits:

The maximum employee contribution per month for the above coverage shall not exceed \$300.00 per month, not inclusive of the equal split of increased annual health insurance premiums. All employees are subject to the equal split of increased premiums regardless of contribution, if any, that the employee is responsible for.

6. The District will pay the amount of the monthly premiums for the following benefits for eligible full-time employees, in accordance to District Personnel Policy and the District's insurance contracts, for employees whose plans exceed the \$550.00 per month maximum for employee only insurance coverage for the following:

1. Employee only medical insurance premium for the least expensive plan offered by the District, and;
2. Employee only dental insurance premium, and;
3. Employee only life insurance premium.

In the event of choosing an alternate insurance plan as allowed by the District's insurance contracts, the employee will pay any premium amount exceeding the amount of the least expensive plan offered by the District.

7. Employees will pay all costs for the following:

1. Spouse and or dependent dental insurance

Employees hired after March 31, 2014:

a. The District will pay for the following benefits for eligible full time employees in accordance with District Personnel Policy and the District's insurance contracts.

1. Employee only medical insurance premium, and
2. Employee only dental insurance premium, and
3. Employee only life insurance premium.

b. The District will provide the Kaiser Foundation Health Savings Account Plan only.

c. Employees will pay all costs for the following:

1. Spouse and or dependent medical insurance premiums;
2. Spouse and or dependent dental insurance;
3. Spouse and or dependent life insurance
4. All other elective insurance coverage

- d. The District began offering Health Savings Accounts (HSA) for all employees beginning with open enrollment on June 1, 2008. The District will contribute 50% of the premium differential for the HSA to a debit card based HSA program. For calculation purposes, the premium differential will be based on the premium of the Kaiser \$30 Co-Pay Plan. The District reserves the right to change medical insurance coverage to an HSA only program at any time, and to modify its contribution rate towards the debit card based HSA program.

Beginning on December 1, 2014, any and all increases in medical insurance premiums shall be borne equally by the District and by the employees.

ELIGIBLE PART TIME EMPLOYEES (30-39 HOURS)

Part-time eligible employee will pay twenty-five percent (25%) of the monthly premium for the employee only medical insurance premium. The part-time eligible employee will pay for all costs for spouse and/or dependent medical insurance premiums.

1. For purposes of calculating insurance coverage of part time employees if the employee is on Disability, Workers Compensation, or medical Leave for at least one (1) week, that period of time away from the District for medical reasons will not be used in averaging hours during a twelve (12) month period.
2. For premiums exceeding the maximum amount as allowed by the tentative union agreement, an employee may elect to participate in the District's Cafeteria 125 Plan, and any applicable premiums may be deducted from the employee's paycheck.
3. Part time employees who average less than 30 hours per week, seasonal employees, temporary employees, on call employees, volunteers and independent contractors are ineligible for medical benefits.

Item 8.8 Cover sheet – Letter Supporting Increased Per Capita Funding for the SB 317 Park Bond

Auburn Area Recreation and Park District Board of Directors meeting May 28, 2015

The Issue

Shall the Auburn Area Recreation and Park District (ARD) send a letter to our local legislators supporting an increase in the per capita funding for the proposed 2016 Park Bond (SB 317)?

Background

The California Association of Recreation and Park Districts (CARPD), California Parks and Recreation Society (CPRS) and several other organizations are urging local parks and recreation agencies to support a higher per capita funding amount for the 2015 Park Bond (SB 317).

This bill would enact the Safe Neighborhood Parks, Rivers, and Coastal Protection Bond Act of 2016, which, if adopted by the voters in the November 8, 2016, statewide general election, would authorize the issuance of bonds in the total amount of \$2,450,000,000 pursuant to the State General Obligation Bond Law to finance a safe neighborhood parks, rivers, and coastal protection program. SB 317 would expand local, regional and state parks, as well as restoration of California waterways and protection of California's coast and open space.

Recommendation for the Board of Directors

Review and approve the letters to Senator Gaines and other legislators.

Alternatives available to the Board of Directors

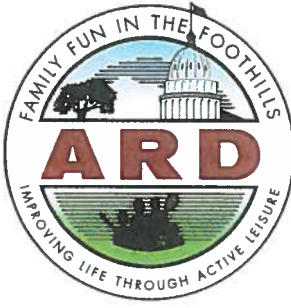
- 1) Do not approve the letters
- 2) Amend the proposed letters and approve

Fiscal Impact

There is no fiscal impact to send the letter.

Attachments

- Proposed letter to Senator Gaines
- Information from CARPD



AUBURN AREA RECREATION AND PARK DISTRICT

May 28, 2015

The Honorable Senator Ted Gaines
State Capitol Building, Room 3070
Sacramento, CA 95814

RE: SB 317 (de León) The Safe Neighborhood Parks, Rivers, and Coastal Protection Bond Act of 2016 -
Support in Concept/Amendment Consideration: Increasing Per Capita

Dear Senator Gaines,

As you may know, it has been thirteen years since the passage of a "true park bond." As California recovers from the recession, there is an urgent need to fix, repair, and further maintain the infrastructure we already have. Nowhere is that more profound than in park and recreation departments which have backlogs of major maintenance projects that add up to billions of dollars. In order to reconcile infrastructure needs, create greater public access, address the demand for new park space and acquisitions of shrinking open-space resources, local agencies need the discretionary funds to address those park-related priorities unique to their particular community. Hence, the Auburn Area Recreation and Park District urges you to favorably consider inserting a minimum of \$500 Million toward the Per Capita Program in this proposed park funding vehicle. The current version of SB 317 contains \$200 million for Per Capita allocations. Both Propositions 12 and 40 contained nearly \$550 million in discretionary funds to local agencies (Per Capita and Roberti-Z' Berg-Harris grants). The Per Capita program fosters equitable statewide distributions as it is based on population and permits agencies to address individual needs (new parks, expansion, rehabilitation, acquisition).

This funding would provide the Auburn Area Recreation and Park District with the resources to construct new parks and facilities in the north Auburn area, repair well-worn sports fields, upgrade ADA compliance District-wide, repair outdated electrical issues and address irrigation issues that will help to conserve water.

Thank you for your consideration of this request and we look forward to working with you, your staff, and your legislative colleagues in advancing this important provision and piece of legislation.

Sincerely,

Scott Holbrook, Chairman
Auburn Area Recreation and Park District

SUPPORT – SB 317 Park Bond (de León)



April 28, 2015

The Honorable Bob Hertzberg, Chair
Senate Governance and Finance Committee
State Capitol Building
Sacramento, CA 95814

RE: SB 317 - SUPPORT

Dear Senator Hertzberg:

It has been thirteen years since the passage of a “true park bond”. Proposition 84 (2006) contained elements such as the Statewide Park Program (AB 31) and funding for state parks. In contrast to

Proposition 84, both Propositions 12 and 40 called for significant investments in park infrastructure at the local level. Our agencies, comprised of both state and local park professionals, look forward to working with you, Senate President pro Tem de León, staff, and your legislative colleagues to infuse much needed financial resources into all neighborhood, regional, and state parks.

As California recovers from the recession, there is an urgent need to fix, repair, and maintain the infrastructure we already have. Nowhere is that more profound than in park and recreation departments which have backlogs of major maintenance projects that add up to billions of dollars. In order to reconcile infrastructure need, create greater public access, and balance this need with the demand for new park space in underserved urban areas.

We support SB 317 but recommend the following program expenditures:

1. Per Capita Program (\$600 Million)
 - Both Propositions 12 and 40 contained nearly \$600 million in discretionary funds to local agencies (Per Capita and Roberti-Z'berg-Harris grants).
 - Recent polling suggests that fair and equitable distributions statewide are strongly supported by registered voters.
 - Allows for statewide equitable distributions since it is based on population and permits agencies to address individual needs (new parks, expansion, rehabilitation, acquisition)
 - Establishes reasonable minimums for entities (\$250,000 for cities and districts/\$500,000 for counties, authorities and regional park districts).

2. Heavily Urbanized Per Capita Program (\$150 Million)
 - Polling results from Propositions 84, 40, and 12 revealed that voters from heavily urbanized jurisdictions (Los Angeles, San Diego, Silicon Valley, East Bay, and San Francisco) strongly favor park/resources bonds when compared to the state's more suburban and rural areas.
 - Propositions 12 and 40 contained \$200 million for the Roberti-Z'berg-Harris Program, a Per Capita program that favored larger urbanized and heavily urbanized jurisdictions. Also, Proposition 40 contained a specific set-aside of \$20 million and \$10 million for Los Angeles county and city respectively.
 - Create a program that allocates funds to those cities and districts with a population greater than 100,000 and counties and regional park districts and authorities of 500,000 or more.

3. Statewide Park Program (AB 31, de León) (\$650 Million)
 - Program encourages the creation of new parks in disadvantaged communities statewide with particular emphasis on urban areas.
 - There is a general correlation between high rates of childhood obesity/diabetes and inadequate recreational facilities and green space which this program seeks to address.
 - Locating parks near population clusters reduces "Vehicle Miles Traveled" (VMTs) and the state's reliance on auto related transport thus reducing greenhouse gas emissions.
 - During its two grant cycle rounds, program funding demand exceeded the availability of funds nine fold.

4. Planning and Capacity Building Grant Program (\$50 Million)
 - Provide funding for qualified disadvantaged communities and NGOs in California to mobilize community resources.
 - Identify and leverage local, state, and federal funds to develop community based solutions and models to improve recreational access, amenities, and programming.

5. County and Regional Park and Open Space District and Authorities Program (\$100 Million)
 - There was reference to this program in previous iterations of park bond vehicles (SB 783 and SB 1086)
 - This would serve as a compliment to aforementioned AB 31. Of the \$362 million available for competitive grants through this program, less than \$8 million was awarded to county and regional park entities.

6. Self-Help County/City/District/Authority Match Program (\$100 Million)
 - Voters within many counties and open-space agencies (Marin County Open Space, Midpeninsula Regional Open Space District, San Francisco Park and Recreation, and Santa Clara County Open Space Authority) have recently approved measures by super-majority to locally underwrite park improvements throughout their jurisdiction. Other entities including Los Angeles County, the East Bay Regional Park District, and Sonoma County are contemplating the placement of measures on the 2016 ballot for park improvements.
 - This scenario presents opportunities and possible conflicts for a statewide park measure in 2016. A program designed in this manner can incent voters of future election cycles including 2016 to approve both state and local measures by providing for a state share of funds to leverage local resources and, in addition, reward those entities that have already gone to the local electorate to enhance or maintain service levels.

7. Recreation Trails Program (Non-Motorized) (\$50 Million)
 - Trail use is the number one form of outdoor recreation in the state. Accounting for billions of dollars in economic activity in California.
 - Funding for the Recreation Trails Program (RTP) has been severely curtailed over the years by virtue of reductions in federal awards and the reversion of RTP funds to the Active Transportation Program (ATP).
 - It is estimated that only \$2 million to \$3 million is available annually through competitive grants for trail improvements in the state.

8. State Parks Operated by Local Agencies (\$30 Million)
 - There are more than 30 units of the state park system that are operated by agencies such as Los Angeles County, East Bay Regional Park District, and others entirely at local taxpayer expense.
 - Proposition 12 contained \$18 million to assist these entities in funding improvements at the associated units.
 - Although there was funding in both Propositions 40 and 84 for state park improvements, very little of the combined \$650 million were expended at units operated by locals.

- Funding for this program would demonstrate and reinforce the importance of local/state cooperative partnerships.
9. Renovation/Restoration and Repair (“RRR”) Program (\$100 million).
- Much of California’s local park infrastructure was developed back in the 1960-1970s and is “aging out.” During the recent recession, many communities in response to lagging tax receipts had few alternatives but to reduce maintenance schedules and close public park assets.
 - In survey after survey conducted by the California Park & Recreation Society of its 400 park agency membership, existing park facility restoration consistently ranks as the highest funding priority.
 - A grant program designed to address the most critical of deficiencies in existing local park infrastructure is needed.

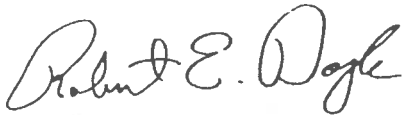
We respectfully request your support for this legislation and ask that the recommendations above be considered. We look forward to working with you, Senate President pro Tem de León, staff, and your legislative colleagues in advancing this important measure.

For more information, please contact Doug Houston at (916) 447-9884.

Sincerely,



Stephanie Stephens
Executive Director, California Park & Recreation Society (CPRS)



Robert E. Doyle
General Manager, East Bay Regional Park District

Rue Mapp
Founder & Chief Executive Officer, OutDoor Afro



Rick Sloan
President, California Association of Recreation and Park Districts (CARPD)



José G. González
Founder, Latino Outdoors

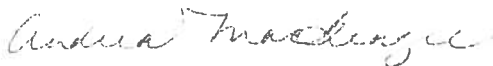
Douglas D. Houston
Executive Director, State Park Partners Coalition (SPPC)

Caryl Hart, Ph.D.
Director, Sonoma County Regional Parks

Matthew O'Grady
Chief Executive Officer, San Francisco Parks Alliance



Stephen E. Abbors
General Manager, Midpeninsula Regional Open Space District

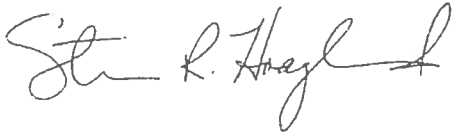


Andrea Mackenzie
General Manager, Santa Clara Valley Open Space Authority

John Woodbury
General Manager, Napa County Regional Park and Open Space District



Laura R. Cohen, J.D.
Director, Western Region, Rails-to-Trails Conservancy



Steve Hoagland
President, California Association of Park & Recreation Commissioners & Board Members



Phil Ginsburg
General Manager, San Francisco Recreation and Park District

Mark Stanley
Executive Director, Watershed Conservation Authority

cc: Honorable Members of the Senate Governance and Finance Committee and Consultant
Senate President pro Tem Kevin de León
Mr. Kip Lipper, Office of Senate President pro Tem Kevin de León

SECTION 11.0

**ITEM: CORRESPONDENCE/COMMUNICATIONS AND
INFORMATIONAL**

1. Thank you letter from Marty Allegaert for the Trivia Bee.

We thank you for contributing to this great cause ... and our wonderful community.

Thanks again,

Marty Allegaert

Trivia Bee Committee Auburn AAUW

5/5

Dear Kahl,

With the support of ARD, Auburn AAUW's fourth annual Trivia Bee was a rousing success. We had a great time and entertained a lot of people, with your considerable help. Your enthusiasm and generosity made our job easier in putting on this event, which helped us raise funds for our scholarship program.