

**AUBURN AREA RECREATION AND PARK DISTRICT MEETING OF THE
PROGRAM, PERSONNEL, POLICY, FEE & LEGAL REVIEW COMMITTEE AGENDA**
WEDNESDAY, MAY 17, 2023, 12:30 PM
CANYON VIEW COMMUNITY CENTER, BOARD ROOM
AUBURN, CA

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The public may participate in the meeting in-person or through Zoom. The link for this meeting is <https://us06web.zoom.us/j/86433760189>. The public can use this link and/or call 1 669 900 6833 Webinar ID: 864 3376 0189 to participate.

People using the Zoom website will be able to see and hear the Committee, and the Committee will be able to hear the public. The Committee will not receive any visual/video from the public. This is done to avoid inappropriate visual content at the meeting.

Questions and comments can be sent via email to the District Administrator no later than one hour before the meeting. These emails will be read aloud at the meeting and responded to accordingly. Emails can be sent during the meeting, and staff will work to ensure that all are read, however the best way to have your comment heard is through the Zoom meeting or the associated phone number.

If you are a person with a disability and need an accommodation to participate in the District's programs, services, activities, and meetings, contact Kahl Muscott at (530) 537-2186 or kmuscott@auburnrec.com at least 48 hours in advance to request an auxiliary aid or accommodation.

1.0 CALL TO ORDER

Ainsleigh _____ Holbrook _____

2.0 ANNOUNCEMENTS, AGENDA REVIEW, CHANGES AND APPROVAL

3.0 PUBLIC COMMENT – This is the time wherein any person may comment on any item not on the agenda within the subject matter jurisdiction of the Committee Chairperson, please state your name and address for the record (optional). There is a time limitation of three minutes.

4.0 BUSINESS

4.1 Approval of Minutes from the March 22, 2022 Program, Personnel, Policy, Fee & Legal Review Committee Meeting

Recommendation: Review and approve minutes.

4.2 Approval of Legal Bills

Recommendation: There are none to be reviewed.

4.3 Salary Survey Results

Based on a District-wide salary survey, shall the Board pull next year's COLA forward (for Certain Job descriptions) to July's first payroll instead of waiting until April 1st, 2024?

Discussion items:

None.

5.0 ITEMS TO BE CONSIDERED AT FUTURE PROGRAM, PERSONNEL, POLICY & FEE COMMITTEE MEETINGS

None.

6.0 PENDING ITEMS REQUIRING MORE DETAILED RESEARCH

None.

ADJOURNMENT

AUBURN AREA RECREATION AND PARK DISTRICT
This agenda is hereby certified to have been posted as follows:

5/11/2023
Date

1:30pm
Time

Caithly Warford
Secretary to the Board

**Auburn Area Recreation and Park District
Minutes
of the Program, Personnel, Policy, Fee & Legal Review Committee Meeting
Wednesday, March 22, 2023 at 12:30 PM
Canyon View Community Center
471 Maidu Drive
Auburn, CA 95603**

1.0 CALL TO ORDER

The meeting of the Program, Personnel, Policy, Fee & Legal Review Committee was called to order at 12:32 PM

ROLL CALL

Director Holbrook and Director Ainsleigh were present.

2.0 ANNOUNCEMENTS, AGENDA REVIEW, CHANGES AND APPROVAL

The agenda was approved by the Committee.

3.0 PUBLIC COMMENT- This is the time wherein any person may comment on Any item not on the agenda within the subject matter jurisdiction of the Committee. After you are recognized by the Committee Chairperson, please state your name and address for the record (optional). There is a time limit of three minutes.

None.

4.0 BUSINESS

4.1 Approval of Minutes from the February, 2023 Program, Personnel, Policy, Fee & Legal Review Committee Meeting

The minutes from the February 15, 2023, Program, Personnel, Policy, Fee & Legal Review Committee meeting were reviewed and approved by Director Holbrook and Director Ainsleigh.

4.2 Approval of Legal Bills

The Legal Bills were reviewed and approved by Directors Holbrook and Director Ainsleigh.

4.3 Added language on selected Job Descriptions

Director Holbrook and Director Ainsleigh recommended that the Board of Directors approve adding the Language on selected Job Descriptions. The Committee forward the item to the consent calendar.

4.4 COLA Wage Increase

Director Holbrook and Director Ainsleigh recommended that the Board of Directors approve the COLA Wage Increases. The Committee forward the item to the consent calendar.

4.5 District Administrator Contract Amendment - COLA

Director Holbrook and Director Ainsleigh recommended that the Board of Directors approve the District Administrator Contract Amendment - COLA. The Committee forward the item to the consent calendar.

4.6 Review of Policies Regarding Park, Facility and Amenity Closures

Director Holbrook and Director Ainsleigh recommended that the Board of Directors approve the Review of Policies Regarding Park, Facility and Amenity Closures with updates to the policy. The Committee forward the item to the consent calendar.

4.7 Auburn Area Recreation and Park District's Refund Policy Amendments

Director Holbrook and Director Ainsleigh recommended that the Board of Directors approve the Auburn Area Recreation and Park District's Refund Policy Amendments. The Committee forward the item to the consent calendar.

Discussion items:

None.

5.0 ITEMS TO BE CONSIDERED AT FUTURE PROGRAM, PERSONNEL, POLICY, FEE & LEGAL REVIEW COMMITTEE MEETINGS

Director Holbrook would like to see a recent Salary Survey at the next Program, Personnel, Policy, Fee & Legal Review Committee meeting in April.

6.0 PENDING ITEMS REQUIRING MORE DETAILED RESEARCH

None.

ADJOURNED

As there was no further business, the meeting was adjourned at 12:50 PM.

Cathy Warford
Board Secretary

3/28/2023
Date

4.3 Cover Sheet for Salary Survey Results

Auburn Area Recreation and Park District (District) Policy Committee Meeting May, 2023.

The Issue

Based on a District-wide salary survey, shall the Board pull next year's COLA forward (for Certain Job descriptions) to July's first payroll instead of waiting until April 1st, 2024?

Background

Director Holbrook requested that staff conduct a salary survey. Based on the Survey's done in 2021 and again, in August of 2022, pay scales were within the average range with competitive park districts. This April 2023 survey is more extensive and includes other entities that could be considered competitive employment opportunities for the District's staff.

For reference, this is the Consumer Price Index data per year (CPI) and COLA's that the District provided the last 4 years:

<u>California CPI</u>		<u>COLA's given for the last 4 years:</u>
2019-2020	2.86%	No COLA given by ARD
2020-2021	1.00%	ARD gave 3% on 4/1/21
2021-2022	6.5%	ARD gave 4% on 4/1/22
2022-2023	5.6%	ARD gave 4% on 4/1/23

The District's Board has agreed to, with certain criteria met (revenue growth and CPI stats), another 4% COLA on April 1st, 2024.

ARD Policy on salary schedules:

2.20 Salary Schedule Ranges

The salary schedules and hourly wage schedules for District employees are established by the District Administrator and approved by the Board of Directors. Salary schedules and hourly wage schedules shall be reviewed periodically. Should the Board of Directors approve an increase in a salary or hourly wage schedule for a job description, all employees in the job description may receive a commensurate salary or wage increase, based on recent minimum wage or other salary adjustments.

Recommendation

Staff recommends the Policy Committee send a recommendation to the board of directors to approve updating the underpaid average salary scales noted on the attachments and bring forward the 2024 COLA early for those job descriptions that are currently underpaid (per the market average for this area), beginning the first payroll in July. These proposed early increases

range from 2% to 7% depending on the job descriptions and the amount of time that a person has been in their position. This would NOT include those job descriptions that are already paid at an average wage for their job description.

The District budgeted conservatively in case a downturn happened prior to the tax revenue being received. Staff budgeted for a 4% increase in tax revenue in April over last year. It is anticipated that we will be receiving a 7% increase in tax revenue. This influx would provide the revenue source to fund these proposed increases. It is estimated to be approximately \$48,000 above budget.

Those job scales not flagged with an underpaid average will continue to receive their COLA in April 2024, providing the prior agreed criteria has been met. Those receiving their COLA early under this proposal would not receive a COLA again in 2024.

- Underpaid staff (per survey) would receive an early COLA of 2% - 7%.
- Salary Scales would be changed to reflect market averages.
- Those job scales NOT identified as underpaid would not receive an early COLA.
- Underpaid staff receiving an early COLA would NOT receive a COLA in April 2024.
- All of this is contingent upon receiving at least \$48,000 in tax revenue above budget.

Fiscal Impact

2023-2024: \$50,172. This amount is currently not included in the FY23/24 Budget. Influx of additional Tax Revenue would fund this.

Attachment

District Wide Salary Survey
Impact projection

If I made these adjustments only: Not everyone would be included

- 1) 4% increase to Park Workers
- 2) Brought starting pay to Park workers and lowest paid to \$20.00 (7%)
- 3) 4% increase to Sr Park Workers
- 4) Brought starting pay to Sr Park Workers and lowest paid to \$23.14 (7%)
- 5) Brought starting pay to Facility Coordinator starting pay to \$24.78 (7%)

Facilities & Grounds
28,727.00 Impact 2023-24

- 6) 4% increase to all Admin Positions
(Excluding the District Administrator)

Administration
7,813.00 Impact 2023-24

- 7) 4% increase to Sports Coordinator

Recreation
2,220.00 Impact 2023-24

- 8) 4% increase to Aquatics Coordinator

Aquatics
724.00 Impact 2023-24

- 9) 2% Increase to Program Leader I
- 10) 4% Increase to Program Leader II & III
- 11) 4% Increase to Associate Site Director

Youth Services
4,817.00 Impact 2023-24

- 12) 4% Increase to Customer Service Rep

Customer Service
1,518.00 Impact 2023-24

- 13) Multiple salary scale changes, but only these increases to employees (provides growth opportunities as well)

45,819.00 Total Impact

Facilities and Grounds Park Worker

ARD	Fac & Grds Park Wkr	18.68	to	25.03
City of Placerville	Park Maintenance Worker	15.50	to	17.45
City of Rocklin	Landscape Services Worker	23.01	to	29.36
City of Roseville	Parks Maint Worker I	20.46	to	28.79
Cordova Rec & Park	Park Maintenance Worker I	22.59	to	28.83
Dry Creek Elementary (Roseville)	Maintenance Worker	25.17	to	30.59
El Dorado County	Grounds Maint Worker I/II	18.63	to	25.16
Fair Oaks Rec & Park	Park Maintenance Worker	22.96	to	29.30
Foresthill School District	Maintenance I/II	16.61	to	24.48
Galt High School District	Groundskeeper	18.30	to	22.24
Loomis Elementary	Maint & Grounds Wkr	22.33	to	27.28
Natomas School District	Grounds Specialist I & II	16.52	to	26.99
PCOE				
Placer County	Parks & Grounds Worker	24.67	to	30.80
Placer High School	Grounds Maint Worker	23.79	to	28.92
Rocklin School District	Groundskeeper I	21.62	to	27.63
Roseville High School	Maintenance Worker I	23.08	to	29.38
Sacramento County	Park Maintenance Worker I	21.18	to	25.75
San Juan School District	Groundskeeper	18.90	to	23.83
Sierra College				
Tahoe Truckee School District	Groundskeeper	20.10	to	24.46
Truckee Donner Rec & Park	Park Facility Wkr: Prepper	21.48	to	23.24
Washington School District				
Western Placer School Dist (Sac)	Groundsman	20.28	to	25.79
		435.86		555.30
Average		20.76		26.44

20.73 11%
26.53 6%

Facilities and Grounds SR Park Worker/Pool Operator

Fac & Grds Sr Park Wkr/Pool	21.01	to	29.60
Sr Maintenance Worker	24.10	to	29.29
Landscape Trades Worker	26.03	to	33.22
Senior Parks Maintenance Worker	24.76	to	34.83
Park Maintenance Worker II	24.85	to	31.71
Maintenance Worker II	27.80	to	33.78
Sr Grounds Maintenance Worker	22.25	to	27.04
Lead Park Maintenance Worker	23.76	to	30.32
Lead Maintenance	24.45	to	30.19
Maintenance & Grounds Wkr	22.33	to	27.28
Grounds Specialist III	19.49	to	29.46
Grounds Craftperson	26.00	to	31.58
Parks & Grounds Worker - Sr	27.20	to	33.97
Grounds Maint Worker	23.79	to	28.92
Groundskeeper II/III	23.28	to	29.72
Senior Park Maint Worker	25.06	to	30.46
Lead Groundskeeper	21.17	to	26.71
Grounds Maintenance Tech	24.05	to	30.72
Maintenance Person	22.18	to	31.59
Park Facilities Specialist	24.17	to	30.58
Lead Groundskeeper	24.14	to	27.94
Grounds Maintenance Worker	21.25	to	27.04
		523.12	665.95
Average		23.78	30.27

23.74 13%
30.49 3%

Facilities Attendant/Custodian & Facilities Maint Worker

ARD	Fac Att/Cust & Fac Maint	18.68	to	25.03
Auburn Union School District	Night Custodian	16.13	to	24.71
City of Placerville	Facility Attendant	15.50	to	17.45
City of Rocklin	Bldg Maint Worker	24.77	to	31.62
City of Roseville	Custodian	18.82	to	26.48
Colfax Elementary	Substitute Custodian	15.68	to	19.29
Cordova Rec & Park				
Dry Creek Elementary (Roseville)	Custodian	20.65	to	25.11
El Dorado County	Custodian	17.91	to	21.77
Elk Grove School District	Custodian I	15.80	to	21.06
Eureka School District				
Fair Oaks Rec & Park	Night Custodian	19.88	to	25.17
Foresthill School District	Maintenance I	16.61	to	20.41
Galt High School District				
Gateway Community Charter	Custodian/Janitorial	18.15	to	26.91
Loomis Elementary	Custodians	21.47	to	26.21
Natomas School District	Custodian	16.52	to	26.99
PCOE	Maintenance Custodian	22.50	to	26.58
Placer County	Custodian I/II	17.53	to	24.15
Placer High School	Custodian	21.58	to	26.23
Placerville School District	Custodian	20.44	to	22.12
Rocklin School District				
Roseville High School	Custodian	15.60	to	18.23
Sacramento County	Custodian/ Maint Wkr	18.15	to	25.39
Sacramento Office of Education	Custodian	20.47	to	24.91
Sacramento School District	Custodian - 2nd Shift	15.60	to	18.23
San Juan School District	Custodian	17.65	to	22.18
Sierra College	Custodian	20.78	to	26.53
Southgate Rec & Park	Custodian	15.50	to	16.00
Tahoe Truckee School District	Custodian	20.10	to	24.46
Truckee Donner Rec & Park	Building Facilitator	18.36	to	23.24
Washington School District				
Western Placer School Dist (Sac)	Custodian	20.28	to	27.04
		521.11		663.50
	Average	18.61		23.70

No adjustment necessary

Senior Facilities Maintenance Worker

Sr Facilities Maint Worker	21.01	to	29.60
Day Custodians	17.36	to	26.65
Maintenance Worker II	21.01	to	25.54
Sr Bldg Maint Worker	26.03	to	33.22
Senior Custodian	20.70	to	29.12
Custodian P/T	17.25	to	23.33
Custodian	20.65	to	25.11
SR Custodian	20.08	to	26.14
Lead Custodian/Pool Maint.	16.59	to	22.12
Maintenance II	19.91	to	24.48
Custodian/Janitorial	18.15	to	26.91
Custodians	21.47	to	26.21
Maintenance Specialist II	21.30	to	32.16
Lead Maintenance Custodian	26.00	to	31.58
Custodian - Senior	21.31	to	26.61
Lead Custodian	24.37	to	29.62
Building Maint Worker	23.12	to	25.39
Custodian - TK-5th	18.00	to	24.12
Head Custodian	18.10	to	24.35
Custodian	20.78	to	26.53
Head Custodian	24.49	to	34.85
Park Facilities Specialist	24.17	to	30.58
Lead Custodian	22.34	to	28.38
	484.19		632.60
	Average	21.05	27.50

No adjustment necessary

Facilities Coordinator

ARD	Facilities Coordinator	22.06	to	31.04
Auburn Union School District	Maintenance Supervisor	28.06	to	30.48
Carmichael Rec & Park	Sr Maintenance Worker	24.10	to	29.29
City of Placerville	Bldg Maint Supervisor	31.15	to	38.53
City of Rocklin	Senior Bldg Maint. Worker	29.91	to	42.08
City of Roseville	Park Maint Technician	26.09	to	33.30
Cordova Rec & Park	Custodial Supervisor	22.58	to	27.45
El Dorado County				
Fair Oaks Rec & Park				
Foresthill School District				
Natomas School District				
PCOE				
Placer County	Custodian - Supervising	23.49	to	29.34
Placer High School				
Sacramento County	Supervising Custodian	21.33	to	30.05
Sacramento School District				
San Juan School District				
Sunrise Rec & Park				
Truckee Donner Rec & Park	Park Facilities Specialist	24.17	to	30.58
		252.94		322.14
	Average	25.29		32.21

25.15
14%

32.28
4%

No adjustment necessary

Facilities and Grounds Supervisor

Fac & Grds Supervisor	31.10	to	41.66
Facilities & Operations Specialist	18.47	to	28.31
Parks Superintendent	28.89	to	35.11
Bldg Maint Supervisor	31.15	to	38.53
Facilities Supervisor	32.72	to	41.80
Grounds Maint Supervisor	25.68	to	31.10
Park Supervisor	26.79	to	39.58
Lead Maintenance	24.45	to	30.19
Grounds Team Leader	21.30	to	32.16
Maintenance & Oper Specialist	27.50	to	34.00
Parks & Grds wkr Supervisor I/II	29.99	to	41.29
Skilled Maintenance Technician	31.45	to	38.23
Park Maintenance Supervisor	33.25	to	40.43
Grounds Maint Specialist II	41.10	to	50.90
Supervisor Grounds & Maint	30.45	to	38.65
Park maintenance Supervisor	32.49	to	35.50
Maintenance Foreman	35.77	to	45.26
	502.55		642.70
	Average	29.56	37.81

Fac & Grounds Manager

ARD	Fac & Grounds Manager	41.78	to	56.05
Auburn Union School District	Manager of Maint & Oper	34.51	to	45.12
City of Folsom	Parks Superintendent	28.89	to	35.11
City of Placerville	Parks/Rec Manager	44.86	to	61.84
City of Roseville	Park Oper Superintendent	48.25	to	58.64
City of West Sacramento	Park Services Manager	40.51	to	49.26
Carmichael Rec & Park District	Facilities Manager	39.30	to	50.16
Cordova Rec & Park	Park Maint Superintendent	35.84	to	43.56
County of Sacramento	Parks Manager	56.74	to	68.97
El Dorado County	Grounds Manager	42.11	to	53.06
Elk Grove School District	Parks & Facilities Manager	34.06	to	50.32
Fair Oaks Rec & Park	Maint/Operations Super	44.46	to	51.54
Loomis Elementary	Parks Superintendent	33.48	to	40.70
Mission Oaks Rec & Park District				
Placer County	Director of Maint & Facilities	66.20	to	80.47
Placer High School	Park Maint Superintendent	37.27	to	45.31
Sacramento County	Facilities Management	55.76	to	69.61
Sacramento School District	Parks Manager	52.17	to	66.58
Southgate Rec & Park District	Parks & Fac Superintendent	47.11	to	57.27
Sunrise Rec & Park District	Coord of Maint & Oper	52.76	to	69.43
Tahoe Truckee School District	Park Supervisor	40.24	to	50.91
Truckee Donner Rec & Park		876.30		1,103.91
Average		43.82		55.20

43.87
5%

No change is recommended at this time

Fac & Grounds Project Mgr/ Landscape Architect

Fac & Grds Proj /Lndsp Arch	45.50	to	61.07
Senior Park Planner	40.77	to	54.83
Project Coordinator	34.10	to	47.98
Project Manager I/II	40.13	to	48.90
Landscape Architect	43.80	to	55.90
Facilities Project Manager	35.36	to	52.33
Project Manager I/II	33.05	to	45.52
Project Manager	48.85	to	60.80
Planning Manager	44.58	to	56.90
Project Manager	52.73	to	69.39
Average		41.89	55.36

No adjustment necessary

Account Clerk I

ARD	Account Clerk I	18.72	to	25.20
Auburn Union School District	Accounts Pay Tech	21.44	to	32.85
City of Placerville	Accounting Assistant I	20.02	to	24.34
City of Roseville	Finance Clerk	19.46	to	27.38
Cordova Rec & Park	Account Clerk I	20.52	to	26.19
Dry Creek Elementary (Roseville)				
El Dorado County	Accountant I	28.57	to	34.73
Fair Oaks Rec & Park				
Foresthill Schoool District				
Loomis Elementary				
Natomas School District	Accounting Technician I	20.35	to	30.75
PCOE	Accounting Tech 1/II	23.00	to	30.06
Placer County	Accounting Assistant	19.78	to	24.71
Placer High School	Accounting Assistant	23.21	to	28.21
Sacramento County	Account Clerk	20.54	to	28.28
Sacramento School District	Accounting Specialist	21.30	to	25.62
San Juan School District				
Sierra College	Accounts Payable Tech	22.91	to	29.25
Tahoe Truckee School District	Payroll Tech	29.12	to	41.46
Truckee Donner Rec & Park	Accounting Technician 1	28.27	to	35.77
Western Placer School Dist (Sac)	Accounting Tech 1	22.34	to	28.38
		359.55		473.18
	Average	22.47		29.57

22.46
20%

29.48
17%

Account Clerk II

Account Clerk II	21.84	to	32.78
Accountant	29.36	to	36.76
Accounting Supervisor	26.50	to	32.21
Payroll Technician	25.87	to	34.67
Account Clerk II	24.63	to	31.43
Acct Tech - Payroll	28.71	to	36.65
Sr Accountant	34.96	to	42.49
Accountant	24.72	to	36.53
Account Tech - Payroll	23.26	to	28.59
Payroll Technician	26.62	to	38.24
Accounting Specialist	26.74	to	40.42
Accounting Tech III	27.00	to	33.17
Payroll Technician	25.91	to	32.35
Payroll Technician	32.74	to	39.80
Accountant	34.32	to	41.71
Accountant	34.92	to	42.36
Payroll Specialist	22.70	to	28.65
Junior Accountant	27.85	to	35.57
SR Payroll Tech	31.28	to	44.55
Accounting Technician 2	30.58	to	38.69
Accounting Tech II	23.42	to	29.83
	583.93		757.45
	Average	27.81	36.07

27.85
27.5%

36.06
10%

Executive Assistant

ARD	Executive Assistant	22.11	to	30.86
City of Placerville	Assistant Finance Director	40.49	to	49.21
City of Roseville	Executive Assistant	32.16	to	43.10
Cordova Rec & Park	Clerk of the Board/Exec Assist.	43.80	to	55.90
Elk Grove School District	Clerk to the Board	48.73	to	59.23
El Dorado County	Executive Assistant	38.94	to	56.23
Fair Oaks Rec & Park	Executive Admin Assist	42.17	to	51.26
Loomis Elementary				
Natomas School District				
Mission Oaks Rec & Park				
Placer County	Executive Assistant	41.52	to	50.47
Placer High School				
Sacramento County				
Sacramento School District				
San Juan School District	Admin. Asst to the Board	32.90	to	44.07
Tahoe Truckee School District	Executive Assistant	35.40	to	50.35
Truckee Donner Rec & Park				
		378.22		490.68
	Average	37.82		49.07

37.59
70%

49.07
59%

Administrative Services Manager

Admin Serv Mgr	39.94	to	56.24
Director of Finance	56.73	to	68.96
Accounting Supervisor	48.53	to	65.04
Chief Financial Officer	73.72	to	94.08
Accounting Manager	42.11	to	53.06
Accounting Div Manager	57.66	to	70.09
Admin. Services Manager	34.06	to	50.32
Admin. Services Manager	34.83	to	42.33
Admin & Fiscal Officer I/II	39.14	to	54.53
Dir of Acctg & Budget	70.11	to	85.22
Accounting Manager	56.33	to	62.11
Budget Services Mgr	46.76	to	58.14
Accounting Manager	50.91	to	64.42
	650.83		824.54
	Average	50.06	63.43

49.93
25%

63.55
13%

District Administrator

ARD	District Administrator	127,743.00	127,743.00
Auburn Union School District	Assistant Director	132,216.00	to 156,511.00
City of Placerville	City Manger	143,652.00	to 174,624.00
City of Folsom	Parks & Rec Director	150,000.00	to 190,000.00
Cordova Rec & Park	General Manager	218,012.00	to 218,012.00
Fair Oaks Rec & Park	District Administrator	157,248.00	to 157,248.00
Foresthill Schoool District	Superintendent	140,000.00	to 140,000.00
Loomis Elementary	Assistance Superintendent	135,016.00	to 156,522.00
Natomas School District	Assistant Superintendent	159,533.00	to 184,944.00
PCOE	Associate Superintendent	218,640.00	to 234,350.00
Placer County	Parks Administrator	117,666.00	to 146,910.00
Sunrise Rec & Park	District Administrator	164,379.00	to 164,379.00
Tahoe Truckee School District	Asst. Principal of Elem	112,293.00	to 148,058.00
Washington School District (Sac)	Assistant Superintendent	168,042.00	to 188,884.00
Western Placer School Dist (Sac)	Superintendent	248,602.00	to 271,743.00
		2,393,042.00	2,659,928.00
	Average	159,536.13	177,328.53

160,317.47
25.5%

176,285.34
38%

Recreation Aide 1

ARD	Rec Aide 1	16.12	to	20.70
Carmichael Rec & Park	Rec Leader	15.50	to	15.50
Cordova Rec & Park	Recreation Leader I	15.50	to	16.50
El Dorado County	Program Aide	16.08	to	19.54
Fair Oaks Rec & Park	Park Aide/Rec Leader I	15.50	to	19.36
Mission Oaks Rec & Park	Rec Leader	15.50	to	16.75
Sacramento County	Recreation Aide	15.66	to	15.66
San Juan School District	Program Aide	17.02	to	17.74
Southgate Rec & Park	Rec Leader	15.50	to	16.00
Truckee Donner Rec & Park	Recreation Assistant	15.50	to	18.36
	Average	15.79		17.61

No adjustment necessary

Scorekeeper

ARD	Scorekeeper	16.12	to	20.70
Carmichael Rec & Park	Scorekeeper	15.50	to	
City of Placerville	Scorekeeper, Basketball	15.50	to	17.45
City of Placerville	Scorekeeper, Softball	15.97	to	17.97
City of Roseville	Sports Official Scorer	17.00	to	
City of Woodland	Adult Sports scorekeeper	17.00	to	
Cordova Rec & Park	Sports Official	17.50	to	18.50
	Average	16.37		18.66

No change is recommended at this time

16.36
1.5%

Recreation Aide 2

Rec Aide 2	16.38	to	20.80
Recreation Leader II	16.25	to	17.25
Park Aide/Rec Leader II	15.90	to	19.86
Recreation Leader	17.23	to	17.23
Program Aide	17.02	to	17.74
Sr Rec Leader	16.25	to	16.75
Recreation Assistant II	15.70	to	19.10
	Average	16.39	18.39

No adjustment necessary

Single Scorekeeper

Scorekeeper	20.02	to	26.73
	20.02		26.73
	Average	20.02	26.73

No change is recommended at this time

Recreation Aide 3

Rec Aide 3	17.16	to	22.62
Program Assistant	21.73	to	26.41
Rec Leader III	16.31	to	20.81
Recreation Specialist	24.08	to	29.27
Recreation Leader 1	17.66	to	22.34
	Average	19.39	24.29

19.39
13%
24.32
7.5%

Sports Coordinator

ARD	Sports Coordinator	23.92	to	32.20
Carmichael Rec & Park	Recreation Supervisor	23.25	to	29.56
City of Folsom				
City of Placerville	Rec Coordinator I/II	21.41	to	28.36
City of Rocklin				
City of Roseville	Youth Dev Prog Coord	28.87	to	40.62
City of West Sacramento				
Cordova Rec & Park	Recreation Coordinator	24.09	to	30.75
Fair Oaks Rec & Park	Recreation Coordinator	20.75	to	30.66
Mission Oaks Rec & Park				
Sacramento County	Recreation Supervisor	30.21	to	36.72
Southgate Rec & Park				
Sunrise Rec & Park				
Truckee Donner Rec & Park	Program Coordinator	33.07	to	41.85
		205.57		270.72
	Average	25.70		33.84

25.714
7.5%

33.81
5%

Recreation Manager

Recreation Manager	38.56	to	55.09
Rec Services Manager	39.20	to	41.79
Recreation Manager	49.67	to	63.58
Rec Superintendent	32.41	to	39.39
Parks/Rec Manager	44.86	to	61.84
Recreation Manager	46.06	to	55.98
Recreation Manager	43.26	to	55.21
Recreation Manager	34.06	to	50.32
Recreation Manager	33.48	to	40.71
Recreation Manager	52.17	to	66.58
Senior Rec Manager	40.82	to	47.11
	454.55		577.60
	Average	41.32	52.51

41.26
7%

No change is recommended at this time

Cashier - Pool

ARD	Cashier - Pool	16.12	to	20.70
City of Davis	Cashier	15.50	to	16.00
City of Nevada				
City of Placerville				
City of Roseville				
City of Sacramento	Cashier	15.50		
City of San Ramon	Cashier	15.50	to	18.60
City of West Sacramento	Cashier	15.75	to	17.00
City of Woodland	Cashier	15.50		
City of Yuba	Cashier	15.75		
Consumnes CSD	Cashier	15.50		
Cordova Rec & Park	Pool Cashier	15.50	to	16.50
El Dorado Hills	Cashier	15.75		
Placer County				
Southgate Rec & Park	Cashier	15.50		
Sunrise Rec & Park District	Cashier	16.00	to	19.45
Truckee Donner Rec & Park	Pool Cashier	15.70	to	19.10
		203.57		127.35
	Average	15.66		18.19

No adjustment necessary

Swim Aide

Swim Aide	16.12	to	20.70
Swim Instructor Aide	15.70	to	19.10
	31.82		39.80
	Average	15.91	19.90

No change is recommended at this time

Asst. Synchro Coach & Asst. Competitive Coach

Asst. Coaches	16.12	to	20.70
Assistant Coach	15.50	to	16.50
	31.62		37.20
	Average	15.81	18.60

No change is recommended at this time

Lifeguard

ARD	Lifeguard	16.64	to	21.36
City of Davis	Lifeguard	16.56	to	16.98
City of Fairfield	Lifeguard	16.17	to	
City of Nevada	Lifeguard	15.50	to	
City of Placerville	Lifeguard	15.97	to	17.97
City of Roseville	Lifeguard	16.50	to	
City of Sacramento	Lifeguard	15.50		
City of San Ramon	Lifeguard	15.75	to	
City of West Sacramento	Lifeguard	15.75	to	17.00
City of Woodland	Lifeguard	17.00		
City of Yuba	Lifeguard	15.75		
Consumnes CSD	Lifeguard	15.50		
Cordova Rec & Park	Lifeguard I	15.50	to	16.50
El Dorado Hills	Lifeguard	16.50	to	16.91
Placer County	Lifeguard	15.88	to	19.83
Southgate Rec & Park	Lifeguard	17.00	to	
Sunrise Rec & Park District	Lifeguard	17.15	to	20.85
Truckee Donner Rec & Park	Lifeguard	18.36	to	23.24
		292.98		170.64
	Average	16.28		18.96

No adjustment necessary

Head Lifeguard

Head Lifeguard	17.68	to	22.38
Sr Lifeguard	17.40		
Sr Lifeguard	18.29	to	
Sr Lifeguard	16.50	to	17.50
Sr Lifeguard	17.32	to	18.19
Sr Lifeguard	16.61		
Sr Lifeguard	17.85	to	21.42
Sr Lifeguard	16.54		
Lifeguard II	16.25	to	17.25
Sr Lifeguard	18.00	to	18.45
Sr Lifeguard	17.50		
Sr Lifeguard	18.21	to	22.13
Lifeguard 2/3	20.66	to	28.27
	228.81		165.59
	Average	17.60	20.70

No adjustment necessary

Swim Instructor

Swim Instructor	17.68	to	22.38
Swim Instructor	16.15	to	16.55
Swim Instructor	17.23		
Swim Instructor	15.50	to	16.00
Swim Instructor	16.44	to	18.50
Swim Instructor	17.50	to	18.19
Swim Instructor	15.50		
Swim Instructor	17.05	to	20.46
Swim Instructor	15.50	to	17.00
Swim Instructor	18.00		
Swim Instructor	15.75	to	16.54
Swim Instructor	17.50		
Swim Instructor	15.50	to	16.50
Swim Instructor	16.50	to	16.91
Swim Instructor	17.50		
Swim Instructor	17.96	to	21.83
Swim Instructor I/II	17.64	to	27.18
	284.90		228.04
	Average	16.76	19.00

No adjustment necessary

Head Coach - Syncro Swim

ARD	Hd Coach - Synth	17.25	to	22.81
City of Davis				
City of Fairfield				
City of Placerville				
City of Sacramento				
City of San Ramon				
City of West Sacramento				
City of Woodland				
City of Yuba				
Consumnes CSD				
Cordova Rec & Park	Head Synchro Coac	16.25	to	17.25
El Dorado Hills				
Southgate Rec & Park				
Sunrise Rec & Park District				
Truckee Donner Rec & Park				
		33.50		40.06
Average		16.75		20.03

No change is recommended at this time

Master Teacher - Aquatics

ARD	Master Teacher	26.08	to	34.95
Cordova Rec & Park	Water Aerobics Ins	19.75	to	20.75
		45.83		55.70
Average		22.92		27.85

No change is recommended at this time

Head Coach - Competitive Swim

Hd Coach - Comp Swim	19.14	to	24.96
Head Swim Coach	18.00	to	19.00
		37.14	43.96
Average		18.57	21.98

No change is recommended at this time

Aquatics Coordinator

Aquatics Coordinator	21.63	to	28.96
Coordinator	26.84	to	32.62
Aquatics Coordinator	33.73	to	41.00
Aquatics Coordinator	19.63	to	22.09
Coordinator	23.33	to	32.83
Program Specialist	22.50	to	27.00
Pool Manager	17.75	to	18.75
Coordinator	20.82		
Pool Manager	18.24		
Coordinator	28.45	to	40.72
Pool Manager	19.25	to	20.25
Pool Manager	22.00	to	22.50
Coordinator	20.00		
Coordinator	23.78	to	28.90
Aquatics Coordinator	33.07	to	41.85
		351.02	357.47
Average		23.40	29.79

23.36 29.83
8.0% 3%

Program Leader I / Lic Exempt Preschool Teacher I

ARD	Program Leader I	16.64	to	21.35
Childtime Learning Center (GB)	Assistant Teacher	18.00	to	25.20
City of Roseville	Recreation Leader	19.30	to	27.16
Cordova Rec & Park	Preschool Asst.	17.25	to	18.25
El Dorado County	Program Aide	16.08	to	19.54
Foresthill School District	Kids Club Assistant	15.50	to	15.89
Grass Valley School	Learning Center Aide	16.80	to	21.37
KinderCare (Rancho Cordova/Aub)	After school Teacher	15.90	to	20.50
La Petite Academy (Rocklin)	Assistant Teacher	15.50	to	21.70
La Petite Academy (Roseville)	Assistant Teacher	18.00	to	25.20
Natomas School District	Childcare Assist.	16.11	to	19.42
New Pacific School (Roseville)	Childcare Aide	17.00	to	22.78
Sacramento County	Child Dev. Aide	15.66	to	15.66
Tahoe Truckee School District	Childcare Asst.	17.78	to	25.30
Truckee Donner Rec & Park	Recreation Leader 1	17.66	to	22.34
Western Placer School Dist (Sac)	Preschool Inst Aide	17.17	to	21.79
	Average	16.90		21.47
		16.97	2.0%	21.46
				0.5%

Associate Site Director-Preschool

ARD	Assoc Site Director	18.37	to	22.26
Auburn Union School District	Preschool Teacher	19.88	to	30.47
Cordova Rec & Park	Preschool Instructor	18.75	to	19.75
Fair Oaks Rec & Park	Preschool Teacher	19.73	to	29.15
Foresthill School District	Preschool Instructor	21.25	to	27.04
Western Placer School Dist (Sac)		97.98		128.67
	Average	19.60		25.73
		19.66	7%	25.71
				15.5%

Program Coordinator

ARD	Program Coordinator	23.40	to	29.48
City of Roseville	Childcare Site Coord	26.25	to	36.93
El Dorado County	Program Coordinator	24.99	to	30.38
Sacramento County	Child Dev. Superv	22.71	to	40.97
Truckee Donner Rec & Park	Asst. Youth Program Cov	26.14	to	33.07
		123.49		170.83
	Average	24.70		34.17
		24.69	5.5%	34.20
				16%

No change is recommended at this time

Program Leader II / Lic Exempt Pre Tea II

ARD	Program Leader II	17.68	to	23.20
Childtime Learning Center (GB)	Teacher	18.90	to	25.20
City of Roseville	Preschool Asst.	17.25	to	18.25
Cordova Rec & Park	Program Assistant	21.73	to	26.41
El Dorado County	Kids Club A D	15.50	to	18.97
Foresthill School District	Teacher	16.25	to	22.80
Grass Valley School	Teacher	18.90	to	26.45
KinderCare (Rancho Cordova/Aub)	Child Dev. Spec I	18.60	to	22.61
La Petite Academy (Rocklin)	Childcare Asst. II	19.60	to	27.93
La Petite Academy (Roseville)	Recreation Leader 2	19.86	to	20.60
Natomas School District	Afterschool Prog Facilitr	18.41	to	23.46
New Pacific School (Roseville)		202.68		255.88
Sacramento County	Average	18.43		23.26
Tahoe Truckee School District		18.74	6%	20.50
Truckee Donner Rec & Park				9.5%

Program Site Director

ARD	Program Site Director	20.08	to	26.77
Auburn Union School District	Day Camp Director	18.75	to	19.75
Cordova Rec & Park	Kids Club Director	23.56	to	28.85
Fair Oaks Rec & Park	Afterschool Lead Prog Fac	19.32	to	24.59
Foresthill School District		81.71		99.96
Western Placer School Dist (Sac)		204.3		24.99
	Average	20.43		24.99
		20.48	2.0%	20.48
				2.0%

Youth Services Manager

ARD	Youth Services Manager	32.24	to	44.37
City of Roseville	Childcare Site Coord	26.25	to	36.93
El Dorado County	Program Coordinator	24.99	to	30.38
Sacramento County	Child Dev. Superv	22.71	to	40.97
Truckee Donner Rec & Park	Asst. Youth Program Cov	26.14	to	33.07
		123.49		170.83
	Average	32.24		44.37
		32.24		44.37

Program Leader III / Lic Exempt Pre Tea III

ARD	Program Leader III	18.72	to	24.58
Childtime Learning Center (GB)	Lead Teacher	20.40	to	30.60
City of Roseville	Assistant Child Care	22.82	to	32.11
Cordova Rec & Park	Preschool Instructor	18.75	to	19.75
El Dorado County	Program Assistant	21.73	to	26.41
Foresthill School District	Kids Club Director	18.44	to	24.06
Grass Valley School	Lead Teacher	17.60	to	26.35
KinderCare (Rancho Cordova/Aub)	Lead Teacher	20.40	to	30.60
La Petite Academy (Rocklin)	Child Dev. Spec II	24.62	to	29.93
La Petite Academy (Roseville)	Childcare Asst. III	20.10	to	24.46
Natomas School District	Rec Leader 3	22.34	to	28.27
New Pacific School (Roseville)		225.92		297.12
Sacramento County	Average	20.54		27.01
Tahoe Truckee School District		20.50		27.04
Truckee Donner Rec & Park				10%

Customer Service Associate

ARD	Customer Serv Assoc	16.22	to	20.82
City of Folsom			to	
City of Placerville			to	
City of Rocklin				
Carmichael Rec & Park			to	
City of West Sacramento				
Cordova Rec & Park	Clerical I	17.25	to	18.25
County of Sacramento				
El Dorado Hills Rec & Park			to	
Fair Oaks Rec & Park				
Mission Oaks Rec & Park			to	
Southgate Rec & Park			to	
Sunrise Rec & Park				
Truckee Donner Rec & Park	Office Asst I	17.66	to	22.34
		51.13		61.41
		Average		20.47

17.03
5%

Customer Service / Marketing Manager

ARD	Customer Serv Mgr	32.24	to	44.37
Cordova Rec & Park	Office Manager	30.00	to	
El Dorado Irrigation District	Customer Serv Mgr		to	45.89
Fair Oaks Water District	Customer Serv Mgr		to	47.14
Paradise Irrigation District	Office & Cust Serv Mgr		to	40.10
Truckee Donner Rec & Park	Office Supervisor	32.80	to	43.96
		95.04		221.46
		Average		44.29

No change is recommended at this time

Customer Service Rep

Customer Serv Rep	16.76	to	22.47
Office Asst II	17.74	to	24.55
Office Asst/Cust Serv Rep	17.37	to	21.11
Office Assistant II	19.45	to	26.81
Customer Serv Rep	20.64	to	25.10
Senior Clerk	20.05	to	24.44
Clerical II	19.25	to	20.25
Office Asst II	18.80	to	22.86
Office Asst/Cust Serv Rep	17.57	to	21.94
Admin. Asst. II	19.05	to	24.31
Office Asst II	18.58	to	22.60
Typist Clerk	19.86	to	24.14
Sr Customer Serv Rep	24.65	to	29.96
Office Asst II	19.86	to	25.13
		269.63	335.67
		Average	23.98

19.27
15.0%