



**BOARD OF DIRECTORS
REGULAR MEETING AGENDA
Wednesday, October 16, 2024
6:30 pm**

*2502 Country Club Drive
Cameron Park, CA , 95682-Social Room*

Board Members

Monique Scobey, President

Dawn Wolfson, Vice President Eric Aiston, Director
Sidney Bazett, Director Tim Israel, Director

Mission Statement

“ Preserve and enhance the quality of life and to safeguard the health, safety and welfare of our community.”

1. CALL TO ORDER

- A. Roll Call
- B. Pledge of Allegiance

2. ADOPTION OF THE AGENDA

The Board will make any necessary additions, deletions, or corrections to the Agenda and motion to adopt the Agenda.

3. RECOGNITIONS, APPOINTMENTS, AND PRESENTATIONS

The Board of Directors expresses appreciation to members of the community, District staff, or the Board for extra efforts as volunteers, committee members or community-minded citizens.

- None

4. OPEN FORUM FOR NON-AGENDA ITEMS

According to State Law Pursuant to the Government Code Section 54954.3 (the Brown Act), members of the public may speak on any agenda item. The Board President will call for public comment. Those wishing to address the Board on any item not on the agenda that falls within the jurisdiction of the Board of Directors, may do so during Public Forum. The Board of Directors is prohibited from discussing issues not on the agenda brought to them at this time.

Please follow the procedures for speaking:

- *Public members desiring to provide comments, must raise their hand and wait to be recognized by the Board President, speak from the podium, and begin by stating their name.*
- *Comments must be directed only to the Board.*
- *Disruptive conduct shall not be permitted at any Board meeting. Persistence in disruptive conduct shall be grounds for summary termination of the privilege to address the Board of Directors.*
- *There is a three (3)–minute time limit per speaker and/or 10 minutes in total if speaking on behalf of a group.*
- *The Board is not permitted to take action on items addressed under the Public Forum.*
- *The Board President is responsible for maintaining an orderly meeting.*

5. CONSENT AGENDA

The following Consent Agenda items are considered routine and will be acted upon by the Board without discussion with one vote. Any item may be removed from the Consent Agenda by a Board member or a member of the audience and placed under General Business to be discussed and acted upon individually.

A. CONFORMED AGENDA

- Special Board of Directors Meeting October 11, 2024

B. APPROVE PRESIDENT TO SIGN VENUE RENTAL AGREEMENT HOUSING EL DORADO

C. APPROVE CHANGES TO POLICY 3360

6. INFORMATIONAL ITEMS

- A. General Manager's Report
- B. Fire Report

7. COMMITTEES

- A. Budget & Administration- October 8, 2024
 - Dawn Wolfson and Monique Scobey

B. Covenants, Conditions & Restrictions (CC&R)- October 7, 2024

- Tim Isreal & Sid Bazett

C. Fire & Emergency Services- Canceled

- Eric Aiston & Dawn Wolfson

D. Parks & Recreation- October 7, 2024- 1 committee member attended

- Tim Isreal & Eric Aiston

E. Fire Annexation Ad Hoc Committee

- Eric Aiston & Monique Scobey
-

8. ACTION ITEMS

A. Wage Scale, Job Descriptions and Organizational Chart update

B. Fourth Amendment to Waste Connections of California, Inc., doing business as El Dorado Disposal Services Contract.

9. PUBLIC HEARING

- None
-

10. CLOSED SESSION

- *Conference with Legal Counsel, Anticipated Litigation: Significant exposure to litigation pursuant Government Code section 54956.9 subdivision (d) paragraph (2) or (3). FIVE cases.*
 - *Public Employee Performance Evaluation pursuant to Government Code section 54957. Title: General Manager*
 - *Public Employee Performance Evaluation pursuant to Government Code section 54957. Title: General Counsel*
 - Report out of closed session
-

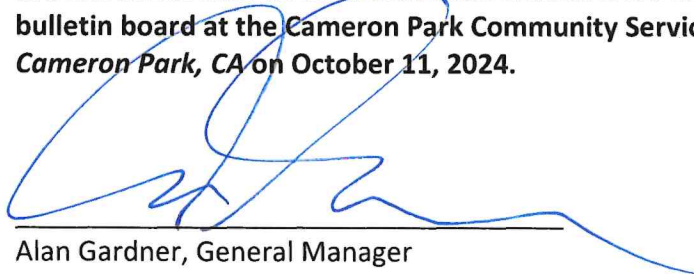
11. General Matters to/from Board Members and Staff

12. ADJOURNMENT

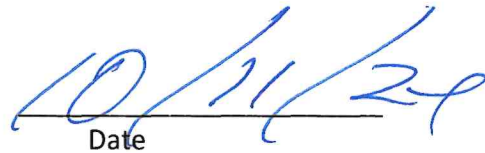
AGENDA

The next regularly scheduled meeting of the Cameron Park Community Services District Board of Directors is Wednesday, November 20, 2024, at 6:30 p.m. in the Social Room located at 2502 Country Club Drive Cameron Park, CA , 95682.

In accordance with Government Code Section 54954.2(a), this agenda was posted on the District's bulletin board at the Cameron Park Community Services District, at 2502 Country Club Drive Cameron Park, CA on October 11, 2024.



Alan Gardner, General Manager



Date

Please contact the District office at (530) 677-2231 or CPCSD@cameronpark.org if you require public documents in alternate formats or accommodation during public meetings. For the public's information, we are taking email requests at CPCSD@cameronpark.org for future notification of Cameron Park Community Services District meetings.



**BOARD OF DIRECTORS SPECIAL
MEETING**

CONFORMED AGENDA

Thursday, October 10, 2024

5:00 pm

*2502 Country Club Drive
Cameron Park, CA , 95682-Social Room*

Board Members

Monique Scobey, President

Dawn Wolfson, Vice President Eric Aiston, Director

Sidney Bazett, Director Tim Israel, Director

Mission Statement

“ Preserve and enhance the quality of life and to safeguard the health, safety and welfare of our community.”

CONFORMED AGENDA MINUTES

1. CALL TO ORDER OCCURRED AT 503PM

- A.** Roll Call
- B.** Pledge of Allegiance

2. ADOPTION OF THE AGENDA WITH AMENDMENT ALLOWING FOR PUBLIC COMMENT

The Board will make any necessary additions, deletions, or corrections to the Agenda and motion to adopt the Agenda.

3. CLOSED SESSION ENTERED AT 520PM

- **Conference with Legal Counsel, Anticipated Litigation: Significant exposure to litigation pursuant Government Code section 54956.9 subdivision (d) paragraph (2) or (3). One case.**

AGENDA

- **Return to Open session at 610PM**
 - **Report out of Closed session**
-

4. ADJOURNMENT 611PM

The next regularly scheduled meeting of the Cameron Park Community Services District Board of Directors is Wednesday, October 16, 2024, at 6:30 p.m. in the Social Room located at 2502 Country Club Drive Cameron Park, CA , 95682.

In accordance with Government Code Section 54954.2(a), this agenda was posted on the District's bulletin board at the Cameron Park Community Services District, at 2502 Country Club Drive Cameron Park, CA on October 8, 2024.

Alan Gardner, General Manager

Date

Please contact the District office at (530) 677-2231 or CPCSD@cameronpark.org if you require public documents in alternate formats or accommodation during public meetings. For the public's information, we are taking email requests at CPCSD@cameronpark.org for future notification of Cameron Park Community Services District meetings.

Conformed Agenda Prepared by:

Conformed Agenda Approved by:

Alan Gardner
General Manager

Director Monique Scobey, President
Board of Directors



Agenda Transmittal

DATE: October 16, 2024

FROM: Alan Gardner, General Manager

AGENDA ITEM #5B: VENUE RENTAL AGREEMENT WITH HOUSING EL DORADO

RECOMMENDED ACTION: Approve President to Sign Venue Rental Agreement with Housing El Dorado

Discussion

This item was discussed last month with a recommendation to finalize the contract and approve the arrangement. The contract was modified by our Counsel and both parties have agreed to the language.

The only clarification is that the Housing Staff can be on site beginning at 4-430PM to set up and can leave after cleanup in the morning, estimated to be by 10AM. People being housed will arrive between 6-7PM and leave by 7AM.

Fiscal Impact

The agreement is for 29 nights at a price of \$500 each or \$14,500 total. Our costs will remain the same for electricity and heating with staff only required to open the classroom being used during normal business hours. With cleanup being done by the County, most of the \$500 will go into the General Fund as a contribution.

Attachment:

- 1. Housing El Dorado Contract**

VENUE RENTAL AGREEMENT

This Venue Rental Agreement (the "Agreement") is entered into on October 9, 2024 (the "Effective Date") by and between:

Cameron Park CSD, an organization registered at 2502 Country Club Drive, Cameron Park, CA (the "Lessor"), and

Housing El Dorado, an organization registered at 1390 Broadway, Suite B-216, Placerville, CA (the "Lessee"),

Lessor and Lessee are sometimes referred to herein collectively as the "Parties" or individually as the "Party."

WHEREAS the Lessor is the owner of the venue specified herein;

WHEREAS the Lessee wishes to rent the venue to hold the event specified herein;

WHEREAS the Parties wish to determine the terms and conditions under which the venue will be rented;

NOW, THEREFORE, in consideration of the mutual promises and obligations set forth herein and upon other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

I. SUBJECT OF THE AGREEMENT

This Agreement pertains to the rental of the venue located at 2502 Country Club Drive, Cameron Park, CA ("the Venue") for the purpose of hosting an Inclement Weather Lodging Program to be held between the dates of November 15, 2024 and March 31, 2025.

The Venue is as described:

Description:

Location:

The Event is as described:

Inclement Weather Lodging Program. The Program will operate for 29 nights during the period of Nov. 15, 2024 through Mar. 31, 2025. The Program will operate on nights where the temperature is forecasted to fall below 35°F (or 45°F if there is precipitation). Transportation to and from the Venue for the Program will be provided for all guests exclusively by Lessee. It is explicitly agreed

between the Parties that Lessor shall have no obligation to transport any guests to or from the Venue. Decisions regarding whether the Program will operate will be made 48-72 hours in advance.

II. Activities and Limits During Lessee's Use of the Venue.

- Date and Time: Lessee's use of the Venue shall not exceed a maximum of 29 Overnights between 11/15/24 - 03/31/25.
- Number of attendees: Lessee's use of the Venue shall be limited to a maximum of up to 35 guests during any one 24 hour period.
- Event activities: Lessee shall provide overnight shelter, snacks and movies to guests while using the Venue.
- Special requests: During use of the Venue, Lessee shall have:
- (1) Access to a locked space for shelter supplies between uses;
 - (2) Access to electrical supply sufficient for microwave and coffee
 - (3) Access to restrooms.

The Lessee agrees to use the Venue exclusively for the Event and to comply with all federal, state, and local laws and regulations regarding the use of the Venue. The Lessee acknowledges that they have inspected the Venue and accepted it in its present condition; and that the Lessee is responsible for any damage or loss to the Venue or any property located on the Venue during the rental period. The Lessee agrees to return the Venue to the Lessor in the same condition as when they received it, except for reasonable wear and tear.

III. PERMITTED USE

The Venue is rented exclusively for the purpose of holding the Event from November 15, 2024 to March 15, 2025. The Lessee is entitled to use the Venue for the Event during the following times: 4pm to 10am on any evening where the Event is held.

The Lessee agrees to vacate the Venue by the agreed end time of the Event and comply with all applicable laws and regulations regarding noise and disorder during the rental period. The Lessee also agrees not to use the Venue for any illegal or unauthorized purposes and not to allow any unauthorized person or organization by the Lessee to use the Venue.

Any use of the Venue that goes beyond the permitted use as set forth in this section must be approved in advance and in writing by the Lessor. Any use outside of the permitted use may result in additional costs, fees, and potential legal action.

IV. PAYMENT PROCEDURES

The Lessee agrees to pay the full lease payment within 30-days following the presentation of an invoice. Payment is to be calculated based on actual use at the rate of \$500 per overnight,

and invoiced monthly. This agreement will not exceed 29-days use, or \$14,500 in lease charges.

V. LIABILITY AND INDEMNIFICATION

The Lessee shall be liable for any damages caused by the Lessee's negligence or willful misconduct, including but not limited to damage to the Venue, the Lessor's property, or the property of other lessees. Likewise, Lessee shall be solely liable for any and all damages caused by Lessee's guests' and/or invitees' negligence or willful misconduct, including but not limited to damage to the Venue, the Lessor's property, or the property of other lessees.

The Lessee shall indemnify, defend, and hold harmless the Lessor, their affiliates, agents, employees, and officers from and against any claims, damages, losses, liabilities, costs, and expenses, including reasonable attorneys' fees, arising out of or in connection with the Lessee's and/or Lessee's guests' and/or invitees' use of the Venue, except to the extent such claims, damages, losses, liabilities, costs, or expenses are caused by the Lessor's negligence or willful misconduct.

The Lessor shall indemnify, defend, and hold harmless the Lessee, their affiliates, agents, employees and officers from and against any claims, damages, losses, liabilities, costs, and expenses, including reasonable attorneys' fees, arising out of or in connection with the Lessor's performance of the services under this Agreement, except to the extent such claims, damages, losses, liabilities, costs or expenses are caused by the Lessee's negligence or willful misconduct, or the negligence or willful misconduct of Lessee's guests and/or invitees.

The Lessor shall not be liable for any loss, damage, or theft of the Lessee's, Lessee's guests' and/or Lessee's invitee's property, except in cases where it occurred due to the negligence or intentional actions of the Lessor.

In the event of any damage or loss caused by the negligence or intentional acts of the Lessor, the liability of the Lessor shall be limited to repairing or replacing the damaged property within the limit of insurance coverage.

VI. INSURANCE

Lessee shall obtain and maintain during the Term of this Lease, Insurance as follows: General Requirements. Without limiting Lessee's indemnification of Lessor, Lessee shall provide and maintain at its own expense throughout the term of this Lease the hereinafter listed programs of insurance covering its operations hereunder. Such insurance provided by Lessee shall be provided by insurers satisfactory to the Lessor, respectively, and a certificate or other evidence of coverage and certified copies of additional insured endorsements satisfactory to Lessor, shall be delivered to the Lessor, before the effective date of this Lease. Such evidence of coverage shall specifically identify this Lease and shall contain the express condition that Lessor is to be give at least thirty (30) days advance written notice of any modification or termination of any program of insurance. All such insurance provided by Lessee shall be primary to and not contributing with any other insurance maintained by Lessor. With the

exception of workers' compensation insurance, all such insurance provided by Lessee shall name "Cameron Park Community Services District, its elected officials, officers, employees, agents, and representatives" as additional insureds.

At all times during the term of this Lease, Lessee shall provide and maintain the following forms and amounts of insurance:

- A. Liability. Comprehensive General Liability Insurance written on a commercial general liability form or on a comprehensive general liability form covering the hazards of premises-operations, products/completed operation, independent contractors, advertising, contractual, broad form of property damage, and personal injury with a combined single limit of not less than Two Million Dollars (\$2,000,000) per occurrence and an aggregate limit of not less than Four Million Dollars (\$4,000,000).
- B. Workers Compensation. Insurance in an amount and form to meet all applicable requirements of the Labor Code of the State of California, including Employer's Liability.
- C. Comprehensive Automobile Liability. Endorsed for all owned, non-owned, and hired vehicles with a combined single limit of not less than One Million Dollars (\$1,000,000) per accident.
- D. Failure to Comply. Failure on the part of Lessee to procure or maintain required insurance shall constitute a material breach of contract upon which Lessor may immediately terminate this Lease. Notwithstanding this requirement, in the event that Lessee fails to procure or keep in effect at all times the insurance coverage required herein, the City may in its discretion procure said insurance on behalf of Lessee and charge Lessee, respectively, the full cost of the insurance and administrative costs.

VII. TERM OF THE AGREEMENT

This Agreement shall commence on the Effective Date and continue until the end of the rental term unless terminated earlier following the terms of this Agreement.

Either Party may terminate this agreement at any time by giving the other Party 45-days written notice.

Any Party may terminate this Agreement without prior notice to the other Party if said other Party fails to fulfill their obligations under this Agreement, or breaches any other term or condition of this Agreement.

Upon termination of this Agreement, the Lessee shall immediately vacate the Venue and return it to the Lessor in the same condition as when the Lessee received it, except for reasonable wear and tear.

Termination of this Agreement shall not relieve either Party from any obligations or liabilities arising before such termination, including but not limited to any obligations to pay the rental payment or other payments due under this Agreement, obligations to defend, indemnify and hold harmless, and obligations to return the Venue into the condition in which it was prior to Lessee's use of the Venue,

This term and the termination clause shall survive the expiration of this Agreement.

VIII. GOVERNING LAW AND DISPUTE RESOLUTION

This Agreement shall be governed by and construed in accordance with the laws of the State of California, except for its conflict of laws principles. Any action or proceeding arising out of or relating to this Agreement or its breach shall be brought exclusively in the courts located in the State of California.

IX. NOTICE

Any notice, request, demand, or other communication required or permitted to be given under this Agreement shall be in writing and shall be deemed to have been duly given if delivered personally or sent by registered mail, return receipt requested, postage prepaid, reputable overnight delivery service to the address set forth below, or if an electronic copy of it is delivered to the email address set forth below, or such other address or email address as either Party may designate by written notice to the other Party:

IF TO THE LESSOR:

Cameron Park CSD, 2502 Country Club Drive, Cameron Park, CA
 (Email Address]

IF TO THE LESSEE:

Housing El Dorado, Attn: Nichole Paine, 1390 Broadway, Ste B-216, Placerville CA
 housingeldorado@gmail.com

Either Party may change the address for receipt of notice by giving written notice to the other Party.

Notices shall be deemed received on the day of delivery if sent by hand or courier service, or on the third business day after the date of posting if sent by registered mail.

X. WAIVER

The failure of either Party to enforce any provision of this Agreement shall not be deemed a waiver of the right to subsequently enforce that provision or any other provision of this Agreement. Any waiver, amendment, or modification of any provision of this Agreement shall be effective only if it is in writing and signed by both Parties.

XI. FORCE MAJEURE

Neither Party shall be liable for any failure to perform or delay in performing the obligations under this agreement if such failure or delay is caused by events of force majeure, including but not limited to acts of God, war, terrorism, strikes, lockouts, labor disputes, pandemics, epidemics, governmental regulations or any other similar causes beyond the reasonable control of the affected party.

In the case of force majeure, the affected Party shall immediately notify the other Party in writing and provide reasonable proof for the cause of the delay or inability to perform the obligations. The Party affected by force majeure shall endeavor to mitigate the consequences of such circumstances and resume the performance of obligations as soon as possible after the circumstances cease to exist.

If the force majeure circumstances last more than 30 days, either Party may terminate this Agreement by giving written notice to the other Party. In this case, neither Party shall be liable to the other Party for any damages arising from the termination of this Agreement.

XII. SEVERABILITY

The invalidity or unenforceability of any provision of this Agreement shall not affect the validity or enforceability of any other provision of this Agreement.

XIII. ENTIRE AGREEMENT

This Agreement constitutes the entire understanding between the Parties and supersedes all prior or contemporaneous agreements, understandings, negotiations, or discussions, whether written or oral, relating to the subject matter of this Agreement. Any amendments or modifications to this Agreement must be in writing and signed by both Parties. This Agreement does not create a partnership or joint venture between the Parties, and neither Party has the authority to bind the other in any respect.

XIV. AMENDMENTS

This Agreement may be amended or modified only by a written agreement signed by both Parties. Any amendments to this Agreement shall be binding if they are in writing and signed by both Parties.

XV. BINDING EFFECT

This Agreement shall be binding upon the Parties and their respective successors and assigns. Neither Party may assign this Agreement or any of its rights or obligations hereunder without the prior written consent of the other Party, which consent shall not be unreasonably withheld.

IN WITNESS WHEREOF, the Parties have executed this Agreement as of the Effective Date.

LESSOR

_____ (printed)

For and on behalf of:

Cameron Park CSD

_____ (date)

LESSEE

Maureen Dion-Perry

Maureen Dion-Perry _____ (printed)

For and on behalf of:

Housing El Dorado

10-09-2024 _____ (date)



Agenda Transmittal

DATE: 10/16/2024
FROM: Alan Gardner, General Manager

AGENDA ITEM #5C: Proposed change to Policy 3360 concerning review and approval of monthly check registers.

RECOMMENDED ACTION: Approve change to Policy 3360 concerning review and approval of monthly check registers.

Background

The Budget and Administration Committee discussed this item on October 8, 2024. The committee recommended changing Policy 3360 so that check registers can be posted on the website as soon as complete.

This change allows immediate posting and increases transparency when there is no other need for the Committee to meet.

Discussion

Current policy requires the Budget and Administration Committee to review and approve check registers before they can be released. If the Committee doesn't meet then release of the check register is delayed.

Traditionally check registers are rarely questioned, and if they are and a change is directed, it must appear on the following month, not in an amended the current register.

Therefore, there is no practical reason not to release and post the check register for each month as it is completed. It can still be agendized for review and approval at the next Budget and Administration Committee meeting, but this way the process for release to the public is timely with maximum transparency.

Attachment:

1. Policy 3360- redline

CAMERON PARK COMMUNITY SERVICES DISTRICT
* POLICY GUIDE SERIES 3000-OPERATIONS*

POLICY TITLE: INTERNAL CONTROLS & GUIDE
POLICY NUMBER: 3360

Internal controls are a system of checks and balances designed to ensure compliance with the District's policies as well as to establish a system of internal controls designed to prevent loss due to fraud, employee error, and imprudent actions by officers. An important internal control concept is that of segregation of duties: the person authorizing a transaction should not be the person recording it, for example.

At a basic level, internal controls should be designed to provide reasonable assurances that the objectives of the policies are being met. Internal controls, while providing these reasonable assurances, should not cost more than they produce in benefits. Also, reasonable assurances will require some judgment on the part of management. At a minimum, the following internal controls must be observed.

All government employees are considered public stewards. Citizens expect their local government's officials and employees to protect them, to collect refuse, maintain recreational facilities and so on. All government services must be funded and the District's accounting employees are stewards of the public funds that make the provision of government services possible.

- All disbursements will be made by pre-numbered checks.
- Voided checks will be preserved and filed after appropriated mutilation. "VOIDED"
- Writing checks for Cash is prohibited.
- Signing checks in advance is also prohibited.
- Invoice presented for payment or reimbursement must have a PO attached to include the vendor information, the date, and amount of the request if other than amount of invoice, authorizing signature and accompanying receipts. All invoices/PO are marked "Posted" upon.
- Authorized persons must approve all expenditures in advance.

Approved by the Board Sept 2011
[Revised 11/20/19 Regular Board Meeting](#)

- All signed checks must be mailed promptly.
- All remittance stubs whenever available should be mailed with payment.

Check stubs must be attached to the PO/Invoice and filed in appropriate vendor file.

- Check signers must review the cash disbursement voucher for the proper approved authorization and supporting documentation of expenses.
- EFT Payments may only be authorized for payroll transactions (payroll taxes and benefits). All EFT Payments/Transactions must be approved by the General Manager and the Finance Department (excluding the payroll clerk).
- All requests for reimbursement and other invoices must be checked for mathematical accuracy and reasonableness before approval.
- A cash disbursement journal will be prepared monthly that details the date of check, check number, payee, and amount of check and columnar description of expense. The expenditure report will be placed on the consent agenda ~~monthly for review and approval by~~ of the Budget and Administration Committee, and the check register will be posted monthly on the District's website.
- Check-signing authority is vested in the Members of the Board and the General Manager. Two of these persons must sign checks over \$10,000.
- Bank statements and canceled checks are received and reconciled by the Finance Department independently of those authorized the check signing function.
- Unpaid invoices will be maintained in an unpaid invoices file received and filed by the Finance Department. Following each check-writing event, a written list of unpaid invoices will be prepared and forwarded to the Finance Officer for review.
- Invoices from unfamiliar or unusual vendors will be reviewed and approved for payment by authorized personnel who are independent of the invoice processing function.
- All purchase transactions will be initiated with pre-numbered purchase orders.
- New Vendors must be approved by the Finance Department prior to purchasing.

Approved by the Board Sept 2011
[Revised 11/20/19 Regular Board Meeting](#)

- All new vendors must complete and submit a W9 to the Finance Department.
- An approved vendor list will be issued to the General Manager and the Department Heads annually.
- All advance payments to vendors and/or employees will be recorded as receivables and controlled in a manner which assures that they will be offset against invoice or expense vouchers. The General Manager, and/or the Finance Department must approve advance payments. In a few cases, advance payment may be made using the District credit card with approval of the General Manager, and/or the Finance Department.
- Employees are required to submit expense reports for all travel related expenses on a timely basis.



Agenda Transmittal

DATE: October 16, 2024

FROM: Alan Gardner, General Manager

AGENDA ITEM #6A: General Manager's Report

RECOMMENDED ACTION: Receive and File

General Manager's Report to the Board

1. **Fire Annexation Update.** Both parties have agreed to provide their residents with the subjects being discussed and the dates of the meetings. The first edition of the updates is attached. See d. As noted before, there will be no interim detail since that is all part of the negotiations.
 - a. The first meeting was on August 26, 2024. It was a general discussion and organization of the process.
 - b. The second meeting on September 10, 2024, discussed: Board Representation/Governance; Mitigation Fee Accounts; Pension Liabilities; and First Responder Fee.
 - c. The next meetings were on September 16, 30 and October 11, 2024.
 - d. **ATTACHED PLEASE FIND THE FIRST EDITION OF "FREQUENTLY ASKED QUESTIONS: PROPOSED ANNEXATION OF CAMERON PARK CSD FIRE SERVICES INTO THE EL DORADO HILLS FIRE DEPARTMENT.**
2. **Fourth Amendment to Waste Connections Contract.** The Board requested a brief proposed sentence to resolve the issue raised in the June Board Meeting. The delay had been that our attorney could only go through there's. If the proposed sentence is concurred in by the Board, Staff will then present it to Waste as a resolution of the matter.
3. **The Housing agreement for El Dorado County** has been negotiated and is on the Consent Agenda. was intended to be on the consent agenda for approval. However, the County changed the hours from 7PM-7AM to 4PM to 10AM. This directly interferes with Aqua Sol's contracted use. It also places individuals in the area while children are present which, of course, we cannot allow. We have asked for a return to the original hours. If the agreement is in the packet, then the County complied. If this can go forward, we anticipate providing a needed service, covering our costs with a net contribution, and having participants carefully managed on site.

4. **Seven-day staff coverage.** We are continuing to test different schedules that will provide this coverage. Staff have been using Maintain X for scheduling and to determine how long specific tasks take. You should have observed better coverage over the last two weeks. The difficulty in establishing a firm initial schedule has been the number of staff that have been out. We have now had two return and anticipate a third. We will provide an update in November. We intend to maintain the same number of authorized staff, at a net overall lower cost, but not fill all the positions until our MaintainX software system helps demonstrate the staffing need, especially in parks and maintenance. Recreation and Administration are recommending a small upgrade in one 30-hour person to full-time, but otherwise appear to be right sized for now, using temporary staff and independent instructors for programs as required.
5. **Locking up parks at night.** We have started locking Rasmussen using a volunteer group. We are still discussing doing the same at the Lake with a different group. Staff will open the parks in the morning.
6. **Marble Village and Lime Rock.** We have developed very good demographic information on annual usage of all of our parks, community center and separately the pool through the very kind assistance of Mark Hornstra, GM for EDHCSD. He put our individual areas through the Hills new AI programs which provided annual information for 2019-2020 and 2023-2024. We provided the information to the County's team developing impact projections.
7. **Pickleball courts.** We have resolved a couple of the key issues about the site and have found a resource on the Folsom City staff who has 10 years of experience and helped other jurisdictions establish their courts and programs. We also may have sourced high-quality lamps being removed from another jurisdiction that can be an option for our program. Whether they can be used here will be up to the engineering and construction team selected after we bid the project.
8. **Recreation.** The new team has performed at a high level in terms of offerings, the quality of delivery, and is attracting both CP residents and members of the West Slope Community. We are expanding our Fall and Winter programming, and our Guide will be out soon and available on the website too.
9. **Lake.** Our interim Parks and Maintenance Manager has helped improve the condition of the lake. Along with the annually applied aquatic herbicides, we have installed twelve aerators in the lake since June. The aerators have increased the dissolved oxygen levels, helped manage algae blooms by mixing spores deeper into the water and helped break down decaying vegetation. The improvement in the condition of the lake is most easily seen on the south side, as compared to last year. We are still in the process of completing this project. We are working with the same company that provided the aerators to develop an effect lake management program that may introduce a few cost-effective ways to continue the lake's improvement. An example of how well the new chemical for next year will work is the old swim pond. There has been little aquatic weed growth and no algae since the chemical was added.

FREQUENTLY ASKED QUESTIONS

PROPOSED ANNEXATION OF CAMERON PARK CSD FIRE SERVICES AREA INTO THE EL DORADO HILLS FIRE DEPARTMENT

Q: Why is Cameron Park Community Services District (CPCSD) Fire Services Area being considered for annexation into the El Dorado Hills Fire Department (EDHFD)?

A: The CPCSD* Fire Services Area is being considered for annexation into the EDHFD primarily due to longstanding concerns about the affordability and sustainability of fire protection services within the CPCSD. This parallels the El Dorado County Grand Jury findings, where many fire districts face challenges with inadequate tax revenue and rising costs, which hinder their ability to effectively serve their communities.

Annexation would not only address these financial and operational challenges but also increase operational efficiencies and enhance the depth of resources. The annexation of the CPCSD Fire Services area into EDHFD would benefit from shared expertise, equipment, and personnel, ultimately improving response times and the overall quality of fire protection services available to residents in both communities.ⁱ

**The CPCSD currently provides services within its legally defined area, covering 4,667 acres. These services include fire protection, emergency medical response, parks and recreation, enforcement of covenants, conditions, and restrictions (CC&Rs), lighting and landscaping, solid waste collection, recycling, and weed abatement. However, the jurisdictional boundaries of the Cameron Park Fire Department do not align exactly with those of the CPCSD.*

Q: What would annexation mean?

A: Annexation means that the EDHFD would integrate the CPCSD Fire Services area into a single service area, assuming responsibility for providing fire protection, and emergency medical services as well as fire prevention and other related services within the CPCSD's Fire Service Area. [Link to CPCSD Fire Services Area Map](#)

Q: What are the benefits of annexation?

A: Annexation of the CPCSD Fire Service Area into EDHFD would provide reciprocal benefits to both agencies. It would enhance operational efficiency, improve emergency response capabilities, and create cost savings by reducing redundancy and consolidating resources. The unified department would ensure consistent service levels, stronger mutual aid, and improved training opportunities, while broadening community outreach and risk reduction efforts. Additionally, it would increase resource availability and provide greater financial stability by sharing costs across a larger tax base, ensuring sustainable funding for future operations and equipment needs.ⁱⁱ

Q: Why is annexation preferable to continuing the current Cooperative Fire Protection Agreement?

A: Since 1996, CPCSD has partnered with CALFIRE through a Cooperative Fire Protection Agreement to provide fire and emergency services. Under this agreement, the CPCSD funds fire and emergency response personnel while retaining ownership of the fire stations and equipment. However, the rising costs associated with this agreement have significantly impacted the CPCSD's ability to allocate sufficient funding for all essential services with limited funding.

Q: Will taxes or fees be increased for CPCSD property owners?

A: No. The citizens of CPCSD will not see any increase to their existing property taxes or benefit assessment as the result of annexation. It should be noted that if CPCSD chooses not to annex with EDHFD and continues contracting with CALFIRE, there is the potential that CPCSD residents would be asked to vote for a tax increase or accept a reduction in CPCSD services.

Q: Upon annexation, will Cameron Park residents have representation on the EDHFD Board?

A: Yes. EDHFD and CPCSD Fire are discussing several options to ensure fair representation for Cameron Park. A formal plan will be finalized during the annexation process.

Q: Would Cameron Park Fire Department be rebranded as El Dorado Hills Fire Department?

A: Preserving the rich history of the Cameron Park FD, EDHFD intends on maintaining the Cameron Park logo on fire stations in recognition of the history of the department. Apparatus assigned to Stations 88 & 89 will have a joint department branding.

Q: Since EDHFD is legally organized as a Water District, will the water rights of CPCSD property owners be impacted?

A: Annexation of CPCSD Fire Service Area into the El Dorado Hills County Water District/ El Dorado Hills Fire Department will have no effect on the water rights of the residents of CPCSD. Cameron Park residents will continue to receive water and wastewater services from the El Dorado Irrigation District.

Q: What will happen to the CALFIRE employees assigned to serve Cameron Park?

A: Firefighters currently staffing the CPCSD Fire Stations are employees of CALFIRE and would be reassigned within CALFIRE. CALFIRE Employees will have the opportunity to interview for open Firefighter/Paramedic positions within EDHFD.

Q: How long will the annexation process take?

A: The steps required by law for annexation require approximately 18 – 24 months.

Q: Will there be public meetings?

A: Yes. EDHFD, CPCSD and county agencies will inform residents of the dates, times and locations of public meetings. The public will have an opportunity to review annexation material and provide comment.

Q: Who reviews and approves the annexation?

A: The El Dorado County Local Agency Formation Commission (LAFCo) has responsibility for processing and approving the annexation. The elected boards for both EDHFD and CPCSD must also approve the annexation terms. The El Dorado County Board of Supervisors must approve any reallocation of property tax revenue or other finance sharing arrangement. [Link to LAFCo Project Process Flowchart.](#)

Q: How are CPCSD and EDHFD proceeding through the annexation process?

A: The CPCSD formed an ad hoc committee in 2023 to oversee the initial work to investigate annexation. EDHFD stepped forward as a candidate, as did the El Dorado County Fire District. A feasibility report prepared by the CPCSD's consultant, Municipal Management Solutions Principal, Don Ashton, was released in May 2024 that examined the viability of both fire districts. While both fire districts were identified as capable partners, the recommendation was made to pursue annexation with EDHFD. [Link to CPCSD Comparative Analysis for Ongoing Fire Protection Services.](#)

The CPCSD ad hoc committee and EDHFD committee are actively meeting to work on the essential items necessary for an agreement and annexation proposal. Their initial five (5) meetings (August 26, September 10, 16, 30, and October 10) laid the groundwork for discussion items, which include:

- Board representation
- Allocation of taxes and revenues
- Weed abatement and prevention service
- Distribution of equipment and property
- Transition plan
- Cost sharing of annexation expenses

Subsequent meetings will focus and finalize the details for a tentative agreement.

Once the committees reach agreement, that proposal will then be brought forward to the boards of both districts for discussion and approval. Should an agreement be approved, the annexation proposal would then move forward into the LAFCo phase of the process.

ENDNOTES

ⁱ Other considerations for annexation into EDHFD include:

1. **Specialized Rescue Operations:** Our highly trained personnel are equipped and certified to conduct advanced technical rescues, including confined space rescues, high-angle rope rescues, trench and excavation rescues, and static/dynamic water rescues. These specialized teams, such as Rescue 87 (R87), provide critical services beyond the scope of typical mutual aid responses.
2. **Public Safety Training:** The El Dorado Hills Fire Department's Public Safety Training Center offers advanced education and certification programs, hosting over 100 courses annually. These courses, including but not limited to, All-Risk Command Operations, Wildland Fire Behavior, Health and Safety Officer training, and River, lake and flood rescue technician training, benefit firefighters and emergency personnel across the state.
3. **Disaster Preparedness and Community Education:** Our department actively engages the community through disaster preparedness workshops, fire prevention education, and outreach programs. We offer specialized educational services tailored to vulnerable populations, including seniors and schools like Oakridge High School's Fire Explorer program.
4. **Hazard Mitigation and Community Risk Reduction:** We provide robust hazard mitigation services, including defensible space inspections, wildfire risk reduction programs, and participation in community planning initiatives to minimize fire risk and promote safety.
5. **Collaboration with Local Partners:** Beyond the framework of mutual aid, the El Dorado Hills Fire Department collaborates with regional and local agencies like the El Dorado Irrigation District, Los Rios Community College District, and neighboring fire departments (such as Folsom Fire Department) to deliver enhanced services, emergency response training, and public safety initiatives.
6. **Fleet and Equipment Resources:** In addition to mutual aid commitments, our department maintains a fleet of specialized vehicles, including the Battalion 85 Command Unit and other advanced apparatus. These assets are critical for large-scale incidents and extend the capabilities of response teams during local, state, or regional emergencies.

ⁱⁱ The annexation of the Cameron Park Fire Department into the El Dorado Hills Fire Department could offer numerous key benefits:

1. **Improved Efficiency:** Consolidating resources can streamline operations, reduce redundancy, and enhance service delivery.
2. **Enhanced Response Capabilities:** A unified department can strengthen emergency response, providing greater access to personnel, equipment, and specialized teams for larger or more complex incidents.

-
3. **Cost Savings:** Merging departments may reduce overhead costs, optimizing the use of taxpayer dollars by consolidating training, equipment procurement, and administrative functions.
 4. **Uniform Service Levels:** Annexation would ensure consistent fire and emergency medical services across the entire area, providing equal levels of protection and response for all residents.
 5. **Stronger Mutual Aid:** A larger, unified department can offer more robust mutual aid support to neighboring regions, improving regional emergency cooperation.
 6. **Improved Training and Specialization:** Access to expanded training opportunities and specialized rescue teams would enhance the skill sets of personnel across both areas.
 7. **Broader Community Outreach:** A larger department could enhance public education, disaster preparedness, and community risk reduction programs, benefiting both Cameron Park and El Dorado Hills residents.
 8. **Increased Resource Availability:** The combination of departments would provide a greater pool of personnel and equipment, ensuring quicker response times and better coverage during emergencies.
 9. **Financial Stability:** Annexation can improve financial stability by spreading costs across a larger tax base, reducing the financial burden on individual districts, and creating a more sustainable funding model for future operations and equipment investments.

Overall, the annexation would lead to more efficient, effective, and financially stable fire and emergency services for the community.



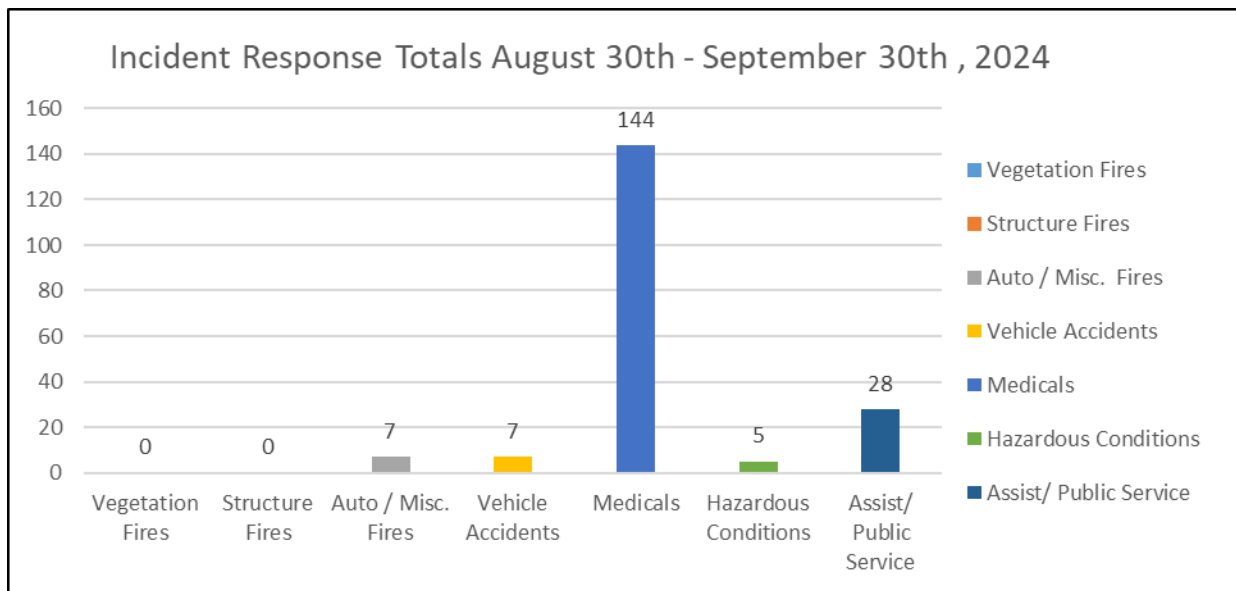
Cameron Park
Community Services District



Agenda Transmittal

Date: October 16th, 2024
From: Kalan Richards, Battalion Chief
Agenda Item #: Fire Department Report
Recommended Action: Receive and File

Cameron Park Fire Department Incident Totals



Total Incident Count Comparatives:

Monthly	August 2024	September 2024	Decrease
		211	191
Yearly	September 2023	September 2024	Decrease
		209	191
YTD	YTD 2023	YTD 2024	Decrease
		1882	1816

FY 24/25 Batt 5 Vehicle Maint. and Tires

<u>E89</u>	\$18,070.26
<u>E88</u>	\$842.12
<u>E289</u>	
<u>E288</u>	\$35.39
<u>E389</u>	
<u>E388</u>	\$1,493.00
<u>B2705</u>	\$1,604.09
<u>B2715</u>	\$2,424.50
<u>U88</u>	
<u>U289</u>	
<u>Mech. Time</u>	
<u>Misc</u>	\$788.81
<u>Total</u>	\$25,258.17

Fire Apparatus Rental Income
FY 24/25

E89	E88	E288	E289	E388	U289/88	B2715	OES T/F	Total
				\$2,623.50				
				\$13,793.12				
				\$1,460.80				
				\$17,877.42	\$0.00	\$0.00	\$0.00	\$17,877.42

Pending Payments
\$93,990.21



**Budget and Administration Committee
Special Meeting
Tuesday, October 8, 2024
6:45 p.m.**

**Cameron Park Community Center – Social Room
2502 Country Club Drive
Cameron Park, CA 95682**

Agenda

Members: Director Monique Scobey (MS), Director Dawn Wolfson (DW),
Alternate Director Tim Israel (TI)

Staff: Alan Gardner, General Manager; Christina Greek, Finance/HR Officer

CALL TO ORDER

ROLL CALL

Public testimony will be received on each agenda item as it is called. Principal party on each side of an issue is allocated 10 minutes to speak, individual comments are limited to 3 minutes except with the consent of the Committee; individuals shall be allowed to speak on an item only once. Members of the audience are asked to volunteer their name before addressing the Committee. The Committee reserves the right to waive said rules by a majority vote.

ADOPTION OF AGENDA

1. APPROVAL OF CONSENT AGENDA

- a. Check Register March 2024
- b. Check Register April 2024
- c. Check Register May 2024
- d. Check Register June 2024
- e. Check Register July 2024
- f. Check Register August 2024
- g. Check Register September 2024

OPEN FORUM

Members of the public may speak on any item not on the agenda that falls within the responsibilities of the Committee.

DEPARTMENT MATTERS

2. Update Policy 3360 (A. Gardner)

3. ITEMS FOR FUTURE COMMITTEE MEETINGS

- a. EDSWAC Report out from Mike Churchill
- b. Update Credit Card Policy
- c. RFP for Auditor
- d. FY 23/24 Year End Budget to Actuals
- e. SB1983 Ordinance

4. ITEMS TO FORWARD TO THE BOARD OF DIRECTORS

5. MATTERS TO AND FROM COMMITTEE MEMBERS & STAFF

ADJOURNMENT

Cameron Park Community Services District
2502 Country Club Drive
Cameron Park, CA 95682



**Covenants, Conditions & Restrictions (CC&R) Committee
Meeting
Monday, October 7th, 2024
5:30 p.m.**

**Cameron Park Community Center – Social Room
2502 Country Club Drive
Cameron Park, CA 95682**

Agenda

Members: Chair Bob Dutta (BD), Vice Chair Sid Bazett (SB), Tim Israel (TI), Candice Hill Calvert (CHC),
Terry Eastwood (TE)
Alternate: Dawn Wolfson (DW)

Staff: CC&R Compliance Officer Jim Mog, General Manager Alan Gardner

CALL TO ORDER

ROLL CALL

Public testimony will be received on each agenda item as it is called. The principal party on each side of an issue is allocated 10 minutes to speak, individual comments are limited to 3 minutes except with the consent of the Committee; individuals shall be allowed to speak on an item only once. Members of the audience are asked to volunteer their name before addressing the Committee. The Committee reserves the right to waive said rules by a majority vote.

1. APPROVAL OF AGENDA

2. APPROVAL OF CONFORMED AGENDA

- a. Conformed Agenda – CC&R Meeting – September 9th, 2024

OPEN FORUM

Members of the public may speak on any item not on the agenda that falls within the responsibilities of the Committee.

DEPARTMENT MATTERS

3. Monthly Staff Report

- a. Open Violations, CC&R Violation Manager Case Detail Report (written report)
 - Total Cases Open = 47
 - Courtesy Notices – 15
 - Initial Notices – 4
 - Final Notices – 5
 - Pre-legal Notices – 1
 - Referred to Legal – 2
 - Prior Month's Cleared Cases – 9
 - Prior Month's New Cases – 6

- b. Architectural Review Projects – Period – September 2024
 - Projects Reviewed – 28
 - Projects Approved – 28

Summary of ARC Projects:

- Roofs – 11
- Solar – 1
- Tree Removals – 1
- Fences – 3
- Multi Residential Development. – 1
- ADU/JADU – 0
- Swimming Pool – 1
- Exterior House Paint – 2
- Carport – 0
- Deck – 2
- Exterior Renovation/Room Addition – 2
- Siding Replacement – 2
- Detached Garage – 0
- Gazebo/Pergola/Patio Cover – 2
- Storage Shed – 0
- Window Replacement – 0

4. Violation Notice Examples – (Not an Action Item).

- a. The violation notices that we are reviewing are developed by our legal counsel for CC&Rs. They are specific to the wording that is required for future action to be taken if necessary. These letters are presented to the committee for purposes of education and knowledge of the documents that are sent to owners requesting compliance. These letters are not to be revised without legal counsel review and approval.

5. Staff Updates – (Not Action Items).

- a. **CCR21 – 1002 – 3003 Wilkinson Rd. – Deer Trail Estates** – Vehicle Restrictions. Pre-legal notice was served. The motorhome is still being stored on the street. The case has been forwarded to legal and legal notice is being sent.
- b. **Neighborhood Campaigns – Highlands, Cambridge Oaks and Bar J Ranch.** – Staff has started the 2024 neighborhood campaigns. September included Highland’s neighborhoods 1 -4, Cambridge Oaks neighborhoods 1-3 and Bar J Ranch neighborhoods 1-3. Staff found various addresses with items for owners to focus on to avoid violation notices. Letters were sent to those addresses. Staff is pleased to report that many residents in these neighborhoods have been keeping up on their CC&R obligations with minimal addresses that needed attention.

6. Items for Future CC&R Committee Agendas**7. Items to take to the Board of Directors****MATTERS TO AND FROM COMMITTEE MEMBERS & STAFF:**

Staff is requesting the CC&R committee meeting scheduled for Nov 4th be rescheduled to a different date or cancelled if possible. The request is open for discussion between committee and staff.

ADJOURNMENT:

Cameron Park Community Services District
2502 Country Club Drive
Cameron Park, CA 95682

Item 7dc



Fire & Emergency Services Committee
Tuesday, October 1, 2024
5:30 p.m.

Cameron Park Community Center – Social Room

2502 Country Club Drive
Cameron Park, CA 95682

Agenda

Members: Director Eric Aiston (EA) & Director Dawn Wolfson (DW)
Alternate, Director Sidney Bazett (SB)

Staff: General Manager Alan Gardner, Chief Dusty Martin & Chief Kalan Richards

**THIS MEETING WAS
CANCELED BY THE
COMMITTEE DURING THE
SEPTEMBER 3RD MEETING.**

Cameron Park Community Services District
2502 Country Club Drive
Cameron Park, CA 95682



Parks & Recreation Committee
Monday, October 7, 2024
6:45 p.m.

Cameron Park Community Center – Social Room

2502 Country Club Drive
Cameron Park, CA 95682

Agenda

Members: Tim Israel (TI), Eric Aiston (EA), Alternate: Monique Scobey (MS).

Staff: General Manager Alan Gardner, Parks & Facilities Superintendent Mike Grassle,
Recreation Supervisor Kimberly Vickers

CALL TO ORDER

ROLL CALL

Public testimony will be received on each agenda item as it is called. Principal party on each side of an issue is allocated 10 minutes to speak, individual comments are limited to 3 minutes except with the consent of the Committee; individuals shall be allowed to speak on an item only once. Members of the audience are asked to volunteer their name before addressing the Committee. The Committee reserves the right to waive said rules by a majority vote.

ADOPTION OF AGENDA

APPROVAL OF CONFORMED AGENDA

-none

OPEN FORUM

Members of the public may speak on any item not on the agenda that falls within the responsibilities of the Committee.

DEPARTMENT MATTERS

1. Lake entry fees.
 - a. District Policies on cost/price
 - b. One time and annual fees.
2. Status of improvement projects
 - a. Lake gate
 - b. Pickleball courts
3. MOUs
 - a. Swim teams
 - b. Disc golf

STAFF REPORTS

ITEMS FOR FUTURE COMMITTEE AGENDAS

ITEMS TO FORWARD TO THE BOARD OF DIRECTORS

MATTERS TO AND FROM COMMITTEE MEMBERS

ADJOURNMENT



Agenda Transmittal

DATE: October 16, 2024
FROM: Alan Gardner, General Manager

AGENDA ITEM #8A: **JOB DESCRIPTIONS, WAGE SCALE AND ORGANIZATION CHART CHANGES**

RECOMMENDED ACTION: Approve Changes to Job Descriptions, Wage Scale and Organizational Chart

Background

In May 2021, the Board of Directors approved the 2021-2026 Strategic Plan. Staff has been working together year after year to address these areas as well as identifying when change has been successful and when staff needs to realign some of the ideas brought forth to the Board of Directors. Staff identified an area within the District's Strategic Plan that needs focus. Staff's objective is to: **E.4.e Review and initiate appropriate changes in the staff organizational chart to provide advancement within the organization**

Discussion

A wage and compensation study was completed in April 2024. Information was taken from the study to bring wages to the median while leaving health care contributions the same for now. During the review of the study staff also looked at the titles and job descriptions of other neighboring agencies. The job descriptions listed were taken to the Budget and Administration Committee in September 2024 and the feedback received was to remove the word Director from the titles.

Management has been working together during the last few months to review staffing levels and actual job duties. We have obtained a better picture of the needs of the District and how to provide services with the appropriate positions and number of employees. Staff is proposing a new organizational structure along with the wage scale that we feel will best serve the needs of the community.

Fiscal Impact

Staff is asking for reduction/revision of vacant positions and the changes to compensation to be effective January 1, 2025. The proposed wage scale changes and organizational structure changes will not have a negative impact on our current approved FY 24/25 budget.

Attachments:



1. Wage and Compensation Study
2. FY 23/24 Approved Org Chart
3. FY 24/25 Proposed Org Chart
4. FY 24/25 Proposed Wage Scale effective January 1, 2025
5. Administration and Finance Manager Job Description
6. Parks and Recreation Manager Job Description



2024 TOTAL COMPENSATION REPORT



Prepared by:
Christi Mansel, Consultant
Municipal Resource Group, LLC
April 2024

 (866) 744-3222
 www.solutions-mrg.com

FINAL DRAFT

BACKGROUND AND METHODOLOGY

In preparation for labor negotiations and to understand how Cameron Park Community Services District's pay and benefits compare to other similar special districts and government agencies, Municipal Resource Group (MRG) conducted a total compensation survey of 14 Cameron Park Community Service District (CPCSD) job classifications:

- General Manager
- Assistant General Manager (**proposed**)
- Finance & HR Officer
- CC&R Enforcement Officer
- Accounting Specialist I/II
- Office Administrative Assistant I/II (part-time)
- Receptionist
- Parks Superintendent
- Parks & Facilities Supervisor
- Parks Foreman
- Parks Maintenance Worker I/II
- Recreation Supervisor
- Recreation Coordinator
- Recreation Specialist

Peer Development

Previous compensation studies were conducted using the Board-required peers of Placerville and El Dorado County and a few other large agencies. However, the comparison to the average of the larger organizations left Cameron Park leadership unclear about how to apply this data to benefit its employees with a smaller and more fixed budget. This study selected a new group of peers that is similar in location as well as agency size. The following peer agencies were selected to survey:

- City of Placerville
- El Dorado County
- El Dorado Hills CSD
- Rancho Murieta CSD (Admin positions only)
- Auburn Recreation & Parks District
- Orangevale Recreation & Parks District
- Fair Oaks Recreation & Parks District
- Fulton-El Camino Recreation & Parks District
- State of California Parks Department
- Discovery Bay CSD
- Georgetown Divide PUD (Admin positions only)

While Rancho Murieta CSD and Georgetown Divide PUD do not have similar services provided, they were chosen to provide administrative position comparators which are similar due to the size of the organization. Many of the larger peers, such as cities and the county, do not have similar administrative positions since these tasks are centralized for the larger organization.

Scope and Scale of Peer Operations

	Services	Total Employees	Full Time Employees	Seasonal Employees	# of Parks	# of Pools	Annual Parks & Rec Budget	Park Acreage	Miles of trails	Open Space Acreage	Sq Ft of Buildings	Residents
Cameron Park CSD	Fire, EMT, Library, Parks, Water, Wastewater, Garbage	70	16	45	10	1	\$2M	96	4	47	29,000	18,000
City of Placerville (Parks Dept)	Parks & Recreation	17	11	6	5	1	\$3.2M	103	5	10	40,000	11,000
El Dorado County	Parks, Trails, River Mgmt	18.5	10.5	8	6	N/A	\$4.8M	95	87			193,221
El Dorado Hills CSD	Parks & Recreation	180	27	150	29	1	\$8.2M	272	5	281	10,500	60,000
Rancho Murieta CSD	Water, WW, Drainage, Security	35	35	N/A	N/A	N/A	\$11M all agency	N/A	N/A	N/A	N/A	5,900
Auburn RPD	Recreation & Parks	92	27*	40	15	2	\$7.1M	146	3	132	1,000	45,000
Orangevale RPD	Recreation & Parks	90	19	71	8	1	\$4.25M	119	0	19	15,000	34,000
City of Galt (Parks & Rec)	Parks & Recreation	35	11	24	18	1	\$4.1M	106	3.5	60	17,168	24,000
Fulton-El Camino RPD	Recreation & Parks	96	11	85	6	1	\$3.55M	70	0	2	10,875	30,000
State of CA Parks Dept	Parks	Added for reference as competitor for talent, not for comparable scale										
Discovery Bay CSD	Parks, recreation, water, wastewater	44	20	24	5	1	\$25.6M total all svcs	29	0	0	5,000	15,000
Georgetown Divide PUD	Water, Wastewater	25	25	N/A	N/A	N/A	\$6.2M all agency	N/A	N/A	N/A	N/A	10,000

*Auburn RPD also utilizes 25 Year-round part time employees

Other regional agencies such as Cordova RPD and Southgate RPD were considered. However, due to the current rapid development in these areas, their funding levels are vastly higher and resulted in much higher wages. Thus, they were not found to be comparable to Cameron Park CSD's more stable and developed revenue streams.

While the Orangevale Recreation & Parks District was a good peer due to size and services, the District completely refused to cooperate with providing information for the survey. So, the City of Galt was found to be a good replacement due to similar size and very fiscally conservative staffing.

Peer Classification Matches

Job Descriptions were reviewed for every Cameron Park CSD classification. Peer agency job descriptions were reviewed to find the right match for the CPCSD positions by comparing duties, reporting structures, minimum qualifications, and education and licensing requirements. Most positions had a direct correlation in the peer agency. However, the Finance/HR Officer role is somewhat unique. For a few peers, an average was taken of the salaries for the Director of Finance and appropriate Human Resources supervisory position in order to better approximate the correct compensation.

Total Compensation

This analysis is a total compensation survey. Factors such as cost of benefits, retirement contributions, deferred compensation and special pays are factored in alongside base wages. Both means and medians have been calculated for each position based upon base wages and total compensation. If Cameron Park CSD's market position increases from base pay to total compensation, this indicates that CPCSD's benefits package is stronger than its peers. As such, recruitment advertising should emphasize the strength of the benefit offerings. If Cameron Park CSD's market position decreases from base pay to total compensation, that is an indicator that CPCSD's benefits package is not keeping up with competitors. In this case, CPCSD might wish to evaluate if investment is needed in strengthening its benefits program.

Statistics and Terminology

Both the median (middle) and the mean (average) were calculated to give a full picture of the market; however, for salary and benefits analyses, the median is the appropriate statistic to use and evaluate. The median is the most common and best practice approach for evaluating compensation data because it is less affected than the mean by outliers in the data.

Datapoints where there are insufficient peer comparators for meaningful statistics are marked with an asterisk (*) to indicate that the average and median calculations are not strong datapoints. For these classifications, it is preferable to rely on the deeper explanation of

the market position that is found on that classification's analysis page. In one instance, a particularly high outlier has created a significant disparity between the median and the mean. This is noted and the reader is directed to disregard the mean data due to the outlier influence.

The following terminology will be used to discuss the data:

- **“Within the market”** – The Agency's compensation is within +/- 5% of the market median
- **“Above the market”** or **“below the market”** – The Agency's compensation is 5% to 10% above or below the market median
- **“Significantly above the market”** or **“significantly below the market”** – The Agency's compensation is more than 10% above or below the market median

As is common practice, the wage compared for each position is the top step for the classification without special certifications or longevity bonuses. If there are special lump sum payments offered for a given certification, these will be shown in the Special Pay notes on the position specific pages and calculated only into Total Compensation and not Base Wage.

FULL TIME POSITIONS	Maximum Monthly Base Salary					Maximum Monthly Total Compensation				
	CPCSD	Market Mean	Market Median	% CPCSD is +/- Mean	% CPCSD is +/- Median	CPCSD	Market Mean	Market Median	% CPCSD is +/- Mean	% CPCSD is +/- Median
Cameron Park CSD Classification										
General Manager	\$ 12,500	\$ 13,358	\$ 13,952	-6.42%	-10.41%	\$15,555	\$ 16,640	\$ 17,306	-6.52%	-10.12%
Assistant General Manager (proposed)*		\$ 10,898	\$ 10,474				\$ 14,075	\$ 14,001		
Finance & HR Officer	\$ 7,412	\$ 9,661	\$ 9,748	-23.28%	-23.97%	\$10,067	\$ 12,635	\$ 13,050	-20.32%	-22.86%
CC&R Enforcement Officer	\$ 6,256	\$ 6,139	\$ 5,864	1.89%	6.68%	\$ 8,911	\$ 8,950	\$ 8,483	-0.44%	5.04%
Accounting Specialist I	\$ 4,590	\$ 4,492	\$ 4,352	2.18%	5.46%	\$ 7,195	\$ 7,388	\$ 7,320	-2.62%	-1.70%
Accounting Specialist II	\$ 6,256	\$ 5,344	\$ 5,535	17.06%	13.02%	\$ 8,861	\$ 8,178	\$ 8,369	8.35%	5.88%
Receptionist*	\$ 3,820	\$ 3,547	\$ 3,591	7.72%	6.38%	\$ 6,426	\$ 6,554	\$ 6,683	-1.97%	-3.86%
Parks Superintendent	\$ 7,412	\$ 8,770	\$ 8,365	-15.48%	-11.39%	\$10,067	\$ 11,816	\$ 11,432	-14.80%	-11.94%
Parks & Facilities Supervisor	\$ 6,256	\$ 6,418	\$ 6,323	-2.53%	-1.07%	\$ 8,911	\$ 9,379	\$ 9,461	-4.99%	-5.82%
Parks Foreman	\$ 4,947	\$ 5,356	\$ 5,381	-7.63%	-8.06%	\$ 7,552	\$ 8,171	\$ 8,056	-7.57%	-6.26%
Parks Maintenance Worker I	\$ 3,728	\$ 4,123	\$ 4,134	-9.57%	-9.81%	\$ 6,334	\$ 6,989	\$ 6,927	-9.38%	-8.56%
Parks Maintenance Worker II	\$ 4,054	\$ 4,867	\$ 4,815	-16.70%	-15.80%	\$ 6,660	\$ 7,760	\$ 7,710	-14.18%	-13.62%
Recreation Supervisor	\$ 6,256	\$ 7,082	\$ 7,082	-11.67%	-11.67%	\$ 8,911	\$ 10,087	\$ 9,898	-11.66%	-9.97%
Recreation Coordinator	\$ 4,590	\$ 5,262	\$ 5,080	-12.77%	-9.65%	\$ 7,195	\$ 8,100	\$ 8,018	-11.17%	-10.26%
Recreation Specialist	\$ 3,295	\$ 3,696	\$ 3,721	-10.84%	-11.46%	\$ 5,900	\$ 6,460	\$ 6,574	-8.67%	-10.24%

*These two positions do not have enough peers for statistical confidence.

PART TIME POSITIONS	Maximum Monthly Hourly Wage					Maximum Monthly Total Compensation for 51% time				
	CPCSD	Market Mean*	Market Median	% CPCSD is +/- Mean	% CPCSD is +/- Median	CPCSD	Market Mean*	Market Median	% CPCSD is +/- Mean	% CPCSD is +/- Median
Cameron Park CSD Classification										
Office Administrative Assistant I (part-time)	21.51	\$ 22.70	\$ 21.16	-5.24%	1.68%	\$ 1,871	\$ 2,229	\$ 1,890	-16.04%	-0.99%
Office Administrative Assistant II (part-time)	23.95	\$ 25.10	\$ 24.40	-4.60%	-1.84%	\$ 2,084	\$ 2,651	\$ 2,267	-21.41%	-8.10%

*strong outlier, mean should be disregarded

The survey found that the only position where CPCSD is Significantly Above Market is the Accounting Specialist II which is 13.02% above the market median. The data analysis shows that Cameron Park CSD’s positions are distributed throughout all levels of market competitiveness for base wage as follows:

BASE WAGES

Positions Above the Market <u>(5-10% above median)</u>	Positions Below the Market <u>(5-10% below median)</u>	Positions Significantly Below Market <u>(>10% below median)</u>
Accounting Specialist II (+13.02%) CC&R Enforcement Officer (+6.68%) Receptionist (+6.38%) Accounting Specialist I (+5.46%)	Parks Foreman (-8.06%) Recreation Coordinator (-9.65%) Parks Maintenance Worker I (-9.81%)	General Manager (-10.41%) Parks Superintendent (-11.39%) Recreation Specialist (-11.46%) Recreation Supervisor (-11.67%) Parks Maintenance Worker II (-15.80%) Finance & HR Officer (-25.55%)
Positions Within the Market <u>(+/- 5% of median)</u>		
Parks & Facilities Supervisor (-1.07%)		

However, when **Total Compensation** is taken into account we see some shifts:

TOTAL COMPENSATION

Positions Above the Market <u>(5-10% above median)</u>	Positions Below the Market <u>(5-10% below median)</u>	Positions Significantly Below Market <u>(>10% below median)</u>
Accounting Specialist II (+5.88%) CC&R Enforcement Officer (+5.04%)	Parks & Facilities Supervisor (-5.82%) Parks Foreman (-6.26%) Parks Maintenance Worker I (-8.56%) Recreation Supervisor (-9.97%)	General Manager (-10.12%) Recreation Specialist (-10.24%) Recreation Coordinator (-10.26%) Parks Superintendent (-11.94%) Parks Maintenance Worker II (-13.62%) Finance & HR Officer (-22.86%)
Positions Within the Market <u>(+/- 5% of median)</u>		
Accounting Specialist I (-1.70%) Receptionist (-3.86%)		

Impact of Benefits

There are as many different ways of offering benefits as there are agencies. But what is key is finding out if your agency is offering benefits that are meaningful to your employees.

Here is how Cameron Park CSD and its peers' benefit programs compare:

<u>Medical Insurance</u>	Cameron Park CSD	Placerville	El Dorado Co GE/PL/TC units	UM/MA units*	El Dorado Hills CSD	Auburn RPD	Galt	Fair Oaks RPD	Fulton El Camino RPD	Rancho Murrieta CSD	Georgetown Divide PUD	State Parks	Discovery Bay CSD
Employee Coverage	100%	100% increases are split 80/20	80%	65%	80% Cafeteria plan based on Kaiser premium	60-65% of Kaiser premium	80% of Kaiser premium	100% District pays first 7% in increases	100%	80% of Kaiser premium	80% Fixed \$ amt roughly equal to 80%	80%	100%
Dependent Coverage (+1 or Family)	50%	100% increases are split 80/20	80%	65%	50% Cafeteria plan based on Kaiser premium	60-65% of Kaiser premium	80% of Kaiser premium	100% District pays first 7% in increases	100%	80% of Kaiser premium	75% Fixed \$ amt roughly equal to 80%	80%	20%

*Halfway thru program to increase from 50% to 80% in 7.5% annual increases

Agencies with the most generous plans pay 100% of any plan offered, while many fix the agency contribution rate on the Kaiser plan which tends to be the least expensive full-service plan. After offering the Kaiser-linked benefit contribution for several years, this year Fair Oaks was surprised to find Western Health was their least expensive option. However, to avoid the need for so many of the agency’s staff to change providers, for this year, the Board approved setting the agency contribution to the Kaiser rate even though it was not the least expensive.

One policy that some budget-wary agencies have adopted is, in multi-year contract negotiations, to fix the Year One agency contribution at 100% and then specify either a fixed percentage of maximum increase to be paid by the agency, or to define a percentage split of future increases between the agency and the employee.

Dental Insurance

	Cameron Park CSD	Placerville	El Dorado Co GE/PL/TC units	UM/MA units*	El Dorado Hills CSD	Auburn RPD	Galt	Fair Oaks RPD	Fulton El Camino RPD	Rancho Murrieta CSD	Georgetown Divide PUD	State Parks	Discovery Bay CSD
Employee Coverage	100%	100% Employee pays all increases	80% 65% Delta Plus	80% Cafeteria plan	100%	100%	100%	100%	100%	100%	100%	75%	100%
Dependent Coverage (+1 or Family)	50%	100% Employee pays all increases	80% 65% Delta Plus	50% Cafeteria plan	0%	100%	100%	100%	100%	100%	0%	75%	100%

*Halfway thru program to increase from 50% to 80% in 7.5% annual increases

Vision Insurance

	Cameron Park CSD	Placerville	El Dorado Co GE/PL/TC units	UM/MA units*	El Dorado Hills CSD	Auburn RPD	Galt	Fair Oaks RPD	Fulton El Camino RPD	Rancho Murrieta CSD	Georgetown Divide PUD	State Parks	Discovery Bay CSD
Employee Coverage	100%	100%	80% 65% VSP Choice	80% Cafeteria plan	N/A	100%	100%	100%	100%	100%	100%	100%	100%
Dependent Coverage (+1 or Family)	50%	100%	80% 65% VSP Choice	50% Cafeteria plan	N/A	100%	100%	100%	100%	100%	0%	50%	100%

*Halfway thru program to increase from 50% to 80% in 7.5% annual increases

Opt-Out Health Benefit

	Cameron Park CSD	Placerville	El Dorado County	El Dorado Hills CSD	Auburn RPD	Galt	Fair Oaks RPD	Fulton El Camino RPD	Rancho Murrieta CSD	Georgetown Divide PUD	Discovery Bay CSD
	\$150	\$450	N/A	\$300	N/A	\$500	\$807	N/A	\$350	N/A	\$250

Part-Time Benefits

Some agencies have clearly made an effort to distinguish themselves in the market by offering strong benefits to their part-time employees. These same agencies have also structured their operations to offer significantly more part-time positions than their peers. This is often done to take advantage of certain segments of the labor force in areas where the supply of potential employees is quite lean. Part-time positions can take advantage of high retiree populations or parents of school-age children. Other employers have found a high percentage of full-time positions are filled by employees who were once part-time. For those agencies, the investment in part-time benefits is viewed as an investment in funneling the most qualified people into roles that will eventually lead them to full-time employment with the agency.

Auburn Recreation & Parks District has clearly taken this route with over 25 year-round part-time positions and a strong benefits package for these employees. Auburn offers its part-time employees a 75% contribution towards Employee-Only medical and dental insurance premiums as well as allowing part-time employees to participate in the 457 Deferred Compensation Match.

El Dorado County scales its insurance benefit contributions based on hours worked per bi-weekly period. Employees working 40 – 63 hours per period receive 60% of their insurance premiums from the County. Employees working 32 – 39 hours per period receive 40% of their insurance premiums from the County.

Fair Oaks Recreation & Parks District has yet another methodology for providing benefits to part-time staff. Upon proof of payment, FORPD will reimburse part-time staff for 50% of the cost of health coverage with approved carriers. Fulton-El Camino RPD does the same but with a flat \$481 maximum allowable monthly reimbursement. Fair Oaks also allows part time employees to accrue vacation pro rata.

One caution about part-time employees: If a part-time employee works more than 1000 hours in a calendar year, the agency is required to pay CalPERS contributions for all wages earned by the employee. Some employers are careful to keep employees below the 1000 hour threshold while others accept this cost as part of operations.

Retirement Benefits

There is much less variability in the realm of retirement benefits. All agencies except for Discovery Bay CSD (which pays a flat \$5000/year as deferred compensation) utilize CalPERS as their retirement program. Only El Dorado County still pays a portion of the Employee Share. The agencies are split as to whether they incorporate Social Security alongside CalPERS. However, while this is a significant benefit as agencies must pay a 6.2% of base pay share, since this is also a draw on the employee paycheck, it is not valued as highly. In fact, many employees do not understand the value of collecting both Social Security and CalPERS until they are much

closer to retirement. Retiree medical benefits are becoming a valued benefit to employees. However, these benefits only become significant as tenure increases. If an agency does not pay closer-to-market wages, its employees will look for greener, higher-paying pastures long before considering retiree medical benefits.

Time Off

All but one peer are within one day of each other in terms of vacation, holidays and sick leave. Fulton El Camino leads the market here by offering 2 extra days of vacation and 3 extra days of sick leave and employees are given the opportunity to cash out up to 21 hours of unused sick leave annually. El Dorado Hills and Discovery Bay both offer 5 bonus vacation days in tenure years divisible by five. Juneteenth has caused an increase in the popularity of floating holidays with some agencies offering as many as 5 floating holidays annually.

Other Benefits

Four of the ten peers offer base wage bumps for longevity starting at 10 years. Auburn RPD reimburses its employees for 50% of their gym membership as a wellness benefit.

RECOMMENDATIONS

A compensation study is not necessarily a mandate to bring all wages to the market median. Data from this study should be used in tandem with a Recruiting and Retention Assessment where the District looks at how successfully it is recruiting qualified candidates and minimizing staff turnover. Are there classifications that are particularly difficult to fill? Are there positions that are churning where staff repeatedly are hired, gain experience, and then leave for greener pastures? Once the District has a picture of what positions are difficult to recruit and retain, it should use this study to see how those positions' compensation align with market compensation.

Once this is done, the District can develop a Compensation Philosophy. This philosophy is a guiding principle to define compensation targets to keep District wages and salaries at the most efficient and economical market placement to hire and retain successfully in any market condition. It may be possible that there are positions noted in this report as being 10% below market, where no adjustment is needed. If there is no difficulty in recruiting and retaining in those classifications, then it is likely that intangibles such as location and community loyalty are playing a role in drawing employees in addition to wages. An organization can set a compensation philosophy of remaining at 10% below market and still be successful in recruitment and retention. There are

also some organizations where especially progressive agendas or complex situations demand upper-echelon staff so a Compensation Policy of being significantly above the market is required. The market median should be a tool and not an unquestioned goal.

Cameron Park CSD's Compensation Policy can be tailored to the positions defined as needing adjustment by both the Compensation Study and the Recruitment and Retention Assessment. Hypothetically, this Compensation Policy might find that while Cameron Park CSD recruits adequately in administrative positions at 10% below market, Maintenance Workers need to be at 5% above market in order to keep staff turnover at acceptable levels.

Once the Compensation Policy is established, it is possible that the District budget does not allow for all classifications needing adjustment to be fully brought up to the Compensation Policy target. This situation should lead CPCSD to create a Priority Plan which would find the intersection of most below Compensation Policy target and most difficult to recruit. Positions then are ranked according to their priority for wage adjustment. Some organizations will make a Priority Plan linked to how positions are funded (special funds vs general fund), while others will prioritize public safety positions or other critical services.

One possible rationale for Cameron Park CSD at this moment in time would be to tie the increases to the recent California minimum wage increase. Public and employees alike will understand the need to raise the lowest wages given the possible flight to \$20/hour fast food jobs. Then, after those lowest-wage positions are increased, the next step will involve increasing positions just above those to correct compaction issues. The agency will need to maintain differentials between I and II classes of the same position as well as differentials between supervisors and those supervised.

Next, the District should create an Implementation Plan to dictate how available funds are allocated across classifications and budget years in balance with the District's ability to pay. Some plans address bringing the most critically below-target classifications to target rates as quickly as possible. However, targeting certain positions and not others can unsettle a workforce with claims of favoritism and unfairness. Other times there are individuals widely recognized across the organization as deserving much more than they are paid – in which case bringing those individuals to targets in one large step can bring goodwill and trust to leadership. If a more broadcast approach to compensation adjustments is needed, many agencies will use a gradual approach by determining steps towards market adjustments that are viable across the needed classifications and then make a plan to raise all below-target classes by this step every year until all positions are at the District's target market placement.

We can see this approach in the data when El Dorado County determined that maintaining a 50% contribution for dependent benefits in its management unit was no longer the market standard and inhibiting its recruiting goals. To jump from a 50% contribution to an 80% contribution in one year was fiscally difficult and would draw increased scrutiny. So a plan was made to adjust the County contribution by an additional 7.5% each year for four years until the County contribution was at the target of 80%.

So to summarize, the recommended next steps are:

1. **Recruitment and Retention Assessment** – to see what classifications are being impacted by market status
2. Development of a **Compensation Plan** – to give the District defined targets for where wages need to be
3. Creation of a **Priority Plan** – to dictate what classifications are to have wages adjusted first
4. Definition of an **Implementation Plan** – to design how wages will be adjusted

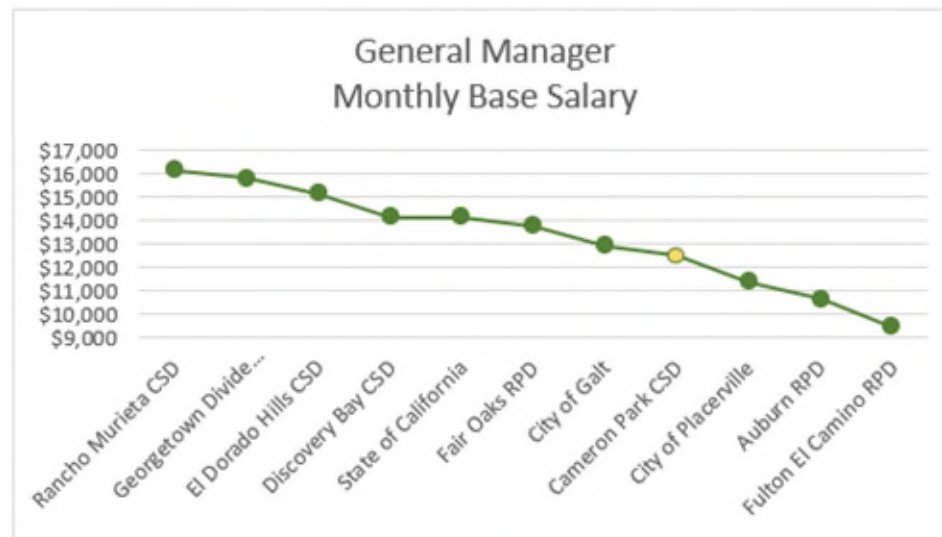
A note about benefits:

When contemplating investing in improved benefits, consider how improvements will be received by those classifications that are highest on the Priority Plan and adapt benefit improvements to those classifications. For example, benefits that rely on a percentage of base salary are much more likely to be valued by higher-paying administrative positions, and conversely, fixed dollar amount benefits are more impactful to lower-paying classifications since the contribution represents a higher percentage of base salary. This would be the case in increasing the percentage that the District pays towards dependent health premiums. That percentage of premium is a fixed cost that represents a higher percentage of total pay to the lower-wage employee.

Individual Classification Market Reports

General Manager

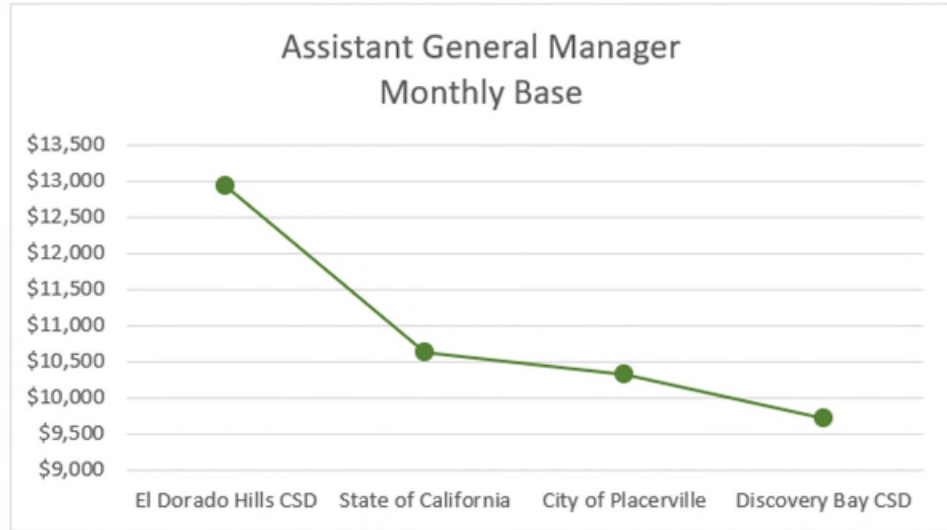
Agency	Comparable Class Name	Monthly Base Salary
Rancho Murieta CSD	General Manager	\$16,180
Georgetown Divide PUD	General Manager	\$15,833
El Dorado Hills CSD	General Manager (interim)	\$15,144
Discovery Bay CSD	General Manager	\$14,167
State of California	District Superintendent	\$14,145
Fair Oaks RPD	District Administrator	\$13,759
City of Galt	Parks & Rec Director	\$12,910
Cameron Park CSD	General Manager	\$12,500
City of Placerville	Director of Community Services	\$11,380
Auburn RPD	District Administrator	\$10,645
Fulton El Camino RPD	General Manager	\$9,418
El Dorado County	No equivalent	



General Manager Maximum Monthly Base Salary				
Cameron Park CSD	Market Average	Market Median	% CPCSD is +/- Average	% CPCSD is +/- Median
\$12,500	\$13,358	\$13,952	-6.42%	-10.41%

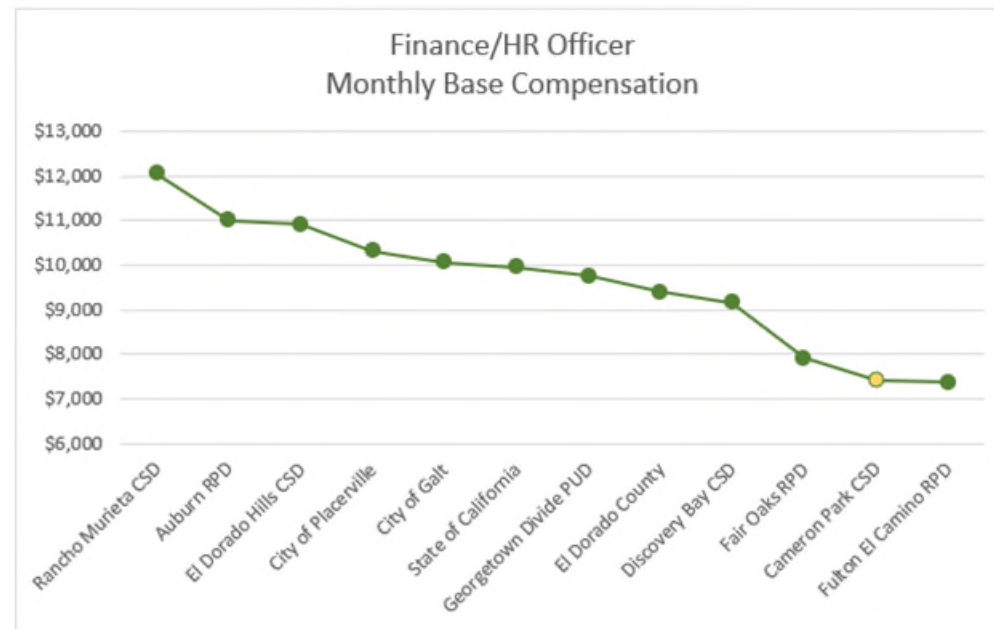
Assistant General Manager

Agency	Comparable Class Name	Monthly Base Salary
El Dorado Hills CSD	Assistant General Manager	\$12,936
State of California	State Park Superintendent II	\$10,616
City of Placerville	Assistant Finance Director	\$10,332
Discovery Bay CSD	Assistant General Manager	\$9,708
Auburn RPD	No Equivalent	
Rancho Murieta CSD	No Equivalent	
El Dorado County	No Equivalent	
City of Galt	No Equivalent	
Fair Oaks RPD	No Equivalent	
Fulton El Camino RPD	No Equivalent	
Georgetown Divide PUD	No Equivalent	



Finance/HR Officer

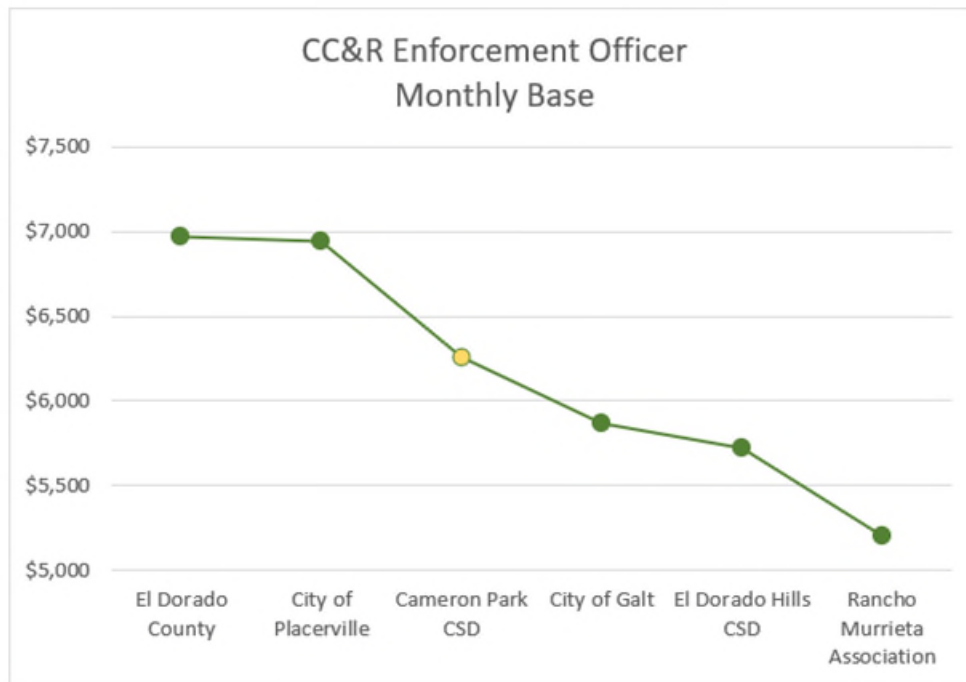
Agency	Agency Comparable Class Name	Monthly Base Compensation
Rancho Murieta CSD	Director of Finance & Administration	\$12,051
Auburn RPD	Administrative Services Manager	\$10,995
El Dorado Hills CSD	Director of Administration & Finance	\$10,913
City of Placerville	Director of Finance/ City Clerk-HR Officer	\$10,319
City of Galt	Deputy Finance Director/ HR Analyst II	\$10,060
State of California	Financial Accountant II/ Personnel Program Mgr I	\$9,956
Georgetown Divide PUD	Office Finance Manager	\$9,748
El Dorado County	Accounting Systems Administrator/ Senior HR Analyst	\$9,401
Discovery Bay CSD	Finance Manager	\$9,162
Fair Oaks RPD	Administrative Services Manager	\$7,911
Cameron Park CSD	Finance/HR Officer	\$7,412
Fulton El Camino RPD	Director of Finance & Administration	\$7,380



Finance/HR Officer Maximum Monthly Base Salary				
Cameron Park CSD	Market Average	Market Median	+/- Average	% CPCSD is +/- Median
\$7,412	\$9,809	\$9,956	-24.44%	-25.55%

CC&R Enforcement Officer

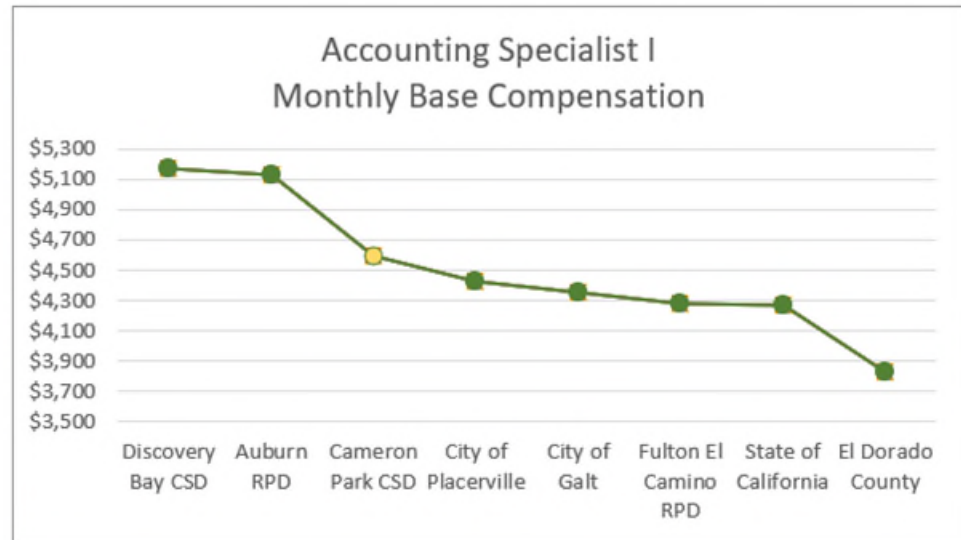
Agency	Agency Comparable Class Name	Monthly Base Compensation
El Dorado County	Code Enforcement Officer II	\$6,970
City of Placerville	Code Enforcement Official	\$6,940
Cameron Park CSD	CC&R Enforcement Officer	\$6,256
City of Galt	Code Compliance Officer	\$5,864
El Dorado Hills CSD	CC&R Compliance Technician	\$5,723
Rancho Murrieta Association	Compliance Manager	\$5,200



CC&R Enforcement Officer Maximum Monthly Base Salary				
Cameron Park CSD	Market Average	Market Median	% CPCSD is +/- Average	% CPCSD is +/- Median
\$6,256	\$6,139	\$5,864	1.89%	6.68%

Accounting Specialist I

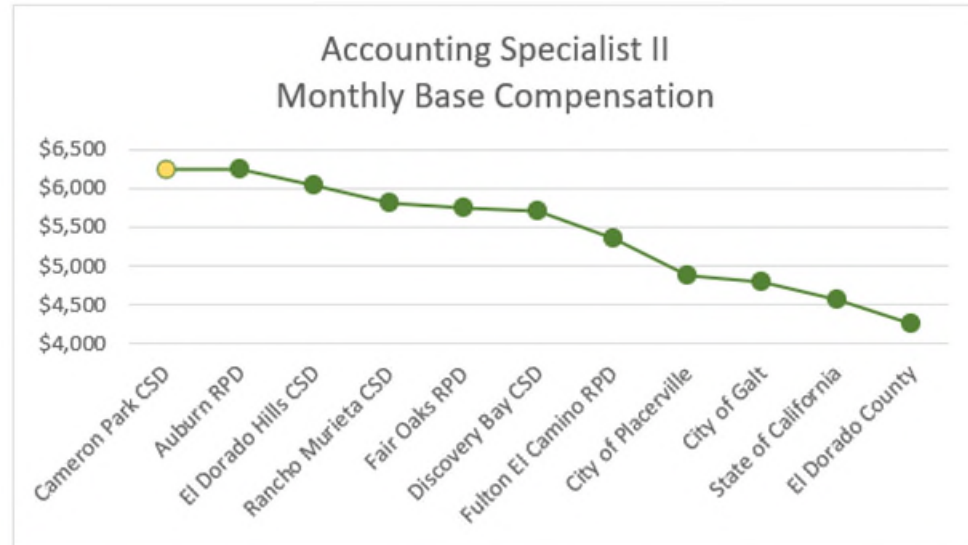
Agency	Agency Comparable Class Name	Monthly Base Compensation
Discovery Bay CSD	Account Clerk	\$5,171
Auburn RPD	Account Clerk I	\$5,125
Cameron Park CSD	Accounting Specialist I	\$4,590
City of Placerville	Accounting Assistant I	\$4,430
City of Galt	Accounting Assistant I	\$4,352
Fulton El Camino RPD	Accounting Clerk	\$4,277
State of California	Account Clerk II	\$4,264
El Dorado County	Fiscal Assistant I	\$3,824
El Dorado Hills CSD	No Equivalent	
Fair Oaks RPD	No Equivalent	
Rancho Murieta CSD	No Equivalent	



Accounting Specialist I Maximum Monthly Base Salary				
Cameron Park CSD	Market Average	Market Median	% CPCSD is +/- Average	% CPCSD is +/- Median
\$4,590	\$4,492	\$4,352	2.18%	5.46%

Accounting Specialist II

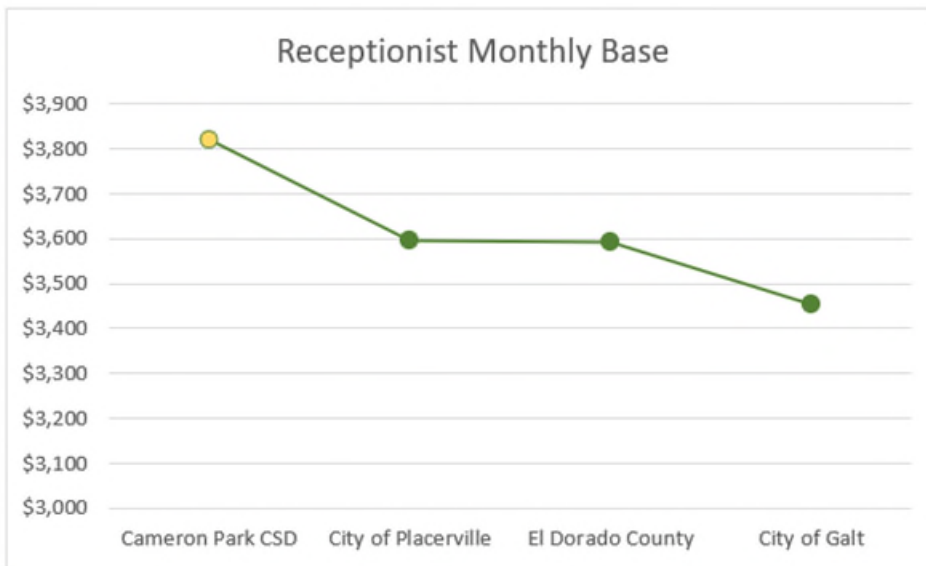
Agency	Agency Comparable Class Name	Monthly Base Compensation
Cameron Park CSD	Accounting Specialist II	\$6,256
Auburn RPD	Account Clerk II	\$6,252
El Dorado Hills CSD	Accounting Specialist	\$6,049
Rancho Murieta CSD	Accounting Technician	\$5,816
Fair Oaks RPD	Accountant	\$5,742
Discovery Bay CSD	Senior Account Clerk	\$5,710
Fulton El Camino RPD	Office Manager	\$5,360
City of Placerville	Accounting Assistant II	\$4,886
City of Galt	Accounting Assistant II	\$4,803
State of California	Accounting Technician	\$4,573
El Dorado County	Fiscal Assistant II	\$4,250



Accounting Specialist II Maximum Monthly Base Salary				
Cameron Park CSD	Market Average	Market Median	% CPCSD is +/- Average	% CPCSD is +/- Median
\$6,256	\$5,344	\$5,535	17.06%	13.02%

Receptionist

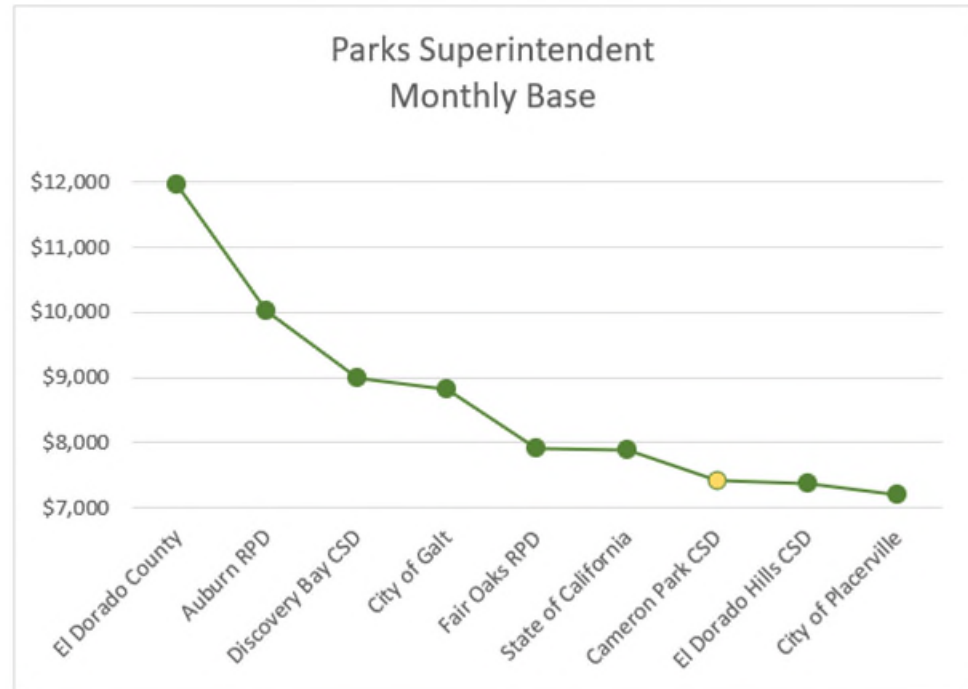
Agency	Agency Comparable Class Name	Monthly Base Compensation
Cameron Park CSD	Receptionist	\$3,820
City of Placerville	Office Assistant I	\$3,596
El Dorado County	Office Assistant I	\$3,591
City of Galt	Office Assistant I	\$3,453
El Dorado Hills CSD	No equivalent	
Auburn RPD	No equivalent	
Fair Oaks RPD	No equivalent	
Fulton El Camino RPD	No equivalent	
Rancho Murieta CSD	No equivalent	
Georgetown Divide PUD	No Equivalent	
State of California	No equivalent	
Discovery Bay CSD	No equivalent	



Receptionist Maximum Monthly Base Salary				
Cameron Park CSD	Market Average	Market Median	% CPCSD is +/- Average	% CPCSD is +/- Median
\$3,820	\$3,547	\$3,591	7.72%	6.38%

Parks Superintendent

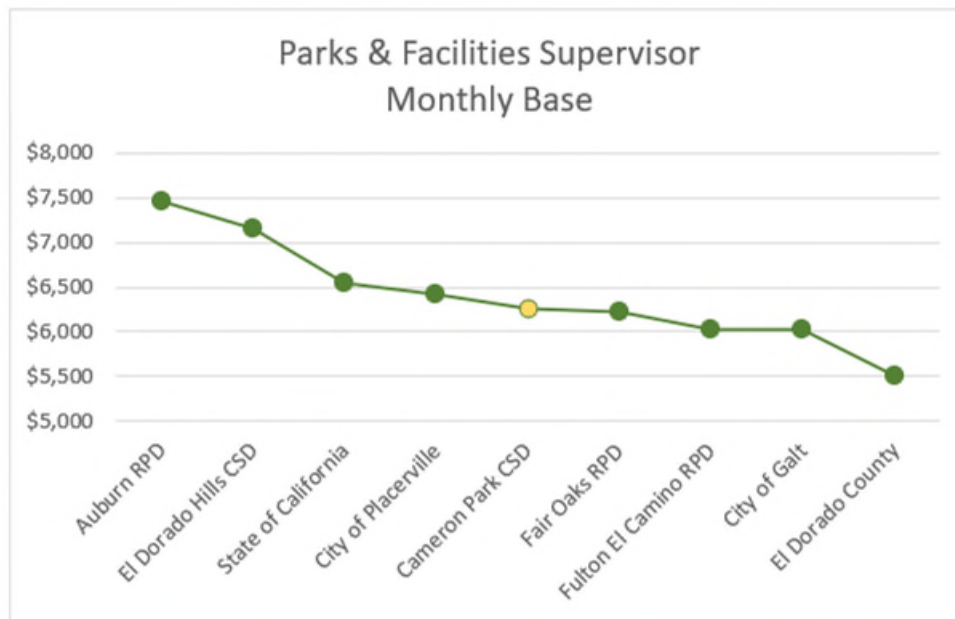
Agency	Comparable Class Name	Monthly Base Compensation
El Dorado County	Parks Manager	\$11,955
Auburn RPD	Facilities & Grounds Manager	\$10,026
Discovery Bay CSD	Parks and Landscape Manager	\$8,989
City of Galt	Parks Superintendent	\$8,818
Fair Oaks RPD	Park & Facilities Manager	\$7,911
State of California	Park Maintenance Chief II	\$7,887
Cameron Park CSD	Parks Superintendent	\$7,412
El Dorado Hills CSD	Parks Supervisor	\$7,374
City of Placerville	Recreation Superintendent	\$7,196
Fulton El Camino RPD	No Equivalent	



Parks Superintendent Maximum Monthly Base Salary				
Cameron Park CSD	Market Average	Market Median	% CPCSD is +/- Average	% CPCSD is +/- Median
\$7,412	\$8,770	\$8,365	-15.48%	-11.39%

Parks & Facilities Supervisor

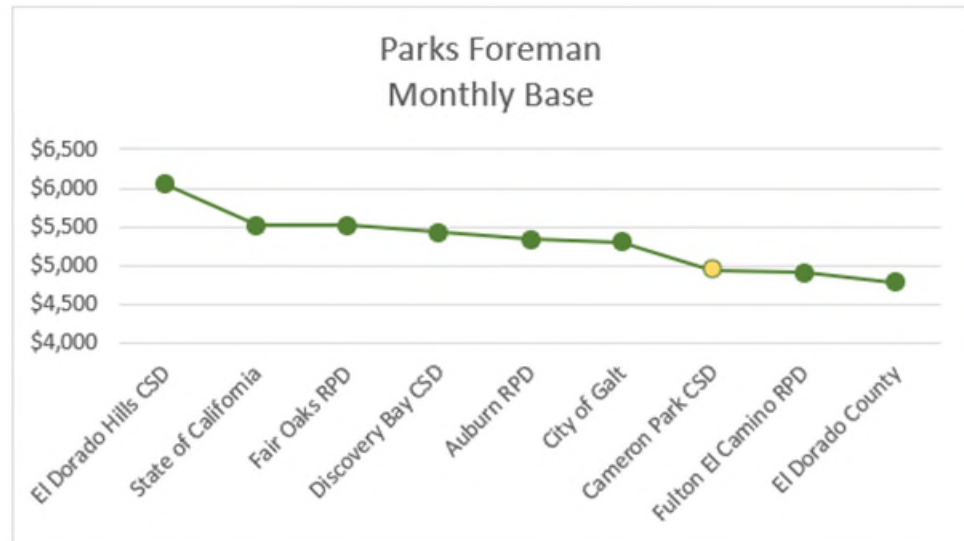
Agency	Comparable Class Name	Monthly Base Compensation
Auburn RPD	Facilities & Grounds Supervisor	\$7,453
El Dorado Hills CSD	Park Manager	\$7,150
State of California	Park Maintenance Supervisor	\$6,548
City of Placerville	Parks & Facilities Maintenance Superintendent	\$6,424
Cameron Park CSD	Park & Facilities Supervisor	\$6,256
Fair Oaks RPD	Park Supervisor	\$6,223
Fulton El Camino RPD	Park Manager	\$6,030
City of Galt	Parks Maintenance Supervisor	\$6,020
El Dorado County	Grounds Maintenance Supervisor	\$5,498
Discovery Bay CSD	No equivalent	



Parks & Facilities Supervisor Maximum Monthly Base Salary				
Cameron Park CSD	Market Average	Market Median	% CPCSD is +/- Average	% CPCSD is +/- Median
\$6,256	\$6,418	\$6,323	-2.53%	-1.07%

Parks Foreman

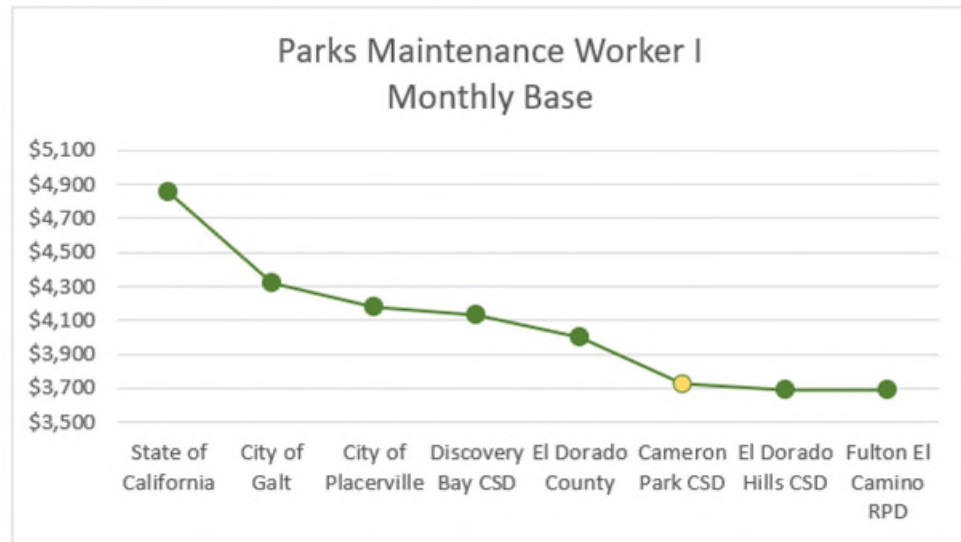
Agency	Comparable Class Name	Monthly Base Compensation
El Dorado Hills CSD	Maintenance Lead Worker	\$6,049
State of California	Supervising Groundskeeper I	\$5,520
Fair Oaks RPD	Lead Park Maintenance Worker	\$5,519
Discovery Bay CSD	Park Maintenance III	\$5,426
Auburn RPD	Facilities & Grounds Senior Park Worker & Pool Operator	\$5,335
City of Galt	Sr Park Maintenance Worker	\$5,309
Cameron Park CSD	Parks Foreman	\$4,947
Fulton El Camino RPD	PM 3	\$4,905
El Dorado County	Sr Grounds Maintenance Worker	\$4,782
City of Placerville	Maintenance & Operations Specialist	not currently on salary schedule



Parks Foreman Maximum Monthly Base Salary				
Cameron Park CSD	Market Average	Market Median	% CPCSD is +/- Average	% CPCSD is +/- Median
\$4,947	\$5,356	\$5,381	-7.63%	-8.06%

Parks Maintenance Worker I

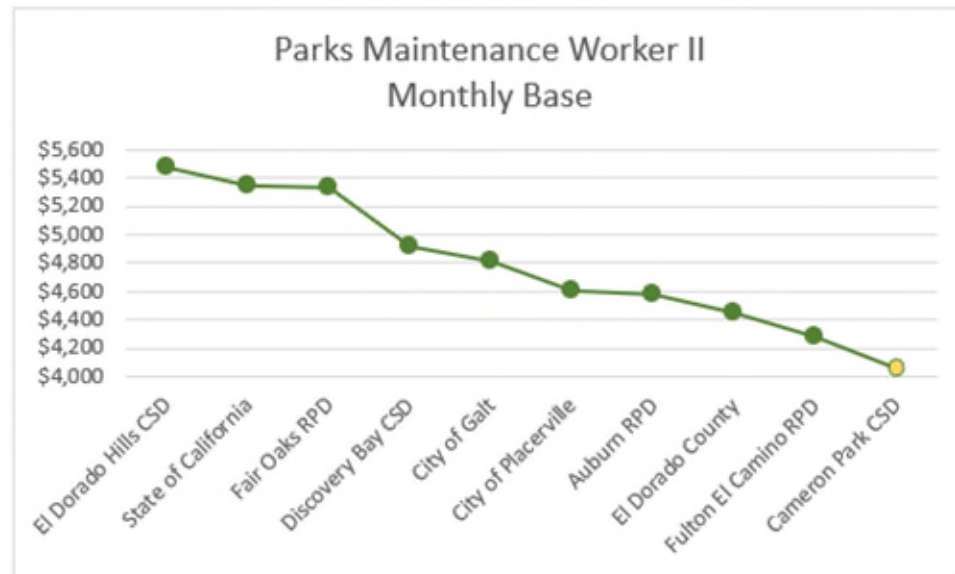
Agency	Comparable Class Name	Monthly Base Compensation
State of California	Park Maintenance Worker I	\$4,850
City of Galt	Parks Maintenance Worker I	\$4,314
City of Placerville	Maintenance Worker I	\$4,174
Discovery Bay CSD	Park Maintenance I	\$4,134
El Dorado County	Grounds Maintenance Worker I	\$4,004
Cameron Park CSD	Parks & Maint Worker I	\$3,728
El Dorado Hills CSD	Maintenance Aide	\$3,694
Fulton El Camino RPD	PM I	\$3,691
Auburn RPD	No Equivalent	
Fair Oaks RPD	No Equivalent	



Parks Maintenance Worker I Maximum Monthly Base Salary				
Cameron Park CSD	Market Average	Market Median	% CPCSD is +/- Average	% CPCSD is +/- Median
\$3,728	\$4,123	\$4,134	-9.57%	-9.81%

Parks Maintenance Worker II

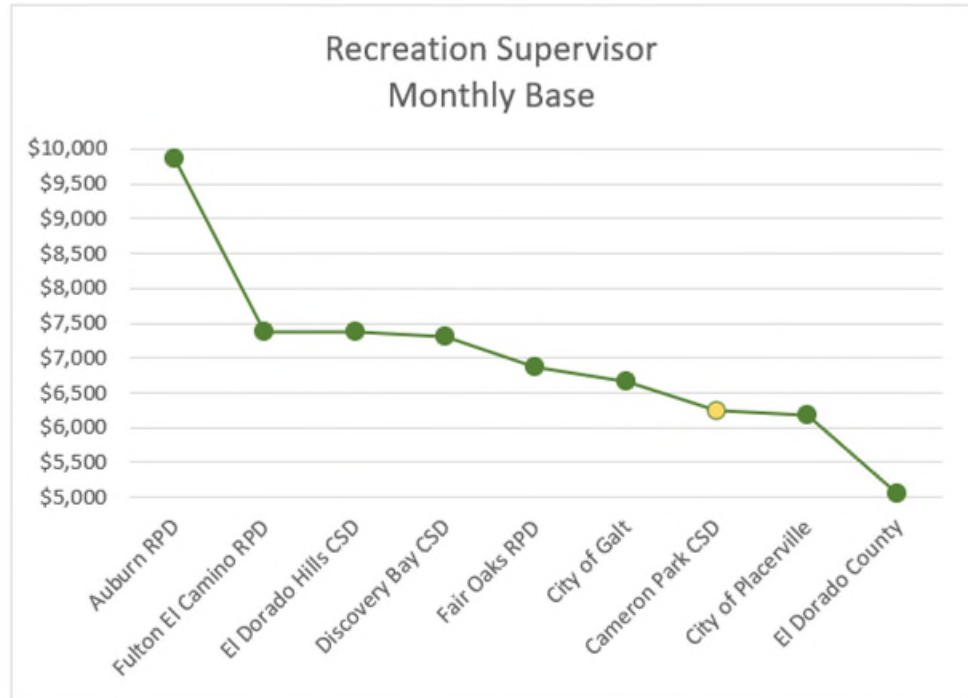
Agency	Comparable Class Name	Monthly Base Compensation
El Dorado Hills CSD	Maintenance Worker	\$5,477
State of California	Park Maintenance Worker II	\$5,348
Fair Oaks RPD	Park Maintenance Worker	\$5,333
Discovery Bay CSD	Park Maintenance II	\$4,917
City of Galt	Parks Maintenance Worker II	\$4,815
City of Placerville	Maintenance Worker II	\$4,604
Auburn RPD	Facilities & Grounds Park Worker	\$4,583
El Dorado County	Grounds Maintenance Worker II	\$4,448
Fulton El Camino RPD	PM 2	\$4,277
Cameron Park CSD	Parks & Maint Worker II	\$4,054



Parks Maintenance Worker II Maximum Monthly Base Salary				
Cameron Park CSD	Market Average	Market Median	% CPCSD is +/- Average	% CPCSD is +/- Median
\$4,054	\$4,867	\$4,815	-16.70%	-15.80%

Recreation Supervisor

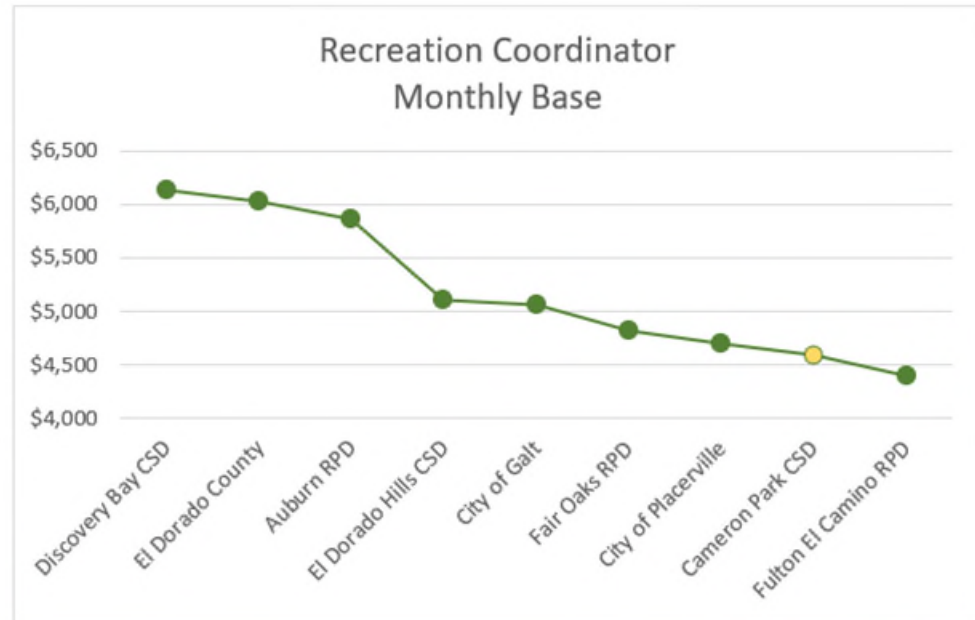
Agency	Comparable Class Name	Monthly Base Compensation
Auburn RPD	Recreation Services Manager	\$9,854
Fulton El Camino RPD	Superintendent of Recreation	\$7,380
El Dorado Hills CSD	Recreation Supervisor	\$7,374
Discovery Bay CSD	Recreation Programs Supervisor	\$7,307
Fair Oaks RPD	Recreation Supervisor	\$6,858
City of Galt	Recreation Supervisor	\$6,662
Cameron Park CSD	Recreation Supervisor	\$6,256
City of Placerville	Recreation Supervisor	\$6,174
El Dorado County	River Recreation Supervisor	\$5,047



Recreation Supervisor Maximum Monthly Base Salary				
Cameron Park CSD	Market Average	Market Median	% CPCSD is +/- Average	% CPCSD is +/- Median
\$6,256	\$7,082	\$7,082	-11.67%	-11.67%

Recreation Coordinator

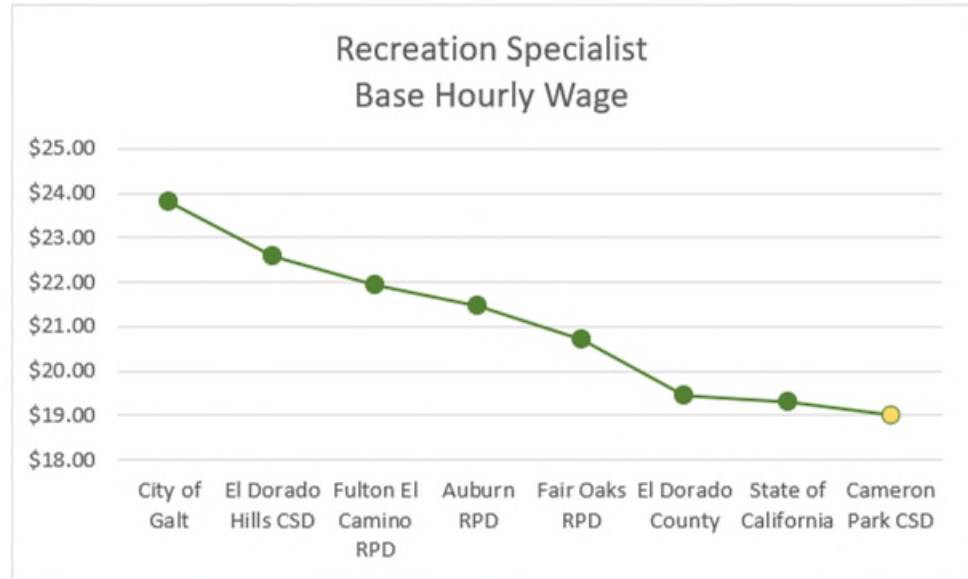
Agency	Comparable Class Name	Monthly Base Compensation
Discovery Bay CSD	Recreation Programs Coordinator	\$6,132
El Dorado County	Parks Program Coordinator	\$6,023
Auburn RPD	Sports or Aquatic Coordinator	\$5,866
El Dorado Hills CSD	Recreation Coordinator	\$5,101
City of Galt	Recreation Coordinator	\$5,060
Fair Oaks RPD	Recreation Coordinator	\$4,820
City of Placerville	Recreation Coordinator	\$4,692
Cameron Park CSD	Recreation Coordinator	\$4,590
Fulton El Camino RPD	Recreation Coordinator	\$4,403



Recreation Coordinator Maximum Monthly Base Salary				
Cameron Park CSD	Market Average	Market Median	% CPCSD is +/- Average	% CPCSD is +/- Median
\$4,590	\$5,262	\$5,080	-12.77%	-9.65%

Recreation Specialist

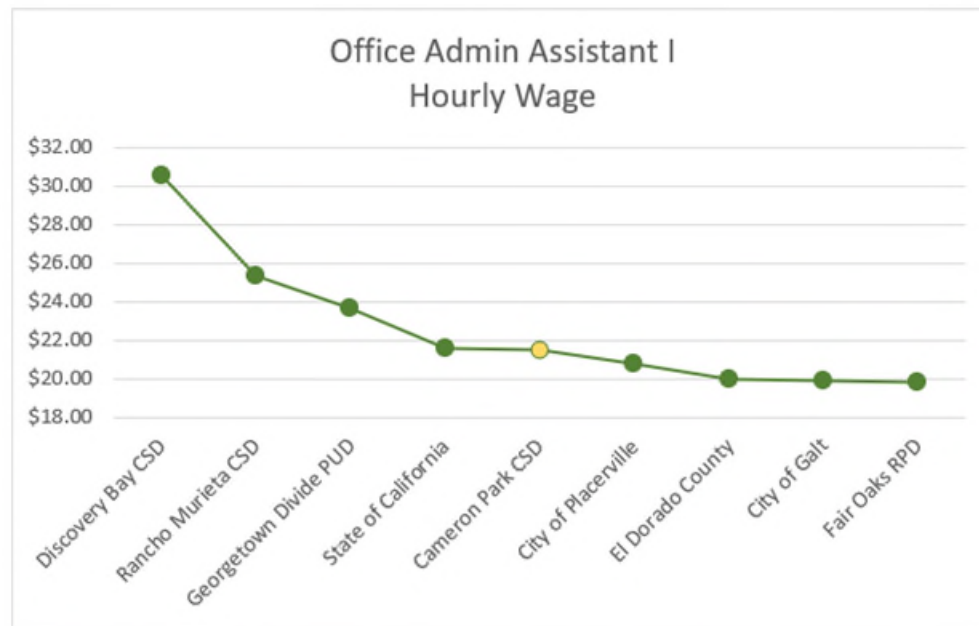
Agency	Comparable Class Name	Base Hourly Wage
City of Galt	Sports Coordinator	\$23.80
El Dorado Hills CSD	Recreation Specialist	\$22.57
Fulton El Camino RPD	Recreation Leader II	\$21.94
Auburn RPD	Recreation Aide II	\$21.47
Fair Oaks RPD	Sr Recreation Leader	\$20.70
El Dorado County	Parks Operations Assistant	\$19.45
State of California	Park Aide	\$19.32
Cameron Park CSD	Recreation Specialist	\$19.01
City of Placerville	No Equivalent	
Discovery Bay CSD	No Equivalent	



Recreation Specialist Maximum Monthly Base Salary				
Cameron Park CSD	Market Average	Market Median	% CPCSD is +/- Average	% CPCSD is +/- Median
\$3,295	\$3,696	\$3,721	-10.84%	-11.46%

Office Admin Assistant I

Agency	Comparable Class Name	Hourly Wage
Discovery Bay CSD	Admin Assistant A	\$30.56
Rancho Murieta CSD	Office Technician	\$25.38
Georgetown Divide PUD	Administrative Aide I	\$23.69
State of California	Office Assistant I	\$21.56
Cameron Park CSD	Office Admin Assistant I	\$21.51
City of Placerville	Office Assistant I	\$20.75
El Dorado County	Office Assistant I	\$19.95
City of Galt	Office Assistant I	\$19.92
Fair Oaks RPD	Administrative Assistant I	\$19.78
El Dorado Hills CSD	no equivalent	
Auburn RPD	no equivalent	
Fulton El Camino RPD	no equivalent	

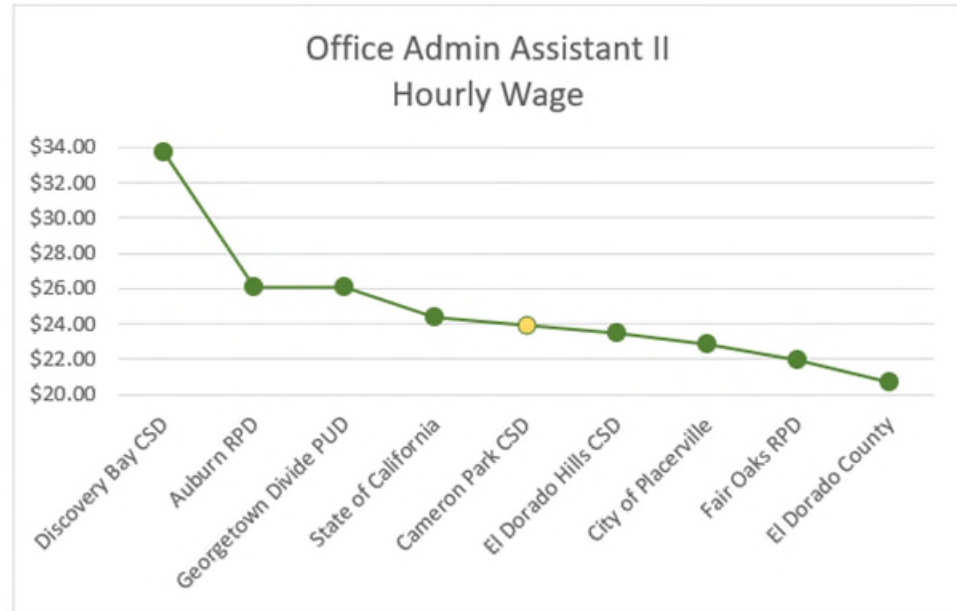


Office Admin Assistant I Maximum Hourly Wage				
Cameron Park CSD	Market Average*	Market Median	% CPCSD is +/- Average	% CPCSD is +/- Median
\$21.51	\$22.70	\$21.16	-5.24%	1.68%

*strong outlier, average should be disregarded in favor of median

Office Admin Assistant II

Agency	Comparable Class Name	Hourly Wage
Discovery Bay CSD	Admin Assistant B	\$33.73
Auburn RPD	Administrative Assistant	\$26.12
Georgetown Divide PUD	Administrative Aide II	\$26.06
State of California	Office Assistant M	\$24.40
Cameron Park CSD	Office Admin Assistant II	\$23.95
El Dorado Hills CSD	Office Assistant	\$23.48
City of Placerville	Office Assistant II	\$22.83
Fair Oaks RPD	Administrative Assistant II	\$21.99
El Dorado County	Office Assistant II	\$20.72
City of Galt	Office Assistant II	
Fulton El Camino RPD	No equivalent	
Rancho Murieta CSD	No Equivalent	



Office Admin Assistant II Maximum Hourly Wage				
Cameron Park CSD	Market Average*	Market Median	% CPCSD is +/- Average	% CPCSD is +/- Median
\$23.95	\$25.10	\$24.40	-4.60%	-1.84%

*strong outlier, average should be disregarded in favor of median

APPENDIX A
RAW WAGE & BENEFITS DATA BY POSITION

General Manager

Agency	Class Title	Maximum Monthly Base Salary	Retire Share % (+/-)	Retire Share \$ (+/-)	Defer. Comp Paid By ER	Special Pays	Cafeteria Plan benefit	Health Insur. Paid by ER	Dental Insur. Paid by ER	Vision Insur. Paid by ER	Maximum Monthly Benefits	Maximum Monthly Total Comp	Comments	
Cameron Park CSD	General Manager	\$12,500			\$500			\$2,411	\$125	\$19	\$3,055	\$15,555	add'l 4% of base paid into deferred comp	
City of Placerville	Director of Community Services	\$11,380	6.2% SSI	\$706				\$2,985	\$185	\$18	\$3,894	\$15,274	Directs maintenance, parks, planning, development, and operation of all city facilities	
El Dorado County	No equivalent													
El Dorado Hills CSD	General Manager (interim)	\$15,144	6.2% SSI	\$939		\$400	\$2,062				\$3,401	\$18,545	\$400 auto allowance	
Auburn RPD	District Administrator	\$10,645	6.2% SSI	\$660	\$266			\$1,716	\$31	\$0	\$2,673	\$13,319	add'l 2.5% of base paid into deferred comp	
City of Galt	Parks & Rec Director	\$12,910	6.2% SSI	\$800				\$2,125	\$105	\$26	\$3,056	\$15,966	\$75/mo + \$175/24 mo cell phone	
Fair Oaks RPD	District Administrator	\$13,759				\$500		\$2,818	\$184	\$42	\$3,544	\$17,304	vehicle allowance \$400 / tech allowance \$100	
Fulton El Camino RPD	General Manager	\$9,418	6.2% SSI	\$584		\$300		\$2,500	\$169	\$0	\$3,553	\$12,971	SSI + PERS, Travel Allowance	
Rancho Murieta CSD	General Manager	\$16,180				\$600		\$2,125	\$168	\$15	\$2,907	\$19,087	vehicle allowance+cellphone allowance	
Georgetown Divide PUD	General Manager	\$15,833			\$792	\$500		\$2,037	\$82	\$17	\$3,427	\$19,260	automatic CPI salary adjustment with 5% cap, vehicle allowance, add'l 5% to deferred comp	
State of California	District Superintendent	\$14,145						\$3,115	\$102	\$8	\$3,225	\$17,370		
Discovery Bay CSD	General Manager	\$14,167			\$417	\$350		\$2,307	\$52	\$17	\$3,143	\$17,309	Auto allowance \$350, Flat \$5K/yr to deferred comp	
	Mean:	\$13,358									Mean:	\$3,282	\$16,640	
	Median:	\$13,952									Median:	\$3,313	\$17,306	
	Percentage Above or Below Mean:	-6.42%									Percentage Above or Below Mean:	-6.92%	-6.52%	
	Percentage Above or Below Median:	-10.41%									Percentage Above or Below Median:	-7.78%	-10.12%	

Assistant General Manager

Agency	Class Title	Maximum Monthly Base Salary	EPMC % (+/-)	EPMC \$ (+/-)	PEPRA ER Contrib.	Defer. Comp Paid By ER	Special Pays	Cafeteria Plan benefit	Health Insur. Paid by ER	Dental Insur. Paid by ER	Vision Insur. Paid by ER	Maximum Monthly Benefits	Maximum Monthly Total Comp	Job Descriptions
Cameron Park CSD	Assistant GM	N/A												
City of Placerville	Assistant Finance Director	\$10,332	6.2% SSI	\$641					\$2,985	\$185	\$18	\$3,829	\$14,161	Financial Operations, provides highly complex administrative support to Director, establishes staffing levels, monitors service delivery, allocates resources, MQ: 6+ yrs increasingly responsible municipal finance exp and 3+ yrs manager-level responsibilities
El Dorado County	No Equivalent													
El Dorado Hills CSD	Assistant General Manager	\$12,936	6.2% SSI	\$802				\$2,062				\$2,864	\$15,800	Plans organizes and supervises day-to-day operations and activities of the District, highly complex work with responsibility over all departments, MQ: MPA/MBA desired, BA + 8 yrs increasingly resp public agency exp, 5 yrs as manager
Auburn RPD	No Equivalent													
City of Galt	No Equivalent													
Fair Oaks RPD	No Equivalent													
Fulton El Camino RPD	No Equivalent													
Rancho Murieta CSD	No Equivalent													
Georgetown Divide PUD	No Equivalent													
State of California	State Park Superintendent II	\$10,616							\$3,115	\$102	\$8	\$3,225	\$13,841	Multiple Park or region managers report into the Superintendent, Grade is dependent on size of park
Discovery Bay CSD	Assistant General Manager	\$9,708				\$417			\$2,307	\$52	\$17	\$2,793	\$12,501	Highly responsible and complex management, assist GM with long term vision initiatives, leads District-wide initiatives across all departments, MQ: BA with coursework in business admin or finance or public admin + 7 yrs, increasingly responsible public experience, 5 yrs in management, \$5K/yr to deferred comp
	Mean:	\$10,898										Mean:	\$3,177	\$14,075
	Median:	\$10,474										Median:	\$3,044	\$14,001

Finance & HR Officer

Agency	Class Title	Maximum Monthly Base Salary	EPMC % (+/-)	EPMC \$ (+/-)	Defer. Comp Paid By ER	Special Pays	Cafeteria Plan benefit	Health Insur. Paid by ER	Dental Insur. Paid by ER	Vision Insur. Paid by ER	Maximum Monthly Benefits	Maximum Monthly Total Comp	Comments	Job Descriptions
Cameron Park CSD	Finance/HR Officer	\$7,412			\$100			\$2,411	\$125	\$19	\$2,655	\$10,067	Deferred comp: \$100/mo match to 457	AA reqd, BA prefered, Exp with gov't or special district highly desirable, must have Finance and HR background, Min 2 yrs exp in gov't finance or HR
City of Placerville	Ast CM/Dir of Finance and City Clerk/HR Officer	\$10,319	6.2% SSI	\$640				\$2,985	\$185	\$18	\$3,828	\$14,146		BA reqd, 6 yrs public account'g exp + 3 yrs mgmt and BA reqd + 5 yrs personnel exp
El Dorado County	Accounting Systems Administrator and Sr. HR Analyst	\$9,401			\$423		\$520	\$2,605	\$80	\$22	\$3,649	\$13,050	County pays 65%/EE pays 35% for EE+Fam M/D/V + \$520/mo cafeteria 10% bump for CPA (not in calcs)	Administers financial accounting system, ensures fund balances and interest calcs, BA + 2 yrs audit or high level accounting exp which includes mgmt of complex computerized financial acctg system.
El Dorado Hills CSD	Dir of Administration & Finance and HR Mgr	\$10,913	6.2% SSI	\$677		\$400	\$2,062				\$3,139	\$14,052	HR Manager = \$9953, Director of Finance = 11873, \$400 auto allowance	Reports to GM/Ast GM, 5 yrs increasingly resp exp in finance and HR, 2 yrs as manager
Auburn RPD	Administrative Services Manager	\$10,995	6.2% SSI	\$682	\$250			\$1,595	\$31	\$0	\$2,558	\$13,553	SSI + PERS	BA + 2 yrs increasingly responsible acctg and public agency experience
City of Galt	Budget/Revenue Mgr and HR Analyst II	\$8,430	6.2% SSI	\$523		\$132		\$2,125	\$105	\$26	\$2,911	\$11,341	\$50 bilingual pay, \$75/mo cell phone plus \$175 biannually for replacement, SSI + PERS	Plans & prepares budget and supervises all revenue collection, BA in acctg or finance, acctg & audit exp including supervision
Fair Oaks RPD	Administrative Services Manager	\$7,911						\$2,818	\$184	\$42	\$3,044	\$10,956		
Fulton El Camino RPD	Director of Finance & Administration	\$7,380	6.2% SSI	\$458				\$2,500	\$169	\$0	\$3,126	\$10,506	SSI + PERS	
Rancho Murieta CSD	Director of Finance & Administration	\$12,051						\$2,125	\$168	\$15	\$2,307	\$14,358		BA in acct'g and 5 yrs increasingly responsible accounting experience
Georgetown Divide PUD	Office Finance Manager	\$9,748						\$2,037	\$82	\$17	\$2,135	\$11,884	there is separate HR Specialist, but no other accounting support	
State of California	Financial Accountant II / Personnel Program Manager I	\$9,956						\$3,115	\$102	\$8	\$3,225	\$13,180		BA w 24 units in acct'g, and 2 yrs exp in state or public accounting
Discovery Bay CSD	Finance Manager	\$9,162		\$417				\$2,307	\$52	\$17	\$2,793	\$11,955	\$5K/yr to deferred comp	BA in finance or acct'g w 5 yrs exp, 3 as supervisor, pub agency exp preferred
Mean:		\$9,661									Mean:	\$2,974	\$12,635	
Median:		\$9,748									Median:	\$3,044	\$13,050	
Percentage Above or Below Mean:		-23.28%									Percentage Above or Below Mean:	-10.72%	-20.32%	
Percentage Above or Below Median:		-23.97%									Percentage Above or Below Median:	-12.78%	-22.86%	

CC&R Enforcement Officer

Agency	Class Title	Maximum Monthly Base Salary	EPMC % (+/-)	EPMC \$ (+/-)	Defer. Comp Paid By ER	Special Pays	Cafeteria Plan benefit	Health Insur. Paid by ER	Dental Insur. Paid by ER	Vision Insur. Paid by ER	Maximum Monthly Benefits	Maximum Monthly Total Comp	Comments	Job Descriptions
Cameron Park CSD	CC&R Enforcement Officer	\$6,256			\$100			\$2,411	\$125	\$19	\$2,655	\$8,911	Deferred comp: \$100/mo match to 457	AA degree + 2 yrs code enforcement, building permits/inspection or real estate exp
City of Placerville	Code Enforcement Official	\$6,940	6.2% SSI	\$430				\$2,985	\$185	\$18	\$3,618	\$10,558		2 yrs bldg inspection exp, ICEA cert desirable
El Dorado County	Code Enforcement Officer II	\$6,970						\$2,986	\$107	\$0	\$3,092	\$10,062	TC: up to \$250/mo for inspector certs, County pays 80% H/D/V, no EPMC	AA + 2 yrs exp as Code Enforcement Officer
El Dorado Hills CSD	CC&R Compliance Technician	\$5,723	6.2% SSI	\$355			\$2,062				\$2,417	\$8,140	hourly position	60 college units, Public Admin or Business + 2 yrs increasingly resp exp with public
Auburn RPD	No Equivalent													
City of Galt	Code Compliance Officer	\$5,864	6.2% SSI	\$364				\$2,125	\$105	\$26	\$2,619	\$8,483	\$50 bilingual pay, \$75/mo cell phone plus \$175 biannually for replacement, SSI + PERS	HS + 3 yrs exp in compliance and zoning
Fair Oaks RPD	No Equivalent													
Fulton El Camino RPD	No Equivalent													
Rancho Murrieta Association	Compliance Manager	\$5,200						\$2,125	\$168	\$15	\$2,307	\$7,507	hourly position	
Georgetown Divide PUD	No Equivalent													
State of California	No Equivalent													
Discovery Bay CSD	No Equivalent													
	Mean:	\$6,139									Mean:	\$2,811	\$8,950	
	Median:	\$5,864									Median:	\$2,619	\$8,483	
	Percentage Above or Below Mean:	1.89%									Percentage Above or Below Mean:	-5.54%	-0.44%	
	Percentage Above/Below Median:	6.68%									Percentage Above or Below Median:	1.37%	5.04%	

Accounting Specialist I

Agency	Class Title	Maximum Monthly Base Salary	EPMC % (+/-)	EPMC \$ (+/-)	Defer. Comp Paid By ER	Special Pays		Health Insur. Paid by ER	Dental Insur. Paid by ER	Vision Insur. Paid by ER	Maximum Monthly Benefits	Maximum Monthly Total Comp	Comments	Job Descriptions
Cameron Park CSD	Accounting Specialist I	\$4,590			\$50			\$2,411	\$125	\$19	\$2,605	\$7,195	Deferred comp: \$50/mo match to 457	Basic accounting, 2 yrs college or exp, AA Accounting degree desirable
City of Placerville	Accounting Assistant I	\$4,430	6.2% SSI	\$275				\$2,985	\$185	\$18	\$3,463	\$7,893		One year financial or cashiering exp with some accounting training
El Dorado County	Fiscal Assistant I	\$3,824						\$2,986	\$107	\$0	\$3,092	\$6,916	Unit: PL	HS or GED + some recordkeeping exp or accounting coursework
El Dorado Hills CSD	No Equivalent													
Auburn RPD	Account Clerk I	\$5,125	6.2% SSI	\$318	\$250			\$1,595	\$31	\$0	\$2,194	\$7,320	SSI + PERS	1 yr college desirable, 2 yrs bookkeeping exp
City of Galt	Accounting Assistant I	\$4,352	6.2% SSI	\$270		\$50		\$2,125	\$105	\$26	\$2,576	\$6,928	\$50/mo bilingual pay,	
Fair Oaks RPD	No Equivalent													
Fulton El Camino RPD	Accounting Clerk	\$4,277	6.2% SSI	\$265				\$2,500	\$169	\$0	\$2,934	\$7,211	SSI + PERS	
Rancho Murieta CSD	No Equivalent													
Georgetown Divide PUD	No Equivalent													
State of California	Account Clerk II	\$4,264						\$3,115	\$102	\$8	\$3,225	\$7,489		1 yr recordskeeping or coursework
Discovery Bay CSD	Account Clerk	\$5,171		\$417				\$2,307	\$52	\$17	\$2,793	\$7,963	\$5K/yr to deferred comp	1 yr recordskeeping or coursework
Mean:		\$4,491.90						Mean:			\$2,896.59	\$7,388.50		
Median:		\$4,352.39						Median:			\$2,933.77	\$7,319.63		
Percentage Above or Below Mean:		2.18%						Percentage Above or Below Mean:			-10.06%	-2.62%		
Percentage Above or Below Median:		5.46%						Percentage Above or Below Median:			-11.20%	-1.70%		

Accounting Specialist II

Agency	Class Title	Maximum Monthly Base Salary	EPMC % (+/-)	EPMC \$ (+/-)	Defer. Comp Paid By ER	Special Pays	Cafeteria Plan benefit	Health Insur. Paid by ER	Dental Insur. Paid by ER	Vision Insur. Paid by ER	Maximum Monthly Benefits	Maximum Monthly Total Comp	Comments	Job Descriptions
Cameron Park CSD	Accounting Specialist II	\$6,256			\$50			\$2,411	\$125	\$19	\$2,605	\$8,861	Deferred comp: \$50/mo match to 457	Complex and difficult calculations, 2 yrs exp or college, AA in Accounting desirable
City of Placerville	Accounting Assistant II	\$4,886	6.2% SSI	\$303				\$2,985	\$185	\$18	\$3,491	\$8,377		Complex calculations, 2 yrs increasingly resp accounting exp
El Dorado County	Fiscal Assistant II	\$4,250						\$2,986	\$107	\$0	\$3,092	\$7,342	GE: County pays 80% EE+fam, 80% dental, vision, \$40K, LTD 2/3rd earnings to 3K max	HS or GED + 2 yrs accounting support exp
El Dorado Hills CSD	Accounting Specialist	\$6,049	6.2% SSI	\$375			\$2,062				\$2,437	\$8,486		AA + 2 yrs accounting support exp
Auburn RPD	Account Clerk II	\$6,252	6.2% SSI	\$388	\$250			\$1,595	\$31	\$0	\$2,264	\$8,516	SSI + PERS	AA + 2 yrs bookkeeping exp
City of Galt	Accounting Assistant II	\$4,803	6.2% SSI	\$298		\$132		\$2,125	\$105	\$26	\$2,686	\$7,489	\$50 bilingual pay, \$75/mo cell phone plus \$175 biannually for replacement, SSI + PERS	
Fair Oaks RPD	Accountant	\$5,742						\$2,818	\$184	\$42	\$3,044	\$8,786		
Fulton El Camino RPD	Office Manager	\$5,360	6.2% SSI	\$332				\$2,500	\$169	\$0	\$3,001	\$8,361	SSI + PERS	
Rancho Murieta CSD	Accounting Technician	\$5,816						\$2,125	\$168	\$15	\$2,307	\$8,124		2 yrs bookkeeping/accounting exp or 4 yr degree in accounting/finance
Georgetown Divide PUD	No Equivalent													
State of California	Accounting Technician	\$4,573						\$3,115	\$102	\$8	\$3,225	\$7,798		2 yrs bookkeeping/accounting exp or 4 yr degree in accounting/finance
Discovery Bay CSD	Senior Account Clerk	\$5,710			\$417			\$2,307	\$52	\$17	\$2,793	\$8,502	\$5K/yr to deferred comp	2 yrs as Account Clerk or 4 yrs exp in accounting records
Mean:		\$5,344						Mean:		\$2,834	\$8,178			
Median:		\$5,535						Median:		\$2,897	\$8,369			
Percentage Above or Below Mean:		17.06%						Percentage Above or Below Mean:		-8.07%	8.35%			
Percentage Above or Below Median:		13.02%						Percentage Above or Below Median:		-10.06%	5.88%			

Receptionist

Agency	Class Title	Maximum Monthly Base Salary	EPMC % (+/-)	EPMC \$ (+/-)	Defer. Comp Paid By ER	Special Pays	Cafeteria Plan benefit	Health Insur. Paid by ER	Dental Insur. Paid by ER	Vision Insur. Paid by ER	Maximum Monthly Benefits	Maximum Monthly Total Comp	Comments	Job Descriptions
Cameron Park CSD	Receptionist	\$3,820			\$50			\$2,411	\$125	\$19	\$2,605	\$6,426	Deferred comp: \$50/mo match to 457	HS or GED, prior receptionist experience
City of Placerville	Office Assistant I	\$3,596	6.2% SSI	\$223				\$2,985	\$185	\$18	\$3,411	\$7,007		HS or GED, prior admin exp
El Dorado County	Office Assistant I	\$3,591						\$2,986	\$107	\$0	\$3,092	\$6,683	GE: County pays 80% EE+fam, 80% dental, vision, \$40K, LTD 2/3rd earnings to 3K max	HS or GED, prior admin exp
El Dorado Hills CSD	No equivalent													
Auburn RPD	No equivalent													
City of Galt	Office Assistant I	\$3,453	6.2% SSI	\$214		\$50		\$2,125	\$105	\$26	\$2,520	\$5,973	\$50 bilingual pay, \$75/mo cell phone plus \$175 biannually for replacement, SSI + PERS	
Fair Oaks RPD	No equivalent													
Fulton El Camino RPD	No equivalent													
Rancho Murieta CSD	No equivalent													
Georgetown Divide PUD	No Equivalent													
State of California	No equivalent													
Discovery Bay CSD	No equivalent													
Mean:		\$3,547						Mean:		\$3,008	\$6,554			
Median:		\$3,591						Median:		\$3,092	\$6,683			
Percentage Above or Below Mean:		7.72%						Percentage Above or Below Mean:		-13.38%	-1.97%			
Percentage Above or Below Median:		6.38%						Percentage Above or Below Median:		-15.75%	-3.86%			

Parks Superintendent

Agency	Class Title	Maximum Monthly Base Salary	EPMC % (+/-)	EPMC \$ (+/-)	Defer. Comp Paid By ER	Special Pays	Cafeteria Plan benefit	Health Insur. Paid by ER	Dental Insur. Paid by ER	Vision Insur. Paid by ER	Maximum Monthly Benefits	Maximum Monthly Total Comp	Comments	Job Descriptions
Cameron Park CSD	Parks Superintendent	\$7,412			\$100			\$2,411	\$125	\$19	\$2,655	\$10,067	Deferred comp: \$100/mo match to 457	Min 3 yrs exp with park agency with aquatic, Min 3 yrs as supervisor, AA degree in recreation, Parks or horticulture, Registered AFO or CPO, certificate in landscape irrigation auditing
City of Placerville	Recreation Superintendent	\$7,196	6.2% SSI	\$446				\$2,985	\$185	\$18	\$3,634	\$10,830		Division Mgr, BA in recreation reqd + 5 yrs program exp w 2 yrs supervisory
El Dorado County	Parks Manager	\$11,955		\$478		\$520		\$2,605	\$80	\$0	\$3,683	\$15,638	Unit UM, ER pays for 4% of EE PERS, Optional Benefits Plan=\$6240/yr	BA + 3 yrs increasingly responsible parks admin
El Dorado Hills CSD	Parks Supervisor	\$7,374	6.2% SSI	\$457			\$2,062				\$2,519	\$9,893		BA + 3 yrs increasingly responsible parks admin, 1 yr as lead, NPSI, APO, CPO, Applicator certs
Auburn RPD	Facilities & Grounds Mgr	\$10,026	6.2% SSI	\$622	\$250	\$42		\$1,595	\$31	\$0	\$2,540	\$12,566	SSI + PERS, includes 4/1/24 increase	BA = 5 yrs parks mgmt, 3 yrs as supervisor
City of Galt	Parks Superintendent	\$8,818	6.2% SSI	\$547		\$132		\$2,125	\$105	\$26	\$2,935	\$11,753	\$50 bilingual pay, \$75/mo cell phone plus \$175 biannually for replacement, SSI + PERS	
Fair Oaks RPD	Park & Facilities Manager	\$7,911						\$2,818	\$184	\$42	\$3,044	\$10,956		
Fulton El Camino RPD	No Equivalent													
Rancho Murieta CSD	No equivalent													
Georgetown Divide PUD	No Equivalent													
State of California	Park Maint. Chief II	\$7,887						\$3,115	\$102	\$8	\$3,225	\$11,112		
Discovery Bay CSD	Parks and Landscape Manager	\$8,989			\$417			\$2,307	\$52	\$17	\$2,793	\$11,782	\$5K/yr to deferred comp	Reports to GM, BA + 5 yrs incr resp exp construction or horticulture mgmt, 3 yrs supervisory exp
Mean:		\$8,770						Mean:		\$3,047	\$11,816			
Median:		\$8,365						Median:		\$2,990	\$11,432			
Percentage Above or Below Mean:		-15.48%						Percentage Above or Below Mean:		-12.84%	-14.80%			
Percentage Above or Below Median:		-11.39%						Percentage Above or Below Median:		-11.18%	-11.94%			

Parks & Facilities Supervisor

Agency	Class Title	Maximum Monthly Base Salary	EPMC % (+/-)	EPMC \$ (+/-)	Defer. Comp Paid By ER	Special Pays	Cafeteria Plan benefit	Health Insur. Paid by ER	Dental Insur. Paid by ER	Vision Insur. Paid by ER	Maximum Monthly Benefits	Maximum Monthly Total Comp	Comments	Job Descriptions
Cameron Park CSD	Park & Facilities Supervisor	\$6,256			\$100			\$2,411	\$125	\$19	\$2,655	\$8,911	Deferred comp: \$100/mo match to 457	Min 2 yrs FT exp with park agency or aquatic facility, 1 year as leadworker, AFO or CPO
City of Placerville	Parks & Facilities Maintenance Superintendent	\$6,424	6.2% SSI	\$398		\$63		\$2,985	\$185	\$18	\$3,649	\$10,073	\$750 Annual Clothing & Boot Allowance	Under Director, coordinates all parks maintenance & repair, 5 yrs construction & maint exp, 2 yrs supervisory, CPO cert
El Dorado County	Grounds Maintenance Supervisor	\$5,498						\$2,986	\$107	\$0	\$3,092	\$8,590	TC: County pays 80% H/D/V, no EPMC	2 yrs sr grounds maintenance worker II exp and 1 yr supervisory exp, pesticide applicator lic.
El Dorado Hills CSD	Park Manager	\$7,150	6.2% SSI	\$443			\$2,062				\$2,505	\$9,655		3 yrs parks grounds & facilities maint exp, 1 yr lead or supervisor, pesticide applicator cert
Auburn RPD	Facilities & Grounds Supervisor	\$7,453	6.2% SSI	\$462	\$250	\$42		\$1,716	\$31	\$0	\$2,501	\$9,955	SSI + PERS	HS or GED, 3 yrs park mgmt and supervision exp, CPO, AFO
City of Galt	Parks Maintenance Supervisor	\$6,020	6.2% SSI	\$373				\$2,125	\$105	\$26	\$2,629	\$8,649	\$50 bilingual pay, \$75/mo cell phone plus \$175 biannually for replacement, SSI + PERS	
Fair Oaks RPD	Park Supervisor	\$6,223						\$2,818	\$184	\$42	\$3,044	\$9,267		
Fulton El Camino RPD	Park Manager	\$6,030	6.2% SSI	\$374				\$2,500	\$169	\$0	\$3,042	\$9,072	SSI + PERS	
Rancho Murieta CSD	No equivalent													
Georgetown Divide PUD	No equivalent													
State of California	Park Maintenance Supervisor	\$6,548						\$3,115	\$102	\$8	\$3,225	\$9,773		
Discovery Bay CSD	No equivalent													
Mean:		\$6,418						Mean:		\$2,961		\$9,379		
Median:		\$6,323						Median:		\$3,043		\$9,461		
Percentage Above or Below Mean:								Percentage Above or Below Mean:		-10.33%		-4.99%		
Percentage Above or Below Median:								Percentage Above or Below Median:		-12.75%		-5.82%		

Parks Foreman

Agency	Class Title	Maximum Monthly Base Salary	EPMC % (+/-)	EPMC \$ (+/-)	Defer. Comp Paid By ER	Special Pays	Cafeteria Plan benefit	Health Insur. Paid by ER	Dental Insur. Paid by ER	Vision Insur. Paid by ER	Maximum Monthly Benefits	Maximum Monthly Total Comp	Comments	Job Descriptions
Cameron Park CSD	Parks Foreman	\$4,947			\$50			\$2,411	\$125	\$19	\$2,605	\$7,552	Deferred comp: \$50/mo match to 457	2yrs FT exp with parks maintenance specifically, 1 yr lead exp desirable
City of Placerville	Maintenance & Operations Specialist	not currently on salary schedule												3 yrs increasingly responsible exp in park maintenance
El Dorado County	Sr Grounds Maintenance Worker	\$4,782						\$2,986	\$107	\$0	\$3,092	\$7,874	TC: County pays 80% H/D/V, no EPMC	2 yrs exp as Grounds Maintenance Worker II
El Dorado Hills CSD	Maintenance Lead Worker	\$6,049	6.2% SSI	\$375			\$2,062				\$2,437	\$8,486		HS or GED + 2 yrs exp skilled maintenance
Auburn RPD	Facilities & Grounds Senior Park Worker & Pool Operator	\$5,335	6.2% SSI	\$331	\$250	\$42		\$1,716	\$31	\$0	\$2,370	\$7,705	SSI + PERS	HS or GED + 2 yrs exp park or bldg maintenance, CPO/AFO, Applicator certs
City of Galt	Sr Park Maintenance Worker	\$5,309	6.2% SSI	\$329				\$2,125	\$105	\$26	\$2,585	\$7,894	\$50 bilingual pay, \$75/mo cell phone plus \$175 biannually for replacement, SSI + PERS	
Fair Oaks RPD	Lead Park Maintenance Worker	\$5,519						\$2,818	\$184	\$42	\$3,044	\$8,563		
Fulton El Camino RPD	PM 3	\$4,905	6.2% SSI	\$304				\$2,500	\$169	\$0	\$2,973	\$7,878	SSI + PERS	
Rancho Murieta CSD	No equivalent													
Georgetown Divide PUD	No equivalent													
State of California	Supervising Groundskeeper I	\$5,520						\$3,115	\$102	\$8	\$3,225	\$8,745		
Discovery Bay CSD	Park Maintenance III	\$5,426			\$417			\$2,307	\$52	\$17	\$2,793	\$8,219	\$5K/yr to deferred comp	
Mean:		\$5,356						Mean:		\$2,815	\$8,171			
Median:		\$5,381						Median:		\$2,883	\$8,056			
Percentage Above or Below Mean:								Percentage Above or Below Mean:		-7.45%	-7.57%			
Percentage Above or Below Median:								Percentage Above or Below Median:		-9.62%	-6.26%			

Parks Maintenance Worker I

Agency	Class Title	Maximum Monthly Base Salary	EPMC % (+/-)	EPMC \$ (+/-)	Defer. Comp Paid By ER	Special Pays	Cafeteria Plan benefit	Health Insur. Paid by ER	Dental Insur. Paid by ER	Vision Insur. Paid by ER	Maximum Monthly Benefits	Maximum Monthly Total Comp	Comments	Job Descriptions
Cameron Park CSD	Parks & Maint Worker I	\$3,728			\$50			\$2,411	\$125	\$19	\$2,605	\$6,334	Deferred comp: \$50/mo match to 457	HS or GED, some maint exp desirable
City of Placerville	Maintenance Worker I	\$4,174	6.2% SSI	\$259		\$63		\$2,985	\$185	\$18	\$3,509	\$7,683	\$750/yr Annual Boot & Clothing Allowance	2 yrs exp in mechanical repair
El Dorado County	Grounds Maintenance Worker I	\$4,004						\$2,986	\$107	\$0	\$3,092	\$7,096	TC: County pays 80% H/D/V, no EPMC	6 mos experience in grounds maintenance
El Dorado Hills CSD	Maintenance Aide	\$3,694	6.2% SSI	\$229			\$2,062				\$2,291	\$5,985	hourly only	Some maintenance experience desirable
Auburn RPD	No Equivalent													
City of Galt	Parks Maintenance Worker I	\$4,314						\$2,125	\$105	\$26	\$2,256	\$6,570	\$50 bilingual pay, \$75/mo cell phone plus \$175 biannually for replacement, SSI + PERS	
Fair Oaks RPD	No Equivalent													
Fulton El Camino RPD	PM I	\$3,691	6.2% SSI	\$229				\$2,500	\$169	\$0	\$2,897	\$6,588	SSI +PERS	
Rancho Murieta CSD	No equivalent													
Georgetown Divide PUD	No Equivalent													
State of California	Park Maintenance Worker I	\$4,850						\$3,115	\$102	\$8	\$3,225	\$8,075		
Discovery Bay CSD	Park Maintenance I	\$4,134			\$417			\$2,307	\$52	\$17	\$2,793	\$6,927	\$5K/yr to deferred comp	
Mean:		\$4,123						Mean:		\$2,866	\$6,989			
Median:		\$4,134						Median:		\$2,897	\$6,927			
Percentage Above or Below Mean:		-9.57%						Percentage Above or Below Mean:		-9.10%	-9.38%			
Percentage Above or Below Median:		-9.81%						Percentage Above or Below Median:		-10.08%	-8.56%			

Parks Maintenance Worker II

Agency	Class Title	Maximum Monthly Base Salary	EPMC % (+/-)	EPMC \$ (+/-)	Defer. Comp Paid By ER	Special Pays	Cafeteria Plan benefit	Health Insur. Paid by ER	Dental Insur. Paid by ER	Vision Insur. Paid by ER	Maximum Monthly Benefits	Maximum Monthly Total Comp	Comments	Job Descriptions
Cameron Park CSD	Parks & Maint Worker II	\$4,054			\$50			\$2,411	\$125	\$19	\$2,605	\$6,660	Deferred comp: \$50/mo match to 457	HS or GED, 1 yr parks or specialized trade exp
City of Placerville	Maintenance Worker II	\$4,604	6.2% SSI	\$285		\$63		\$2,985	\$185	\$18	\$3,536	\$8,140	\$750/yr boot & clothing allowance	2 yrs mechanical maint exp + D2 water, CPO and Applicator certs
El Dorado County	Grounds Maintenance Worker II	\$4,448						\$2,986	\$107	\$0	\$3,092	\$7,540	TC unit	1 yr experience as Grounds Maintenance Worker I
El Dorado Hills CSD	Maintenance Worker	\$5,477	6.2% SSI	\$340			\$2,062				\$2,402	\$7,879	hourly only	HS or GED + 2 yrs semi skilled experience
Auburn RPD	Facilities & Grounds Park Worker	\$4,583	6.2% SSI	\$284	\$250	\$42		\$1,716	\$31	\$0	\$2,323	\$6,906	SSI + PERS	HS or GED, 1 yr parks or bldg maint exp
City of Galt	Parks Maintenance Worker II	\$4,815	6.2% SSI	\$299		\$132		\$2,125	\$105	\$26	\$2,687	\$7,502	\$50 bilingual pay, \$75/mo cell phone plus \$175 biannually for replacement, SSI + PERS	
Fair Oaks RPD	Park Maintenance Worker	\$5,333						\$2,818	\$184	\$42	\$3,044	\$8,378		
Fulton El Camino RPD	PM 2	\$4,277	6.2% SSI	\$265				\$2,500	\$169	\$0	\$2,934	\$7,211	SSI + PERS	
Rancho Murieta CSD	No equivalent													
Georgetown Divide PUD	No equivalent													
State of California	Park Maintenance Worker II	\$5,348						\$3,115	\$102	\$8	\$3,225	\$8,573		
Discovery Bay CSD	Park Maintenance II	\$4,917			\$417			\$2,307	\$52	\$17	\$2,793	\$7,710	\$5K/yr to deferred comp	
Mean:		\$4,867									Mean: \$2,893	\$7,760		
Median:		\$4,815									Median: \$2,934	\$7,710		
Percentage Above or Below Mean:		-16.70%									Percentage Above or Below Mean: -9.94%	-14.18%		
Percentage Above or Below Median:		-15.80%									Percentage Above or Below Median: -11.20%	-13.62%		

Recreation Supervisor

Agency	Class Title	Maximum Monthly Base Salary	EPMC % (+/-)	EPMC \$ (+/-)	Defer. Comp Paid By ER	Special Pays	Cafeteria Plan benefit	Health Insur. Paid by ER	Dental Insur. Paid by ER	Vision Insur. Paid by ER	Maximum Monthly Benefits	Maximum Monthly Total Comp	Comments	Job Descriptions
Cameron Park CSD	Recreation Supervisor	\$6,256			\$100	\$0		\$2,411	\$125	\$19	\$2,655	\$8,911	Deferred comp: \$100/mo match to 457	BA in Recreation, 2 yrs Parks & Rec increasing responsibility exp
City of Placerville	Recreation Supervisor	\$6,174	6.2% SSI	\$383				\$2,985	\$185	\$18	\$3,571	\$9,745		BA in Recreation, 3 yrs Parks & Rec increasing responsibility exp
El Dorado County	River Recreation Supervisor	\$5,047	12%	\$741	\$0			\$2,986	\$107	\$0	\$3,833	\$8,880	GE: County pays 80% EE+fam, 80% dental, vision	BA in recreation or resource mgmt + 2 yrs rec program leadership
El Dorado Hills CSD	Recreation Supervisor	\$7,374	6.2% SSI	\$457			\$2,062				\$2,519	\$9,893	100% ee dental, no dep dental, no vision at all,	BA + 3 yrs rec program coordination exp
Auburn RPD	Recreation Services Manager	\$9,854	6.2% SSI	\$611	\$250			\$1,595	\$31	\$0	\$2,487	\$12,341	SSI + PERS, includes 4/1/24 increase	BA + 3 yrs rec program coordination exp, 2 yrs supervisory, CRSS/CLP highly preferred
City of Galt	Recreation Supervisor	\$6,662	6.2% SSI	\$413				\$2,125	\$105	\$26	\$2,669	\$9,331	\$50 bilingual pay, \$75/mo cell phone plus \$175 biannually for replacement, SSI + PERS	
Fair Oaks RPD	Recreation Supervisor	\$6,858			\$0			\$2,818	\$184	\$42	\$3,044	\$9,902		
Fulton El Camino RPD	Superintendent of Recreation	\$7,380	6.2% SSI	\$458				\$2,500	\$169	\$0	\$3,126	\$10,506	100% ee+fam for H/D & V, SSI + PERS	
Rancho Murieta CSD	No Equivalent													
Georgetown Divide PUD	No Equivalent													
State of California	No Equivalent													
Discovery Bay CSD	Recreation Programs Supervisor	\$7,307			\$417			\$2,307	\$52	\$17	\$2,793	\$10,099	\$5K/yr to deferred comp	BA+2 yrs rec programming exp
Mean:		\$7,082									\$3,005	\$10,087		
Median:		\$7,082									\$2,918	\$9,898		
Percentage Above or Below Mean:		-11.67%									-11.65%	-11.66%		
Percentage Above or Below Median:		-11.67%									-9.02%	-9.97%		

Recreation Coordinator

Agency	Class Title	Maximum Monthly Base Salary	EPMC % (+/-)	EPMC \$ (+/-)	Defer. Comp Paid By ER	Special Pays	Cafeteria Plan benefit	Health Insur. Paid by ER	Dental Insur. Paid by ER	Vision Insur. Paid by ER	Maximum Monthly Benefits	Maximum Monthly Total Comp	Comments	Job Descriptions
Cameron Park CSD	Recreation Coordinator	\$4,590			\$50			\$2,411	\$125	\$19	\$2,605	\$7,195	Deferred comp: \$50/mo match to 457	AA in recreation, leisure studies, 2 yrs increasingly responsible exp in recreation
City of Placerville	Recreation Coordinator	\$4,692	6.2% SSI	\$291				\$2,985	\$185	\$18	\$3,479	\$8,171		AA in recreation, leisure studies, 2 yrs increasingly responsible exp in recreation
El Dorado County	Parks Program Coordinator	\$6,023						\$2,986	\$107	\$0	\$3,092	\$9,115	GE: County pays 80% EE+fam, 80% dental, vision, \$40K, LTD 2/3rd earnings to 3K max	30 units in recreation coursework + 1 yr recreation program support work
El Dorado Hills CSD	Recreation Coordinator	\$5,101	6.2% SSI	\$316			\$2,062				\$2,378	\$7,479		60 college units + 2 yrs rec program exp
Auburn RPD	Sports or Aquatic Coordinator	\$5,866	6.2% SSI	\$364	\$250	\$42		\$1,716	\$31	\$0	\$2,403	\$8,268	SSI + PERS, includes 4/1/24 increase	BA + 2 yrs recreation exp, 1 yr supervisory exp
City of Galt	Recreation Coordinator	\$5,060	6.2% SSI	\$314				\$2,125	\$105	\$26	\$2,570	\$7,629	\$50 bilingual pay, \$75/mo cell phone plus \$175 biannually for replacement, SSI + PERS	
Fair Oaks RPD	Recreation Coordinator	\$4,820						\$2,818	\$184	\$42	\$3,044	\$7,865		
Fulton El Camino RPD	Recreation Coordinator	\$4,403	6.2% SSI	\$273				\$2,500	\$169	\$0	\$2,942	\$7,345	SSI + PERS	
Rancho Murieta CSD	No Equivalent													
Georgetown Divide PUD	No Equivalent													
State of California	No Equivalent													
Discovery Bay CSD	Recreation Programs Coordinator	\$6,132			\$417			\$2,307	\$52	\$17	\$2,793	\$8,925	\$5K/yr to deferred comp	HS + 1 yr clerical exp and 1 yr recreation exp
Mean:		\$5,262						Mean:			\$2,838	\$8,100		
Median:		\$5,080						Median:			\$2,867	\$8,018		
Percentage Above or Below Mean:		-12.77%						Percentage Above or Below Mean:			-8.19%	-11.17%		
Percentage Above or Below Median:		-9.65%						Percentage Above or Below Median:			-9.13%	-10.26%		

Recreation Specialist

Agency	Class Title	Maximum Hourly Base Wage Salary	CalPERS Contrib. Pd by ER (%)	CalPERS Contrib. Pd by ER (\$)	Defer. Comp Paid By ER	Special Pays	Cafeteria Plan benefit	Health Insur. Paid by ER	Dental Insur. Paid by ER	Vision Insur. Paid by ER	Maximum Monthly Benefits	Maximum Monthly Total Comp	Comments	Job Descriptions
Cameron Park CSD	Recreation Specialist	\$3,295			\$50			\$2,411	\$125	\$19	\$2,605	\$5,900	currently 3/4 time position, these benefits reflect conversion to full time	HS or GED, 2 yrs exp in recreation, lifeguard & CPR certification
City of Placerville	none													
El Dorado County	Parks Operations Assistant	\$3,371						\$2,986	\$107	\$0	\$3,092	\$6,464	PT benefits are scaled by #hrs/pp 40-63 hrs/pp EDC pays 60% of prem, 32 - 39 hrs/pp EDC pays 40% of prem	HS or GED, 6 mos exp assisting public or park work
El Dorado Hills CSD	Recreation Specialist	\$3,912	6.2% SSI	\$243			\$2,062				\$2,305	\$6,217		6 mo rec program exp + 1 semester college
Auburn RPD	Recreation Aide II	\$3,721	6.2% SSI	\$231	\$250	\$42		\$1,716	\$31	\$0	\$2,270	\$5,991	PT employees receive 75% of Employee Only premium, 457 match, non union	HS or GED + 1 yr exp as rec leader - highly desirable
City of Galt	Sports Coordinator	\$4,125	6.2% SSI	\$256				\$2,125	\$105	\$26	\$2,512	\$6,637	\$50 bilingual pay,	Relevant exp in recreation or directing group activities
Fair Oaks RPD	Sr Recreation Leader	\$3,588						\$2,818	\$184	\$42	\$3,044	\$6,632	Reimbursement for 50% of health coverage of ee with approved carriers	
Fulton El Camino RPD	Recreation Leader II	\$3,803	6.2% SSI	\$236				\$2,500	\$169	\$0	\$2,904	\$6,707	PT eligible for up to 480.69/mo reimbursement with proof of purchase of health insurance, PT holidays = 10 @ 7hrs, PT PTO = 7 hrs/mo after 60 mos, SSI + PERS	
Rancho Murieta CSD	No Equivalent												No benefits to PT ees	
Georgetown Divide PUD	No Equivalent													
State of California	Park Aide	\$3,349						\$3,115	\$102	\$8	\$3,225	\$6,574		
Discovery Bay CSD	No Equivalent													
		Mean:	\$3,695.72						Mean:		\$2,765	\$6,460		
		Median:	\$3,721.46						Median:		\$2,904	\$6,574		
		Percentage Above or Below Mean:	-10.84%						Percentage Above or Below Mean:		-5.76%	-8.67%		
		Percentage Above or Below Median:	-11.46%						Percentage Above or Below Median:		-10.30%	-10.24%		

Office Admin Assistant I

Agency	Class Title	Maximum Hourly Base Wage Salary	EPMC % (+/-)	EPMC \$ (+/-)	Defer. Comp Paid By ER	Special Pays	Cafeteria Plan benefit	Health Insur. Paid by ER	Dental Insur. Paid by ER	Vision Insur. Paid by ER	Maximum Monthly Benefits	Maximum Monthly Total Comp	Comments	Job Descriptions
Cameron Park CSD	Office Admin Assistant I	\$21.51									\$0	\$1,871		
City of Placerville	Office Assistant I	\$20.75									\$0	\$1,805		HS or GED, some clerical exp
El Dorado County	Office Assistant I	\$19.95						\$1,792	\$64	\$0	\$1,855	\$3,591	GE unit	HS or GED, some clerical exp
El Dorado Hills CSD	no equivalent													
Auburn RPD	no equivalent													
City of Galt	Office Assistant I	\$19.92						\$157			\$157	\$1,890	PT ees receive only flat minimum health contribution of \$157	
Fair Oaks RPD	Administrative Assistant I	\$19.78									\$0	\$1,721	benefits for full time regulary ee only	
Fulton El Camino RPD	no equivalent													
Rancho Murieta CSD	Office Technician	\$25.38												HS or GED, 1 yr clerical exp
Georgetown Divide PUD	Administrative Aide I	\$23.69									\$0	\$2,061		
State of California	Office Assistant I	\$21.56						\$3,115	\$102	\$8	\$3,225	\$1,876		
Discovery Bay CSD	Admin Assistant A	\$30.56			\$417						\$417	\$2,659		HS or GED + 1 yr clerical exp
Mean:		\$22.70									Mean:	\$808	\$2,229	
Median:		\$21.16									Median:	\$157	\$1,890	
Percentage Above or Below Mean:		-5.24%									Percentage Above or Below Mean:	-100.00%	-16.04%	
Percentage Above or Below Median:		1.68%									Percentage Above or Below Median:	-100.00%	-0.99%	

Office Admin Assistant II

Agency	Class Title	Maximum Hourly Base Rate Salary	EPMC % (+/-)	EPMC \$ (+/-)	Defer. Comp Paid By ER	Special Pays	Cafeteria Plan benefit	Health Insur. Paid by ER	Dental Insur. Paid by ER	Vision Insur. Paid by ER	Maximum Monthly Benefits	Maximum Monthly Total Comp	Comments	Job Descriptions
Cameron Park CSD	Office Admin Assistant II	\$23.95									\$0	\$2,084	less than part time, no benefits part time benefits shown for peers	Prior admin ast experience
City of Placerville	Office Assistant II	\$22.83									\$0	\$1,986	No benefits for PT ees	HS or GED, 2 yrs public facing clerical exp
El Dorado County	Office Assistant II	\$20.72						\$1,792	\$64	\$0	\$1,855	\$3,658	PT benefits are scaled by #hrs/pp 40-63 hrs/pp EDC pays 60% of prem, 32 - 39 hrs/pp EDC pays 40% of prem	HS or GED, 1 yr public facing clerical exp
El Dorado Hills CSD	Office Assistant	\$23.48	6.2% SSI	\$127							\$127	\$2,169	vacation will accrue at 75% rate for 30+ hr part time ees,	6 mo prior office/clerical exp
Auburn RPD	Administrative Assistant	\$26.12	6.2% SSI	\$141	\$250			\$1,594	\$31	\$0	\$2,016	\$4,288	PT employees receive 75% of Employee Only premium, 457 match, non union	2 yrs college + 2 yrs office support exp
City of Galt	Office Assistant II	\$21.99				\$50		\$157			\$207	\$2,120	PT ees receive only flat minimum health contribution of \$157	
Fair Oaks RPD	Administrative Assistant II	\$26.61									\$0	\$2,315	Reimbursement for 50% of health coverage of ee with approved carriers	
Fulton El Camino RPD	No equivalent												PT eligible for up to 480.69/mo reimbursement with proof of purchase of health insurance, PT holidays = 10 @ 7hrs, PT PTO = 7 hrs/mo after 60	
Rancho Murieta CSD	No Equivalent												No benefits to PT ees	
Georgetown Divide PUD	Adminstrative Aide II	\$26.06									\$0	\$2,267	No PT positions	
State of California	Office Assistant M	\$24.40						\$3,115	\$102	\$8	\$3,225	\$2,123	Employees working 51%+ time are eligible for full benefits	
Discovery Bay CSD	Admin Assistant B	\$33.73		\$416.67							\$417	\$2,935	No benefits to PT ees	HS or GED + 3 yrs increasingly responsible clerical exp
Mean:		\$25.10									Mean:	\$872	\$2,651	
Median:		\$24.40									Median:	\$207	\$2,267	
Percentage Above or Below Mean:		-4.60%									Percentage Above or Below Mean:	-100.00%	-21.41%	
Percentage Above or Below Median:		-1.84%									Percentage Above or Below Median:	-100.00%	-8.10%	

APPENDIX B

RAW BENEFITS DATA TABLE

Agency Share of Health Benefit Premiums						
Agency	Employee Medical	Plus One or Family	Employ ee	Plus One or Family	Employee Vision	Plus One or Family
Cameron Park CSD	100% of any CalPERS Plan	50% of any CalPERS Plan	100% of District Plan	50% of District Plan	100% of District Plan	50% of District Plan
City of Placerville	Formula Based on 100% of any CalPERS Plan but increases are split 80/20	Formula Based on 100% of any CalPERS Plan but increases	100% of City Plan	100% of City Plan but EE must pay increases	100% of City Plan	100% of City Plan
El Dorado County GE & PL Units	80% of 5 plans	80% of 5 plans	80% of Delta + Premium	80% of Delta + Premium	80% of VSP Choice	80% of VSP Choice
TC Unit	80% of 7 plans	80% of 7 plans	80% of Delta + Premium	80% of Delta + Premium	80% of VSP Choice	80% of VSP Choice
UMIMA Unit	65% of 5 plans	65% of 5 plans	65% of Delta + Premium	65% of Delta + Premium	65% of VSP Choice	65% of VSP Choice
	The County recognizes that 65% contribution is below market and has committed to rectifying this by increasing contributions by 7.5% each year until 80% is attained					
EDH CSD	EE Only: Cafeteria plan contribution equal to 80% Kaiser/Dental & Vision			Family Plan: Cafeteria Plan contribution equal to 50% Kaiser/Dental & Vision		
Auburn RPD Non-Rep/Mgmt	60% EE Only Kaiser plan	60% EE+Fam Kaiser plan	100% EE dental	0% for dependent dental		Not offered
Local 39	65% EE Only Kaiser plan	65% EE+Fam Kaiser plan	100% EE dental	0% for dependent dental		Not offered
Part time	75% of Full time benefit (45% of Kaiser Plan)	0% for dependent medical		Not offered		Not offered
City of Galt	80% EE Only Kaiser plan	80% EE+Fam Kaiser plan	100% EE dental	100% for dependent dental	100% EE vision	100% for dependent vision
Fair Oaks	100% of 6 plans, District to pay 7% of increases, ee pays balance	100% of 6 plans, District to pay 7% of increases, ee pays balance	100% of District Plan	100% of District Plan	100% of District Plan	100% of District Plan
Fulton El Camino	100% of 11 plans	100% of 11 plans	100% of District Plan	100% of District Plan	100% of District Plan	100% of District Plan
Rancho Murietta CSD	80% EE Only Kaiser plan	80% EE+Fam Kaiser plan	100% EE dental	100% for dependent dental	100% EE vision	100% for dependent vision
Georgetown Divide PUD	Fixed \$ contribution roughly equal to 80% EE coverage, 4 plans avail	Fixed \$ contribution roughly equal to 75% Family coverage, 4 plans avail	100% EE dental	0% for dependent dental	100% EE vision	0% for dependent vision
State of CA	80% of EE premium	80% of dependent premium	75% of EE premium	75% of family premium	100% of EE premium	50% of dependent premium
Discovery Bay CSD	100% for EE	20% for dependents	100% EE dental	100% for dependent dental	100% EE vision	100% for dependent vision

RETIREMENT INFORMATION

Agency	Type of Retirement Plan	PEPRA Formula	Classic Formula	Classic Final Compensation Period	ER pays EE Share or EE Pays ER share (+/-)	Classic Agency Percentage	PEPRA Cost Contributions	
Cameron Park CSD	CalPERS	2% @ 62	2% @ 55	Avg of 3 final years	none	11.84%	7.68%	
City of Placerville	CalPERS	2% @ 62	2% @ 55	Highest 3 yr average	none	13.63%	7.75%	SSI too
El Dorado County	CalPERS	2% @ 62	2% @ 55	Classic: Single Highest Year PEPRA: Avg of 3 final years	ER pays 4% of EE share, MA: no EPMC	10.12%	8.00%	
EDH CSD	CalPERS	2% @ 62	2% @ 55	Single Highest Year	none	13.26%	8.00%	new Classic hires pay 50% + 1%, SSI too
Auburn RPD	CalPERS	2% @ 62	2% @ 55	Avg of 3 final years	none	12.63%	8.00%	SSI too
City of Galt	CalPERS	2% @ 62	2% @ 55	Average of 3 final years	none	10.24%	7.87%	SSI too
Fair Oaks	CalPERS	2% @ 62	2% @ 55	Highest 3 yr average	none	12.47%	7.68%	District pays premium for \$5K death benefit
Fulton El Camino	CalPERS	2% @ 62	2% @ 55	Classic: Final Year of Service PEPRA: Avg of 3 final years	Base - \$133 *7%	12.47%	7.68%	SSI too
Rancho Murieta CSD	CalPERS	2% @ 62	2% @ 55	Average of 3 final years	none	12.47%	7.68%	District pays 80% of Health Dental, Vision, life, LTD for represented ee + fam, 100% for non-rep ee +fam
Georgetown Divide PUD	CalPERS	2% @ 62	2% @ 55	Average of 3 final years	none	16.63%	7.68%	
State of CA	CalPERS	2% @ 62	2% @ 55	Average of 3 final years	none			
Discovery Bay CSD	None							

RETIREE MEDICAL

Agency	Retiree Medical			
Cameron Park CSD	After 10 years of service, upon retirement, CPCSD pays 50% of retiree medical, on a scale up to 100% paid after 20 years of service. (100%ee+50% dep) No Dental or Vision coverage in retirement.			
City of Placerville	Employees who are at least 53 years of age and have 20 or more years of service with the City are eligible for the single benefit until age 65. At age 65, the benefit is reduced to \$80.80 per month. Employees who are at least 53 years of age and have at least 10 years of service are eligible for a benefit on a pro rata basis (e.g. years of service divided by 20 years).			
El Dorado County	MA & GE Unit: Only ees with hire date before 2009:	20+yrs 67% EE only	15-19 yrs 50% EE only	12-14 yrs 33% EE only
EDH CSD	none if hired after 7/1/16			
Auburn RPD	\$71/mo for all			
City of Galt	\$125/mo or GC 22892 minimum			
Fair Oaks	Yes, according to PEMCHA vesting scale			
Fulton El Camino	If 5 yr vesting, then District pays full ee medical from retirement until age 65. After 65, pays for Medicare Part B.			
Rancho Murieta CSD	District pays 80% of lowest health plan for retired ee+fam			
Georgetown Divide PUD	\$435/mo with 20+ yrs			
Discovery Bay CSD	none			

HEALTH IN-LIEU

Agency	Is Health In-Lieu Provided?	How Much Per Month?
Cameron Park CSD	Y	\$150
City of Placerville	Y	\$450
El Dorado County	N	
EDH CSD	Y	\$300
Auburn RPD	N	
City of Galt	Y	\$500.00
Fair Oaks	Y	Cost of lowest cost ee only plan = \$807.23
Fulton El Camino	N	
Rancho Murieta CSD	Y	\$350
Georgetown Divide PUD	N	
Discovery Bay CSD	Y	\$250

LEAVE DAYS PER YEAR (for employees with 5 years of service; based on 8-hour day)

Agency	Number of Annual Vacation Days	Number of Annual Holidays	Number of Annual Sick Leave Days	Other
Cameron Park CSD	15	15	12	40 hours bereavement
Placerville	15	10+4	12	80 hours mgmt leave if FLSA exempt
El Dorado County	GE: 15	GE: 13	12	
	MA: 15	13	12	80 hours mgmt leave
	UM: 20	13	12	96 hrs mgmt leave
	TC: 15	13	12	
EDH CSD	16 NE/21 Exempt	12	12	5 bonus vacation days in years divisible by 5
Auburn RPD	22 union 21 non-union	13	In vacation as CTO	
City of Galt	15	14	12	
Fair Oaks	15	13	12	Regular PT ees accrue vacation pro rata, 50% sick leave payout, 8 days mgmt leave,
Fulton El Camino	17	13	15	Offers cash payback for unused sick time up to 21 hrs/yr
Rancho Murieta CSD	15	12	12	5 days admin leave
Georgetown Divide PUD	15	11	12	
Discovery Bay CSD	15	9	10	Vacation must be used for mandatory closure for 12/26 - 31 unless essential worker, Admin ees have 80 hours admin leave per year, ees also receive 40 bonus vacation hours in years 10, 15, 20...

OTHER BENEFITS

Agency	Tuition Reimbursement	Education Incentives	Bilingual Pay	Life Insurance Coverage	Other
Cameron Park CSD	75% up to \$1000 max / yr				
City of Placerville	Max \$350/yr - job related only			\$50,000	Longevity: 2.5%@10 yrs, 5.0%@15 yrs, 7.5%@20 yrs \$15/mo pesticide certified, \$25/mo pool certified
El Dorado County	GE: 50% for job related, must have 24 mo tenure and repay if leave within 12 mos of receipt	10% for CPA	+\$1.00/hr	GE: \$40K MA: 80K UM: 100K TC: 40K	GE:Longevity: 5%@10 yrs, 7.5%@15 yrs, 10%@20yrs MA: 5%@10 yrs, 10%@15 yrs, 13%@20yrs, 15%@25 yrs, 16%@30 yrs UM: no longevity if hired after 2017, LTD is county paid TC:Longevity: 5%@10 yrs, 7.5%@15 yrs, 10%@20yrs confusing - clarify, \$0.75 swing shift differential, \$1 night shift differential, 5% differential per hour handling herbicide/pesticide, \$300 uniform/yr + \$350 boot/yr, LTD is County paid
EDH CSD	100% for job related, must have 24 mo tenure and repay if leave within 12 mos of receipt		None	50K	
Auburn RPD	None	None	None	50K	Reimburses ees for 50% gym membership
City of Galt	2 courses per semester w C or better	One time \$500 for Pesticide cert	\$50/mo		
Fair Oaks	None	None	\$100/mo stipend	1.5x annual salary up to max of \$100K	5%@10 yrs, 10%@15 yrs, 15%@20 years, \$100/mo stipend for IT services to assist other ees or in place of call to IT consultant, \$40/mo stipend for use of personal cell phone, telecommuting allowed for admin staff wherever possible to be approved in advance
Fulton El Camino	None	None	None	None	5%@16 yrs, 10%@20 yrs, 15%@25 yrs
Rancho Murieta CSD	Up to \$1500 reimbursed per year	\$500 for AA, \$1000 for BA/BS	none		but no ed incentive if job requires degree
Georgetown Divide PUD	none	none	none	none	
Discovery Bay CSD	None	None	none	20K	

APPENDIX C

SOURCES

Sources

Cameron Park

Salary Salary/Wage Scale in file GM Contra: <https://www.cameronpark.org/files/cafa7bbed/z.+12.20.23+Regular+Board+Meeting+Packet.pdf>
 Benefits MOU 21- 24 in file p. 51
 Cost of benefits in file

City of Placerville

Salary <https://evogov.s3.us-west-2.amazonaws.com/17/media/427858.pdf>
 Benefits Emails from ACM

County of El Dorado

Salary <https://www.edcgov.us/Government/HumanResources/Documents/Salary%20Schedule.pdf>
 Class <https://www.governmentjobs.com/careers/edcgov/classspecs>
 Benefits https://www.edcgov.us/Government/HumanResources/Pages/labor_agreements.aspx
<https://www.edcgov.us/Government/Risk/Pages/Benefit-Summaries-by-Bargaining-Unit.aspx>
<https://www.edcgov.us/Government/Risk/Pages/Health-Plan-Rates-2024.aspx>

El Dorado Hills CSD

Salary on Job descriptions
 Class <https://www.governmentjobs.com/careers/edhcsd/classspecs>
 Benefits https://cms8.revize.com/revize/eladoradohills/Document%20Center/Employment%20Opportunities/POLICY%20TITLE%20-%20202000%20Series%20-%20Personne_L_Full%20Policy%20Update%2012.14.2023.pdf

Auburn RPD

All <https://auburnrec.com/information/important-documents/>
 GM <https://auburnrec.com/wp-content/uploads/2023/03/PPP-Fee-and-Legal-Review-Committee-Agenda-March-22-2023.pdf>

Fair Oaks

Salary <https://www.forpd.org/DocumentCenter/View/2336/Salary-Schedule-23-24>
 Benefits Emails from GM

Fulton El Cam

Policies <https://www.fecrpd.com/files/5c046758c/2000+Personnel.pdf>
 Salary <https://www.fecrpd.com/files/f935d4675/Final+22-23+Budget.pdf>
 p. 49

Rancho Murieta CSD (admin only)

all <https://www.ranchohurietaesd.com/salary-schedules>
 benefits emails w HRM

City of Galt

salary <https://www.cityofgalt.org/government/human-resources/salary-schedules>
 benefits <https://www.cityofgalt.org/government/human-resources/benefits>

Georgetown Divide PUD

salary <https://www.gd-pud.org/files/8b8701939/2023-24+salary+schedules+for+website.pdf>
 benefits

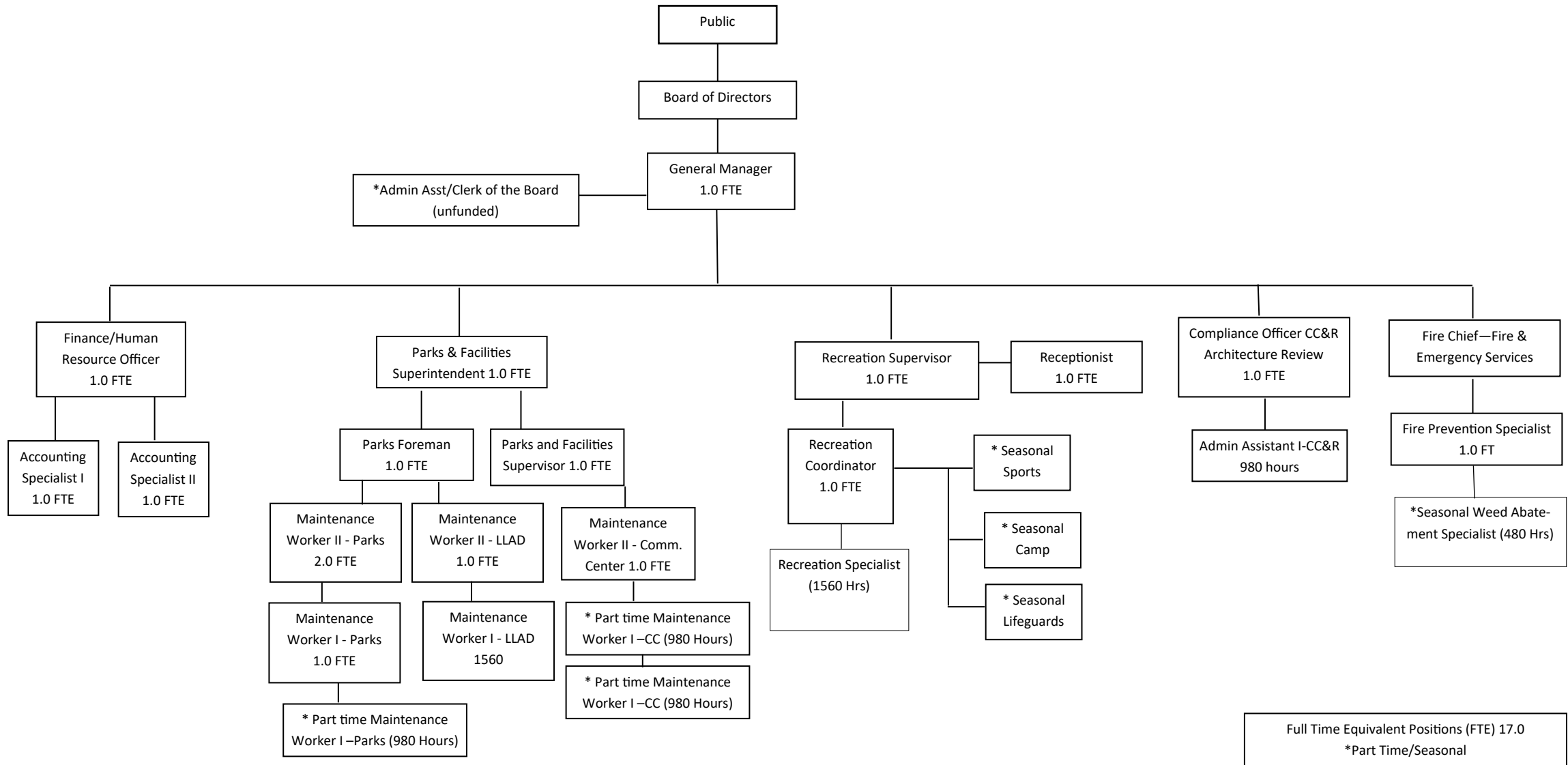
State Cf

Salary https://www.calht.ca.gov/Pay%20Scales%20Library/PS_Sec_15.pdf
 benefits <https://www.calpers.ca.gov/page/active-members/health-benefits/plans-and-rates>

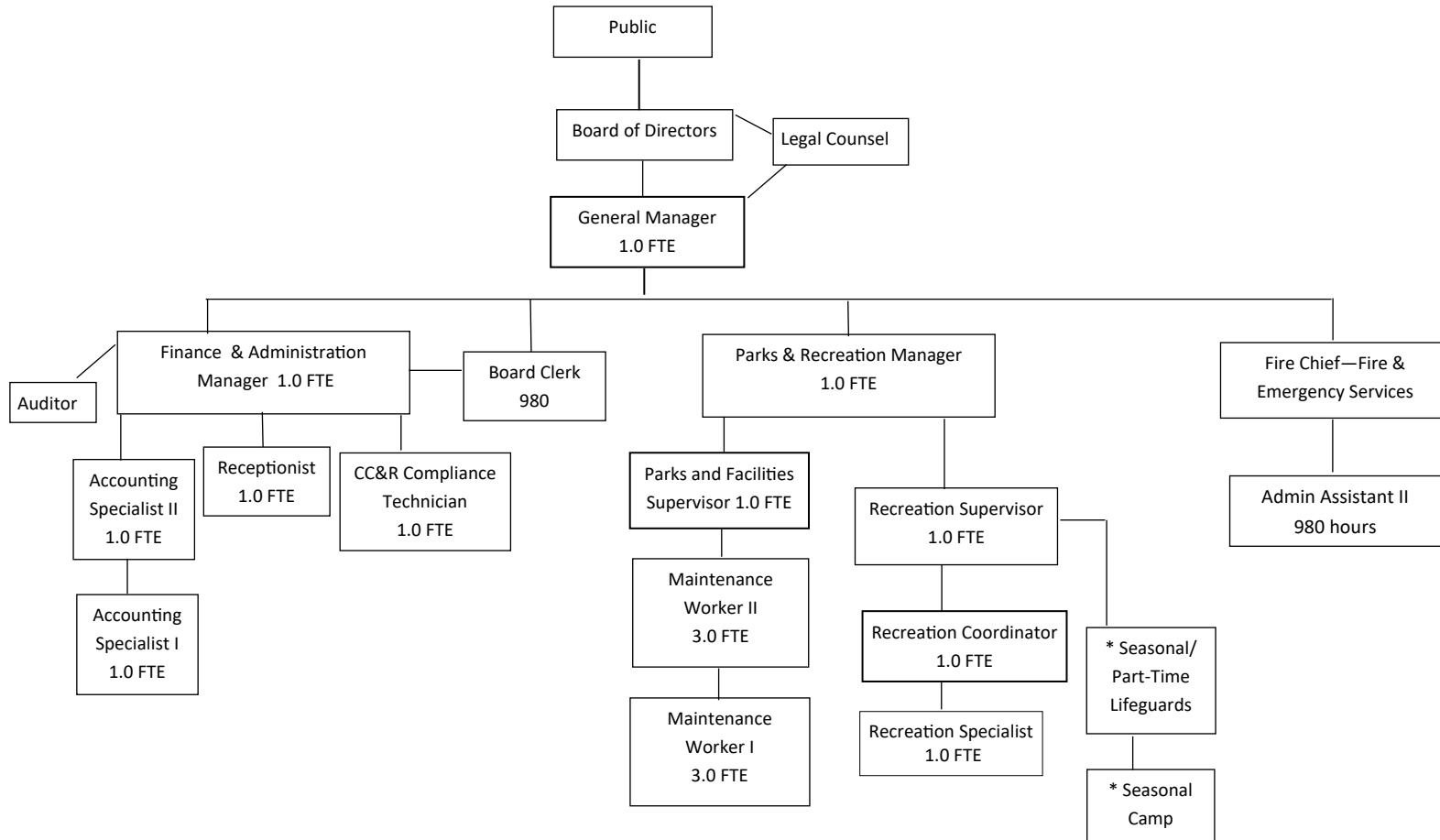
Discovery Bay CSD

benefits emails with finance director

Cameron Park Community Services District Preliminary Fiscal Year 2023-2024



Cameron Park Community Services District Fiscal Year 2024-2025



Full Time Equivalent Positions (FTE) 17.0
*Part Time/Seasonal

*3- Part time Maintenance Worker I – (980 hours each)

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
		5.0%	5.0%	5.0%	5.0%	5.0%	5.0%
ANNUAL RATE	FY 24/25						
General Manager		negotiated					
Finance and Administration Manager		\$101,379.20	\$106,448.16	\$111,770.57	\$117,359.10	\$123,227.05	\$129,388.40
Accounting Specilist II		\$63,419.20	\$66,590.16	\$69,950.40	\$73,590.40	\$77,251.20	\$81,113.76
Accounting Specilist I		\$44,387.20	\$46,612.80	\$48,942.40	\$51,396.80	\$53,976.00	\$56,680.00
Receptionist		\$36,857.60	\$38,700.48	\$40,643.20	\$42,681.60	\$44,824.00	\$47,049.60
CC&R Officer		\$56,264.00	\$59,072.00	\$62,025.60	\$65,124.80	\$68,390.40	\$71,801.60
Parks and Recreation Manager		\$101,379.20	\$106,448.16	\$111,770.57	\$117,359.10	\$123,227.05	\$129,388.40
Parks and Facilities Supervisor		\$62,420.80	\$65,540.80	\$68,827.20	\$72,259.20	\$75,878.40	\$79,672.32
Maintenance Worker II		\$45,281.60	\$47,548.80	\$49,920.00	\$52,416.00	\$55,036.80	\$57,782.40
Maintenance Worker I		\$38,875.20	\$40,809.60	\$42,848.00	\$44,990.40	\$47,236.80	\$49,608.00
Recreation Supervisor		\$66,580.80	\$69,908.80	\$73,403.20	\$77,084.80	\$80,932.80	\$84,988.80
Recreation Coordinator		\$47,736.00	\$50,128.00	\$52,644.80	\$55,286.40	\$58,052.80	\$60,960.00
Recreation Specialist		\$36,753.60	\$38,604.80	\$40,518.40	\$42,556.80	\$44,678.40	\$46,912.32

HOURLY RATE	FY 24/25						
General Manager		negotiated					
Finance and Administration Manager		\$ 48.74	\$ 51.18	\$ 53.74	\$ 56.42	\$ 59.24	\$ 62.21
Accounting Specilist II		\$ 30.49	\$ 32.01	\$ 33.63	\$ 35.38	\$ 37.14	\$ 39.00
Accounting Specilist I		\$ 21.34	\$ 22.41	\$ 23.53	\$ 24.71	\$ 25.95	\$ 27.25
Receptionist		\$ 17.72	\$ 18.61	\$ 19.54	\$ 20.52	\$ 21.55	\$ 22.62
CC&R Officer		\$ 27.05	\$ 28.40	\$ 29.82	\$ 31.31	\$ 32.88	\$ 34.52
Parks and Recreation Manager		\$ 48.74	\$ 51.18	\$ 53.74	\$ 56.42	\$ 59.24	\$ 62.21
Parks and Facilities Supervisor		\$ 30.01	\$ 31.51	\$ 33.09	\$ 34.74	\$ 36.48	\$ 38.30
Maintenance Worker II		\$ 21.77	\$ 22.86	\$ 24.00	\$ 25.20	\$ 26.46	\$ 27.78
Maintenance Worker I		\$ 18.69	\$ 19.62	\$ 20.60	\$ 21.63	\$ 22.71	\$ 23.85
Recreation Supervisor		\$ 32.01	\$ 33.61	\$ 35.29	\$ 37.06	\$ 38.91	\$ 40.86
Recreation Coordinator		\$ 22.95	\$ 24.10	\$ 25.31	\$ 26.58	\$ 27.91	\$ 29.31
Recreation Specialist		\$ 17.67	\$ 18.56	\$ 19.48	\$ 20.46	\$ 21.48	\$ 22.55

PART TIME POSITIONS	(Generally less than 30 hrs per week)						
Admin Assist I (clerical)		\$18.56	\$19.49	\$20.46	\$21.51	\$22.59	\$23.72
Admin Assist II		\$19.96	\$20.96	\$22.01	\$23.11	\$24.27	\$25.48
Board Clerk		\$24.31	\$25.53	\$26.81	\$28.15	\$29.56	\$31.04

SEASONAL POSITIONS	(Summer and/or year round periodically)	CY 2025		
Recreation Leader I		tbd	tbd	tbd
Recreation Leader II		tbd	tbd	tbd
Lifeguard I		tbd	tbd	tbd
Lifeguard II		tbd	tbd	tbd

NOTE: Seasonal & Part time wage scale to be adjusted as minimum wage changes Prior to January each calendar year

Cameron Park Community Services District

Job Title:	Finance Human Resources Officer <u>Administration and Finance Manager</u>	Department/Group:	Cameron Park CSD Management
Location:	Cameron Park CSD Office	Will Train Applicant(s):	Specific to assigned duties
Level/Salary Range:		Position Type:	Full-Time
OFFICE ADDRESS: Cameron Park Community Services District 2502 Country Club Drive Cameron Park, CA 95682 www.cameronpark.org		BENEFITS: <input checked="" type="checkbox"/> Full-Time with all Benefits <input type="checkbox"/> Part-Time with Health only Benefits <input type="checkbox"/> Less than Part-Time with no Benefits <input type="checkbox"/> Seasonal with no Benefits	
Job Description			
GENERAL DESCRIPTION OF POSITION			
<p>Under general supervision of the General Manager, plans, manages and <u>oversees and directs the operations and services of the Administration and Finance Department; major areas of responsibility include: organizes and directs the Finance, Budget, Human Resources and Risk Management, Compliance and Design Review</u> and other related functions as required. <u>Contributes to human resources functions; develops, implements and maintains departmental goals, objectives, policies and procedures, work standards, and internal controls; participates as a contributory member of the District's Management Team, coordinating efforts with the General Manager</u>. Maintains a high degree of confidentiality, professional standards and communication skills. This is an Exempt position.</p>			
DISTINGUISHING CHARACTERISTICS			
<p>The <u>Director of Administration and Finance/Finance/Human Resources Officer</u> is the senior level class responsible for all functions and operations related to <u>Finance, Budget, Human Resources, Residential Services</u> and Risk Management. The Finance/Human Resources Officer assists with carrying out, reviewing, interpreting and coordinating District policies. This position supervises, <u>evaluates</u> and directs work performed by full and part <u>part-time</u> employees, and coordinates with staff at all levels in other Departments. Manages the Budget and all District <u>fundfunds</u> including General Fund; Conditions, Covenants and Restrictions Fund; and Lighting and Landscape District Funds. In addition, oversees the revenues and expenditures related to grants and other special programs. <u>This classification is distinguished from the next higher classification of General Manager in that the latter has management responsibility over all departments.</u></p>			
<p>Departmental operations are coordinated with the activities of other District departments and are developed within the framework of District policies, <u>finance and the District's Strategic Plan, and Budget</u>. <u>The Director of Administration and Finance has primary responsibility for dealing with difficult matters involving departmental programs, including interpretation of related laws, codes, ordinances, and regulations, and for ensuring compliance with local, state, and federal law</u>. The position requires a demonstrated ability to work independently and successfully with staff, management, the Board of Directors as well as with representatives of community organizations, state/local agencies and associations, District management and staff and the public.</p>			
SUPERVISION EXERCISED/RECEIVED			

Receives general direction from the General Manager. Incumbents in this position Exercises direct and indirect supervision over supervisory, professional, technical and clerical staff. ~~routinely exercise supervision over full and part time employees such as the Accounting Specialist I & Accounting Specialist II.~~

ESSENTIAL FUNCTIONS: *(include but are not limited to the following)*

- Accepts management responsibility for planning, coordinating and directing the activities, operations and services of the Administration and Finance Department; plans, supervises, coordinates, prioritizes and monitors the work of teams responsible for supporting the District's administrative, fiscal and technology operations; conducts staff meetings; monitors performance of department staff; coordinates the work of the Administration and Finance Department with other District departments and divisions, outside agencies, community groups and the public.
- ~~Reports directly to the General Manager and works with all departments. Manages the Finance, Budget and Human Resources of the District.~~
- Performs complex accounting functions related to financial statements, budget, preparation of journal entries for general ledger accounts, reconciliation of accounts, accounts payable/receivable, payroll, payroll benefits, accruals, and taxes in a governmental fund accounting system. Knowledgeable of all functions and responsibilities of the Finance Department in order to train or lead other department staff, including backing up for absences.
- Provides high-level, quality reports to the General Manager timely in support of the Finance Department for committees and the Board of Directors, advises the General Manager and the Board of Director's and attends the Board of Directors, Administration and Finance and other Committee meetings as assigned.
- Performs a variety of financial reporting tasks, including prepares month-end closing and analyzes month-end reports for the general ledger; prepares annual County and other agencies reports; works with the independent auditor in gathering and interpreting data for required annual audit and state reports, reconciling District accounts and funds; maintains spreadsheets; analyzes and prepares accounts for year-end closing and financial statements.
- Provides reports and works with staff to highlight revenue and expenditure trends to ensure budget compliance.
- Manages and coordinates all functions related to the District's finances including cash management, treasury, audit and control, annual budget, procurement, payroll, accounts payable/receivable, fixed assets, vendor agreements, internal control systems, records management, reporting and analysis, compliance with appropriate laws, ordinances and regulations and other related functions.
- Reviews and analyzes bank accounts to ensure funds available~~are available~~, prepares requests for funds from the County and other agencies and required, and reconciles monthly bank statements for all District accounts.
- Manages the District's fixed asset record-keeping and ~~coordinate~~coordinates the preparation of a fixed asset report.
- Communicates and coordinates with the District bank, oversees accounts to maintain adequate cash balances and controls and prepares bank reconciliations.
- Provides leadership and supervision; establishes performance goals for assigned employees; coordinates and participates in the recruitment, selection, and training, assignment of work, management, discipline and termination of full-time and part-time personnel; assumes responsibility for motivating and evaluating assigned personnel; provides necessary training; initiates disciplinary procedures as is appropriate, up to and including termination. ~~Manages Human Resources functions, including discipline, salaries, benefits and required employment documentation. Maintains a variety of confidential records and files.~~
- Responds to the more difficult questions and concerns from the public and outside agencies; provides information as is appropriate and resolves public service or operational complaints; establishes and maintains customer service orientation within the department.

- Manages the operations of the District’s CC&Rs and Architectural Review Committee by working with staff, the Board and Board-appointed volunteer committee members.
- Contributes to human resources activities including recruitment, classification, compensation, benefits administration, retirement, employee and labor relations, human resources policies, employee training, volunteers, and related program areas
- ~~Manages the District’s benefits programs, including proper participation in CalPERS and compliance with the District’s CalPERS contracts and CalPERS regulations.~~
- Manages the District’s risk management and insurance programs for compliance, assures points for rate reduction are obtained for annual insurance renewal.
- Participates as a contributory member of the District Management team coordinating efforts with the General Manager and all other departments; demonstrates strong professional skills with the Board of Directors, committees, other agencies, the public and staff; attends meetings as assigned; attends Board of Directors, Administration and Finance Committee and other Committee meetings as required; prepares and presents reports to the General Manager, Board of Directors, and other public agencies or groups, analyzes complex technical challenges and evaluates alternative solutions.

PHYSICAL, MENTAL AND ENVIRONMENTAL WORKING CONDITIONS:

Position requires prolonged sitting, standing, walking, reaching, twisting, kneeling, bending, squatting and stooping in the performance of daily activities. The position also requires grasping, repetitive hand movement and fine coordination in preparing statistical reports and data using a computer keyboard. Additionally, the position requires both near and far vision in reading correspondence, statistical data and using a computer. Acute hearing is required when providing phone and personal service. The need to lift, drag and push files, paper and documents weighing up to 25 pounds is also required.

Some of these requirements may be accommodated for otherwise qualified individuals requiring and requesting such accommodations.

REQUIRED EDUCATION AND EXPERIENCE:

- Any combination of education and experience that has provided the knowledge, skills and abilities necessary for a Finance/Human Resources Officer’s duties as described above.
- A college-level Associates degree is required. A Bachelor’s degree is preferred.
- Experience in a government agency, special district, or with fund accounting is highly desirable.
- At least two years of increasingly responsible experience including supervision, governmental finance and budget, human resources and risk management is highly desirable to perform the above duties and responsibilities at the professional level desired by the District.

EQUAL OPPORTUNITY EMPLOYER

Cameron Park Community Services District is an Equal Opportunity Employer.

Reviewed By:	Name	Date:	Date
Approved By:	Name	Date:	Date
Last Updated By:	Name	Date/Time:	Date/Time

Cameron Park Community Services District

Job Title:	Parks and Recreation Manager	Department/Group:	Parks and Recreation
Location:	Cameron Park Lake/CSD Office	Will Train Applicant(s):	Specific to assigned duties
Level/Salary Range:		Position Type:	Full-Time
OFFICE ADDRESS: Cameron Park Community Services District 2502 Country Club Drive Cameron Park, CA 95682 www.cameronpark.org		BENEFITS: <input checked="" type="checkbox"/> Full-Time with all Benefits <input type="checkbox"/> Part-Time with Health only Benefits <input type="checkbox"/> Less than Part-Time with no Benefits <input type="checkbox"/> Seasonal with no Benefits	
Job Description			

GENERAL DESCRIPTION OF POSITION

Under the direction of and coordination with the General Manager, the Director of Parks and Recreation: plans, manages, oversees and directs the operations and services of the Parks and Recreation Departments; functional areas of responsibility include, facilities, neighborhood parks, athletic fields, parks administration, youth and adults sports, youth development, senior center, aquatics, special interests classes, and related program areas; and Lighting and Landscape Districts, (LLAD's); coordinates with Finance staff on Capital Improvement Plan and Capital Reserve Fund activities; develops implements and maintains departmental goals, objectives, policies and procedures, work standards and internal controls; participates as a contributory member of the District Management team, coordinating efforts with the General Manager and all other departments; and performs related duties as required. This is an Exempt position.

DISTINGUISHING CHARACTERISTICS:

The Director of Parks and Recreation is the Senior Management level class responsible for the development, maintenance and safe operation of functions related to all Parks and Recreation; originating, carrying out, reviewing, interpreting and coordinating functions and policies related to parks and facilities maintenance, operation and renovation, and the design, development; oversight of new parks, facilities, and recreational programs. In coordination with the General Manager, rRepresent the District on matters before public and private groups and individuals. And sServe as liaison to other governmental agencies. Grant administration, compliance, and application. Oversee delegated consultant services.

Departmental planning and operations are coordinated with the activities of other District departments and are developed within District policies and the District's Strategic Plan. The Director of Parks and Recreation has primary responsibility for dealing with difficult matters involving assigned departmental programs, including interpretation of related codes, ordinances and regulations and for ensuring compliance with local, state and federal law. The position requires a demonstrated ability for working successfully with citizens, planning groups, neighborhood associations, board level committees and other organizations and individuals. The position requires considerable contact and the ability to have a successful working relationship with appointed committees and elected boards. This position requires a high degree of independence and professional judgment, as well as considerable experience in personnel management and public relations.

SUPERVISION RECEIVED/EXERCISED:

Incumbents in this position exercises direct and indirect supervision over supervisory, professional, maintenance, recreation and clerical staff. This classification is distinguished from the next higher classification of General Manager in that the latter has management responsibility over all departments.

ESSENTIAL JOB DUTIES

- This position has responsibility for planning, coordinating and directing the activities, operations and services of the Parks and Recreation Departments; plans, supervises, coordinates, prioritizes

and monitors for District parks and facilities maintenance and development; conducts staff meetings; monitors performance of department staff; coordinates the work of the Parks and Recreation Departments with other District departments and divisions, outside agencies, community groups and the public.

- Communicates the District's mission and vision to employees and carries out responsibilities in accordance with the District's policies, mission and applicable laws.
- In coordination with the HR Department Recruits recruits, hires, trains, schedules, motivates, develops, evaluates and supervises staff. coordinates and participates in the recruitment, selection, and training, assignment of work, management, discipline and termination of full-time and part-time personnel; assumes responsibility for motivating and evaluating assigned personnel; provides necessary training; and in coordination with the HR department, initiates disciplinary procedures as is appropriate, up to and including termination.
- Manages capital improvement and facility development projects, including design and construction documentation, and contract management. Meets with contractors and bidders; verifies contractors' requests for additional work; assists in development or revision of contract specifications and preparation of budgets gauged on area needs.
- Assists General Manager in the development and implementation of division and departmental policy; prepares reports, studies, and correspondence as required.
- Participates as a contributory member of the District Management team coordinating efforts with the General Manager and all other departments; attends and facilitates meetings as assigned; attends Board of Directors' meetings as required; prepares and presents reports to the General Manager, Board of Directors, and other public agencies or groups, analyzes complex technical challenges and evaluates alternative solutions.
- In coordination with the General Manager and Finance Officer, develops memorandums of understanding with community, school and governmental organizations to facilitate use of facilities for recreation programs for approval.
- May assist with long range planning for recreational facilities based on participant needs and desires, and community input.
- Develops, monitors and administers the annual Parks and Recreation Departments' budget, including manpower needs, salary expenses, operating services and supplies, equipment needs and recommended capital improvement projects; monitors monthly budget reports for all program areas.
- Serves as Risk Manager for the Department, working with the Director of Finance and Administration, including development of safety programs, providing safety training for Department personnel, and staff adherence to safe work practices.
- Manages the preparation of maintenance records related to supplies, equipment, parks, landscape areas and maintenance activities.
- Oversees the inspection of parks and facilities for safety and maintenance needs.
- Responds to District emergencies. Assists and coordinates disaster relief.
- Prepares work programs and estimates; develops and maintains short and long-range maintenance schedules for assigned areas; develops cost estimates for implementation of maintenance programs; maintains tracking systems for all work.
- Directs the procurement of equipment, materials and services, ensuring that all purchasing is conducted in compliance with mandated and District policies, procedures, rules and regulations; prepares, reviews and authorizes related supplies and equipment purchases
- Develops, implements, monitors and directs staff in the evaluation of the District's Best Practices Standards for design and maintenance; evaluates impact on District operations and recommends and implements procedural improvements.
- Oversees final contract documents, construction plans and specifications for capital improvement projects; advertises for public bids; prepares recommendation for Board approval.
- Assist in developing, updating, implementing, and managing Park and Landscape Standards, Nexus Studies, Developer Fees, Community Facilities Districts, and Assessment Districts
- Work flexible hours, including evenings and weekends as business needs require.
- Coordinate, manage and respond to after-hours calls.
- Responds to the more difficult questions and concerns from the public, contractors, vendors and

outside agencies; provides information as is appropriate and resolves public service or operational complaints; establishes and maintains customer service orientation within the unit.

QUALIFICATIONS AND EDUCATION REQUIREMENTS

- Minimum three (5) years full-time experience with a park agency working in community centers, parks, open space, trails, playgrounds and aquatic facilities,
- Minimum of three (5) years as a supervisor; or an equivalent combination of education and experience.
- Associate degree from an accredited two-year college in Recreation Administration, Park Management, Horticulture or related field preferred.

PREFERRED SKILLS AND/OR CERTIFICATIONS (or ability to obtain within one (1) year)

Certain assignments may require certification. Certification must be retained throughout employment as a condition of employment.

- First Aid, Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillation (AED) Certificates
- Landscape Irrigation Auditor certification.

SPECIAL REQUIREMENTS:

- Possession of a valid Class C California driver's license and good safe driving record with proof of insurability is required and must be maintained throughout employment.
- Undergo medical examination, drug screening and Department of Justice background check.
- This position may require flexible work hours.

EQUAL OPPORTUNITY EMPLOYER

Cameron Park Community Services District is an Equal Opportunity Employer.



Agenda Transmittal

DATE: October 16, 2024
FROM: Alan Gardner, General Manager

AGENDA ITEM #8B: Fourth Amendment to Waste Connections of California, Inc., doing business as El Dorado Disposal Services Contract.

RECOMMENDED ACTION: Approve Fourth Amendment to Waste Connections of California, Inc., doing business as El Dorado Disposal Services Contract.

Discussion

The Board requested a phrase be added to the contract with Waste Disposal that could cure the issue of garbage cans with open tops being charged \$5.

Counsel was unable to go directly to the company because he had to go through their attorneys after the question was raised at the June Board meeting.

The attached letter's proposed language is essentially the same as the one the Company included in a customer handout, except for the prohibition language added by our counsel. It provides that if the can top is down, there is no fine. If the can top is not fully down, then the extra charge can apply.

Staff requests you approve this letter, and staff will present it to the Company as a resolution to the issues raised in our June Board meeting.

Attachment:

1. Proposed Fourth Amendment to Waste Disposal Agreement

**FOURTH AMENDMENT
TO SOLID WASTE SERVICES AGREEMENT
BETWEEN
CAMERON PARK COMMUNITY SERVICES DISTRICT
AND
WASTE CONNECTIONS OF CALIFORNIA, INC., doing business as
EL DORADO DISPOSAL SERVICES**

This FOURTH AMENDMENT TO SOLID WASTE SERVICES AGREEMENT (hereafter, “Fourth Amendment”) between Cameron Park Community Services District (hereafter, “the District”) and Waste Connections of California, Inc., a California corporation, doing business as El Dorado Disposal Services (hereafter, “Contractor”), is entered into as of October ___, 2024, in connection with the collection, transportation, and disposal of solid waste. The District and Contractor are sometimes jointly referred to herein as “the Parties.”

RECITALS

WHEREAS, the District and Contractor entered into a Solid Waste Services Agreement in 2008 (hereafter, “the Original Agreement”) to provide for mandatory solid waste collection in the District; and

WHEREAS, the District and Contractor entered a First Amendment to the Original Agreement in 2010, a Second Amendment to the Original Agreement in 2012, and a Third Amendment to the Original Agreement in 2020 (the Original Agreement and all amendments thereto as hereafter referred to as “the Agreement”) to provide for mandatory solid waste collection in the District; and

WHEREAS, on June 19, 2024, the District approved Resolution 2024-14 which implemented a rate increase in the amount charged to customers by Contractor; and

WHEREAS, District and Contractor wish to clarify the circumstances under the Agreement in which Contractor may charge District customers an “Extra Trash Charge” when a trash receptacle is filled with trash such that the lid of said trash receptacle does not fully close; and

WHEREAS, the District and Contractor wish to amend the Agreement as described below;

NOW THEREFORE, the Parties agree to amend the Agreement with the Fourth Amendment as follows:

1. Amendment to Section 18(A)(2): Section 18(A)(2) of the Agreement is hereby stricken in its entirety and replaced to read as follows:

(2) Extra Charges. Contractor shall not impose extra charges on Customers for extra service or for other reasons, except where expressly allowed by the Rate Schedule by the Board. The allowed "Extra Trash Charge" permitted by the Rate Schedule shall include imposition of an extra charge when a trash container lid does not fully close on said container.

2. Agreement. Except as specifically amended by this Fourth Amendment, the terms and conditions of the Agreement prior to the date hereof shall remain in full force and effect. From and after the date of this Fourth Amendment, all references to the term "Agreement" in this Fourth Amendment and in the Original Agreement shall include the terms contained in this Fourth Amendment.

3. Counterparts. This Fourth Amendment may be executed in any number of counterparts, whether by facsimile or original or electronic execution, and each said counterpart shall be deemed an original and all of which together shall constitute one and the same instrument.

4. Authorization. Each party executing this Fourth Amendment represents and warrants that it is duly authorized to cause this Fourth Amendment to be executed and delivered.

IN WITNESS WHEREOF, the Parties execute this Fourth Amendment to Solid Waste Services Agreement as of the date first above.

CAMERON PARK COMMUNITY SERVICES DISTRICT

By: _____

Name: Monique Scobey

Title: President, Board of Directors

ATTEST:

By: _____

Title: _____

WASTE CONNECTIONS OF CALIFORNIA, INC. dba EL DORADO DISPOSAL SERVICES

By: _____

Name: _____

Title: _____