

Arden Park Recreation Park District
Total Compensation Survey
District Administrator

Agency	Agency's Classification/Job Title	Monthly Salary Range Minimum or Entry Step*	Monthly Salary Range Maximum or Top Step*	FY 2020-2021 Actual % Pay Increase Granted	Standard Work Week Schedule (i.e. 8-5, 9-80, every other Friday off, flex, etc)	Longevity Pay (i.e., 5%)	At-Will Employment (Y or N)
Arden Park	Administrator	\$5,819	\$7,073	0%	8-5 M-F	0%	Y
Arcade Creek Recreation and Park District	General Manager	\$5,342	\$6,818	0%	8-5	0%	Y
North Highlands Recreation and Park District	Administrator		\$9,141	0%	9/80 with every other Friday off	0%	Y
Orangevale	Administrator	\$7,005	\$9,004	0%	8-5 M-F	5%	Y
Rio Linda Elverta	Administrator	\$8,291	\$9,788	0%	8-5 M-F	0%	Y
Carmichael	Administrator	\$9,103	\$11,062	0%	7-4 M-F	0%	N
	Avg Prevailing Market Rates =		\$7,112	\$8,814			

**Arden Park Recreation Park District
Total Compensation Survey
Park Maintenance Supervisor**

Agency	Agency's Classification/Job Title	Monthly Salary Range Minimum or Entry Step*	Monthly Salary Range Maximum or Top Step*	Standard Work Week Schedule (i.e. 8-5, 9-80, every other Friday off, flex, etc)	FY 2020-2021 Actual % Pay Increase Granted	Longevity Pay (i.e., 5%)	At-Will Employment (Y or N)
Arden Park	Park Supervisor	\$4,077	\$4,995	6-2:30	0	0	Y
North Highlands	Park Maintenance Supervisor		\$4,980	M-F 40 hours		0%	N
Orangevale	Parks Foreman	\$4,200	\$5,361	7-4 M-F		5	Y
Rio Linda Elverta	Park Supervisor	\$4,545	\$5,805	7-3 M-F	3%	0	Y
Carmichael	Park Maintenance Supervisor	\$4,493	\$5,461	6-2:30		5%-20%	N
Avg Prevailing Market Rates =		\$4,329	\$5,406				

**Arden Park Recreation Park District
Total Compensation Survey
Recreation Supervisor**

Agency	Agency's Classification/Job Title	Monthly Salary Range Minimum or Entry Step*	Monthly Salary Range Maximum or Top Step*	Standard Work Week Schedule (i.e. 8-5, 9-80, every other Friday off, flex, etc)	FY 20-21 Actual % Pay Increase Granted	Longevity Pay (i.e., 5%)	At-Will Employment (Y or N)
Arden Park	Recreation Supervisor	\$4,077	\$4,955	8-5 M-F	0%	0	Y
North Highlands	Recreation Supervisor		\$4,980	M-F 40 hours	0%	0%	N
Orangevale	Recreation Supervisor	\$4,200	\$5,852	8-5 M-F	0%	5	Y
Rio Lind Elverta	Recreation Supervisor	\$4,545	\$5,805	8-4 M-F	3%	0	Y
Carmichael	Recreation Supervisor	\$4,861	\$5,910	8-5 M-F	5%	5%-20%	
Avg Prevailing Market Rates =		\$4,421	\$5,631				

**Arden Park Recreation Park District
Total Compensation Survey
Administrative Assistant**

Survey Benchmark Classification	Agency's Classification/Job Title	Monthly Salary Range Minimum or Entry Step*	Monthly Salary Range Maximum or Top Step*	Standard Work Week Schedule (i.e. 8-5, 9-80, every other Friday off, flex, etc)	FY 20--21 Actual % Pay Increase Granted	Longevity Pay (i.e., 5%)	At-Will Employment (Y or N)
Arden Park	Administrative Assistant	\$3,557	\$4,323	8-5 M-F	0	0	Y
Arcade Creek Recreation and Park District	Office Manager	\$3,892	\$4,966	8-4	5%	0	Y
North Highlands	Administrative Office Manager		\$4,980	M-F 40 hours	0%	0%	N
Orangevale	Admin Services Coordinator	\$3,500	\$4,467	M_F 8-5	0%	5	Y
Rio Linda Elverta	Administrative Analyst*	4945	6321	8-2 M-F	3	0	Y
Avg Prevailing Market Rates =		\$3,650	\$4,684				

Arden Park Recreation Park District
Total Compensation Survey
Park Maintenance Worker II

Survey Benchmark Classification	Agency's Classification/Job Title	Monthly Salary Range Minimum or Entry Step*	Monthly Salary Range Maximum or Top Step*	Standard Work Week Schedule (i.e. 8-5, 9-80, every other Friday off, flex, etc)	FY 20-21 Average Actual % Pay Increase Granted	Longevity Pay (i.e., 5%)	At-Will Employment (Y or N)
Arden Park	Park Maintenance Worker II	\$2,780	\$3,379	6-2:30	0%	0	Y
North Highlands	Park Forman		3784	M-F 40 hours	0	\$0	N
Orangevale	Park Maintenance Worker II	\$3,182	\$4,061	7-4 M-F	5%	5	Y
Rio Linda Elverta	Park Maintenance Worker II	\$3,351	\$4,278	7-3 M-F	3%	0	Y
Carmichael	Park Maintenance Worker II	\$3,730	\$4,531	6-2:30	5%	5%-20%	
Avg Prevailing Market Rates =		\$3,104	\$3,876				

**Arden Park Recreation Park District
Total Compensation Survey
Park Maintenance Worker I**

Survey Benchmark Classification	Agency's Classification/Job Title	Monthly Salary Range Minimum or Entry Step*	Monthly Salary Range Maximum or Top Step*	Standard Work Week Schedule (i.e. 8-5, 9-80, every other Friday off, flex, etc)	FY 20-21 Average Actual % Pay Increase Granted	Longevity Pay (i.e., 5%)	At-Will Employment (Y or N)
Arden Park	Park Maintenance Worker I	\$2,333	\$2,863	6-2:30	0	0	Y
Arcade Creek Recreation and Park District	Park Maintenance Lead Worker	\$2,974	\$3,874	flex	5%	0	y
North Highlands	Park Maintenance Worker		\$3,450	M-F 40 Hours	0%	0%	N
Orangevale	Park Maintenance Worker I	\$2,697	\$3,442	7-4 M-F	5%	5	Y
Rio Linda Elverta	Park Maintenance Worker II	\$2,851	\$3,638	7-3 M-f	3%	0	Y
Carmichael	Park Maintenance Worker I	\$3,384	\$4,113	6-2:30	5%	5%-20%	N
Avg Prevailing Market Rates =		\$2,714	\$3,453				

**Arden Park Recreation Park District
Total Compensation Survey
Organization Scope**

JOB SCOPE AND ORGANIZATIONAL SERVICES					
Name of Survey Agency	Administrative Office Location (City)	Population Served (Estimate)	# of Budgeted Regular F/T and P/T Employees	2020-21 Annual Operating Budget \$	Scope of Services Provided (i.e., Types of programming offered)
Arcade Creek Recreation and Park District	Sacramento	22,500	3-F/T < 2-P/T	\$646,600.00 + \$266,000.00 pay-off of PERS UAL	Facilities rented/leased to licensed instructors to run and operate their programs. Facilities will be rented to community members for events and festivals.
Arden Manor Park and Recreation District	Sacramento	22,500	2 FT / 25 PT/season		Youth and adult recreation programs(i.e.. Afterschool program)
Auburn Area Recreation & Park District	Auburn	13,953	80 FT/PT		Parks, recreation, facilities, and various classes.
Carmichael Recreation & Park District	Carmichael	52,000	20 FT/PT		Recreation - Sports, Programs, & Events; Parks - Community & Neighborhood Parks, and Open Space.
Chico Area Parks & Recreation District	Chico	105000	33 FT approx. 350 PT		Parks and Recreation: youth & adult sports, afterschool program, senior programs, camps, aquatics, nature center, and classes
Cosumnes Community Services District	Elk Grove	186,000	71 FT/PT		Recreation, aquatics, adult and youth sports, before and after school, preschool, special events and recreation classes
El Dorado Hills Community Services District	El Dorado Hills	42,108	27 FT/180 PT/Seasonal		Parks and Recreation, Franchise and CC&R & Design Review Services
Fulton El Camino Recreation and Park District	Sacramento	32,000	10 F/T - 5 Reg P/T		Recreation, aquatics, adult and youth sports, before and after school, preschool, special events and recreation classes
Mission Oaks Recreation & Park District	Carmichael	62500	11 FT 15 RPT		Parks, Recreation Activities, Classes, Programs, & Special Events
North Highlands Recreation and Park District	North Highlands	44,000	12 FT - 41 PT		Park Rentals,Gym Rentals,Building Rentals,Yth Bball,Yth Vball, Yth Ftbball,Yth Soccer,Adult Bball,Adult Vball,Swim Lessons,Swim Team,Sr. Movie Day,Sr Cards,Harvest Club,Science Camp
North of the River Recreation and Park District	Bakersfield	125,000	226 FT/PT		Over 200 classes/programs are offered each year for public participation. Programs are conducted for all ages including preschoolers through senior citizens. NOR conducts after school sports programs for Standard, Beardsley, Fruitvale, Rosedale and Norris School Districts. Three District gymnasiums/recreation centers and three school gymnasiums are programmed on a joint use basis with school districts. Grant funds provide for a large senior program including two nutrition/program centers, senior and handicapped transportation programs, home delivery of meals and homemaker services.
Orangevale Recreation & Park District	Orangevale	32,000	12FT, 150PT		153 Acres Parkland, Comm. Ctr, Pool, Pre-school, Youth Center, Classes, Special Events, Youth Sports, Pre-school, Aquatics
Rio Linda Elverta Recreation and Park District	Rio Linda	33,000	6 F/T and 7 P/T not including summer help		Senior Meals, Karate, Yoga, Zumba, Swim Lessons, Swim Team, Adult Softball, Pickle Ball, and similar activities.
Sunrise Recreation and Park District	Citrus Heights	165,000	19 F/T		Recreation Programs, Parks, Facilities, Pool, Day Care.
Truckee Donner Recreation and Park District	Truckee	17,000	29 FT and around 60 PT		Parks, recreation, golf, beach, rentals, services, classes, pre-school, and similar activities.
Arden Park & Recreation District	Sacramento	5,000	6 FT, 10 PT, 30 Seasonal	\$913,853	Parks, Recreational Activities and Classes, Maintenance Services

**Arden Park Recreation Park District
Total Compensation Survey
Health and Welfare Practices**

HEALTH AND WELFARE PRACTICES											
Name of Survey Agency (organizations of comparable size to Arden shown in orange)	Types of Paid Health Care Coverage (HMO/PPO/POS/Health Savings Account); or Combined Cafeteria Plan	Combined Cafeteria Plan And Employer Paid Amount (e.g., \$1,500- i.e., covers health and dental insurance)	Employer Health Care Monthly Contribution (EE+Fam)	Employer Dental and Orthodontia Plan Types	Employer Dental Care Monthly Contribution (EE+fam)	Employer Vision Plan Types	Employer Vision Care Monthly Contribution (EE+fam)	Monthly \$ Paid for Waiver of Health & Welfare Benefits. Please indicate if the waived amount can be used toward another benefit, ie. Deferred comp.	Psychiatric (CPSC) Plan Benefit Eligibility	Employer Paid Long-Term Disability (LTD) Yes/No	Policy Value of Life Insurance Coverage (i.e., 2 times annual salary)
Arcade Creek Recreation and Park District	Health Maintenance Organization (HMO)	N/A	100% EE @ \$691 mthly. \$0 for dependents	PPO	100% employee only paid @ \$42.95 monthly	VSP	100% of employee coverage only	\$0	N/A	No	N/A
Arden Manor Park and Recreation District	HMO: Kaiser Platinum 90/ \$0/\$15	N/A	\$1,688/month applied to bundled medical and vision plan	Delta Care HMO Dental Plan 10A	\$78.62 paid monthly by employer	Bundled in Kaiser Vision Plan	Included in medical plan coverage	\$75	N/A	Yes	N/A
Auburn Area Recreation & Park District	HMO and Health Savings Account Plan (HSA)	Cafeteria plan- \$888/month applied to employee medical ins.	\$159/mo can be applied to cost of additional dependents	Humana PPO	\$48.20 employee only dental	N/A	N/A	\$0	N/A	No	\$50,000 basic term life insurance
Carmichael Recreation & Park District	HMO: Sutter Health Plus, Kaiser, & Western Health Advantage HMO(most popular)	N/A	Under Western Health Plan- up to \$1,843/month depending upon plan selection	Delta Dental PPO + Orthodontia	\$125 monthly under Western Health Plan	Bundled in Kaiser; VSP for non-Kaiser	Fixed amount applied to VSP (\$13.30/month)	\$0	included under Health Plan	No	\$18,000 Non-Mgmt; \$50,000 Mgmt EE pd opt life up to 5x salary \$600k max + basic cov
Chico Area Parks & Recreation District	PPO (most popular) and High Deductible HSA	Cafeteria Plan \$950-\$1,050 per employee, dependent on employee group	Cafeteria amount limit can be applied toward employee or family cost	Humana PPO	Cafeteria amount limit can be applied toward employee or family cost	AES bundled under Humana Plan under Cafeteria Plan	Employee share paid; any additional coverage must be from Cafeteria amount.	\$500	N/A	No	\$50,000
Cosumnes Community Services District	Plan options not specified	Cafeteria Plan	Employer contributes to 90% of premium cost	Included in Cafeteria Plan	Employers pays 100% of dental plan cost	Included in Cafeteria Plan	Covered in Cafeteria Plan	\$0	Yes	Yes	\$20,000 FT Ees; \$50,000 for Mngt
El Dorado Hills Community Services District	CalPERS Medical Plan Options/Vision/Dental (Kaiser is most popular)	Cafeteria Plan option- part of \$1,150 per month	Cafeteria Plan option- part of \$1,150 per month	Delta Dental	Cafeteria Plan option- part of \$1,150 per month	Co-Power/VSP option	Cafeteria Plan option- part of \$1,150 per month	\$1.150 per month can be applied to flexspending, 457 or cash in lieu	EAP-Sutter Health	No	\$10,000 flat amount per employee
Fulton El Camino Recreation and Park District	HMO*/PPO/POS	N/A	\$2296.39 per month based on family plan option	Delta Dental PPO	\$169.05 monthly under HMO plan	VSP	Employer payment of \$29.30 based on most popular plan.	\$0	\$0	Yes	Policy value = % of monthly gross salary
Mission Oaks Recreation & Park District	HMO	N/A	\$1595.50 monthly under Medical Plan only	Delta Dental	\$121.02 monthly under HMO plan	VSP	Included in Medical	\$0	Included in HMO	No	Basic Only - \$18,000
North Highlands Recreation and Park District	HMO	N/A	cosDistrict Pays 100% Of Employee only cost	Copower - Delta Dental	District Pays 100% Of Employee only	Copower - VSP option	District Pays 100% Of Employee only	\$0	N/A	No	\$25,000
North of the River Recreation and Park District	HMO	N/A	District Pays 100% Of Employee only cost	HMO or PPO	EE + family	VSP	EE + family	FT=up to \$3,000 and PT-up to \$1,500 annual contribution match into 457 plan	N/A	Yes	\$10,000
Orangevale Recreation & Park District	HMO - Kaiser, Sutter	N/A	\$1,450 per month. Covers 100% of employee only & 65% of dependent cost	Delta	\$125/month employer contribution	Bundled in Kaiser Vision Plan	Included in medical plan coverage	\$0	N/A	No	\$18,000
Rio Linda Elverta Recreation and Park District	PPO-Kaiser	N/A	EE only coverage-age-rated contributions	Delta Dental	EE only-\$47/month	VSP	EE Only - \$9.10/month	\$0	N/A	Yes	25,000
Sunrise Recreation and Park District	HMO: Sutter Health Plus, Kaiser, & Western Health Advantage HMO(most popular)	N/A	\$1,772.78 under Western Health Advantage Plan	Delta Dental	\$125.01 per month under Western Health Advantage plan	Bundled in Kaiser Vision Plan	Included in Medical	\$0	N/A	No	\$18,000
Truckee Donner Recreation and Park District	High deductible health plan-options not specified	100% ee, 85% dependents	HSA \$4,000 for family, \$2,000 for single	Dental through Metlife	100% ee, 85% dependents	VSP	100% ee, 85% dependents	\$100 for ee, \$100 for spouse, \$35 for children	N/A	No	1x salary
Arden Park & Recreation District	Kaiser Medical Group	N/A	100% EE only; age rated- average monthly cost is \$743 per month per EE	Delta Dental- average cost is \$32 per month per EE.	100% EE only	Included in Kaiser Medical Plan	100% EE only	N/A	Psychiatric benefits are provided under the Behavior Health plan.	N/A	N/A

**Arden Park Recreation Park District
Total Compensation Survey
Paid Time Off Practices**

PAID TIME OFF PRACTICES								
Name of Survey Agency	VACATION LEAVE (FT Accrual Rate)			SICK LEAVE (FT Accrual Rate)				Holidays Days/Hours (FT-Year)
	# of Years	# of Days	Max Days	# of Years	Days Per Year	Max Days	Buy Back (yes/no)	
Arcade Creek Recreation and Park District	1-5 yrs	12 days		1-5 yrs	12 days		No	12 Days
	6-10 yrs	15 day		6-10 yrs	12 days		No	
	11-15 yrs			11-15 yrs	12 days	Cumulative to a max of 1040 days	No	
	16-20 yrs	Add 1 addtl day for each yr of srvc	Max of 30 days	16-20 yrs	12 days		No	
	20+ yrs			20+ yrs	12 days		No	
	PTO	N/A		PTO	N/A			
Aden Manor	1-3 yrs	12 days		1-3 yrs	1 day		No	12 Days
	4-6 yrs	15 days		4-6 yrs	1 day		No	
	7-9 yrs	18 days		7-9 yrs	1 day		No	
	10-12 yrs	21 days		10-12 yrs	1 day		No	
	14+ yrs	24 days		14+ yrs	1 day		No	
	PTO	N/A		PTO	N/A			
Auburn Area Recreation & Park District	1-2 yrs	16.87 days	42.37 days	Included in PTO				12 Days
	3-5 yrs	21 days	46.5 days					
	6-10 yrs	24.75 days	50.25 days					
	11-16 yrs	28.5 days	54 days					
	16+ yrs	32.25 days	57.75 days					
	PTO	Yes						
Carmichael Recreation & Park District	1-3 yrs	12 days	40 days	1-3 yrs	15 days	unlimited	No	
	4-15 yrs	18 days	40 days	4-15 yrs	15 days	unlimited	No	
	15+ yrs	24 days	40 days	15+ yrs	15 days	unlimited	No	
	PTO	N/A	N/A	PTO	N/A	N/A		
	PTO	N/A	N/A	PTO	N/A	N/A		
	PTO	N/A	N/A	PTO	N/A	N/A		
Chico Area Recreation & Park District	1-3 yrs	10 days	10 days	All yrs	12 days	N/A	Yes	12 days plus additional 6 days during december holidays. (our office is closed the same 2 weeks the school district is out of school)
	4-10 yrs	15 days	15 days					
	11+ yrs	20 days	20 days					
	PTO	N/A						
Cosumnes Community Services District	1-5 yrs			1-5 yrs	12 days		No	13 days and 1 floating day
	6-10 yrs			6-10 yrs	12 days		No	
	11-15 yrs			11-15 yrs	12 days		No	
	16-20 yrs			16-20 yrs	12 days		No	
	20+ yrs			20+ yrs	12 days		No	
	PTO	N/A		PTO	N/A			
El Dorado Hills Community Services District	1-5 yrs	13 days	32 days	1-5 yrs	12 days	N/A	No	12 Days
	6-10 yrs	16 days	32 days	6-10 yrs	12 days	N/A	Yes	
	11-15 yrs	20 days	32 days	11-15 yrs	12 days	N/A	Yes	
	16-20 yrs	20 days	32 days	16-20 yrs	12 days	N/A	Yes	
	20+ yrs	20 days	32 days	20+ yrs	12 days	N/A	Yes	
	PTO	N/A		PTO	N/A			
Fulton El Camino RPD	1-3 yrs	12 days	30 days	1-3 yrs	15 days	N/A	Yes	12 Days
	4-9 yrs	17 days	30 days	4-9 yrs	15 days	N/A	Yes	
	10+ yrs	22 days	30 days	10+ yrs	15 days	N/A	Yes	
	PTO Admin	5 days	5 days					
	PTO Rec	10 days	10 days					
	Floater	3 days	3 days					
Mission Oaks	1-3 yrs	13 days	13 days	1-3 yrs	15 days	15 days	No	12 Days
	4-10 yrs	18 days	18 days	4-10 yrs	15 days	15 days	No	
	11-15 yrs	23 days	23 days	11-15 yrs	15 days	15 days	No	
	16-20 yrs	23 days	23 days	16-20 yrs	15 days	15 days	No	
	20+ yrs	23 days	23 days	20+ yrs	15 days	15 days	No	
	PTO	N/A	N/A	PTO	N/A	N/A	No	
North Highlands Recreation & Park District	1-3 yrs	12 days	30 yrs	1-3 yrs	12 days		No	14 Days
	3-8 yrs	15 days	30 yrs	3-8 yrs	12 days		No	
	8-15 yrs	20 days	30 yrs	8-15 yrs	12 days		No	
	15+ yrs	24 days	40 yrs	15+ yrs	12 days		No	
	PTO	N/A		PTO	N/A			
	PTO	N/A		PTO	N/A			
North of the River Recreation and Park District	1-5 yrs	11.375 days	30 days	1-5 yrs	13 days		No	12 Days
	6-10 yrs	16.25 days	45 days	6-10 yrs	13 days		No	
	11-15 yrs	16.25 days	45 days	11-15 yrs	13 days		No	
	16-20 yrs	21.125 days	60 days	16-20 yrs	13 days		No	
	20+ yrs	21.125 days	60 days	20+ yrs	13 days		No	
	PTO	N/A		PTO	N/A		No	
Orangevale Recreation & Park District	0-3 yrs	12 days	32 days	All yrs	13.8 days	Unlimited	No	12 Days
	4-9 yrs	15 days	32 days					
	10+ yrs	18 days	320 days					
	PTO	N/A		PTO	N/A			
	PTO	N/A		PTO	N/A			
	PTO	N/A		PTO	N/A			
Rio Linda Elverta Recreation and Park District	1 yr	6 days	30 days	All Yrs	12 days	N/A	No	11 Days
	2-5 yrs	11 days	30 days					
	6-10 yrs	16 days	30 days					
	11 yrs	10 days	30 days					
	12+ yrs	1 day per year	30 days					
	PTO	1 day per year		PTO	N/A			
Sunrise Recreation and Park District	1-3 yrs	10 days	50 days	1-3 yrs	12 days	No Max	No	12 Days
	4-8 yrs	15 days	50 days	4-8 yrs	12 days	No Max	No	
	8-13 yrs	18 days	50 days	8-13 yrs	12 days	No Max	No	
	14-18 yrs	20 days	50 days	14-18 yrs	12 days	No Max	No	
	19+ yrs	22 days	50 days	19+ yrs	12 days	No Max	No	
	PTO	N/A		PTO	N/A			
Truckee Donner Recreation and Park District	1-2 yrs	10 days	30 days	All yrs	12 days	No max	Yes, 50%	12 days
	3-7 yrs	15 days	30 days					
	8-10 yrs	17 days	30 days					
	11+ yrs	20 days	30 days					
	PTO	N/A		PTO	N/A			
	PTO	N/A		PTO	N/A			
Arden Park and Recreation District	1-3 yrs	10 days		All yrs	1 day	60 days	Yes	12 Days
	4-10 yrs	15 days						
	10+ yrs	15 days + 8 addtl hrs/yr of service over 10 yrs	30 days/yr					
	PTO	N/A		PTO	N/A			

**Arden Park Recreation Park District
Total Compensation Survey
Retirement and Deferred Comp**

RETIREMENT, DEFERRED COMPENSATION, AND SAVINGS PLANS								
Name of Survey Agency	Types of Retirement Plans Offered (e.g., 401(a), 403(b), 457 deferred compensation plan)	Deferred Comp or Savings Matching By Employer (% Employer Match or \$) Explain	EE Matching Contribution to PERS (i.e. 1% by EE for 2.75% at 55)	Employer's Share of Employer Contribution of PERS (i.e., 11.07%)	Employer's Actual Paid % of Employer Contribution (i.e., 11.07%)	Employee (Member) % Share of PERS contribution (i.e., 8.00%)	Employee (Member) Actual % PERS Contribution (i.e., 4.00%)	Other Types of Retirement Plans (i.e. PARS) and Contributions
Arcade Creek Recreation and Park District	N/A	N/A	7% by EE for 2@ at 55	8.377%	N/A	N/A	7%	N/A
Arden Manor Park and Recreation District	AUL	5%	2%	N/A	N/A	N/A	N/A	N/A
Auburn Area Recreation & Park District	CalPERS and 457 Deferred Compensation	\$250.00	2% @ 62	0.00%	6.93%	6.50%	7%	None
Carmichael Recreation & Park District	SCERS, SSI, & 457 Plan	0%	EE pays 100% EE share; % Amt based on Tier & Actuarial	ER pays only ER share; % Amt based on Tier & Actuarial	ER pays only ER share; % Amt based on Tier & Actuarial	EE pays 100% EE share; % Amt based on Tier & Actuarial	EE pays 100% EE share; % Amt based on Tier & Actuarial	SSI
Chico Area Parks & Recreation District	CalPERS and 457	N/A	varies depending on employee group	N/A	N/A	N/A	N/A	N/A
Cosumnes Community Services District	CalPers	No Employer Contribution	2% @ 55	N/A	N/A	N/A	7%	N/A
El Dorado Hills Community Services District	CalPERS & CalPERS 457	N/A	N/A	9.56%	9.56%	7%	0%	n/a
Fulton El Camino Recreation and Park District	Calpers 457 optional for employee	N/A	Pers 7%	8.88%	8.88%	7%	7%	PARS
Mission Oaks Recreation & Park District	Qualified Pension Plan - SCERS	Deferred Comp - No Match	2% @ 55.5	Misc Tier 3 - 28.26% Misc Tier 5 - 22.48%	Misc Tier 3 - 28.26% Misc Tier 5 - 22.48%	Misc Tier 3 - 2.98% Misc Tier 5 - 2.51%	Misc Tier 3 - 2.98% Misc Tier 5 - 2.51%	FICA Alternative: PARS - 100% Employee
North Highlands Recreation and Park District	457	8%	N/A	N/A	N/A	N/A	N/A	N/A
North of the River Recreation and Park District	457	Employer match only if EE declines health insurance	N/A	9.61%	9.61%	7.00%	7%	N/A
Orangevale Recreation & Park District	SCERS	None	50/50 of Normal Cost, Old Formula:	N/A	N/A	N/A	N/A	N/A
Rio Linda Elverta Recreation and Park District	401k	N/A	N/A1	N/A	7.50%	N/A	N/A	Pars-3.75%
Sunrise Recreation and Park District	SCERS Tier III	N/A	3.17% 1st \$161 4.76% Over \$161	27.76%	27.76%	3.17% 1st \$161 4.76% Over \$161	3.17% 1st \$161 4.76% Over \$161	N/A
Truckee Donner Recreation and Park District	MPPP	No match, straight 8% provided by District	N/A	N/A	N/A	N/A	N/A	MPPP (8%), and 403(b)
Arden Park and Recreation District	457	3% Base contribution by District+ Up to additional 5% match	N/A	N/A	N/A	N/A	N/A	N/A

Carmichael RPD does not participate in PERS. We are part of the Sacramento County Employees Retirement System.
Plans: 2% @ 55; 2% @ 62 max 2.5% @ 67

**Arden Park Recreation Park District
Total Compensation Survey
Other Plans and Allowances**

OTHER PLANS AND ALLOWANCES						
Name of Survey Agency	Paid Medical Retirement Benefits	Retiree Medical Amount Paid by Employer	Maximum Annual Education Reimbursement	Auto Allowance Monthly (\$) and Eligible Job Classifications	Cell Allowance Monthly (\$)	Other Perquisites (i.e., Annual Executive Physical paid by employer)
Arcade Creek Recreation and Park District	CalPERS	ER contribution towards retiree medical equals @ 5% of current monthly EE's benefits	N/A	N/A	N/A	N/A
Arden Manor Park and Recreation District	N/A	N/A	Yes- under plan requirements	N/A	N/A	N/A
Auburn Area Recreation & Park District	None	N/A	No	N/A	N/A	N/A
Carmichael Recreation & Park District	EE has access but not paid by ER	N/A	\$250/employee	Dist Adm \$500; Mgmt & Sup \$48	N/A - ER provides phones/svc to EE based on need to perform their job.	Administrative Leave - DA: 80 hrs/yr; All other Exempt Positions: 40 hrs/yr.
Chico Area Parks & Recreation District	N/A	N/A	N/A	N/A	N/A	N/A
Cosumnes Community Services District	CalPERS	Yes	N/A	N/A	N/A	N/A
El Dorado Hills Community Services District	CalPERS or paid out 50% of cafeteria amount (\$575)	100% for employee if on District Plan or paid out 50% of cafeteria amount (\$575)	\$2,000 per year	\$400 (GM/Dept. Heads)	\$0	N/A
Fulton El Camino Recreation and Park District	Paid medical for employee only	100%	N/A	\$300/mo- General Manager	N/A	\$300/ year health incentive reimbursement
Mission Oaks Recreation & Park District	N/A	N/A	N/A	\$500 Monthly District Administrator Only	\$40 Monthly for Specific Position	Hiring Purposes Only
North Highlands Recreation and Park District	N/A	N/A	Yes	N/A	\$40	N/A
North of the River Recreation and Park District	N/A	N/A	N/A	N/A	N/A	N/A
Orangevale Recreation & Park District	N/A	N/A	No Set Amount	None	\$25	N/A
Rio Linda Elverta Recreation and Park District	N/A	N/A	N/A	\$350-District Administrator	N/A	N/A
Sunrise Recreation and Park District	N/A	N/A	\$0	\$200-\$300 for District Administrator, Park and Facilities Superintendent, and Senior Recreation Services Manager	\$60	N/A
Truckee Donner Recreation and Park District	N/A	N/A	\$600	Autos provided to GM, Rec Super, and Park Supvrs	\$40 as applicable	N/A
Arden Park and Recreation District	N/A	N/A	N/A	\$300 for District Administrator	\$40	N/A