

Carmichael



RECREATION AND
PARK DISTRICT

AGENDA
BUDGET COMMITTEE
Friday, April 12, 2024, 9:00 AM
Carmichael Park, 5750 Grant Avenue
Carmichael, CA 95608
At
District Office - Conference Room

Directors: Carroll (Chair), Ives

CALL TO ORDER

PUBLIC OPPORTUNITY TO DISCUSS MATTERS OF PUBLIC INTEREST WITHIN DISTRICT JURISDICTION ON ITEM(S) SCHEDULED ON THE AGENDA

DISCUSSION ITEMS:

1. HEALTH BENEFITS

Review and discussion regarding subsidy level options for 2025, including a High Deductible Plan/Health Savings Account.

- CRPD providing seed money towards the HSA
- Stipend for waiving coverage

2. HOLIDAYS

Review and discussion regarding holidays for *Regular Part-time positions*. Consideration to add three holidays included for Regular Full-time positions: MLK, President's Day, and Veteran's Day. End result: RFT total count 16; RPT total count 10

3. VACATION SELL BACK

Review and discussion regarding a voluntary sell back of up to 40 hours of accumulated vacation up to once per calendar year under certain conditions:

- Years of Service (10 or more continuous)
- Accrual of 300 hours accumulated
- Performance Evaluation Rating
- Minimum of two weeks' vacation used in the preceding 12-month period

4. CRPD FACILITY RENTAL/PROGRAM DISCOUNTS

Review and discussion regarding 15% discount for up to three (3) facility rentals per calendar year; 15% discount for programs/events.

5. CRPD APPAREL

Review and discussion regarding branding apparel for employees.

- Parks Division uniforms – logo added to jackets
- Administration Division (incl AB, DA, and Admin staff – apparel with logo, i.e., shirts, sweaters/cardigans, sweatshirts, etc. (ordered with Recreation Division, 2x/year); limit \$150/pp annually

6. OTHER ITEMS

Daylight other *non-CRPD monetary* policies/procedures and perks/benefits

- Policies/Procedures –
 - “Social Committee(s)” – to plan activities and events for employees
 - One month follow up/orientation for new hires
 - Hybrid/Remote workplace
 - Flexible Schedules

- Discounts –
 - Health Club discounts
 - Cell phone discounts
 - Include info on EAP perks

TIME AND PLACE OF NEXT MEETING:

1. REGULAR MEETING OF ADVISORY BOARD OF DIRECTORS

Advisory Board Regular Meeting to be held April 18, 2024 at 6:00 PM, a Hybrid Meeting in-person and teleconferencing/virtual meeting via Zoom.

ADJOURNMENT

Posted on April 10, 2024 by:

Ingrid S. Penney
Administrative Services Manager for
Clerk of the Advisory Board of Directors

*Denotes that there is no written report (applies to Reports, Action, and Presentation Items)

The Carmichael Recreation & Park District will provide reasonable disability-related modification or accommodation to a person with a disability who requires a modification or accommodation in order to participate in the meeting of the Advisory Board of Directors. Please contact our District Office (916) 485-5322 at least 72 hours before the meeting if you require such modification or accommodation.