



Board of Directors AGENDA

PLEASANT HILL RECREATION & PARK DISTRICT

MISSION STATEMENT

In order to serve the diverse recreational needs of individuals and families and to enrich the quality of life for all residents, the Pleasant Hill Recreation & Park District is committed to providing park facilities, open space, and programs and activities for all ages.

LOCATION: TELECONFERENCE

Join meeting by PC: <https://zoom.us> Meeting ID: 830 3829 1430

Or by Phone 1 (669) 900-9128 Meeting ID: 830 3829 1430

Board of Directors Regular Meeting

Thursday, November 19, 2020

7:00 P.M.

ON MARCH 16, 2020, THE CONTRA COSTA COUNTY HEALTH OFFICER ORDERED ALL INDIVIDUALS LIVING IN THE COUNTY TO SHELTER AT THEIR PLACE OF RESIDENCE, WITH CERTAIN EXCEPTIONS. IN ACCORDANCE WITH THE HEALTH OFFICER'S ORDER AND THE GOVERNOR'S EXECUTIVE ORDERS N-29-20 (MARCH 18, 2020) AND N-33-20 (MARCH 19, 2020) ALL BOARD MEMBERS, STAFF, AND MEMBERS OF THE PUBLIC WILL PARTICIPATE IN THIS MEETING BY TELECONFERENCE TO MITIGATE THE SPREAD OF COVID-19

Members of the public may observe the meeting at the teleconference location above. Members of the public may offer public comment by email to skubota@pleasanthillrec.com prior to the close of the public comment period for the agenda item on which they would like to comment. Staff will share all such comments with the Board at the meeting (subject to the time limits applicable to public comment) and make them part of the record. Alternatively, members of the public may offer public comment orally during the teleconference. Members of the public are requested, but not required, to send an email to skubota@pleasanthillrec.com noting their desire to speak on a given agenda item.

1. Call to Order
2. Roll Call and Pledge of Allegiance
3. Public Comment
Five minutes may be allotted to each speaker and a maximum of twenty (20) minutes to each subject matter. The public may speak regarding agenda items at the time the matter is taken up. Non-agenda items can be addressed under Public Comment.
4. Report from Ex-Officio Sophia De Ville, College Park High School

Documents that are disclosable public records required to be made available under California Government Code Section 54957.5 (b) (1) and (2) are available to the public for inspection at no charge during business hours at our administrative office located at 147 Gregory Lane, Pleasant Hill, California.

The Pleasant Hill Recreation & Park District will provide reasonable disability-related modification or accommodations to a person who requires such in order to participate in the meeting of the Board of Directors. Please contact Susie Kubota (925) 682-0896 at least 48 hours before the meeting.

5. Report from General Manager (Attachment A)
6. Consent Calendar (Attachment B)
 - a. Approve Bills to be Paid Warrants #28791 – 28831 (Exhibit 1)
 - b. Receive CalPERS Additional Findings and Approve Salary Schedules for PERS Eligible Positions for Fiscal Years 2016-17, 2017-2018, 2018-2019 and 2019-2020 (Exhibit 2)
7. Presentation by General Manager Regarding Potential Activities to Celebrate the District's 70 Year Anniversary in 2021
8. Verbal Report from Committee Chair and Opportunity to Set Meeting Dates
 - a. Land and Facilities Development Committee – TBD
 - b. Personnel Committee – TBD
 - c. Budget & Finance Committee – TBD
 - d. Program Committee – TBD
 - e. District/City Liaison Committee - TBD
 - f. Ad Hoc Committee – Board Policies - TBD
9. Board Announcements and Requests to Staff
10. Adjourn

Future Board of Directors Meetings:

Thursday, December 3, 2020, 7:00 p.m.

Thursday, December 17, 2020, 7:00 p.m.

Thursday, January 14, 2021, 7:00 p.m.



MEMORANDUM

Date: November 19, 2020
To: Board of Directors
From: Michelle Lacy, General Manager
Re: General Manager's Report for November 19, 2020

CAPRI Refund: Every year, each member district completes an Estimated Payroll for use in calculating the member's Estimated Workers' Compensation premium for the following year. Members are given refunds if the actual payroll fell short of the estimate. Due to the cutback in staff during the Coronavirus Pandemic, the District has received a refund in the amount of \$12,684.

Contra Costa County Moves Back to Purple Tier: As of Monday, November 16 Contra Costa County has moved back into the purple tier of the State's COVID management system. Effective Tuesday, November 17 the District will no longer host indoor exercise classes. Playgrounds can remain open, but masks are required for all patrons over the age of two.

Election Update: The Contra Costa County Elections Department reports that election results will be certified on November 30, 2020. The meeting on December 17 will include swearing in of newly elected Board Members, as well as the annual transition of Board leadership positions.

Federal CARES Act Credit: The District is receiving Federal CARES Act Credit from the EDD on Unemployment Insurance Benefit Charges of approximately 50%. For the period from 07/01 thru 09/30/2020, the District received \$55,284.50 CARES Act Credit on \$110,131 in unemployment claims.

GARE Foundations Workshop: Advancing Racial Equity: The Role of Government: The Senior Leadership Team and Secretary Zac Shess are attending the online training session provided by GARE. This workshop provides an introduction to the role, responsibilities and opportunities for government to advance racial equity. Participants gain awareness of the history of race and of implicit and explicit bias and individual, institutional, and structural racism and how it impacts the workplace. We also focus on normalizing racial equity as a core value with clear definitions of key terminology, operationalizing racial equity via new policies and institutional practices, and organizing, both internally and in partnership with other institutions and the community. Participants also become skilled at identifying and addressing institutional and structural racism. Upon successful completion of the training event, participants will:

- Gain awareness of the history of race; implicit and explicit bias; and individual, institutional, and structural racism and how it impacts our lives,
- Be able to identify instances of implicit and explicit bias and individual, institutional and structural racism, and
- Be motivated to take action.

ATTACHMENT A

Once everyone assigned completes the training session we will meet to discuss potential action steps and return with recommendations for the Board to consider in advancing racial equity in the District.

Holiday Schedule: The offices will be closed on Thursday, November 26 and Friday, November 27 due to the Thanksgiving Holidays. The upcoming meeting dates for December are the 3rd and 17th. Enjoy your Thanksgiving!

Statewide Park Program Round Four Grant Deadline Extended: The California Office of Grants and Local Services extended the deadline to submit grant application to March 12, 2021. This provides the District more opportunity to engage with the community on its potential grant applications specifically in regards to Chilpancingo Park.

STAFF REPORT



Date: November 19, 2020
To: Board of Directors
From: Michelle Lacy, General Manager
Re: Consent Calendar

Consent Calendar items are considered to be routine by the Board of Directors and will be enacted by one motion. By approval of the Consent Calendar the staff recommendation will be adopted. There will be no separate discussion on these items unless a Board Member or a member of the public request removal of the item from the Consent Calendar.

CONSENT CALENDAR FOR NOVEMBER 19, 2020

- a. Approve Bills to be Paid Warrants #28790 – 28831 (Exhibit 1)
- b. Receive CalPERS Additional Findings and Approve Pay Schedules for PERS Eligible Positions for Fiscal Years 2017-2018, 2018-2019 and 2019-2020 (Exhibit 2)

<u>Check</u>	<u>Date</u>	<u>Vendor No</u>	<u>Vendor Name</u>	<u>Amount</u>	<u>Voucher</u>
28791	11/19/2020	Aantex	AANTEX PEST CONTROL	300.00	000000
28792	11/19/2020	AIRGAS	AIRGAS USA, LLC	40.61	000000
28793	11/19/2020	ATT WC	AT&T	36.38	000000
28794	11/19/2020	ATT3	ATT CALNET 3	650.83	000000
28795	11/19/2020	BayAreA	Bay Area Barricade Service Inc	32.08	000000
28796	11/19/2020	CaSt	California State Disbursement	105.00	000000
28797	11/19/2020	CCC	County Of Contra Costa	166.27	000000
28798	11/19/2020	CCSNP	Contra Costa Senior Nutrition	1,995.50	000000
28799	11/19/2020	CINTAS	CINTAS Fire Protection # F44	168.62	000000
28800	11/19/2020	CIVICPLU	CivicPlus, Inc.	829.78	000000
28801	11/19/2020	COMMPOOL	Commercial Pool Systems, Inc.	812.69	000000
28802	11/19/2020	CONCERTA	Occupational Medical Centers	87.00	000000
28803	11/19/2020	CPRS Ren	CPRS	555.00	000000
28804	11/19/2020	CSDA	C S D A	7,805.00	000000
28805	11/19/2020	DelDen	Preferred Benefit	2,911.05	000000
28806	11/19/2020	Denelect	Denalect Alarm Company	252.00	000000
28807	11/19/2020	DMV	DMV Renewal	27.00	000000
28808	11/19/2020	EBPool	East Bay Pool Service	3,447.00	000000
28809	11/19/2020	EDD	Employment Development Dept.	54,846.50	000000
28810	11/19/2020	EWING	Ewing Irrigation	1,164.05	000000
28811	11/19/2020	FranSan	Sandra Franklin	345.30	000000
28812	11/19/2020	ICOM Mec	ICOM Mechanical Inc	2,858.70	000000
28813	11/19/2020	IkedBry	Bryce Ikeda	210.00	000000
28814	11/19/2020	KAISCOBR	KAISER FOUNDATION HEALTH PLAN	1,000.00	000000
28815	11/19/2020	KAISCOBR	KAISER FOUNDATION HEALTH PLAN	1,000.00	000000
28816	11/19/2020	KlipAli	Alison Raphael- Klippel	100.00	000000
28817	11/19/2020	MDUSD	Mt. Diablo Unified School Dist	160.00	000000
28818	11/19/2020	MurdDeb	Debbie Murdock	490.00	000000
28819	11/19/2020	PG&E	Pacific Gas & Electric Co	1,530.32	000000
28820	11/19/2020	PHSEN	Pleasant Hill Seniors Club	6,000.00	000000
28821	11/19/2020	PleaHill	Pleasant Hill Rec & Park Distr	161,444.63	000000
28822	11/19/2020	RedsBac	Red's Backflow Prevention Serv	660.00	000000
28823	11/19/2020	RowlDia	Dianna Rowley	221.50	000000
28824	11/19/2020	Standard	Standard Insurance Company	2,003.70	000000
28825	11/19/2020	StePrint	Steven's Printing	2,154.90	000000
28826	11/19/2020	USBank	U.S. Bank	1,803.46	000000
28827	11/19/2020	USBankEq	US Bank Equipment Finance	384.21	000000
28828	11/19/2020	VSP	Preferred Benefit	13.60	000000
28829	11/19/2020	WAVE	Wave	35.04	000000
28830	11/19/2020	WELLSFAR	Wells Fargo Financial Leasing	261.97	000000
28831	11/19/2020	Zarpana	Zarpana Design	6,460.00	000000
				CHECK TOTAL:	\$265,369.69

Accounts Payable

Computer Check Proof List

User: julie
 Printed: 11/12/2020 - 4:55 PM



Pleasant Hill Recreation & Park District

People, Parks & Programs Since 1951

Invoice No	Description	Amount	Payment Date	Acct Number	Reference
Vendor:Aantex 418465	AANTEX PEST CONTROL PEST CONTROL Check Total:	300.00 300.00	11/19/2020	Check Sequence: 1 100-1220-75515	ACH Enabled: No PEST CONTROL
Vendor:AIRGAS 9975148431	AIRGAS USA, LLC O2 Check Total:	40.61 40.61	11/19/2020	Check Sequence: 2 100-1280-75620	ACH Enabled: No O2
Vendor:ATT WC 102020	AT&T WC INTERNET Check Total:	36.38 36.38	11/19/2020	Check Sequence: 3 100-1230-65365	ACH Enabled: No WC INTERNET
Vendor:ATT3 15542934 15542950	ATT CALNET 3 TELEPHONE TELEPHONE Check Total:	448.19 202.64 650.83	11/19/2020 11/19/2020	Check Sequence: 4 100-1230-65365 100-1270-65365	ACH Enabled: No TELEPHONE TELEPHONE
Vendor:BayAreA 16717	Bay Area Barricade Service Inc PARKING BUMPER Check Total:	32.08 32.08	11/19/2020	Check Sequence: 5 100-1300-75520	ACH Enabled: No PARKING BUMPER
Vendor:CaSt 110420	California State Disbursement Sarah L Smith Check Total:	105.00 105.00	11/19/2020	Check Sequence: 6 100-0000-21390	ACH Enabled: No
Vendor:CCC 13495	County Of Contra Costa DATA PROCESSING RE:PROPERTY TAX	166.27	11/19/2020	Check Sequence: 7 100-1100-73340	ACH Enabled: No DATA PROCESSING

Invoice No	Description	Amount	Payment Date	Acct Number	Reference
Vendor:DelDen	Preferred Benefit			Check Sequence: 15	ACH Enabled: No
12/2020	Delta Dental #3422-5555	113.20	11/19/2020	100-0000-21310	
12/2020	Delta Dental #3422-5555	1,728.90	11/19/2020	100-0000-21310	
12/2020	Delta Dental #3422-5555	487.30	11/05/2020	100-0000-21310	
12/2020	Delta Dental #3422-5555	31.45	11/19/2020	100-0000-21310	
12/2020	Delta Dental #3422-5555	31.45	11/19/2020	100-0000-21310	
12/2020	Delta Dental #3422-5555	31.45	11/19/2020	100-0000-21310	
12/2020	Delta Dental #3422-5555	455.85	11/19/2020	100-0000-21310	
12/2020	Delta Dental #3422-5555	31.45	11/19/2020	100-0000-21310	
	Check Total:	2,911.05			
Vendor:Denelect	Denalect Alarm Company			Check Sequence: 16	ACH Enabled: No
R27322	ALARM WC	150.00	11/19/2020	100-1270-50190	ALARM
R27344	ALARM DO	102.00	11/19/2020	100-1270-50190	ALARM
	Check Total:	252.00			
Vendor:DMV	DMV Renewal			Check Sequence: 17	ACH Enabled: No
2020	TRAILER/EQUIP FEES	27.00	11/19/2020	100-1300-75510	TRAILER/EQUIP F
	Check Total:	27.00			
Vendor:EBPool	East Bay Pool Service			Check Sequence: 18	ACH Enabled: No
20029	SERVICE CHARGE	3,100.00	11/19/2020	100-1280-75520	REPLACE SUMP PU
20116	REPLACE SUMP PUMP	347.00	11/19/2020	100-1280-75530	REPLACE SUMP PU
	Check Total:	3,447.00			
Vendor:EDD	Employment Development Dept.			Check Sequence: 19	ACH Enabled: No
12020654560	Unemployment Benefit charges less CARES	54,846.50	11/19/2020	100-1100-55400	Unemployment Be
	Check Total:	54,846.50			
Vendor:EWING	Ewing Irrigation			Check Sequence: 20	ACH Enabled: No
12851038	IRRIGATION SUPPLIES	698.13	11/19/2020	100-1300-75511	IRRIGATION SUPP
12882951	IRRIGATION SUPPLIES	365.06	11/19/2020	100-1300-75511	IRRIGATION SUPP
12891194	IRRIGATION SUPPLIES	6.97	11/19/2020	100-1300-75511	IRRIGATION SUPP
12905284	IRRIGATION SUPPLIES	78.12	11/19/2020	100-1300-75511	IRRIGATION SUPP
12905418	IRRIGATION SUPPLIES	15.77	11/19/2020	100-1300-75511	IRRIGATION SUPP
	Check Total:	1,164.05			
Vendor:FranSan	Sandra Franklin			Check Sequence: 21	ACH Enabled: No
102020	AQUA ZUMBA	345.30	11/19/2020	100-1280-75640	AQUA ZUMBA

Invoice No	Description	Amount	Payment Date	Acct Number	Reference
	Check Total:	345.30			
Vendor:ICOM Mec 525309 525310 525311 525312	ICOM Mechanical Inc HVAC HVAC HVAC HVAC Check Total:	237.12 1,190.85 903.24 527.49 2,858.70	11/19/2020 11/19/2020 11/19/2020 11/19/2020	Check Sequence: 22 100-1100-75515 100-1231-75515 100-1220-75515 100-1255-75515	ACH Enabled: No HVAC HVAC HVAC HVAC
Vendor:IkedBry 102020	Bryce Ikeda TAI-CHI Check Total:	210.00 210.00	11/19/2020	Check Sequence: 23 100-1220-75640	ACH Enabled: No TAI-CHI
Vendor:KAISCOBR 122020	KAISER FOUNDATION HEALTH PLAN SERP CARRIE MILLER 11-0007220292 Check Total:	1,000.00 1,000.00	11/19/2020	Check Sequence: 24 100-1100-55255	ACH Enabled: No SERP CARRIE MIL
Vendor:KAISCOBR 122020.2	KAISER FOUNDATION HEALTH PLAN ERNIE Check Total:	1,000.00 1,000.00	11/19/2020	Check Sequence: 25 100-1100-55255	ACH Enabled: No SERP CARRIE MIL
Vendor:KlipAli 102020	Alison Raphael- Klippel PILATES Check Total:	100.00 100.00	11/19/2020	Check Sequence: 26 100-1220-75640	ACH Enabled: No PILATES
Vendor:MDUSD AR347000 AR347858	Mt. Diablo Unified School Dist UTILITY FEE 09/2020 UTILITY FEE 10/2020 Check Total:	80.00 80.00 160.00	11/19/2020 11/19/2020	Check Sequence: 27 100-1270-65700 100-1270-65700	ACH Enabled: No UTILITY FEE UTILITY FEE
Vendor:MurdDeb 102020	Debbie Murdock WEIGHT STRENGTH CLASSES Check Total:	490.00 490.00	11/19/2020	Check Sequence: 28 100-1220-75640	ACH Enabled: No WEIGHT STRENGTH
Vendor:PG&E 102020 102020.1	Pacific Gas & Electric Co UTILITIES-TC UTILITIES-TC	1,457.69 72.63	11/19/2020 11/19/2020	Check Sequence: 29 100-1255-65701 100-1255-65705	ACH Enabled: No UTILITIES UTILITIES

Invoice No	Description	Amount	Payment Date	Acct Number	Reference
	Check Total:	1,530.32			
Vendor:PHSEN	Pleasant Hill Seniors Club			Check Sequence: 30	ACH Enabled: No
082020	AUG POS SALES & DUES	40.00	11/19/2020	100-1220-49700	POS SALES & DUE
092020	SEPT POS SALES & DUES	2,505.00	11/19/2020	100-1220-49700	POS SALES & DUE
102020	OCT POS SALES & DUES	3,455.00	11/19/2020	100-1220-49700	POS SALES & DUE
	Check Total:	6,000.00			
Vendor:PleaHill	Pleasant Hill Rec & Park Distr			Check Sequence: 31	ACH Enabled: No
111320	Reimburse Payroll/PERS	136,444.63	11/19/2020	100-0000-10410	
111820	Reimburse Payroll/PERS	25,000.00	11/19/2020	100-0000-10410	
	Check Total:	161,444.63			
Vendor:RedsBac	Red's Backflow Prevention Serv			Check Sequence: 32	ACH Enabled: No
2714	IRRIGATION BACKFLOW REPAIR & TESTING	660.00	11/19/2020	100-1300-75510	IRRIGATION BACK
	Check Total:	660.00			
Vendor:RowlDia	Dianna Rowley			Check Sequence: 33	ACH Enabled: No
102020	ADULT CLASSES	221.50	11/19/2020	100-1220-75640	ADULT CLASSES
	Check Total:	221.50			
Vendor:Standard	Standard Insurance Company			Check Sequence: 34	ACH Enabled: No
12/2020	LIFE/ADD/STD/LTD	10.60	11/19/2020	100-0000-21320	
12/2020	LIFE/ADD/STD/LTD	50.33	11/19/2020	100-0000-21320	
12/2020	LIFE/ADD/STD/LTD	282.50	11/19/2020	100-0000-21320	
12/2020	LIFE/ADD/STD/LTD	1,744.68	11/19/2020	100-0000-21320	
12/2020	LIFE/ADD/STD/LTD	-84.41	11/19/2020	100-0000-21320	
	Check Total:	2,003.70			
Vendor:StePrint	Steven's Printing			Check Sequence: 35	ACH Enabled: No
45635	LAWNS SIGNS FOR HALLOWEEN	326.25	11/19/2020	100-1250-75625	PRINTING
45658	LAWNS SIGNS FOR HALLOWEEN	326.25	11/19/2020	100-1220-75540	PRINTING
45684	PATCHES FOR HALLOWEEN	32.63	11/19/2020	100-1220-75540	PRINTING
45687	NOV SENIOR SOUNDS EXTRA COPIES	43.50	11/19/2020	100-1220-75540	PRINTING
45688	NOV SENIOR SOUNDS	1,426.27	11/19/2020	100-1220-75540	PRINTING
	Check Total:	2,154.90			
Vendor:USBANK	U.S. Bank			Check Sequence: 36	ACH Enabled: No
111320	Pars #6746022400	601.15	11/19/2020	100-0000-21335	

Invoice No	Description	Amount	Payment Date	Acct Number	Reference
111320	Pars #6746022400 Check Total:	1,202.31 1,803.46	11/19/2020	100-0000-21330	
Vendor:USBankEq 427297205	US Bank Equipment Finance CANNON COPIER Check Total:	384.21 384.21	11/19/2020	Check Sequence: 37 100-1100-75500	ACH Enabled: No CANNON COPIER
Vendor:VSP 12/2020	Preferred Benefit VSP Vision #1064-0229 Check Total:	13.60 13.60	11/19/2020	Check Sequence: 38 100-1100-55300	ACH Enabled: No
Vendor:WAVE 8471	Wave OCT MAINTENANCE Check Total:	35.04 35.04	11/19/2020	Check Sequence: 39 100-1100-75505	ACH Enabled: No OCT MAINTENANCE
Vendor:WELLSFAR 5012441070	Wells Fargo Financial Leasing LEASE PAYMENT COPIER Check Total:	261.97 261.97	11/19/2020	Check Sequence: 40 100-1220-75540	ACH Enabled: No LEASE PAYMENT C
Vendor:Zarpana 4984	Zarpana Design RE-UPHOLSTER BENCH SEATS 50% DEPOSIT Check Total:	6,460.00 6,460.00	11/19/2020	Check Sequence: 41 100-1500-80342	ACH Enabled: No RE-UPHOLSTER BE
	Total for Check Run: Total Number of Checks:	265,369.69 41			



MEMORANDUM

TO: Board of Directors and General Manager

FROM: Chris Petlock, Administrative Services Manager

DATE: November 19, 2020

RE: Receive CalPERS Additional Findings and Retroactively Approve Salary Schedules for PERS Eligible Positions for Fiscal Years 2016-17, 2017-2018, 2018-2019 and 2019-2020

At the July 9, 2020 Board Meeting, the Board approved the pay schedule for Fiscal Year 2020-2021 and the CalPERS Audit Findings were discussed. PERS has further requested that the past four fiscal years' salary schedules prior to the audit period be approved by the Board. The Board approved the COLA adjustments in each year that amended the respective salary schedules, but the actual salary schedules themselves were not approved. California Code of Regulations Section 570.5 provides that Public Agency Boards approve their agency's salary schedule each year. Going forward the District will incorporate the respective salary schedules into the budget document for Board approval each year.

The recommendation is to have the Board approval of each fiscal year's salary schedule as attached. The Board has approved each of these with COLA increases in the past. Once the salary schedules are approved, they will be sent to CalPERS to close out the audit for our District.

ATTACHMENTS:

Attachment A: Salary Schedule Fiscal Year 2016-17
Attachment B: Salary Schedule Fiscal Year 2017-18
Attachment C: Salary Schedule Fiscal Year 2018-19
Attachment D: Salary Schedule Fiscal Year 2019-20

PLEASANT HILL RECREATION AND PARK DISTRICT

FULL TIME SALARIES		Salary Adjustments & 3% Cola						
EFFECTIVE								
	7/1/2016							
GENERAL MANAGER								
	MONTHLY	12,825						
(8/29/16)	YEARLY	153,900						
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
PARK SUPERINTENDENT								
	MONTHLY		8605	9035	9487	9961	10459	
	YEARLY		103260	108420	113844	119532	125508	
PARK SUPERVISOR								
	MONTHLY		5279	5543	5820	6111	6417	
	YEARLY		63348	66516	69840	73332	77004	
PARK MAINTENANCE WORKER II								
	MONTHLY		4663	4896	5141	5398	5668	
	YEARLY		55956	58752	61692	64776	68016	
PARK MAINTENANCE WORKER I								
	MONTHLY		4150	4358	4575	4804	5044	
	YEARLY		49800	52296	54900	57648	60528	
EXECUTIVE SECRETARY								
	MONTHLY		4749	4986	5236	5498	5772	
	YEARLY		56988	59832	62832	65976	69264	
DISTRICT OFFICE ADMIN. ASST.								
	MONTHLY		4004	4204	4414	4635	4867	
	YEARLY		48048	50448	52968	55620	58404	
ACCOUNTING SUPERVISOR								
	MONTHLY		8605	9035	9487	9961	10459	
	YEARLY		103260	108420	113844	119532	125508	
ACCOUNTING ASSISTANT								
	MONTHLY		4296	4511	4736	4973	5222	
	YEARLY		51552	54132	56832	59676	62664	
RECREATION SUPERINTENDENT								
	MONTHLY		8605	9035	9487	9961	10459	
	YEARLY		103260	108420	113844	119532	125508	
RECREATION SUPERVISOR II								
	MONTHLY		6042	6344	6661	6994	7344	
	YEARLY		72504	76128	79932	83928	88128	
RECREATION SUPERVISOR I								
	MONTHLY		5252	5515	5790	6080	6384	
	YEARLY		63024	66180	69480	72960	76608	

PLEASANT HILL RECREATION AND PARK DISTRICT

FULL TIME SALARIES			Salary Adjustment & 3% Cola					
EFFECTIVE		7/1/2016						
FACILITIES SUPERVISOR								
	MONTHLY		5252	5515	5790	6080	6384	
	YEARLY		63024	66180	69480	72960	76608	
REC/RENTAL/FACILITIES/PROGRAM COORD								
	MONTHLY		4210	4421	4642	4874	5117	
	YEARLY		50520	53052	55704	58488	61404	
RECREATION & PARKS MANAGER								
	MONTHLY		6722	7058	7411	7782	8171	
	YEARLY		80664	84696	88932	93384	98052	
BLDG MAINTENANCE SUPERINTENDENT								
	MONTHLY		8605	9035	9487	9961	10459	
	YEARLY		103260	108420	113844	119532	125508	
BLDG MAINTENANCE SUPERVISOR								
	MONTHLY		5279	5543	5820	6111	6417	
	YEARLY		63348	66516	69840	73332	77004	
BLDG MAINTENANCE WORKER II								
	MONTHLY		4663	4896	5141	5398	5668	
	YEARLY		55956	58752	61692	64776	68016	
BLDG MAINTENANCE WORKER I								
	MONTHLY		4150	4358	4575	4804	5044	
	YEARLY		49800	52296	54900	57648	60528	
LEAD CUSTODIAN								
	MONTHLY		3708	3893	4088	4292	4507	
	YEARLY		44496	46716	49056	51504	54084	
BLDG MAINTENANCE CRAFTSMAN								
	MONTHLY		5279	5543	5820	6111	6417	
	YEARLY		63348	66516	69840	73332	77004	
MARKETING DIRECTOR								
	MONTHLY		5458	5731	6017	6318	6634	
	YEARLY		65496	68772	72204	75816	79608	
POOL MAINTENANCE WORKER II								
	MONTHLY		4663	4896	5141	5398	5668	
	YEARLY		55956	58752	61692	64776	68016	
KIDSTOP DIRECTOR								
	MONTHLY		5255	5518	5794	6083	6387	
	YEARLY		63060	66216	69528	72996	76644	

PLEASANT HILL RECREATION AND PARK DISTRICT

PART TIME SALARIES		Salary Adjustment & 3% Cola						
EFFECTIVE	7/1/2016							
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
RECREATION SUPERVISOR 1								
30 hrs wk	MONTHLY		3942	4139	4346	4563	4792	
	YEARLY		47304	49668	52152	54756	57504	
RECREATION SPORTS COORDINATOR								
32 hrs wk	MONTHLY		2754	2892	3036	3188	3348	
	YEARLY		33048	34704	36432	38256	40176	
NUTRITION & TRIP COORDINATOR								
32 hrs wk	MONTHLY		2699	2834	2976	3124	3281	
	YEARLY		32388	34008	35712	37488	39372	
HOURLY PART TIME PERS								
EFFECTIVE	7/1/2016							
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
ADMIN ASSISTANT			15.76	16.55	17.38	18.24	19.16	
CLERICAL 1			10.82	11.36	11.93	12.53	13.15	
CLERICAL 2			12.88	13.52	14.20	14.91	15.66	
CLERICAL 3			15.45	16.22	17.03	17.89	18.78	
CUSTODIAN 1			15.01	15.76	16.55	17.38	18.24	
CUSTODIAN 2			19.18	20.14	21.15	22.20	23.31	
KIDSTOP HEAD TEACHER			16.45	17.27	18.14	19.04	20.00	
PRESCHOOL HEAD TEACHER			16.45	17.27	18.14	19.04	20.00	
PRESCHOOL DIRECTOR			24.24	25.45	26.72	28.06	29.46	
RECREATION LEADER 1			10.82	11.36	11.93	12.53	13.15	
RECREATION LEADER 2			12.88	13.52	14.20	14.91	15.66	
RECREATION LEADER 3			15.45	16.22	17.03	17.89	18.78	

PLEASANT HILL RECREATION AND PARK DISTRICT

FULL TIME SALARIES		COLA 3%						
EFFECTIVE	7/1/2017							
GENERAL MANAGER								
9/16/2017	MONTHLY	13,625						
	YEARLY	163,500						
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
PARK SUPERINTENDENT								
	MONTHLY		8863	9306	9771	10260	10773	
	YEARLY		106356	111672	117252	123120	129276	
PARK SUPERVISOR								
	MONTHLY		5438	5710	5995	6295	6610	
	YEARLY		65256	68520	71940	75540	79320	
PARK MAINTENANCE WORKER II								
	MONTHLY		4803	5043	5295	5560	5838	
	YEARLY		57636	60516	63540	66720	70056	
PARK MAINTENANCE WORKER I								
	MONTHLY		4274	4488	4712	4948	5195	
	YEARLY		51288	53856	56544	59376	62340	
EXECUTIVE SECRETARY								
	MONTHLY		4891	5136	5392	5662	5945	
	YEARLY		58692	61632	64704	67944	71340	
DISTRICT OFFICE ADMIN. ASST.								
	MONTHLY		4124	4330	4547	4774	5013	
	YEARLY		49488	51960	54564	57288	60156	
ADMIN SERVICES MANAGER								
	MONTHLY		8863	9306	9771	10260	10773	
	YEARLY		106356	111672	117252	123120	129276	
ACCOUNTING ASSISTANT								
	MONTHLY		4425	4647	4879	5123	5379	
	YEARLY		53100	55764	58548	61476	64548	
RECREATION SUPERINTENDENT								
	MONTHLY		8863	9306	9771	10260	10773	
	YEARLY		106356	111672	117252	123120	129276	
RECREATION SUPERVISOR II								
	MONTHLY		6223	6534	6861	7204	7564	
	YEARLY		74676	78408	82332	86448	90768	
RECREATION SUPERVISOR I								
	MONTHLY		5410	5681	5965	6263	6576	
	YEARLY		64920	68172	71580	75156	78912	

PLEASANT HILL RECREATION AND PARK DISTRICT

FULL TIME SALARIES			COLA 3%						
EFFECTIVE		7/1/2017							
REC/RENTAL/FACILITIES/PROGRAM COORD									
	MONTHLY			4336	4553	4781	5020	5271	
	YEARLY			52032	54636	57372	60240	63252	
RECREATION & PARKS MANAGER									
	MONTHLY			6924	7270	7634	8015	8416	
	YEARLY			83088	87240	91608	96180	100992	
BLDG MAINTENANCE SUPERINTENDENT									
	MONTHLY			8863	9306	9771	10260	10773	
	YEARLY			106356	111672	117252	123120	129276	
BLDG MAINTENANCE SUPERVISOR									
	MONTHLY			5438	5710	5995	6295	6610	
	YEARLY			65256	68520	71940	75540	79320	
BLDG MAINTENANCE WORKER II									
	MONTHLY			4803	5043	5295	5560	5838	
	YEARLY			57636	60516	63540	66720	70056	
BLDG MAINTENANCE WORKER I									
	MONTHLY			4274	4488	4712	4948	5195	
	YEARLY			51288	53856	56544	59376	62340	
LEAD CUSTODIAN									
	MONTHLY			3819	4010	4210	4421	4642	
	YEARLY			45828	48120	50520	53052	55704	
BLDG MAINTENANCE CRAFTSMAN									
	MONTHLY			5438	5710	5995	6295	6610	
	YEARLY			65256	68520	71940	75540	79320	
MARKETING DIRECTOR									
	MONTHLY			5622	5903	6198	6508	6833	
	YEARLY			67464	70836	74376	78096	81996	
KIDSTOP DIRECTOR									
	MONTHLY			5413	5683	5967	6266	6579	
	YEARLY			64956	68196	71604	75192	78948	
PART TIME SALARIES			Salary Adjustment & 3% Cola						
EFFECTIVE		7/1/2016							
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
RECREATION SUPERVISOR 1									
30 hrs wk	MONTHLY			3942	4139	4346	4563	4792	
	YEARLY			47304	49668	52152	54756	57504	

PLEASANT HILL RECREATION AND PARK DISTRICT

RECREATION SPORTS COORDINATOR									
32 hrs wk	MONTHLY			2754	2892	3036	3188	3348	
	YEARLY			33048	34704	36432	38256	40176	
NUTRITION & TRIP COORDINATOR									
32 hrs wk	MONTHLY			2699	2834	2976	3124	3281	
	YEARLY			32388	34008	35712	37488	39372	
HOURLY PART TIME PERS									
EFFECTIVE 7/1/2017				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
ADMIN ASSISTANT					16.23	17.04	17.89	18.79	19.73
CLERICAL 1					11.14	11.70	12.28	12.90	13.54
CLERICAL 2					13.27	13.93	14.63	15.36	16.13
CLERICAL 3					15.91	16.71	17.54	18.42	19.34
CUSTODIAN 1					15.46	16.23	17.04	17.90	18.79
CUSTODIAN 2					19.76	20.75	21.79	22.87	24.02
KIDSTOP TEACHER					14.50	15.23	15.99	16.79	17.62
KIDSTOP HEAD TEACHER					16.94	17.79	18.68	19.61	20.60
PRESCHOOL HEAD TEACHER					16.94	17.79	18.68	19.61	20.60
PRESCHOOL DIRECTOR					24.97	26.22	27.53	28.91	30.35
RECREATION LEADER					11.14	11.70	12.28	12.90	13.54
RECREATION SPECIALIST					13.27	13.93	14.63	15.36	16.13
RENTAL SPECIALIST					15.91	16.71	17.54	18.42	19.34

PLEASANT HILL RECREATION AND PARK DISTRICT

FULL TIME SALARIES								
EFFECTIVE		7/1/2018		3% COLA Included				
GENERAL MANAGER								
9/1/2018	MONTHLY	14,315						
	YEARLY	171,780						
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
PARK SUPERINTENDENT								
	MONTHLY		9208	9784	10359	10935	11510	
	YEARLY		110498	117405	124311	131217	138123	
PARK SUPERVISOR								
	MONTHLY		6123	6506	6889	7271	7654	
	YEARLY		73478	78070	82662	87255	91847	
PARK MAINTENANCE WORKER II								
	MONTHLY		4811	5111	5412	5712	6013	
	YEARLY		57726	61334	64942	68550	72158	
PARK MAINTENANCE WORKER I								
	MONTHLY		4318	4588	4857	5127	5397	
	YEARLY		51813	55051	58290	61528	64766	
EXECUTIVE SECRETARY								
	MONTHLY		5276	5606	5936	6265	6595	
	YEARLY		63313	67270	71227	75184	79141	
DISTRICT OFFICE ADMIN. ASST.								
	MONTHLY		4144	4403	4662	4921	5180	
	YEARLY		49727	52835	55943	59051	62158	
ADMIN SERVICES MANAGER								
	MONTHLY		9208	9784	10359	10935	11510	
	YEARLY		110498	117405	124311	131217	138123	
ACCOUNTING ASSISTANT								
	MONTHLY		4685	4978	5271	5564	5857	
	YEARLY		56223	59737	63251	66765	70279	
RECREATION SUPERINTENDENT								
	MONTHLY		9208	9784	10359	10935	11510	
	YEARLY		110498	117405	124311	131217	138123	
RECREATION MANAGERS								
	MONTHLY		6935	7368	7802	8235	8668	
	YEARLY		83217	88418	93620	98821	104022	
RECREATION SUPERVISOR I								
	MONTHLY		5421	5760	6099	6438	6776	
	YEARLY		65053	69119	73185	77251	81316	

PLEASANT HILL RECREATION AND PARK DISTRICT

FULL TIME SALARIES								
EFFECTIVE		7/1/2018	3% COLA included					
REC/RENTAL/FACILITIES/PROGRAM COORD								
	MONTHLY		4378	4652	4925	5199	5472	
	YEARLY		52535	55818	59102	62385	65669	
BLDG MAINTENANCE SUPERINTENDENT								
	MONTHLY		9208	9784	10359	10935	11510	
	YEARLY		110498	117405	124311	131217	138123	
BLDG MAINTENANCE SUPERVISOR								
	MONTHLY		6123	6506	6889	7271	7654	
	YEARLY		73478	78070	82662	87255	91847	
BLDG MAINTENANCE WORKER II								
	MONTHLY		4811	5111	5412	5712	6013	
	YEARLY		57726	61334	64942	68550	72158	
BLDG MAINTENANCE WORKER I								
	MONTHLY		4318	4588	4857	5127	5397	
	YEARLY		51813	55051	58290	61528	64766	
LEAD CUSTODIAN								
	MONTHLY		4318	4588	4857	5127	5397	
	YEARLY		51813	55051	58290	61528	64766	
BLDG MAINTENANCE CRAFTSMAN								
	MONTHLY		5447	5787	6127	6468	6808	
	YEARLY		65360	69445	73530	77615	81700	
MARKETING DIRECTOR								
	MONTHLY		6935	7368	7802	8235	8668	
	YEARLY		83217	88418	93620	98821	104022	
KIDSTOP DIRECTOR								
	MONTHLY		5421	5760	6099	6438	6776	
	YEARLY		65053	69119	73185	77251	81316	
HOURLY PART TIME PERS								
EFFECTIVE		7/1/2018 & 9/21/2018						
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
ADMIN ASSISTANT		7/1/2018	16.26	17.27	18.29	19.30	20.32	
		9/21/2018	17.97	18.92	19.92	20.97	22.07	
CLERICAL 1		7/1/2018	11.16	11.86	12.56	13.25	13.95	
		9/21/2018	13.33	14.03	14.77	15.54	16.36	
CLERICAL 2		7/1/2018	13.29	14.12	14.95	15.78	16.61	

PLEASANT HILL RECREATION AND PARK DISTRICT

			9/21/2018	16.02	16.87	17.76	18.69	19.68
CLERICAL 3			7/1/2018	15.94	16.93	17.93	18.92	19.92
			9/21/2018	19.34	20.36	21.43	22.56	23.75
CUSTODIAN 1			7/1/2018	15.48	16.45	17.42	18.38	19.35
CUSTODIAN 2			7/1/2018	19.79	21.03	22.27	23.50	24.74
KIDSTOP TEACHER			7/1/2018	14.52	15.43	16.34	17.24	18.15
			9/21/2018	17.75	18.68	19.66	20.69	21.76
KIDSTOP HEAD TEACHER			7/1/2018	16.98	18.04	19.10	20.16	21.22
			9/21/2018	21.12	22.23	23.40	24.62	25.89
PRESCHOOL HEAD TEACHER			7/1/2018	16.98	18.04	19.10	20.16	21.22
			9/21/2018	21.12	22.23	23.40	24.62	25.89
PRESCHOOL ASST. DIRECTOR			7/1/2018	23.50	24.96	26.43	27.90	29.37
PRESCHOOL DIRECTOR			7/1/2018	25.01	26.57	28.13	29.70	31.26
RECREATION LEADER 1			7/1/2018	11.16	11.86	12.56	13.25	13.95
			9/21/2018	11.67	12.25	12.87	13.51	14.19
RECREATION LEADER 2			7/1/2018	13.29	14.12	14.95	15.78	16.61
RECREATION LEADER 3			7/1/2018	15.94	16.93	17.93	18.92	19.92
			9/21/2018	17.29	18.20	19.15	20.16	21.23

PLEASANT HILL RECREATION AND PARK DISTRICT

FULL TIME SALARIES								
EFFECTIVE		7/1/2019		2% COLA				
GENERAL MANAGER								
9/1/2019	MONTHLY	15,791						
	YEARLY	189,492						
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
PARK SUPERINTENDENT								
	MONTHLY		9392	9979	10566	11153	11740	
	YEARLY		112704	119748	126792	133836	140880	
PARK SUPERVISOR								
	MONTHLY		6246	6636	7026	7417	7807	
	YEARLY		74952	79632	84312	89004	93684	
PARK MAINTENANCE WORKER II								
	MONTHLY		4906	5213	5520	5826	6133	
	YEARLY		58872	62556	66240	69912	73596	
PARK MAINTENANCE WORKER I								
	MONTHLY		4404	4679	4955	5230	5505	
	YEARLY		52848	56148	59460	62760	66060	
EXECUTIVE SECRETARY								
	MONTHLY		5382	5718	6054	6391	6727	
	YEARLY		64584	68616	72648	76692	80724	
DISTRICT OFFICE ADMIN. ASST.								
	MONTHLY		4227	4491	4756	5020	5284	
	YEARLY		50724	53892	57072	60240	63408	
ADMIN SERVICES MANAGER								
	MONTHLY		9392	9979	10566	11153	11740	
	YEARLY		112704	119748	126792	133836	140880	
ACCOUNTING ASSISTANT								
	MONTHLY		4779	5078	5377	5675	5974	
	YEARLY		57348	60936	64524	68100	71688	
RECREATION SUPERINTENDENT								
	MONTHLY		9392	9979	10566	11153	11740	
	YEARLY		112704	119748	126792	133836	140880	
RECREATION/FACILITIES MANAGER								
	MONTHLY		7073	7515	7957	8399	8841	
	YEARLY		84876	90180	95484	100788	106092	
RECREATION SUPERVISOR I								
	MONTHLY		5530	5875	6221	6566	6912	
	YEARLY		66360	70500	74652	78792	82944	

PLEASANT HILL RECREATION AND PARK DISTRICT

FULL TIME SALARIES								
EFFECTIVE		7/1/2019	2% COLA					
REC/RENTAL/FACILITIES/PROGRAM COORD								
	MONTHLY		4465	4744	5023	5302	5581	
	YEARLY		53580	56928	60276	63624	66972	
RECREATION & PARKS MANAGER								
	MONTHLY		7073	7515	7957	8399	8841	
	YEARLY		84876	90180	95484	100788	106092	
BLDG MAINTENANCE SUPERINTENDENT								
	MONTHLY		9392	9979	10566	11153	11740	
	YEARLY		112704	119748	126792	133836	140880	
BLDG MAINTENANCE SUPERVISOR								
	MONTHLY		6246	6636	7026	7417	7807	
	YEARLY		74952	79632	84312	89004	93684	
BLDG MAINTENANCE WORKER II								
	MONTHLY		4906	5213	5520	5826	6133	
	YEARLY		58872	62556	66240	69912	73596	
BLDG MAINTENANCE WORKER I								
	MONTHLY		4404	4679	4955	5230	5505	
	YEARLY		52848	56148	59460	62760	66060	
LEAD CUSTODIAN								
	MONTHLY		4404	4679	4955	5230	5505	
	YEARLY		52848	56148	59460	62760	66060	
BLDG MAINTENANCE CRAFTSMAN								
	MONTHLY		5555	5902	6250	6597	6944	
	YEARLY		66660	70824	75000	79164	83328	
MARKETING&COMMUNICATIONS MANAGER								
	MONTHLY		7073	7515	7957	8399	8841	
	YEARLY		84876	90180	95484	100788	106092	
KIDSTOP DIRECTOR								
	MONTHLY		5530	5875	6221	6566	6912	
	YEARLY		66360	70500	74652	78792	82944	
HOURLY PART TIME PERS								
EFFECTIVE		7/1/2019						
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
ADMIN ASSISTANT			18.01	19.13	20.26	21.38	22.51	
CLERICAL 1			13.35	14.19	15.02	15.86	16.69	

PLEASANT HILL RECREATION AND PARK DISTRICT

CLERICAL 2			16.06	17.06	18.06	19.07	20.07
CLERICAL 3			19.38	20.60	21.81	23.02	24.23
CUSTODIAN 1			15.79	16.78	17.77	18.75	19.74
CUSTODIAN 2			20.18	21.45	22.71	23.97	25.23
KIDSTOP TEACHER			17.76	18.87	19.98	21.09	22.20
KIDSTOP HEAD TEACHER			21.13	22.45	23.77	25.09	26.41
PRESCHOOL HEAD TEACHER			21.13	22.45	23.77	25.09	26.41
PRESCHOOL ASST. DIRECTOR			23.97	25.47	26.96	28.46	29.96
PRESCHOOL DIRECTOR			25.50	27.10	28.69	30.29	31.88
RECREATION LEADER			13.55	14.40	15.25	16.09	16.94
RECREATION SPECIALIST			17.32	18.40	19.49	20.57	21.65
RENTAL SPECIALIST			18.01	19.13	20.26	21.38	22.51