



FAIR OAKS
RECREATION & PARK DISTRICT

STAFF REPORT

Meeting Date: December 16, 2020
To: Board of Directors
From: Michael J. Aho - District Administrator
Subject: Revised Salary Schedule-Minimum Wage Increase Effective January 1, 2021
Prepared By: Jennifer Larkin – Administrative Services Manager

- I. Recommendation**
Approve the Revised FY 2021 Salary Schedule (Attachment A) effective January 1, 2021.

- II. Background**
Effective January 1, 2021, the California minimum wage becomes \$14.00 per hour. This increase was assumed in the FY20/21 Final Budget preparation and funds were included in the Final Budget in anticipation of this increase.

- III. Problem /Situation/ Request**
Staff is recommending approval of the salary schedule for 2021.

- IV. Financial Analysis**
The minimum wage hike was anticipated and was included in the FY20/21 Final Budget approved in August. No additional financial impact is anticipated this fiscal year.

Respectfully Submitted,

Michael J. Aho
District Administrator

Attachment A: Revised FY20/21 Salary Schedule

ATTACHMENT A

**Fair Oaks Recreation and Park District
Salary Schedule**
Minimum Wage Increase Effective January 1, 2021

POSITION	TIME BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	OTHER (negotiated)	Longevity Service			
									10 Yrs. A	15 Yrs. B	20 Yrs. C	
Full-Time Positions												
District Administrator	Salary (monthly)							\$10,341.47				
Accountant	Hourly	\$ 3,885.44	\$ 4,079.71	\$ 4,283.70	\$ 4,497.88	\$ 4,722.78	\$ 4,958.92		\$ 5,206.86	\$ 5,467.20	\$ 5,740.56	
Administrative Services Manager	Salary (monthly)	\$ 5,353.39	\$ 5,621.06	\$ 5,902.11	\$ 6,197.22	\$ 6,507.08	\$ 6,832.44		\$ 7,174.06	\$ 7,532.76	\$ 7,909.40	
Administrative Assistant II	Hourly	\$ 17.44	\$ 18.32	\$ 19.23	\$ 20.19	\$ 21.20	\$ 22.26		\$ 23.38	\$ 24.54	\$ 25.77	
Administrative Assistant I - Reg PT	Hourly	\$ 14.43	\$ 15.15	\$ 15.91	\$ 16.70	\$ 17.54	\$ 18.42					
Recreation Superintendent	Salary (monthly)	\$ 5,889.56	\$ 6,184.04	\$ 6,493.24	\$ 6,817.90	\$ 7,158.80	\$ 7,516.74		\$ 7,892.58	\$ 8,287.20	\$ 8,701.56	
Recreation Supervisor	Hourly	\$ 4,246.53	\$ 4,458.85	\$ 4,681.80	\$ 4,915.89	\$ 5,161.68	\$ 5,419.77		\$ 5,690.75	\$ 5,975.29	\$ 6,274.06	
Preschool Teacher	Hourly	\$ 17.34	\$ 18.20	\$ 19.11	\$ 20.07	\$ 21.07	\$ 22.13		\$ 23.23	\$ 24.40	\$ 25.62	
Preschool TA - Recreation Leader II Reg PT	Hourly	\$ 14.18	\$ 14.89	\$ 15.63	\$ 16.42	\$ 17.24	\$ 18.10					
Senior Recreation Leader - Reg PT	Hourly	\$ 15.87	\$ 16.66	\$ 17.50	\$ 18.37	\$ 19.29	\$ 20.25					
Parks & Facilities Superintendent	Salary (monthly)	\$ 5,889.56	\$ 6,184.04	\$ 6,493.24	\$ 6,817.90	\$ 7,158.80	\$ 7,516.74		\$ 7,892.58	\$ 8,287.20	\$ 8,701.56	
Park & Facilities Manager	Salary (monthly)	\$ 5,353.39	\$ 5,621.06	\$ 5,902.11	\$ 6,197.22	\$ 6,507.08	\$ 6,832.44		\$ 7,174.06	\$ 7,532.76	\$ 7,909.40	
Park Supervisor	Hourly	\$ 24.30	\$ 25.51	\$ 26.79	\$ 28.13	\$ 29.53	\$ 31.01		\$ 32.56	\$ 34.19	\$ 35.90	
Lead Park Maintenance Worker	Hourly	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49		\$ 28.87	\$ 30.31	\$ 31.83	
Park Maintenance Worker	Hourly	\$ 20.81	\$ 21.85	\$ 22.95	\$ 24.09	\$ 25.30	\$ 26.56		\$ 27.89	\$ 29.29	\$ 30.75	
Park Aide - Reg PT	Hourly	\$ 14.70	\$ 15.44	\$ 16.21	\$ 17.02	\$ 17.87	\$ 18.76					
Part-Time Positions		STEP 1	STEP 1A	STEP 2	STEP 2A	STEP 3	STEP 3A	STEP 4	STEP 4A	STEP 5	STEP 5A	
Park Aide I	Hourly	\$ 14.00	\$ 14.35	\$ 14.70	\$ 15.07	\$ 15.44	\$ 15.82	\$ 16.21	\$ 16.61	\$ 17.02	\$ 17.44	
Park Aide II	Hourly	\$ 14.45	\$ 14.81	\$ 15.17	\$ 15.55	\$ 15.93	\$ 16.33	\$ 16.73	\$ 17.15	\$ 17.56	\$ 18.00	
Facility Monitor	Hourly	\$ 14.00	\$ 14.35	\$ 14.70	\$ 15.07	\$ 15.44	\$ 15.82	\$ 16.21	\$ 16.61	\$ 17.02	\$ 17.44	
Sports Maintenance	Hourly	\$ 14.00	\$ 14.35	\$ 14.70	\$ 15.07	\$ 15.44	\$ 15.82	\$ 16.21	\$ 16.61	\$ 17.02	\$ 17.44	
Recreation Leader I	Hourly	\$ 14.00	\$ 14.35	\$ 14.70	\$ 15.07	\$ 15.44	\$ 15.82	\$ 16.21	\$ 16.61	\$ 17.02	\$ 17.44	
Recreation Leader II	Hourly	\$ 14.45	\$ 14.81	\$ 15.17	\$ 15.55	\$ 15.93	\$ 16.33	\$ 16.73	\$ 17.15	\$ 17.56	\$ 18.00	
Senior Recreation Leader	Hourly	\$ 15.05	\$ 15.43	\$ 15.80	\$ 16.20	\$ 16.59	\$ 17.01	\$ 17.42	\$ 17.86	\$ 18.29	\$ 18.75	

*District is on a semi-monthly pay schedule