

Memo

Carmichael



RECREATION AND
PARK DISTRICT

To: Advisory Board of Directors
From: Ingrid S. Penney, Administrative Services Manager
Date: February 20, 2025
Subject: Part-time Salary Schedule for 2025

Introduction/Background:

At the time that final adjustments for FY2024-25 Budget were approved by the Advisory Board, the State of California had not determined any change to the minimum wage, and there was no way to know the outcome of the initiative, Proposition 32 regarding the minimum wage on the November Ballot. Ultimately, the Proposition 32 failed. Within the last couple of months, the State increased the minimum wage to \$16.50/hour for non-exempt employees, effective January 1, 2025. Minimum wage is the rate that the CRPD uses to build its salary schedule for both regular and seasonal part-time positions.

Attached is a revised salary schedule for 2025. The 2024 salary schedule is also provided for comparison. Employees making less than the minimum wage were paid at least \$16.50/hour, the new minimum wage for hours worked starting January 1. Absent a new schedule, remaining employees were paid according to the 2024 rates.

The minimum wage also informs the minimum rate for exempt employees. Exempt employees must be paid at least double the minimum wage or \$33.00 for 2025. The Advisory Board approved a 3% COLA for FY2024-25 for Regular Full-time employees, which included a starting salary for an exempt position of \$33.43. No additional changes are needed to the Salary Schedule for Regular Full-time positions at this time.

Recommendation:

Staff proposes that the Carmichael Recreation and Park District Advisory Board of Directors ratify and approve the Revised Salary Schedule for Part-time Regular and Seasonal Employees for 2025 retroactive to January 1, 2025; authorize implementation of the new rates.

Carmichael Recreation and Park District
PART TIME SALARY SCHEDULE ADJUSTMENT
 With Comparison to 2024

(MANDATORY MIN WAGE ADJ: **\$16.50/HR, EFF 1/1/2025**)

<i>RECREATION POSITIONS</i>	STEP I	STEP II	STEP III	STEP IV	STEP V
Recreation Leader	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50
Rec Coordinator/ Van Driver	\$19.50	\$20.48	\$21.50	\$22.58	\$23.71
Recreation Specialist	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50

	STEP I	STEP II	STEP III	STEP IV	STEP V
Building Monitor	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50

<i>OFFICE POSITION</i>	STEP I	STEP II	STEP III	STEP IV	STEP V
Office Assistant	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50

<i>MAINTENANCE POSITION</i>	STEP I	STEP II	STEP III	STEP IV	STEP V
Regular Part Time Maintenance Worker	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00

CONTRACT POSITIONS

<i>SPORTS OFFICIAL POSITIONS</i>	DISTRICT EMPLOYED	Association
Basketball	\$18.00 - \$26.50	TBA
Softball (1-official system)	\$18.00 - \$26.50	TBA
Volleyball	\$18.00 - \$26.50	TBA

<i>CONTRACTED INSTRUCTORS</i>	60% - 70% Instructor/30% - 40% District
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**Carmichael Recreation and Park District
PART TIME SALARY SCHEDULE FOR 2024**

(MANDATORY MIN WAGE ADJ: \$16.00/HR, EFF 1/1/2024)

<i>RECREATION POSITIONS</i>	STEP I	STEP II	STEP III	STEP IV	STEP V
Recreation Leader	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00
Rec Coordinator/ Van Driver	\$18.57	\$19.50	\$20.48	\$21.50	\$22.58
Recreation Specialist	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00

	STEP I	STEP II	STEP III	STEP IV	STEP V
Building Monitor	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00

<i>OFFICE POSITION</i>	STEP I	STEP II	STEP III	STEP IV	STEP V
Office Assistant	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00

<i>MAINTENANCE POSITION</i>	STEP I	STEP II	STEP III	STEP IV	STEP V
Regular Part Time Maintenance Worker	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50

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