



# Paradise Recreation & Park District

Agenda Prepared: 6/5/2023  
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## NOTICE OF BOARD OF DIRECTORS COMMITTEE MEETING

**Committee:** Personnel Committee (*Bellefeuille/Goodlin*)  
**Date:** Friday, June 9 ,2023  
**Time:** 2:00 p.m.  
**Location:** Via Teleconference and Terry Ashe Recreation Department, Room A

Notice:

The public may listen to this meeting via computer or telephone. The public may submit comments prior to the meeting via email to [bodclerk@paradisepprd.com](mailto:bodclerk@paradisepprd.com) before 1:00 p.m. on the day of the meeting and they will be read into the record.  
Please use the link to join the webinar: <https://us02web.zoom.us/j/83319895913?pwd=c3JOeG0zMTI2Q0wyOWdXMXI5WjhDQT09>  
Or via Telephone: Dial by your location: +1 669 900 9128 US (San Jose)  
Meeting ID: 833 1989 5913 Password: 6626

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**AGENDA:**

The Committee will meet to:

**CLOSED SESSION:**

1. The Committee will meet in Closed Session pursuant to California Government Code Section 54957.6, Employee Salary and Wage Negotiations.

[https://paradisepprd.sharepoint.com/sites/BODMeeting/Shared Documents/\\_Committee.Personnel/2023/PC.23.0609/PC\\_23.0609\\_Agenda.docx](https://paradisepprd.sharepoint.com/sites/BODMeeting/Shared Documents/_Committee.Personnel/2023/PC.23.0609/PC_23.0609_Agenda.docx)

## PRPD STAFF NEGOTIATIONS

YEAR	BOARD REPS	STAFF REPS	APPROVED
1999 - 00	Grosso & McGreehan	Rec: Maint: Office:	1). 3% salary increase retro to 7-1-99. 2). Add CalPERS retirement & keep Aetna retirement option 3). CalPERS medical with a \$400.00 cap.
2000 - 01	Grimm & Hoffman	Rec: Maint: Office: Ramona Harmon	1). 3% salary increase retro to 7-1-00
2001 - 02	Grimm & Sandee Williams	Rec: Cindy Lambert Maint: Mike Motzkus Office: Ramona Harmon	1). 3% salary increase retro to 7-1-01. 2). 1.5% salary increase effective 1-1-02
2002 - 03	Grimm & Sandee Williams	Rec: Sally Higbee Maint: Bret Hassett Office: Colleen Campbell	1). 2.75% increase effective 7-1-02 2). \$75.00 increase medical cap.
2003 - 04	McGreehan & Sandee Williams	Rec: Sally Higbee Maint: Jim Murphy Office: Colleen Campbell	1). Increase medical allowance by \$50.00 to \$525.00 per month. 2). 1.5% salary increase. 3). Implementation of the Sick Leave Buy Back Policy 4). Increase medical allowance by \$30.00 to \$330.00 per month for part-time benefitted staff.
2004 - 05	Grosso & S. Williams	Rec: Jeff Dailey Maint: Mike Ritenhour Office: Mark Milburn	1). 3% salary increase for both full-time and part-time benefitted staff. 2). Longevity increases to 2% for 10, 15 & 20 year employees
2005 - 06	Grosso & Harmacek	Rec: Dean Moore Maint: Matt Cruthers Office: Mark Milburn	1). Implement Cal-PERS Retirement Plan = District pays employee's 7%. 2). 4% one-time salary adjustment 3). District will no longer contribute to the Aetna 457 but staff will still be allowed to contribute their own funds. 4). This is a two-year agreement. Next negotiations year will be 2007-08
2006 - 07	Harmacek & Johnson		No negotiations until 2007-08 (see above)

## PRPD STAFF NEGOTIATIONS

YEAR	BOARD REPS	STAFF REPS	APPROVED
2007 - 08	Johnson & Miller	Rec: Sally Higbee Maint: Jim Murphy Office: Mark Milburn	1). 3% salary increase effective 7-1-07 2). \$25.00 increase to medical allowance effective 7-1-07 3). \$25.00 increase to medical allowance effective 1-1-08
2008 - 09	Miller & McGreehan	Rec: Jeff Dailey Maint: Jim York Office: Colleen Campbell	1). 2.5% salary increase effective 7-1-08 2). 1% longevity increase to 3% for 10, 15 & 20 year employees 3). This is a two year agreement. Next negotiations will be 2010-11.
2009 - 10	McGreehan & R.S. Williams		No negotiations until 2010-11 (see above)
2010 - 11	R.S. Williams & Miller	Rec: Dean Moore Maint: Jim York Office: Pam Young	1). 1.5% salary increase effective 7-1-10
2011 - 12	Miller & McGreehan	Rec: Dean Moore Maint: Jim York Office: Mark Milburn	1). \$25.00 increase to medical allowance from \$575.00 to \$600.00 per month effective 7-1-11 2). Increase sick leave sell back from 50% to 75% effective 7-1-11 3). Increase sick leave pay-out at end of employment from \$2,500.00 to \$3,200.00 effective 7-1-11.
2012 - 13	McGreehan & Rodowick	Rec: Sally Higbee Maint: Jim Murphy Office: Colleen Campbell	1). \$30.00 increase to medical allowance to \$630.00 2). Exchange birthday & President's Day for one add'l vacation day.
2013 - 14	Rodowick & Miller	Rec: Jeff Dailey Maint: Jim York Office: Mark Milburn	1). 2% salary increase retro to August 1, 2013.
2014 - 15	Miller & McGreehan	Rec: Sally Higbee Maint: Matt Cruthers Office: Colleen Campbell	1). Staff will begin making 2% PERS payments beginning 7-1-14 2). 1% salary increase effective 7-1-14.

## PRPD STAFF NEGOTIATIONS

YEAR	BOARD REPS	STAFF REPS	APPROVED
2015 - 16	McGreehan & Rodgers	Rec: Dean Moore Maint: Jim York Office: Mark Milburn	1) \$0.60/hr increase on 7/1/15 & \$.60/hr increase on 1/1/16 2) Add'l \$25.00 to medical allowance for a total of \$655.00/month
2016 - 17	McGreehan & Van Roekel	Rec: Jeff Dailey Maint: Jim York Office: Mark Milburn	1) Add'l \$30.00 to medical allowance on 7/1/16 & \$20.00 on 1/1/17 for a total of \$705.00/month
2017 - 18	McGreehan & Van Roekel	Rec: Maint: NONE Office:	1% increase per BOD action 5-8-17, effective 6-5-17 to offset 1% employee cost of PERS increase.
2018 - 19	Van Roekel & McGreehan	Rec: Sally Higbee Maint: Matt Cruthers & Bret Hassett Office: None	1) 5% increase retro to 7/1/18 for F/T staff 2) Additional 2% increase effective 7-1-19 3) .60 retro to 7/1/18 for P/T staff plus + .40 on 1-1-19 4) 2-year negotiation cycle – next cycle 2020-2021
2019 - 20	McGreehan & Van Roekel	Rec: Maint: NONE Office:	NONE ( See above)
2020 - 21	Van Roekel & Bellefeuille	Rec: Jeff Dailey Maint: Mark Cobb Office: C. Merrifield	1) \$1.00/hr increase to perm. P/T Staff 2) 5% increase to F/T Staff, effective 1-1-21
2021 - 22	Bellefeuille & Van Roekel	Rec: Jeff Dailey Maint: Mark Cobb Office: C. Merrifield	1) 2.6% increase for Full Time employees 2) \$1 increase across the board for Part-Time 3) Increased medical contribution from \$705 to \$750 a month
2022 – 23	McGreehan & Bellefeuille	Rec: Jeff Dailey Maint: Mark Cobb Office: Catherine Merrifield	1) 7% in to full-time staff 2) .50 raise on 1/1/23 for all perm part-time
2023 - 24		Rec: Maint: Office:	