

HEALTH BENEFITS 2024 - NEW RATE											
EMPLOYEE HEALTH BENEFIT RATES INCLUDE - HEALTH, DELTA DENTAL & VSP VISION		# OF EMPLOYEES ON PLAN	CURRENT RATE 2023	EMPLOYEE CONTRIBUTION	TOTAL COST FOR EACH EMPLOYEE WITH OLD RATE- CONTRIBUTION	TOTAL COST FOR EMPLOYEES WITH OLD RATE ON EACH PLAN	# OF EMPLOYEES ON PLAN	NEW RATE FOR 2024	EMPLOYEE CONTRIBUTION	TOTAL COST FOR EACH EMPLOYEE WITH NEW RATE- CONTRIBUTION	TOTAL COST FOR EMPLOYEES WITH NEW RATE ON EACH PLAN
ANTHEM BC PRO \$0 DEDUCTIBLE - EMPLOYEES CURRENT (grandfathered in that TPCD would pay up to \$977.94 and employee pay difference)		2	\$ 1,021.89	\$ 43.95	\$ 977.94	\$ 1,955.88	2	\$ 1,067.17	\$ 89.68	\$ 977.49	\$ 1,954.98
ANTHEM BC PRO \$500 DEDUCTIBLE - ***CURRENT FOR 8 EMPLOYEES		8	\$ 781.62	-	\$ 781.62	\$ 6,252.96	8	\$815.72	-	\$ 815.72	\$ 6,525.76
SUGGESTED FOR 8 EMPLOYEES & FUTURE											
ANTHEM BC PRO \$750 DEDUCTIBLE -		0	\$ 692.55	-	\$ 692.55	-	8	\$722.50	-	\$ 722.50	\$ 5,780.00
TOTAL FOR ALL EMPLOYEES OLD RATE 2023		TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL
*Current deductible of \$500 + 2@ the \$0 deductible			\$ 8,208.84		\$ 98,506.08						
TOTAL FOR ALL EMPLOYEES NEW RATE 2024		TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL
*Current deductible of \$500 + 2@ the \$0 deductible			\$ 8,480.74		\$ 101,768.88						
TOTAL FOR ALL EMPLOYEES NEW RATE 2024		TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL
** Suggested for \$750 deductible plan + 2 @the \$0 deductible			\$ 7,734.98		\$ 92,819.76						

SALARY SCHEDULE - 2023-2024																					
Scheduled Increase	START	1.00%	2.00%	2.00%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	
		3 Month	After 1 Year	After 2 Year	After 3 Year	After 4 Year	After 5 Year	After 6 Year	After 7 Year	After 8 Year	After 9 Year	After 10 Year Max									
GROUNDSCOOPER I - Small Equipment, Maintenance Grounds, Burial assist	\$ 17.00	\$ 17.17	\$ 17.51	\$ 17.86	\$ 18.31	\$ 18.77	\$ 19.24	\$ 19.72	\$ 20.21	\$ 20.72	\$ 21.23	\$ 21.77									
GROUNDSCOOPER II - Big Equipment Mowers & Tractors	\$18.25	\$ 18.43	\$ 18.80	\$ 19.18	\$ 19.66	\$ 20.15	\$ 20.65	\$ 21.17	\$ 21.70	\$ 22.24	\$ 22.80	\$ 23.37									
GROUNDSCOOPER III - Burials & or Mechanical or Experienced Skill (irrigation, concrete etc.)	\$ 19.50	\$ 19.70	\$ 20.09	\$ 20.49	\$ 21.00	\$ 21.53	\$ 22.07	\$ 22.62	\$ 23.18	\$ 23.76	\$ 24.36	\$ 24.97									
ASSIST. GROUNDS SUPERVISOR	\$ 22.25	\$ 22.47	\$ 22.92	\$ 23.38	\$ 23.96	\$ 24.56	\$ 25.18	\$ 25.81	\$ 26.45	\$ 27.11	\$ 27.79	\$ 28.49									
GROUNDS SUPERVISOR	\$ 23.75	\$ 23.99	\$ 24.47	\$ 24.96	\$ 25.58	\$ 26.22	\$ 26.88	\$ 27.55	\$ 28.24	\$ 28.94	\$ 29.67	\$ 30.41									
OFFICE ASSISTANT - New Position/ Bi-Lingual	\$ 17.00	\$ 17.17	\$ 17.51	\$ 17.86	\$ 18.31	\$ 18.77	\$ 19.24	\$ 19.72	\$ 20.21	\$ 20.72	\$ 21.23	\$ 21.77									
ADMINISTRATIVE ASSISTANT/ Bi-Lingual	\$ 20.25	\$ 20.45	\$ 20.86	\$ 21.28	\$ 21.81	\$ 22.36	\$ 22.91	\$ 23.49	\$ 24.07	\$ 24.68	\$ 25.29	\$ 25.93									
OFFICE ADMINISTRATOR/Bi-Lingual	\$ 22.50	\$ 22.73	\$ 23.18	\$ 23.64	\$ 24.23	\$ 24.84	\$ 25.46	\$ 26.10	\$ 26.75	\$ 27.42	\$ 28.10	\$ 28.81									
DISTRICT MANAGER	\$90,000																				

NOTES MIN. WAGE JAN. 1, 2024 - \$16

Benefits- Health, Dental & Vision
 Retirement - CalPers
 Boot Allowance \$150 per year- Groundskeepers
 PTO Accrual- Sick Time - Bereavement Time

Fiscal Year Evaluation/Review and Increase 2023-2024

Employee	Date of Hire	Length of Employment	Position	Current	Cost-of-living Increase	Add To	Total	Ment Increase	Add To	Total	Total % Increase Merit & COL	Total \$ per hour Increase Merit & COL
1 DAVID FARIA	10/9/2017	6 Yrs 0 mths	Grounds Supervisor	\$ 26.40	3%	\$ 0.79	\$ 27.19	1.00%	\$ 0.27	\$ 27.46	4.00%	\$ 1.06
2 CHRIS HARRISON	5/26/2020	3 Yrs 4 mths	Assist. Grounds Supervisor	\$ 22.18	3%	\$ 0.67	\$ 22.85	4.00%	\$ 0.91	\$ 23.76	7.00%	\$ 1.58
3 BOBBY JONES	7/2/2007	16 Yrs 3 mths	GroundsKeeper III/Bi-Lingual	\$ 23.23	3%	\$ 0.70	\$ 23.93	2.00%	\$ 0.48	\$ 24.41	5.00%	\$ 1.18
4 LUPE LOPEZ	2/10/2021	2 Yrs 8 mths	GroundsKeeper III/Bi-Lingual	\$ 20.06	3%	\$ 0.60	\$ 20.66	1.00%	\$ 0.21	\$ 20.87	4.00%	\$ 0.81
5 JAMES CORRAL	9/3/2021	2 Yrs 1 mths	GroundsKeeper II	\$ 19.01	3%	\$ 0.57	\$ 19.58	1.00%	\$ 0.20	\$ 19.78	4.00%	\$ 0.77
6 JARON PINNENTEL	6/2/2023	0 Yrs 4 mths	GroundsKeeper I	\$ 16.50	3%	\$ 0.50	\$ 17.00	1.00%	\$ 0.17	\$ 17.16	4.00%	\$ 0.66
7 ZACHARY FREITAS	6/9/2023	0 Yrs 4 mths	GroundsKeeper II/Equipment Maintenance	\$ 18.50	3%	\$ 0.56	\$ 19.06	1.00%	\$ 0.19	\$ 19.25	4.00%	\$ 0.75
8 LYDIA CERVANTES	1/11/2021	2 Yrs 9 mths	Admin. Assistant/Bi-Lingual	\$ 20.75	3%	\$ 0.62	\$ 21.37	0.00%	\$ -	\$ 21.37	3.00%	\$ 0.62
9 PHYLLIS SCHMENDER	1/31/2020	3 Yrs 8 mths	Office Administrator/Bi-Lingual	\$ 23.50	3%	\$ 0.71	\$ 24.21	0.00%	\$ -	\$ 24.21	3.00%	\$ 0.71
10 CLARA BERNARDO	6/16/2021	2 Yrs 4 mths	District Manager/Bi-Lingual	\$ 43.27	0%	\$ -	\$ 43.27	0.00%	\$ -	\$ 43.27	0.00%	\$ -
				\$ 5.70		\$ 239.10		11.000%	\$ 2.43	\$ 241.53	38.0000%	\$ 8.13
				\$ 0.63		\$ 29.89		1.2222%	\$ 0.27	\$ 30.19	4.2222%	\$ 0.90

div by 9 employees avg \$ increase	div by 8 hours/avg all employees rate per hour	div by 9 employees avg % increase	div by 9 employees avg \$ increase	div by 8 hours/avg all employees rate per hour	div by 9 employees avg % increase	div by 9 employees avg \$ increase
\$ 0.63	\$ 29.89	1.2222%	\$ 0.27	\$ 30.19	4.2222%	\$ 0.90