



**Regular Board Meeting of The Placer County Resource Conservation  
District Board of Directors**

**August 26, 2025  
11641 Blocker Drive  
Auburn, CA 95603  
Second floor conference room  
4:00pm**

- 1) CALL TO ORDER
- 2) MEMBERS & GUESTS PRESENT
- 3) APPROVAL OF AGENDA
- 4) PUBLIC COMMENT  
*This time is provided so that people may speak to the board on any item not on this agenda. Public comments are limited to 5 minutes. The board cannot act on items not included on this agenda.*
- 5) APPROVAL OF PREVIOUS MINUTES
  - Regular Board Meeting – July 22, 2025
  - Finance Committee Meeting – August 19, 2025
  - Executive Committee Meeting – August 19, 2025

*The board will review and may act to accept/deny the previous meeting minutes listed*
- 6) FINANCIAL REPORTS
  - July 2025 Financial Report

*The board will be given an update by the Administration and Finance Director on recent financial management activities and will review and may act to accept/deny the Placer County Resource Conservation District (Placer RCD, District) July 2025 financials*
- 7) AGENCY REPORT

## 8) BUSINESS:

## CLOSED SESSION

## Government Code §54956.9 - CONFERENCE WITH LEGAL COUNSEL

1. Existing Litigation (Government Code §54956.9(d)(1)):
  - (a) Truckee Fire Protection District v. County of Placer, et al.  
Sacramento County Superior Court Case No. 25WM000083

*New Business:*

- a. Total Compensation Study  
*The board will review and may act to adopt the Total Compensation Study*
- b. Employer Provided Health Insurance Cap Increase  
*The board may act to approve an increase to the employer provided health insurance cap*
- c. Placer County Resource Conservation District Draft Fiscal Year (FY)26 Annual Budget  
*The board will review and may act to adopt the Placer County Resource Conservation District Draft FY26 Annual Budget*
- d. Placer Resource Conservation District 2025 Total Compensation Study (Total Compensation Study) Recommendations  
*The board will discuss and may act to implement the Total Compensation Study recommendations*
- e. Resolution 26-02 Resolution of the Board of Directors of the Placer County Resource Conservation District, State of California for funding from the Wildfire Prevention Program as provided through the Climate Investment and Proposition 4  
*The board may act to approve Resolution 26-02, Resolution of the Board of Directors of the Placer County Resource Conservation District, State of California for funding from the Wildfire Prevention Program as provided through the Climate Investment and Proposition 4*
- f. California Association of Resource Conservation Districts (CARCD) FY26 Dues  
*The board will review and may act to approve payment of FY26 CARCD membership dues*

- g. Employee Acknowledgements
  - The board will recognize employee anniversaries*
  - Ellen Murphy, 1 year*
  - Cordi Craig, 5 years*
  - Brian Pimentel, 4 years*

9) BOARD DIRECTOR REPORTS/COMMENTS

10) FUTURE AGENDA ITEMS

11) ADJOURNMENT

**PLACER COUNTY RESOURCE CONSERVATION DISTRICT  
MINUTES OF THE BOARD OF DIRECTORS  
REGULAR MEETING  
July 22, 2025**

**CALL TO ORDER**

The regular meeting of the Placer County Resource Conservation District (District /RCD) Board was called to order by RCD Board Chair Claudia Smith at 4:00 pm in the second-floor conference room at 11641 Blocker Drive in Auburn, CA.

**MEMBERS AND OTHERS PRESENT**

Directors Present: Stephen (Steve) Jones  
Kristin Lantz  
Jonathan (Jon) Jue  
Jim Holmes  
Justin Miller

Directors Absent: Claudia Smith  
Patricia (Patti) Beard

Others Present: Sarah Jones, RCD Executive Director  
Donna Thomassen, RCD Employee  
Kate Espinola, RCD Employee  
Joe Kausek, Associate Director  
Cordi Craig, RCD Employee

**APPROVAL OF AGENDA**

Justin Miller moved to approve the agenda as presented. Jon Jue seconded, and the motion passed unanimously.

**PUBLIC COMMENT**

None to report

**APPROVAL OF MEETING MINUTES**

Jim Holmes moved to approve the meeting minutes from the regular meeting held on May 27, 2025. Justin Miller seconded, and the motion passed with 5 ayes and 2 absent.

Kristin Lantz moved to approve the meeting minutes from the Executive Committee meeting held on June 23, 2025. Steve Jones seconded, and the motion passed unanimously.

Jim Holmes moved to approve the meeting minutes from the special meeting held on July 1, 2025. Jon Jue seconded, and the motion passed with 5 ayes and 2 absent.

## **FINANCIAL REPORTS**

Donna Thomassen presented the May and June 2025 financial reports. It was disclosed that these reports are subject to change due to any adjusting journal entries during the end of fiscal year. The tracked chipper was sold, and those funds will be reserved for future equipment purchases. Jon Jue moved to accept the financial reports as presented. Kristin Lantz seconded, and the motion passed unanimously.

## **AGENCY REPORT**

No report provided.

## **BUSINESS**

### **New Business:**

#### **a) Employee Acknowledgements**

The board recognized Donna Thomassen and Scott Stephenson for their employment anniversaries. Discussion only.

#### **b) California Environmental Quality Act (CEQA) Notice of Exemption (NOE) for Auburn Shaded Fuel Break Rx Burning**

Jon Jue moved to approve the CEQA NOE for the Auburn Shade Fuel Break RX Burn. Justin Miller seconded, and the motion passed unanimously.

#### **c) California Environmental Quality Act (CEQA) Notice of Exemption (NOE) for Ellinwood Rx Burn**

Kristin Lantz moved to approve the CEQA NOE for the Ellinwood RX Burn. Jim Holmes seconded, and the motion passed unanimously.

#### **d) California Environmental Quality Act (CEQA) Notice of Exemption (NOE) for Ferriera Rx Burn**

Jim Holmes moved to approve the CEQA NOE for the Ferriera RX Burn. Jon Jue seconded, and the motion passed unanimously.

#### **e) Placer County Local Agency Formation Commission (LAFCO) vote for the Special District Alternate Seat**

Jon Jue moved to vote for Jim Holmes for the alternate seat on the LAFCO Board. Kristin Lantz seconded, and the motion passed unanimously.

#### **f) California Special District Association (CSDA) Board Elections**

Jim Holmes moved to vote for Steven Palmer for the CSDA Board. Kristin Lantz seconded, and the motion passed unanimously.

#### **g) California Association of Resource Conservation Districts (CARCD) FY26 Dues**

Jim Holmes moved to approve the CARCD membership dues. Jon Jue seconded the motion. After board discussion the motion was overturned and did not pass.

**h) Employee Handbook Update**

Kristin Lantz moved to approve the Employee Handbook updates with modifications for clarification. Justin Miller seconded, and the motion passed unanimously.

**i) Seat #4 Discussion**

Discussion only.

**BOARD REPORTS/COMMENTS**

None given.

**FUTURE AGENDA ITEMS**

Future agenda items –

**ADJOURNMENT**

The regular meeting was adjourned at 4:52 pm. Jon Jue moved to adjourn the regular meeting. Justin Miller seconded, and the motion passed unanimously. The next regular meeting is scheduled for July 22, 2025, from 4:00 pm to 6:00 pm in the upstairs conference room at 11641 Blocker Drive, Auburn.

**PLACER COUNTY RESOURCE CONSERVATION DISTRICT  
MINUTES OF THE BOARD OF DIRECTORS  
FINANCE COMMITTEE MEETING  
August 19, 2025**

**CALL TO ORDER**

The Finance Committee meeting of the Placer County Resource Conservation District (District /RCD) Board was called to order by RCD Board Secretary Kristin Lantz at 4:00 pm in the conference room at 11641 Blocker Drive in Auburn, CA.

**MEMBERS AND OTHERS PRESENT**

Directors Present: Kristin Lantz  
Jon Jue

Absent Member: Mark Starr

Others Present: Sarah Jones, RCD Employee  
Donna Thomassen, RCD Employee  
Kate Espinola, RCD Employee  
Shelli Anderson, Bryce Consulting

**APPROVAL OF AGENDA**

Jon Jue moved to approve the agenda, and the motion passed unanimously.

**PUBLIC COMMENT**

None to report

**BUSINESS**

**New Business:**

**a) Fiscal Year 2026 Draft Annual Budget**

The committee reviewed the fiscal year 2026 draft annual budget. The committee will recommend to the board to approve a balanced budget.

**b) Total Compensation Study**

The committee reviewed the final draft and recommendations from the Total Compensation Study report.

**ADJOURNMENT**

The Executive Committee meeting was adjourned at 6:09 pm. Kristin Lantz moved to adjourn the committee meeting. Steve Jones seconded, and the motion passed unanimously. The next regular meeting is scheduled for August 26, 2025, from 4:00 pm to 6:00 pm in the conference upstairs conference room at 11641 Blocker Drive, Auburn.

**PLACER COUNTY RESOURCE CONSERVATION DISTRICT  
MINUTES OF THE BOARD OF DIRECTORS  
EXECUTIVE COMMITTEE MEETING  
August 19, 2025**

**CALL TO ORDER**

The Executive Committee meeting of the Placer County Resource Conservation District (District /RCD) Board was called to order by RCD Board Chair Claudia Smith at 5:01 pm in the conference room at 11641 Blocker Drive in Auburn, CA.

**MEMBERS AND OTHERS PRESENT**

Directors Present: Claudia Smith  
Stephen (Steve) Jones  
Kristin Lantz

Others Present: Sarah Jones, RCD Employee  
Donna Thomassen, RCD Employee  
Kate Espinola, RCD Employee  
Shelli Anderson, Bryce Consulting

**APPROVAL OF AGENDA**

Kristin Lantz moved to approve the agenda. Steve Jones seconded, and the motion passed unanimously.

**PUBLIC COMMENT**

None to report

**BUSINESS**

**New Business:**

**a) Fiscal Year 2026 Draft Annual Budget**

The committee reviewed the fiscal year 2026 draft annual budget.

**b) Total Compensation Study**

The committee reviewed the final draft and recommendations from the Total Compensation Study report. The committee will provide recommendations to the full board at the next meeting.

**ADJOURNMENT**

The Executive Committee meeting was adjourned at 6:09 pm. Kristin Lantz moved to adjourn the committee meeting. Steve Jones seconded, and the motion passed unanimously. The next regular meeting is scheduled for August 26, 2025, from 4:00 pm to 6:00 pm in the conference upstairs conference room at 11641 Blocker Drive, Auburn.



## Placer County RCD

## Profit and Loss

July 2025

	TOTAL
Income	
CONTRIBUTED SUPPORT	
Chipping Service Contributions	5,800.00
<b>Total CONTRIBUTED SUPPORT</b>	<b>5,800.00</b>
EARNED REVENUES	
Interest Income - Operations	9,106.66
Property Tax Revenues	249.18
Surplus Equipment Revenue	40,000.00
<b>Total EARNED REVENUES</b>	<b>49,355.84</b>
<b>Total Income</b>	<b>\$55,155.84</b>
GROSS PROFIT	<b>\$55,155.84</b>
Expenses	
EXPENSES	
Bank Charges & C/C Fees	188.16
Contractual Services	
Grants/Agreements/Projects	3,792.51
Operations	2,910.00
<b>Total Contractual Services</b>	<b>6,702.51</b>
Insurance - Health Active	45,024.96
Insurance - Workmen's Compensation	30,131.36
Insurance Liability	43,650.89
Insurance-Health Retirees	3,790.60
Materials & Supplies	
Field Supplies inc. Forestry Truck Exp	148.15
Fuel	1,771.91
Grants/Agreements/Programs	1,164.97
Office Supplies	1,247.73
<b>Total Materials &amp; Supplies</b>	<b>4,332.76</b>
Payroll Expenses	
Leave Wages; Holiday/Vacation/Sick/Comp	15,360.98
Payroll Tax Expense	3,394.52
PERS	4,000.18
Wages	29,524.08
<b>Total Payroll Expenses</b>	<b>52,279.76</b>
Rent Expense	13,816.20
Repair & Maintenance	3,159.77
Telephone (Cell) Stipends	50.00
Unfunded Retirement Plan Expenses	36,618.00
<b>Total EXPENSES</b>	<b>239,744.97</b>
<b>Total Expenses</b>	<b>\$239,744.97</b>
NET OPERATING INCOME	<b>\$ -184,589.13</b>

## Placer County RCD

## Profit and Loss

July 2025

	TOTAL
Other Expenses	
Other Miscellaneous Expense	-154.55
<b>Total Other Expenses</b>	<b>\$ -154.55</b>
NET OTHER INCOME	<b>\$154.55</b>
NET INCOME	<b>\$ -184,434.58</b>

## Placer County RCD

Balance Sheet  
As of August 20, 2025

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
Placer County Checking	2,146,727.13
<b>Total Bank Accounts</b>	<b>\$2,146,727.13</b>
Accounts Receivable	
Accounts Receivable	613,970.47
Accounts Receivable - Reimbursements	1,166.00
Accounts Receivable - Unbilled	1,132.51
<b>Total Accounts Receivable</b>	<b>\$616,268.98</b>
Other Current Assets	
Def Outflows - OPEB	35,561.00
Def Outflows - Pension	299,355.00
Prepaid Expenses	1,020.00
Security Deposit	6,476.80
Undeposited Funds	240.00
<b>Total Other Current Assets</b>	<b>\$342,652.80</b>
<b>Total Current Assets</b>	<b>\$3,105,648.91</b>
Fixed Assets	
Leased Assets	141,991.00
Leased Asset - Accumulated Depreciation	-72,947.00
Leased Assets - Original	172,557.00
<b>Total Leased Assets</b>	<b>241,601.00</b>
Machinery and Equipment	
Machinery & Equipment - Depreciation	-283,377.00
Machinery & Equipment - Original Cost	777,758.06
<b>Total Machinery and Equipment</b>	<b>494,381.06</b>
<b>Total Fixed Assets</b>	<b>\$735,982.06</b>
<b>TOTAL ASSETS</b>	<b>\$3,841,630.97</b>
<b>LIABILITIES AND EQUITY</b>	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	76,271.63
<b>Total Accounts Payable</b>	<b>\$76,271.63</b>
Credit Cards	
Cal Card Credit Card	1,485.31
Mechanics Bank Credit Card (7708)	123.00

## Placer County RCD

## Balance Sheet

As of August 20, 2025

	TOTAL
<b>Total Credit Cards</b>	<b>\$1,608.31</b>
Other Current Liabilities	
Accrued Leaves Payable	67,373.29
Def Inflows - Pension	26,279.00
Lease Payable	203,035.00
Lease Payable - Current	54,308.00
Sales Tax Payable	39.37
Unearned Revenues	0.00
Due to Placer Sierra Fire Safe Council	33,273.08
Unearned Revenue - CALFire Mosquito 3 Rec & Ref	491,877.29
Unearned Revenue - Forestry Mentorship Program	4,761.62
Unearned Revenue - One Tree Planted (MOSQ 3)	10,268.75
Unearned Revenue - PBPL Private Donations	507.78
Unearned Revenue - Rose Foundation	18,074.03
Unearned Revenue - Urban & Community Support	650.40
Unearned Revenue - USF&W Riparian	3,243.16
Unearned Revenue - Wild Turkey Federation	5,000.00
<b>Total Unearned Revenues</b>	<b>567,656.11</b>
<b>Total Other Current Liabilities</b>	<b>\$918,690.77</b>
<b>Total Current Liabilities</b>	<b>\$996,570.71</b>
Long-Term Liabilities	
Net OPEB Liability	151,570.00
Net Pension Liability	419,800.00
<b>Total Long-Term Liabilities</b>	<b>\$571,370.00</b>
<b>Total Liabilities</b>	<b>\$1,567,940.71</b>
Equity	
Assigned Funds	902,902.36
Net Assets	1,074,426.46
Net Investment in Capital Assets	478,639.00
Prior Period Adjustment	80.00
Net Income	-182,357.56
<b>Total Equity</b>	<b>\$2,273,690.26</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$3,841,630.97</b>

Transaction Report							
Placer County RCD							13
July 1-31, 2025							
Transaction date	Transaction type	Num	Name	Memo/Description	Item split account	Amount	Balance
Placer County Checking							
Beginning Balance							2,868,161.10
07/01/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-14.00	2,868,147.10
07/01/2025	Deposit			System-recorded deposit for QuickBooks Payments		500.00	2,868,647.10
07/01/2025	Journal Entry	Stale Dated Checks		Stale Dated Ck 7/1/25 to Liliana Santellano 12/23/24		19.87	2,868,666.97
07/01/2025	Journal Entry	Stale Dated Checks		Stale Dated Ck 7/1/25 to Brandi Hankins 12/21/24		143.36	2,868,810.33
07/02/2025	Deposit			System-recorded deposit for QuickBooks Payments		240.00	2,869,050.33
07/02/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-6.72	2,869,043.61
07/06/2025	Deposit		Johanna McCoy	System-recorded deposit for QuickBooks Payments	Undeposited Funds	80.00	2,869,123.61
07/06/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-2.24	2,869,121.37
07/08/2025	Deposit			System-recorded deposit for QuickBooks Payments		240.00	2,869,361.37
07/08/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-6.72	2,869,354.65
07/09/2025	Deposit			System-recorded deposit for QuickBooks Payments		320.00	2,869,674.65
07/09/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-8.96	2,869,665.69
07/10/2025	Deposit			System-recorded deposit for QuickBooks Payments		160.00	2,869,825.69
07/10/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-4.48	2,869,821.21
07/11/2025	Deposit			System-recorded deposit for QuickBooks Payments		400.00	2,870,221.21
07/11/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-11.20	2,870,210.01
07/11/2025	Journal Entry	PR Paid 7/11/25 PY		Payroll period ending 6/27/25 paid 7/11/2025		-60,783.92	2,809,426.09
07/13/2025	Deposit			System-recorded deposit for QuickBooks Payments		360.00	2,809,786.09
07/13/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-10.08	2,809,776.01
07/13/2025	Deposit		Charles Pike	System-recorded deposit for QuickBooks Payments	Undeposited Funds	80.00	2,809,856.01
07/13/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-2.24	2,809,853.77
07/14/2025	Deposit			System-recorded deposit for QuickBooks Payments		720.00	2,810,573.77
07/14/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-18.00	2,810,555.77
07/15/2025	Deposit			System-recorded deposit for QuickBooks Payments		400.00	2,810,955.77
07/15/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-11.20	2,810,944.57
07/16/2025	Deposit			System-recorded deposit for QuickBooks Payments		160.00	2,811,104.57
07/16/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-4.48	2,811,100.09
07/17/2025	Deposit		Carlos Duran	System-recorded deposit for QuickBooks Payments	Undeposited Funds	80.00	2,811,180.09
07/17/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-2.24	2,811,177.85
07/18/2025	Deposit			System-recorded deposit for QuickBooks Payments		320.00	2,811,497.85
07/18/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-8.96	2,811,488.89
07/18/2025	Deposit		Placer Sierra Fire Safe Council		Undeposited Funds	25,000.00	2,836,488.89
07/18/2025	Deposit		California Department of Forestry & Fire		Undeposited Funds	23,007.29	2,859,496.18
07/18/2025	Deposit		ROBIN DRAGHLI		Undeposited Funds	80.00	2,859,576.18
07/18/2025	Deposit		Wanda Culp		Undeposited Funds	80.00	2,859,656.18
07/18/2025	Deposit		Elan Financial Services		Accounts Receivable	1,166.00	2,860,822.18
07/20/2025	Deposit			System-recorded deposit for QuickBooks Payments		160.00	2,860,982.18
07/20/2025	Deposit		William Grosser	System-recorded deposit for QuickBooks Payments	Undeposited Funds	80.00	2,861,062.18

07/20/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-4.48	14	2,861,057.70
07/20/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-2.24		2,861,055.46
07/21/2025	Deposit			System-recorded deposit for QuickBooks Payments		160.00		2,861,215.46
07/21/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-3.04		2,861,212.42
07/21/2025	Bill Payment (Check)	11366364	Andrew Assereto		Accounts Payable	-324.96		2,860,887.46
07/21/2025	Bill Payment (Check)	11366369	David Curry		Accounts Payable	-3,993.76		2,856,893.70
07/21/2025	Bill Payment (Check)	11366389	Scott Stephenson		Accounts Payable	-470.00		2,856,423.70
07/21/2025	Bill Payment (Check)	11366394	Liana Vitousek		Accounts Payable	-604.10		2,855,819.60
07/21/2025	Bill Payment (Check)	11366390	Donna Thomassen		Accounts Payable	-50.00		2,855,769.60
07/21/2025	Bill Payment (Check)	11366367	Lewis Campbell		Accounts Payable	-505.64		2,855,263.96
07/21/2025	Bill Payment (Check)	11366375	Andrew Fritz		Accounts Payable	-293.94		2,854,970.02
07/21/2025	Bill Payment (Check)	11366384	Brian Pimentel		Accounts Payable	-240.74		2,854,729.28
07/21/2025	Bill Payment (Check)	11366381	Ellen Murphy		Accounts Payable	-281.93		2,854,447.35
07/21/2025	Bill Payment (Check)	11366368	Cordi Craig		Accounts Payable	-522.21		2,853,925.14
07/21/2025	Bill Payment (Check)	11366380	Carina Merrick		Accounts Payable	-909.15		2,853,015.99
07/21/2025	Bill Payment (Check)	11366378	Sarah Jones		Accounts Payable	-100.00		2,852,915.99
07/21/2025	Bill Payment (Check)	11366383	Christopher W Paulus		Accounts Payable	-150.00		2,852,765.99
07/21/2025	Bill Payment (Check)	11366376	Gresham, Richard		Accounts Payable	-940.60		2,851,825.39
07/21/2025	Bill Payment (Check)	11366373	Espinola, Katie P.		Accounts Payable	-106.91		2,851,718.48
07/21/2025	Bill Payment (Check)	11366395	White, Mark		Accounts Payable	-111.32		2,851,607.16
07/21/2025	Bill Payment (Check)	11366396	Scott Thorne Environ Consult,		Accounts Payable	-580.00		2,851,027.16
07/21/2025	Bill Payment (Check)	11366386	Reioux, Jerry		Accounts Payable	-54.30		2,850,972.86
07/21/2025	Bill Payment (Check)	11366388	Authority		Accounts Payable	-101,011.84		2,749,961.02
07/21/2025	Bill Payment (Check)	11366379	Maloney, Kathryn L.		Accounts Payable	-950.00		2,749,011.02
07/21/2025	Bill Payment (Check)	11366371	ECORP Consulting, Inc.		Accounts Payable	-10,397.22		2,738,613.80
07/21/2025	Bill Payment (Check)	11366366	Bryce Consulting		Accounts Payable	-5,700.00		2,732,913.80
07/21/2025	Bill Payment (Check)	11366392	TUV SUD America, Inc.		Accounts Payable	-7,087.51		2,725,826.29
07/21/2025	Bill Payment (Check)	11366370	Sydney Dion		Accounts Payable	-3,696.92		2,722,129.37
07/21/2025	Bill Payment (Check)	11366377	Gwinn Construction		Accounts Payable	-2,540.10		2,719,589.27
07/21/2025	Bill Payment (Check)	11366385	TeamLogic IT		Accounts Payable	-1,410.00		2,718,179.27
07/21/2025	Bill Payment (Check)	11366372	Valerie Elder		Accounts Payable	-1,297.60		2,716,881.67
07/21/2025	Bill Payment (Check)	11366391	Timbersmith Corporation		Accounts Payable	-5,887.96		2,710,993.71
07/21/2025	Bill Payment (Check)	11366382	Kenneth Myatt		Accounts Payable	-6,720.00		2,704,273.71
07/21/2025	Bill Payment (Check)	11366374	Group, Inc		Accounts Payable	-4,762.64		2,699,511.07
07/21/2025	Check	11366393	Cal Card US Bank		Cal Card Credit Card	-9,165.45		2,690,345.62
07/21/2025	Bill Payment (Check)	11366365	Auburn Hardware & Rental, LLC		Accounts Payable	-4.91		2,690,340.71
07/22/2025	Deposit			System-recorded deposit for QuickBooks Payments		320.00		2,690,660.71
07/22/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-8.96		2,690,651.75
07/23/2025	Deposit			System-recorded deposit for QuickBooks Payments		600.00		2,691,251.75
07/23/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-16.80		2,691,234.95
07/24/2025	Deposit			System-recorded deposit for QuickBooks Payments		240.00		2,691,474.95
07/24/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-5.28		2,691,469.67
07/24/2025	Bill Payment (Check)	11367284	Auburn Creekside LLC		Accounts Payable	-4,368.00		2,687,101.67
07/24/2025	Bill Payment (Check)	11367285	Capital Farms		Accounts Payable	-32,696.57		2,654,405.10
07/24/2025	Bill Payment (Check)	11367286	Ensenada Apartments, LLC		Accounts Payable	-58,566.95		2,595,838.15
07/24/2025	Bill Payment (Check)	11367287	Takemori Farms, Inc		Accounts Payable	-64,074.20		2,531,763.95
07/25/2025	Journal Entry	Pay Period 02_2		RCD Payroll PP#02 period ending, July 11, 2025		-58,479.54		2,473,284.41
07/27/2025	Deposit		Sean McBride	System-recorded deposit for QuickBooks Payments	Undeposited Funds	80.00		2,473,364.41

07/27/2025	Deposit		Ceryl Madden	System-recorded deposit for QuickBooks Payments	Undeposited Funds	240.00	2,473,604.41
07/27/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-2.24	15 2,473,602.17
07/27/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-6.72	2,473,595.45
07/28/2025	Deposit			System-recorded deposit for QuickBooks Payments		160.00	2,473,755.45
07/28/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-4.48	2,473,750.97
07/28/2025	Deposit		Elan Financial Services		Undeposited Funds	99.00	2,473,849.97
07/29/2025	Deposit			System-recorded deposit for QuickBooks Payments		320.00	2,474,169.97
07/29/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-8.96	2,474,161.01
07/30/2025	Deposit			System-recorded deposit for QuickBooks Payments		320.00	2,474,481.01
07/30/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-8.96	2,474,472.05
07/31/2025	Deposit			System-recorded deposit for QuickBooks Payments		160.00	2,474,632.05
07/31/2025	Expense		QuickBooks Payments	System-recorded fee for QuickBooks Payments. Fee-name: DiscountRateFee, fee-type: Daily.	Bank Charges & C/C Fees	-4.48	2,474,627.57
07/31/2025	Deposit					420.00	2,475,047.57
07/31/2025	Deposit		California Department of Forestry & Fire		Undeposited Funds	4,443.52	2,479,491.09
07/31/2025	Deposit		Districts			21,636.17	2,501,127.26
07/31/2025	Journal Entry	FUEL 7.31.25		July '25 Fleet Focus		-1,920.06	2,499,207.20
07/31/2025	Journal Entry	FUEL 7.31.25		Add'l charge by PC w/out backup? Requested backup 8/20/25		-8.68	2,499,198.52
07/31/2025	Bill Payment (Check)	WIRE	CalPers Inc.		Accounts Payable	-36,618.00	2,462,580.52
07/31/2025	Payment	WIRE	CA Dept of Food and Agriculture		Accounts Receivable	4,422.48	2,467,003.00
07/31/2025	Journal Entry	July '25 Interest		July 2025 Interest Income pending grant disbursements		9,106.66	2,476,109.66
07/31/2025	Journal Entry	EMPEE Health Payments		Employee w/holding for health insurance transferred held in PR withholding acct July 2025		4,301.34	2,480,411.00
07/31/2025	Payment	CS152174	Districts		Accounts Receivable	356.40	2,480,767.40
07/31/2025	Journal Entry	Prop Taxes July '25		2024/25 Supplemental Apmt #4 06/30/25-07/02/25		208.43	2,480,975.83
07/31/2025	Journal Entry	Prop Taxes July '25		2024/25 Current Unsec Apmt #5 06/30/25-07/02/25		34.84	2,481,010.67
07/31/2025	Journal Entry	Prop Taxes July '25		2024/25 Delinquent Unsecured Apmt #4 06.30.25-07.02.25		5.91	2,481,016.58
						<b>-\$387,144.52</b>	
Accrual Basis Wednesday, August 20, 2025 11:26 PM GMTZ							

A/R Aging Detail Report: Placer RCD As of July 31, 2025								16
Date	Transaction type	Num	Donor full name	Department full name	Due date	Amount	Open balance	PAID AS OF 8/20/25
91 or more days past due								
06/30/2024	Journal Entry	CAPGAP AR TO 6.30.24	Yolo County RCD		06/30/2024	558.09	558.09	
10/22/2024	Invoice	25-2292	Joe Warlow	30 - Board Designated Funds:Chipper Cost Share	11/21/2024	80.00	80.00	TO W/O
12/31/2024	Invoice	25-2454	CA Association of Resource Conservation Districts	40- Temporarily Restricted Funds:CARCD Workforce Development	12/31/2024	27,013.23	27,013.23	
03/31/2025	Invoice	25-2703	NRCS	40- Temporarily Restricted Funds:NRCS Landowner Tech. Assistance	03/31/2025	530.95	530.95	PAID
						\$28,182.27	\$28,182.27	
31 - 60 days past due								
05/27/2025	Invoice	25-2783	One Tree Planted, Inc.	40- Temporarily Restricted Funds:#8GG22608 Mosquito Fire 3 Recovery & Reforestation	06/26/2025	11,900.00	11,900.00	PAID
06/30/2025	Invoice	25-2799	CA Association of Resource Conservation Districts	40- Temporarily Restricted Funds:CARCD/NRCS Forestry TA	06/30/2025	533.36	533.36	
06/30/2025	Invoice	25-2800	CA Association of Resource Conservation Districts	40- Temporarily Restricted Funds:NRCS - RCPP #2871(FY24)	06/30/2025	4,165.14	4,165.14	
06/30/2025	Invoice	25-2801	CA Association of Resource Conservation Districts	40- Temporarily Restricted Funds:WCB Pollinator Habitat	06/30/2025	643.75	643.75	
06/30/2025	Invoice	25-2916	CA Association of Resource Conservation Districts	40- Temporarily Restricted Funds:WCB Pollinator Habitat	06/30/2025	6,469.46	6,469.46	
06/30/2025	Invoice	25-2936	Placer County CEO	40- Temporarily Restricted Funds:PC - Probation Chipper Program	06/30/2025	113,209.62	113,209.62	
06/30/2025	Invoice	25-2937	Placer County CEO	40- Temporarily Restricted Funds:PC - Cooperative Agreement	06/30/2025	47,176.64	47,176.64	
06/30/2025	Invoice	25-2947	US Forest Service	40- Temporarily Restricted Funds:USFS Mosquito Fire 4 Mosquito Post Fire Disaster Recovery	06/30/2025	68,454.08	68,454.08	PAID
06/30/2025	Invoice	25-2960	California Department of Forestry & Fire	40- Temporarily Restricted Funds:#5GA21146 Mosquito Fire 1 Tree Mortality Project	06/30/2025	31,476.76	31,476.76	
06/30/2025	Invoice	25-2961	California Department of Forestry & Fire	40- Temporarily Restricted Funds:#5GA21148 Mosquito Fire 2 Hazard Tree Mitigation	06/30/2025	25,464.11	25,464.11	
06/30/2025	Invoice	25-2962	California Department of Forestry & Fire	40- Temporarily Restricted Funds:#8GA21903 PCCF Block Grant	06/30/2025	1,986.85	1,986.85	
06/30/2025	Invoice	25-2963	California Department of Forestry & Fire	40- Temporarily Restricted Funds:#8GA23903 PBA Hosted Training	06/30/2025	513.15	513.15	
06/30/2025	Invoice	25-2964	California Department of Forestry & Fire	40- Temporarily Restricted Funds:WUI Grant (CWSF)	06/30/2025	2,722.60	2,722.60	
06/30/2025	Invoice	25-2965	California Department of Forestry & Fire	40- Temporarily Restricted Funds:#8GA23995 WRFS PBPL	06/30/2025	3,454.60	3,454.60	
06/30/2025	Invoice	25-2966	CA Dept of Food and Agriculture	40- Temporarily Restricted Funds:Healthy Soils Program TA	06/30/2025	14,307.71	14,307.71	
06/30/2025	Invoice	25-2967	Placer County Water Agency - Donor	40- Temporarily Restricted Funds:PCWA - Tank Rebate	06/30/2025	3,378.24	3,378.24	
06/30/2025	Invoice	25-2969	California Department of Forestry & Fire	40- Temporarily Restricted Funds:#5GA23100 Placer Sierra Fuels	06/30/2025	67,492.76	67,492.76	
06/30/2025	Invoice	25-2978	NRCS	40- Temporarily Restricted Funds:NRCS Landowner Tech. Assistance	06/30/2025	7,506.85	7,506.85	
06/30/2025	Invoice	25-2979	California Department of Forestry & Fire	40- Temporarily Restricted Funds:#8GA21900 Forestry Newsletter, Website & Committee	06/30/2025	8,925.13	8,925.13	
06/30/2025	Invoice	25-2982	California Department of Forestry & Fire	40- Temporarily Restricted Funds:#5GG23124 PBPL-#2	06/30/2025	31,189.79	31,189.79	
06/30/2025	Invoice	25-2983	California Department of Forestry & Fire	40- Temporarily Restricted Funds:#5TR23109 Chipper Program	06/30/2025	64,006.78	64,006.78	
06/30/2025	Invoice	25-2984	Auburn Recreation District	50-Fee for Services:ARD - Atwood Easement	06/30/2025	1,697.50	1,697.50	
06/30/2025	Journal Entry	CAPGAP 6.30.25	Yolo County RCD		06/30/2025	574.42	574.42	
06/30/2025	Journal Entry	SDRMA INS REFUND	SDRMA		06/30/2025	276.69	251.62	PAID
06/30/2025	Invoice	25-2998	CA Dept of Food and Agriculture	40- Temporarily Restricted Funds:Central Sierra HSP Block Grant	06/30/2025	773,512.30	109,260.18	
06/30/2025	Invoice	25-3008	California Department of Forestry & Fire	40- Temporarily Restricted Funds:#8GA21018 Forestry Mentorship Program	06/30/2025	19,324.49	19,324.49	
06/30/2025	Invoice	25-3011	California Department of Forestry & Fire	40- Temporarily Restricted Funds:#5GA21147 North Fork Phase 1B	06/30/2025	16,331.52	16,331.52	
06/30/2025	Invoice	25-3013	Placer County Parks and Open Spaces	40- Temporarily Restricted Funds:PC - Parks Agreement	06/30/2025	4,366.25	4,366.25	
						\$1,331,060.55	\$666,783.36	
1 - 30 days past due								
06/30/2025	Invoice	25-2863	Ryan Kimler	30 - Board Designated Funds:Chipper Cost Share	07/30/2025	80.00	80.00	
						\$80.00	\$80.00	
CURRENT								
07/07/2025	Invoice	25-2881	Yuseph Ali	30 - Board Designated Funds:Chipper Cost Share	08/06/2025	80.00	80.00	PAID
07/11/2025	Invoice	25-2894	Mark Bonnard	30 - Board Designated Funds:Chipper Cost Share	08/10/2025	80.00	80.00	PAID
07/18/2025	Invoice	25-2910	Shari Nolan	30 - Board Designated Funds:Chipper Cost Share	08/17/2025	80.00	80.00	PAID
07/18/2025	Invoice	25-2913	Greg DeRenne	30 - Board Designated Funds:Chipper Cost Share	08/17/2025	80.00	80.00	PAID
07/29/2025	Invoice	25-2941	Rick Nelson	30 - Board Designated Funds:Chipper Cost Share	08/28/2025	80.00	80.00	PAID
						\$400.00	\$400.00	
TOTAL						\$1,359,722.82	\$695,445.63	



PLACER COUNTY RESOURCE CONSERVATION DISTRICT  
PARS OPEB Trust Program

Account Report for the Period  
7/1/2025 to 7/31/2025

Sarah Jones  
Executive Director  
Placer County Resource Conservation District  
11641 Blocker Drive, Ste 120  
Auburn, CA 95603

### Account Summary

Source	Beginning Balance as of 7/1/2025	Contributions	Earnings	Expenses	Distributions	Transfers	Ending Balance as of 7/31/2025
OPEB	\$252,718.41	\$0.00	\$1,596.50	\$122.22	\$0.00	\$0.00	\$254,192.69
Totals	\$252,718.41	\$0.00	\$1,596.50	\$122.22	\$0.00	\$0.00	\$254,192.69

### Investment Selection

Source	
OPEB	Balanced - Strategic Blend

### Investment Objective

Source	
OPEB	The dual goals of the Balanced Strategy are growth of principal and income. While dividend and interest income are an important component of the objective's total return, it is expected that capital appreciation will comprise a larger portion of the total return. The portfolio will be allocated between equity and fixed income investments.

### Investment Return

Source	1-Month	3-Months	1-Year	Annualized Return			Plan's Inception Date
				3-Years	5-Years	10-Years	
OPEB	0.63%	7.12%	8.95%	9.52%	7.98%	6.73%	4/3/2014

Information as provided by US Bank, Trustee for PARS; Not FDIC Insured; No Bank Guarantee; May Lose Value

Past performance does not guarantee future results. Performance returns may not reflect the deduction of applicable fees, which could reduce returns. Information is deemed reliable but may be subject to change.

Investment Return: Annualized rate of return is the return on an investment over a period other than one year multiplied or divided to give a comparable one-year return.

Account balances are inclusive of Trust Administration, Trustee and Investment Management fees

# Placer Resource Conservation District

2025 Compensation Study  
August 19, 2025

# Agenda

- Methodology
- Survey Agencies
- Findings
- Recommendations
- Considerations
- Q & A

# Methodology

- Worked with the Committee to identify survey agencies
- Collected and analyzed base salary and benefit data
- Calculate labor market median (mid-point)
- Reviewed draft report with the Committee

Survey Agencies		
Agency	Cost of Living Difference	Median Housing
<i>Placer Resource Conservation District</i>	----	\$589,667
El Dorado County Resource Conservation District	-4.1%	\$539,000
Gold Ridge Resource Conservation District	+34.5%	\$805,000
Inland Empire Resource Conservation District	-8.8%	\$610,200
Monterey County Resource Conservation District	+4.5%	\$799,000
Napa Resource Conservation District	+19.1%	\$902,419
Nevada County	0%	\$736,500
Placer County	0%	\$589,667
Resource Conservation District of Greater San Diego	+9.9% (Santee was used)	\$775,000
Santa Cruz Resource Conservation District	+38.7%	\$680,000
Sierra Nevada Conservancy	0%	\$589,667
State of California	-9.6%	\$498,000
Tahoe Resource Conservation District	+4.8%	\$685,000
Tehama Resource Conservation District	-28.2%	\$400,000
Sutter County (Chipper Crew Lead)	-14.1	\$482,400
Yuba County (Chipper Crew Lead)	-20.4	\$439,9000

Findings						
						22
Class Title	% Above or Below for Base Salary	% Above or Below for Total Cash	% Above or Below for Total Compensation	Rank For Max Base Salary	Rank For Total Compensation	Comparability
Administration & Finance Director	-8.56%	-17.23%	-16.03%	5	6	7
Administration & Finance Manager	-61.48%	-64.31%	-46.91%	10	10	9
Agriculture Program Manager	-42.06%	-41.94%	-37.40%	9	9	8
Chipper Crew Lead	-2.45%	-4.48%	-18.60%	3	4	3
Chipper Program Operations Assistant Manager-Lead Mechanic	Insuff Data	Insuff Data	Insuff Data	Insuff Data	Insuff Data	Insuff Data
Chipper Program Operations Manager	Insuff Data	Insuff Data	Insuff Data	Insuff Data	Insuff Data	Insuff Data
Community and Conservation Director	Insuff Data	Insuff Data	Insuff Data	Insuff Data	Insuff Data	Insuff Data
Education & Outreach Coordinator	-18.44%	-26.95%	-16.51%	9	7	9
Executive Director	-7.72%	-8.46%	-4.37%	8	7	11
Forestry Director	-20.50%	-21.41%	-16.77%	5	5	4
Forestry Project Coordinator	-48.25%	-59.95%	-47.60%	8	7	7
Forestry Project Manager	-24.72%	-26.63%	-16.85%	10	9	10
Prescribed Fire Program Coordinator	Insuff Data	Insuff Data	Insuff Data	Insuff Data	Insuff Data	Insuff Data
Prescribed Fire Program Manager	Insuff Data	Insuff Data	Insuff Data	Insuff Data	Insuff Data	Insuff Data

# Findings

On average, when compared to the market, the District is:

- 26.23% below market for base salary
- 30.31% below market for total cash
- 24.67% below the market for total compensation

# Findings

- Retirement
  - 9 agencies are in CalPERS with the same benefit as the District for PEPRA employees
  - 4 agencies contribute to a defined contribution plan
- Education/Certification Pay
  - One agency provides certification pay for Architect, Land Surveyor or Engineer
- Retiree Health Benefits
  - The District does not contribute to a Retiree Health Savings Account or Post-Employment Retiree Health
  - None of the agencies contribute to a Retiree Health Savings Account
  - Four contribute to post-employment retiree health (PEMHCA minimum up to 100%)



# Findings

- The District provides:
  - 80 hours of vacation at year 1
  - 160 hours at year 5
  - 200 hours with 10 or more years
  - 13 days of sick leave
  - 12 holidays
  - 80 hours of administrative/management
- Labor Market
  - 6 have PTO (vacation and sick combined)
  - 87 hours at year 1
  - 123 hours at year 5
  - 153 hours at year 10
  - 160 hours at year 15
  - 178 hours at year 20
  - 11 – 12 sick days
  - 13 holidays
  - 6 provide administrative/management or other leave ranging from 32 to 100 hours

# Findings

- District allows for telecommuting
  - 11 agencies have some level of telecommuting
- District provides a flexible schedule
  - 11 agencies have flexible schedules

# Recommendations

- Created 20% wide ranges for each classification
- Applied the market data, bringing classifications to within 15% of market
- Classifications that are within 5% of market resulted in no change
- Applied consistent principles for classes that resulted in insufficient data or where the data resulted in compaction
- Appendix C of the report provides the salary recommendations

# CONSIDERATIONS

- Board direction
- Budgetary impact
- Possible increase to health care rates and other benefits

# Q & A

BRYCE  
CONSULTING

PLACER RESOURCE CONSERVATION  
DISTRICT  
2025 TOTAL COMPENSATION STUDY



*Submitted by:*

Bryce Consulting, Inc.  
1024 Iron Point Road, Suite 100  
Folsom, CA 95630

**August 2025**

## TABLE OF CONTENTS

---

Section I	Project Overview	3
<hr/>		
Section II	Compensation Survey Parameters	4
<hr/>		
Section III	Compensation Survey Results	8
<hr/>		
Section IV	Salary Recommendations	13
<hr/>		
Appendix A	Compensation Survey Data Sheets	A
<hr/>		
Appendix B	Miscellaneous Benefit Data	B
<hr/>		

## SECTION I - PROJECT OVERVIEW

---

Bryce Consulting was retained by the Placer Resource Conservation District to conduct a comprehensive compensation study of District classifications. This report includes:

- Section I      Project Overview
- Section II     Compensation Survey Parameters
- Section III    Compensation Survey Results
- Section IV    Salary Recommendations

### STUDY OBJECTIVES

The study consisted of the following objectives:

- Collect and analyze base salary and benefit data for the selected survey classes.
- Calculate labor market median and the percentage Placer Resource Conservation District is from the labor market for each survey classification.
- Develop salary recommendations with ranges for each classification.

### STUDY METHODOLOGY

To achieve the above objectives, the following tasks have occurred:

- The consultant confirmed the survey parameters including survey agencies, survey classifications, and data elements with the Committee of the Board.
- The consultant collected salary and benefit data as well as job descriptions and budgets to confirm the comparability from each of the agencies identified.
- Once the data was collected and analyzed, the consultant prepared the necessary spreadsheets with calculations for the median which were reviewed with the Committee prior to finalizing the data.



## SECTION II – COMPENSATION SURVEY PARAMETERS

---

This section of the report presents the compensation survey parameters and includes:

- Labor market employers and survey classes
- Survey scope
- Survey methodology

### SURVEY EMPLOYERS

The overall objective in selecting survey employers is to define as accurately as possible the District's "Labor Market". A labor market consists of those employers with whom the District competes for employees. The criteria typically utilized in identifying those employers includes the following:

- **EMPLOYER SIZE** - As a general rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. Specifically, agencies of similar size to the District are likely to have departmental structures and organization of positions more similar to the District than organizations that are significantly larger or smaller in size.
- **GEOGRAPHIC PROXIMITY** - Geographic proximity is another factor utilized in identifying an appropriate labor market. This factor is particularly important because it identifies those employers that the District must directly compete with to recruit and retain quality staff.
- **NATURE OF SERVICES PROVIDED** - As a general rule, similar organizations are selected as survey employers, because they provide similar services. This is important for the following reasons:
  - Employers who provide similar services are most likely to compete with one another for employees.
  - These employers are most likely to have comparable jobs.
  - These employers are most likely to have similar organizational characteristics.

## LABOR MARKET

**Table 1**, below, displays the survey agencies recommended to, and approved by the District. Sonoma Resource Conservation District did not participate, and a decision was made with the Executive Director to add Sierra Nevada Conservancy and Tahoe Resource Conservation District. The Committee requested that the Federal Natural Resources and Conservation Services be included; however, the consultant was not able to gather the information needed. In addition, the consultant added Sutter County and Yuba County for the Chipper Crew Lead in an effort to provide data as the original list of survey agencies do not have a comparable classification. The matches for those two agencies are broad but do include duties related to tree and vegetation removal.

<b>Table 1</b> <b>Labor Market Agencies</b>
El Dorado County Resource Conservation District
Gold Ridge Resource Conservation District
Inland Empire Resource Conservation District
Monterey County Resource Conservation District
Napa Resource Conservation District
Nevada County
Placer County
Resource Conservation District of Greater San Diego
Santa Cruz Resource Conservation District
Sierra Nevada Conservancy
Sonoma Resource Conservation District
State of California
Tahoe Resource Conservation District
Tehama Resource Conservation District

## SURVEY CLASSES

**Table 2** displays the survey classifications.

<b>TABLE 2</b>
<b>SURVEY CLASSIFICATIONS</b>
Administration and Finance Director
Administration and Finance Manager
Agriculture Program Manager
Chipper Crew Lead
Chipper Program Operations Assistant Manager-Lead Mechanic
Chipper Program Operations Manager
Community and Conservation Director
Education and Outreach Coordinator
Executive Director
Forestry Director
Forestry Project Coordinator
Forestry Project Manager
Prescribed Fire Program Coordinator
Prescribed Fire Program Manager

## SURVEY SCOPE

The scope of the survey included the labor market agencies presented in this report. The data elements included:

- Title of each comparable class
- Maximum base salary (Placer RCD does not currently have ranges so the incumbent's actual salary was used to compare to the labor market's maximum salary)
- Deferred compensation paid by employer
- Longevity Pay paid by the employer at year 10
- Certification/Education Incentive Pay
- Cafeteria, health, dental and vision plan premiums paid by the employer
- Life Insurance plan premium paid by the employer
- Long-Term Insurance paid by the employer
- Retiree Health Insurance
- Social Security

- Employer's portion of retirement paid by employee
- Date and amount of next cost of living increase
- Retirement practices (retirement benefit, plan, formula, employer's cost, unfunded liability)
- Retiree health benefits
- Leave benefits (vacation, sick leave, holidays and administrative leave)
- Cash in lieu of medical insurance
- Remote work policy
- Flexible schedule policy

**SURVEY METHODOLOGY**

The survey methodology utilized by Bryce Consulting included:

- Where available, the agencies' websites were utilized to collect salary and benefit data and to compare job descriptions.
- The survey agencies were contacted by the consultant to collect additional information and gain clarification regarding benefits and classifications.

In addition to the collection of base salary and benefit information, careful efforts were made to document the full range of duties and requirements of all job classes as comparable to the District's corresponding survey classes. This included the review of:

- Reporting relationships
- Functional areas of responsibility
- The class's relationship to other classes in the series

The data is effective May 2025.

## SECTION III – COMPENSATION SURVEY RESULTS

This section of the report presents the compensation survey findings including base salary, total cash, and total compensation. In addition, miscellaneous benefit data is presented including cost of living information, retirement practices, retiree health benefits, leave benefits, and other policies. As indicated in the previous section, the survey involved the collection of compensation information for each of the survey classes from the labor market employers identified. **Table 3**, below, displays the comparability for each survey classification.

TABLE 3 COMPARABILITY	
Administration and Finance Director	7
Administration and Finance Manager	9
Agriculture Program Manager	8
Chipper Crew Lead	3
Chipper Program Operations Assistant Manager- Lead Mechanic	0*
Chipper Program Operations Manager	0*
Community and Conservation Director	2*
Education and Outreach Coordinator	9
Executive Director	11
Forestry Director	4
Forestry Project Coordinator	7
Forestry Project Manager	10
Prescribed Fire Program Coordinator	2*
Prescribed Fire Program Manager	0*

\*Insufficient Data – Fewer than 3 matches

### BASE SALARY SURVEY RESULTS

The data has been organized into a number of tables that summarize the District's relationship to the labor market for each survey classification. The detailed compensation survey datasheets are presented in **Appendix A** of this report. **Table 4** summarizes, for each classification, how the District's base salaries compare to the labor market. The following data is presented:

- Title of the District's classification.
- The District's current base salary.
- The labor market median for maximum monthly base salary.
- Percentage the District's maximum base salary is above or below the median of the labor market.

**Table 4**  
**Summary of Base Salary Results**

Classification	PRCD Actual Base Salary	Labor Market Median Base Salary	% PRCD is Above or Below Labor Market Median Base Salary
Administration and Finance Director	\$10,241	\$11,117	-8.56%
Administration and Finance Manager	\$6,696	\$10,813	-61.48%
Agriculture Program Manager	\$6,498	\$9,232	-42.06%
Chipper Crew Lead	\$5,068	\$5,287	-4.32%
Chipper Program Operations Assistant Manager-Lead Mechanic	Market Check	Insuff Data	Market Check
Chipper Program Operations Manager	Market Check	Insuff Data	Market Check
Community and Conservation Director	\$7,427	Insuff Data	---
Education and Outreach Coordinator	\$5,713	\$6,767	-18.44%
Executive Director	\$13,250	\$14,272	-7.72%
Forestry Director	\$9,098	\$10,964	-20.50%
Forestry Project Coordinator	\$5,335	\$7,910	-48.25%
Forestry Project Manager	\$7,297	\$9,101	-24.72%
Prescribed Fire Program Coordinator	Market Check	Insuff Data	Market Check
Prescribed Fire Program Manager	\$7,306	Insuff Data	---

Market Check – The District does not have the classification or a salary to compare to the market

### TOTAL CASH SURVEY RESULTS

Total cash represents the maximum base salary plus the employer's contribution towards deferred compensation, longevity pay at year 10, and education/certification pay. **Table 5** displays, for each classification, how the District compares to the labor market with respect to total cash. The following data is presented:

- Title of the District's classification.
- The District's current total cash for each classification.
- The labor market median for total cash.
- Percentage the District's total cash is above or below the median of the labor market.

**Table 5**  
**Summary of Total Cash Results**

Classification	PRCD Actual Total Cash	Labor Market Median Total Cash	% PRCD is Above or Below Labor Market Total Cash
Administration and Finance Director	\$10,241	\$12,007	-17.25%
Administration and Finance Manager	\$6,696	\$11,013	-64.47%
Agriculture Program Manager	\$6,498	\$9,232	-42.06%
Chipper Crew Lead	\$5,068	\$5,287	-4.32%
Chipper Program Operations Assistant	Market Check	Insuff Data	Market Check

**Table 5**  
**Summary of Total Cash Results**

Classification	PRCD Actual Total Cash	Labor Market Median Total Cash	% PRCD is Above or Below Labor Market Total Cash
Manager-Lead Mechanic			
Chipper Program Operations Manager	Market Check	Insuff Data	Market Check
Community and Conservation Director	\$7,427	Insuff Data	---
Education and Outreach Coordinator	\$5,713	\$7,308	-27.91%
Executive Director	\$13,250	\$14,374	-8.49%
Forestry Director	\$9,098	\$11,049	-21.44%
Forestry Project Coordinator	\$5,335	\$8,542	-60.11%
Forestry Project Manager	\$7,297	\$9,249	-26.75%
Prescribed Fire Program Coordinator	Market Check	Insuff Data	Market Check
Prescribed Fire Program Manager	\$7,306	Insuff Data	---

### TOTAL COMPENSATION SURVEY RESULTS

Total compensation represents the elements provided in total cash plus the agency's contribution towards cafeteria, health, dental, vision, life and long-term disability insurance, social security, and retiree health savings account, less the employer's share of retirement paid by the employee.

**Table 6** displays, for each classification, how the District compares to the labor market with respect to total compensation. The following data is presented:

- Title of the District's classification.
- The District's current total compensation for each classification.
- The labor market median for total compensation.
- Percentage the District's total compensation is above or below the median of the labor market.

**Table 6**  
**Summary of Total Compensation Results**

Classification	PRCD Actual Maximum Total Compensation	Labor Market Median Total Compensation	% PRCD is Above or Below Labor Market Median Total Compensation
Administration and Finance Director	\$12,399	\$14,388	-16.04%
Administration and Finance Manager	\$8,583	\$12,620	-47.03%
Agriculture Program Manager	\$8,370	\$11,565	-38.17%
Chipper Crew Lead	\$6,831	\$8,055	-17.92%
Chipper Program Operations Assistant			
Manager-Lead Mechanic	Market Check	Insuff Data	Market Check
Chipper Program Operations Manager	Market Check	Insuff Data	Market Check

**Table 6**  
**Summary of Total Compensation Results**

<b>Classification</b>	<b>PRCD Actual Maximum Total Compensation</b>	<b>Labor Market Median Total Compensation</b>	<b>% PRCD is Above or Below Labor Market Median Total Compensation</b>
Community and Conservation Director	\$9,370	Insuff Data	---
Education and Outreach Coordinator	\$7,525	\$8,805	-17.02%
Executive Director	\$15,638	\$16,326	-4.40%
Forestry Director	\$11,169	\$13,045	-16.80%
Forestry Project Coordinator	\$7,118	\$10,515	-47.72%
Forestry Project Manager	\$9,230	\$10,793	-16.92%
Prescribed Fire Program Coordinator	Market Check	Insuff Data	Market Check
Prescribed Fire Program Manager	\$9,240	Insuff Data	---

On average, for all classifications, the District is 26.23% below the labor market for base salary, 30.31% below for total cash, and 24.67% below for total compensation when compared to the median.

#### **MISCELLANEOUS BENEFIT DATA**

Appendix B presents the miscellaneous benefit data that was collected including cost of living information, retirement practices, retiree health benefits, leave benefits, and other policies.

#### **COST OF LIVING/SALARY INCREASE - APPENDIX B – TABLE 1**

The District does not have a future cost of living increase scheduled at this time.

With respect to the market, five agencies have an increase scheduled for later in 2025 ranging from 3% to 5%. For two agencies, the amount is still to be determined. One agency provides a 5% global increase based on performance.

#### **RETIREMENT PRACTICES - APPENDIX B – TABLE 2**

The District has a CalPERS retirement plan with a benefit of 2% @ 62 and formula of Highest Three Years for PEPR tier employees.

Nine of the responding agencies also have a CalPERS retirement plan with all having a benefit of 2% @ 62 based on the Highest Three Years for PEPR tier employees. Three agencies have a defined contribution plan.



**CERTIFICATION/EDUCATION PAY – APPENDIX B – TABLE 3**

The District does not provide education and/or certification pay.

One of the agencies provides a 5% certification pay for registration as an Architect, Engineer, or Land Surveyor.

**RETIREE HEALTH BENEFITS - APPENDIX B – TABLE 4**

The District does not contribute to a Retiree Health Savings Account or to post-employment retiree health.

None of the agencies contribute to a Retiree Health Savings Account. Four agencies contribute to post-employment retiree health for the retiree ranging from the PEMHCA minimum up to 100% depending on years of service. Three also contribute to retiree plus one dependent and retiree plus two dependents.

**LEAVE BENEFITS - APPENDIX B – TABLE 5**

The District provides 80 hours of vacation at year 1; 160 hours at year 5; and 200 hours with 10 or more years of service. The District also provides 13 days of sick leave, recognizes 12 holidays, and provides 80 hours of administrative/management or other leave for exempt employees.

Six agencies provide paid time off whereby vacation and sick leave are combined. For those with a separate leave bank, the labor market average for vacation is 87 hours at year 1; 123 hours at year 5; 153 hours at year 10; 160 hours at year 15; and 178 hours at year 20. The average sick days provided is 11 – 12. The labor market average for holidays provided is 13 with six agencies providing administrative/management or other leave ranging from 32 to 100 hours. One agency provides administrative/management leave but does not have a set amount of time.

**REMOTE WORK – APPENDIX B – TABLE 6**

The District allows for telecommuting when it would benefit both the District and employee and upon advanced approval from the Executive Director.

11 of the responding agencies also provide some level of telecommuting with the details varying by agency as displayed in Table 6.

**FLEXIBLE SCHEDULE – APPENDIX B – TABLE 7**

The District allows employees to work a flexible schedule upon approval of the supervisor.

11 of the responding agencies also provide flexible schedules.

## SECTION IV – SALARY RECOMMENDATIONS

---

This section of the report presents the salary setting methodology and salary recommendation guidelines for District classes.

### **SALARY SETTING METHODOLOGY**

In setting salaries for the District, Bryce Consulting has applied consistent compensation principles and practices typically utilized in the public sector as outlined below:

1. 20% wide ranges were prepared for each classification, with a minimum and maximum, using the current salary and the number of years the incumbent has with the District. For instance, if an incumbent has been with the District for only one year, the current salary was used as the minimum of the range. If the incumbent has five years with the District, the current salary was used for the maximum of the range.
2. The median of the maximum labor market salary adjusted for benefits was used to set the top of the new range for the District's benchmark classification salary. Where a classification is significantly below market, the goal was to bring the salary to within 15% of market. If the classification is within 5% of market, no adjustment was recommended.
3. Classes not surveyed, where insufficient data was collected, or where the market resulted in compaction were set to the benchmarks using internal relationship guidelines typically utilized by local government agencies:
  - Approximately 10% between levels within a series
  - Approximately 15% between first line supervisor and highest level supervised.
  - Approximately 20% between Director and highest level supervised.

As with all recommendations, the implementation is depending on Board direction and the District's financial ability to implement.

**APPENDIX A**  
**DETAILED DATASHEETS**

**APPENDIX B**  
**MISCELLANEOUS BENEFIT DATA**

**APPENDIX C**  
**SALARY RECOMMENDATIONS**

	Median									
	Base Salary			Total Cash			Total Compensation			
Survey Classification	Placer RCD Actual Base Salary	Labor Market Median Base Salary	% Placer RCD Is Above or Below Labor Market Median	Placer Actual RCD Total Cash	Labor Market Median Total Cash	% Placer RCD Is Above or Below Labor Market Median	Placer RCD Actual Total Compensation	Labor Market Median Total Compensation	% Placer RCD Is Above or Below Labor Market Median	Comparability
Administration and Finance Director	\$10,241	\$11,117	-8.56%	\$10,241	\$12,007	-17.25%	\$12,399	\$14,388	-16.04%	7
Administration and Finance Manager	\$6,696	\$10,813	-61.48%	\$6,696	\$11,013	-64.47%	\$8,583	\$12,620	-47.03%	9
Agriculture Program Manager	\$6,498	\$9,232	-42.06%	\$6,498	\$9,232	-42.06%	\$8,370	\$11,565	-38.17%	8
Chipper Crew Lead	\$5,068	\$5,287	-4.32%	\$5,068	\$5,287	-4.32%	\$6,831	\$8,055	-17.92%	3
Chipper Program Operations Assistant Manager-Lead Mechanic	Market Check	Insuff Data	---	Market Check	Insuff Data	---	Market Check	Insuff Data	---	0
Chipper Program Operations Manager	Market Check	Insuff Data	---	Market Check	Insuff Data	---	Market Check	Insuff Data	---	0
Community and Conservation Director	\$7,427	Insuff Data	---	\$7,427	Insuff Data	---	\$9,370	Insuff Data	---	2
Education and Outreach Coordinator	\$5,713	\$6,767	-18.44%	\$5,713	\$7,308	-27.91%	\$7,525	\$8,805	-17.02%	9
Executive Director	\$13,250	\$14,272	-7.72%	\$13,250	\$14,374	-8.49%	\$15,638	\$16,326	-4.40%	11
Forestry Director	\$9,098	\$10,964	-20.50%	\$9,098	\$11,049	-21.44%	\$11,169	\$13,045	-16.80%	4
Forestry Project Coordinator	\$5,335	\$7,910	-48.25%	\$5,335	\$8,542	-60.11%	\$7,118	\$10,515	-47.72%	7
Forestry Project Manager	\$7,297	\$9,101	-24.72%	\$7,297	\$9,249	-26.75%	\$9,230	\$10,793	-16.92%	10
Prescribed Fire Program Coordinator	Market Check	Insuff Data	Market Check	Market Check	Insuff Data	Market Check	Market Check	Insuff Data	Market Check	2
Prescribed Fire Program Manager	\$7,306	Insuff Data	---	\$7,306	Insuff Data	---	\$9,240	Insuff Data	---	0
		Average	-26.23%		Average	-30.31%		Average	-24.67%	

Appendix A

Placer Resource Conservation District  
Total Compensation Study  
5/2025

PEPRA Member

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Rank	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Rank	Comments
Placer Resource Conservation District	Administration and Finance Director	\$10,241	\$10,241	5	\$0	\$0	\$0		\$10,241	\$0	\$1,200	\$137	\$25	\$14	\$0	\$0	\$783	\$12,399	0%	\$0	\$12,399	6	
El Dorado County Resource Conservation District	No Comparable Class																						
Gold Ridge Resource Conservation District	No Comparable Class																						
Inland Empire Resource Conservation District	No Comparable Class																						
Monterey County Resource Conservation District	No Comparable Class																						
Napa Resource Conservation District	No Comparable Class																						
Nevada County	Chief Fiscal and Administrative Officer	\$10,532	\$12,858	3	\$0	\$321	\$0		\$13,179	\$0	\$2,427	\$223	inc	\$4	\$0	\$0	\$984	\$16,818	0%	\$0	\$16,818	3	Used in the larger county departments
Placer County	Administrative Services Manager	\$10,546	\$13,170	2	\$125	\$0	\$659	5% CPA	\$13,954	\$417	\$3,130	\$50	\$7	\$13	\$0	\$0	\$1,008	\$18,578	0%	\$0	\$18,578	2	Used in the larger county departments
Resource Conservation District of Greater San Diego	Director of Finance	\$7,174	\$9,989	7	\$0	\$0	\$0		\$9,989	\$1,598	inc	inc	inc	\$0	\$0	\$0	\$145	\$11,732	0%	\$0	\$11,732	8	No job description
Santa Cruz Resource Conservation District	Director of Finance	\$11,913	\$19,115	1	\$860	\$0	\$0		\$19,975	\$0	\$962	\$42	\$8	DNA	\$0	\$0	\$1,187	\$22,174	0%	\$0	\$22,174	1	
Sierra Nevada Conservancy	Staff Services Manager II (Mangerial)	\$8,461	\$9,611	8	\$0	\$0	\$0		\$9,611	\$2,262	inc	inc	inc	DNA	\$0	\$0	\$735	\$12,608	0%	\$0	\$12,608	5	
Sonoma Resource Conservation District	Director of Finance and Administration																						
State of California	Surveyed for Forestry Only																						
Tahoe Resource Conservation District	Director of Finance and Administration	\$7,129	\$10,031	6	\$0	\$0	\$0		\$10,031	\$0	\$967	\$42	\$8	\$0	\$0	\$0	\$767	\$11,815	0%	\$0	\$11,815	7	
Tehama Resource Conservation District	Controller	\$7,876	\$11,117	4	\$889	\$0	\$0		\$12,007	\$1,500	inc	inc	inc	\$10	\$21	\$0	\$850	\$14,388	0%	\$0	\$14,388	4	
Labor Market Median		\$11,117							\$12,007												\$14,388		
% Placer Resource Conservation District is Above or Below Median		-8.56%							-17.25%												-16.04%		
# Of Comparable Matches		7																					

Data effective as of 5/2025

If ER contribution towards benefit is based on years of service, year 10 is used

RCD of Greater San Diego-Not a PERS agency; If agency is not a PERS agency, we do not include direct Employer's contribution towards defined contribution plans as this is comparable to a Normal Cost Rate for those agencies with PERS

Appendix A

Placer Resource Conservation District  
Total Compensation Study  
5/2025

PEPRA Member

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Rank	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Rank	Comments	
Placer Resource Conservation District	Administration and Finance Manager	\$6,696	\$6,696	10	\$0	\$0	\$0		\$6,696	\$0	\$1,200	\$137	\$25	\$14	\$0	\$0	\$512	\$8,583	0%	\$0	\$8,583	10		
El Dorado County Resource Conservation District	No Comparable Class																							
Gold Ridge Resource Conservation District	Finance and Administrative Manager	\$7,537	\$11,069	4	\$0	\$0	\$0		\$11,069	\$0	\$639	\$52	\$14	\$0	\$0	\$0	\$847	\$12,620	0%	\$0	\$12,620	5	Highest level; no job description	
Inland Empire Resource Conservation District	No Comparable Class																							
Monterey County Resource Conservation District	Finance Manager	\$5,205	\$7,494	9	\$599	\$0	\$0		\$8,093	\$0	\$898	\$42	\$8	\$0	DNA	\$0	\$573	\$9,614	0%	\$0	\$9,614	9		
Napa Resource Conservation District	Finance and Administration Manager	\$9,688	\$10,813	5	\$0	\$0	\$0		\$10,813	\$0	\$1,499	\$51	inc	\$5	\$14	\$0	\$157	\$12,537	0%	\$0	\$12,537	6	Highest level	
Nevada County	Administrative Services Officer	\$8,801	\$10,744	6	\$0	\$269	\$0		\$11,013	\$0	\$2,427	\$223	inc	\$4	\$0	\$0	\$822	\$14,489	0%	\$0	\$14,489	3		
Placer County	Administrative and Fiscal Operations Manager	\$9,646	\$12,045	2	\$125	\$0	\$602	5% CPA	\$12,772	\$417	\$3,130	\$50	\$7	\$13	\$0	\$0	\$921	\$17,311	0%	\$0	\$17,311	2		
Resource Conservation District of Greater San Diego	No Comparable Class																							
Santa Cruz Resource Conservation District	Finance Manager	\$9,126	\$14,647	1	\$659	\$0	\$0		\$15,306	\$0	\$962	\$42	\$8	DNA	\$0	\$0	\$1,120	\$17,437	0%	\$0	\$17,437	1	Operations Manager pays the same	
Sierra Nevada Conservancy	Staff Services Manager I	\$6,963	\$8,650	8	\$0	\$0	\$0		\$8,650	\$2,262	inc	inc	inc	DNA	\$0	\$0	\$662	\$11,574	0%	\$0	\$11,574	7		
Sonoma Resource Conservation District	Administrative Manager																							
State of California	Surveyed for Forestry only																							
Tahoe Resource Conservation District	Human Resources and Grants Manager	\$6,481	\$9,119	7	\$0	\$0	\$0		\$9,119	\$0	\$967	\$42	\$8	\$0	\$0	\$0	\$698	\$10,833	0%	\$0	\$10,833	8		
Tehama Resource Conservation District	Controller	\$7,876	\$11,117	3	\$889	\$0	\$0		\$12,007	\$1,500	inc	inc	inc	\$10	\$21	\$0	\$850	\$14,388	0%	\$0	\$14,388	4		
Labor Market Median		\$10,813							\$11,013												\$12,620			
% Placer Resource Conservation District is Above or Below Median		-61.48%							-64.47%												-47.03%			
# Of Comparable Matches		9																						

Data effective as of 5/2025

If ER contribution towards benefit is based on years of service, year 10 is used



Appendix A

Placer Resource Conservation District  
Total Compensation Study  
5/2025

PEPRA Member

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Rank	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Rank	Comments
Placer Resource Conservation District	Agriculture Program Manager	\$6,498	\$6,498	9	\$0	\$0	\$0		\$6,498	\$0	\$1,200	\$137	\$25	\$14	\$0	\$0	\$497	\$8,370	0%	\$0	\$8,370	9	
El Dorado County Resource Conservation District	Project Manager, Agriculture	\$6,067	\$7,800	8	\$0	\$0	\$0		\$7,800	\$250	\$0	\$0	\$0	\$0	\$0	\$0	\$597	\$8,647	0%	\$0	\$8,647	8	
Gold Ridge Resource Conservation District	Project Manager	\$5,696	\$9,380	4	\$0	\$0	\$0		\$9,380	\$0	\$639	\$52	\$14	\$0	\$0	\$0	\$718	\$10,801	0%	\$0	\$10,801	6	No job description
Inland Empire Resource Conservation District	Conservation Program Manager	\$6,933	\$10,756	2	\$753	\$0	\$0		\$11,509	\$932	inc	inc	inc	\$0	\$0	\$0	\$156	\$12,597	0%	\$0	\$12,597	2	Over forest health, fire resilience and sustainable agriculture
Monterey County Resource Conservation District	Agroecology Projects Manager	\$5,764	\$10,013	3	\$801	\$0	\$0		\$10,814	\$0	\$898	\$42	\$8	\$0	DNA	\$0	\$766	\$12,528	0%	\$0	\$12,528	3	
Napa Resource Conservation District	Senior Project Manager, Agriculture	\$9,084	\$9,084	5	\$0	\$0	\$0		\$9,084	\$0	\$1,499	\$51	inc	\$5	\$14	\$0	\$132	\$10,784	0%	\$0	\$10,784	7	
Nevada County	No Comparable Class																						
Placer County	No Comparable Class																						
Resource Conservation District of Greater San Diego	No Comparable Class																						Director and Coordinator levels
Santa Cruz Resource Conservation District	Program Manager	\$9,126	\$14,647	1	\$659	\$0	\$0		\$15,306	\$0	\$962	\$42	\$8	DNA	\$0	\$0	\$1,120	\$17,437	0%	\$0	\$17,437	1	
Sierra Nevada Conservancy	Conservancy Project Development Analyst II	\$7,114	\$8,912	6	\$0	\$0	\$0		\$8,912	\$0	\$2,262	\$93	\$8	DNA	\$0	\$0	\$682	\$11,957	0%	\$0	\$11,957	4	
Sonoma Resource Conservation District	Agricultural Project Manager																						
State of California	Surveyed for Forestry only																						
Tahoe Resource Conservation District	No Comparable Class																						
Tehama Resource Conservation District	Project Manager	\$6,414	\$8,337	7	\$667	\$0	\$0		\$9,004	\$1,500	inc	inc	inc	\$10	\$21	\$0	\$638	\$11,173	0%	\$0	\$11,173	5	
Labor Market Median		\$9,232							\$9,232											\$11,565			
% Placer Resource Conservation District is Above or Below Median		-42.06%							-42.06%											-38.17%			
# Of Comparable Matches		8																					

Appendix A

Placer Resource Conservation District  
Total Compensation Study  
5/2025

PEPRA Member

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Rank	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Rank	Comments
Placer Resource Conservation District	Chipper Crew Lead	\$5,068	\$5,068	3	\$0	\$0	\$0		\$5,068	\$0	\$1,200	\$137	\$25	\$14	\$0	\$0	\$388	\$6,831	0%	\$0	\$6,831	4	
El Dorado County Resource Conservation District	No Comparable Class																						
Gold Ridge Resource Conservation District	No Comparable Class																						
Inland Empire Resource Conservation District	No Comparable Class																						
Monterey County Resource Conservation District	No Comparable Class																						
Napa Resource Conservation District	No Comparable Class																						
Nevada County	Building and Grounds Worker II	\$4,330	\$5,287	2	\$0	\$0	\$0		\$5,287	\$0	\$2,427	\$223	inc	\$4	\$0	\$0	\$404	\$8,346	0%	\$0	\$8,346	1	Broad clas that includes maintenance of trees and shrubs
Placer County	No Comparable Class																						
Resource Conservation District of Greater San Diego	No Comparable Class																						
Santa Cruz Resource Conservation District	No Comparable Class																						
Sierra Nevada Conservancy	No Comparable Class																						
Sonoma Resource Conservation District	No Comparable Class																						
State of California	Surveyed for Forestry Only																						
Tahoe Resource Conservation District	No Comparable Class																						
Sutter County	Groundskeeper II	\$3,611	\$4,997	4	\$54	\$125	\$0		\$5,176	\$0	\$2,375	\$93	\$21	\$8	\$0	\$0	\$382	\$8,055	0%	\$0	\$8,055	2	Broad class but includes tree trimming
Tehama Resource Conservation District	No Comparable Class																						
Yuba County	Public Works Maintenance Worker II	\$4,071	\$5,293	1	\$0	\$132	\$0		\$5,426	\$0	\$2,388	\$117	inc	\$6	\$0	\$0	\$77	\$8,014	2%	\$106	\$7,909	3	Broad class but includes operations of mechanical brush cutters and chippers
Labor Market Median		\$5,287							\$5,287												\$8,055		
% Placer Resource Conservation District is Above or Below Median		-4.32%							-4.32%												-17.92%		
# Of Comparable Matches		3																					

Data effective as of 5/2025  
If ER contribution towards benefit is based on years of service, year 10 is used

Appendix A																																		
Placer Resource Conservation District Total Compensation Study 5/2025																																		
PEPRA Member																																		
Agency	Classification	Minimum Base Salary	Maximum Base Salary	Rank	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Rank	Comments											
Placer Resource Conservation District	Chipper Program Operations Assistant Manager-Lead Mechanic	Market Check	Market Check						Market Check									Market Check			Market Check													
El Dorado County Resource Conservation District	No Comparable Class																																	
Gold Ridge Resource Conservation District	No Comparable Class																																	
Inland Empire Resource Conservation District	No Comparable Class																																	
Monterey County Resource Conservation District	No Comparable Class																																	
Napa Resource Conservation District	No Comparable Class																																	
Nevada County	No Comparable Class																																	
Placer County	No Comparable Class																																	
Resource Conservation District of Greater San Diego	No Comparable Class																																	
Santa Cruz Resource Conservation District	No Comparable Class																																	
Sierra Nevada Conservancy	No Comparable Class																																	
Sonoma Resource Conservation District	No Comparable Class																																	
State of California	Surveyed for Forestry Only																																	
Tahoe Resource Conservation District	No Comparable Class																																	
Sutter County	No Comparable Class																																	
Tehama Resource Conservation District	No Comparable Class																																	
Yuba County	No Comparable Class																																	
Labor Market Median		Insuff Data							Insuff Data												Insuff Data													
% Placer Resource Conservation District is Above or Below Median		---							---												---													
# Of Comparable Matches		0																																
Data effective as of 5/2025 If ER contribution towards benefit is based on years of service, year 10 is used																																		

Appendix A

Placer Resource Conservation District  
Total Compensation Study  
5/2025

PEPRA Member

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Rank	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Rank	Comments
Placer Resource Conservation District	Chipper Program Operations Manager	Market Check	Market Check						Market Check									Market Check			Market Check		
El Dorado County Resource Conservation District	No Comparable Class																						
Gold Ridge Resource Conservation District	No Comparable Class																						
Inland Empire Resource Conservation District	No Comparable Class																						
Monterey County Resource Conservation District	No Comparable Class																						
Napa Resource Conservation District	No Comparable Class																						
Nevada County	No Comparable Class																						
Placer County	No Comparable Class																						
Resource Conservation District of Greater San Diego	No Comparable Class																						
Santa Cruz Resource Conservation District	No Comparable Class																						
Sierra Nevada Conservancy	No Comparable Class																						
Sonoma Resource Conservation District	No Comparable Class																						
State of California	Surveyed for Forestry Only																						
Tahoe Resource Conservation District	No Comparable Class																						
Sutter County	No Comparable Class																						
Tehama Resource Conservation District	No Comparable Class																						
Yuba County	No Comparable Class																						
Labor Market Median		Insuff Data							Insuff Data												Insuff Data		
% Placer Resource Conservation District is Above or Below Median		---							---												---		
# Of Comparable Matches		0																					

Appendix A

Placer Resource Conservation District  
Total Compensation Study  
5/2025

PEPRA Member

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Rank	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Rank	Comments	
Placer Resource Conservation District	Community and Conservation Director	\$7,427	\$7,427	3	\$0	\$0	\$0		\$7,427	\$0	\$1,200	\$137	\$25	\$14	\$0	\$0	\$568	\$9,370	0%	\$0	\$9,370	3		
El Dorado County Resource Conservation District	No Comparable Class																							
Gold Ridge Resource Conservation District	No Comparable Class																							
Inland Empire Resource Conservation District	No Comparable Class																							
Monterey County Resource Conservation District	No Comparable Class																							
Napa Resource Conservation District	Program Director, Community Agriculture	\$9,707	\$11,938	1	\$0	\$0	\$0		\$11,938	\$0	\$1,499	\$51	inc	\$5	\$14	\$0	\$173	\$13,680	0%	\$0	\$13,680	1		
Nevada County	No Comparable Class																							
Placer County	No Comparable Class																							
Resource Conservation District of Greater San Diego	No Comparable Class																							
Santa Cruz Resource Conservation District	No Comparable Class																							
Sierra Nevada Conservancy	No Comparable Class																							
Sonoma Resource Conservation District	Agricultural Program Director																							
State of California	Surveyed for Forestry Only																							
Tahoe Resource Conservation District	Director of Programs	\$7,129	\$10,031	2	\$0	\$0	\$0		\$10,031	\$0	\$967	\$42	\$8	\$0	\$0	\$0	\$767	\$11,815	0%	\$0	\$11,815	2	Over Restoration, Stormwater, Aquatic Invasive Species programs.	
Tehama Resource Conservation District	No Comparable Class																							
Labor Market Median		Insuff Data							Insuff Data												Insuff Data			
% Placer Resource Conservation District is Above or Below Median		---							---												---			
# Of Comparable Matches		2																						

Appendix A

Placer Resource Conservation District  
Total Compensation Study  
5/2025

PEPRA Member

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Rank	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Rank	Comments	
Placer Resource Conservation District	Education and Outreach Coordinator	\$5,713	\$5,713	9	\$0	\$0	\$0		\$5,713	\$0	\$1,200	\$137	\$25	\$14	\$0	\$0	\$437	\$7,525	0%	\$0	\$7,525	7		
El Dorado County Resource Conservation District	Community Engagement Coordinator	\$4,333	\$6,067	7	\$0	\$0	\$0		\$6,067	\$250	\$0	\$0	\$0	\$0	\$0	\$0	\$464	\$6,781	0%	\$0	\$6,781	9		
Gold Ridge Resource Conservation District	Community Engagement Coordinator	\$3,905	\$5,735	8	\$0	\$0	\$0		\$5,735	\$0	\$639	\$52	\$14	\$0	\$0	\$0	\$439	\$6,878	0%	\$0	\$6,878	8	No job description	
Inland Empire Resource Conservation District	Conservation Educator	\$4,680	\$7,260	4	\$508	\$0	\$0		\$7,768	\$932	inc	inc	inc	\$0	\$0	\$0	\$105	\$8,805	0%	\$0	\$8,805	5		
Monterey County Resource Conservation District	Programs Assistant (Outreach)	\$4,202	\$6,767	5	\$541	\$0	\$0		\$7,308	\$0	\$898	\$42	\$8	\$0	DNA	\$0	\$518	\$8,773	0%	\$0	\$8,773	6		
Napa Resource Conservation District	Project Manager, Education	\$7,608	\$8,819	3	\$0	\$0	\$0		\$8,819	\$0	\$1,499	\$51	inc	\$5	\$14	\$0	\$128	\$10,515	0%	\$0	\$10,515	3		
Nevada County	No Comparable Class																							
Placer County	Public Information Officer II	\$7,374	\$9,204	2	\$125	\$0	\$0		\$9,329	\$417	\$3,130	\$50	\$7	\$13	\$0	\$0	\$704	\$13,650	0%	\$0	\$13,650	1		
Resource Conservation District of Greater San Diego	Education Coordinator	\$3,770	\$5,249	10	\$0	\$0	\$0		\$5,249	\$840	inc	inc	inc	\$0	\$0	\$0	\$76	\$6,164	0%	\$0	\$6,164	10		
Santa Cruz Resource Conservation District	Program Specialist	\$6,791	\$10,899	1	\$490	\$0	\$0		\$11,390	\$0	\$962	\$42	\$8	DNA	\$0	\$0	\$834	\$13,235	0%	\$0	\$13,235	2		
Sierra Nevada Conservancy	Staff Services Analyst	\$3,749	\$6,093	6	\$0	\$0	\$0		\$6,093	\$0	\$2,262	\$93	\$8	DNA	\$0	\$0	\$466	\$8,923	0%	\$0	\$8,923	4		
Sonoma Resource Conservation District	Community Engagement Specialist																							
State of California	Surveyed for Forestry Only																							
Tahoe Resource Conservation District	No Comparable Class																							
Tehama Resource Conservation District	No Comparable Class																							
Labor Market Median		\$6,767							\$7,308												\$8,805			
% Placer Resource Conservation District is Above or Below Median		-18.44%							-27.91%												-17.02%			
# Of Comparable Matches		9																						

Appendix A

Placer Resource Conservation District  
Total Compensation Study  
5/2025

PEPRA Member

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Rank	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Rank	Comments	
Placer Resource Conservation District	Executive Director	\$13,250	\$13,250	8	\$0	\$0	\$0		\$13,250	\$0	\$1,200	\$137	\$25	\$14	\$0	\$0	\$1,014	\$15,638	0%	\$0	\$15,638	7		
El Dorado County Resource Conservation District	District Manager	\$13,390	\$13,390	7	\$335	\$0	\$0		\$13,725	\$250	\$0	\$0	\$0	\$0	\$0	\$0	\$1,024	\$14,999	0%	\$0	\$14,999	9		
Gold Ridge Resource Conservation District	Executive Director	\$9,882	\$14,512	4	\$0	\$0	\$0		\$14,512	\$0	\$639	\$52	\$14	\$0	\$0	\$0	\$1,110	\$16,326	0%	\$0	\$16,326	6	No job description	
Inland Empire Resource Conservation District	District Manager	\$10,400	\$16,134	3	\$1,129	\$0	\$0		\$17,263	\$932	inc	inc	inc	\$0	\$0	\$0	\$234	\$18,429	0%	\$0	\$18,429	3		
Monterey County Resource Conservation District	Executive Director	\$9,232	\$14,272	6	\$1,142	\$0	\$0		\$15,414	\$0	\$898	\$42	\$8	\$0	DNA	\$0	\$1,092	\$17,453	0%	\$0	\$17,453	5		
Napa Resource Conservation District	Executive Director	\$10,367	\$12,020	10	\$0	\$0	\$0		\$12,020	\$0	\$1,499	\$51	inc	\$5	\$14	\$0	\$174	\$13,763	0%	\$0	\$13,763	11		
Nevada County	No Comparable Class																							
Placer County	Placer County Conservation Plan Program Administrator	\$13,525	\$16,895	2	\$125	\$0	\$0		\$17,020	\$417	\$3,130	\$50	\$7	\$13	\$0	\$0	\$1,155	\$21,792	0%	\$0	\$21,792	2	Over natural resource conservation planning efforts	
Resource Conservation District of Greater San Diego	Executive Director	\$7,892	\$10,989	12	\$0	\$0	\$0		\$10,989	\$1,758	inc	inc	inc	\$0	\$0	\$0	\$159	\$12,907	0%	\$0	\$12,907	12		
Santa Cruz Resource Conservation District	Executive Director	\$13,407	\$21,516	1	\$968	\$0	\$0		\$22,484	\$0	\$962	\$42	\$8	DNA	\$0	\$0	\$1,222	\$24,717	0%	\$0	\$24,717	1		
Sierra Nevada Conservancy	Executive Officer	\$12,905	\$14,374	5	\$0	\$0	\$0		\$14,374	\$2,262	inc	inc	inc	DNA	\$0	\$0	\$1,100	\$17,736	0%	\$0	\$17,736	4		
Sonoma Resource Conservation District	Executive Director																							
State of California	Surveyed for Forestry Only																							
Tahoe Resource Conservation District	Executive Director	\$8,143	\$11,458	11	\$0	\$0	\$0		\$11,458	\$0	\$1,912	\$42	\$8	\$0	\$0	\$0	\$877	\$14,296	0%	\$0	\$14,296	10		
Tehama Resource Conservation District	District Manager	\$9,621	\$12,186	9	\$975	\$0	\$0		\$13,161	\$1,500	inc	inc	inc	\$10	\$21	\$0	\$932	\$15,624	0%	\$0	\$15,624	8		
Labor Market Median		\$14,272							\$14,374												\$16,326			
% Placer Resource Conservation District is Above or Below Median		-7.72%							-8.49%												-4.40%			
# Of Comparable Matches		11		Data effective as of 5/2025 If ER contribution towards benefit is based on years of service, year 10 is used RCD of Greater San Diego-Not a PERS agency; If agency is not a PERS agency, we do not include direct Employer's contribution towards defined contribution plans as this is comparable to a Normal Cost Rate for those agencies with PERS																				

Appendix A		Placer Resource Conservation District Total Compensation Study 5/2025																						
PEPRA Member																								
Agency	Classification	Minimum Base Salary	Maximum Base Salary	Rank	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Rank	Comments	
Placer Resource Conservation District	Forestry Director	\$9,098	\$9,098	5	\$0	\$0	\$0		\$9,098	\$0	\$1,200	\$137	\$25	\$14	\$0	\$0	\$696	\$11,169	0%	\$0	\$11,169	5		
El Dorado County Resource Conservation District	No Comparable Class																							
Gold Ridge Resource Conservation District	No Comparable Class																							
Inland Empire Resource Conservation District	No Comparable Class																						Conservation Program Manager is over forestry but not registered	
Monterey County Resource Conservation District	No Comparable Class																							
Napa Resource Conservation District	Program Director, Forest Health and Restoration	\$9,707	\$11,938	2	\$0	\$0	\$0		\$11,938	\$0	\$1,499	\$51	inc	\$5	\$14	\$0	\$173	\$13,680	0%	\$0	\$13,680	2		
Nevada County	No Comparable Class																							
Placer County	No Comparable Class																							
Resource Conservation District of Greater San Diego	Director of Forestry and Fire Prevention Programs	\$7,174	\$9,989	3	\$0	\$0	\$0		\$9,989	\$1,598	inc	inc	inc	\$0	\$0	\$0	\$145	\$11,732	0%	\$0	\$11,732	4	No job description	
Santa Cruz Resource Conservation District	No Comparable Class																							
Sierra Nevada Conservancy	No Comparable Class																							
Sonoma Resource Conservation District	Director of Forestry																							
State of California	Environmental Program Manager I	\$13,474	\$15,301	1	\$0	\$0	\$0		\$15,301	\$2,262	inc	inc	inc	DNA	\$0	\$0	\$1,132	\$18,695	0%	\$0	\$18,695	1		
Tahoe Resource Conservation District	No Comparable Class																							
Tehama Resource Conservation District	District Forester	\$7,482	\$9,408	4	\$753	\$0	\$0		\$10,160	\$1,500	inc	inc	inc	\$10	\$21	\$0	\$720	\$12,411	0%	\$0	\$12,411	3	Registered; no job description	
Labor Market Median		\$10,964							\$11,049												\$13,045			
% Placer Resource Conservation District is Above or Below Median		-20.50%							-21.44%												-16.80%			
# Of Comparable Matches		4																						
Data effective as of 5/2025																								
If ER contribution towards benefit is based on years of service, year 10 is used																								
RCD of Greater San Diego-Not a PERS agency; If agency is not a PERS agency, we do not include direct Employer's contribution towards defined contribution plans as this is comparable to a Normal Cost Rate for those agencies with PERS																								



Appendix A

Placer Resource Conservation District  
Total Compensation Study  
5/2025

PEPRA Member

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Rank	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Rank	Comments	
Placer Resource Conservation District	Forestry Project Coordinator	\$5,335	\$5,335	8	\$0	\$0	\$0		\$5,335	\$0	\$1,200	\$137	\$25	\$14	\$0	\$0	\$408	\$7,118	0%	\$0	\$7,118	7		
El Dorado County Resource Conservation District	No Comparable Class																							
Gold Ridge Resource Conservation District	Forestry Project Coordinator	\$3,905	\$5,735	7	\$0	\$0	\$0		\$5,735	\$0	\$639	\$52	\$14	\$0	\$0	\$0	\$439	\$6,878	0%	\$0	\$6,878	8	No job description	
Inland Empire Resource Conservation District	Forest Ecologist	\$4,333	\$6,722	5	\$471	\$0	\$0		\$7,193	\$932	inc	inc	inc	\$0	\$0	\$0	\$97	\$8,222	0%	\$0	\$8,222	5		
Monterey County Resource Conservation District	No Comparable Class																							
Napa Resource Conservation District	Project Manager, Forest Health	\$7,608	\$8,819	3	\$0	\$0	\$0		\$8,819	\$0	\$1,499	\$51	inc	\$5	\$14	\$0	\$128	\$10,515	0%	\$0	\$10,515	4		
Nevada County	No Comparable Class																							
Placer County	No Comparable Class																							
Resource Conservation District of Greater San Diego	No Comparable Class																							
Santa Cruz Resource Conservation District	Program Specialist	\$6,791	\$10,899	1	\$490	\$0	\$0		\$11,390	\$0	\$962	\$42	\$8	DNA	\$0	\$0	\$834	\$13,235	0%	\$0	\$13,235	1		
Sierra Nevada Conservancy	No Comparable Class																							
Sonoma Resource Conservation District	No Comparable Class																							
State of California	Environmental Scientist	\$4,269	\$8,877	2	\$0	\$0	\$0		\$8,877	\$0	\$2,097	\$93	\$8	DNA	\$0	\$0	\$679	\$11,755	0%	\$0	\$11,755	2		
Tahoe Resource Conservation District	Fire Adapted Communities Program Coordinator	\$4,431	\$6,235	6	\$0	\$0	\$0		\$6,235	\$0	\$967	\$42	\$8	\$0	\$0	\$0	\$477	\$7,729	0%	\$0	\$7,729	6		
Tehama Resource Conservation District	Forestry Specialist	\$5,452	\$7,910	4	\$633	\$0	\$0		\$8,542	\$1,500	inc	inc	inc	\$10	\$21	\$0	\$605	\$10,678	0%	\$0	\$10,678	3		
Labor Market Median		\$7,910							\$8,542												\$10,515			
% Placer Resource Conservation District is Above or Below Median		-48.25%							-60.11%												-47.72%			
# Of Comparable Matches		7																						
Data effective as of 5/2025 If ER contribution towards benefit is based on years of service, year 10 is used																								

Appendix A																								
Placer Resource Conservation District																								
Total Compensation Study																								
5/2025																								
PEPRA Member																								
Agency	Classification	Minimum Base Salary	Maximum Base Salary	Rank	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Rank	Comments	
Placer Resource Conservation District	Forestry Project Manager	\$7,297	\$7,297	10	\$0	\$0	\$0		\$7,297	\$0	\$1,200	\$137	\$25	\$14	\$0	\$0	\$558	\$9,230	0%	\$0	\$9,230	9		
El Dorado County Resource Conservation District	Project Manager - Forestry	\$6,067	\$7,800	9	\$0	\$0	\$0		\$7,800	\$250	\$0	\$0	\$0	\$0	\$0	\$0	\$597	\$8,647	0%	\$0	\$8,647	10		
Gold Ridge Resource Conservation District	Forestry Project Manager	\$5,696	\$9,380	4	\$0	\$0	\$0		\$9,380	\$0	\$639	\$52	\$14	\$0	\$0	\$0	\$718	\$10,801	0%	\$0	\$10,801	5	No job description	
Inland Empire Resource Conservation District	Forest Program Lead	\$5,720	\$8,873	7	\$621	\$0	\$0		\$9,494	\$932	inc	inc	inc	\$0	\$0	\$0	\$129	\$10,555	0%	\$0	\$10,555	8		
Monterey County Resource Conservation District	No Comparable Class																							
Napa Resource Conservation District	Senior Project Manager, Forest Health	\$9,084	\$9,084	6	\$0	\$0	\$0		\$9,084	\$0	\$1,499	\$51	inc	\$5	\$14	\$0	\$132	\$10,784	0%	\$0	\$10,784	6		
Nevada County	Forestry Project Manager	\$8,331	\$10,171	3	\$0	\$254	\$0		\$10,425	\$0	\$2,427	\$223	inc	\$4	\$0	\$0	\$778	\$13,858	0%	\$0	\$13,858	2		
Placer County	No Comparable Class																							
Resource Conservation District of Greater San Diego	Forestry and Fire Prevention Program Manager	\$5,023	\$6,994	11	\$0	\$0	\$0		\$6,994	\$1,119	inc	inc	inc	\$0	\$0	\$0	\$101	\$8,214	0%	\$0	\$8,214	11	No job description	
Santa Cruz Resource Conservation District	Forest Health Program Manager	\$9,126	\$14,647	1	\$659	\$0	\$0		\$15,306	\$0	\$962	\$42	\$8	DNA	\$0	\$0	\$1,120	\$17,437	0%	\$0	\$17,437	1		
Sierra Nevada Conservancy	No Comparable Class																							
Sonoma Resource Conservation District	Forestry Project Manager																							
State of California	Senior Environmental Scientist	\$7,556	\$10,221	2	\$0	\$0	\$0		\$10,221	\$0	\$2,097	\$93	\$8	DNA	\$0	\$0	\$782	\$13,201	0%	\$0	\$13,201	3		
Tahoe Resource Conservation District	Fire Adapted Communities Program Manager	\$6,481	\$9,119	5	\$0	\$0	\$0		\$9,119	\$0	\$967	\$42	\$8	\$0	\$0	\$0	\$698	\$10,833	0%	\$0	\$10,833	4		
Tehama Resource Conservation District	Forestry Specialist	\$5,452	\$7,910	8	\$633	\$0	\$0		\$8,542	\$1,500	inc	inc	inc	\$10	\$21	\$0	\$605	\$10,678	0%	\$0	\$10,678	7		
Labor Market Median		\$9,101							\$9,249												\$10,793			
% Placer Resource Conservation District is Above or Below Median		-24.72%							-26.75%												-16.92%			
# Of Comparable Matches		10																						
Data effective as of 5/2025																								
If ER contribution towards benefit is based on years of service, year 10 is used																								
RCD of Greater San Diego-Not a PERS agency; If agency is not a PERS agency, we do not include direct Employer's contribution towards defined contribution plans as this is comparable to a Normal Cost Rate for those agencies with PERS																								

Appendix A

Placer Resource Conservation District  
Total Compensation Study  
5/2025

PEPRA Member

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Rank	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Rank	Comments	
Placer Resource Conservation District	Prescribed Fire Program Coordinator	Market Check	Market Check						Market Check									Market Check			Market Check			
El Dorado County Resource Conservation District	No Comparable Class																							
Gold Ridge Resource Conservation District	No Comparable Class																							
Inland Empire Resource Conservation District	No Comparable Class																							
Monterey County Resource Conservation District	Fire Fuel Mitigation Coordinator	\$5,764	\$10,013	1	\$801	\$0	\$0		\$10,814	\$0	\$898	\$42	\$8	\$0	DNA	\$0	\$766	\$12,528	0%	\$0	\$12,528	1		
Napa Resource Conservation District	No Comparable Class																							
Nevada County	No Comparable Class																							
Placer County	No Comparable Class																							
Resource Conservation District of Greater San Diego	No Comparable Class																							
Santa Cruz Resource Conservation District	No Comparable Class																							
Sierra Nevada Conservancy	No Comparable Class																							
Sonoma Resource Conservation District	No Comparable Class																							
State of California	Surveyed for Forestry Only																							
Tahoe Resource Conservation District	Community Wildfire Protection Plan Program Coordinator	\$4,431	\$6,235	2	\$0	\$0	\$0		\$6,235	\$0	\$967	\$42	\$8	\$0	\$0	\$0	\$477	\$7,729	0%	\$0	\$7,729	2		
Tehama Resource Conservation District	No Comparable Class																							
Labor Market Median		Insuff Data Market Check							Insuff Data Market Check												Insuff Data			
% Placer Resource Conservation District is Above or Below Median																					Market Check			
# Of Comparable Matches		2																						

Data effective as of 5/2025  
If ER contribution towards benefit is based on years of service, year 10 is used

Appendix A

Placer Resource Conservation District  
Total Compensation Study  
5/2025

PEPRA Member

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Rank	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Rank	Comments	
Placer Resource Conservation District	Prescribed Fire Program Manager	\$7,306	\$7,306	1	\$0	\$0	\$0		\$7,306	\$0	\$1,200	\$137	\$25	\$14	\$0	\$0	\$559	\$9,240	0%	\$0	\$9,240	1		
El Dorado County Resource Conservation District	No Comparable Class																							
Gold Ridge Resource Conservation District	No Comparable Class																							
Inland Empire Resource Conservation District	No Comparable Class																							
Monterey County Resource Conservation District	No Comparable Class																							
Napa Resource Conservation District	No Comparable Class																							
Nevada County	No Comparable Class																							
Placer County	No Comparable Class																							
Resource Conservation District of Greater San Diego	No Comparable Class																							
Santa Cruz Resource Conservation District	No Comparable Class																							
Sierra Nevada Conservancy	No Comparable Class																							
Sonoma Resource Conservation District	No Comparable Class																							
State of California	Surveyed for Forestry Only																							
Tahoe Resource Conservation District	No Comparable Class																							
Tehama Resource Conservation District	No Comparable Class																							
Labor Market Median		Insuff Data							Insuff Data												Insuff Data			
% Placer Resource Conservation District is Above or Below Median		---							---												---			
# Of Comparable Matches		0																						

Data effective as of 5/2025  
If ER contribution towards benefit is based on years of service, year 10 is used

**Appendix B - Table 1**  
**MOU Expiration Date and Last/Future COLA/Salary Range Increase Information**

<b>Agency</b>	<b>MOU Expiration Date</b>	<b>Date of Future COLA/Salary Increase(s)-Amount(s)</b>
<b><i>Placer Resource Conservation District</i></b>	<b><i>NA</i></b>	<b><i>TBD</i></b>
El Dorado County Resource Conservation District	NA	None Scheduled
Gold Ridge Resource Conservation District	NA	None Scheduled
Inland Empire Resource Conservation District	NA	IERCD does a global 5% increase annually for all staff based on May job verification completion - a simple questionnaire that verifies performance at a minimum level of satisfaction. Individual employee reviews are separated from the annual compensation process.
Monterey County Resource Conservation District	NA	7/2025-TBD
Napa Resource Conservation District	NA	7/2025-TBD In practice, we develop our annual budget and determine whether we can afford a COLA, and then we make the recommendation to the Board to be adopted at the beginning of the new fiscal year. We have always stuck to the May inflation rate figure, as we're presenting a final budget for adoption at our June board meeting.
Nevada County	6/2025	None Scheduled
Placer County	NA	None Scheduled
Resource Conservation District of Greater San Diego	NA	1/2026-TBD Our Board considers a COLA increase at the first Board meeting of each calendar year. The Board considers the amount of the COLA increase based on national and local data. Varies from year to year.
Santa Cruz Resource Conservation District	NA	TBD-Our Board reviews and considers a COLA adjustment annually in February based on CPI for the previous year, based on the numbers for San Francisco Bay Area, this is generally (+) or (-) 3%.
Sierra Nevada Conservancy	Unit 01 6/2026	Unit 01 7/2025-3%
Sonoma Resource Conservation District	Did Not Respond	Did Not Respond
State of California	Unit 10 7/2027	Unit 10 7/2025-5%
Tahoe Resource Conservation District	NA	None Scheduled
Tehama Resource Conservation District	NA	7/2025-4%

Appendix B - Table 2 Retirement Practices PEPRA Employees				
Survey Agency	Retirement Agency	Retirement Benefit	Retirement Formula	Member Rate (24/25)
<b>Placer Resource Conservation District</b>	<b>CalPERS</b>	<b>2% @ 62</b>	<b>Highest 3 Years</b>	<b>7.75%</b>
El Dorado County Resource Conservation District	CalPERS	2% @ 62	Highest 3 Years	8.25%
Gold Ridge Resource Conservation District	CalPERS	2% @ 62	Highest 3 Years	7.75%
Inland Empire Resource Conservation District	CalPERS	2% @ 62	Highest 3 Years	7.75%
Monterey County Resource Conservation District	Does not offer Defined Plan; No Direct Contributions; Employer matches up to 8%.			
Napa Resource Conservation District	CalPERS	2% @ 62	Highest 3 Years	7.75%
Nevada County	CalPERS	2% @ 62	Highest 3 Years	8.50%
Placer County	CalPERS	2% @ 62	Highest 3 Years	8.00%
Resource Conservation District of Greater San Diego	Does not offer Defined Plan; Employer directly contributes 10.5% towards 457b for retirement and in lieu of Social Security. (Not included in datasheets)			
Santa Cruz Resource Conservation District	Does not offer Defined Plan; No Direct Contributions; Employer matches up to 4.5% for retirement after one year.			
Sierra Nevada Conservancy	CalPERS	2% @ 62	Highest 3 Years	8%
Sonoma Resource Conservation District	Did Not Respond	Did Not Respond	Did Not Respond	Did Not Respond
State of California	CalPERS	2% @ 62	Highest 3 Years	8%
Tahoe Resource Conservation District	CalPERS	2% @ 62	Highest 3 Years	8.25%
Tehama Resource Conservation District	Does not offer Defined Plan; No Direct Contributions; Employer matches up to 8% for retirement.			

Appendix B - Table 3 Certification/Education Pay	
Agency	Certification/Education Pay
<b>Placer Resource Conservation District</b>	<b>None</b>
El Dorado County Resource Conservation District	None
Gold Ridge Resource Conservation District	None
Inland Empire Resource Conservation District	None
Monterey County Resource Conservation District	None
Napa Resource Conservation District	None
Nevada County	None
Placer County	5%-Architect, Engineer, Land Surveyor, CPA
Resource Conservation District of Greater San Diego	None
Santa Cruz Resource Conservation District	None
Sierra Nevada Conservancy	None
Sonoma Resource Conservation District	Did Not Respond
State of California	None for Env. Scientist
Tahoe Resource Conservation District	None
Tehama Resource Conservation District	None

**Appendix B – Table 4  
Retiree Health Benefits  
(New Hires)**

<b>Agency</b>	<b>Retiree Health Savings Account (Contribution during active employment)</b>	<b>Employer Contribution towards Retiree Only Health Insurance (Post-employment)</b>	<b>Employer Contribution towards Retiree + 1 Health Insurance (Post-employment)</b>	<b>Employer Contribution towards Retiree + 2 Health Insurance (Post-employment)</b>	<b>Vesting</b>
<b><i>Placer Resource Conservation District</i></b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>NA</b>
El Dorado County Resource Conservation District	\$0	\$0	\$0	\$0	NA
Gold Ridge Resource Conservation District	\$0	\$0	\$0	\$0	NA
Inland Empire Resource Conservation District	\$0	\$0	\$0	\$0	NA
Monterey County Resource Conservation District	\$0	\$0	\$0	\$0	NA
Napa Resource Conservation District	\$0	\$0	\$0	\$0	NA
Nevada County	\$0	PEMHCA Minimum	No Additional Contribution	No Additional Contribution	5 years
Placer County	\$0	PERS vesting 10 years = 50%; +5% each year of service; to max of 100% with 20 years (of active rate)	PERS vesting 10 years = 50%; +5% each year of service; to max of 100% with 20 years (of active rate)	PERS vesting 10 years = 50%; +5% each year of service; to max of 100% with 20 years (of active rate)	10 years
Resource Conservation District of Greater San Diego	\$0	\$0	\$0	\$0	NA



**Appendix B – Table 4  
Retiree Health Benefits  
(New Hires)**

<b>Agency</b>	<b>Retiree Health Savings Account (Contribution during active employment)</b>	<b>Employer Contribution towards Retiree Only Health Insurance (Post-employment)</b>	<b>Employer Contribution towards Retiree + 1 Health Insurance (Post-employment)</b>	<b>Employer Contribution towards Retiree + 2 Health Insurance (Post-employment)</b>	<b>Vesting</b>
Santa Cruz Resource Conservation District	\$0	\$0	\$0	\$0	NA
Sierra Nevada Conservancy	\$0	PERS vesting 10 years = 50%; +5% each year of service; to max of 100% with 20 years (shall not exceed 80 percent of the weighted average of the Basic health benefit plan)	PERS vesting 10 years = 50%; +5% each year of service; to max of 100% with 20 years (shall not exceed 80 percent of the weighted average of the Basic health benefit plan)	PERS vesting 10 years = 50%; +5% each year of service; to max of 100% with 20 years (shall not exceed 80 percent of the weighted average of the Basic health benefit plan)	10 years
Sonoma Resource Conservation District	Did Not Respond	Did Not Respond	Did Not Respond	Did Not Respond	Did Not Respond
State of California	\$0	PERS vesting 10 years = 50%; +5% each year of service; to max of 100% with 20 years (shall not exceed 80 percent of the weighted average of the Basic health benefit plan)	PERS vesting 10 years = 50%; +5% each year of service; to max of 100% with 20 years (shall not exceed 80 percent of the weighted average of the Basic health benefit plan)	PERS vesting 10 years = 50%; +5% each year of service; to max of 100% with 20 years (shall not exceed 80 percent of the weighted average of the Basic health benefit plan)	10 years
Tahoe Resource Conservation District	\$0	\$0	\$0	\$0	NA
Tehama Resource Conservation District	\$0	\$0	\$0	\$0	NA

Appendix B – Table 5 Paid Leave										
Agency	Annual Vacation Leave					Vacation Max Carryover	Sick Leave	Sick Leave Max Carryover	Holidays Fixed + Floating	Administrative/ Management/Other Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
<b>Placer Resource Conservation District</b>	<b>80</b>	<b>160</b>	<b>200</b>	<b>200</b>	<b>200</b>	<b>200</b>	<b>13</b>	<b>200 hours</b>	<b>10 + 2 = 12</b>	<b>80 hours-exempt</b>
El Dorado County Resource Conservation District	96	144	192	192	192	240	12	240 hours	DNA	No set hours for exempt
Gold Ridge Resource Conservation District <sup>1</sup>	120	200	240	240	240	1.5x	Included in Vacation	NA	13 + 0 = 13	0
Inland Empire Resource Conservation District	80	80	160	160	160	160	12	600 hours	13 + 1 with 0-5 years and +2 with 5+ years = 14 to 15	60 hours-Dept. Managers
Monterey County Resource Conservation District <sup>2</sup>	192	216	256	272	288	1.5x	Included in Vacation	NA	11 + 0 = 11	32 hours for Management only
Napa Resource Conservation District	80	120	160	160	200	1.5x	0-5 years = 80 hours 6+ years = 120 hours	80 – 120 hours depending upon years of service	10 + 1 = 11	0

<sup>1</sup> Paid Time Off includes vacation and sick; rates listed are new, but has not been implemented-waiting for Board approval

<sup>2</sup> Paid Time Off includes vacation and sick

Appendix B – Table 5 Paid Leave										
Agency	Annual Vacation Leave					Vacation Max Carryover	Sick Leave	Sick Leave Max Carryover	Holidays Fixed + Floating	Administrative/ Management/Other Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
Nevada County <sup>3</sup>	165	165	192	200	200	450	Included in Vacation	NA	11 + 2 (+1 more floating with 10 years) = 13-14	40 hours
Placer County	80	120	160	160	200	520	12	Unlimited	12 + 2 = 14	100 hours
Resource Conservation District of Greater San Diego <sup>4</sup>	104	184	224	224	224	246.40	Included in Vacation	NA	13 + 2 = 15	0
Santa Cruz Resource Conservation District <sup>5</sup>	168	208	240	240	280	490	Included in Vacation	NA	13.5 + 0 = 13.5	0
Sierra Nevada Conservancy	84	120	120	144	168	640	12	Unlimited	11 + 1 = 12	0
Sonoma Resource Conservation District	Did Not Respond	Did Not Respond	Did Not Respond	Did Not Respond	Did Not Respond	Did Not Respond	Did Not Respond	Did Not Respond	Did Not Respond	Did Not Respond
State of California	84	120	120	144	168	640	12	Unlimited	11 + 1 = 12	0
Tahoe Resource Conservation District <sup>6</sup>	120	160	224	240	240	420	Included in Vacation	NA	11 + 2 = 13	96 hours-Executive Director only
Tehama Resource	104	160	160	160	160	120	80 hours	120 hours	11 + 0 = 11	0

<sup>3</sup> Paid Time Off includes vacation and sick

<sup>4</sup> Paid Time Off includes vacation and sick

<sup>5</sup> Paid Time Off includes vacation and sick

<sup>6</sup> Paid Time Off includes vacation and sick

Appendix B – Table 5 Paid Leave										
Agency	Annual Vacation Leave					Vacation Max Carryover	Sick Leave	Sick Leave Max Carryover	Holidays Fixed + Floating	Administrative/ Management/Other Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
Conservation District										

Appendix B - Table 6 Remote Work Policy	
Agency	Remote Work Policy
Placer Resource Conservation District	<p><b><i>Telecommuting is the practice of working at home or at a site near the home instead of physically traveling to a central workplace. It is a work alternative that the District may offer to some employees when it would benefit both the District and the employee. You may telecommute on certain days if you receive advance approval from the Executive Director. Calling in sick and stating that you will be working from home is not considered obtaining advance approval. The decision to approve a telecommuting arrangement will be based on factors such as position and job duties, performance history, related work skills, and the impact on the District. Your compensation, benefits, work status, work responsibilities, and the amount of time you are expected to work per day or per pay period will not change due to participation in the telecommuting program (unless otherwise agreed upon in writing). At-home work hours will conform to a schedule agreed upon by you and your supervisor. If such a schedule has not been agreed upon, your work hours will be assumed to be the same as they were before you began telecommuting. Changes to this schedule must be reviewed and approved in advance by your supervisor. During working hours, your at-home workspace will be considered an extension of the District's workspace. Therefore, workers' compensation benefits may be available for job-related accidents that occur in your at-home workspace during working hours. All job-related accidents will be investigated immediately. The District assumes no responsibility for injuries occurring in your at-home workspace outside the agreed upon work hours. You agree to maintain safe conditions in the at-home workspace and to practice the same safety habits as those followed on our premises. In the case of an injury while working at home, you must immediately report the injury to the Responsible Safety Officer to get instructions for obtaining medical treatment. Telecommuting is an alternative method of meeting the needs of the District and is not a universal employee benefit. As such, the District has the right to refuse to make telecommuting available to an employee and to terminate a telecommuting arrangement at any time. All requests for telecommuting must be presented to the supervisor in writing, using the telecommuting request form. The telecommuting agreement is not a contract of employment, and nothing in this policy or any telecommuting agreement alters the at-will nature of the employment relationship, under which the employment relationship may be terminated at any time by either you or the employer for any reason, or for no reason. Employees who are not meeting performance standards will not be permitted to telecommute.</i></b></p>
El Dorado County Resource Conservation District	<p>Telecommuting is the practice of working at home or at a site near the home instead of physically traveling to a central workplace. It is a work alternative that RCD may offer to some employees when it would benefit both the organization and you. Due to the nature of the concerns surrounding Coronavirus we are temporarily implementing a work from home agreement for all staff effective immediately. This agreement will remain in effect through June 30, 2023 or at such time terminated by the District (this date may be extended with notice). Your manager will provide you with guidance on any equipment and other company property you may need to either take home with you or may require use of personal equipment. If you do take home RCD property you are expected to take care of it and return it in the same condition in which it was issued to you. Please keep in mind using RCD equipment entitles you to no right to privacy, just as it would working in the office. At any time your email, internet usage and other programs may be monitored. Your compensation, benefits, work status, work responsibilities, performance standards, and the typical amount of time you generally work per day or per pay period will not change due to participation in the telecommuting program (unless otherwise agreed upon in writing). Your at-home work and project deadlines will conform to a schedule agreed upon by you and your Manager. Changes to this schedule must be reviewed and approved in advance by your Manager. You must continue to work your</p>

Appendix B - Table 6 Remote Work Policy	
Agency	Remote Work Policy
	standard working hours, take your rest and lunch breaks you normally would and report any inability to work to your manager (i.e. childcare, appointments, etc). During working hours, your at-home workspace will be considered an extension of RCD's workspace. You agree to maintain confidential, safe conditions in the at-home workspace and to practice the same safety habits as those followed on the Company's premises. In the case of an injury while working at home, you will immediately report the injury to your manager to get instructions for obtaining medical treatment. As we are following CDC guidelines, as well as those put in place by the state, this is a temporary situation and may be revoked at any time.
Gold Ridge Resource Conservation District	Data Not Available-We are currently redoing our employee handbook.
Inland Empire Resource Conservation District	We do but it's pre-COVID and really no longer relevant. Everyone whose job allows work from home is allowed to fully work from home and is supported to do so with desk, chair, printer, other office supplies purchased by IERCD. No one has to come into the office/field with the exception of people whose jobs require it. POLICY: Teleworking, or working at a site other than the District office, is allowed within the following parameters: · The teleworking arrangement should balance internal and external needs, and the needs of the District staff. Teleworking must not place an additional burden on co-workers or cause clients to reschedule appointments or meeting, or to have to work around the teleworking employee's schedule. · The employee must be available via email and phone during normal business hours, and is expected to cover the same phone calls, email and workload that would be conducted in the office. Employees are still responsible for getting work done and meeting deadlines. · The employee is expected to come into the office if internal work demands, or events require their physical presence. · If an employee teleworks on an as-needed basis, or on a variable schedule, the supervisor is to be advised ahead of time using a previously agreed upon method of communication. · Approval for telework depends on the employer's job responsibilities and is contingent on the employee's ability to carry out their work effectively whether in the office or working remotely. · If approved, the District Manager and employee will complete and sign the District Telework Agreement and Safety Checklist. Associated documents including the District Teleworking Agreement and Safety Checklist must be executed between the teleworking employee and direct supervisor following approval of teleworking schedule.
Monterey County Resource Conservation District	<p>Telecommuting</p> <p>The District permits some employees to voluntarily telecommute during part of their work-week. Telecommuting is a privilege, and the Executive Director of the District retains the right to require telecommuters to report to the office to work. All costs for equipment associated with voluntary telecommuting are the responsibility of the employee. Costs include, but are not limited to internet access, computer peripherals, printers, fax machines, phone bills, office supplies, and insurance coverage for all necessary equipment. If employees are required to telecommute (i.e., involuntary telecommuting), the District will provide an appropriate stipend to cover the costs. Employees who telecommute still may be required to attend meetings at the office or other designated location. Telecommuting does not change the employee's work location and employees are still responsible for all costs associated with commuting to and from the office, when they are required to report to their work location. Employees who telecommute will not conduct meetings with customers or clients in their home. Employees are responsible for contacting local governmental agencies for required licenses (if any) needed to maintain a home office.</p>

Appendix B - Table 6 Remote Work Policy	
Agency	Remote Work Policy
	<p>Employees are responsible for any costs of obtaining tax advice about a tax deduction for a home office. Employees are responsible for any tax liability should they claim such an expense and it is later disallowed by the Internal Revenue Service. Employees who telecommute must maintain the security of all confidential and/or sensitive information and other proprietary information belonging to the District, as if they were working in the office. All District security procedures apply, regardless of whether the employee is in the workplace or telecommuting. Employees who telecommute are responsible for following all safety rules. The District reserves the right to conduct unannounced visits to telecommuting worksites, including the home offices of employees who telecommute from home, to ensure that all safety and security procedures are being followed. The ability to telecommute does not change the performance level or work product expected from an employee. Employees who are subject to overtime laws still are required to adhere to their beginning and ending work times, break times, and meal breaks. Telecommuting employees must continue to maintain required time records. Violation of any telecommuting policies may result in the loss of an employee's telecommuting privileges.</p>
Napa Resource Conservation District	<p>Telecommuting provides employees with an opportunity to work from home instead of in the Napa RCD's office. Telecommuting must be supported by the employee's supervisor, pre-approved by the Napa RCD's Executive Director, and cannot be initiated without a signed Telecommuting Agreement.</p> <p>The Napa RCD retains the right in its sole discretion to designate positions that are appropriate for telecommuting and approve employees for telecommuting. Telecommuting (or remote work) approval does not change the conditions of employment or required compliance with all Napa RCD policies and procedures. The Napa RCD reserves the right to change or terminate the Telecommuting Agreement at any time, without cause or advance notice. An employee's ability to work under a Telecommuting Agreement rest in the sole discretion of the Napa RCD. Telecommuting is a privilege and may not be appropriate for all employees. The Telecommuter is solely responsible for ensuring the safety of their alternative work environment. However, because the Napa RCD is legally obligated to provide its employees with a workplace that is free from hazards that might cause serious harm or injury, the Napa RCD reserves the right to inspect the Telecommuter's home workspace periodically. Any such inspection will be preceded by advance notice, and an appointment will be scheduled. Telecommuters are protected by the Napa RCD's workers' compensation insurance. As such, Telecommuters are required to immediately report any injuries that occur while working. The Telecommuter shall be liable for any injuries that occur to third parties at or around the Telecommuter's alternative work environment. Telecommuters are expected to attend all required meetings at the Napa RCD's offices as requested. The Napa RCD shall not incur additional costs due to a Telecommuting Agreement. The Telecommuting Agreement will specify any costs the Napa RCD will cover. All other expenses are the responsibility of the Telecommuter. Employees approved or hired in full-time remote work position will from time to time be required to attend mandatory staff meetings or other activities.</p>
Nevada County	DNA
Placer County	<p><b>TELEWORK</b></p> <p>For exempt management employees, the County permits the use of telework where it is an option that clearly provides benefit to the County and the employee. Recognized benefits of a telework schedule include improving program effectiveness, increasing employee productivity and employee morale, improving air quality and reducing traffic congestion, improving employee recruitment and retention, and continuation of business as a part of a disaster recovery or emergency plan.</p> <p>Definition.</p>

**Appendix B - Table 6**  
**Remote Work Policy**

Agency	Remote Work Policy
	<p>Telework is defined as a voluntary work arrangement allowing an employee to work from a remote site other than their primary work location, such as at home. Telework does not change the employment status of the employee or the number of hours worked. Instead, it allows employees flexibility in their work schedule when consistent with the business needs of their Department. Since a telework schedule is a voluntary arrangement between the County and the employee, it is not an entitlement or employee benefit, and either party may terminate the arrangement at any time with or without cause.</p> <p style="text-align: center;">Eligibility.</p> <p>It is recognized that telework is not an option for every County department and every County management employee. Departments have discretion whether to implement telework schedules.</p> <p>Employees interested in telework must meet all of the following criteria to be eligible for a telework assignment: Received an overall rating of at least Competent and Effective on his/her most recent performance evaluation (if a prior evaluation exists);</p> <p>Demonstrated ability to work independently, and ability to develop and successfully meet job-related measurable goals and objectives; and</p> <p>Current job requirements do not necessitate a full-time presence on the premises or “in-person” contact with other departmental staff and/or the public.</p> <p style="text-align: center;">Approval.</p> <p>Participation in the telework program is voluntary and subject to the prior written approval by the employee’s immediate supervisor/manager and Department Head. Approval must be completed prior to the start of the employee’s telework schedule.</p> <p style="text-align: center;">Approval of telework requests shall be made at the sole discretion of the Department Head and will take into consideration:</p> <p>The number of days per week in which an individual has requested to telework, the requirements of the current job, the number of individuals telecommuting within the work group, department/ organizational needs, and operational requirements.</p> <p style="text-align: center;">The employee’s workload and the type of work performed.</p> <p>The impact the proposed work schedule will have on other employees as well as the functional needs of the division as a whole.</p> <p style="text-align: center;">Schedule for Telework Assignments.</p> <p>Intermittent. Employees may be allowed to telework on an intermittent/temporary basis as their duty assignment permits.</p> <p>Regular. All non-temporary telework schedules will be conditionally approved for a 3 to 6 month trial period. The trial period should allow sufficient time to determine what impact the scheduling change may have on meeting workload commitments, assessing impact on attendance, as well as allowing the employee and their supervisor to determine whether the new work schedule will meet the needs of the department/division/work unit.</p> <p>Emergency/Inaccessibility. Employees may be allowed to telework on a temporary basis in situations in which the primary work site is inaccessible or uninhabitable or where reasonable commute routes are blocked.</p> <p style="text-align: center;">Requirements and Responsibilities.</p> <p>Telework Agreement. An employee seeking a telework assignment must complete a Telework Agreement. The Telework Agreement shall be reviewed or renewed at least annually, after the 3 or 6 month trial period, whenever there is a major job</p>



**Appendix B - Table 6**  
**Remote Work Policy**

Agency	Remote Work Policy
	<p>change (such as a promotion), whenever the teleworker or supervisor change positions, or based upon changing business or operational needs.</p> <p>Department Heads are responsible for ensuring proper supervision of employees in a telework assignment and maintaining program evaluation and measurement information for each employee participating in the telework program.</p> <p>Employees Approved for Telework:</p> <p>Must adhere to the terms of the Telework Agreement.</p> <p>Are responsible for selection, installation, maintenance, repair or replacement of employee-owned furnishings or equipment;</p> <p>Are responsible for advising his/her supervisor or manager of the status of assignments to be completed while on a telework schedule.</p> <p>Must obtain pre-approval from their supervisor/manager to use vacation time or sick leave to attend to personal matters during telework office hours as provided by Section 3.0a. above, other than matters that can be attended to during a rest or meal break.</p> <p>Must forego telework when he or she is advised they are needed in the office. Must report to the physical work location to perform work if the telework</p> <p>Must be available and accessible by phone and email during their agreed upon telework schedule.</p> <p>Must adhere to all County and department rules and policies, including but not limited to policies regarding security and confidentiality of information handled in the course of work. A teleworking employee is expected to take all precautions necessary to secure County information and equipment at the remote location and prevent unauthorized access to any County system or information.</p> <p>Are expected to comply with the Information Technology Acceptable Use Policy which addresses permissible uses, prohibited uses, access and disclosure. Teleworkers shall have no expectation of privacy when using these systems. Internet performance is the responsibility of the employee. The County will not be responsible for troubleshooting service interruptions and performance issues related to the employee's home internet service provider.</p> <p>Shall not serve customers "in person" at an employee's residence or any other location which is not a County work site.</p> <p>Must notify his/her supervisor immediately and complete all necessary and/or County requested documents if an injury occurs during a telework assignment.</p> <p>Use of County Equipment/Expenses.</p> <p>The County will provide necessary office supplies. Other expenses incurred while working a telework schedule will not be reimbursed by the County, such as usage fees for privately owned computers, utility costs associated with the use of telephone, computer, or occupation of the home, travel to the office from home.</p> <p>All County supplied equipment is to be used for County purposes only. Employees who discontinue telework are required to return such assets upon termination of the telework assignment.</p> <p>Maintenance, repair, and replacement of County owned equipment issued to telework employees is the responsibility of the issuing department.</p> <p>The County will not purchase additional computers, software, software licenses, internet or phone services or provide office equipment such as printers/scanners or fax machines or furniture for in-home telework.</p>

**Appendix B - Table 6**  
**Remote Work Policy**

Agency	Remote Work Policy
	<p>No expense reimbursements will be provided to employees while on a telework program assignment. For example, the County is not responsible for the payment of utilities (heat, electricity, etc.), home maintenance costs, the reimbursement of employee internet service or personal computer upgrades or any other telecommuting related expenses. This does not affect employee expense reimbursements relating to travel, training, or materials purchased at the direction of the supervisor.</p> <p>Designated Home Office Space.</p> <p>Prior to and continuously throughout a telework assignment, an employee must maintain a safe and ergonomically sound home work environment.</p> <p>The work environment should be conducive to working in an office setting, with personal disruptions kept to a minimum.</p> <p>Insurance Requirements</p> <p>Both the employee and the County will have insurance coverage for claims arising during a telecommute agreement.</p> <p>The County:</p> <p>Workers' Compensation coverage for job-related accidents is the County's responsibility during the employee's telecommute hours at the remote workspace, including while off premises if traveling on County business.</p> <p>Worker's Compensation liability for job-related accidents will continue to exist during the employee's telecommuting work hours. Injuries sustained by the employee while at their remote work location and in conjunction with their regular work duties are normally covered by Workers' Compensation.</p> <p>In the event of an accident or injury while working in the remote workspace, the employee must contact their supervisor as soon as circumstances permit. An Injury and Illness Report must be completed and routed to the Human Resources (HR) Department.</p> <p>The County may investigate circumstances in the employee's workers' compensation claims.</p> <p>The Employee:</p> <p>If the remote workspace is the employee's residence, the employee will remain liable for injuries to other persons and/or members of the employee's family that are unrelated to employee's work.</p> <p>If the remote workspace is the employee's residence, employees are required to provide proof of homeowner's/renter's insurance, with a minimum of \$100,000 liability single limit policy coverage. The minimum amount of liability is subject to periodic review and adjustment by the Placer County Risk Management Division.</p> <p>The employee shall also sign a statement indicating that the insurance coverage will be maintained in effect for the duration of the telecommute assignment. The employee will provide 30-day written notice to the County prior to cancellation or termination of the insurance coverage for any reason. If the insurance is not in effect, the telecommute agreement will be terminated.</p>
Resource Conservation District of Greater San Diego	<p>Overview: RCD of Greater San Diego County (the "District") has some designated positions which are allowed to work remotely, for example to work at home or in a satellite location for part of their workweek. The District considers remote work to be a viable, flexible work option when both the employee and the job are suited to such an arrangement. Remote work may be appropriate for some employees and jobs but not for others. Remote work is not an entitlement, it is not a district-wide benefit, and it in no way changes the terms and conditions of employment with the District. Employees who are not meeting performance standards will not be permitted to work remotely.</p> <p>Working Hours: You and your supervisor will develop and agree a regular schedule of your working hours to ensure availability and coverage, taking into account necessary variations. You must communicate with your supervisor about any</p>

**Appendix B - Table 6**  
**Remote Work Policy**

Agency	Remote Work Policy
	<p>personal obligations (childcare, medical appointments, etc.) so that you can develop a regular schedule where possible or adjust on an as-needed basis. Changes to your onsite and remote work schedule or hours worked outside of the anticipated times must be reviewed and approved in advance by your supervisor and communicated to office administrative staff.</p> <p>When working remotely, you are required to record or report all hours worked in the same manner you would if you were working in the office (using the project-based timesheet). Non-Exempt/Hourly Employees must take required meal periods as required under District policy, just as you would if you were working in the office. Work completed remotely must be saved in a shared location, such as the server or in an online drive.</p> <p>Safety: You must maintain your home workspace in a safe manner, free from safety hazards. Immediately report any injuries you sustain while at your home and in conjunction with your regular work duties in accordance with the District's injury reporting and workers' compensation procedures. You will be liable for any non-business-related visitors to your home office location.</p> <p>Work Expectations: Remote employees are expected to be available and communicative during scheduled work hours via email, phone calls, or text.</p> <p>The District's work rules, and other policies continue to apply to remote work locations.</p> <p>Consumption of alcohol or drugs during work hours is never acceptable.</p> <p>Employees should seek a quiet and distraction-free working space, to the extent possible.</p> <p>Employees are expected to maintain their workspace in a safe manner, free from safety hazards.</p> <p>Remote work is not designed to be a replacement for appropriate childcare. While working, your focus must remain on job performance and meeting business demands.</p> <p>Egregious or continued violations of these expectations and/or other District policies will result in disciplinary action.</p> <p>Work Environment, Equipment, and Materials: Your remote work location must be suitable for remote office work and communication - phone and internet access are required. You may be supplied with District-owned equipment for remote working (including laptops, headsets, software, etc.) and materials needed to perform your duties. In the event of equipment failure or malfunction, immediately notify your supervisor in order to obtain repair or replacement. You must notify your supervisor if your internet or network access is limited or unavailable immediately upon becoming aware of it.</p> <p>Expense Reimbursement: You will be reimbursed for business expenses necessarily and reasonably incurred in connection with your remote activities. If you believe you have incurred reasonable business expenses in an amount that exceeds your reimbursement, contact your supervisor and submit supporting documentation.</p> <p>Compliance with Policies: During remote work, you must comply with all the District's rules, policies, practices, and instructions as outlined in our District policies. This includes all policies regarding the internet, telephones, email, information systems, confidential information, solicitation and distribution, non-harassment, non-discrimination, etc., as well as with all applicable federal, state, and local laws regarding the use of cell phones and electronic devices. Just as always, violations may result in disciplinary action, up to and including dismissal.</p>
Santa Cruz Resource Conservation District	<p>The RCD does not typically allow employees to have a regular telecommuting schedule. However, the Executive Director or their designee at their sole discretion may approve a telecommuting schedule on a case by case basis. In the event of an emergency, the Executive Director may approve telework or other remote work arrangements in the best interest of the RCD, consistent with any guidelines provided.</p>

**Appendix B - Table 6**  
**Remote Work Policy**

Agency	Remote Work Policy
Sierra Nevada Conservancy	<p>Telework is defined as performing work one (1) or more days per pay period away from the worksite to which the employee is normally assigned. Such locations must be within a preapproved work space and during preapproved work hours inside the teleworker's residence, telework centers, or other offices of the State, as approved pursuant to the department's telework policy and guidelines.</p> <p>Where operational considerations permit, a department may establish a telework program. If the telework arrangement conforms to telework criteria established in the department's telework policy and guidelines, no employee's request for telework shall be unreasonably denied. Such programs shall operate within the guidelines established by the Statewide Telework Policy, State Administrative Manual section 181.</p> <p>Formal written telework or telecommuting policies and programs already adopted by departments before the date of this Contract will remain in effect during the term of this Contract. Upon the request of the Union, the departments will provide a copy of the department's formal written telework policy.</p> <p>Departments that desire to establish a telework or telecommuting policy and/or program or departments desiring to change an existing policy and/or program shall first notify the Union. Within thirty (30) calendar days of the date of such notification, the Union may request to meet and confer over the impact of a telework or telecommuting policy and/or program or change in an existing telework or telecommuting policy and/or program. Items of discussion may include concerns of layoff as a result of a telecommuting/telework program, performance or productivity expectations or standard changes; access to necessary office space in the State worksites on non-telecommuting days; and equipment, supplies, phone lines, furniture, etc.</p> <p>Any denial of requests made under subsection B shall be provided in writing. A copy of the written denial shall also be sent Attn: SEIU Local 1000 Headquarters.</p>
Sonoma Resource Conservation District	Did Not Respond
State of California	<p>The terms "telework," "teleworking," "telecommute," and "telecommuting" refer to formalized work flexibility arrangements established between the department management and the employee under which the employee performs the duties and responsibilities of the employee's position from a location other than the office. The term "office" refers to the location, state building, or official worksite that would be the employee's work location if not teleworking.</p> <p>Not all positions or job duties may meet applicable criteria to be appropriate for telework, per departmental telework policy.</p> <p>If the telework arrangement conforms to telework criteria established in the department's telework policy and guidelines, no employee's request for telework shall be unreasonably denied. Employee's request for telework shall be submitted in writing on the prescribed form and replied to in writing within twenty-one (21) calendar days of submission. The parties may mutually agree to extend this response period.</p> <p>Any Unit 10 employee who teleworks shall have an approved Telework Agreement on file.</p> <p>Department management shall endeavor to provide employees with a minimum of 30 days' notice for any change in the event of a revision or termination of a Telework Agreement. Thirty days' notice is the standard by which departments should operate unless emergent issues arise.</p> <p>Departments that desire to establish a telework or telecommuting policy and/or program or departments desiring to change an existing policy and/or program shall first notify the Union. Within thirty (30) calendar days of the date of such notification, the Union may request to meet-and- confer over the impact of a telework or telecommuting policy and/or</p>

**Appendix B - Table 6**  
**Remote Work Policy**

Agency	Remote Work Policy
	<p>program or change in an existing telework or telecommuting policy and/or program.</p> <p>Should a Unit 10 employee require equipment that has not already been provided per the procedures outlined within Section 6.3 of the MOU, they may request, and the departments may elect to provide reimbursement to Unit 10 employees for additional appropriate business expenses in accordance with departmental policies.</p> <p>Disputes regarding this section are grievable to the fourth step (CalHR level) of the grievance procedure as outlined in Article 9.</p> <p>Employees identified as “Remote Centered,” as defined within the Statewide Telework Policy with an approved telework agreement shall receive \$50 per month. Remote-centered is defined as a teleworker who works fifty percent or more of their time from an alternate work location.</p> <p>Employees identified as “Office Centered,” as defined within the Statewide Telework Policy with an approved telework agreement shall receive \$25 per month. Office-centered is defined as a teleworker who works more than fifty percent from the office.</p> <p>“Incidental telework” does not qualify for this stipend. The approved telework agreement must designate the employee’s telework status as either Remote Centered or Office Centered.</p> <p>In the event the changes are made to the definitions as outlined in the Statewide Telework Policy, the State will provide notice to CAPS.</p>
Tahoe Resource Conservation District	<p>Teleworking, or telecommuting, is the act of working from home or another location on a full-time or part-time basis. Teleworking is not an automatic employee entitlement. Rather, it is an alternative method of meeting the needs of the organization. Employees may request the opportunity to establish a hybrid telework schedule by submitting a Hybrid Telework Policy/Agreement. Please request this document from your direct supervisor. The District has the right to refuse to make hybrid teleworking available to an employee and to terminate a hybrid teleworking arrangement at any time, for any reason. Employees are not required to telework. Employees can refuse to telework if the option is made available.</p>
Tehama Resource Conservation District	Offer limited remote working. Did not send policy though.

Appendix B - Table 7 Flexible Schedule	
Agency	Flexible Schedule Policy
<b>Placer Resource Conservation District</b>	<b><i>The District allows employees to work a flexible schedule upon approval of your supervisor, as long as the employee does not work more than 40 hours in one work week. Flex time is a benefit offered to employees subject to their performance, work requirements, and supervisor approval. When flex time is approved, an employee may vary the number of hours they work in a day so long as the weekly hourly total is unchanged. Employees are expected to maintain a regular schedule of work as far as possible and, to the extent that their specific job responsibilities require it, to be present for all or part of a traditional business day.</i></b>
El Dorado County Resource Conservation District	Only when pre-approved by District Manager for educational opportunities and special leave.
Gold Ridge Resource Conservation District	No formal policy, but we do allow flex schedules.
Inland Empire Resource Conservation District	Each employee works with their department manager to set individual work schedule, consisting of agreed-upon hours per week, depending on employee scheduling needs. This schedule may change over time according to individual employee need, provided it is mutually agreed upon by both the employee and management.
Monterey County Resource Conservation District	Alternative workweek scheduling allows non-exempt employees to work flexible hours, provided no more than forty (40) hours are worked each workweek. Overtime will be paid as provided in the Overtime for Non-Exempt Employees policy. Work schedules are committed to the discretion of the Executive Director and are based on the nature of the work involved.
Napa Resource Conservation District	<p>Flexible Work Schedule:</p> <p>A flexible work schedule is a work schedule with time of arrival and departure that differs from the standard operating hours.</p> <p>Supervisors approve flextime on a case-by-case basis. The supervisor will approve or deny the flextime request based on staffing needs, the employee's job duties, the employee's work record, and the employee's ability to temporarily or permanently return to a standard work schedule when needed. Employees that are subject to a Performance Improvement Plan (PIP) are not eligible for flextime.</p> <p>A flextime arrangement may be suspended or cancelled at any time. Exempt employees must depart from any flextime schedule to perform their jobs. Non-exempt employees may be asked to work overtime regardless of a flextime schedule.</p> <p>40-hour Flex Time Schedule:</p> <p>Employees offered a 40 hour per week Flex Time schedule may from time to time need some flexibility in their schedule to accomplish daily tasks. For this reason, an employee may work up to ten hours in a day and may reduce hours in another day during the defined workweek so long as that the employee does not exceed 40 hours in the workweek. While on 40-hour Flex Time schedule non-exempt employees who work more than 8 hours in one day, will not be deemed working overtime. Employees on 40-hour Flex Time schedule may not work more than 10 hours in a day without a supervisor's permission.</p> <p>Flex Time – 9/80s:</p> <p>An employee with the authorization of the Executive Director may maintain a regular schedule of alternating 36 hours in one calendar week and 44 hours the following calendar week. When working a 9/80s schedule, employees should not</p>

Appendix B - Table 7 Flexible Schedule	
Agency	Flexible Schedule Policy
	work more than 10 hours per day. Further, employees who work more than 8 hours in a day are not deemed to be working overtime.
Nevada County	DNA
Placer County	Subject to approval by the County Executive Officer, a department head may implement Agreed Designated Work Schedules (ADWS) for exempt employees so long as adequate staffing is provided. When exempt employees are approved for an ADWS, they are responsible for successful performance of their position requirements and understand that they are required to work whatever number of hours as are necessary to successfully complete their assignment. The granting of an ADWS in no way implies that less work will be completed than that expected of an employee working a non-ADWS work schedule. In addition, the exempt employee understands that the flexible schedule can be revoked at any time at the sole discretion of the Department Head.
Resource Conservation District of Greater San Diego	We don't have a policy on this but are generally pretty flexible.
Santa Cruz Resource Conservation District	Different work schedules may be approved by the Executive Director, or their designee, to meet job assignments and provide necessary services. The RCD does not guarantee any employee forty ( 40) hours of work per week. The RCD's regular office hours are Monday through Friday from 7:00 a.m. to 6:00 p.m. Employees may be required to work during times outside of regular office hours in order to complete their responsibilities or duties. Employees are expected to work during regular office hours unless an alternate schedule is approved in advance by the Executive Director or their designee. An employee wanting to work an alternate schedule must submit a written request to their supervisor. The Executive Director or their designee will have discretion to approve or deny such request. All alternate schedules or changes in schedules must be approved in writing by the Executive Director or designee. This approval must be issued before the proposed change. Failure to adhere to an assigned schedule is grounds for discipline, up to and including termination of employment.
Sierra Nevada Conservancy	Every department shall have a flexible work hours program which shall include flexible work hours, an alternate workweek schedule, and/or reduced workweek schedule.  Upon request by the Union or an employee, the State shall not unreasonably deny a request for flexible work hours, an alternate workweek schedule or reduced workweek schedule. Employees who have flexible work hours or are placed on an alternate workweek or reduced workweek schedule will comply with procedures established by the department. Any denial of requests made under subsection B shall be provided in writing. A copy of the written denial shall also be sent Attn: SEIU Local 1000 Headquarters. In addition, a department head or designee may, upon thirty (30) days' notice to affected employees cancel or make permanent changes to flexible work hours, alternate work schedules, or reduced work time schedules. An "alternate workweek schedule" is a fixed work schedule other than standard work hours. Flexible work hours" allows for the change of work schedules on a daily basis. "Reduced work time" is defined in Government Code sections 19996.20 through 19996.29.
Sonoma Resource Conservation District	Did Not Respond
State of California	Alternative work schedules are inclusive of Alternative Work Week Schedules (AWWS); Flexible Work Hours or Flextime; or Reduced Work Time Schedules.  Upon request of a Unit 10 employee or an authorized CAPS representative, a department designee shall meet with such

Appendix B - Table 7 Flexible Schedule	
Agency	Flexible Schedule Policy
	<p>employee or representative and consider requests for establishment of an alternative work schedule for a Unit 10 employee. The request shall not be unreasonably denied.</p> <p>Work Week Group E (WWG E) and SE (WWG SE) employees working a nonstandard work schedule(e.g., 4/10/40, 9/8/80) will be charged the number of hours scheduled for the day when they are absent for a whole day.</p>
Tahoe Resource Conservation District	<p>Tahoe RCD is a small public District that is required to meet the needs of the public on a timely basis and as such needs to have adequate staffing to provide excellent service. Typical work hours at the District are between 8:00 a.m. to 5:00 p.m. Monday through Friday with the exception of Holidays. The District recognizes that employees may need to break from their regular schedule for personal or family related reasons, or to accommodate childcare arrangements. In unique circumstances to meet a personal or family care need, an employee may request a nonstandard daily schedule that does not match the typical work hours. There may be circumstances where the nature of the employees' work will not permit flexibility. In such cases, managers will accommodate desired schedules when practical. All regular full-time and regular part-time employees are eligible to request an alternate schedule by submitting an Alternative Workweek Request Form. Please request a form from your direct supervisor. Some employment positions work an alternative workweek schedule (AWWS) to meet the needs of the District's various programs. If the job duties and the needs of the District can accommodate the request, the supervisor may approve an alternate workweek schedule. It will be the responsibility of the employee and the supervisor to ensure that such a schedule does not affect work performance and is in accordance with state and federal wage and hour laws.</p>
Tehama Resource Conservation District	We do offer alternative work schedules. Did not send policy though.



Placer Resource Conservation District  
Salary Recommendations

Classification	Yrs in Position	Current Salary May 2025	Note: Adj for Merit Inc since May 2025	Proposed Current Min (today)	Proposed Current Max (today)	Recommended Min (with study)	Recommended Max (with study)	\$ increase	Comments
Executive Director	5	\$13,250		\$11,042	\$13,250	\$11,777	\$14,133	No increase, current salary is within new range	15% above Admin and Finance Director
Administrative & Finance Director	1	\$10,241		\$10,241	\$12,289	\$10,241	\$12,289	\$0	Within 5% of market with new range
Administration & Finance Manager	1	\$7,030	<Adj for Merit Inc	\$6,696	\$8,035	\$7,431	\$8,917	\$400	Brings salary range within 15% of market
Community & Conservation Director	2.5	\$7,427		\$6,752	\$8,103	\$8,064	\$9,677	\$637	20% above Ag Program Manager
Ag Program Manager	2.5	\$6,498		\$5,908	\$7,089	\$6,720	\$8,064	\$222	Within 15% of market
Ag Program Coordinator	vacant	\$6,498		\$5,908	\$7,089	\$6,109	\$7,331	No increase, current salary is within new range	10% below Ag Program Manager
Education & Outreach Coordinator	1	\$5,713		\$5,713	\$6,856	\$5,713	\$6,856	\$0	Within 5% of market with new range
Forestry Director	2	\$9,098		\$8,665	\$10,398	\$8,300	\$9,959	No increase, current salary is within new range	20% above Prescribed Fire Program Manager
Prescribed Fire Program Manager	2	\$7,306		\$6,958	\$8,350	\$6,916	\$8,300	No increase, current salary is within new range	15% above Prescribed Fire Program Coordinator (supervises)
Prescribed Fire Program Coordinator	0	Market Check				\$6,014	\$7,217	Vacant	Same as Forestry Project Coordinator
Forestry Project Manager	2	\$7,297		\$6,950	\$8,340	\$6,616	\$7,939	No increase, current salary is within new range	10% above Forestry Project Coordinator
Forestry Project Coordinator	1	\$5,602	<Adj for Merit Inc	\$5,335	\$6,402	\$6,014	\$7,217	\$412	Brings salary range within 15% of market
Chipper Program Operations Manager	2 mos	\$6,689		\$6,689	\$8,027	\$6,616	\$7,939	No increase, current salary is within new range	Set same as Forestry Project Manager
Chipper Program Operations Assistant Manager-Lead Mechanic	vacant	\$6,179		\$6,179	\$7,415	\$6,014	\$7,217	No increase, current salary is within new range	10% below Chipper Program Operations Manager
Chipper Program Crew Lead	2 mos	\$5,068		\$5,068	\$6,082	\$5,467	\$6,561	\$399	10% below Chipper Program Operations Assistant Manager-Lead Mechanic
Chipper Program Crew Lead	2 mos	\$4,680		\$5,068	\$6,082	\$5,467	\$6,561	\$787	10% below Chipper Program Operations Assistant Manager-Lead Mechanic

\$32,560

FY26 Estimated Wage Increase based on 10 mos. (Sept - June;  
pending budget amendment approvals if necessary

Health Insurance Review 2025 to 2026					16 employees, includes new hire			
Employees are currently paying:		Cost of Plan	Current CAP	Employee is Currently Paying after CAP applied	New Rates Jan 2026	Plan Cost Increase 1/2026, & direct increase to staff as CAP is at max	Total Emp Mo Deductions after cap	Number of Staff on Each Plan
Blue Shield PPO Gold	Employee Only	1219.52	1200.00	19.52	1388.44	\$ 168.92	\$ 188.44	8
Kaiser HMO 15	Employee Only	1261.75	1200.00	61.75	1435.82	\$ 174.07	\$ 235.82	1
Blue Shield PPO Silver	Employee +1	1760.27	1200.00	560.27	2003.35	\$ 243.08	\$ 803.35	4
Blue Shield PPO Silver	Family	2289.69	1200.00	1089.69	2605.9	\$ 316.21	\$ 1,405.90	2
<b>Increase CAP</b>	<b>Monthly Cost to PRCD</b>	<b>Annual Cost to PRCD</b>	<b>Jan-June '26</b>					
\$ 100.00	\$ 1,600.00	\$ 19,200.00	\$ 9,600.00					
\$ 200.00	\$ 3,200.00	\$ 38,400.00	\$ 19,200.00					
\$ 300.00	\$ 4,800.00	\$ 57,600.00	\$ 28,800.00					
\$ 400.00	\$ 6,400.00	\$ 76,800.00	\$ 38,400.00					
\$ 500.00	\$ 8,000.00	\$ 96,000.00	\$ 48,000.00					

Placer County RCD												
UNAUDITED Budget vs. Actuals Fiscal Year 2025												83
July 2024 - June 2025												
	Total OPS & Outreach			Chipper Cost Share			Total Grants & Fee for Service			Total All		
	Actual	Budget	over Budget	Actual	Budget	over Budget	Actual	Budget	over Budget	Actual	Budget	over Budget
Income												
CONTRIBUTED SUPPORT	0.00	0.00	0.00			0.00	0.00	0.00	0.00	0.00	0.00	0.00
Chipping Service Contributions	0.00	0.00	0.00	62,905.00	60,000.00	2,905.00	0.00	0.00	0.00	62,905.00	60,000.00	2,905.00
Federal Grants/Contracts	0.00	0.00	0.00			0.00	115,326.50	404,577.90	-289,251.40	115,326.50	404,577.90	-289,251.40
Foundation/Trust Grants	0.00	0.00	0.00			0.00	141,442.75	112,379.63	29,063.12	141,442.75	112,379.63	29,063.12
State Grants	0.00	0.00	0.00			0.00	5,278,834.04	5,323,974.27	-45,140.23	5,278,834.04	5,323,974.27	-45,140.23
Total CONTRIBUTED SUPPORT	\$ 0.00	\$ 0.00	\$ 0.00	\$ 62,905.00	\$ 60,000.00	\$ 2,905.00	\$ 5,549,134.54	\$ 5,840,931.80	-\$ 291,797.26	\$ 5,612,039.54	\$ 5,900,931.80	-\$ 288,892.26
EARNED REVENUES	0.00	0.00	0.00			0.00	0.00	0.00	0.00	0.00	0.00	0.00
Administrative Fees (Indirect Cost)	0.00	0.00	0.00			0.00	610,097.50	643,552.16	-33,454.66	610,097.50	643,552.16	-33,454.66
County Contracts/Fees	0.00	0.00	0.00			0.00	362,696.36	363,017.59	-321.23	362,696.36	363,017.59	-321.23
HPTR Taxes	399.28	0.00	399.28			0.00	0.00	0.00	0.00	399.28	0.00	399.28
Interest Income - Operations	53,488.19	8,000.00	45,488.19			0.00	0.00	0.00	0.00	53,488.19	8,000.00	45,488.19
Property Tax Revenues	568,677.28	562,272.00	6,405.28			0.00	0.00	0.00	0.00	568,677.28	562,272.00	6,405.28
Special District - Income	7,267.74	0.00	7,267.74			0.00	107,689.41	65,502.79	42,186.62	114,957.15	65,502.79	49,454.36
Surplus Equipment Revenue	0.00	0.00	0.00	92,500.00		92,500.00	0.00	0.00	0.00	92,500.00	0.00	92,500.00
Total EARNED REVENUES	\$ 629,832.49	\$ 570,272.00	\$ 59,560.49	\$ 92,500.00	\$ 0.00	\$ 92,500.00	\$ 1,080,483.27	\$ 1,072,072.54	\$ 8,410.73	\$ 1,802,815.76	\$ 1,642,344.54	\$ 160,471.22
Uncategorized Income	0.00	0.00	0.00			0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Income	\$ 629,832.49	\$ 570,272.00	\$ 59,560.49	\$ 155,405.00	\$ 60,000.00	\$ 95,405.00	\$ 6,616,086.56	\$ 6,913,004.34	-\$ 296,917.78	\$ 7,401,324.05	\$ 7,543,276.34	-\$ 141,952.29
Gross Profit	\$ 629,832.49	\$ 570,272.00	\$ 59,560.49	\$ 155,405.00	\$ 60,000.00	\$ 95,405.00	\$ 6,616,086.56	\$ 6,913,004.34	-\$ 296,917.78	\$ 7,401,324.05	\$ 7,543,276.34	-\$ 141,952.29
Expenses												
EXPENSES	0.00	0.00	0.00			0.00	0.00	0.00	0.00	0.00	0.00	0.00
Accounting, Bookkeeping & Audit	15,550.00	17,000.00	-1,450.00			0.00	0.00	0.00	0.00	15,550.00	17,000.00	-1,450.00
Bank Charges & C/C Fees	110.05	99.00	11.05	1,563.97	2,000.00	-436.03	0.00	0.00	0.00	1,674.02	2,099.00	-424.98
Contractual Services	0.00	0.00	0.00			0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grants/Agreements/Projects	4,982.29	7,279.88	-2,297.59			0.00	3,636,743.10	3,664,426.25	-27,683.15	3,641,725.39	3,671,706.13	-29,980.74
Match - Contractual	0.00	0.00	0.00			0.00	25,431.25	0.00	25,431.25	25,431.25	0.00	25,431.25
Total Grants/Agreements/Projects	\$ 4,982.29	\$ 7,279.88	-\$ 2,297.59	\$ 0.00	\$ 0.00	\$ 0.00	\$ 3,662,174.35	\$ 3,664,426.25	-\$ 2,251.90	\$ 3,667,156.64	\$ 3,671,706.13	-\$ 4,549.49
Operations	28,995.13	38,240.00	-9,244.87			145.00	0.00	0.00	0.00	28,995.13	38,385.00	-9,389.87
Total Contractual Services	\$ 33,977.42	\$ 45,519.88	-\$ 11,542.46	\$ 0.00	\$ 145.00	-\$ 145.00	\$ 3,662,174.35	\$ 3,664,426.25	-\$ 2,251.90	\$ 3,696,151.77	\$ 3,710,091.13	-\$ 13,939.36
Copier Lease	1,544.40	1,544.40	0.00			0.00	0.00	0.00	0.00	1,544.40	1,544.40	0.00
Education & Training Fees	13,442.88	63,902.00	-50,459.12			0.00	600.00	0.00	600.00	14,042.88	63,902.00	-49,859.12
Equipment	0.00	0.00	0.00			0.00	0.00	0.00	0.00	0.00	0.00	0.00
Equipment Approved by Grantor	0.00	0.00	0.00			0.00	5,579.60	0.00	5,579.60	5,579.60	0.00	5,579.60
Equipment for Shop > \$500	0.00	0.00	0.00	3,217.48		3,217.48	0.00	0.00	0.00	3,217.48	0.00	3,217.48
Office Equipment	1,105.48	0.00	1,105.48			0.00	0.00	0.00	0.00	1,105.48	0.00	1,105.48
Total Equipment	\$ 1,105.48	\$ 0.00	\$ 1,105.48	\$ 3,217.48	\$ 0.00	\$ 3,217.48	\$ 5,579.60	\$ 0.00	\$ 5,579.60	\$ 9,902.56	\$ 0.00	\$ 9,902.56
Indirect and Administrative Fees	-620,924.13	-643,552.17	22,628.04			0.00	620,924.13	643,552.17	-22,628.04	0.00	0.00	0.00
Insurance - Health Active	214,266.93	204,024.18	10,242.75			0.00	0.00	0.00	0.00	214,266.93	204,024.18	10,242.75
Insurance - Workmen's Compensation	32,265.04	38,535.83	-6,270.79			0.00	0.00	0.00	0.00	32,265.04	38,535.83	-6,270.79
Insurance Liability	29,622.91	29,452.84	170.07	500.00		500.00	13,139.04	13,145.00	-5.96	43,261.95	42,597.84	664.11
Insurance-Health Retirees	33,462.60	34,200.00	-737.40			0.00	0.00	0.00	0.00	33,462.60	34,200.00	-737.40
LAFCO Fees	551.59	551.59	0.00			0.00	0.00	0.00	0.00	551.59	551.59	0.00
Legal Fees	7,861.50	20,000.00	-12,138.50			0.00	712.25	0.00	712.25	8,573.75	20,000.00	-11,426.25

Materials & Supplies	0.00	0.00	0.00			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Field Supplies inc. Forestry Truck Exp	-4,194.31	6,000.00	-10,194.31			0.00	0.00	0.00	0.00	-4,194.31	6,000.00	-8,194.31	-10,194.31
Fuel	0.00	0.00	0.00		4,000.00	-4,000.00	19,348.63	24,000.00	-4,651.37	19,348.63	28,000.00	-8,651.37	
Grants/Agreements/Programs	1,218.20	0.00	1,218.20		-0.01	-0.01	70,271.92	82,402.64	-12,130.72	71,490.11	82,402.64	-10,912.53	
Office Supplies	6,756.50	24,200.00	-17,443.50		180.94	750.00	-569.06	66.92	0.00	66.92	7,004.36	24,950.00	-17,945.64
Shop Supplies & Equipment < \$500	5.33	0.00	5.33		536.15	14,200.00	-13,663.85	6,908.43	7,000.00	-91.57	7,449.91	21,200.00	-13,750.09
Uniforms/Safety	1,569.19	0.00	1,569.19		107.19		107.19	2,352.43	5,000.00	-2,647.57	4,028.81	5,000.00	-971.19
Total Materials & Supplies	\$ 5,354.91	\$ 30,200.00	-\$ 24,845.09		\$ 824.27	\$ 18,950.00	-\$ 18,125.73	\$ 98,948.33	\$ 118,402.64	-\$ 19,454.31	\$ 105,127.51	\$ 167,552.64	-\$ 62,425.13
Meals and Entertainment	4,621.12	9,500.00	-4,878.88		11.10		11.10	2,385.27	0.00	2,385.27	7,017.49	9,500.00	-2,482.51
Membership Dues	9,812.00	10,845.00	-1,033.00				0.00	0.00	0.00	0.00	9,812.00	10,845.00	-1,033.00
Other Grant/Program Costs	116.00	500.00	-384.00		0.00		0.00	1,025,839.92	1,169,420.00	-143,580.08	1,025,955.92	1,169,920.00	-143,964.08
Payroll Expenses	0.00	0.00	0.00				0.00	0.00	0.00	0.00	0.00	0.00	0.00
Accrued Leave Payout due to Separation	0.00	20,000.00	-20,000.00				0.00	0.00	0.00	0.00	0.00	20,000.00	-20,000.00
Fringe Benefit Allocation	-362,757.80	-403,533.65	40,775.85		336.57	4,599.02	-4,262.45	362,421.23	398,934.63	-36,513.40	0.00	0.00	0.00
Leave Wages; Holiday/Vacation/Sick/Comp	210,732.41	176,785.86	33,946.55				0.00	0.00	0.00	0.00	210,732.41	176,785.86	33,946.55
Payroll Admin Cost (County)	10,815.43	10,815.43	0.00				0.00	0.00	0.00	0.00	10,815.43	10,815.43	0.00
Payroll Tax Expense	96,304.33	115,535.60	-19,231.27				0.00	0.00	0.00	0.00	96,304.33	115,535.60	-19,231.27
PERS	107,130.84	106,826.91	303.93				0.00	0.00	0.00	0.00	107,130.84	106,826.91	303.93
Professional Development Leave	18,687.09	27,046.18	-8,359.09				0.00	13,523.15	0.00	13,523.15	32,210.24	27,046.18	5,164.06
Wages	285,804.74	314,308.88	-28,504.14		569.17	9,595.97	-9,026.80	724,447.71	831,654.78	-107,207.07	1,010,821.62	1,155,559.63	-144,738.01
Total Payroll Expenses	\$ 366,717.04	\$ 367,785.21	-\$ 1,068.17		\$ 905.74	\$ 14,194.99	-\$ 13,289.25	\$ 1,100,392.09	\$ 1,230,589.41	-\$ 130,197.32	\$ 1,468,014.87	\$ 1,612,569.61	-\$ 144,554.74
Postage & Mail Delivery	445.18	500.00	-54.82		4.62		4.62	64.98	0.00	64.98	514.78	500.00	14.78
Printing & Copying	570.00	0.00	570.00				0.00	2,950.45	0.00	2,950.45	3,520.45	0.00	3,520.45
Property Tax Admin	8,970.72	9,300.00	-329.28				0.00	0.00	0.00	0.00	8,970.72	9,300.00	-329.28
Rent Expense	51,396.80	51,396.88	-0.08				0.00	30,030.70	30,100.00	-69.30	81,427.50	81,496.88	-69.38
Repair & Maintenance	0.00	0.00	0.00		827.78		827.78	10,871.08	5,000.00	5,871.08	11,698.86	5,000.00	6,698.86
Sponsorships	0.00	1,000.00	-1,000.00				0.00	0.00	0.00	0.00	0.00	1,000.00	-1,000.00
Subscriptions	16,644.01	23,650.08	-7,006.07		5.94		5.94	10,066.20	9,000.00	1,066.20	26,716.15	32,650.08	-5,933.93
Telephone (Cell) Stipends	6,420.45	6,480.00	-59.55				0.00	0.00	0.00	0.00	6,420.45	6,480.00	-59.55
Travel & Mileage	3,963.98	9,850.00	-5,886.02		718.30	4,000.00	-3,281.70	24,523.56	20,318.87	4,204.69	29,205.84	34,168.87	-4,963.03
Unfunded Retirement Plan Expenses	30,892.00	30,192.00	700.00				0.00	0.00	0.00	0.00	30,892.00	30,192.00	700.00
Utilities	0.00	0.00	0.00				0.00	0.00	0.00	0.00	0.00	0.00	0.00
PG&E	3,369.86	7,520.00	-4,150.14		-788.57	1,700.00	-2,488.57	1,829.23	3,300.00	-1,470.77	4,410.52	12,520.00	-8,109.48
Phone/Internet	5,826.67	7,600.00	-1,773.33			750.00	-750.00	4,987.77	5,750.00	-762.23	10,814.44	14,100.00	-3,285.56
Total Utilities	\$ 9,196.53	\$ 15,120.00	-\$ 5,923.47		-\$ 788.57	\$ 2,450.00	-\$ 3,238.57	\$ 6,817.00	\$ 9,050.00	-\$ 2,233.00	\$ 15,224.96	\$ 26,620.00	-\$ 11,395.04
Total EXPENSES	\$ 277,957.41	\$ 377,596.72	-\$ 99,639.31		\$ 7,790.63	\$ 41,739.99	-\$ 33,949.36	\$ 6,616,018.95	\$ 6,913,004.34	-\$ 296,985.39	\$ 6,901,766.99	\$ 7,332,341.05	-\$ 430,574.06
Uncategorized Expense	0.00	0.00	0.00				0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Expenses	\$ 277,957.41	\$ 377,596.72	-\$ 99,639.31		\$ 7,790.63	\$ 41,739.99	-\$ 33,949.36	\$ 6,616,018.95	\$ 6,913,004.34	-\$ 296,985.39	\$ 6,901,766.99	\$ 7,332,341.05	-\$ 430,574.06
Net Operating Income	\$ 351,875.08	\$ 192,675.28	\$ 159,199.80		\$ 147,614.37	\$ 18,260.01	\$ 129,354.36	\$ 67.61	\$ 0.00	\$ 67.61	\$ 499,557.06	\$ 210,935.29	\$ 288,621.77
Net Income	\$ 351,875.08	\$ 192,675.28	\$ 159,199.80		\$ 147,614.37	\$ 18,260.01	\$ 129,354.36	\$ 67.61	\$ 0.00	\$ 67.61	\$ 499,557.06	\$ 210,935.29	\$ 288,621.77
	Actual	Budget OPS	over Budget		Actual	Budget CS	over Budget		Budget Grants		Actual	Budget All	over Budget
	To UA FB				To UA CS								
		Over Budget Difference:			\$288,621.77								
	* Increased Interest												
	* Savings in PD, Legal, Forestry Truck							*Additional Grant funds rec'd to cover program expenses					
	Office Sup, Travel, Meal & Ent, Subscriptions, Utilities						* Net Income per Reserve Policy						
	* Wages w/ Contingency met budget less from FB												
	* IDC and FB Less than budgeted				* Review Current Reserves for Operating Funds per Reserve Policy								

Projects & Programs									
FY25 - Quarter 4									
85									
Program Area	Name	Funder	Grant/Agreement #	Length of Project	Amount Awarded	Remaining Amount as of 3/31/2025	4th Quarter Invoicing	Remaining Amount as of 6/30/2025	Percentage of Grant Completed as of 6/30/2025
Natural Resources/ Watershed/Habitat	Red Sesbania Removal	Sacramento Area Flood Control District	1537	3/1/2021 - 2/28/2026	\$ 250,000.00	\$ 21,957.88	\$ 21,957.88	\$ -	100%
	* NEW Rose Foundation	Dry Creek Watershed Red Susbania Removal Exp		1/29/2025-1/29/2029	\$ 50,000.00	\$ 50,000.00	\$ 7,925.97	\$ 42,074.03	16%
	WCB Pollinator Habitat Restoration	CARCD		2/2023- 2/28/2027	\$ 427,278.00	\$ 364,092.22	\$ 6,469.46	\$ 357,622.76	16%
	Atwood Conservation Easement	Auburn Recreation District		Annual term: 3/1/25 2/28/26	\$ 5,000.00	\$ 5,000.00	\$ 1,697.50	\$ 3,302.50	34%
	Placer Riparian Restoration	United States Fish and Wildlife Service	F22AC02014-00	8/1/2022-7/31/2027	\$ 50,000.00	\$ 28,795.36	\$ 1,400.01	\$ 27,395.35	45%
Forestry / Fuels Reduction	Forestland Stewardship Newsletter & Forestry Committee	CALFIRE / United States Forest Service	8GA21900	3/31/2026	\$ 102,862.00	\$ 28,710.10	\$ 8,925.13	\$ 19,784.97	81%
	Forestry and Natural Resources Mentorship Program	CALFIRE	8CA21018	3/31/2026	\$ 250,880.00	\$ 121,397.29	\$ 19,324.49	\$ 102,072.80	59%
	Forestry Technical Assistance	CARCD / NRCS	NR239104XXXXC031	9/30/2023-9/30/2026	\$ 65,873.21	\$ 38,877.20	\$ 533.36	\$ 38,343.84	42%
	FSC Community RX Burning	CALFIRE/WRFS/PBP L	8GA23995	3/31/2026	\$ 49,038.08	\$ 26,130.48	\$ 3,454.60	\$ 22,675.88	54%
	Mosquito Fire Hazard Tree Mitigation Phase 2	CALFIRE	5GA21148	3/15/2026	\$ 969,999.80	\$ 544,165.06	\$ 25,464.11	\$ 518,700.95	47%
	Mosquito Fire Recovery and Reforestation 3	CALFIRE	8GG22608	3/31/2029	\$ 5,083,637.98	\$ 4,342,519.96	\$ 118,770.44	\$ 4,223,749.52	17%
	Mosquito Fire Tree Mortality 1	CALFIRE	5GA21146	5/15/2026	\$ 950,000.10	\$ 196,518.26	\$ 31,476.76	\$ 165,041.50	83%
	Mosquito Post Fire Disaster Recovery 4	USFS	23-DG-11052021-254	5/30/2028	\$ 5,000,000.00	\$ 4,945,621.65	\$ 68,454.08	\$ 4,877,167.57	2%
	North Fork Phase 1B	CALFIRE	5GA21147	3/15/2026	\$ 989,999.92	\$ 211,890.01	\$ 16,331.52	\$ 195,558.49	80%
	PBA Hosted Training & Education	CALFIRE	8GA23903	12/13/2023- 12/31/2025	\$ 10,184.82	\$ 513.15	\$ 513.15	\$ -	100%
	Placer County Chipper Program	CALFIRE	5TR23109	11/12/2024- 3/15/2030	\$ 1,180,000.00	\$ 1,180,000.00	\$ 64,006.78	\$ 1,115,993.22	5%
	Placer Co. Coordinated Fuelbreak -Block Grant	CALFIRE	8GA21903	2/25/2022-3/31/2026	\$ 303,486.00	\$ 66,991.65	\$ 1,986.85	\$ 65,004.80	79%
	Placer County Parks and Open Spaces	Placer County		12/30/2025	\$ 74,982.00	\$ 50,290.86	\$ 4,366.25	\$ 45,924.61	39%
	Placer County Probation Chipper Program (New Contract for FY26)	Placer County		6/30/2025	\$ 350,000.00	\$ 113,209.62	\$ 113,209.62	\$ -	100%
	Placer RCD Hazardous Fuels Reduction	CALFIRE (WUI)	5FG24100	11/30/2027	\$ 299,997.96	\$ 299,997.96	\$ 2,722.60	\$ 297,275.36	1%
	Placer Sierra Fuels Reduction; \$500K Amendment to original \$900K Grant	CALFIRE	5GA23100	3/1/2026	\$ 1,400,000.00	\$ 1,380,515.17	\$ 67,492.76	\$ 1,313,022.41	6%
	Prescribed Burning on Private Lands Pilot Program #2	CALFIRE	5GG23124	12/3/2024-3/15/2030	\$ 1,001,539.84	\$ 1,001,539.84	\$ 31,189.79	\$ 970,350.05	3%
	Regional Conservation Partnership Program-Tree Mortality Program	CARCD/NRCS	2871	11/15/2025	\$ 97,516.33	\$ 78,946.98	\$ 4,165.14	\$ 74,781.84	23%
	Workforce Development	CARCD/CAL FIRE	MPYESGP2U9F5	10/24/2023- 2/28/2029	\$ 54,833.91	\$ 20,655.97	\$ -	\$ 20,655.97	62%
Ag/ Soil Health	NRCS - Landowner Technical Assistance Agreement	USDA Natural Resource Conservation Service (NRCS)	NR219104XXXXC029	9/30/2026	\$ 225,000.00	\$ 49,477.50	\$ 7,506.85	\$ 41,970.65	81%
	Water Storage Tank Rebate Program	PCWA		12/31/2025	\$ 60,000.00	\$ 37,404.00	\$ 3,378.24	\$ 34,025.76	43%
	CAP-GAP	Yolo County RCD		6/14/2026	\$ 40,600.00	\$ 40,600.00		\$ 40,600.00	0%
	Healthy Soils Block Grant	CDFA	23-0655-000-SO	11/30/2027	\$ 4,000,000.00	\$ 4,328,265.53	\$ 773,512.30	\$ 3,554,753.23	11%
	* EXPIRED Healthy Soils Program	CA Dept. Food and Agriculture	21-0547-000-SG	6/30/2025	\$ 59,233.86	\$ 17,208.97	\$ 14,307.71	\$ 2,901.26	95%
Education and Outreach	Placer County Cooperative Agreement (Ag Tour, Forestry Tour, Stormwater) Pending New Contract for FY26	Placer County		6/30/2025	\$ 65,000.00	\$ 65,000.00	\$ 47,176.64	\$ 17,823.36	73%
	Reactivated Equity Grant	CARCD/NRCS	NR243A750003C134	7/30/2026	\$ 22,388.00	\$ 21,506.90	\$ 356.40	\$ 21,150.50	6%
	Not invoicing			Total	\$ 23,489,331.81	\$ 19,677,799.57	\$ 1,468,076.39	\$ 18,209,723.18	
	Completed								

PLACER COUNTY RESOURCE CONSERVATION DISTRICT  
PARS OPEB Trust Program

Account Report for the Period  
7/1/2024 to 6/30/2025

Sarah Jones  
Executive Director  
Placer County Resource Conservation District  
11641 Blocker Drive, Ste 120  
Auburn, CA 95603

### Account Summary

Source	Beginning Balance as of 7/1/2024	Contributions	Earnings	Expenses	Distributions	Transfers	Ending Balance as of 6/30/2025
OPEB	\$229,545.10	\$0.00	\$24,580.20	\$1,406.89	\$0.00	\$0.00	\$252,718.41
Totals	\$229,545.10	\$0.00	\$24,580.20	\$1,406.89	\$0.00	\$0.00	\$252,718.41

### Investment Selection

Source	
OPEB	Balanced - Strategic Blend

### Investment Objective

Source	
OPEB	The dual goals of the Balanced Strategy are growth of principal and income. While dividend and interest income are an important component of the objective's total return, it is expected that capital appreciation will comprise a larger portion of the total return. The portfolio will be allocated between equity and fixed income investments.

### Investment Return

Source	1-Month	3-Months	1-Year	Annualized Return			Plan's Inception Date
				3-Years	5-Years	10-Years	
OPEB	3.33%	6.50%	10.75%	11.21%	8.62%	6.75%	4/3/2014

Information as provided by US Bank, Trustee for PARS; Not FDIC Insured; No Bank Guarantee; May Lose Value

Past performance does not guarantee future results. Performance returns may not reflect the deduction of applicable fees, which could reduce returns. Information is deemed reliable but may be subject to change.  
Investment Return: Annualized rate of return is the return on an investment over a period other than one year multiplied or divided to give a comparable one-year return.  
Account balances are inclusive of Trust Administration, Trustee and Investment Management fees

PLACER RESOURCE CONSERVATION DISTRICT- FY25/26 PROPOSED ANNUAL BUDGET					87
	DIRECT & IND				
<b>4010 Federal Grants/contracts</b>	<b>\$ 491,638.84</b>	<b>Direct</b>	<b>Indirect</b>	<b>Total 25/26</b>	
CWSF WUI Grant (USFS to Admin by CF)		\$ 81,405.44	\$ 21,165.41	\$ 102,570.85	
NRCS - LTAA		\$ 30,588.04	\$ 7,952.89	\$ 38,540.93	
USFS Mosquito Post Fire Disaster & Recovery in PC & EDC (Mosquito 4)		\$ 312,634.00	\$ 31,263.40	\$ 343,897.40	
USFWS -Placer County Riparian Restoration		\$ 6,026.96	\$ 602.70	\$ 6,629.66	
<b>4020 State Grants</b>	<b>\$ 4,529,985.38</b>				
CF Forestland Newsletter #2		\$ 11,923.80	\$ 1,788.57	\$ 13,712.37	
CF Forestry and National Resource Mentorship Program		\$ 90,793.97	\$ 10,895.28	\$ 101,689.25	
* NEW CF Forestry and National Resource Mentorship Program #2; Details Unknown		\$ 6,129.60	\$ 735.55	\$ 6,865.15	
CF Mosquito Fire Hazard Tree Mitigation 1		\$ 147,395.53	\$ 17,687.46	\$ 165,082.99	
CF Mosquito Fire Hazard Tree Mitigation 2		\$ 461,599.19	\$ 55,391.90	\$ 516,991.09	
CF Mosquito Fire Recovery & Reforestation 3		\$ 697,098.22	\$ 83,651.79	\$ 780,750.01	
CF North Fork Phase IB		\$ 175,409.34	\$ 21,049.12	\$ 196,458.46	
CF PC Chipper Grant		\$ 190,416.42	\$ 22,849.97	\$ 213,266.39	
CF Placer County Coordinated Fuelbreak BG		\$ 57,850.59	\$ 6,942.07	\$ 64,792.66	
CALFIRE Placer Sierra Fuels Reduction Program		\$ 722,984.19	\$ 86,758.10	\$ 809,742.29	
CF PBPL Program		\$ 210,069.32	\$ 25,208.32	\$ 235,277.64	
CALFIRE WRFS FSC Community RX Burning		\$ 24,127.77	\$ 2,895.33	\$ 27,023.10	
CDFA - CAPGP		\$ 17,512.00	\$ 5,989.20	\$ 23,501.20	
CDFA Healthy Soils Block Grant		\$ 1,182,044.94	\$ 22,079.45	\$ 1,204,124.39	
WCB Pollinator Habitat		\$ 147,191.40	\$ 23,516.99	\$ 170,708.39	
<b>4050 Foundation Grants</b>	<b>\$ 63,002.10</b>				
CARCD Workforce Developoment Grant		\$ 12,600.60	\$ 3,025.15	\$ 15,625.75	
CARCD Forestry TA		\$ 12,468.60	\$ 3,054.65	\$ 15,523.25	
Wild Turkey Federation		\$ 5,000.00	\$ -	\$ 5,000.00	
RCPP (Regional Conservation Partnership Prog) (CARCD/NRCS)		\$ 5,562.60	\$ 1,378.15	\$ 6,940.75	
Equity Grant (CARCD/NRCS)		\$ 18,102.14	\$ 1,810.21	\$ 19,912.35	
<b>4080 Landowner Contributions</b>	<b>\$ 95,000.00</b>	\$ 95,000.00		\$ 55,000.00	
<b>FUNDS FROM RESERVES FOR EQUIPMENT FY26</b>					
<b>5021 County Contracts</b>	<b>\$ 411,008.28</b>				
Placer County Cooperative Agreement		\$ 45,677.83	\$ 11,218.49	\$ 56,896.32	
County Parks		\$ 3,045.90	\$ 1,066.07	\$ 4,111.97	
Probation Chipper Program		\$ 312,500.00	\$ 37,500.00	\$ 350,000.00	
<b>5035 Special District Income/Foundation Income</b>	<b>\$ 178,357.99</b>				
Atwood Preserve- Auburn Rec Dist		\$ 3,990.15	\$ 989.15	\$ 4,979.30	
*NEW City of San Mateo		\$ 97,378.53	\$ 2,621.47	\$ 100,000.00	
Water Tank Rebate		\$ 5,345.10	\$ 1,603.53	\$ 6,948.63	
Red Sesbania -Rose Foundation		\$ 14,614.30	\$ 2,000.01	\$ 16,614.31	
Red Sesbania- SAFCA		\$ 48,624.00	\$ 1,191.75	\$ 49,815.75	
<b>Total Grant/Project Revenue</b>	<b>\$ 5,768,992.59</b>	<b>\$ 5,253,110.46</b>	<b>\$ 515,882.14</b>		
<b>5070 Interest Income</b>	<b>\$ 20,000.00</b>				
<b>5005 Property Tax Revenue</b>	<b>\$ 597,111.14</b>				
<b>TOTAL EARNED REVENUES</b>	<b>\$ 6,386,103.74</b>				

PLACER COUNTY RESOURCE CONSERVATION DISTRICT- FY26 PROPOSED ANNUAL BUDGET				
EXPENSES	TOTAL		PER LINE ITEM	88
Accounting	\$ 20,120.00	Auditing Services 25/26	\$ 17,020.00	
		Acturial Study-Gasby 75 per quote 2/2025	\$ 3,100.00	
Contracted Services: GRANTS/CONTRACTS	\$ 2,417,324.78	FEEDS IN FROM GRANT EXPENDITURE SPREADSHEET	\$ 2,417,324.78	
Contracted Services: OUTREACH	\$ 3,245.00	FEEDS IN FROM OUTREACH BUDGET SPREADSHEET	\$ 3,245.00	
Contracted Services: OPS	\$ 25,750.00	HR TO GO	\$ 1,500.00	
		IT support services - TeamLogic	\$ 14,040.00	\$1020 per month FY25 + 2 new computers FY26
		Carpet Cleaning Blocker Dr	\$ 750.00	
		Office cleaning with Clean Pro	\$ 6,960.00	\$580 per month
		Printed District Apparel	\$ 2,500.00	
Copier Lease	\$ 1,544.40	Northshore Leasing	\$ 1,544.40	\$128.70*12
Education Training Fees	\$ 41,300.00	All Staff, not including staff time	\$ 18,000.00	18 x \$1944
(Professional Development)		ED Conference Expenses for CSDA and Other?	\$ 2,500.00	
		Annual CARCD Fall Conference - all staff	\$ 1,500.00	Andrew \$709 & Brian \$584 as presentors;
		Admin & Fin Mgr Conference; Board Sec Meeting	\$ 1,800.00	
		Board Members	\$ 2,500.00	
Insurance Liability: Ops	\$ 29,452.84		\$ 29,452.84	Operations Only; \$13,167 in Chipper Program Exp
Insurance: Health Retirees	\$ 34,200.00	Mark White \$950 per mo max;	\$ 11,400.00	\$950/mo maximum assumed for all
Can be pulled from PARS account		Kathryn Maloney \$950 per mo max;	\$ 11,400.00	
		Richard Gresham \$950 per mo max;	\$ 11,400.00	
Insurance: Health Active	\$ 258,128.42	Health and Other (Dental, EPA, Vision, Life)	\$ 258,128.42	Pulled from Wage & Ben Budget Document
Insurance: Workmans Comp	\$ 30,521.80		\$ 30,521.80	Per Quote; 32470*.94 Exp Mod; no credits assumed
LAFCO Fees	\$ 772.56		\$ 772.56	Per Placer County LAFCO Workplan FY26
Legal Fees	\$ 45,000.00		\$ 20,000.00	Internal Legal Needs; FY25 \$8,600
			\$ 25,000.00	Outside Legal Needs
Materials & Supplies:GRANTS	\$ 75,730.28	FEEDS IN FROM GRANT EXPENDITURE SPREADSHEET	\$ 75,730.28	
Materials & Supplies: FORESTRY TRUCK	\$ 6,000.00	Forestry Truck	\$ 6,000.00	Forestry Truck expenses; fuel, cleaning, insurance
Materials & Supplies: Outreach	\$ 5,980.00	FEEDS IN FROM OUTREACH BUDGET SPREADSHEET	\$ 5,980.00	
Materials & Supplies:OPS	\$ 17,850.00	Printer Supplies: Milk Man	\$ 2,000.00	Approx \$1600 FY25
		Office Supplies; Amazon/Staples/Home Depot	\$ 5,000.00	Approx \$5,600 FY25 including \$1600 in chairs
		Technology- computer/monitor/misc	\$ 5,000.00	Incl's New board tablets
		Safety Supplies	\$ 3,000.00	\$2500 for AED; Sarah to order for our office
		Safety Clothing Allowance; Field Staff	\$ 2,850.00	\$300 FT PP 8; \$150 PT PP 3
Meals & Entertainment: OPS	\$ 3,500.00	Operations Only	\$ 3,500.00	Team Building, Meetings, Empl Evals, PD FY25 \$7K Summer BBQ's, Xmas party, Staff Appreciation lunch
Membership Dues	\$ 10,570.00	CARCD	\$ 7,500.00	Board voted to not renew
		NACD	\$ 775.00	Same as 24/25
		CSDA	\$ 1,615.00	\$1537 Actual FY25 + 5%
		CA Licensed Foresters Assoc; Annual Exp for License Renewal	\$ 420.00	SS; LC not due to 7/2026
		Costco	\$ 60.00	
		Amazon Business Prime Membership	\$ 200.00	
Other Grant/Program Costs -GRANTS	\$ 1,430,727.41	FEEDS IN FROM GRANT EXPENDITURE SPREADSHEET	\$ 1,430,727.41	
Other Grant/Program Costs/ Outreach	\$ 300.00	FEEDS IN FROM OUTREACH BUDGET SPREADSHEET	\$ 300.00	
Property Tax Admin	\$ 10,230.00	Pending County Estimate	\$ 10,230.00	10% increase assumed \$9,300 Estimate FY25



Postage & Mail Delivery	\$ 550.00		\$ 550.00	Office only; assumes rate increases
				89
Payroll-County Admin Fees	\$ 10,830.70		\$ 10,830.70	Per MOU FY25; All accounting fees
Rent expense	\$ 53,205.00	RCD Office only	\$ 53,205.00	\$4368.50*7 +\$4587*5 = 3.5% increase (Creekside) Lease expires 1/31/26; Chipper in grant exp
Subscriptions	\$ 22,210.33	Arc GIS ESRI (to grants)	\$ 420.00	(Paid 5/28/25 - \$420.00) 4 licenses for forestry (Mosq 1) 2 for ag; \$70 each
		Adobe (\$305.90x12=3670.80, unsure if Outreach has something differen	\$ 4,575.00	\$1080.00 In Outreach Budget FY26 per AJ
		Avenza (to grants?)	\$ 791.94	(FY26 \$791.94; 4 licenses forestry (Mosq 1) 1 chipper (Prob) 1 Ag
		Microsoft	\$ 3,422.00	PY Cost + 10%
		Parcel Quest (land)	\$ 2,500.00	Researching county program, may not need in the future
		Quickbooks	\$ 2,970.00	Per Quote 5/2025 for next renewal; PY of \$2538
		Zoom	\$ 175.00	\$159 PY + 10%
		ArchiveSocial	\$ 4,617.27	7/5/25-7/4/2026; Per Quote
		Clockify Pending input from Andrew	\$ 300.00	OPS Expense
		CNDDDB Subscription payable to St of CA Fish & Wildlife (to grant?)	\$ 420.00	per renewal inv 5/2025 NFP1B
		Contingency - 10%	\$ 2,019.12	
Utilities	\$ 14,080.00	PGE, office only; chipper in grant exp	\$ 6,000.00	\$500/mo estimated
		Phone/Internet; Astound	\$ 6,800.00	Est FY25 \$6475 x 5% increase
		Contingency - 20%	\$ 1,280.00	
Telephone (Cell Phone)	\$ 7,080.00	Cell phone F/T	\$ 6,600.00	11x50x12 (Included Cordi's new hire)
		Cell phone P/T	\$ 480.00	3x25x12
Payroll - Wages Total	\$ 1,519,354.45	Office staff/FT	\$ 391,750.69	From Wage & Benefits SS
		Chipper Program Staff not inc DT, SJ, KE	\$ 350,136.72	
		FT Forestry	\$ 430,420.19	
		FT Ag & Outreach	\$ 254,870.62	
		Mark & Jerry & Chris	\$ 55,118.80	Jerry @ 25%, Mark @ 12.5%, Chris 960 hrs
		Contingency 2.5%	\$ 37,057.43	
Accrued-vacation payout	\$ 20,000.00		\$ 20,000.00	Potentially owed if someone resigns from the district
PERS	\$ 126,898.24		\$ 126,898.24	From Wage & Benefits SS
Payroll Tax expense	\$ 121,015.44		\$ 121,015.44	From Wage & Benefits SS
Unfunded Retirement	\$ 37,318.00	CALPERS - Plan 1742	\$ 33,670.00	paid July 25
		CALPERS - Plan 26386	\$ 2,948.00	paid July 25
		GASB Annual Fee due to CALPERS	\$ 700.00	
Travel & Mileage: Outreach	\$ 200.00	FEEDS IN FROM OUTREACH BUDGET SPREADSHEET	\$ 200.00	
Travel & Mileage; OPS	\$ 8,600.00	ED Conference budget	\$ 2,000.00	2 conferences above + travel to others for networking
(Airfare, Hotel, Car Rental, Parking, Taxi, Mileage)		Mileage Annual all staff, excluding mileage to grants	\$ 1,000.00	
		Mileage Office Staff	\$ 600.00	Office staff mileage to county, etc.
			\$ 5,000.00	Costs other than Mileage to support PD/Conferences above
6830 Travel & Mileage; Grants	\$ 22,258.02	FEEDS IN FROM GRANT EXPENDITURE SPREADSHEET	\$ 22,258.02	
TOTAL EXPENSES	\$ 6,431,847.66			
TOTAL REVENUES	\$ 6,386,103.74			
Subtotal Net Income/Deficit	\$ (45,743.92)			
Use of Prev Assigned Funds for Equipment Purchase	\$ 45,743.92			
Net Income/Deficit	\$ (0.00)			

# CURRENT GRANTS AND THEIR EXPIRATIONS

						90
	Expires	Amount Awarded	6/30/2025			
NRCD CARCD RCPP Tree Mortality Program	11/15/2025	97,516	\$ 74,781.84			
Placer County Chipper Program	6/30/2025	350,000	\$ -			
PCWA Tank Rebate-Annual	12/31/2025	20,000	\$ 34,025.76			
Atwood - Annual	2/28/2026	5,000	\$ 3,302.50			
Red Sesbania- Annual \$50K year	2/28/2026	50,000	\$ -			
5GA21147 North Fork Phase 1B	3/15/2026	990,000	\$ 195,558.49			
5GA21148 Mosquito Fire 2	3/15/2026	969,999.80	\$ 518,700.95			
8GA21903 Placer Coord FB BG	3/31/2026	303,486	\$ 65,004.81		Expires 25/26 = 15	
8GA21018 Forestry Mentorship	3/31/2026	250,880	\$ 102,073.10		includes annual contracts	
8GA23995 WRFS FSC Community RX Burning	3/31/2026	49,038	\$ 22,675.89			
5GA21146 Mosquito Fire 1 TM	5/15/2026	950,000	\$ 165,041.50			
8GA21900 Forestland Steward NL	5/31/2026	102,862	\$ 19,784.97			
CAP-GAP	6/14/2026	40,600	\$ 40,600.00			
County Co CO Agr 4 TASKS (Ag,Storm)	6/30/2026	65,000	\$ 17,823.36			GRANT BAL END OF FY26
* New FY26 City of San Mateo Organic Waste Target	6/30/2026	100,000				
CARCD Equity Grant	7/30/2026	22,388	\$ 21,150.50			\$ 1,238.15
NRCS CARCD Forestry TA	9/30/2026	65,873	\$ 38,343.84			
NRCS LTAA	9/30/2026	225,000	\$ 41,970.65		Expires 26/27 = 4	\$ 22,820.59
WCB Pollinator Habitat Restoration	2/28/2027	427,278	\$ 357,622.75			\$ 186,914.36
Placer Riparian	7/31/2027	50,000	\$ 27,395.35			
Central Sierra HSP Block Grant	11/30/2027	4,000,000	\$ 3,554,753.23		Expires 27/28 = 4	\$ 2,350,628.84
Placer RCD Hazardous Fuels Reduction (WUI)	11/30/2027	299,998	\$ 297,275.36			\$ 194,704.51
USFS Mosquito 4	5/30/2028	5,000,000.00	\$ 4,877,167.57			\$ 4,533,270.17
Rose Foundation	1/29/2029	50,000	\$ 42,074.03			
CARCD Workforce Development	2/28/2029	54,834	\$ 20,655.97		Expires 28/29 =5	\$ 5,030.22
5GA23100 Placer Sierra Fuels Reduction	3/15/2029	1,400,000	\$ 1,313,022.41			\$ 503,280.12
8GG22608 Mosquito Fire 3 Forest Health	3/31/2029	4,999,999.42	\$ 4,238,904.51			\$ 3,442,999.51
*New Forestry Mentorship Grant; pending details	3/1/2029	264,752				\$ 257,886.85
* New 5TR23109 PC Chipper Program	3/15/2030	1,180,000	\$ 1,115,993.22		Expires 29/30 = 2	\$ 902,726.83
*New 5GG23124 PBPL#2	3/15/2030	1,001,540	\$ 970,350.05			\$ 735,072.41
			18,224,878.48			\$ 13,136,572.56



## RESOLUTION NO. 26-02

### RESOLUTION OF THE BOARD OF DIRECTORS OF THE PLACER COUNTY RESOURCE CONSERVATION DISTRICT, STATE OF CALIFORNIA

**WHEREAS**, the Governor of the State of California in cooperation with the California State Legislature has enacted State of California **Climate Investment and Proposition 4**, which provides funds to the State of California and its political subdivisions for fire prevention programs; and

**WHEREAS**, the State Department of Forestry and Fire Protection (CAL FIRE) has been delegated the responsibility for the administration of the program within the State, setting up necessary procedures governing application by local agencies, non-profit organizations, and others under the program, and

**WHEREAS**, the applicant will enter into an agreement with the State of California to carry out the "North Fork American River Shaded Fuelbreak – Phase III" project;

#### **NOW, THEREFORE, BE IT RESOLVED that the Placer County Resource Conservation District:**

1. Approved the filing of an application for "**California Climate Investments and Proposition 4 Wildfire Prevention Grants Program**"; and
2. Certifies that said applicant has or will have sufficient funds to operate and maintain the project; and
3. Certifies that funds under the jurisdiction of the Placer County Resource Conservation District Board of Directors are available to begin the project.
4. Certifies that said applicant will expend grant funds prior to March 15, 2029.
5. Appoints the Executive Director, or a designee, as agent of the Placer County Resource Conservation District to conduct all negotiations, execute and submit all documents including, but not limited to applications, agreements, amendments, payment requests and so on, which may be necessary for the completion of the aforementioned project.



**Approved and adopted on the 26th day of August 2025. I, the undersigned, hereby certify that the foregoing Resolution #26-02 was duly adopted by the following roll call vote:**

Ayes:

Noes:

Absent:

Abstain:

Claudia Smith, Board Chair\_\_\_\_\_



California Association of Resource Conservation Districts  
1017 L Street, #556, Sacramento, CA 95814-3805  
(916) 432-5938 www.carcd.org

## CARCD Membership Dues Fiscal Year 2025-2026

ORGANIZATION NAME: Placer County RCD

Membership Dues are calculated based on 2% of budgeted Administrative and Operations Expenses\*

☐ Full Membership Dues – FY 2024-25 Amount Paid \$ Available for RCDs that paid full dues in FY 2024-25 and choose to pay the same amount for FY 2025-26 (NO NEED TO PROVIDE ADOPTED BUDGET OR OTHER DOCUMENTATION)

☒ Full Membership Dues – Maximum \$7,500.00 When RCD Administrative and Operations Expenses\* are \$375,000 or more

➔ Unless paying the same amount as owed last year, to be considered a Full Member at the Custom or Minimum dues levels, documentation must be submitted in the form of the current year adopted budget (FY 2025-26 or 2025 if using a calendar year budget) clearly showing the portion of budgeted expenses for Administrative and Operations\*. If the RCD budget does not specifically note administrative and operations expenses\*, an explanation of the administrative and operations \* is required to be attached with the budget.

➔ Adopted budget required to be submitted (unless paying the same amount owed last year).

<input type="checkbox"/> Full Membership Dues – Custom	\$	When RCD Administrative and Operations Expenses* are \$7,501 - \$374,999 2% x \$ (Administrative and Operations Expenses*)
<input type="checkbox"/> Full Membership Dues – Minimum	\$150.00	When RCD Administrative and Operations Expenses* are \$7,500 or less
<input type="checkbox"/> Trial Non-voting Membership	\$0.00	Only available for RCDs that were not members at any level during all of the following years - FY 2022-23, 2023-24 and 2024-25

### ADDITIONAL SUPPORT FOR ADVOCACY

Support for legislative advocacy on a statewide level \$0.00

**TOTAL \$7,500.00**

\* Administrative and Operations Expenses: Total expenses less all expenses used for direct implementation of conservation programs or projects. Expenses subject to the 2% includes all staff salaries/benefits that are not direct-billed to grants or are funded from overhead/indirect funds, office rent and utilities, website expenses, insurance, contracts for administrative functions such as audit, bookkeeping, legal, etc. Expenses that are funded from overhead or administrative percentages from grants are to be considered administrative and operations.

### REQUIRED

Specify email address to receive official notices from CARCD: sarah@placerrcd.org

*Upon receipt and acceptance of this completed form and supporting budget (if applicable), CARCD will provide an invoice by email to the organization named above. RCDs will be dropped from the membership list if payment is not received by August 31, 2025.*

Email to send invoice to: sarah@placerrcd.org