



**BENEFITS COMMITTEE  
FINDINGS**  
Management Options & Cost Projections

Fiscal Year 2024-25





# Presentation

RECAP  
INTRODUCTION

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BENEFIT COMMITTEE  
SURVEY RESULTS

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NON-MONETARY PERKS;  
EE DISCOUNTS

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CRPD APPAREL; HOLIDAYS &  
VACATION SELL BACK

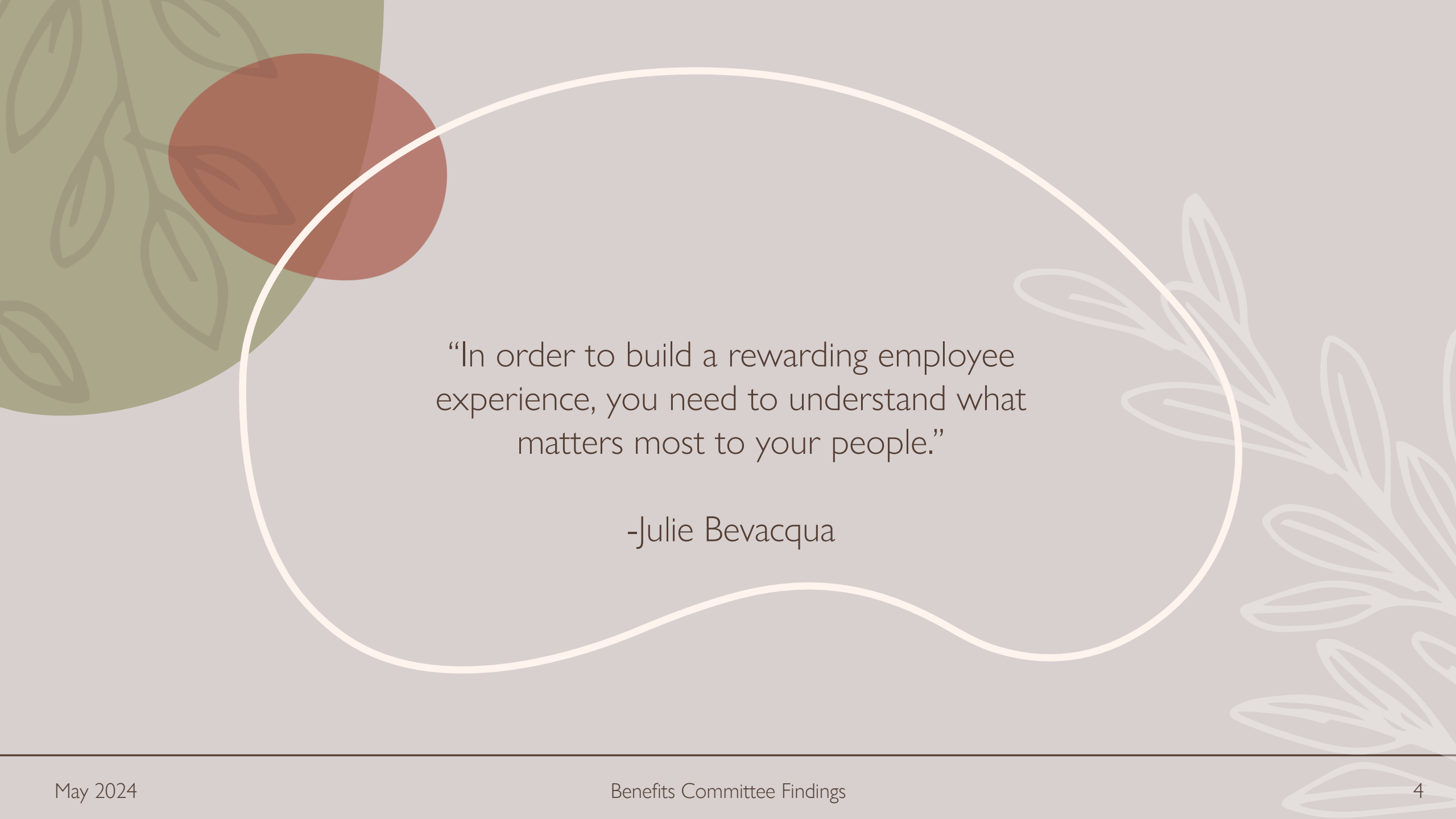
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HEALTH BENEFIT OPTIONS  
HMO VS HDHP/HSA  
NEXT STEPS

# Recap – How we started...

In February 2022, the Advisory Board commissioned a Total Compensation Study to ensure that the Carmichael Recreation and Park District pay structure and benefits were comparable to the relevant labor market.

Staff assisted with the model, working with Kathleen Grace who canvassed local agencies, analyzed and prepared the Report. Ten local agencies participated in the Study, which included Fair Oaks, Mission Oaks, and Sunrise RPDs, as well as other RPDs, some Cities and the County.



“In order to build a rewarding employee experience, you need to understand what matters most to your people.”

-Julie Bevacqua

# how we got here ...

## FORMED A COMMITTEE

- The Committee was comprised of representatives from each division, classification, and demographic; met over the seven months to investigate different strategies and options to enhance benefits.
- Reviewed current Employee benefits and costs.
- Read through the Cash Incentives and Benefit Comparison sections in the Study for ideas.

## RESEARCHED

- Conducted a needs assessment. Online Survey sent to solicit employee perception of current benefits and needs.
- Employee Benefit Committee Facilitator and Management looked to the marketplace for programs and coverages which may be available to address options.
- Management determined costs for implementation; included whether any costs would be shared between the employee/CRPD; included any administration costs charged by a third party or program provider.

## REPORT

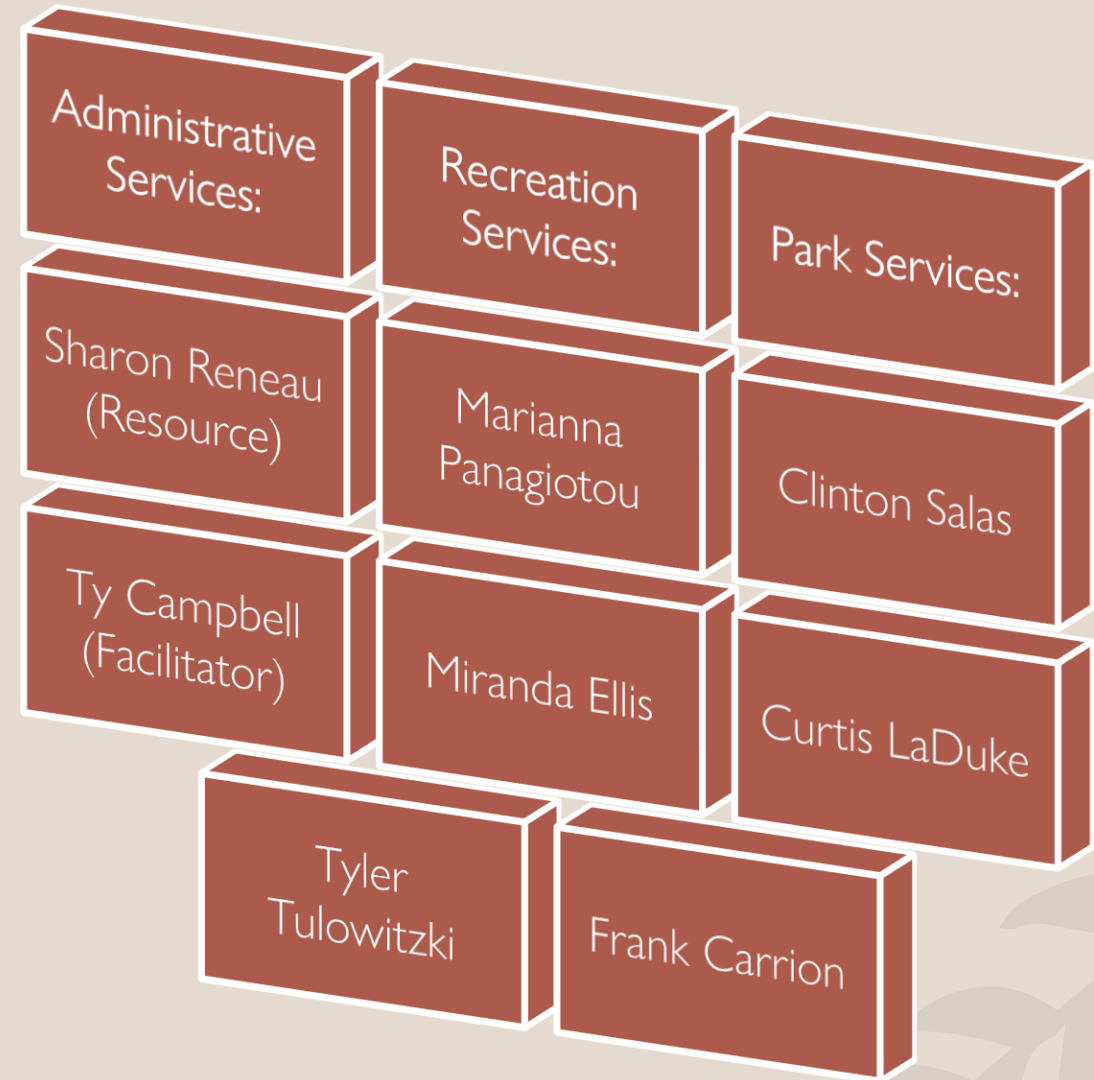
- Management prepared a Report of Benefit Enhancements; including description, providers, and costs.
- Management reviewed and formalized a selection and plan design that considered both employee needs and District objectives, budget, and any legal requirements.
- Management made recommendations to the Budget and Personnel Committee; now presenting it to the Advisory Board for final approval.

# Introduction

Members from each Division volunteered and/or were selected to serve on the Benefits Committee over the coming year.

Each member represented a different classification and/or demographic.

The Committee was tasked with recommending benefit enhancements to contribute to a rewarding employment experience; to attract and retain employees.



The Benefits Committee met over the course of several months to review the results of the Total Compensation Study, current benefits offered by the District, and brainstorm on potential enhancements.

The Committee commissioned an online survey to learn what Employees knew about their benefits, inquired about their overall satisfaction with compensation, and asked for input on future benefits, both monetary and non-monetary.

Survey Findings were shared with Management.

Management together with the Employee Benefit Committee Facilitator explored options and associated costs.

The background features a light grey base with large, overlapping organic shapes in muted green and brown. Stylized foliage patterns are visible in the top left and bottom left corners. A white line with a wavy, organic path crosses the lower right portion of the image.

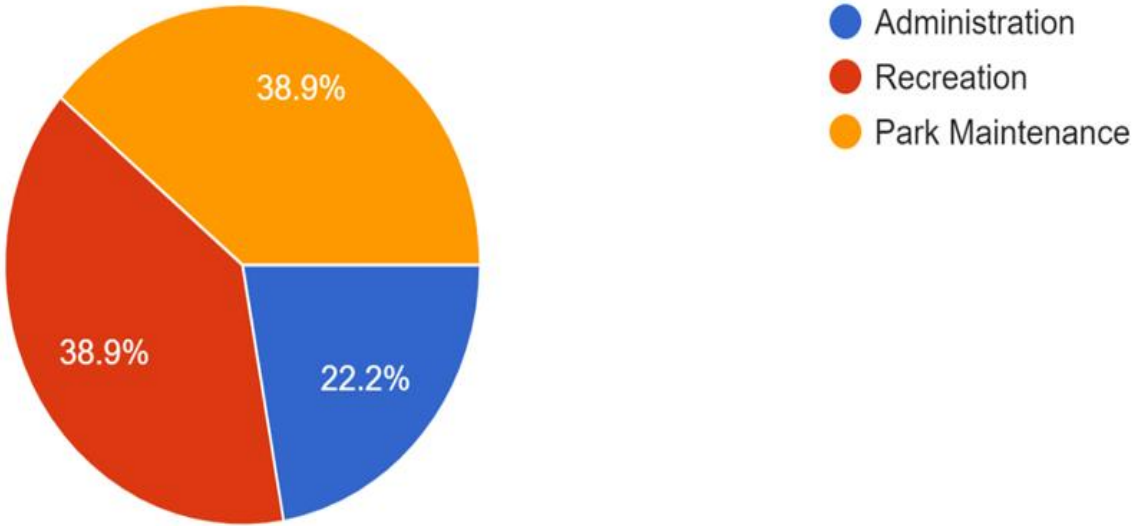
# Findings



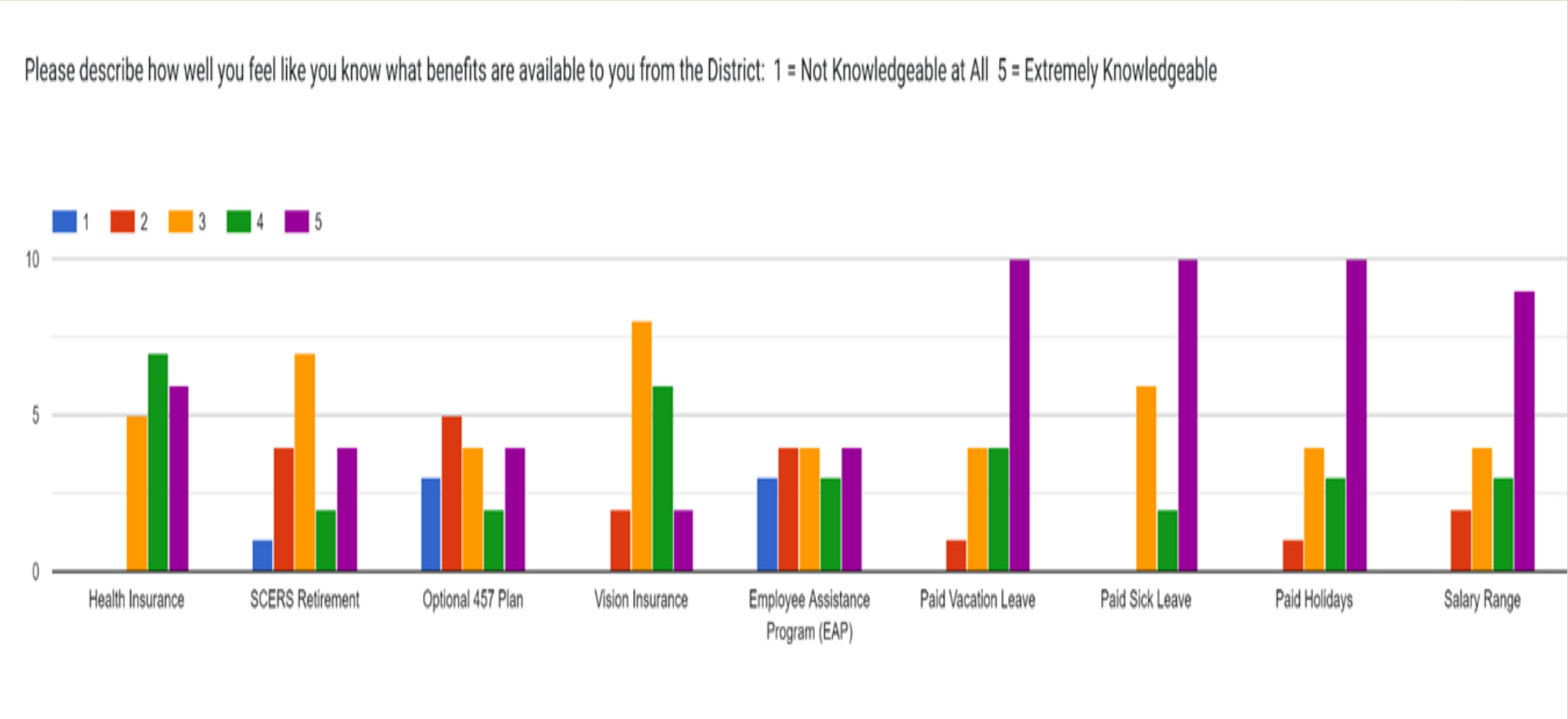
# Benefit Survey Sample Question

What division do you work in?

18 responses

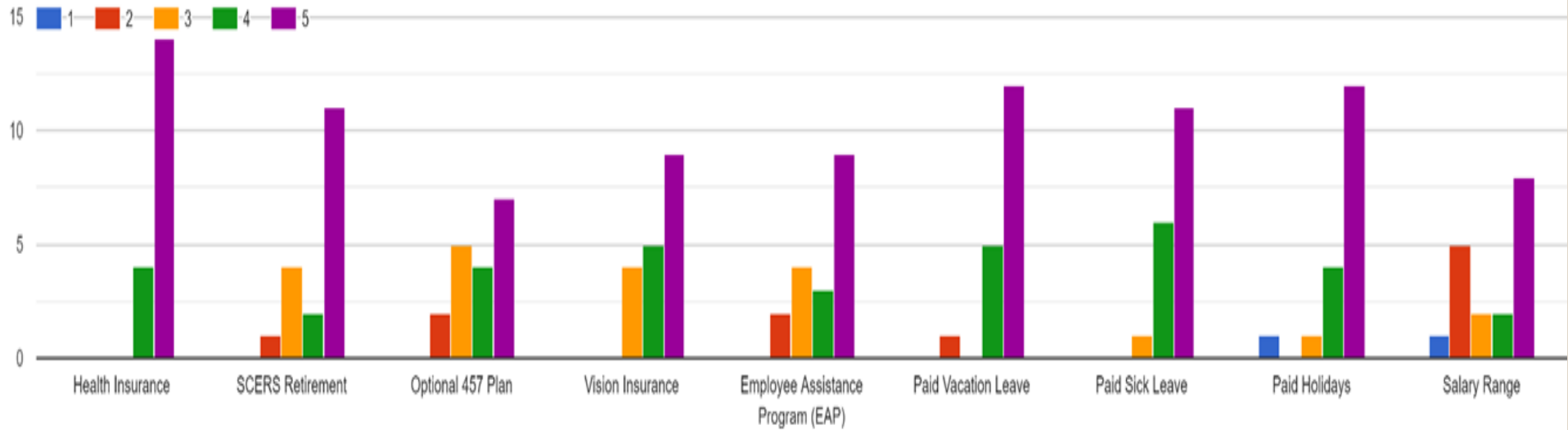


# Benefit Survey Sample Question



# Benefit Survey Sample Question

Please describe your level of satisfaction with CRPD provided compensation: 1 = Unsatisfied 5 = Extremely Satisfied



# Benefit Survey Summary

## Budget Items

### General Information

Health Insurance Premiums/HSA seed money or percentage of District Cost

### Different Perks/Benefits of Interest

Hybrid/Remote work - laptops, set up VPN, if needed by Ca Computer

Stipend instead of Health benefits

Stipend instead of extra Vision benefits (\$150 per FY)

Look to increase RPT holidays

Tuition reimbursement instead of current Education Incentive

Additional Specialized Certification costs w/o pay increase or stipend

Professional Development opportunities w/o pay increase or stipend

CRPD branded swag/apparel

Breakroom coffee/tea/water

457 Plan match

HSA account match

Vacation leave buy-back

Pet insurance

### Staff Morale Boosters

Additional Staff bonding activities or gatherings (food/snacks/games/outings)

Mental health benefit plan other than EAP

Recognize work anniversaries w/cards, small gift

## Non-Budget Items

### Hiring Orientation

Additional information/training on District Benefits

Follow-up on New Hire Orientation information

### Different Perks/Benefits of Interest

Discount to rent CRPD facilities

Discount to participate in CRPD programs/courses

Other discounts - I'm researching Perkspot ([www.perkspot.com](http://www.perkspot.com))

### Staff Morale Boosters

Family gym membership discounts (possible budget item)

Better communication amongst staff (meetings, events)

Recognize work anniversaries w/emails, cards, etc.

Staff bonding activities outside of work hours-hiking, charity walks, etc.

Committee to plan events/activities

# Non-Monetary Perks:

Other *non-CRPD monetary* policies/procedures and perks/benefits

- Policies/Procedures –
  - “Social Committee(s)” – to plan activities and events for employees
  - One month follow up/orientation for new hires
  - Hybrid/Remote workplace – Telework Policy
- Discounts –
  - Health Club discounts
  - Cell phone discounts
  - Include info on EAP perks
  - Explore other discounts through CRPD Networks in the Community.

# Other Benefits:

## **CRPD FACILITY RENTAL/PROGRAM DISCOUNTS**

- Review and discussion regarding 15% discount for up to three (3) facility rentals per calendar year; 15% discount for programs/events.

## **CRPD APPAREL**

- Review and discussion regarding branding apparel for employees.
- Parks Division uniforms – logo added to jackets; boot allowance increase from \$200 to \$250 in FY2024-25.
- Administration Division (incl AB, DA, and Admin staff – apparel with logo, i.e., shirts, sweaters/cardigans, sweatshirts, etc. (ordered with Recreation Division, 2x/year); limit \$150/pp annually

# Cost for other Enhancements

COST FOR THREE ADDITIONAL HOLIDAYS FOR RPT POSITIONS*								
POSITION	RATE	HOURS	DAYS	WAGES	SCERS @ 29.86%	FICA/MEDI @ 7.65%	SW & BNFTS	
RC/Driver	21.50	6	3	387.00	115.56	29.61	532.16	
MTN WK (vacant)	17.50	8	3	420.00	125.41	32.13	577.54	
<b>TOTAL COST:</b>							<b>\$1,109.71</b>	

\* Proposed Additional Holidays include: MLK, Presidents Day, and Veterans Day

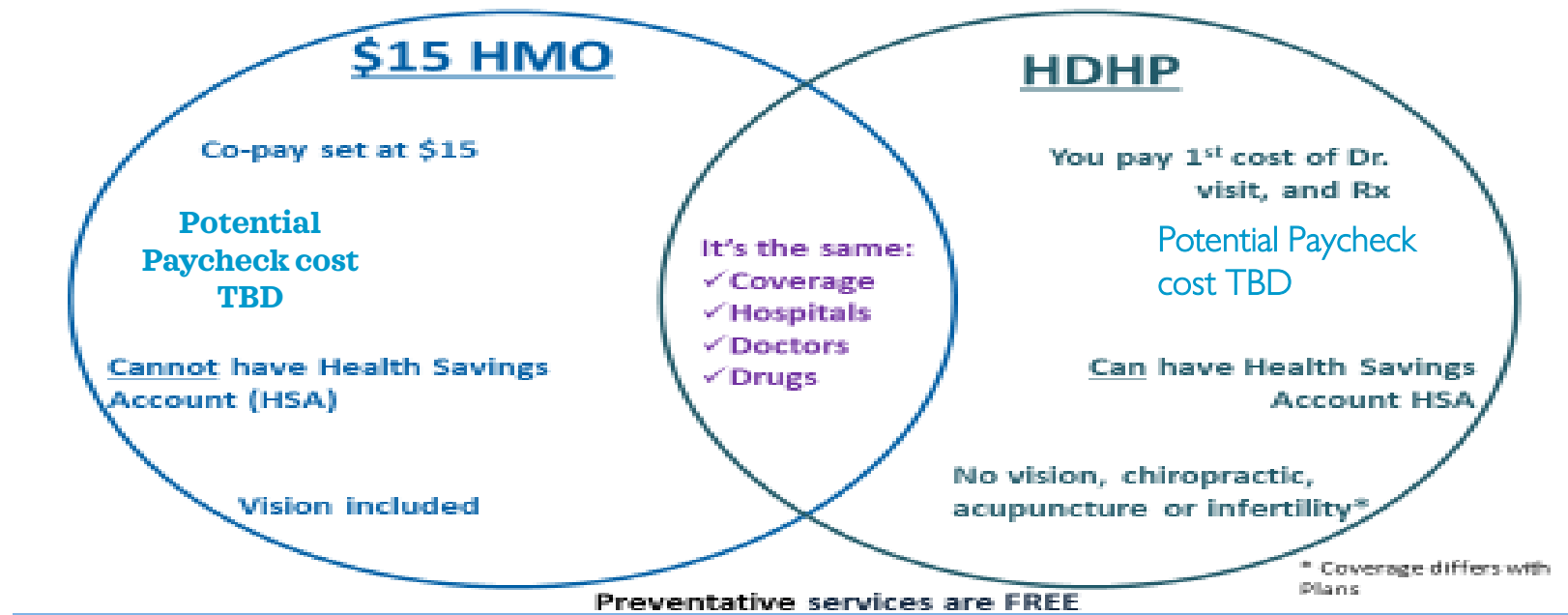
COST FOR VACATION SELL BACK:				
WAGES	SCERS @35.93%	FICA/MEDI @ 7.65%	SW & BNFTS	
2,668.40	958.76	204.13	3,831.29	
1,359.60	488.50	104.01	1,952.11	
2,541.20	913.05	194.40	3,648.65	
2,304.80	828.11	176.32	3,309.23	
<b>8,874.00</b>	<b>3,188.43</b>	<b>678.86</b>	<b>\$12,741.29</b>	Range
265.20	95.29	20.29	380.77	
<b>9,139.20</b>	<b>3,283.71</b>	<b>699.15</b>	<b>\$13,122.06</b>	

Out of 20 EEs, 6 have 10 or more years of Service, 4 have over 300 Vacation hours.

# Health Benefits

## HMO and HDHP Comparison

### \$15 HMO AND HDHP COVERAGE





# Health Savings Account

A Health Savings Account (HSA) is a voluntary savings account that is used for payment or reimbursement of qualified health expenses.

- **Some of the benefits of an HSA are:**

- Contributions, earnings, and interest are exempt from Federal (not State) taxes;
- Distributions are tax free when used for qualified medical expenses;
- Assets roll over from year to year—no “use it or lose it”;
- You can change the contribution amount at any time all year but no “front loading”;
- The HSA is portable, so you can use the assets even if you leave your District job;
- You can contribute significantly more than your HDHP deductible.

- **To contribute to an HSA, you must:**

- Be enrolled in an HDHP, and have no other non-HDHP health coverage either as an employee or dependent;
- Not be enrolled in Medicare Part A and/or Part B;
- Have not received VA medical benefits over the past three months;
- Not be able to be claimed as a dependent on someone else’s tax return.
- Not be covered as a dependent on another medical plan that is not also an HDHP.

# Health Savings Plan (cont.)

- Contribution maximums are set by the IRS. For 2024, the maximums are:

Coverage	Under Age 55	Age 55+
Individual	\$4,150	\$5,150
Family	\$8,300	\$9,300

- Those 55 and older are allowed by the IRS to contribute an extra \$1,000 to their annual maximum amount.

# Health Savings Plan (cont.)

HSA participants receive a loaded card equal to the contribution and interest earnings available for qualified medical expenses.

*Some examples of qualified expenses include:*

- ✓ Deductibles and copays
- ✓ Chiropractic
- ✓ Acupuncture
- ✓ Dental
- ✓ Eyeglasses/lenses/Laser eye surgery
- ✓ Drug prescriptions, Over-the-counter medicines, PPE, medical devices, etc.
- ✓ and much, much more...

# Grow your savings, tax-free

Your contributions add up



Meet Mark. He contributes **\$150** a month to his HSA.  
In 25 years, he will have saved **\$45,000\***.



\* Hypothetical example is for illustrative purposes only and assumes a 25% federal tax bracket and a 5% state tax bracket in a state that does not tax HSA contributions, distributions or growth. Example assumes no withdrawals from the account.

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# HMO vs HDHP Cost Comparisons

Health Plan Comparisons (using current Census)

	# of Staff	Kaiser HMO	Kaiser HMO-HD	Sutter HMO	Sutter HMO-HD	Western HMO	Western HMO-HD
Individual	5	\$ 1,151	\$ 822				
Family	5	\$ 2,943	\$ 2,103				
Individual	1			\$ 944	\$ 700		
Family	3			\$ 2,417	\$ 1,792		
Individual	2					\$ 853	\$ 656
Family	3					\$ 2,183	\$ 1,678
<b>Total Staff</b>	<b>19</b>						
	<b>Per month/Per Employee</b>	\$ 20,469	\$ 14,626	\$ 8,196	\$ 6,077	\$ 8,254	\$ 6,345
	<b>Per year/Per Employee</b>	\$ 245,630	\$ 175,510	\$ 98,346	\$ 72,924	\$ 99,053	\$ 76,144

	Yearly Cost	HSA Cost	Total
*Total Cost of HMO	\$ 443,029	\$ -	\$ 443,029
Total Cost of HMO-HD	\$ 324,577	\$ 60,800	\$ 385,377

\* For 19 Regular Employees the average aggregate cost for Health Premiums is \$23,317.32 per year.

# HMO vs HDHP/HSA Potential Savings

Illustration proposed CRPD provide funding to the Health Savings Account (HSA)

	Savings to District per Year		Employee Cost per year		Employee Cost per check
<b>2025</b>	57,651.76	<b>100%</b>	\$ -	Cost to Employee	\$ -
<b>2026</b>	15,200.00	<b>75/25%</b>	\$ 800	Cost to Employee	\$ 31
<b>2027</b>	30,400.00	<b>50/50%</b>	\$ 1,600	Cost to Employee	\$ 62
<b>Based on 2024 Figures for HD plans and Deductible \$3200</b>					

CRPD Cost Decrease		
<b>2024</b>	\$ 443,029	
<b>2025</b>	\$ 385,377	13.01%
<b>2026</b>	\$ 370,177	3.94%
<b>2027</b>	\$ 354,977	4.11%

# HMO vs HDHP/HSA

## Lowest Traditional HMO Option

# of Staff	Western HMO	Annual Premium	CRPD Savings
8 - Individual	\$ 853	\$ 81,888	
11 - Family	\$ 2,183	\$ 288,156	
<b>Cost of Lowest HMO:</b>		<b>\$ 370,044</b>	<b>\$ 72,985</b>

## Cost Difference borne by EEs that choose another HMO:

### Per EE Cost/Month:

Sutter HMO	Sutter DIFF	Kaiser HMO	Kaiser Diff
\$ 944	\$91	\$1,151	\$298
\$ 2,417	\$234	\$2,943	\$760

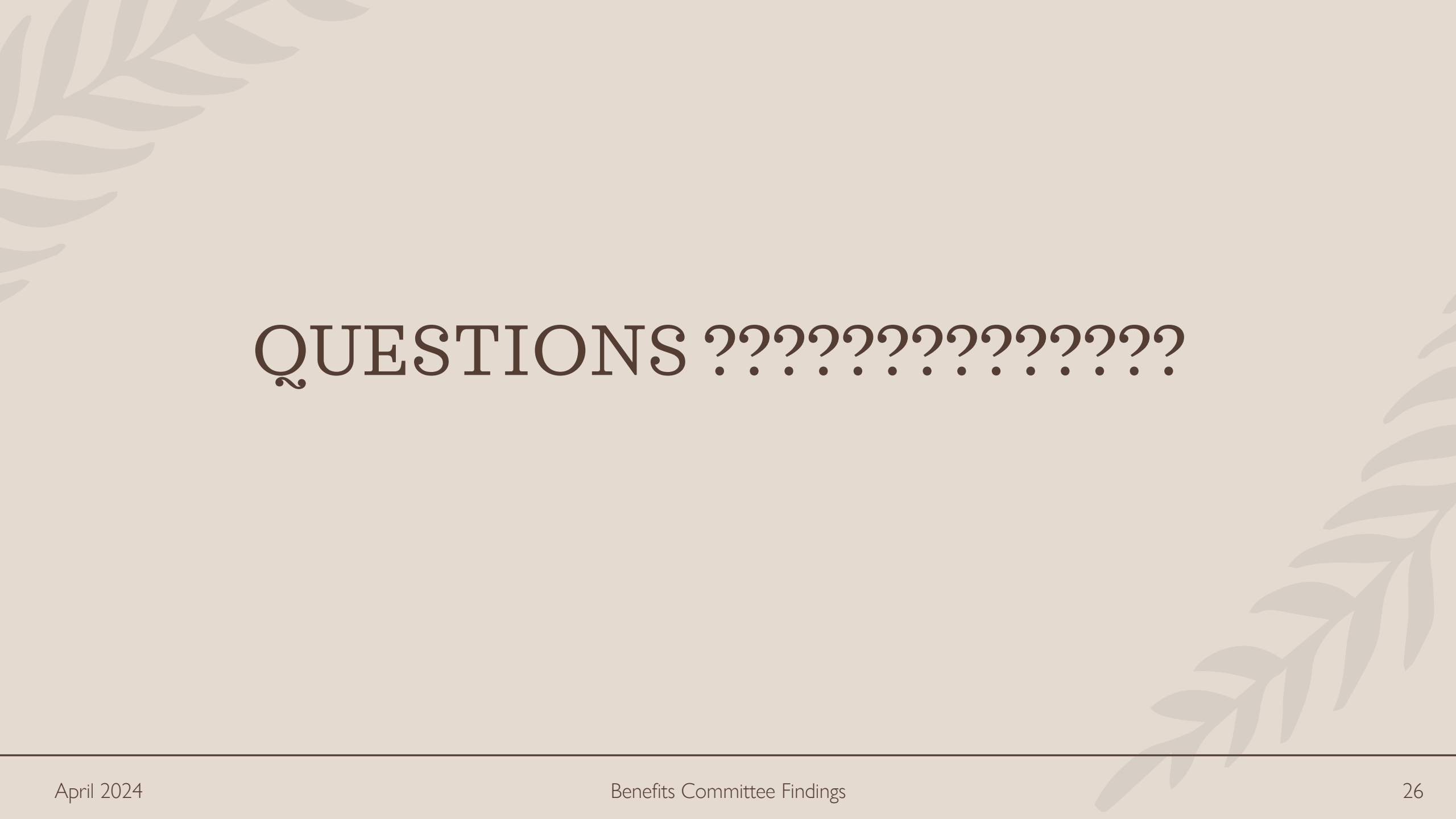
# Other Enhancements:

1. Stipend for Waiving Health Insurance Coverage – (Returning benefit) Regular employees covered under another qualified plan will be eligible for a stipend determined by the Advisory Board during the annual budget process.
2. Optional 457 Plan – CRPD to incentivize participation in the optional 457 plan for deferred compensation. CRPD will match an employee's contributions up to a cap. Cap determined through the annual budget process.
3. Formation of a Staff Recognition Committee(s) NEW – Committee(s) to acknowledge and celebrate work anniversaries and employee birthdays. They will organize events to boost morale and organizational culture.
4. More ? – Let's keep the conversation going...  
Remain open to employee ideas that enhance the work experience and culture.



# Summary/Next Steps:

1. Benefits Committee and Management reviewed survey results, considered options and provided feedback.
2. Budget and Personnel Committee reviewed and discussed proposed changes to Benefits, Personnel Policy and Procedures. Budget Committee focused on the financial impact while the Personnel Committee focused on policies and procedures.
3. **Advisory Board of Directors** – Staff and Committees recommend approval of the proposed Benefit Plan enhancements; updates and new programs and policies. Subsidies and matching funds will be reviewed through the annual budget process and subject to discontinuation during periods of budgetary constraints.



# QUESTIONS ??????????????



# Thank you !

ingrid penney

[ingrid@carmichaelpark.com](mailto:ingrid@carmichaelpark.com)

[www.carmichaelpark.com](http://www.carmichaelpark.com)