Livermore Area Recreation and Park District
Staff Report

TO: Chair Pierpont and Finance Committee

FROM: Mathew Fuzie, General Manager

PREPARED BY: Jeffrey Schneider, Business Services Manager
       Michelle Kleman, Human Resources Officer

DATE: February 13, 2023

SUBJECT: Preliminary Review of Personnel-related Budget Assumptions – FY 23-24

This report is meant to apprise the Finance Committee of staff's current view of personnel-related assumptions in support of its preliminary FY23-24 Budget. No action is required of the Committee at this time.

BACKGROUND: On March 8, 2023, the Board will receive staff's proposed Mid-Year Operating and CIP Budgets for FY22-23 for its review and approval, and an informational presentation of staff's preliminary view of the District's Operating and CIP Budgets for FY23-24. This report outlines staff's assumptions for key personnel cost elements in support of the Preliminary FY23-24 Budget to inform this Committee prior to the March 8th Budget workshop.

Personnel-related cost assumptions for FY23-24

LARPD Finance/HR as of 01/25/23

Salaries

COLA	July, 2023	3%	< reflects 12/22 projections for California from the Federal Reserve (via PFM Financial Advisors)
STEPS	Varies		< we do this at the individual level - most will be in January following steps implemented in January 2022

Workers Compensation

Tier		FY21-22 % of Sal	FY22-23 % of Sal	FY23-24 % of Sal	growth rate
7720	**Park Rangers**	3.37%	3.61%	3.79%	5%
8810	**Clerical**	0.31%	0.29%	0.30%	5%
9410	**Recreation**	1.73%	1.39%	1.46%	5%
9420	**Manual**	10.21%	11.32%	11.89%	5%

ACERA

Tier	Thru Aug22	Thru Aug23	Sept23 +	growth rate	
Tier 1	14.88%	10.97%	12.07%	10%	< investment perf. will drive this up for FY23-24
Tier 3	19.94%	16.41%	18.05%	10%	
Tier 4	13.13%	9.23%	10.15%	10%	

457 Plan for Benefited, non-Pensioned Staff

		FY22-23 % of Sal	FY23-24 % of Sal
Planning Assumptions:	Part-Time Benefited	4%	4%
	Regular	6%	6%

Health, Dental, and Other Benefits

3.0%	UHC increase estimate
3.0%	Kaiser increase estimate
5.0%	Delta Dental increase estimate
3.0%	Other Benefits increase estimate