



May 11, 2026

Personnel Committee Meeting

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Meeting Overview

Recruiting
Metrics since
January 1, 2026

Healthcare
Plan Updates

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Recruiting Metrics-01/01/2026

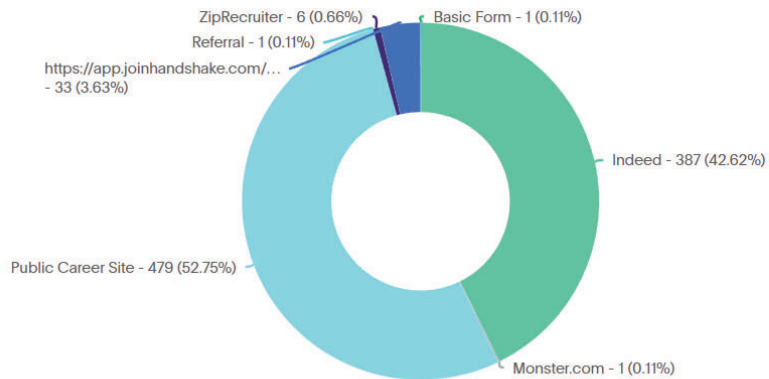
Metric	Number
Requisitions Submitted	36
Closed Requisitions	17
Requisitions on Hold	5
Candidates Applied	905
Offers Sent	74
Average Time to Hire	33 days
Number of Processing Activities	3,119

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Source of Applicants

Source of Candidates



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Requisitions Opened in 2026

Req Title	Req Status	Department	Req Salary Range (min)	Req Salary Range (max)	Status	Days Open	Total Candidates
Senior Office Assistant	Closed	32-Community Outreach	\$24.87	\$30.22	Hired	37	21
Facilities Field Supervisor - Fixed Term	Closed	05-Building Maintenance	\$46.08	\$56.02	Hired	27	4
Senior Office Assistant - Fixed Term	Closed	54-Aquatics	\$24.87	\$30.22	Hired	2	2
Aquatics Field Supervisor	Closed	54-Aquatics	\$46.08	\$56.02	Hired	33	10
Coach (Fixed Term)	Closed	54-Aquatics	\$31.04	\$31.04	Hired	57	4
Teacher (Preschool)	Closed	11-Preschool	\$22.52	\$27.38	Hired	43	10
Aquatics Supervisor	Closed	54-Aquatics	\$56.14	\$68.24	Hired	4	3
Facilities and Parks Maintenance Supervisor	Closed	07-Park Operations	\$56.14	\$68.24	Closed	42	33
Land Agent/Planning Intern	Closed	01-Administration	\$20.00	\$20.00	Closed	7	0
Parks Supervisor - Fixed Term	Closed	07-Park Operations	\$50.85	\$61.83	Hired	27	4
Park Ranger	Closed	16-Open Space	\$36.90	\$44.85	Hired	15	26
Youth Services Site Coordinator	Closed	09-Extended Student Services	\$32.61	\$39.65	Hired	65	21
Summer Seasonal Recreation Coordinator	Closed	09-Extended Student Services	\$32.61	\$39.65	Closed	16	23
Summer Seasonal Recreation Leader III	Closed	09-Extended Student Services	\$21.74	\$21.74	Closed	16	5
Recreation Leader I/II	Closed	42-Building Operations	\$17.00	\$19.20	Hired	43	8
Aquatics Lead	Closed	54-Aquatics	\$24.27	\$29.50	Currently Interviewing	13	6
Recreation Coordinator	Closed	27-Field & Gym Rentals	\$32.61	\$39.65	Closed	20	3

Requisitions Opened in 2026

Req Title	Req Status	Department	Req Salary Range (min)	Req Salary Range (max)	Status	Days Open	Total Candidates
Recreation Manager	Hold	31-Recreation Administration	\$63.52	\$77.19	Hired (2)	79	59
Lifeguard II	Hold	54-Aquatics	\$22.00	\$22.00	Hired (2)	66	3
Swim Instructor	Hold	54-Aquatics	\$17.00	\$17.00	Hired (8)	66	11
Lifeguard I	Hold	54-Aquatics	\$17.00	\$17.00	Hired (14)	106	27
Swim Instructor II	Hold	54-Aquatics	\$22.00	\$22.00	Hired (4)	66	4
Assistant Site Coordinator	Open	09-Extended Student Services	\$28.12	\$34.19	Hired	107	61
Assistant Teacher	Open	09-Extended Student Services	\$19.91	\$24.20	Hired (3)	107	83
Teacher II	Open	09-Extended Student Services	\$24.87	\$30.22	Hired (2)	107	24
Recreation Leader III	Open	16-Open Space	\$21.74	\$21.74	Hired (3) Internal	67	7
Park Aide	Open	07-Park Operations	\$19.00	\$19.00	Hired (1)	42	43
Office Assistant (Fixed-Term)	Open	32-Community Outreach	\$19.41	\$23.60	Internal Posting	42	0
Teacher (Year Round & Summer Seasonal)	Open	09-Extended Student Services	\$22.52	\$27.38		67	1
Recreation Leader I/II	Open	26-Youth Sports & Fitness	\$17.00	\$19.20	Hired (5)	64	23
Seasonal Park Aide	Open	16-Open Space	\$19.00	\$19.00	Schedule Interview	58	25
Volunteer Services Intern	Open	26-Youth Sports & Fitness	\$20.00	\$20.00		11	11
Recreation Intern	Open	31-Recreation Administration	\$20.00	\$20.00	Hired	39	25
Assistant Teacher II	Open	09-Extended Student Services	\$21.98	\$26.72		107	12
Recreation Leader I/II	Open	16-Open Space	\$17.00	\$19.20	Hired -(13)	67	60
Recreation Coordinator	Open	16-Open Space	\$31.97	\$38.87	Offer Sent	66	18

Healthcare Plan Rates

- Administrative Fees Increase in July from 2% to 5%
- 2027 Medical Renewal Rate Increase Estimated to be 7%

	6/1/2026	7/1/2026	2/1/2027
Monthly Administrative Fee	\$3,577.44	\$8,943.61	\$9,569.66

2026 Healthcare Plan Rates

	LARPD* (5%)	SDRMA	CALPERS* (8%)	CAPRI	PRISM	Kaiser Direct
EE	\$1,130.58	\$1,452.30	\$1,262.37	\$1,452.00	Rates Requested 04/21/2026	Rate Lock
EE +1	\$2,261.15	\$2,871.64	\$2,524.74	\$2,872.00		
Family	\$3,199.54	\$3,720.36	\$3,282.12	\$3,720.00		