

**FOURTH AMENDMENT TO EMPLOYMENT AGREEMENT BETWEEN  
RANCHO SIMI RECREATION AND PARK DISTRICT AND DISTRICT MANAGER**

This Fourth Amendment To Employment Agreement Between Rancho Simi Recreation And Park District And District Manager ("Fourth Amendment") is made between Daniel Paranick ("Paranick") and Rancho Simi Recreation And Park District And District ("District"), a California public agency (collectively, the "Parties") and upon signing by the District, shall be effective retroactive to August 27, 2023.

The Parties hereby agree as follows:

1. On August 7, 2018, Paranick and the District entered into an Employment Agreement Between Rancho Simi Recreation and Park District and District Manager ("Agreement").
2. On November 7, 2019, the Board approved the First Amendment to the Agreement ("First Amendment").
3. On September 2, 2021, the Board approved the Second Amendment to the Agreement ("Second Amendment").
4. On September 7, 2022, the Board approved the Third Amendment to the Agreement ("Third Amendment").
5. The Parties desire to amend the Agreement and Third Amendment in the manner set forth in this Fourth Amendment.
6. The Third Amendment ("Salary") provides for an annual salary for Paranick of \$234,512.43 effective August 27, 2022. The District hereby agrees to increase the salary of Paranick by 5% effective August 27, 2023. The 5% increase will equal \$11,725.63 resulting in a total annual salary of \$246,238.05.
7. The original Agreement states under section 7B, Benefits: Cell Phone – District Manager may choose to receive either \$360 a year allowance or be issued a cell phone by the District which may only be used for District business. The Fourth Amendment will require the District Manager to utilize a District issued cell phone for District business and will no longer receive the cell phone reimbursement allowance.
8. Except as amended by this Fourth Amendment, the Agreement, First Amendment, Second Amendment and Third Amendment shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties have executed this Fourth Amendment.

DISTRICT: Rancho Simi Recreation and Park District

  
Josh Gray, Chair

  
Dan Paranick, District Manager

Date: September 20, 2023

**ATTACHMENT 2**  
**RANCHO SIMI RECREATION AND PARK DISTRICT**  
**SUMMARY OF BENEFITS**  
**District Manager August 2023**

**Public Employees' Retirement System (PERS)**

Classic CalPERS employees when eligible, shall be enrolled in the "2% @ 60" benefit formula based upon the single highest year of compensation. Employees in this category are responsible to pay 3% of their wages towards the employee portion of the PERS obligation. The District will pay the remaining employee obligation and the employer contribution to PERS for those in this category.

**Health Insurance**

The District offers employees and their eligible dependents health insurance through the CalPERS health insurance program. HMO plans and PPO Plans are available. The District contributes up to \$438.42 per month toward the employee's CalPERS health insurance premiums.

**Flexible Benefit Payment**

The District provides a Flexible Benefit Payment of \$950 per month. Employees may apply it towards their CalPERS health insurance premium, direct it into their Flexible Spending Account, or receive it as compensation.

**Flexible Spending Account**

Employees passing probation may direct pre-tax wages into a Flexible Spending Account (Cafeteria Plan) and use them to pay eligible health and dependent care expenses.

**Dental**

Employees may elect to participate in a group dental insurance plan with the District paid premium at the HMO rate with a cap of \$60 per month.

**Vision**

The District Vision Care Reimbursement Plan covers an eligible regular full-time employee and each eligible dependent's incurred expenses up to a maximum of \$325 each, per calendar year.

**Life Insurance**

The District provides a life insurance policy of \$20,000 through Anthem Blue Cross. Employees have the option to increase coverage at their own expense in increments of \$5,000, up to a maximum of \$70,000 of coverage.

**Annual Leave and District Manager Leave /Conversion of Annual Leave to Salary Compensation**

Annual Leave and District Manager Leave: District Manager shall be entitled to receive Annual Leave of 25.5 days plus 5 days of District Manager Leave for a total of 30.5 days per year.

Conversion of Annual Leave to Salary Compensation: In June and December employees may convert a portion of their unused annual leave into compensation or direct it into their 457 retirement account.

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**District Manager August 2023**

**Facility Use and Programs**

Pool Pass

Employees and their immediate family members may be issued a pass to use the Rancho Simi Community Pool during regular hours that the pool is open for public swim.

Golf Course Facility Use

Employees and their immediate family members are entitled to use the Sinaloa Golf Course driving range and golf course at no charge, and are permitted senior rates at Simi Hills Golf Course during non-prime time hours.

Program Discounts

Employees are permitted a 20% discount on registration fees for up to two classes per program season, offered by RSRPD for employee and family members who reside with the employee to include spouse or registered domestic partner, and employee's children under the age of 18. Full-time employees are permitted an 80% discount on RSRPD Before and After School Clubs and Summer Camps, excluding field trips, for employee's children if they reside with the employee.

RSSCC

Employees are permitted to participate in open gym or aerobics classes at no charge.

**Holidays**

The District provides 12 paid fixed holidays and 2 paid floating holidays each year.

**Employee Performance Reviews/Merit Increases**

Employee job performance is evaluated at 3 months, 6 months and annually thereafter.

**Deferred Compensation Plan**

Employees may elect to contribute wages on a pre-tax basis into a 457 Retirement Plan. The District Manager receives 2.5% contribution towards 457 Retirement Plan.

**Educational Reimbursement**

Employees may be eligible to receive reimbursement for pre-approved job-related education tuition and book expenses.

**Social Security**

The District participates in the Social Security program and, together with the full-time employee, makes the required payments and deductions.

**Retiree Health Insurance**

Employees retiring under PERS may receive up to \$438.42 per month towards the premium for coverage under a PERS health insurance plan.

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**Extended Annual Leave**

Employees are eligible for 90 workdays of extended annual leave in the event of illness or disabling injury not sustained in the performance of their duties.

**Car Allowance**

District Manager receives a \$350 per month car allowance.