

EAST BAY REGIONAL PARK DISTRICT

RESOLUTION NO.: 2023 – 07 - 157

July 18, 2023

AUTHORIZATION TO APPROPRIATE FUNDS TO IMPLEMENT WAGE INCREASES FOR
CERTAIN CLASSIFICATIONS AND ADOPT AMENDMENTS TO THE
EAST BAY REGIONAL PARK DISTRICT SALARY SCHEDULE

WHEREAS, the East Bay Regional Park District ("Park District") Board of Directors establishes wages and benefits for employees of the Park District; and

WHEREAS, the Board of Directors is responsible for establishing the title and compensation of each job classification at the Park District; and

WHEREAS, on December 20, 2022, the Board of Directors ratified the Memorandum of Understanding (MOU) between the Police Association and the East Bay Regional Park effective October 1, 2022 wherein the Board authorized wage increases, in addition to other terms and conditions of employees, for the term of the contract. (Resolution Number 2022-12-316); and

WHEREAS, the Board of Directors authorize similar adjustments to the wages for unrepresented employees in the Public Safety Division in the classifications of Assistant General Manager of Public Safety/Chief of Police, Police Captain, Police Lieutenant, Fire Chief, Assistant Fire Chief, Aquatic Manager, and Communications, Records & Property Manager as follows: a one percent (1%) wage increase effective the first full pay period of February 2024; a three percent (3%) wage increase effective the first full pay period of October 2024; and a one percent (1%) wage increase effective the first full pay period of February 2025 for purposes of consistency and to minimize compensation compaction; and

WHEREAS, the Board of Directors authorize and extend prospectively certain provisions of the Police Association's Memorandum of Understanding to the classifications of Assistant General Manager of Public Safety/Chief of Police, Police Captain, Police Lieutenant, Fire Chief, Assistant Fire Chief, Aquatic Manager, and Communications, Records & Property Manager as follows: Bilingual Premium Pay- \$75.00 per pay period for certified and designated members who provide bilingual services to the public; Education Premium- 2.5% premium for a Bachelor's degree or 3.5% for a Master's degree subject to certain caps; and Cash-in-lieu- unrepresented employees are no longer eligible for cash-in-lieu if their spouse receives family health insurance through the Park District.

WHEREAS, effective March 15, 2021, the Park District and Sabrina Landreth, General Manager, entered into an Employment Agreement. Effective January 26, 2022, the Park District and Lynne Bourgault, General Counsel, entered into an Employment Agreement.

WHEREAS, the Board of Directors has determined that to avoid compaction, the salary ranges for the classifications of General Manager and General Counsel shall be increased by fifteen

percent (15%). The top of the range for General Manager will be \$191.15/hour and the top of the range for General Counsel will be \$138.72/hour.

WHEREAS, to provide cost of living wage adjustments equal to those provided to unrepresented employees during the timeframe in which the General Manager and General Counsel has each worked for the Park District, the Board of Directors authorizes a six percent (6%) wage increase for the General Manager effective the pay period that includes March 15, 2023 and a six percent (6%) wage increase for the General Counsel effective the pay period that includes January 26, 2023; and

WHEREAS, the terms of the Employment Agreements provide that the Board of Directors shall conduct annual performance reviews of the General Manager and General Counsel and that any increase in wages for these executive positions is within the discretion of the Board of Directors; and

WHEREAS, the Board of Directors recently completed its annual performance evaluations of Sabrina Landreth and Lynne Bourgault and has determined that they have had exemplary performance and met and exceeded their annual goals and objectives; and

WHEREAS, the Board of Directors authorizes a performance based discretionary wage increase of three percent (3%), in addition to the cost of living adjustment of six percent for the General Manager effective the pay period that includes March 15, 2023. The General Manager shall thereafter and effective the pay period that includes March 15, 2023 earn \$181.18/hour or \$376,853.98 per year; and

WHEREAS, the Board of Directors authorizes a performance based discretionary wage increase of two percent (2%), in addition to the cost of living adjustment of six percent for the General Counsel effective the pay period that includes January 26, 2023. General Counsel shall thereafter and effective the pay period that includes January 26, 2023 earn 127.73/hour or \$265,678.40/year; and

WHEREAS, in compliance with the Brown Act, Government Code §§54953, 54956, prior to taking final action on the wage increases for executive level employees, an oral summary of the recommendations was made in open session during the meeting in which final action is to be taken; and

WHEREAS, the Board of Directors authorized a new classification of Pump Mechanic and placed in at range 30 during the 2022 budget process; and

WHEREAS, following meet and confer with AFSCME Local 2428, the parties agreed to range 31 for the classification of Pump Mechanic and the Board authorizes placement at range 31 of the AFSCME salary table; and

WHEREAS, the compensation increases contained in this Resolution provide appropriate wage increases for the identified unrepresented classifications; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby authorizes the following:

- Effective the first full pay period of February 2024, a 1.0% wage increase for the classifications of Assistant General Manager of Public Safety/Chief of Police, Police Captain, Police Lieutenant, Fire Chief, Assistant Fire Chief, Aquatics Manager, and Communications, Records & Property Manager
- Effective the first full pay period of October 2024, a 3.0% wage increase for the classifications of Assistant General Manager of Public Safety/Chief of Police, Police Captain, Police Lieutenant, Fire Chief, Assistant Fire Chief, Aquatics Manager, and Communications, Records & Property Manager
- Effective the first full pay period of February 2025, a 1.0% wage increase for the classifications of Assistant General Manager of Public Safety/Chief of Police, Police Captain, Police Lieutenant, Fire Chief, Assistant Fire Chief, Aquatics Manager, and Communications, Records & Property Manager
- The top of the range for the classification of General Manager shall be increased by fifteen percent (15%) to \$191.15/hour
- The top of the range for the classification of General Counsel shall be increased by fifteen percent (15%) to \$138.72/hour
- Effective the pay period that includes March 15, 2023, the salary of the General Manager shall be increased by nine percent (9%) representing a cost of living (6%) and performance based (3%) wage increase
- Effective the pay period that includes January 26, 2023, the salary of the General Counsel shall be increased by eight percent (8%) representing a cost of living (6%) and performance based (2%) wage increase
- The classification of Pump Mechanic shall be assigned to range 31 of the AFSCME Local 2428 salary table

BE IT FURTHER RESOLVED that the General Manager is hereby authorized and directed, on behalf of the Park District and in its name, to execute and deliver such documents and to do such acts as may be deemed necessary or appropriate to accomplish the intentions of this resolution.

Moved by Director Coffey, seconded by Director Sanwong, and approved this 18th day of July 2023, by the following vote:

FOR: Colin Coffey, Elizabeth Echols, Ellen Corbett, Dennis Waespi, John Mercurio, Olivia Sanwong.

AGAINST: None.

ABSTAIN: None.

ABSENT: Dee Rosario.



Dennis Waespi
Board President

CERTIFICATION

I, Yolande Barial Knight, Clerk of the Board of Directors of the East Bay Regional Park District, do hereby certify that the above and foregoing is a full, true and correct copy of Resolution No. 2023-07-157 adopted by the Board of Directors at a regular meeting held on July 18, 2023.



East Bay Regional Park District
Salary Schedule - Public Safety Management

ATTACHMENT 1

Classification:	AGCP	AGM, PUB SAFETY/CHIEF OF POLIC	Daily Hours:	8	Effective:	02/2024
Range:	MG09		Note:			

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$104.32	\$18,082.13
B	1 YEAR	\$109.50	\$18,980.00
C	2 YEARS	\$115.01	\$19,939.07
D	3 YEARS	\$120.72	\$20,924.80
E	4 YEARS	\$126.77	\$21,973.47
F	5 YEARS	\$133.14	\$23,077.60
G	MERIT	\$139.78	\$24,228.53
H	MERIT	\$146.77	\$25,440.13

Classification:	AQMG	AQUATIC MANAGER	Daily Hours:	8	Effective:	02/2024
Range:	MG03		Note:			

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$59.30	\$10,278.67
B	1 YEAR	\$62.24	\$10,788.27
C	2 YEARS	\$65.36	\$11,329.07
D	3 YEARS	\$68.66	\$11,901.07
E	4 YEARS	\$72.07	\$12,492.13
F	5 YEARS	\$75.65	\$13,104.00
G	MERIT	\$79.44	\$13,769.60
H	MERIT	\$83.38	\$14,452.53

Classification:	ASFC	ASSISTANT FIRE CHIEF	Daily Hours:	8	Effective:	02/2024
Range:	MG04		Note:			

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$65.23	\$11,306.53
B	1 YEAR	\$68.45	\$11,864.67
C	2 YEARS	\$71.86	\$12,455.73
D	3 YEARS	\$75.46	\$13,079.73
E	4 YEARS	\$79.22	\$13,731.47
F	5 YEARS	\$83.20	\$14,421.33
G	MERIT	\$87.35	\$15,140.67
H	MERIT	\$91.73	\$15,899.87

Classification:	CMMG	COMM, RECORDS & PROP MANAGER	Daily Hours:	8	Effective:	02/2024
Range:	MG04		Note:			

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$65.23	\$11,306.53
B	1 YEAR	\$68.45	\$11,864.67
C	2 YEARS	\$71.86	\$12,455.73
D	3 YEARS	\$75.46	\$13,079.73
E	4 YEARS	\$79.22	\$13,731.47

East Bay Regional Park District Salary Schedule - Management

	F	5 YEARS	\$83.20	\$14,421.33	
	G	MERIT	\$87.35	\$15,140.67	
	H	MERIT	\$91.73	\$15,899.87	
Classification:	FCHF	FIRE CHIEF		Daily Hours: 8	Effective: 02/2024
Range:	MG07			Note:	
	<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>	
	A	START	\$86.16	\$14,934.40	
	B	1 YEAR	\$90.51	\$15,688.40	
	C	2 YEARS	\$95.04	\$16,473.60	
	D	3 YEARS	\$99.79	\$17,296.93	
	E	4 YEARS	\$104.76	\$18,158.40	
	F	5 YEARS	\$109.98	\$19,063.20	
	G	MERIT	\$115.48	\$20,016.53	
	H	MERIT	\$121.24	\$21,014.93	
Classification:	CAPT	POLICE CAPTAIN		Daily Hours: 8	Effective: 02/2024
Range:	MG07			Note:	
	<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>	
	A	START	\$86.16	\$14,934.40	
	B	1 YEAR	\$90.51	\$15,688.40	
	C	2 YEARS	\$95.04	\$16,473.60	
	D	3 YEARS	\$99.79	\$17,296.93	
	E	4 YEARS	\$104.76	\$18,158.40	
	F	5 YEARS	\$109.98	\$19,063.20	
	G	MERIT	\$115.48	\$20,016.53	
	H	MERIT	\$121.24	\$21,014.93	
Classification:	LTPS	POLICE LIEUTENANT		Daily Hours: 8	Effective: 02/2024
Range:	MG05			Note:	
	<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>	
	A	START	\$71.71	\$12,429.73	
	B	1 YEAR	\$75.30	\$13,052.00	
	C	2 YEARS	\$79.09	\$13,708.93	
	D	3 YEARS	\$83.06	\$14,397.07	
	E	4 YEARS	\$87.13	\$15,102.53	
	F	5 YEARS	\$91.50	\$15,860.00	
	G	MERIT	\$96.05	\$16,648.67	
	H	MERIT	\$100.86	\$17,482.40	

East Bay Regional Park District

Salary Schedule - Public Safety Management

Classification:	AGCP	AGM, PUB SAFETY/CHIEF OF POLIC	Daily Hours:	8	Effective:	10/2024
Range:	MG09		Note:			
<u>Step</u>			<u>Hourly</u>		<u>Monthly</u>	
A	START		\$107.45		\$18,624.67	
B	1 YEAR		\$112.79		\$19,550.27	
C	2 YEARS		\$118.46		\$20,533.07	
D	3 YEARS		\$124.34		\$21,552.27	
E	4 YEARS		\$130.57		\$22,632.13	
F	5 YEARS		\$137.13		\$23,769.20	
G	MERIT		\$143.98		\$24,956.53	
H	MERIT		\$151.18		\$26,207.86	
Classification:	AQMG	AQUATIC MANAGER	Daily Hours:	8	Effective:	10/2024
Range:	MG03		Note:			
<u>Step</u>			<u>Hourly</u>		<u>Monthly</u>	
A	START		\$61.08		\$10,587.20	
B	1 YEAR		\$64.10		\$11,110.67	
C	2 YEARS		\$67.32		\$11,668.80	
D	3 YEARS		\$70.72		\$12,258.13	
E	4 YEARS		\$74.24		\$12,868.27	
F	5 YEARS		\$77.92		\$13,506.13	
G	MERIT		\$81.82		\$14,182.13	
H	MERIT		\$85.88		\$14,885.87	
Classification:	ASFC	ASSISTANT FIRE CHIEF	Daily Hours:	8	Effective:	10/2024
Range:	MG04		Note:			
<u>Step</u>			<u>Hourly</u>		<u>Monthly</u>	
A	START		\$67.18		\$11,644.53	
B	1 YEAR		\$70.50		\$12,220.00	
C	2 YEARS		\$74.02		\$12,830.13	
D	3 YEARS		\$77.72		\$13,471.47	
E	4 YEARS		\$81.60		\$14,144.00	
F	5 YEARS		\$85.70		\$14,854.67	
G	MERIT		\$89.98		\$15,596.53	
H	MERIT		\$94.48		\$16,376.53	
Classification:	CMMG	COMM, RECORDS & PROP MANAGER	Daily Hours:	8	Effective:	4/3/5357
Range:	MG04		Note:			
<u>Step</u>			<u>Hourly</u>		<u>Monthly</u>	
A	START		\$67.18		\$11,644.53	
B	1 YEAR		\$70.50		\$12,220.00	
C	2 YEARS		\$74.02		\$12,830.13	
D	3 YEARS		\$77.72		\$13,471.47	
E	4 YEARS		\$81.60		\$14,144.00	

East Bay Regional Park District

Salary Schedule - Management

	F	5 YEARS	\$85.70	\$14,854.67	
	G	MERIT	\$89.98	\$15,595.53	
	H	MERIT	\$94.48	\$16,376.53	
Classification:	FCHF	FIRE CHIEF		Daily Hours: 8	Effective: 10/2024
Range:	MG07			Note:	
	Step		Hourly	Monthly	
	A	START	\$88.75	\$15,383.33	
	B	1 YEAR	\$93.22	\$16,158.13	
	C	2 YEARS	\$97.89	\$16,967.60	
	D	3 YEARS	\$102.78	\$17,815.20	
	E	4 YEARS	\$107.90	\$18,702.67	
	F	5 YEARS	\$113.28	\$19,635.20	
	G	MERIT	\$118.95	\$20,618.00	
	H	MERIT	\$124.88	\$21,645.87	
Classification:	CAPT	POLICE CAPTAIN		Daily Hours: 8	Effective: 10/2024
Range:	MG07			Note:	
	Step		Hourly	Monthly	
	A	START	\$88.75	\$15,383.33	
	B	1 YEAR	\$93.22	\$16,158.13	
	C	2 YEARS	\$97.89	\$16,967.60	
	D	3 YEARS	\$102.78	\$17,815.20	
	E	4 YEARS	\$107.90	\$18,702.67	
	F	5 YEARS	\$113.28	\$19,635.20	
	G	MERIT	\$118.95	\$20,618.00	
	H	MERIT	\$124.88	\$21,645.87	
Classification:	LTPS	POLICE LIEUTENANT		Daily Hours: 8	Effective: 10/2024
Range:	MG05			Note:	
	Step		Hourly	Monthly	
	A	START	\$73.86	\$12,802.40	
	B	1 YEAR	\$77.55	\$13,442.00	
	C	2 YEARS	\$81.47	\$14,121.47	
	D	3 YEARS	\$85.55	\$14,828.67	
	E	4 YEARS	\$121.08	\$20,588.91	
	F	5 YEARS	\$127.57	\$21,496.64	
	G	MERIT	\$121.26	\$20,447.87	
	H	MERIT	\$136.11	\$23,180.05	

East Bay Regional Park District

Salary Schedule - Public Safety Management

Classification:	AGCP	AGM, PUB SAFETY/CHIEF OF POLIC	Daily Hours:	8	Effective:	02/2025
Range:	MG09		Note:			
Step			Hourly	Monthly		
A	START		\$108.52	\$18,810.13		
B	1 YEAR		\$113.92	\$19,746.13		
C	2 YEARS		\$119.64	\$20,737.60		
D	3 YEARS		\$125.58	\$21,767.20		
E	4 YEARS		\$131.87	\$22,857.47		
F	5 YEARS		\$138.50	\$24,006.67		
G	MERIT		\$145.42	\$25,206.13		
H	MERIT		\$152.69	\$26,466.27		
Classification:	AQMG	AQUATIC MANAGER	Daily Hours:	8	Effective:	02/2025
Range:	MG03		Note:			
Step			Hourly	Monthly		
A	START		\$61.69	\$10,692.93		
B	1 YEAR		\$64.74	\$11,221.60		
C	2 YEARS		\$67.99	\$11,784.93		
D	3 YEARS		\$71.43	\$12,381.20		
E	4 YEARS		\$74.98	\$12,996.53		
F	5 YEARS		\$78.70	\$13,641.33		
G	MERIT		\$82.64	\$14,324.27		
H	MERIT		\$86.74	\$15,034.93		
Classification:	ASFC	ASSISTANT FIRE CHIEF	Daily Hours:	8	Effective:	02/2025
Range:	MG04		Note:			
Step			Hourly	Monthly		
A	START		\$67.85	\$11,760.67		
B	1 YEAR		\$71.21	\$12,343.07		
C	2 YEARS		\$74.76	\$12,958.40		
D	3 YEARS		\$78.50	\$13,606.67		
E	4 YEARS		\$82.42	\$14,286.13		
F	5 YEARS		\$86.56	\$15,003.73		
G	MERIT		\$90.88	\$15,752.53		
H	MERIT		\$95.42	\$16,539.47		
Classification:	CMMG	COMM. RECORDS & PROP MANAGER	Daily Hours:	8	Effective:	02/2025
Range:	MG04		Note:			
Step			Hourly	Monthly		
A	START		\$67.85	\$11,760.67		
B	1 YEAR		\$71.21	\$12,343.07		
C	2 YEARS		\$74.76	\$12,958.40		
D	3 YEARS		\$78.50	\$13,606.67		
E	4 YEARS		\$82.42	\$14,286.13		

East Bay Regional Park District

Salary Schedule - Management

	F	5 YEARS	\$86.56	\$15,003.73	
	G	MERIT	\$90.88	\$15,752.53	
	H	MERIT	\$95.42	\$16,539.47	
Classification:	FCHF	FIRE CHIEF		Daily Hours: 8	Effective: 02/2025
Range:	MG07			Note:	
	Step		Hourly	Monthly	
	A	START	\$89.64	\$15,537.60	
	B	1 YEAR	\$94.15	\$16,319.33	
	C	2 YEARS	\$98.87	\$17,137.47	
	D	3 YEARS	\$103.81	\$17,993.73	
	E	4 YEARS	\$108.98	\$18,889.87	
	F	5 YEARS	\$114.41	\$19,831.07	
	G	MERIT	\$120.14	\$20,824.27	
	H	MERIT	\$126.13	\$21,862.53	
Classification:	CAPT	POLICE CAPTAIN		Daily Hours: 8	Effective: 02/2025
Range:	MG07			Note:	
	Step		Hourly	Monthly	
	A	START	\$89.64	\$15,537.60	
	B	1 YEAR	\$94.15	\$16,319.33	
	C	2 YEARS	\$98.87	\$17,137.47	
	D	3 YEARS	\$103.81	\$17,993.73	
	E	4 YEARS	\$108.98	\$18,889.87	
	F	5 YEARS	\$114.41	\$19,831.07	
	G	MERIT	\$120.14	\$20,824.27	
	H	MERIT	\$126.13	\$21,862.53	
Classification:	LTPS	POLICE LIEUTENANT		Daily Hours: 8	Effective: 02/2025
Range:	MG05			Note:	
	Step		Hourly	Monthly	
	A	START	\$74.60	\$12,930.67	
	B	1 YEAR	\$78.33	\$13,577.20	
	C	2 YEARS	\$82.28	\$14,261.87	
	D	3 YEARS	\$86.41	\$14,977.73	
	E	4 YEARS	\$90.64	\$15,710.93	
	F	5 YEARS	\$95.18	\$16,497.87	
	G	MERIT	\$99.92	\$17,319.47	
	H	MERIT	\$104.92	\$18,186.13	

East Bay Regional Park District Salary Schedule - Board Appointed

Compensation provided in accordance with the adopted employment contracts by East Bay Regional Park Districts Board of Directors. See Resolutions 2021-03-057 and 2022-01-003 for additional details.

Classification:	GECO	GENERAL COUNSEL	Daily Hours:	8	Effective:	01/2023
Range:	AP02		Note:			
<u>Step</u>			<u>Hourly</u>	<u>Monthly</u>		
01	MINIMUM		\$94.52	\$16,383.46		
02	CURRENT		\$127.73	\$22,139.87		
03	MAXIMUM		\$138.72	\$24,044.80		
Classification:	GNMG	GENERAL MANAGER	Daily Hours:	8	Effective:	03/2023
Range:	AP01		Note:			
<u>Step</u>			<u>Hourly</u>	<u>Monthly</u>		
01	MINIMUM		\$126.39	\$21,907.60		
03	CURRENT		\$181.18	\$31,404.53		
04	MAXIMUM		\$191.15	\$33,132.67		

East Bay Regional Park District
Salary Schedule - AFSCME, Local 2428

Annual Cost of Living Adjustment:

Effective the pay period that includes April 1, 2020, a general increase of 2.5% is authorized.

Effective the pay period that includes April 1, 2021, a general increase of 3.0% is authorized.

Effective the pay period that includes April 1, 2022, a general increase of 3.0% is authorized.

Effective the pay period that includes April 1, 2023, a general increase of 3.0% is authorized.

Range Adjustment:

Effective the pay period that includes January 1, 2018, a new Step F at 2.5% above Step E will be added for all AFSCME classifications.

Classification:	PUMP	PUMP MECHANIC	Daily Hours:	8	Effective:	06/17/2023
Range:	AFS31		Note:			
Step			Hourly		Monthly	
A	START		\$48.10		\$8,337.33	
B	6 MONTH		\$49.30		\$8,545.33	
C	1 YEAR		\$50.54		\$8,760.26	
D	2 YEARS		\$51.80		\$8,978.66	
E	3 YEARS		\$53.10		\$9,204.00	
F	4 YEARS		\$54.43		\$9,434.53	

* Inactive classifications. Should the Park District recruit for any of these, AFSCME MOU Article 5.5 shall apply (requires Meet & Confer).

** Equipment Service Manager received 7.5% extra pay (shift differential) while there is a second shift. If the second shift is eliminated the Equipment Service Manager position will revert back to Crew Supervisor level.