




**EAST BAY REGIONAL PARK DISTRICT  
BOARD OF DIRECTORS MEETING  
AGENDA STAFF REPORT**

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<b>DATE</b>	October 1, 2024
<b>TITLE</b>	Authorization to Approve and Adopt an Amendment to the East Bay Regional Park District Salary Schedule to Implement Approved Wage Adjustments for AFSCME Local 2428 and Certain Unrepresented Management and Confidential Staff.
<b>DIVISION</b>	Human Resources
<b>FROM</b>	Monica Alvarez-Selles, Benefits Manager Allyson Cook, Assistant General Manager Human Resources
<b>APPROVED</b>	Sabrina Landreth, General Manager 

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**RECOMMENDATION**

The General Manager recommends that the East Bay Regional Park District (Park District) Board of Directors approve and adopt an amendment to the Park District's Salary Schedule (Attachment I) effective the pay period that includes November 1, 2024. This amendment to the Salary Schedule includes the Board of Director approved wage adjustments of two percent (2%) for the American Federation of State, County and Municipal Employees Local 2428 (AFSCME Local 2428) classifications per their applicable Memoranda of Understanding (MOU) and Resolution 2024--03-064 and certain unrepresented Management and Confidential employee classifications as set forth in Attachment I in the amount of two percent (2%) through Resolutions 2024--03-063 and 2024-03-065.

**BACKGROUND**

California Code of Regulations section 570.5(a) mandates that all public agencies that contract with CalPERS approve and adopt publicly available pay schedules that contain, in part, every position in the organization with a corresponding pay rate. CalPERS believes that this publicly available information is a critical component to verifying all members' pay rates when calculating retirement benefits and supports transparency in the public sector. Failure to comply with the regulations may result in CalPERS determining, in its sole discretion, an amount that will be considered as pay rate for a retiree and/or a retirement benefit being delayed.

As such, and pursuant to previous Board of Director action on March 19, 2024, the following salary adjustments will be made to the Salary Schedule:

- 1) Effective the pay period that includes November 1, 2024, all AFSCME Local 2428 classifications set forth in Attachment I will receive a two (2%) percent wage increase (Resolution 2024--03-064).
- 2) Effective the pay period that includes November 1, 2024, certain unrepresented Management and Confidential classifications set forth in Attachment I will receive a two (2%) percent wage increase (Resolution 2024-03-065).

- 3) Effective the pay period includes November 1, 2024, the General Manager will receive a two (2%) percent wage increase (Resolution 2024-03-063).

It is the express intent of the Report and the corresponding Board of Director authorization of the attached Salary Schedule (Attachment I) to ensure compliance with California's and CalPERS regulations.

### **ANALYSIS**

California Code of Regulations section 570.5(a) requires the Park District to post an up-to-date Salary Schedule to assist in the calculation of pensions and ensure transparency. Pay rates, which form, in part, the basis of pension calculations, shall be limited to the amount listed on a pay schedule that is duly approved and adopted by the Park District's governing body in accordance with requirements of applicable public meeting law. Failure to authorize and adopt a revised Salary Schedule can cause an inaccurate calculation of retirement benefits that may result in underpayment or overpayment for employees, retirees, and the Park District. Consequently, there are no alternatives to this item as CalPERS regulations require the public posting of public agencies' salary tables/schedules. This requested action simply confirms wage increases already authorized to AFSCME Local 2428 classifications (Resolution 2024--03-064), certain unrepresented Management and Confidential classifications (Resolution 2024-03-065), and the General Manager (Resolution 2024-03-063).

### **FISCAL IMPACT**

There is no additional cost in approving and adopting the amendments to the Park District Salary Schedule as this action is a formality to conform to the California Public Employees' Retirement System requirements (CalPERS Circular Letter 200-003-20). The proposed amendments in the Salary Schedule have already been authorized through Resolutions 2024-03-063, 2024-03-064, and 2024-03-065. No additional appropriations are necessary and are within the 2024 adopted budget.

### **ATTACHMENTS**

- 1) East Bay Regional Park District Salary Schedule for AFSCME Local 2428 classifications and certain unrepresented Management and Confidential classifications Effective October 19, 2024.
- 2) Resolutions 2024-03-063, 2024-03-064, and 2024-03-065



**EAST BAY REGIONAL PARK DISTRICT  
RESOLUTION NO. 2024 – 10 -  
OCTOBER 1, 2024**

**AUTHORIZATION TO APPROVE AND ADOPT AN AMENDMENT TO THE EAST BAY REGIONAL PARK DISTRICT SALARY SCHEDULE TO IMPLEMENT APPROVED WAGE ADJUSTMENTS FOR AFSCME LOCAL 2428 AND CERTAIN UNREPRESENTED MANAGEMENT AND CONFIDENTIAL STAFF.**

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

**WHEREAS**, on March 19, 2024, the Board of Directors adopted the Successor Memorandum of Understanding (MOU) between the Park District and the American Federation of State, County and Municipal Employees Local 2428 which authorized certain wage adjustments through April 1, 2026; and

**WHEREAS**, through Resolution 2024--03-064, the Board of Directors authorized a two percent wage increase effective the pay period that includes November 1, 2024 to AFSCME Local 2428 classifications as set forth in Attachment I.; and

**WHEREAS**, through Resolution 2024--03-063, the Board of Directors authorized a two percent wage increase effective the pay period that includes November 1, 2024 to the General Manager as set forth in Attachment I.; and

**WHEREAS**, through Resolution 2024--03-065, the Board of Directors authorized a two percent wage increase effective the pay period that includes November 1, 2024 to certain unrepresented Management and Confidential classifications as set forth in Attachment I.; and

**NOW, THEREFORE BE IT RESOLVED**, that the Board of Directors of the East Bay Regional Park District hereby authorizes the adoption of the salary schedule effective October 19, 2024, which provides a two percent (2%) wage increase to AFSCME Local 2428 classifications, the General Manager, and certain unrepresented Management and Confidential classifications as presented to the Board on October 1, 2024; and

**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 \_\_\_\_\_, and seconded by Director \_\_\_\_\_, and adopted October 1, 2024, by the following vote:

FOR:

AGAINST:

ABSTAIN:

ABSENT: