

**EAST BAY REGIONAL PARK DISTRICT  
RESOLUTION NO. 2024 – 03 - 064  
MARCH 19, 2024**

**AUTHORIZATION TO APPROVE A SUCCESSOR MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE EAST BAY REGIONAL PARK DISTRICT AND AFSCME LOCAL 2428 EFFECTIVE APRIL 1, 2024 THROUGH MARCH 31, 2027 AND ADOPT AN AMENDMENT TO THE SALARY SCHEDULE CONSISTENT WITH THE MOU**

**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 Park District and AFSCME Local 2428 (the Parties) engaged in good faith negotiations on a successor Memorandum of Understanding (MOU) since early January 2024; and

**WHEREAS**, the Park District and AFSCME Local 2428 reached a comprehensive Tentative Agreement on the terms and conditions of a successor MOU that will expire on March 31, 2024; and

**WHEREAS**, the comprehensive Tentative Agreement incorporates by reference all of the tentative agreements between the Parties for a successor MOU effective April 1, 2024 through March 31, 2027; and

**WHEREAS**, the membership of AFSCME Local 2428 ratified the terms and conditions of the comprehensive Tentative Agreement for a successor MOU on March 6, 2024; and

**WHEREAS**, the General Manager recommends the Board of Directors approve the MOU and authorize appropriations of the corresponding funds and adjustments to the wages and benefits of AFSCME Local 2428 employees consistent with the Tentative Agreement and the MOU effective through March 31, 2027; and

**WHEREAS**, the salary ranges set forth in the Salary Schedule (Attachment 2) shall reflect salary increases for AFSCME employees effective the first full pay period in April 2024 as set forth in the Tentative Agreement (Attachment 1);

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Directors of the East Bay Regional Park District hereby approves the comprehensive Tentative Agreement between the Park District and AFSCME Local 2438 as set forth in Attachment 1 and authorizes the adoption of the Salary Schedule effective the first full pay period in April 2024 (Attachment 2);

**BE IT FURTHER RESOLVED**, that the Board of Directors directs the General Manager that the tentative agreements reflected in Attachment be implemented and the wages of AFSCME Local 2428 employees be increased as follows:

- Effective the first full pay period in April 2024 – 3.0%
- Effective the pay period that includes November 1, 2024 – 2.0%
- Effective the pay period that includes April 1, 2025 – 3.0%
- Effective the pay period that includes November 1, 2025 – 1.0%
- Effective the pay period that includes April 1, 2026 – 3.0%

Moved by Director Rosario, and seconded by Director Corbett, and adopted March 19, 2024, by the following vote:

- FOR: Colin Coffey, Elizabeth Echols, John Mercurio, Dee Rosario, Olivia Sanwong, Dennis Waespi, Ellen Corbett
- AGAINST: None
- ABSENT: John Mercurio
- ABSTAIN: None

  
Elizabeth Echols  
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. 2024-03-064 adopted by the Board of Directors at a regular meeting held on March 19, 2024.  
