



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

DATE October 1, 2024

TITLE Authorization to Approve and Adopt an Amendment to the East Bay Regional Park District Salary Schedule to Implement Approved Wage Adjustments for Police Association Classifications and Certain Public Safety Unrepresented Classifications.

DIVISION Human Resources

FROM Monica Alvarez-Selles, Benefits Manager
Allyson Cook, Assistant General Manager of Human Resources

APPROVED Sabrina Landreth, General Manager 

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 first full pay period of October 2024, which designates all classifications and the corresponding salary ranges for Park District classifications. This amendment to the Salary Schedule includes the approved wage adjustments for the Police Association classifications per their applicable Memoranda of Understanding (MOU), and certain unrepresented Public Safety classifications that include the 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. These wage increases were previously approved through Resolution 2022-12-316 for Police Association classifications and for certain unrepresented classifications in the Public Safety Division through Resolution 2023-07-157.

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 December 20, 2022, and July 18, 2023, the following salary adjustments will be made to the Salary Schedule:

- 1) Effective the first full pay period of October 2024, all sworn and non-sworn classifications in the Police Association bargaining group will receive a three (3%) percent wage increase.

- 2) Effective the first full pay period of October 2024, certain unrepresented management classifications in the Public Safety Division will receive a three (3%) percent wage increase. This includes the following classifications:
 - a) Assistant General Manager of Public Safety/Chief of Police
 - b) Police Captain
 - c) Police Lieutenant
 - d) Fire Chief
 - e) Assistant Fire Chief
 - f) Aquatic Manager
 - g) Communications, Records, and Property Manager

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

As set forth more thoroughly above, 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 the Police Association (Resolution 2022-12-316) and certain unrepresented Public Safety classifications (Resolution 2023-07-157) and ensures accurate, current Salary Schedules.

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 Resolution 2022-12-316 and Resolution 2023-07-157. No additional appropriations are necessary and are within the 2024 adopted budget.

ATTACHMENTS

- 1) East Bay Regional Park District Salary Schedule for Police Association classifications and certain unrepresented Public Safety Classifications Effective October 5, 2024.
- 2) Resolution 2022-12-316 and 2023-07-157



**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 POLICE ASSOCIATION CLASSIFICATIONS AND CERTAIN PUBLIC SAFETY UNREPRESENTED CLASSIFICATIONS.

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 December 22, 2022, the Board of Directors adopted the Successor Memorandum of Understanding (MOU) between the Park District and the Police Association which authorized certain wage adjustments through March 31, 2026; and

WHEREAS, through Resolution 2022-12-316, the Board of Directors authorized a three percent wage increase effective the first full pay period in October 2024 to Police Association classifications; and

WHEREAS, through Resolution 2023-07-157, the Board of Directors authorized a three percent wage increase effective the first full pay period in October 2024 to certain unrepresented Public Safety classifications, including the 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; 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 5, 2024 which provides a three percent (3%) wage increase to the Police Association classifications and certain unrepresented Public Safety classifications, including the 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 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: