




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

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<b>DATE</b>	March 19, 2024
<b>TITLE</b>	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
<b>DIVISION</b>	Human Resources
<b>FROM</b>	Allyson Cook, AGM Human Resources Sabrina Landreth, General Manager
<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 a Tentative Agreement between the East Bay Regional Park District and the American Federation of State, County and Municipal Employees Local 2428 (AFSCME) on a Memorandum of Understanding (MOU) effective April 1, 2024 through March 31, 2027 with wage increases and other terms and conditions of employment as set forth in this Report.

**BACKGROUND**

The Park District and AFSCME, collectively referred to herein as “the Parties,” entered into a MOU that is set to expire on March 31, 2024. Starting in January 2024, the Parties engaged in good faith meet and confer over a successor MOU. Following these negotiations and in February 2024, the Parties reached a comprehensive Tentative Agreement on the terms of a new agreement that is effective April 1, 2024 through March 31, 2027. (See Tentative Agreement attached as Attachment I.)

**ANALYSIS**

In early 2024, the Parties agreed to engage in expedited bargaining to reach agreement on a successor MOU prior to the expiration of the current contract. On February 8, 2024, the Parties reached a conceptual agreement and thereafter met to negotiate and finalize a comprehensive Tentative Agreement on a successor MOU. (Attachment I.) The Tentative Agreement was ratified by AFSCME membership on March 6, 2024. The Tentative Agreement reflects in depth discussion, negotiation, and compromise and represents a fair and reasonable contract that will appropriately compensate Park District AFSCME employees while remaining mindful of the Park District’s current and future fiscal health and its vital mission to preserve and provide open lands to the public.

The key elements of the comprehensive Tentative Agreement include:

Wage Increases: The wages of AFSCME represented employees shall increase 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%

Hiring Above Step A: The General Manager may authorize hiring new employees at Step A through Step C.

Vacation Accrual (Article 26): Effective the first full pay period in April 2024, vacation accrual for Tier 1 will change from years 1-5 to 1-4 years with the Park District and Tier 2 will change from years 6-10 to 5-10. There is no change on the later tiers. Additionally, the Parties agreed to remove the six-month prohibition on taking vacation.

Holidays (Article 27.1): The Christmas Eve holiday will increase from a half day to a full day for AFSCME employees.

Release Time (Article 4): The Parties agreed to put in place a process for requesting, in advance, Union release time that utilizes the Human Resources Division. There are exceptions for exigent circumstances. Release time will not be unreasonably withheld and AFSCME employees will code their release time on their timecards.

Meet and Confer (Articles 5.4 and 5.5): The Parties clarified the Park District's obligation to notice new and revised job specifications that require Board action. Effective April 1, 2024, the Park District shall notify the Union prior to Board action to: 1) adopt new job classifications below the MG04 salary range (Chief or equivalent); 2) modify job classifications within AFSCME's bargaining unit; and/or 3) modify job classifications outside the bargaining unit (but below MG04) if (a) the modification includes a change or changes to job functions or characteristics or (b) the job classification is for the first level supervisor outside the AFSCME bargaining unit. The tentative agreement also extends timelines for filing position statements when there are disputes over whether a new classification is within the AFSCME bargaining unit or the salary range.

Grievance Procedure (Article 11.3): The definition of grievance has been modified to read, "A grievance is any problem or dispute, real or perceived, between the parties, the District and an employee or employees or between or among employees." The timelines by which to file and respond to grievances at Step 1 through Step 4 are also extended.

## **FISCAL IMPACT**

The incremental increased costs to implement this MOU through its entire term (April 1, 2024 – March 31, 2027) are as follows:

Calendar Year	2024	2025	2026	2027	Total
AFSCME	\$ 2,251,500	\$ 4,350,300	\$ 3,601,900	\$ 711,600	\$ 10,915,300

The compounded cost of the contract is \$21,785,800.

Funding for these salary increases is not expected to require budget adjustments in 2024.

## **ATTACHMENTS**

- 1) Tentative Agreement Between East Bay Regional Park District and AFSCME
- 2) East Bay Regional Park District Salary Schedule Effective the First Full Pay Period in April 2024



**EAST BAY REGIONAL PARK DISTRICT  
RESOLUTION NO. 2024 – 03 -  
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 \_\_\_\_\_, and seconded by Director \_\_\_\_\_, and  
adopted March 19, 2024, by the following vote:

FOR:

AGAINST:

ABSTAIN:

ABSENT: