

EAST BAY REGIONAL PARK DISTRICT

RESOLUTION NO.: 2015 - 09 - 268

September 15, 2015

AUTHORIZATION TO IMPLEMENT WAGE AND BENEFIT CHANGES FOR PUBLIC
SAFETY MANAGERS INCLUDING AN INCREASE IN EMPLOYEE-PAID PENSION
CONTRIBUTION AND OTHER BENEFIT AND SALARY ADJUSTMENTS

WHEREAS, the District's Board of Directors establishes the wage and benefit structure for Public Safety Management employees; and

WHEREAS, the District has an overlap and salary compression between public safety management and rank and file employees and a wage adjustment is necessary to remain competitive; and

WHEREAS, the Public Employees' Pension Reform Act (PEPRA), requires that all employees pay the full PERS employee-share by 2018; and

WHEREAS, the General Manager has reviewed and recommends the proposed changes.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the East Bay Regional Park District hereby authorizes and directs the General Manager to:

- I. Effective the pay period that includes October 1, 2015
 - A. Move all seven Public Safety Management classifications (Appendix A) up one salary range.
 - B. Sworn Public Safety Management staff who possess the appropriate certificates beyond the minimum POST qualifications required in their class will qualify for:
 - a. An incentive allowance of five percent (5%) for possession of a Management and/or Executive POST Certificate and possession of a Bachelor's Degree; or
 - b. An incentive allowance of seven and one-half percent (7.5%) for possession of a Management and/or Executive POST Certificate and possession of a Master's Degree.
 - C. Non-Sworn Public Safety Management staff who possess appropriate certificates beyond the minimum POST qualifications required in their class will qualify for:
 - a. An incentive allowance of one percent (1%) for possession of a Dispatcher Advanced Certificate and a Bachelor's Degree; or
 - b. An incentive allowance of two and one-half percent (2.5%) for possession of a Records Supervisor Certificate and a Bachelor's Degree.
 - D. All sworn managers will pay six percent (6%) of the employee-share of PERS.
2. Effective the first pay period including October 1, 2016, all sworn managers will pay nine percent (9%) of the employee-share of PERS.

3. Effective the first pay period including October 1, 2017, all sworn managers will pay twelve percent (12%) of the employee-share of PERS.
4. Non-Sworn Public Safety Managers will continue to pay the same employee-share of PERS as non-safety managers.

BE IT FURTHER RESOLVED, that the General Manager is hereby authorized and directed, on behalf of the 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.

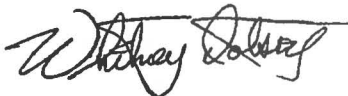
Moved by Director Lane, seconded by Director Sutter, and adopted this 15th day of September, 2015 by the following vote:

FOR: Diane Burgis, Beverly Lane, Doug Siden, John Sutter, Ayn Wieskamp.

AGAINST: None.

ABSTAIN: None.

ABSENT: Whitney Dotson, 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. 2015-09-268 adopted by the Board of Directors at a regular meeting held on Sept. 15, 2015.

