

**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.





**EAST BAY REGIONAL PARK DISTRICT
RESOLUTION NO. 2024 – 03 - 065
MARCH 19, 2024**

**AUTHORIZATION TO IMPLEMENT WAGE INCREASES FOR CERTAIN
UNREPRESENTED EMPLOYEES, ADOPT AN AMENDMENT TO THE SALARY
SCHEDULE CONSISTENT WITH THE APPROVED WAGE INCREASES, APPROVE
AN ADDITIONAL HALF DAY HOLIDAY (CHRISTMAS EVE), AND INCREASE
VACATION LEAVE ACCRUAL FOR CERTAIN UNREPRESENTED EMPLOYEES**

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 (AFSCME) engaged in good faith negotiations on a successor Memorandum of Understanding (MOU) since early January 2024 wherein it reached a tentative agreement with AFSCME which was ratified on March 6, 2024; and

WHEREAS, the AFSCME tentative agreement includes, among other terms, wage increases over a three-year period, an additional half day paid holiday, and an increase to vacation leave accrual for employees with four years of service to the Park District; and

WHEREAS, the General Manager recommends the Board of Directors authorize similar wage adjustments for certain unrepresented employees (Attachment I) for the same period covered by the three year April 1, 2024 – March 31, 2027 MOU between the Park District and AFSCME for purposes of consistency and to minimize compensation compaction; and

WHEREAS, the salary ranges set forth in the Salary Schedule (Attachment I) shall reflect salary increases for certain unrepresented employees effective the first full pay period in April 2024; and

WHEREAS, the General Manager also seeks authorization to revise the Personnel Administrative Manual, Section 9 to include Christmas Eve as a full day paid holiday for certain unrepresented Management and Confidential Park District employees identified in Attachment I; and

WHEREAS, the General Manager recommends the Board of Directors authorize and revise the Personnel Administrative Manual, Section 10 to modify the vacation leave accrual for certain unrepresented employees in Attachment I as follows: Tier 1 will apply to Park District employees with 1-4 years of service and Tier 2 will apply to employees with 5-10 years of service to the Park District.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Park District hereby authorizes and directs that the wages of certain unrepresented Management and Confidential employees be modified as follows as well adopting the Salary Schedule (Attachment I) effective the first full pay period in April 2024:

- 3.0% effective the first full pay period in April 2024
- 2.0% effective the pay period that includes November 1, 2024

- 3.0% effective the pay period that includes April 1, 2025
- 1.0% effective the pay period that includes November 1, 2025
- 3.0% for pay period that includes April 1, 2026

BE IT FURTHER RESOLVED, that commencing December 24, 2024, and each year thereafter, Christmas Eve shall become a recognized full day paid holiday for certain unrepresented Park District employees as memorialized in Section 9 of the Personnel Administrative Manual;

BE IT FURTHER RESOLVED, that commencing the first full pay period in April 2024, Section 10 of the Personnel Administrative Manual shall be modified so that Park District employees in Attachment I with 1-4 years of service with the Park District will accrue one day of paid vacation per month and Park District employees with 5-10 years of service with the Park District shall accrue one and one quarter days per month;

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.

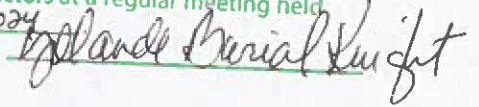
Moved by Director Sanwong, and seconded by Director Waespi, and adopted March 19, 2024, by the following vote:

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. 2024-03-065 adopted by the Board of Directors at a regular meeting held on March 19, 2024





**EAST BAY REGIONAL PARK DISTRICT
RESOLUTION NO. 2024 – 03 - 063
MARCH 19, 2024**

**AUTHORIZATION TO APPROVE AN EMPLOYMENT AGREEMENT FOR A TERM
OF FIVE YEARS FOR GENERAL MANAGER SABRINA LANDRETH AND ADOPT A
SALARY SCHEDULE FOR THE GENERAL MANAGER CLASSIFICATION**

WHEREAS, the East Bay Regional Park District (Park District) Board of Directors appoints the General Manager and establishes wages and benefits for employees of the Park District; and

WHEREAS, the initial employment contract of Sabrina Landreth who serves as the current General Manager was for a term of three years; and

WHEREAS, Sabrina Landreth desires to continue to serve as General Manager of the Park District; and

WHEREAS, the Board of Directors desires to continue to employ Sabrina Landreth as General Manager of the Park District and to establish the terms and conditions for such employment, including salary, by approving the Employment Agreement (Attachment 1); and

WHEREAS, the salary range set forth in the Salary Schedule (Attachment 2) shall reflect salary increases for Sabrina Landreth effective the pay period that includes March 15, 2024; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Park District hereby appoints Sabrina Landreth to the position of General Manager to serve at the direction and pleasure of the Board of Directors effective March 15, 2024 through March 14, 2029; and

BE IT FURTHER RESOLVED, that the Employment Agreement between the Park District and Sabrina Landreth attached hereto as Attachment 1 is hereby approved; and

BE IT FURTHER RESOLVED, the Board of Directors hereby authorizes the President of the Board to execute the Employment Agreement (Attachment 1) on behalf of the Park District; and

BE IT FURTHER RESOLVED, the Board of Directors hereby adopts the Salary Schedule for the General Manager classification effective the pay period that includes March 15, 2024 (Attachment 2).

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

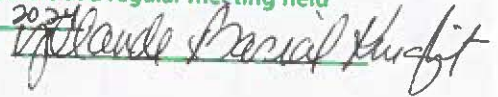
FOR: Colin Coffey, Elizabeth Echols, John Mercurio, Dee Rosario,
Olivia Sanwong, Dennis Waespi, Ellen Corbett
AGAINST: None
ABSENT: John Mercurio
ABSTAIN: None



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. 2024-03-063 adopted by the Board of Directors at a regular meeting held on March 19, 2024.



EAST BAY REGIONAL PARK DISTRICT
RESOLUTION NO. 2024 – 12 – 287
DECEMBER 17, 2024

**AUTHORIZATION TO APPROVE AN EMPLOYMENT AGREEMENT FOR A TERM
OF THREE YEARS FOR GENERAL COUNSEL LYNNE BOURGALT AND ADOPT
A SALARY SCHEDULE FOR THE GENERAL COUNSEL CLASSIFICATION**

WHEREAS, the East Bay Regional Park District (Park District) Board of Directors appoints the General Counsel and establishes wages and benefits for employees of the Park District; and

WHEREAS, the initial employment contract of Lynne Bourgault who serves as the current General Counsel was for a term of three years; and

WHEREAS, Lynne Bourgault desires to continue to serve as General Counsel of the Park District; and

WHEREAS, the Board of Directors desires to continue to employ Lynne Bourgault as General Counsel of the Park District and to establish the terms and conditions for such employment, including salary, by approving the Employment Agreement (Attachment 1); and

WHEREAS, the salary range set forth in the Salary Schedule (Attachment 2) shall reflect salary increases for Lynne Bourgault as follows: 3% effective the first full pay period in March 2024, 2% effective the pay period that includes November 1, 2024, and 5% effective the pay period that includes January 26, 2025; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Park District hereby appoints Lynne Bourgault as General Counsel to serve at the direction and pleasure of the Board of Directors through January 26, 2028; and

BE IT FURTHER RESOLVED, that the Employment Agreement between the Park District and Lynne Bourgault attached hereto as Attachment 1 is hereby approved; and

BE IT FURTHER RESOLVED, the Board of Directors hereby authorizes the Board President to execute the Employment Agreement (Attachment 1) on behalf of the Park District; and

BE IT FURTHER RESOLVED, the Board of Directors hereby adopts the Salary Schedule for the General Counsel classification (Attachment 2).

Moved by **Director Rosario**, seconded by **Director Waespi** and adopted December 17, 2024 by the following vote:

CERTIFICATION

FOR: Elizabeth Echols, Dennis Waespi, Dee Rosario, Yolande Barial Knight, Clerk of the Board of Directors
Olivia Sanwong, John Mercurio, Colin Coffey

AGAINST: None
ABSTAIN: None
ABSENT: None

Elizabeth Echols

Elizabeth Echols
Board President

copy of Resolution No 2024-12-287 adopted
by the Board of Directors at a regular meeting held
on **DECEMBER 17, 2024** and foregoing is a full, true and correct

Yolande Barial Knight