

EAST BAY REGIONAL PARK DISTRICT

RESOLUTION NO.: 2022 – 12 - 316

December 20, 2022

APPROVAL OF A SUCCESSOR MEMORANDUM OF UNDERSTANDING (MOU)  
BETWEEN THE PARK DISTRICT AND THE POLICE ASSOCIATION EFFECTIVE UPON  
BOARD OF DIRECTORS' APPROVAL THROUGH MARCH 31, 2026 AND AUTHORIZE  
APPROPRIATIONS CONSISTENT WITH THE MOU

WHEREAS, the East Bay Regional Park District Board of Directors approves the wages and benefits for employees of the Park District; and

WHEREAS, the Park District and the Police Association (PA) engaged in good faith negotiations on a successor Memorandum of Understanding (MOU) since August 2022; and

WHEREAS, the Park District and the PA reached a comprehensive Tentative Agreement on the terms and conditions of a successor MOU that expired on September 30, 2022; and

WHEREAS, the comprehensive Tentative Agreement incorporates by reference all of the tentative agreements between the Parties; and

WHEREAS, the membership of the PA ratified the terms and conditions of the comprehensive Tentative Agreement for a successor MOU effective through March 31, 2026; and

WHEREAS, the General Manager recommends the Board of Directors approve the MOU and authorize appropriation of the corresponding funds and adjustments to the wages and benefits of PA employees consistent with the Tentative Agreement and the MOU effective through March 31, 2026;

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 the PA as set forth in Attachment I;

BE IT FURTHER RESOLVED, the Board directs the General Manager that the tentative agreements reflected in Attachment I be implemented and the wages of PA employees employed by the Park District as of the date of Board approval of the MOU be increased as follows:

- Effective the first full pay period of October 2022 – 3.0%;
- Effective the first full pay period of October 2023 – 3.0%;
- Effective the first full pay period of February 2024 – 1.0%;
- Effective the first full pay period of October 2024 – 3.0%;
- Effective the first full pay period of February 2025 – 1.0%;
- Effective the first full pay period of February 2023, implement a modified salary step structure for certain PA represented positions as set forth in Attachment II; and
- Effective the first full pay period of February 2023, Step G for (i) Police Officer shall be increased by one and one-half percent (1.5%) such that Step G shall be a total of

approximately 4.0% above Step F and (ii) Police Sergeant shall be increased by one percent (1.0%) such that Step G shall be a total of approximately 3.5% above Step F.

BE IT FURTHER RESOLVED, that the Assistant General Manager of Finance and Management Services/CFO is hereby directed to reduce Unassigned fund balance by the amount necessary, up to a maximum of \$0.1 million, to fund the 2022 cost of this action, to appropriate the funds and amend the Park District's Budget as needed, and to report back to the Board the actual amount as determined to be necessary to fund the increased wage and benefit expenses; 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 Lane, seconded by Director Waespi, and adopted this 20<sup>th</sup> day of December, 2022 by the following vote:

FOR: Colin Coffey, Ellen Corbett, Elizabeth Echols, Beverly Lane, Dee Rosario, Dennis Waespi, Ayn Wieskamp.

AGAINST: None.

ABSTAIN: None.

ABSENT: None.

  
Colin Coffey  
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. 2022-12-316 adopted by the Board of Directors at a regular meeting held on December 20, 2022

