



**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

