



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

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<b>DATE</b>	March 5, 2024
<b>TITLE</b>	Approve and Adopt an Amendment to the East Bay Regional Park District Salary Schedule to Implement Approved Wage Adjustments for Police Association Classifications and for Salary Adjustments for Certain Public Safety Unrepresented Classifications
<b>DIVISION</b>	Human Resources
<b>FROM</b>	Monica Alvarez-Selles, Benefits Manager Allyson Cook, AGM Human Resources
<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 and adopt an amendment to the Park District's Salary Schedule (Attachment I), which designates all classifications and the corresponding salary ranges for Park District classifications, effective the first full pay period of February 2024. This amendment to the Salary Schedule includes the approved wage adjustments for the Police Association classifications per the applicable Memorandum of Understanding (MOU), and certain Public Safety classifications that include the Assistant General Manager of Public Safety/Chief of Police, Police Captain, Police Lieutenant, Fire Chief, Assistant Fire Chief, Aquatic Manager, and Communications, Records & Property Manager. These wage increases were previously approved through Resolution 2022-12-316 for Police Association classifications and for certain unrepresented classifications in the Public Safety Division through Resolution 2023-07-157.

**BACKGROUND**

California Code of Regulations section 570.5(a) mandates that all public agencies that contract with CalPERS approve and adopt publicly available pay schedules that contain, in part, every position in the organization with a corresponding pay rate. CalPERS requires this publicly available information as a critical component to verifying all members' pay rates when calculating retirement benefits. It also supports transparency in the public sector. Failure to comply with the regulations may result in CalPERS determining, in its sole discretion, an amount that will be considered as the pay rate for a retiree and/or a retirement benefit being delayed.

As such, and pursuant to previous Board of Directors actions on December 20, 2022, and July 18, 2023, the following salary adjustments will be made:

- 1) Effective the first full pay period of February 2024, all sworn and non-sworn classifications in the Police Association bargaining group will receive a one percent wage increase.
- 2) Effective the first full pay period of February 2024, certain unrepresented management classifications in the Public Safety Division will receive a one percent wage increase. This includes the following classifications:

- a) Assistant General Manager of Public Safety/Chief of Police
- b) Police Captain
- c) Police Lieutenant
- d) Fire Chief
- e) Assistant Fire Chief
- f) Aquatic Manager
- g) Communications, Records, and Property Manager

It is the express intent of the Report and the corresponding Board of Director approval of the attached Salary Schedule (Attachment I) to ensure compliance with state law and CalPERS regulations.

### **ANALYSIS**

As set forth more thoroughly above, California Code of Regulations section 570.5(a) requires the Park District to post an up-to-date Salary Schedule to assist in the calculation of pensions and ensure transparency. Pay rates, which form, in part, the basis of pension calculations, shall be limited to the amount listed on a pay schedule that is duly approved and adopted by the Park District's governing body in accordance with requirements of applicable public meeting law. Failure to authorize and adopt a revised Salary Schedule can cause an inaccurate calculation of retirement benefits that may result in underpayment or overpayment for employees, retirees, and the Park District. Consequently, there are no alternatives to this item as CalPERS regulations require the public posting of public agencies' salary tables/schedules.

### **FISCAL IMPACT**

There is no additional cost in approving and adopting the amendments to the Park District Salary Schedule as this action is a formality to conform to CalPERS requirements (CalPERS Circular Letter 200-003-20). The proposed amendments in the Salary Schedule were previously authorized through Resolution 2022-12-316 and Resolution 2023-07-157.

### **ATTACHMENTS**

- 1) East Bay Regional Park District Salary Schedule Effective 02/10/2024.



**EAST BAY REGIONAL PARK DISTRICT  
RESOLUTION NO. 2024 – 03 -  
MARCH 5, 2024**

**APPROVE AND ADOPT AN AMENDMENT TO THE EAST BAY REGIONAL PARK DISTRICT SALARY SCHEDULE TO IMPLEMENT APPROVED WAGE ADJUSTMENTS FOR POLICE ASSOCIATION CLASSIFICATIONS AND SALARY ADJUSTMENTS FOR CERTAIN PUBLIC SAFETY UNREPRESENTED CLASSIFICATIONS**

**WHEREAS**, the East Bay Regional Park District (“Park District”) Board of Directors establishes wages and benefits for employees of the Park District; and

**WHEREAS**, on December 22, 2022, the Board of Directors adopted the Successor Memorandum of Understanding (MOU) between the Park District and the Police Association which authorized wage adjustments through March 31, 2026.

**WHEREAS**, on July 18, 2023, the Board of Directors authorized wage increases for certain unrepresented employees in the Public Safety Division.

**NOW, THEREFORE BE IT RESOLVED**, that the Board of Directors of the East Bay Regional Park District hereby authorizes the adoption of the salary schedule effective February 10, 2024, as presented to the Board on March 5, 2024; 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 \_\_\_\_\_, and seconded by Director \_\_\_\_\_, and adopted March 5, 2024, by the following vote:

FOR:

AGAINST:

ABSTAIN:

ABSENT: