




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

DATE	March 18, 2025
TITLE	Authorization to Approve and Adopt an Amendment to the East Bay Regional Park District Salary Schedule to Implement Approved Wage Adjustments for AFSCME Local 2428 Classifications and Certain Unrepresented Management and Confidential Classifications.
DIVISION	Human Resources
FROM	Monica Alvarez-Selles, Benefits Manager Allyson Cook, Deputy General Manager
APPROVED	Sabrina Landreth, General Manager 

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) effective the pay period that includes April 1, 2025. This amendment to the Salary Schedule includes the Board of Director approved wage adjustments of three percent (3%) for the American Federation of State, County and Municipal Employees Local 2428 (AFSCME Local 2428) classifications per their applicable Memoranda of Understanding (MOU) and Resolution 2024--03-064 and certain unrepresented Management and Confidential employee classifications as set forth in Attachment I in the amount of three percent (3%) through Resolutions 2024--03-063, 2024-03-065 and 2024-12-287.

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 believes that this publicly available information is a critical component to verifying all members' pay rates when calculating retirement benefits and supports transparency in the public sector. Failure to comply with the regulations may result in a 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 Director action on March 19, 2024, and December 17, 2024, the following salary adjustments will be made to the Salary Schedule:

1. Effective the pay period that includes April 1, 2025, all AFSCME Local 2428 classifications set forth in Attachment I will receive a three (3%) percent wage increase (Attachment 2, Resolution 2024--03-064).
2. Effective the pay period that includes April 1, 2025, certain unrepresented Management and Confidential classifications set forth in Attachment I will receive a three (3%) percent wage increase (Resolution 2024-03-065).

3. Effective the pay period that includes April 1, 2025, the General Manager will receive a three (3%) percent wage increase (Attachment 2, Resolution 2024-03-063).
4. Effective the pay period that includes April 1, 2025, the General Counsel will receive a three (3%) percent wage increase (Attachment 2, Resolution 2024-12-287).

It is the express intent of the Report and the corresponding Board of Director authorization of the attached Salary Schedule (Attachment 1) to ensure compliance with 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. This requested action simply confirms wage increases already authorized to AFSCME Local 2428 classifications (Resolution 2024--03-064), certain unrepresented Management and Confidential classifications (Resolution 2024-03-065), the General Manager (Resolution 2024-03-063), and the General Counsel (Resolution 2024-12-278).

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 the California Public Employees' Retirement System requirements (CalPERS Circular Letter 200-003-20). The proposed amendments in the Salary Schedule have already been authorized through Resolutions 2024-03-064, 2024-03-065, 2024-03-063, and 2024-12-287. No additional appropriations are necessary and are within the 2025 adopted budget.

ATTACHMENTS

1. East Bay Regional Park District Salary Schedule for AFSCME Local 2428 classifications and certain unrepresented Management and Confidential classifications Effective March 22, 2025.
2. Resolutions 2024-03-063, 2024-03-064, 2024-03-065, and 2024-12-287.



**EAST BAY REGIONAL PARK DISTRICT
RESOLUTION NO. 2025 – 03 -
MARCH 18, 2025**

**AUTHORIZATION TO APPROVE AND ADOPT AN AMENDMENT TO THE EAST
BAY REGIONAL PARK DISTRICT SALARY SCHEDULE TO IMPLEMENT
APPROVED WAGE ADJUSTMENTS FOR AFSCME LOCAL 2428
CLASSIFICATIONS AND CERTAIN UNREPRESENTED MANAGEMENT AND
CONFIDENTIAL 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 March 19, 2024, the Board of Directors adopted the Successor Memorandum of Understanding (MOU) between the Park District and the American Federation of State, County and Municipal Employees Local 2428 which authorized certain wage adjustments through April 1, 2026.; and

WHEREAS, through Resolution 2024--03-064, the Board of Directors authorized a three percent wage increase effective the pay period that includes April 1, 2025 to AFSCME Local 2428 classifications as set forth in Attachment I.; and

WHEREAS, through Resolution 2024--03-063, the Board of Directors authorized a three percent wage increase effective the pay period that includes April 1, 2025 to the General Manager.

WHEREAS, through Resolution 2024--12-287, the Board of Directors authorized a three percent wage increase effective the pay period that includes April 1, 2025 to the General Counsel.

WHEREAS, through Resolution 2024--03-065, the Board of Directors authorized a three percent wage increase effective the pay period that includes April 1, 2025 to certain unrepresented Management and Confidential classifications as set forth in Attachment I.

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 the pay period that includes April 1, 2025, which provides a three percent (3%) wage increase to AFSCME Local 2428 classifications, the General Manager, General Counsel, and certain unrepresented Management and Confidential classifications; 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 18, 2025, by the following vote:

FOR:

AGAINST:

ABSTAIN:

ABSENT: