

EAST BAY REGIONAL PARK DISTRICT

REQUEST FOR PROPOSAL

FOR CLASSIFICATION AND COMPENSATION ASSESSMENT AND FACILITATION OF COMPENSATION RESTRUCTURE

August 15, 2017

The East Bay Regional Park District (Park District or District) is soliciting proposals from qualified professional firms (Consultant) to conduct a classification and compensation assessment for current Park District classifications of represented employees by AFSCME Local 2428 and unrepresented employees (managers and confidentials); develop a compensation plan; and facilitate an ad-hoc committee with participation from an organized labor group. The Park District currently has approximately 411 active classifications and uses twelve (12) survey agencies including cities and special districts for compensation benchmarking. The compensation and classification assessment for represented AFSCME Local 2428 positions is scheduled to begin in 2017 and must be completed within eighteen (18) months.

I. ABOUT THE EAST BAY REGIONAL DISTRICT

The East Bay Regional Park District is an independent special district created by the voters and incorporated in 1934 to operate under Sections 5500 et seq. of the California Public Resources Code. The Park District is a system of beautiful public parklands and trails in Alameda and Contra Costa counties on the eastern side of the San Francisco Bay and is the largest regional park district in the nation, currently stewarding more than 120,000 acres of land with over 25 million annual visitors.

Typical activities enjoyed by the public at the Park District include hiking, cycling, boating, horseback riding, picnicking, jogging, camping, and nature study. The Park District is governed by an elected seven-member Board of Directors, and its annual operating budget for 2017 is approximately \$200 million. The Park District has approximately 802 permanent full-time employees, and 250 temporary/seasonal employees with the core mission of:

Preservation of a rich heritage of natural and cultural resources and to provide open space, parks, trails, safe and healthful recreation and environmental education. An environmental ethic guides the District in all of its activities.

For more information about the Park District, visit www.ebparcs.org.

II. BACKGROUND

The Park District has both represented and non-represented employees. Over 600 employees are currently represented under a Memorandum of Agreement with AFSCME Local 2428 dated April 1, 2017 through March 31, 2021 (MOU). The organization chart of the Park District is attached as Exhibit A, classification and compensation schedule as Exhibit B, and job descriptions available

online at www.ebparks.org.

Annually, the Park District conducts reviews of certain classifications based on individual requests, as well as a benchmarking compensation survey of a cross-section of AFSCME represented classifications consisting of seventeen (17) positions is conducted as part of the collective bargaining process every three to four years; the last comprehensive classification and compensation study was conducted in 2013 and a benchmarking study was conducted in 2017. The last compensation benchmarking study was conducted in 2017 for confidential positions and a cross-section of managerial positions.

III. CURRENT ISSUES AND AREAS OF INTEREST

1. Uncertainty that the current public sector benchmark survey agencies are the most appropriate comparables for the Park District.
2. Need for evaluation of internal salary relationships within divisions and across the agency and between represented employees and managers/unrepresented employees.
3. Need for review of current compensation system/plan that is fair based on internal evaluation and external determinant (i.e. wage and salary survey results).
4. Positions may have evolved and employees may be working out of their classifications.
5. Lack of validation process for position reclassification.
6. Need for user friendly system for merit based performance.

IV. PROJECT DESCRIPTION

The project is comprised of three (3) primary components—classification and compensation assessment; development of compensation structure; and management and facilitation of an ad-hoc committee with organized labor. The project will be coordinated out of the General Manager’s Office led by the Deputy General Manager, who will provide recommendations to the General Manager for final approval. The Consultant will be required to develop a Project Implementation Plan with specific milestones and timelines to achieve desired project outcomes.

A. Compensation & Classification Assessment

The Park District is commissioning the development of two (2) public documents in the form of a compensation and classification assessment for represented employees by AFSCME Local 2428 and a separate assessment for its managers and confidential positions. The Consultant will be expected to deliver on the following outcomes:

1. Review and analyze the current duties, responsibilities, and classification job descriptions including interviewing managers, supervisors, and other staff as needed to make defensible recommendations.
2. Recommendation on changes to job titles and classification job descriptions consistent with current duties and responsibilities of the position ensuring compliance with all local, state, and federal laws.
3. Evaluation and definition of relevant public sector agency labor market and recommend any needed changes to the Park District’s current benchmark survey agencies.

4. Survey of selected benchmark public agencies and make recommendations to update current classification and compensation plan using benchmark survey data.
5. Review and assess merit step performance for managers and provide structural recommendations, inclusive of implementation policies and guidelines.

B. Compensation Structure

The Consultant will be expected to review existing compensation pay structures/compensation schedules and develop a compensation plan based on recommendations to the Park District. It is the philosophy of the Park District that the Park District should employ pay structures for ease of communicating the compensation system, illustrating career growth, and as one measure of internal equity. The pay structures will communicate the compensation plan during the budget process and will help employees readily see career paths within the agency. Pay structures will also provide one way of analyzing internal equity among positions. Compensation schedules must consider internal relationships and alignment to remain competitive internally, as well as externally. The Consultant will recommend structural changes to compensation and benefits for employee groups, while recognizing that some flexibility may be required to fairly address issues specific to individual units and/or achieve the objectives of other guiding compensation principles. The Consultant will be expected to deliver on the following outcomes:

1. Review of the classification and compensation plan/pay structure to ensure internal equity alignment within each division, as well as between departments.
2. Recommend changes and structure to formulize an updated classification and compensation plan.
3. Recommend a procedure for ongoing reviewing, maintaining and updating the classification and compensation plan on a long-term basis.
4. Recommend a validation process for position reclassifications.

C. Ad-hoc Committee

Lastly, the Consultant will facilitate discussions and processes of an ad-hoc committee comprised of participation of organized labor representatives and members of the Park District's management team. It is the intent of this group to jointly provide input on issues relevant to the compensation and classification assessment for AFSCME Local 2428 represented classifications. The Consultant will provide updates on the status of the assessment and will receive suggestions from the ad-hoc committee regarding the number of agencies, as well as the agencies to be surveyed. The Consultant will be expected to deliver on the following outcomes:

1. Recommend ad-hoc process and meeting frequency with the goals to meet the MOU 2017-2021 language and create a sense of collaboration, inclusivity, and procedural justice.
2. Recommend representative members of the Park District's Management Team to participate on the ad-hoc process and provide necessary support to the Consultant.
3. Facilitate ad-hoc committee meetings and discussions.
4. Provide a copy of a draft report of the assessment to the ad-hoc committee. Consider comments and feedback from the ad-hoc committee over a 30-day comment period to the final report, and formulate recommendations to the Park District on such.

5. Facilitate process and discussions of the ad-hoc committee to determine recommendations on potential wage equity adjustments based on the results of the assessment up to \$1,000,000 cap, inclusive of roll up costs to the Park District.

It is the expectation of the Park District that all conclusions and recommendations will be data-driven and easily justifiable in fact-finding arbitration and other types of hearings.

V. SCOPE OF SERVICES

The tasks listed below generally describe the services to be provided by the Consultant. The services listed are not all-inclusive, but rather represent those normally expected during performance of the project.

- A. Engagement: The Park District (Client) agrees to engage the consultant to perform the services described below which encompass the aforementioned Project. The Consultant will meet with the Deputy General Manager regularly and present findings and recommendations including written and oral reports at briefings with the General Manager, ad-hoc committee, and meetings of the Board of Directors.
- B. Services: The Consultant agrees to perform certain services necessary for the completion of the project and deliverable of project outcomes as described in Section IV. Project Description, which services shall include the following:
 1. Develop a Project Implementation Plan with key milestones and timelines.
 2. Develop survey instruments and methodology.
 3. Conduct job analysis on Park District positions to be used as benchmarks.
 4. Independently collect data from internal resources (PDQs, incumbent audits, supervisory interviews, etc.).
 5. Independently collect data from labor market agencies (including classification specifications, salary schedules, organizational charts, memoranda of understanding, position allocation documents, benefit summaries, etc.).
 6. Establish internal classification ties to the pre-determined labor market agencies.
 7. Evaluate collected data for comparability and accuracy.
 8. Manage and facilitate ad-hoc meetings including providing updates on the status of the assessment.
 9. Provide a classification and compensation report in draft and final form to the Client and ad-hoc committee.
 10. Provide thorough and representative documentation of research and analysis to support recommendations.
- C. Other Terms: The compensation and classification assessment scope will be all inclusive and will be executed in phases as follows: AFSCME Local 2428 represented classes; confidential-designated classes; and managers and executive classifications. The study (AFSCME Local 2428) shall begin in calendar year 2017 and must be completed within eighteen (18) months.

VI. ANTICIPATED PROJECT SCHEDULE

The Park District's desired schedule for completion of the project is as follows. All dates are tentative and subject to change except for the proposal submission deadline of Tuesday, September 5, 2017:

Issue Request for Proposal	Tuesday, August 15, 2017
Proposal Submission Deadline	Tuesday, September 5, 2017
Interviews with Top-Qualified Firms	Wednesday, September 13, 2017
Notification to Final Selected Firm	Friday, September 15, 2017
Award	Tuesday, September 19, 2017
Project Start	Monday, September 25, 2017
Project Completion	Friday, March 22, 2019

VII. SUBMISSION REQUIREMENTS

The letter of proposal must be in the sequence listed below and include:

1. The names of individuals who will be assigned to and working on the subject project and their specific areas of responsibility.
2. Description of individuals experience in providing services similar to this project including scope of projects.
3. Based on the requirements listed in the scope of services, a proposed outline of specific tasks, deliverables, and project schedule including the number of hours required to complete each task or project. Identify milestones and when coordination meetings, management briefings, ad-hoc committee, employee, and public Board of Directors meetings are proposed.
4. The method(s) that will be used to complete the classification and compensation studies and their basis in industry standards.
5. Based on the requirements listed in the project description and scope of services, identify and suggest any options for cost reduction.
6. An itemized budget based on the above tasks, deliverables, and hours including for each assigned, participating consultant, their hourly rates, roles, and time estimates.
7. Submit succinct answers to the questions in Attachment 1 – Supplemental Questions for Applicants.
8. Provide an organization chart that shows the Consultant's employees and sub-consultants that the firm plans to assign to this project.
9. Provide list of three references – Provide name, telephone number, and email address of references that can attest to the quality and effectiveness of the past projects of similar scope.
10. Insurance - Provide a statement of the firm's acceptance of the Park District's insurance and indemnification requirements, or any reservations the firm has with the requirements. Please see Attachment 2 – Contract For Service (Class D).

VIII. SELECTION PROCEDURE

The Park District would like to begin this process expeditiously as possible. The selection process is coordinated by the Human Resources Department. Upon review of proposals, only the most qualified firms will participate in the next step of the selection process, consisting of an in-person interview by a Park District panel. Invited firms must be ready to make a presentation on their proposal.

All inquiries and submittals must be made to Susan Gonzales, Interim Human Resources Manager, at SGonzales@ebparks.org or (510) 544-2151.

Full proposals must be in PDF format and received electronically by 5:00 p.m. on Tuesday, September 5, 2017 to SGonzales@ebparks.org. Hard copies of supporting materials may be mailed to the address below and must be received at the Park District's main office by 5:00 p.m. on Tuesday, September 5, 2017.

Please call Ms. Gonzales at (510) 544-2151 to verify receipt of proposals. All proposals shall become the sole property of the Park District.

Mailing Address:

Susan Gonzales
Interim Human Resources Manager
East Bay Regional Park District
Human Resources Department
2950 Peralta Oaks Court
Oakland, California 94605

The Park District reserves the right to reject any or all proposals received and to request additional information as deemed necessary and appropriate.

IX. GENERAL STIPULATION

The Park District is not responsible for any expenses which proposers may incur in preparing and submitting the proposal. The Park District will not be liable for any costs incurred by the proposers that are related to the request for proposal process including production of the proposal, interviews/presentations, travel and accommodations. The Park District reserves the right to request or negotiate modifications to the proposals that are deemed appropriate. All proposals received from proposers in response to this Request for Proposal will become the property of the Park District and will not be returned to the proposers. In the event of contract award, all documentation produced as part of the contract will become the exclusive property of the Park District. The Park District reserves the right to reject any and all proposals and to waive minor irregularities. The Park District also reserves the right to seek new proposals or re-advertise if responses have not been satisfactory or for any other reason.

Public Records and Proprietary Information and Indemnification

The Park District recognizes that proposers will occasionally believe that all or portions of their proposals are confidential or proprietary. This can present problems in participating in a public agency request for proposal process. All proposals, strategies, supporting information, rate schedules and other information and documents are presumptively public records under the California Public Records Act (Gov't Code Section 6250 et seq.), subject to prompt disclosure upon request by any member of the public.

The Park District is not soliciting, does not wish to receive, and will not treat any information received under this proposal as proprietary or confidential information, unless specifically called for or expressly accepted by the District Counsel in writing, and will be accepted and considered only when, in the sole discretion of the Park District it is necessary to serve the public purpose of the project. If the inclusion of confidential or proprietary information is determined to be necessary to the proposal, proposers must identify each and every specific item and each and every page, and segregate the information into a separate envelope or electronic file labeled conspicuously as confidential, with a cover page describing the information and applicable law exempting the same from disclosure. Any material marked or claimed as confidential or proprietary may be returned to the proposer by the Park District or destroyed and may not be considered in the review of proposals if the claim does not appear justified or would inhibit the public purposes of the project proposed.

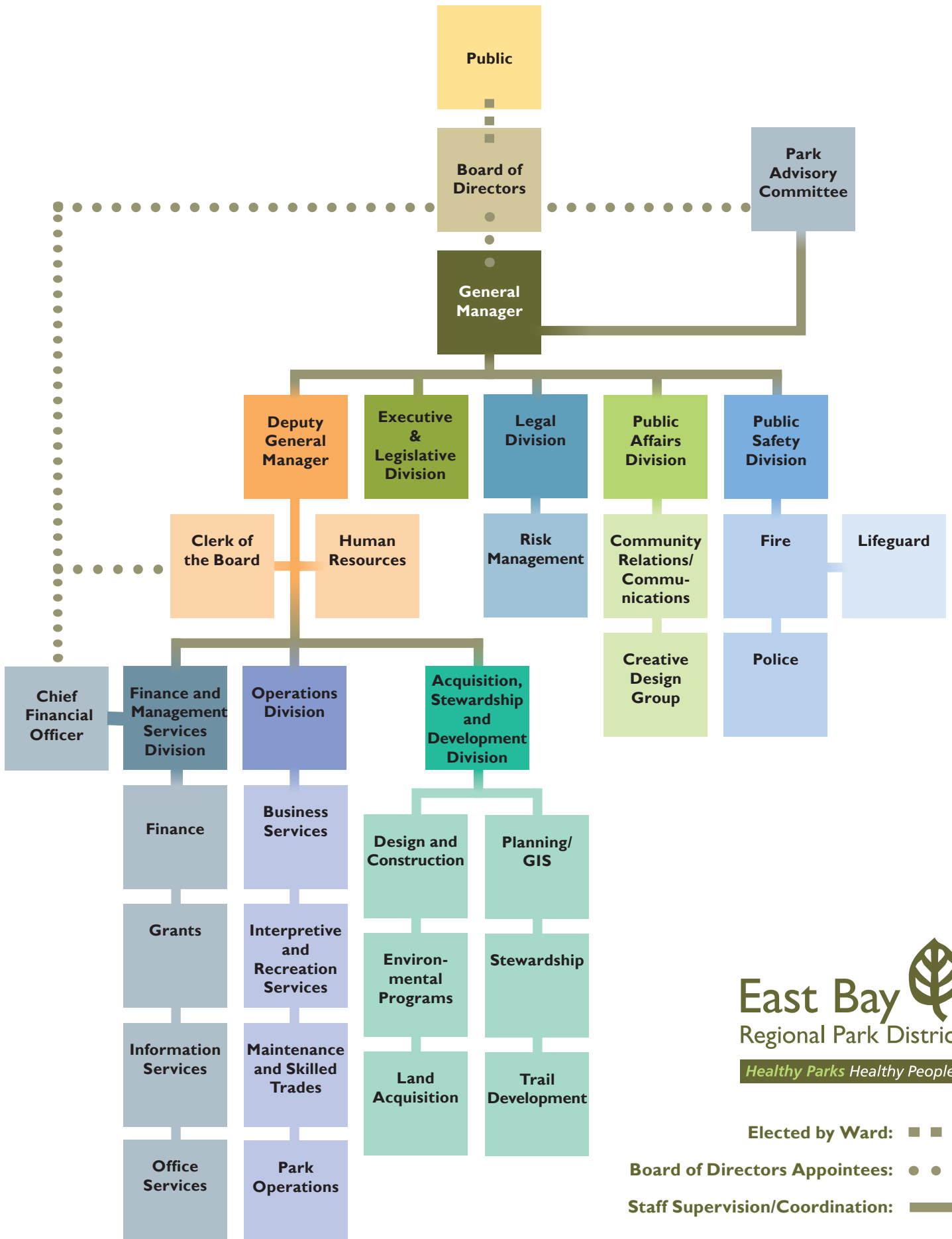
If the documents have been properly marked and expressly accepted as confidential and proprietary in writing by the District Counsel, the Park District will make its best effort to advise the proposer of any Public Records Act request, should any be received, seeking documents claimed to be confidential or proprietary, to give the proposer an opportunity to take legal steps to protect such property from disclosure to third-party requester. The Park District expressly disclaims any duty and will not defend the confidentiality or proprietary nature of any information submitted. By submitting any confidential or proprietary information to the Park District, the proposer agrees to hold harmless and indemnify and defend the Park District and its officers, employees, and agents for any and all costs, including attorney's fees, incurred by the Park District or awarded to a Public Records Act requester relating to a request for release of proposer's data should the proposer ask the information to be handled as proprietary or confidential.

X. LIST OF EXHIBITS AND ATTACHMENTS

- Exhibit A: Organization Chart
- Exhibit B: Classification and Compensation Schedule
- Attachment 1: Supplemental Questions for Applicants
- Attachment 2: Contract For Services (Class D)

Exhibit A
East Bay Regional Park District Organization Chart

EAST BAY REGIONAL PARK DISTRICT ORGANIZATION CHART



- Elected by Ward: ■ ■ ■
- Board of Directors Appointees: ● ● ●
- Staff Supervision/Coordination: ———

Exhibit B
Classification and Compensation Schedule

East Bay Regional Park District
Salary Schedule Report - AFSCME, Local 2428

Annual Cost of Living Adjustment:

Effective the pay period that includes April 1, 2013, a general increase of 2.0% is authorized.

Effective the pay period that includes April 1, 2014, a general increase of 2.0% is authorized.

Effective the pay period that includes April 1, 2015, all classes will receive CPI-W based on the February 2015 CPI-W

(San Francisco/Oakland/San Jose), with a floor of 2.0% and a ceiling of 2.75%.

Effective the pay period that includes April 1, 2016, all classes will receive CPI-W based on the February 2016 CPI-W

(San Francisco/Oakland/San Jose), with a floor of 2.0% and a ceiling of 2.75%.

The District will calculate approximate monthly salaries using an hourly rate that carries out two decimal places (not four).

The District agrees to round up one cent in dropping the third and fourth digits.

Classification: ACLK ACCOUNT CLERK **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$29.77	\$4,837.62
B	6 MONTH	\$30.41	\$4,941.62
C	1 YEAR	\$31.05	\$5,045.62
D	2 YEARS	\$31.94	\$5,190.25
E	3 YEARS	\$32.40	\$5,265.00

Classification: ACC1 ACCOUNTANT I **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$32.14	\$5,222.75
B	6 MONTH	\$32.89	\$5,344.62
C	1 YEAR	\$33.58	\$5,456.75
D	2 YEARS	\$34.35	\$5,581.87
E	3 YEARS	\$35.13	\$5,708.62

Classification: ACC2 ACCOUNTANT II **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$33.95	\$5,516.87
B	6 MONTH	\$34.69	\$5,637.12
C	1 YEAR	\$35.38	\$5,749.25
D	2 YEARS	\$36.17	\$5,877.62
E	3 YEARS	\$36.92	\$5,999.50

Classification: ACSP ACCOUNTING SUPERVISOR **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$33.42	\$5,430.75
B	6 MONTH	\$34.18	\$5,554.25
C	1 YEAR	\$34.94	\$5,677.75
D	2 YEARS	\$35.73	\$5,806.12
E	3 YEARS	\$36.54	\$5,937.75

Classification: ACTN ACCOUNTING TECHNICIAN **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:** *

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$29.76	\$4,836.00
B	6 MONTH	\$30.39	\$4,938.37
C	1 YEAR	\$31.05	\$5,045.62
D	2 YEARS	\$31.94	\$5,190.25

East Bay Regional Park District
Salary Schedule Report - AFSCME, Local 2428

E 3 YEARS \$32.39 \$5,263.37

Classification: ADAI ADMINISTRATIVE AIDE **Daily Hours:** 7.5 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$30.03	\$4,879.87
B	6 MONTH	\$30.72	\$4,992.00
C	1 YEAR	\$31.37	\$5,097.62
D	2 YEARS	\$32.25	\$5,240.62
E	3 YEARS	\$32.73	\$5,318.62

Classification: ADA1 ADMINISTRATIVE ANALYST I **Daily Hours:** 7.5 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$33.28	\$5,408.00
B	6 MONTH	\$34.01	\$5,526.62
C	1 YEAR	\$34.68	\$5,635.50
D	2 YEARS	\$35.46	\$5,762.25
E	3 YEARS	\$36.20	\$5,882.50

Classification: ADA2 ADMINISTRATIVE ANALYST II **Daily Hours:** 7.5 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$36.37	\$5,910.12
B	6 MONTH	\$37.35	\$6,069.37
C	1 YEAR	\$38.24	\$6,214.00
D	2 YEARS	\$39.09	\$6,352.12
E	3 YEARS	\$39.91	\$6,485.37

Classification: AMSP AIRCRAFT MAINT SPECIALIST/IA **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$45.28	\$7,848.53
B	6 MONTH	\$46.42	\$8,046.13
C	1 YEAR	\$47.57	\$8,245.46
D	2 YEARS	\$48.74	\$8,448.26
E	3 YEARS	\$49.96	\$8,659.73

Classification: AWPS ALTERNATE WORK PROGRAM SUPV **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$31.59	\$5,475.60
B	6 MONTH	\$32.35	\$5,607.33
C	1 YEAR	\$33.06	\$5,730.40
D	2 YEARS	\$33.82	\$5,862.13
E	3 YEARS	\$34.58	\$5,993.86

Classification: AQAS AQUATIC ASSISTANT **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$28.44	\$4,929.60
B	6 MONTH	\$29.01	\$5,028.40
C	1 YEAR	\$29.59	\$5,128.93
D	2 YEARS	\$30.22	\$5,238.13

East Bay Regional Park District
Salary Schedule Report - AFSCME, Local 2428

E 3 YEARS \$30.78 \$5,335.20

Classification: AQSU AQUATIC SUPERVISOR **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$33.90	\$5,876.00
B	6 MONTH	\$34.82	\$6,035.46
C	1 YEAR	\$35.60	\$6,170.66
D	2 YEARS	\$36.44	\$6,316.26
E	3 YEARS	\$37.20	\$6,448.00

Classification: ARCH ARCHITECT **Daily Hours:** 7.5 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$45.08	\$7,325.50
B	6 MONTH	\$46.11	\$7,492.87
C	1 YEAR	\$47.12	\$7,657.00
D	2 YEARS	\$48.22	\$7,835.75
E	3 YEARS	\$49.31	\$8,012.87

Classification: BGMG BOTANIC GARDEN MANAGER **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$45.28	\$7,848.53
B	6 MONTH	\$46.42	\$8,046.13
C	1 YEAR	\$47.57	\$8,245.46
D	2 YEARS	\$48.74	\$8,448.26
E	3 YEARS	\$49.96	\$8,659.73

Classification: BOTA BOTANIST **Daily Hours:** 7.5 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$36.37	\$5,910.12
B	6 MONTH	\$37.35	\$6,069.37
C	1 YEAR	\$38.24	\$6,214.00
D	2 YEARS	\$39.09	\$6,352.12
E	3 YEARS	\$39.91	\$6,485.37

Classification: BGAD BUILDING/GROUNDS AIDE **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$26.67	\$4,622.80
B	6 MONTH	\$27.18	\$4,711.20
C	1 YEAR	\$27.67	\$4,796.13
D	2 YEARS	\$28.23	\$4,893.20
E	3 YEARS	\$28.70	\$4,974.66

Classification: CARP CARPENTER **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$33.64	\$5,830.93
B	6 MONTH	\$34.41	\$5,964.40
C	1 YEAR	\$35.12	\$6,087.46
D	2 YEARS	\$35.90	\$6,222.66

East Bay Regional Park District
Salary Schedule Report - AFSCME, Local 2428

E 3 YEARS \$36.66 \$6,354.40

Classification: CAPP CARPENTER APPRENTICE **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$26.74	\$4,634.93
B	1 YEAR	\$27.99	\$4,851.60
C	2 YEARS	\$29.15	\$5,052.66
D	3 YEARS	\$30.60	\$5,304.00
E	4 YEARS	\$31.91	\$5,531.06

Classification: CENG CIVIL ENGINEER **Daily Hours:** 7.5 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$45.08	\$7,325.50
B	6 MONTH	\$46.11	\$7,492.87
C	1 YEAR	\$47.12	\$7,657.00
D	2 YEARS	\$48.22	\$7,835.75
E	3 YEARS	\$49.31	\$8,012.87

Classification: COUC COMMUNITY OUTREACH COORDINATOR **Daily Hours:** 7.5 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$35.35	\$5,744.37
B	6 MONTH	\$36.18	\$5,879.25
C	1 YEAR	\$36.96	\$6,006.00
D	2 YEARS	\$37.77	\$6,137.62
E	3 YEARS	\$38.58	\$6,269.25

Classification: CNCM CONCESSION MANAGER **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:** *

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$25.25	\$4,376.66
B	6 MONTH	\$25.72	\$4,458.13
C	1 YEAR	\$26.21	\$4,543.06
D	2 YEARS	\$26.70	\$4,628.00
E	3 YEARS	\$27.15	\$4,706.00

Classification: COIN CONSTRUCTION INSPECTOR **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$34.74	\$6,021.60
B	6 MONTH	\$35.56	\$6,163.73
C	1 YEAR	\$36.37	\$6,304.13
D	2 YEARS	\$37.16	\$6,441.06
E	3 YEARS	\$38.02	\$6,590.13

Classification: CESP CONTRACT/ENCROACHMENT SUPEVISR **Daily Hours:** 7.5 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$39.24	\$6,376.50
B	6 MONTH	\$40.30	\$6,548.75
C	1 YEAR	\$41.24	\$6,701.50
D	2 YEARS	\$42.17	\$6,852.62

East Bay Regional Park District
Salary Schedule Report - AFSCME, Local 2428

E 3 YEARS \$43.08 \$7,000.50

Classification: CSVC CULTURAL SERVICES COORDINATOR **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$36.69	\$6,359.60
B	6 MONTH	\$37.59	\$6,515.60
C	1 YEAR	\$38.46	\$6,666.40
D	2 YEARS	\$39.36	\$6,822.40
E	3 YEARS	\$40.38	\$6,999.20

Classification: CUST CUSTODIAN **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:** *

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$25.25	\$4,376.66
B	6 MONTH	\$25.72	\$4,458.13
C	1 YEAR	\$26.21	\$4,543.06
D	2 YEARS	\$26.70	\$4,628.00
E	3 YEARS	\$27.15	\$4,706.00

Classification: DAOP DATA ENTRY OPERATOR **Daily Hours:** 7.5 **Effective** 03/19/2016

Range: AFSC **Note:** *

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$26.92	\$4,374.50
B	6 MONTH	\$27.41	\$4,454.12
C	1 YEAR	\$27.94	\$4,540.25
D	2 YEARS	\$28.49	\$4,629.62
E	3 YEARS	\$29.01	\$4,714.12

Classification: DRTE DRAFTING TECHNICIAN **Daily Hours:** 7.5 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$33.73	\$5,481.12
B	6 MONTH	\$34.51	\$5,607.87
C	1 YEAR	\$35.22	\$5,723.25
D	2 YEARS	\$36.04	\$5,856.50
E	3 YEARS	\$36.87	\$5,991.37

Classification: DRTS DRAFTING TECHNICIAN - SURVEY **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$33.73	\$5,846.53
B	6 MONTH	\$34.51	\$5,981.73
C	1 YEAR	\$35.22	\$6,104.80
D	2 YEARS	\$36.04	\$6,246.93
E	3 YEARS	\$36.87	\$6,390.80

Classification: ECSC ECOLOGICAL SVCS COORDINATOR **Daily Hours:** 7.5 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$41.17	\$6,690.12
B	6 MONTH	\$42.11	\$6,842.87
C	1 YEAR	\$43.08	\$7,000.50
D	2 YEARS	\$44.08	\$7,163.00

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E 3 YEARS \$45.06 \$7,322.25

Classification: ELEC ELECTRICIAN **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$34.90	\$6,049.33
B	6 MONTH	\$35.70	\$6,188.00
C	1 YEAR	\$36.52	\$6,330.13
D	2 YEARS	\$37.31	\$6,467.06
E	3 YEARS	\$38.16	\$6,614.40

Classification: ELAP ELECTRICIAN APPRENTICE **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$27.52	\$4,770.13
B	1 YEAR	\$28.83	\$4,997.20
C	2 YEARS	\$30.27	\$5,246.80
D	3 YEARS	\$31.77	\$5,506.80
E	4 YEARS	\$33.11	\$5,739.06

Classification: EHELP ELECTRICIAN'S HELPER **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:** *

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$28.98	\$5,023.20
B	6 MONTH	\$29.64	\$5,137.60
C	1 YEAR	\$30.27	\$5,246.80
D	2 YEARS	\$31.08	\$5,387.20
E	3 YEARS	\$31.56	\$5,470.40

Classification: ENSU ENGINEERING SUPERVISOR **Daily Hours:** 7.5 **Effective** 03/19/2016

Range: AFSC **Note:** *

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$38.93	\$6,326.12
B	6 MONTH	\$39.85	\$6,475.62
C	1 YEAR	\$40.75	\$6,621.87
D	2 YEARS	\$41.69	\$6,774.62
E	3 YEARS	\$42.66	\$6,932.25

Classification: EGSA ENV GRAPHICS SPEC APPRENTICE **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$27.52	\$4,770.13
B	1 YEAR	\$28.83	\$4,997.20
C	2 YEARS	\$29.99	\$5,198.26
D	3 YEARS	\$31.48	\$5,456.53
E	4 YEARS	\$32.82	\$5,688.80

Classification: EGMS ENV GRAPHICS/MM SUPERVISOR **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$38.93	\$6,747.86
B	6 MONTH	\$39.85	\$6,907.33
C	1 YEAR	\$40.75	\$7,063.33
D	2 YEARS	\$41.69	\$7,226.26

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E 3 YEARS \$42.66 \$7,394.40

Classification: EGSP ENVIRONMENTAL GRAPHICS SPEC **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$32.82	\$5,688.80
B	6 MONTH	\$33.58	\$5,820.53
C	1 YEAR	\$34.31	\$5,947.06
D	2 YEARS	\$35.08	\$6,080.53
E	3 YEARS	\$35.83	\$6,210.53

Classification: EQOA EQUIPMENT OPERATOR APPRENTICE **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$27.52	\$4,770.13
B	1 YEAR	\$29.99	\$5,198.26
C	2 YEARS	\$32.14	\$5,570.93
D	3 YEARS	\$34.48	\$5,976.53

Classification: EXSP EXHIBIT SUPERVISOR **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$35.27	\$6,113.46
B	6 MONTH	\$36.22	\$6,278.13
C	1 YEAR	\$37.03	\$6,418.53
D	2 YEARS	\$37.87	\$6,564.13
E	3 YEARS	\$38.69	\$6,706.26

Classification: EXTC EXHIBIT TECHNICIAN **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$32.58	\$5,647.20
B	6 MONTH	\$33.33	\$5,777.20
C	1 YEAR	\$34.04	\$5,900.26
D	2 YEARS	\$34.83	\$6,037.20
E	3 YEARS	\$35.60	\$6,170.66

Classification: FASU FACILITIES SUPERVISOR **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$35.98	\$6,236.53
B	6 MONTH	\$36.95	\$6,404.66
C	1 YEAR	\$37.76	\$6,545.06
D	2 YEARS	\$38.65	\$6,699.33
E	3 YEARS	\$39.46	\$6,839.73

Classification: FT01 FARM TECHNICIAN I **Daily Hours:** 8 **Effective** 03/19/2016

Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$27.99	\$4,851.60
B	6 MONTH	\$28.57	\$4,952.13
C	1 YEAR	\$29.15	\$5,052.66
D	2 YEARS	\$29.76	\$5,158.40
E	3 YEARS	\$30.35	\$5,260.66

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Classification: FT02 FARM TECHNICIAN II **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$30.25	\$5,243.33
B	6 MONTH	\$30.90	\$5,356.00
C	1 YEAR	\$31.51	\$5,461.73
D	2 YEARS	\$32.23	\$5,586.53
E	3 YEARS	\$32.93	\$5,707.86

Classification: FARM FARMER **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:** *

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$30.74	\$5,328.26
B	6 MONTH	\$31.45	\$5,451.33
C	1 YEAR	\$32.11	\$5,565.73
D	2 YEARS	\$32.82	\$5,688.80
E	3 YEARS	\$33.57	\$5,818.80

Classification: FIOS FIELD/OFFICE SURVEYOR **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$34.75	\$6,023.33
B	6 MONTH	\$35.70	\$6,188.00
C	1 YEAR	\$36.50	\$6,326.66
D	2 YEARS	\$37.33	\$6,470.53
E	3 YEARS	\$38.13	\$6,609.20

Classification: FF01 FIREFIGHTER I **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$19.78	\$3,428.53
B	6 MONTH	\$20.27	\$3,513.46
C	1 YEAR	\$20.77	\$3,600.13
D	2 YEARS	\$21.20	\$3,674.66
E	3 YEARS	\$21.67	\$3,756.13

Classification: FF02 FIREFIGHTER II **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$30.11	\$5,219.06
B	6 MONTH	\$30.81	\$5,340.40
C	1 YEAR	\$31.46	\$5,453.06
D	2 YEARS	\$32.31	\$5,600.40
E	3 YEARS	\$32.79	\$5,683.60

Classification: FRCO FRY COOK **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:** *

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$23.01	\$3,988.40
B	6 MONTH	\$23.40	\$4,056.00
C	1 YEAR	\$23.80	\$4,125.33
D	2 YEARS	\$24.20	\$4,194.66
E	3 YEARS	\$24.59	\$4,262.26

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Classification: GARD GARDENER **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$27.99	\$4,851.60
B	6 MONTH	\$28.57	\$4,952.13
C	1 YEAR	\$29.15	\$5,052.66
D	2 YEARS	\$29.76	\$5,158.40
E	3 YEARS	\$30.35	\$5,260.66

Classification: GEOL GEOLOGIST **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:** *

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$35.81	\$5,819.12
B	6 MONTH	\$36.75	\$5,971.87
C	1 YEAR	\$37.62	\$6,113.25
D	2 YEARS	\$38.52	\$6,259.50
E	3 YEARS	\$39.29	\$6,384.62

Classification: GISA GIS ANALYST **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$35.81	\$5,819.12
B	6 MONTH	\$36.75	\$5,971.87
C	1 YEAR	\$37.62	\$6,113.25
D	2 YEARS	\$38.50	\$6,256.25
E	3 YEARS	\$39.30	\$6,386.25

Classification: GISC GIS COORDINATOR **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$41.40	\$6,727.50
B	6 MONTH	\$42.34	\$6,880.25
C	1 YEAR	\$43.32	\$7,039.50
D	2 YEARS	\$44.32	\$7,202.00
E	3 YEARS	\$45.36	\$7,371.00

Classification: GISP GIS PROGRAMMER/ANALYST **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$35.81	\$5,819.12
B	6 MONTH	\$36.75	\$5,971.87
C	1 YEAR	\$37.62	\$6,113.25
D	2 YEARS	\$38.50	\$6,256.25
E	3 YEARS	\$39.30	\$6,386.25

Classification: GISS GIS SUPERVISOR **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$44.50	\$7,231.25
B	6 MONTH	\$45.52	\$7,397.00
C	1 YEAR	\$46.57	\$7,567.62
D	2 YEARS	\$47.63	\$7,739.87
E	3 YEARS	\$48.77	\$7,925.12

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Classification: GIST GIS TECHNICIAN **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$29.80	\$4,842.50
B	6 MONTH	\$30.37	\$4,935.12
C	1 YEAR	\$31.00	\$5,037.50
D	2 YEARS	\$31.66	\$5,144.75
E	3 YEARS	\$32.39	\$5,263.37

Classification: GRCO GRANTS COORDINATOR **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$33.14	\$5,385.25
B	6 MONTH	\$33.87	\$5,503.87
C	1 YEAR	\$34.57	\$5,617.62
D	2 YEARS	\$35.32	\$5,739.50
E	3 YEARS	\$36.04	\$5,856.50

Classification: GRDE GRAPHIC DESIGNER **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$32.89	\$5,700.93
B	6 MONTH	\$33.60	\$5,824.00
C	1 YEAR	\$34.30	\$5,945.33
D	2 YEARS	\$35.05	\$6,075.33
E	3 YEARS	\$35.78	\$6,201.86

Classification: HEQP HEAVY EQUIPMENT OPERATOR **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$34.48	\$5,976.53
B	6 MONTH	\$35.26	\$6,111.73
C	1 YEAR	\$36.09	\$6,255.60
D	2 YEARS	\$36.87	\$6,390.80
E	3 YEARS	\$37.70	\$6,534.66

Classification: HELM HELICOPTER MECHANIC/IA **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$38.86	\$6,735.73
B	6 MONTH	\$39.73	\$6,886.53
C	1 YEAR	\$40.70	\$7,054.66
D	2 YEARS	\$41.58	\$7,207.20
E	3 YEARS	\$42.55	\$7,375.33

Classification: HRAS HUMAN RESOURCES ASSISTANT **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$35.46	\$5,762.25
B	6 MONTH	\$36.40	\$5,915.00
C	1 YEAR	\$37.27	\$6,056.37
D	2 YEARS	\$38.12	\$6,194.50
E	3 YEARS	\$38.91	\$6,322.87

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Classification: ISNA INFO SVCS NETWORK ANALYST **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$38.93	\$6,326.12
B	6 MONTH	\$39.85	\$6,475.62
C	1 YEAR	\$40.75	\$6,621.87
D	2 YEARS	\$41.69	\$6,774.62
E	3 YEARS	\$42.66	\$6,932.25

Classification: IST1 INFO SVCS SUPPORT TECH I **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$29.80	\$4,842.50
B	6 MONTH	\$30.37	\$4,935.12
C	1 YEAR	\$31.00	\$5,037.50
D	2 YEARS	\$31.66	\$5,144.75
E	3 YEARS	\$32.39	\$5,263.37

Classification: IST2 INFO SVCS SUPPORT TECH II **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$35.08	\$5,700.50
B	6 MONTH	\$35.85	\$5,825.62
C	1 YEAR	\$36.57	\$5,942.62
D	2 YEARS	\$37.39	\$6,075.87
E	3 YEARS	\$38.15	\$6,199.37

Classification: INSP INSTRUMENT PERSON **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:** *

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$31.05	\$5,382.00
B	6 MONTH	\$31.77	\$5,506.80
C	1 YEAR	\$32.37	\$5,610.80
D	2 YEARS	\$33.11	\$5,739.06
E	3 YEARS	\$33.77	\$5,853.46

Classification: IPMS INTEGRATED PEST MGMT SPECIALST **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$45.28	\$7,358.00
B	6 MONTH	\$46.42	\$7,543.25
C	1 YEAR	\$47.57	\$7,730.12
D	2 YEARS	\$48.74	\$7,920.25
E	3 YEARS	\$49.96	\$8,118.50

Classification: JCEN JR CIVIL ENGINEER **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$36.16	\$5,876.00
B	6 MONTH	\$37.13	\$6,033.62
C	1 YEAR	\$37.98	\$6,171.75
D	2 YEARS	\$38.86	\$6,314.75
E	3 YEARS	\$39.69	\$6,449.62

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Classification: JDRT JR DRAFTING TECHNICIAN **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$29.80	\$4,842.50
B	6 MONTH	\$30.37	\$4,935.12
C	1 YEAR	\$31.00	\$5,037.50
D	2 YEARS	\$31.66	\$5,144.75
E	3 YEARS	\$32.39	\$5,263.37

Classification: JPLT JR PLANNING TECHNICIAN **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:** *

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$30.34	\$4,930.25
B	6 MONTH	\$30.99	\$5,035.87
C	1 YEAR	\$31.58	\$5,131.75
D	2 YEARS	\$32.28	\$5,245.50
E	3 YEARS	\$33.06	\$5,372.25

Classification: LACO LAND ACQUISITION COORDINATOR **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$35.81	\$5,819.12
B	6 MONTH	\$36.75	\$5,971.87
C	1 YEAR	\$37.62	\$6,113.25
D	2 YEARS	\$38.52	\$6,259.50
E	3 YEARS	\$39.48	\$6,415.50

Classification: LASP LAND ACQUISITION SPECIALIST **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$42.65	\$6,930.62
B	6 MONTH	\$43.66	\$7,094.75
C	1 YEAR	\$44.60	\$7,247.50
D	2 YEARS	\$45.64	\$7,416.50
E	3 YEARS	\$46.67	\$7,583.87

Classification: LARC LANDSCAPE ARCHITECT **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$42.65	\$6,930.62
B	6 MONTH	\$43.66	\$7,094.75
C	1 YEAR	\$44.60	\$7,247.50
D	2 YEARS	\$45.64	\$7,416.50
E	3 YEARS	\$46.67	\$7,583.87

Classification: LAPS LANDSCAPE ARCHITECT/PLANNING **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$42.65	\$6,930.62
B	6 MONTH	\$43.66	\$7,094.75
C	1 YEAR	\$44.60	\$7,247.50
D	2 YEARS	\$45.64	\$7,416.50
E	3 YEARS	\$46.67	\$7,583.87

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Classification: LMEC LEAD MECHANIC **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$34.81	\$6,033.73
B	6 MONTH	\$35.60	\$6,170.66
C	1 YEAR	\$36.42	\$6,312.80
D	2 YEARS	\$37.22	\$6,451.46
E	3 YEARS	\$38.09	\$6,602.26

Classification: LEQM LIGHT EQUIPMENT MECHANIC **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:** *

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$28.41	\$4,924.40
B	6 MONTH	\$29.06	\$5,037.06
C	1 YEAR	\$29.67	\$5,142.80
D	2 YEARS	\$30.48	\$5,283.20
E	3 YEARS	\$30.95	\$5,364.66

Classification: MSTS MAINT/SKILLED TRADES SUPE **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$38.86	\$6,735.73
B	6 MONTH	\$39.76	\$6,891.73
C	1 YEAR	\$40.73	\$7,059.86
D	2 YEARS	\$41.61	\$7,212.40
E	3 YEARS	\$42.55	\$7,375.33

Classification: MAPG MAPPING GRAPHICS TECHNICAN **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$30.95	\$5,029.37
B	6 MONTH	\$31.59	\$5,133.37
C	1 YEAR	\$32.27	\$5,243.87
D	2 YEARS	\$33.18	\$5,391.75
E	3 YEARS	\$33.70	\$5,476.25

Classification: MAAT MARINA ATTENDANT **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:** *

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$25.25	\$4,376.66
B	6 MONTH	\$25.72	\$4,458.13
C	1 YEAR	\$26.21	\$4,543.06
D	2 YEARS	\$26.70	\$4,628.00
E	3 YEARS	\$27.20	\$4,714.66

Classification: MHLP MECHANIC'S HELPER **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:** *

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$27.52	\$4,770.13
B	6 MONTH	\$28.05	\$4,862.00
C	1 YEAR	\$28.59	\$4,955.60
D	2 YEARS	\$29.22	\$5,064.80
E	3 YEARS	\$29.80	\$5,165.33

East Bay Regional Park District
Salary Schedule Report - AFSCME, Local 2428

Classification: MEDO MEMBERSHIP DEVELOPMENT OFFICER **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$36.68	\$5,960.50
B	6 MONTH	\$37.59	\$6,108.37
C	1 YEAR	\$38.46	\$6,249.75
D	2 YEARS	\$39.35	\$6,394.37
E	3 YEARS	\$40.38	\$6,561.75

Classification: MESS MESSENGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$25.24	\$4,374.93
B	6 MONTH	\$25.71	\$4,456.40
C	1 YEAR	\$26.21	\$4,543.06
D	2 YEARS	\$26.70	\$4,628.00
E	3 YEARS	\$27.20	\$4,714.66

Classification: MOPS MINING OPERATIONS SUPERVISOR **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$42.86	\$7,429.06
B	6 MONTH	\$43.85	\$7,600.66
C	1 YEAR	\$44.81	\$7,767.06
D	2 YEARS	\$45.89	\$7,954.26
E	3 YEARS	\$46.93	\$8,134.53

Classification: MINT MINING TECHNICIAN **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$32.90	\$5,702.66
B	6 MONTH	\$33.67	\$5,836.13
C	1 YEAR	\$34.39	\$5,960.93
D	2 YEARS	\$35.19	\$6,099.60
E	3 YEARS	\$35.97	\$6,234.80

Classification: NATR NATURALIST **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$31.61	\$5,479.06
B	6 MONTH	\$32.35	\$5,607.33
C	1 YEAR	\$33.04	\$5,726.93
D	2 YEARS	\$33.80	\$5,858.66
E	3 YEARS	\$34.55	\$5,988.66

Classification: NAID NATURALIST AIDE **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$27.52	\$4,770.13
B	6 MONTH	\$28.05	\$4,862.00
C	1 YEAR	\$28.62	\$4,960.80
D	2 YEARS	\$29.22	\$5,064.80
E	3 YEARS	\$29.79	\$5,163.60

East Bay Regional Park District
Salary Schedule Report - AFSCME, Local 2428

Classification: OAST OFFICE ASSISTANT **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$25.51	\$4,145.37
B	6 MONTH	\$25.95	\$4,216.87
C	1 YEAR	\$26.33	\$4,278.62
D	2 YEARS	\$26.83	\$4,359.87
E	3 YEARS	\$27.30	\$4,436.25

Classification: OASM OFFICE ASSISTANT/MEMBERSHIP **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$25.51	\$4,145.37
B	6 MONTH	\$25.95	\$4,216.87
C	1 YEAR	\$26.33	\$4,278.62
D	2 YEARS	\$26.83	\$4,359.87
E	3 YEARS	\$27.30	\$4,436.25

Classification: OSAS OFFICE SERVICES ASSISTANT **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$25.51	\$4,145.37
B	6 MONTH	\$25.95	\$4,216.87
C	1 YEAR	\$26.33	\$4,278.62
D	2 YEARS	\$26.83	\$4,359.87
E	3 YEARS	\$27.30	\$4,436.25

Classification: OFSP OFFICE SPECIALIST **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$26.78	\$4,351.75
B	6 MONTH	\$27.31	\$4,437.87
C	1 YEAR	\$27.78	\$4,514.25
D	2 YEARS	\$28.31	\$4,600.37
E	3 YEARS	\$28.77	\$4,675.12

Classification: OSPR OFFICE SPECIALIST/RESERVATIONS **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$27.37	\$4,447.62
B	6 MONTH	\$27.87	\$4,528.87
C	1 YEAR	\$28.35	\$4,606.87
D	2 YEARS	\$28.93	\$4,701.12
E	3 YEARS	\$29.46	\$4,787.25

Classification: PAIN PAINTER **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$32.82	\$5,688.80
B	6 MONTH	\$33.58	\$5,820.53
C	1 YEAR	\$34.31	\$5,947.06
D	2 YEARS	\$35.08	\$6,080.53
E	3 YEARS	\$35.83	\$6,210.53

East Bay Regional Park District
Salary Schedule Report - AFSCME, Local 2428

Classification: PAIA PAINTER APPRENTICE **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$27.52	\$4,770.13
B	1 YEAR	\$29.29	\$5,076.93
C	2 YEARS	\$31.05	\$5,382.00
D	3 YEARS	\$32.82	\$5,688.80

Classification: PHLP PAINTER'S HELPER **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:** *

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$27.52	\$4,770.13
B	6 MONTH	\$28.05	\$4,862.00
C	1 YEAR	\$28.59	\$4,955.60
D	2 YEARS	\$29.22	\$5,064.80
E	3 YEARS	\$29.80	\$5,165.33

Classification: PKCS PARK CRAFT SPECIALIST **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$30.04	\$5,206.93
B	6 MONTH	\$30.74	\$5,328.26
C	1 YEAR	\$31.41	\$5,444.40
D	2 YEARS	\$32.11	\$5,565.73
E	3 YEARS	\$32.70	\$5,668.00

Classification: PR01 PARK RANGER I **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$22.33	\$3,870.53
B	6 MONTH	\$22.70	\$3,934.66
C	1 YEAR	\$23.13	\$4,009.20
D	2 YEARS	\$23.53	\$4,078.53
E	3 YEARS	\$23.87	\$4,137.46

Classification: PR02 PARK RANGER II **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$27.13	\$4,702.53
B	6 MONTH	\$27.69	\$4,799.60
C	1 YEAR	\$28.25	\$4,896.66
D	2 YEARS	\$28.84	\$4,998.93
E	3 YEARS	\$29.52	\$5,116.80

Classification: PSAT PARK SERVICES ATTENDANT **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$19.11	\$3,312.40
B	6 MONTH	\$19.44	\$3,369.60
C	1 YEAR	\$19.81	\$3,433.73
D	2 YEARS	\$20.15	\$3,492.66
E	3 YEARS	\$20.72	\$3,591.46

East Bay Regional Park District
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Classification: PKS1 PARK SUPERVISOR I **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$32.90	\$5,702.66
B	6 MONTH	\$33.67	\$5,836.13
C	1 YEAR	\$34.39	\$5,960.93
D	2 YEARS	\$35.19	\$6,099.60
E	3 YEARS	\$35.97	\$6,234.80

Classification: PKS2 PARK SUPERVISOR II **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$35.28	\$6,115.20
B	6 MONTH	\$36.23	\$6,279.86
C	1 YEAR	\$37.07	\$6,425.46
D	2 YEARS	\$37.91	\$6,571.06
E	3 YEARS	\$38.70	\$6,708.00

Classification: PKS3 PARK SUPERVISOR III **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$36.68	\$6,357.86
B	6 MONTH	\$37.59	\$6,515.60
C	1 YEAR	\$38.46	\$6,666.40
D	2 YEARS	\$39.35	\$6,820.66
E	3 YEARS	\$40.38	\$6,999.20

Classification: PKS4 PARK SUPERVISOR IV **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$38.36	\$6,649.06
B	6 MONTH	\$39.25	\$6,803.33
C	1 YEAR	\$40.12	\$6,954.13
D	2 YEARS	\$41.06	\$7,117.06
E	3 YEARS	\$42.02	\$7,283.46

Classification: PKHS PARK SUPV/HORTICULTURE SPECLST **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$35.28	\$6,115.20
B	6 MONTH	\$36.23	\$6,279.86
C	1 YEAR	\$37.07	\$6,425.46
D	2 YEARS	\$37.91	\$6,571.06
E	3 YEARS	\$38.70	\$6,708.00

Classification: PLNR PLANNER **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$35.73	\$5,806.12
B	6 MONTH	\$36.52	\$5,934.50
C	1 YEAR	\$37.25	\$6,053.12
D	2 YEARS	\$38.08	\$6,188.00
E	3 YEARS	\$38.85	\$6,313.12

East Bay Regional Park District
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Classification: PLUM PLUMBER **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$34.90	\$6,049.33
B	6 MONTH	\$35.70	\$6,188.00
C	1 YEAR	\$36.52	\$6,330.13
D	2 YEARS	\$37.31	\$6,467.06
E	3 YEARS	\$38.16	\$6,614.40

Classification: PREA PREPARATOR AIDE **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$27.52	\$4,770.13
B	6 MONTH	\$28.05	\$4,862.00
C	1 YEAR	\$28.62	\$4,960.80
D	2 YEARS	\$29.22	\$5,064.80
E	3 YEARS	\$29.79	\$5,163.60

Classification: PRPL PRINCIPAL PLANNER **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$45.56	\$7,403.50
B	6 MONTH	\$46.66	\$7,582.25
C	1 YEAR	\$47.73	\$7,756.12
D	2 YEARS	\$48.74	\$7,920.25
E	3 YEARS	\$49.82	\$8,095.75

Classification: PJCO PROJECT COORDINATOR **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$39.30	\$6,386.25
B	6 MONTH	\$40.21	\$6,534.12
C	1 YEAR	\$41.09	\$6,677.12
D	2 YEARS	\$42.05	\$6,833.12
E	3 YEARS	\$42.99	\$6,985.87

Classification: PJMG PROJECT MANAGER **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$45.08	\$7,325.50
B	6 MONTH	\$46.11	\$7,492.87
C	1 YEAR	\$47.12	\$7,657.00
D	2 YEARS	\$48.22	\$7,835.75
E	3 YEARS	\$49.31	\$8,012.87

Classification: PIRP PUBLIC INFO REPRESENTATIVE **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$32.89	\$5,344.62
B	6 MONTH	\$33.60	\$5,460.00
C	1 YEAR	\$34.30	\$5,573.75
D	2 YEARS	\$35.05	\$5,695.62
E	3 YEARS	\$35.78	\$5,814.25

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Classification: PISP PUBLIC INFO SUPERVISOR **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$39.66	\$6,444.75
B	6 MONTH	\$40.57	\$6,592.62
C	1 YEAR	\$41.44	\$6,734.00
D	2 YEARS	\$42.38	\$6,886.75
E	3 YEARS	\$43.40	\$7,052.50

Classification: PUCO PUBLICATIONS COORDINATOR **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$36.12	\$5,869.50
B	6 MONTH	\$37.10	\$6,028.75
C	1 YEAR	\$37.94	\$6,165.25
D	2 YEARS	\$38.81	\$6,306.62
E	3 YEARS	\$39.65	\$6,443.12

Classification: RAST RECREATION ASSISTANT **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$28.44	\$4,621.50
B	6 MONTH	\$29.01	\$4,714.12
C	1 YEAR	\$29.59	\$4,808.37
D	2 YEARS	\$30.22	\$4,910.75
E	3 YEARS	\$30.78	\$5,001.75

Classification: RECO RECREATION COORDINATOR **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$31.88	\$5,180.50
B	6 MONTH	\$32.59	\$5,295.87
C	1 YEAR	\$33.24	\$5,401.50
D	2 YEARS	\$34.00	\$5,525.00
E	3 YEARS	\$34.67	\$5,633.87

Classification: RECS RECREATION SUPERVISOR **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$33.90	\$5,508.75
B	6 MONTH	\$34.82	\$5,658.25
C	1 YEAR	\$35.60	\$5,785.00
D	2 YEARS	\$36.44	\$5,921.50
E	3 YEARS	\$37.20	\$6,045.00

Classification: RESC RESERVATIONS COORDINATOR **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$33.28	\$5,408.00
B	6 MONTH	\$34.01	\$5,526.62
C	1 YEAR	\$34.68	\$5,635.50
D	2 YEARS	\$35.46	\$5,762.25
E	3 YEARS	\$36.20	\$5,882.50

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Classification: RESP RESERVATIONS SUPERVISOR **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$38.93	\$6,326.12
B	6 MONTH	\$39.85	\$6,475.62
C	1 YEAR	\$40.75	\$6,621.87
D	2 YEARS	\$41.69	\$6,774.62
E	3 YEARS	\$42.66	\$6,932.25

Classification: REST RESERVATIONS SUPPORT TECH **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$29.80	\$4,842.50
B	6 MONTH	\$30.37	\$4,935.12
C	1 YEAR	\$31.00	\$5,037.50
D	2 YEARS	\$31.66	\$5,144.75
E	3 YEARS	\$32.39	\$5,263.37

Classification: RSAN RESOURCE ANALYST **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$33.91	\$5,510.37
B	6 MONTH	\$34.67	\$5,633.87
C	1 YEAR	\$35.38	\$5,749.25
D	2 YEARS	\$36.14	\$5,872.75
E	3 YEARS	\$36.87	\$5,991.37

Classification: REV1 REVENUE ANALYST I **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$33.14	\$5,385.25
B	6 MONTH	\$33.87	\$5,503.87
C	1 YEAR	\$34.57	\$5,617.62
D	2 YEARS	\$35.32	\$5,739.50
E	3 YEARS	\$36.04	\$5,856.50

Classification: REV2 REVENUE ANALYST II **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$35.81	\$5,819.12
B	6 MONTH	\$36.75	\$5,971.87
C	1 YEAR	\$37.62	\$6,113.25
D	2 YEARS	\$38.50	\$6,256.25
E	3 YEARS	\$39.30	\$6,386.25

Classification: RTSP ROADS & TRAILS SUPERVISOR **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$38.86	\$6,735.73
B	6 MONTH	\$39.76	\$6,891.73
C	1 YEAR	\$40.73	\$7,059.86
D	2 YEARS	\$41.61	\$7,212.40
E	3 YEARS	\$42.55	\$7,375.33

East Bay Regional Park District
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Classification: SATD SANITATION TRUCK DRIVER **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$30.35	\$5,260.66
B	6 MONTH	\$31.03	\$5,378.53
C	1 YEAR	\$31.73	\$5,499.86
D	2 YEARS	\$32.39	\$5,614.26
E	3 YEARS	\$33.03	\$5,725.20

Classification: SARC SANITATION/RECYCLING COORDIN **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$31.79	\$5,510.26
B	6 MONTH	\$32.51	\$5,635.06
C	1 YEAR	\$33.16	\$5,747.73
D	2 YEARS	\$33.88	\$5,872.53
E	3 YEARS	\$34.57	\$5,992.13

Classification: SARS SANITATION/RECYCLING SUPERVISR **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$35.99	\$6,238.26
B	6 MONTH	\$36.98	\$6,409.86
C	1 YEAR	\$37.77	\$6,546.80
D	2 YEARS	\$38.68	\$6,704.53
E	3 YEARS	\$39.51	\$6,848.40

Classification: SECT SECRETARY **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$28.93	\$4,701.12
B	6 MONTH	\$29.52	\$4,797.00
C	1 YEAR	\$30.10	\$4,891.25
D	2 YEARS	\$30.78	\$5,001.75
E	3 YEARS	\$31.48	\$5,115.50

Classification: SSEC SECRETARY/STENOGRAPHER **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:** *

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$28.46	\$4,624.75
B	6 MONTH	\$28.98	\$4,709.25
C	1 YEAR	\$29.49	\$4,792.12
D	2 YEARS	\$30.09	\$4,889.62
E	3 YEARS	\$30.61	\$4,974.12

Classification: SVMG SERVICE MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:** **

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$38.86	\$6,735.73
B	6 MONTH	\$39.73	\$6,886.53
C	1 YEAR	\$40.70	\$7,054.66
D	2 YEARS	\$41.58	\$7,207.20
E	3 YEARS	\$42.55	\$7,375.33

East Bay Regional Park District
Salary Schedule Report - AFSCME, Local 2428

Classification: SHLP SIGN MAKER'S HELPER **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:** *

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$27.52	\$4,770.13
B	6 MONTH	\$28.05	\$4,862.00
C	1 YEAR	\$28.59	\$4,955.60
D	2 YEARS	\$29.22	\$5,064.80
E	3 YEARS	\$29.80	\$5,165.33

Classification: SCSP SR CHIEF SURVEY PARTY **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$40.81	\$7,073.73
B	6 MONTH	\$41.77	\$7,240.13
C	1 YEAR	\$42.66	\$7,394.40
D	2 YEARS	\$43.70	\$7,574.66
E	3 YEARS	\$44.69	\$7,746.26

Classification: SCET SR CIVIL ENGINEERING TECHNICN **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$39.30	\$6,386.25
B	6 MONTH	\$40.21	\$6,534.12
C	1 YEAR	\$41.09	\$6,677.12
D	2 YEARS	\$42.05	\$6,833.12
E	3 YEARS	\$42.99	\$6,985.87

Classification: SRCI SR CONSTRUCTION INSPECTOR **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$38.18	\$6,617.86
B	6 MONTH	\$39.07	\$6,772.13
C	1 YEAR	\$39.92	\$6,919.46
D	2 YEARS	\$40.87	\$7,084.13
E	3 YEARS	\$41.80	\$7,245.33

Classification: SRDT SR DRAFTING TECHNICIAN **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$35.81	\$5,819.12
B	6 MONTH	\$36.75	\$5,971.87
C	1 YEAR	\$37.62	\$6,113.25
D	2 YEARS	\$38.50	\$6,256.25
E	3 YEARS	\$39.30	\$6,386.25

Classification: SEGS SR ENVIRONMENTAL GRAPHIC SPEC **Daily Hours:** 8 **Effective** 08/08/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$34.46	\$5,973.06
B	6 MONTH	\$35.26	\$6,111.73
C	1 YEAR	\$36.03	\$6,245.20
D	2 YEARS	\$36.83	\$6,383.86
E	3 YEARS	\$37.62	\$6,520.80

East Bay Regional Park District
Salary Schedule Report - AFSCME, Local 2428

Classification: SREM SR EQUIPMENT MECHANIC **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$32.30	\$5,598.66
B	6 MONTH	\$33.16	\$5,747.73
C	1 YEAR	\$33.95	\$5,884.66
D	2 YEARS	\$34.71	\$6,016.40
E	3 YEARS	\$35.43	\$6,141.20

Classification: SEMA SR EQUIPMENT MECHANIC APPRENTC **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$26.51	\$4,595.06
B	1 YEAR	\$27.74	\$4,808.26
C	2 YEARS	\$28.85	\$5,000.66
D	3 YEARS	\$30.28	\$5,248.53
E	4 YEARS	\$31.56	\$5,470.40

Classification: SRGD SR GRAPHIC DESIGNER **Daily Hours:** 8 **Effective** 08/09/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$34.46	\$5,973.06
B	6 MONTH	\$35.26	\$6,111.73
C	1 YEAR	\$36.03	\$6,245.20
D	2 YEARS	\$36.83	\$6,383.86
E	3 YEARS	\$37.62	\$6,520.80

Classification: SLAS SR LAND ACQUISITION SPECIALIST **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$45.08	\$7,325.50
B	6 MONTH	\$46.11	\$7,492.87
C	1 YEAR	\$47.12	\$7,657.00
D	2 YEARS	\$48.22	\$7,835.75
E	3 YEARS	\$49.31	\$8,012.87

Classification: SOAS SR OFFICE ASSISTANT **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$26.78	\$4,351.75
B	6 MONTH	\$27.31	\$4,437.87
C	1 YEAR	\$27.78	\$4,514.25
D	2 YEARS	\$28.31	\$4,600.37
E	3 YEARS	\$28.77	\$4,675.12

Classification: SROS SR OFFICE SPECIALIST **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$28.93	\$4,701.12
B	6 MONTH	\$29.52	\$4,797.00
C	1 YEAR	\$30.10	\$4,891.25
D	2 YEARS	\$30.78	\$5,001.75
E	3 YEARS	\$31.48	\$5,115.50

East Bay Regional Park District
Salary Schedule Report - AFSCME, Local 2428

Classification: SPDE SR PARK DESIGNER **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$39.62	\$6,438.25
B	6 MONTH	\$40.57	\$6,592.62
C	1 YEAR	\$41.50	\$6,743.75
D	2 YEARS	\$42.38	\$6,886.75
E	3 YEARS	\$43.33	\$7,041.12

Classification: SPLN SR PLANNER **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$39.62	\$6,438.25
B	6 MONTH	\$40.57	\$6,592.62
C	1 YEAR	\$41.50	\$6,743.75
D	2 YEARS	\$42.38	\$6,886.75
E	3 YEARS	\$43.33	\$7,041.12

Classification: STOK STOCK CLERK/DRIVER **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$27.52	\$4,770.13
B	6 MONTH	\$28.05	\$4,862.00
C	1 YEAR	\$28.62	\$4,960.80
D	2 YEARS	\$29.22	\$5,064.80
E	3 YEARS	\$29.79	\$5,163.60

Classification: STSP STORES SUPERVISOR **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$32.17	\$5,576.13
B	6 MONTH	\$32.95	\$5,711.33
C	1 YEAR	\$33.64	\$5,830.93
D	2 YEARS	\$34.41	\$5,964.40
E	3 YEARS	\$35.19	\$6,099.60

Classification: SUN1 SUPERVISING NATURALIST I **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$33.15	\$5,746.00
B	6 MONTH	\$33.90	\$5,876.00
C	1 YEAR	\$34.64	\$6,004.26
D	2 YEARS	\$35.41	\$6,137.73
E	3 YEARS	\$36.17	\$6,269.46

Classification: SUN2 SUPERVISING NATURALIST II **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$35.27	\$6,113.46
B	6 MONTH	\$36.23	\$6,279.86
C	1 YEAR	\$37.04	\$6,420.26
D	2 YEARS	\$37.90	\$6,569.33
E	3 YEARS	\$38.70	\$6,708.00

East Bay Regional Park District
Salary Schedule Report - AFSCME, Local 2428

Classification: SUN3 SUPERVISING NATURALIST III **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$36.69	\$6,359.60
B	6 MONTH	\$37.59	\$6,515.60
C	1 YEAR	\$38.46	\$6,666.40
D	2 YEARS	\$39.36	\$6,822.40
E	3 YEARS	\$40.38	\$6,999.20

Classification: SUN4 SUPERVISING NATURALIST IV **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$38.36	\$6,649.06
B	6 MONTH	\$39.25	\$6,803.33
C	1 YEAR	\$40.12	\$6,954.13
D	2 YEARS	\$41.06	\$7,117.06
E	3 YEARS	\$42.02	\$7,283.46

Classification: STEC SURVEY TECHNICIAN **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$30.43	\$5,274.53
B	6 MONTH	\$31.12	\$5,394.13
C	1 YEAR	\$31.76	\$5,505.06
D	2 YEARS	\$32.47	\$5,628.13
E	3 YEARS	\$33.11	\$5,739.06

Classification: SWRC SWITCHBOARD OP/RECEPTIONIST **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$26.53	\$4,311.12
B	6 MONTH	\$26.94	\$4,377.75
C	1 YEAR	\$27.38	\$4,449.25
D	2 YEARS	\$27.88	\$4,530.50
E	3 YEARS	\$28.35	\$4,606.87

Classification: SYSA SYSTEMS ADMINISTRATOR **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$38.93	\$6,326.12
B	6 MONTH	\$39.85	\$6,475.62
C	1 YEAR	\$40.75	\$6,621.87
D	2 YEARS	\$41.69	\$6,774.62
E	3 YEARS	\$42.66	\$6,932.25

Classification: SYAN SYSTEMS ANALYST **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$38.93	\$6,326.12
B	6 MONTH	\$39.85	\$6,475.62
C	1 YEAR	\$40.75	\$6,621.87
D	2 YEARS	\$41.69	\$6,774.62
E	3 YEARS	\$42.66	\$6,932.25

East Bay Regional Park District
Salary Schedule Report - AFSCME, Local 2428

Classification: TCOO TRAILS COORDINATOR **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$35.81	\$5,819.12
B	6 MONTH	\$36.75	\$5,971.87
C	1 YEAR	\$37.62	\$6,113.25
D	2 YEARS	\$38.50	\$6,256.25
E	3 YEARS	\$39.30	\$6,386.25

Classification: TRDR TRUCK DRIVER **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:** *

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$28.27	\$4,900.13
B	6 MONTH	\$28.83	\$4,997.20
C	1 YEAR	\$29.41	\$5,097.73
D	2 YEARS	\$30.01	\$5,201.73
E	3 YEARS	\$30.62	\$5,307.46

Classification: WMSP WATER MANAGEMENT SUPERVISOR **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$41.17	\$6,690.12
B	6 MONTH	\$42.11	\$6,842.87
C	1 YEAR	\$43.08	\$7,000.50
D	2 YEARS	\$44.08	\$7,163.00
E	3 YEARS	\$45.06	\$7,322.25

Classification: WMAT WATER MANAGEMENT TECHNICIAN **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$32.76	\$5,323.50
B	6 MONTH	\$33.41	\$5,429.12
C	1 YEAR	\$34.10	\$5,541.25
D	2 YEARS	\$34.82	\$5,658.25
E	3 YEARS	\$35.63	\$5,789.87

Classification: WUMS WATER UTILITIES MAINT SUPE **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$38.86	\$6,735.73
B	6 MONTH	\$39.76	\$6,891.73
C	1 YEAR	\$40.73	\$7,059.86
D	2 YEARS	\$41.61	\$7,212.40
E	3 YEARS	\$42.55	\$7,375.33

Classification: WUMT WATER UTILITIES MAINT TECH **Daily Hours:** 8 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$32.90	\$5,702.66
B	6 MONTH	\$33.67	\$5,836.13
C	1 YEAR	\$34.39	\$5,960.93
D	2 YEARS	\$35.19	\$6,099.60
E	3 YEARS	\$35.97	\$6,234.80

East Bay Regional Park District
Salary Schedule Report - AFSCME, Local 2428

Classification: WEBD WEBSITE DESIGNER **Daily Hours:** 7.5 **Effective** 03/19/2016
Range: AFSC **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$32.89	\$5,344.62
B	6 MONTH	\$33.60	\$5,460.00
C	1 YEAR	\$34.30	\$5,573.75
D	2 YEARS	\$35.05	\$5,695.62
E	3 YEARS	\$35.78	\$5,814.25

* Denotes unfilled classifications. Should the District decide to recruit for any of these classifications, COLAs would be negotiated at Meet & Confer.

** Service Manager received 7.5% extra pay (shift differential) while there is a second shift. If the second shift is eliminated the Service Manager position will revert back to Crew Supervisor level.

East Bay Regional Park District
Salary Schedule Report - Police Association

Annual Cost of Living Adjustment:

Effective the first full pay period in October 2015, a further wage increase of 5.5% for Sworn, 2.25% for Non-Sworn
 Effective the first full pay period in October 2016, a further wage increase of 5.5% for Sworn, 2.25% for Non-Sworn
 Effective the first full pay period in October 2017, a further wage increase of 5.5% for Sworn, 2.5% for Non-Sworn

Classification: DSUP DISPATCH SUPERVISOR **Daily Hours:** 8 Effective: 10/01/2016

Range: PA07

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$35.40	\$6,136.00
B	6 MONTHS	\$36.73	\$6,366.53
C	12 MONTHS	\$38.09	\$6,602.26
D	24 MONTHS	\$39.43	\$6,834.53
E	36 MONTHS	\$41.32	\$7,162.13

Classification: DISP DISPATCHER/CSO **Daily Hours:** 8 Effective: 10/01/2016

Range: PA02

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$30.02	\$5,203.46
B	12 MONTHS	\$31.60	\$5,477.33
C	24 MONTHS	\$32.77	\$5,680.13
D	36 MONTHS	\$34.10	\$5,910.66
E	48 MONTHS	\$34.45	\$5,971.33
F	60 MONTHS	\$35.91	\$6,224.40

Classification: FCAP FIRE CAPTAIN **Daily Hours:** 8 Effective: 10/01/2016

Range: PA08

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$47.01	\$8,148.40
B	6 MONTHS	\$48.95	\$8,484.66
C	18 MONTHS	\$50.87	\$8,817.46
D	30 MONTHS	\$52.91	\$9,171.06
E	42 MONTHS	\$54.58	\$9,460.53

Classification: PSDS P/S DISPATCH SYSTEMS ADMIN **Daily Hours:** 8 Effective: 10/01/2016

Range: PA06

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$33.62	\$5,827.46
B	12 MONTHS	\$35.40	\$6,136.00
C	24 MONTHS	\$36.73	\$6,366.53
D	36 MONTHS	\$38.09	\$6,602.26
E	48 MONTHS	\$39.43	\$6,834.53
F	60 MONTHS	\$41.32	\$7,162.13

Classification: PSVC P/S VOLUNTEER COORDINATOR **Daily Hours:** 8 Effective: 10/01/2016

Range: PA04

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$32.16	\$5,574.40
B	12 MONTHS	\$33.85	\$5,867.33
C	24 MONTHS	\$35.13	\$6,089.20
D	36 MONTHS	\$36.42	\$6,312.80
E	48 MONTHS	\$37.72	\$6,538.13
F	60 MONTHS	\$39.52	\$6,850.13

East Bay Regional Park District
Salary Schedule Report - Police Association

Classification: POHP POLICE OFFCR/HELICOPTER PILOT **Daily Hours:** 8 **Effective:** 10/01/2016

Range: PA09

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$36.49	\$6,324.93
B	12 MONTHS	\$38.42	\$6,659.46
B1	ASSIGNED TO ASU	\$49.95	\$8,658.00
C	24 MONTHS	\$51.82	\$8,982.13
D	36 MONTHS	\$54.09	\$9,375.60
E	48 MONTHS	\$56.39	\$9,774.26
F	60 MONTHS	\$58.73	\$10,179.86

Classification: POLO POLICE OFFICER **Daily Hours:** 8 **Effective:** 10/01/2016

Range: PA05

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$36.49	\$6,324.93
B	12 MONTHS	\$38.42	\$6,659.46
C	24 MONTHS	\$40.21	\$6,969.73
D	36 MONTHS	\$41.96	\$7,273.06
E	48 MONTHS	\$43.77	\$7,586.80
F	60 MONTHS	\$45.54	\$7,893.60

Classification: POLR POLICE OFFICER RECRUIT **Daily Hours:** 8 **Effective:** 10/01/2016

Range: PA03

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$31.40	\$5,442.66

Classification: POLS POLICE SERGEANT **Daily Hours:** 8 **Effective:** 10/01/2016

Range: PA08

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$47.01	\$8,148.40
B	6 MONTHS	\$48.95	\$8,484.66
C	18 MONTHS	\$50.87	\$8,817.46
D	30 MONTHS	\$52.91	\$9,171.06
E	42 MONTHS	\$54.58	\$9,460.53

Classification: SGHP POLICE SGT/HELICOPTER PILOT **Daily Hours:** 8 **Effective:** 10/01/2016

Range: PA10

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$59.38	\$10,292.53
B	6 MONTHS	\$61.76	\$10,705.06
C	18 MONTHS	\$64.24	\$11,134.93
D	30 MONTHS	\$66.80	\$11,578.66
E	42 MONTHS	\$68.88	\$11,939.20

Classification: PESP PROPERTY & EVIDENCE SPECIALIST **Daily Hours:** 8 **Effective:** 10/01/2016

Range: PA01

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$27.66	\$4,794.40
B	12 MONTHS	\$29.11	\$5,045.73
C	24 MONTHS	\$30.16	\$5,227.73
D	36 MONTHS	\$31.40	\$5,442.66
E	48 MONTHS	\$31.71	\$5,496.40

East Bay Regional Park District
Salary Schedule Report - Police Association

F 60 MONTHS \$33.04 \$5,726.93

Classification: SPOL SEASONAL POLICE OFFICER

Daily Hours: 8

Effective: 10/01/2016

Range: PA05

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$36.49	\$6,324.93
B	12 MONTHS	\$38.42	\$6,659.46
C	24 MONTHS	\$40.21	\$6,969.73
D	36 MONTHS	\$41.96	\$7,273.06
E	48 MONTHS	\$43.77	\$7,586.80
F	60 MONTHS	\$45.54	\$7,893.60

Salary amounts do not include Incentive Pay.

East Bay Regional Park District
Salary Schedule Report - Management

Annual Cost of Living Adjustment:

Effective the pay period that includes April 1, 2013, a general increase of 2.0% is authorized.

Effective the pay period that includes April 1, 2014, a general increase of 2.0% is authorized.

Effective the pay period that includes April 1, 2015, all classes will receive CPI-W based on the February 2015 CPI-W (San Francisco/Oakland/San Jose), with a floor of 2.0% and a ceiling of 2.75%.

Effective the pay period that includes April 1, 2016, all classes will receive CPI-W based on the February 2016 CPI-W (San Francisco/Oakland/San Jose), with a floor of 2.0% and a ceiling of 2.75%.

The District will calculate approximate monthly salaries using an hourly rate that carries out two decimal places (not four).

The District agrees to round up one cent in dropping the third and fourth digits.

Effective September 19, 2015, salary range adjustments were authorized, per Board Resolution 2015-07-184.

Values for steps 1A, 1B, and 1C were in effect prior to the adjustment.

Classification: ACCG ACCOUNTING MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG02 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$45.24	\$7,841.60
B	1 YEAR	\$47.47	\$8,228.13
C	2 YEARS	\$49.84	\$8,638.93
D	3 YEARS	\$52.34	\$9,072.26
E	4 YEARS	\$54.96	\$9,526.40
F	5 YEARS	\$57.70	\$10,001.33
G	MERIT	\$60.59	\$10,502.26
H	MERIT	\$63.62	\$11,027.46
I	MERIT	\$66.80	\$11,578.66

Classification: ADSM ADMINISTRATIVE SUPPORT MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG01 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$43.09	\$7,468.93
B	1 YEAR	\$45.24	\$7,841.60
C	2 YEARS	\$47.48	\$8,229.86
D	3 YEARS	\$49.85	\$8,640.66
E	4 YEARS	\$52.35	\$9,074.00
F	5 YEARS	\$54.97	\$9,528.13
G	MERIT	\$57.72	\$10,004.80
H	MERIT	\$60.60	\$10,504.00
I	MERIT	\$63.63	\$11,029.20

Classification: AGAS AGM, ACQUIS/STEW/DEVELOPMENT **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG08 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$75.75	\$13,130.00
B	1 YEAR	\$79.54	\$13,786.93
C	2 YEARS	\$83.50	\$14,473.33
D	3 YEARS	\$87.67	\$15,196.13
E	4 YEARS	\$92.07	\$15,958.80
F	5 YEARS	\$96.69	\$16,759.60
G	MERIT	\$101.53	\$17,598.53
H	MERIT	\$106.60	\$18,477.33
I	MERIT	\$111.93	\$19,401.20

Classification: AGDC AGM, DISTRICT COUNSEL **Daily Hours:** 8 **Effective** 03/19/2016

East Bay Regional Park District
Salary Schedule Report - Management

Range: MG09

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$83.33	\$14,443.86
B	1 YEAR	\$87.47	\$15,161.46
C	2 YEARS	\$91.88	\$15,925.86
D	3 YEARS	\$96.43	\$16,714.53
E	4 YEARS	\$101.27	\$17,553.46
F	5 YEARS	\$106.36	\$18,435.73
G	MERIT	\$111.68	\$19,357.86
H	MERIT	\$117.26	\$20,325.06
I	MERIT	\$123.13	\$21,342.53

Classification: AGFM AGM, FINANCE & MANAGEMENT SVCS **Daily Hours:** 8 **Effective** 03/19/2016

Range: MG08

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$75.75	\$13,130.00
B	1 YEAR	\$79.54	\$13,786.93
C	2 YEARS	\$83.50	\$14,473.33
D	3 YEARS	\$87.67	\$15,196.13
E	4 YEARS	\$92.07	\$15,958.80
F	5 YEARS	\$96.69	\$16,759.60
G	MERIT	\$101.53	\$17,598.53
H	MERIT	\$106.60	\$18,477.33
I	MERIT	\$111.93	\$19,401.20

Classification: AGFC AGM, FINANCE & MGMT SVCS/CFO **Daily Hours:** 8 **Effective** 05/30/2016

Range: MG08

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$75.75	\$13,130.00
B	1 YEAR	\$79.54	\$13,786.93
C	2 YEARS	\$83.50	\$14,473.33
D	3 YEARS	\$87.67	\$15,196.13
E	4 YEARS	\$92.07	\$15,958.80
F	5 YEARS	\$96.69	\$16,759.60
G	MERIT	\$101.53	\$17,598.53
H	MERIT	\$106.60	\$18,477.33
I	MERIT	\$111.93	\$19,401.20

Classification: AGOP AGM, OPERATIONS **Daily Hours:** 8 **Effective** 03/19/2016

Range: MG09

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$83.33	\$14,443.86
B	1 YEAR	\$87.47	\$15,161.46
C	2 YEARS	\$91.88	\$15,925.86
D	3 YEARS	\$96.43	\$16,714.53
E	4 YEARS	\$101.27	\$17,553.46
F	5 YEARS	\$106.36	\$18,435.73
G	MERIT	\$111.68	\$19,357.86
H	MERIT	\$117.26	\$20,325.06
I	MERIT	\$123.13	\$21,342.53

Classification: AGPL AGM, PLAN/STEW/DES/CON **Daily Hours:** 8 **Effective** 03/19/2016

East Bay Regional Park District
Salary Schedule Report - Management

Range: MG07

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$68.85	\$11,934.00
B	1 YEAR	\$72.31	\$12,533.73
C	2 YEARS	\$75.93	\$13,161.20
D	3 YEARS	\$79.72	\$13,818.13
E	4 YEARS	\$83.68	\$14,504.53
F	5 YEARS	\$87.86	\$15,229.06
G	MERIT	\$92.26	\$15,991.73
H	MERIT	\$96.86	\$16,789.06
I	MERIT	\$101.71	\$17,629.73

Classification: AGPA AGM, PUBLIC AFFAIRS

Daily Hours: 8

Effective 03/19/2016

Range: MG07

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$68.85	\$11,934.00
B	1 YEAR	\$72.31	\$12,533.73
C	2 YEARS	\$75.93	\$13,161.20
D	3 YEARS	\$79.72	\$13,818.13
E	4 YEARS	\$83.68	\$14,504.53
F	5 YEARS	\$87.86	\$15,229.06
G	MERIT	\$92.26	\$15,991.73
H	MERIT	\$96.86	\$16,789.06
I	MERIT	\$101.71	\$17,629.73

Classification: AGPS AGM, PUBLIC SAFETY

Daily Hours: 8

Effective 03/19/2016

Range: MG09

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$83.33	\$14,443.86
B	1 YEAR	\$87.47	\$15,161.46
C	2 YEARS	\$91.88	\$15,925.86
D	3 YEARS	\$96.43	\$16,714.53
E	4 YEARS	\$101.27	\$17,553.46
F	5 YEARS	\$106.36	\$18,435.73
G	MERIT	\$111.68	\$19,357.86
H	MERIT	\$117.26	\$20,325.06
I	MERIT	\$123.13	\$21,342.53

Classification: AQMG AQUATIC MANAGER

Daily Hours: 8

Effective 03/19/2016

Range: MG03

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
1B	PREVIOUS 1 YEAR	\$42.94	\$7,442.93
1C	PREVIOUS 2 YEARS	\$45.10	\$7,817.33
A	START	\$47.37	\$8,210.80
B	1 YEAR	\$49.72	\$8,618.13
C	2 YEARS	\$52.22	\$9,051.46
D	3 YEARS	\$54.84	\$9,505.60
E	4 YEARS	\$57.57	\$9,978.80
F	5 YEARS	\$60.43	\$10,474.53
G	MERIT	\$63.45	\$10,998.00
H	MERIT	\$66.62	\$11,547.46
I	MERIT	\$69.95	\$12,124.66

East Bay Regional Park District
Salary Schedule Report - Management

Classification: ASDC ASSISTANT DISTRICT COUNSEL **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG07 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$68.85	\$11,934.00
B	1 YEAR	\$72.31	\$12,533.73
C	2 YEARS	\$75.93	\$13,161.20
D	3 YEARS	\$79.72	\$13,818.13
E	4 YEARS	\$83.68	\$14,504.53
F	5 YEARS	\$87.86	\$15,229.06
G	MERIT	\$92.26	\$15,991.73
H	MERIT	\$96.86	\$16,789.06
I	MERIT	\$101.71	\$17,629.73

Classification: ASFO ASSISTANT FINANCE OFFICER **Daily Hours:** 8 **Effective** 05/30/2016
Range: MG05 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$57.29	\$9,930.26
B	1 YEAR	\$60.15	\$10,426.00
C	2 YEARS	\$63.18	\$10,951.20
D	3 YEARS	\$66.34	\$11,498.93
E	4 YEARS	\$69.61	\$12,065.73
F	5 YEARS	\$73.09	\$12,668.93
G	MERIT	\$76.74	\$13,301.60
H	MERIT	\$80.58	\$13,967.20
I	MERIT	\$84.60	\$14,664.00

Classification: ASFC ASSISTANT FIRE CHIEF **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG04 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$52.11	\$9,032.40
B	1 YEAR	\$54.69	\$9,479.60
C	2 YEARS	\$57.41	\$9,951.06
D	3 YEARS	\$60.28	\$10,448.53
E	4 YEARS	\$63.30	\$10,972.00
F	5 YEARS	\$66.47	\$11,521.46
G	MERIT	\$69.79	\$12,096.93
H	MERIT	\$73.28	\$12,701.86
I	MERIT	\$76.95	\$13,338.00

Classification: AUMG AUDIT MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG02 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$45.24	\$7,841.60
B	1 YEAR	\$47.47	\$8,228.13
C	2 YEARS	\$49.84	\$8,638.93
D	3 YEARS	\$52.34	\$9,072.26
E	4 YEARS	\$54.96	\$9,526.40
F	5 YEARS	\$57.70	\$10,001.33
G	MERIT	\$60.59	\$10,502.26
H	MERIT	\$63.62	\$11,027.46
I	MERIT	\$66.80	\$11,578.66

East Bay Regional Park District
Salary Schedule Report - Management

Classification: CONT CHIEF FINANCIAL OFF/CONTROLLER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG07 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$68.85	\$11,934.00
B	1 YEAR	\$72.31	\$12,533.73
C	2 YEARS	\$75.93	\$13,161.20
D	3 YEARS	\$79.72	\$13,818.13
E	4 YEARS	\$83.68	\$14,504.53
F	5 YEARS	\$87.86	\$15,229.06
G	MERIT	\$92.26	\$15,991.73
H	MERIT	\$96.86	\$16,789.06
I	MERIT	\$101.71	\$17,629.73

Classification: CHIO CHIEF INFORMATION OFFICER **Daily Hours:** 8 **Effective** 05/30/2016
Range: MG05 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$57.29	\$9,930.26
B	1 YEAR	\$60.15	\$10,426.00
C	2 YEARS	\$63.18	\$10,951.20
D	3 YEARS	\$66.34	\$11,498.93
E	4 YEARS	\$69.61	\$12,065.73
F	5 YEARS	\$73.09	\$12,668.93
G	MERIT	\$76.74	\$13,301.60
H	MERIT	\$80.58	\$13,967.20
I	MERIT	\$84.60	\$14,664.00

Classification: CHDC CHIEF, DESIGN & CONSTRUCTION **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG05 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$57.29	\$9,930.26
B	1 YEAR	\$60.15	\$10,426.00
C	2 YEARS	\$63.18	\$10,951.20
D	3 YEARS	\$66.34	\$11,498.93
E	4 YEARS	\$69.61	\$12,065.73
F	5 YEARS	\$73.09	\$12,668.93
G	MERIT	\$76.74	\$13,301.60
H	MERIT	\$80.58	\$13,967.20
I	MERIT	\$84.60	\$14,664.00

Classification: CHIR CHIEF, INTERP & REC SVCS **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG05 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$57.29	\$9,930.26
B	1 YEAR	\$60.15	\$10,426.00
C	2 YEARS	\$63.18	\$10,951.20
D	3 YEARS	\$66.34	\$11,498.93
E	4 YEARS	\$69.61	\$12,065.73
F	5 YEARS	\$73.09	\$12,668.93
G	MERIT	\$76.74	\$13,301.60
H	MERIT	\$80.58	\$13,967.20
I	MERIT	\$84.60	\$14,664.00

East Bay Regional Park District
Salary Schedule Report - Management

Classification: CHLA CHIEF, LAND ACQUISITION **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG05 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$57.29	\$9,930.26
B	1 YEAR	\$60.15	\$10,426.00
C	2 YEARS	\$63.18	\$10,951.20
D	3 YEARS	\$66.34	\$11,498.93
E	4 YEARS	\$69.61	\$12,065.73
F	5 YEARS	\$73.09	\$12,668.93
G	MERIT	\$76.74	\$13,301.60
H	MERIT	\$80.58	\$13,967.20
I	MERIT	\$84.60	\$14,664.00

Classification: CHMS CHIEF, MAINT & SKILLED TRADES **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG05 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$57.29	\$9,930.26
B	1 YEAR	\$60.15	\$10,426.00
C	2 YEARS	\$63.18	\$10,951.20
D	3 YEARS	\$66.34	\$11,498.93
E	4 YEARS	\$69.61	\$12,065.73
F	5 YEARS	\$73.09	\$12,668.93
G	MERIT	\$76.74	\$13,301.60
H	MERIT	\$80.58	\$13,967.20
I	MERIT	\$84.60	\$14,664.00

Classification: CHPO CHIEF, PARK OPERATIONS **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG06 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$63.05	\$10,928.66
B	1 YEAR	\$66.19	\$11,472.93
C	2 YEARS	\$69.53	\$12,051.86
D	3 YEARS	\$73.00	\$12,653.33
E	4 YEARS	\$76.67	\$13,289.46
F	5 YEARS	\$80.51	\$13,955.06
G	MERIT	\$84.54	\$14,653.60
H	MERIT	\$88.77	\$15,386.80
I	MERIT	\$93.20	\$16,154.66

Classification: CHPL CHIEF, PLANNING **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG04 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$52.11	\$9,032.40
B	1 YEAR	\$54.69	\$9,479.60
C	2 YEARS	\$57.41	\$9,951.06
D	3 YEARS	\$60.28	\$10,448.53
E	4 YEARS	\$63.30	\$10,972.00
F	5 YEARS	\$66.47	\$11,521.46
G	MERIT	\$69.79	\$12,096.93
H	MERIT	\$73.28	\$12,701.86
I	MERIT	\$76.95	\$13,338.00

East Bay Regional Park District
Salary Schedule Report - Management

Classification: CHST CHIEF, STEWARDSHIP **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG05 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$57.29	\$9,930.26
B	1 YEAR	\$60.15	\$10,426.00
C	2 YEARS	\$63.18	\$10,951.20
D	3 YEARS	\$66.34	\$11,498.93
E	4 YEARS	\$69.61	\$12,065.73
F	5 YEARS	\$73.09	\$12,668.93
G	MERIT	\$76.74	\$13,301.60
H	MERIT	\$80.58	\$13,967.20
I	MERIT	\$84.60	\$14,664.00

Classification: COTB CLERK OF THE BOARD **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG02 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
1A	PREVIOUS START	\$39.07	\$6,772.13
1B	PREVIOUS 1 YEAR	\$41.02	\$7,110.13
1C	PREVIOUS 2 YEARS	\$43.07	\$7,465.46
A	START	\$45.24	\$7,841.60
B	1 YEAR	\$47.47	\$8,228.13
C	2 YEARS	\$49.84	\$8,638.93
D	3 YEARS	\$52.34	\$9,072.26
E	4 YEARS	\$54.96	\$9,526.40
F	5 YEARS	\$57.70	\$10,001.33
G	MERIT	\$60.59	\$10,502.26
H	MERIT	\$63.62	\$11,027.46
I	MERIT	\$66.80	\$11,578.66

Classification: COMM COMMUNICATIONS AND RECORDS MGR **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG03 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$47.37	\$8,210.80
B	1 YEAR	\$49.72	\$8,618.13
C	2 YEARS	\$52.22	\$9,051.46
D	3 YEARS	\$54.84	\$9,505.60
E	4 YEARS	\$57.57	\$9,978.80
F	5 YEARS	\$60.43	\$10,474.53
G	MERIT	\$63.45	\$10,998.00
H	MERIT	\$66.62	\$11,547.46
I	MERIT	\$69.95	\$12,124.66

Classification: CRMG COMMUNITY RELATIONS MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG02 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$45.24	\$7,841.60
B	1 YEAR	\$47.47	\$8,228.13
C	2 YEARS	\$49.84	\$8,638.93
D	3 YEARS	\$52.34	\$9,072.26
E	4 YEARS	\$54.96	\$9,526.40
F	5 YEARS	\$57.70	\$10,001.33
G	MERIT	\$60.59	\$10,502.26

East Bay Regional Park District
Salary Schedule Report - Management

H	MERIT	\$63.62	\$11,027.46
I	MERIT	\$66.80	\$11,578.66

Classification: COMG CONSTRUCTION MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG03 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$47.37	\$8,210.80
B	1 YEAR	\$49.72	\$8,618.13
C	2 YEARS	\$52.22	\$9,051.46
D	3 YEARS	\$54.84	\$9,505.60
E	4 YEARS	\$57.57	\$9,978.80
F	5 YEARS	\$60.43	\$10,474.53
G	MERIT	\$63.45	\$10,998.00
H	MERIT	\$66.62	\$11,547.46
I	MERIT	\$69.95	\$12,124.66

Classification: CDMG CREATIVE DESIGN MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG02 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$45.24	\$7,841.60
B	1 YEAR	\$47.47	\$8,228.13
C	2 YEARS	\$49.84	\$8,638.93
D	3 YEARS	\$52.34	\$9,072.26
E	4 YEARS	\$54.96	\$9,526.40
F	5 YEARS	\$57.70	\$10,001.33
G	MERIT	\$60.59	\$10,502.26
H	MERIT	\$63.62	\$11,027.46
I	MERIT	\$66.80	\$11,578.66

Classification: DPGM DEPUTY GENERAL MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG10 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$96.26	\$16,685.06
B	1 YEAR	\$101.12	\$17,527.46
C	2 YEARS	\$106.16	\$18,401.06
D	3 YEARS	\$111.44	\$19,316.26
E	4 YEARS	\$117.03	\$20,285.20
F	5 YEARS	\$122.90	\$21,302.66
G	MERIT	\$129.04	\$22,366.93
H	MERIT	\$135.50	\$23,486.66
I	MERIT	\$142.27	\$24,660.13

Classification: DESM DESIGN MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG03 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$47.37	\$8,210.80
B	1 YEAR	\$49.72	\$8,618.13
C	2 YEARS	\$52.22	\$9,051.46
D	3 YEARS	\$54.84	\$9,505.60
E	4 YEARS	\$57.57	\$9,978.80
F	5 YEARS	\$60.43	\$10,474.53
G	MERIT	\$63.45	\$10,998.00
H	MERIT	\$66.62	\$11,547.46

East Bay Regional Park District
Salary Schedule Report - Management

I	MERIT	\$69.95	\$12,124.66	
Classification:	DOFF DEVELOPMENT OFFICER		Daily Hours: 8	Effective 03/19/2016
Range:	MG01		Note:	

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$43.09	\$7,468.93
B	1 YEAR	\$45.24	\$7,841.60
C	2 YEARS	\$47.48	\$8,229.86
D	3 YEARS	\$49.85	\$8,640.66
E	4 YEARS	\$52.35	\$9,074.00
F	5 YEARS	\$54.97	\$9,528.13
G	MERIT	\$57.72	\$10,004.80
H	MERIT	\$60.60	\$10,504.00
I	MERIT	\$63.63	\$11,029.20

	ENVM ENVIRONMENTAL PROGRAM MANAGER		\$69.95	
Classification:	ENVM ENVIRONMENTAL PROGRAM MANAGER		Daily Hours: 8	Effective 03/19/2016
Range:	MG02		Note:	

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$45.24	\$7,841.60
B	1 YEAR	\$47.47	\$8,228.13
C	2 YEARS	\$49.84	\$8,638.93
D	3 YEARS	\$52.34	\$9,072.26
E	4 YEARS	\$54.96	\$9,526.40
F	5 YEARS	\$57.70	\$10,001.33
G	MERIT	\$60.59	\$10,502.26
H	MERIT	\$63.62	\$11,027.46
I	MERIT	\$66.80	\$11,578.66

	ENSM ENVIRONMENTAL SERVICES MANAGER		\$69.95	
Classification:	ENSM ENVIRONMENTAL SERVICES MANAGER		Daily Hours: 8	Effective 03/19/2016
Range:	MG03		Note:	

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$47.37	\$8,210.80
B	1 YEAR	\$49.72	\$8,618.13
C	2 YEARS	\$52.22	\$9,051.46
D	3 YEARS	\$54.84	\$9,505.60
E	4 YEARS	\$57.57	\$9,978.80
F	5 YEARS	\$60.43	\$10,474.53
G	MERIT	\$63.45	\$10,998.00
H	MERIT	\$66.62	\$11,547.46
I	MERIT	\$69.95	\$12,124.66

	FACM FACILITIES MANAGER		\$69.95	
Classification:	FACM FACILITIES MANAGER		Daily Hours: 8	Effective 03/19/2016
Range:	MG03		Note:	

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$47.37	\$8,210.80
B	1 YEAR	\$49.72	\$8,618.13
C	2 YEARS	\$52.22	\$9,051.46
D	3 YEARS	\$54.84	\$9,505.60
E	4 YEARS	\$57.57	\$9,978.80
F	5 YEARS	\$60.43	\$10,474.53
G	MERIT	\$63.45	\$10,998.00
H	MERIT	\$66.62	\$11,547.46
I	MERIT	\$69.95	\$12,124.66

East Bay Regional Park District
Salary Schedule Report - Management

Classification: FCHF FIRE CHIEF **Daily Hours:** 8
Range: MG07 **Effective** 03/19/2016
Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$68.85	\$11,934.00
B	1 YEAR	\$72.31	\$12,533.73
C	2 YEARS	\$75.93	\$13,161.20
D	3 YEARS	\$79.72	\$13,818.13
E	4 YEARS	\$83.68	\$14,504.53
F	5 YEARS	\$87.86	\$15,229.06
G	MERIT	\$92.26	\$15,991.73
H	MERIT	\$96.86	\$16,789.06
I	MERIT	\$101.71	\$17,629.73

Classification: FIPM FISHERIES PROGRAM MANAGER **Daily Hours:** 8
Range: MG02 **Effective** 03/19/2016
Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$45.24	\$7,841.60
B	1 YEAR	\$47.47	\$8,228.13
C	2 YEARS	\$49.84	\$8,638.93
D	3 YEARS	\$52.34	\$9,072.26
E	4 YEARS	\$54.96	\$9,526.40
F	5 YEARS	\$57.70	\$10,001.33
G	MERIT	\$60.59	\$10,502.26
H	MERIT	\$63.62	\$11,027.46
I	MERIT	\$66.80	\$11,578.66

Classification: FLMG FLEET MANAGER **Daily Hours:** 8
Range: MG03 **Effective** 03/19/2016
Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$47.37	\$8,210.80
B	1 YEAR	\$49.72	\$8,618.13
C	2 YEARS	\$52.22	\$9,051.46
D	3 YEARS	\$54.84	\$9,505.60
E	4 YEARS	\$57.57	\$9,978.80
F	5 YEARS	\$60.43	\$10,474.53
G	MERIT	\$63.45	\$10,998.00
H	MERIT	\$66.62	\$11,547.46
I	MERIT	\$69.95	\$12,124.66

Classification: FOMG FOUNDATION PROGRAM MANAGER **Daily Hours:** 8
Range: MG02 **Effective** 03/19/2016
Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$45.24	\$7,841.60
B	1 YEAR	\$47.47	\$8,228.13
C	2 YEARS	\$49.84	\$8,638.93
D	3 YEARS	\$52.34	\$9,072.26
E	4 YEARS	\$54.96	\$9,526.40
F	5 YEARS	\$57.70	\$10,001.33
G	MERIT	\$60.59	\$10,502.26
H	MERIT	\$63.62	\$11,027.46
I	MERIT	\$66.80	\$11,578.66

East Bay Regional Park District
Salary Schedule Report - Management

Classification: GNMG GENERAL MANAGER **Daily Hours:** 8 **Effective** 08/09/2016
Range: MG11 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$111.44	\$19,316.26
B	1 YEAR	\$117.07	\$20,292.13
C	2 YEARS	\$122.90	\$21,302.66
D	3 YEARS	\$129.01	\$22,361.73
E	4 YEARS	\$135.49	\$23,484.93
F	5 YEARS	\$142.28	\$24,661.86
G	MERIT	\$149.39	\$25,894.26
H	MERIT	\$156.87	\$27,190.80
I	MERIT	\$164.71	\$28,549.73

Classification: GAMG GOVERNMENT AFFAIRS MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG03 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$47.37	\$8,210.80
B	1 YEAR	\$49.72	\$8,618.13
C	2 YEARS	\$52.22	\$9,051.46
D	3 YEARS	\$54.84	\$9,505.60
E	4 YEARS	\$57.57	\$9,978.80
F	5 YEARS	\$60.43	\$10,474.53
G	MERIT	\$63.45	\$10,998.00
H	MERIT	\$66.62	\$11,547.46
I	MERIT	\$69.95	\$12,124.66

Classification: GRMG GRANTS MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG02 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$45.24	\$7,841.60
B	1 YEAR	\$47.47	\$8,228.13
C	2 YEARS	\$49.84	\$8,638.93
D	3 YEARS	\$52.34	\$9,072.26
E	4 YEARS	\$54.96	\$9,526.40
F	5 YEARS	\$57.70	\$10,001.33
G	MERIT	\$60.59	\$10,502.26
H	MERIT	\$63.62	\$11,027.46
I	MERIT	\$66.80	\$11,578.66

Classification: HRA1 HUMAN RESOURCES ANALYST I **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG00 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$38.02	\$6,590.13
B	1 YEAR	\$38.93	\$6,747.86
C	2 YEARS	\$39.92	\$6,919.46
D	3 YEARS	\$40.94	\$7,096.26
E	4 YEARS	\$41.96	\$7,273.06
F	5 YEARS	\$43.00	\$7,453.33
G	MERIT	\$45.15	\$7,826.00
H	MERIT	\$47.41	\$8,217.73
I	MERIT	\$49.78	\$8,628.53

East Bay Regional Park District
Salary Schedule Report - Management

Classification: HRA2 HUMAN RESOURCES ANALYST II **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG01 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$43.09	\$7,468.93
B	1 YEAR	\$45.24	\$7,841.60
C	2 YEARS	\$47.48	\$8,229.86
D	3 YEARS	\$49.85	\$8,640.66
E	4 YEARS	\$52.35	\$9,074.00
F	5 YEARS	\$54.97	\$9,528.13
G	MERIT	\$57.72	\$10,004.80
H	MERIT	\$60.60	\$10,504.00
I	MERIT	\$63.63	\$11,029.20

Classification: HRSR HUMAN RESOURCES ANALYST SENIOR **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG02 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$45.24	\$7,841.60
B	1 YEAR	\$47.47	\$8,228.13
C	2 YEARS	\$49.84	\$8,638.93
D	3 YEARS	\$52.34	\$9,072.26
E	4 YEARS	\$54.96	\$9,526.40
F	5 YEARS	\$57.70	\$10,001.33
G	MERIT	\$60.59	\$10,502.26
H	MERIT	\$63.62	\$11,027.46
I	MERIT	\$66.80	\$11,578.66

Classification: HRMG HUMAN RESOURCES MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG07 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$68.85	\$11,934.00
B	1 YEAR	\$72.31	\$12,533.73
C	2 YEARS	\$75.93	\$13,161.20
D	3 YEARS	\$79.72	\$13,818.13
E	4 YEARS	\$83.68	\$14,504.53
F	5 YEARS	\$87.86	\$15,229.06
G	MERIT	\$92.26	\$15,991.73
H	MERIT	\$96.86	\$16,789.06
I	MERIT	\$101.71	\$17,629.73

Classification: ISNM INFO SVCS NETWORK MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG02 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$45.24	\$7,841.60
B	1 YEAR	\$47.47	\$8,228.13
C	2 YEARS	\$49.84	\$8,638.93
D	3 YEARS	\$52.34	\$9,072.26
E	4 YEARS	\$54.96	\$9,526.40
F	5 YEARS	\$57.70	\$10,001.33
G	MERIT	\$60.59	\$10,502.26
H	MERIT	\$63.62	\$11,027.46
I	MERIT	\$66.80	\$11,578.66

East Bay Regional Park District
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Classification: ISMG INFORMATION SERVICES MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG04 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$52.11	\$9,032.40
B	1 YEAR	\$54.69	\$9,479.60
C	2 YEARS	\$57.41	\$9,951.06
D	3 YEARS	\$60.28	\$10,448.53
E	4 YEARS	\$63.30	\$10,972.00
F	5 YEARS	\$66.47	\$11,521.46
G	MERIT	\$69.79	\$12,096.93
H	MERIT	\$73.28	\$12,701.86
I	MERIT	\$76.95	\$13,338.00

Classification: IAPM INTERAGENCY PLANNING MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG05 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$57.29	\$9,930.26
B	1 YEAR	\$60.15	\$10,426.00
C	2 YEARS	\$63.18	\$10,951.20
D	3 YEARS	\$66.34	\$11,498.93
E	4 YEARS	\$69.61	\$12,065.73
F	5 YEARS	\$73.09	\$12,668.93
G	MERIT	\$76.74	\$13,301.60
H	MERIT	\$80.58	\$13,967.20
I	MERIT	\$84.60	\$14,664.00

Classification: LAMG LAND ACQUISITION MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG05 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$57.29	\$9,930.26
B	1 YEAR	\$60.15	\$10,426.00
C	2 YEARS	\$63.18	\$10,951.20
D	3 YEARS	\$66.34	\$11,498.93
E	4 YEARS	\$69.61	\$12,065.73
F	5 YEARS	\$73.09	\$12,668.93
G	MERIT	\$76.74	\$13,301.60
H	MERIT	\$80.58	\$13,967.20
I	MERIT	\$84.60	\$14,664.00

Classification: MASP MAINTENANCE SUPERINTENDENT **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG04 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$52.11	\$9,032.40
B	1 YEAR	\$54.69	\$9,479.60
C	2 YEARS	\$57.41	\$9,951.06
D	3 YEARS	\$60.28	\$10,448.53
E	4 YEARS	\$63.30	\$10,972.00
F	5 YEARS	\$66.47	\$11,521.46
G	MERIT	\$69.79	\$12,096.93
H	MERIT	\$73.28	\$12,701.86
I	MERIT	\$76.95	\$13,338.00

East Bay Regional Park District
Salary Schedule Report - Management

Classification: MGAN MANAGEMENT ANALYST **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG01 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$43.09	\$7,468.93
B	1 YEAR	\$45.24	\$7,841.60
C	2 YEARS	\$47.48	\$8,229.86
D	3 YEARS	\$49.85	\$8,640.66
E	4 YEARS	\$52.35	\$9,074.00
F	5 YEARS	\$54.97	\$9,528.13
G	MERIT	\$57.72	\$10,004.80
H	MERIT	\$60.60	\$10,504.00
I	MERIT	\$63.63	\$11,029.20

Classification: PUMG PARK UNIT MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG04 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
1A	PREVIOUS START	\$44.96	\$7,793.06
1B	PREVIOUS 1 YEAR	\$47.28	\$8,195.20
1C	PREVIOUS 2 YEARS	\$49.62	\$8,600.80
A	START	\$52.11	\$9,032.40
B	1 YEAR	\$54.69	\$9,479.60
C	2 YEARS	\$57.41	\$9,951.06
D	3 YEARS	\$60.28	\$10,448.53
E	4 YEARS	\$63.30	\$10,972.00
F	5 YEARS	\$66.47	\$11,521.46
G	MERIT	\$69.79	\$12,096.93
H	MERIT	\$73.28	\$12,701.86
I	MERIT	\$76.95	\$13,338.00

Classification: CAPT POLICE CAPTAIN **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG07 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$68.85	\$11,934.00
B	1 YEAR	\$72.31	\$12,533.73
C	2 YEARS	\$75.93	\$13,161.20
D	3 YEARS	\$79.72	\$13,818.13
E	4 YEARS	\$83.68	\$14,504.53
F	5 YEARS	\$87.86	\$15,229.06
G	MERIT	\$92.26	\$15,991.73
H	MERIT	\$96.86	\$16,789.06
I	MERIT	\$101.71	\$17,629.73

Classification: LTPS POLICE LIEUTENANT **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG05 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$57.29	\$9,930.26
B	1 YEAR	\$60.15	\$10,426.00
C	2 YEARS	\$63.18	\$10,951.20
D	3 YEARS	\$66.34	\$11,498.93
E	4 YEARS	\$69.61	\$12,065.73
F	5 YEARS	\$73.09	\$12,668.93
G	MERIT	\$76.74	\$13,301.60

East Bay Regional Park District
Salary Schedule Report - Management

H	MERIT	\$80.58	\$13,967.20
I	MERIT	\$84.60	\$14,664.00

Classification: RIRS REG INTERP & REC SVCS MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG04 **Note:**

<u>Step</u>	<u>Hourly</u>	<u>Monthly</u>	
1A	PREVIOUS START	\$44.96	\$7,793.06
1B	PREVIOUS 1 YEAR	\$47.28	\$8,195.20
1C	PREVIOUS 2 YEARS	\$49.62	\$8,600.80
A	START	\$52.11	\$9,032.40
B	1 YEAR	\$54.69	\$9,479.60
C	2 YEARS	\$57.41	\$9,951.06
D	3 YEARS	\$60.28	\$10,448.53
E	4 YEARS	\$63.30	\$10,972.00
F	5 YEARS	\$66.47	\$11,521.46
G	MERIT	\$69.79	\$12,096.93
H	MERIT	\$73.28	\$12,701.86
I	MERIT	\$76.95	\$13,338.00

Classification: RISK RISK & SAFETY MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG03 **Note:**

<u>Step</u>	<u>Hourly</u>	<u>Monthly</u>	
A	START	\$47.37	\$8,210.80
B	1 YEAR	\$49.72	\$8,618.13
C	2 YEARS	\$52.22	\$9,051.46
D	3 YEARS	\$54.84	\$9,505.60
E	4 YEARS	\$57.57	\$9,978.80
F	5 YEARS	\$60.43	\$10,474.53
G	MERIT	\$63.45	\$10,998.00
H	MERIT	\$66.62	\$11,547.46
I	MERIT	\$69.95	\$12,124.66

Classification: TRDM TRADES MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG03 **Note:**

<u>Step</u>	<u>Hourly</u>	<u>Monthly</u>	
A	START	\$47.37	\$8,210.80
B	1 YEAR	\$49.72	\$8,618.13
C	2 YEARS	\$52.22	\$9,051.46
D	3 YEARS	\$54.84	\$9,505.60
E	4 YEARS	\$57.57	\$9,978.80
F	5 YEARS	\$60.43	\$10,474.53
G	MERIT	\$63.45	\$10,998.00
H	MERIT	\$66.62	\$11,547.46
I	MERIT	\$69.95	\$12,124.66

Classification: TRMG TRAILS DEVELOP PROGRAM MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG02 **Note:**

<u>Step</u>	<u>Hourly</u>	<u>Monthly</u>	
A	START	\$45.24	\$7,841.60
B	1 YEAR	\$47.47	\$8,228.13
C	2 YEARS	\$49.84	\$8,638.93
D	3 YEARS	\$52.34	\$9,072.26
E	4 YEARS	\$54.96	\$9,526.40

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Salary Schedule Report - Management

F	5 YEARS	\$57.70	\$10,001.33
G	MERIT	\$60.59	\$10,502.26
H	MERIT	\$63.62	\$11,027.46
I	MERIT	\$66.80	\$11,578.66

Classification: WVPM WILDLAND VEG PROGRAM MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG02 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$45.24	\$7,841.60
B	1 YEAR	\$47.47	\$8,228.13
C	2 YEARS	\$49.84	\$8,638.93
D	3 YEARS	\$52.34	\$9,072.26
E	4 YEARS	\$54.96	\$9,526.40
F	5 YEARS	\$57.70	\$10,001.33
G	MERIT	\$60.59	\$10,502.26
H	MERIT	\$63.62	\$11,027.46
I	MERIT	\$66.80	\$11,578.66

Classification: WIPM WILDLIFE PROGRAM MANAGER **Daily Hours:** 8 **Effective** 03/19/2016
Range: MG02 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$45.24	\$7,841.60
B	1 YEAR	\$47.47	\$8,228.13
C	2 YEARS	\$49.84	\$8,638.93
D	3 YEARS	\$52.34	\$9,072.26
E	4 YEARS	\$54.96	\$9,526.40
F	5 YEARS	\$57.70	\$10,001.33
G	MERIT	\$60.59	\$10,502.26
H	MERIT	\$63.62	\$11,027.46
I	MERIT	\$66.80	\$11,578.66

East Bay Regional Park District
Salary Schedule Report - Confidential

Annual Cost of Living Adjustment:

Effective the pay period that includes April 1, 2013, a general increase of 2.0% is authorized.

Effective the pay period that includes April 1, 2014, a general increase of 2.0% is authorized.

Effective the pay period that includes April 1, 2015, all classes will receive CPI-W based on the February 2015 CPI-W

(San Francisco/Oakland/San Jose), with a floor of 2.0% and a ceiling of 2.75%.

Effective the pay period that includes April 1, 2016, all classes will receive CPI-W based on the February 2016 CPI-W

(San Francisco/Oakland/San Jose), with a floor of 2.0% and a ceiling of 2.75%.

The District will calculate approximate monthly salaries using an hourly rate that carries out two decimal places (not four).

The District agrees to round up one cent in dropping the third and fourth digits.

Effective September 19, 2015, salary range adjustments were authorized, per Board Resolution 2015-07-184.

Values for steps 1A, 1B, and 1C were in effect prior to the adjustment.

Classification: CSEC CONFIDENTIAL SECRETARY **Daily Hours:** 7.5 **Effective** 03/19/2016

Range: CON1

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
1B	PREVIOUS 6 MONTH	\$31.58	\$5,131.75
1C	PREVIOUS 1 YEAR	\$32.25	\$5,240.62
A	START	\$32.96	\$5,356.00
B	6 MONTH	\$33.71	\$5,477.87
C	1 YEAR	\$34.46	\$5,599.75
D	2 YEARS	\$35.21	\$5,721.62
E	3 YEARS	\$35.96	\$5,843.50
F	4 YEARS	\$36.74	\$5,970.25
G	MERIT	\$38.58	\$6,269.25
H	MERIT	\$40.51	\$6,582.87
I	MERIT	\$42.54	\$6,912.75

Classification: ESEC EXECUTIVE SECRETARY **Daily Hours:** 7.5 **Effective** 03/19/2016

Range: CON2

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
1C	PREVIOUS 1 YEAR	\$37.11	\$6,030.37
A	START	\$38.02	\$6,178.25
B	6 MONTH	\$38.93	\$6,326.12
C	1 YEAR	\$39.92	\$6,487.00
D	2 YEARS	\$40.94	\$6,652.75
E	3 YEARS	\$41.96	\$6,818.50
F	4 YEARS	\$43.00	\$6,987.50
G	MERIT	\$45.15	\$7,336.87
H	MERIT	\$47.41	\$7,704.12
I	MERIT	\$49.78	\$8,089.25

Classification: HRTC HUMAN RESOURCES TECHNICIAN **Daily Hours:** 7.5 **Effective** 03/19/2016

Range: CON2

Note:

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$38.02	\$6,178.25
B	6 MONTH	\$38.93	\$6,326.12
C	1 YEAR	\$39.92	\$6,487.00
D	2 YEARS	\$40.94	\$6,652.75
E	3 YEARS	\$41.96	\$6,818.50
F	4 YEARS	\$43.00	\$6,987.50
G	MERIT	\$45.15	\$7,336.87
H	MERIT	\$47.41	\$7,704.12

East Bay Regional Park District
Salary Schedule Report - Confidential

I	MERIT	\$49.78	\$8,089.25		
Classification:	LEGA	LEGAL ASSISTANT	Daily Hours:	7.5	Effective 03/19/2016
Range:	CON2		Note:		
Step		Hourly	Monthly		
A	START	\$38.02	\$6,178.25		
B	6 MONTH	\$38.93	\$6,326.12		
C	1 YEAR	\$39.92	\$6,487.00		
D	2 YEARS	\$40.94	\$6,652.75		
E	3 YEARS	\$41.96	\$6,818.50		
F	4 YEARS	\$43.00	\$6,987.50		
G	MERIT	\$45.15	\$7,336.87		
H	MERIT	\$47.41	\$7,704.12		
I	MERIT	\$49.78	\$8,089.25		

Classification:	LEAS	LEGISLATIVE ASSISTANT	Daily Hours:	7.5	Effective 03/19/2016
Range:	CON2		Note:		
Step		Hourly	Monthly		
A	START	\$38.02	\$6,178.25		
B	6 MONTH	\$38.93	\$6,326.12		
C	1 YEAR	\$39.92	\$6,487.00		
D	2 YEARS	\$40.94	\$6,652.75		
E	3 YEARS	\$41.96	\$6,818.50		
F	4 YEARS	\$43.00	\$6,987.50		
G	MERIT	\$45.15	\$7,336.87		
H	MERIT	\$47.41	\$7,704.12		
I	MERIT	\$49.78	\$8,089.25		

East Bay Regional Park District
Salary Schedule Report - Seasonal

Annual Cost of Living Adjustment:

Effective the pay period that includes April 1, 2013, a general increase of 2.0% is authorized.

Effective the pay period that includes April 1, 2014, a general increase of 2.0% is authorized.

Effective the pay period that includes April 1, 2015, all classes will receive CPI-W based on the February 2015 CPI-W (San Francisco/Oakland/San Jose), with a floor of 2.0% and a ceiling of 2.75%.

Effective the pay period that includes April 1, 2016, all classes will receive CPI-W based on the February 2016 CPI-W (San Francisco/Oakland/San Jose), with a floor of 2.0% and a ceiling of 2.75%.

The District will calculate approximate monthly salaries using an hourly rate that carries out two decimal places (not four).

The District agrees to round up one cent in dropping the third and fourth digits.

Classification: CATT	CONCESSION ATTENDANT	Daily Hours: 8	Effective 03/19/2016
Range: S001		Note:	
Step		Hourly	Monthly
A START		\$10.43	\$1,807.86
B RETURNEE		\$10.77	\$1,866.80
Classification: CONM	CONCESSION MANAGER	Daily Hours: 8	Effective 03/19/2016
Range: S009		Note:	
Step		Hourly	Monthly
A START		\$15.94	\$2,762.93
B RETURNEE		\$16.29	\$2,823.60
Classification: DTSI	DEPARTMENTAL TECH/SR INTERN	Daily Hours: 8	Effective 03/19/2016
Range: S008		Note:	
Step		Hourly	Monthly
A START		\$16.11	\$2,792.40
B RETURNEE		\$16.49	\$2,858.26
Classification: FINT	FIELD INTERN	Daily Hours: 8	Effective 03/19/2016
Range: S006		Note:	
Step		Hourly	Monthly
A START		\$15.06	\$2,610.40
B RETURNEE		\$15.46	\$2,679.73
Classification: GATT	GATE ATTENDANT	Daily Hours: 8	Effective 03/19/2016
Range: S004		Note:	
Step		Hourly	Monthly
A START		\$13.42	\$2,326.13
B RETURNEE		\$13.78	\$2,388.53
Classification: INTN	INTERN	Daily Hours: 8	Effective 03/19/2016
Range: S006		Note:	
Step		Hourly	Monthly
A START		\$15.06	\$2,610.40
B RETURNEE		\$15.46	\$2,679.73
Classification: ISA1	INTERPRETIVE STUDENT AIDE I	Daily Hours: 8	Effective 03/19/2016
Range: S002		Note:	
Step		Hourly	Monthly
A START		\$11.53	\$1,998.53
B 1 YEAR AND 800 HOURS		\$11.90	\$2,062.66
Classification: ISA2	INTERPRETIVE STUDENT AIDE II	Daily Hours: 8	Effective 03/19/2016
Range: S005		Note:	
Step		Hourly	Monthly

East Bay Regional Park District
Salary Schedule Report - Seasonal

	A	START	\$13.42	\$2,326.13	
	B	1 YEAR AND 800 HOURS	\$14.92	\$2,586.13	
Classification:	LGAT	LEAD GATE ATTENDANT		Daily Hours: 8	Effective 03/19/2016
Range:	S006			Note:	
	<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>	
	A	START	\$14.32	\$2,482.13	
	B	RETURNEE	\$14.70	\$2,548.00	
Classification:	LFG1	LIFEGUARD I		Daily Hours: 8	Effective 03/19/2016
Range:	S012			Note:	
	<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>	
	A	START	\$15.03	\$2,605.20	
	B	COMPLETE 750 HOURS	\$15.42	\$2,672.80	
	C	COMPLETE 1500 HOURS	\$15.84	\$2,745.60	
	D	COMPLETE 2250 HOURS	\$16.26	\$2,818.40	
	E	COMPLETE 3000 HOURS	\$16.93	\$2,934.53	
Classification:	LFG2	LIFEGUARD II		Daily Hours: 8	Effective 03/19/2016
Range:	S013			Note:	
	<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>	
	A	START	\$17.97	\$3,114.80	
	B	COMPLETE 750 HOURS	\$18.48	\$3,203.20	
	C	COMPLETE 1500 HOURS	\$18.96	\$3,286.40	
Classification:	LFG3	LIFEGUARD III		Daily Hours: 8	Effective 03/19/2016
Range:	S014			Note:	
	<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>	
	A	START	\$21.19	\$3,672.93	
	B	COMPLETE 750 HOURS	\$21.66	\$3,754.40	
	C	COMPLETE 1500 HOURS	\$22.96	\$3,979.73	
Classification:	PSSA	PUBLIC SAFETY STUDENT AIDE		Daily Hours: 8	Effective 03/19/2016
Range:	S005			Note:	
	<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>	
	A	START	\$13.42	\$2,326.13	
	B	1 YEAR	\$14.92	\$2,586.13	
Classification:	REC1	RECREATION LEADER I		Daily Hours: 8	Effective 03/19/2016
Range:	S001			Note:	
	<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>	
	A	START	\$11.28	\$1,955.20	
	B	RETURNEE	\$11.61	\$2,012.40	
Classification:	REC2	RECREATION LEADER II		Daily Hours: 8	Effective 03/19/2016
Range:	S005			Note:	
	<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>	
	A	START	\$13.55	\$2,348.66	
	B	RETURNEE	\$15.10	\$2,617.33	
Classification:	REC3	RECREATION LEADER III		Daily Hours: 8	Effective 03/19/2016
Range:	S010			Note:	
	<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>	
	A	START	\$17.13	\$2,969.20	
	B	RETURNEE	\$17.50	\$3,033.33	

East Bay Regional Park District
Salary Schedule Report - Seasonal

Classification: REC4 RECREATION LEADER IV **Daily Hours:** 8 **Effective** 03/19/2016
Range: S011 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$21.19	\$3,672.93
B	RETURNEE	\$21.66	\$3,754.40

Classification: STLA STUDENT LABORER **Daily Hours:** 8 **Effective** 03/19/2016
Range: S001 **Note:**

<u>Step</u>		<u>Hourly</u>	<u>Monthly</u>
A	START	\$11.28	\$1,955.20
B	RETURNEE	\$11.64	\$2,017.60

Returnee Incentive Pay does not apply to these classification:

Interpretive Student Aide I/II - Step B is awarded at 1 year AND 800 hours of service must be completed.

Lifeguard I/II/III - 750 hours of service must be completed to advance to the next step.

Public Safety Student Aide - Step B is awarded at 1 year of service.

Attachment 1
Supplemental Questions for Applicants

1. **Technical Knowledge**: As a special district with a single focused mission and different from a typical city or county government agency, what changes, if any, would you make to the project approach, based on the desired agency outcomes in light of the issues and concerns associated with this matter?
2. **Stakeholder Involvement**: The agency selected will be hired and funded by the Park District to deliver desired outcomes through a robust stakeholder engagement, which includes the facilitation of an ad-hoc committee, which will be made up of both management and represented employees. Please describe your past experience managing classification and compensation matters with interest and involvement from multiple stakeholders. When differences of opinions arise, what steps did you take to mitigate issues related to the findings or recommendations you presented?
3. **Firm's Likelihood of Success**: Describe your firm's likelihood of success in meeting Project goals and intended outcomes given your firm's capacity and resources to complete the Project in an effective and timely way; as well as, the likelihood of success in addressing anticipated Project barriers and risks.
4. **Staffing**: Please identify how many classification and compensation studies your firm (the staff assigned to the Park District's Project) will be working on simultaneously with this project?

Attachment 2
Contract for Services Agreement (Class D)

CONTRACT FOR SERVICES
CLASS D
(High Risk)

THIS AGREEMENT, made and entered into this _____ day of _____, _____, between the East Bay Regional Park District, a special district, 2950 Peralta Oaks Court, Oakland, California ("District") and _____, hereinafter referred to as "Contractor."

RECITALS

- A. District desires to engage the services of Contractor to provide various services herein described; and
- B. Contractor desires to perform such services for District;

NOW, THEREFORE, in consideration of the mutual agreements herein contained, the parties hereto agree as follows:

1. Term

The term of this Agreement shall commence _____, and shall end on _____. This Agreement may be terminated at any time by either party by giving 30 days' prior written notice to the other party.

2. Scope of the Contract

a. During the term of this Agreement, Contractor shall provide services as documented in Exhibit A attached hereto and made a part hereof.

Contractor agrees to utilize his/her professional skill and best efforts in the performance of the services specified herein. The representative of Contractor who will make all presentations, attend public hearings and supervise all service shall be _____.

b. District shall be responsible for performances under Exhibit B (unless not necessary and covered in Exhibit A) attached hereto and made a part hereof.

The representative of District who will monitor this Agreement and be responsible for its interpretation and/or modification shall be _____.

3. Time of Performance and Payment

a. Performance: Contractor's work shall be scheduled and performed to meet agreed-upon deadlines.

b. Payment: District shall compensate Contractor for services performed by Contractor as set forth in the rate schedule documented in Exhibit C (unless not necessary and

covered in Exhibit A) attached hereto and made a part hereof. All expenses incurred as part of this Agreement will be reimbursed at actual cost. Such compensation shall be full payment to Contractor (including expenses) for performance of said services; provided, however, that in no event shall the sum of total compensation paid Contractor and reimbursable expense exceed \$_____ without prior written authorization by District.

Contractor shall submit his/her compensable hours and reimbursable expenses monthly, and District shall make payments on the approved reimbursable expenses within 30 days, provided that in no event shall the amount paid Contractor exceed that percentage of the maximum total compensation and expenses payable under this Agreement (\$_____) which percentage equals the percentage of Contractor's work complete at the time.

4. Abandonment of Project

a. District shall have the right to abandon or indefinitely postpone ("abandon" or "abandonment") the project or the services for any or all of the project at any time. In such event, District shall give written notice of such abandonment. In the event of abandonment prior to completion of the final drawings and cost estimates, Contractor shall have the right to expend reasonable additional time to assemble work in progress for the purpose of proper filing and closing the job. Prior to expending said time, Contractor shall present to District, a complete report of said proposed job closure and its costs, and District may approve all or any part of said expense. Such additional time shall not exceed ten percent (10%) of the total time expended to the date of notice of termination. All charges thus incurred and approved by District, together with any other charges outstanding at the time of termination, shall be payable by District within 30 days following submission of a final statement by Contractor.

b. Should the project or any portion thereof be abandoned, District shall pay Contractor for all services performed theretofore in accordance with the terms of this Agreement as provided in paragraph 3.a and b above, as full payment due hereunder.

5. Contractor as Independent Contractor

It is expressly agreed that in the performance of the services necessary to carry out this Agreement, Contractor shall be, and is, an independent contractor, and is not an agent or employee of District. Contractor has and shall retain the right to exercise full control and supervision of the services, and full control over the employment, direction, compensation and discharge of all persons assisting him/her in the performance of his/her services hereunder. Contractor shall be solely responsible for all matters relating to the payment of his/her employees, including compliance with social security, withholding, and all other regulations governing such matters, and shall be solely responsible for his/her own acts and those of his/her subordinates, subcontractors, agents and employees.

6. Brokers: Compliance with Federal, State and Municipal Statutes

Contractor warrants that he/she has not employed nor retained any broker, agent, company or person other than bona fide, full-time employees of Contractor working solely for Contractor, to solicit or secure this Agreement, and that he/she has not paid nor agreed to pay any broker, agent, company, nor persons other than bona fide employees any fee, commission, percentage, brokerage fee, gifts, or any other consideration, contingent upon

or resulting from the award of this Agreement. Contractor shall indemnify, defend, protect and hold harmless District, its directors, officers and employees from such claims.

Contractor shall comply with all Federal, State and local laws and regulations applicable to his/her work hereunder.

7. Employment Practices

During the performance of this Agreement, Contractor agrees as follows:

a. Contractor and Contractor's subcontractors will not discriminate against any employee or applicant for employment because of sex, race, creed, color or national origin. Contractor and Contractor's subcontractors will take affirmative action to ensure that applicants are employed and that employees are treated during employment without regard to their sex, race, creed, color or national origin. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer, recruitment advertising, layoffs or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the provision of this non-discrimination clause.

b. Contractor and Contractor's subcontractors will, in all solicitations or advertisements for employees placed by or on behalf of Contractor, state that all qualified applicants will receive consideration for employment without regard to sex, race, creed, or national origin.

c. Contractor and Contractor's subcontractors will send to each labor union or representative of workers with which he/she has a collective bargaining agreement or contract or understanding, a notice advising the labor union or workers' representative of Contractor's commitments under this non-discrimination clause and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

8. Indemnification

a. Contractor agrees to indemnify, hold harmless, defend and protect District, its officers, directors, agents, employees, and invitees (each of which is an indemnitee) from and against any and all claims, losses, damages, demands, liabilities, suits, costs, expenses (including attorneys' fees), penalties, judgments, or obligations whatsoever for or in connection with injury (including death) or damage to any person or the loss or damage of property to whomsoever belonging or pecuniary or monetary loss resulting from, arising out of, or in any way related to activity conducted by or the omission of Contractor.

b. District shall have no responsibility to safeguard the equipment and property of Contractor or any of his/her sub-Contractors. District shall have no responsibility to safeguard or protect the Contractor, or his/her employees, agents, officers, directors, or any of his/her sub-Contractors from bodily injury (including death) or personal injury.

c. In the event a claim is made against District or District is named a co-defendant in any action encompassed by paragraph 8(a) above, Contractor shall immediately notify District of such fact, and at District's option shall either retain legal counsel to represent

District in such action at Contractor's sole expense or reimburse District for District's litigation costs, expenses and attorneys' fees in undertaking to represent itself.

d. In the event a claim is made against both District and Contractor for the joint and several liability of District and Contractor, the determination as to the apportionment of liability between District and Contractor shall be made by the judge in a court of competent jurisdiction. Neither District nor Contractor shall request that the apportionment of liability be determined by a jury. Notwithstanding the apportionment of liability between District and Contractor, Contractor shall nevertheless be responsible to indemnify and hold harmless District as fully set forth above, unless the court determines that the injury or damage resulted from the sole negligence or intentional and willful misconduct of District, its officers, directors, agents or employees.

e. Contractor hereby waives all claims and recourse against District, including the right of contribution for loss or damage or expenses by reason of death or injury to persons or damage to property, and releases District from any liability relating to or in any way connected to Contractor's activities or Contractor's use of the property, premises or facilities, unless injury or damage is caused by the sole negligence or the intentional and willful misconduct of District, its officers, directors, agents or employees.

f. The provisions of this section shall survive the termination or expiration of this Agreement.

9. Insurance

a. Contractor shall procure and keep in force during the term of this Agreement, at Contractor's own cost and expense, the following policies of insurance with companies licensed to do business in the State of California, which are rated at least "A" or better by A.M. Best Company and which are acceptable to District. Contractor shall, 15 days prior to the commencement of this Agreement and prior to the termination of any policy, supply District with a certificate showing that such insurance is in force.

(1) Workers' Compensation as required by law and Employer's Liability with limits of \$500,000 per occurrence (if employees are to be hired).

(2) General Liability (bodily injury and property damage) on an occurrence basis in an amount not less than \$1 million per occurrence and at least \$2 million in the aggregate, including premises and operations (including off-site operations), blanket contractual liability, broad form property damage, products and completed operations, owner's and contractor's protective liability, (and if one or more of the following is applicable) personal injury, coverage for explosion, collapse and underground hazards, non-owned watercraft protection and indemnity, U.S. longshore and harbor workers coverage, pollution liability, liquor liability, and saddle animal liability.

(3) Automobile Liability (bodily injury and property damage) in an amount not less than \$1 million per occurrence extending to owned, non-owned and hired vehicles and including contractual liability covering all liability assumed under Agreement.

(4) Professional errors and omissions, including contractual liability, in an amount not less than \$1 million per occurrence and \$2 million in the aggregate. Such coverage may be written on a claims-made basis.

b. Each of the above policies must contain a provision that the policy shall not be cancelled or the terms or conditions thereof materially changed without 30 days' prior written notice to District. No cancellation provision in any insurance policy shall be construed in derogation of the continuous duty of Contractor to furnish the required insurance during the term of this Agreement.

c. Upon written request by District, the insurer or his/her agent will furnish a copy of any policy cited above, certified to be a true and complete copy of the original.

d. The policies listed under a(1) above shall contain a waiver of subrogation in favor of the District.

e. The policies listed under a(2) and a(3) above shall name the District as an additional insured with respect to the operations performed under this Agreement.

f. The coverage afforded on behalf of District under a(2), a(3) and a(4) above shall be primary insurance and any other insurance available to District under any other policies shall be excess over the insurance outlined above.

g. Upon written request of District, annual loss reports will be supplied to District. The loss report will include a list of all incidents/claims submitted against the insurance company and the estimated reserved and paid value of the claims.

h. District reserves the right to require reasonable increases in the limits of coverage from time to time during the term of this Agreement.

i. Policies should be written on an occurrence basis. Only by special permission of District may a claims-made form be used. The retroactive date on any policy written on a claims-made basis shall be the effective date of this Agreement or prior. The retroactive date of any subsequent renewal of such policy shall be the same as the original policy, provided that the extended reporting or discovery period shall not be less than 36 months following expiration of such policy.

Contractor certifies that he/she is aware of the provisions of Section 3700 of the California Labor Code, which requires every employer to be insured against liability for Workers' Compensation or to undertake self-insurance in accordance with the provisions of that Code. Contractor shall comply with the provisions of Section 3700 of the Labor Code before commencing the performance of the work under this Agreement.

In case of the breach of any provision of this section, District may, at District's option, take out and maintain, at the expense of Contractor, such types of insurance in the name of the Contractor as District may deem proper and may deduct the cost of taking out and maintaining such insurance from any sums which may be found or become due to Contractor under this Agreement or may demand Contractor to promptly reimburse the District.

10. Default

In the event that Contractor defaults in any obligation of Contractor under this Agreement, or Contractor defaults in the performance of any of the terms and conditions of this Agreement, District may, at its option, declare this Agreement to be in default and, at any time thereafter, may do any one or more of the following:

- a. Enforce performance of the Agreement by Contractor,
- b. Terminate this Agreement, or
- c. Perform the obligations of the Contractor,

whereupon Contractor shall reimburse District for any amounts paid or expenses incurred by District, or pay District any expenses and/or damages incurred by District in the performance of such obligations, together with interest at the maximum rate of interest allowed by law on demand by District. District at its option may deduct any sum due to District from sums to be paid by District to Contractor. The above remedies are in addition to any other remedies at law or equity District may have. Contractor shall pay or reimburse District for all of District's costs and expenses, including reasonable attorneys' fees incurred in enforcing its rights hereunder.

11. Assignment

Contractor shall not assign or otherwise transfer any rights, duties, obligations or interest in this Agreement or arising hereunder to any persons or entities whatsoever without the prior written consent of District and any attempt to assign or transfer without such prior written consent shall be void. Consent to any single assignment or transfer shall not constitute consent to any further assignment or transfer.

12. Advice of Counsel/Attorneys' Fees

If either party prevails against the other in a legal action concerning any aspect of this Agreement, such successful party shall be entitled to recover its reasonable attorneys' fees and costs incurred in such action from the losing party.

Both parties have had a full and complete opportunity to have the Agreement reviewed by legal counsel, and no presumption or rule that ambiguity shall be construed against the drafting party shall apply to the interpretation or enforcement of this Agreement.

13. Notices

If either party shall desire or be required to give notice to the other, such notice shall be given in writing, and shall be personally delivered or sent by prepaid U. S. certified or registered postage, return receipt requested, addressed to the recipient as follows:

DISTRICT: East Bay Regional Park District
P. O. Box 5381
Oakland, CA 94605-0381

CONTRACTOR:

Either party may change its address by giving notice to the other in the manner provided herein.

14. Governing Law

This Agreement shall be construed and interpreted in accordance with the laws of the State of California.

15. Entire Agreement

This Agreement contains all of the agreements and understandings of the parties pertaining to the subject matter contained herein and supersedes all prior, contemporaneous agreements, representations and understandings of the parties. This Agreement cannot be amended or modified except by written agreement of all the parties. In the event that the terms or conditions of any Exhibits to this Agreement conflict, directly or indirectly, with paragraphs 1 through 16 of the Agreement, the provisions of paragraphs 1 through 16 of the Agreement shall control.

16. Severability

The unenforceability, invalidity or illegality of any provision shall not render the other provisions unenforceable, invalid or illegal.

EAST BAY REGIONAL PARK DISTRICT

By _____
Chief or AGM or GM

By _____
Contractor

Date: _____

Date: _____