

AFSCME L2428 Classification & Compensation Study



Dr. Ana M. Alvarez
Deputy General Manager
Board of Directors Meeting of October 15, 2019

Study Guiding Principles

The Study conducted in an inclusive and collaborative manner to ensure integrity and transparency in the process.

Positions assessed and classified, not the employees.

Employees' wages will not be reduced as a result of the Study.





Study Process & Participation

- **554** AFSCME Permanent Employees
- **86%** Employee Questionnaires Received
 - 495 employees participated in JAQs
- **56%** Employees Interviewed
 - 201 Individual Interviews
 - 90 Participants in 17 Different Groups

Employee Engagement Process



Joint Task
Force

**584 participants +
591 emails**

Summary of Classification Changes

- 47 Title changes
- 4 New job classifications
- 7 Consolidated job classifications
- 117 classification specification updates and revisions
- Highlights:

Senior Office Specialist	➔	Senior Administrative Specialist
Secretary		Senior Administrative Specialist
Office Specialist		Administrative Specialist
Senior Office Assistant		Administrative Specialist

Park Ranger II	➔	Park Ranger
		Park Services Worker
Park Services Attendant		Park Services Attendant

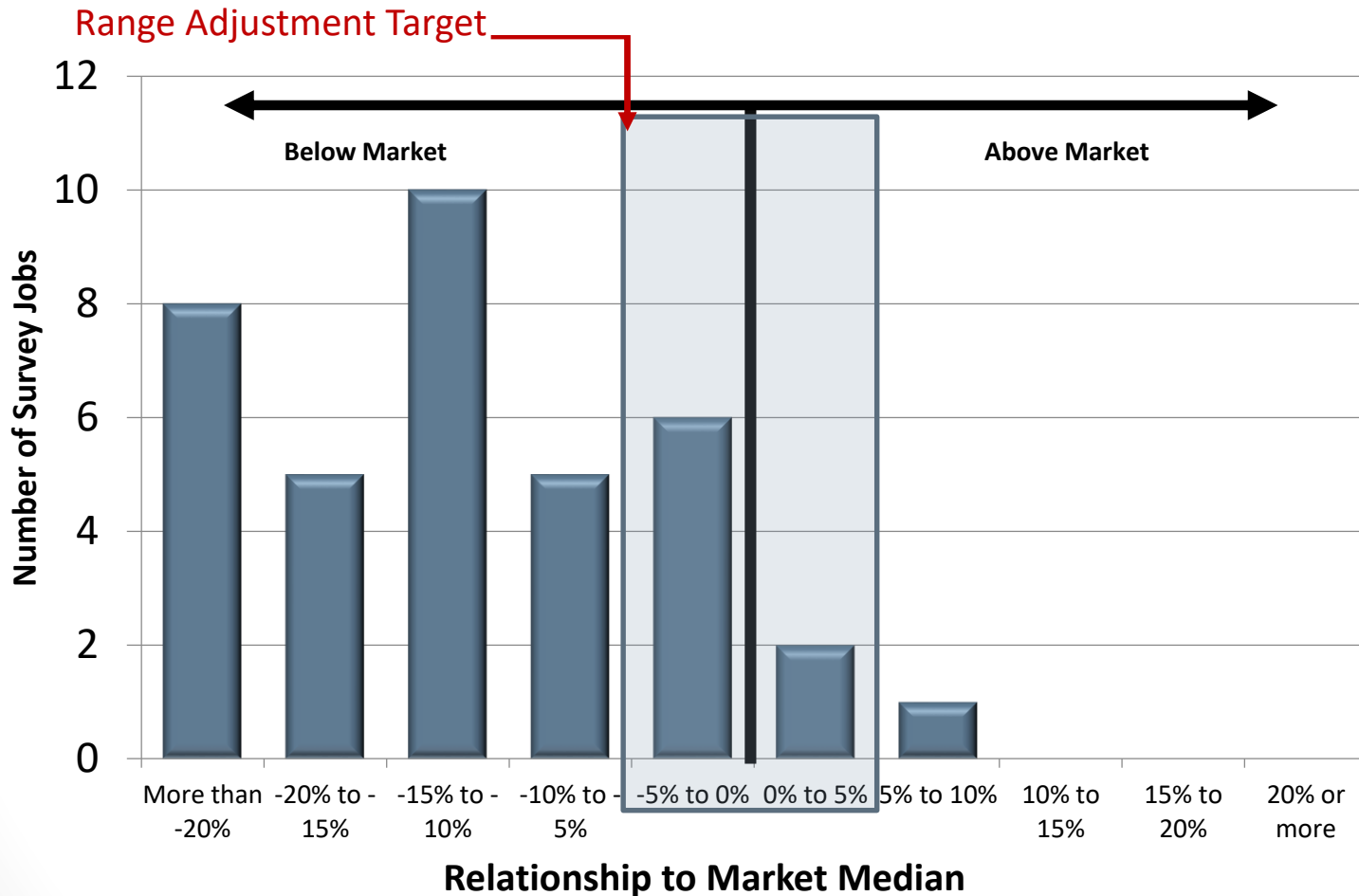
Supervising Naturalist IV		Supervising Naturalist II
Supervising Naturalist III	➔	Supervising Naturalist I
Supervising Naturalist II		
Supervising Naturalist I		

Compensation Findings Recap

- 129 job titles; 40 market benchmarks (31%)
- Job Family Trends
 - IT and Engineering – 20% to 30% below median
 - Admin Analyst, Resource Analyst – 13% to 14.5% below median
 - Park Supervisor, Naturalist – 11.5% to 12.5% below median
 - Admin Specialist – 7% to 8% below median
 - Ranger – 2.7% below median

East Bay MUD
City and County of San Francisco
City of Berkeley
City of Fremont
San Mateo County
Santa Clara County
City of Pleasanton
City of Oakland
City of Hayward
City of San Jose
Marin County
Alameda County
Midpeninsula Regional Open Space District
East Bay Regional Park District
Sonoma County
Contra Costa County
Livermore Area Recreation and Park District

Market Summary Findings



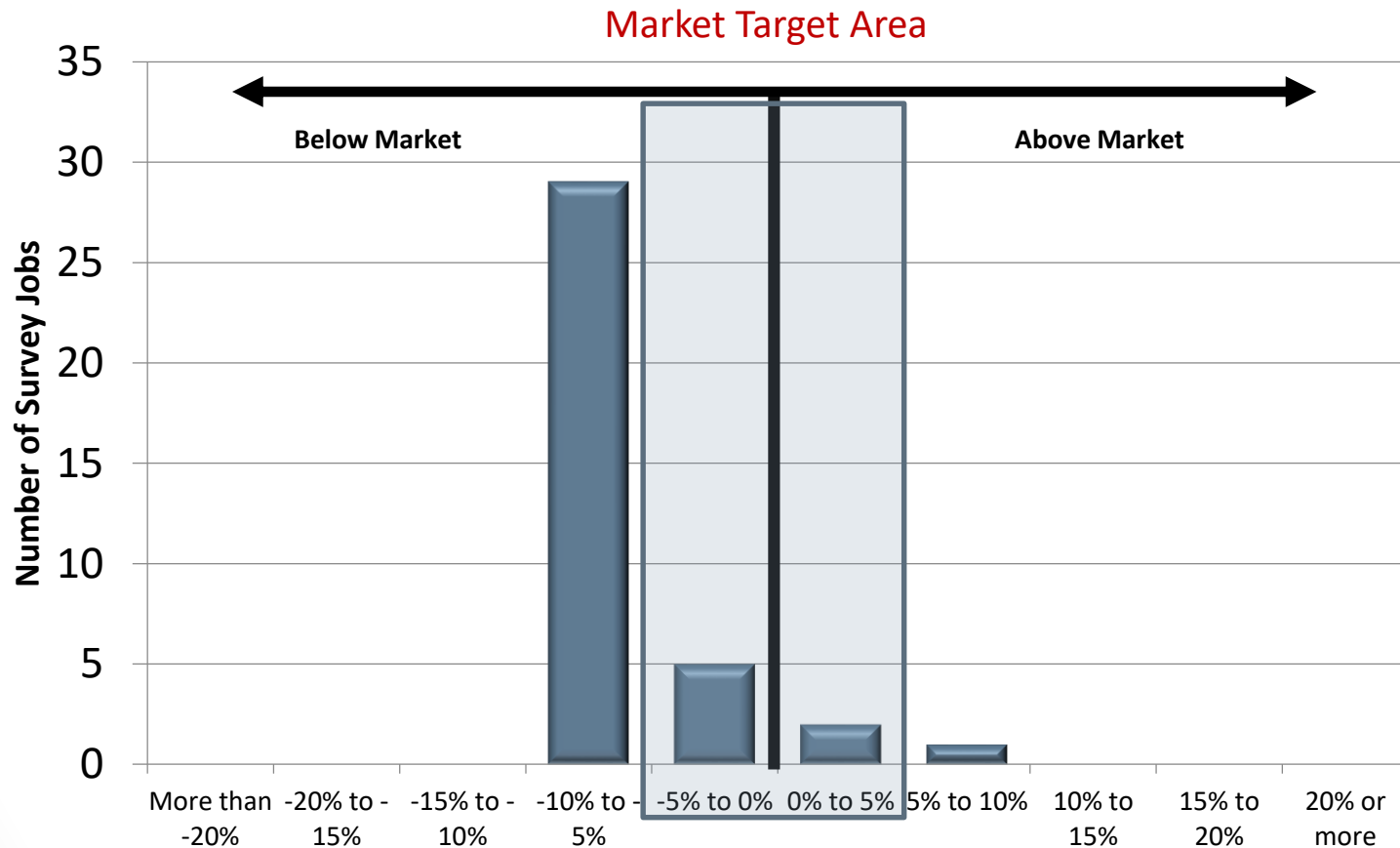
Objective – Adjust Park District salary ranges to be within 5% of Median (blue shaded region)

Park District Implementation Plan

Immediately implement equity adjustments up to \$1 million with retroactivity to April 1, 2019

- MOU Language Model + minor agreed upon adjustments
- 201 employees will receive range increases ranging from 0.6% to 19.6%
 - 36% of AFSCME represented employees
 - 53% of active AFSCME represented classifications
- Allocates \$1 million starting with largest increases/furthest out of market
- The \$1,000,000 includes annualized wage adjustment costs and full cost of a wage increase (pension, social security, taxes, etc.)

Impact of Equity Based Increases



Relationship to Market Median
\$1 Million to move all jobs to
within 91% of market target

Next Steps

- Board Action Today:

Authorization from the Board to implement equity adjustments as agreed with AFSCME Local 2428 on September 11, 2019, which will allocate up to \$1 mil to the respective departments impacted by the change.

- Changes reflected in October 12, 2019 pay period (current pay period)
- Retroactive pay to be issued separately from April 01, 2019 to October 11, 2019 before the last pay period in 2019.

- Board Action on November 5, 2019:

Adoption of the updated salary schedule to reflect the agreed upon equity adjustments and meet CalPERS public noticing rules

Park District Advisory Committee / Project Team

- Dr. Ana M. Alvarez, Chair
Deputy General Manager
 - Carol Victor
District Counsel
 - Debra Auker
AGM/Chief Financial Officer
 - Kip Walsh
Chief Human Resources Officer



Joint Task Force Members

L2428 Representatives:

- Charles Allen, L2428 Business Rep
- Chris Newey, Chapter VP
- Heather DeQuincy, Administrative Analyst II
- Kimberly Fisher, Landscape Architect
- Kevin Damstra, Supervising Naturalist

Management Representatives:

- Kip Walsh, Chief HR Officer
- Anne Kassebaum, Chief of Recreation & Interpretive Services
- Alan Love, Captain of Police
- Michelle Strawson-O'Hara, Assistant Finance Officer
- Rachel Sater, Deputy District Counsel

Meet & Confer Members

L2428 Representatives:

- Kim Anderson, L2428 Business Rep
- Chris Newey, Chapter President
- Aaron Cobb, Senior Administrative Specialist
- Meadow D'Arcy, Admin Analyst II
- Heather DeQuincy, Admin Analyst II

Management Representatives:

- Kip Walsh, Chief HR Officer
- Ali Adams, HR Analyst II
- Steve Castile, Chief of Parks Operations
- Kristina Kelchner, AGM of ASD
- Michelle Strawson-O'Hara, Assistant Finance Officer

Recommendation

Authorization to Implement Equity Adjustments as Agreed between the Park District and AFSCME Local 2428 per MOU Article 23.15, Effective the Pay Period that begins October 12, 2019 and Retroactive to April 1, 2019