

The Board Meeting, which was held December 3, 2019 at East Bay Regional Park District, 2950 Peralta Oaks Court, Oakland, CA 94605 called its Development Review **Closed Session** to order at 10:40 a.m. by Board President Ayn Wieskamp.

### ROLL CALL

Directors Present: Ayn Wieskamp, President  
Ellen Corbett, Vice President  
Colin Coffey, Secretary  
Dee Rosario, Treasurer  
Whitney Dotson  
Beverly Lane  
Dennis Waespi

Directors Absent: None.

The Board Meeting, which was held December 3, 2019 at East Bay Regional Park District, 2950 Peralta Oaks Court, Oakland, CA 94605 called its **Closed Session** to order at 11:30 a.m. by Board President Ayn Wieskamp.

### Public Comment:

Theo Fitanides commented on Item h on consent, *Authorization to Implement Salary Adjustments for Seasonal Classifications and Approve and Adopt an Amendment to the East Bay Regional Park District Salary Schedule as of December 21, 2019 and Appropriate Funds in the 2020 Budget*. He noted the attention given to seasonal employees. Fitanides explained there is little analysis given to non-unionized positions, and strict standards and analysis to unionized positions. Fitanides encouraged the study be made available to the public and he expects sound reasoning for any wage adjustments. GM Doyle asked Fitanides to provide his comments in writing, adding they were well thought out.

Heather DeQuincy, Administrative Analyst, Public Safety was a member of the classification task force. She expressed her support for the classification study and inclusion of the seasonal employees. She stated that all District employees deserve to be compensated at the median market rate. DeQuincy walked the Board through her prepared remarks and gave a detailed discussion of the internal relationship guidelines highlighting problematic calculations as it relates to percentage differentials in job classifications. DeQuincy urged the Board to table this item until points could be addressed.

President Wieskamp thanked the speakers for their thoughtful remarks.

The **Open Session** of the Board Meeting was called to order at 1:24 p.m. by President Wieskamp.

Staff Present: Robert Doyle, Ana Alvarez, Carol Victor, Debra Auken, Anthony Ciaburro, Mona Koh, Jim O'Connor, Carol Johnson, Kristina Kelchner, Steve Castile, Lance Brede, Matt Graul, Jaski Singh, Mary Brown, Erdem Durgunoğlu, Erich Pfuehler, Aileen Thiele, Heather DeQuincy, Tiffany Margulici, Meadow D'Arcy, Chris Newey, Rafael Villavalva, Lisa Goorjian, Michael Reeves, Kelly Barrington, Michelle Strawson O'Hara, Ren Bates, Deborah Spaulding, Lifeguards, Juliana Schirmer, Anne Kassebaum, Chris Barton, Jason Rosenberg, Dan Cunning, Jason McCrystle, Ruby Tumber, Matthew James

Guests: None.

## PLEDGE OF ALLEGIANCE

### A. APPROVAL OF AGENDA

By motion of Director Lane, and seconded by Director Corbett, the Board voted unanimously to approve the Agenda.

Directors For: Colin Coffey, Ellen Corbett, Whitney Dotson, Beverly Lane, Dee Rosario,  
Dennis Waespi, Ayn Wieskamp.  
Directors Against: None.  
Directors Absent: None.

### B. PUBLIC COMMENTS

Chris Newey, President AFSCME Local 2428, spoke on Item h. Newey said that after equity adjustments were applied many of the classifications were still 9.83% below the median wage established by the study. AFSCME wants to advocate for employees to get equitable wages. The Union asked that Item h be pulled from the consent calendar and revised to a version the Union can support.

### C. BUSINESS BEFORE THE BOARD

#### I. CONSENT CALENDAR

By motion of Director Rosario, and seconded by Director Waespi, the Board voted unanimously to delay **Item h** until 2020.

Directors For: Colin Coffey, Ellen Corbett, Whitney Dotson, Beverly Lane, Dee Rosario,  
Dennis Waespi, Ayn Wieskamp.  
Directors Against: None.  
Directors Absent: None.

- h. Authorization to Implement Salary Adjustments for Seasonal Classifications and Approve and Adopt an Amendment to the East Bay Regional Park District Salary Schedule as of December 21, 2019 and Appropriate Funds in the 2020 Budget Resolution No. 2019 – 12 - 304 (attached)

GM Doyle stated that the staff supports further discussion on this item. President Wieskamp stated that the Board supports staffs' request for postponement of this item until 2020.

Speakers on item h:

Chris Newey President of AFSCME thanked the Board for postponing Item h until 2020. Newey remarked on the District Youth Fairs and commented that one of the lowest paid positions is the lifeguard. Rafael Villavalva, Seasonal lifeguard for 6 summers, thanked the Board for tabling this item. Villavalva stated this item is not equitable, that lifeguards are put in hazardous situations when rescuing people in the water. Meadow D'arcy thanked the Board for pulling this item adding it is important to have further discussion. District has shown that it supports organized labor. This proposal would have created two different levels in the seasonal class.

By motion of Director Lane, and seconded by Director Corbett, the Board voted unanimously to approve the **Consent Calendar minus item h.**

Directors For: Colin Coffey, Ellen Corbett, Whitney Dotson, Beverly Lane, Dee Rosario,  
Dennis Waespi, Ayn Wieskamp.

Directors Against: None.

Directors Absent: None.

- a. Approval of District Check Listing for the Period of October 21, 2019 to November 10, 2019  
Resolution No. 2019 – 12 - 305 (attached)
- b. Resolution to Support H.R. 2358 (Kaptur D – OH) – 21st Century Civilian Conservation Corps  
Resolution No. 2019 – 12 - 306 (attached)
- c. Resolution to Support H.R. 3195 (Van Drew D – NJ) – Land and Water Conservation Fund Permanent Funding Act  
Resolution No. 2019 – 12 - 307 (attached)
- d. Resolution to Support S. 1098 (Cardin D – MD) – Transportation Alternatives Enhancements Act  
Resolution No. 2019 – 12 - 308 (attached)
- e. Resolution to Support S. 1263 (Cortez Masto D – NV) and H.R. 2435 (Smith R – NJ) – Accelerating Veterans Recovery Outdoors Act  
Resolution No. 2019 – 12 - 309 (attached)
- f. Resolution to Support S. 1746 (Schatz D-HI) – Explore America Act  
Resolution No. 2019 – 12 - 310 (attached)
- g. Authorization to Negotiate with Various Property Owners  
Resolution No. 2019 – 12 - 311 (attached)
- i. Authorization to Appropriate Funds and to Execute a Sole Source Contract with Galls LLC for Uniforms: District-wide  
Resolution No. 2019 – 12 - 312 (attached)

Director Rosario asked when the uniform policy is expected to be completed. AGM O'Connor replied the first meet and confer with the Union was held, staff will work through the final elements and discuss with the GM and DGM the process to bring forward to the Board.

- j. Authorization to Amend a Contract for Services with Placeworks, Inc. and Transfer and Appropriate Funds for Land Use Plan and CEQA Support: Concord Hills Regional Park  
Resolution No. 2019 – 12 - 313 (attached)
- k. Authorization to Award a Contract to Print and Distribute Regional in Nature (RIN) Activity Guide and up to Two Editions of Wildfire Prevention Guide  
Resolution No. 2019 – 12 - 314 (attached)

Director Lane commented that since there is only one bidder for the RIN contract, what happens if that entity no longer submits bids. AGM Johnson replied that staff has been actively engaged with East Bay Times publishing. Staff has approached some private vendors and found they were excessively priced. The District currently has a good working relationship with the SF Chronicle who keeps their prices flat. Lane thanked Johnson and added that she appreciates the pullout section in the RIN which makes it easy to calendar. Coffey asked about possible distribution vehicles on colleges. Mona Koh, Community Relations Manager, replied that the RIN is circulated at Cal State East Bay, bundled at coffee shops, other college campuses and libraries. Koh explained the problem is that students manage the newspapers, and because there isn't consistent staff, invoicing isn't dependable.

Director Waespi said the RIN is a great publication which includes the wildfire prevention guide. Waespi asked if the SF Chronicle is a bay area green business. Koh replied she believes they are both green and union, however she will research and return to the Board.

- h. Authorization to Execute a Contract with Dakota Press for Printing the District's Park Map Brochures and the General Brochure for the Year 2020  
Resolution No. 2019 – 12 - 315 (attached)
- j. Authorization to Purchase One Green Climber Slope Mower from Green Climber of North America as an Addition to the Fleet  
Resolution No. 2019 – 12 – 316 (attached)
- k. Authorization to Purchase One Brush Bandit Chipper from Cal-Line Equipment Inc. for Fleet Equipment Replacement  
Resolution No. 2019 – 12 - 317 (attached)
- L. Acceptance of Third Quarter 2019 General Fund and Other Governmental Funds Financial Report  
Resolution No. 2019 – 12 - 318 (attached)

## 2. GENERAL MANAGER'S DIVISION

### PUBLIC HEARING

- a. Introduction of the East Bay Regional Park District 2020 Proposed Operating, Project and Program Budget

GM Doyle announced this is the first of two deliberative meetings on this budget, which includes a significant amount of new staffing, especially in the field. Debra Auker, AGM FMS, delivered an in-depth presentation on the proposed budget. Auker reported the District is working towards opening 3 new regional parks in 2020, Dumbarton Quarry, Judge John Sutter Regional Shoreline and Concord Hills. The District is working on over 16 major projects with 88% paid by outside funding. Auker discussed the budget process, mission statement and the 2020 performance goals. She discussed the proposed budget summary, proposed staffing of 874.184 authorized FTE's, ongoing budget initiatives, base budget changes and the proposed budget at a glance. The proposed budget is balanced, with planned expenditures, transfers and use of fund balances from all funds totaling \$275.9 million.

Board Comments on the Budget:

Director Coffey asked where grant funding lands in the revenue pie. Auker replied that grants are not appropriated until received, and there is no chart that reflects all of those different grants. Auker referred to

Volume 2, page 21 for the list of funding for all grants. GM Doyle said the Grants department does a summary of all grants received. Auker said the appropriations and matching grant revenues are not shown on this chart. Finance will bring a slide at the next hearing.

Director Corbett asked if staff tracks actions the District may not be doing in the future, since the use of glyphosate has been terminated. Auker replied that staff do not show decreases in the budget, however staff should look at it. GM Doyle said in the case of glyphosate there will be an increase in purchases of small equipment, increased staff, and reduced costs for not purchasing chemicals.

Director Lane commented about the budget and the history of staff changes; adding she appreciates having her questions answered and receiving the PAC comments and questions. Lane commented on e-scooters on trails and asked if the timeline for updating Ordinance 38 should be revised. GM Doyle replied there has been discussion about dogs, e-bikes and e-scooters. Lane asked about the recession forecast by Beacon Economics and the impact on the budget. Auker responded the District has adopted several great financial policies and during a recession the District can't grow or spend as much. GM Doyle said that when this happened years ago, the District slowed down hiring, then froze it. The District now has a major infrastructure fund. Lane discussed plans for designing a larger board room in the newly acquired administration building to accommodate large crowd. Lane advocated for finding another meeting location near public transit when large crowds are expected instead of making the room larger. Director Waespi complimented the Finance department for this incredibly transparent document. He is pleased the District is opening and staffing new parks, addressing the hazardous fuel mitigation and vegetation management plan, and moving forward with mechanical alternatives to glyphosate.

Director Rosario commented he would like to live stream Board and standing Board meetings. Rosario stated that there is no excuse for not doing performance appraisals. He would like staff to consider converting vacant residences for multiple families. Rosario thought we should include all miles of trails, number of life jackets loaned for certain years, and annual reservations for picnic sites in the budget all miles of trails. Rosario would like to see the District include more charging stations for employees and the public. GM Doyle commented said that when there is one-time money during mid-year review, staff can complete these projects, but there is a need for infrastructure. Rosario thanked the Finance Department for the document. Auker introduced her budget team Deborah Spaulding, Mary Brown, Matthew James and Katherine Dudney, she also acknowledged the District's Chiefs and AGMS.

President Wieskamp commented it is an excellent idea to look at the District's ADA policy. Wieskamp and Rosario will form a subcommittee to look at residences that might work for multiple families. Wieskamp said she is pleased that the Del Valle water system project is in progress. She commented that Peralta Oaks North will be an upgrade for the employees. She is looking forward to Dumbarton Quarry opening next year. Wieskamp commented on the Finance Department and the work done.

There was a 10-minute break.

### 3. ACQUISITION, STEWARDSHIP & DEVELOPMENT DIVISION

By motion of Director Wieskamp, and seconded by Director Lane, the Board voted unanimously to approve the **3a**.

Directors For: Colin Coffey, Ellen Corbett, Whitney Dotson, Beverly Lane, Dee Rosario,  
Dennis Waespi, Ayn Wieskamp.

Directors Against: None.

Directors Absent: None.

- a. Authorization to Award a Construction Contract with T. Amaral's Done Right Construction; Accept and Appropriate Funds from the Regional Parks Foundation; and Transfer and Appropriate Funds for the Develop Interpretive Pavilion Project: Shadow Cliffs Regional Recreation Area  
Resolution No. 2019 – 12 - 319 (attached)

Lisa Goorjian, Chief of Design and Construction introduced this item and gave some background on the project's long history.

Juliana Schirmer, Development Director for the Regional Parks Foundation commented that the Harrington's, local philanthropists, gave \$200,000 towards this project and RPF has been able to appropriate \$100,000 from the Wayne & Gladys Valley Foundation grant. In addition, RPF has received over \$16,000 from some rotary clubs, chambers of commerce and a property management company. At the November RPF meeting, the RPF board of directors authorized an additional \$125,000 for this project should the District move forward today. Goorjian acknowledged the collaboration between the Creative Design Group, Interpretive and Recreation, Operations, Grants and the Foundation.

Ren Bates, Capital Program Manager, oriented the Board to the project location. The project will include the creation of a new gateway to the Arroyo portion of the park and construction of a new interpretive pavilion, a shade structure for up to 30 students and permanent exhibits. The project is fully designed and permitted. Staff are requesting funds because the bid came in over the building estimate.

Director Corbett asked if there will be additional cost overruns. Bates replied as far as staff know, costs are covered. Goorjian stated staff award a contract amount, set aside contingency funds, have vetted with the city and are confident there are ample funds. Director Waespi asked if there will be a plaque recognizing the Harrington's. Bates replied there will be a plaque acknowledging all contributors. Director Lane commented that this is a good location and will draw people into the Arroyo. She expressed her appreciation for the Harrington's generosity. President Wieskamp commented that they are very generous and have donated art in Livermore and Pleasanton and are interested in donating art to this project. GM Doyle added that the adjacent 10 acres was donated by the DeSilva Group as part of the Dumbarton Quarry. The Board should think about this concept as a way to serve this environmental effort. The Harrington's lead by example and have shown people what they can do with their donation.

#### 4. BOARD OF DIRECTORS

By motion of Director Waespi, and seconded by Director Lane, the Board voted unanimously to approve Item **4a**.

Directors For: Colin Coffey, Ellen Corbett, Whitney Dotson, Beverly Lane, Dee Rosario, Dennis Waespi, Ayn Wieskamp.

Directors Against: None.

Directors Absent: None.

- a. Election of Board Officers for 2020  
Resolution No. 2019 – 12 - 320 (attached)

President Wieskamp announced the 2020 Board officers:

Director Corbett, President

Director Rosario, Vice President

Director Coffey, Treasurer

Director Lane, Secretary

## 5. BOARD AND STAFF REPORTS

- a. Actions Taken by Other Jurisdictions Affecting the Park District  
(Doyle)

GM Doyle reported on the two items in this report.

## 6. GENERAL MANAGER'S COMMENTS

- a. Aquatic Manager Pete DeQuincy will present a year in review of the Lifeguard Service Season including character, conduct, programs, and partnerships.

Pete DeQuincy, Aquatics Manager introduced his staff. DeQuincy's main focus included character and conduct. Aquatics would like to educate lifeguards on what it means to be a public servant. DeQuincy reported on the 2019 highlights which included 2019 statistics, timeline and programs, and participation even if you have little or no swimming ability. The District recruitment covers both counties. DeQuincy believed the life jacket program is one of the main deterrents in drownings. The District has partnered with several agencies that allow children to get out at Contra Loma, Hayward, and at Camp Arroyo. Palma Ceia Baptist Church reached out to Aquatics to teach their kids to swim and the District worked with them to teach the grandparents, aunts, and extended family because parents worked. DeQuincy thanked his staff for their dedication and commitment. Director Lane thanked DeQuincy and asked for more information on the classroom program, and if there is an opportunity for people who have gone through the classroom to learn to swim. DeQuincy said staff are working on getting the classroom to a pool. Lane asked about the Natatorium in Richmond. DeQuincy said he spoke with Richmond and has taken a tour of the facility. There are some challenges to using the facility, and staff are working on them. GM Doyle asked about the impact of Temescal being offline. DeQuincy replied that this was a thriving facility with over 500 participants. The District lost over half of the programming. Staff are working to regain participants. GM Doyle commented on the restoration of Lake Temescal and how to justify the expenditure of more dollars to dredge the lake, which is an important asset. Director Corbett stated that it is heartwarming to see the work Aquatics has accomplished. Staff have reached out to Oakland Strokes to provide information on how they do outreach in the community and surrounding communities. Corbett hopes staff can incorporate their work with Oakland Strokes to bring students into the Oakland Strokes rowing program. DeQuincy stated one of the challenges staff face are community members will use their local facility, but if citizens need to commute it proves difficult for them to do so. Corbett mentioned pools in the schools as a possible use. Director Rosario said the program is successful because of DeQuincy's leadership and staff. Director Waespi said the key was going from rescue and recovery, to prevention of drownings. President Wieskamp mentioned drownings and people who have gone out on boards. DeQuincy stated Aquatics, Operations and Public Safety are collaborating. Wieskamp suggested staff connect with the Veterans at the VA Center to see if they are interested in programs.

## 7. ANNOUNCEMENTS FROM CLOSED SESSION

There were no announcements.

## 8. BOARD COMMITTEE REPORTS

- a. Board Executive Committee (10-03-2019) (Wieskamp)

## 9. PUBLIC COMMENTS

Ellen Barth sent current pictures of Jewel Lake to the Board. She explained there has been no progress on restoring the lake, and over the past 5 years the lake has drastically diminished in size. Barth read an email she received from Matt Graul. She stated there appears to be a new rationale as to why the lake silted and stalled. Barth has been enjoying the park since 1958.

Kelly Abreu discussed an article in the L.A. Times that stated shade is an equity issue. Abreu mentioned a Planning Commission of Alameda County meeting where a proposal the District sent about Doolan Canyon was discussed. The complaint is that students commuting via bicycles are tossing litter. Abreu talked about the new homes being built and how the Planning Commission needs to clean up their own house and get off the back of the Park District.

## 10. BOARD COMMENTS

Director Wieskamp reported on meetings attended. Director Wieskamp

- Attended the Executive Committee Meeting;
- Attended the Campbell bridge dedication;
- Attending the District Holiday Luncheon.

Director Waespi reported on meetings attended. Director Waespi

- Attended the Alameda County Fire Advisory Commission meeting;
- Attended the Troy Swenks funeral and picnic;
- Attending the District Holiday Luncheon.

Waespi hiking daily at Lake Chabot.

Director Lane reported on meetings attended. Director Lane

- Visited Sycamore Valley;
- Visited the Martinez Shoreline;
- Attended the Operations Committee Meeting;
- Attended Contra Costa County Elected Women's Luncheon;
- Attending Asm. Bauer Kahn's open house;
- Attending Danville Recognition Ceremony this evening;
- Attended Labor Environmental Meeting in Martinez;
- Attending the District Holiday Luncheon.

Lane saw the mobile showers in Martinez near the shoreline, and mentioned an article on lightening trout that was in the paper.

Director Rosario reported on meetings attended. Director Rosario

- Attended Workforce Diversity Committee Meeting;
- Attended Lady Eados Lawrence Berkeley National Lab Diversity Training;
- Gave a talk at the Oakland Rotary;
- Met with the Oakland Fire Safe Council;
- Attended the Troy Swenk memorial service;
- Performed trail maintenance with Friends of Sausal Creek;
- Attended the Finance Committee meeting;
- Attended the PAC meeting;
- Met with AFSCME 2428.

Rosario said that Swenk's co-workers suggested that the District name the bridge that Troy built after him – The Troy Swenk Bridge.

Director Corbett reported on meetings attended. Director Corbett

- Attended the Operations Committee meeting;

- Attended the meeting with staff for incoming 2020 presidency;
- Attended the IPM meeting;
- Met with Chris Newey;
- Attending the Holiday Luncheon at Bridgeyard;
- Attending the meeting with Wildland Vegetation management;
- Being honored for our participation at Concerts at the Cove by the Alameda Rotary.

Corbett thanked the District for Green Friday the day after Thanksgiving.

Director Coffey reported on meetings attended. Director Coffey

- Left the meeting for a prior meeting that could not be canceled.

Director Dotson reported on meetings attended. Director Dotson

- Attended the Workforce Diversity meeting;
- Attended Finance Committee meeting.

GM stated that the Districts Holiday Charity luncheon will be in honor of the 4 employees who passed away.

#### D. ADJOURNMENT

President Wieskamp adjourned the meeting at 4:48 pm