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BOARD EXECUTIVE COMMITTEE

Thursday, May 3, 2018

12:30 p.m.

**EBRPD - Administrative Headquarters
2950 Peralta Oaks Court
Oakland, California 94605**

The following agenda items are listed for Committee consideration. In accordance with the Board Operating Guidelines, no official action of the Board will be taken at this meeting; rather, the Committee's purpose shall be to review the listed items and to consider developing recommendations to the Board of Directors.

A copy of the background materials concerning these agenda items, including any material that may have been submitted less than 72 hours before the meeting, is available for inspection on the District's website (www.ebparks.org), the Headquarters reception desk, and at the meeting.

Public Comment on Agenda Items

If you wish to testify on an item on the agenda, please complete a speaker's form and submit it to the recording secretary. Your name will be called when the item is announced for discussion.

Accommodations and Access

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AGENDA

<u>TIME</u>	<u>ITEM</u>	<u>STATUS</u>	<u>STAFF</u>
12:30 pm	1. Dog Use Study Findings and Recommendations from the Park Advisory Committee	I	Erich Pfuehler
1:15 pm	2. Approval of Human Resources Policy #18 – Prohibition of Harassment, Discrimination, and Retaliation Policy	R	Kip Walsh
1:30 pm	3. Approval of Human Resources Policy #19 – Transgender Employment Policy	R	Kip Walsh
1:45 pm	4. Update on Brickyard Phase I Improvements: McLaughlin Eastshore State Park	I	Ren Bates Marvin Yee
2:05 pm	5. Regional Parks Botanic Garden Current Activities and Projects	I	Steve Castile Bart O'Brien Dan Sykes
2:30	6. Open Forum for Public Comments <i>Individuals wishing to address the Committee on a topic not on the agenda may do so by completing a speaker's form and submitting it to the recording secretary.</i>		
2:40 pm	7. Board Comments		

Board Executive Committee Members

Dennis Waespi (Chair), Ayn Wieskamp, Beverly Lane
Ellen Corbett, Alternate
Robert E. Doyle, Staff Coordinator

2018 Meeting Dates

January 11	July 5
February 1	August 2
March 1	September 6
April 5	October 4
May 3	November 1
June 7	December 6

R - Recommendation for Future Board Consideration
I - Information
D - Discussion

EAST BAY REGIONAL PARK DISTRICT

BOARD EXECUTIVE COMMITTEE

Meeting of May 3, 2018

TO: Board Executive Committee

FROM: Robert E. Doyle, General Manager

STAFF REPORT
PREPARED BY: Erich Pfuehler, Government Affairs Manager

SUBJECT: Park Advisory Committee (PAC) Dog Use in the District's Parklands
Report

Erich Pfuehler, Government Affairs Manager, will introduce PAC leadership who will make a presentation on this agenda item.

BACKGROUND

The attached report (Attachment A) concludes two years of study by the PAC that examined the Park District's management, planning and community engagement efforts on dog use in the parks. Community workshops were held in December 2017 and February 2018 to gain additional input from Park District staff and the community. Input from the two work sessions along with comments received from the community were considered in the preparation of the final report that was submitted for approval by the full PAC at their February 26, 2018 meeting. The PAC unanimously approved the report and recommended it be transmitted to the Board of Directors.

PAC leadership will provide an overview of the report's findings and recommendations and address questions.

RECOMMENDATION

None. This is an informational item at this time.

The Board is, however, asked to review the report and consider the recommendations for possible implementation at and in the appropriate time and manner.

ATTACHMENT

Attachment A: Final report and recommendations on dog use in the District's parkland

Working Together to Create a Safe and Enjoyable Park Experience For All Users

Final report and Recommendations on Dog Use in the District's Parklands

Prepared by: Park Advisory Committee

March 2, 2018

I. Background

In 2016, the Volunteer Mounted Trail Safety Patrol testified before the Park Advisory Committee (PAC) on problems with off leash dogs in the District's parklands. In response, the PAC heard a presentation on the evolution of the District's dog use regulations over the past 76 years and recommended including a review of the District's dog use policies in its 2017 work plan. The PAC's action was supported by the General Manager and approved by the East Bay Regional Park District's Board of Directors.

The District's current policies provide for multiuse trails wherever possible. Allowing dogs in the parks is a valued use by park visitors accounting for 26% of visitors' reasons for using the parks as determined in a park user survey conducted in 2008. Management of dog use is governed by Ordinance 38 Section 801, which specifies where dogs are permitted (on or off leash) and where dogs are restricted in order to protect the District's natural resources and for the safety of the public. The last significant revision to the Ordinance 38 dog use policy was in 2012.

II. Scope of Review

The PAC worked closely with District Staff to develop its scope of work. A focus on three key areas guided this review. Areas included were:

- ✓ Evaluation of the District's existing dog policy
Are there parks/trails that should be monitored for compliance and possible future regulatory restrictions under Ordinance 38 section 801?
- ✓ Planning for dogs in the parks
When and how does Planning determine how to accommodate dog use in the District's new parklands?
- ✓ Community Engagement and Education regarding dog use in the parks
How can the District enhance its community outreach and public education to promote trail safety for parkland users, wildlife and dogs?

Presentations were made to the PAC on each of the three areas of focus by the Operations, Public Safety, Planning, and Community Relations Divisions. Public testimony was received during these sessions and was encouraged throughout the PAC's review process. In addition, the PAC convened community listening sessions with dog owner groups, commercial dog walkers and dog advocacy agencies to get their input and suggestions on ways to promote responsible behavior on the District's trails. The PAC also sought the input from the District's cattle grazing tenants, volunteer safety patrols, and representatives of the environmental community.

In November, the PAC released a draft report of its key findings and recommendations that was reviewed by the District staff and distributed to the community. Two public workshops were convened (one in each County) to allow further input. The final report incorporates the many suggestions received from the workshops and e-mail comments received from park users.

The PAC would like to thank the District's staff for their assistance and guidance along with the many community members who met with the PAC to share their thoughts on ways to make our parks enjoyable for all users.

III. Key findings and recommendations

Managing Dog Use in the District's Parks

Dog use in the District's parks is increasing and represents a significant user group. Based on surveys conducted by the District to determine the "user purpose for visiting the parks" walking dogs accounted for 26% of park visits in 2008 -- an increase from 22% in 2007 and 18% in 2005.

The District is considered "dog friendly" with its off-leash dog policy when compared to other parks and open space districts in the Bay Area, and it attracts dog owners and commercial dog walkers from throughout the region. District Staff reported that a significant number of new Foundation members specifically joined due to the dog friendly policies of the District and the benefits of allowing them to bring up to three dogs into the parks at a time. Also, a 2017 public survey commissioned by the District and conducted by Strategy Research Institute determined that 39% of the respondents favored retaining the District's present off-leash dog policy. Dogs are currently generally allowed to be off-leash under voice control on trails and must be on-leash in parking lots and developed areas; they are not allowed to be present in designated environmentally sensitive areas. Commercial dog walkers are currently allowed to walk up to 6 dogs at a time, and are required to obtain a permit to do so.

Managing dog use in the parks requires dog owners and commercial dog walkers' compliance with District Ordinance 8 Section 801.

The Operations Division reported that the two most common enforcement problems are: dogs off-leash on leash-required trails and staging areas, and dogs in non-permitted areas (natural resource protection areas). This was corroborated by a review of citation data received from the District's Public Safety Division. It should be kept in mind however, that it is difficult to

determine the true magnitude of violations occurring due to failures to report violations and the limited number of Public Safety patrol officers patrolling the parklands. With this caveat in mind, in 2016 there were 113 dog related citations issued, of which (89) violations were for off leash dogs in leash-required areas and (14) citations were issued for dogs in prohibited areas. For 2017 through September, there were 63 dog related citations issued, of which 50 were issued for dogs off leash violations and 10 for dogs in prohibited areas. A majority of these citations during this two-year period were issued for Redwood Park (51), Crown Beach (17), Tilden park (13), and Lake Chabot (11). Volunteer Trail Safety Patrol members reported generally good compliance by dog owners in the parks that they patrol (estimated 80-90% complying with the rules), and that the main problems they observed were failure to collect dog poop, leaving filled poop bags along the trail, and dogs off leash in staging areas, with the most violations observed at Redwood Regional Park's West Ridge trail and Skyline Gate. It should be noted that scheduled improvements to the District's Public Safety dispatch system planned for January 2018, along with better recording of violations observed by the Volunteer Safety Patrol, will result in a clearer picture of dog use conflicts with other park user groups and improve the targeting of the District's enforcement actions.

Other problems noted by the Operations Division included owners leaving dog waste on trails, trail and streamside erosion caused by dogs, as well as aggressive behavior between dogs, dogs and humans, and dogs and wildlife. Negative interactions between off leash dogs and cattle was also reported by the District's grazing tenants. Grazing tenants cited instances of dogs chasing and, in some cases, crippling and killing cattle. Conflicts with off leash dogs has increased over the last few years, particularly during the calving period, creating a concern for the safety for all park users.

Trails with high user congestion also appeared to be most prone to conflict between user groups according to District staff and dog groups that the PAC met with. The Districts' Trail Development Managers' identified Leona Canyon, San Francisco Bay Trail at Albany Bulb, and East and West Ridge trails in Redwood Regional Park as the most frequently used trails in the parks. In addition, both District staff and volunteers reported user congestion on the Mission Peak trail, where the steep grade and poor sight lines make it difficult for dog owners to keep up with and control their dogs. The environmental community identified the District's Bay shoreline as a sensitive area for bird and other species, and in particular the Hayward Shoreline and McLaughlin Eastshore Albany trails as locations where it has concerns that conflicts between dogs and wildlife could occur. Concerns were also raised about possible impacts to native plants from increased nitrogen due to dog urine and about possible impacts to plants and wildlife from dogs venturing off trails.

In community meetings hosted by the PAC, dog owner groups and commercial dog walkers expressed concern about incidents of dog owner violations. They offered a number of suggestions to improve dog owner compliance including community education, improved trail signage, additional trash cans along popular trails, and modifications to staging areas and trail design to minimize environmental problems and conflicts between user groups. They also suggested the need for additional community education for dog owners on the District's off-leash

standards and expectations for voice and sight control for dog use in the parks. They committed to work with the District to implement efforts to promote trail safety, environmental stewardship and respectful behavior on the trails.

Periodic monitoring of trails for conflicts in uses due to changing conditions was determined to be an important factor in maintaining safety for the public and protecting the natural resources in parks. In discussions with District Operations and Planning staff however, there does not appear to be a regular monitoring program that triggers adjustments to dog use on specific trails due to changing trail conditions other than the every two-years update of Ordinance 38. The District's "Technical Analysis of Proposed Changes in a Trail's Use ("checklist") was found to be cumbersome for this purpose and infrequently used. In discussions with dog advocates, while they are receptive to periodic trail monitoring where incidents of dog-related problems have been reported, they cautioned that any monitoring process should be transparent and clear for all to understand and should not be overly complex.

Recommendation

Based on the findings above and with the exception of active cattle grazing areas, the PAC is not recommending changes at this time to the District's existing Ordinance 38 off-leash dog policy. Rather, it was determined that an enhanced program of trail monitoring, community outreach and education was needed for effective management of dog use in the District's parklands.

1. The following trails are recommended to be monitored and evaluated for future study and potential Ordinance 38 changes. Trail monitoring should include a review of citations and violations reported by District staff, volunteers and trail users, supplemented by independent field surveys (possibly conducted by student interns) to observe and record trail use by all trail users and gather data about the volume of trail use by various user categories and their impacts, to determine if there is any need for consideration of changes in regulations. In addition, the District's Stewardship Division should complete an assessment of the trails to determine potential impacts to habitat, creeks and ponds located in close proximity to the trails being monitored. Trails to be monitored include:
 - Mission Peak,
 - Hayward Shoreline (existing off leash area from Winton staging area north),
 - Portions of McLaughlin Eastshore and Albany trails located within the jurisdiction of the District including the paved shoreline trail,
 - Leona Canyon, and
 - East and West Ridge trails in Redwood Park.

The results of the trail monitoring process will have to be reviewed by Staff, and recommendations made based on data as to whether additional management and/or operational policy changes are warranted.

2. The District should adopt a regular trail monitoring program that is data driven to review the impacts of changing trail conditions resulting from increasing congestion, increasing citations, and other conditions including the presence of sensitive habitat and wildlife that warrant consideration of specific locations to be added to either Attachment B ("Specific

Parks or Areas of Parks Where Dogs are Prohibited”) or Attachment C (“Specific Parks or Areas of Parks Where Dogs Must Be on Leash”) of Ordinance 38 Section 801.

3. Community education and engagement is key, as reported infractions are primarily failure to follow the rules for current restrictions of dogs on leash or dogs prohibited in wildlife protected areas. In addition, community education is needed on the District’s standards and expectations for “voice and sight control” for dog owners who take their dogs off-leash in permitted areas. Refer also to community the engagement and public education recommendations provided in a later section of this report.
4. The District should place more dog waste disposal cans on trails highly used by dog owners and professional dog walkers (for example, West Ridge trail in Redwood Regional Park). A distance of two to three hundred feet out from the trailhead should accommodate most dog poop disposal needs. Refer to community engagement and public education recommendations provided in a later section of this report.
5. The District’s Public Safety Division should continue to target dog use compliance enforcement at staging areas most frequently used by dog owners and commercial dog walkers. Planned improvements to the dispatching system will enhance Public Safety’s targeting and improve response to other areas where dog use conflicts have been reported by the Volunteer Safety Patrol and park users.
6. Require park users who are cited in violation of Ordinance 38 Section 801 dog use policies, to take a District-sanctioned dog training class on trial etiquette and impacts on natural resources. Refer to Community Engagement and Public Education recommendations provided in a later section of this report.
7. Amend Ordinance 38 Section 801.2 Exhibit C to add that dogs must be on leash when cattle are in sight or if posted that cattle are in a particular area or park.
8. Review and add signage at park trailheads where cattle grazing is authorized, citing Ordinance 38 and Civil penalties for livestock harassment. Also work with the cattle grazers to post on the District’s website “real time” information on where cattle are grazing to inform park users. (Refer to Public Engagement and Community Education recommendations provided in a later section of the report.
9. Review signage at all trailheads to ensure that rules are clearly defined, including signs marking sensitive habitat areas.

Commercial dog walker program

The number of professional dog walkers using the parks has dramatically increased over the past few years drawing users from outside the District as other Bay Area parks continue to have dog restrictions or limited access.

In 2017 the District issued 90 commercial dog walkers permits allowing permit holders to use 80 authorized trails (Appendix A) in the parks. There is currently no limit on the number of permits the District can issue. Commercial dog walkers' trail use appears to be concentrated in Alameda and Western Contra Costa Counties, close to their client base and where a majority of authorized commercial dog walker trails area located.

In meetings with a group of commercial dog walkers, they shared their concerns about the number of independent contractors who are not professionally trained and are unable to control their pack of dogs, which is creating unsafe conditions in the parks. They expressed the need for commercial dog walker training and efforts to improve their image in the minds of park users. They made a number of recommendations to improve the District's dog walker program, including working more closely with the District.

In terms of minimizing conflicts with the public, they suggested changes to staging areas and future trail design. They identified staging areas where conflicts are occurring with other users and offered suggestions to minimize problems. With regard to future trails authorized for commercial dog walkers, they prefer ridge trails that are not congested and are away from general park users, creeks and sensitive habitat areas. They also prefer loop trails.

Many of the walkers use the trails twice a day and shared that they go to great extent to pick up dog waste from not only their dogs but also others. They feel they serve as eyes for the District to report problems and value the privilege the District has given them to use the East Bay's parks.

Recommendation

1. Require all persons seeking a Professional Dog Walker 801.11 permit to complete District sanctioned training that focuses on best practices for handling large groups of dogs and features trail etiquette, public safety and the protection of natural resources. Also require all employees of permit holders complete the training.
2. Update the Dog Walker Permit fees structure in comparison to the fees charged by other Bay Area parks. Also evaluate the use the of "Secondary Permit" used by independent subcontractors to determine if it should continue to be an option for Dog Walkers due to the low permit fee charged for use of the District's parklands and concerns with liability insurance coverage.
3. Convene a yearly meeting of professional dog walkers hosted by the District to examine ways to balance public safety, protect natural resources and foster trail etiquette; and provide feedback opportunities for trail maintenance problems.

4. Develop a brochure that outlines trail etiquette, Ordinance 38 and other requirements for Professional Dog Walkers.
5. Evaluate the feasibility of dispersing trail use by increasing the permit fee for trails heavily used by professional dog walkers (\$300 to \$500) or rotating trail use.
6. Encourage all permit holders to be ambassadors of the District including educating park users who may be uneasy around dogs, picking up trash, and reporting violators of parkland use requirements.
7. Trail adjustments recommended to be reviewed by the District to allow commercial dog walkers include: The unpaved portion of Seaview Trail in Tilden– end to end, and Leona Heights near Leona Canyon. In addition, new trails should be considered for Central and East Contra Costa County that also include shaded areas for dogs and walkers/owners.
8. Review staging areas used by professional dog walkers to minimize conflicts with other users. Staging areas recommended to be reviewed include: Wildcat Canyon Alvarado staging area.

District's Process for New areas to be Opened to the Public

Advanced Planning staff provided the PAC with the District's process for determining when and how to accommodate dogs in the District's new parklands and trails. Planning's process includes taking into account the District's Master Plan, Ordinance 38, environmental regulatory permits, conservation easement restrictions, environmental effects identified in California Environmental Quality Act (CEQA) and resulting mitigation measures, and community comments in determining how to accommodate dog use.

Three case studies. - Dotson Family Marsh at– Point Pinole Regional Shoreline (completed project), Oyster Bay Regional Shoreline Land Use Plan Amendment (LUPA, implementation in progress) and Robert Sibley Volcanic Regional Preserve (planning in progress), were reviewed to demonstrate how each project complied with the District's policies and local/state/federal planning requirements with respect to accommodating dogs in the parklands. Staff's presentation demonstrated the District's approach in working with both regulatory agencies and the community to avoid conflicting uses and impacts on habitat through facilities and trail design. Of interest to the PAC was how to minimize downstream conflicts resulting from prior off leash use in currently undeveloped areas that may delay environmental review and/or regulatory approvals.

In each of the case studies, while the District's Master Plan provides for multiple-use facilities to serve the recreational needs of all users, Ordinance 38 plays a pivotal role in its distinction between undeveloped areas (leash optional areas) and developed areas (leash required areas) in prescribing how to accommodate dog use. In a 2017 public survey sponsored by the District,

48% supported action to “revisit” this policy and consider requiring leashes in parks on multi-purpose trails that are shared by bikers, horses and walkers when planning for a new parks or new park facility.

The PAC supports the District taking a closer look at this issue and suggests working with the dog advocacy community to seek a refinement in the application of the “undeveloped area off leash policy” for all new parks and trails that would consider other factors not addressed in the environmental (CEQA) review such as likely user groups, terrain, sight lines that make it difficult for park users to control their dogs, as well as the health and safety of trail users.

Recommendation

1. As a general approach the District should consider all new trails as multiuse and then consider why specific use groups should be excluded due to concerns for wildlife, natural and historic resources, appropriateness of terrain and other potential conflicts.
2. In considering new commercial dog walker authorized trails, the District should consider designing them as loop trails, located when possible on ridgelines away from creeks and sensitive habitat.

Community Engagement and Public Education

Throughout the PAC’s review process, community engagement and collaboration with dog advocacy groups was determined to be one of the most effective ways for the District to promote trail safety for parkland users, wildlife and dogs.

District efforts to support training opportunities for dog management and trail etiquette including understanding the environmental impacts on natural resources, dog safety training regarding time of year restrictions for algae, foxtails and calving was considered to be an important step toward effective management of dog use in the parks.

Requiring training for Commercial Dog Walkers on best practices for handling large groups of dogs as a condition for their annual permit is also needed to promote public safety and protect natural resources. Similarly, instruction on the District’s “voice and sight control” standards and expectations for dog owners who take their dogs off-leash was identified as a key area to improve dog owner compliance with the District’s off-leash policy and reduce conflicts. In workshops hosted by the PAC, attendees suggested that the District should review and learn from the experiences of other communities to manage their off-lease dog use. Two communities identified included, Boulder Colorado’s “Voice and Sight tag program” which requires a one-hour training session for off-leash dog users and Rockfield Maryland that requires an American Kennel Association “companion dog” certification to participate in their off-leash program.

Also, during outreach meetings with community groups, improved signage at park staging areas, trailheads and on trails to reinforce trail etiquette was frequently identified as an area of opportunity along with the need to create several brochures focusing on rules, maps, and other

collateral materials. Expansion of the Districts' social media outreach was also identified as a way to promote best practices by dog users in the parks and notify users of changing conditions affecting trail use. In addition, increasing the number of special events and informational meetings focusing on trail safety, trail/beach cleanups, and getting along with other trail users, were seen as key steps for an informed community that includes dog users.

Increasing volunteer opportunities for trail cleanup and sponsorship was also suggested by dog advocacy groups and commercial dog walkers as a way to support the District and make the parks enjoyable for all users.

Recommendation

1. District sponsored training
 - Provide training for Commercial Dog Walkers on best practices for handling large groups of dogs and trail etiquette as a condition to receive their Annual Permit.
 - Pilot a training program for off-leash dog owners on “voice and sight control” for highly congested or problem trails to determine its effectiveness and required administrative support. Dog owners who complete this class would receive a special tag for their dog for public identification.
 - District sponsored training costs should be offset by an increase in Commercial Dog Walker permit and dog owner tag fees.

2. Community educational opportunities
 - Offer educational opportunities on trail etiquette and impacts on natural resources and wildlife – either classroom, at a park site, or online for District volunteer groups, foundation members and park users. Dog owners who complete training could be given a District logo ribbon for their dog indicating that the owner has completed training or with sponsored funding, an on-leash poop bag belt pack or other recognition.
 - Expand social media promoting dog handling tips.
 - Provide short videos online such as “walk and talk” trainer sessions including training on handling conflicts with dogs and people.
 - Publish articles on environmental impacts on natural resources and wildlife and tips on dog safety in the park, in publications such as Bark Magazine.

3. Community engagement opportunities
 - Link dog owner groups websites to EBRPD website for further education and local events.
 - Promote Volunteer Trail Safety Patrol (VTSP) Canine Patrol.
 - Encourage Professional Dog Walkers to volunteer at District's informational events and public outreach efforts.
 - Sponsor “adopt a trail” program for periodic cleanup of trash on trails.

4. Pilot a year study of new trail signage to educate users on trail etiquette

- Review dog-oriented signage and consider new key messaging in selected areas, including explanation of reasons for restrictions, stenciled signs on pavement and “bag it” signs stenciled on garbage cans.
 - Review and add trail signage noting cattle grazing areas and include reference to Ordinance 38 and Civil penalties for livestock harassment.
5. Produce new informational brochures and expand online notice of parks/trails impacted by changing use
 - A new dog brochure(s) in different languages.
 - Maps highlighting authorized Professional Dog walker trails.
 - Notification of cattle grazing areas.
 6. Review number and placement of garbage cans, and establish a “best practice” for placement
 - Locate new trash cans 200 to 300 feet from trail heads on popular trails.
 - Poop pickup pilot program – test a variety of methods including signage and volunteer cleanups on different trails and measure the results and then roll out the best ones.
 - Research “Park Spark” initiative that turns dog waste into green waste on site.
 - Consider using compostable poop bags.
 7. Opportunities for joint events with dog advocacy groups
 - Pilot new “Trail Manners” and other events/activities with Public Safety.
 - Revive the Districts’ “pup and pony” events to educate younger children and their parents on how to approach dogs and horses.
 - Beach cleanups.
 - Trail safety talks with VTSP Canine team.
 - Once-a-quarter trails cleanup event by/with professional dog walkers.
 8. Evaluate the data on incidents and dog behavior compliance to inform further actions taken on community engagement and public education. Public Safety documentation of incidents should include: location (park and location within park), time of day, parties involved, nature of incident, whether dogs were on – or off-leash, any injuries sustained, and any other pertinent information.

IV. Suggested Framework for Action

The PAC set forth a number of recommendations based on its review of dog use in the District’s parkland after working with District staff and hearing from a broad range of community interests. Dog use in the parks continues to grow and represents an important use for dog owners who value the companionship of dogs for their recreation and trail safety. Off-leash dog use however is a “privilege” for park users and must be carefully balanced within the District’s

mission to “protect and preserve the Districts natural and cultural resources for generations to come” while providing a safe and enjoyable park experience.

Over the course of the past year, the PAC reviewed the District’s dog use management, planning, and community engagement efforts to understand the concern of staff, the community and actions needed to address this growing use. Based on this review, the PAC at this time does not recommend changes to the Districts existing off-leash dog policy but rather recommends monitoring specific trails/parks where additional management and/or operational changes may be warranted in the future. In addition, community outreach and collaboration with dog advocacy groups on public education promoting trail safety for park users will be key need for dog owner’s compliance with the District dog use policies. Ordinance 38 revisions are however recommended for transitional grazing areas in order to protect cattle.

Since these recommendations touch primarily on Public Safety, Operations, Community Relations and Planning the PAC suggests that the District establish a working group of the principal Divisions with a lead staff to coordinate the work of the review team and serve as the point person to work with community groups who have volunteered to assist with carrying out aspects of the community engagement and education efforts. The PAC believes that implementation will take 3 to 5-years and the recommendations will need to be considered within the framework of competing demands for District resources – both staff and financial.

Towards this end, it is suggested that the first year of implantation focus on working with the dog advocates and environmental groups in putting in place the training program for the Commercial Dog Walkers program and initiating a monitoring pilot program for one of the four parks recommended to be studied for potential ordinance 38 changes. Also, during the first year, changes to Ordinance 38 regarding dogs off-leash in cattle grazing areas should be considered.

For year’s two through three the District should consider a number of the community outreach and education recommendations including signage, waste removal and in particular piloting a “Voice and Sight Control training program” for highly congested or problem trails by the end of year three.

In year’s four through five the District should complete the initial list of recommended parks to be monitored, establish a regular District wide monitoring program and complete the list of suggested trail adjustments and new trails for commercial dog walkers. The monitoring should initially focus on Eastern Contra Costa County, where changes in population are anticipated due to new development.

The actions recommended will take time to implement and require the cooperation and support of the community. Only through the active participation and engagement of dog advocacy and environmental groups will the District be successful in protecting wildlife, and the natural resources while ensuring that our trails remain a special destination for East Bay residents.

The PAC would like to express its gratitude for the opportunity to advise the District on how to improve management of dog use in the parks to create a safe and enjoyable park experience for

all users. We welcome receiving annual reports on the District's progress and suggestions on ways the Park Advisory Committee can assist with implementation.

EAST BAY REGIONAL PARK DISTRICT

BOARD EXECUTIVE COMMITTEE

Meeting of May 3, 2018

TO: Board Executive Committee

FROM: Robert E. Doyle, General Manager

STAFF REPORT
PREPARED BY: Kip Walsh, Chief Human Resources Officer

SUBJECT: Human Resources Policy #18 - Prohibition of Harassment,
Discrimination, and Retaliation Policy

Kip Walsh, Chief Human Resources Officer, will make a presentation on this agenda item.

BACKGROUND

It has long been the East Bay Regional Park District's (Park District) policy that as an employer, the Park District seeks to create and sustain an environment of mutual respect among its employees. The Park District will not tolerate harassment and expects all employees to take all steps necessary to maintain a workplace free from discrimination and harassment. To support that framework, the Prohibition of Harassment, Discrimination and Retaliation Policy (Human Resources Policy #18) is being presented. This newly created document provides the legal framework and is a preliminary step in beginning the larger and more important body of work of bringing awareness to these issues, building organizational capacity through training, and providing guidance and correction when needed.

RECOMMENDATION

Staff requests that the Board Executive Committee recommend to the full Board approval and adoption of the Prohibition of Harassment, Discrimination, and Retaliation Policy.

ATTACHMENT

Attachment A: Human Resources Policy and Procedures #18 - Prohibition of Harassment, Discrimination and Retaliation

**EAST BAY REGIONAL PARK DISTRICT
HUMAN RESOURCES POLICY & PROCEDURES #18
PROHIBITION OF HARASSMENT, DISCRIMINATION AND RETALIATION**

DATE: May xx, 2018

OVERVIEW

Introduction: It is the policy of the East Bay Regional Park District (District) to hire qualified personnel to perform the many tasks necessary to provide high quality, cost-efficient District park services, without regard to an employee or applicant’s race, religion, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender (including pregnancy, childbirth, breastfeeding or related medical conditions), gender identity, gender expression, age (over 40), sexual orientation, military/veteran status, or use of or request to use medical and family care leave or pregnancy disability leave. This policy applies to all aspects of employment, including, but not limited to, hiring, job assignment, compensation, promotion, benefits, training, discipline and termination. Reasonable accommodation may be available for qualified individuals with disabilities, as defined by law.

The District seeks to create and sustain an environment of mutual respect among its employees. The District will not tolerate harassment and expects all employees to support its equal employment opportunity policy and to take all steps necessary to maintain a workplace free from discrimination and harassment.

In this policy: This policy and procedure covers the following topics:

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**EAST BAY REGIONAL PARK DISTRICT
HUMAN RESOURCES POLICY & PROCEDURES #18
PROHIBITION OF HARASSMENT, DISCRIMINATION AND RETALIATION**

**DATE: May xx, 2018
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POLICY STATEMENT

A. Prohibition of Harassment and Discrimination: The District is committed to providing a work environment free of harassment or discrimination, including sexual harassment. To further this commitment, the District provides harassment and discrimination training to its employees. In addition, all supervisors are required, as a condition of employment in such position, to complete at least two hours of sexual harassment training every two (2) years. New supervisors must complete the initial sexual harassment training within six (6) months of assuming a supervisory position.

Harassment or discrimination against individuals on the basis of race, religion, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender (including pregnancy, childbirth, breastfeeding or related medical conditions), gender identity, gender expression, age (over 40), sexual orientation, military/veteran status, or use of or request to use medical and family care leave or pregnancy disability leave ("Protected Characteristic") is prohibited by this policy. Such conduct by or towards any employee, manager, supervisor, contract worker, client, vendor or anyone who comes into contact with a District employee in the course of her/his employment will not be tolerated. Any employee who violates this policy will be subject to disciplinary action, up to and including termination of her or his employment. To the extent a contract, vendor, or other person with whom the East Bay Regional Park District does business engages in harassment or discrimination, the District will take appropriate corrective action.

Harassment of the public, an applicant for employment or an employee by a District manager, supervisor or co-worker because of a Protected Characteristic is unacceptable behavior and will not be tolerated by the District.

B. Discrimination Prohibition: Prohibited discrimination includes any adverse employment action or differential treatment of an employee or other person doing business with the District based on the individual's Protected Characteristic.

C. Harassment Prohibition: Harassment is a form of discrimination and is an unlawful employment practice under federal and state law. Sexual or other prohibited harassment includes any unwelcome verbal, physical, or visual conduct based on a Protected Characteristic if:

- I. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or engagement;

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PROHIBITION OF HARASSMENT, DISCRIMINATION AND RETALIATION**

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2. submission to or rejection of such conduct by an individual is used as a basis for decisions concerning that individual's employment or engagement; or
3. it creates a hostile or offensive work environment.

Sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors and lewd, vulgar or obscene remarks, jokes, posters or cartoons, suggestions or innuendoes, suggestive looks or leering, and any unwelcome touching, pinching or other physical contact.

Other forms of prohibited harassment may include racial epithets, slurs and derogatory remarks, stereotypes, jokes, posters or cartoons based on race, national origin, age, disability, marital status or any other Protected Characteristic. The District's prohibition of harassment applies to employees' use on the District's computer, e-mail, internet, telephone and other electronic communications systems and resources.

PROCEDURES

A. Employee Complaints: The District will take an affirmative role to protect its employees from harassment and discrimination. Employees who receive or witness the inappropriate conduct are required to report the conduct to management, the Department, Human Resources, and/or the Chief Human Resources Officer. Any complaint will be treated as confidential to the greatest extent possible. If an employee believes he/she has witnessed or experienced conduct that violates this policy, the following actions should be taken:

1. Employees are encouraged to identify the offensive behavior to the offending employee or other person and request that the behavior cease.
2. Employees shall report the offensive behavior either orally or in writing to the employee's supervisor or manager or the Chief Human Resources Officer. Any manager or supervisor who receives a complaint of harassment or discrimination must immediately report the complaint to the Chief Human Resources Officer. The Chief Human Resources Officer shall function as follows:
 - a. Counsel the complaining employee and outline the options available.
 - b. Obtain a factual written statement of the complaint for processing.
 - c. With the assistance of the concerned Department, investigate and recommend

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appropriate disposition of the complaint.

- d. Provide the complaining employee updates on the progress of an investigation and completion of the investigation.

B. Retaliation Prohibition: The District strictly prohibits any adverse employment actions against an employee who makes a good faith complaint of any discrimination or harassment under this policy. The Department shall investigate allegations of retaliation per the procedures outlined in this policy and shall take appropriate disciplinary action against any employee who violates this anti-retaliation policy.

C. Investigation of Alleged Harassment, Discrimination, or Retaliation: Upon receipt of allegations of discrimination, harassment, or retaliation in violation of this policy, the Chief Human Resources Officer shall either investigate or ensure a fair, thorough investigation of the allegations. The investigation shall be conducted by a qualified person without any bias. The investigation shall be treated as confidential, to the greatest extent possible.

The investigation may include interviews with the directly involved parties and, where necessary, employees who may have observed or may be knowledgeable of the alleged harassment or discrimination or retaliation or who may be similarly situated with the complaining employee and who may be able to testify to their experience with the accused employee. In cases of alleged discrimination in the Public Safety Department, such investigation may take the form of an Internal Affairs investigation instead of a Human Resources Division investigation.

The Chief Human Resources Officer or her/his designee shall document and track the progress of the investigation. Upon completion of the investigation, the Chief Human Resources Officer shall ensure that the complainant(s) and the subject(s) receive a written notice informing them of the investigation's completion.

In no circumstance will the District tolerate retaliation against an employee who made a complaint of discrimination, harassment or retaliation, or against an employee who participated as a witness in the investigative process.

D. Disciplinary Action: The District will take prompt corrective action with respect to substantiated complaints of discrimination, harassment, or retaliation. The District will issue discipline, up to and including termination of employment, against employees who violate this policy. Discipline shall be administered in accordance with the District's disciplinary policies and procedures, consistent with any applicable MOUs.

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E. Reasonable Accommodation: The District is committed to providing equal employment opportunities to persons with disabilities and will provide reasonable accommodations to any qualified employee or applicant with a disability to the extent required by the Americans with Disabilities Act and the California Fair Employment and Housing Act. In general, a reasonable accommodation is any change in the work environment or in the way things are customarily done that enables a qualified individual with a disability as defined by law to perform the essential functions of the employee's classification and enjoy equal employment opportunities, without creating an undue burden on the employer.

Employees or applicants who desire or feel they need a reasonable accommodation to participate in the job application process, to perform the essential duties of their position, or to enjoy equal benefits and privileges of employment as are enjoyed by other similarly situated employees without disabilities, should contact the Human Resources Department to request a reasonable accommodation. Supervisors who are aware of an employee or applicant's need or request for a reasonable accommodation should promptly notify the Human Resources Department. Where appropriate, the District will engage in an interactive process with the employee or applicant to identify whether the employee's physical or mental health/medical condition constitutes a disability under applicable federal and state law and to identify the barriers that interfere with the ability of the applicant or employee to participate in the application process, perform the essential functions of his or her job, or enjoy the benefits and privileges of employment. As part of this process, employees may be required to provide medical documentation and other information that the District will use to assess the reasonable accommodation request.

The District will work with employees and applicants with qualifying disabilities to identify potential reasonable accommodations that effectively permit a qualified disabled employee or applicant to participate in the application process, perform the essential duties of his or her position, or equally enjoy the benefits and privileges of employment, provided that such accommodation does not impose an undue hardship on the District.

EAST BAY REGIONAL PARK DISTRICT

BOARD EXECUTIVE COMMITTEE

Meeting of May 3, 2018

TO: Board Executive Committee

FROM: Robert E. Doyle, General Manager

STAFF REPORT
PREPARED BY: Kip Walsh, Chief Human Resources Officer

SUBJECT: Human Resources Policy #19 - Transgender Employment Policy

Kip Walsh, Chief Human Resources Officer, will make a presentation on this agenda item.

BACKGROUND

In October 2017, California Governor Jerry Brown signed into law the Gender Recognition Act (SB 179). To keep pace with the needs of the East Bay Regional Park District's workforce and state law, Human Resources developed a Transgender Employment Policy (Human Resources Policy #19) based on a sample policy provided by the Transgender Law Center in San Francisco. Adoption of the proposed policy will help guide employees, supervisors, and managers regarding the specific rights and appropriate treatment of transgender employees.

RECOMMENDATION

Staff requests that the Board Executive Committee recommend to the full Board approval and adoption of the Transgender Employment Policy.

ATTACHMENT

Attachment A: Human Resources Policies and Procedures #19, Transgender Employment Policy

**EAST BAY REGIONAL PARK DISTRICT
HUMAN RESOURCES POLICIES & PROCEDURES #19
TRANSGENDER EMPLOYMENT POLICY**

DRAFT

DATE: APRIL XX, 2018

OVERVIEW

Introduction This document contains the East Bay Regional Park District’s Transgender Employment Policy.

In this policy This policy procedure covers the following topics:

Topic	See Page
PURPOSE	1
DEFINITIONS	2
SPECIFIC POLICIES	3
Privacy	3
Official Records	3
Names/Pronouns	4
Transitioning On the Job	4
Restroom Accessibility	4
Locker Room Accessibility	5
Dress Codes	5
Discrimination/Harassment	5

PURPOSE

East Bay Regional Park District does not discriminate in any way on the basis of sex, sexual orientation, gender identity, or gender expression. This policy is designed to create a safe and productive workplace environment for all employees.

This policy sets forth guidelines to address the needs of transgender and gender non-conforming employees and clarifies how the law should be implemented in situations where questions may arise about how to protect the legal rights or safety of such employees. This policy does not anticipate every situation that might occur with respect to transgender or gender non-conforming employees, and the needs of each transgender or gender non-conforming employee must be assessed on a case-by-case basis. In all cases, the goal is to ensure the safety, comfort, and health of transgender or gender non-conforming employees while maximizing the employee’s workplace integration and minimizing stigmatization of the employee.

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TRANSGENDER EMPLOYMENT POLICY**

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DEFINITIONS

The definitions provided here are not intended to label employees but rather to assist in understanding this policy and the District's legal responsibilities. Employees may or may not use these terms to describe themselves.

- **Gender identity:** A person's internal, deeply-felt sense of being male, female, or something other or in-between, regardless of the sex they were assigned at birth. Everyone has a gender identity.
- **Gender expression:** An individual's characteristics and behaviors (such as appearance, dress, mannerisms, speech patterns, and social interactions) that may be perceived as masculine or feminine.
- **Transgender:** An umbrella term that can be used to describe people whose gender identity and/or expression is different from their sex assigned at birth.
 - A person whose sex assigned at birth was female but who identifies as male is a transgender man (also known as female-to-male transgender person, or FTM).
 - A person whose sex assigned at birth was male but who identifies as female is a transgender woman (also known as male-to-female transgender person, or MTF).

Some people described by this definition don't consider themselves transgender – they may use other words, or may identify simply as a man or woman. A person does not need to identify as transgender in order for an employer's nondiscrimination policies to apply to them.

- **Gender non-conforming:** This term describes people who have, or are perceived to have, gender characteristics and/or behaviors that do not conform to traditional or societal expectations. Keep in mind that these expectations can vary across cultures and have changed over time.
- **Transition:** The process of changing one's gender from the sex assigned at birth to one's gender identity. There are many different ways to transition. For some people, it is a complex process that takes place over a long period of time, while for others it is a one- or two-step process that happens more quickly. Transition may include "coming out" (telling family, friends, and coworkers); changing the name and/or sex on legal documents; and, for many transgender people, accessing medical treatment such as hormones and surgery.
- **Sexual orientation:** A person's physical or emotional attraction to people of the same and/or other gender. Straight, gay, and bisexual are some ways to describe sexual orientation. It is important to note that sexual orientation is distinct from gender identity

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and expression. Transgender people can be gay, lesbian, bisexual, or straight, just like non-transgender people.

- **LGBT:** A common abbreviation that refers to the lesbian, gay, bisexual, and transgender community.

EVERYONE HAS A . . .

Sex Assigned at Birth
Gender Identity
Gender Expression
Sexual Orientation

SPECIFIC POLICIES

Privacy

Transgender employees have the right to discuss their gender identity or expression openly, or to keep that information private. The transgender employee gets to decide when, with whom, and how much to share their private information. Information about an employee's transgender status (such as the sex they were assigned at birth) can constitute confidential medical information under privacy laws like HIPAA.

Management, human resources staff, or coworkers should not disclose information that may reveal an employee's transgender status or gender non-conforming presentation to others. Personal or confidential information may only be shared with the transgender employee's consent or with District employees responsible for confidential personnel information (e.g. Human Resources or Finance/Payroll staff).

Official Records

The District will change an employee's official record to reflect a change in name or gender upon request from the employee. Certain types of records, like those relating to payroll and retirement accounts, may require a legal name change before the person's name can be changed. Most records, however, can be changed to reflect a person's preferred name without proof of a legal name change.

A transgender employee has the right to be addressed by the name and pronoun corresponding to the employee's gender identity. Official records will also be changed to reflect the employee's new name and gender upon the employee's request.

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At employee's request, the District will make every effort to update any photographs at the transitioning employee's workplace so the transitioning employee's gender identity and expression are represented accurately.

If a new or transitioning employee has questions about District records or ID documents, the employee should contact Human Resources at x2154.

Names/ Pronouns

An employee has the right to be addressed by the name and pronoun that correspond to the employee's gender identity, upon request. A court-ordered name or gender change is not required. The intentional or persistent refusal to respect an employee's gender identity (for example, intentionally referring to the employee by a name or pronoun that does not correspond to the employee's gender identity) can constitute harassment and is a violation of this policy. If you are unsure what pronoun a transitioning coworker might prefer, you can politely ask your coworker how they would like to be addressed.

Transitioning on the Job

Employees who transition on the job can expect the support of management and human resources staff. HR will work with each transitioning employee individually to ensure a successful workplace transition. HR will also work with the employee's department to put a plan in place for managing the transition.

Restroom Accessibility

Employees shall have access to the restroom corresponding to their gender identity. Any employee who has a need or desire for increased privacy, regardless of the underlying reason, will be provided access to a single-stall restroom, when available. No employee, however, shall be required to use such a restroom. All employees have a right to safe and appropriate restroom facilities, including the right to use a restroom that corresponds to the employee's gender identity, regardless of the employee's sex assigned at birth. In other words, transgender women must be permitted to use the women's restroom, and transgender men must be permitted to use the men's restroom. A transgender employee has the right to determine the most appropriate and safest restroom option for themselves.

~~Some employees — transgender or non-transgender — may desire additional privacy. Where practicable, the District will make available a unisex single-stall restroom that can be used by any employee who has a need for increased privacy, regardless of the underlying reason. For example, if any employee does not want to share a multi-person restroom with a transgender coworker, they can make use of this kind of option, if available.~~

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TRANSGENDER EMPLOYMENT POLICY**

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Locker Room Accessibility

All employees have the right to use the locker room that corresponds to their gender identity. Any employee who has a need or desire for increased privacy, regardless of the underlying reason, can be provided with a reasonable alternative changing area such as the use of a private area, or using the locker room that corresponds to their gender identity before or after other employees. Any alternative arrangement for a transgender employee will be provided in a way that allows the employee to keep their transgender status confidential.

Dress Codes

The District does not have dress codes that restrict employees' clothing or appearance on the basis of gender. Transgender and gender non-conforming employees have the right to comply with company dress codes in a manner consistent with their gender identity or gender expression.

Discrimination/ Harassment

It is unlawful and violates District policy to discriminate in any way (including, but not limited to, failure to hire, failure to promote, or unlawful termination) against an employee because of the employee's actual or perceived gender identity. Additionally, it also is unlawful and contrary to this policy to retaliate against any person objecting to, or supporting enforcement of legal protections against, gender identity discrimination in employment.

The District is committed to creating a safe work environment for transgender and gender non-conforming employees. Any incident of discrimination, harassment, or violence based on gender identity or expression will be given immediate and effective attention, including, but not limited to, investigating the incident, taking suitable corrective action, and providing employees and staff with appropriate resources.

For details on the Park District's policy governing discrimination and harassment, please reference HR Policy #18 – Prohibition of Harassment, Discrimination and Retaliation.

EAST BAY REGIONAL PARK DISTRICT

BOARD EXECUTIVE COMMITTEE

Meeting of May 3, 2018

TO: Board Executive Committee

FROM: Robert E. Doyle, General Manager

STAFF REPORT
PREPARED BY: Ren Bates, Capital Program Manager
Marvin Yee, Project Manager

SUBJECT: Update on Brickyard Phase I Improvements: McLaughlin Eastshore State Park

Ren Bates, Capital Program Manager, will introduce this agenda item. Marvin Yee, Project Manager, will make a presentation on this agenda item.

BACKGROUND

Staff will provide an update on projects at McLaughlin Eastshore State Park Brickyard site.

The Brickyard site is located in McLaughlin Eastshore State Park near the intersection of University Avenue and Frontage Road in Berkeley. The Eastshore State Park General Plan was adopted in 2002, and it identified a number of park improvements for the Brickyard site. In 2013, the Park District entered into a 30-year agreement with California State Parks to operate and maintain McLaughlin Eastshore State Park. In addition, the agreement provided that the Park District would manage all capital projects for the park, and that California State Parks would provide \$5 million for the development of the Brickyard area.

A conceptual phasing plan for the improvements (see Figure 1) at the Brickyard site was developed by Park District staff in 2013-2014. This plan was developed to conform to the zoning designations and incorporate park improvements as called out in the Eastshore State Park General Plan. The entirety of the improvements at the Brickyard was organized into phases to correspond to current and any future funding. As indicated in the conceptual plan below, Phase I improvements include a parking lot; an entry plaza with restrooms, signage, seating, drinking fountain, and bike parking; picnic sites; trails; and planting and irrigation. Prior to developing the Phase I improvements, the site needed to be cleaned-up and graded. The site had been used for soil storage and brokerage per a lease agreement. When the lease terminated, a large remnant pile of fill was left on site, which obscured views to the bay. In addition to the pile of dirt, construction debris (bricks, concrete) littered the surface of the site. In March 2016, the Board of Directors awarded a contract for soil cleanup and grading. This project was executed during the spring and summer of 2016, and the scope of work included cleaning up debris, removing arsenic-contaminated soil, grading the site to raise the site elevation in anticipation of sea-level rise and to open views to the bay, and installing service-access trails.

The site remained closed to the public for re-hydroseeding in March 2017, and to ensure successful germination to achieve 70% vegetative coverage per permit requirements from the State Water Resources Control Board. In addition, clean-up of the Brickyard Cove with heavy equipment occurred in June and September 2017.

Concurrently in March 2017, the Board of Directors awarded a professional services contract to Adrienne Wong Associates to produce construction documents for the Phase I improvements. To date, 65% of the documents have been completed. The documents are anticipated to be completed in May 2018, followed by advertisement and bidding. The construction budget is \$2.5 million.

The Brickyard project will become the Park District's first "Bay-Friendly rated" landscape. The Bay-Friendly Rated Landscapes program is a rating system developed by StopWaste, a public agency responsible for reducing waste in Alameda County, and administered by ReScape California, a non-profit organization that promotes sustainable landscape and gardening practices. This voluntary, rating system recognizes excellence in high performance landscape design, construction and maintenance that reduce waste and pollution, conserve water and protect water quality, and contribute to a healthier community. The rating system is based on principles (see Figure 2) and practices that work with nature to create healthy, high-performance landscapes that create habitat, reduce maintenance, save energy, and reduce waste. Earning the Bay-Friendly Landscape designation provides a credible demonstration of Park District's commitment to healthier communities and environmental stewardship.

To date, 65% of the documents have been completed. The documents are anticipated to be completed in June 2018, then followed by advertisement and bidding. The award of a construction contract is expected to go before the Board of Directors in fall 2018. The Brickyard site is expected to reopen to the public by summer 2019.

RECOMMENDATION

None. This is an informational item.

FIGURE I – Conceptual Phasing Plan

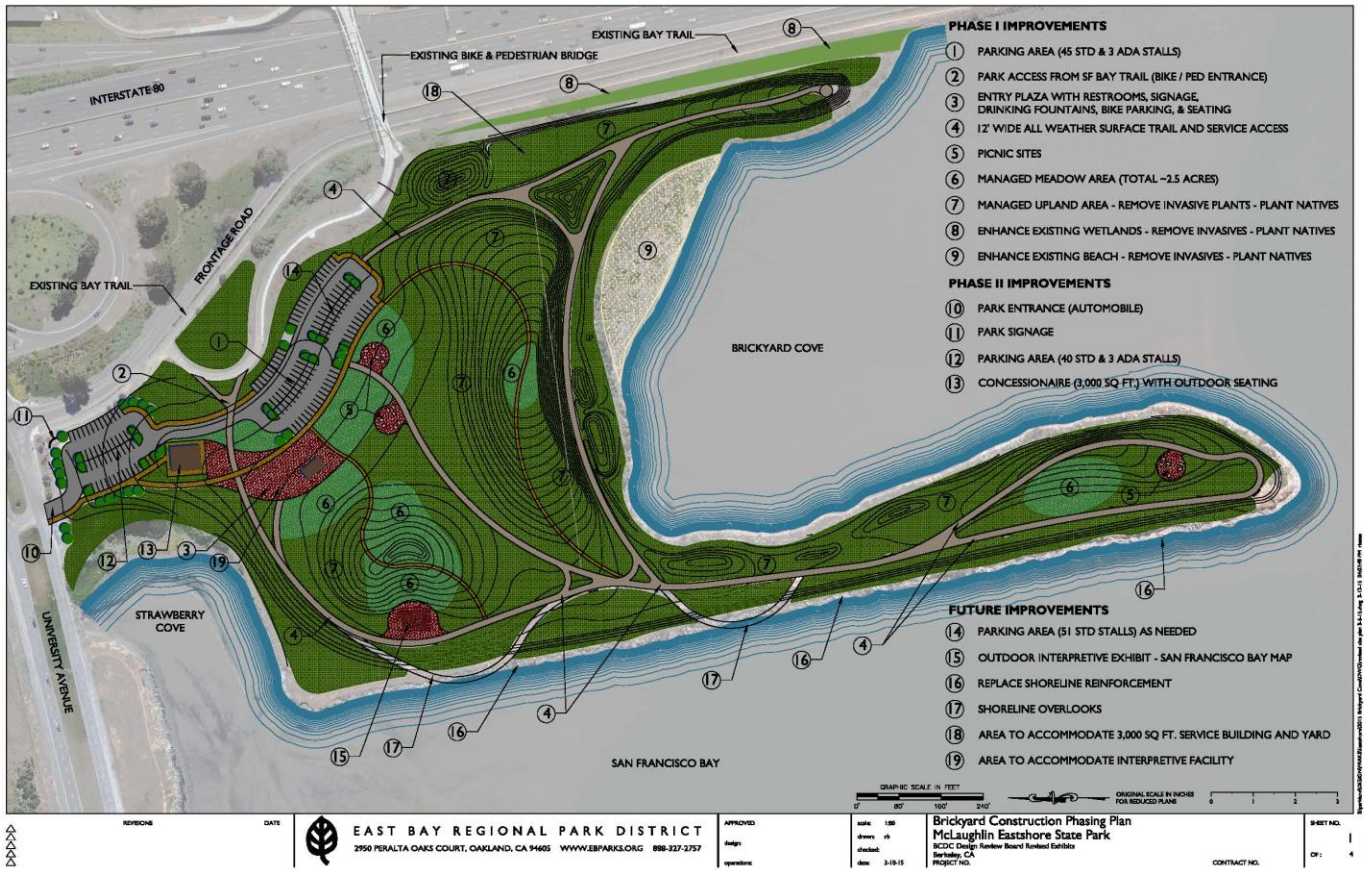
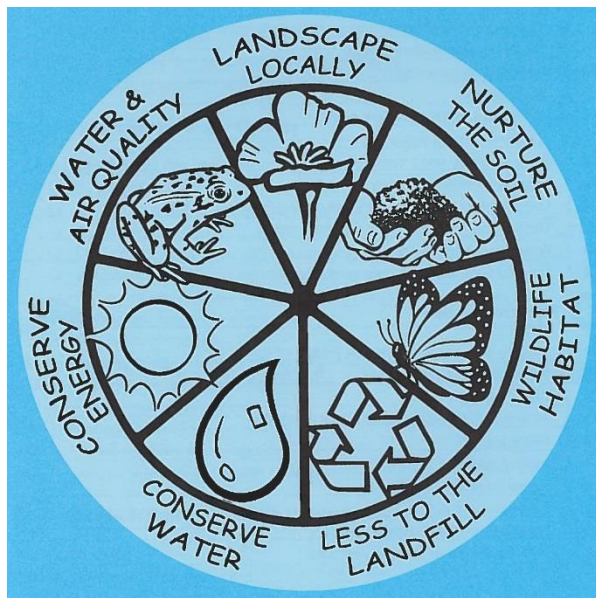


FIGURE 2 – Bay-Friendly Principles



EAST BAY REGIONAL PARK DISTRICT

BOARD EXECUTIVE COMMITTEE

Meeting of May 3, 2018

TO: Board Executive Committee

FROM: Robert E. Doyle, General Manager

STAFF REPORT

PREPARED BY: Dan Sykes, Parkland Unit Manger

SUBJECT: Regional Parks Botanic Garden Current Activities and Projects

Bart O'Brien, Botanic Garden Manager, will provide a presentation on current activities and projects at the Regional Parks Botanic Garden. Dan Sykes, Parkland Unit Manager, and Mr. O'Brien will be available to answer questions.

BACKGROUND

The Regional Parks Botanic Garden is a popular Park District attraction and living museum of native California flora. Within the last year, the Botanic Garden has hosted over 68,000 visitors and hosted 677 classes, events and tours. The Botanic Garden staff maintains the plant collection, collects and propagates new specimens, and oversees a variety of public education and outreach programs. In addition, staff also direct projects to improve the grounds and are currently focused on improving Integrated Pest Management (IPM) garden practices to limit the spread of Phytophthora water molds, including those that cause Sudden Oak Death. Staff is helped greatly in its educational endeavors, public outreach, and plant propagation efforts by working in collaboration with volunteers from the "Friends of the Regional Parks Botanic Garden." Through this collaboration staff can recruit, train, and coordinate the activities of hundreds of volunteers and Botanic Garden docents. The Botanic Garden also holds biannual plant sales to support these activities.

RECOMMENDATION

None. This is an informational item.