

The Board Meeting, which was held October 15, 2019 at East Bay Regional District, 2950 Peralta Oaks Court, Oakland, CA 94605 called its **Closed Session** to order at 11:40 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 **Open Session** of the Board Meeting was called to order at 1:05 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, Al Love, Lance Brede, Dave Mason, Lisa Goorjian, Chris Newey, Michael Reeves, Aileen Thiele, Dan Cuning, Kelly Barrington, Neoma LaValle, Heather DeQuincy, Ali Adams, Anne Kassebaum, Matt Graul, Shivani Nath, Brenda Montano, Bill Proberts.

Guests: Loren Barr, City of San Ramon, Doug Craw, Laborers Union, Seth Reinhardt.

## PLEDGE OF ALLEGIANCE

### A. APPROVAL OF AGENDA

By motion of Director Lane, and seconded by Director Waespi, 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

Kelly Abreu handed out charts and pictures to the Board that centered around Mission Peak and parking tickets. He commented that wheel stops reduce and prevent crime and help people not park over the line.

### C. BUSINESS BEFORE THE BOARD

#### I. CONSENT CALENDAR

By motion of Director Waespi, and seconded by Director Rosario, the Board voted unanimously to approve the **Consent Calendar**.

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 August 26, 2019 to September 8, 2019  
Resolution No. 2019 – 10 - 248 (attached)
- b. Approval of the Minutes for the Board Meeting of October 1, 2019
- c. Resolution Clarifying the Board of Directors' Intent Regarding Patterson Slough Overlook in the Coyote Hills Land Use Plan Amendment Adopted on September 3, 2019: Coyote Hills Regional Park  
Resolution No. 2019 – 10 - 249 (attached)

Director Corbett thanked Director Lane for requesting this item be brought back to the Board to make it clear that the Board is responsive. Corbett wanted to ensure there was no disconnect with this clarification from the sentiment shared by the constituents. Corbett commented that this is based on a good and thorough review.

- d. Authorization to Award a Contract to LSA Associates, Inc. for Consulting Services for the Marsh Creek Preserve Long-Term Management Plan and Las Trampas Redhawk Tract Long-Term Management Plan: Las Trampas Regional Preserve and Round Valley Regional Preserve  
Resolution No. 2019 – 10 - 250 (attached)
- e. Authorization to Award Contracts to Mt. Lassen Trout Farms, LLC for Rainbow Trout and Tsai Enterprise, LLC for Channel Catfish: District-wide  
Resolution No. 2019 – 10 - 251 (attached)

Director Waespi expressed concern only one bid was received on the trout and catfish. Waespi inquired if the rates were increased. Joe Sullivan, Fisheries Program Manager, explained there were fewer bids because the drought affected the small hatcheries which had to shut down. Sullivan stated that only a few hatcheries are still open that can deliver the District's large contract order. Mt. Lassen Trout Farms didn't raise their prices, but Tsai Enterprise increased their price for catfish. Waespi asked for the total revenues. Sullivan replied that revenue for fishing is \$400,000, however if you add all fees it would be closer to \$535,000. Waespi stated it is an incredible program.

- f. Authorization to Appropriate and Transfer Funds for the Purchase of One Utility Tractor from John Deere Company as an Addition to the Fleet  
Resolution No. 2019 – 10 - 252 (attached)

Director Waespi commented that a picture of the equipment along with an explanation of what each piece of equipment does would be helpful. Jim O'Connor, AGM Operations responded that they will include more photos and information on the equipment. O'Connor explained these purchases are related to the approved midyear budget, and in anticipation of policy regarding glyphosate elimination. Glyphosate will be eliminated almost immediately to get an understanding for how much it affects staff work. Steve Castile, Chief of Park Operations will control glyphosate use and implement this pilot program using the pre-emergent and burn down. Staff will come back in 2021 to report on how it affects work in the field. Director Corbett asked if the additional work includes removal of seed heads. O'Connor responded that those strategies are part of

the District's overall IPM practices. President Wieskamp added that this is a logical way to approach glyphosate elimination.

- g. Authorization to Appropriate and Transfer Funds to Purchase Four Compact Track Loaders from Peterson CAT as an Addition to the Fleet  
Resolution No. 2019 – 10 - 253 (attached)
- h. Authorization to Appropriate and Transfer Funds to Purchase Two Toro Compact Utility Loaders from Cal-Line Equipment, Inc. as Additions to the Fleet  
Resolution No. 2019 – 10 - 254 (attached)

Director Rosario asked about track vehicles and who from the staff could operate them. Kelly Barrington, Chief of MAST, said that there was an arbitration filed on behalf of the heavy equipment operators in 2014. Rather than go to arbitration, the District agreed to allow for limited use of track vehicles by certain classifications which are outlined in that agreement. Rosario asked if the attachments are included in the bobcats. Barrington replied that the only thing they are suggesting is a mower and bucket.

## 2. GENERAL MANAGER DIVISION

By motion of Director Rosario, and seconded by Director Corbett, the Board voted unanimously to approve **Item 2a.**

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

- a. 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  
Resolution No. 2019 – 10 - 255 (attached)

DGM Ana Alvarez gave this presentation on the outcomes and findings of this 2-year plus effort in collaboration with AFSCME 2428. Alvarez recognized Chris Newey, AFSCME Local 2428 President, and Ali Adams, Human Resources Analyst II. Alvarez explained that Ralph Andersen & Associates was retained to conduct the Classification and Compensation Study beginning in 2017. The primary objective of the compensation survey and subsequent analysis was to identify compensation and recommend adjustments to the District's salary ranges. All job classifications were analyzed with 86% employee participation. The process included 12 joint task force committee meetings, information sessions, 12 brown bag sessions, 5 classification 1-on-1 presentations, 5 information sessions for the management representatives, and 9 different meet and confer meetings with AFSCME Local 2428. It was a very robust process with 584 participants. There were 47 classification titles changed, 4 new job classifications created, 7 classifications were consolidated, and 117 classifications were updated. The salary range adjustments will be based on the implementation strategy determined in the meet and confer process. \$1 milion was set aside for equity adjustments. Alvarez thanked those who sat on the task force: the employees, the meet and confer team, the management representatives, the advisory committee, and Doug Johnson of Ralph Andersen & Associates.

Director Lane expressed her appreciation to DGM Alvarez and team for keeping the Board informed as well as the employees who participated. Director Rosario congratulated DGM Alvarez and staff, Chris Newey, President AFSCME 2428. Rosario stated that classifications are always difficult, and hopefully in future staff can continue to do these equity adjustments in a more timely fashion.

Director Corbett appreciated the thoroughness of the process and the level of professionalism. Corbett stated this was long in coming and the District was well served by Ralph Anderson and Associates. GM Doyle expressed appreciation of the transparency, and Doug Johnson from Ralph Anderson & Association for making himself available. Doyle explained that the reason the District was behind was because of the recession which made this much more work.

Chris Newey, President AFSCME, expressed his appreciation to Kip Walsh, Chief of Human Resources and the rest of the management team for taking the time to meet and coming to a mutual agreement to work towards bringing the District closer to offering competitive wages and equitable benefits to District employees. Newey added that even approving this item does not get the District to where it should be when less than 10% of the classifications represented by AFSCME fall within a competitive wage range compared to their peers in outside agencies. Newey continued that getting to a competitive wage range or even to median wage will most likely take years and what does this say to the workforce. The reason is because management is unwilling to change how the budget is managed. Newey asked that next year staff make equitable wage changes.

President Wieskamp thanked everyone and expressed her appreciation to Kip Walsh, and Doug Johnson, Ralph Anderson and Associates.

### 3. ACQUISITION, STEWARDSHIP & DEVELOPMENT DIVISION

By motion of Director Rosario, and seconded by Director Corbett, the Board voted unanimously to approve **Item 3a.**

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

Directors Against: None.

Directors Absent: None.

- a. Authorize the Renaming of Redwood Regional Park to Dr. Aurelia Reinhardt Redwood Regional Park  
Resolution No. 2019 – 10 - 256 (attached)

Brian Holt, Chief of GIS, introduced Eddie Willis, Acting Planner. Holt welcomed the great grandson of Aurelia Reinhardt, Seth Reinhardt who was in the audience. Willis gave an overview of the Redwood Regional Park's background and history of Dr. Aurelia Henry Reinhardt. Reinhardt was an original EBRPD Board member and its first woman director. She was president of Mills College which was the first women's college and Sierra Club Director. Redwood Park will be the first District Park to be named after a woman. Director Rosario commented that he was the supervisor at Redwood Park when there was a rededication of the Aurelia Henry Reinhardt Redwood Grove in 2004. Reinhardt was part of the Alameda County Institutions, a campaigner for world peace, and was on the Planning Commission for Oakland. Rosario stated recognition is long overdue and fitting.

Seth Reinhardt thanked the Board and staff on behalf of the Reinhardt family.

Director Lane thanked Brenda Montano and the research team for this biography. Lane expressed the appropriateness of this renaming as we welcome the Centennial of Women's Suffrage. Director Corbett said this is a proud moment for the District and she is pleased to give her support for the naming of this park. Director Waespi echoed the sentiments and noted there are no substantial costs and hope there is some way the District can interpret her history and tell her story. Director Coffey asked if the name will be Dr. or Aurelia in the title of the park. Willis replied the title Dr. will be used. Director Wieskamp suggested staff work with the American Association of University Women (AAUW) on a pamphlet of some type.

By motion of Director Lane, and seconded by Director Waespi, the Board voted unanimously to approve **Item 3b.**

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

Directors Against: None.

Directors Absent: None.

- b. Authorization to Enter into an Agreement of Dedication, Covenants and Restrictions between Northern California Laborers PTF, LLC, the City of San Ramon and the East Bay Regional Park District to Receive a Dedication of 177+ Acres of Real Property together with Public Trail and Access Easements and an Exclusive Option to Negotiate for the Acquisition of Additional Land: Bishop Ranch Open Space Regional Preserve  
Resolution No. 2019 – 10 - 257 (attached)

Michael Reeves, Chief of Acquisition, introduced Loren Barr, Planning Services Manager, City of San Ramon, and Doug Crow, Laborer's Union, and acknowledged staff Neoma Lavallo. Reeves oriented the Board to the location of the property. In addition to the land dedication, there will be a floating trail easement and the opportunity to develop a trail from either the City Centennial Park, or somewhere along Westside Drive.

Loren Barr, City of San Ramon, thanked the Board, the Park District, and City staff for preserving this large open space.

GM Doyle commented that obtaining this land happened in lightning speed. Director Corbett commented on how nice it is that people want to dedicate this type of land. She added that the urban limit line provides these opportunities. Corbett asked if there will be an option to connect the paved road and bypass the training areas. Reeves explained why the 120 acres is a better possibility. Director Lane asked if the District could have occasional use of the ranch road. Reeves said the agreement now only calls for the District's use and others would have to be negotiated. GM Doyle said there are other issues that need to be looked at and like many things, this is the acquisition phase and there is more planning to be done. The Board has expressed a desire for occasional use, and it can be discussed during the third-party agreement. Kristina Kelchner AGM/ASD, stated staff will continue to have discussions with the city of San Ramon. Lane said she is enthusiastic about this agreement and thanked the city and staff. Wieskamp said people in San Ramon and Dublin benefit as it will be an excellent access point with beautiful views.

#### 4. PUBLIC SAFETY DIVISION

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. Authorization to Enter into a Contract with Hangar One Avionics, Inc. to Conduct a Mandatory 144-Month Airframe Inspection, Procure and Install Mandatory and Replacement Mission Equipment on Helicopter Eagle 7 and Transfer and Appropriate Funds  
Resolution No. 2019 – 10 - 258 (attached)

Lance Brede, Police Captain, explained to the Board that Eagle 6 is scheduled to be replaced, and Eagle 7 is due for its 144-month inspection. Brede's presentation consisted of several topics that were explained: Maintenance Requirements by NTSB, Mission Roles Day and Night, Obsolete Mission Equipment and Vendor Option and Selection. Director Rosario asked if this is included in the budget. Brede replied it is through salary savings. Director Coffey asked the status of Eagle 6. Brede said Eagle 6 is undergoing an engine overhaul and will replace Eagle 7 during its maintenance in January. GM Doyle said that Eagle 6 is within the existing maintenance contract. GM Doyle acknowledged the good work and level of skill by staff. Bill Proberts, Sergeant/Chief Pilot, thanked the Board for approving this item and stated he looks forward to 2020 and Eagle 8.

## 5. BOARD AND STAFF REPORTS

### a. Actions Taken by Other Jurisdictions Affecting the Park District

GM Doyle explained the two items on this report.

## 6. GENERAL MANAGER'S COMMENTS

### a. Creative Design Manager Jonathan Hobbs will present on Public Affairs signage programs for two of the newest parklands: Dumbarton Quarry Lakes Campground and Judge John J. Sutter Shoreline

GM Doyle introduced and recognized the talent of Jonathan Hobbs and his team. Jonathan Hobbs, Creative Design Manager gave a behind the scenes presentation on Environmental Graphics. Hobbs showed the family of sign types which through branding and identity, create a sense of "place". Hobbs discussed Dumbarton Quarry and John J Sutter Regional parks signage. Hobbs discussed both parks' sign documentation; family of sign types, sign document specifications, construction details and programming. He touched on entrance signs, the parking lot, Bridgeyard Building and CalTrans freeway signs. Director Rosario asked if staff is working with CalTrans for directional signs to Burma Road. Hobbs replied yes. GM Doyle said it is clear that this is a unique spot. Director Lane asked if the District will be able to include the entire name of the park on the signs. GM Doyle replied there is a name challenge, however staff will make it fit. Director Waespi stated how impressed he is with Hobbs' department.

## 7. ANNOUNCEMENTS FROM CLOSED SESSION

District Counsel Victor had an announcement. "In May, the District received a favorable jury verdict in the amount of \$ 2,125,000 for the fair market value for the Albany Beach parcel in the Golden Gate Landholdings condemnation matter. Recently the court awarded interest which totaled \$80,355.31. And Golden Gate Landholdings recently filed a cost bill in the amount of \$81,399.86. The Board unanimously authorized the deposit of those amounts necessary to satisfy the judgement costs and interests."

## 8. BOARD COMMITTEE REPORTS

### a. Finance Committee (9-25-19) (Rosario)

## 9. PUBLIC COMMENTS

There were none.

## 10. BOARD COMMENTS

Director Wieskamp reported on meetings attended. Director Wieskamp

- Attended the Ad Hoc Committee GM Evaluation;
- Attended the Ohlone Gathering;
- Attended the HARD/EBRPD Joint meeting;
- Attended the Regional Park Foundation Gala;
- Attending the Service Awards Dinner;
- Attending Sunol's Cowboy Hootenanny.

Wieskamp is looking at possibly subsidizing the Ohlone's coming from Carmel. Wieskamp commented on an article from the newspaper regarding cattle. She thanked the RPF for the picture book, and she is discouraged that the Governor said no to Tesla; as it should be preserved. It is significant land that should be set aside.

Director Waespi reported on meetings attended. Director Waespi

- Attended the Executive Committee meeting;
- Attended the Ad Hoc Committee GM Evaluation;
- Attended the EBPRD/HARD Joint meeting;
- Attended the HASPA meeting;
- Attended the Regional Park Foundation Gala;
- Attended the Harvest Festival at Ardenwood.

Waespi congratulated Finance for the distinguished budget awarded to staff, and Lifeguard Service for 10 years without a drowning.

Director Lane reported on meetings attended. Director Lane

- Attended the Walk and Talk with Asm. Rebecca Bauer-Kahan at Shadow Cliffs;
- Attended the EBPRD/HARD Joint meeting;
- Attended the Regional Park Foundation Gala;
- Attended the Elected Women's Luncheon in Danville;
- Attending the Service Awards Dinner;
- Attending Sunol's Cowboy Hootenanny.

Lane announced Bauer-Kahan's McCosker's donation to the Park District at the Elected Women's Luncheon. Lane asked that the Board no longer receive the reservations master report in their Board packet to which the Board agreed. Lane asked about public records request. District Counsel said the request was made to all public agencies and tied to new legislation that went into effect in January.

Director Rosario reported on meetings attended. Director Rosario

- Met with potential candidate for Ward I;
- Attended the League of Women Voters meeting;
- Attended a meeting with Park Supervisor Bridgette Calvey at Redwood;
- Attended the Contra Costa Mayors' Conference;
- Attended the CCC Democratic Party Annual Roosevelt Dinner;
- Attended the Regional Park Association meeting;
- Attended the Half Earth Day event;
- Attended a meeting with Park District Retirees at Oakland Zoo;
- Attended the EBPRD/HARD Joint meeting;
- Attended Alameda County Mayors' Conference;
- I-on-I with GM Doyle;
- Attended the Regional Park Foundation Gala.

Director Corbett reported on meetings attended. Director Corbett

- Attended a meeting with DGM Ana Alvarez and City of San Leandro;
- Attended the Ad Hoc Committee GM Evaluation;
- Attended the Executive Committee meeting;
- Attended the Friends of Chabot College Gala;
- Attended the Ohlone gathering;
- Attended the EBPRD/HARD Joint meeting;
- Attended the Regional Park Foundation Gala.

Director Coffey reported on meetings attended. Director Coffey

- Attended I-on-I GM Doyle;
- Attended the CCC Democratic Party Annual Roosevelt Dinner;
- Attended the Regional Park Foundation Gala;
- Attended the North Richmond Shoreline Festival;
- Attended and co-hosted the SF Bay Trail 30<sup>th</sup> Anniversary Walk in Hercules;
- Attended an event honoring Nancy Skinner.

Director Dotson reported on meetings attended. Director Dotson

- Attended the North Richmond Shoreline Festival.

GM Doyle acknowledged that Dotson was responsible for the North Richmond Shoreline Festival.

#### D. ADJOURNMENT

Director Rosario ended the meeting at 4:23 pm in honor of Gate Attendant, Israel Lopez-Garibay. Rosario read remarks about Israel.