

EAST BAY REGIONAL PARK DISTRICT

Headquartered in Oakland, California
Operating a Regional Park System within Alameda and Contra Costa Counties

2025 PROPOSED BUDGET

Volume 1 of 2
Operating Budget

Prepared by the Finance Department

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VISION, MISSION & VALUES

The Mission statement defines the essential role of the Park District:

The East Bay Regional Park District preserves a rich heritage of natural and cultural resources and provides open space, parks, trails, safe and healthful recreation and environmental education. An environmental ethic guides the District in all its activities.

The Vision statement sets the direction, values and objectives of the Park District:

The District envisions an extraordinary and well-managed system of open space parkland in Alameda and Contra Costa counties, which will forever provide the opportunity for a growing and diverse community to experience nature nearby.

The Values of the Park District:

- Respect: We honor the land we steward, each other, and the park visitors we serve.
- Resilience: We creatively adapt to change. We address challenges with empathy, perspective and determination.
- Relationships: Our greatest strength lies in the trust, accountability and teamwork we cultivate with our colleagues, partners and the public we serve.
- Responsiveness: We communicate openly, honestly and reliably.
- Transparency: We hold the public's trust through meaningful stakeholder engagement and access to timely and reliable information on decisions and performance.

To achieve this Vision the Park District will continue to:

- Provide a diversified system of regional parklands, trails and related services that will offer outstanding opportunities for creative use of outdoor time.
- Acquire and preserve significant biological, geologic, scenic and historic resources within Alameda and Contra Costa counties.
- Manage, maintain and restore the parklands so that they retain their important scenic, natural and cultural values.
- Interpret the parklands by focusing educational programs on the visitor's relationship to nature, natural processes, ecology, the value of natural conditions and the history of the parklands.
- Balance environmental concerns and outdoor recreational opportunities within regional parklands.
- Support the development and retention of well-trained, dedicated and productive employees.
- Improve access to and use of the parks by members of groups that are underrepresented, such as persons with disabilities, the economically disadvantaged and elderly park visitors.
- Provide recreational development that fosters appropriate use of parklands while preserving their remoteness and intrinsic value.
- Create quality programs that recognize the cultural diversity represented in the region.
- Participate in partnerships with public agencies, nonprofit organizations, volunteers and the private sector to achieve mutual goals.
- Provide leadership to help guide land use decisions of East Bay governments that relate to the District.
- Ensure open and inclusive public processes.
- Pursue all appropriate activities to ensure the fiscal health of the District.
- Monitor the effects of climate change on District resources and utilize adaptive management techniques to adjust stewardship methods and priorities to preserve the natural, cultural and scenic values of the parks and trails.

EAST BAY REGIONAL PARK DISTRICT

The East Bay Regional Park District is governed by a seven-member Board of Directors, who are publicly elected to serve four-year terms and represent a specific geographic area (ward) of the District as depicted on the map. The District itself comprises all of Alameda and Contra Costa counties. These Board Members will serve their respective wards in 2025:

Elected Board of Directors

Elizabeth Echols	Ward 1 - includes the communities of Albany, Berkeley, Emeryville, El Cerrito, El Sobrante, Kensington, a majority of Pinole, Richmond, and San Pablo
Lynda Deschambault (elected Nov. 2024)	Ward 2 - includes the communities of Oakland, Piedmont, Canyon, Lafayette, Moraga, Orinda, Orinda Village, Rheem Valley, Rossmoor, and a portion of Walnut Creek
Dennis Waespi	Ward 3 - includes the communities of Castro Valley, Hayward, Union City, and a portion of Fremont
Luana España (elected Nov. 2024)	Ward 4 - includes the communities of Alameda, a portion of Oakland, San Leandro, San Lorenzo, and a small portion of Hayward
Olivia Sanwong	Ward 5 - includes the communities of Brightside, most of Dublin, part of Fremont, Livermore, Newark, Pleasanton, Scott's Corner, and Sunol
John Mercurio	Ward 6 - includes the communities of Alamo, Blackhawk, Clayton, Concord, Danville, Diablo, Pleasant Hill, San Ramon, Tassajara, and a portion of Walnut Creek
Colin Coffey	Ward 7 - includes the communities of Antioch, Bay Point, Bethel Island, Brentwood, Byron, Crockett, Discovery Bay, Hercules, Knightsen, Martinez, Mountain View, Oakley, Pacheco, a portion of Pinole, Pittsburg, Port Costa, Rodeo, and Vine Hill

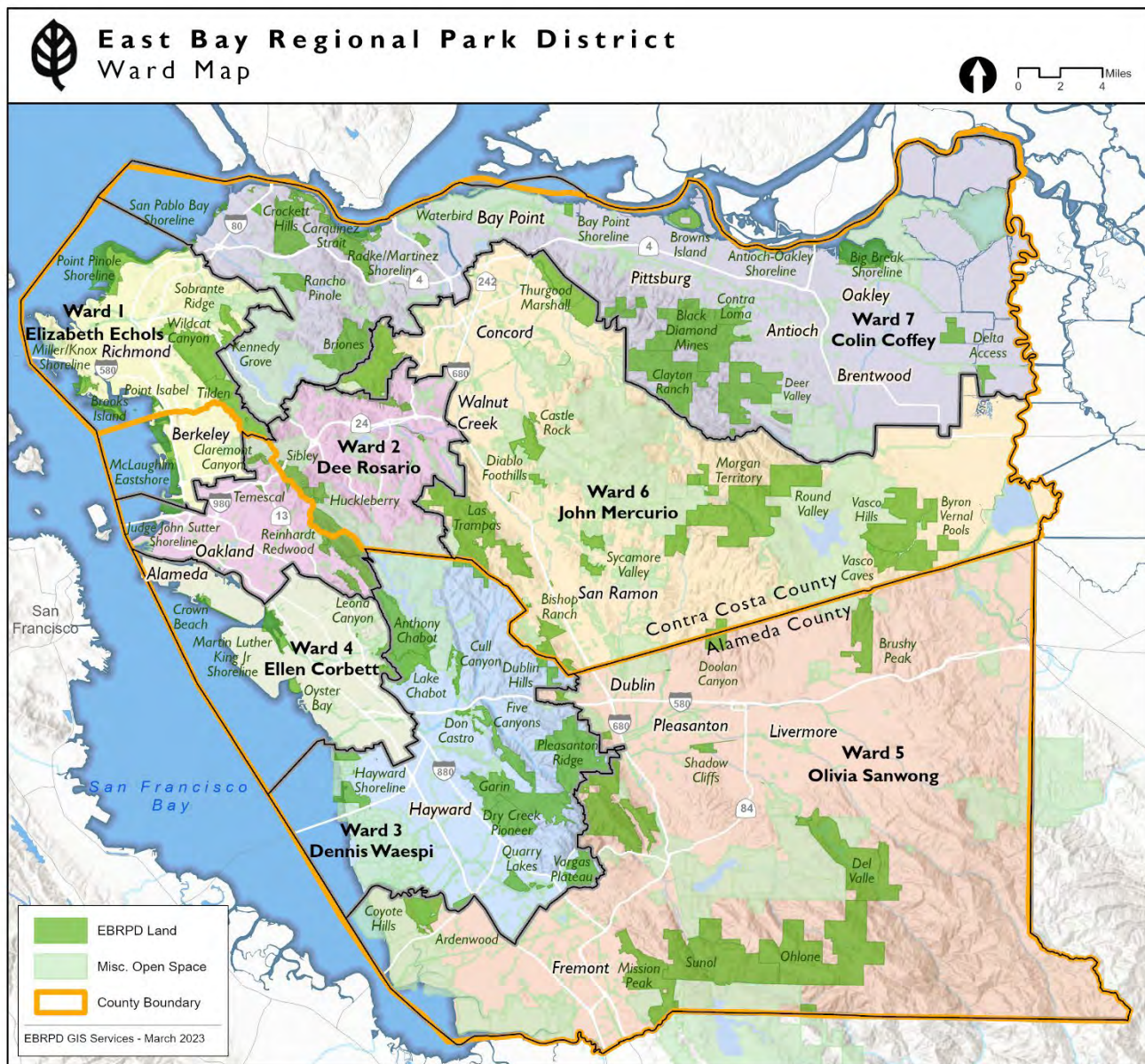
See map for Ward boundaries

Administrative Personnel

Sabrina B. Landreth	General Manager
Allyson Cook	Deputy General Manager
Max Korten	Deputy General Manager
Lynne Bourgault	General Counsel, Legal Division
Roberto Filice	Assistant General Manager, Public Safety Division
Lisa Goorjian	Assistant General Manager, Operations Division
Deborah Spaulding	Assistant General Manager/CFO, Finance & Management Services
Ken Wysocki	Assistant General Manager, Acquisition, Stewardship & Development

PUBLIC MEETINGS: The Board of Directors holds regular public meetings on the first and third Tuesday of each month at the District's Administration Building Board Room located at 2950 Peralta Oaks Court in Oakland, California. A full schedule of public meetings may be found on the District's website: <https://www.ebparks.org/about/meetings/default.htm>

EAST BAY REGIONAL PARK DISTRICT



DESCRIPTION: East Bay Regional Park District is a system of beautiful public parklands and trails in Alameda and Contra Costa counties. As of September 30, 2024, the District owns or operates over 126,000 acres of parklands, open space, and trails.

INCORPORATED: The Park District was incorporated in 1934 as a California Special District. The Park District operates under Sections 5500-5595 of the Public Resources Code of the State of California for the purpose of acquiring park, recreation, and open space land and developing, operating, and maintaining this land.

JURISDICTION: The Park District’s boundaries encompass 1,745 square miles on the eastern side of the San Francisco Bay, including all of Alameda and Contra Costa counties of California.

GOVERNANCE: The Park District is a special district of the State of California subject to the Public Resources Code 5500 – 5595, governed by a seven-member Board of Directors. Directors are elected by the voters to serve four-year terms. Each Director represents a specific geographic area (ward) of the District. The General Manager of the District, appointed by the Board of Directors, manages the day-to-day operations of the District.

EAST BAY REGIONAL PARK DISTRICT

CLIMATE:

The San Francisco Bay Area enjoys a “Mediterranean” climate that is temperate year-round. Along the East Bay shoreline, you will experience annual average temperatures in the 60’s. Travel inland just 24 miles, and the East Bay’s coastal range results in less moderate temperatures, with highs in the low 100’s in the summer and low temperatures below freezing some winter days.

CHANGING CLIMATE:

Climate change remains a critical shared challenge for Bay Area residents as well as park planners, designers, and managers over the next ten years and beyond. Experts predict we will experience warmer weather, drier air, and more volatility in weather patterns, including extreme storms, drought, and fires. Over time, the biodiversity of flora and fauna within our parklands will change with the weather. Over the next century, projected sea level rise between 15 and 55 inches will impact the District’s 40 miles of SF Bay Shoreline and 15 miles of Delta shoreline through increased sand and bank erosion as well as the loss of wetlands that help protect our infrastructure such as levees, piers, and docks. Climate change is a source of concern particularly in regard to California’s freshwater supplies, 40% of which passes through District parklands along the California Delta.

FACILITIES:

The Park District provides a diversified land and water system of 73 regional parks, recreation areas, wildernesses, shorelines, preserves, land banks, and 31 regional, inter-park trails. The District’s parks receive over 25 million visits each year. Park District facilities include:

- Over 1,330 miles of trails within the parklands
- 55 miles of shoreline
- 8 freshwater lakes
- 3 swim lagoons
- Operates 3 State Parks
- 2 San Francisco Bayshore beaches
- 3 swimming pools
- 40 lake fishing docks
- 3 Bay fishing piers
- 225 family campsites
- 5 cabins
- 24 backpacking camps
- 7 equestrian centers
- 2 golf courses
- 1 disc golf course
- 137 group picnic sites subject to reservation
- 10 interpretive and education centers
- 10 children’s playgrounds
- 1 adult exercise location
- 2 mobile education centers
- 1 mobile education exhibit
- 17 wedding, meeting, and banquet facilities

WILDLIFE AND WILDLANDS:

Over 90 percent of District lands are protected natural landscapes consisting of estuarine, saline-brackish-fresh water emergent wetlands, willow woodlands, redwood forests, montane hardwood-conifer forests, mixed evergreen forests, eucalyptus forests, coastal oak woodland, valley oak woodland, blue oak woodland, blue oak-gray pine woodland, valley foothill riparian woodland,

EAST BAY REGIONAL PARK DISTRICT

California sycamore-cottonwood riparian woodland, mixed chaparral, California sagebrush scrub, annual and perennial grasslands, and freshwater habitats. This dynamic ecosystem supports mountain lions, bobcats, gray foxes, coyotes, black-tailed deer, rainbow trout, California tiger salamander, California red-legged frog, western pond turtle, snowy egret, western bluebird, golden eagle, and other fish and wildlife representing more than 500 different vertebrate species. The District is responsible for the protection, conservation, and recovery of 15 endangered species (including 6 plants), 17 threatened species (including 1 plant), and 27 fully protected or species of special concern.

ECOSYSTEM SERVICES:

The Park District's over 126,000 acres of parks, open space, and trails include actively used recreation areas, agricultural lands, as well as preserved grasslands, forests, wetlands, and riparian zones. These lands offer a broad range of ecosystem services, consistent with the United Nations Millennium Ecosystem Assessment categories.

A 2018 economic profile of the Park District quantified the annual economic value that the East Bay Regional Park District provides to residents of the East Bay at over \$500 million. Over \$200 million of this value comes from ecosystem services. District parklands sequester 300,000 metric tons of carbon dioxide, which translates to the removal of 60,000 vehicles from the roads each year. In keeping with the environmental ethic of the East Bay Regional Park District's Mission, the District plans to generate much of its energy on-site and significantly reduce its greenhouse gas emissions. The District's ecosystem services include:

- Water Supply – Replenishment of groundwater supplies.
- Air Quality – Absorption of pollutants in the air.
- Moderation of Extreme Events – Open space buffers that absorb stormwater and reduce flood risks.
- Climate Stability – Regulation of greenhouse gases in the atmosphere.
- Soil Formation and Retention – Natural processes such as decomposition of organic materials and avoided soil erosion.
- Habitat – Protection of unique soil and plant communities that support species.
- Pollination – Protection of species that contribute to other species' reproduction.
- Waste Treatment – Natural purification of wastewater and solid wastes.
- Aesthetic Beauty – Enjoyment of scenic vistas and undisturbed nature.
- Carbon Sequestration – Storing of greenhouse gases and sequestering carbon through trees, plants, and soils.
- Recreation – Active use of District parklands, trails, and facilities.

CHANGING POPULATION:

The East Bay's population continues to grow, and the East Bay Regional Park District has noticed a corresponding increase in park visitors. According to the US Census, Alameda County's population increased by 10.2% between 2010 and 2020 (the most recent data available), and Contra Costa County's population increased by 10.0% during this same time period.

The ethnic composition of the Bay Area also continues to change. International migration has played a significant role in the growing diversity of the area. According to an Association of Bay Area Governments (ABAG) report, over 32 percent of Alameda County residents were foreign-born, as were over 23 percent of Contra Costa County residents.

The Park District strives to meet the needs of our growing and evolving population and to be inclusive of underrepresented residents, marginalized communities, people of color, persons with disabilities, and elderly park visitors.

This changing and growing population was considered as the 2013 Master Plan was developed

EAST BAY REGIONAL PARK DISTRICT

along with the District's Vision and Mission statements, which restate our commitment to meeting the challenges related to our diverse and ever-changing population.

DEMOGRAPHICS:

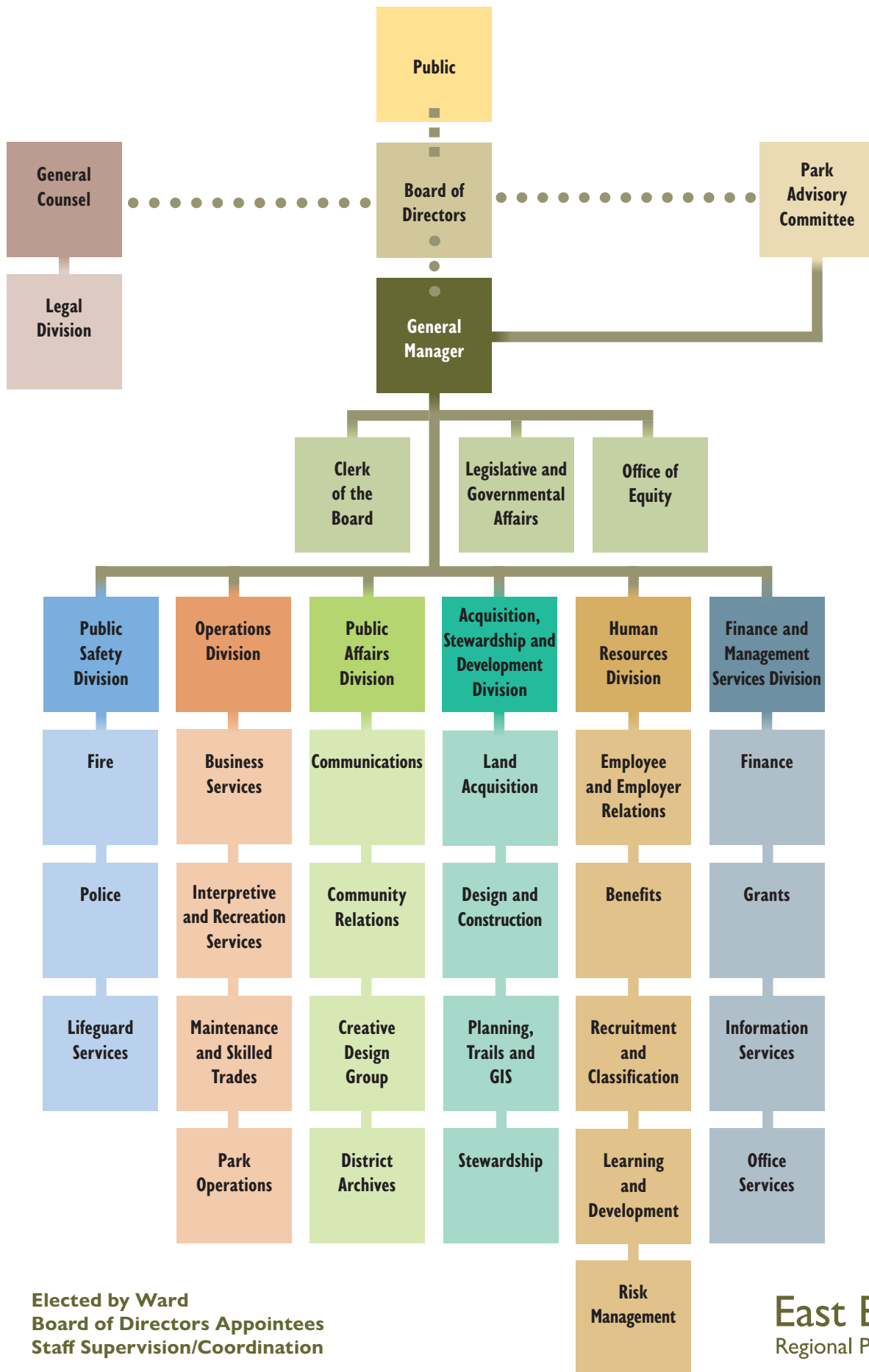
The quality of life available in the San Francisco Bay Area, and the East Bay, in particular, is well documented as fundamental to its vital, innovative, and diverse economy. This quality of life is afforded by a Mediterranean climate, easily accessible high-quality parklands, open spaces, waterways, world-class educational and cultural/arts institutions, a culturally diverse and well-educated workforce, vital urban centers, and transportation connectivity. As a result, it has attracted the best and brightest employers, workers, and students from around the world, while also creating economic opportunities.

	Alameda County	Contra Costa County
Population, Est. Jan 1, 2024	1,641,869	1,146,626
Population, April 1, 2020	1,682,353	1,165,927
Housing Units, 2024	647,509	433,574
Persons per Household	2.58	2.72
Median Household Income	99,406	99,716
High School Graduates	88.4	89.5
Bachelor's Degree or Higher	47.4	42.4
Language other than English at Home	45.6	35.8
Land Area, square miles	739.02	715.94
Persons per square mile	2043.6	1465.2
Mean Travel Time to Work	34.3	38.7

Source: US Census Bureau website "California Department of Finance" as of Jan 1, 2024

Employment by Industry 2020, CA Dept of Finance		
Industries	Alameda County	Contra Costa County
Number of Residents Employed	749,900	749,900
Farm	0.09%	0.20%
Mining, Logging, and Construction	6.21%	7.01%
Manufacturing	11.07%	4.42%
Trade, Transportation & Utilities	17.19%	17.04%
Information	2.65%	1.72%
Financial Activities	3.64%	7.39%
Professional & Business Services	17.18%	16.23%
Educational & Health Services	16.12%	20.04%
Leisure & Hospitality	7.05%	9.08%
Other Services	2.99%	3.05%
Government	15.79%	13.82%
Unemployment Rates, California Employment Development Department		
Unemployment as of Sept. 2024	4.7%	4.8%

EAST BAY REGIONAL PARK DISTRICT ORGANIZATION CHART



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

HOW TO USE THIS BOOK

HOW TO USE THIS BOOK

This document is organized to provide a systematic picture of the budget, beginning with the broadest perspective of all funds combined and moving to specific information by division and department. The budget is contained in two books, the Operating Budget and the Project and Program Budget Five Year Capital Improvement Plan.

The Operating Budget is arranged in four sections:

- **Section A – General Manager’s Message:** This section provides an executive summary of the budget, highlighting the status of the District, its accomplishments, and future key initiatives. Performance measures are previewed in the message section and then broken down by division in section C.
- **Section B – Budget Overview:** This section contains the budget summary, tables, graphs, financial information, and other data useful for understanding the intricacies of the District’s budget. The summary tables, such as Budget at a Glance, Total Resources, and Total Uses, are especially helpful in gaining an understanding of the District’s overall budget. Additionally, schedules listing budget by fund, separated by fund type, with an explanation of each fund’s function, is included in this section.
- **Section C – Division Summaries and Objectives:** This section includes a description of each division and department role, service description, and performance measures in the form of key performance objectives. Comparative financial and budget data and staffing levels for each division, department, and unit are also included. Section C begins with the General Manager’s Office, then is sorted alphabetically by division, department, unit, and park location (the unit and park location are included only for the Operations Division). Each division begins with a schedule that summarizes the operating and project budgets for the division as a whole, the funding sources used to support the division’s activities, and employee count.
- **Section D – Supplemental Information:** This section contains a summary of the District’s key fiscal policies, including the basis of accounting and the budget process. Legal debt limits and California appropriation limit calculation are also included. A description of the District’s partnership with another local special park district is covered, as well as additional information on the District’s volunteer programs. A schedule of personnel by full-time equivalents (FTEs) is contained in Section D, including three years of historical information. The section includes a comprehensive salary schedule for all bargaining and exempt employment groups. A glossary of terms concludes this section.

The Project and Program Budget and Five-Year Capital Improvement Plan includes:

- **Section E – Projects:** Lists individual active projects in process by the District. Includes detailed descriptions, locations, funding sources, and project status.
- **Section F – Programs:** This section outlines the funding status within 9 programmatic areas. Examples of Programs are Resource Preservation, Wildfire Hazard Reduction, Infrastructure Maintenance, and more.
- **Section G – Supplemental Information:** The supplement includes summaries by funding source and location and a list of inactive projects.
- **Section H – Public Commitments:** Outlines the details of Measure CC, Measure FF, and Measure WW projects that span the timeframe of the voter-approved initiatives.



GOVERNMENT FINANCE OFFICERS ASSOCIATION

*Distinguished
Budget Presentation
Award*

PRESENTED TO

**East Bay Regional Park District
California**

For the Fiscal Year Beginning

January 01, 2024

Christopher P. Morill

Executive Director

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GENERAL MANAGER’S MESSAGE

November 15, 2024



2025 BUDGET MESSAGE

To our Board of Directors, East Bay residents, and Park District visitors:

I am pleased to present the Park District’s 2025 budget, which directs \$317.8 million toward the critical tasks of preserving open space, restoring habitats, improving trails and facilities, and maintaining the beautiful parklands of the East Bay Regional Park District.

As we embark on our tenth decade as the East Bay’s largest landowner, we acknowledge that every action we take today builds on the work of the past. We are grateful to the many inspired Park District staff and Board members who had the foresight to preserve and protect these lands. It is a significant responsibility to serve as the current stewards of the parks, keeping our trails and parks safe and accessible for public use, while simultaneously ensuring that we are allocating sufficient resources to protect and preserve the natural landscape.

Before discussing the important projects and programs included in this budget, I want to bring attention to a landmark planning project that is currently underway – the East Bay Regional Park District’s Second Century District Plan. This is a long-term, systemwide visioning process that is undertaken approximately every ten years to evolve the Park District alongside the community it strives to serve. In 2025, this effort moves into its public engagement phase. The intent of this phase is to gather extensive input from park users and stakeholders, as well as to develop a sense of shared ownership and alignment with the goals of the plan, and to gain commitment to the implementation and success of the plan. We will be reaching out to various interested parties including other local governments, organizations, and communities, including East Bay native tribes, environmental education organizations, and community groups.

I am confident that public input into our Second Century Plan will highlight how our parklands increasingly serve as one of the most critical assets of the East Bay. I also anticipate that this visioning process will make apparent the need to alter some of our current processes and practices to be more responsive to the emerging needs of the community. We look forward to sharing the outcome of this visioning process as it unfolds throughout 2025 and into 2026.

2025 Budget Highlights

The 2025 Budget allocates significant resources to prepare the Park District for the future – not just in the resources dedicated to the Second Century Park District planning process, but through investments in new infrastructure and technology. Of the many important infrastructure projects that will be underway 2025, the largest and most significant is the construction of our new Park District headquarters and Public Safety facility. Our new headquarters will sit across the street from our current main office building, creating a new campus space with better collaboration between departments and divisions. Scheduled for completion in fall of 2026, this LEED Gold certified project will allow our Police, Fire and Dispatch staff to do their work in a modern facility with a new Emergency Operations Center. Our Clerk of the Board and Park Reservations staff will join them in this new facility that will deliver a more public-facing space than our current facility can provide.

GENERAL MANAGER'S MESSAGE

Throughout 2024, our Board of Directors participated in several Board Study Sessions, organized to allow the Board to articulate their goals for the coming year, and for staff to be responsive to those goals. Certain threads and ideas emerged throughout those sessions. Below are themes around which this budget has been built:

- Increased commitment to trail development and maintenance.
- Continuing strategic land acquisition and opening new parklands.
- Cultural and environmental resource conservation.
- Continued emphasis on diversity, equity and inclusion.
- Continued efforts toward fuel suppression and wildfire prevention.
- Modernize practices and utilize data and technology.
- Identify and secure grants for projects and programs.
- Improve infrastructure for park users and in response to climate change.

The section below provides Information about new resources being allocated to these functional areas of work, and current efforts underway.

Trail Development and Maintenance

Trails are the primary method by which the public accesses our parklands. We know that hikers, bikers, and horseback riders from the entire San Francisco Bay Area (not just the East Bay) use our trails to enjoy fun and healthy recreation, as well as for transportation purposes. This budget provides significant funding to expand access and repair critical trail infrastructure, including continuing work to implement Briones trails management, which would improve access to 9.5 miles of trails. This year, an additional \$200,000 will be invested to ensure that these trails are used and maintained safely. The 2025 budget allocates \$450,000 to proceed with narrow-gauge trails at Pleasanton Ridge, \$300,000 for repairs along Wildcat Creek Trail at Tilden, and \$1.6 million to replace bridges on the Lafayette Moraga Trail.

Additionally, in 2025 several new trail projects are progressing, including 3.6 miles of new multi-use narrow natural surface trail connecting Gelderman to Vallejo Mills Park as a new section of the Bay Area Ridge Trail in Garin Regional Park. From the Lafayette-Moraga Regional Trail, design of an additional 1.5 miles of the Calaveras Ridge Trail is expected to be finalized that will eventually connect the Olympic Boulevard Staging Area to Rohrer Drive.

Land Acquisition and Opening New Parklands

This coming January, the Park District eagerly anticipates acquiring Point Molate, a critical piece of Bayfront shoreline: 80 acres of historic open space located on the San Pablo Peninsula, within the City of Richmond. The Park District was fortunate to receive a \$36 million allocation from the State of California which will allow the Park District to acquire this shoreline property that contains Native sacred sites, remnants of an historic Chinese fishing camp, an historic wine shipping port, as well as America's last whaling station. The 2025 budget allocates \$500,000 to continue environmental restoration and to provide safety and security on this parcel until a public planning process can be initiated that will envision the future of the property. This acquisition also will facilitate the completion of an additional 2.5 miles of the San Francisco Bay Trail through Point Molate, which connects the Richmond San Rafael bridge to the Point Molate Beach Park and to the historic Winehaven District.

GENERAL MANAGER'S MESSAGE

The Park District continues preparations to advance other important park access projects including a joint use agreement with the City of Clayton that will provide access to the western area of Clayton Ranch in Eastern Contra Costa County by 2026, permitting and design of public access facilities that will lead to opening 228 acres in Las Trampas also in 2026, and completing design of the public access and restoration of the former Roddy Ranch Golf Course. Lastly, the Park District will finalize design of the initial public access improvements at Thurgood Marshall Regional Park to facilitate opening in 2027.

Cultural and Environmental Resources Conservation

The 2025 budget continues to allocate significant funding for cultural and environmental resource preservation, including funding for two new positions: a new Planning Unit Manager position and a new Natural Resources Technician. This important cultural conservation work will also be a centerpiece of a project to redesign the exhibits at Coyote Hills Visitor Center. This budget allocates \$400,000 for this redesign that will focus on indigenous voices and leadership. Among other resource conservation projects already underway, the 2025 budget allocates \$200,000 for pond restoration, \$45,000 for Golden Eagle monitoring and \$50,000 for a nest disturbance study, \$40,000 for mapping endangered species, and \$65,000 for a survey of pallid manzanita.

Diversity, Equity & Inclusion

The Office of Equity, which is part of the General Manager's Office, continues its focus on centering Diversity, Equity, and Inclusion (DEI) into current practices, including developing a Park District workforce that reflects the community it serves. The Office of Equity is currently creating an operational definition of equity for the Park District, with associated equity goals. This is expected to be completed by the end of 2024. In one of this year's Board Study Sessions, Board Members expressed a desire to promote multi-cultural heritage through programming and signage. DEI will remain at the forefront of community outreach efforts for the 2nd Century District Plan. New Visitor Center exhibits are being designed with dual English/Spanish language signage as a baseline. The Park District is incorporating multi-language signage, audio, and printed materials for interpretative exhibits at Visitor Centers at Sunol, Del Valle, Shadow Cliffs Pavilion, Big Break, and Black Diamond Mines.

Fuel Suppression and Wildfire Prevention

The 2025 budget will allocate over \$3 million to fuels management and wildfire prevention efforts. During 2024, the Fire Department completed fuels management projects on 475 acres at Anthony Chabot and began a continuation project for another 221 acres. The Fire Department continues using the new Carbonizer to dispose of vegetation sustainably. The Carbonizer burns organic matter at extremely high temperatures using very little oxygen, which results in very low greenhouse gas emissions. As of fall 2024, over 12,200 tons of logs had been processed through the Carbonizer, producing biochar which can be used for soil augmentation in parks by raising the pH and improving its ability to maintain moisture. Additionally, the Park District worked in partnership with CAL FIRE to complete a fine-scale vegetation and wildfire prevention map to identify high-fire hazard areas to assist in wildfire prevention planning.

In addition to funding for fuels management, the 2025 budget adds new fire department staffing for the entire Park District. This strategic reinforcement is crucial for improving response times, ensuring comprehensive district-wide coverage in two counties, and reducing the risk of wildfire

GENERAL MANAGER'S MESSAGE

damage. Integrating these roles is intended to optimize operations, enhancing overall efficiency and effectiveness.

Modernizing practices; Increasing use of data and technology

This budget allocates over \$2.5 million for information services and new technology. One such investment is in the addition of a new Business Analyst position to manage and maintain core information systems for Operations and Public Safety. Also in this year's budget, \$500,000 is allocated to begin the process of replacing our existing Enterprise Resource Planning (ERP) system, providing better access to data for Finance, Human Resources, Project Management, and Purchasing. The budget also allocates \$30,000 for a service that uses GIS data to identify the originating location for park visitors, as well as \$200,000 to improve network monitoring to reduce outages and improve connectivity. At some of our remote parklands, pilot projects will be underway to improve connectivity as well as security: \$80,000 is allocated for the second phase of a project that will test satellite internet connectivity, and \$17,000 is allocated for a pilot program to test the use of an armored carrier for cash collection at two park locations.

Securing Grant Funding

The Park District's Grants Department is currently monitoring and managing over 150 grants totaling \$198 million and is actively applying for new grant opportunities. In 2024, the Park District was awarded a combined \$10.8 million from the Wildlife Conservation Board and Coastal Conservancy for public access, restoration, and fuels management projects. This budget allocates \$100,000 for grant writing services, and in the coming year the Grants team will continue existing efforts to secure funding for restoration, trail development, public access and fuels management. A new area of focus for 2025 is to identify grant opportunities related to public safety, and energy efficiency infrastructure as well as pursue funding related to the passage of the \$10 billion Climate Bond which was approved by California voters on November 5th.

Improve Infrastructure

Repairs and improvements to public facing infrastructure were identified as a Board priority for 2025. This year's budget allocates \$6 million for a sewer replacement project at the Anthony Chabot campground, \$2.5 million for the Oyster Bay staging area, and \$2.06 million for the Tilden Environmental Education Center design. An additional \$500,000 is allocated to repair the Las Trampas water system. A new campground at Sibley will receive a \$900,000 allocation and the upgrade of the Briones Staging Area will receive \$300,000. Construction of the Point Pinole Service Yard will get underway in 2025 with a \$2 million allocation. Lastly, this budget allocates \$900,00 for Emergency Repairs, bringing the total project balance to \$1.5 million. These funds can be used in the event that a storm or other climate change event requires work to be done in advance of FEMA funds being made available.

Park District Staff

I want to again recognize our East Bay Regional Park District employees who commit their professional lives to the important tasks of preserving and stewarding open space. The Park District celebrated its 90th anniversary this year, hosting many events and activities to commemorate this milestone. From the ParkFest at Lake Chabot to the Redwood Reveal at Roberts Recreation Area, to the Historic Ardenwood Farms Sheep Shearing Day, the rich and

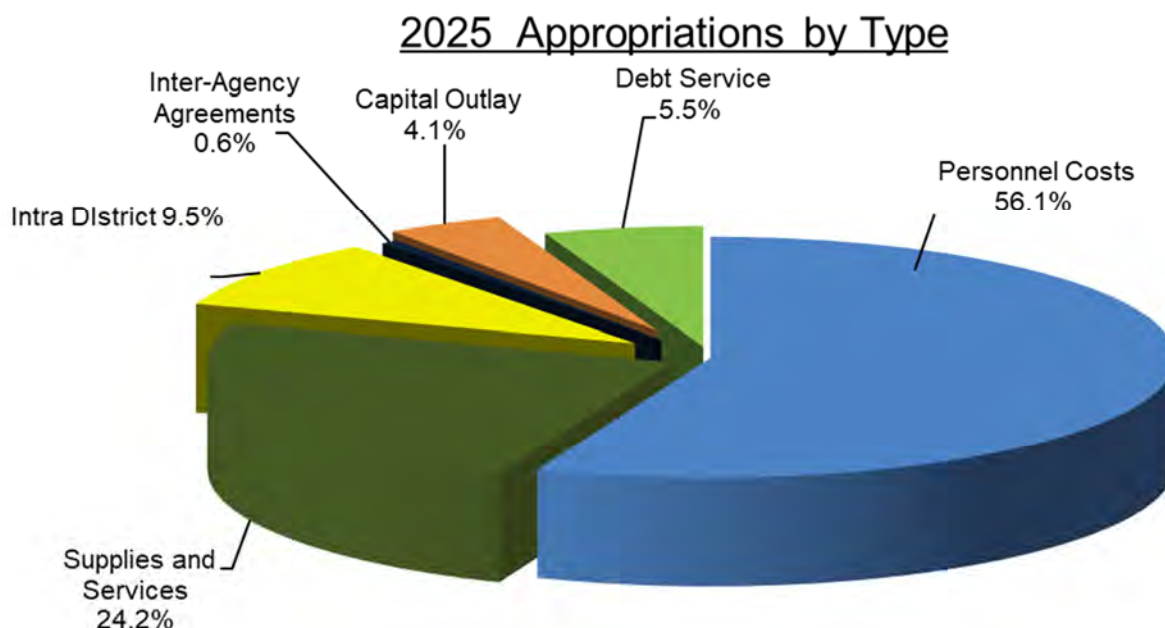
GENERAL MANAGER’S MESSAGE

varied culture of the East Bay Parks was on display and hundreds of our staff played a role in making these events a success.

Summary of 2025 Budgeted Revenues & Expenditures

The Park District’s 2025 expenditure budget totals \$317.8 million, excluding transfers but including internal service fund expenditures. The charts and tables below reflect the allocation of resources by expenditure type. Of this amount, \$178.2 million or 56.1% is for personnel costs, \$76.9 million or 24.2% is for supplies and services, and \$17.6 million or 5.5% is for debt service costs. An additional 16.73 full-time equivalent (FTE) positions are added throughout the Park District, but most notably in Operations, Acquisition Stewardship & Design, and in Public Safety.

Appropriations	Personnel Costs	Supplies and Services	Intra-District	Inter-agency Agreements	Capital Outlay	Debt Service	Total Appropriations
2025	\$178,159,918	\$76,981,761	\$30,070,841	\$1,964,000	\$13,065,264	\$17,586,630	\$317,828,414



The Park District’s total revenue budget of \$80.6 million (excluding transfers but including internal service charges) reflects a 5.9% growth in property tax from 2024. Property tax revenue has long been a stable source of revenue for the Park District. Other changes in the Park District’s revenues include changes to charges for services. The 2025 budget proposes some budget reductions for parking. These decreases are offset by increased fees for public safety services.

Revenue	Taxes and Assessments	Charges for Services	Property Usage	Miscellaneous	Inter-agency Agreements	Total Revenues
2025	\$224,455,864	\$48,211,312	\$2,599,670	\$4,874,940	\$448,000	\$280,589,786

GENERAL MANAGER'S MESSAGE

Fiscal Pressures Facing the Park District

While steadily increasing property values in the East Bay have helped the Park District maintain its strong and stable budget, assessed value increases have begun to slow in the past two years due to higher interest rates. Additionally, the Park District has many long-term unfunded liabilities to address. Some significant fiscal pressures and liabilities include:

1. Identifying funding to open and operate new parks and trails for the public.
2. Managing safe and healthy forests by reducing fire hazards in sensitive areas within the Park District.
3. Maintaining aging infrastructure, including critical roads and trails and visitor facilities.
4. Adapting to and responding to the effects of a changing climate including flooding, drought, and sea level rise.
5. Upgrading computer systems and investing in technology to meet current expectations for service.
6. Addressing the long-term costs of environmental restoration.

The Park District has developed strategies over the past years to address these fiscal pressures, prepare for economic downturns, and to address future liabilities, including:

Financial Management

- **Capital Project Prioritization Policy:** The Park District has implemented an evaluation metric to help prioritize funding allocation for projects, such that limited resources are allocated towards endeavors that will provide the biggest benefit for park users. Projects are scored based on categories such as equity, habitat and resource conservation, public access improvements and climate preparedness, among others.
- **General Reserve Fund Balance Policy:** This Policy establishes clear targets for the retention of prudent reserve fund levels. The policy was reviewed by the Board Finance Committee in 2024, and new targets are to be confirmed every five years after being analyzed under specific criteria by the Park District's Chief Financial Officer. Fund balance surpluses above this target may be considered for one-time appropriations.

Park & Facility Management

- **Opening New Parks:** The Park District forecasts the likely year in which new parklands, trails or facilities will be available to the public, and the cost of staffing and operating these parks and facilities. Each budget cycle, the operational, staffing and maintenance costs for the Pipeline receive priority over other budget requests.
- **Wildfire Hazard Reduction & Resource Management Plan:** The Park District works continuously to prepare for and prevent wildfires. The District maintains its own fire department to respond to emergency situations and has developed a Wildfire Hazard Reduction and Resource Management Plan which includes annual work plans for fuels treatment District-wide, including hand-labor removal, prescribed burns, mowing, weed abatement, animal grazing, and tree thinning.
- **Major Infrastructure Renovation & Replacement Fund:** The Park District has established an

GENERAL MANAGER'S MESSAGE

Internal Service Fund called the Major Infrastructure Renovation & Replacement (MIRR) Fund, which establishes dedicated funding for existing facility repair and maintenance.

- **Adapting to Rising Sea Levels:** The Park District has worked with the Bay Conservation and Development Commission (BCDC) to conduct climate adaptation planning efforts and studies of risks to natural areas and existing infrastructure. Shoreline park projects incorporate best practices for restoring and enhancing tidal wetlands which are natural buffers to urban areas providing flood water detention and storm water treatment. The Park District's San Francisco Bay Trail projects, such as at Point Molate, are planned and built with consideration for expected sea level rise.

Park District maintains the highest possible bond rating of AAA from Standards and Poor's (S&P) and Aaa from Moody's Investor Service. We continue to seek best practices to stabilize or reduce future annual costs and implement other long-term strategies. The Park District has received the Distinguished Budget Award and Certificate of Achievement for Financial Reporting, for eighteen and twenty-one consecutive years, respectively.

Final Thoughts

The table on the following page summarizes some Park District statistics, to provide readers with a sense of the work underway in our parks. In Section C of this book, each Division provides details regarding their goals and objectives for the coming year, as well as a summary of their completed work from the prior year.

In closing, I would like to express my appreciation for our Board of Directors who maintain a vision for the entire Park District while simultaneously keeping track of and advocating for the needs of their specific geographic areas. I would be remiss if I did not mention the legacy of our Director Ellen Corbett, who passed away earlier this year. Ellen was a tireless advocate for open space and champion for our regional parks. Among many other accomplishments, she co-chaired our Measure FF effort in 2018 and served as Board President in 2020 during the pandemic. She is greatly missed.

Respectfully submitted,



Sabrina B. Landreth
General Manager

GENERAL MANAGER'S MESSAGE

DISTRICT-WIDE PERFORMANCE MEASURES 2025

Initiative	Performance Measure	Completed 2024	Goal 2025
Conserve Land for Parks and Resource Protection	Acquisition & Stewardship: The number of acres of land newly acquired to protect open space and habitat	356	405
Expand Public Access to Parks	Planning: The number of acres newly opened to the public.	346	364
Improve Equity and Inclusion	MAST: Number of projects completed addressing accessibility standards of the Americans with Disabilities Act (ADA).	18	20
	Public Affairs: Number of new multi-lingual electronic/mobile maps, brochures, and documents available.	20	This goal is being refined in concert with the newly created Office of Equity.
	Interpretation & Recreation (I&R) Number of community members served by I&R programs.	To be updated at year end	66,000
Provide Safe Spaces for Park District Visitors to Recreate	Fire: acres of fire suppression work completed, reducing risks, and enhancing safety.	1,648	1,280
	Public Safety: Number of new police officers and dispatchers hired.	10	11
	Lifeguards: Number of free or reduced-fee swim lessons provided	650	1,000
Maintain What We Own	Park Ops: Completed irrigation system evaluations to improve water-use efficiency at parks.	4 To be updated at year end	0 To be updated at year end
	Park Ops: Number of completed Maintenance Requests for Repairs	TBD	950
	Stewardship Grazing: Miles of fencing added / replaced to ensure grazed land is responsibly managed	11 miles	10 miles
	I&R: Number of in-park volunteer opportunities offered	400 To be updated at year end	0 To be updated at year end

SECTION B
BUDGET OVERVIEW

IN THIS SECTION

2025 Operating Budget Summary:

General Fund

Special Revenue Funds

Debt Service Funds

Internal Service Funds

Permanent Funds

Project Funds

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BUDGET OVERVIEW

2025 Budget Summary

The East Bay Regional Park District's Proposed 2025 Budget is structurally balanced and in compliance with the Park District's Balanced Budget Policy. This Policy states that financial resources are required to equal or exceed uses at the time of budget adoption. It further states that the fund balance or net assets (amount by which fund assets exceed fund liabilities) in the Special Revenue Funds, Debt Service Funds, Capital Project Funds and Proprietary Funds may be used as a resource to achieve a balanced budget. The General Fund Reserve Fund Balance Policy states that "Board approval is required for the use of the reserve balance. This approval can be obtained as part of the annual budget process... Uses may include...capital and infrastructure needs which lack other funding sources."

The Park District's budgeted revenues (resources) for all funds total \$280.6 million. This amount includes internal service charges of \$37.0 million and excludes transfers in of \$40.1 million. Total budgeted revenues in 2025 are -3.9% less than the 2024 budget. The decrease in revenue is primarily attributed to a reduction in the debt service levy (-\$26.8 million), which has been reduced to address lower required debt service payments in the coming year. While residential and commercial property values are growing less quickly than in prior years, property taxes continue to be a strong source of revenue. The table below summarizes the Park District's revenues, and a complete analysis can be found beginning on page B-19.

Taxes and Assessments	Charges for Services	Property Usage	Miscellaneous	Inter-agency Agreements	Total Revenues
\$ 224,455,864	\$ 48,211,312	\$ 2,599,670	\$ 4,874,940	\$ 448,000	\$ 280,589,786
239,566,153	45,528,421	2,458,270	3,642,520	703,500	291,898,864
\$ (15,110,289)	\$ 2,682,891	\$ 141,400	\$ 1,232,420	\$ (255,500)	\$ (11,309,078)
-6.31%	5.89%	5.75%	33.83%	-36.32%	-3.87%

The Park District's budgeted appropriations (uses) total \$317.8 million. This amount includes Intra-District charges of \$30.1 million but excludes transfers out of \$40.1 million. Appropriations are 0.57% higher than the prior year budget. Decreased required debt service costs were offset by increased personnel costs, project costs (shown in supplies and services, inter-agency agreements, and capital outlay). The chart below summarizes the Park District's revenues, and a complete analysis can be found beginning on page B-25.

Appropriations	Personnel Costs	Supplies and Services	Intra-District	Inter-agency Agreements	Capital Outlay	Debt Service	Total Appropriations
2025	\$ 178,159,918	\$76,981,761	\$ 30,070,841	\$ 1,964,000	\$ 13,065,264	\$ 17,586,630	\$ 317,828,414
2024	163,176,483	69,124,369	29,888,406	1,858,406	12,902,450	39,083,330	316,033,444
\$ Change	\$ 14,983,435	\$ 7,857,392	\$ 182,435	\$ 105,594	\$ 162,814	\$ (21,496,700)	\$ 1,794,970
% Change	9.18%	11.37%	0.61%	5.68%	1.26%	-55.00%	0.57%

The difference between Park District resources and uses will be funded through the planned use of fund balance. The General Fund will use \$13.6 million in unreserved fund balance. This fund balance available comes from two sources: revenues in excess of expenditures from prior years and completed closed projects. Project Funds will utilize \$15.9 million of fund balance. Proceeds from the Park District's Measure WW bonds are recorded in fund balance. These bond proceeds will be used for capital projects and the Measure WW Local Grant Program. Expenditures from Internal Service Funds, Debt Service Funds, Special Revenue Funds, and Permanent Funds are also funded by a planned use of fund balance, drawing on revenues from prior years.

BUDGET OVERVIEW

General Fund revenue is budgeted at \$225.6 million, which is \$12.8 million greater than 2024 budgeted revenue. The revenue growth is primarily from increased property tax revenue.

General Fund appropriations total \$239.1 million, which is \$17.9 million higher than last year's budget of \$221.2 million. The current year's budget increased most significantly in personnel costs, which was \$13.1 million higher than in 2024. Transfers out also increased from 2024, when transfers out of the General Fund totaled \$19.5 million, compared to \$22.7 million in the current year.

Long-term and Current Priorities for the Park District

The Board's priorities which are implemented in this year's budget include:

- Increased commitment to trail development and maintenance.
- Continuing strategic land acquisition and opening new parklands.
- Cultural and environmental resource conservation.
- Continued emphasis on diversity, equity, and inclusion.
- Continued efforts toward fuel suppression and wildfire prevention.
- Modernize practices and utilize data and technology.
- Identify and secure grants for projects and programs.
- Improve infrastructure for park users and in response to climate change.

This year the Park District will continue working to develop the "Second Century Plan," intended to guide the Park District into its second century of existence. The Park District's current Plan was updated in 2013. The Plan establishes long-term priorities and goals and summarizes critical areas of focus that have been identified by the Board of Directors, affirming the role and identity of the Regional Parks, balancing funding priorities, meeting expectations and sound fiscal practices, supporting the shift to green communities, developing productive partnerships, responding to changes in demographics, and creating conservation and management standards for cultural and historic resources.

Short and Long-term Financial Outlook for the Park District:

The Park District's 2025 budget is built on a solid foundation and reflects expectations that growth in property taxes, which is the Park District's main revenue source, will be increasing slowly in the coming years. This budget adds over 16.7 new FTE (full-time equivalent) positions while also allocating significant funding to maintaining and improving existing facilities and amenities. Despite the possibility of slowing property tax revenues, the Park District remains well positioned and has sufficient reserves to weather possible economic downturns.

Nationally, most economists have an overall moderate and cautiously optimistic economic outlook for 2025, with an expectation that inflation will ease and there will be moderate reduction in Gross Domestic Product (GDP) growth. The Conference Board's October outlook predicted expected annualized GDP growth of 1.7 percent for 2025, which is lower than in 2024. Globally, economists are also projecting relatively lower growth rates in 2025. According to a recent report from the World Bank, global growth will stabilize at 2.6 percent this year, with downside economic risks outweighing upside risks, and with climate-related damage as a significant factor in this lower growth rate.

BUDGET OVERVIEW

Taming high inflation rates is an economic concern that has been the focus of federal policy over the last two years, and most recently has had a political impact as well. Perceptions of inflation significantly affected the November 2024 elections, and according to the Associated Press, voters cited the high prices of food, housing, healthcare and gasoline when describing their decision to vote for Republican candidates.

However, underneath the political headlines, a different story emerges. The Federal Reserve Bank (Fed) decreased the federal funds rate by 0.25 percent in November, following a 0.5 percent cut in September. In making these rate cuts, the Fed stated that inflation has reduced nearly to their two percent objective. Additionally, according to the most recent California Construction Cost Index, project costs that were previously increasing by over 9 percent per year, are now increasing by an annual rate of only 1 – 2 percent. The cooling inflation rate is related to the expectation that GDP growth also will be reduced in the coming year.

One possible boost for the 2025 economy is the anticipated extension of the 2017 Tax Cuts and Jobs Act, and the possibility of additional reductions in income tax as proposed by the President Elect. Reduced taxes would likely boost economic growth in the immediate term, but would increase the deficit, and in the long term these tax cuts in tandem with expected new tariffs, could increase inflation again.

California's Economy

According to the UCLA Anderson October forecast for California and the US, economic growth for the state in 2025 will be higher than for the United States overall. The UCLA Anderson Forecast for California suggests the state's job growth is expected to come mainly in logistics, technology, construction, and health care. Job losses have come in manufacturing, information technology and finance. Furthermore, the forecast asserts that employment rates in California are declining in part due to the outsourcing of remote workers whose employment numbers are no longer counted in California's labor force. Additionally, the forecast notes that housing in California may be on the cusp of normalization, with lower mortgage rates boosting single family home sales. The forecast notes that the risks to the forecast are political and geopolitical, with the upside potential for technical manufacturing to return to California if importing these goods becomes more expensive due to tariffs.

Similarly, the economic forecast from Beacon Economics states that California's economic output and job growth data suggest that the state is shifting to the "intensive margin," meaning a more efficient use of resources, including labor and capital, which can result in higher economic output with the same or less input. Beacon cites California's declining population as driving this shift. Beacon believes that the main driver of the California economy is the state's chronic shortage of housing, rather than housing affordability. The Beacon report notes that California still produces fewer than 10,000 housing permits per month, which is no higher than it was in 2017.

Earlier this year, the California Legislative Analyst Office predicted that the state was poised to experience a seemingly insurmountable budget crisis. However, the 2024-25 state budget managed to cover its approximately \$45 billion deficit with a combination of budget shifts, budget reductions, and the use of approximately \$5 billion from its Budget Stabilization Account. Many political pundits are now foreseeing that the change in the ruling political party at the federal level will likely cause new battles to arise between California and the federal government, which will be challenging for local governments, as well as corporations doing business with and within California. According to the nonprofit news organization CalMatters, open conflict will likely arise

BUDGET OVERVIEW

in immigration rules, water usage, and environmental regulations. As Governor Newsom stated, “no state has more to lose or to gain in this election.”

East Bay Economic Outlook

According to the US Census Bureau, median household income in the two counties is significantly higher than the median in the US and in California. In 2023 Alameda County’s median household income was \$119,931 and in Contra Costa County it was \$122,794. As of September 2024, the East Bay’s unemployment rate was 4.8 percent, which is lower than the 5.3 percent rate in August but worse than the 4.4 percent unemployment rate in the previous year. However, the upside of these employment numbers has been a decrease in inflationary pressures. According to the Bureau of Labor Statistics, Consumer Price Index (CPI-U) in the Bay Area has decreased to 2.7 percent annually.

Real property assessed valuation is the key driver of the Park District’s economic health. In the residential real estate market, Beacon Economics reports that the assessed value (AV) base in the East Bay has continued to grow, but growth is lower than the historical average. According to Zillow, the year-over-year increase in median home value in Alameda County was 4.8%, while median home values in Contra Costa County increased by 1.5% from the prior year. Additionally, Beacon anticipates that inventories of homes for sale are returning to more normal levels and also notes that recent data indicates that investors are making significant numbers of housing purchases, possibly driving up prices. On the commercial real estate side, according to data from the real estate firm Cushman & Wakefield, vacancy rates in retail spaces were trending downward while vacancies in industrial spaces were increasing. Vacancies in the East Bay office market was at a high of 23.4 percent at the end of the third quarter.

Park District Revenue Assumptions and Methodology

The Park District’s budget reflects all the fiscal pressures mentioned above. The 2025 Budget responds to inflationary pressure and provides resources for a higher level of services in strategic areas. These additional personnel costs are funded with the projected growth in property taxes.

The Park District uses the firm Beacon Economics to formally forecast the assessed value of properties in Alameda and Contra Costa counties. Projections of General Fund property tax revenues for the second half of the year are based upon this expert forecast, combined with the known increases provided by the two counties for the first half of the year. Beacon Economics’ August “baseline” projection forecasts that assessed value (AV) in the East Bay will increase by 4.14% in 2025-26, and will increase an additional 4.46 percent in 2026-27. In addition to its baseline forecast, Beacon provides a range of low and high forecasts for AV. Their report states that assessed values could experience growth as low as 2.5 percent or as high as 7.0 percent in 2025-26.

Charges for Services, the second most important source of Park District revenues, are experiencing increases in some areas, and decreases in others, with overall a net neutral impact in 2025. Decreases in parking and swimming fee revenue will be offset by increases in fees for public safety services. Fees and Charges for Services are examined each year and adjustments are recommended as needed. Administrative and document fees are generally set to recover costs. Park user fees are set at levels consistent with rates charged by other public agency providers in the Bay Area. During the past year, the Park District completed a fee study, to examine the fees that it charges visitors relative to the actual cost of providing services. As a

BUDGET OVERVIEW

result, changes to certain fees have been proposed for the coming year and these revenue expectations are built into the 2025 revenue budget.

In addition to its General Fund, the Park District maintains special operating funds and capital funds which provide stable revenue sources to support work in specific areas or functions:

- Special assessments, special taxes, and community facilities district fees, which are not impacted by the real estate market, provide for operating and project funding in specific areas of the Park District.
- The Park District's Measure WW General Obligation bonds, a \$500 million voter-approved authorization from 2008, continue to provide funding for capital projects. The spending of these bond funds would not be impacted by the current economy.
- The Park District issued Promissory Notes in 2012, and again in 2024 that were earmarked for specific facility replacement and renovation projects, most notably the new Administrative Building and Public Safety Headquarters at Peralta Oaks North.
- The Major Infrastructure Renovation and Replacement Fund provides resources to fund current major facility, paving and infrastructure needs.

The Park District also continuously seeks federal and state grant funding for capital projects.

Organization-Wide Goals and Policies

The Park District's long-term strategies have historically been articulated in the 2013 Master Plan, Measure AA and WW bond documents, and Measure FF spending plan. Preservation, acquisition, development, maintenance, and stewardship of natural and cultural resources and East Bay land, plus public access and educational opportunities for the citizens of the East Bay, are the long-term goals of the Park District.

Policies for attaining these goals include guidance on resource management, public access, interpretation and recreation, public service, human and financial resources, and the annual budget. The Master Plan financial resource policies include the following:

- FR1: The District's financial planning and management decisions will be based on information and professional projections supporting a transparent system of policies and procedures. The delivery of long-term financial sustainability, solvency and resiliency will be the objectives of this process.
- FR2: The District will continue the practice of developing annual performance management goals, and budgeting to achieve the outcomes. These budgets will incorporate annual performance targets linked to the District's long-term planning goals. Goals will be transparent, outcomes will be measured and results will be communicated to stakeholders.
- FR3: The District is committed to the responsible stewardship of public funds and will operate in accordance with the best practices in the field of accounting and budgeting and will also maintain a strong system of internal controls to ensure the security of all District assets. The annual external unqualified audit opinion of the District's financial records will be used to verify its fulfillment of this commitment.

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- FR4: The District will continue the acquisition and development program and will issue bonds as permitted under law, and as may prove advantageous or necessary within the intent and authority of the District's programs. Where economically advantageous, the District may borrow to make major capital equipment or fixed asset purchases. The District may borrow funds on a short-term basis against anticipated revenue to fund annual operations.
- FR5: Leases of District assets may be negotiated to enhance park activities or value and to maximize revenue to the District. Revenues generated from leases will, at minimum, offset the direct and indirect administration costs of the lease and are expected to provide additional revenue to the General Fund.
- FR6: The District will continue administering the current benefit assessment districts and related zones of benefit, which support local open space and trail improvements. The District will consider establishing additional special assessment districts in support of local open space or recreational facilities when these areas are congruent with Master Plan objectives.
- FR7: The District will coordinate with and/or provide services to other agencies when the activities are related to the District's mission service agreements will include provision for payments to the District sufficient to support the direct and indirect cost of providing such services.
- FR8: The District will seek opportunities to augment, and act to protect, any and all diversified, equitable, long-term funding sources that support the strategic goals described in this Master Plan.

The Park District continues to demonstrate sound fiscal management, administering its financial resources responsibly and conservatively. Focusing on the future, the Park District's fiscal administration must also be strategic and outcome oriented, providing prudent stewardship of Park District resources and taxpayer funds. Additionally, the Park District has specific fiscal policies approved by the Board of Directors, which are the basis for management decisions. Those policies include General Fund Reserve (Unassigned) Fund Balance, Park District Investment Policy, EBRPD Retirement Plan Investment Policy, Fraud Prevention, Debt, Capital Assets, Internal Control, Auditing, and Balanced Budget policies.

Long-Term Projections to Inform Operating and Capital Strategies

As part of the Park District's annual operating budget, a five-year projection of estimated revenue and expenditures is conducted.

For revenue projections, current revenue is used as the baseline, and projected future resources trends are analyzed and projected from this baseline. For major resources -- such as property tax and interest revenue -- expert opinions and historical evidence are used to support a five-year projection. Other smaller revenue sources, such as those arising from assessments and leases, are projected based upon existing contracts which can be determined for the next five to ten years. Charges for services revenue fluctuates annually, and this revenue is highly susceptible

BUDGET OVERVIEW

to the weather; thus, historical trends are used to forecast based on the ten-year average increase.

Projections of the Park District's five-year expenditure needs are completed using the baseline 2025 budget and projected forward based on specific data for each line item. For example, personnel costs use known agreements with the Park District's bargaining groups, and also incorporate macro-economic trends and historical evidence. Expert recommendations are utilized to determine funding requirements that will address the Park District's long-term liabilities for pension costs, retiree health care, and infrastructure. Trends and external information are examined to determine cost trends for items not within the Park District's control, such as inflation, pension and health benefit costs. The Park District takes steps to proactively stabilize certain costs when it is possible, by setting aside additional funds for pension contributions, major equipment replacement, election costs, major infrastructure repair, and wildfire hazard reduction.

Additionally, the Park District's new parkland and facility opening schedule, called the "Pipeline," tracks upcoming operating requirements, including staffing increases required from the completion of capital projects and acquisitions.

The Park District five-year projections examine the most likely, as well as possible "best-case" and "worst-case" scenarios, utilizing the projected highest and lowest revenue possibilities according to the annual forecast prepared for the Park District by Beacon Economics.

THIS SECTION NOT UPDATED FOR PROPOSED BUDGET The following are the specific assumptions used for the "baseline" Five-Year Revenue & Expenditure forecast.

Assumptions used for revenue projections include:

1. Property Tax increases based upon the mid-line annual forecast for the District's property taxes, as prepared by Beacon Economics. The forecast shows property tax at a low of 4.93% in 2024, 2.83% in 2025, then to 3.04% in 2026. These rate increases are significantly lower than what has been experienced in recent years.
2. Fees, charges, and other miscellaneous revenue in 2025 are projected to remain steady over the projected time-period, based on the 5-year trend prior to the Covid pandemic.
3. Rents and leases revenue is projected to increase by 2.9% annually beginning in 2024, based on the February 2024 Bay Area CPI-W (Consumer Price Index for Urban Workers) as produced by the Bureau of Labor and Statistics.
4. Transfers into the General Fund are projected to increase over the next year, and then decrease significantly, reflecting the drawdown of funds from the Park District's Pension Trust.

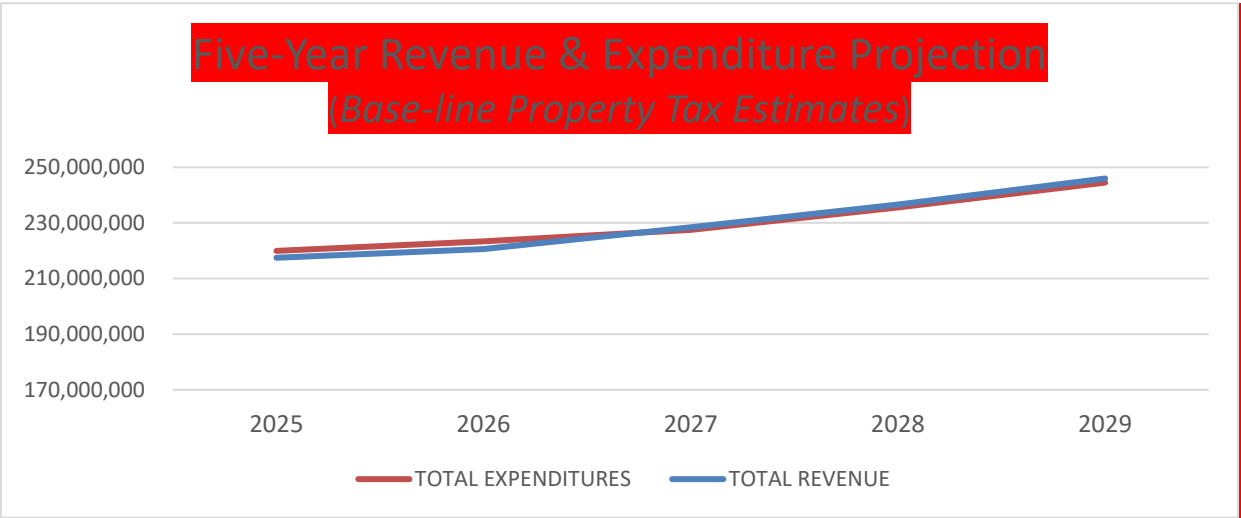
Assumptions used for expenditure projections include:

1. Personnel costs are the most significant costs in the General Fund. Current employee MOU agreements are used for the forecast, including cost of living increases from the current AFSCME MOU. When MOUs are not available, assumptions must be used to estimate cost growth.
2. The cost of estimated "Pipeline positions" are added based on new parks and facilities being opened to the public in future years. These costs are included in personnel costs.
3. Benefit costs, including medical and retirement, are forecast to increase in 2024 and 2025, based on projections from CalPERS and the Park District's actuaries, while lower rates are expected in years 2026-2029.

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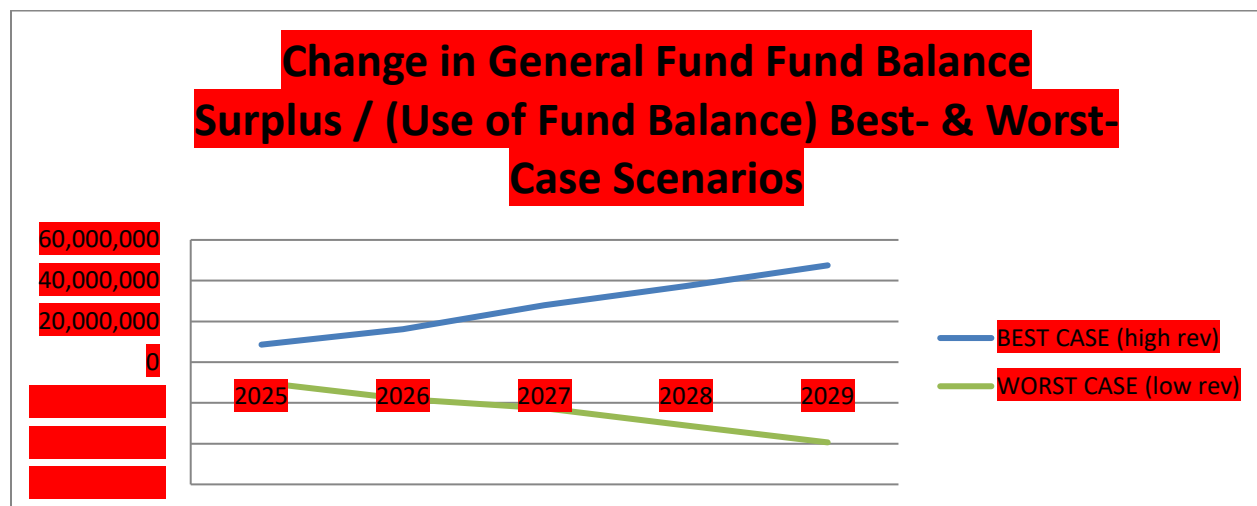
- 4. Supplies & Service costs are forecast to increase by 2.9% annually, based on the February 2024 CPI-W rates.
- 5. Intra-District Charges, including for the Major Infrastructure Renovation and Replacement (MIRR) Fund are projected to continue at current levels with annual increases based on the February CPI-W rate.
- 6. Transfers-out include mandatory set-asides and Board directives such as debt service payments, and ADA facility improvements:
 - a. Debt service and inter-agency payments will continue for existing debt covenants and agreements. The model anticipates new debt service beginning in 2024, based on the cost for renovations to the Peralta Oaks North facility.
 - b. The Fuels Management Program is funded with \$1.4 million in 2024 and an increase of \$100,000 annually.
 - c. The Park District has committed \$500,000 annually to ADA improvements.
 - d. Environmental remediation for lands that require assessment and clean-up such as the former Chabot Gun Club site.
 - e. Infrastructure maintenance for annual needs such as at Black Diamond Mines and for the computer and telephony network.
 - f. Funding to support staff working on projects.

The chart below provides a visual representation of the baseline outcome for the Park District based on these assumptions. **NOT UPDATED FOR PROPOSED BUDGET**



The Finance Department also creates best-case and worst-case scenarios, utilizing the highest and lowest revenue projections for property taxes. The difference between revenues and expenditures is charted, showing a possible surplus in the case of the best-case scenario. The worst-case scenario shows the difference between revenues and expenditures when using the lowest property tax revenue projection provided by Beacon Economics. The following chart provides a visual representation of possible outcomes for the District based on these scenarios.

BUDGET OVERVIEW



The Projects and Programs Budget

The Park District creates and updates a five-year Project and Program Budget annually. This five-year plan designates funding for land acquisition, construction, major maintenance of facilities, and other projects. Additionally, certain multi-year projects and programs that do not involve capital construction or acquisition are included in the Project and Program Budget. The Park District's second budget volume, 2025 Adopted Project and Program Budget - Five Year Capital Improvement Plan contains information on these projects.

Performance Management

The 2025 budget continues the use of performance measures, which began in 2011. The Park District's performance measures provide additional information to illustrate how each department's budgeted funds are being used to achieve the Park District's stated goals. Implementation of performance measures is a multi-year process which the Park District continues to refine.

Distinguished Budget Award

The Park District was awarded the Government Finance Officers Association's Distinguished Budget Presentation for the prior year's 2024 Operating, Projects and Program Budget. The Park District has received this award annually since 2005. This award represents a significant achievement by the Park District and reflects the commitment of the Board and staff to meeting the highest principles of governmental budgeting, including the enhanced understanding of the Park District's budget by the average reader.

Concluding Comments

The Park District's ability to serve our growing population and manage our increasing natural resources and lands will require careful planning and projection of long-term financial conditions. Although staff has worked diligently to estimate 2025 revenues and expenditures, external events may affect actual results. Throughout 2025, management will monitor economic conditions and report to the Board of Directors and the public any significant changes that could require the Park District to revise its budget.

BUDGET OVERVIEW

Fund Structure

The Park District's accounting system and budget are organized and operated on a "fund basis." A fund is an independent fiscal and accounting entity used to record all financial transactions related to the specific purpose for which the fund was created. Several different funds are utilized to account for the Park District's financial resources.

In the Park District's Operating Budget, all funds are presented on the modified accrual basis of accounting. However, in the Park District's Annual Comprehensive Financial Report (ACFR), the government-wide statements are presented using the full accrual basis of accounting, as is prescribed by the Government Accounting Standards Board (GASB). The Balance Sheet and the Statement of Revenues, Expenditures and Changes in Fund Balances financial statements are presented on the modified accrual basis of accounting, consistent with this budget document.

The Proprietary Funds (internal service funds), on the other hand, are presented in the ACFR on full accrual basis of accounting in the Statement of Net Assets and the Statement of Revenues, Expense and Changes in Net Assets, and the Statement of Cash Flow in the financial statements, in contrast to the presentation in the budget document.

Additionally, not all funds are subject to annual appropriation. For example, the Park District OPEB Trust and the Park District's single employer EBRPD Retirement Plan Trust are not included in this document because they contain neither assets nor liabilities of the Park District. These funds are included in the Park District's ACFR, in the Fiduciary Fund section, in compliance with GASB.

BUDGET OVERVIEW

For presentation purposes, the Park District uses fund groupings to summarize budget data in various schedules in the budget. The General Fund and Special Revenues Funds groups are considered “operating funds” by the Park District. The General Fund, the Debt Service Fund and the Project Fund are all major funds under GASB 34. The Special Revenue and Permanent funds are non-major funds. The groupings, and content of each grouping, are as follows:

<u>Fund Group</u>	<u>Fund Number and Name</u>
General Fund	101 – General Fund
Special Revenue Funds	220 – Two County LLD 221 – East Contra Costa County LLD 222 – Five Canyons Zone of Benefit 223 – Dublin Hills Zone of Benefit 224 – Walpert Ridge Zone of Benefit 225 – San Ramon Hills Zone of Benefit 226 – Measure CC 227 – Stone Valley Zone of Benefit 228 – Sibley Gateway Valley Zone of Benefit 230 – Community Facilities District (CFD) C-1 Las Trampas (Podva) 231 – CFD C-2 Las Trampas (Faria) 232 – Measure FF - CFD 253 – Gifts Fund 255 – Martin Luther King, Jr. Intern Program 257 – Mitigation (Resource Enhancement Program) 258 – McLaughlin Eastshore State Park 259 – ECCC HCP Properties 261 – Coyote Hills/Dumbarton Quarry 270 – Measure WW Local Grants
Debt Service Funds	811 – 2012 Promissory Notes 812 – Measure AA Bonds 813 – Measure WW Bonds 814 – 2024 Promissory Notes
Internal Service Funds	552 – Workers’ Compensation 553 – Major Infrastructure Renovation and Replacement 554 – Major Equipment Replacement 555 – General Liability 556 – Employee Benefits

BUDGET OVERVIEW

Fund Group

Fund Number and Name

Permanent Funds

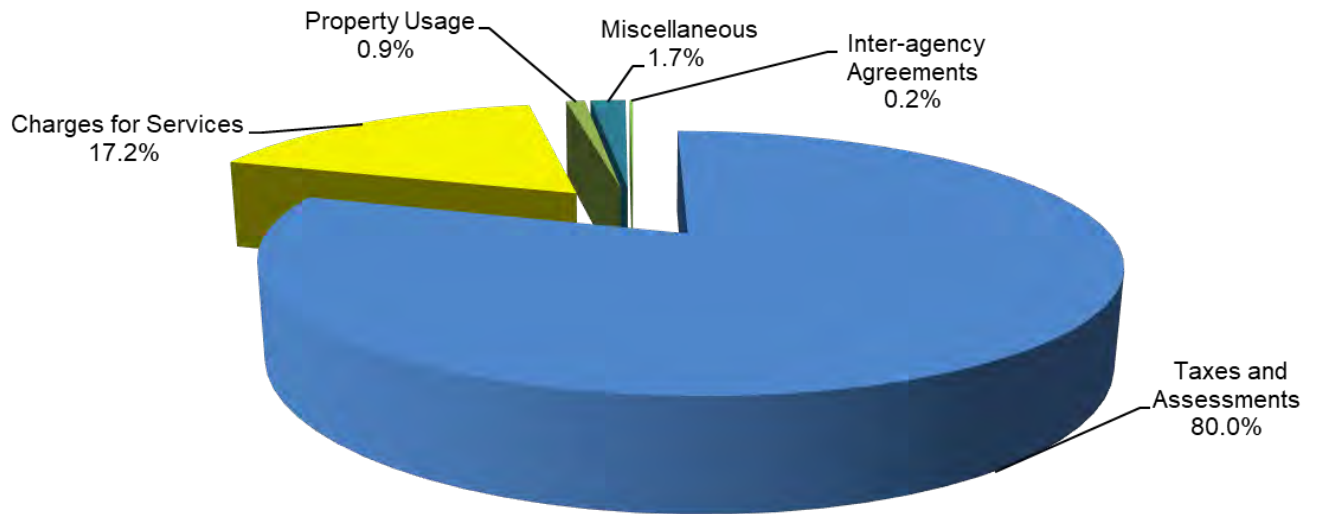
610 – Black Diamond - Fredrickson Open Space
611 – Black Diamond - Suncrest Homes
612 – Black Diamond - Moller Ranch
620 – Brushy Peak-Dyer
621 – Brushy Peak-Weaver
630 – McLaughlin Eastshore State Park-Berkeley Meadow Ph I
631 – McLaughlin Eastshore State Park-Berkeley Meadow Ph II
640 – Hayward Shoreline/Ora Loma-Port of Oakland
641 – Hayward Shoreline-Standard Pacific
650 – Morgan Territory-Elworthy
651 – Morgan Territory-Elworthy 2
660 – Podva
670 – Doolan Canyon-Toyota
671 – El Charro-Livermore
680 – MLK Shoreline/Damon Slough-Port of Oakland

Project Funds

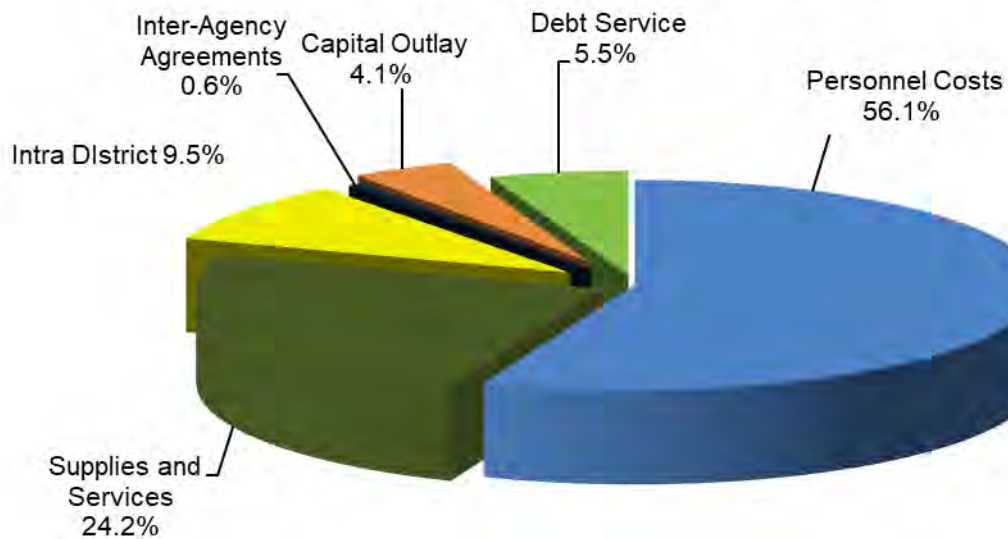
333 – Capital Projects
335 – Measure AA Bond Proceeds
336 – Other than Asset (OTA) Projects
337 – Measure WW Bond Proceeds
338 – 2012 Promissory Note Proceeds
339 – 2024 Promissory Note Proceeds

BUDGET OVERVIEW

2025 All Funds Revenue by Type

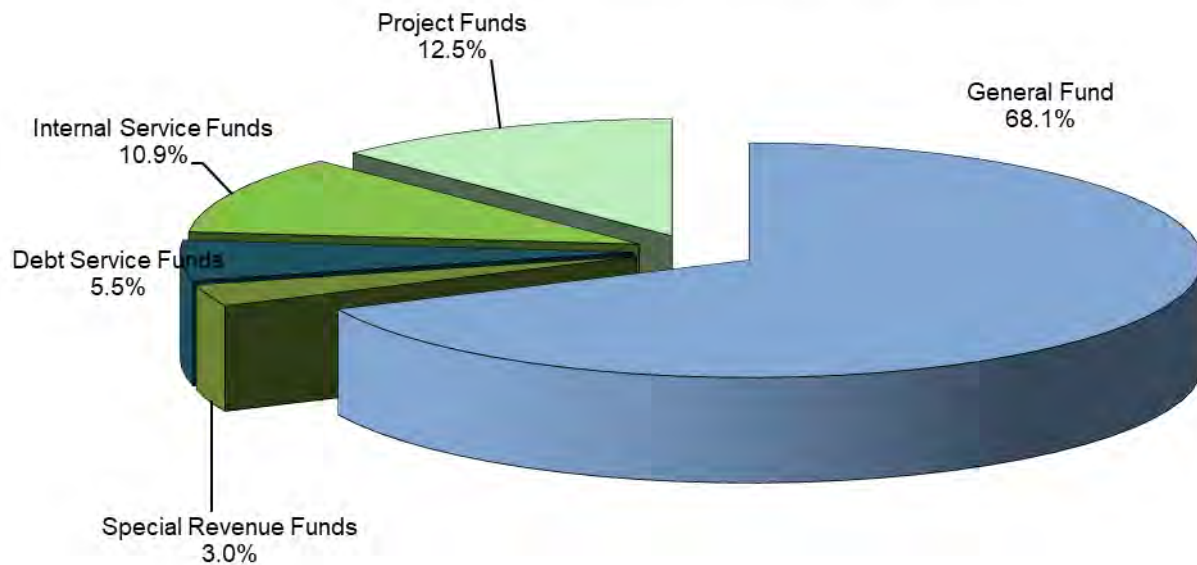


2025 Appropriations by Type



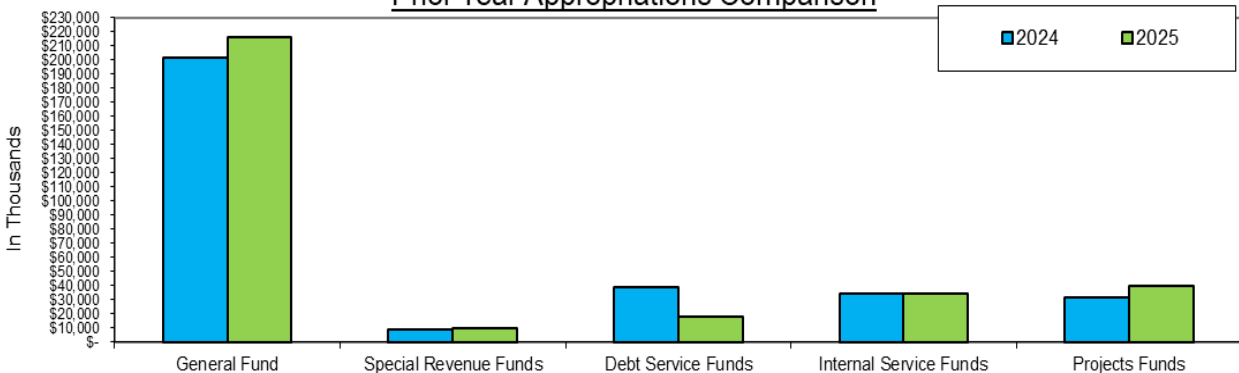
BUDGET OVERVIEW

2025 Appropriations by Fund Group



Appropriations	General Fund	Special Revenue Funds	Debt Service Funds	Internal Service Funds	Projects Funds	Total All Funds
2025	\$ 216,459,261	\$ 9,618,418	\$ 17,607,980	\$ 34,568,862	\$ 39,573,894	\$ 317,828,414
2024	\$ 201,685,648	\$ 8,939,062	\$ 39,093,630	\$ 34,269,907	\$ 32,045,198	\$ 316,033,444
\$ Change	\$ 14,773,613	\$ 679,356	\$ (21,485,650)	\$ 298,955	\$ 7,528,696	\$ 1,794,970
% of Total	68.1%	3.0%	5.5%	10.9%	12.5%	100%

Prior Year Appropriations Comparison



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BUDGET OVERVIEW

BUDGET AT A GLANCE

RESOURCES	GENERAL FUND	SPECIAL REVENUE FUNDS	DEBT SERVICE FUNDS
<i>Unreserved Fund Balance expected at 12/31/24</i>	88,530,436	20,019,614	21,371,312
Revenues:			
Taxes & Assessments	\$ 207,600,000	\$ 8,748,470	\$ 8,107,394
Charges for Services	10,991,666	53,000	-
Property Usage	1,982,418	617,252	-
Investment Earnings	-	-	-
Grants/Inter-agency Agreement:	448,000	-	-
Miscellaneous	4,594,160	65,780	-
Total Revenues	225,616,244	9,484,502	8,107,394
Other Resources:			
Use of Fund Balance	13,575,329	338,221	5,641,081
Transfers In	6,000	1,942,002	3,859,505
TOTAL RESOURCES	\$ 239,197,573	\$ 11,764,725	\$ 17,607,980
USES			
Expenditures:			
Personnel Costs	\$ 148,198,429	\$ 7,249,996	\$ -
Supplies	8,824,070	188,620	-
Services	28,972,171	442,802	21,350
Capital Outlay	111,750	55,000	-
Grants/Inter-agency Agreement:	282,000	1,682,000	-
Debt Service	-	-	17,586,630
Intra-District Charges	30,070,841	-	-
Total Expenditures	216,459,261	9,618,418	17,607,980
Other Uses:			
Transfers Out	22,681,812	2,131,307	-
TOTAL USES	239,141,073	11,749,725	17,607,980
Change in Fund Balance /Net Assets	(13,518,829)	(323,221)	(5,641,081)
TOTAL	\$ 225,622,244	\$ 11,426,504	\$ 11,966,899
Projected Ending Fund Balance	75,011,607	19,696,393	15,730,231

BUDGET OVERVIEW

BUDGET AT A GLANCE

RESOURCES	INTERNAL SERVICE FUNDS	PERMANENT FUNDS	PROJECT FUNDS	2025 TOTAL ALL FUNDS
<i>Unreserved Fund Balance expected at 12/31/24</i>	30,376,501	5,201,709	130,963,328	
Revenues:				
Taxes & Assessments	\$ -	\$ -	\$ -	\$ 224,455,864
Charges for Services	37,166,646	-	-	48,211,312
Property Usage	-	-	-	2,599,670
Investment Earnings	-	-	-	-
Grants/Inter-agency Agreements	-	-	-	448,000
Miscellaneous	215,000	-	-	4,874,940
Total Revenues	37,381,646	-	-	280,589,786
Other Resources:				
Use of Fund Balance	2,658,181	252,581	15,244,736	37,710,129
Transfers In	-	-	34,288,226	40,095,733
TOTAL RESOURCES	\$ 40,039,827	\$ 252,581	\$ 49,532,962	\$ 358,395,648
USES				
Expenditures:				
Personnel Costs	\$ 10,094,153	\$ -	\$ 12,617,341	\$ 178,159,919
Supplies	2,618,755	-	-	11,631,445
Services	18,789,760	-	17,124,233	65,350,317
Capital Outlay	3,066,194	-	9,832,320	13,065,263
Inter-agency Agreements	-	-	-	1,964,000
Debt Service	-	-	-	17,586,630
Intra-District Charges	-	-	-	30,070,840
Total Expenditures	34,568,862	-	39,573,894	317,828,414
Other Uses:				
Transfers Out	5,470,965	252,581	9,559,068	40,095,733
TOTAL USES	40,039,827	252,581	49,132,962	357,924,147
Change in Fund Balance /Net				
Assets	(2,658,181)	(252,581)	(14,844,736)	(37,238,628)
TOTAL	\$ 37,381,646	\$ -	\$ 34,288,226	\$ 320,685,519
Projected Ending Fund Balance	27,718,320	4,949,128	116,118,592	

BUDGET OVERVIEW

TOTAL RESOURCES

RESOURCES	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change	Note
Taxes & Assessments:						
Property Taxes	\$ 178,371,597	\$ 197,080,540	\$ 196,100,000	\$ 207,600,000	5.9%	1
Debt Service Levy	24,141,122	34,026,843	34,955,983	8,107,394	-76.8%	2
Parcel Taxes	3,003,296	3,478,398	3,299,300	3,509,700	6.4%	3
Assessments	5,305,491	5,484,770	5,210,870	5,238,770	0.5%	4
Subtotal	210,821,507	240,070,551	239,566,153	224,455,864	-6.3%	
Charges for District Services:						
Intra-District Charges	23,150,789	36,655,040	34,634,400	37,016,646	6.9%	5
Parking Fees	1,792,988	1,792,210	2,480,750	2,076,750	-16.3%	6
Other Charges	699,388	706,833	900,980	908,780	0.9%	7
Concession Fees	914,087	1,658,360	1,036,900	998,700	-3.7%	8
Facility Rental Fees	1,798,626	1,534,235	1,728,446	1,719,446	-0.5%	9
Public Safety Services	1,548,021	1,443,858	1,266,200	1,866,200	47.4%	10
Swimming Fees	263,693	307,480	534,300	527,300	-1.3%	11
Fishing Fees	324,568	321,016	455,055	455,050	0.0%	12
Camping Fees	1,662,735	933,734	1,541,040	1,591,040	3.2%	13
Program Fees	215,365	252,737	401,900	352,900	-12.2%	14
Other Fees	523,100	538,581	548,450	698,500	27.4%	15
Subtotal	32,893,359	46,144,083	45,528,421	48,211,312	5.9%	
Investment Earnings						
Pooled Investments	(6,017,663)	34,873,407	-	-	-	16
Trustee Investments	175,897	1,155,626	-	-	-	17
Subtotal	(5,841,766)	36,029,033	-	-	-	
Property Usage						
Communication Site Agreements	944,571	964,446	829,856	970,256	16.9%	18
Grazing Agreements	655,523	969,958	825,000	825,000	0.0%	19
Other Property Usage	874,268	863,479	401,962	402,962	0.2%	20
District Residences	379,014	387,178	401,452	401,452	0.0%	21
Subtotal	2,853,377	3,185,061	2,458,270	2,599,670	5.8%	
Grants/Inter-agency Agreement:	18,507,445	31,954,729	703,500	448,000	-36.3%	22
Miscellaneous:						
Foundation Support	1,632,340	1,835,475	1,223,230	1,461,650	19.5%	23
Aid from Private Parties	235,206	(691,738)	65,780	65,780	0.0%	24
Other Revenue	8,078,469	2,715,727	2,353,510	3,347,510	42.2%	25
Subtotal	9,946,015	3,859,464	3,642,520	4,874,940	33.8%	
Total Revenues	269,179,936	361,242,920	291,898,864	280,589,786	-3.9%	
Other Resources:						
Debt Issuance	-	-	-	-	0.0%	26
Transfers In	38,512,953	52,793,283	32,249,253	40,095,733	24.3%	27
TOTAL RESOURCES	\$ 307,692,889	\$ 414,036,203	\$ 324,148,117	\$ 320,685,519	-1.1%	

Notes to Total Resources Schedule

Note	Category	Description
1	Property Taxes	<p>General Fund revenue – General property taxes are the primary funding source for the Park District.</p> <p>The budgeted increase of 5.9% above 2024 is based upon the growth determined by the County Assessor’s tax roll for 2024/25 and using the “baseline” forecast as predicted by Beacon Economics for the second half of 2025. The budget also includes conservative estimates for statutory and residual payments from Redevelopment Successor Agencies.</p>
2	Debt Service Levy	<p>Debt Service Fund revenue – This category accounts for restricted property tax revenue levied on the majority of properties within Alameda and Contra Costa counties, which is used to fund annual principal and interest payments on Measure WW bonds. The -76.8% decrease in budgeted revenue reflects scheduled payments due for Measure WW. The debt levy rate for 24-25 is set at .0013%, well below the .01% of assessed value threshold established when Measure WW bonds were approved by voters</p>
3	Parcel Taxes	<p>Special Revenue Fund revenue – This restricted special tax revenue is collected in accordance with Measure FF, an extension of Measure CC which was passed by voters in 2018 and applies to properties within the area from Richmond to Oakland. The amount of the tax has been unchanged since 2004. It is \$12 per year for a single-family residential unit and \$8.28 per year for multi-family units. The purpose of the voter-approved Measure is to provide funding for maintenance and operations in some of the Park District’s oldest and most-used parks.</p> <p>The 2025 budgeted revenue of \$3.5 million is on par with the prior year.</p>
4	Assessments	<p>Special Revenue Fund revenue – Restricted special assessment revenue specific to the Park District’s landscape and lighting districts, and seven zones of benefit are collected to provide funding for trail maintenance, facility improvements and minor equipment purchases within the assessment districts. The 2025 budget is on par with the prior year, with adjustments based upon the assessment engineer’s report.</p>
5	Intra-District Charges	<p>Internal Service Fund revenue—Charges assessed and collected by internal service funds support District-wide services such as workers’ compensation, general liability insurance, facility, and equipment replacement. This revenue source grew by 6.9% due to increased insurance costs in the General Liability fund, as well as increased costs for workers compensation and equipment replacement.</p>

Notes to Total Resources Schedule, continued

Note	Category	Description
6	Parking Fees	<p>General Fund revenue – Parking fees are collected at Park District recreation areas and some regional parks.</p> <p>The 2025 budget is -\$400,000 lower than 2024 and reflects the continued expected temporary closures of certain swim facilities, as well as expected changes in entry fee structure at certain parks.</p>
7	Other Charges	<p>General Fund revenue (majority) – This category includes encroachment permits, planning/engineering fees, the bus program, merchandise sales, and special event charges.</p> <p>The 2025 budget of \$908,780 is unchanged from the prior year.</p>
8	Concession Fees	<p>General Fund revenue (majority) -- This category accounts for revenues derived from agreements with concessionaires who operate or use Park District facilities. The largest revenue provider is the Tilden Golf Course.</p> <p>The 2025 budget is roughly unchanged from 2024.</p>
9	Facility Rental Fees	<p>General Fund revenue – This category includes revenue from Park District buildings, picnic areas, and youth group overnight camping.</p> <p>The 2025 budget decreased slightly from the prior year budget, reflecting slightly lower expected revenue from picnic site rental.</p>
10	Public Safety Services	<p>General Fund revenue – This category accounts for revenue from service contracts to provide policing and fire services for other public agencies.</p> <p>The 2025 budget is \$600,000, higher than in 2024, increasing budget expectations to match actual revenues received in prior years.</p>
11	Swimming Fees	<p>General Fund revenue – This category accounts for revenue from swimming facilities, swim lessons and other lifeguard services.</p> <p>The 2025 budget is budgeted slightly lower than the prior year, reflecting expectations that the Contra Loma swim lagoon and other swim facilities may be closed in 2025.</p>

Notes to Total Resources Schedule, continued

Note	Category	Description
12	Fishing Fees	<p>General Fund revenue--Fishing permit revenues are used to support the fish planting at eight Park District lakes.</p> <p>The 2025 budget is unchanged from the prior year.</p>
13	Camping Fees	<p>General Fund revenue--This category includes camping; wilderness permits and backpacking fees. The two largest camping sources are Del Valle Regional Park and Anthony Chabot Regional Park, and the new campground at Dumbarton Quarry.</p> <p>The 2025 budget reflects a 3.2% increase from 2024, reflecting increased usage at the Park District's new full-service campground at Dumbarton Quarry on the Bay.</p>
14	Program Fees	<p>General Fund revenue--This category includes naturalist and recreation program revenue and tour fees.</p> <p>The 2025 budget is \$49,000 lower than 2024, reflecting decreased actual revenues received in the prior year.</p>
15	Other Fees	<p>General Fund revenue--This category includes dogs, boats launch and inspection, and entry fees.</p> <p>The 2025 budget is \$150,000 higher than the prior year reflective of proposed changes to fee structures at certain parks.</p>
16	Pooled Investment Earnings	<p>General Fund and Special Revenue Fund revenue - Interest earnings on the Park District's pooled cash and investments.</p> <p>The budget for interest revenue has been budgeted at \$0 in 2025, reflecting the variability of this income source which has been challenging to predict. While the Park District will continue to invest its pooled cash, this revenue source is no longer budgeted.</p>
17	Trustee Investment Earnings	<p>Debt Service Fund revenue--This category includes interest earnings on funds held in trustee accounts for payment of debt service on Park District bond obligations.</p> <p>This revenue source has been budgeted at \$0 in 2025, reflecting the variability of this income which has been challenging to predict. While the Park District's funds will continue to be invested, this revenue source will no longer be budgeted.</p>
18	Communication Site Agreements	<p>General Fund and Special Revenue Fund revenue--This category includes revenue from communication towers and equipment located on Park District property.</p> <p>The 2025 budget is slightly higher than prior year, reflective of actual receipts and an annual CPI increase to certain leases.</p>

Notes to Total Resources Schedule, continued

Note	Category	Description
19	Grazing Agreements	<p>General Fund revenue—This category includes revenue from the Park District’s grazing program, which funds fencing, and resource protection needs. The cost per head rate charged is based upon the price of beef (cost of a cow) times the number of months grazing on Park District property.</p> <p>The 2025 budget is unchanged from the prior year, reflective of actual receipts as well as the acreage of land being grazed.</p>
20	Other Property Usage	<p>General Fund and Special Revenue Fund revenue--This category is used to account for other types of leases and tipping fees at Dumbarton Quarry.</p> <p>The 2025 revenue is on par with the prior year.</p>
21	Park District Residences	<p>General Fund revenue—Lease revenue received in connection with residential units located on parklands.</p> <p>The 2025 budget is unchanged from the prior year.</p>
22	Grants / Inter-agency Agreements	<p>General Fund and Project Fund revenue--This category includes Contra Costa Water District for Contra Loma Lagoon, City of Dublin for Tassajara Creek Trail, City of Alameda for Crown Beach, Pleasanton Township Water District for Pleasant Ridge, and various agencies for Quagga Mussel inspections. This category also includes grants received from various agencies.</p> <p>The 2025 budget is \$255,500 lower than the prior year, reflecting a reduction in revenues related to the conclusion of an agreement with the Bay Area Toll Authority.</p>
23	Foundation Support and Membership	<p>General Fund--Direct aid from the Regional Parks Foundation in support of Park District staff working on Foundation activities.</p> <p>The \$238,000 increase in the 2025 budget reflects increased direct support for interpretive and recreation programs outreach.</p>

Notes to Total Resources Schedule, continued

Note	Category	Description
24	Aid from Private Parties	<p>Special Revenue, Permanent and Project Funds revenue--mitigation agreement revenue and developer property contributions are major sources of revenue in this category.</p> <p>The budget for this category is unchanged from the prior year.</p>
25	Other Revenue	<p>General Fund revenue (majority)--Included in this category is revenue generated from: sale of assets, fines collected, POST training reimbursement, insurance recoveries, and other minor sources.</p> <p>The 2025 budget of \$3.3 million includes a \$3 million contribution from the Park District's Pension Trust which will be used to reimburse the Park District's CalPERS Miscellaneous pension costs.</p>
26	Debt Issuance	<p>No debt issuance is expected in 2025.</p>
27	Transfers In	<p>All Funds--Details of the Transfers In category are located beginning on page B 93.</p> <p>The 2025 budget is 24.3% higher than the prior year, reflecting transfers to various Park District projects, including \$22.7 million from the General Fund, \$9.4 million from Measure WW bond funds, and \$5.7 million from the Major Infrastructure Renovation & Replacement (MIRR) fund that will be transferred into the Projects funds for various projects as listed on pages B 90-91.</p>

BUDGET OVERVIEW

TOTAL USES

USES	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
Personnel Services:					
Salaries & Wages	\$ 81,977,085	\$ 83,362,347	\$ 96,634,804	\$ 103,983,893	7.6%
Other Personnel Costs	62,573,614	70,155,812	66,541,678	74,176,025	11.5%
Subtotal	144,550,700	153,518,159	163,176,483	178,159,918	9.2%
Supplies & Services:					
Operating Supplies	2,638,106	2,966,931	3,325,870	3,141,610	-5.5%
Fuel	1,431,409	1,380,773	1,500,680	1,525,030	1.6%
Small Equipment	2,144,605	3,068,997	2,397,823	2,271,745	-5.3%
Other Supplies	533,164	646,098	1,412,150	1,445,480	2.4%
Repair & Maint. Supplies	3,215,421	3,670,635	3,193,210	3,247,580	1.7%
Professional Services	1,567,101	1,378,547	2,088,100	1,948,100	-6.7%
Operating Services	9,830,139	9,307,421	17,121,847	22,872,053	33.6%
Administrative Costs	1,959,532	1,963,386	2,871,260	3,072,830	7.0%
Utilities	4,737,567	5,172,483	5,116,562	5,190,612	1.4%
Insurance and Claims	7,711,052	12,897,411	11,041,550	12,001,123	8.7%
Other Services	22,153,716	22,667,422	19,055,317	20,265,598	6.4%
Election Costs	745,815	300	-	-	-
Subtotal	58,667,627	65,120,404	69,124,369	76,981,761	11.4%
Intra-District Charges:	17,921,854	27,772,598	29,888,406	30,070,841	0.6%
Grants/Inter-agency Agreements					
Inter-agency Agreements	463,971	518,135	232,000	464,000	100.0%
Measure WW Local Grants	2,679,309	775,545	1,626,406	1,500,000	-7.8%
Subtotal	3,143,280	1,293,680	1,858,406	1,964,000	5.7%
Capital Outlay/Equipment					
Land	714,690	16,964,943	-	200,100	100.0%
Improvements	24,377,906	26,782,574	10,067,500	9,632,220	-4.3%
Equipment	1,668,677	848,964	2,834,950	3,232,944	14.0%
Subtotal	26,761,273	44,596,481	12,902,450	13,065,264	1.3%
Debt Service:					
Principal	8,595,000	31,661,690	33,000,000	11,525,000	-65.1%
Interest	5,195,632	8,010,972	6,083,330	6,061,630	-0.4%
Subtotal	13,790,632	38,998,155	39,083,330	17,586,630	-55.0%
Total Expenditures	264,835,366	331,299,477	316,033,449	317,828,414	0.6%
Other Uses:					
Transfers Out	38,512,953	64,464,547	35,813,252	40,095,733	12.0%
TOTAL USES	303,348,319	395,764,024	351,846,702	357,924,147	1.7%
Change in Fund Balance	4,344,571	267,198	(27,698,585)	(37,238,628)	34.4%
TOTAL	\$ 307,692,889	\$ 396,031,222	\$ 324,148,117	\$ 320,685,519	-1.1%

Notes to Total Uses Schedule

Note	Category	Description
1	Salaries & Wages	<p>This category incorporates all Park District salaries and hourly wages, including overtime and other premium pay components, found in the General, Special Revenue, Project and Internal Service Funds appropriations.</p> <p>The 2025 budget includes an overall 7.6% increase in salaries & wages, which includes funding for wage adjustments authorized for represented and non-represented employees, as well as an increase of 16.73 full-time equivalent (FTE) positions. This year's budget includes a 4% vacancy rate, to reflect attrition and positions that remain unfilled for part of the year. A full list of newly added positions is included in the 2025 New Positions and Changes table on page B 39.</p>
2	Other Personnel Costs	<p>General Fund, Special Revenue, Project and Internal Service Funds appropriations--This category includes the cost of employer-paid benefits, the largest of which are health insurance, retirement and retiree medical (OPEB) benefits. Also included are charges for the Park District's self-insured programs, including dental coverage, unemployment, and workers' compensation.</p> <p>The 11.5% increase in 2025 is attributed to the increased cost of medical benefits, in particular a 9% increase in Kaiser medical costs, as well as the addition of new benefited employees and increased pension contributions.</p>
3	Operating Supplies	<p>General Fund and Special Revenue Fund appropriations--This category contains items such as: safety equipment, chemicals, fish, cleaning and janitorial supplies, and sign supplies.</p> <p>The 2025 appropriations reflect a -5.1% decrease from the prior year, when the budget included one-time increases for new 3 stream waste diversion receptacles and safety supplies for Fire Department staff.</p>
4	Fuel	<p>General Fund appropriations—This category includes cost of vehicle, aircraft, boat, and equipment fuels. The 2025 appropriation is roughly unchanged from the prior year.</p>
5	Small Equipment	<p>General Fund, Special Revenue and Project Funds appropriations—This category includes equipment and rolling stock under \$25,000.</p> <p>2025 appropriations decreased slightly, after a large increase in purchasing of small rolling stock at certain parks in the prior year.</p>

Notes to Total Uses Schedule, continued

Note	Category	Description
6	Other Supplies	<p>General Fund appropriations—This category includes office supplies, products for resale, event supplies, and inventory adjustments.</p> <p>2025 appropriations are 2.4% higher than the prior year, which is primarily related to supplies for new staff.</p>
7	Repairs and Maintenance Supplies	<p>General Fund, Special Revenue, Projects and Internal Service Funds appropriations—This category includes beach sand, topsoil, mulch, equipment parts and other items needed to maintain Park District facilities, equipment and grounds.</p> <p>The 2025 appropriations are 1.7% higher than the prior year's budget, reflecting increased costs to maintain newly added vehicles to the Park District's fleet.</p>
8	Professional Services	<p>General Fund, Special Revenue, Projects and Internal Service Funds appropriations--This category includes legal and audit services.</p> <p>The 2025 appropriations are -5.7% lower than in 2024, primarily reflecting a decrease in costs for specialized consultant services.</p>
9	Operating Services	<p>General Fund appropriations--This category includes repairs and maintenance services, pest control, support contracts, janitor, veterinarian and other miscellaneous operating services.</p> <p>The 2025 appropriations increase of 33.6% reflects increased costs for software licenses and data / network services.</p>
10	Administrative Costs	<p>General Fund appropriations--This category includes staff training, meetings and travel, bank fees, advertising, reproduction and other miscellaneous administrative costs.</p> <p>The 2025 appropriations are approximately 7% higher than the prior year, reflecting increased budgets for staff training, staff recruitment and medical exams.</p>
11	Utilities	<p>General Fund (majority) appropriations--This category includes telephone, water, electricity, garbage collection, sewer, and natural gas.</p> <p>The 2025 appropriations are 1.4% higher than the prior year, reflecting continued increased costs for garbage, recycling and water service.</p>

Notes to Total Uses Schedule, continued

Note	Category	Description
12	Insurance and Claims	<p>Internal Service Fund appropriations--This category includes the costs for the Park District-wide self-insured Workers' Compensation Fund and General Liability Fund and includes insurance premiums, claims and settlement agreements.</p> <p>The 2025 budget increased by \$1.0 million, reflecting higher general liability insurance premiums and workers comp insurance costs.</p>
13	Other Services	<p>General Fund, Special Revenue, Project and Internal Service Funds appropriations—This category includes all other services including consultant contracts, Civicorps work and other services not included in other professional services above.</p> <p>The 2025 appropriations increased by 8.7% from the prior year, reflecting higher self-insurance program costs.</p>
14	Election Costs	<p>General Fund appropriation – The Park District pays election costs to Alameda and Contra Costa counties when members of the Board of Directors run for office and when the Park District supports an initiative on the local ballot. Election costs are not regularly budgeted due to the difficulty in estimating the costs, which are determined by the counties after the election is held. However, the Park District retains approximately \$2.2 million in reserves (assigned fund balance) for the use when election costs are invoiced.</p>
15	Intra-District Charges	<p>Intra-District charges are an allocation of costs associated with the services provided by the internal service funds that are not collected through the payroll process in the General Fund. The charges are allocated to Park District divisions based upon usage of services and include certain employee benefits and claims, general liability insurance and settlements, and major equipment replacement charges.</p> <p>2025 appropriations increased by 0.6%, primarily reflecting increased insurance costs in the General Liability Fund.</p>
16	Inter-agency Agreements	<p>General Fund appropriation--the Park District has an interagency agreement with the Livermore Area Recreation Park District, a neighboring public agency, to provide \$200,000 annual funding for services.</p> <p>The increased cost reflects the budget for an agreement to share revenues from certain HCP properties with the East Contra Costa County Habitat Conservation Plan (HCP).</p>

Notes to Total Uses Schedule, continued

Note	Category	Description
17	Measure WW Local Grant Program	<p>Special Revenue Fund appropriations. This category includes the funding of approved local agency projects from Measure WW funds.</p> <p>Appropriations are -7.8% lower than in 2024, reflecting the allocations for remaining local agencies that have not yet drawn on their Measure WW local grant funds.</p>
18	Land	<p>Project Fund appropriations--This category accounts for land acquisitions, safety and security costs incurred for newly acquired property and studies.</p> <p>The 2025 appropriations are \$200,000 higher than in 2024. Land acquisition has been funded in prior year budgets and may be allocated to specific land purchases via Board action.</p>
19	Improvements	<p>Project Fund appropriations--This category represents new appropriations for projects with a cost greater than the Park District's capitalization limit of \$100,000. Amounts appropriated for development projects will fluctuate from year to year.</p> <p>The 2025 capital outlay appropriations are roughly unchanged from the prior year. Details regarding project appropriations are located on page B 91-92 of the Operating Budget. Additional detail about these projects can be found in the 2025 Projects and Programs Budget.</p>
20	Equipment	<p>General Fund and Internal Service Fund appropriations—This category includes the purchase of vehicles and other equipment with a cost greater than the Park District's capitalization limit for equipment of \$25,000.</p> <p>The 2025 appropriations for equipment are \$400,000 higher than the 2024 budget. Budgets have been allocated for the replacement of certain vehicles per the equipment replacement schedule, and vehicles for new staff.</p>
21	Principal	<p>Debt Service Fund appropriations—This category includes debt service principal as per debt amortization schedules.</p> <p>2025 appropriations are approximately \$21.5 million lower than the prior year as per scheduled debt service payments. Detailed debt service schedules are provided in the Debt Service Fund section of this budget (pages B 70-73).</p>

Notes to Total Uses Schedule, continued

Note	Category	Description
22	Interest	Debt Service Fund appropriations—This category is roughly unchanged from the prior year based on debt service interest as calculated from debt amortization schedules.
23	Transfers Out	All Funds—Details of operating transfers out are located at the end of Section B of the budget on pages B 96 - 97.
24	Change In Fund Balance	<p>The 2025 budget includes the use of fund balance in the General Fund, Special Revenue funds, Project Fund, Permanent Funds Internal Service Fund, and Debt Service funds.</p> <p>The use of fund balance in the General Fund and Special Revenue Funds is allocating fund balance that had accrued as of the close of the prior year. The appropriation of \$15.2 million in fund balance from the Project Funds is reflecting bond proceeds being used as a resource for current year project expenditures; the use of \$5.6 million in debt service funds collected via prior year property taxes and required for March debt service payments; and the use of \$2. million in fund balance in Internal Service Funds reflects draw-down of fund balance for specific MIRR projects, as per the MIRR Policy.</p>

BUDGET OVERVIEW

BUDGET BY FUND

APPROPRIATED FUNDS	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	CHANGE
101 General Fund	\$ 166,156,271	176,798,571	201,685,648	216,459,261	7%
Special Revenue Funds:					
220 Two County LLD	4,008,366	4,330,712	5,240,209	5,774,333	10%
221 East Contra Costa Co LLD	707,382	623,999	745,945	726,758	-3%
222 Five Canyon ZB	32,983	36,959	4,715	33,385	608%
223 Dublin Hills ZB	15,166	40,516	10,385	15,955	54%
224 Walpert Ridge ZB	35,946	38,433	46,667	54,242	16%
225 San Ramon Hills ZB	-	-	500	5,500	1000%
226 Measure CC	-	-	-	-	-
227 Stone Valley ZB	-	-	630	5,630	794%
228 Sibley Volcanic ZB	14,797	39,233	36,647	39,222	7%
230 Las Trampas Podva CFD	3,500	3,500	7,300	7,300	0%
231 Las Trampas Faria CFD	7,000	24,888	90,000	90,000	0%
232 Measure FF CFD	-	-	-	-	-
253 Gifts Fund	23,393	44,818	75,120	75,120	0%
255 MLK Jr. Intern Program	2,000	4,890	-	5,000	100%
257 Mitigation	-	-	103,880	103,880	0%
258 McLaughlin Eastshore State Park	17,778	30,366	39,438	41,738	6%
259 ECCC HCP Properties	534,856	539,437	495,386	698,353	41%
260 Asset Forfeiture Fund	-	-	-	-	-
261 Coyote Hills/Dumbarton Quarry	100,591	265,685	-	-	-
270 Measure WW Local Grants	2,796,100	964,807	2,037,239	1,942,002	-5%
Special Revenue Funds Total	8,299,857	6,988,242	8,934,062	9,618,418	
Debt Service Funds:					
811 2012 Promissory Note Debt	1,423,930	1,423,730	1,426,105	1,426,580	8%
812 Measure AA Bonds	-	-	-	-	-
813 Measure WW Bonds	18,198,683	37,583,525	37,667,525	13,757,125	-63%
814 2024 Promissory Note Debt	-	-	-	2,424,275	100%
Debt Service Funds Total	19,622,613	40,432,885	39,093,630	17,607,980	-55%
Internal Service Funds:					
552 Workers' Compensation	3,825,647	8,977,902	5,059,204	5,660,125	12%
553 Major Infrastructure Reno/Repl	3,612,464	4,211,160	7,552,100	6,855,248	-9%
554 Major Equipment	-	9,486,383	9,850,737	10,701,530	9%
555 General Liability	4,087,237	4,156,282	6,686,829	7,887,379	18%
556 Employee Benefits	5,960,326	5,443,076	5,121,037	3,464,580	-32%
Internal Service Funds Total	17,485,674	32,274,802	34,269,907	34,568,862	1%
Permanent Funds:					
Permanent Funds Total	-	-	-	-	-
Projects Funds:					
333 Capital Projects	26,717,290	43,091,382	10,823,019	10,044,988	-7%
335 Measure AA Bond Proceeds	7,540	7,530	7,620	-	-100%
336 OTA Projects	26,374,206	31,706,064	21,214,559	29,528,906	39%
Projects Funds Total	53,099,036	74,804,976	32,045,197	39,573,894	23%
Total Expenditures	264,663,450	331,299,477	316,033,445	317,828,414	1%
Other Sources/Uses:					
Transfers Out	38,512,953	64,464,547	35,813,252	40,095,733	12%
TOTAL USES	303,348,319	395,764,024	351,846,697	357,924,147	2%
Change in Fund Balance/Net Assets	4,344,571	267,198	(27,698,585)	(37,238,628)	34%
TOTAL	\$ 307,692,889	\$ 396,031,222	\$ 324,148,117	\$ 320,685,519	-1%

BUDGET OVERVIEW

BUDGET BY DIVISION

APPROPRIATED FUNDS	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	CHANGE
OPERATING APPROPRIATIONS					
General Manager's Office	\$ 5,450,058	\$ 4,853,552	\$ 6,537,730	\$ 7,087,676	8%
Acquisition, Stewardship & Development	14,473,507	15,951,814	17,762,549	18,989,420	7%
Finance & Management Services	22,617,574	21,702,308	28,840,262	29,085,922	1%
Human Resources	3,999,270	5,172,367	17,884,745	19,706,351	10%
General Counsel	11,671,137	17,162,013	4,604,506	4,892,417	6%
Operations	93,420,603	104,797,644	118,217,956	124,586,256	5%
Public Affairs	5,975,762	6,120,674	7,687,457	7,747,449	1%
Public Safety	32,742,453	38,081,289	43,177,090	48,587,199	13%
Nondepartmental	26,130,953	3,722,498	3,564,000	-	-100%
Total Operating	216,481,317	217,564,159	272,558,770	260,682,690	-4%
DEBT SERVICE					
Nondepartmental	19,612,514	38,997,005	39,083,330	17,571,830	-55%
Total Debt Service	19,612,514	38,997,005	39,083,330	17,571,830	-55%
PROJECT APPROPRIATIONS					
General Manager's Office	6,374	-	-	-	0%
Acquisition, Stewardship & Development	37,990,545	53,376,998	21,457,912	29,800,191	39%
Finance & Management Services	4,379,113	6,524,395	2,282,682	1,644,000	-28%
Human Resources	33,224	-	-	-	0%
General Counsel	793,996	2,223	-	-	0%
Operations	3,350,950	3,797,568	2,889,942	3,880,137	34%
Public Affairs	404,250	106,391	182,000	100,000	-45%
Public Safety	6,142,587	10,930,738	5,406,405	4,149,565	-23%
Nondepartmental	12,382,000	-	7,985,664	-	-100%
Total Project	65,483,039	74,738,313	40,204,605	39,573,894	-2%
Subtotal Operating/Debt/Project	301,576,871	331,299,477	351,846,705	317,828,414	
TOTAL APPROPRIATIONS BY DIVISION					
General Manager's Office	5,456,432	4,853,552	6,537,731	7,087,676	8%
Acquisition, Stewardship & Development	52,464,052	69,328,812	39,220,461	48,789,611	24%
Finance & Management Services	26,996,687	28,226,703	31,123,581	30,729,922	-1%
Human Resources	4,032,494	5,172,367	17,884,746	19,706,351	10%
Legal	12,465,133	17,164,236	4,604,507	4,892,417	6%
Operations	96,771,553	108,595,212	121,300,526	128,466,393	6%
Public Affairs	6,380,012	6,227,065	7,687,456	7,847,449	2%
Public Safety	38,885,040	49,012,027	48,583,495	52,736,764	9%
Nondepartmental	19,612,514	42,719,503	39,085,942	17,571,830	-55%
Subtotal by Division	263,063,918	331,299,477	316,028,445	317,828,414	1%
Other Uses:					
Transfers Out	38,512,953	64,464,547	35,813,252	40,095,733	12%
TOTAL USES	303,348,319	395,764,024	351,846,697	357,924,149	2%
Change in Fund Balance/Net Assets	4,344,571	267,198	(27,698,580)	(37,238,628)	34%
TOTAL	\$ 307,692,889	\$ 396,031,222	\$ 324,148,117	\$ 320,685,519	-1%

Notes to Budget by Division—Significant Changes in Total Appropriations

The General Manager's Office operating appropriations increased 8%, reflecting the addition of a new position to manage project delivery for high priority projects.

The Acquisition, Stewardship and Development (ASD) Division operating budget increased by 7% over 2024, reflecting increased staffing costs for 3 new positions – a Planning Manager, and Natural Resource Technician. ASD project appropriations also increased from the prior year, reflecting funding for Measure WW projects and major infrastructure repair projects. A full listing of all project appropriations can be found on B 91-92.

Finance and Management Services (FMS) Division operating appropriations were roughly unchanged from the prior year. The Division added 1 new position to the Information Service Department. FMS project appropriations decreased by 28%, as the majority of new project budgets are being allocated to ASD and Operations MAST divisions.

The Human Resources Division budget increased by 10%, reflecting the addition of a new Principal Health & Safety Officer into the Risk Department. HR's budget also includes new funding for Self-Insurance Program costs and insurance premium increases.

The General Counsel Division budget increased by 6%, reflecting increased staffing costs and increased intra-district charges for liability costs.

Operations Division operating appropriations increased 5%. The primary driver of this increase is the addition of 3.25 FTEs, including a new Outdoor Recreation Supervisor and a new Park Supervisor for Thurgood Marshall Regional Park, and upgrading one 9-month position to full-time. Additional funding was added for new equipment and fleet replacement costs. Project appropriations in 2025 include funds for hazardous tree removal, new interpretive exhibits, and repairs of staff facilities.

The Public Affairs Division's operating budget increased by 2%. This increase is related to higher staffing costs. Funding for projects decreased in 2025 but includes funding for a implementing a Customer Relationship Management system.

Public Safety Division operating expenditures increased by 13% compared to the prior year, including the addition of funding for a new Police Lieutenant, Administrative Support Manager, and Fire Department staffing.

Non-departmental operating expenditures decreased by -55% from the prior year, primarily related to lower debt service costs in 2024.

BUDGET OVERVIEW

FUND MATRIX BY DIVISION

2025 Budgeted Expenditures and Transfers Out by Division

Fund:	General Manager's Office	Finance & Management Services	Acquisition, Stewardship and Development	Human Resources	General Counsel
101 General Fund	\$ 7,087,676	\$ 23,486,967	\$ 18,805,700	\$ 6,158,848	\$ 4,892,417
220 Two County LLD	-	56,540	-	-	-
221 ECCC LLD	-	9,000	-	-	-
222 Five Canyon Zone	-	500	-	-	-
223 Dublin Hills Zone	-	-	-	-	-
224 Walpert Ridge Zone	-	500	-	-	-
225 Thomas Ranch Zone	-	-	-	-	-
226 Measure CC	-	-	-	-	-
227 Stone Valley Zone	-	-	-	-	-
228 Sibley Volcanic Zone	-	-	-	-	-
230 Las Trampas Podva CFD C-1	-	7,300	-	-	-
231 - Las Trampas Faria CFD C-2	-	3,500	76,500	-	-
232 - Measure FF CFD	-	-	-	-	-
253 Gifts	-	-	24,120	-	-
254 Ardenwood/Coyote Hills	-	-	-	-	-
255 MLK Jr Program	-	-	-	-	-
257 Mitigation	-	-	83,100	-	-
258 McLaughlin Eastshore State Park	-	580	-	-	-
259 ECCC HCP Properties	-	8,702	-	-	-
270 Measure WW Local Grant	-	1,942,002	-	-	-
333 Capital	-	-	9,794,988	-	-
335 Meas AA Bond Proceeds	-	-	-	-	-
336 OTA Projects	-	1,644,000	20,005,203	-	-
337 Meas WW Bond Proceeds	-	-	-	-	-
338 2012 Note Proceeds	-	-	-	-	-
552 Workers' Comp	-	-	-	5,660,125	-
553 Major Infrastructure Reno/Repl	-	-	-	-	-
554 Major Equip Replacement	-	69,600	-	-	-
555 General Liability	-	-	-	7,887,379	-
556 Employee Benefits	-	3,464,580	-	-	-
610 Black Diamond-Open Space	-	-	-	-	-
611 Black Diamond-Suncrest Homes	-	-	-	-	-
612 Black Diamnd-Moller	-	-	-	-	-
620 Brushy Peak-Dyer	-	-	-	-	-
631 ESSP-Berkeley Meadow Ph 2	-	-	-	-	-
640 Hayward Shoreline-Ora Loma	-	-	-	-	-
641 Hayward Shoreline-Any	-	-	-	-	-
650 Morgan Territory-Elsworthy	-	-	-	-	-
651 Morgan Territory-Day	-	-	-	-	-
660 Sibley-McCosker	-	-	-	-	-
811 2012 Promissory Note Dbt Svc	-	6,350	-	-	-
813 Meas WW Debt Svc	-	29,800	-	-	-
814 2024 Prom Note Debt Svc	-	-	-	-	-
Total	\$ 7,087,676	\$ 30,729,922	\$ 48,789,611	\$ 19,706,351	\$ 4,892,417

BUDGET OVERVIEW

2025 ONE-TIME BUDGET INCREASES

2025 Budgeted Expenditures and Transfers by Division

Fund:	Operations	Public Affairs	Public Safety	Non-Departmental	Total
101 General Fund	\$ 99,693,005	\$7,747,449	48,587,199	22,681,812	239,141,074
220 Two County LLD	5,717,793	-	-	-	5,774,333
221 ECCC LLD	717,758	-	-	-	726,758
222 Five Canyon Zone	32,885	-	-	-	33,385
223 Dublin Hills Zone	15,955	-	-	-	15,955
224 Walpert Ridge Zone	53,742	-	-	-	54,242
225 Thomas Ranch Zone	5,500	-	-	-	5,500
226 Measure CC	-	-	-	-	-
227 Stone Valley Zone	5,630	-	-	-	5,630
228 Gateway Valley Zone	39,222	-	-	-	39,222
230 Las Trampas Podva CFD C-1	-	-	-	-	7,300
231 - Las Trampas Faria CFD C-2	10,000	-	-	75,000	165,000
232 - Measure FF CFD	-	-	-	2,041,307	2,041,307
253 Gifts/Dickson	51,000	-	-	15,000	90,120
254 Ardenwood/Coyote Hills	-	-	-	-	-
255 MLK Jr Program	5,000	-	-	-	5,000
257 Mitigation	20,780	-	-	-	103,880
258 McLaughlin Eastshore State Park	41,158	-	-	-	41,738
259 ECCC HCP Properties	689,651	-	-	-	698,353
270 Measure WW Local Grant	-	-	-	-	1,942,002
333 Capital	250,000	-	-	-	10,044,988
335 Meas AA Bond Proceeds	-	-	-	180,000	180,000
336 OTA Projects	3,630,137	100,000	4,149,565	-	29,528,905
337 Meas WW Bond Proceeds	-	-	-	9,379,068	9,379,068
338 2012 Note Proceeds	-	-	-	-	-
552 Workers' Comp	-	-	-	-	5,660,125
553 Major Infrastructure Reno/Repl	6,855,248	-	-	5,470,965	12,326,213
554 Major Equip Replacement	10,631,930	-	-	-	10,701,530
555 General Liability	-	-	-	-	7,887,379
556 Employee Benefits	-	-	-	-	3,464,580
610 Black Diamond-Open Space	-	-	-	-	-
611 Black Diamond-Suncrest Homes	-	-	-	74,728	74,728
612 Black Diamond-Moeller	-	-	-	60,000	60,000
620 Brushy Peak-Dyer	-	-	-	1,500	1,500
631 ESSP-Berkeley Meadow Ph 2	-	-	-	18,089	18,089
640 Hayward Shoreline-Ora Loma	-	-	-	20,000	20,000
641 Hayward Shoreline-Any	-	-	-	20,764	20,764
650 Morgan Territory-Elsworthy	-	-	-	32,500	32,500
651 Morgan Territory-Day	-	-	-	20,000	20,000
660 Sibley-McCosker	-	-	-	5,000	5,000
811 2012 Promissory Note Debt Svc	-	-	-	1,420,230	1,426,580
813 Meas WW Debt Svc	-	-	-	13,742,125	13,771,925
813 Meas WW Debt Svc	-	-	-	2,424,275	2,424,275
Total	\$ 128,466,393	\$7,847,449	\$52,736,764	\$57,682,363	\$ 357,924,147

One-time Operating Budget Appropriations for 2025 ≥ \$50,000*

Division	Proposed for 2025	Department/Unit	Description	Fund Source
Acquisition, Stewardship & Development	\$ 75,000	Wildlife Management	Required Regulatory Compliance Surveys	General Fund
	\$ 65,000	Wildland Veg Mgmt Unit	WHRMMP Pallid 5-year Survey	General Fund
Finance & Management Services	\$ 400,000	Information Services	Professional Services for IT	General Fund
	\$ 200,000	Information Services	Network Monitoring	General Fund
	\$ 200,000	Information Services	Enterprise Software (Microsoft, etc.)	General Fund
	\$ 150,000	Information Services	Public Meeting Streaming	General Fund
	\$ 100,000	Information Services	Hosting of GIS System	General Fund
	\$ 50,000	Information Services	Central Square Maintenance	General Fund
	\$ 50,000	Information Services	Phase 2 pilot of Satellite Int.	General Fund
	\$ 50,000	Information Services	AT&T Network & Internet Service	General Fund
	\$ 50,000	Information Services	Central Square Consulting - Koa Hills	General Fund
Public Safety	\$ 112,284	Public Safety Helicopter	Hanger Rent	General Fund
Operations	\$ 510,000	Major Equip Repl	3-axle Tractor	MIRR
	\$ 330,000	Major Equip Repl	International Box Truck	MIRR
	\$ 196,000	Major Equip Repl	Sani Pumper 3,000 gallon	MIRR
	\$ 172,000	Major Equip Repl	JD 6420	MIRR
	\$ 150,000	Major Equip Repl	JD 210LE	MIRR
	\$ 150,000	Small Trails Crew	Support for District-wide crew, trail & fuels mgt.	General Fund
	\$ 147,000	Major Equip Repl	WT 1,500 gallon	MIRR
	\$ 100,000	Major Equip Repl	JD 1600 WAM	MIRR
	\$ 100,000	Major Equip Repl	JD 3290DT	MIRR
	\$ 100,000	Major Equip Repl	JD 1600 WAM	MIRR
	\$ 95,000	Major Equip Repl	Kubota 4wd M8540	MIRR
	\$ 95,000	Major Equip Repl	Kubota 4wd M7040	MIRR
	\$ 95,000	Major Equip Repl	Kubota M8541HDC12	MIRR
	\$ 95,000	Major Equip Repl	Kubota M8541HDC12	MIRR
	\$ 95,000	Major Equip Repl	Kubota 4wd M7040	MIRR
	\$ 95,000	Major Equip Repl	F550 2wd Dump Truck - Diesel	MIRR
	\$ 95,000	Major Equip Repl	F550 2wd Dump Truck - Diesel	MIRR
	\$ 90,000	Ops Unit 2 Dumbarton Quarry	John Deere Wide Tri Deck Mower	MIRR
	\$ 85,100	Ops Unit 1 Sunol/Ohlone	Mini-Dump Sunol Knapheide	MIRR
	\$ 85,000	Major Equip Repl	F550 2wd Dump Truck - Gas	MIRR
	\$ 68,000	Major Equip Repl	New Lieutenant Vehicle	MIRR
	\$ 55,000	Ops Unit 6 Contra Costa Trail LLD	Small Articulated Loader/Bobcat	Special Revenue
	\$ 50,000	Ops Unit 3 Roberts	Slot drains for Pool complex	General Fund
	\$ 50,000	Ops Unit 4 Crown Beach	Electric gate and roll up door	General Fund
	\$ 50,000	Residence Maintenance	Annual Pest Control for Residences	General Fund

* This list does not include one-time appropriations for Projects which are listed on pages B 89-90.

BUDGET OVERVIEW

2025 BASE BUDGET INCREASES

Base Operating Budget Appropriations for 2025 ≥ \$20,000*

Division	Department/Unit	Proposed for 2025	Description	Funding Source
Acquisition, Stewardship & Development	Planning/GIS	\$ 50,000	HASPA Member Dues	General Fund
Public Affairs	Public Affairs	\$ 20,000	CRM Ongoing Licensing	General Fund
Human Resources	Risk	\$ 429,750	Insurance Premium Increase	Risk
	Workers Comp	\$ 200,000	SIP Increases	Workers Comp
	Risk	\$ 200,000	Pollution Liability - Pt Molate	Risk
	Workers Comp	\$ 125,000	Employee Claims Increase	Workers Comp
	Risk	\$ 80,680	WC Insurance Premium Increase	Risk
	Risk	\$ 50,000	Auto self-insurance increased costs	Risk
	Benefits	\$ 44,143	Concern EAP Premium	General Fund
	Risk	\$ 40,000	Medical Exams - OCCUMED	Risk
	Risk	\$ 30,000	Theft self-insurance increased costs	Risk
	Human Resources Admin	\$ 20,000	Executive Reviews GC/GM	General Fund
Finance & Management Services	Risk	\$ 20,000	Silica Monitoring Black Diamond Mines	Risk
	Information Services	\$ 150,000	Data Backup Services and Network	General Fund
Operations	Information Services	\$ 100,000	Public Safety Software renewal	General Fund
	MAST - Del Valle	\$ 130,000	Required Annual Service of Water Filters	General Fund
	Major Equip Repl	\$ 72,300	Incremental Increase - 2023 FI	MIRR
	Reservations	\$ 50,000	ActiveNet Software Fees	General Fund
	GF Community Resource	\$ 33,000	Additional funds to Civicorps	General Fund
	Ops Unit 1 Mission Peak	\$ 30,000	Servicing Temp Toilets Mission Peak	General Fund
Ops Unit 3 Roberts	\$ 20,000	Increase Pool Chemical Budget	General Fund	

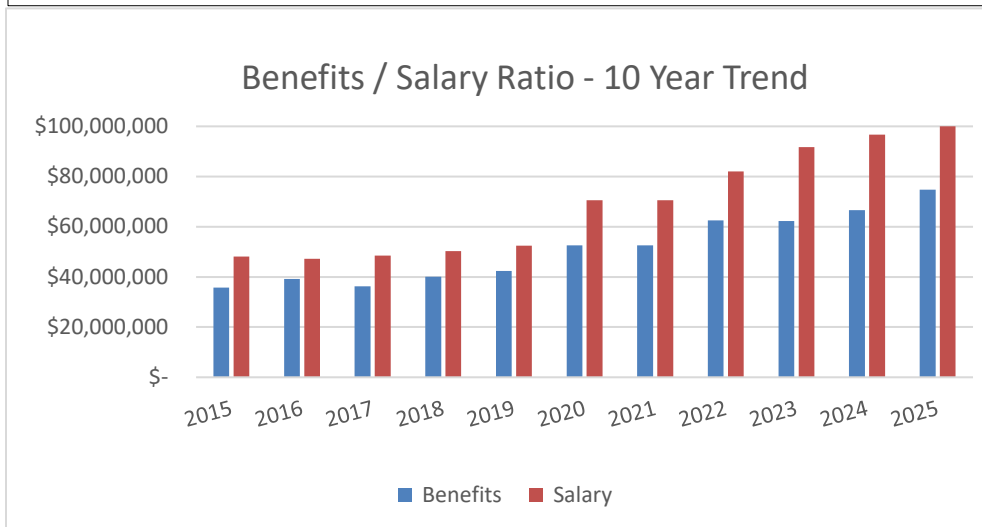
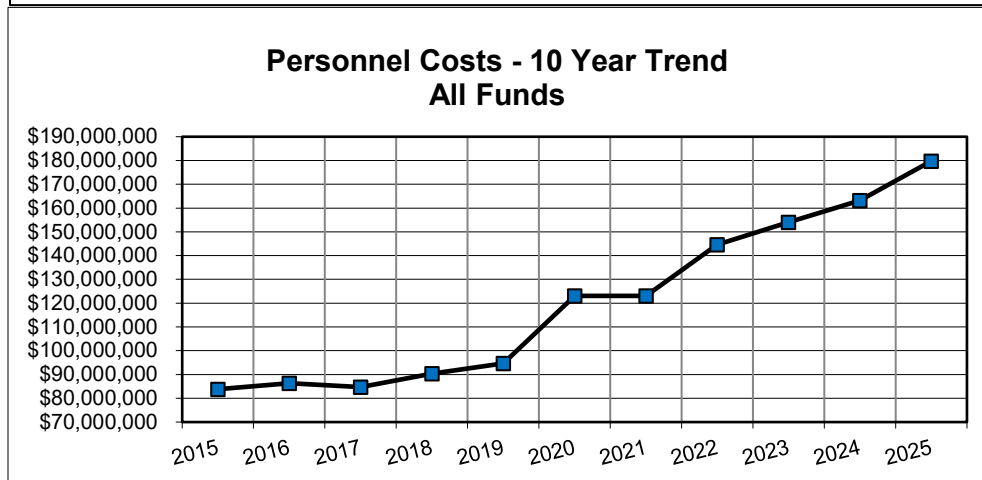
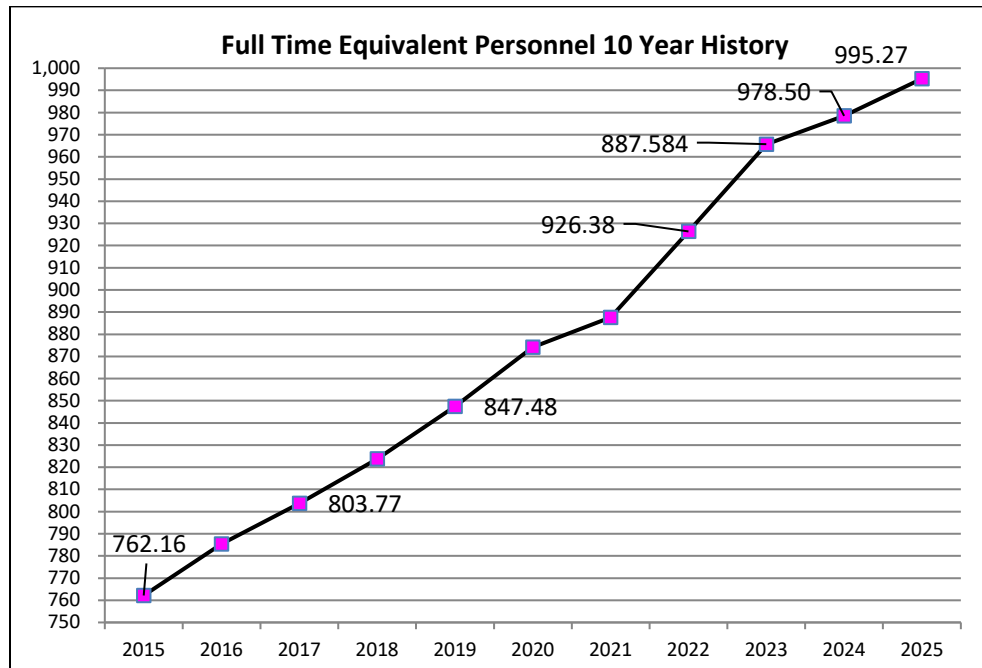
BUDGET OVERVIEW

AUTHORIZED POSITIONS

DIVISIONS AND DEPARTMENTS	2022 BUDGET	2023 BUDGET	2024 BUDGET	2025	
				BUDGET	CHANGE
General Manager's Office					
Administration	8.00	8.00	8.00	9.00	1.00
Clerk of Board & Board Admin Support	3.00	3.00	3.00	4.00	1.00
Government & Legislative Affairs	4.00	4.00	4.00	3.00	-1.00
Office of Equity	0.00	2.00	2.00	2.00	0.00
Subtotal	15.00	17.00	17.00	18.00	1.00
Acquisition, Stewardship & Development Division					
Administration	4.00	5.50	5.50	5.50	0.00
Design & Construction Department	30.00	30.00	31.00	32.00	1.00
Land Acquisition Department	6.00	6.00	6.00	6.00	0.00
Planning /Cultural Svcs/GIS /Trails Dept	21.07	22.07	23.07	24.00	0.93
Stewardship Department	26.25	27.25	27.25	28.50	1.25
Subtotal	87.32	90.82	92.82	96.00	3.18
Finance & Management Services Division					
Administration	4.75	5.00	5.00	4.25	-0.75
Grants Department	3.00	3.00	3.00	3.00	0.00
Finance Department	21.00	22.00	22.00	23.00	1.00
Information Services Department	12.00	14.00	16.00	17.00	1.00
Office Services Department	10.72	10.72	10.72	10.72	0.00
Subtotal	51.47	54.72	56.72	57.97	1.25
Human Resources Division					
Administration	10.50	6.75	5.75	5.75	0.00
Benefits	5.00	5.00	4.00	4.00	0.00
Recruitment & Classification	4.00	4.00	5.00	5.00	0.00
Training	3.00	3.00	3.00	3.00	0.00
Employee and Employer Relations	2.00	3.00	3.00	3.00	0.00
Risk Management	0.00	0.00	7.00	8.00	1.00
Subtotal	24.50	21.75	27.75	28.75	1.00
Legal Division					
Legal	4.00	5.50	6.50	6.50	0.00
Risk	9.45	6.00	0.00	0.00	0.00
Workers Compensation Backfill	0.00	3.45	0.00	0.00	0.00
Subtotal	13.45	14.95	6.50	6.50	0.00
Operations Division					
Administration	5.00	6.75	7.75	7.50	-0.25
Interpretive & Recreation Services Dept	93.82	98.46	99.46	101.71	2.25
Business Services Department	20.00	20.00	21.00	21.00	0.00
Park Operations Department	307.97	320.22	325.97	325.97	0.00
Maintenance & Skilled Trades Dept.	89.52	96.77	97.77	99.77	2.00
Subtotal	516.31	542.21	551.96	555.96	4.00
Public Affairs Division					
Public Affairs	16.00	17.50	18.00	18.00	0.00
Creative Labs (prev Environ. Graphics)	5.00	5.00	5.00	8.00	3.00
Exhibit Design	3.00	3.00	3.00	0.00	-3.00
Archives	1.00	2.00	2.00	2.00	0.00
Subtotal	25.00	27.50	28.00	28.00	0.00
Public Safety Division					
Administration & Support Services	43.29	43.54	43.54	44.54	1.00
Fire Department	79.20	80.20	80.20	85.20	5.00
Police Department	71.84	74.05	74.05	74.35	0.30
Subtotal	194.33	197.79	197.79	204.09	6.30
Total Funded Positions*	927.38	966.73	978.54	995.27	16.73

2025 New Positions and Changes

Division	Location	FTE	Description	Fund Source
General Manager	General Manager Administration	1.00	Principal Project Manager	General Fund
Acquisition, Steward. & Devel.	Restoration Projects Unit	1.00	Project Manager	Project Fund
	Planning, Trails, Cult Svcs, & GIS	1.00	Planning Manager	General Fund
	Planning, Trails, Cult Svcs, & GIS	-0.53	Snr Admin Specialist	General Fund
	Planning, Trails, Cult Svcs, & GIS	-0.53	Snr Admin Specialist	General Fund
	Planning, Trails, Cult Svcs, & GIS	1.00	Snr Admin Specialist	General Fund
	Wildland Veg Mgmt Unit	1.00	Natural Resource Technician I	General Fund
	Water Management	-0.75	Water Mgmt Tech	General Fund
	Water Management	1.00	Water Mgmt Tech	General Fund
Finance & Management Services	Finance	-1.00	Budget Manager	General Fund
	Finance	1.00	Finance Manager	General Fund
	Finance (FY24 Mid-Year Add)	1.00	Accounting Specialist	General Fund
	Information Services	1.00	Business Analyst	General Fund
Human Resources	Risk	1.00	Principal Health & Safety Officer	Internal Service Fund
Operations Division	Outdoor Recreation	1.00	Outdoor Recreation Supervisor	General Fund
	Ardenwood	-0.75	Naturalist	General Fund
	Ardenwood	1.00	Naturalist	General Fund
	Del Valle Visitor Center	1.50	Interpretive Student Aide	General Fund
	Sunol Center	-1.50	Interpretive Student Aide	General Fund
	Ops Unit 2 Cull Canyon	0.50	Gate Attendant	General Fund
	Ops Unit 2 Don Castro	0.50	Gate Attendant	General Fund
	Ops Unit 6 Thurgood Marshall	1.00	Park Supervisor II	General Fund
Public Safety	Office of the Chief	1.00	Admin Support Manager	General Fund
	Police Field Unit	1.00	Police Lieutenant	General Fund
	Police Field Unit	-0.70	Police Officer	General Fund
	Fire Operations	1.00	Fire Lieutenant	General Fund
	Fire Operations	4.00	Firefighter II	General Fund
Grand Total All FTE Changes		<u>16.73</u>		



BUDGET OVERVIEW

TAXES AND ASSESSMENTS

TAXES & ASSESSMENTS	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
ALAMEDA COUNTY:					
Property Taxes (1% Countywide Tax)	\$ 109,101,621	\$ 118,477,546	\$ 121,400,000	\$ 127,400,000	4.9%
Measure WW Property Tax (Bonds)	13,424,878	21,355,277	19,466,602	4,524,351	-76.8%
Measure CC Parcel Tax	21,428	16,321	-	-	0.0%
Measure FF CFD	2,584,935	2,648,606	2,784,455	2,967,328	6.6%
Total Property Taxes	125,132,862	142,497,750	143,651,057	134,891,679	-6.1%
Two County Trail L&LD	2,575,484	2,597,494	2,579,673	2,557,205	-0.9%
Five Canyon Zone of Benefit	56,400	59,146	57,400	59,700	4.0%
Dublin Hills Zone of Benefit	24,888	25,996	25,200	25,200	0.0%
Walpert Ridge Zone of Benefit	125,535	133,913	129,400	129,400	0.0%
Total Assessments	2,782,307	2,816,549	2,791,673	2,771,505	-0.7%
TOTAL ALAMEDA COUNTY	\$ 127,915,169	\$ 145,314,299	\$ 146,442,729	\$ 137,663,184	-6.0%
Percent of Grand Total	60.7%	63.7%	61.1%	61.3%	0.3%
CONTRA COSTA COUNTY:					
Property Taxes (1% Countywide Tax)	\$ 69,269,976	\$ 69,269,976	\$ 74,700,000	\$ 80,200,000	7.4%
Measure WW Property Tax (Bonds)	10,716,244	10,716,244	15,489,381	3,582,043	-76.9%
Measure CC Parcel Tax	-	-	-	-	0.0%
Las Trampas Podva CFD	7,307	7,307	7,300	7,700	5.5%
Las Trampas Faria CFD	81,620	81,620	80,000	90,000	12.5%
Measure FF CFD	396,910	396,910	427,545	444,672	4.0%
Total Property Taxes	80,472,057	80,472,057	90,704,226	84,324,415	-7.0%
Two County Trail L&LD	1,593,546	1,593,546	1,587,327	1,609,795	1.4%
East Contra Costa County Trails	797,805	797,805	789,000	812,500	3.0%
San Ramon Hills Zone of Benefit	6,545	6,545	6,350	6,350	0.0%
Stone Valley Zone of Benefit	7,694	7,694	7,520	7,520	0.0%
Gateway Valley Zone of Benefit	28,667	28,667	29,000	29,000	0.0%
Total Assessments	2,434,257	2,434,257	2,419,197	2,465,165	1.9%
TOTAL CONTRA COSTA COUNTY	\$ 82,906,314	\$ 82,906,314	\$ 93,123,424	\$ 86,789,580	-6.8%
Percent of Grand Total	39.3%	36.3%	38.9%	38.7%	-0.5%
BOTH COUNTIES COMBINED:					
Property Taxes (1% Countywide Tax)	\$ 178,371,597	\$ 187,747,522	\$ 196,100,000	\$ 207,600,000	5.9%
Measure WW Property Tax (Bonds)	24,141,122	32,071,521	34,955,983	8,106,394	-76.8%
Measure CC Parcel Tax	21,428	16,321	-	-	0.0%
Measure FF	2,981,845	3,045,516	3,212,000	3,412,000	6.2%
Las Trampas Podva CFD	7,307	7,307	7,300	7,700	5.5%
Las Trampas Faria CFD	81,620	81,620	80,000	90,000	12.5%
Total Property Taxes	205,604,919	222,969,807	234,355,283	219,216,094	-6.5%
Two County Trail L&LD	4,169,030	4,191,040	4,167,000	4,167,000	0.0%
East Contra Costa County Trails	797,805	797,805	789,000	812,500	3.0%
Five Canyon Zone of Benefit	56,400	59,146	57,400	59,700	4.0%
Dublin Hills Zone of Benefit	24,888	25,996	25,200	25,200	0.0%
Walpert Ridge Zone of Benefit	125,535	133,913	129,400	129,400	0.0%
San Ramon Hills Zone of Benefit	6,545	6,545	6,350	6,350	0.0%
Stone Valley Zone of Benefit	7,694	7,694	7,520	7,520	0.0%
Gateway Valley Zone of Benefit	28,667	28,667	29,000	29,000	0.0%
Total Assessments	5,216,564	5,250,806	5,210,870	5,236,670	0.5%
GRAND TOTAL BOTH COUNTIES	\$ 210,821,483	\$ 228,220,613	\$ 239,566,153	\$ 224,452,764	-6.3%

Tax & Assessment by County and Tax Rate Area 2024-2025

Alameda County*:	Fremont	Oakland	Livermore
Tax Rate Area	12-013	17-001	16-078
Property Tax	\$ 378.23	\$ 280.81	\$ 388.04
Measure WW Bond	15.07	15.07	15.07
Measure FF Tax	-	12.00	-
Two County Landscape & Lighting Dist.	5.44	5.44	-
TOTAL	\$ 398.73	\$ 313.32	\$ 403.11
Contra Costa County*:	Brentwood	Richmond	Walnut Creek
Tax Rate Area	10001	08003	09000
Property Tax	\$ 0.09	\$ 245.46	\$ 288.76
Measure WW Bond	12.24	12.24	129.91
Measure FF Tax	-	12.00	-
Two County Landscape & Lighting Dist.	-	5.44	5.44
East Contra Costa Landscape & Lighting Dist.	19.70	-	-
TOTAL	\$ 32.03	\$ 275.14	\$ 424.12

** These are amounts for the 2024-25 tax year using median home prices as of March 2023 as per the National Association of Realtors: \$1,158,980 for Alameda County and \$941,390 for Contra Costa County. The 1% property tax rate is allocated according to Tax Rate Area*

Top Ten Property Taxpayers Ranked by Assessed Value*

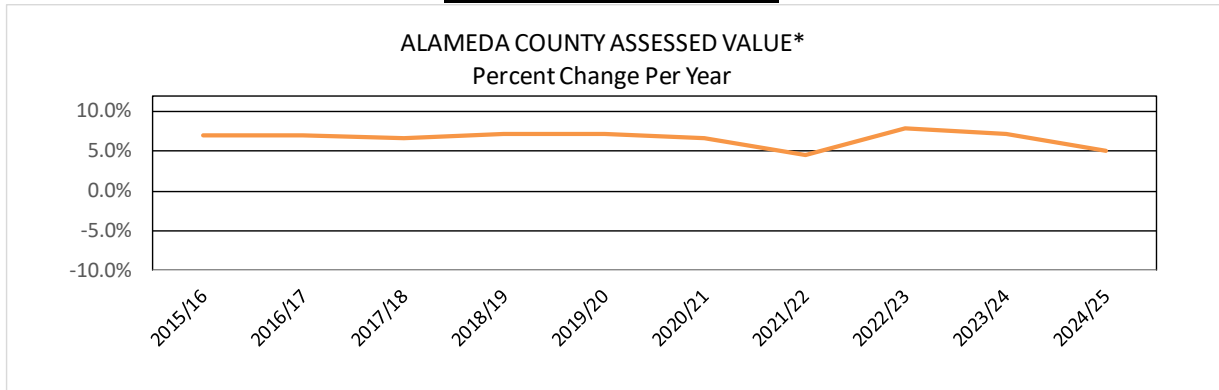
(*In thousands; fiscal year ended June 30, 2023)

Alameda County		Contra Costa County	
Taxpayer	Assessed Value	Taxpayer	Assessed Value
Pacific Gas & Electric	\$3,148,504	Chevron USA	\$ 325,253
Tesla Motors, Inc	2,701,510	Martinez Refining Company LLC	1,274,610
Kaiser Foundation Hospitals	703,504	Golden Rain Foundation of WC	1,093,928
Kaiser Foundation Health Plan Inc	538,586	Philipps 66 Company	990,427
BA2 300 Lakeside LLC	458,238	SDC 7	748,786
Uptown Broadway LLC	427,380	Sierra Pacific Properties Inc.	664,069
CP VI Franklin LLC	426,883	Tesoro Refining & Marketing	523,555
BMR Gateway Boulevard LLC	391,701	Sunset Land Company	522,116
Pacific Commons Owner LP	382,099	Macerich Northwest Associates	416,007
Sofxi WFO Center 21 LLC	370,970	Marsh Landing LLC	378,000

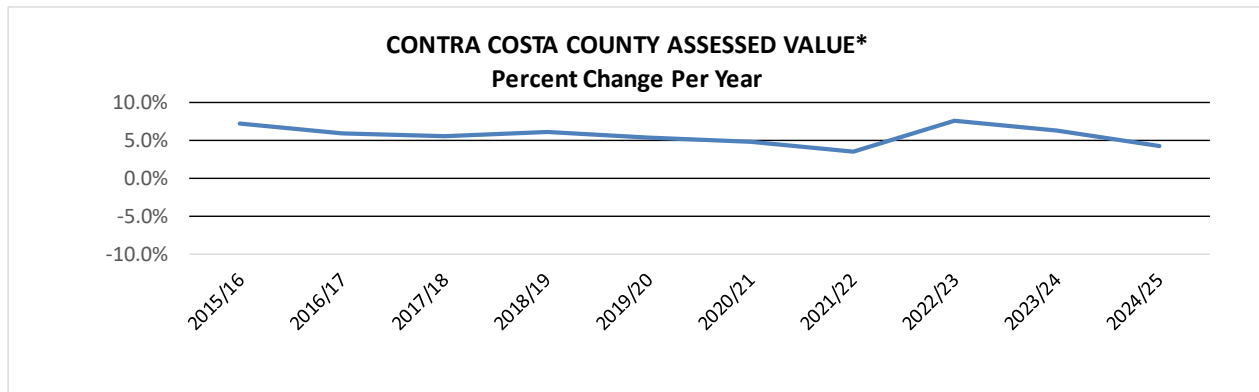
2025 Park District Tax & Assessment Rates

Description	Rate	Basis	Comment
Property Tax	\$28.67	Per \$100,000 of net assessed valuation of secured and unsecured property.	This rate is an average of all properties where the District receives an allocation of the "1% Countywide" tax.
Measure FF Tax (single family unit)	\$12.00	Per equivalent dwelling each.	Richmond to Oakland.
Measure FF Tax (multi-family unit)	\$8.28	Per equivalent dwelling unit.	Richmond to Oakland.
Measure WW Bonds	\$1.30	Per \$100,000 of net assessed valuation of secured and unsecured property.	Rate is applied to all properties within District boundaries except for the "Murray Township" area.
Two County Regional Trail LLD	\$5.44	Per equivalent dwelling unit	Alameda and Contra Costa Counties except for the "Liberty Union High School District" of East Contra Costa County.
East Contra Costa County LLD	\$19.70	Per equivalent dwelling unit.	"Liberty Union High School District" tax areas of east Contra Costa County.
Five Canyon Zone of Benefit	\$57.71	Per equivalent dwelling unit.	1,089 parcels in Castro Valley.
Dublin Hills Zone of Benefit	\$41.77	Per equivalent dwelling unit.	662 parcels in the City of Dublin.
Walpert Ridge Zone of Benefit	\$186.23	Per equivalent dwelling unit.	765 parcels in the ridge land above the City of Hayward.
San Ramon Hills Zone of Benefit	\$52.21	Per equivalent dwelling unit.	140 parcels in the western portion of the City of San Ramon.
Stone Valley Zone of Benefit	\$217.25	Per equivalent dwelling unit.	39 assessable parcels in Contra Costa County.
Sibley Volcanic Regional Preserve Gateway Valley Zone of Benefit	\$129.24	Per equivalent dwelling unit.	245 assessable parcels in Contra Costa County.
CFD C-1 Las Trampas	\$401.52	Per parcel, based on property type	20 parcels within the town of Danville
CFD C-2 Las Trampas	\$143.04 to \$190.66	Per parcel, based on property type	463 parcels within the City of San Ramon.

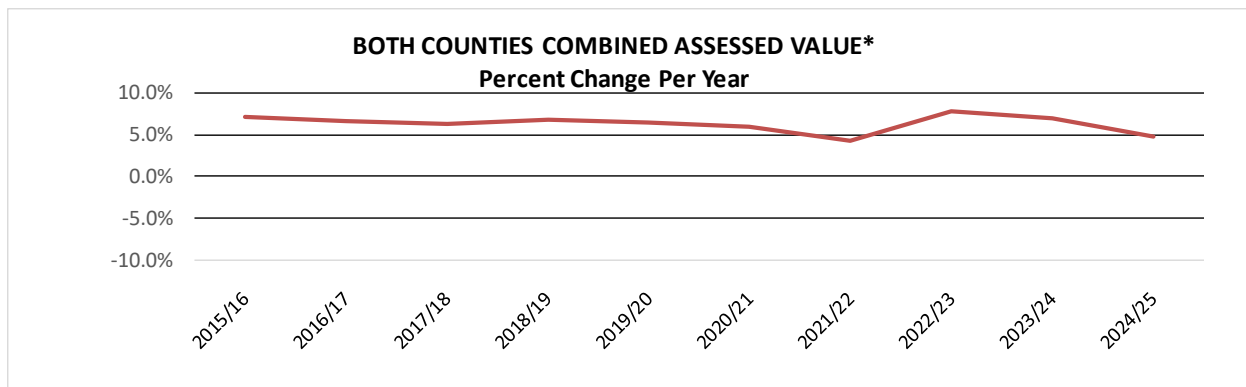
Assessed Value Trends



ALAMEDA COUNTY:		2021/22		2022/23		2023/24		2024/25
Assessed Valuation	\$	358,373,737,893	\$	386,312,341,517	\$	414,226,199,297	\$	435,072,580,000
\$ Change from Prior Year		15,548,529,268		27,938,603,624		27,913,857,780		20,846,380,703
% Change from Prior Year		4.5%		7.8%		7.2%		5.0%



CONTRA COSTA COUNTY:		2021/22		2022/23		2023/24		2024/25
Assessed Valuation	\$	241,838,820,348	\$	260,538,637,741	\$	276,968,868,104	\$	289,120,770,000
\$ Change from Prior Year		8,491,991,909		18,699,817,393		16,430,230,363		12,151,901,896
% Change from Prior Year		3.6%		7.7%		6.3%		4.4%



BOTH COUNTIES COMBINED:		2021/22		2022/23		2023/24		2024/25
Assessed Valuation	\$	600,212,558,241	\$	646,850,979,258	\$	691,195,067,401		724,193,350,000
\$ Change from Prior Year		24,040,521,177		46,638,421,017		44,344,088,143		32,998,282,599
% Change from Prior Year		4.2%		7.8%		6.9%		4.8%

*Total Gross Assessed Valuation

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GENERAL FUND

Fund 101 – General Operating Fund

BUDGET OVERVIEW

GENERAL FUND

The General Fund, the Park District's chief operating fund, is used to account for all financial resources which are not legally, or by sound financial management, required to be accounted for in another fund.

Year-by-Year Comparison

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
RESOURCES					
Revenues:					
Taxes & Assessments	\$ 178,371,597	\$ 193,605,234	\$ 196,100,000	\$ 207,600,000	5.9%
Charges for Services	10,223,281	8,776,475	10,691,016	10,991,666	2.8%
Property Usage	1,837,226	2,078,054	1,981,418	1,982,418	0.1%
Investment Earnings	(6,311,543)	12,275,386	-	-	-
Grants/Inter-agency Agreements	695,388	(70,532)	703,500	448,000	-36.3%
Miscellaneous	2,396,873	1,871,183	3,361,740	4,594,160	36.7%
Total Revenues	187,212,821	218,535,800	212,837,674	225,616,244	6.0%
Other Resources:					
Transfers In	889,714	290,539	6,000	6,000	0.0%
TOTAL RESOURCES	\$ 188,102,536	\$ 218,826,339	\$ 212,843,674	\$ 225,622,244	-2.7%
USES					
Expenditures:					
Personnel Costs	\$ 117,350,731	\$ 118,371,962	\$ 135,112,357	\$ 148,198,429	9.7%
Supplies	8,724,527	8,339,179	9,108,360	8,824,070	-3.1%
Services	20,165,430	20,837,635	27,074,774	28,972,171	7.0%
Capital Outlay/Equipment	1,668,677	5,432,111	269,750	111,750	-58.6%
Grants/Inter-agency Agreements	238,042	245,382	232,000	282,000	21.6%
Debt Service	-	514,443	-	-	0.0%
Debt Service Interest	-	131,054	-	-	0.0%
Intra-District Charges	17,721,054	27,772,607	29,888,407	30,070,841	0.6%
Total Expenditures	165,868,461	181,644,373	201,685,648	216,459,261	7.3%
Other Uses:					
Transfers Out	13,642,129	35,186,591	19,502,959	22,681,812	16.3%
TOTAL USES	179,510,590	216,830,964	221,188,607	239,141,073	8.1%
Change in Fund Balance	8,591,946	1,995,375	(8,344,933)	(13,518,829)	
TOTAL	\$ 188,102,536	\$ 218,826,339	\$ 212,843,674	\$ 225,622,244	6.0%

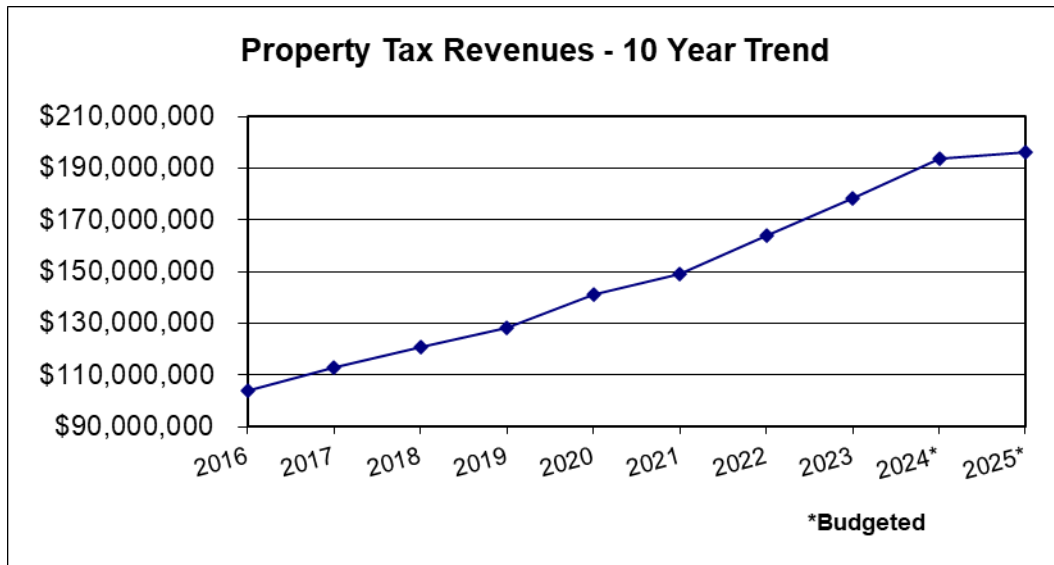
General Fund Budgeted Revenue Highlights

2025 General Fund operating revenues from all sources total \$ 225.6 million, including Property Taxes, Charges for Services, Property Usage, Inter-agency Agreements, Miscellaneous Revenues and Transfers In. The total revenue budget increased by \$12.8 million (6.0%) from the prior year adopted budget. Additional information for each revenue budget category follows.

Taxes & Assessments

Property tax is the Park District's largest General Fund resource, representing 92% of all operating revenue. The 2025 Property Tax revenue budget of \$207.6 million includes secured, unsecured, supplemental, successor agency payments, penalties and other taxes, less county collection fees. The amount received is based on the assessed value (AV) of real and tangible property located within the two counties.

Actual property tax receipts have increased in prior years, attributed to real estate market values in both Alameda and Contra Costa counties, including home sales and property improvements. In 2024-25, properties that were not reassessed due to changing ownership were assessed the maximum 2.0% increase as per the State of California’s Board of Equalization.

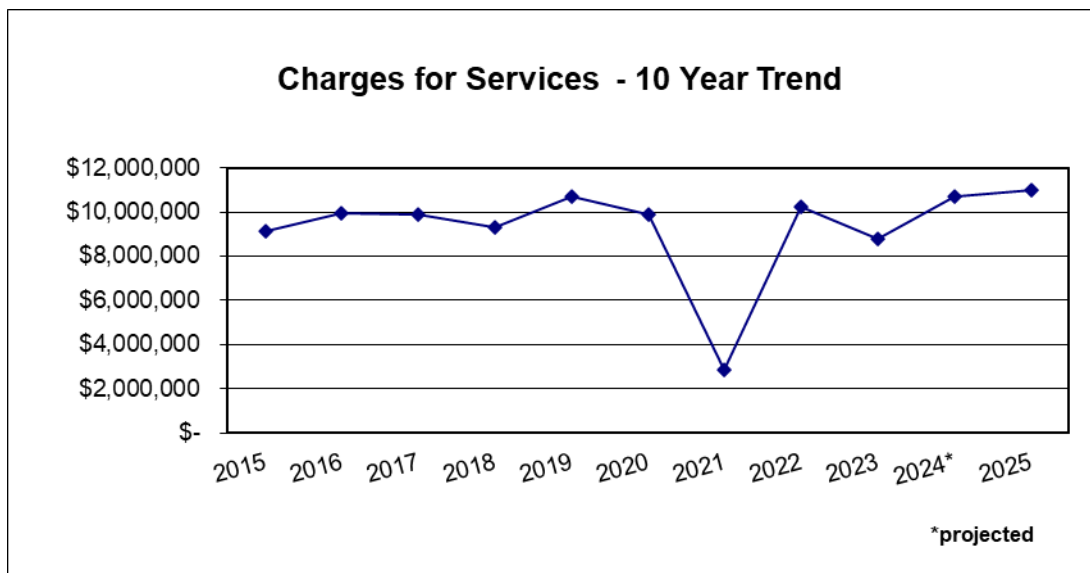
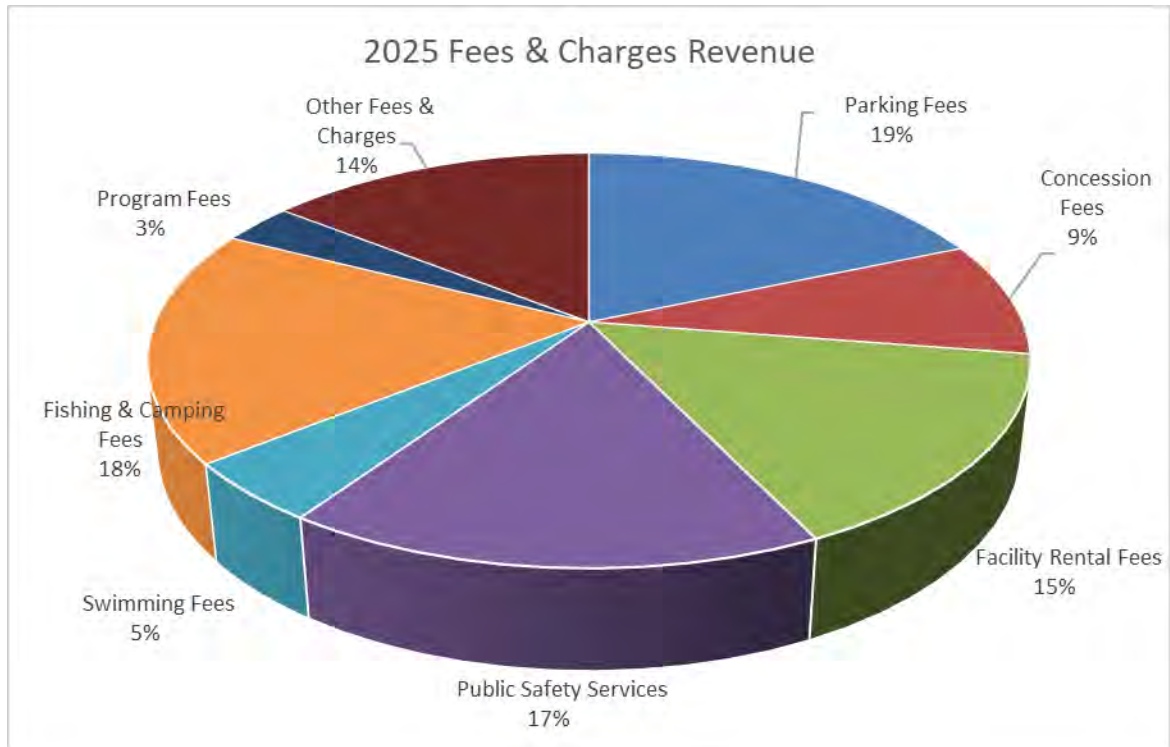


Charges for Services

This category of revenues has experienced variability, sometimes related to weather, temporary facility closures for repairs, and even staffing limitations. This is the second largest revenue source for the General Fund, representing 4.9% of total revenues. The 2025 budgeted revenue is \$10.99 million, or 3% more than the prior year budget, primarily due to an increases for fees related to Public Safety services provided to East Bay MUD. Other fee revenue sources include:

- parking fees (\$2.0 million),
- fishing and camping fees (\$2.0 million),
- swimming and other programming (\$.8 million),
- concession fees (\$0.9 million),
- public safety fees (\$1.9 million), and
- facility rentals (\$1.7 million).

The following chart shows the breakdown of fees by type at the Park District.



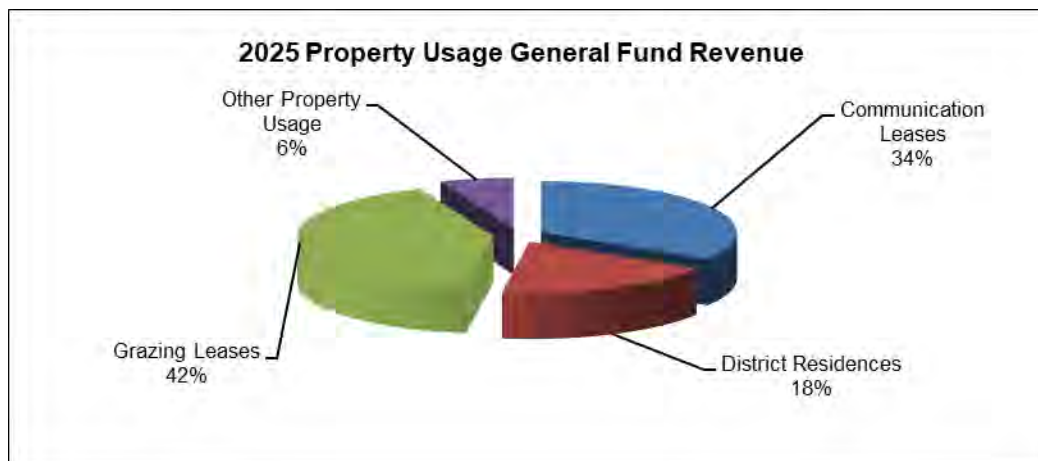
The Park District reviews and updates its park usage and administrative fees annually. Administrative fees are generally set to recover costs. Park user fees are set at levels consistent with rates charged by other public agency providers in the Bay Area. Out-of-District groups receiving programs, and most specialized program offerings with limited community benefit, may have full cost recovery fees. Changes in the Park District Fee Schedule are reviewed and adopted annually by the Board of Directors. The fee schedule is available on the Park District’s website.

Investment Earnings

The Park District does not budget revenues from interest earnings. This has been a volatile revenue source, and difficult to project. However, the Park District continues to invest pooled cash resources that exceed current funding requirements. The Park District follows the Investment Policy adopted annually by the Board of Directors. The Park District’s policy is to invest public funds in a prudent manner, providing the highest yield with the maximum security of principal invested, while also meeting daily cash flow requirements. Additionally, the Park District conforms to all applicable federal, state and local statutes governing the investment of public funds.

Property Usage

Revenue of \$2.6 million is expected to be collected from property usage (communication site agreements, grazing agreements, Park District residences and other usages of Park District property). This is approximately 5.8% more than the prior year, primarily reflecting an increase in communication site agreement revenue based on ongoing agreements.



Inter-Agency Agreements

The revenue budgeted in 2025 for Grants and Inter-agency agreements is \$448,000, which is lower than 2024 related to the conclusion of the agreement with the Bay Area Transit Authority for Judge John Sutter Shoreline. Inter-agency funding is received from Contra Costa Water District to maintain the swim lagoon at Contra Loma, City of Dublin to maintain trails, and City of Alameda for Crown Beach sand.

Miscellaneous

Miscellaneous revenue of \$4.8 million is higher than the prior year, partly related to increased funding received from the Regional Parks Foundation for specific programming. This budget also reflects the revenue that will be received when the Park District draws down \$3 million from its Pension Trust, in order to reimburse CalPERS pension costs.

Transfers In

Budgeted transfers into the General Fund total \$6,000. This represents the annual funding for wildlife management transferred from several permanent funds.

General Fund Appropriation Highlights

General Fund operating expenditures for 2025 (excluding transfers out) total \$216.5 million for all uses, including personnel services, supplies, services, intra-District charges, inter-agency payments and equipment. Total General Fund expenses are projected to increase by 7.4% in 2025, due to increased personnel costs, supply & services costs, and expenditures for intra-District charges.

Personnel Costs

Personnel costs are the Park District's largest General Fund expenditure category, representing 62% of all General Fund expenditures. This category includes funding for wages and wage-related benefits. Overall, this category increased 9.7% from the prior year, and includes a 4% vacancy rate, in order to better reflect attrition and positions that remain unfilled for part of the year. The overall increase to personnel costs includes an additional 14.73 General Fund funded full-time equivalent positions (FTEs), increases to wages in accordance with employee agreements, as well as medical and pension cost increases.

Details of all changes in Park District-wide staffing (FTEs) are included on the Authorized Positions page B-39 in this budget document and pages D 16-33, Personnel by Department/Unit/Location.

Transfers Out

Transfers out to fund long-term liabilities, projects and debt service total \$22.7 million in 2025, which is an increase of \$3.2 million from the 2024 budget. These transfers are entirely for project and debt related expenditures, including funding for:

- Board initiatives, including over \$3.0 million for the fuels management program and \$200,000 million for trail projects.
- Scheduled debt service payment of \$3.9 million.
- Specific project and program funding, including \$835,000 for stewardship & restoration, \$250,000 for strategic IT Projects, and \$3 million for the Anthony Chabot sewer replacement project.
- Ongoing program funding for the technology replacement program, ADA program, Quagga Mussel response program, and staffing charged to projects for Design and Construction.

Details of Project Allocations and all General Fund transfers out are included beginning on page B-91.

SPECIAL REVENUE FUNDS

Fund 220 - Two County Regional Trails Landscape & Lighting District (LLD)

Fund 221 - East Contra Costa County Landscape & Lighting (LLD)

Fund 222 - Five Canyons Zone of Benefit

Fund 223 - Dublin Hills Zone of Benefit

Fund 224 - Walpert Ridge Zone of Benefit

Fund 225 - San Ramon Hills Zone of Benefit

Fund 226 - Measure CC

Fund 227 - Stone Valley Zone of Benefit

Fund 228 – Sibley Gateway Volcanic Zone of Benefit

Fund 230 - CFD C-1 Las Trampas (Podva)

Fund 231 - CFD C-2 Las Trampas (Faria)

Fund 232 - Measure FF Community Facilities District (CFD)

Fund 253 - Gifts Fund

Fund 255 - Martin Luther King, Jr. Intern Program

Fund 257 – Mitigation (Resource Enhancement Program)

Fund 258 - McLaughlin Eastshore State Park

Fund 259 - ECCC HCP Properties

Fund 261 - Coyote Hills/Dumbarton Quarry

Fund 270 - Measure WW Local Grants

The Park District’s Special Revenue Funds account for the proceeds of specific revenue sources that are legally restricted to expenditures for specified purposes and include: Landscape and Lighting Districts’ assessments and appropriations, Zones of Benefit’s assessments and appropriations, Measure FF, Community Facilities Districts, private gifts, mitigation funds, McLaughlin Eastshore State Park, Coyote Hills Regional Park, Measure WW local grant program, and East Contra Costa County Habitat Conservancy Program (ECCC HCP) Properties Fund for Vasco/Byron Hills and Black Diamond, in which the wind turbine and cell tower lease revenue generated on the acquired property is restricted, per agreement with the partnering grant agency, the ECCC HCP.

Special Revenue Funds Year-by-Year Comparison

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
RESOURCES					
Revenues:					
Taxes & Assessments	\$ 8,308,787	\$ 8,768,865	\$ 8,510,170	\$ 8,748,470	2.8%
Charges for Services	62,558	42,957	53,000	53,000	0.0%
Property Usage	1,038,286	1,052,369	476,852	617,252	29.4%
Investment Earnings	133,279	982,644	-	-	0.0%
Miscellaneous	82,826	(760,461)	65,780	65,780	0.0%
Total Revenues	9,625,736	10,086,374	9,105,802	9,484,502	4.2%
Other Resources:					
Transfers In	3,445,036	911,153	2,037,239	1,942,002	-4.7%
TOTAL RESOURCES	\$ 13,070,772	\$ 10,997,527	\$ 11,143,041	\$ 11,426,504	2.5%
USES					
Expenditures:					
Personnel Services	\$ 5,243,324	\$ 5,535,162	\$ 6,678,366	\$ 7,249,996	8.6%
Supplies	185,951	142,370	191,480	188,620	-1.5%
Services	88,361	469,026	442,810	442,802	0.0%
Capital Outlay/Equipment	10,717	64,976	-	55,000	100.0%
Grants/Inter-agency Agreements	2,544,492	758,598	1,626,406	1,682,000	3.4%
Intra-District Charges	-	-	-	-	0.0%
Total Expenditures	8,072,845	6,970,132	8,939,062	9,618,418	7.6%
Other Uses:					
Transfers Out	4,015,382	4,126,394	2,414,369	2,131,307	-11.7%
TOTAL USES	12,088,226	11,096,526	11,353,431	11,749,725	3.5%
Change in Fund Balance	982,546	(98,999)	(210,390)	(323,221)	
TOTAL	\$ 13,070,772	\$ 10,997,527	\$ 11,143,041	\$ 11,426,504	2.5%

The above schedule combines several individual funds included in the Special Revenue Funds grouping. The following pages provide detailed budget information for each fund.

Special Revenue Funds Detail

	Fund 220	Fund 221	Fund 222	Fund 223
		East Contra	Five Canyons	Dublin Hills
	Two County LLD	Costa LLD	Zone of Benefit	Zone of Benefit
RESOURCES				
Revenues:				
Taxes & Assessments	\$ 4,167,000	\$ 812,500	\$ 59,700	\$ 25,200
Miscellaneous		-	-	-
Total Revenues	4,167,000	812,500	59,700	25,200
TOTAL RESOURCES	\$ 4,167,000	\$ 812,500	\$ 59,700	\$ 25,200
USES				
Expenditures:				
Personnel Services	\$ 5,474,493	\$ 717,758	\$ 25,135	\$ 13,855
Supplies	86,780	-	3,250	2,100
Services	158,060	9,000	5,000	-
Capital Outlay/Equipment	55,000	-	-	-
Total Expenditures	5,774,333	726,758	33,385	15,955
Other Uses:				
Transfers Out	-	-	-	-
TOTAL USES	5,774,333	726,758	33,385	15,955
Change in Fund Balance	(1,607,333)	85,742	26,315	9,245
TOTAL	\$ 4,167,000	\$ 812,500	\$ 59,700	\$ 25,200

Fund 220 – Two County Regional Trails Landscape & Lighting District

In 1993 the Park District formed the Alameda County/Contra Costa County Regional Trails Landscaping and Lighting Assessment District (referred to as the “Two County LLD”) to help augment Park District funding for the operation, maintenance and servicing of trails. The assessment district area includes all of Alameda County, except Murray Township, and all of Contra Costa County, except Liberty Union High School District.

This LLD was formed prior to the passage of Proposition 218, and thus is considered a “grandfathered assessment.” But as required by Proposition 218, 78.5% of voters in Alameda and Contra Costa Counties reaffirmed the continuation of the Two County LLD in 1996. The assessment is \$5.44 per equivalent dwelling unit per year and \$2.72 per multi-family unit. Assessment revenue does not cover the cost of all regional trail maintenance. The balance of appropriations related to trail maintenance is included in the General Fund budget.

Fund 221 – East Contra Costa County Landscape & Lighting District

The eastern portion of Contra Costa County, as defined by the boundaries of the Liberty Union High School District, was annexed by the Park District in 1981. In 1991 the Park District formed the East Contra Costa County Landscape & Lighting Assessment District No. 1 (referred to as the “East Contra Costa County (ECCC LLD) to help augment Park District funding for the operation, maintenance and servicing of parks and trails in this area.

This LLD was formed prior to the passage of Proposition 218, and thus is considered a “grandfathered assessment.” But as required by Proposition 218, 67.8% of voters in the

assessment district area in Contra Costa County reaffirmed the continuation of the ECCC LLD in 1996. The assessment is \$19.70 per equivalent dwelling unit per year, \$9.85 per unit for multiple living units (5 or more units per parcel) and \$4.92 per unit for hotels, motels and mobile home parks.

Fund 222 – Five Canyons Zone of Benefit No. 1 Fund

The Alameda County Five Canyons Zone of Benefit was established in 1994, near Don Castro Recreation Area and Highland Estates. There are 1,089 assessable parcels within this zone subject to assessment. The assessment is \$57.71 per year per equivalent dwelling unit.

Fund 223 – Dublin Hills Zone of Benefit No. 2 Fund

The Alameda County Dublin Hills Zone of Benefit was established in 1996 in the City of Dublin and includes Schaefer Estates. There are currently 662 parcels subject to assessment within this zone. The assessment is \$41.77 per year per equivalent dwelling unit.

Special Revenue Funds Detail, Continued

	Fund 224		Fund 225		Fund 226	Fund 227	
	Walpert Ridge Zone of Benefit		San Ramon Hills Zone of Benefit		Measure CC	Stone Valley Zone of Benefit	
RESOURCES							
Revenues:							
Taxes & Assessments	\$	129,400	\$	6,350	-	\$	7,520
Investment Earnings		-		-	-		-
Total Revenues		129,400		6,350	-		7,520
Other Resources:							
Transfers In					-		
TOTAL RESOURCES	\$	129,400	\$	6,350	\$	-	\$ 7,520
USES							
Expenditures:							
Personnel Services	\$	44,222	\$	5,000	-	\$	5,000
Supplies		9,520		500	-		630
Services		500		-	-		-
Total Expenditures		54,242		5,500	-		5,630
Other Uses:							
Transfers Out		-		-	-		-
TOTAL USES		54,242		5,500	-		5,630
Change in Fund Balance		75,158		850	-		1,890
TOTAL	\$	129,400	\$	6,350	\$	-	\$ 7,520

Fund 224 – Walpert Ridge Zone of Benefit No. 3 Fund

The Alameda County Walpert Ridge Zone of Benefit was established in 1998 for parkland in the ridge land above the City of Hayward. There are 765 parcels subject to assessment in this zone. The assessment is \$186.23 per year per equivalent dwelling unit.

Fund 225 – San Ramon Hills Zone of Benefit No. 4 Fund

The Contra Costa County San Ramon Hills (formerly Thomas Ranch) Zone of Benefit was established in 1999 in the City of San Ramon. There are 140 parcels subject to assessment in this zone. The assessment is \$52.21 per year per equivalent dwelling unit.

Fund 226 – Measure CC Fund

The Measure CC Fund was the special excise tax approved by voters in 2004, which sunset in 2020. Measure FF (Fund 232) was approved by voters as a continuation of Measure CC beginning in fiscal year 2020-21.

Fund 227 – Stone Valley Zone of Benefit No. 5 Fund

The Contra Costa County Stone Valley Zone of Benefit was established in 2006 for parkland within Alamo near Stone Valley Road. There are 39 parcels subject to assessment in this zone. The assessment is \$217.25 per year per equivalent dwelling unit.

Special Revenue Funds Detail, Continued

	Fund 228		Fund 230		Fund 231		Fund 232	
	Gateway Valley Zone of Benefit		Podva CFDC-1		Faria CFDC-2		Measure FF	
RESOURCES								
Revenues:								
Taxes & Assessments	\$	31,100	\$	7,700	\$	90,000	\$	3,412,000
Miscellaneous		-		-		-		-
Total Revenues		31,100		7,700		90,000		3,412,000
Other Resources:								
Transfers In		-		-		-		-
TOTAL RESOURCES	\$	31,100	\$	7,700	\$	90,000	\$	3,412,000
USES								
Expenditures:								
Personnel Services	\$	39,222	\$	-	\$	-	\$	-
Services		-		7,300		90,000		-
Total Expenditures		39,222		7,300		90,000		-
Other Uses:								
Transfers Out		-		-		75,000		2,041,307
TOTAL USES		39,222		7,300		165,000		2,041,307
Change in Fund Balance		(8,122)		400		(75,000)		1,370,693
TOTAL	\$	31,100	\$	7,700	\$	90,000	\$	3,412,000

Fund 228 – Sibley Gateway Valley Zone of Benefit No. 6 Fund

The Contra Costa County Gateway Valley Zone of Benefit was established in 2007 for parkland off Gateway Blvd. near the City of Orinda. There are 245 units subject to assessment in this zone. The assessment is \$129.24 per year per equivalent dwelling unit.

Fund 230 – CFD C-1 Las Trampas (Podva)

This Community Facilities District (CFD) funds the maintenance of 96 acres dedicated to the District. It is located in the Town of Danville at the terminus of Midland road, within Contra Costa County. The development, called Red Hawk, has 20 single family residential lots subject to the special tax, which is collected at the same time as ordinary ad valorem property taxes. The rate for 2024-25 is \$401.52 per single family home.

Fund 231 – CFD C-2 Las Trampas (Faria)

This Community Facilities District (CFD) funds the maintenance of 140 acres and staging area dedicated to the District. It is located within the City of San Ramon, east of Bolinger Canyon Road, within Contra Costa County, and is known as the Faria Preserve. The development currently has 463 parcels and is expected to have 740 residential lots subject to the special tax, which is collected at the same time as ordinary ad valorem property taxes. The tax rates for 2024-25 range from \$143.04 to \$190.66 for a single-family home.

Fund 232 – Measure FF Community Facilities District Fund

The Measure FF Community Facilities District (CFD) Fund is used to account for the tax revenue and appropriations approved by voters in 2018, and first collected in fiscal year 2020-21. The purpose of the parcel tax is to fund public access, wildfire protection, public safety and maintenance in Park District's parks and trails within the assessed area. The Measure FF amount is \$12.00 per single-family residential parcel and \$8.28 per multi-family unit per year and will be levied for 20 years. The tax is collected in the same manner and at the same time as ordinary ad valorem property taxes. This measure is a continuation of Measure CC and has a 20-year sunset.

The CDF boundaries include the incorporated cities of Alameda, Albany, Berkeley, Emeryville, Oakland, and Piedmont, as well as some unincorporated areas of Alameda County. The CDF also includes the incorporated cities of Richmond, San Pablo, and El Cerrito, as well as some unincorporated areas of El Sobrante and Kensington in Contra Costa County.

Special Revenue Funds Detail, Continued

	Fund 253	Fund 255	Fund 257	Fund 258
		MLK Jr. Intern Program		McLaughlin Eastshore State Park
	Gifts Fund		Mitigation	
RESOURCES				
Revenues:				
Taxes & Assessments	\$ -	\$ -	\$ -	\$ -
Charges for Services	-	13,000	-	40,000
Miscellaneous	45,000	-	20,780	-
Total Revenues	45,000	13,000	20,780	40,000
Other Resources:				
Transfers In	-	-	-	-
TOTAL RESOURCES	\$ 45,000	\$ 13,000	\$ 20,780	\$ 40,000
USES				
Expenditures:				
Personnel Services	\$ 24,120	\$ -	\$ -	\$ 35,708
Supplies	51,000	2,100	6,050	1,490
Services	-	2,900	97,830	4,540
Grants/Inter-agency Agreements	-	-	-	-
Total Expenditures	75,120	5,000	103,880	41,738
Other Uses:				
Transfers Out	15,000	-	-	-
TOTAL USES	90,120	5,000	103,880	41,738
Change in Fund Balance	(45,120)	8,000	(83,100)	(1,738)
TOTAL	\$ 45,000	\$ 13,000	\$ 20,780	\$ 40,000

Fund 253 – Gifts Fund

This fund accounts for gifts made to the Park District by private parties. The use of gift funds is restricted by the terms of the underlying agreements or conditions related to the gift. Major gifts (over \$1 million) made to the Park District, and multiple minor gifts, are accounted for in this fund. Major gifts include:

- Hayward 1900/Walpert Ridge-Garin gift, with a balance of approximately \$440,000, which is intended as a funding source for the purchase of real property in that area, and
- OG Property Owner LLC, with balance of \$1.0 million, which is intended as a funding source for public access improvements and management of the McCosker property in Sibley Volcanic Regional Preserve, and
- Ivan Dickson Bequest, with a balance of \$650,000. Since 1996, the Ivan Dickson Volunteer Trail Maintenance Program has managed 121 trail projects, with 6,036 volunteers contributing 25,431 hours of volunteer labor. The program is named after Berkeley Hiking Club member, Ivan Dickson.

None of the gifts included in this fund are permanent endowments.

Fund 255 – Martin Luther King, Jr. Intern Program Fund

This fund accounts for the revenues earmarked for outreach in the urban community, particularly related to the Martin Luther King Jr. Regional Shoreline. This annual award helps fund the East Oakland Multicultural Celebration commemorating the birthday of Dr. Martin Luther King, Jr.

Fund 257 – Mitigation (Resource Enhancement Program) Fund

This fund accounts for resources received by the Park District via mitigation agreements. Expenditure of these funds is restricted by the terms of the agreements. These are not legal endowments, and thus principal and interest earnings can be expended to satisfy resource enhancement requirements of the mitigation agreements. The largest balance, \$1.4 million, is related to the Tosco/Iron Horse Trail-Walnut Creek.

Fund 258 – McLaughlin Eastshore State Park Fund

In 1998 the Park District (11% property owner) and the State of California (89% property owner) formed a JPA related to McLaughlin Eastshore State Park, which stretches 8.5 miles along the San Francisco Bay shorelines of the cities of Oakland, Emeryville, Berkeley, Albany, and Richmond. The JPA was converted to an operating agreement in 2006, wherein the State authorized the Park District to operate, control and maintain McLaughlin Eastshore State Park in conformity with the Eastshore State Park General Plan adopted by the State in 2002, and renewed for an additional 30 years in 2013.

It is the intent of the operating agreement that the Park District use fees generated from the use of the Park, Measure FF funds, grants, donations and other funding sources prior to using the residual funds from the unused remediation deposit towards the future planning, development and operation of the Park. The Park District reports regularly to the State Department of Parks and Recreation the revenue and expenditures from the unused remediation deposit account.

BUDGET OVERVIEW

SPECIAL REVENUE FUNDS

	Fund 259	Fund 261	Fund 270	Total
	Coyote Hills			Special
	ECCC HCP	Dumbarton	Measure WW	Revenue
	Properties	Quarry	Local Grants	Funds
RESOURCES				
Revenues:				
Taxes & Assessments	\$ -	\$ -	\$ -	\$ 8,748,470
Charges for Services	-	-	-	53,000
Property Usage	617,252	-	-	617,252
Miscellaneous	-	-	-	65,780
Total Revenues	617,252	-	-	9,484,502
Other Resources:				
Transfers In	-	-	1,942,002	1,942,002
TOTAL RESOURCES	\$ 617,252	\$ -	\$ 1,942,002	\$ 11,426,504
USES				
Expenditures:				
Personnel Services	\$ 448,481	\$ -	\$ 417,002	\$ 7,249,996
Supplies	20,200	-	5,000	188,620
Services	47,672	-	20,000	442,802
Capital Outlay/Equipment	-	-	-	55,000
Grants/Inter-agency Agreements	182,000	-	1,500,000	1,682,000
Total Expenditures	698,353	-	1,942,002	9,618,418
Other Uses:				
Transfers Out	-	-	-	2,131,307
TOTAL USES	698,353	-	1,942,002	11,749,725
Change in Fund Balance	(81,101)	-	-	(323,221)
TOTAL	\$ 617,252	\$ -	\$ 1,942,002	\$ 11,426,504

Fund 259 - ECCC HCP Properties Fund

The Park District has purchased many properties in partnership with the East Contra Costa County Habitat Conservancy Program (ECCC HCP). Some of these properties include lease revenue-generating facilities such as wind turbines, communication towers and residences. Pursuant to the terms of the purchase agreements with the grantor partner, revenues earned from these leases will be used for management of the purchased properties and adjacent properties in the Byron Hills/Vasco area and at Black Diamond Mines Regional Preserve. Consequently, both the revenues and expenditures related to these properties are accounted for in this special revenue fund. The primary revenue generating properties in this area are:

2010	Souza III, Gramma's Quarter, Martin	Communication, wind and residential revenues
2011	Austin/Thomas	Communication revenue
2012	Affinito, Vaquero Farms	Residential revenue
2013	Galvin	Residential revenue

Fund 259 - ECCC HCP Properties Fund, continued

In 2020, a Lease Revenue Allocation Agreement was confirmed between the Park District and the ECCC HCP. Per the agreement, revenue will be divided 60% to operations of HCP land, 25% to an endowment established to maintain HCP lands in the future, when the ECCC HCP sunsets, and the remaining 15% to continued land acquisition in the HCP area.

Fund 261 – Coyote Hills/Dumbarton Quarry Fund

This fund accounts for Dumbarton Quarry tipping fee revenue received by the Park District in accordance with specific agreements between the Park District and Dumbarton Quarry Associates (DQA). These agreements also confirm that DQA shall transfer property, construct a campground and continue to pay tipping fees until the quarry is full, which is estimated to be in 2029. In 2014 the Board transferred \$1.8 million of accumulated revenue from the General Fund and committed this special revenue to be used to upgrade facilities and infrastructure, such as a service yard and other amenities at Coyote Hills Regional Park. Tipping fee revenue is temporarily on hold.

Fund 270 – Measure WW Local Grants Fund

Twenty-five percent (\$125 million) of Measure WW bond proceeds are allocated for use by cities, special park and recreation districts, county service areas and the Oakland Zoo for local park and recreation projects. Fund 270 accounts for the allocation of the \$125 million and the reimbursement to local agencies of approved grant expenditures. Over \$113 million has been disbursed to local agencies as of September 30, 2024, with \$1.5 million budgeted to be spent in 2025.

The table on the following pages reports on Measure WW Local Grant funds, using the following abbreviations to indicate current status:

- A - Application was approved.
- C - Project has been closed.
- P – Application is pending approval.

Measure WW Local Grant Funding as of September 30, 2024

Agency	Project Name	Status	Budget	Disbursed	To be Disbursed
Alameda	Alameda Boys & Girls Club Youth Development Center	C	1,000,000	1,000,000	-
Alameda	Estuary Park Athletic Fields	C	500,000	500,000	-
Alameda	Krusi Park Renovation	C	1,592,914	1,592,914	-
Alameda	Tennis Court Resurfacing in Various Parks	C	329,802	329,802	-
Alameda	Tillman Park Play Structure Replacement	C	42,773	42,773	-
Alamo, R-7A	Livorna Park Bocce Courts	C	817,931	817,931	-
Albany	Dartmouth Tot Lot Rubber Surface	C	22,661	22,661	-
Albany	Jewel's Terrace Park Rubber Surface	C	12,917	12,917	-
Albany	Memorial Park Improvements	C	182,613	182,613	-
Albany	Ocean View Park Rubber Surface	C	18,676	18,676	-
Albany	Albany After School Recreation Expansion and Renovation	C	117,982	117,982	-
Albany	Albany Ohlone Greenway Improvements	C	381,000	381,000	-
Albany	Albany Waterfront cove Enhancement Project	C	11,515	11,515	-
Albany	Dartmouth Tot Lot Improvements	C	22,039	22,039	-
Ambrose	Ambrose Park, Phase 1	C	1,127,177	1,127,177	-
Antioch	Antioch Community Park Synthetic Turf Fields (2) and Field Lighting (2)	C	2,999,745	2,999,745	-
Antioch	Deerfield Park Playground Equipment Replacement	C	73,985	73,985	-
Antioch	Eagleridge Park Playground Equipment Replacement	C	82,808	82,808	-
Antioch	Fishing Pier Pavilion	C	100,020	100,020	-
Antioch	Lone Tree Golf Course Range Light Project	C	241,861	241,861	-
Antioch	Prewett Aquatics Center - Renovation/Repairs	C	420,000	420,000	-
Antioch	Prewett Community Park Eastern Parking Lot and Landscape Renovation	C	357,379	357,379	-
Antioch	Security Camera Program	C	311,200	311,200	-
Berkeley	Aquatic Park Habitat Restoration and Planting	C	26,962	13,212	13,750
Berkeley	Citywide picnic areas improvement project	A	77,959	-	77,959
Berkeley	San Pablo Park Basketball Courts Renovation	A	379,214	364,000	15,214
Berkeley	Skate Park Construction Joint Replacement	A	72,147	72,147	-
Berkeley	Becky Temko Tot Park Renovation	C	130,000	130,000	-
Berkeley	Berkeley Rose Garden Renovation Phase 1	C	325,000	325,000	-
Berkeley	Grove Park Tennis & Basketball Courts Renovation	C	555,000	555,000	-
Berkeley	James Kenney Park Play Area Renovation Project	C	1,060,274	1,060,274	-
Berkeley	John Hinkel (Lower) Park Improvements	C	465,000	465,000	-
Berkeley	Ohlone Dog Park Renovation Project	C	316,305	316,305	-
Berkeley	Strawberry Creek Park Court Renovation	C	506,311	506,311	-
Berkeley	Terrace View Park Basketball Courts Renovation	C	413,574	413,574	-
Berkeley	Tom Bates Regional Sports Complex Phase 2A	C	63,121	63,121	-
Berkeley	Virginia McGee Totlot Renovation	C	385,717	385,717	-
Berkeley	Willard Park Play Area Renovation	C	100,000	100,000	-
Brentwood	City-Wide Park Shade Improvements - Phase II	C	48,866	48,866	-
Brentwood	City-Wide Park Shade Improvements - Phase III	C	11,846	11,846	-
Brentwood	City-Wide Parks Shade Project	C	331,850	331,850	-
Brentwood	King Park Dog Area Expansion	C	118,215	118,215	-
Brentwood	Sport Court Lighting	C	93,568	93,568	-
Brentwood	Sport Court Lighting - Phase II	C	166,334	166,334	-
Brentwood	Summerset Commons	C	1,028,536	1,028,536	-
Brentwood	Trail Connection and Landscape	C	73,939	73,939	-
Brentwood	Veterans Park Bocce Court Expansion	C	190,311	190,311	-
Brentwood	Veterans Park Universal Abilities Playground	C	249,848	249,848	-

Measure WW Local Grant Funding as of September 30, 2024, continued

Agency	Project Name	Status	Budget	Disbursed	To be Disbursed
Clayton	Community Park - Parking Lot Expansion	C	492,883	492,883	-
Clyde, M-16	Clyde Parks Improvement Project	C	36,321	36,321	-
Concord	Replace Electrical Pull Boxes at Several City Parks	C	150,000	150,000	-
Concord	Replace Irrigation Main Line, Valves and Controller at Sun Terrace Park	C	30,000	30,000	-
Concord	Replace Pump Systems @ Ellis Lake, Newhall Park, Cambridge Park & Con	C	535,409	535,409	-
Concord	Replace Tennis courts and Softball Field Lighting at Willow Pass Park	C	496,880	496,880	-
Concord	Replacement of Playground Equip. at Cambridge & Ygnacio Valley Parks	C	309,000	309,000	-
Concord	Resurfacing of Tennis Courts at Willow Pass, Concord Community and Pir	C	90,917	90,917	-
Concord	Willow Pass Sports Field Improvements	C	118,931	118,931	-
Concord	ADA Barrier Removal at Baldwin Park	C	30,437	30,437	-
Concord	Concord Community Pool Mechanical Equipment Replacement	C	230,033	230,033	-
Concord	Construct Bocce Courts at Baldwin Park	C	392,615	392,615	-
Concord	Dog Park at Baldwin Park	C	101,449	101,449	-
Concord	Ellis Lake Park Playground & Park Improvements	C	510,000	510,000	-
Concord	Hillcrest Park Maintenance Building	C	129,756	129,756	-
Concord	Install Shade Structure at Hillcrest Park	C	109,500	109,500	-
Concord	Meadow Homes Park Playground Installation	C	265,000	265,000	-
Concord	Meadow Homes Spray Park & Restroom Replacement	C	1,050,600	1,050,600	-
Concord	New Playground Equipment at Newhall Park	C	247,727	247,727	-
Concord	Pave Loop Road at Camp Concord (Phase II & III)	C	375,927	375,927	-
Concord	Refurbish/Upgrade Camp Concord Family Bathhouse	C	483,000	483,000	-
Crockett	Crockett Pool Plumbing Replacement	C	207,144	207,144	-
Danville	Veterans Memorial Building	C	1,897,488	1,897,488	-
Discovery Bay	Community Center Acquisition	C	400,000	400,000	-
Discovery Bay	Cornell Park Playground Replacement	C	111,649	111,649	-
Discovery Bay	Tennis Court Conversion to Pickleball Court at Community Center	C	68,804	68,804	-
Dublin	Dublin Sports Grounds Phase IV	C	864,959	864,959	-
Dublin	Fallon Sports Park - Synthetic Turf	C	1,123,610	1,123,610	-
Dublin	Tennis Court Renovation	C	156,549	156,549	-
El Cerrito	Hillside Nature Area Trail Entry and Signage Improvements Phase 1	A	83,708	16,353	67,355
El Cerrito	Allocation to Gilman Street Sports Fields, Paid to Berkeley	C	13,796	13,796	-
El Cerrito	Cerrito Vista Park Playground Equipment Replacement	C	186,492	186,492	-
El Cerrito	Creekside Park Lighting	C	104,110	104,110	-
El Cerrito	Fairmont Park Improvements Phase 1	C	359,093	359,093	-
El Cerrito	Hillside Natural Area - Madera Property Acquisition	C	120,349	120,349	-
El Cerrito	Huber Park Improvements	C	198,292	198,292	-
El Sobrante, R-9	El Sobrante Mini-Park	C	641,740	641,740	-
Emeryville	Joseph Emery Park Skate Spot	C	444,572	444,572	-
Fremont	Vargas Plateau, Phase II Construction	A	1,800,000	-	1,800,000
Fremont	California Nursery Historical Park President's House Renovation	C	300,000	300,000	-
Fremont	Central Park Boat House Path Conversion from AC to PCC Paving	C	144,000	144,000	-
Fremont	Central Park Sailway Drive Grinding and Repaving	C	127,034	127,034	-
Fremont	Central Park Turf & Poplar Renovation	C	721,999	721,999	-
Fremont	Central Park Volleyball Court Conversion to Multi-Use Courts	C	250,000	250,000	-
Fremont	Citywide Play Area Upgrades	C	2,663,944	2,663,944	-
Fremont	Citywide Wells Rehabilitation	C	734,615	734,615	-
Fremont	Irrigation Controller Replacement and Radio Antenna Installation	C	574,596	574,596	-
Fremont	Irrigation Controller Replacement and Radio Antenna Installation - 2	C	343,919	343,919	-
Fremont	Karl Nordvik Community park Synthetic Turf Renovation	C	435,543	435,543	-
Fremont	Patterson House Rehabilitation	C	556,782	556,782	-
Fremont	Plaza Park Pathway Conversion from AC to PCC Paving	C	211,000	211,000	-
Fremont	Tiny Tots Play Area Upgrades	C	424,163	424,163	-
Fremont	Warm Springs Community Park Restroom and Recreation Room Replace	C	470,001	470,001	-

Measure WW Local Grant Funding as of September 30, 2024, continued

Agency	Project Name	Status	Budget	Disbursed	To be Disbursed
Green Valley	Green Valley Pool Fence and Lighting	C	39,341	39,341	-
Green Valley	Green Valley Pool Interior Fence and Gates	C	11,530	11,530	-
HARD	San Lorenzo Community Park Phase 2A	A	1,710,466	1,368,372	342,093
HARD	Adobe Art Center Lighting and Security Upgrade	C	25,861	25,861	-
HARD	Birchfield Park ADA Restroom Replacement Project	C	225,000	225,000	-
HARD	Botany Grounds Property Acquisition Project	C	371,650	371,650	-
HARD	Castro Valley ADA Kitchen Project	C	50,107	50,107	-
HARD	Castro Valley Center ADA Tot Play Area	C	21,376	21,376	-
HARD	Castro Valley Center New HVAC Project	C	100,000	100,000	-
HARD	Castro Valley Park ADA Pathway Project	C	75,000	75,000	-
HARD	Castro Valley Swim Center Filter & ADA Project	C	1,489,631	1,489,631	-
HARD	Earl Warren ADA Restroom Replacement Project	C	257,947	257,947	-
HARD	East Avenue Park ADA Restroom	C	147,089	147,089	-
HARD	Hampton Road Dog Park Project	C	247,651	247,651	-
HARD	Hayward Plunge Locker Room Upgrade	C	57,395	57,395	-
HARD	Hayward Plunge Swim Center ADA Restroom Upgrade	C	250,000	250,000	-
HARD	Holland Park Development	C	900,000	900,000	-
HARD	Manchester Property Acquisition	C	319,621	319,621	-
HARD	Meek Park ADA Restroom Replacement Project	C	260,428	260,428	-
HARD	Meek Park West Terrace Project	C	661,000	661,000	-
HARD	Mervin Morris Park ADA Restroom	C	101,296	101,296	-
HARD	Morrisson Theatre ADA Restroom & Seating Project	C	378,076	378,076	-
HARD	San Felipe Center HVAC	C	151,500	151,500	-
HARD	San Lorenzo Community Park ADA Restroom	C	54,867	54,867	-
HARD	San Lorenzo Community Park Phase 1	C	3,792,780	3,792,780	-
HARD	Sorensdale Recreation Center - ADA Restroom & Multipurpose Room Up	C	478,331	478,331	-
HARD	Valle Vista Park Property Acquisition Project	C	362,146	362,146	-
HARD	Via Toledo Property Acquisition	C	146,675	146,675	-
HARD	Weekes Park ADA Tot Time Play Area Project	C	70,790	70,790	-
Hercules	Beechnut Mini Park Renovation	A	60,324	-	60,324
Hercules	Hercules Intermodal Bay Trail, East Segment	A	851,404	729,382	122,021
Hercules	EBRPD Acquisition, Rancho El Pinole	C	200,000	200,000	-
Kensington	Kensington Community Center	C	158,358	158,358	-
Kensington	Kensington Park Restroom	C	100,000	100,000	-
Lafayette	Acalanes Ridge Acquisition APN's 175-060-006 & 175-030-001	C	391,650	391,650	-
Lafayette	Burton Ridge Trail Connector	C	300,000	300,000	-
Lafayette	Lafayette Open Space Nature Park - Purchase of APN 239-100-001	C	149,600	149,600	-
Lafayette	Manzanita Building	C	241,251	241,251	-
Martinez	Waterfront Park Renovation at Martinez Regional Shoreline	C	1,389,461	1,389,461	-
Martinez	West Hill Farm Acquisition	C	262,500	262,500	-
MonTaraBay, M-17	Montalvin and MonTaraBay Park Improvements	C	541,039	541,039	-
Moraga	Camino Pablo Fields	C	578,059	578,059	-
Moraga	Moraga Commons Park Improvements	C	45,000	45,000	-
Moraga	Pavilion Restroom Renovation	C	44,528	44,528	-
Moraga	Rancho Laguna Park Play Structure Replacement	C	70,000	70,000	-
Newark	Lakeshore Park Seawall Project	A	1,288,639	-	1,288,639
Newark	Newark Community Dog Park	A	716,530	-	716,530
Oakland	Caldecott Trail Improvement Phase 1	A	506,626	99,740	406,886
Oakland	De Fremery Park Public Art	A	196,567	-	196,567
Oakland	25th Street Mini Park	C	719,036	719,036	-
Oakland	Astro Park	C	100,672	100,672	-
Oakland	Central Reservoir	C	350,800	350,800	-
Oakland	Chabot Space & Science Center, Redwood Outdoor Education Facility	C	1,000,000	1,000,000	-
Oakland	Children's Fairyland Entryway Improvements	C	495,771	495,771	-

Measure WW Local Grant Funding as of September 30, 2024, continued

Agency	Project Name	Status	Budget	Disbursed	To be Disbursed
Oakland	City Stables	C	345,929	345,929	-
Oakland	Concordia Park	C	31,201	31,201	-
Oakland	Curt Flood Field	C	100,000	100,000	-
Oakland	De Fremery House/Recreation Center Improvement	C	101,172	101,172	-
Oakland	East Oakland Sports Center	C	5,909,997	5,909,997	-
Oakland	Golden Gate Recreation Center Expansion	C	2,268,300	2,268,300	-
Oakland	Josie de la Cruz Park Improvement	C	180,000	180,000	-
Oakland	Lincoln Square Park Outdoor Activity Terrace/Deck	C	300,000	296,990	3,010
Oakland	Manzanita Recreation Center Improvement	C	50,000	50,000	-
Oakland	Morcom Rose Garden	C	1,573,860	1,573,860	-
Oakland	Oakland Feather River Camp (Camps in Common)	C	492,732	492,732	-
Oakland	Owen Jones Field Improvement	C	953,686	953,686	-
Oakland	Peralta Hacienda de Anza Trail Project	C	239,979	239,979	-
Oakland	Peralta Hacienda Park Improvements	C	170,000	170,000	-
Oakland	Poplar and Brookdale Field Improvements	C	732,558	732,558	-
Oakland	Raimondi Park - Phase 1	C	221,070	221,070	-
Oakland	Rainbow Recreation Center	C	2,164,500	2,164,500	-
Oakland Zoo	California Trail Project Phase 2 - Gondola System	C	3,743,807	3,743,807	-
Oakland Zoo	Elephant Barn Addition	C	50,000	50,000	-
Oakland Zoo	Giraffe Barn Construction	C	206,193	206,193	-
Oakley	Civic Center Park Improvements	C	405,841	405,841	-
Oakley	Creekside Park Phase 2	C	1,112,021	1,112,021	-
Orinda	Pine Grove Park	C	652,955	652,955	-
Orinda	Wilder Park Artificial Turf Field 4	C	148,802	148,802	-
Piedmont	Hampton Park Improvements	C	507,325	507,325	-
Pinole	Pinole Community Playhouse Renovation	C	47,204	47,204	-
Pinole	Pinole Senior Fitness Trail	C	35,455	35,455	-
Pinole	Pinole Skate Park	C	293,027	293,027	-
Pinole	Pinole Valley Park Soccer Field Renovation	C	329,284	329,284	-
Pinole	Pinole Valley Tennis Courts Renovation	C	73,247	73,247	-
Pinole	Solar Panel Facilities at the Pinole Swim Center	C	60,000	60,000	-
Pinole	Swim Center ADA Compliant Permanent Lifts	C	15,000	15,000	-
Pinole	Swim Center Heater Replacement	C	24,000	24,000	-
Pittsburg	Central Park All Weather Soccer Field	C	919,058	919,058	-
Pittsburg	Hillview Junior High School Playfield Renovation	C	1,990,156	1,990,156	-
Pleasant Hill RPD	Community Center	C	1,203,985	1,203,985	-
Pleasant Hill RPD	Pool Resurfacing, Isolation & VGB Upgrades	C	392,363	392,363	-
Pleasant Hill RPD	Teen Center	C	150,000	150,000	-
Pleasanton	Dolores Bengston Aquatic Center Renovation	C	3,171,377	3,171,377	-
Port Costa	Port Costa School Phase 2, Electrical Distribution	C	12,138	12,138	-
Richmond	Allocation to Gilman Street Sports Fields, Paid to Berkeley	C	61,275	61,275	-
Richmond	Bay Trail Gap Closure between Ferry Point and Kaiser Shipyard #3	C	295,393	295,393	-
Richmond	Burg Park Restoration	C	350,000	350,000	-
Richmond	Marina Bay Park, Restroom	C	350,510	350,510	-
Richmond	Renovation of the Richmond Natatorium, Phase II	C	3,069,316	3,069,316	-
Richmond	Shields-Reid Park Renovation	C	607,491	607,491	-
Rodeo, R-10	Lefty Gomez Park Improvements	C	456,305	456,305	-

Measure WW Local Grant Funding as of September 30, 2024, continued

Agency	Project Name	Status	Budget	Disbursed	To be Disbursed
San Leandro	All Parks, AC Walkway Rehabilitation	C	591,269	591,269	-
San Leandro	Marina Park Group Picnic Areas	C	988,000	988,000	-
San Leandro	Marina Park Irrigation Improvements	C	622,000	622,000	-
San Leandro	Par Course Improvements	C	568,020	568,020	-
San Leandro	Siempre Verdi Park Rehabilitation	C	14,324	14,324	-
San Leandro	SL Ball Park Locker/Restroom Refurbishment	C	517,542	517,542	-
San Leandro	Stenzel Bleacher Replacement	C	96,000	96,000	-
San Leandro	Stenzel Park Drainage	C	174,895	174,895	-
San Leandro	Toyon Park - Park Pathway Rehabilitation	C	89,315	89,315	-
San Leandro	Toyon Park Play Equipment	C	79,633	79,633	-
San Pablo	Rumrill Sports Park	C	425,538	425,538	-
San Pablo	San Pablo Community Center at Helms	C	1,000,000	1,000,000	-
San Ramon	Athan Downs Playground Renovation	C	305,701	305,701	-
San Ramon	Boone Acres Park Playground Renovation	C	62,221	62,221	-
San Ramon	Central Park Soccer Field Renovation	C	660,000	660,000	-
San Ramon	Forest Home Farms - Bldg. 14 Restoration Education Center & Resurfacing	C	330,105	330,105	-
San Ramon	Installation of Shade Structure - Bark and Ride	C	18,928	18,928	-
San Ramon	Installation of Shade Structure - Old Ranch Park	C	18,390	18,390	-
San Ramon	Installation of Shade Structure - San Ramon Sports Park and Central Park	C	61,790	61,790	-
San Ramon	Old Ranch Park Playground Renovation	C	83,648	83,648	-
San Ramon	Park Restroom Renovations	C	133,944	133,944	-
San Ramon	Red Willow Playground Renovation	C	50,000	50,000	-
San Ramon	Richard Fahey Village Green Playground Renovation	C	96,766	96,766	-
San Ramon	San Ramon Central Park Playground & Participatory Fountain Renovation	C	580,000	580,000	-
San Ramon	San Ramon Olympic Pool Replastering Project	C	295,192	295,192	-
Unincorporated Alameda	Sunol Glen Playground & Outdoor Recreational Park Project	C	430,722	430,722	-
Unincorporated Alameda	Sunol Glen Sports Court Remodeling	C	100,000	100,000	-
Unincorporated Contra Costa	Urban Tilth Roots and Restoration Farm	A	623,187	337,277	285,910
Unincorporated Contra Costa	Byron Union School District Family Playground	C	600,000	600,000	-
Unincorporated Contra Costa	Iron Horse Corridor Improvements	C	600,000	583,195	16,805
Unincorporated Contra Costa	Las Juntas Elementary Playfield Renovation	C	550,000	550,000	-
Unincorporated Contra Costa	Pacheco Creekside Trail	C	50,000	50,000	-
Unincorporated Contra Costa	Tice Valley Pocket Park and Pathway	C	623,187	623,187	-
Union City	Replace Restroom Bldg. at Seven Hills, Kennedy, Town Estates, Contemporary	C	1,204,076	1,204,076	-
Union City	Union City Teen Center Project, Project # 13-11	C	2,150,761	2,150,761	-
Walnut Creek	Acquisition of Acalanes Ridge APN 175-060-006 and 075-030-011	C	391,650	391,650	-
Walnut Creek	All Abilities Playground at Heather Farm Park	C	350,000	350,000	-
Walnut Creek	Larkey Pool Renovation and Splash Pad	C	2,243,160	2,243,160	-
TOTAL			118,747,073	113,334,008	5,413,064

DEBT SERVICE FUNDS

Fund 811 – 2012 Promissory Notes

**Fund 813 – Measure WW Bonds: Series 2009, Series 2013, Series 2017,
Series 2022**

Fund 814 – 2024 Promissory Notes

BUDGET OVERVIEW

DEBT SERVICE FUNDS

The Debt Service Funds are used to account for the collection of resources and payment of interest and principal on the general long-term debt of the Park District.

Debt Service Funds Year-by-Year Comparison

	2022	2023	2024	2025	
	ACTUAL	ACTUAL	BUDGET	BUDGET	Change
RESOURCES					
Revenues:					
Taxes & Assessments	\$ 24,141,122	\$ 32,721,295	\$ 34,955,983	\$ 8,107,394	-76.8%
Investment Earnings	175,897	-	-	-	-
Total Revenues	24,317,019	32,721,295	34,955,983	8,107,394	-76.8%
Other Resources:					
Debt Issuance	69,521,867	-	-	-	-
Transfers In	1,438,630	1,437,380	1,426,105	3,859,505	170.6%
TOTAL RESOURCES	\$ 95,277,516	\$ 34,158,675	\$ 36,382,088	\$ 11,966,899	-67.1%
USES					
Expenditures:					
Services	\$ 10,100	\$ 17,850	\$ 10,300	\$ 21,350	107.3%
Debt Service	8,615,000	31,415,000	33,000,000	11,525,000	-65.1%
Debt Service Interest	10,997,513	7,582,004	6,083,330	6,061,630	-0.4%
Total Expenditures	19,622,613	39,014,854	39,093,630	17,607,980	-55.0%
Other Uses:					
Transfers Out	60,000,000	-	-	-	-
TOTAL USES	79,622,613	39,014,854	39,093,630	17,607,980	-55.0%
Change in Fund Balance	15,654,903	(4,856,179)	(2,711,542)	(5,641,081)	108.0%
TOTAL	\$ 95,277,516	\$ 34,158,675	\$ 36,382,088	\$ 11,966,899	-67.1%

The above schedule combines several individual funds included in the Debt Service Funds grouping. The following pages provide more detailed budget data on each fund. Total debt service schedule for all bonds is also provided. Actuals include resources and uses related to retired debt that had activity during the budget year.

Debt Service Funds Detail

	Fund 811 2012 Promissory Note	Fund 813 Measure WW Bonds	Fund 814 2024 Promissory Note	Total Debt Service Funds
RESOURCES				
Revenues:				
Taxes & Assessments	\$ -	\$ 8,107,394	\$ -	8,107,394
Investment Earnings	-	-	-	-
Total Revenues	-	8,107,394	-	8,107,394
Other Resources:				
Transfers In	1,420,230	15,000	2,424,275	3,859,505
TOTAL RESOURCES	\$ 1,420,230	\$ 8,122,394	\$ 2,424,275	\$ 11,966,899
USES				
Expenditures:				
Services	\$ 6,350	\$ 15,000	\$ -	\$ 21,350
Debt Service Principal	960,000	9,780,000	785,000	11,525,000
Debt Service Interest	460,230	3,962,125	1,639,275	6,061,630
Total Expenditures	1,426,580	13,757,125	2,424,275	17,607,980
Other Sources/Uses:				
TOTAL USES	1,426,580	13,757,125	2,424,275	17,607,980
Change in Fund Balance	(6,350)	(5,634,731)	-	(5,641,081)
TOTAL	\$ 1,420,230	\$ 8,122,394	\$ 2,424,275	\$ 11,966,899

Fund 811 – 2012 Promissory Notes Fund

In 2012 the Park District issued \$25 million in limited obligation bonds, for the purpose of field and administration facility replacement and renovation. \$21 million of serial bonds mature over 25 years and have an average coupon of 2.79%, with the balance of \$4 million term notes with coupon of 3.5%. \$960,000 principal and \$460,230 in interest payments are due in 2025. The debt service for this promissory note is funded by discretionary funds transferred in from the General Fund through 2037 as required.

Fund 813 – Measure WW Bonds Fund

In November 2008, voters of Alameda and Contra Costa counties approved Measure WW, described as an extension of Measure AA. The extension authorized the issuance of \$500 million of general obligation bonds. \$125 million – 25% of proceeds – are reserved for the local grant program, which supports park and recreation projects by local governmental agencies, and these grants are reflected in Fund 270. The Park District is empowered and externally obligated to levy ad valorem taxes upon certain property subject to taxation within the Park District to fund the payment of interest and principal.

The first Measure WW series was issued in 2009 in the amount of \$80 million. Debt service due in 2025 is approximately \$0.5 million. The 2009 debt was partially advance refunded in 2017 with the issuance of General Obligation Refunding Bonds, Series 2017B, in the amount of \$44.5 million. The advance refunding debt has an average coupon of 4.84% and a final maturity in 2029.

BUDGET OVERVIEW

DEBT SERVICE FUNDS

The average annual debt service for the 2017B refunding bonds is \$5.1 million; the total amount due in 2024 is \$5.6 million. The remaining \$3.25 million in 2009 debt was refunded in 2022 with final maturity in 2029. The debt has a coupon of 4% and average debt service of \$539,000.

Measure WW Series 2013 was issued in the amount of \$80 million, maturing in 2033. This debt has an average coupon of 3.935% and a balance of \$24,750,000, with \$2.4 million in principal and interest due in 2025.

The third Measure WW series was issued in 2017, as Series 2017A1 and A2 in the amount of \$80 million, maturing in 2037. \$30 million of the issuance was sold as Green Bonds, meaning that the proceeds are designated for environmentally beneficial projects. In aggregate, the 2017A debt has an average coupon of 3.67%, with average annual debt service of \$5.2 million. In 2025, debt service payments of \$5.6 million are due.

The fourth issuance of Measure WW debt was issued in 2022, as Series 2022A1 and 2022A2 in the amount of \$60 million, maturing in 2036. Half of the issuance was sold as Green Bonds. The debt has an average coupon of 3.91%. In 2025, debt service payments of \$1.5 million are due.

Fund 814 – 2024 Promissory Notes Fund

In 2024 the Park District issued \$35.175 million par amount in promissory notes, generating \$39.326 million in proceeds for the purpose of constructing the new administration facility at Peralta Oaks North. The serial bonds have an average life of 11.875 years and an average coupon of 4.56%. \$785,000 in principal and \$1,638,275 in interest payments are due in 2025. The debt service for the promissory notes is funded by discretionary funds transferred in from the General Fund through 2044 as required.

Scheduled principal and interest payments on outstanding Park District bonds are as follows:

2012 Promissory Notes			
Year	Principal	Interest	Total
2025	960,000	460,230	1,420,230
2026	985,000	434,933	1,419,933
2027	1,015,000	406,410	1,421,410
2028	1,045,000	375,510	1,420,510
2029	1,075,000	343,710	1,418,710
2030	1,110,000	310,936	1,420,936
2031	1,145,000	277,110	1,422,110
2032	1,180,000	241,056	1,421,056
2033	1,220,000	202,351	1,422,351
2034	1,260,000	162,051	1,422,051
2035-2037	4,045,000	207,690	4,252,690
Total	\$ 15,040,000	\$ 3,421,987	\$ 18,461,987

BUDGET OVERVIEW**DEBT SERVICE FUNDS**

Scheduled principal and interest payments, continued:

2024 Promissory Notes			
Year	Principal	Interest	Total
2025	785,000	1,638,275	2,423,275
2026	1,130,000	1,591,400	2,721,400
2027	1,190,000	1,533,400	2,723,400
2028	1,245,000	1,472,525	2,717,525
2029	1,310,000	1,408,650	2,718,650
2030	1,375,000	1,341,525	2,716,525
2031	1,445,000	1,271,025	2,716,025
2032	1,515,000	1,197,025	2,712,025
2033	1,590,000	1,119,400	2,709,400
2034	1,670,000	1,037,900	2,707,900
2035-2044	<u>21,920,000</u>	<u>5,090,275</u>	<u>27,010,275</u>
Total	<u>\$ 35,175,000</u>	<u>\$ 862,400</u>	<u>\$ 53,876,400</u>
Refunding of Measure WW 2009A GO Bonds			
Year	Principal	Interest	Total
2025	445,000	96,200	541,200
2026	460,000	78,400	538,400
2027	480,000	60,000	540,000
2028	495,000	40,800	535,800
2029	<u>525,000</u>	<u>23,000</u>	<u>548,000</u>
Total	<u>\$ 2,405,000</u>	<u>\$ 298,400</u>	<u>\$ 2,703,400</u>
Measure WW Series 2013A			
Year	Principal	Interest	Total
2025	1,620,000	786,425	2,406,425
2026	1,700,000	705,425	2,405,425
2027	1,785,000	620,425	2,405,425
2028	1,875,000	531,175	2,406,175
2029	1,965,000	437,425	2,402,425
2030	2,055,000	349,000	2,404,000
2031	2,135,000	266,800	2,401,800
2032	2,225,000	181,400	2,406,400
2033	<u>2,310,000</u>	<u>92,400</u>	<u>2,402,400</u>
Total	<u>\$ 17,670,000</u>	<u>\$ 3,970,475</u>	<u>\$ 21,640,475</u>
Measure WW 2017B-1 Non-Green Refunding Bonds			
Year	Principal	Interest	Total
2025	2,450,000	676,750	3,126,750
2026	2,575,000	554,250	3,129,250
2027	2,700,000	425,500	3,125,500
2028	2,840,000	290,500	3,130,500
2029	<u>2,970,000</u>	<u>148,500</u>	<u>3,118,500</u>
Total	<u>\$ 13,535,000</u>	<u>\$ 2,095,500</u>	<u>\$ 15,630,500</u>

BUDGET OVERVIEW

DEBT SERVICE FUNDS

Measure WW 2017B-2 Green Refunding Bonds			
2025	2,005,000	505,850	2,510,850
2026	2,105,000	405,600	2,510,600
2027	2,215,000	300,350	2,515,350
2028	2,325,000	189,600	2,514,600
2029	2,415,000	96,600	2,511,600
Total	\$ 11,065,000	\$ 1,498,000	\$ 12,563,000
Measure WW Series 2017A-1 Non-Green Bonds			
Year	Principal	Interest	Total
2025	1,450,000	867,263	2,317,263
2026	1,525,000	794,763	2,319,763
2027	1,600,000	718,513	2,318,513
2028	1,680,000	638,513	2,318,513
2029	1,750,000	571,313	2,321,313
2030	1,815,000	501,313	2,316,313
2031	1,890,000	428,713	2,318,713
2032	1,945,000	372,013	2,317,013
2033	2,005,000	316,094	2,321,094
2034	2,060,000	258,450	2,318,450
2035-2037	6,555,000	397,200	6,952,200
Total	\$ 24,275,000	\$ 5,864,144	\$ 30,139,144
Measure WW Series 2017A-2 Green Bonds			
Year	Principal	Interest	Total
2025	870,000	520,538	1,390,538
2026	915,000	477,038	1,392,038
2027	960,000	431,288	1,391,288
2028	1,010,000	383,288	1,393,288
2029	1,050,000	342,888	1,392,888
2030	1,090,000	300,888	1,390,888
2031	1,135,000	257,288	1,392,288
2032	1,170,000	223,238	1,393,238
2033	1,200,000	189,600	1,389,600
2034	1,235,000	155,100	1,390,100
2035-2037	3,935,000	238,350	4,173,350
Total	\$ 14,570,000	\$ 3,519,500	\$ 18,089,500
Measure WW Series 2022A1 Bonds			
Year	Principal	Interest	Total
2025	470,000	249,775	719,775
2026	485,000	230,975	715,975
2027	505,000	211,575	716,575
2028	525,000	191,375	716,375
2029	545,000	170,375	715,375
2030	565,000	148,575	713,575
2031	590,000	125,975	715,975
2032	610,000	102,375	712,375
2033	635,000	77,975	712,975
2034	660,000	52,575	712,575
2035-2036	1,380,000	49,400	1,429,400
Total	\$ 6,970,000	\$ 1,610,950	\$ 8,580,950

BUDGET OVERVIEW

DEBT SERVICE FUNDS

Scheduled principal and interest payments, continued:

Measure WW Series 2022A2 Green Bonds			
Year	Principal	Interest	Total
2025	470,000	259,325	729,325
2026	485,000	235,825	720,825
2027	505,000	211,575	716,575
2028	525,000	191,375	716,375
2029	545,000	170,375	715,375
2030	565,000	148,575	713,575
2031	590,000	125,975	715,975
2032	610,000	102,375	712,375
2033	635,000	77,975	712,975
2034	660,000	52,575	712,575
2035-2036	1,380,000	48,400	1,428,400
Total	\$ 6,970,000	\$ 1,624,350	\$ 8,594,350
Grand Total Debt Service			
Year	Principal	Interest	Total
2025	11,525,000	6,060,630	17,585,630
2026	11,235,000	3,917,208	15,152,208
2027	11,765,000	3,385,635	15,150,635
2028	12,320,000	2,832,135	15,152,135
2029	12,840,000	2,304,185	15,144,185
2030	9,605,000	1,759,286	11,364,286
2031	7,485,000	1,481,860	8,966,860
2032	7,740,000	1,222,456	8,962,456
2033	8,005,000	956,395	8,961,395
2034	23,545,000	4,651,226	28,196,226
2035-2036	17,295,000	941,040	18,236,040
Grand Total	\$ 133,360,000	\$ 29,512,055	\$ 162,872,055

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INTERNAL SERVICE FUNDS

Fund 552 – Workers’ Compensation Fund

Fund 553 – Major Infrastructure Renovation and Replacement Fund

Fund 554 – Major Equipment Replacement Fund

Fund 555 – General Liability Fund

Fund 556 – Employee Benefits Fund

BUDGET OVERVIEW

INTERNAL SERVICE FUNDS

Internal Service Funds were established to account for special activities and services performed by a designated program or department for Park District-wide purposes on a cost reimbursement basis.

Internal Service Funds Year-by-Year Comparison

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
RESOURCES					
Revenues:					
Charges for Services	\$ 23,291,969	\$ 29,549,272	\$ 34,784,400	\$ 37,166,646	6.8%
Investment Earnings	275,426	810,770	-	-	0.0%
Miscellaneous	356,665	201,846	215,000	215,000	0.0%
Total Revenues	23,924,061	30,561,888	34,999,400	37,381,646	6.8%
Other Resources:					
Transfers In	310,908	-	-	-	-
TOTAL RESOURCES	\$ 24,234,969	\$ 33,656,477	\$ 34,999,400	\$ 37,381,646	6.8%
USES					
Expenditures:					
Personnel Services	\$ 6,225,260	\$ 9,654,092	\$ 10,080,484	\$ 10,094,153	0.1%
Supplies	148,780	2,351,556	2,529,893	2,618,755	3.5%
Services	11,111,634	17,360,794	19,094,330	18,789,760	-1.6%
Capital Outlay/Equipment		-	2,565,200	3,066,194	19.5%
Total Expenditures	17,485,674	33,278,294	34,269,907	34,568,862	0.9%
Other Uses:					
Transfers Out	8,479,953	8,141,825	5,735,000	5,470,965	-4.6%
TOTAL USES	25,965,627	38,249,513	40,004,907	40,039,827	0.1%
Change in Net Assets	(1,730,658)	(4,593,036)	(5,005,507)	(2,658,181)	-46.9%
TOTAL	\$ 24,234,969	\$ 33,656,477	\$ 34,999,400	\$ 37,381,646	6.8%

The above schedule combines several individual funds included in the Internal Service Funds grouping. The following pages provide more detailed budget data on each fund.

Internal Service Funds Detail, continued

	Fund 552 Worker's Compensation	Fund 553 Major Infrastructure Renovation & Replacement	Fund 554 Major Equipment Replacement
RESOURCES			
Revenues:			
Charges for Services	\$ 5,660,125	\$ 10,000,000	\$ 10,194,562
Miscellaneous	-	-	175,000
Total Revenues	5,660,125	10,000,000	10,369,562
Other Resources:			
Transfers In	-	-	-
TOTAL RESOURCES	\$ 5,660,125	\$ 10,000,000	\$ 10,369,562
USES			
Expenditures:			
Personnel Services	\$ 1,112,805	\$ 1,323,978	\$ 4,568,371
Supplies	600	55,130	2,557,525
Services	4,546,720	5,476,140	509,440
Capital Outlay/Equipment	-	-	3,066,194
Total Expenditures	5,660,125	6,855,248	10,701,530
Other Uses:			
Transfers Out	-	5,470,965	-
TOTAL USES	5,660,125	12,326,213	10,701,530
Change in Net Assets	-	(2,326,213)	(331,968)
TOTAL	\$ 5,660,125	\$ 10,000,000	\$ 10,369,562

Fund 552 - Workers' Compensation Fund

This fund provides for the risk financing activity related to workers' compensation. It accounts for claims, administrative costs, insurance premiums, staffing as needed to temporarily replace injured workers, and personnel costs related to the administration of this fund. Estimated payroll charges of \$5.6 million will be collected during 2025 to fund this activity. The workers' compensation rate charged via payroll will be 5%. Actual revenue may vary from the budgeted amount depending on actual wages paid.

Beginning in 2012, the Board of Directors committed \$2 million of General Fund unassigned fund balance for workers' compensation claim contingency, to be used in the event of an unusually large claim. This allows for a reasonable annual payroll charge, while providing assurance of adequate funding in the event of an extraordinary occurrence.

Fund 553 – Major Infrastructure Renovation and Replacement Fund

This fund, formed in 2012, was created to fund major infrastructure repair, renovation or replacement of Park District facilities, utilities, transportation systems, structures, etc. The Park District worked with consultants VFA, to create an Asset Management Inventory. The program

provides a review of the status of current Park District facilities and provides replacement estimates and suggested timelines. This facility assessment program provides cost estimates and recommends amounts for future funding of renovation and replacement. Currently the overall facility condition assessment (FCI) is 60 out of 100. The Pavement Condition Index (PCI) score was last compiled in 2016 and was 72 of 80. A pavement condition survey is currently being undertaken and is scheduled to be complete in the spring of 2025. This will result in new PCI data that will inform the Park District’s paving program and priorities for the next 5-10 years.

Fund 554 – Major Equipment Replacement Fund

This fund accounts for the maintenance and replacement of all equipment items, including park vehicles, mowers and weed-abatement equipment, police vehicles, fire suppression apparatus, helicopters, heavy equipment and machinery. Annual purchases are based upon a long-term schedule of equipment eligible for replacement. For large equipment, the cost of each piece of equipment is amortized over its useful life and charged annually, in advance, to ensure adequate resources to fund replacement equipment purchases as scheduled.

The \$10.4 million in budgeted revenue is received from departments (mostly from the Operations and Public Safety Divisions) via internal service charges. The corresponding appropriation in the General Fund is a component of intra-district charges. Details of 2025 planned major equipment replacements are as follows:

Description	2025 Appropriation
John Deere 6420	172,000
Kubota 4wd M8540	95,000
John Deere 1600 WAM	100,000
John Deere 210LE	150,000
Kubota 4wd M7040	95,000
Kubota M8541HDC12	95,000
Kubota M8541HDC12	95,000
Kubota 4wd M7040	95,000
John Deere 329DT	100,000
John Deere 1600 WAM	100,000
WT 1,500 gal	147,000
3-axle tractor	510,000
F550 2wd dump Diesel	95,000
International Box Truck	330,000
F550 2wd dump Gas	85,000
F550 2wd dump Diesel	95,000
Sani Pumper 3,000 gal	196,000

Internal Service Funds Detail, continued

	Fund 555		Fund 556		Total Internal
	General Liability		Employee Benefits		Service Funds
RESOURCES					
Revenues:					
Charges for Services	\$ 7,847,379	\$	3,464,580	\$	37,166,646
Investment Earnings	-		-		-
Miscellaneous	40,000		-		215,000
Total Revenues	7,887,379		3,464,580		37,381,646
Other Resources:					
Transfers In	-		-		-
TOTAL RESOURCES	\$ 7,887,379	\$	3,464,580	\$	37,381,646
USES					
Expenditures:					
Personnel Services	\$ 1,125,899	\$	1,963,100	\$	10,094,153
Supplies	5,500		-		2,618,755
Services	6,755,980		1,501,480		18,789,760
Capital Outlay/Equipment	-		-		3,066,194
Total Expenditures	7,887,379		3,464,580		34,568,862
Other Uses:					
Contributions to Another Fu	-		-		-
Transfers Out	-		-		5,470,965
TOTAL USES	7,887,379		3,464,580		40,039,827
Change in Net Assets	-		-		(2,658,181)
TOTAL	\$ 7,887,379	\$	3,464,580	\$	37,381,646

Fund 555 – General Liability Fund

This fund accounts for the payment of the Park District’s insurance premiums, general liability claims and related legal expenses. Additionally, personnel costs related to the administration of this fund are included in appropriations. Intra-District charges, which fund this activity, are allocated to divisions per the discretion of General Counsel, based upon the history of claims experience, with 60% charged to Operations, 30% charged to Public Safety and 10% charged to General Counsel.

Fund 556 – Employee Benefits Fund

This fund accounts for resources and uses related to general employee benefits that are not allocated to specific departments, including self-insured dental claims and administration, self-insured unemployment claims and administration, single employer closed pension plan contributions, and annual vacation payouts. Revenue generated through payroll-based charges and intra-District charges will total \$3.5 million in 2025.

BUDGET OVERVIEW

INTERNAL SERVICE FUNDS

Allocation of Intra-District Charges by Division

Intra-District Charges	Fund 552 Workers' Compensation	Fund 553 Major Infrastructure Renovation & Replacemen	Fund 554 Major Equipment Replacement	Fund 555 General Liability	Fund 556 Employee Benefits	Total Internal Service Funds
Payroll Generated	\$ 5,660,125	\$ -	\$ -	\$ -	\$ 1,544,480	\$ 7,204,605
Acq., Stwrd. & Develop.	-	671,313	545,974	-	211,211	1,428,498
Finance/Management Svc	-	1,686,616	303,319	-	115,206	2,105,141
Legal	-	503,326	-	784,735	38,402	1,326,463
General Managers Office	-	456,496	80,885	-	96,005	633,386
Operations	-	4,497,965	7,755,484	4,705,808	960,050	17,919,307
Public Affairs	-	308,714	80,885	-	57,603	447,202
Public Safety	-	1,875,571	1,536,815	2,356,835	441,623	6,210,845
Total Intra-District Charges	\$ 5,660,125	\$ 10,000,000	\$ 10,303,362	\$ 7,847,378	\$ 3,464,580	\$ 37,275,446

PERMANENT FUNDS

Fund 610 – Black Diamond – Fredrickson Open Space

Fund 611 – Black Diamond – Suncrest Homes

Fund 612 – Black Diamond – Moller Ranch

Fund 620 – Brushy Peak - Dyer

Fund 621 – Brushy Peak - Weaver

Fund 630 – McLaughlin East Shore State Park - Berkeley Meadow Phase I

Fund 631 – McLaughlin East Shore State Park - Berkeley Meadow Phase II

Fund 640 – Hayward Shoreline/Ora Loma – Port of Oakland

Fund 641 – Hayward Shoreline – Standard Pacific

Fund 650 – Morgan Territory - Elworthy

Fund 651 – Morgan Territory – Elworthy 2

Fund 660 – Podva

Fund 670 – Doolan Canyon – Toyota

Fund 671 – El Charro – Livermore

Fund 680 – MLK Jr Shoreline/Damon Slough – Port of Oakland

The Park District is the recipient of permanent endowments from third parties related to their federal and state mitigation obligations corresponding to land use/development activities. Additionally, non-wasting endowments may be received in connection with the acceptance of a real property donation. When the initial funds received are non-expendable, meaning that they are legally restricted to the extent that only earnings, and not principal, can be used to permanently manage mitigation properties and restoration projects, the funds are recorded in a Permanent Fund. Interest earnings are periodically transferred out to the operating or project funds for expenditure.

Permanent Funds Year-by-Year Comparison

	2022	2023	2024	2025	Change
	ACTUAL	ACTUAL	BUDGET	BUDGET	
RESOURCES					
Revenues:					
Investment Earnings	\$ 38,310	\$ 214,856	\$ -	\$ -	0.0%
Miscellaneous	-	-	-	-	0.0%
Total Revenues	38,310	214,856	-	-	0.0%
TOTAL RESOURCES	\$ 38,310	\$ 214,856	\$ -	\$ -	0.0%
USES					
Expenditures:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0.0%
Total Expenditures	-	-	-	-	0.0%
Other Uses:					
Transfers Out	11,488	239,105	182,880	252,581	38.1%
TOTAL USES	11,488	239,105	182,880	252,581	38.1%
Change in Fund Balance	26,822	(24,249)	(182,880)	(252,581)	38.1%
TOTAL	\$ 38,310	\$ 214,856	\$ -	\$ 252,581	100.0%

The above schedule combines several individual funds included in the Internal Service Funds grouping. The following pages provide more detailed budget data on each fund.

Fund 610 – Black Diamond-Fredrickson Open Space

In 2004 the Park District received a \$180,000 endowment from Black Diamond Estates, the interest from which is to be used for the long-term maintenance of the open space dedicated by the Black Diamond Estates project in Antioch.

Fund 611 – Black Diamond-Suncrest Homes

In 2006, the Park District agreed to accept 134.52 acres at Black Diamond Mines Regional Preserve from Suncrest Homes as mitigation for anticipated impacts to Alameda whipsnake, California red-legged frog and California tiger salamander as a result of their housing project. Suncrest Homes provided the Park District with a \$340,266 endowment which had been held in an escrow account to fund the Park District’s perpetual management of the property.

Permanent Funds Detail										
	Fund 610		Fund 611		Fund 612		Fund 620		Fund 621	
	Black Diamond-Frederickson		Black Diamond-Suncrest Homes		Black Diamond - Moller		Brushy Peak-Dyer		Brushy Peak-Weaver	
RESOURCES										
Revenues:										
Investment Earnings	\$	-	\$	-	\$	-	\$	-	\$	-
Miscellaneous		-		-		-		-		-
Total Revenues		-		-		-		-		-
Other Resources:										
Transfers In		-		-		-		-		-
TOTAL RESOURCES	\$	-	\$	-	\$	-	\$	-	\$	-
USES										
Expenditures:										
Total Expenditures	\$	-	\$	-	\$	-	\$	-	\$	-
Other Uses:										
Transfers Out	\$	-	\$	74,728	\$	60,000	\$	1,500	\$	-
TOTAL USES		-		74,728		60,000		1,500		-
Change in Fund Balance		-		(74,728)		(60,000)		(1,500)		-
TOTAL	\$	-	\$	-	\$	-	\$	-	\$	-

Fund 612 – Black Diamond—Moller

An October 2017 Board resolution 2017-10-285 accepted \$448,551 from Aviano Farms LLC/DeNova Homes in relation to the acquisition of the 191.45± acre Moller Ranch. This funding was authorized to be placed into a new permanent non-wasting fund, with interest earnings intended to support the long-term resource management of the property.

Fund 620 – Brushy Peak-Dyer

In 2000, part of the Gale Ranch Development in San Ramon included an MOU between the developer and the Park District, with the provision of a \$500,250 endowment to be funded by Shapell Industries of Northern California. In conjunction with the funding of the Dyer property acquisition, the Park District received the endowment to manage the Dyer property, which was purchased to mitigate the impacts of the development upon the environment.

Fund 621 – Brushy Peak-Weaver

In 2001, the Park District received a \$426,650 endowment from Republic Services Vasco Road Landfill, in addition to funds to purchase a 290-acre conservation easement on the former Bosley/Weaver property in Brushy Peak Regional Preserve. The easement purchase and endowment were conditions of land use permits required by Alameda County before approval was granted for the expansion of the landfill operation. An additional condition was the requirement that Republic construct improvements on the property and provide maintenance for five years. Following the initial five years, the Park District assumed maintenance responsibility, which is funded with the earnings from the endowment.

Permanent Funds Detail, continued						
	Fund 630	Fund 631	Fund 640	Fund 641	Fund 650	
	ESSP-Berkeley	ESSP-Berkeley	Hayward Shoreline	Hayward	Morgan Territory-	
	Meadow Ph1	Meadow Ph2	Ora Loma	Shoreline	Elworthy	
RESOURCES						
Revenues:						
Investment Earnings	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Miscellaneous	-	-	-	-	-	-
Total Revenues	-	-	-	-	-	-
Other Resources:						
TOTAL RESOURCES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
USES						
Expenditures:						
Total Expenditures	\$ -	-	-	-	-	-
Other Uses:						
Transfers Out	\$ -	\$ 18,089	\$ 20,000	\$ 20,764	\$ 32,500	
TOTAL USES	-	18,089	20,000	20,764	32,500	
Change in Fund Balance	-	(18,089)	(20,000)	(20,764)	(32,500)	
TOTAL	\$ -	\$ -	\$ -	\$ -	\$ -	-

Fund 630 – McLaughlin Eastshore State Park (ESSP)-Berkeley Meadow Phase 1

Cherokee Simeon Venture II LLC constructed improvements on mitigation property at Eastshore State Park and provided \$77,835 to the Park District for habitat maintenance in compliance with development requirements for the Hegenberger Gateway project.

Fund 631 – McLaughlin Eastshore State Park (ESSP)-Berkeley Meadow Phase 2

In 2007, Bailey Estates LLC, in relationship to mitigation for Bailey Estates Residential Development in City of Pittsburg, paid the Park District \$382,030 for the long-term management and maintenance of mitigation land in Eastshore State Park, as required by regulatory approvals obtained from the FWS, RWQCB, and ACOE.

Fund 640 – Hayward Shoreline/Ora Loma-Port of Oakland

In 2006, the Park District accepted a \$650,215 perpetual management endowment from Port of Oakland to operate and maintain parkland and fund administrative costs at Hayward Regional Shoreline. This was mitigation for impacts to wetlands resulting from development at the Oakland Airport.

Fund 641 – Hayward Shoreline-Standard Pacific

In 2004, the Park District accepted \$60,000 from Standard Pacific for the management of wetland mitigation land at Hayward Shoreline related to the Eden Shores Project, as required by the RWQCB and the ACOE.

Fund 650 – Morgan Territory- Elworthy

In 2002, the Park District accepted \$391,575 from Shapell Industries for the Morgan Territory resource enhancement project located on 320 acres of the former Elworthy property, interest from which is to be used to fund staff management and administrative costs of that project.

Permanent Funds Detail, continued

	Fund 651	Fund 660	Fund 670	Fund 671	Fund 680	Fund 690	Total
	Morgan	Trampas	Doolan	El Charro	MLK Jr Shore	Vasco-	Permanent
RESOURCES	Territory - Day	Podva	Canyon -	Livermore	Slough	Souza Lyon	Funds
Revenues:							
Investment Earnings	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Revenues	-	-	-	-	-	-	-
Other Resources:							
TOTAL RESOURCES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
USES							
Expenditures:							
Total Expenditure	-	-	-	-	-	-	-
Other Uses:							
Transfers Out	\$ 20,000	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ 252,581
TOTAL USES	20,000	5,000	-	-	-	-	252,581
Change in Fund Balance	(20,000)	(5,000)	-	-	-	-	(252,581)
TOTAL	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Fund 651 – Morgan Territory- Elworthy 2

Subsequently, in 2006, an additional \$193,151 was provided by Shapell Industries to manage an additional 160 acres in Morgan Territory.

Fund 660 – Las Trampas - Podva

In 2018, \$197,378 was provided by Ponderosa Homes, to manage a 96-acre parcel granted to the Park District as part of the Redhawk (Podva) Project in Danville, near Las Trampas.

Fund 670 – Doolan Canyon- Toyota

In May 2012, the Park District received \$28,000 from Livermore Toyota for the Livermore Toyota Project. Interest revenue is anticipated to be negligible in the current market.

Fund 671 –El Charro-Livermore

In March 2012, the Park District received \$500,000 in connection with MOU dated July 2009 between City of Livermore and the Park District for the mitigation for El Charro Business Park Specific Plan projects.

Fund 680 – MLK Jr. Shoreline/Damon Slough-Port of Oakland

In 2012, the Park District received \$317,520 in connection with the Oakland International Airport Runway Project impact on wetlands mitigation project, in consideration for the acceptance by the Park District of the real property and the associated management obligations at Damon Slough.

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PROJECTS FUNDS

Fund 333 – Capital Projects Fund

Fund 335 – Measure AA Bond Proceeds

Fund 336 – Other Than Assets (OTA) Projects Fund

Fund 337 – Measure WW Bond Proceeds

Fund 338 – 2012 Promissory Note Proceeds

Fund 339 – 2024 Promissory Note Proceeds

Project Funds include capital projects, which are major improvements undertaken by the Park District that are not recurring, and “Other Than Asset” (OTA) projects that are multi-year endeavors which do not meet the definition or threshold for capital assets. Projects can be funded by a variety of revenue sources, including grants, bond and debt proceeds, Measure FF parcel taxes, Major Infrastructure Renovation and Replacement Fund and the Park District’s General Fund. Bond proceeds are included in the project funds and are reflected as use of fund balance. The appropriations reflected here are only 2025 amounts. For detailed schedules of projects and total project budgets, please refer to the annual Projects & Programs Budget and the list of all project appropriations at the end of this section.

Projects Funds Year-by-Year Comparison

	2022	2023	2024	2025	
	ACTUAL	ACTUAL	BUDGET	BUDGET	Change
RESOURCES					
Revenues:					
Charges for Services	\$ 87,006	\$ 75,785	\$ -	\$ -	-
Property Usage	57,016	49,159	-	-	-
Investment Earnings	(153,134)	4,143,294	-	-	-
Grants/Inter-agency Agreements	16,903,028	32,862,261	-	-	-
Miscellaneous	1,054,283	180,525	-	-	-
Total Revenues	17,948,199	37,311,024	-	-	-
Other Resources:					
Transfers In	92,446,665	67,548,489	28,779,909	34,288,226	19.1%
TOTAL RESOURCES	\$ 110,394,863	\$ 104,859,513	\$ 28,779,909	\$ 34,288,226	19.1%
USES					
Expenditures:					
Personnel Services	\$ 8,253,767	\$ 10,063,872	\$ 11,305,276	\$ 12,617,341	11.6%
Supplies	903,447	910,224	-	-	0.0%
Services	17,090,326	20,535,605	10,672,422	17,124,233	60.5%
Capital Outlay/Equipment	26,460,292	43,988,292	10,067,500	9,832,320	-2.3%
Grants/Inter-agency Agreements	360,746	289,700	-	-	-
Debt Service	30,456	30,456	-	-	-
Total Expenditures	53,099,036	75,818,149	32,045,198	39,573,894	23.5%
Other Uses:					
Transfers Out	12,382,002	23,769,342	7,978,044	9,559,068	19.8%
TOTAL USES	65,481,037	68,298,746	40,023,242	49,132,962	22.8%
Change in Fund Balance	44,913,826	36,560,767	(11,243,333)	(14,844,736)	32.0%
TOTAL	\$ 110,394,863	\$ 104,859,513	\$ 28,779,909	\$ 34,288,226	19.1%

The above schedule combines several individual funds included in the Project Funds grouping. The following pages provide more detail budget data on each fund.

	Projects Funds Detail		
	Fund 333	Fund 335	Fund 336
	Capital Projects	Measure AA Project Funds	Other Than Asset Projects
RESOURCES			
Revenues:			
Miscellaneous	-	-	-
Total Revenues	-	-	-
Other Resources:			
Transfers In	7,832,320	-	26,455,906
TOTAL RESOURCES	\$ 7,832,320	\$ -	\$ 26,455,906
USES			
Expenditures:			
Personnel Services	\$ 212,668	\$ -	\$ 12,404,673
Services	-	-	17,124,233
Capital Outlay/Equipment	9,832,320	-	-
Grants/Inter-agency Agreements	-	-	-
Total Expenditures	10,044,988	-	29,528,906
Other Sources/Uses:			
Transfers Out	-	180,000	-
TOTAL USES	10,044,988	180,000	29,528,906
Change in Fund Balance	(2,212,668)	(180,000)	(3,073,000)
TOTAL	\$ 7,832,320	\$ -	\$ 26,455,906

Fund 333 – Capital Projects Fund

This fund accounts for acquisition of land, rights of way, and capital outlays used to develop and improve parks and trails. Appropriations to capital projects fluctuate from year to year depending upon planned activity in each project. The 2025 budget includes funding for some significant capital projects, including the Oyster Bay Staging Area, Design of the Tilden EEC, and Briones Campground Improvements, among many others.

Fund 335 – Measure AA (Bond Proceeds) Fund

When Measure AA bonds were issued, the bond proceeds were recorded in Fund 335. As they are required for capital and Other Than Asset (OTA) projects, the proceeds are transferred out of the Measure AA Project Fund (335) into the Capital Projects Fund (333) or OTA Fund (336).

Fund 336 – Other Than Asset (OTA) Projects Fund

The OTA fund accounts for multi-year programs and projects, including projects which improve existing Park District facilities, projects related to large-scale maintenance, project feasibility or land studies, and other multi-year projects and programs which do not meet the Park District’s asset capitalization limit. The 2025 budget includes funds for Point Molate safety & security costs, Crown Beach McKay Utilities, the renovation of staff facilities at Del Valle, and the Second Century Master Plan.

Projects Funds Detail, continued

	Fund 337	Fund 338	Fund 339	Total Projects
	Measure WW	2012 Promissory	2024 Promissory	Total Projects
	Project Funds	Note Funds	Note Funds	Funds
RESOURCES				
Revenues:				
Grants/Inter-agency Agreements	-	-	-	-
Miscellaneous	-	-	-	-
Total Revenues	-	-	-	-
Other Resources:				
Transfers In	-	-	-	34,288,226
TOTAL RESOURCES	\$ -	\$ -	\$ -	\$ 34,288,226
USES				
Expenditures:				
Personnel Services	\$ -	\$ -	\$ -	12,617,341
Services	-	-	-	17,124,233
Capital Outlay/Equipment	-	-	-	9,832,320
Total Expenditures	-	-	-	39,573,894
Other Sources/Uses:				
Transfers Out	9,379,068	-	-	9,559,068
TOTAL USES	9,379,068	-	-	49,132,962
Change in Fund Balance	(9,379,068)	-	-	(14,844,736)
TOTAL	\$ -	\$ -	\$ -	\$ 34,288,226

Fund 337 – Measure WW Bond Proceeds

The first series of Measure WW bonds was issued in 2009. The second series was issued in 2013, the third series in 2017, and the fourth in 2022. Bond proceeds are recorded in the Measure WW Bond Proceeds Fund (337). As they are required for the local grant program, capital and OTA projects, the proceeds are transferred out of Fund 337 into the Measure WW Local Grants Fund (270), the Capital Projects Fund (333) or the OTA Fund (336).

Fund 338 – 2012 Promissory Note Proceeds

Promissory notes in the amount of \$25 million were issued in 2012. Proceeds are to be used for field and administrative facility replacement and renovation. Once projects are identified, funding is provided via transfer of proceeds out of the 2012 Promissory Note Proceeds Fund (338) to project funds. In October 2014, the Board of Directors committed the remaining proceeds to fund the replacement of Public Safety Headquarters. In 2019, the Park District acquired the “Peralta Oaks North” building which will serve as a new Administration Building & Public Safety Headquarters once tenant improvements are completed.

Fund 339 – 2024 Promissory Note Proceeds

In 2024 the Park District issued \$35.175 million par amount in promissory notes, generating \$39.326 million in proceeds for the purpose of constructing the new Administration Building & Public Safety Headquarters at Peralta Oaks North. The facility is currently under construction and is expected to be completed in late 2026.

Summary of 2025 Project Budget Appropriations

Project Location / Name	Maj. Infr Rep (MIRR)	Measure WW	Measure FF	General Fund	Other	Total
Districtwide: Preliminary Design Project				6,256,834		6,256,834
Districtwide:Fire Fuels Project				3,064,546		3,064,546
Anthony Chabot:Rep Campground Sewer	1,943,034	1,056,966		3,000,000		6,000,000
Districtwide:Emergency Project Repirs				900,000		900,000
Districtwide:Second Century District Plan - Phase 2				832,941		832,941
Districtwide:ERP Replacement Proj				500,000		500,000
Poiint Molate - Safety & Security				500,000		500,000
Districtwide:Computer Network				350,000		350,000
Tilden Nature Area:Wildcat Bank Repair				300,000		300,000
Ardenwood Visitor Center Remodel					(400,000)	(400,000)
Roberts Renovate Pool					(300,000)	(300,000)
Roberts: Connect Sewer					300,000	300,000
Districtwide: Upgrade Office Space				250,000		250,000
Districtwide: Replace VOIP Telephony				327,000		327,000
Districtwide: Strategic IT Projects				250,000		250,000
Districtwide: Pond restoration				200,000		200,000
Districtwide: Replenish Hazardous Tree Project				200,000		200,000
Districtwide: Trails Magagement				200,000		200,000
Districtwide: Quagga mussel Response				188,986		188,986
Black Diamond: Annual Request for Mine Safety				130,000		130,000
Coyote Hills: Plan Interpretive Exhibit					400,000	400,000
Districtwide: Grant Writing Services				100,000		100,000
Districtwide: Whole Park Access				100,000		100,000
Districtwide: Whole Park Access				300,000		300,000
Districtwide: Whole Park Access				100,000		100,000
Del Valle: Renovate Staff Facilities				100,000		100,000
Districtwide: Habitat Restoration Program				100,000		100,000
Districtwide: Customer Regionship Mgt.				100,000		100,000
Districtwide: Phase 2 Resource Study				70,000		70,000
Roberts Pallid Mitigation				65,000		65,000
Districtwide: Mitigation and Monitoring				60,000		60,000
Pleasanton Ridge: Tyler Mitigation				50,000		50,000
Districtwide: Mapping Endangered Species				40,000		40,000
Doolittle: Mitigation and Monitoring				40,000		40,000
Districtwide: TCP Projects/Routine Maintenance				30,000		30,000
Districtwide: Placer Services Contract				30,000		30,000
Fuels Management Project Mitigation				25,000		25,000
Districtwide: Feral Pig Management				25,000		25,000
Conservation Lands Program Management Fund				20,000		20,000
Districtwide: Armored Car Cash Collection Pilot				17,000		17,000
Districtwide: Ivan Dickson Volunteer Trail					15,000	15,000
Districtwide: Equipment Maintenance Shop					(2,000,000)	(2,000,000)
Las Trampas Nest Disturbance Study					50,000	50,000
Districtwide: Section 106 Consultation					25,000	25,000

Summary of 2025 Project Budget Appropriations, Continued

Project Location / Name	Maj. Infr Rep (MIRR)	Measure WW	Measure FF	General Fund	Other	Total
Measure FF 1.75 Park Ranger Eastshore			266,624			266,624
Measure FF Wildfire Management			170,000			170,000
Measure FF 0.75 FuelsReducCord			159,100			159,100
Measure FF 0.75 Firefighter II			155,417			155,417
Measure FF 1 Park Rngr MLK			150,117			150,117
Measure FF23 Lake Anza OST retrofit			150,000			150,000
Measure FF 0.48 Police Ofc Trl			124,779			124,779
FF Oakland Zoo			100,000			100,000
Measure FF 0.4 Fire Captain			95,928			95,928
Measure FF 0.5 Nature Pt Pinole			90,184			90,184
Measure FF 0.5 Park Rngr AlaPT			83,635			83,635
Measure FF 0.5 Adm Spec Crab Co			78,096			78,096
Measure FF 0.5 Rec Coord MLK			74,792			74,792
Measure FF 0.2 Police Ofc AlaPT			51,991			51,991
Measure FF 0.2 Police Ofc MLK			51,991			51,991
Measure FF 0.25 Sup Nat Crab Co			47,311			47,311
Measure FF 0.25 Natural Crab Co			42,786			42,786
Measure FF 0.3 Park Rngr Sibley			40,394			40,394
Measure FF 0.25 Rec Coord Point Pinole			37,396			37,396
Measure FF 0.25 Park Rngr JJS			31,980			31,980
Measure FF 0.1 Police Ofc Pt Molate			25,996			25,996
Measure FF 0.1 Park Rngr Mill/Knox			12,790			12,790
Point Pinole:Develop Service Yard					2,000,000	2,000,000
Future Preliminary Acquisition					(32,100)	(32,100)
HCP-Incr E Group SF LLC					10,100	10,100
HCP-Incr Freschi					10,000	10,000
HCP-Incr Ormonde-Ennis					10,000	10,000
HCP-Incr Thomas Budget					2,000	2,000
Point Molate Acquisition					180,000	180,000
Oyster Bay:Staging Area		2,500,000				2,500,000
Tilden Nature Area: Replace EEC		2,060,000				2,060,000
Sibley: Fiddleneck Campground		900,000				900,000
Pleasanton Ridge Trail Construct		450,000				450,000
Briones Upgrade Bear Creek Staging Area		20,000				20,000
Briones: Campground Improvements		280,000				280,000
Dublin Hills: Water Meter		150,000				150,000
Thomas Lower		11,540				11,540
Goldwyn Budget		8,560				8,560
Lafayette Trail:Two Pedestrian Bridges	1,600,000					1,600,000
Crown Beach:Renovate McKay Utilities	1,000,000					1,000,000
Las Trampas: Renovate Water Systems	500,000					500,000
Tilden: Merry Go Round	222,220					222,220
Del Valle: Renovate Staff Facilities	205,711					205,711
Black Diamond: Manage Suncrest					74,728	74,728
Black Diamond: Manage Moller/Arata					60,000	60,000
Eastshore: Berkeley Meadow 2					18,089	18,089
Hayward Shoreline: Manage Oro Loma					20,000	20,000
Hayward Shoreline: Manage Eden Shores					18,764	18,764
Morgan Territory: Manage Elworthy I					30,000	30,000
Morgan Territory: Manage Elworthy II					20,000	20,000
Las Trampas: Manage Podva/Redhawk					5,000	5,000
TOTAL APPROPRIATION	5,470,965	7,437,066	2,041,307	18,822,307	516,581	34,288,226

*Negative appropriations reflect project appropriations that were transferred to other projects.

BUDGET OVERVIEW

BUDGETED TRANSFERS

Transfers In			
To Fund	From Fund	Amount	Purpose
General Fund	Permanent Funds:		
	Brushy Peak-Dyer	\$ 1,500	Feral Pig Management
	Brushy Peak-Weaver	2,000	Feral Pig Management
	Morgan Territory-Elworthy 1	<u>2,500</u>	Feral Pig Management
		6,000	Total Permanent Funds
Measure WW Local Grants	Measure WW Project Funds	1,942,002	Total WW Local Grants Fund
Debt Service Funds:	General Fund	1,420,230	2012 PN Debt Service
		2,424,275	2024 PN Debt Svc
		<u>15,000</u>	Measure WW admin fees
		3,859,505	Total Debt Service Funds
Capital Projects	General Fund	300,000	TNA:Wildcat Bank Repair
		<u>250,000</u>	Upgrade Office Space
		550,000	Subtotal General Fund
	Measure AA	<u>180,000</u>	Pt. Molate Acq. Prep
		180,000	Subtotal Measure AA
	MIRR	500,000	Las Tr : Reno Water Syst
		<u>222,220</u>	Tilden: Merry Go Round
		722,220	Subtotal MIRR
	Measure WW	2,500,000	Oyster Bay:Staging Area
		2,060,000	TNA : Replace EEC
		900,000	Sibley: Fiddleneck Campground
		450,000	P. Ridge Trail Construct
	20,000	Upgrade Bear Creek Staging Area at Maud Whalen	
	280,000	Campground Improvements (Briones)	
	150,000	Dublin Hills: Water Meter	
	11,540	Inc Thomas Lower	
	<u>8,560</u>	Goldwyn Budget	
	6,380,100	Subtotal Measure WW	
		7,832,320	Total Capital Project Funds
Other Than Assets	Measure WW	<u>1,056,966</u>	AC:Rep Campground Sewer
		1,056,966	Subtotal Measure WW
Misc Spec Rev Fund		15,000	Ivan Dickson Volunteer Trail
		50,000	Nest Disturbance Study
		<u>25,000</u>	Section 106 Consultation
		90,000	Subtotal Spec Rev Funds
MIRR		1,943,034	AC:Rep Campground Sewer
		1,600,000	Lafayette Tr:2 Ped Bridges
		1,000,000	Crown Beach:Ren McKay Util
		<u>205,711</u>	Renovate Staff Facilities - Del Valle
		4,748,745	Subtotal MIRR

BUDGET OVERVIEW

BUDGETED TRANSFERS

Transfers In, Continued			
To Fund	From Fund	Amount	Purpose
	General Fund	6,256,834	Preliminary Design Project
		3,064,546	Fire Fuels Project
		3,000,000	AC:Rep Campground Sewer
		900,000	Emergency Project Repirs
		832,941	2CDP Phase 2
		500,000	ERP Replacement Proj
		500,000	Pt Molate - \$500K operating cost
		350,000	Computer Network
		327,000	Replace VOIP Telephony
		250,000	Strategic IT Projects
		200,000	Pond restoration
		200,000	Replenish hazardous tree proj
		200,000	Trails Magagement
		188,986	Quagga mussel Response
		130,000	Annual Request for Mine Safety
		100,000	Grant Writing Services
		100,000	Whole Park Access
		300,000	Whole Park Access
		100,000	Whole Park Access
		100,000	Renovate Staff Facilities - Del Valle
		100,000	Hab Rest Program
		100,000	pe, Design, Implimentation
		70,000	Phase 2 Resource Study
		65,000	Roberts Pallid Mitigation
		60,000	Mitig and Monitoring
		50,000	PR Tyler Mitigation
		40,000	Mapping Endangered Species
		40,000	Doolittle Marsh Mtgtn
		30,000	TCP Projects/Routine Maint
		30,000	Placer Services Contract
		25,000	WHRRMP
		25,000	Feral Pig Management
		20,000	CLP Management Fund
		17,000	Armored Car Cash Collection Pilot
		<u>18,272,307</u>	Subtotal General Fund
	Measure FF	266,624	FF 1.75 Park Rngr Eastsh
		170,000	FF Wildfire Management
		159,100	FF 0.75 FuelsReducCord
		155,417	FF 0.75 Firefighter II
		150,117	FF 1 Park Rngr MLK
		150,000	FF23 Anza OST retrofit
		124,779	FF 0.48 Police Ofc Trl
		100,000	FF Oakland Zoo
		95,928	FF 0.4 Fire Captain
		90,184	FF 0.5 Nature Pt Pinole
		83,635	FF 0.5 Park Rngr AlaPT
		78,096	FF 0.5 Adm Spec Crab Co
		74,792	FF 0.5 Rec Coord MLK
		51,991	FF 0.2 Police Ofc AlaPT
		51,991	FF 0.2 Police Ofc MLK
		47,311	FF 0.25 Sup Nat Crab Co
		42,786	FF 0.25 Natural Crab Co
		40,394	FF 0.3 Park Rngr Sibley
		37,396	FF 0.25 Rec Coord Pt Pinole
		31,980	FF 0.25 Park Rngr JJS
		25,996	FF 0.1 Police Ofc Pt Molate
		<u>12,790</u>	FF 0.1 Park Rngr Mill/Knox
		2,041,307	Subtotal Measure FF

BUDGET OVERVIEW

BUDGETED TRANSFERS

<u>To Fund</u>	<u>From Fund</u>	<u>Transfers In, Continued</u>	<u>Purpose</u>
		<u>Amount</u>	
	<u>Permanent Funds</u>	74,728	Manage Suncrest (BD)
		60,000	Manage Moller/Arata (BD)
		18,089	Berkeley Meadow 2 (ES)
		20,000	Manage Oro Loma (HS)
		18,764	Manage Eden Shores (HS)
		30,000	Manage Elworthy I (MT)
		20,000	Manage Elworthy II (MT)
		5,000	Manage Podva/Redhawk (LT)
		<u>246,581</u>	SubTotal Permanent Funds
		26,455,906	Total Other Than Assets
		<u>\$ 40,095,733</u>	Total Transfers In

BUDGET OVERVIEW

BUDGETED TRANSFERS

From Fund	To Fund	Transfers Out	
		Amount	Purpose
General Fund	Debt Service Funds:	1,420,230	2012 PN Debt Service
		2,424,275	2024 PN Debt Service
		15,000	Measure WW Admin Fees
		<u>3,859,505</u>	Subtotal Debt Service
	Other Than Assets	6,256,834	Preliminary Design Project
		3,064,546	Fire Fuels Project
		3,000,000	Anthony Chabot:Rep Campground Sewer
		900,000	Emergency Project Repirs
		832,941	Second Century Dist Plan Phase 2
		500,000	ERP Replacement Proj
		500,000	Point Molate Safety & Security
		350,000	Computer Network
		327,000	Replace VOIP Telephony
		250,000	Strategic IT Projects
		200,000	Pond restoration
		200,000	Replenish hazardous tree project
		200,000	Trails Magagement
		188,986	Quagga mussel Response
		130,000	Annual Request for Mine Safety
		100,000	Grant Writing Services
		100,000	Whole Park Access
		300,000	Whole Park Access
		100,000	Whole Park Access
		100,000	Renovate Staff Facilities - Del Valle
		100,000	Habitat Rest Program
		100,000	Districtwide: Customer Regionship Mgt.
		70,000	Phase 2 Resource Study
		65,000	Roberts Pallid Mitigation
		60,000	Mitig and Monitoring
		50,000	PR Tyler Mitigation
		40,000	Mapping Endangered Species
		40,000	Doolittle Marsh Mitigation
		30,000	Trails Creeks Ponds Projects/Routine Maint
		30,000	Placer Services Contract
	25,000	WHRRMP	
	25,000	Feral Pig Management	
	20,000	CLP Management Fund	
	17,000	Armored Car Cash Collection Pilot	
		<u>18,272,307</u>	Subtotal OTA
	Capital Project Fund	300,000	TNA:Wildcat Bank Repair
		250,000	Upgrade Office Space
		<u>550,000</u>	Subtotal Capital Projects
		22,681,812	Total General Fund
Measure WW Project Funds	Measure WW Local Grants	1,942,002	Subtotal WW Local Grants Fund
	Capital Projects	2,500,000	Oyster Bay:Staging Area
2,060,000		Tilden Nature Area : Replace EEC	
900,000		Sibley: Fiddleneck Campground	
450,000		Pleasanton Ridge Ridge Trail Construct	
20,000		Upgrade Bear Creek Staging Area at Maud Whalen	
280,000		Briones: Campground Improvements	
150,000		Dublin Hills: Water Meter	
11,540		Increase Thomas Lower	
8,560		Goldwyn	
		<u>6,380,100</u>	Subtotal Capital Projects
	Other Than Assets	1,056,966	Anthony Chabot:Rep Campground Sewer
		9,379,068	Total Measure WW Funds

BUDGET OVERVIEW

BUDGETED TRANSFERS

From Fund	To Fund	Transfers Out, Continued	
		Amount	Purpose
Major Infrastructure Renovation & Replacement	Other Than Assets	1,943,034	AC:Rep Campground Sewer
		1,600,000	Lafayette Trail: Two Pedestrian Bridges
		1,000,000	Crown Beach:Renovate McKay Utilities
		205,711	Renovate Staff Facilities - Del Valle
		<u>4,748,745</u>	Subtotal Other Than Assets
Capital Projects	Capital Projects	500,000	Las Trampas: Renovate Water Syst
		<u>222,220</u>	Tilden: Merry Go Round
		<u>722,220</u>	Subtotal Capital Projects
		5,470,965	Total MIRR
Measure AA	Capital Projects	180,000	Acquisition Point Molate
Permanent Funds:	Other Than Asset	74,728	Manage Suncrest (BD)
		1,500	Feral Pig Management
		2,500	Feral Pig Management
		2,000	Feral Pig Management
		60,000	Manage Moller/Arata (BD)
		18,089	Berkeley Meadow 2 (ES)
		20,000	Manage Oro Loma (HS)
		18,764	Manage Eden Shores (HS)
		30,000	Manage Elworthy I (MT)
		20,000	Manage Elworthy II (MT)
		5,000	Manage Podva/Redhawk (LT)
			<u>252,581</u>
Measure FF	Other Than Asset	266,624	FF 1.75 Park Rngr Eastsh
		170,000	FF Wildfire Management
		159,100	FF 0.75 Fuels ReducCord
		155,417	FF 0.75 Firefighter II
		150,117	FF 1 Park Rngr MLK
		150,000	FF23 Anza OST retrofit
		124,779	FF 0.48 Police Ofc Trl
		100,000	FF Oakland Zoo
		95,928	FF 0.4 Fire Captain
		90,184	FF 0.5 Nature Pt Pinole
		83,635	FF 0.5 Park Rngr AlaPT
		78,096	FF 0.5 Adm Spec Crab Co
		74,792	FF 0.5 Rec Coord MLK
		51,991	FF 0.2 Police Ofc AlaPT
		51,991	FF 0.2 Police Ofc MLK
		47,311	FF 0.25 Sup Nat Crab Co
		42,786	FF 0.25 Natural Crab Co
		40,394	FF 0.3 Park Rngr Sibley
		37,396	FF 0.25 Rec Coord Pt Pinole
		31,980	FF 0.25 Park Rngr JJS
25,996	FF 0.1 Police Ofc Pt Molate		
12,790	FF 0.1 Park Rngr Mill/Knox		
	<u>2,041,307</u>	Total Measure FF	
Special Revenue Funds	Other Than Assets	50,000	Nest Disturbance Study
		25,000	Section 106 Consultation
		15,000	Ivan Dickson Volunteer Trail
		<u>90,000</u>	Subtotal Capital Projects
		<u>40,095,733</u>	Total Transfers Out

Projected Beginning/Ending Fund Balances

Please Note: Fund Balances to be updated for Adopted Budget

FUND GROUPS	2024 ESTIMATED BEGIN FUND BALANCE/NET ASSETS	2024 SOURCES	2024 USES	2024 PROJECTED END FUND BALANCE/NET ASSETS	2024 PROJECTED FUND BALANCE/NET ASSET CHANGE	2024 % CHANGE IN NET ASSETS / FUND BALANCE
General Fund:						
Nonspendable inventory	\$ 685,840	\$ -	\$ -	\$ 685,840	\$ -	
Nonspendable prepaids	54,593	-	-	54,593	-	
Restricted encumbrances	4,871,679	-	-	4,871,679	-	
Restricted per contract/agreement	343,976	-	-	343,976	-	
Restricted first quarter expenditures	33,914,447	-	-	33,914,447	-	
Restricted future pension	8,245,763	-	-	8,245,763	-	
Committed workers' comp claim	2,000,000	-	-	2,000,000	-	
Committed revenue take-away	19,610,000	-	-	19,610,000	-	
Assigned election costs	2,200,000	-	-	2,200,000	-	
Assigned legal contingency	1,000,000	-	-	1,000,000	-	
Assigned first quarter expenditures	16,561,275	-	-	16,561,275	-	
Unassigned	59,923,471	212,843,674	(221,188,607)	51,578,538	(8,344,933)	
General Fund Total	\$ 149,411,043	\$ 212,843,674	\$ (221,188,607)	\$ 141,066,110	\$ (8,344,933)	-6%
Special Revenue Funds:						
220 Two County LLD	\$ 1,901,307	\$ 4,167,000	\$ (5,240,209)	\$ 828,098	\$ (1,073,209)	-56%
221 East Contra Costa County LLD	826,361	789,000	(745,945)	869,416	43,055	5%
222 Five Canyon ZB	135,743	57,400	(4,715)	188,428	52,685	39%
223 Dublin Hills ZB	66,456	25,200	(10,385)	81,271	14,815	22%
224 Walpert Ridge ZB	108,979	129,400	(46,667)	191,712	82,733	76%
225 San Ramon ZB	35,182	6,350	(500)	41,032	5,850	17%
226 Measure CC	228,505	-	(351,644)	(123,139)	(351,644)	-154%
227 Stone Valley ZB	91,482	7,520	(630)	98,372	6,890	8%
228 Sibley Volcanic ZB	36,310	29,000	(36,647)	28,663	(7,647)	-21%
230 Podva CFD	30,297	7,300	(7,300)	30,297	-	0%
231 Faria CFD	261,493	80,000	(90,000)	251,493	(10,000)	-4%
232 Measure FF CFD	2,318,564	3,212,000	(2,021,752)	3,508,812	1,190,248	51%
253 Gifts	4,299,248	45,000	(75,120)	4,269,128	(30,120)	-1%
255 MLK Jr. Intern Program	221,127	13,000	(5,000)	229,127	8,000	4%
257 Mitigation	5,518,122	20,780	(144,853)	5,394,049	(124,073)	-2%
258 McLaughlin Eastshore State Park	4,025,782	40,000	(39,438)	4,026,344	562	0%
259 ECCC HCP Properties	981,778	476,852	(495,386)	963,244	(18,534)	-2%
260 Asset Seizure & Forfeiture	75,603	-	-	75,603	-	0%
261 Coyote Hills/Dumbarton Quarry	133,397	-	-	133,397	-	0%
*270 Measure WW Local Grant	7,914,965	2,037,239	(2,037,239)	7,914,965	0	0%
Special Revenue Funds Total	\$ 29,210,701	\$ 11,143,041	\$ (11,353,431)	\$ 29,000,311	\$ (210,390)	
811 2012 Promissory Note	\$ 2,178	\$ 1,426,105	\$ (1,426,105)	2,178	-	0%
812 Measure AA Bonds	66,900	-	-	66,900	-	0%
813 Measure WW Bonds	28,009,021	34,955,983	(37,667,525)	25,297,479	(2,711,542)	-10%
Debt Service Funds Total	\$ 28,078,099	\$ 36,382,088	\$ (39,093,630)	\$ 25,366,557	\$ (2,711,542)	
Internal Service Funds:						
552 Workers' Compensation	\$ 13,300,690	\$ 3,458,558	\$ (5,059,204)	\$ 11,700,045	\$ (1,600,646)	-7%
553 Major Infrastructure Renov./Replace	10,404,316	10,000,000	(13,287,100)	7,117,216	(3,287,100)	-32%
554 Major Equipment Replacement	13,802,806	10,681,252	(9,850,737)	14,633,321	830,515	6%
555 General Liability	4,687,176	5,738,553	(6,686,829)	3,738,900	(948,276)	-20%
556 Employee Benefits	1,497,336	5,121,037	(5,121,037)	1,497,336	-	0%
Internal Service Funds Total	\$ 43,692,324	\$ 34,999,400	\$ (40,004,907)	\$ 38,686,817	\$ (5,005,507)	

Projected Beginning/Ending Fund Balances, continued

FUND GROUPS	2024			2024		2024		2024 % CHANGE IN NET ASSETS / FUND BALANCE
	ESTIMATED BEGIN FUND BALANCE/NET ASSETS	2023 SOURCES	2023 USES	PROJECTED END FUND BALANCE/NET ASSETS	PROJECTED FUND BALANCE/NET ASSET CHANGE			
Permanent Funds:								
610 Black Diamond Open Space	\$ 267,074	\$ -	\$ -	\$ 267,074	\$ -			0.0%
611 Black Diamond Suncrest Homes	412,432	-	-	412,432	-			0.0%
612 Black Diamond Moeller	497,219	-	-	497,219	-			0.0%
620 Brushy Peak-Dyer	580,268	-	(85,120)	495,148	(85,120)			-14.7%
621 Brushy Peak-Weaver	499,806	-	(78,260)	421,546	(78,260)			-15.7%
630 ESSP-Berkeley Meadows Phase 1	91,957	-	(15,000)	76,957	(15,000)			-16.3%
631 ESSP Berkeley Meadows Phase 2	460,572	-	-	460,572	-			0.0%
640 Hayward Shore-Ora Loma	808,439	-	-	808,439	-			0.0%
641 Hayward-Corp Yard	77,211	-	(2,000)	75,211	(2,000)			-2.6%
650 Morgan Territory-Elworthy I	455,270	-	(2,500)	452,770	(2,500)			-0.5%
651 Morgan Territory-Elworthy II	229,895	-	-	229,895	-			0.0%
660 Trampas Podva	207,733	-	-	207,733	-			0.0%
670 Doolan Canyon-Toyota	34,467	-	-	34,467	-			0.0%
671 El Charro-Livermore	579,165	-	-	579,165	-			0.0%
680 MLK Jr Shore/Damon Slough-Port	365,961	-	-	365,961	-			0.0%
Permanent Funds Total	\$ 5,567,469	\$ -	\$ (182,880)	\$ 5,384,589	\$ (182,880)			-3.3%
Projects Funds:								
333 Capital Projects	\$ 14,887,053	\$ 9,557,500	\$ (11,131,323)	\$ 13,313,230	\$ (1,573,823)			-10.6%
Committed for Land Acq & Development	7,757,479	-	-	7,757,479	-			0.0%
Committed Fire Fuel Mgmt Grant Match	380,245	-	-	380,245	-			0.0%
335 Measure AA Project Funds	9,923,692	-	(7,620)	9,916,072	(7,620)			-0.1%
336 Other Than Assets Projects	37,865,990	19,222,409	(22,152,059)	34,936,340	(2,929,650)			-7.7%
337 Measure WW Project Funds	76,780,418	-	(6,732,239)	70,048,179	(6,732,239)			-8.8%
338 2012 Promissory Note Project Funds	5,855,117	-	-	5,855,117	-			0.0%
Projects Funds Total	153,449,994	28,779,909	(40,023,242)	142,206,661	(11,243,333)			-7.3%

Fund balance changes > 10%

- 220 Special Revenue Fund, excess fund balance being spent through project / personnel appropriations.
- 222 Special Revenue Fund, excess fund balance being spent through project / personnel appropriations.
- 223 Special Revenue Fund, excess fund balance being spent through project / personnel appropriations.
- 224 Special Revenue Fund, excess fund balance to be spent through future appropriations.
- 225 Special Revenue Fund, excess fund balance to be spent through future appropriations.
- 226 Special Revenue Fund, excess fund balance being spent through project / personnel appropriations.
- 228 Special Revenue Fund, excess fund balance being spent through project / personnel appropriations.
- 232 Special Revenue Fund, excess fund balance being spent through project / personnel appropriations.
- 333 Project Fund, fund balance being drawn based on anticipated project completion.
- 553 Internal Service Fund, reduced fund balance due to increased transfers for project appropriations.
- 555 Internal Service Fund, excess fund balance being spent on personnel appropriations.
- 620 Permanent Fund, interest earnings being drawn for environmental restoration work.
- 621 Permanent Fund, interest earnings being drawn for environmental restoration work.
- 630 Permanent Fund, interest earnings being drawn for environmental restoration work.
- 813 Debt Service Fund, fund balance being drawn for debt service payments.

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SECTION C
DIVISION SUMMARIES WITH PERFORMANCE MEASURES

IN THIS SECTION

General Manager's Office

Acquisition, Stewardship & Development Division

Finance & Management Services Division

Human Resources Division

Legal Division

Operations Division

Public Affairs Division

Public Safety Division

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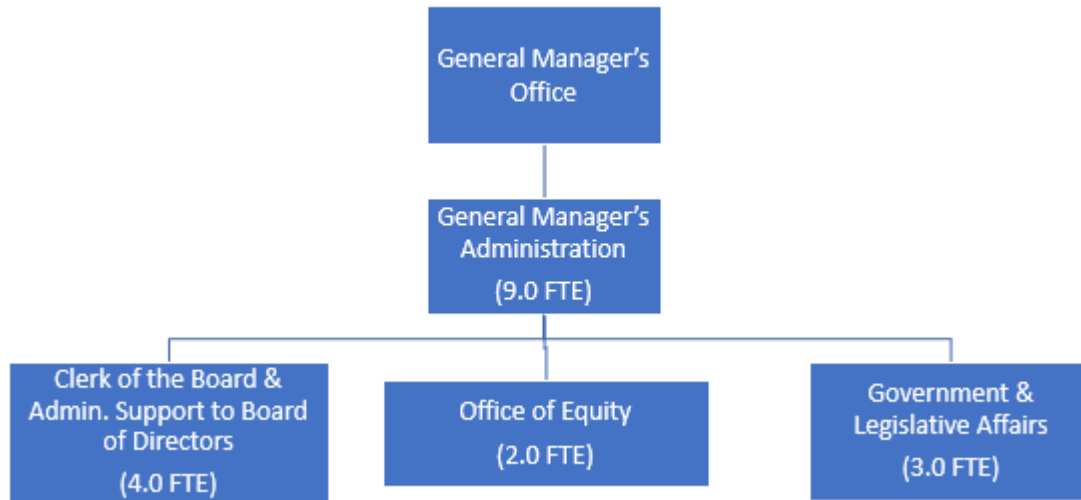
GENERAL MANAGER'S OFFICE

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 3,456,934	\$ 3,317,539	\$ 4,199,375	\$ 4,719,059	12.4%
Supplies	54,880	102,801	122,250	168,250	37.6%
Contingency	-	-	642,690	642,690	0.0%
Services	1,337,228	710,076	857,277	924,277	7.8%
Intra-District Charges	601,016	716,136	716,139	633,400	-11.6%
Subtotal	\$ 5,450,058	\$ 4,846,552	\$ 6,537,731	\$ 7,087,676	8.4%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0.0%
Supplies	1,777	-	-	-	0.0%
Services	1,677	-	-	-	0.0%
Capital Outlay/Equip	2,920	-	-	-	0.0%
Subtotal	\$ 6,374	\$ -	\$ -	\$ -	0.0%
Total Operating/Project	\$ 5,456,432	\$ 4,846,552	\$ 6,537,731	\$ 7,087,676	8.4%
DEPARTMENTS:					
General Manager	\$ 3,936,831	\$ 2,876,746	\$ 3,793,061	\$ 4,030,431	6.3%
Clerk of the Board & Support	1,519,601	815,318	1,006,678	1,253,780	24.5%
Government & Legislative	-	1,146,989	1,295,073	1,231,511	-4.9%
Office of Equity	-	7,500	442,919	571,955	29.1%
Total	\$ 5,456,432	\$ 4,846,552	\$ 6,537,731	\$ 7,087,676	8.4%
FUNDING SOURCES:					
101 General Fund	\$ 5,450,058	\$ 4,846,552	\$ 6,537,731	\$ 7,087,676	8.4%
333 Capital	2,920	-	-	-	0.0%
336 OTA Projects	3,454	-	-	-	0.0%
Total	\$ 5,456,432	\$ 4,846,552	\$ 6,537,731	\$ 7,087,676	8.4%
STAFFING:					
Regular/Permanent	15.00	16.00	16.00	17.00	1.00
Seasonal/Temporary	-	1.00	1.00	1.00	-
Total	15.00	17.00	17.00	18.00	1.00

GENERAL MANAGER'S OFFICE

GENERAL MANAGER'S OFFICE

The General Manager's Administration, Clerk of the Board and Board of Directors Administrative Support, Government and Legislative Affairs and the Office of Equity comprise the General Manager's Office (GMO). Together the Division provides the policy and leadership direction needed to promote the Park District's Vision, Mission and Values, within and outside of the organization.



GENERAL MANAGER'S ADMINISTRATION

The General Manager's Administration provides executive leadership to Park District staff to achieve the Park District's Mission and Vision Statements, as guided by the Master Plan. The General Manager's Administration develops organizational structure and strategy to accomplish policy goals.

CLERK OF THE BOARD AND ADMINISTRATIVE SUPPORT TO BOARD OF DIRECTORS DEPARTMENT

The activities of the Clerk of the Board ensure an open and inclusive public process. The Clerk of the Board manages the Board meeting agenda process, facilitates Board meetings, and serves as a conduit for communication between the staff, Board members and the general public. This team also supports the elected seven-member Board of Directors who serve as the legislative body of the Park District. The Board provides policy direction and leadership to advance the Park District's Mission, Vision, Values, and Master Plan.

GOVERNMENT AND LEGISLATIVE AFFAIRS DEPARTMENT

The Government and Legislative Affairs staff monitor, analyze and make strategic recommendations about proposed federal, state and local legislation and administrative policies affecting Park District lands, parks, facilities, operations and budgets and provide leadership and administrative support for the Park Advisory Committee. Government and Legislative Affairs works closely with the Grants Department and analyzes ballot measures to align funding opportunities with District need.

OFFICE OF EQUITY DEPARTMENT

The Office of Equity staff works to carry out the work plan identified in the Board of Directors' resolution on denouncing systemic racism and establishing a more inclusive Park District.

GENERAL MANAGER'S OFFICE

General Manager's Office Performance Objectives for 2025:

Continue to support efforts for district-wide employee and community engagement to have direct input on the Second Century District Plan through employee working groups, community outreach activities, and on-going engagement with the Park Advisory Committee.
Engage on implementation of the California Climate Bond to ensure the Park District qualifies for competitive funding for park access and restoration projects.
Support improvements to procurement and contracting processes to enhance efficiency and transparency.
Advocate for amendments to the State regulatory process to improve service delivery of natural ecosystem restoration work.
Develop additional training and review of Board Operating Guidelines policies to enhance effective operations of the Board of Directors.
Continue to expand and enhance external partners through the Park District's Local Government Program, community outreach, partnerships, and enhanced communications strategies.
Continue to prioritize DEI implementation efforts, led by the Office of Equity, to develop a Park District operational definition of equity and equity goals through an intensive staff input and feedback process.
Explore opportunities to improve the permit and grant processes of the Federal Emergency Management Agency (FEMA) disaster recovery program to better support project advancement and limit habitat impact.

General Manager's Office Completed Objectives from 2024:

Advocated for amendments to the California Environmental Quality Act (CEQA) to improve public access and recreation. AB 2091: CEQA: exemption: public access: nonmotorized recreation, was signed by the Governor during the 2024 legislative cycle.
Activated state partners through strategic engagement and advocacy to support a permanent fire crew facility at Las Trampas Regional Park for broad awareness through the State Advocacy Conference.
Supported efforts for the launch of district-wide employee and community engagement to have direct input on the Second Century District Plan through employee working groups, community surveys, and on-going engagement with the Park Advisory Committee.
The Parks Advisory Committee role was activated to provide structured feedback to Board and staff on priority Park District items.
Increased capacity to accelerate fuel vegetation management work through funding and permit streamlining.

GENERAL MANAGER'S OFFICE

Digitized all permanent Board of Directors actions and resolutions and developed procedures to facilitate access to those documents by staff and the public and reduced paper consumption.
Through successful advocacy language was added to the Federal National Defense Authorization Act to advance clean-up and transfer of future parkland at Judge John Sutter Regional Shoreline.
Expanded opportunities for grassland wildfire mitigation through engaging with elected offices, providing opportunities to learn more about conservation grazing through the State legislative process. SB 675: Prescribed grazing: local assistance grant program: Wildfire and Forest Resilience Task Force, was signed by the Governor in the 2024 legislative cycle.
Awarded over \$3M in funding under the Federal Community Benefit Project program for two Park District priority projects: Tidewater Estuary Park (\$2M) and Richmond Bay Trail (\$1.5M).
Through an interdivisional effort, continued to leverage State-wide funding from the 30x30 Conservation Initiative as well as funding from the federal government's similar initiatives to advance land conservation.

General Manager's Office 2025 Proposed Budget Requests Above \$100,000:

Request	Amount
1.0 FTE Principal Project Manager	\$ 268,000

General Manager's Office 2025 Proposed Sponsorship Budget:

#	Organization	Event	Amount
1	Save Mount Diablo	Moonlight on the Mountain	\$ 10,000
2	Save the Redwoods League	"Take Me to the Trees" Annual Celebration	7,500
3	John Muir Land Trust	Annual Gala	5,000
4	TOGETHER Bay Area	Annual Conference	5,000
5	California Association of Recreation and Park Districts	Annual Conference	3,000
6	Bay Nature Institute	Local Hero Awards Dinner	2,500
7	California Trails Conference Foundation	Annual California Trails & Greenways Conference	2,500
8	Greenbelt Alliance	Annual Hidden Heroes of the Greenbelt Event	2,500
9	Save the Bay SF Bay Area	Bay Day	2,500
		TOTAL	\$ 40,500

GENERAL MANAGER'S ADMINISTRATION DESCRIPTION & BUDGET

The General Manager's Administration facilitates direct and open communication District-wide, both internally and externally. The Administration produces an annual State of the Park District report, which is presented to the Board and staff, outlining accomplishments of the previous year, as well as priorities and initiatives for the coming year.

The General Manager's Administration develops internal policy recommendations and ensures that policy recommendations are reviewed by the Executive Team Members and by the Board Committee before being adopted by the full Board of Directors. The General Manager's Administration provides leadership on Board Study Sessions to establish budget priorities and encourages open and transparent communication between the Board of Directors and staff. The Administration also provides leadership, administrative and policy support for the Park Advisory Committee.

The General Manager's Administration provides leadership in the area of organizational development and staff workforce planning, including oversight of labor agreement negotiations.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 2,800,564	\$ 1,866,616	\$ 2,288,492	\$ 2,593,101	13%
Supplies	32,859	69,099	61,400	71,900	17%
Contingency	-	-	542,690	542,690	0%
Services	496,018	224,895	184,340	189,340	3%
Intra-District Charges	601,016	716,136	716,139	633,400	-12%
Subtotal	\$ 3,930,457	\$ 2,876,746	\$ 3,793,061	\$ 4,030,431	6%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0%
Supplies	1,777	-	-	-	0%
Services	1,677	-	-	-	0%
Capital Outlay/Equip	2,920	-	-	-	0%
Subtotal	\$ 6,374	\$ -	\$ -	\$ -	0%
Total Operating/Project	\$ 3,936,831	\$ 2,876,746	\$ 3,793,061	\$ 4,030,431	6%
DEPARTMENTS:					
General Manager	\$ 3,936,831	\$ 2,876,746	\$ 3,793,061	\$ 4,030,431	6%
Total	\$ 3,936,831	\$ 2,876,746	\$ 3,793,061	\$ 4,030,431	6%
FUNDING SOURCES:					
101 General Fund	\$ 3,930,457	\$ 2,876,746	\$ 3,793,061	\$ 4,030,431	6%
333 Capital	2,920	-	-	-	0%
336 OTA Projects	3,454	-	-	-	0%
Total	\$ 3,936,831	\$ 2,876,746	\$ 3,793,061	\$ 4,030,431	6%
STAFFING:					
Regular/Permanent	12.00	7.00	7.00	8.00	1.00
Seasonal/Temporary	0.00	1.00	1.00	1.00	-
Total	12.00	8.00	8.00	9.00	1.00

**CLERK OF THE BOARD AND ADMINISTRATIVE SUPPORT TO BOARD OF DIRECTORS
DEPARTMENT DESCRIPTION & BUDGET**

The Clerk of the Board provides and coordinates administrative and office support for the Board of Directors and acts as the official custodian of all District records. This Department is tasked with the performance of the District’s statutory administrative duties so that these responsibilities are carried out in a timely, proficient and lawful manner.

Each year this Department schedules all Board and Committee meetings, facilitates the election of Board Officers and Committee assignments, and coordinates site visits. The Department also coordinates the preparation, production, and timely distribution of Board meeting agendas and materials necessary to comply with the requirements of the Brown Act.

The Clerk of the Board works with election officers from Alameda and Contra Costa counties in preparation for ward elections, as needed.

This team also provides administrative support for the Park District’s Board of Directors.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 656,370	\$ 638,533	\$ 703,691	\$ 920,793	31%
Supplies	22,021	32,322	34,850	64,850	86%
Contingency	-	-	100,000	100,000	0%
Services	841,210	144,463	168,137	168,137	0%
Subtotal	\$ 1,519,601	\$ 815,318	\$ 1,006,678	\$ 1,253,780	25%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0%
Subtotal	\$ -	\$ -	\$ -	\$ -	0%
Total Operating/Project	\$ 1,519,601	\$ 815,318	\$ 1,006,678	\$ 1,253,780	25%
DEPARTMENTS:					
Clerk of the Board & Support	\$ 1,519,601	\$ 815,318	\$ 1,006,678	\$ 1,253,780	25%
Total	\$ 1,519,601	\$ 815,318	\$ 1,006,678	\$ 1,253,780	25%
FUNDING SOURCES:					
101 General Fund	\$ 1,519,601	\$ 815,318	\$ 1,006,678	\$ 1,253,780	25%
Total	\$ 1,519,601	\$ 815,318	\$ 1,006,678	\$ 1,253,780	25%
STAFFING:					
Regular/Permanent	3.00	3.00	3.00	4.00	1.00
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	3.00	3.00	3.00	4.00	1.00

GOVERNMENT & LEGISLATIVE AFFAIRS DEPARTMENT DESCRIPTION & BUDGET

Government and Legislative Affairs provides strategic leadership in the area of external policy to ensure productive relationships with federal, state, and local government representatives, for-profit and non-governmental organizations, and community and special interest groups. The Government and Legislative staff work to advance Park District budget, policy and project priorities and objectives by proactively maintaining relationships and meeting with individual Board members, legislative delegates in Sacramento and Washington, D.C., as well as developing relationships with federal, state and local agency executives. This team also provides staff support on any Park District sponsored legislation or ballot measures and engages in external policy program development for grants, regional and statewide ballot measures, and policy changes.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ -	\$ 804,890	\$ 814,273	\$ 743,211	-9%
Supplies	-	1,380	14,000	14,000	0%
Services	-	340,719	466,800	474,300	2%
Subtotal	\$ -	\$ 1,146,989	\$ 1,295,073	\$ 1,231,511	-5%
PROJECT BUDGET:					
Subtotal	\$ -	\$ -	\$ -	\$ -	0%
Total Operating/Project	\$ -	\$ 1,146,989	\$ 1,295,073	\$ 1,231,511	-5%
DEPARTMENTS:					
Government & Leg Affairs	\$ -	\$ 1,146,989	\$ 1,295,073	\$ 1,231,511	-5%
Total	\$ -	\$ 1,146,989	\$ 1,295,073	\$ 1,231,511	-5%
FUNDING SOURCES:					
101 General Fund	\$ -	\$ 1,146,989	\$ 1,295,073	\$ 1,231,511	-5%
Total	\$ -	\$ 1,146,989	\$ 1,295,073	\$ 1,231,511	-5%
STAFFING:					
Regular/Permanent	0.00	4.00	4.00	3.00	(1.00)
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	0.00	4.00	4.00	3.00	(1.00)

OFFICE OF EQUITY DEPARTMENT DESCRIPTION & BUDGET

The Office of Equity works to carry out the work plan identified in the Board of Directors’ resolution on denouncing systematic racism and establishing a more inclusive Park District. This team was newly established in the 2023 budget.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ -	\$ 7,500	\$ 392,919	\$ 461,955	18%
Supplies	-	-	12,000	17,500	46%
Services	-	-	38,000	92,500	143%
Subtotal	\$ -	\$ 7,500	\$ 442,919	\$ 571,955	29%
PROJECT BUDGET:					
Subtotal	\$ -	\$ -	\$ -	\$ -	0%
Total Operating/Project	\$ -	\$ 7,500	\$ 442,919	\$ 571,955	29%
DEPARTMENTS:					
Office of Equity	\$ -	\$ 7,500	\$ 442,919	\$ 571,955	29%
Total	\$ -	\$ 7,500	\$ 442,919	\$ 571,955	29%
FUNDING SOURCES:					
101 General Fund	\$ -	\$ 7,500	\$ 442,919	\$ 571,955	29%
Total	\$ -	\$ 7,500	\$ 442,919	\$ 571,955	29%
STAFFING:					
Regular/Permanent	0.00	2.00	2.00	2.00	-
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	0.00	2.00	2.00	2.00	-

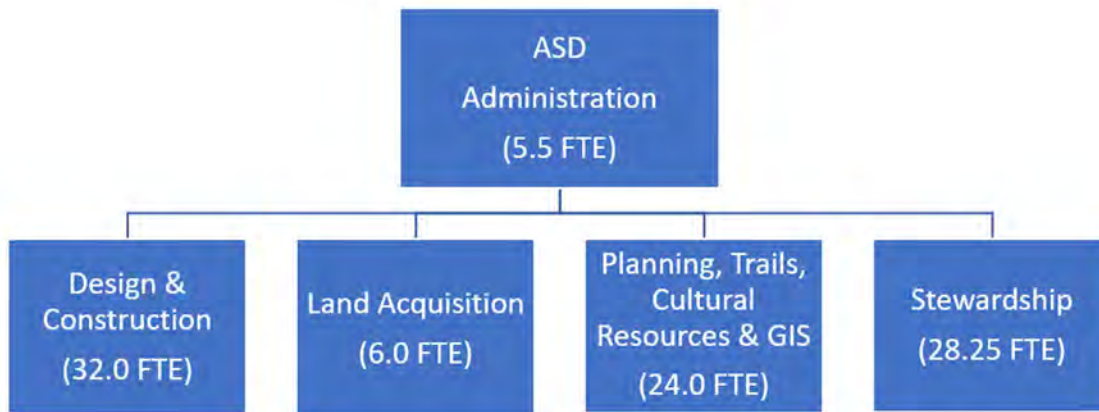
ACQUISITION, STEWARDSHIP AND DEVELOPMENT

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 10,091,473	\$ 10,634,681	\$ 11,375,056	12,663,940	11.3%
Supplies	721,037	936,984	836,800	791,700	-5.4%
Services	2,578,779	2,769,626	3,940,170	4,055,270	2.9%
Equipment	29,919	-	-	-	0.0%
Intra-District Charges	1,052,299	1,610,523	1,610,523	1,478,510	-8.2%
Subtotal	\$ 14,473,507	\$ 15,951,814	\$ 17,762,549	\$ 18,989,420	6.9%
PROJECT BUDGET:					
Personnel Services	\$ 6,152,359	\$ 6,187,849	\$ 7,531,559	8,413,349	11.7%
Supplies	84,243	43,473	-	-	0.0%
Services	9,874,379	7,864,925	4,998,853	10,303,801	106.1%
Capital Outlay/Equip	21,849,108	39,250,294	8,927,500	11,083,041	24.1%
Debt Service/Leases	30,456	30,456	-	-	0.0%
Subtotal	\$ 37,990,545	\$ 53,376,997	\$ 21,457,912	\$ 29,800,191	38.9%
Total Operating/Project	\$ 52,464,052	\$ 69,328,811	\$ 39,220,461	\$ 48,789,611	24.4%
DEPARTMENTS:					
Administration	\$ 1,731,277	\$ 2,284,637	\$ 2,584,117	\$ 2,498,656	-3.3%
Design and Construction	33,851,042	33,798,723	19,659,839	27,768,062	41.2%
Planning / GIS	5,408,826	4,888,896	6,107,254	6,659,327	9.0%
Land Acquisition	1,786,774	17,237,633	1,419,714	1,747,276	23.1%
Stewardship	9,686,133	11,118,921	9,449,537	10,116,290	7.1%
Total	\$ 52,464,052	\$ 69,328,811	\$ 39,220,461	\$ 48,789,611	24.4%
FUNDING SOURCES:					
101 General Fund	\$ 14,472,504	\$ 15,911,424	\$ 17,578,829	18,805,700	7.0%
231 - Las Trampas Faria CFD C-2	-	21,388	76,500	76,500	0.0%
253 Gifts	1,003	19,002	24,120	24,120	0.0%
257 Mitigation	-	-	83,100	83,100	0.0%
333 Capital	22,160,063	39,609,533	10,193,019	9,794,988	-3.9%
336 OTA Projects	15,830,482	13,767,463	11,264,893	20,005,203	77.6%
Total	\$ 52,464,052	\$ 69,328,811	\$ 39,220,461	\$ 48,789,611	24.4%
STAFFING:					
Regular/Permanent	86.82	88.82	90.82	94.00	3.18
Seasonal/Temporary	0.50	2.00	2.00	2.00	-
Total	87.32	90.82	92.82	96.00	3.18

ACQUISITION, STEWARDSHIP & DEVELOPMENT DIVISION

ACQUISITION, STEWARDSHIP & DEVELOPMENT DIVISION

The Acquisition, Stewardship & Development (ASD) Division acquires new parklands, plans new parks and open space, develops regional park and trail facilities, and protects and enhances the sensitive natural resources throughout the District's parklands.



ASD ADMINISTRATION

The ASD Administration staff provides leadership and support for the functions and activities of the departments within Acquisition, Stewardship & Development. Staff members include the Assistant General Manager (AGM) and administrative staff. The department also supports the selection, development and retention of well-trained, dedicated, productive employees.

DESIGN & CONSTRUCTION DEPARTMENT

The Design & Construction Department leads major capital improvement development projects that expand and maintain the Districts' assets as well as improve ecosystem functions while integrating compatible public access. Additionally, the department supports non-capital projects by providing design and survey services as needed.

LAND ACQUISITION DEPARTMENT

The Land Acquisition Department develops and implements strategies to acquire and preserve significant biologic, geologic, scenic, recreational and historic properties and resources, and to improve public access to parks and trails in accordance with the District's Master Plan.

PLANNING, TRAILS, CULTURAL RESOURCES, & GIS DEPARTMENT

The Planning, Trails, Cultural Resources, & GIS Department reviews and provides input on land use decisions of East Bay governments that relate to the District, working with public agencies, the private sector, and key stakeholders to pursue strategies that will ensure the fiscal and geographic health of the District. The Department provides long range planning to support implementation of the District's Master Plan with regards to trails development, land use planning, cultural resource protection, geographic information system, and interagency negotiations, to acquire, manage, maintain, and restore District parklands and regional trail network.

ACQUISITION, STEWARDSHIP & DEVELOPMENT DIVISION

STEWARDSHIP DEPARTMENT

The Stewardship Department protects natural resources by identifying and guiding projects and programs that restore and enhance wetlands, riparian corridors, native vegetation, and habitat throughout the District's parklands. The Department also provides resource management services to guide the development and management of District parklands to ensure the long-term protection of natural resources, including designing avoidance measures and monitoring impacts on vegetation, wildlife and water to ensure that natural parkland ecosystems are maintained in a healthy and productive condition.

Acquisition, Stewardship & Development Division Performance Objectives for 2025:

DECO: Improve restroom and picnic facilities at Contra Loma Regional Recreation Area, to provide fully accessible recreational amenities.
DECO: Upgrade Camp Arroyo Pool for safety and code compliance.
DECO: Finalize contract documents (plans and specifications) and submit applications for all permits (environmental, building, grading, etc.) for the Develop Public Access and Restoration Project at the former Roddy Ranch Golf Course.
DECO: Break ground on Point Pinole Service Yard, to provide adequate facilities to operate and manage the park.
DECO: Complete the McKay Avenue Utilities Renovation Project at Crab Cove in Robert W. Crown Beach.
Planning: Award construction contract and break ground on the SF Bay Trail at Pt. Molate project.
Planning: Complete Trail Inventory for Briones, Pleasanton Ridge, and Del Valle.
Planning: Close out the Briones Pilot Project and adopt long-term management recommendations in pilot zone.
Planning: Complete Phase 1 of the Second Century District Plan.
Planning: Continue administration of the Hayward Area Shoreline Planning Agency and facilitate ongoing implementation of the Hayward Shoreline Adaptation Master Plan.
Planning: Open 264-acre expansion of Sycamore Valley Regional Open Space Preserve through the Magee Preserve property.
Stewardship: Complete the Wildfire Risk Mapping associated with the Fine Scale Vegetation Map for Alameda and Contra Costa County. In progress and on track for completion in 2025. Wildfire Risk mapping was completed in 2024 but full fine scale map for both counties will be available in 2025.
Stewardship: Meet annual success criteria in designated mitigation sites for the Park District's Capital Projects (Creek restoration on former McCosker property, Tyler Ranch public access and trail development, Upper San Leandro Creek restoration in Huckleberry, and MLK Jr Regional Shoreline trail development).

ACQUISITION, STEWARDSHIP & DEVELOPMENT DIVISION

Stewardship: Restore and Protect grassland habitat in Sibley Volcanic Regional Park and implement oak woodland restoration to address impacts from the fire at Carquinez Regional Shoreline projects.

In progress. Restoration work has started and will continue in 2025.

Stewardship: Acquire a Programmatic Routine Maintenance Permit from Central Valley Regional Water Board (Region 5) and a Resource Protection Permit from Cutting the Green Tape program.

Stewardship: Complete Havey Canyon Trail and Creek Environmental Assessment to inform future restoration and sustainable trail management.

Stewardship: Install Motus Tower at Vasco Hills to monitor bat use of the Altamont Pass Wind Resource Area and assess wind farm impacts.

Stewardship and Planning: Completion of the decision support tool to assist with the development of priorities for the second-century plan.

Stewardship: Install an oxygen saturation system in Lake Temescal to improve water quality for recreation and to enhance and protect aquatic resources and wildlife.

ACQUISITION, STEWARDSHIP & DEVELOPMENT DIVISION

Acquisition, Stewardship & Development Division Completed Performance Objectives from 2024:

DECO: Repaired the service yard and stables at Vasco Hills damaged by the July 2020 fire so that Park staff have the supplies and spaces needed to successfully manage the park.
DECO: Completed Contra Loma Swim Lagoon assessment and determined next steps for repair and construction.
DECO: Finalized plans and specifications for the Keller Beach improvement project, upgrading and providing accessible recreational amenities.
Planning: Formally open the McCosker property providing new access to 250 acres within Sibley Volcanic Regional Preserve and access to restored San Leandro Creek site.
Stewardship: Renewed and extended Routine Maintenance permits with the resource agencies and worked with Operations and Design and Construction to streamline the process for identification and permitting of routine maintenance projects.
Stewardship: Streamlined Permitting for Urgent Debris Removal which allows storm preparation for culverts with only post-reporting requirements.
Stewardship: Staff worked with Public Affairs, and Regional Parks Foundation to foster Science Communication by preparing (approximately 30) <i>Wildlife Wednesday</i> social media posts.
Stewardship: Staff teamed up with the Fire Department for Early Detection Rapid Response Invasive Shot Hole Borer Beetle training to detect infestations early. Staff also partnered with sister agencies to conduct a baseline survey for beetle presence in high-risk areas.
Stewardship: Worked with I&R and HR to launch an Animal Response Training to empower Staff to respond to the widest variety of animal emergencies in a safe and efficient manner.
Stewardship: Finalized Cooperative Service Agreements with five local animal service agencies. These agreements allow for the safe transfer of cats from Park District properties to shelters for home adoption or placement in working cat venues.
Stewardship: Collaborated with USGS, CDFW, and others to continue population monitoring and satellite tracking of golden eagles, prairie falcons, and burrowing owls to better assess renewable energy impacts on these and other wildlife.

ASD 2025 Proposed Budget Requests Above \$100,000:

Request	Amount
1.0 FTE Planning Manager	\$ 268,350
1.0 FTE Project Manager	\$ 259,800
1.0 FTE Natural Resource Technician	\$ 157,200

ACQUISITION, STEWARDSHIP & DEVELOPMENT DIVISION

ADMINISTRATION

ASD ADMINISTRATION DESCRIPTION & BUDGET

The Administration Department's staff supports all departments within the Acquisition, Stewardship & Development Division. The Department provides strategic direction in the areas of long-range planning, funding, and direction in fulfilling goals for parkland acquisition, land use planning, environmental compliance, interagency planning coordination, GIS, design, construction, stewardship, project management, and regional trails development. This Department also facilitates direct and open communication District-wide.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 650,736	\$ 651,160	\$ 878,154	\$ 974,706	11%
Supplies	4,510	5,873	10,000	10,400	4%
Services	61,832	16,829	85,440	85,040	0%
Equipment	-	-	-	-	0%
Intra-District Charges	1,014,199	1,610,523	1,610,523	1,428,510	-11%
Subtotal	\$ 1,731,277	\$ 2,284,385	\$ 2,584,117	\$ 2,498,656	-3%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0%
Supplies	-	-	-	-	0%
Services	-	-	-	-	0%
Capital Outlay/Equip	-	252	-	-	0%
Subtotal	\$ -	\$ 252	\$ -	\$ -	0%
Total Operating/Project	\$ 1,731,277	\$ 2,284,637	\$ 2,584,117	\$ 2,498,656	-3%
DEPARTMENTS:					
Administration	\$ 1,731,277	\$ 2,284,637	\$ 2,584,117	\$ 2,498,656	-3%
Total	\$ 1,731,277	\$ 2,284,637	\$ 2,584,117	\$ 2,498,656	-3%
FUNDING SOURCES:					
101 General Fund	\$ 1,731,277	\$ 2,284,385	\$ 2,584,117	\$ 2,498,656	-3%
333 Capital	-	67	-	-	0%
336 OTA Projects	-	185	-	-	0%
Total	\$ 1,731,277	\$ 2,284,637	\$ 2,584,117	\$ 2,498,656	-3%
STAFFING:					
Regular/Permanent	4.00	4.00	4.00	4.00	-
Seasonal/Temporary	0.00	1.50	1.50	1.50	-
Total	4.00	5.50	5.50	5.50	-

ACQUISITION, STEWARDSHIP & DEVELOPMENT DIVISION

DESIGN & CONSTRUCTION DEPT

DESIGN & CONSTRUCTION DEPARTMENT DESCRIPTION & BUDGET

The Design & Construction Department is comprised of five units. The Administrative Unit provides management oversight and administers the District's capital improvement program. The Survey and Construction Inspection Unit provides topographic and boundary line mapping and survey support and administers construction contract documentation and provides construction management and inspection. The Design Unit provides design services and prepares plans and specifications for capital projects and major maintenance projects. The Project Management Unit provides schematic plans and project management services for the execution of capital projects. The Restoration Projects Unit delivers major restoration projects that improve ecosystem functions while integrating compatible public access. Design and Construction works with Land Acquisition to identify and acquire rights of way; with Grants to develop project scopes and funding applications; with Finance to prepare budgets and track expenditures; with Planning to assess feasibility of Land Use Plans; and with Stewardship to prepare permit applications and monitor implementation of permit conditions. Design and Construction staff facilitate scoping, scheduling and funding for stakeholders, including Operations, Police, and Fire. The Department confers with District Counsel regarding laws, regulations, and codes that may affect projects. The Department also assists with design review and inspection of projects managed by other departments, outside agencies and developers.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 64,761	\$ 1,877	\$ -	\$ -	0%
Supplies	14,899	27,278	36,130	36,130	0%
Services	61,153	106,330	647,270	647,270	0%
Equipment	-	-	-	-	0%
Intra-District Charges	28,100	-	-	-	0%
Subtotal	\$ 168,913	\$ 135,485	\$ 683,400	\$ 683,400	0%
PROJECT BUDGET:					
Personnel Services	\$ 5,903,155	\$ 5,988,180	\$ 6,903,939	\$ 7,719,501	12%
Supplies	13,151	-	-	-	0%
Services	7,197,531	4,571,737	3,595,000	8,932,220	148%
Capital Development /Equip	20,568,292	23,103,320	8,477,500	10,432,941	23%
Subtotal	\$ 33,682,129	\$ 33,663,238	\$ 18,976,439	\$ 27,084,662	43%
Total Operating/Project	\$ 33,851,042	\$ 33,798,723	\$ 19,659,839	\$ 27,768,062	41%
DEPARTMENTS:					
Design & Construction	\$ 33,851,042	\$ 33,798,723	\$ 19,659,839	\$ 27,768,062	41%
Total	\$ 33,851,042	\$ 33,798,723	\$ 19,659,839	\$ 27,768,062	41%
FUNDING SOURCES:					
101 General Fund	168,913	135,485	600,300	600,300	0%
257 Mitigation	-	-	83,100	83,100	0%
333 Capital	20,828,254	23,409,457	9,547,956	8,932,220	-6%
336 OTA Projects	12,853,875	10,253,781	9,428,483	18,152,442	93%
Total	\$ 33,851,042	\$ 33,798,723	\$ 19,659,839	\$ 27,768,062	41%
STAFFING:					
Regular/Permanent	30.00	30.00	31.00	32.00	1.00
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	30.00	30.00	31.00	32.00	1.00

ACQUISITION, STEWARDSHIP & DEVELOPMENT DIVISION

LAND ACQUISITION DEPT

LAND ACQUISITION DEPARTMENT DESCRIPTION & BUDGET

The Land Acquisition Department is charged with determining acquisition priorities and providing all services to obtain the necessary property rights to implement the capital development, regional trails, and natural and cultural resource conservation programs. The Department also provides real estate support to other divisions that lease or license facilities for their operations. Land Acquisition continues to work with the East Contra Costa County Habitat Conservancy, local land trusts, other public agencies, and the private sector to promote land conservation as opportunities arise.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 1,054,104	\$ 1,156,273	\$ 1,098,672	\$ 1,209,886	10.1%
Supplies	1,740	7,547	6,480	6,480	0.0%
Services	133,347	110,632	139,250	139,250	0.0%
Subtotal	\$ 1,189,191	\$ 1,274,452	\$ 1,244,402	\$ 1,355,616	8.9%
PROJECT BUDGET:					
Personnel Services	\$ 50,406	\$ 52,852	\$ 175,312	\$ 191,560	9.3%
Supplies	1,001	474	-	-	0.0%
Services	9,351	19,116	-	-	0.0%
Capital Land Outlay/Equip	506,369	15,860,283	-	200,100	0.0%
Debt Service/Leases	30,456	30,456	-	-	0.0%
Subtotal	\$ 597,583	\$ 15,963,182	\$ 175,312	\$ 391,660	123.4%
Total Operating/Project	\$ 1,786,774	\$ 17,237,633	\$ 1,419,714	\$ 1,747,276	23.1%
DEPARTMENTS:					
Land Acquisition	\$ 1,786,774	\$ 17,237,633	\$ 1,419,714	\$ 1,747,276	23.1%
Total	\$ 1,786,774	\$ 17,237,633	\$ 1,419,714	\$ 1,747,276	23.1%
FUNDING SOURCES:					
101 General Fund	\$ 1,189,191	\$ 1,274,452	\$ 1,244,402	\$ 1,355,616	8.9%
333 Capital	556,775	15,913,571	175,312	391,660	123.4%
336 OTA Projects	40,808	49,611	-	-	0.0%
Total	\$ 1,786,774	\$ 17,237,633	\$ 1,419,714	\$ 1,747,276	23.1%
STAFFING:					
Regular/Permanent	6.00	6.00	6.00	6.00	-
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	6.00	6.00	6.00	6.00	-

ACQUISITION, STEWARDSHIP & DEVELOPMENT DIVISION

PLANNING / TRAILS /CULTURAL RSRCS/ GIS DEPT

PLANNING, TRAILS, CULTURAL RESOURCES, & GIS DEPARTMENT DESCRIPTION & BUDGET

The Planning, Trails, Cultural Resources, & Geographic Information Systems (GIS) Department helps guide planning and land use decisions of two counties, 33 cities, and other East Bay governments that relate to the District. The Department establishes and maintains partnerships with public agencies, the private sector, and key stakeholders to protect and enhance the planning and land use goals of the District. The Department also facilitates the planning, acquisition and development of regional trails contained in the District’s Master Plan, as well as natural surface trails within parklands. The Department provides staffing for acquisition planning and evaluations and pursues opportunities to create long-term operational maintenance funding mechanisms such as Community Facilities Districts to ensure the fiscal health of the District. The Department serves as a liaison with tribal communities, provides cultural resource monitoring services, and facilitates permitting for projects involving historic and cultural resources, prepares trail plans, land use plans, and provides mapping, geographic information system, and graphic support services, to acquire, manage, maintain, and restore District parklands.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 3,930,384	\$ 4,021,880	\$ 4,531,969	\$ 5,098,022	12.5%
Supplies	26,556	38,081	48,120	42,620	-11.4%
Services	198,920	179,399	376,020	306,520	-18.5%
Intra-District Charges	-	-	-	50,000	0.0%
Subtotal	\$ 4,155,860	\$ 4,239,360	\$ 4,956,109	\$ 5,497,162	10.9%
PROJECT BUDGET:					
Personnel Services	\$ 2,828	\$ 2,739	\$ 33,292	\$ 35,584	6.9%
Supplies	37,861	29,116	-	-	0.0%
Services	460,252	341,860	667,853	676,581	1.3%
Capital Outlay/Equip	752,025	275,821	450,000	450,000	0.0%
Subtotal	\$ 1,252,966	\$ 649,536	\$ 1,151,145	\$ 1,162,165	1.0%
Total Operating/Project	\$ 5,408,826	\$ 4,888,896	\$ 6,107,254	\$ 6,659,327	9.0%
DEPARTMENTS:					
Planning / GIS	\$ 5,408,826	\$ 4,888,896	\$ 6,107,254	\$ 6,659,327	9.0%
Total	\$ 5,408,826	\$ 4,888,896	\$ 6,107,254	\$ 6,659,327	9.0%
FUNDING SOURCES:					
101 General Fund	\$ 4,154,857	\$ 4,198,970	\$ 4,855,489	\$ 5,396,542	11.1%
231 - Las Trampas Faria CFD C-1	-	21,388	76,500	76,500	0.0%
253 Gifts/Dickson	1,003	19,002	24,120	24,120	0.0%
333 Capital	752,612	275,821	469,725	471,082	0.3%
336 OTA Projects	500,354	373,715	681,420	691,083	1.4%
Total	\$ 5,408,826	\$ 4,888,896	\$ 6,107,254	\$ 6,659,327	9.0%
STAFFING:					
Regular/Permanent	21.07	22.07	23.07	24.00	0.93
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	21.07	22.07	23.07	24.00	0.93

ACQUISITION, STEWARDSHIP & DEVELOPMENT DIVISION

STEWARDSHIP DEPT

STEWARDSHIP DEPARTMENT DESCRIPTION & BUDGET

The objective of the Stewardship Department is to protect and enhance the District's natural resources while working with other District departments to facilitate recreational access in a manner that does not impact the intrinsic habitat values of District lands. Stewardship participates in partnership with other agencies and organizations to develop, plan and construct resource enhancement and restoration projects which share ownership, management, or mutual goals. The Department maintains inventories of the District's natural resources and prescribes best management practices to ensure their protection; secures project permits; and represents the District in matters affecting resource management with local, state, and federal agencies.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 4,391,488	\$ 4,803,490	\$ 4,866,261	\$ 5,381,326	10.6%
Supplies	673,332	858,205	736,070	696,070	-5.4%
Services	2,123,527	2,356,437	2,692,190	2,877,190	6.9%
Capital Equipment	29,919	-	-	-	0.0%
Intra-District Charges	10,000	-	-	-	0.0%
Subtotal	\$ 7,228,266	\$ 8,018,132	\$ 8,294,521	\$ 8,954,586	8.0%
PROJECT BUDGET:					
Personnel Services	\$ 195,970	\$ 144,077	\$ 419,016	\$ 466,704	11.4%
Supplies	32,230	13,883	-	-	0.0%
Services	2,207,245	2,932,212	736,000	695,000	-5.6%
Capital Outlay/Equip	22,422	10,617	-	-	0.0%
Subtotal	\$ 2,457,867	\$ 3,100,789	\$ 1,155,016	\$ 1,161,704	0.6%
Total Operating/Project	\$ 9,686,133	\$ 11,118,921	\$ 9,449,537	\$ 10,116,290	7.1%
DEPARTMENTS:					
Stewardship	\$ 9,686,133	\$ 11,118,921	\$ 9,449,537	\$ 10,116,290	7.1%
Total	\$ 9,686,133	\$ 11,118,921	\$ 9,449,537	\$ 10,116,290	7.1%
FUNDING SOURCES:					
101 General Fund	\$ 7,228,266	\$ 8,018,132	\$ 8,294,521	\$ 8,954,586	8.0%
333 Capital	22,422	10,617	26	26	0.0%
336 OTA Projects	2,435,445	3,090,172	1,154,990	1,161,678	0.6%
Total	\$ 9,686,133	\$ 11,118,921	\$ 9,449,537	\$ 10,116,290	7.1%
STAFFING:					
Regular/Permanent	25.75	26.75	26.75	28.00	1.25
Seasonal/Temporary	0.50	0.50	0.50	0.50	-
Total	26.25	27.25	27.25	28.50	1.25

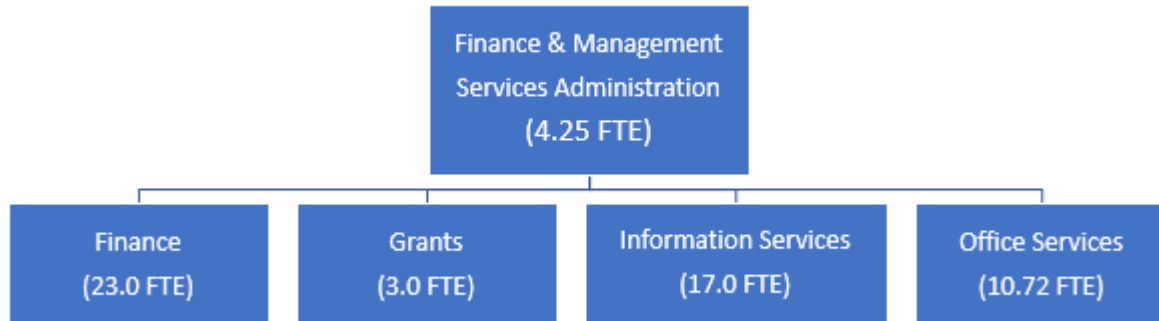
FINANCE & MANAGEMENT SERVICES

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 13,886,238	\$ 12,892,373	\$ 13,846,626	13,044,664	-5.8%
Supplies	265,395	860,045	1,008,830	908,830	-9.9%
Services	4,072,769	4,959,620	9,902,225	11,275,537	13.9%
Grants/Inter-agency Agreements	2,618,562	785,845	1,826,406	1,700,000	-6.9%
Equipment	-	-	51,750	51,750	0.0%
Intra-District Charges	1,774,610	2,204,425	2,204,425	2,105,141	-4.5%
Subtotal	\$ 22,617,574	\$ 21,702,308	\$ 28,840,262	29,085,922	0.9%
PROJECT BUDGET:					
Personnel Services	\$ -	1,779,209	-	-	0.0%
Supplies	392,148	314,460	-	-	0.0%
Services	1,809,143	1,948,742	1,683,319	1,644,000	-2.3%
Grants to Other Agencies	360,746	289,700	-	-	0.0%
Capital Outlay / Equip	1,817,076	2,192,284	600,000	-	-100.0%
Subtotal	\$ 4,379,113	\$ 6,524,395	\$ 2,283,319	1,644,000	-28.0%
Total Operating/Project	\$ 26,996,687	\$ 28,226,702	\$ 31,123,581	30,729,922	-1.3%
DEPARTMENTS:					
Administration	\$ 6,694,761	\$ 9,228,947	\$ 4,743,959	4,054,422	-14.5%
Grants Department	3,338,798	1,482,459	2,326,024	2,257,823	-2.9%
Finance Department	10,302,146	9,464,979	9,559,087	8,279,146	-13.4%
Information Services	4,335,785	5,537,582	8,113,987	9,587,380	18.2%
Office Services	2,325,197	2,512,736	6,380,524	6,551,150	2.7%
Total	\$ 26,996,687	\$ 28,226,702	\$ 31,123,581	\$ 30,729,922	-1.3%
FUNDING SOURCES:					
101 General Fund	\$ 13,722,000	\$ 15,157,442	\$ 21,423,005	23,486,967	9.6%
220 Two County LLD	26,500	27,258	56,540	56,540	0.0%
221 ECCC LLD	1,975	1,576	9,000	9,000	0.0%
222 Five Canyon Zone	215	41	500	500	0.0%
224 Walpert Ridge Zone	210	25	500	500	0.0%
230 Las Trampas Podva CFD C-1	3,500	3,500	7,300	7,300	0.0%
231 - Las Trampas Faria CFD C-2	7,000	3,500	3,500	3,500	0.0%
270 Measure WW Local Grant	2,796,100	964,807	2,037,239	1,942,002	-4.7%
333 Capital	1,817,076	2,192,459	600,000	-	-100.0%
335 Meas AA Bond Proceeds	7,540	7,530	-	-	0.0%
336 OTA Projects	2,554,497	4,324,406	1,683,319	1,644,000	-2.3%
553 Major Infrastructure Reno/Repl	89,648	90,834	92,459	-	-100.0%
554 Major Equip Replacement	-	-	69,600	69,600	0.0%
556 Employee Benefits	5,960,326	5,443,076	5,121,037	3,464,580	-32.3%
811 2012 Prom Note Debt Svc	3,150	1,150	3,300	6,350	92.4%
813 Meas WW Debt Svc	6,950	9,100	7,000	29,800	325.7%
Total	\$ 26,996,687	\$ 28,226,702	\$ 31,123,581	30,729,922	-1.3%
STAFFING:					
Regular/Permanent	50.75	53.75	55.75	57.00	1.25
Seasonal/Temporary	0.72	0.97	0.97	0.97	-
Total	51.47	54.72	56.72	57.97	1.25

FINANCE & MANAGEMENT SERVICES DIVISION

FINANCE AND MANAGEMENT SERVICES DIVISION

The Finance and Management Services Division (FMS) provides strategic financial and operational management with a long-term view on fiscal sustainability and stability. The Division emphasizes prudent stewardship of resources including development and administration of accounting, financial planning and reporting systems; developing and maintaining the District's technology and communication systems; maintenance of administrative headquarters and centralized office services; capital finance management and grant administration. The Division has overall responsibility managing the District's operating, capital project and program budgets.



FMS ADMINISTRATION

FMS Administration provides leadership to the Division as well as financial oversight and guidance to the Board Finance Committee, the General Manager, and to other divisions. Administration includes support to the District's capital finance asset management and voter approved programs such as for Measures AA, CC, FF and WW.

FINANCE DEPARTMENT

The Finance Department provides sound fiscal management and stewardship of the District's financial assets, ensuring stability and solvency for the achievement of District goals, while demonstrating accountability, transparency and trustworthiness in the management of financial resources. The Department participates in the stewardship of resources through internal controls, by increasing process efficiencies, forecasting and monitoring revenues and costs.

GRANTS DEPARTMENT

The Grants Department pursues activities that ensure fiscal health of the District by maximizing additional financing sources for projects. The Grants Department tracks financial awards, funding agreements, resources to/from other agencies, including audit compliance, progress reports, reimbursement requests, and grant close out procedures. Through this Department's efforts, the District acquires resources to maintain and construct park facilities. The Department provides a link between the District and its funding partners, facilitating the accomplishment of mutual goals.

INFORMATION SERVICES DEPARTMENT

The Information Services Department facilitates interactions between District staff and technology. The Department provides District-wide hardware and software procurement that supports over 1,000 employees and PCs, servers, and supports critical applications including District-Wide communications, the Enterprise Resource Planning system and Computer Aided Dispatch for Public Safety.

FINANCE & MANAGEMENT SERVICES DIVISION

OFFICE SERVICES DEPARTMENT

The Office Services Department manages Administration Buildings, Central Stores, reception services, copy and mail services, and the Trudeau Training Center. This Department provides internal support for all District divisions through stores orders and deliveries.

Finance & Management Services Performance Objectives for 2025:

Assess existing Enterprise Resource Planning (ERP) software, determine if new ERP software is needed, and develop implementation plan.
Continue implementing Strategic IT Plan.
Analyze District-wide purchasing and make recommendations to improve effectiveness and efficiency.
Expand use of Master Services Agreements to facilitate efficiency and consistency in contracting.
Continue to apply for grants and other external funding sources to support implementation of Park District projects and programs.
Develop and implement methodology for tracking environmentally preferred purchasing.
Improve process and procedures for Declared Disasters in collaboration with ASD and Operations.

Finance & Management Services Completed Performance Objectives from 2024:

Implemented priority projects included in the Five-Year Strategic Information Technology Plan for the District.
Continued to enhance network connectivity and security for rural park locations.
Enhanced backup and recovery systems for all District IS applications.
Assisted with transition to newly approved Deferred Compensation Plan Administrator, Empower Personal Wealth, LLC.

FINANCE & MANAGEMENT SERVICES DIVISION

Finance & Management Services 2025 Proposed Budget Requests Above \$100,000:

Request	Amount
Professional Services for IT	\$ 400,000
1.0 FTE Business Analyst	\$ 225,000
Enterprise Software	\$ 200,000
Network Monitoring	\$ 200,000
Data Backup Services and Network	\$ 150,000
Public Meeting Streaming	\$ 150,000
Public Safety Software Renewal	\$ 100,000
Hosting of GIS System	\$ 100,000

FINANCE & MANAGEMENT SERVICES DIVISION

ADMINISTRATION

FMS ADMINISTRATION DESCRIPTION & BUDGET

FMS Administration provides strategic direction, integrating current and future interests into a long-term, forward-looking strategy. The Assistant General Manager provides leadership in financial and policy planning. Staff coordinate intra- and inter-divisional projects, activities, schedules and assignments and facilitate communication District-wide. FMS Administration works to identify base budget changes related to benefits and labor costs, workforce and project pipeline operating cost increases, and funding for vehicles, equipment and infrastructure; constructs the draft budget for Measure FF, Community Facilities Districts, and Landscape & Lighting District special tax reports; tracks the Measure WW program, monitoring cash-flow and legal compliance, ensuring timely expenditure on appropriate projects, and oversees the Local Grant Program; serves as staff liaison to other agencies, maintaining effective communications and attending to the District's interests; directs and oversees Finance, Information Systems, Grants, and Office Services managers.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 1,203,526	\$ 1,006,140	\$ 1,170,602	\$ 1,084,032	-7.4%
Supplies	3,210	1,763	4,930	4,930	0.0%
Services	17,074	20,876	43,320	43,320	0.0%
Grants/Inter-agency Agreements	200,000	200,000	200,000	200,000	0.0%
Intra-District Charges	1,774,610	2,204,425	2,204,425	2,105,141	-4.5%
Subtotal	\$ 3,198,420	\$ 3,433,204	\$ 3,623,277	\$ 3,437,422	-5.1%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ 1,779,209	\$ -	\$ -	0.0%
Supplies	94,981	161,137	-	-	0.0%
Services	1,489,909	1,573,766	520,682	617,000	18.5%
Grants/Inter-agency Agreements	100,000	100,000	-	-	0.0%
Capital Outlay/Equip	1,811,451	2,181,631	600,000	-	-100.0%
Subtotal	\$ 3,496,341	\$ 5,795,743	\$ 1,120,682	\$ 617,000	-44.9%
Total Operating/Project	\$ 6,694,761	\$ 9,228,947	\$ 4,743,959	\$ 4,054,422	-14.5%
DEPARTMENTS:					
Administration	\$ 6,694,761	\$ 9,228,947	\$ 4,743,959	\$ 4,054,422	-14.5%
Total	\$ 6,694,761	\$ 9,228,947	\$ 4,743,959	\$ 4,054,422	-14.5%
FUNDING SOURCES:					
101 General Fund	\$ 3,044,062	\$ 3,297,923	\$ 3,454,519	\$ 3,361,447	-2.7%
270 Measure WW Local Grant	64,710	44,447	76,299	75,975	-0.4%
333 Capital	1,811,451	2,181,806	600,000	-	-100.0%
336 OTA Projects	1,684,890	3,613,937	520,682	617,000	18.5%
553 Major Infrastructure Reno/Repl	89,648	90,834	92,459	-	-100.0%
Total	\$ 6,694,761	\$ 9,228,947	\$ 4,743,959	\$ 4,054,422	-14.5%
STAFFING:					
Regular/Permanent	4.75	4.75	4.75	4.00	(0.75)
Seasonal/Temporary	0.00	0.25	0.25	0.25	-
Total	4.75	5.00	5.00	4.25	(0.75)

FINANCE DEPARTMENT DESCRIPTION & BUDGET

The Finance Department manages the processing, accounting and reporting of all financial activities of the District: financial reporting and projections, budget monitoring, internal audit, payroll, accounts payable, general ledger, accounts receivable, financial software management, debt administration and treasury management. These essential services are provided to all divisions to enable them to achieve their goals.

The Department prepares the Annual Comprehensive Financial Report (ACFR), obtaining an unqualified audit opinion from its independent auditors, and the Government Finance Officers Association (GFOA) Certificate of Achievement for Excellence in Financial Reporting. This award demonstrates that the District's financial reports are transparent and in compliance with best practices in governmental accounting and financial reporting.

The Department develops the District's annual operating budget with performance measures and a five-year project and program budget. The District's budget annually receives the GFOA Distinguished Budget Presentation Award, demonstrating that its budget documents meet guidelines established by the National Advisory Council on State and Local Budgeting and GFOA best practices. The Department also prepares the Budget Brief, an abbreviated document containing highlights of the annual budget, to provide condensed financial information to District stakeholders.

Department responsibilities include advocating for a strong control environment, assessing financial risk, designing internal control policies and procedures, communicating control requirements, and monitoring compliance and effectiveness of controls, all with the aim of safeguarding District assets and ensuring the reliability of accounting information.

The Finance Department Budget is shown on the following page.

**FINANCE & MANAGEMENT
SERVICES DIVISION**

FINANCE DEPT

FINANCE DEPARTMENT BUDGET

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 8,522,132	\$ 7,569,753	\$ 7,553,107	\$ 6,267,316	-17.0%
Supplies	8,244	8,810	9,500	9,500	0.0%
Services	1,727,346	1,801,654	1,996,480	2,002,330	0.3%
Subtotal	\$ 10,257,722	\$ 9,380,218	\$ 9,559,087	\$ 8,279,146	-13.4%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0.0%
Supplies	-	-	-	-	0.0%
Services	44,424	84,761	-	-	0.0%
Subtotal	\$ 44,424	\$ 84,761	\$ -	\$ -	0.0%
Total Operating/Project	\$ 10,302,146	\$ 9,464,979	\$ 9,559,087	\$ 8,279,146	-13.4%
DEPARTMENTS:					
Finance	\$ 10,302,146	\$ 9,464,979	\$ 9,559,087	\$ 8,279,146	-13.4%
Total	\$ 10,302,146	\$ 9,464,979	\$ 9,559,087	\$ 8,279,146	-13.4%
FUNDING SOURCES:					
101 General Fund	\$ 4,232,908	\$ 3,873,967	\$ 4,371,950	\$ 4,722,616	8.0%
220 Two County LLD	26,500	27,258	35,000	35,000	0.0%
221 ECCC LLD	1,975	1,576	9,000	9,000	0.0%
222 Five Canyon Zone	215	41	500	500	0.0%
224 Walpert Ridge Zone	210	25	500	500	0.0%
230 Las Trampas Podva	3,500	3,500	7,300	7,300	0.0%
231 Las Trampas Faria CD	7,000	3,500	3,500	3,500	0.0%
270 Measure WW Local Grant	14,988	17,025	-	-	0.0%
335 Meas AA Bond Proceeds	7,540	7,530	-	-	0.0%
336 OTA Projects	36,884	77,231	-	-	0.0%
556 Employee Benefits	5,960,326	5,443,076	5,121,037	3,464,580	-32.3%
811 2012 Promissory Note Debt	3,150	1,150	3,300	6,350	92.4%
813 Meas WW Debt Svc	6,950	9,100	7,000	29,800	325.7%
Total	\$ 10,302,146	\$ 9,464,979	\$ 9,559,087	\$ 8,279,146	-13.4%
STAFFING:					
Regular/Permanent	21.00	22.00	22.00	23.00	1.00
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	21.00	22.00	22.00	23.00	1.00

FINANCE & MANAGEMENT SERVICES DIVISION

GRANTS DEPT

GRANTS DEPARTMENT DESCRIPTION & BUDGET

The Grants Department explores grant funding sources and develops knowledge of granting agency requirements. Staff prepare grant applications; oversees grant contracts and administration; monitors record keeping, accounting and required reporting; completes grant invoicing; and fosters quality relationships with granting organizations. The Grants Department is charged with management of the District granting activities, including the Measure WW Local Grant Program.

The Department submits grant applications, including applications to State Parks, Coastal Conservancy, Alameda County Transportation Commission, San Francisco Bay Restoration Authority, FEMA, Contra Costa Transportation Authority, Wildlife Conservation Board, and Department of Boating and Waterways.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 491,466	\$ 572,886	\$ 568,618	\$ 626,823	10.2%
Supplies	209	-	6,000	6,000	0.0%
Services	23,775	9,550	25,000	25,000	0.0%
Grants/Inter-agency Agreements	2,418,562	585,845	1,626,406	1,500,000	-7.8%
Subtotal	\$ 2,934,012	\$ 1,168,281	\$ 2,226,024	\$ 2,157,823	-3.1%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0.0%
Supplies	-	-	-	-	0.0%
Services	138,415	121,866	100,000	100,000	0.0%
Grants/Inter-agency Agreements	260,746	189,700	-	-	0.0%
Capital Outlay/Equip	5,625	2,613	-	-	0.0%
Subtotal	\$ 404,786	\$ 314,178	\$ 100,000	\$ 100,000	0.0%
Total Operating/Project	\$ 3,338,798	\$ 1,482,459	\$ 2,326,024	\$ 2,257,823	-2.9%
DEPARTMENTS:					
Grants Dept	\$ 3,338,798	\$ 1,482,459	\$ 2,326,024	\$ 2,257,823	-2.9%
Total	\$ 3,338,798	\$ 1,482,459	\$ 2,326,024	\$ 2,257,823	-2.9%
FUNDING SOURCES:					
101 General Fund	\$ 217,610	\$ 264,946	\$ 265,084	\$ 291,796	10.1%
270 Measure WW Local Grant	2,716,402	903,335	1,960,940	1,866,027	-4.8%
333 Capital	5,625	2,613	-	-	0.0%
336 OTA Projects	399,161	311,566	100,000	100,000	0.0%
Total	\$ 3,338,798	\$ 1,482,459	\$ 2,326,024	\$ 2,257,823	-2.9%
STAFFING:					
Regular/Permanent	3.00	3.00	3.00	3.00	-
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	3.00	3.00	3.00	3.00	-

FINANCE & MANAGEMENT SERVICES DIVISION

INFORMATION SERVICES DEPT

INFORMATION SERVICES DEPARTMENT DESCRIPTION & BUDGET

The Information Services Department manages, maintains, updates, and monitors the computer network infrastructure, telecommunications infrastructure, personal computers, printers, communications equipment, and a variety of application environments serving all District divisions.

The Department's personnel keep current on new systems and technologies and provide internal services and assistance to District staff related to the equipment, software and networks they manage. Each year the Department chairs six Business Process Team Meetings.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 2,217,797	\$ 2,343,696	\$ 3,093,977	\$ 3,436,510	11.1%
Supplies	100,275	672,478	799,450	699,450	-12.5%
Services	1,584,151	2,191,696	3,132,250	4,498,110	43.6%
Equipment	-	-	26,310	26,310	0.0%
Subtotal	\$ 3,902,223	\$ 5,207,869	\$ 7,051,987	\$ 8,660,380	22.8%
PROJECT BUDGET:					
Supplies	\$ 297,167	\$ 153,323	\$ -	\$ -	0.0%
Services	136,395	168,349	1,062,000	927,000	-12.7%
Capital Outlay/Equip	-	8,040	-	-	0.0%
Subtotal	\$ 433,562	\$ 329,713	\$ 1,062,000	\$ 927,000	-12.7%
Total Operating/Project	\$ 4,335,785	\$ 5,537,582	\$ 8,113,987	\$ 9,587,380	18.2%
DEPARTMENTS:					
Information Services	\$ 4,335,785	\$ 5,537,582	\$ 8,113,987	\$ 9,587,380	18.2%
Total	\$ 4,335,785	\$ 5,537,582	\$ 8,113,987	\$ 9,587,380	18.2%
FUNDING SOURCES:					
101 General Fund	\$ 3,902,223	\$ 5,207,869	\$ 7,051,987	\$ 8,660,380	22.8%
333 Capital	-	8,040	-	-	-100.0%
336 OTA Projects	433,562	321,672	1,062,000	927,000	-12.7%
Total	\$ 4,335,785	\$ 5,537,582	\$ 8,113,987	\$ 9,587,380	18.2%
STAFFING:					
Regular/Permanent	12.00	14.00	16.00	17.00	1.00
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	12.00	14.00	16.00	17.00	1.00

FINANCE & MANAGEMENT SERVICES DIVISION

OFFICE SERVICES DEPT

OFFICE SERVICES DEPARTMENT DESCRIPTION & BUDGET

The Office Services Department is responsible for overseeing the District's administration building, the Richard C. Trudeau Training Center, and the Central Stores function. In addition, the department provides a range of internal services, including reprographics, U.S. Postal Service and interoffice mail handling, switchboard and reception duties, and administration of the District's pool vehicle program.

In 2024, the Department took on the responsibility for managing utility, security system, and xerox billing accounts for all Park District Locations. The department also manages various external services, such as janitorial and landscaping services, record destruction and storage, and district-wide hazardous waste disposal. Other key responsibilities include conducting the annual Central Stores inventory review, and monitoring usage patterns for print and copy production.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 1,451,317	\$ 1,399,898	\$ 1,460,322	\$ 1,629,984	11.6%
Supplies	153,457	176,994	188,950	188,950	0.0%
Services	720,423	935,844	4,705,175	4,706,777	0.0%
Equipment	-	-	25,440	25,440	0.0%
Subtotal	\$ 2,325,197	\$ 2,512,736	\$ 6,379,887	\$ 6,551,150	2.7%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0.0%
Supplies	-	-	-	-	0.0%
Services	-	-	637	-	-100.0%
Capital Outlay/Equip	-	-	-	-	0.0%
Subtotal	\$ -	\$ -	\$ 637	\$ -	-100.0%
Total Operating/Project	\$ 2,325,197	\$ 2,512,736	\$ 6,380,524	\$ 6,551,150	2.7%
DEPARTMENTS:					
Office Services	\$ 2,325,197	\$ 2,512,736	\$ 6,380,524	\$ 6,551,150	2.7%
Total	\$ 2,325,197	\$ 2,512,736	\$ 6,380,524	\$ 6,551,150	2.7%
FUNDING SOURCES:					
101 General Fund	\$ 2,325,197	\$ 2,512,736	\$ 6,279,465	\$ 6,450,728	2.7%
220 Two County LLD	-	-	21,540	21,540	0.0%
258 McLaughlin Eastshore State	-	-	580	580	0.0%
259 ECCC HCP Properties	-	-	8,702	8,702	0.0%
333 Capital	-	-	-	-	0.0%
336 OTA Projects	-	-	637	-	-100.0%
554 Major Equip Replacement	-	-	69,600	69,600	0.0%
Total	\$ 2,325,197	\$ 2,512,736	\$ 6,380,524	\$ 6,551,150	2.7%
STAFFING:					
Regular/Permanent	10.00	10.00	10.00	10.00	-
Seasonal/Temporary	0.72	0.72	0.72	0.72	-
Total	10.72	10.72	10.72	10.72	-

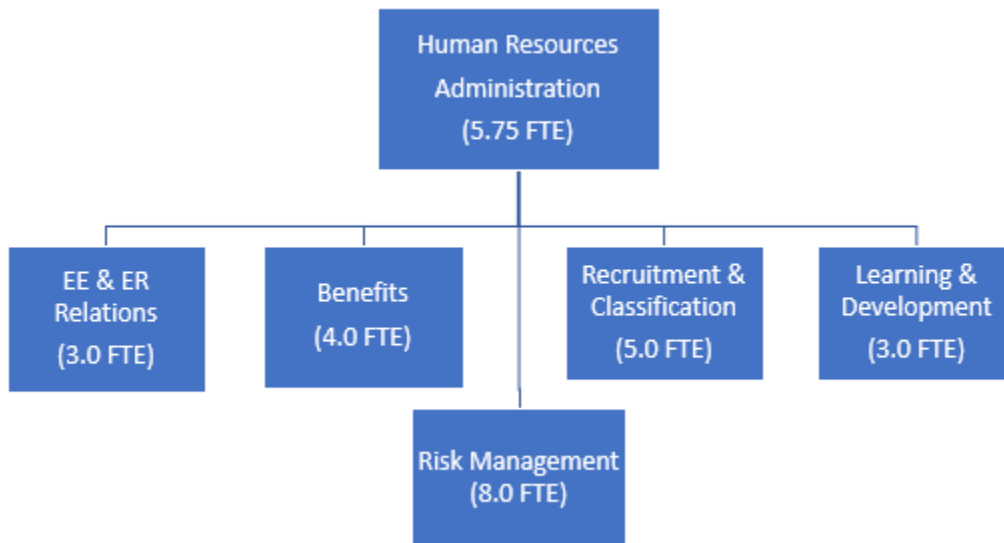
HUMAN RESOURCES

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 3,141,208	3,524,581	\$ 5,912,305	\$ 6,596,838	11.6%
Supplies	19,502	39,415	184,320	179,320	-2.7%
Services	838,560	1,143,620	11,788,121	12,930,193	9.7%
Subtotal	\$ 3,999,270	\$ 4,707,616	\$ 17,884,746	\$ 19,706,351	10.2%
PROJECT BUDGET:					
Supplies	\$ -	\$ -	\$ -	\$ -	0.0%
Services	33,224	-	-	-	0.0%
Subtotal	\$ 33,224	\$ -	\$ -	\$ -	0.0%
Total Operating/Project	\$ 4,032,494	\$ 4,707,616	\$ 17,884,746	\$ 19,706,351	10.2%
DEPARTMENTS:					
Human Resources Admin	\$ 4,032,494	\$ 2,022,126	\$ 1,315,290	\$ 1,472,853	12.0%
Benefits	-	851,474	1,367,856	1,052,988	-23.0%
Recruitment & Classification	-	690,370	1,192,197	1,247,348	4.6%
Learning & Development	-	826,605	1,036,606	1,087,898	4.9%
Employee & Labor Relations	-	315,541	1,047,414	934,669	-10.8%
Risk	-	1,500	11,562,290	13,547,503	17.2%
Safety	-	-	363,093	363,093	0.0%
Total	\$ 4,032,494	\$ 4,707,616	\$ 17,884,746	\$ 19,706,351	10.2%
FUNDING SOURCES:					
101 General Fund	\$ 3,999,270	\$ 4,706,116	\$ 6,322,456	\$ 6,158,848	-2.6%
336 OTA Projects	33,224	-	-	-	0.0%
552 Workers' Comp	-	-	4,967,332	5,660,125	13.9%
555 General Liability	-	1,500	6,594,958	7,887,379	19.6%
Total	\$ 4,032,494	\$ 4,707,616	\$ 17,884,746	\$ 19,706,351	10.2%
STAFFING:					
Regular/Permanent	18.50	20.50	27.50	28.50	1.00
Seasonal/Temporary	6.00	0.25	0.25	0.25	-
Total	24.50	20.75	27.75	28.75	1.00

HUMAN RESOURCES DIVISION

HUMAN RESOURCES DIVISION

The Human Resources Division recruits, develops, and maintains a talented and diverse workforce of excellence with the goal of reflecting the communities we serve. The Division is responsible for employee-labor relations and negotiations, job training and career development, workforce diversity, performance management, and classification and compensation review. The Division also oversees and administers employee benefits, including those for retirees, and maintains the central archive for employee records, personnel transactions, and position control. The Division also serves as the Park District's Equal Employment Opportunity (EEO) Officer. We value equity, professional growth, and building a strong, committed workforce. As an internal service division, we take pride in our customer service, problem solving and employee recognition capacity. We strive to be a model for human resource services in the public sector by demonstrating exceptional professionalism, responsiveness, and integrity.



HR ADMINISTRATION

Human Resources Administration provides leadership to the Division as well as guidance to the General Manager's office and to all other Divisions on personnel/human resources issues; oversees the Park District's Equal Employment Opportunity processes; develops and facilitates the implementation of plans to address current and future Park District human resources needs.

EMPLOYEE AND LABOR RELATIONS DEPARTMENT

Employee and Labor Relations serves as the Park District's labor representative and provides support and advice to Park District staff on personnel matters involving represented and unrepresented employees; negotiates on behalf of the Park District with the Board of Director's authorization to set wages, hours, and other conditions of employment; assists Park District management staff in the interpretation of labor contracts; provides advice and counsel on a myriad of employment issues, including progressive discipline and corrective action, and investigates and resolves grievances.

HUMAN RESOURCES DIVISION

BENEFITS DEPARTMENT

Benefits manages all employee and retiree benefits programs, including medical, dental, vision, life, flexible spending accounts, tax-deferred savings accounts, etc. and maintains the central archive for employee records, personnel transactions, and position control.

RECRUITMENT AND CLASSIFICATION DEPARTMENT

Recruitment and Classification is responsible for all aspects of recruiting and for retaining the most qualified candidates for employment. It maintains a competitive classification and compensation system; recruits local, statewide, and national candidates who reflect the Park District's mission values and diversity objectives.

LEARNING AND DEVELOPMENT DEPARTMENT

Learning and Development aims to foster a culture of learning by providing training and development opportunities to all Park District staff. The Learning and Development team is responsible for the administration of a robust Learning Management System, Summit, in addition to training compliance, as well as the administration of the career related, job related, and job required benefits.

RISK MANAGEMENT DEPARTMENT

Risk Management focuses on managing potential liabilities, including controlling and preventing injuries and accidents through training and practices in compliance with Cal/OSHA safety regulations. The District minimizes exposure to major losses related to general liability, property, earthquake, workers' compensation, watercraft, aviation, crime, and cyber liability through participation in insurance programs. Trainings for District staff are offered and or required on topics such as ladder safety, heat illness prevention, wildfire smoke protection, hearing conservation, respirator use, bloodborne pathogens, CPR and First Aid, hot work, and prevention of vector borne diseases like Lyme disease.

Risk Management also manages the District's insurance policies to prevent against adverse financial impacts from excessive unanticipated or catastrophic losses. Risk Management staff manage the District's unemployment claims process and manage the workers' compensation program to reduce the impact of work-related injuries and illnesses.

Human Resources Division Performance Objectives for 2025:

Continued enhancement of driver safety program with DMV Employer Pull Notice Program and required driver safety training rollout – DOT job-required and incentive commercial drivers and Fire F Endorsement driver audit completed in 2024.
Implementation of the updated Injury & Illness Prevention Program and training for all Park District employees.
Standardize Critical Incident Response debrief process and immediate on-site support coordinator for impacted employees.
Centralize occupational health services to improve onboarding delays for new hires and standardize periodic occupational health exams for certain classifications.
Expand training opportunities to newly hired and newly promoted managers and supervisors to provide them with the necessary skills to ensure success in their new position.

HUMAN RESOURCES DIVISION

Assess job classifications districtwide to attract a talented and diverse workforce and to remove unnecessary barriers to employment.

Expand outreach to community partners with the goal of increasing Park District visibility and to be seen as an employer of choice.

Streamline electronic personal change forms to create efficiencies through the use of NeoGov and E-forms.

Human Resources Division Completed Performance Objectives from 2024:

Offered a revised Supervisor Academy for new or newly promoted managers and supervisors.

Published an electronic training catalog detailing course descriptions and availability.

Continued to strengthen collaboration with Park District labor partners and engaged in collective bargaining with AFSCME Local 2428 for a new agreement.

Reduced frequency of workers' compensation claims by identifying common risk factors and providing additional safety trainings and implementing safe practices to prevent injury and continued utilization of new nurse triage services available to employees.

Explored efficacy of alternative self-insured models to reduce Park District costs while maintaining and/or improving our levels of coverage.

Updated the Park District's Safety Manual after completion of the Injury & Illness Prevention Program.

Collaborated with Legal to implement updates to standard contract agreements to streamline the contract insurance review workflow process.

Implemented a Human Resources Division equity statement which guides our mission, vision, and values.

Developed Human Resources Standard Operating Procedures for the purpose of consistency, cross training, and succession planning.

HUMAN RESOURCES DIVISION

Successfully negotiated an AFSMCE MOU successor agreement in advance of the expiration of the previous contract.
Implemented a new Military Leave Policy that gives military employees information on their rights and benefits.
Relaunched the Park District's Apprenticeship Program with Heavy Equipment Operator & Equipment Mechanic recruitments (Fall 2024) and will expand to include other skilled trades.
Implemented new leave program for statutory leaves.
Created new Retiree Benefits Information Website.
Implemented new Deferred Comp Plan.
Hired 370 New Staff (Jan-Sept). 71 new hires, 265 seasonal, and 35 temporaries.
Building strong cross-functional relationships and becoming seen as the talent experts and reliable recruiting business partners for the hiring teams we support and for the union.
Develop and deliver engaging training for new managers/supervisors on recruiting processes, types of bias that may appear during interviewing and how to support new hires through onboarding and launching their careers at the Park District.
Commenced collaboration with Office of Equity on recruitment best practices and to create/catalog scaffolded DEI training.
Implemented the new Workplace Violence Prevention Plan and updated HR Policy #07 on Workplace Security.
Implemented an updated Heat Illness Prevention Plan.
Hosted over 13 Employee Appreciation Committee (EAC) events.
Hosted 3 service awards events and recognized over 125 employees within service milestones ranging from 5 years to 40 years.
Increased Leadership Essentials Academy Fundamentals (LEAF) participants by having two cohorts; expanded LEAF curriculum to include presentations on Coaching Staff, Military Leave, and Diversity, Equity and Inclusion (DEI).
Expanded NEO to include presentation on DEI.
Trained 95.3% of regular staff on Implicit Bias with only 34 staff members remaining (4.7%).

Human Resources Division 2025 Proposed Budget Requests Above \$100,000

Request	Amount
Insurance Premium Increase	\$ 429,750
1.0 FTE Principal Health & Safety Officer	\$ 201,263
SIP Increases	\$ 200,000
Pollution Liability - Point Molate	\$ 200,000
Employee Claims Increase	\$ 125,000

HR ADMINISTRATION

Human Resources Administration provides leadership to the Division as well as guidance to the General Manager’s office and to all other Divisions on personnel/human resources issues; oversees the Park District’s Equal Employment Opportunity processes; develops and facilitates the implementation of plans to address current and future Park District human resources needs.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 3,141,208	\$ 1,051,001	\$ 1,246,972	\$ 1,384,535	11%
Supplies	19,502	25,643	16,220	16,220	0%
Services	838,560	945,482	52,098	72,098	38%
Equipment	-	-	-	-	0%
Intra-District Charges	-	-	-	-	0%
Subtotal	\$ 3,999,270	\$ 2,022,126	\$ 1,315,290	\$ 1,472,853	12%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0%
Supplies	-	-	-	-	0%
Services	33,224	-	-	-	0%
Capital Outlay/Equip	-	-	-	-	0%
Subtotal	\$ 33,224	\$ -	\$ -	\$ -	0%
Total Operating/Project	\$ 4,032,494	\$ 2,022,126	\$ 1,315,290	\$ 1,472,853	12%
DEPARTMENTS:					
Administration	\$ 4,032,494	\$ 2,022,126	\$ 1,315,290	\$ 1,472,853	12%
Total	\$ 4,032,494	\$ 2,022,126	\$ 1,315,290	\$ 1,472,853	12%
FUNDING SOURCES:					
101 General Fund	\$ 3,999,270	\$ 2,022,126	\$ 1,315,290	\$ 1,472,853	12%
333 Capital	-	-	-	-	0%
336 OTA Projects	33,224	-	-	-	0%
Total	\$ 4,032,494	\$ 2,022,126	\$ 1,315,290	\$ 1,472,853	12%
STAFFING:					
Regular/Permanent	17.50	5.50	5.50	5.50	-
Seasonal/Temporary	6.00	0.25	0.25	0.25	-
Total	23.50	5.75	5.75	5.75	-

BENEFITS DEPARTMENT

Benefits manages all employee and retiree benefits programs, including medical, dental, vision, life, flexible spending accounts, tax-deferred savings accounts, etc. and maintains the central archive for employee records, personnel transactions, and position control.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ -	\$ 851,450	\$ 1,083,606	\$ 730,595	-33%
Supplies	-	-	-	-	0%
Services	-	24	284,250	322,393	13%
Equipment	-	-	-	-	0%
Intra-District Charges	-	-	-	-	0%
Subtotal	\$ -	\$ 851,474	\$ 1,367,856	\$ 1,052,988	-23%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0%
Supplies	-	-	-	-	0%
Services	-	-	-	-	0%
Capital Outlay/Equip	-	-	-	-	0%
Subtotal	\$ -	\$ -	\$ -	\$ -	0%
Total Operating/Project	\$ -	\$ 851,474	\$ 1,367,856	\$ 1,052,988	-23%
DEPARTMENTS:					
Benefits	\$ -	\$ 851,474	\$ 1,367,856	\$ 1,052,988	-23%
Total	\$ -	\$ 851,474	\$ 1,367,856	\$ 1,052,988	-23%
FUNDING SOURCES:					
101 General Fund	\$ -	\$ 851,474	\$ 1,367,856	\$ 1,052,988	-23%
333 Capital	-	-	-	-	0%
336 OTA Projects	-	-	-	-	0%
Total	\$ -	\$ 851,474	\$ 1,367,856	\$ 1,052,988	-23%
STAFFING:					
Regular/Permanent	-	5.00	4.00	4.00	-
Seasonal/Temporary	-	-	-	-	-
Total	-	5.00	4.00	4.00	-

RECRUITMENT AND CLASSIFICATION DEPARTMENT

Recruitment and Classification is responsible for all aspects of recruiting and for retaining the most qualified candidates for employment. It maintains a competitive classification and compensation system; recruits local, statewide, and national candidates who reflect the Park District’s mission values and diversity objectives.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ -	\$ 690,051	\$ 967,745	\$ 1,024,396	6%
Supplies	-	170	12,000	7,000	-42%
Services	-	150	212,452	215,952	2%
Equipment	-	-	-	-	0%
Intra-District Charges	-	-	-	-	0%
Subtotal	\$ -	\$ 690,370	\$ 1,192,197	\$ 1,247,348	5%
PROJECT BUDGET:					
Personnel Services	-	\$ -	\$ -	\$ -	0%
Supplies	-	-	-	-	0%
Services	-	-	-	-	0%
Capital Outlay/Equip	-	-	-	-	0%
Subtotal	\$ -	\$ -	\$ -	\$ -	0%
Total Operating/Project	\$ -	\$ 690,370	\$ 1,192,197	\$ 1,247,348	5%
DEPARTMENTS:					
Recruitment & Classification	\$ -	\$ 690,370	\$ 1,192,197	\$ 1,247,348	5%
Total	\$ -	\$ 690,370	\$ 1,192,197	\$ 1,247,348	5%
FUNDING SOURCES:					
101 General Fund	\$ -	\$ 690,370	\$ 1,192,197	\$ 1,247,348	5%
333 Capital	-	-	-	-	0%
336 OTA Projects	-	-	-	-	0%
Total	\$ -	\$ 690,370	\$ 1,192,197	\$ 1,247,348	5%
STAFFING:					
Regular/Permanent	0.00	4.00	5.00	5.00	-
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	0.00	4.00	5.00	5.00	-

LEARNING AND DEVELOPMENT DEPARTMENT

Learning and Development aims to foster a culture of learning by providing training and development opportunities to all Park District staff. The Learning and Development team is responsible for the administration of a robust Learning Management System, Summit, in addition to training compliance, as well as the administration of the career related, job related, and job required benefits.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ -	\$ 616,919	\$ 562,648	\$ 598,940	6%
Supplies	-	13,602	44,000	44,000	0%
Services	-	196,084	429,958	444,958	3%
Equipment	-	-	-	-	0%
Intra-District Charges	-	-	-	-	0%
Subtotal	\$ -	\$ 826,605	\$ 1,036,606	\$ 1,087,898	5%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0%
Supplies	-	-	-	-	0%
Services	-	-	-	-	0%
Capital Outlay/Equip	-	-	-	-	0%
Subtotal	\$ -	\$ -	\$ -	\$ -	0%
Total Operating/Project	\$ -	\$ 826,605	\$ 1,036,606	\$ 1,087,898	5%
DEPARTMENTS:					
Learning & Development	\$ -	\$ 826,605	\$ 1,036,606	\$ 1,087,898	5%
Total	\$ -	\$ 826,605	\$ 1,036,606	\$ 1,087,898	5%
FUNDING SOURCES:					
101 General Fund	\$ -	\$ 826,605	\$ 1,036,606	\$ 1,087,898	5%
333 Capital	-	-	-	-	0%
336 OTA Projects	-	-	-	-	0%
Total	\$ -	\$ 826,605	\$ 1,036,606	\$ 1,087,898	5%
STAFFING:					
Regular/Permanent	1.00	3.00	3.00	3.00	-
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	1.00	3.00	3.00	3.00	-

EMPLOYEE AND LABOR RELATIONS DEPARTMENT

Employee and Labor Relations serves as the Park District's labor representative and provides support and advice to Park District staff on personnel matters involving represented and unrepresented employees; negotiates on behalf of the Park District with the Board of Director's authorization to set wages, hours, and other conditions of employment; assists Park District management staff in the interpretation of labor contracts; provides advice and counsel on a myriad of employment issues, including progressive discipline and corrective action, and investigates and resolves grievances.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ -	\$ 616,919	\$ 562,648	\$ 598,940	6%
Supplies	-	13,602	44,000	44,000	0%
Services	-	196,084	429,958	444,958	3%
Equipment	-	-	-	-	0%
Intra-District Charges	-	-	-	-	0%
Subtotal	\$ -	\$ 826,605	\$ 1,036,606	\$ 1,087,898	5%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0%
Supplies	-	-	-	-	0%
Services	-	-	-	-	0%
Capital Outlay/Equip	-	-	-	-	0%
Subtotal	\$ -	\$ -	\$ -	\$ -	0%
Total Operating/Project	\$ -	\$ 826,605	\$ 1,036,606	\$ 1,087,898	5%
DEPARTMENTS:					
Learning & Development	\$ -	\$ 826,605	\$ 1,036,606	\$ 1,087,898	5%
Total	\$ -	\$ 826,605	\$ 1,036,606	\$ 1,087,898	5%
FUNDING SOURCES:					
101 General Fund	\$ -	\$ 826,605	\$ 1,036,606	\$ 1,087,898	5%
333 Capital	-	-	-	-	0%
336 OTA Projects	-	-	-	-	0%
Total	\$ -	\$ 826,605	\$ 1,036,606	\$ 1,087,898	5%
STAFFING:					
Regular/Permanent	1.00	3.00	3.00	3.00	-
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	1.00	3.00	3.00	3.00	-

RISK MANAGEMENT DEPARTMENT DESCRIPTION & BUDGET

Risk Management protects the District's assets and limits exposure to liability by identifying, assessing, prioritizing, and mitigating risks. Loss control is accomplished through the implementation of safety programs, procedures, and training; pursuit of recoverable costs; monitoring of insurance compliance; maintaining a comprehensive insurance program; and management of reported claims.

In 2024, Risk Management's activities included implementing critical Cal/OSHA safety regulatory updates related to workplace violence prevention and indoor heat illness prevention, managing the ADA Accommodations Policy and return-to-work program for employees with short- and long-term disabilities, continued COVID-19 prevention and response, immediate coordination of critical incident response to prioritize employee health and well-being, and addressing employee safety concerns across the District. Risk Management has led efforts to inspect all District work sites to identify and abate workplace hazards; standardize animal response protocols; reduce vehicle and driver-related exposures to risk; reinvigorate the charge of the joint labor-management Central Safety Committee and the Accident Review Board; conduct and coordinate risk and safety trainings for employees through the annual Safety Academy and on site at park locations in response to occupational hazards; and collaborate with HR Benefits and Park Operations to hold the annual District-wide Health & Safety Fair.

In 2025, Risk Management intends to work on the implementation of an online safety training suite that establishes required safety trainings for all classifications, implement an updated Safety Manual including a refreshed Injury & Illness Prevention Program, as well as other standardized safety programs for District employees that includes wildland fire awareness and prevention, silica exposure prevention, and hazard communication. Risk Management will continue to make improvements to the District's Workers' Compensation Program (WC) and employee treatment and medical care for industrial injury and illness, which has included increased utilization in the over-the-phone 24/7 Nurse Triage services and led to decreased claims and costs.

Risk Management budget follows on next page.

Risk Management Budget

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ -	\$ -	\$ 1,468,920	\$ 2,238,703	52.4%
Supplies	-	-	112,100	112,100	0.0%
Services	-	1,500	10,344,363	11,559,793	11.7%
Subtotal	\$ -	\$ 1,500	\$ 11,925,383	\$ 13,910,596	16.6%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0.0%
Supplies	-	-	-	-	0.0%
Services	-	-	-	-	0.0%
Capital Outlay/Equip	-	-	-	-	0.0%
Subtotal	\$ -	\$ -	\$ -	\$ -	0.0%
Total Operating/Project	\$ -	\$ 1,500	\$ 11,925,383	\$ 13,910,596	16.6%
DEPARTMENTS:					
Risk Management	\$ -	\$ 1,500	\$ 11,562,290	\$ 13,547,503	17.2%
Safety	-	-	363,093	363,093	0.0%
Total	\$ -	\$ 1,500	\$ 11,925,383	\$ 13,910,596	16.6%
FUNDING SOURCES:					
101 General Fund	\$ -	\$ -	\$ 363,093	\$ 363,093	0.0%
336 OTA Projects	-	-	-	-	0.0%
552 Workers' Comp	-	-	4,967,332	5,660,125	13.9%
555 General Liability Fund	-	1,500	6,594,958	7,887,379	19.6%
Total	\$ -	\$ 1,500	\$ 11,925,383	\$ 13,910,596	16.6%
STAFFING:					
Regular/Permanent	0.00	0.00	7.00	8.00	1.00
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	0.00	0.00	7.00	8.00	1.00

LEGAL DIVISION

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 1,094,434	\$ 2,685,775	\$ 1,780,835	\$ 1,886,954	6.0%
Supplies	3,780.01	68,036.17	7,720	7,720	0.0%
Services	1,553,638.56	13,463,529.84	1,671,280	1,671,280	0.0%
Intra-District Charges	906,923.68	944,672.00	1,144,672	1,326,463	15.9%
Subtotal	\$ 3,558,776	\$ 17,162,013	\$ 4,604,507	\$ 4,892,417	6.3%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0.0%
Supplies	-	-	-	-	0.0%
Services	-	-	-	-	0.0%
Capital Outlay/Equip	793,996	2,223	-	-	0.0%
Subtotal	\$ 793,996	\$ 2,223	\$ -	\$ -	0.0%
Total Operating/Project	\$ 4,352,772	\$ 17,164,236	\$ 4,604,507	\$ 4,892,417	6.3%
DEPARTMENTS:					
Legal	\$ 4,352,772	\$ 3,871,784	\$ 4,604,507	\$ 4,892,417	6.3%
Risk Management	-	13,134,184	-	-	0.0%
Safety	-	158,268	-	-	0.0%
Total	\$ 4,352,772	\$ 17,164,236	\$ 4,604,507	\$ 4,892,417	6.3%
FUNDING SOURCES:					
101 General Fund	\$ 3,458,185	\$ 3,762,145	\$ 4,604,507	\$ 4,892,417	6.3%
261 Coyote Hills/Dumbarton Quar	100,590.50	265,685	-	-	0.0%
333 Capital	793,996.25	2,223	-	-	0.0%
336 OTA Projects	-	-	-	-	0.0%
552 Workers' Comp	-	8,977,902	-	-	0.0%
555 General Liability Fund	-	4,156,282	-	-	0.0%
Total	\$ 4,352,772	\$ 17,164,236	\$ 4,604,507	\$ 4,892,417	6.3%
STAFFING:					
Regular/Permanent	10.00	11.00	6.00	6.00	-
Seasonal/Temporary	3.45	3.95	0.50	0.50	-
Total	13.45	14.95	6.50	6.50	-

LEGAL DIVISION

LEGAL DIVISION

The Legal Division provides legal advice and counsel to all District divisions and represents the District in administrative proceedings and litigation. The Legal Division prepares or reviews contracts and other legal agreements; manages and monitors all claims and lawsuits; and helps manage costs and potential liabilities through proactive risk management. The Legal Division also renders advice regarding emergent safety issues and related federal, state and local regulations. The work of the Legal Division helps promote the preservation of parklands and safe public access to recreation while protecting employees and ensuring the fiscal health of the District.

General Counsel
(6.5 FTE)

Legal Division Performance Objectives for 2025:

Provide strategic legal advice to Board of Directors, General Manager, and Park District divisions.
Represent the Park District in legal matters, including administrative proceedings and litigation.

Legal Division Completed Performance Objectives from 2024:

Prepared District Contracting Guidelines and Update Contract Templates and Contract Checklist to ensure consistent practices across Divisions.
Updated Conflict of Interest Policy.

GENERAL COUNSEL DESCRIPTION & BUDGET

The General Counsel is appointed by the Board of Directors and serves as attorney for the District. The Legal Division provides legal guidance and represents the District in all legal matters affecting the District. General Counsel selects, assesses performance and billing practices of outside legal counsel and consultants retained for legal matters. The General Counsel coordinates with the General Manager and the District’s legislative advocates on draft legislation and legal positions on statutory and regulatory issues at the State and Federal levels.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 1,094,434	\$ 1,455,018	\$ 1,780,835	\$ 1,886,954	6.0%
Supplies	3,780	2,931	7,720	7,720	0.0%
Services	1,553,639	1,466,941	1,671,280	1,671,280	0.0%
Intra-District Charges	906,924	944,672	1,144,672	1,326,463	15.9%
Subtotal	\$ 3,558,776	\$ 3,869,561	\$ 4,604,507	\$ 4,892,417	6.3%
PROJECT BUDGET:					
Services	\$ -	\$ -	\$ -	\$ -	0.0%
Capital Outlay/Equip	793,996	2,223	-	-	0.0%
Subtotal	\$ 793,996	\$ 2,223	\$ -	\$ -	0.0%
Total Operating/Project	\$ 4,352,772	\$ 3,871,784	\$ 4,604,507	\$ 4,892,417	6.3%
DEPARTMENTS:					
Legal	\$ 4,352,772	\$ 3,871,784	\$ 4,604,507	\$ 4,892,417	6.3%
Total	\$ 4,352,772	\$ 3,871,784	\$ 4,604,507	\$ 4,892,417	6.3%
FUNDING SOURCES:					
101 General Fund	\$ 3,458,185	\$ 3,603,877	\$ 4,604,507	\$ 4,892,417	6.3%
261 Coyote Hills/Dumbarton Quar	100,591	265,685	-	-	0.0%
333 Capital	793,996	2,223	-	-	0.0%
Total	\$ 4,352,772	\$ 3,871,784	\$ 4,604,507	\$ 4,892,417	6.3%
STAFFING:					
Regular/Permanent	4.00	5.00	6.00	6.00	-
Seasonal/Temporary	0.00	0.50	0.50	0.50	-
Total	4.00	5.50	6.50	6.50	-

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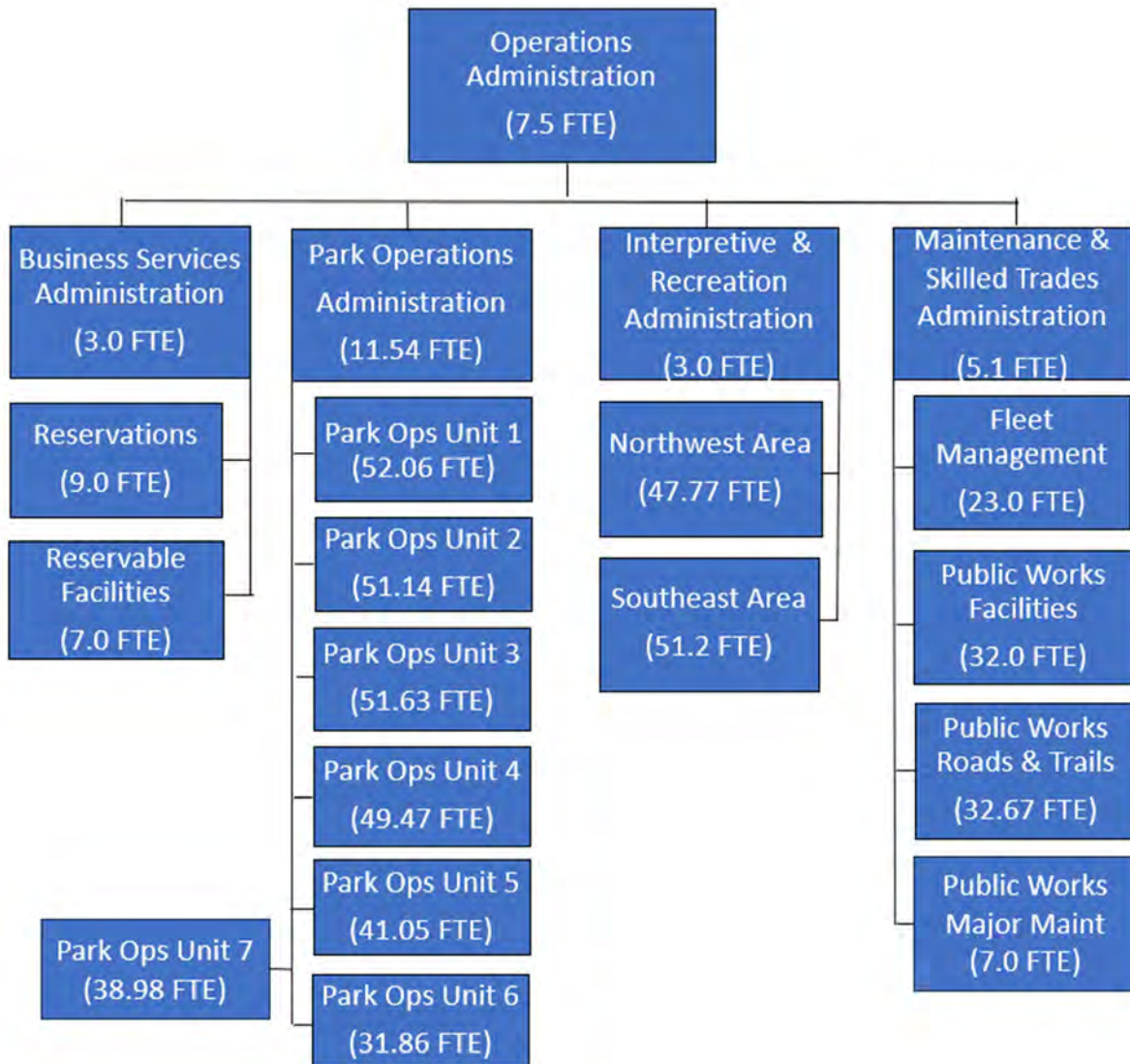
OPERATIONS DIVISION

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 65,386,075	\$ 67,781,068	\$ 77,244,348	\$ 83,272,551	7.8%
Supplies	\$ 6,258,988	\$ 6,888,937	\$ 7,027,303	\$ 7,308,085	4.0%
Services	10,994,029	12,502,145	13,892,993	13,588,860	-2.2%
Equipment	1,439,474	676,801	2,485,550	3,121,194	25.6%
Intra-District Charges	9,342,040	16,948,693	17,760,390	18,101,272	1.9%
Subtotal	\$ 93,420,605	\$ 104,797,644	\$ 118,410,584	\$ 125,391,962	5.9%
PROJECT BUDGET:					
Personnel Services	\$ 1,170,503	\$ 1,214,531	\$ 1,516,579	\$ 2,024,426	33.5%
Supplies	306,357	488,121	-	-	0.0%
Services	1,281,384	1,840,605	863,363	1,605,711	86.0%
Capital Outlay/Equip	592,706	254,251	510,000	100,000	-80.4%
Subtotal	\$ 3,350,950	\$ 3,797,508	\$ 2,889,942	\$ 3,730,137	29.1%
Total Operating/Project	\$ 96,771,555	\$ 108,595,152	\$ 121,300,526	\$ 129,122,099	6.4%
DEPARTMENTS:					
Administration	\$ 7,385,712	\$ 7,781,309	\$ 8,050,325	\$ 7,451,771	-7.4%
Park Operations	51,250,423	59,423,633	61,211,486	66,386,467	8.5%
Interpretive & Recreation	11,956,431	14,633,981	15,597,741	18,105,122	16.1%
Maintenance & Trades	22,490,220	22,927,333	32,122,551	33,470,228	4.2%
Business Services	3,688,769	3,828,895	4,318,423	3,708,512	-14.1%
Total	\$ 96,771,555	\$ 108,595,152	\$ 121,300,526	\$ 129,122,099	6.4%
FUNDING SOURCES:					
101 General Fund	\$ 84,537,028	\$ 88,152,916	\$ 94,663,323	\$ 100,498,710	6.2%
220 Two County LLD	3,981,866	4,303,455	5,183,671	5,717,793	10.3%
221 ECCC LLD	705,407	622,422	736,945	717,758	-2.6%
222 Five Canyon Zone	32,768	43,809	4,215	32,885	680.2%
223 Dublin Hills Zone	15,166	40,516	10,385	15,955	53.6%
224 Walpert Ridge Zone	35,736	38,408	46,167	53,742	16.4%
225 San Ramon Hills Zone	-	-	500	5,500	1000.0%
227 Stone Valley Zone	-	-	630	5,630	793.7%
228 Gateway Valley Zone	14,797	14,233	36,647	39,222	7.0%
231 - Las Trampas Faria CFD C-2	-	-	10,000	10,000	0.0%
253 Gifts	22,389	25,816	51,000	51,000	0.0%
255 MLK Jr Program	2,000	4,890	5,000	5,000	0.0%
257 Mitigation	-	-	20,780	20,780	0.0%
258 McLaughlin Eastshore State Park	17,778	30,366	38,858	41,158	5.9%
259 ECCC HCP Properties	534,856	539,437	486,684	689,651	41.7%
333 Capital	592,706	254,251	-	100,000	0.0%
336 OTA Projects	2,756,241	3,543,257	2,889,942	3,630,137	25.6%
553 Major Infrastructure Reno/Repl	3,522,817	4,120,326	7,459,641	6,855,248	-8.1%
554 Major Equip Replacement	-	6,861,050	9,656,138	10,631,930	10.1%
Total	\$ 96,771,555	\$ 108,595,152	\$ 121,300,526	\$ 129,122,099	6.4%
STAFFING:					
Regular/Permanent	468.79	496.29	506.04	509.04	3.00
Seasonal/Temporary	47.53	45.93	45.93	46.92	1.00
Total	516.32	542.21	551.96	555.96	4.00

OPERATIONS DIVISION

OPERATIONS DIVISION

The Operations (OPS) Division assumes a lead role in managing, maintaining, and restoring the District's parklands in order to retain their important scenic, natural, and cultural values.



OPERATIONS ADMINISTRATION

Operations Administration provides executive management and administrative support to the Division's four large departments: Park Operations, Business Services, Interpretive & Recreation Services, and Maintenance and Skilled Trades, as well as the Board Operations Committee. Staff negotiate agreements with agencies, oversee the Division Budget, provide general administrative support, prepares agendas and manages regularly scheduled intra- and inter-division meetings to ensure coordination with other Divisions.

BUSINESS SERVICES DEPARTMENT

Business Services provides the necessary link between the District's concessions, special use agreements, communication site leases, contracts for services, residence agreements, and the

OPERATIONS DIVISION

Park Operations and Finance Departments. Its staff manage Reservations and Reservable Facilities. The department also provides administrative support for the Quagga program.

PARK OPERATIONS DEPARTMENT

The Park Operations Department is comprised of eight units: Administration Unit, Park Ops Unit 1, Park Ops Unit 2, Park Ops Unit 3, Park Ops Unit 4, Park Ops Unit 5, Park Ops Unit 6, and Park Ops Unit 7. Park Operations Administration operates and maintains most park units, open space and recreational facilities in the field. The individual Park Ops Units encompass the various geographical areas that comprise the East Bay Regional Parks District. Park Operations provides a diversified system of regional parklands, trails, and parkland-related services that offer outstanding opportunities and experiences in the outdoors. These include swimming, fishing, hiking, biking, horseback riding, boating, and family and large group picnicking, camping, special events, and numerous other specialized recreational activities. It is the department's goal to provide recreational development that fosters appropriate use of parklands while preserving their remoteness and intrinsic value.

INTERPRETIVE & RECREATION SERVICES DEPARTMENT

Interpretive and Recreation Services provide a wide range of opportunities for our diverse community to connect with the parks and one another. The department is comprised of three units: Administration Unit, Southeast I&R Unit, and Northwest I&R Unit. The department strives to be a leader in interpretation, outdoor recreation, community engagement, and providing volunteer opportunities. The department provides a myriad of public programs, school field trips, youth development, outdoor recreation activities, as well as informal interactions at Visitor Centers, events, and in the field. Staff support the development of interpretive products provided virtually, in parks, and Visitor Centers. The department serves special populations and low-income residents through deliberate partnership programs. These efforts strive to develop meaningful connections between historically underrepresented communities and their parks. Where appropriate the department offers a variety of revenue generating programs. These efforts are supported by a robust bus transportation program organized by the department. To ensure program success, staff collect participant feedback, assess offerings, and study industry trends to adapt, develop and provide relevant, effective, and rewarding programming.

MAINTENANCE AND SKILLED TRADES (MAST) DEPARTMENT

The Maintenance and Skilled Trades (MAST) Department consists of five units: MAST Administration, Fleet Management, Public Works Unit 1 – Facilities and Water Utilities Maintenance, Public Works Unit 2 – Roads & Trails and Small Trails Maintenance and Waste Management, and Publics Works Unit 3 – Major Maintenance.

The MAST Administration maintains and makes upgrades to the District's roads, trails, equipment, buildings and utilities year-round in support of the District's mission to provide suitable and safe facilities for both the public and District employees. In support of that mission, MAST Administration is guided by and adheres to building and health codes, environmental regulations, and District policy.

Fleet Management has District-wide responsibilities and duties. The services provided by Fleet Management are an integral part of the District's core mission to manage and maintain a high quality, diverse system of interconnected parklands. It assists other departments by providing the full range of fleet services, including purchasing and compliance with laws and rules which regulate the automotive industry and repair facilities. Fleet Management manages and services

OPERATIONS DIVISION

a fleet of nearly 850 units comprised of vehicles, landscaping equipment, trailers, heavy equipment, police vehicles, boats, and fire apparatus.

Public Works has District-wide responsibilities and duties three work groups. These are split amongst three work units: Unit 1 – Facilities and Water Utilities Maintenance, Unit 2 - Roads & Trails and Small Trails Maintenance and Waste Management, and Unit 3 – Major Maintenance. These groups are primarily responsible for responding to work order requests throughout the District, ranging from electrical and carpentry repairs to large-scale maintenance projects on existing infrastructure.

Operations Division Performance Objectives for 2025:

Complete Phase 2 of the Operations Resource Allocation Plan.
Initiate development of a second Recreation work group to better serve the two counties of the Park District.
Complete Phase 2 of the CityWorks Asset Management platform to create a digital inventory (GIS) of assets, and capture data such as maintenance records, costs, workflow, preventative maintenance schedules and a mapping dashboard for field staff.
Develop evaluative criteria to prioritize maintenance requests and major maintenance projects using best practices, criticality assessment tools, efficient and cost-effective allocation of resources and providing timely and thorough responses to the requesting person or Department.
Implementation and evaluation of Cashless Kiosk Pilot Program.
Improve and renovate picnic sites Districtwide.

Operations Division Completed Performance Objectives from 2024:

Interpretive & Recreation: Created partnership with local non-profit organization, People Who Care, for a deep engagement youth program near Thurgood Marshall Regional Park.
Maintenance & Skilled Trades: Successfully implemented new Permit Management Software <i>Clariti</i> to route and track the number of Annual Permits issued by the District.
Park Operations: Conducted an analysis and design to update and implement water conservation projects.
Business Services: Initiated Districtwide Cost Allocation Plan and Fee Study to review the efficiency of the District's schedule of fees.

OPERATIONS DIVISION

Operations Division 2025 Proposed Budget Requests Above \$100,000:

Request	Amount
3-Axle Tractor Truck	\$ 510,000
International Box Truck	\$ 330,000
1.0 FTE Park Supervisor II - Thurgood Marshall	\$ 218,100
1.0 FTE Outdoor Recreation Supervisor	\$ 202,700
Sani Pumper Tanker 3,000 gallon	\$ 196,000
John Deere 6420 Utility Tractor	\$ 172,000
Small Trails Crew support for district wide trails & fuels management	\$ 150,000
John Deere 210LE Tractor	\$ 150,000
Water Tank 1,500 gallon	\$ 147,000
Required Annual Service of Water Filters	\$ 130,000
John Deere 1600 Wide Area Mower	\$ 100,000
John Deere 329D Track Loader	\$ 100,000
John Deere 1600 Wide Area Mower	\$ 100,000

OPERATIONS DIVISION

ADMINISTRATION

OPERATIONS ADMINISTRATION DESCRIPTION & BUDGET

Operations Administration provides executive level management and administrative support to the Division's three large departments (Park Operations, Interpretive and Recreation Services, and Maintenance and Skilled Trades) and the Board Operations Committee. Operations Administration negotiates operating agreements with other agencies and prepares agendas and manages numerous regularly scheduled intra- and inter-division meetings to ensure coordination of inter-related park operation, stewardship, planning and construction projects, large scale District sponsored events as well as various employee support functions such as training. Operations Administration is also charged with evaluating fee waiver requests for use of district facilities and services based on current board policy.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 978,393	\$ 965,176	\$ 1,225,289	\$ 1,351,091	10.3%
Supplies	6,558	7,737	11,770	11,770	0.0%
Services	452,769	523,060	527,930	560,930	6.3%
Equipment	-	-	-	-	0.0%
Intra-District Charges	5,947,992	6,285,336	6,285,336	5,457,980	-13.2%
Subtotal	\$ 7,385,712	\$ 7,781,309	\$ 8,050,325	\$ 7,381,771	-8.3%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0.0%
Supplies	-	-	-	-	0.0%
Services	-	-	-	70,000	0.0%
Capital Outlay/Equip	-	-	-	-	0.0%
Subtotal	\$ -	\$ -	\$ -	\$ 70,000	0.0%
Total Operating/Project	\$ 7,385,712	\$ 7,781,309	\$ 8,050,325	\$ 7,451,771	-7.4%
DEPARTMENTS:					
Administration	\$ 7,385,712	\$ 7,781,309	\$ 8,050,325	\$ 7,451,771	-7.4%
Total	\$ 7,385,712	\$ 7,781,309	\$ 8,050,325	\$ 7,451,771	-7.4%
FUNDING SOURCES:					
101 General Fund	\$ 7,385,712	\$ 7,781,309	\$ 8,050,325	\$ 7,381,771	-8.3%
336 OTA Projects	\$ -	\$ -	\$ -	\$ 70,000	0.0%
Total	\$ 7,385,712	\$ 7,781,309	\$ 8,050,325	\$ 7,451,771	-7.4%
STAFFING:					
Regular/Permanent	5.00	5.00	6.00	5.75	(0.25)
Seasonal/Temporary	0.00	1.75	1.75	1.75	-
Total	5.00	6.75	7.75	7.50	(0.25)

Operations Administration Budget by Unit/Park Location

Unit/Location	Personnel	Services	Supplies	Services	Equipment	Inter-Agency	Total
OPERATIONS DIVISION							
ADMINISTRATION DEPARTMENT							
Administration							
Budget 2024	\$ 1,225,289	\$ 11,770	\$ 62,230	\$ -	\$ 6,285,336	\$ 7,584,625	
Budget 2025	\$ 1,351,091	\$ 11,770	\$ 132,230	\$ -	\$ 5,457,980	\$ 6,953,071	
% Change	10.3%	0.0%	112.5%	0.0%	-13.2%	-8.3%	
Community Resources							
Budget 2024	\$ -	\$ -	\$ 465,700	\$ -	\$ -	\$ 465,700	
Budget 2025	\$ -	\$ -	\$ 498,700	\$ -	\$ -	\$ 498,700	
% Change	0.0%	0.0%	7.1%	0.0%	0.0%	7.1%	
Total Operations Administration Department							
Budget 2024	\$ 1,225,289	\$ 11,770	\$ 527,930	\$ -	\$ 6,285,336	\$ 8,050,325	
Budget 2025	\$ 1,351,091	\$ 11,770	\$ 630,930	\$ -	\$ 5,457,980	\$ 7,451,771	
% Change	10.3%	0.0%	19.5%	0.0%	-13.2%	-7.4%	

PARK OPERATIONS DEPARTMENT DESCRIPTION & BUDGET

Park Operations Administration operates and maintains most park units, open space and recreational facilities in the field. Park Operations provides a diversified system of regional parklands, trails, and parkland-related services that offer outstanding opportunities and experiences in the outdoors. These include swimming, fishing, hiking, biking, horseback riding, boating, and family and large group picnicking, camping, special events, and numerous other specialized recreational activities. It is the department's goal to provide recreational development that fosters appropriate use of parklands while preserving their remoteness and intrinsic value.

The Park Operations Department budget is shown on the following page.

OPERATIONS DIVISION

PARK OPERATIONS DEPT

PARK OPERATIONS DEPARTMENT

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 38,101,400	\$ 37,879,768	\$ 43,114,818	\$ 46,174,371	7.1%
Supplies	\$ 2,510,353	\$ 2,823,615	\$ 2,450,390	\$ 2,525,530	3.1%
Services	\$ 4,658,927	\$ 4,987,932	\$ 2,834,232	\$ 2,773,517	-2.1%
Equipment	\$ 715,139	\$ 577,022	\$ -	\$ 55,000	0.0%
Intra-District Charges	\$ 3,109,898	\$ 10,621,246	\$ 11,444,004	\$ 12,602,892	10.1%
Subtotal	\$ 49,095,716	\$ 56,889,583	\$ 59,843,444	\$ 64,131,311	7.2%
PROJECT BUDGET:					
Personnel Services	\$ 914,725	\$ 840,365	\$ 1,034,432	\$ 1,325,156	28.1%
Supplies	\$ 124,408	\$ 106,998	\$ -	\$ -	0.0%
Services	\$ 920,388	\$ 1,441,151	\$ 333,610	\$ 930,000	178.8%
Capital Outlay/Equip	\$ 195,186	\$ 145,536	\$ -	\$ -	0.0%
Subtotal	\$ 2,154,707	\$ 2,534,051	\$ 1,368,042	\$ 2,255,156	64.8%
Total Operating/Project	\$ 51,250,423	\$ 59,423,633	\$ 61,211,486	\$ 66,386,467	8.5%
UNITS:					
Administration	\$ 3,684,705	\$ 11,278,934	\$ 13,309,317	\$ 14,613,389	9.8%
Park Ops Unit 1	6,763,523	6,950,038	7,174,424	8,188,278	14.1%
Park Ops Unit 2	6,868,774	7,407,186	6,891,015	7,791,847	13.1%
Park Ops Unit 3	7,660,426	7,622,628	7,523,869	7,773,933	3.3%
Park Ops Unit 4	8,293,345	8,309,607	8,178,664	8,253,683	0.9%
Park Ops Unit 5	6,453,819	6,576,500	6,308,859	6,781,102	7.5%
Park Ops Unit 6	5,048,352	4,977,509	5,143,476	5,880,769	14.3%
Park Ops Unit 7	6,477,478	6,301,231	6,681,863	7,103,465	6.3%
Total	\$ 51,250,423	\$ 59,423,633	\$ 61,211,486	\$ 66,386,467	8.5%
FUNDING SOURCES:					
101 General Fund	\$ 44,264,996	\$ 51,480,720	\$ 54,192,357	\$ 57,748,271	6.6%
220 Two County LLD	\$ 3,451,826	\$ 3,812,940	\$ 4,208,276	\$ 4,699,759	11.7%
221 ECCC LLD	\$ 705,407	\$ 622,422	\$ 736,945	\$ 717,758	-2.6%
222 Five Canyon Zone	\$ 32,768	\$ 43,809	\$ 4,215	\$ 32,885	680.2%
223 Dublin Hills Zone	\$ 15,166	\$ 40,516	\$ 10,385	\$ 15,955	53.6%
224 Walpert Ridge Zone	\$ 35,736	\$ 38,408	\$ 46,167	\$ 53,742	16.4%
225 San Ramon Hills Zone	\$ -	\$ -	\$ 500	\$ 5,500	1000.0%
227 Stone Valley Zone	\$ -	\$ -	\$ 630	\$ 5,630	793.7%
228 Gateway Valley Zone	\$ 14,797	\$ 14,233	\$ 36,647	\$ 39,222	7.0%
231 - Las Trampas Faria CFD C-2	\$ -	\$ -	\$ 10,000	\$ 10,000	0.0%
253 Gifts	\$ 22,389	\$ 25,816	\$ 51,000	\$ 51,000	0.0%
255 MLK Jr Program	\$ -	\$ -	\$ -	\$ -	0.0%
257 Mitigation	\$ -	\$ -	\$ 20,780	\$ 20,780	0.0%
258 McLaughlin Eastshore State I	\$ 17,778	\$ 30,366	\$ 38,858	\$ 41,158	5.9%
259 ECCC HCP Properties	\$ 534,856	\$ 539,437	\$ 486,684	\$ 689,651	41.7%
333 Capital	\$ 195,186	\$ 145,536	\$ -	\$ -	0.0%
336 OTA Projects	\$ 1,959,518	\$ 2,388,515	\$ 1,368,042	\$ 2,255,156	64.8%
553 Major Infrastructure Reno/Rej	\$ -	\$ -	\$ -	\$ -	-
554 Major Equip Replacement	\$ -	\$ 240,915	\$ -	\$ -	0.0%
Total	\$ 51,250,423	\$ 59,423,633	\$ 61,211,486	\$ 66,386,467	8.5%
STAFFING:					
Regular/Permanent	280.02	294.02	300.77	301.52	0.75
Seasonal/Temporary	26.96	25.21	25.21	26.21	1.00
Total	306.97	319.22	325.97	327.72	1.75

**OPERATIONS DIVISION
PARK OPERATIONS DEPT**

ADMINISTRATION

PARK OPERATIONS ADMINISTRATION DESCRIPTION & BUDGET

Park Operations Administration operates and maintains most park units, open space and recreational facilities in the field.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 460,237	\$ 491,858	1,079,368	\$ 707,847	-34.4%
Supplies	85,561	134,382	130,270	130,270	0.0%
Services	510,736	168,714	629,780	629,780	0.0%
Equipment	-	-	-	-	0.0%
Intra-District Charges	2,217,897	10,169,268	11,368,604	12,345,492	8.6%
Subtotal	\$ 3,274,431	\$ 10,964,222	13,208,022	\$ 13,813,389	4.6%
PROJECT BUDGET:					
Personnel Services	\$ 192,877	\$ 252,591	1,295	\$ -	-100.0%
Supplies	25,829	7,916	-	-	0.0%
Services	191,567	54,204	100,000	800,000	700.0%
Capital Outlay/Equip	-	-	-	-	0.0%
Subtotal	\$ 410,274	\$ 314,712	101,295	\$ 800,000	689.8%
Total Operating/Project	\$ 3,684,705	\$ 11,278,934	13,309,317	\$ 14,613,389	9.8%
UNIT:					
Park Ops Administration	\$ 3,684,705	\$ 11,278,934	13,309,317	\$ 14,613,389	9.8%
Total	\$ 3,684,705	\$ 11,278,934	13,309,317	\$ 14,613,389	9.8%
FUNDING SOURCES:					
101 General Fund	\$ 3,253,115	\$ 10,939,060	13,161,022	\$ 13,766,389	4.6%
253 Gifts	21,316	25,162	47,000	47,000.00	0.0%
336 OTA Projects	410,274	314,712	101,295	800,000.00	689.8%
Total	\$ 3,684,705	\$ 11,278,934	13,309,317	\$ 14,613,389	9.8%
STAFFING:					
Regular/Permanent	0.00	0.00	0.00	1.00	1.00
Seasonal/Temporary	0.00	0.00	0.00	10.54	10.54
Total	0.00	0.00	0.00	11.54	11.54

**OPERATIONS DIVISION
PARK OPERATIONS DEPT**

ADMINISTRATION

Park Operations Administration Budget by Unit/Park Location

Unit/Location	Personnel	Services	Supplies	Services	Equipment	Inter-Agency	Total					
PARK OPERATIONS DEPARTMENT												
PARK OPERATIONS ADMINISTRATION UNIT												
Administration												
Budget 2024	\$	1,079,368	\$	130,270	\$	629,780	\$ -	\$	11,368,604	\$	13,208,022	
Budget 2025	\$	707,847	\$	130,270	\$	1,429,780	\$	-	\$	12,345,492	\$	14,613,389
% Change		-34.4%		0.0%		127.0%		0.0%		8.6%		10.6%

**OPERATIONS DIVISION
PARK OPERATIONS DEPT**

PARK OPS UNIT 1

PARK OPS UNIT 1 DESCRIPTION & BUDGET

Unit 1 comprises the inland and southernmost parks of the Park District, including Del Valle Regional Park, Vargas Plateau Regional Park, Shadow Cliffs Regional Park, Pleasanton Ridge Regional Park, Mission Peak Regional Preserve, Sunol-Ohlone Regional Wilderness, and the Calaveras Ridge Trail. These parks provide high recreational use opportunities, such as camping, swimming, and boating at Del Valle and Shadow Cliffs, along with larger, wildland open space areas such as Sunol-Ohlone and Mission Peak

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 5,515,611	\$ 5,289,931	\$ 6,116,128	\$ 6,852,655	12.0%
Supplies	339,674	293,509	314,300	394,070	25.4%
Services	371,551	422,817	257,268	353,655	37.5%
Equipment	62,716	86,071	-	-	0.0%
Intra-District Charges	201,379	172,753	10,450	10,450	0.0%
Subtotal	\$ 6,490,931	\$ 6,265,082	\$ 6,698,146	\$ 7,610,830	13.6%
PROJECT BUDGET:					
Personnel Services	\$ 218,113	\$ 34,678	\$ 376,278	\$ 577,449	53.5%
Supplies	4,006	10,646	-	-	0.0%
Services	32,178	629,057	100,000	-	-100.0%
Capital Outlay/Equip	18,295	10,575	-	-	0.0%
Subtotal	\$ 272,592	\$ 684,956	\$ 476,278	\$ 577,449	21.2%
Total Operating/Project	\$ 6,763,523	\$ 6,950,038	\$ 7,174,423	\$ 8,188,278	14.1%
UNIT:					
Park Ops Unit 1	\$ 6,763,523	\$ 6,950,038	\$ 7,174,423	\$ 8,188,278	14.1%
Total	\$ 6,763,523	\$ 6,950,038	\$ 7,174,423	\$ 8,188,278	14.1%
FUNDING SOURCES:					
101 General Fund	\$ 5,911,857	\$ 5,709,430	\$ 6,230,063	\$ 7,084,252	13.7%
220 Two County LLD	437,979	342,382	456,939	491,863.33	7.6%
223 Dublin Hills Zone	15,166	40,516	10,385	15,955.28	53.6%
225 San Ramon Hills Zone	-	-	500	5,500.00	1000.0%
259 ECCC HCP Properties	125,929	172,753	259	259.00	0.0%
333 Capital	18,295	10,575	-	-	0.0%
336 OTA Projects	254,297	674,381	476,278	577,448.52	21.2%
Total	\$ 6,763,523	\$ 6,950,038	\$ 7,174,423	\$ 8,175,278	14.0%
STAFFING:					
Regular/Permanent	40.75	47.25	47.75	49.75	2.00
Seasonal/Temporary	2.31	2.31	2.31	2.31	-
Total	43.06	49.56	50.06	52.06	2.00

**OPERATIONS DIVISION
PARK OPERATIONS DEPT**

PARK OPS UNIT 1

Park Ops Unit 1 Budget by Unit/Park Location

Unit/Location	Personnel	Services	Supplies	Services	Equipment	Inter-Agency	Total
PARK OPERATIONS DEPARTMENT							
PARK OPERATIONS ADMIN UNIT 1							
Administration							
Budget 2024	\$	385,154	\$	3,970	\$	3,525	\$ - \$ 392,649
Budget 2025	\$	411,939	\$	3,970	\$	3,525	\$ - \$ 419,434
% Change		7.0%		0.0%		0.0%	6.8%
Calaveras Ridge Trail							
Budget 2024	\$	91,755	\$	9,150	\$	3,000	\$ - \$ 103,905
Budget 2025	\$	102,968	\$	9,150	\$	3,000	\$ - \$ 115,118
% Change		12.2%		0.0%		0.0%	10.8%
Del Valle Regional Park							
Budget 2024	\$	2,471,923	\$	141,550	\$	204,070	\$ - \$ 2,822,843
Budget 2025	\$	2,795,437	\$	154,550	\$	104,070	\$ - \$ 3,059,357
% Change		13.1%		9.2%		-49.0%	8.4%
Dublin Hills							
Budget 2024	\$	32,392	\$	2,100	\$	-	\$ - \$ 34,492
Budget 2025	\$	39,634	\$	2,100	\$	-	\$ - \$ 41,734
% Change		22.4%		0.0%		0.0%	21.0%
Mission Peak Regional Preserve							
Budget 2024	\$	269,761	\$	6,990	\$	12,890	\$ - \$ 294,791
Budget 2025	\$	289,295	\$	6,990	\$	42,890	\$ - \$ 344,325
% Change		7.2%		0.0%		232.7%	16.8%
Pleasanton Ridge Regional Park							
Budget 2024	\$	908,786	\$	37,320	\$	62,750	\$ - \$ 1,008,856
Budget 2025	\$	970,223	\$	37,320	\$	62,750	\$ - \$ 1,070,293
% Change		6.8%		0.0%		0.0%	6.1%
Shadow Cliffs							
Budget 2024	\$	1,310,257	\$	79,070	\$	46,313	\$ - \$ 1,435,640
Budget 2025	\$	1,697,755	\$	125,840	\$	112,700	\$ - \$ 1,936,295
% Change		29.6%		59.2%		143.3%	34.9%
Sunol/Ohlone Regional Wilderness							
Budget 2024	\$	891,009	\$	27,430	\$	16,720	\$ - \$ 935,159
Budget 2025	\$	982,607	\$	47,430	\$	16,720	\$ - \$ 1,046,757
% Change		10.3%		72.9%		0.0%	11.9%
Vargas Plateau							
Budget 2024	\$	131,369	\$	6,720	\$	8,000	\$ - \$ 146,089
Budget 2025	\$	140,247	\$	6,720	\$	8,000	\$ - \$ 154,967
% Change		6.8%		0.0%		0.0%	6.1%
Total Park Operations Admin Unit 1							
Budget 2024	\$	6,492,405	\$	314,300	\$	357,268	\$ - \$ 7,174,423
Budget 2025	\$	7,430,103	\$	394,070	\$	353,655	\$ - \$ 8,188,278
% Change		14.4%		25.4%		-1.0%	14.1%

**OPERATIONS DIVISION
PARK OPERATIONS DEPT**

PARK OPS UNIT 2

PARK OPS UNIT 2 DESCRIPTION & BUDGET

Unit 2 oversees parks between the southern bay coastline to further inland in Alameda County. Parks in Unit 2 include Garin-Dry Creek Pioneer regional Park, Cull Canyon Regional Recreation Area, Don Castro Regional Recreation Area, Quarry Lakes Regional Recreation Area, along with the trail systems Alameda County Trails and Tassajara Creek/Ridge Trail. This unit blends both active and passive recreation use areas, overseeing three seasonal swimming areas and a year-round campground.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 5,531,702	\$ 5,593,669	\$ 6,222,314	\$ 7,146,738	14.9%
Supplies	411,008	530,764	363,410	403,410	11.0%
Services	702,029	877,391	193,116	118,315	-38.7%
Equipment	143,085	55,346	-	-	0.0%
Intra-District Charges	24,500	-	5,100	5,100	0.0%
Subtotal	\$ 6,812,324	\$ 7,057,170	\$ 6,783,941	\$ 7,673,563	13.1%
PROJECT BUDGET:					
Personnel Services	\$ 42,847	\$ 100,109	\$ 107,074	\$ 118,284	10.5%
Supplies	-	-	-	-	0.0%
Services	-	227,919	-	-	0.0%
Capital Outlay/Equip	13,603	21,987	-	-	0.0%
Subtotal	\$ 56,451	\$ 350,015	\$ 107,074	\$ 118,284	10.5%
Total Operating/Project	\$ 6,868,774	\$ 7,407,186	\$ 6,891,014	\$ 7,791,847	13.1%
UNIT:					
Park Ops Unit 2	\$ 6,868,774	\$ 7,407,186	\$ 6,891,014	\$ 7,791,847	13.1%
Total	\$ 6,868,774	\$ 7,407,186	\$ 6,891,014	\$ 7,791,847	13.1%
FUNDING SOURCES:					
101 General Fund	\$ 6,148,093	\$ 6,363,728	\$ 6,069,047	\$ 6,840,762	12.7%
220 Two County LLD	594,652	610,572	660,511	742,174.43	12.4%
222 Five Canyon Zone	32,768	43,809	4,215	32,885.00	680.2%
224 Walpert Ridge Zone	35,736	38,408	46,167	53,741.66	16.4%
253 Gifts	1,074	654	4,000	4,000.00	0.0%
333 Capital	13,603	21,987	-	-	0.0%
336 OTA Projects	42,847	328,029	107,074	118,283.98	10.5%
Total	\$ 6,868,774	\$ 7,407,186	\$ 6,891,014	\$ 7,791,847	13.1%
STAFFING:					
Regular/Permanent	51.49	47.99	48.99	47.99	(1.00)
Seasonal/Temporary	13.69	12.69	12.69	3.15	(9.54)
Total	65.18	60.68	61.68	51.14	(10.54)

**OPERATIONS DIVISION
PARK OPERATIONS DEPT**

PARK OPS UNIT 2

Park Ops Unit 2 Budget by Unit/Park Location

Unit/Location	Personnel	Services	Supplies	Services	Equipment	Inter-Agency	Total
PARK OPERATIONS DEPARTMENT							
PARK OPERATIONS ADMIN UNIT 2							
Administration							
Budget 2024	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Budget 2025	\$ 394,487	\$ 5,000	\$ 5,000	\$ -	\$ -	\$ -	\$ 404,487
% Change	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Alameda County Trails							
Budget 2024	\$ 624,481	\$ 33,580	\$ 7,450	\$ -	\$ -	\$ -	\$ 665,511
Budget 2025	\$ 706,144	\$ 43,580	\$ 7,450	\$ -	\$ -	\$ -	\$ 757,174
% Change	13.1%	29.8%	0.0%	0.0%	0.0%	0.0%	13.8%
Coyote Hills Regional Park							
Budget 2024	\$ 1,094,101	\$ 44,980	\$ 24,485	\$ -	\$ -	\$ -	\$ 1,163,566
Budget 2025	\$ 1,164,555	\$ 44,980	\$ 24,610	\$ -	\$ -	\$ -	\$ 1,234,145
% Change	6.4%	0.0%	0.5%	0.0%	0.0%	0.0%	6.1%
Cull Canyon Regional Recreation Area							
Budget 2024	\$ 759,307	\$ 64,020	\$ 18,875	\$ -	\$ -	\$ -	\$ 842,202
Budget 2025	\$ 853,109	\$ 64,020	\$ 18,875	\$ -	\$ -	\$ -	\$ 936,004
% Change	12.4%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%
Don Castro Regional Recreation Area							
Budget 2024	\$ 884,642	\$ 94,610	\$ 13,860	\$ -	\$ -	\$ -	\$ 993,112
Budget 2025	\$ 996,182	\$ 94,610	\$ 18,360	\$ -	\$ -	\$ -	\$ 1,109,152
% Change	12.6%	0.0%	32.5%	0.0%	0.0%	0.0%	11.7%
Dry Creek Pioneer Regional Park							
Budget 2024	\$ 291,526	\$ 19,710	\$ 5,650	\$ -	\$ -	\$ -	\$ 316,886
Budget 2025	\$ 303,847	\$ 19,710	\$ 5,650	\$ -	\$ -	\$ -	\$ 329,207
% Change	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	3.9%
Dumbarton Quarry							
Budget 2024	659,895	19,700	10,351	-	-	-	689,947
Budget 2025	727,935	19,700	10,800	-	-	-	758,435
% Change	10.3%	0.0%	4.3%	0.0%	0.0%	0.0%	9.9%
Garin Regional Park							
Budget 2024	\$ 855,091	\$ 34,470	\$ 80,485	\$ -	\$ -	\$ -	\$ 970,046
Budget 2025	\$ 907,879	\$ 49,470	\$ 5,610	\$ -	\$ -	\$ -	\$ 962,959
% Change	6.2%	43.5%	-93.0%	0.0%	0.0%	0.0%	-0.7%
Quarry Lakes							
Budget 2024	\$ 1,160,343	\$ 50,080	\$ 31,360	\$ -	\$ 5,100	\$ -	\$ 1,246,883
Budget 2025	\$ 1,210,884	\$ 60,080	\$ 21,360	\$ -	\$ 5,100	\$ -	\$ 1,297,424
% Change	4.4%	20.0%	-31.9%	0.0%	0.0%	0.0%	4.1%
Tassajara Creek Trail							
Budget 2024	\$ -	\$ 2,260	\$ 600	\$ -	\$ -	\$ -	\$ 2,860
Budget 2025	\$ -	\$ 2,260	\$ 600	\$ -	\$ -	\$ -	\$ 2,860
% Change	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Park Operations Admin Unit 2							
Budget 2024	\$ 6,329,388	\$ 363,410	\$ 193,116	\$ -	\$ 5,100	\$ -	\$ 6,891,014
Budget 2025	\$ 7,265,022	\$ 403,410	\$ 118,315	\$ -	\$ 5,100	\$ -	\$ 7,791,847
% Change	14.8%	11.0%	-38.7%	0.0%	0.0%	0.0%	13.1%

**OPERATIONS DIVISION
PARK OPERATIONS DEPT**

PARK OPS UNIT 3

PARK OPS UNIT 3 DESCRIPTION & BUDGET

Unit 3 encompasses the ridgeline of the East Bay Hills and further inland. Parks include Reinhardt Redwood Regional Park, Leona Canyon Regional Preserve, Sibley Volcanic Regional Preserve, Claremont Canyon Regional Preserve, Huckleberry Botanic Regional Preserve, Roberts Regional Recreation Area, Anthony Chabot Regional Park, Lake Chabot Regional Park, and Temescal Regional Recreation Area. There is a strong emphasis on recreation and visitor services, with camping, swimming, and boating services all being provided to the public, while also providing opportunities for passive recreation in open space preserves and trails.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 6,020,599	\$ 5,808,491	\$ 6,783,388	\$ 7,033,286	3.7%
Supplies	412,331	405,879	312,010	342,010	9.6%
Services	672,453	1,010,746	368,254	335,992	-8.8%
Equipment	58,830	57,551	-	-	0.0%
Intra-District Charges	83,550	-	22,700	22,700	0.0%
Subtotal	\$ 7,247,762	\$ 7,282,668	\$ 7,486,352	\$ 7,733,988	3.3%
PROJECT BUDGET:					
Personnel Services	\$ 38,983	\$ 37,208	\$ 37,516	\$ 39,945	6.5%
Supplies	32,482	11,201	-	-	0.0%
Services	259,218	230,757	-	-	0.0%
Capital Outlay/Equip	81,980	60,795	-	-	0.0%
Subtotal	\$ 412,664	\$ 339,961	\$ 37,516	\$ 39,945	6.5%
Total Operating/Project	\$ 7,660,426	\$ 7,622,628	\$ 7,523,868	\$ 7,773,933	3.3%
UNIT:					
Park Ops Unit 3	\$ 7,660,426	\$ 7,622,628	\$ 7,523,868	\$ 7,773,933	3.3%
Total	\$ 7,660,426	\$ 7,622,628	\$ 7,523,868	\$ 7,773,933	3.3%
FUNDING SOURCES:					
101 General Fund	\$ 7,119,974	\$ 7,148,549	\$ 7,322,855	\$ 7,569,348	3.4%
220 Two County LLD	112,992	119,886	126,851	138,418.23	9.1%
228 Gateway Valley Zone	14,797	14,233	36,647	39,221.66	7.0%
333 Capital	81,980	60,795	-	-	0.0%
336 OTA Projects	330,683	279,165	37,516	39,944.97	6.5%
Total	\$ 7,660,426	\$ 7,622,628	\$ 7,523,868	\$ 7,786,933	3.5%
STAFFING:					
Regular/Permanent	44.25	47.25	48.75	47.75	(1.00)
Seasonal/Temporary	4.88	3.88	3.88	3.88	-
Total	49.13	51.13	52.63	51.63	(1.00)

**OPERATIONS DIVISION
PARK OPERATIONS DEPT**

PARK OPS UNIT 3

Park Ops Unit 3 Budget by Unit/Park Location

Unit/Location	Personnel	Services	Supplies	Services	Equipment	Inter-Agency	Total
PARK OPERATIONS DEPARTMENT							
PARK OPERATIONS ADMIN UNIT 3							
Administration							
Budget 2024	\$ 345,203	\$ 3,440	\$ 8,840	\$ -	\$ -	\$ -	\$ 357,483
Budget 2025	\$ 369,542	\$ 3,440	\$ 8,840	\$ -	\$ -	\$ -	\$ 381,822
% Change	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	6.8%
Anthony Chabot Regional Park							
Budget 2024	\$ 1,568,883	\$ 76,390	\$ 69,860	\$ -	\$ -	\$ -	\$ 1,715,133
Budget 2025	\$ 1,631,131	\$ 76,390	\$ 34,910	\$ -	\$ -	\$ -	\$ 1,742,431
% Change	4.0%	0.0%	-50.0%	0.0%	0.0%	0.0%	1.6%
Lake Chabot Regional Park							
Budget 2024	\$ 1,269,935	\$ 56,030	\$ 12,080	\$ -	\$ -	\$ -	\$ 1,338,045
Budget 2025	\$ 1,361,337	\$ 56,030	\$ 12,080	\$ -	\$ -	\$ -	\$ 1,429,447
% Change	7.2%	0.0%	0.0%	0.0%	0.0%	0.0%	6.8%
Leona Canyon							
Budget 2024	\$ -	\$ 3,180	\$ -	\$ -	\$ -	\$ -	\$ 3,180
Budget 2025	\$ -	\$ 3,180	\$ -	\$ -	\$ -	\$ -	\$ 3,180
% Change	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Redwood Canyon Golf Course							
Budget 2024	\$ -	\$ 1,760	\$ 45,720	\$ -	\$ -	\$ -	\$ 47,480
Budget 2025	\$ -	\$ 1,760	\$ 45,720	\$ -	\$ -	\$ -	\$ 47,480
% Change	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Redwood Regional Park							
Budget 2024	\$ 871,812	\$ 32,910	\$ 12,962	\$ -	\$ 4,200	\$ -	\$ 921,884
Budget 2025	\$ 944,549	\$ 47,910	\$ 12,962	\$ -	\$ 4,200	\$ -	\$ 1,009,621
% Change	8.3%	45.6%	0.0%	0.0%	0.0%	0.0%	9.5%
Roberts Regional Recreation Area							
Budget 2024	\$ 982,546	\$ 55,900	\$ 30,490	\$ -	\$ 4,200	\$ -	\$ 1,073,136
Budget 2025	\$ 1,018,662	\$ 75,900	\$ 80,490	\$ -	\$ 4,200	\$ -	\$ 1,179,252
% Change	3.7%	35.8%	164.0%	0.0%	0.0%	0.0%	9.9%
Sibley/Claremont/Huckleberry Regional Preserves							
Budget 2024	\$ 858,290	\$ 36,200	\$ 10,630	\$ -	\$ 14,300	\$ -	\$ 919,420
Budget 2025	\$ 926,344	\$ 36,200	\$ 10,630	\$ -	\$ 14,300	\$ -	\$ 987,474
% Change	7.9%	0.0%	0.0%	0.0%	0.0%	0.0%	7.4%
Temescal Regional Recreation Area							
Budget 2024	\$ 751,474	\$ 41,200	\$ 162,812	\$ -	\$ -	\$ -	\$ 955,486
Budget 2025	\$ 821,666	\$ 41,200	\$ 130,360	\$ -	\$ -	\$ -	\$ 993,226
% Change	9.3%	0.0%	-19.9%	0.0%	0.0%	0.0%	3.9%
Alternative Work Program Supervisor							
Budget 2024	\$ 172,761	\$ 5,000	\$ 14,860	\$ -	\$ -	\$ -	\$ 192,621
Budget 2025	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
% Change	-100.0%	-100.0%	-100.0%	0.0%	0.0%	0.0%	-100.0%
Total Park Operations Admin Unit 3							
Budget 2024	\$ 6,820,903	\$ 312,010	\$ 368,254	\$ -	\$ 22,700	\$ -	\$ 7,523,867
Budget 2025	\$ 7,073,231	\$ 342,010	\$ 335,992	\$ -	\$ 22,700	\$ -	\$ 7,773,933
% Change	3.7%	9.6%	-8.8%	0.0%	0.0%	0.0%	3.3%

**OPERATIONS DIVISION
PARK OPERATIONS DEPT**

PARK OPS UNIT 4

PARK OPS UNIT 4 DESCRIPTION & BUDGET

Unit 4 includes most shoreline parks from the southern San Francisco Bay portion of the East Bay to the San Pablo Bay. The Unit includes Alameda Point/Encinal Beach and Trail, Dotson Family Marsh, Brooks Island, Robert W. Crown Memorial State Beach, Judge John Sutter Regional Shoreline, Eden Landing Bay Trail, McLaughlin Eastshore State Park, Hayward Shoreline, Martin Luther King, Jr. Shoreline, Miller/Knox Regional Shoreline, Point Isabel Regional Shoreline, and Oyster Bay Regional Shoreline. The Shorelines include significant portions of the regional San Francisco Bay Trail, as well as miles of coastline along the San Francisco Bay.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 5,970,281	\$ 6,175,396	\$ 6,830,372	\$ 6,883,274	0.8%
Supplies	376,890	398,649	522,770	447,770	-14.3%
Services	988,817	975,348	301,042	324,560	7.8%
Equipment	84,715	224,999	-	-	0.0%
Intra-District Charges	130,330	-	8,600	8,600	0.0%
Subtotal	\$ 7,551,033	\$ 7,774,392	\$ 7,662,783	\$ 7,664,204	0.0%
PROJECT BUDGET:					
Personnel Services	\$ 421,906	\$ 414,507	\$ 512,269	\$ 589,478	15.1%
Supplies	50,069	49,714	-	-	0.0%
Services	259,656	65,259	3,610	-	-100.0%
Capital Outlay/Equip	10,681	5,736	-	-	0.0%
Subtotal	\$ 742,312	\$ 535,216	\$ 515,879	\$ 589,478	14.3%
Total Operating/Project	\$ 8,293,345	\$ 8,309,607	\$ 8,178,663	\$ 8,253,683	0.9%
UNIT:					
Park Ops Unit 4	\$ 8,293,345	\$ 8,309,607	\$ 8,178,663	\$ 8,253,683	0.9%
Total	\$ 8,293,345	\$ 8,309,607	\$ 8,178,663	\$ 8,253,683	0.9%
FUNDING SOURCES:					
101 General Fund	\$ 7,313,668	\$ 7,439,774	\$ 7,257,049	\$ 7,209,798	-0.7%
220 Two County LLD	219,587	216,389	366,876	413,248.83	12.6%
258 McLaughlin Eastshore State	17,778	30,366	38,858	41,157.66	5.9%
333 Capital	10,681	5,736	-	-	0.0%
336 OTA Projects	731,632	529,479	515,879	589,478.39	14.3%
554 Major Equip Replacement	-	87,862	-	-	0.0%
Total	\$ 8,293,345	\$ 8,309,607	\$ 8,178,663	\$ 8,253,683	0.9%
STAFFING:					
Regular/Permanent	45.95	47.20	49.20	48.20	(1.00)
Seasonal/Temporary	1.27	1.27	1.27	1.27	-
Total	47.22	48.47	50.47	49.47	(1.00)

**OPERATIONS DIVISION
PARK OPERATIONS DEPT**

PARK OPS UNIT 4

Park Ops Unit 4 Budget by Unit/Park Location

Unit/Location	Personnel	Services	Supplies	Services	Equipment	Inter-Agency	Total
PARK OPERATIONS DEPARTMENT							
PARK OPERATIONS ADMIN UNIT 4							
Administrative							
Budget 2024	\$ 414,807	\$ 2,940	\$ 4,740	\$ -	\$ -	\$ -	422,487
Budget 2025	\$ 428,401	\$ 2,940	\$ 4,740	\$ -	\$ -	\$ -	436,081
% Change	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	3.2%
Crown Beach							
Budget 2024	\$ 1,576,701	\$ 116,620	\$ 60,990	\$ -	\$ -	\$ -	1,754,311
Budget 2025	\$ 1,521,661	\$ 91,620	\$ 110,990	\$ -	\$ -	\$ -	1,724,271
% Change	-3.5%	-21.4%	82.0%	0.0%	0.0%	0.0%	-1.7%
Hayward Regional Shoreline							
Budget 2024	\$ 565,579	\$ 19,450	\$ 18,190	\$ -	\$ -	\$ -	603,219
Budget 2025	\$ 617,006	\$ 19,450	\$ 18,190	\$ -	\$ -	\$ -	654,646
% Change	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%
Judge John Sutter							
Budget 2024	\$ 315,807	\$ 9,500	\$ 1,892	\$ -	\$ -	\$ -	327,199
Budget 2025	\$ 314,563	\$ 9,500	\$ 5,840	\$ -	\$ -	\$ -	329,903
% Change	100.0%	100.0%	208.7%	0.0%	0.0%	0.0%	0.8%
Martin Luther King Jr. Regional Shoreline							
Budget 2024	\$ 982,815	\$ 87,280	\$ 14,360	\$ -	\$ -	\$ -	1,084,455
Budget 2025	\$ 1,040,997	\$ 37,280	\$ 15,110	\$ -	\$ -	\$ -	1,093,387
% Change	5.9%	-57.3%	5.2%	0.0%	0.0%	0.0%	0.8%
McLaughlin Eastshore							
Budget 2024	\$ 755,432	\$ 135,100	\$ 28,360	\$ -	\$ -	\$ -	918,892
Budget 2025	\$ 785,171	\$ 135,100	\$ 24,360	\$ -	\$ -	\$ -	944,631
% Change	3.9%	0.0%	-14.1%	0.0%	0.0%	0.0%	2.8%
Miller/Knox Regional Shoreline							
Budget 2024	\$ 1,180,457	\$ 21,050	\$ 54,035	\$ -	\$ -	\$ -	1,255,542
Budget 2025	\$ 1,030,220	\$ 21,050	\$ 61,250	\$ -	\$ -	\$ -	1,112,520
% Change	-12.7%	0.0%	13.4%	0.0%	0.0%	0.0%	-11.4%
Oyster Bay Regional Shoreline							
Budget 2024	\$ 393,138	\$ 9,400	\$ 1,150	\$ -	\$ -	\$ -	403,688
Budget 2025	\$ 438,668	\$ 9,400	\$ 1,150	\$ -	\$ -	\$ -	449,218
% Change	11.6%	0.0%	0.0%	0.0%	0.0%	0.0%	11.3%
Point Isabel Regional Shoreline							
Budget 2024	\$ -	\$ 56,460	\$ 15,460	\$ -	\$ -	\$ -	71,920
Budget 2025	\$ -	\$ 56,460	\$ 15,460	\$ -	\$ -	\$ -	71,920
% Change	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Point Pinole Regional Shoreline							
Budget 2024	\$ 1,157,905	\$ 64,640	\$ 95,975	\$ -	\$ 8,600	\$ -	1,327,120
Budget 2025	\$ 1,296,066	\$ 64,640	\$ 57,970	\$ -	\$ 8,600	\$ -	1,427,276
% Change	11.9%	0.0%	-39.6%	0.0%	0.0%	0.0%	7.5%
San Pablo Bay Regional Shoreline							
Budget 2024	\$ -	\$ 330	\$ 9,500	\$ -	\$ -	\$ -	9,830
Budget 2025	\$ -	\$ 330	\$ 9,500	\$ -	\$ -	\$ -	9,830
% Change	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Park Operations Admin Unit 4							
Budget 2024	\$ 7,342,641	\$ 522,770	\$ 304,652	\$ -	\$ 8,600	\$ -	8,178,663
Budget 2025	\$ 7,472,753	\$ 447,770	\$ 324,560	\$ -	\$ 8,600	\$ -	8,253,683
% Change	1.8%	-14.3%	6.5%	0.0%	0.0%	0.0%	0.9%

**OPERATIONS DIVISION
PARK OPERATIONS DEPT**

PARK OPS UNIT 5

PARK OPS UNIT 5 DESCRIPTION & BUDGET

Unit 5 is comprised of the coastal and inland portion of the East Bay closest to San Pablo Bay. The parks in this Unit include Tilden Regional Park, the Regional Parks Botanic Garden, Waterbird Regional Preserve, Kennedy Grove Regional Recreation Area/Sobrante Ridge Regional Preserve, Wildcat Canyon Regional Park, including the Alvarado area, Carquinez Strait Regional Shoreline, Crockett Hills Regional and the Radke Martinez Shoreline. The Unit provides some high recreational use areas, such as the historic merry-go-round, Tilden Golf Course, and the Tilden Little Farm, all at Tilden Regional Park. Two reservable facilities, Fern Cottage at Kennedy Grove, and the Brazilian Room at Tilden Regional Park, are within this Unit.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 5,308,493	\$ 5,474,963	\$ 5,833,194	\$ 6,368,358	9.2%
Supplies	211,180	248,881	258,760	265,230	2.5%
Services	652,953	725,563	193,904	124,514	-35.8%
Equipment	172,175	-	-	-	0.0%
Intra-District Charges	49,860	-	23,000	23,000	0.0%
Subtotal	\$ 6,394,660	\$ 6,449,407	\$ 6,308,858	\$ 6,781,102	7.5%
PROJECT BUDGET:					
Personnel Services	\$ (3)	\$ -	\$ -	\$ -	0.0%
Supplies	12,021	9,855	-	-	0.0%
Services	10,850	100,880	-	-	0.0%
Capital Outlay/Equip	36,292	16,358	-	-	0.0%
Subtotal	\$ 59,159	\$ 127,093	\$ -	\$ -	0.0%
Total Operating/Project	\$ 6,453,819	\$ 6,576,500	\$ 6,308,858	\$ 6,781,102	7.5%
UNIT:					
Park Ops Unit 5	\$ 6,453,819	\$ 6,576,500	\$ 6,308,858	\$ 6,781,102	7.5%
Total	\$ 6,453,819	\$ 6,576,500	\$ 6,308,858	\$ 6,781,102	7.5%
FUNDING SOURCES:					
101 General Fund	\$ 6,031,075	\$ 6,051,391	\$ 5,882,984	\$ 6,340,761	7.8%
220 Two County LLD	363,585	398,017	425,874	440,341.21	3.4%
333 Capital	36,292	16,358	-	-	0.0%
336 OTA Projects	22,867	110,735	-	-	0.0%
Total	\$ 6,453,819	\$ 6,576,500	\$ 6,308,858	\$ 6,781,102	7.5%
STAFFING:					
Regular/Permanent	34.25	37.75	38.50	38.50	-
Seasonal/Temporary	2.30	2.55	2.55	2.55	-
Total	36.55	40.30	41.05	41.05	-

**OPERATIONS DIVISION
PARK OPERATIONS DEPT**

PARK OPS UNIT 5

Park Ops Unit 5 Budget by Park / Trail Location

Unit/Location	Personnel	Services	Supplies	Services	Equipment	Inter-Agency	Total
PARK OPERATIONS DEPARTMENT							
PARK OPERATIONS ADMIN UNIT 5							
Administrative							
Budget 2024	\$	457,892	\$	3,520	\$	2,720	\$ - \$ 464,132
Budget 2025	\$	529,336	\$	3,520	\$	2,720	\$ - \$ 535,576
% Change		15.6%		0.0%		0.0%	15.4%
Botanic Garden							
Budget 2024	\$	1,137,546	\$	27,600	\$	68,080	\$ - \$ 1,233,226
Budget 2025	\$	1,230,559	\$	32,070	\$	29,360	\$ - \$ 1,291,989
% Change		8.2%		16.2%		-56.9%	0.0%
Carquinez Strait Regional Shoreline							
Budget 2024	\$	441,194	\$	12,770	\$	1,100	\$ - \$ 455,064
Budget 2025	\$	471,587	\$	12,770	\$	1,100	\$ - \$ 485,457
% Change		6.9%		0.0%		0.0%	6.7%
Crockett Hills Regional Park							
Budget 2024	\$	256,565	\$	13,520	\$	2,290	\$ - \$ 272,375
Budget 2025	\$	271,934	\$	13,520	\$	2,290	\$ - \$ 287,744
% Change		6.0%		0.0%		0.0%	5.6%
Kennedy Grove Regional Recreation Area							
Budget 2024	\$	642,922	\$	28,780	\$	6,833	\$ - \$ 678,535
Budget 2025	\$	722,418	\$	53,780	\$	8,330	\$ - \$ 784,528
% Change		12.4%		86.9%		21.9%	0.0%
(Radke) Martinez Regional Shoreline							
Budget 2024	\$	512,560	\$	20,610	\$	4,390	\$ - \$ 537,560
Budget 2025	\$	600,512	\$	20,610	\$	4,390	\$ - \$ 625,512
% Change		17.2%		0.0%		0.0%	16.4%
Tilden Regional Park							
Budget 2024	\$	1,616,950	\$	102,120	\$	98,494	\$ 17,900 \$ 1,835,464
Budget 2025	\$	1,680,669	\$	62,120	\$	66,194	\$ 17,900 \$ 1,826,883
% Change		3.9%		-39.2%		-32.8%	0.0%
Water Bird Regional Preserve							
Budget 2024	\$	-	\$	2,910	\$	2,470	\$ - \$ 5,380
Budget 2025	\$	-	\$	2,910	\$	2,470	\$ - \$ 5,380
% Change		0.0%		0.0%		0.0%	0.0%
Wildcat Canyon/Alvarado Regional Parks							
Budget 2024	\$	767,565	\$	46,930	\$	7,527	\$ - \$ 827,122
Budget 2025	\$	861,343	\$	63,930	\$	7,660	\$ - \$ 938,033
% Change		12.2%		36.2%		1.8%	0.0%
Total Park Operations Admin Unit 5							
Budget 2024	\$	5,833,194	\$	258,760	\$	193,904	\$ - \$ 6,308,858
Budget 2025	\$	6,368,358	\$	265,230	\$	124,514	\$ - \$ 6,781,102
% Change		9.2%		2.5%		-35.8%	0.0%

**OPERATIONS DIVISION
PARK OPERATIONS DEPT**

PARK OPS UNIT 6

PARK OPS UNIT 6 DESCRIPTION & BUDGET

Unit 6 is in the central region of the District, primarily on the western end of Contra Costa County. Parks within Unit 6 include one shoreline park in the Delta, Bay Point Regional Shoreline, along with Briones Regional Park, Thurgood Marshall Regional Park, Diablo Foothills/Castle Rock Regional Recreation Area, Las Trampas Regional Wilderness, Sycamore Valley Open Space Regional Preserve, Little Hills Regional Recreation Area, and the Iron Horse Regional Trail System. Unit 6 provides a wide area of hiking and recreational experiences in a portion of the District adjacent to both Counties.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 4,179,140	\$ 4,016,735	\$ 4,341,479	\$ 5,023,431	15.7%
Supplies	236,694	236,530	184,680	184,680	0.0%
Services	274,886	330,383	611,767	612,108	0.1%
Equipment	68,350	-	-	55,000	0.0%
Intra-District Charges	289,282	279,225	5,550	5,550	0.0%
Subtotal	\$ 5,048,352	\$ 4,862,873	\$ 5,143,476	\$ 5,880,769	14.3%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0.0%
Supplies	-	-	-	-	0.0%
Services	-	106,258	-	-	0.0%
Capital Outlay/Equip	-	8,378	-	-	0.0%
Subtotal	\$ -	\$ 114,636	\$ -	\$ -	0.0%
Total Operating/Project	\$ 5,048,352	\$ 4,977,509	\$ 5,143,476	\$ 5,880,769	14.3%
UNIT:					
Park Ops Unit 6	\$ 5,048,352	\$ 4,977,509	\$ 5,143,476	\$ 5,880,769	14.3%
Total	\$ 5,048,352	\$ 4,977,509	\$ 5,143,476	\$ 5,880,769	14.3%
FUNDING SOURCES:					
101 General Fund	\$ 3,576,868	\$ 3,312,051	\$ 3,533,585	\$ 4,037,023	14.2%
220 Two County LLD	1,471,484	1,550,822	1,599,261	1,828,116.79	14.3%
227 Stone Valley Zone	-	-	630	5,630.00	793.7%
231 - Las Trampas Faria CFD C	-	-	10,000	10,000.00	0.0%
333 Capital	-	8,378	-	-	0.0%
336 OTA Projects	-	106,258	-	-	0.0%
Total	\$ 5,048,352	\$ 4,977,509	\$ 5,143,476	\$ 5,880,769	14.3%
STAFFING:					
Regular/Permanent	28.58	29.58	29.58	30.58	1.00
Seasonal/Temporary	1.28	1.28	1.28	1.28	-
Total	29.86	30.86	30.86	31.86	1.00

**OPERATIONS DIVISION
PARK OPERATIONS DEPT**

PARK OPS UNIT 6

Park Ops Unit 6 Budget by Park Location

Unit/Location	Personnel	Services	Supplies	Services	Equipment	Inter-Agency	Total
PARK OPERATIONS DEPARTMENT							
PARK OPERATIONS ADMIN UNIT 6							
Administrative							
Budget 2024	\$ 361,269	\$ 11,150	\$ 458,640	\$ -	\$ -	\$ -	\$ 831,059
Budget 2025	\$ 399,854	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ 400,854
% Change	10.7%	-100.0%	-99.8%	0.0%	0.0%	0.0%	-51.8%
Bay Point Regional Shoreline							
Budget 2024	\$ 95,262	\$ 6,950	\$ 2,740	\$ -	\$ -	\$ -	\$ 104,952
Budget 2025	\$ 145,572	\$ 6,950	\$ 2,740	\$ -	\$ -	\$ -	\$ 155,262
% Change	52.8%	0.0%	0.0%	0.0%	0.0%	0.0%	47.9%
Briones Regional Park							
Budget 2024	\$ 1,063,686	\$ 35,130	\$ 17,950	\$ -	\$ -	\$ -	\$ 1,116,766
Budget 2025	\$ 1,143,363	\$ 35,130	\$ 17,950	\$ -	\$ -	\$ -	\$ 1,196,443
% Change	7.5%	0.0%	0.0%	0.0%	0.0%	0.0%	7.1%
CA State Riding & Hiking Trail							
Budget 2024	\$ -	\$ 1,210	\$ -	\$ -	\$ -	\$ -	\$ 1,210
Budget 2025	\$ -	\$ 1,210	\$ -	\$ -	\$ -	\$ -	\$ 1,210
% Change	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Contra Costa Trails							
Budget 2024	\$ 1,109,367	\$ 43,150	\$ 16,420	\$ -	\$ -	\$ -	\$ 1,168,937
Budget 2025	\$ 1,196,524	\$ 43,150	\$ 16,420	\$ 55,000	\$ -	\$ -	\$ 1,311,094
% Change	7.9%	0.0%	0.0%	0.0%	0.0%	0.0%	12.2%
Diablo Foothills Regional Park							
Budget 2024	\$ 644,467	\$ 37,650	\$ 21,829	\$ -	\$ -	\$ -	\$ 703,946
Budget 2025	\$ 729,921	\$ 37,650	\$ 22,170	\$ -	\$ -	\$ -	\$ 789,741
% Change	13.3%	0.0%	1.6%	0.0%	0.0%	0.0%	12.2%
Iron Horse Trail							
Budget 2024	\$ -	\$ 3,000	\$ 7,340	\$ -	\$ -	\$ -	\$ 10,340
Budget 2025	\$ -	\$ 3,000	\$ 7,340	\$ -	\$ -	\$ -	\$ 10,340
% Change	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Las Trampas to Mt. Diablo							
Budget 2024	\$ -	\$ 630	\$ -	\$ -	\$ -	\$ -	\$ 630
Budget 2025	\$ 5,000	\$ 630	\$ -	\$ -	\$ -	\$ -	\$ 5,630
% Change	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	793.7%
Las Trampas Wilderness Regional Preserve							
Budget 2024	\$ 678,970	\$ 38,600	\$ 83,548	\$ -	\$ 5,550	\$ -	\$ 806,668
Budget 2025	\$ 777,206	\$ 38,600	\$ 83,548	\$ -	\$ 5,550	\$ -	\$ 904,905
% Change	14.5%	0.0%	0.0%	0.0%	0.0%	0.0%	12.2%
Pacheco							
Budget 2024	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Budget 2025	\$ -	\$ 11,150	\$ 457,640	\$ -	\$ -	\$ -	\$ 468,790
% Change	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

**OPERATIONS DIVISION
PARK OPERATIONS DEPT**

PARK OPS UNIT 6

Park Ops Unit 6 Budget by Park Location, continued

<u>Unit/Location</u>	<u>Personnel</u>	<u>Services</u>	<u>Supplies</u>	<u>Services</u>	<u>Equipment</u>	<u>Inter-Agency</u>	<u>Total</u>	
Sycamore Valley Open Space Regional Preserve								
Budget 2024	\$	130,899	\$	2,210	\$	3,300	\$ - \$	136,409
Budget 2025	\$	139,777	\$	2,210	\$	3,300	\$ - \$	145,287
% Change		6.8%		0.0%		0.0%		6.5%
Thurgood Marshall								
Budget 2024	\$	257,558	\$	5,000	\$	-	\$ - \$	262,558
Budget 2025	\$	486,214	\$	5,000	\$	-	\$ - \$	491,214
% Change		88.8%		0.0%		0.0%		87.1%
Total Park Operations Admin Unit 6								
Budget 2024	\$	4,341,479	\$	184,680	\$	611,767	\$ - \$	5,143,476
Budget 2025	\$	5,023,431	\$	184,680	\$	612,108	\$ 55,000 \$	5,880,769
% Change		15.7%		0.0%		0.1%		14.3%

**OPERATIONS DIVISION
PARK OPERATIONS DEPT**

PARK OPS UNIT 7

PARK OPS UNIT 7 DESCRIPTION & BUDGET

Unit 7 is comprised of parks in the easternmost portion of the Park District. Located within this Unit are Black Diamond Regional Preserve and Black Diamond Mining Operations, Round Valley Regional Preserve, Deer Valley Regional Park, Vasco Caves Regional Preserve, Brushy Peak Regional Preserve, Contra Loma Regional Park, and two Delta shoreline parks: Big Break Regional Shoreline and Antioch Shoreline. The Delta de Anza Regional Trail and the East Contra Costa Trails are also encompassed within Unit 7. With many preserves, Unit 7 is home to various, unique cultural and natural resources of the East Bay.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 5,115,337	\$ 5,028,724	\$ 5,908,572	\$ 6,158,782	4.2%
Supplies	437,018	575,023	364,190	358,090	-1.7%
Services	485,503	476,969	279,101	274,593	-1.6%
Equipment	125,269	153,053	-	-	0.0%
Intra-District Charges	113,100	-	-	182,000	0.0%
Subtotal	\$ 6,276,226	\$ 6,233,769	\$ 6,551,863	\$ 6,973,465	6.4%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ 1,271	\$ -	\$ -	0.0%
Supplies	-	17,667	-	-	0.0%
Services	166,917	26,817	130,000	130,000	0.0%
Capital Outlay/Equip	34,335	21,707	-	-	0.0%
Subtotal	\$ 201,252	\$ 67,462	\$ 130,000	\$ 130,000	0.0%
Total Operating/Project	\$ 6,477,478	\$ 6,301,231	\$ 6,681,863	\$ 7,103,465	6.3%
UNIT:					
Park Ops Unit 7	\$ 6,477,478	\$ 6,301,231	\$ 6,681,863	\$ 7,103,465	6.3%
Total	\$ 6,477,478	\$ 6,301,231	\$ 6,681,863	\$ 7,103,465	6.3%
FUNDING SOURCES:					
101 General Fund	\$ 4,910,346	\$ 4,516,738	\$ 4,735,750	\$ 4,899,938	3.5%
220 Two County LLD	251,547	574,872	571,963	645,596.24	12.9%
221 ECCC LLD	705,407	622,422	736,945	717,758.37	-2.6%
257 Mitigation	-	-	20,780	20,780.00	0.0%
259 ECCC HCP Properties	408,926	366,684	486,425	689,392.20	41.7%
333 Capital	34,335	21,707	-	-	0.0%
336 OTA Projects	166,917	45,756	130,000	130,000.00	0.0%
554 Major Equip Replacement	-	153,053	-	-	0.0%
Total	\$ 6,477,478	\$ 6,301,231	\$ 6,681,863	\$ 7,103,465	6.3%
STAFFING:					
Regular/Permanent	34.75	37.00	38.00	37.75	(0.25)
Seasonal/Temporary	1.23	1.23	1.23	1.23	-
Total	35.98	38.23	39.23	38.98	(0.25)

**OPERATIONS DIVISION
PARK OPERATIONS DEPT**

PARK OPS UNIT 7

Park Ops Unit 7 Budget by Park Location

Unit/Location	Personnel	Services	Supplies	Services	Equipment	Inter-Agency	Total
PARK OPERATIONS DEPARTMENT							
PARK OPERATIONS ADMIN UNIT 7							
Administrative							
Budget 2024	\$	385,817	\$	2,030	\$	2,860	\$ - \$ 390,707
Budget 2025	\$	416,491	\$	2,030	\$	2,860	\$ 182,000 \$ 603,381
% Change		8.0%		0.0%		0.0%	0.0% 54.4%
Antioch-Oakley Regional Shoreline							
Budget 2024	\$	153,068	\$	24,570	\$	2,530	\$ - \$ 180,168
Budget 2025	\$	163,730	\$	24,570	\$	2,530	\$ - \$ 190,830
% Change		7.0%		0.0%		0.0%	0.0% 5.9%
Big Break Regional Shoreline							
Budget 2024	\$	308,771	\$	41,350	\$	43,863	\$ - \$ 393,984
Budget 2025	\$	321,784	\$	41,350	\$	43,863	\$ - \$ 406,998
% Change		4.2%		0.0%		0.0%	0.0% 3.3%
Black Diamond Mines							
Budget 2024	\$	804,415	\$	42,770	\$	27,790	\$ - \$ 874,975
Budget 2025	\$	799,716	\$	42,770	\$	27,790	\$ - \$ 870,276
% Change		-0.6%		0.0%		0.0%	0.0% -0.5%
Black Diamond Mines Regional Preserve							
Budget 2024	\$	863,923	\$	42,850	\$	194,285	\$ - \$ 1,101,058
Budget 2025	\$	914,281	\$	42,850	\$	195,100	\$ - \$ 1,152,231
% Change		5.8%		0.0%		0.4%	0.0% 4.6%
Brushy Peak							
Budget 2024	\$	161,395	\$	5,040	\$	1,290	\$ - \$ 167,725
Budget 2025	\$	166,217	\$	5,040	\$	1,290	\$ - \$ 172,547
% Change		3.0%		0.0%		0.0%	0.0% 2.9%
Contra Costa Trails							
Budget 2024	\$	799,675	\$	21,790	\$	13,620	\$ - \$ 835,085
Budget 2025	\$	874,198	\$	21,790	\$	13,620	\$ - \$ 909,608
% Change		9.3%		0.0%		0.0%	0.0% 8.9%
Contra Loma Regional Park							
Budget 2024	\$	1,394,197	\$	130,840	\$	29,090	\$ - \$ 1,554,127
Budget 2025	\$	1,397,302	\$	130,840	\$	29,090	\$ - \$ 1,557,232
% Change		0.2%		0.0%		0.0%	0.0% 0.2%
Deer Valley Regional Park							
Budget 2024	\$	284,164	\$	-	\$	3,970	\$ - \$ 288,134
Budget 2025	\$	295,533	\$	-	\$	3,970	\$ - \$ 299,503
% Change		4.0%		0.0%		0.0%	0.0% 3.9%
Delta Access							
Budget 2024	\$	-	\$	5,000	\$	13,000	\$ - \$ 18,000
Budget 2025	\$	-	\$	5,000	\$	13,000	\$ - \$ 18,000
% Change		0.0%		0%		0%	0% 0%
Delta de Anza Trail							
Budget 2024	\$	20,198	\$	5,020	\$	5,710	\$ - \$ 30,928
Budget 2025	\$	256	\$	2,160	\$	-	\$ - \$ 2,416
% Change		-98.7%		-57.0%		-100.0%	0.0% -92.2%
Marsh Creek Trail							
Budget 2024	\$	88,663	\$	3,240	\$	-	\$ - \$ 91,903
Budget 2025	\$	119,149	\$	-	\$	-	\$ - \$ 119,149
% Change		34.4%		-100.0%		0.0%	0.0% 29.6%

**OPERATIONS DIVISION
PARK OPERATIONS DEPT**

PARK OPS UNIT 7

Park Ops Unit 7 Budget by Park Location, continued

Unit/Location	Personnel	Services	Supplies	Services	Equipment	Inter-Agency	Total
Morgan Territory Regional Preserve							
Budget 2024	\$ 148,582	\$ 4,750	\$ 11,720	\$ -	\$ -	\$ -	165,052
Budget 2025	\$ 159,145	\$ 4,750	\$ 11,720	\$ -	\$ -	\$ -	175,615
% Change	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	6.4%
Round Valley Regional Preserve							
Budget 2024	\$ 140,770	\$ 5,780	\$ 2,820	\$ -	\$ -	\$ -	149,370
Budget 2025	\$ 153,791	\$ 5,780	\$ 2,820	\$ -	\$ -	\$ -	162,391
% Change	9.2%	0.0%	0.0%	0.0%	0.0%	0.0%	8.7%
Vasco Caves							
Budget 2024	\$ 1,584	\$ 8,100	\$ 38,650	\$ -	\$ -	\$ -	48,334
Budget 2025	\$ 1,584	\$ 8,100	\$ 38,650	\$ -	\$ -	\$ -	48,334
% Change	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Vasco Hills (formerly Vasco Corridor)							
Budget 2024	\$ 351,045	\$ 21,060	\$ 17,903	\$ -	\$ -	\$ -	390,008
Budget 2025	\$ 375,604	\$ 21,060	\$ 18,290	\$ -	\$ -	\$ -	414,954
% Change	7.0%	0.0%	2.2%	0.0%	0.0%	0.0%	6.4%
Alternative Work Program - Contra Costa County							
Budget 2024	\$ 2,304	\$ -	\$ -	\$ -	\$ -	\$ -	2,304
Budget 2025	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
% Change	-100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-100.0%
Total Park Operations Admin Unit 7							
Budget 2024	\$ 5,908,572	\$ 364,190	\$ 409,101	\$ -	\$ -	\$ -	6,681,863
Budget 2025	\$ 6,158,782	\$ 358,090	\$ 404,593	\$ -	\$ 182,000	\$ -	7,103,465
% Change	4.2%	-1.7%	-1.1%	0.0%	0.0%	0.0%	6.3%

INTERPRETIVE & RECREATION SERVICES DEPARTMENT DESCRIPTION & BUDGET

Interpretive and Recreation Services provide a wide range of opportunities for our diverse community to connect with the parks and one another. The department consists of three units: Administration, Southeast I&R Unit, and Northwest I&R Unit. We strive to be a leader in interpretation, outdoor recreation, community engagement, and providing volunteer opportunities. The department provides a myriad of public programs, school field trips, youth development, outdoor recreation activities, as well as information interactions at Visitor Centers, events, and in the field. Staff support the development of interpretive products provided virtually, in parks, and Visitor Centers. The department serves special populations and low-income residents through deliberate partnership programs. These efforts strive to develop meaningful connections between historically underrepresented communities and their parks. Where appropriate, the department offers a variety of revenue generating programs. All these efforts are supported by a robust bus transportation program organized by the department. To ensure program success, staff collect participant feedback, assess offerings, and study industry trends to adapt, develop, and provide relevant, effective, and rewarding programming.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 10,226,644	\$ 12,439,950	\$ 13,114,078	\$ 14,362,532	9.5%
Supplies	517,033	671,357	749,970	851,020	13.5%
Services	1,019,707	1,285,498	1,574,417	2,424,703	54.0%
Equipment	29,779	-	-	-	0.0%
Intra-District Charges	29,200	-	-	-	0.0%
Subtotal	\$ 11,822,363	\$ 14,396,805	\$ 15,438,465	\$ 17,638,254	14.2%
PROJECT BUDGET:					
Personnel Services	\$ 76,050	\$ 107,923	\$ 159,276	\$ 366,868	130.3%
Supplies	-	28,638	-	-	0.0%
Services	43,000	100,615	-	-	0.0%
Capital Outlay/Equip	15,018	-	-	100,000	0.0%
Subtotal	\$ 134,068	\$ 237,176	\$ 159,276	\$ 466,868	193.1%
Total Operating/Project	\$ 11,956,431	\$ 14,633,981	\$ 15,597,741	\$ 18,105,122	16.1%
UNITS:					
Administration	\$ 597,111	\$ 606,579	\$ 677,908	\$ 840,639	24.0%
Southeast Region	6,595,935	7,607,331	7,941,691	9,650,413	21.5%
Northwest Region	4,763,385	6,420,072	6,978,142	7,614,070	9.1%
Total	\$ 11,956,431	\$ 14,633,981	\$ 15,597,741	\$ 18,105,122	16.1%
FUNDING SOURCES:					
101 General Fund	\$ 11,822,363	\$ 14,391,916	\$ 15,433,465	\$ 17,633,255	14.3%
255 MLK Jr Program	2,000	4,890	5,000	5,000	0.0%
333 Capital	15,018	-	-	100,000	0.0%
336 OTA Projects	117,050	237,176	159,276	366,868	130.3%
Total	\$ 11,956,431	\$ 14,633,981	\$ 15,597,741	\$ 18,105,122	16.1%
STAFFING:					
Regular/Permanent	73.25	79.50	80.50	83.00	2.50
Seasonal/Temporary	20.57	18.97	18.97	18.97	(0.00)
Total	93.82	98.47	99.47	101.97	2.50

**OPERATIONS DIVISION
INTERPRETIVE & RECREATION SERVICES DEPT**

ADMINISTRATION

INTERPRETIVE & RECREATION SERVICES ADMINISTRATION DESCRIPTION & BUDGET

Interpretive & Recreation Administration serves as the backbone for all the activities of the Interpretive and Recreation Services Department. Staff provide management and direction for policies and practices relating to program development and delivery, and the creation of interpretive products. This group also functions as internal and external liaisons with other departments and partners with a focus on community engagement. Staff supports the District's mission of educating the public about natural and cultural resources, environmental responsibility, and recreational uses of parklands.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 413,425	\$ 482,791	\$ 396,988	\$ 554,319	39.6%
Supplies	29,230	47,885	70,870	89,370	26.1%
Services	123,256	75,902	210,050	196,950	-6.2%
Equipment	-	-	-	-	0.0%
Intra-District Charges	29,200	-	-	-	0.0%
Subtotal	\$ 595,111	\$ 606,579	\$ 677,908	\$ 840,639	24.0%
PROJECT BUDGET:					
Personnel Services	\$ 2,000	\$ -	\$ -	\$ -	0.0%
Subtotal	\$ 2,000	\$ -	\$ -	\$ -	0.0%
Total Operating/Project	\$ 597,111	\$ 606,579	\$ 677,908	\$ 840,639	24.0%
UNIT:					
Administration	\$ 597,111	\$ 606,579	\$ 677,908	\$ 840,639	24.0%
Total	\$ 597,111	\$ 606,579	\$ 677,908	\$ 840,639	24.0%
FUNDING SOURCES:					
101 General Fund	\$ 595,111	\$ 601,689	\$ 672,908	\$ 835,639	24.2%
255 MLK Jr Program	2,000	4,890	5,000	5,000	0.0%
Total	\$ 597,111	\$ 606,579	\$ 677,908	\$ 840,639	24.0%
STAFFING:					
Regular/Permanent	2.00	2.00	2.00	3.00	1.00
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	2.00	2.00	2.00	3.00	1.00

**OPERATIONS DIVISION
 INTERPRETIVE & RECREATION SERVICES DEPT**

ADMINISTRATION

Interpretive & Recreation Administrative Budget by Location

Unit/Location	Personnel Services	Supplies	Services	Equipment	Inter-Agency	Total
INTERPRETIVE & RECREATION SERVICES DEPARTMENT						
Administrative						
Budget 2024	\$ 396,988	\$ 70,870	\$ 210,050	\$ -	\$ -	677,908
Budget 2025	\$ 554,319	\$ 89,370	\$ 196,950	\$ -	\$ -	840,639
% Change	39.6%	26.1%	-6.2%	0.0%	0.0%	24.0%

**OPERATIONS DIVISION
INTERPRETIVE & RECREATION SERVICES DEPT**

SOUTHEAST UNIT

SOUTHEAST INTERPRETIVE & RECREATION SERVICES UNIT DESCRIPTION & BUDGET

The Southeast Unit operates Ardenwood Historic Farm and visitor centers at Black Diamond Mines Regional Preserve, Sunol-Ohlone Regional Wilderness, Big Break Regional Shoreline, Del Valle Regional Park, Mobile Visitor Center II with the Parks to People Program as well as the District-wide volunteer program, and the subsidized bus transportation program. The Southeast Unit provides a wide range of programs and visitor experiences striving to be a leader in environmental education, interpretation, and volunteer services. This unit offers field experiences for over 111,000 students, community members, and partners each year. Staff collect feedback from participants and incorporate best practices to maintain excellence in programming. The Southeast Unit houses our parks transportation group who facilitate access to our parks for thousands of community members each year, serving seniors, individuals with disabilities, and low-income community members. It also is the home of our Volunteer Services group who work throughout the District to connect community members with enriching volunteer experiences that improve our parks and enhance ecosystems. The Southeast Unit serves the needs of special populations and low-income residents as well as offering a verity of revenue generating programs for the public.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 5,557,981	\$ 6,360,862	\$ 6,646,716	\$ 7,347,532	10.5%
Supplies	301,427	317,582	364,400	423,450	16.2%
Services	691,730	875,372	930,575	1,073,725	15.4%
Equipment	29,779	-	-	-	0.0%
Subtotal	\$ 6,580,917	\$ 7,553,816	\$ 7,941,691	\$ 8,844,707	11.4%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0.0%
Supplies	-	-	-	-	0.0%
Services	-	53,515	-	-	0.0%
Capital Outlay/Equip	15,018	-	-	-	0.0%
Subtotal	\$ 15,018	\$ 53,515	\$ -	\$ -	0.0%
Total Operating/Project	\$ 6,595,935	\$ 7,607,331	\$ 7,941,691	\$ 8,844,707	11.4%
DEPARTMENTS:					
Southeast Region	\$ 6,595,935	\$ 7,607,331	\$ 7,941,691	\$ 8,844,707	11.4%
Total	\$ 6,595,935	\$ 7,607,331	\$ 7,941,691	\$ 8,844,707	11.4%
FUNDING SOURCES:					
101 General Fund	\$ 6,580,917	\$ 7,553,816	\$ 7,941,691	\$ 8,844,707	11.4%
333 Capital	15,018	-	-	-	0.0%
336 OTA Projects	-	53,515	-	-	0.0%
Total	\$ 6,595,935	\$ 7,607,331	\$ 7,941,691	\$ 8,844,707	11.4%
STAFFING:					
Regular/Permanent	38.25	40.50	41.50	42.00	0.50
Seasonal/Temporary	9.41	9.20	9.20	9.20	(0.00)
Total	47.66	49.70	50.70	51.20	0.49

**OPERATIONS DIVISION
INTERPRETIVE & RECREATION SERVICES DEPT**

SOUTHEAST UNIT

Southeast Unit Budget by Location

Unit/Location	Personnel	Services	Supplies	Services	Equipment	Inter-Agency	Total
INTERPRETIVE & RECREATION SERVICES DEPARTMENT							
SOUTHEAST UNIT							
Administrative							
Budget 2024	\$	220,547	\$	41,100	\$	244,930	\$ - \$ 506,577
Budget 2025	\$	246,570	\$	75,150	\$	388,080	\$ - \$ 709,800
% Change		11.8%		82.8%		58.4%	0.0% 0.0% 40.1%
Ardenwood Historic Farm Regional Preserve							
Budget 2024	\$	2,143,031	\$	109,390	\$	237,674	\$ - \$ 2,490,095
Budget 2025	\$	2,290,596	\$	134,390	\$	237,674	\$ - \$ 2,662,660
% Change		6.9%		22.9%		0.0%	0.0% 0.0% 6.9%
Big Break Visitor Center							
Budget 2024	\$	720,827	\$	36,650	\$	43,104	\$ - \$ 800,581
Budget 2025	\$	789,910	\$	36,650	\$	43,104	\$ - \$ 869,664
% Change		9.6%		0.0%		0.0%	0.0% 0.0% 8.6%
Black Diamond Mines Interpretive Center							
Budget 2024	\$	1,156,501	\$	22,240	\$	31,000	\$ - \$ 1,209,741
Budget 2025	\$	1,272,345	\$	22,240	\$	31,000	\$ - \$ 1,325,585
% Change		10.0%		0.0%		0.0%	0.0% 0.0% 9.6%
Del Valle Visitor Center							
Budget 2024	\$	644,337	\$	46,000	\$	19,592	\$ - \$ 709,929
Budget 2025	\$	759,706	\$	46,000	\$	19,592	\$ - \$ 825,298
% Change		17.9%		0.0%		0.0%	0.0% 0.0% 16.3%
Sunol Interpretive Center							
Budget 2024	\$	902,755	\$	38,870	\$	98,187	\$ - \$ 1,039,812
Budget 2025	\$	876,883	\$	38,870	\$	98,187	\$ - \$ 1,013,940
% Change		-2.9%		0.0%		0.0%	0.0% 0.0% -2.5%
Community/Volunteer Program							
Budget 2024	\$	432,639	\$	61,940	\$	46,108	\$ - \$ 540,687
Budget 2025	\$	624,029	\$	61,940	\$	46,108	\$ - \$ 732,077
% Change		44.2%		0.0%		0.0%	0.0% 0.0% 35.4%
Park Transportation							
Budget 2024	\$	426,079	\$	8,210	\$	209,980	\$ - \$ 644,269
Budget 2025	\$	487,492	\$	8,210	\$	209,980	\$ - \$ 705,682
% Change		14.4%		0.0%		0.0%	0.0% 0.0% 9.5%
Total Southeast Unit							
Budget 2024	\$	6,646,716	\$	364,400	\$	930,575	\$ - \$ 7,941,691
Budget 2025	\$	7,347,532	\$	423,450	\$	1,073,725	\$ - \$ 8,844,707
% Change		10.5%		16.2%		15.4%	0.0% 0.0% 11.4%

**OPERATIONS DIVISION
INTERPRETIVE & RECREATION SERVICES DEPT**

NORTHWEST UNIT

NORTHWEST INTERPRETIVE & RECREATION SERVICES UNIT DESCRIPTION & BUDGET

The Northwest Interpretive and Recreation Unit operates Tilden Nature Area, the Doug Siden Visitor Center at Crab Cove, Coyote Hills Regional Park’s Visitor Center, and Tidewater Boating Center. The Northwest Unit provides a wide range of programs and visitor experiences striving to be a leader in environmental education, interpretation, and outdoor recreation. This unit offers field experiences for over 123,000 students, community members and partners each year. Staff collect feedback from participants and incorporate best practices to maintain excellence in programming. The Northwest Unit includes our Recreation group who administer programs including fishing, paddling, and camping as well as our popular summer camps. It also includes our Mobile Education group who attend special events and house our popular mobile fish exhibit. The Northwest Unit serves the needs of special populations and low-income, underrepresented residents, as well as offering a variety of revenue generating programs and market-driven outdoor recreation for the public.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 4,255,238	\$ 5,596,297	\$ 6,070,374	\$ 6,460,681	6.4%
Supplies	186,376	305,891	314,700	338,200	7.5%
Services	204,721	334,224	433,792	348,322	-19.7%
Equipment	-	-	-	-	0.0%
Subtotal	\$ 4,646,335	\$ 6,236,411	\$ 6,818,866	\$ 7,147,202	4.8%
PROJECT BUDGET:					
Personnel Services	\$ 74,050	\$ 107,923	\$ 159,276	\$ 366,868	130.3%
Supplies	-	28,638	-	-	0.0%
Services	43,000	47,100	-	-	0.0%
Capital Outlay/Equip	-	-	-	350,000	0.0%
Subtotal	\$ 117,050	\$ 183,661	\$ 159,276	\$ 716,868	350.1%
Total Operating/Project	\$ 4,763,385	\$ 6,420,072	\$ 6,978,142	\$ 7,864,070	12.7%
DEPARTMENTS:					
Northwest Region	\$ 4,763,385	\$ 6,420,072	\$ 6,978,142	\$ 7,864,070	12.7%
Total	\$ 4,763,385	\$ 6,420,072	\$ 6,978,142	\$ 7,864,070	12.7%
FUNDING SOURCES:					
101 General Fund	\$ 4,646,335	\$ 6,236,411	\$ 6,818,866	\$ 7,147,202	4.8%
333 Capital	-	-	-	350,000	0.0%
336 OTA Projects	117,050	183,661	159,276	366,868	130.3%
Total	\$ 4,763,385	\$ 6,420,072	\$ 6,978,142	\$ 7,864,070	12.7%
STAFFING:					
Regular/Permanent	33.00	37.00	37.00	38.00	1.00
Seasonal/Temporary	11.16	9.77	9.77	9.77	-
Total	44.16	46.77	46.77	47.77	1.00

**OPERATIONS DIVISION
INTERPRETIVE & RECREATION SERVICES DEPT**

NORTHWEST UNIT

Northwest Unit Budget by Unit/Park Location

Unit/Location	Personnel	Services	Supplies	Services	Equipment	Inter-Agency	Total
INTERPRETIVE & RECREATION SERVICES DEPARTMENT							
NORTHWEST UNIT							
Administrative							
Budget 2024	\$	239,319	\$	39,790	\$	148,410	\$ - \$ 427,519
Budget 2025	\$	266,921	\$	59,290	\$	64,610	\$ - \$ 390,821
% Change		11.5%		49.0%		-56.5%	0.0% 0.0% -8.6%
Outdoor Recreation							
Budget 2024	\$	1,192,045	\$	53,120	\$	113,122	\$ - \$ 1,358,287
Budget 2025	\$	1,475,199	\$	57,120	\$	109,122	\$ - \$ 1,641,440
% Change		23.8%		7.5%		-3.5%	0.0% 0.0% 20.8%
Tilden Nature Area Center							
Budget 2024	\$	1,849,958	\$	77,100	\$	19,390	\$ - \$ 1,946,448
Budget 2025	\$	1,930,723	\$	77,100	\$	19,390	\$ 250,000 \$ 2,277,213
% Change		4.4%		0.0%		0.0%	0.0% 0.0% 17.0%
Crab Cove Interpretive Center							
Budget 2024	\$	1,024,856	\$	31,530	\$	28,210	\$ - \$ 1,084,596
Budget 2025	\$	1,045,870	\$	31,530	\$	28,210	\$ - \$ 1,105,610
% Change		2.1%		0.0%		0.0%	0.0% 0.0% 1.9%
Coyote Hills Interpretive Center							
Budget 2024	\$	973,132	\$	43,410	\$	84,630	\$ - \$ 1,101,172
Budget 2025	\$	1,094,208	\$	43,410	\$	86,130	\$ 100,000 \$ 1,323,748
% Change		12.4%		0.0%		1.8%	0.0% 0.0% 20.2%
Mobile Education Program							
Budget 2024	\$	950,339	\$	69,750	\$	40,030	\$ - \$ 1,060,119
Budget 2025	\$	1,014,627	\$	69,750	\$	40,860	\$ - \$ 1,125,237
% Change		6.8%		0.0%		2.1%	0.0% 0.0% 6.1%
Total Northwest Unit							
Budget 2024	\$	6,229,649	\$	314,700	\$	433,792	\$ - \$ 6,978,141
Budget 2025	\$	6,827,548	\$	338,200	\$	348,322	\$ 350,000 \$ 7,864,070
% Change		9.6%		7.5%		-19.7%	0.0% 0.0% 12.7%

BUSINESS SERVICES DEPARTMENT DESCRIPTION & BUDGET

Business Services prepares requests for proposals, reviews proposals, selects operators, and negotiates new agreements with service providers, special use agreements, concessionaires, and security residents. These agreements, as well as renewal agreements, are reviewed by the Board Operations Committee and submitted for approval to the Board of Directors. Concessions include the Bridge Yard, the two District Golf Courses, the historic Merry-Go-Round, as well as four equestrian centers. Business Services works closely with Operations Division staff to provide support and customer service activities as well as budget preparation and analysis support. They also work with other departments to provide excellent public use facilities within the District. Business Services also manages the reservable facilities, which include the Brazilian Room, Fern Cottage, Martin Luther King Jr. Shoreline Center, Temescal Beach House and Camp Arroyo. In addition, provides customer service for camping, picnics, special event and facility reservations and program registration through the District's online registration system and reservations staff.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 2,943,975	\$ 3,048,441	\$ 3,139,770	\$ 3,097,842	-1.3%
Supplies	116,805	60,102	89,030	62,260	-30.1%
Services	618,539	682,595	543,870	548,410	0.8%
Equipment	-	-	36,000	-	-100.0%
Intra-District Charges	-	-	-	-	0.0%
Subtotal	\$ 3,679,319	\$ 3,791,138	\$ 3,808,670	\$ 3,708,512	-2.6%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0.0%
Supplies	5,532	16,418	-	-	0.0%
Services	3,918	21,340	(247)	-	0.0%
Capital Outlay/Equip	-	-	510,000	-	-100.0%
Subtotal	\$ 9,450	\$ 37,757	\$ 509,753	\$ -	-100.0%
Total Operating/Project	\$ 3,688,769	\$ 3,828,895	\$ 4,318,423	\$ 3,708,512	-14.1%
UNIT:					
Business Services	\$ 3,688,769	\$ 3,828,895	\$ 4,318,423	\$ 3,708,512	-14.1%
Total	\$ 3,688,769	\$ 3,828,895	\$ 4,318,423	\$ 3,708,512	-14.1%
FUNDING SOURCES:					
101 General Fund	\$ 3,679,319	\$ 3,791,138	\$ 3,808,670	\$ 3,708,512	-2.6%
336 OTA Projects	9,450	37,757	509,753	-	-100.0%
Total	\$ 3,688,769	\$ 3,828,895	\$ 4,318,423	\$ 3,708,512	-14.1%
STAFFING:					
Regular/Permanent	20.00	21.00	21.00	19.00	(2.00)
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	20.00	21.00	21.00	19.00	(2.00)

Business Services Department Budget by Unit/Location

Unit/Location	Personnel Services	Supplies	Services	Equipment	Inter-Agency	Total
BUSINESS SERVICES DEPARTMENT						
Administrative						
Budget 2024	\$ 624,486	\$ 21,080	\$ 36,513	\$ -	\$ -	682,079
Budget 2025	\$ 680,283	\$ 21,080	\$ 36,760	\$ -	\$ -	738,123
% Change	8.9%	0.0%	0.7%	0.0%	0.0%	8.2%
Reservations						
Budget 2024	\$ 1,252,357	\$ 1,370	\$ 403,830	\$ -	\$ -	1,657,557
Budget 2025	\$ 1,355,891	\$ 1,370	\$ 463,830	\$ -	\$ -	1,821,091
% Change	8.3%	0.0%	14.9%	0.0%	0.0%	9.9%
Recreation Facilities						
Budget 2024	\$ 1,262,927	\$ 66,580	\$ 103,280	\$ 546,000	\$ -	1,978,787
Budget 2025	\$ 1,061,667	\$ 39,810	\$ 47,820	\$ -	\$ -	1,149,297
% Change	-15.9%	-40.2%	-53.7%	-100.0%	0.0%	-41.9%
Total Business Services Department						
Budget 2024	\$ 3,139,770	\$ 89,030	\$ 543,623	\$ 546,000	\$ -	4,318,423
Budget 2025	\$ 3,097,842	\$ 62,260	\$ 548,410	\$ -	\$ -	3,708,512
% Change	-1.3%	-30.1%	0.9%	-100.0%	0.0%	-14.1%

MAINTENANCE & SKILLED TRADES DEPARTMENT (MAST) DESCRIPTION & BUDGET

The Maintenance & Skilled Trades Department is decentralized and operates out of the District's main office, the North and South County Corporation Yards, and the Pacheco Corporation Yard. It is divided into three units: Maintenance Administration, Fleet Management, and Public Works.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 13,135,663	\$ 13,447,734	\$ 16,650,393	\$ 18,286,715	9.8%
Supplies	3,108,239	3,326,125	3,726,143	3,857,505	3.5%
Services	4,244,087	5,023,060	8,412,544	7,281,300	-13.4%
Equipment	694,556	99,779	2,449,550	3,066,194	25.2%
Intra-District Charges	254,950	42,111	31,050	40,400	30.1%
Subtotal	\$ 21,437,495	\$ 21,938,809	\$ 31,269,680	\$ 32,532,114	4.0%
PROJECT BUDGET:					
Personnel Services	\$ 179,728	\$ 266,243	\$ 322,871	\$ 332,403	3.0%
Supplies	176,417	336,067	-	-	0.0%
Services	314,078	277,499	530,000	605,711	14.3%
Capital Outlay/Equip	382,502	108,715	-	-	0.0%
Subtotal	\$ 1,052,725	\$ 988,525	\$ 852,871	\$ 938,114	10.0%
Total Operating/Project	\$ 22,490,220	\$ 22,927,333	\$ 32,122,551	\$ 33,470,228	4.2%
UNITS:					
Administration	\$ 4,493,224	\$ 4,752,066	\$ 8,951,642	\$ 1,768,299	-80.2%
Fleet Management	6,915,286	6,721,015	9,804,547	10,636,173	8.5%
Public Works #1	6,220,423	6,106,248	6,851,211	6,858,868	0.1%
Public Works #2	4,861,287	5,348,005	6,515,151	7,181,415	10.2%
Public Works #3	-	-	-	7,025,472	0.0%
Total	\$ 22,490,220	\$ 22,927,333	\$ 32,122,551	\$ 33,470,228	4.2%
FUNDING SOURCES:					
101 General Fund	\$ 17,384,638	\$ 10,707,833	\$ 13,178,506	\$ 14,026,902	6.4%
220 Two County LLD	530,040	490,515	975,395	1,018,034	4.4%
333 Capital	382,502	108,715	-	-	0.0%
336 OTA Projects	670,223	879,809	852,871	938,114	10.0%
553 Major Infrastructure Reno/Repl	3,522,817	4,120,326	7,459,641	6,855,248	-8.1%
554 Major Equip Replacement	-	6,620,134	9,656,138	10,631,930	10.1%
Total	\$ 22,490,220	\$ 22,927,333	\$ 32,122,551	\$ 33,470,228	4.2%
STAFFING:					
Regular/Permanent	90.52	96.77	97.77	99.77	2.00
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	90.52	96.77	97.77	99.77	2.00

**OPERATIONS DIVISION
MAINTENANCE & SKILLED TRADES DEPT**

ADMINISTRATION

MAINTENANCE & SKILLED TRADES (MAST) ADMINISTRATION DESCRIPTION & BUDGET

MAST Administration provides management and direction for policies and practices relating to maintenance, contracting and access permits. Staff administers and prioritizes work requests, maintains a database of completed work to provide task and cost analyses for each job, maintains a database of District structures for condition assessment and maintenance planning, ensures open and inclusive public processes by issuing encroachment permits to park neighbors, private entities and public agencies, contracts out major maintenance work, and provides maintenance and construction advice to District staff.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 861,403	\$ 925,835	\$ 1,639,722	\$ 1,053,938	-35.7%
Supplies	133,552	71,249	64,920	9,790	-84.9%
Services	2,957,555	3,638,076	6,937,650	89,510	-98.7%
Capital Outlay	-	-	9,350	-	-100.0%
Intra-District Charges	-	-	-	9,350	0.0%
Subtotal	\$ 3,952,510	\$ 4,635,160	\$ 8,651,642	\$ 1,162,588	-86.6%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0.0%
Supplies	4,356	310	-	-	0.0%
Services	253,558	85,234	300,000	605,711	101.9%
Capital Outlay/Equip	282,800	31,361	-	-	0.0%
Subtotal	\$ 540,714	\$ 116,905	\$ 300,000	\$ 605,711	101.9%
Total Operating/Project	\$ 4,493,224	\$ 4,752,066	\$ 8,951,642	\$ 1,768,299	-80.2%
UNIT:					
Administration	\$ 4,493,224	\$ 4,752,066	\$ 8,951,642	\$ 1,768,299	-80.2%
Total	\$ 4,493,224	\$ 4,752,066	\$ 8,951,642	\$ 1,768,299	-80.2%
FUNDING SOURCES:					
101 General Fund	\$ 683,869	\$ 725,222	\$ 1,484,920	\$ 1,162,332	-21.7%
333 Capital	282,800	31,361	-	-	0.0%
336 OTA Projects	257,914	85,544	300,000	605,711	101.9%
553 Major Infrastructure Reno/Rep	3,268,641	3,909,939	7,166,722	256	-100.0%
Total	\$ 4,493,224	\$ 4,752,066	\$ 8,951,642	\$ 1,768,299	-80.2%
STAFFING:					
Regular/Permanent	5.10	8.10	8.10	5.10	(3.00)
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	5.10	8.10	8.10	5.10	(3.00)

**OPERATIONS DIVISION
MAINTENANCE & SKILLED TRADES DEPT**

ADMINISTRATION

Maintenance & Skilled Trades Administration Budget by Unit/Location

Unit/Location	Personnel	Services	Supplies	Services	Equipment	Inter-Agency	Total					
MAINTENANCE & SKILLED TRADES DEPARTMENT												
ADMINISTRATION												
Administrative												
Budget 2024	\$	1,639,723	\$	9,790	\$	969,510	\$	-	\$	9,350	\$	2,628,373
Budget 2025	\$	1,053,938	\$	9,790	\$	695,221	\$	-	\$	9,350	\$	1,768,299
% Change		-35.7%		0.0%		-28.3%		0.0%		0.0%		-32.7%
Buildings												
Budget 2024	\$	-	\$	-	\$	250,000	\$	-	\$	-	\$	250,000
Budget 2025	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
% Change		0.0%		0.0%		-100.0%		0.0%		0.0%		-100.0%
Major Maintenance												
Budget 2024	\$	-	\$	55,130	\$	2,498,140	\$	-	\$	-	\$	2,553,270
Budget 2025	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
% Change		0.0%		0.0%		222.4%		0.0%		0.0%		198.1%
Pavement												
Budget 2024	\$	-	\$	-	\$	3,500,000	\$	-	\$	-	\$	3,500,000
Budget 2025	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
% Change		0.0%		0.0%		-100.0%		0.0%		0.0%		-100.0%
Utilities and Communications												
Budget 2024	\$	-	\$	-	\$	620,000	\$	-	\$	-	\$	620,000
Budget 2025	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
% Change		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
Total Maintenance & Skilled Trades Administration												
Budget 2024	\$	1,639,723	\$	64,920	\$	7,837,650	\$	-	\$	9,350	\$	9,551,643
Budget 2025	\$	1,053,938	\$	9,790	\$	695,221	\$	-	\$	9,350	\$	1,768,299
% Change		-36%		-85%		-91%		0%		0%		-81%

**OPERATIONS DIVISION
MAINTENANCE & SKILLED TRADES DEPT**

FLEET MANAGEMENT UNIT

FLEET MANAGEMENT UNIT DESCRIPTION & BUDGET

Fleet Management has District-wide responsibilities and duties. The services provided by Fleet Management are an integral part of the District's core mission to manage and maintain a high quality, diverse system of interconnected parklands. Fleet Management manages and services a fleet of nearly 850 units comprised of vehicles, landscaping equipment, trailers, heavy equipment, police vehicles, boats, and fire apparatus. Fleet Management provides an array of services to parks, departments, and staff. These services include, but are not limited to:

- Vehicle and equipment acquisition
- Registration and licensing
- Maintenance and repairs
- Eleven fueling stations and administration of fuel credit cards
- Regulatory compliance
- Administering the disposal of surplus assets through public auction.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 3,699,030	\$ 3,865,514	\$ 4,455,844	\$ 4,572,614	2.6%
Supplies	2,164,265	2,277,421	2,468,663	2,557,525	3.6%
Services	456,429	447,041	439,840	439,840	0.0%
Equipment	582,162	21,519	2,440,200	3,066,194	25.7%
Intra-District Charges	13,400	42,111	-	-	0.0%
Subtotal	\$ 6,915,286	\$ 6,653,606	\$ 9,804,547	\$ 10,636,173	8.5%
PROJECT BUDGET:					
Services	-	67,409	-	-	0.0%
Subtotal	\$ -	\$ 67,409	\$ -	\$ -	0.0%
Total Operating/Project	\$ 6,915,286	\$ 6,721,015	\$ 9,804,547	\$ 10,636,173	8.5%
DEPARTMENTS:					
Fleet Management	\$ 6,915,286	\$ 6,721,015	\$ 9,804,547	\$ 10,636,173	8.5%
Total	\$ 6,915,286	\$ 6,721,015	\$ 9,804,547	\$ 10,636,173	45.9%
FUNDING SOURCES:					
101 General Fund	\$ 6,915,286	\$ 33,471	\$ 148,409	\$ 4,243	-97.1%
336 OTA Projects	-	67,409	-	-	0.0%
554 Major Equip Replacement	-	6,620,134	9,656,138	10,631,930	10.1%
Total	\$ 6,915,286	\$ 6,721,015	\$ 9,804,547	\$ 10,636,173	8.5%
STAFFING:					
Regular/Permanent	23.00	23.00	23.00	23.00	-
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	23.00	23.00	23.00	23.00	-

**OPERATIONS DIVISION
MAINTENANCE & SKILLED TRADES DEPT**

FLEET MANAGEMENT UNIT

Fleet Management Unit Budget by Unit/Location

<u>Unit/Location</u>	<u>Personnel</u>	<u>Services</u>	<u>Supplies</u>	<u>Services</u>	<u>Equipment</u>	<u>Inter-Agency</u>	<u>Total</u>
MAINTENANCE & SKILLED TRADES DEPARTMENT							
FLEET MANAGEMENT							
Fleet Management Administration							
Budget 2024	\$	493,275	\$	5,810	\$	35,390	\$ -
Budget 2025	\$	378,657	\$	5,810	\$	35,390	\$ -
% Change		-23.2%		0.0%		0.0%	0.0%
Equipment Maintenance - North County							
Budget 2024	\$	2,313,786	\$	-	\$	-	\$ -
Budget 2025	\$	2,405,900	\$	-	\$	-	\$ -
% Change		4.0%		0.0%		0.0%	0.0%
Equipment Maintenance - South County							
Budget 2024	\$	1,648,783	\$	2,306,253	\$	404,450	\$ 530,200
Budget 2025	\$	1,788,056	\$	2,211,390	\$	374,450	\$ -
% Change		8.4%		-4.1%		-7.4%	-100.0%
New/Replacement Vehicles							
Budget 2024	\$	-	\$	156,600	\$	-	\$ 1,910,000
Budget 2025	\$	-	\$	340,325	\$	30,000	\$ 3,066,194
% Change		0.0%		117.3%		0.0%	60.5%
Total Fleet Management Unit							
Budget 2024	\$	4,455,844	\$	2,468,663	\$	439,840	\$ 2,440,200
Budget 2025	\$	4,572,614	\$	2,557,525	\$	439,840	\$ 3,066,194
% Change		3%		4%		0%	26%

**OPERATIONS DIVISION
MAINTENANCE & SKILLED TRADES DEPT**

PUBLIC WORKS UNIT #1

**PUBLIC WORKS UNIT #1 - FACILITIES AND WATER UTILITIES MAINTENANCE
DESCRIPTION & BUDGET**

Public Works Unit #1 (Facilities and Water Utilities Maintenance) is a new work unit created as a part of the MAST 2018 Strategic Reorganization with a focus and emphasis on building and facilities maintenance and upgrades District wide. This new unit is managed and under the direct supervision of one of two MAST Public Works Administration Superintendents. This new unit includes two Skilled Trades crews, Water Utilities Maintenance (WUM), and Project Coordinator(s)/contract administrators assigned to deliver projects that utilize CIP/OTA, Fund 553 and other special funding sources to improve public and staff facilities. The various unit crews repair and maintain District buildings, water utilities infrastructure, District residence maintenance ADA compliance and the Strategic Energy Plan recommendations. This unit is also responsible for the annual inspections and maintenance of all district residences and concessions. Administrative staff oversee these activities; tracks data entry for work requests; maintains a database of all work completed; manages budgets; and ensures compliance and regulatory requirements.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 4,831,991	\$ 4,807,170	\$ 5,357,676	\$ 5,386,405	0.5%
Supplies	618,244	596,087	555,990	575,990	3.6%
Services	299,880	286,211	366,024	545,420	49.0%
Intra-District Charges	15,350	-	18,650	18,650	0.0%
Subtotal	\$ 5,765,465	\$ 5,689,468	\$ 6,298,340	\$ 6,526,465	3.6%
PROJECT BUDGET:					
Personnel Services	\$ 179,728	\$ 186,995	\$ 322,871	\$ 332,403	3.0%
Supplies	115,008	137,553	-	-	0.0%
Services	60,520	14,877	230,000	-	-100.0%
Capital Outlay/Equip	99,702	77,354	-	-	0.0%
Subtotal	\$ 454,958	\$ 416,779	\$ 552,871	\$ 332,403	-39.9%
Total Operating/Project	\$ 6,220,423	\$ 6,106,248	\$ 6,851,211	\$ 6,858,868	0.1%
UNIT:					
Public Works #1	\$ 6,220,423	\$ 6,106,248	\$ 6,851,211	\$ 6,858,868	0.1%
Total	\$ 6,220,423	\$ 6,106,248	\$ 6,851,211	\$ 6,858,868	0.1%
FUNDING SOURCES:					
101 General Fund	\$ 5,691,014	\$ 5,669,615	\$ 6,198,340	\$ 6,426,465	3.7%
333 Capital	99,702	77,354	-	-	0.0%
336 OTA Projects	355,256	339,426	552,871	332,403	-39.9%
553 Major Infrastructure Reno/Re	74,451	19,853	100,000	100,000	0.0%
Total	\$ 6,220,423	\$ 6,106,248	\$ 6,851,211	\$ 6,858,868	0.1%
STAFFING:					
Regular/Permanent	34.00	34.00	34.00	32.00	(2.00)
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	34.00	34.00	34.00	32.00	(2.00)

**OPERATIONS DIVISION
MAINTENANCE & SKILLED TRADES DEPT**

PUBLIC WORKS UNIT #1

**Public Works Unit #1 (Facilities and Water Utilities Maintenance)
Unit Budget by Unit/Location**

Unit/Location	Personnel	Services	Supplies	Services	Equipment	Inter-Agency	Total
MAINTENANCE & SKILLED TRADES DEPARTMENT							
PUBLIC WORKS UNIT 1							
MAST Public Works Unit 1 Facilities and Water Utilities Maintenance							
Budget 2024	\$	757,661	\$	2,700	\$	265,300	\$ - \$ 1,025,661
Budget 2025	\$	405,781	\$	2,700	\$	34,300	\$ - \$ 442,781
% Change		-46.4%		0.0%		-87.1%	0.0% -56.8%
Public Works Water Utility							
Budget 2024	\$	725,722	\$	233,190	\$	32,700	\$ - \$ 1,010,262
Budget 2025	\$	767,004	\$	253,190	\$	162,700	\$ - \$ 1,201,544
% Change		5.7%		8.6%		397.6%	0.0% 18.9%
Residence Maintenance							
Budget 2024	\$	-	\$	44,054	\$	167,704	\$ - \$ 211,758
Budget 2025	\$	-	\$	44,054	\$	218,100	\$ - \$ 262,154
% Change		0.0%		0.0%		30.1%	0.0% 23.8%
Trades - North County							
Budget 2024	\$	2,120,183	\$	141,373	\$	65,160	\$ - \$ 2,326,716
Budget 2025	\$	2,274,534	\$	141,373	\$	65,160	\$ - \$ 2,481,067
% Change		7.3%		0.0%		0.0%	0.0% 6.6%
Trades - South County							
Budget 2024	\$	2,076,982	\$	134,673	\$	65,160	\$ - \$ 2,276,815
Budget 2025	\$	2,271,489	\$	134,673	\$	65,160	\$ - \$ 2,471,322
% Change		9.4%		0.0%		0.0%	0.0% 8.5%
Total MAST Public Works Unit 1 Facilities and Water Utilities Maintenance							
Budget 2024	\$	5,680,548	\$	555,990	\$	596,024	\$ - \$ 6,851,212
Budget 2025	\$	5,718,808	\$	575,990	\$	545,420	\$ - \$ 6,858,868
% Change		0.7%		3.6%		-8.5%	0.0% 0.1%

**OPERATIONS DIVISION
MAINTENANCE & SKILLED TRADES DEPT**

PUBLIC WORKS UNIT #2

PUBLIC WORKS UNIT #2 - ROADS & TRAILS AND SMALL TRAILS MAINTENANCE AND WASTE MANAGEMENT DESCRIPTION & BUDGET

Public Works Unit #2 (Roads & Trails and Small Trails Maintenance and Waste Management) is a new work unit created as part of the 2018 MAST strategic reorganization with a focus and emphasis on maintenance and construction of the roads and trails, sanitation and paving District wide. This new unit is managed and under the direct supervision of one of two MAST Public Works Administration Superintendents. This new unit includes the Roads and Small Trails crew, and Sanitation and Project Coordinator(s)/contract administrators assigned to deliver projects that utilize CIP/OTA, 553, Measure J and other special funding sources to improve the district network of roads, trails, staging areas, and heavy equipment support for a myriad of maintenance and construction projects. Additionally, the Sanitation Crew services and maintains vault and chemical toilets, holding tanks, septic systems, and manages the District-wide Recycling and Solid Waste Reduction Program. Administrative staff oversee these activities; tracks work requests and work orders; maintains a database of all work completed; manages budgets; and ensures compliance and regulatory requirements.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 3,743,239	\$ 3,849,214	\$ 5,197,151	\$ 5,694,055	9.6%
Supplies	192,178	381,368	636,570	641,570	0.8%
Services	530,223	651,732	669,030	833,390	24.6%
Equipment	112,394	78,260	-	-	0.0%
Intra-District Charges	226,200	-	12,400	12,400	0.0%
Subtotal	\$ 4,804,234	\$ 4,960,574	\$ 6,515,151	\$ 7,181,415	10.2%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ 79,248	\$ -	\$ -	0.0%
Supplies	57,053	198,204	-	-	0.0%
Services	-	109,979	-	-	0.0%
Capital Outlay/Equip	-	-	-	-	0.0%
Subtotal	\$ 57,053	\$ 387,431	\$ -	\$ -	0.0%
Total Operating/Project	\$ 4,861,287	\$ 5,348,005	\$ 6,515,151	\$ 7,181,415	10.2%
UNIT:					
Public Works #2	\$ 4,861,287	\$ 5,348,005	\$ 6,515,151	\$ 7,181,415	10.2%
Total	\$ 4,861,287	\$ 5,348,005	\$ 6,515,151	\$ 7,181,415	10.2%
FUNDING SOURCES:					
101 General Fund	\$ 4,094,469	\$ 4,279,525	\$ 5,346,837	\$ 6,155,126	15.1%
220 Two County LLD	530,040	490,515	975,395	1,018,034	4.4%
336 OTA Projects	57,053	387,431	-	-	0.0%
553 Major Infrastructure Reno/Re	179,725	190,534	192,919	8,256	-95.7%
Total	\$ 4,861,287	\$ 5,348,005	\$ 6,515,151	\$ 7,181,415	10.2%
STAFFING:					
Regular/Permanent	28.42	31.67	32.67	32.67	-
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	28.42	31.67	32.67	32.67	-

**OPERATIONS DIVISION
MAINTENANCE & SKILLED TRADES DEPT**

PUBLIC WORKS UNIT #2

Public Works Unit #2 (Roads & Trails and Small Trails Maintenance and Waste Management) Unit Budget by Unit/Location

Unit/Location	Personnel	Services	Supplies	Services	Equipment	Inter-Agency	Total
MAINTENANCE & SKILLED TRADES DEPARTMENT							
PUBLIC WORKS UNIT 2							
MAST Public Works Unit 2 Trails, Roads and Waste Management							
Budget 2024	\$	601,190	\$	108,340	\$	49,610	\$ - \$ 759,140
Budget 2025	\$	405,694	\$	108,340	\$	49,110	\$ - \$ 563,144
% Change		-32.5%		0.0%		-1.0%	0.0% 0.0% -25.8%
Road & Trails							
Budget 2024	\$	2,389,709	\$	235,690	\$	228,500	\$ - \$ 2,853,899
Budget 2025	\$	2,725,729	\$	235,690	\$	228,500	\$ - \$ 3,189,919
% Change		14.1%		0.0%		0.0%	0.0% 0.0% 11.8%
Sanitation							
Budget 2024	\$	1,450,499	\$	207,040	\$	107,720	\$ - \$ 1,765,259
Budget 2025	\$	1,544,786	\$	207,040	\$	107,720	\$ - \$ 1,859,546
% Change		6.5%		0.0%		0.0%	0.0% 0.0% 5.3%
Small Trails Crew							
Budget 2024	\$	755,751	\$	85,500	\$	283,200	\$ - \$ 1,136,851
Budget 2025	\$	1,017,846	\$	90,500	\$	448,060	\$ - \$ 1,568,806
% Change		34.7%		5.8%		58.2%	0.0% 0.0% 38.0%
Total MAST Public Works Unit 2 Trails, Roads and Waste Management							
Budget 2024	\$	5,197,149	\$	636,570	\$	669,030	\$ - \$ 6,515,149
Budget 2025	\$	5,694,055	\$	641,570	\$	833,390	\$ - \$ 7,181,415
% Change		9.6%		0.8%		24.6%	0.0% 0.0% 10.2%

**OPERATIONS DIVISION
MAINTENANCE & SKILLED TRADES DEPT**

PUBLIC WORKS UNIT #3

PUBLIC WORKS UNIT #3 – MIRR MAJOR MAINTENANCE DESCRIPTION & BUDGET

Public Works Unit #3 (MIRR Major Maintenance) is a new work unit created as part of the 2025 MAST strategic plan. This group is primarily responsible for work order requests throughout the District pertaining to larger-scale maintenance projects on existing infrastructure.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ 1,579,702	0.0%
Supplies	-	-	-	72,630	0.0%
Services	-	-	-	5,373,140	0.0%
Equipment	-	-	-	-	0.0%
Intra-District Charges	-	-	-	-	0.0%
Subtotal	\$ -	\$ -	\$ -	\$ 7,025,472	0.0%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0.0%
Supplies	-	-	-	-	0.0%
Services	-	-	-	-	0.0%
Capital Outlay/Equip	-	-	-	-	0.0%
Subtotal	\$ -	\$ -	\$ -	\$ -	0.0%
Total Operating/Project	\$ -	\$ -	\$ -	\$ 7,025,472	0.0%
UNIT:					
Public Works #3	\$ -	\$ -	\$ -	\$ 7,025,472	0.0%
Total	\$ -	\$ -	\$ -	\$ 7,025,472	0.0%
FUNDING SOURCES:					
101 General Fund	\$ -	\$ -	\$ -	\$ 278,736	0.0%
336 OTA Projects	-	-	-	-	0.0%
553 Major Infrastructure Reno/Re	-	-	-	6,746,736	0.0%
554 Major Equip Replacement	-	-	-	-	0.0%
Total	\$ -	\$ -	\$ -	\$ 7,025,472	0.0%
STAFFING:					
Regular/Permanent	0.00	0.00	0.00	7.00	7.00
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	0.00	0.00	0.00	7.00	7.00

**OPERATIONS DIVISION
MAINTENANCE & SKILLED TRADES DEPT**

PUBLIC WORKS UNIT #3

Public Works Unit #3 (Roads & Trails and Small Trails Maintenance and Waste Management) Unit Budget by Unit/Location

Unit/Location	Personnel	Services	Supplies	Services	Equipment	Inter-Agency	Total
MAINTENANCE & SKILLED TRADES DEPARTMENT							
PUBLIC WORKS UNIT 3							
MAST Public Works Unit 3 Operations Administration							
Budget 2024	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Budget 2025	\$ 1,579,702	\$ 17,500	\$ 5,000	\$ -	\$ -	\$ -	1,602,202
% Change	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MAST Public Works Unit 3 Bridges							
Budget 2024	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Budget 2025	\$ -	\$ -	\$ 250,000	\$ -	\$ -	\$ -	250,000
% Change	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MAST Public Works Unit 3 Pavement							
Budget 2024	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Budget 2025	\$ -	\$ -	\$ 2,250,000	\$ -	\$ -	\$ -	2,250,000
% Change	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MAST Public Works Unit 3 Maintenance Admin							
Budget 2024	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Budget 2025	\$ -	\$ 55,130	\$ 2,248,140	\$ -	\$ -	\$ -	2,303,270
% Change	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MAST Public Works Unit 3 Utilities Communications							
Budget 2024	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Budget 2025	\$ -	\$ -	\$ 620,000	\$ -	\$ -	\$ -	620,000
% Change	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total MAST Public Works Unit 3 Major Maintenance MIRR							
Budget 2024	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Budget 2025	\$ 1,579,702	\$ 72,630	\$ 5,373,140	\$ -	\$ -	\$ -	7,025,472
% Change	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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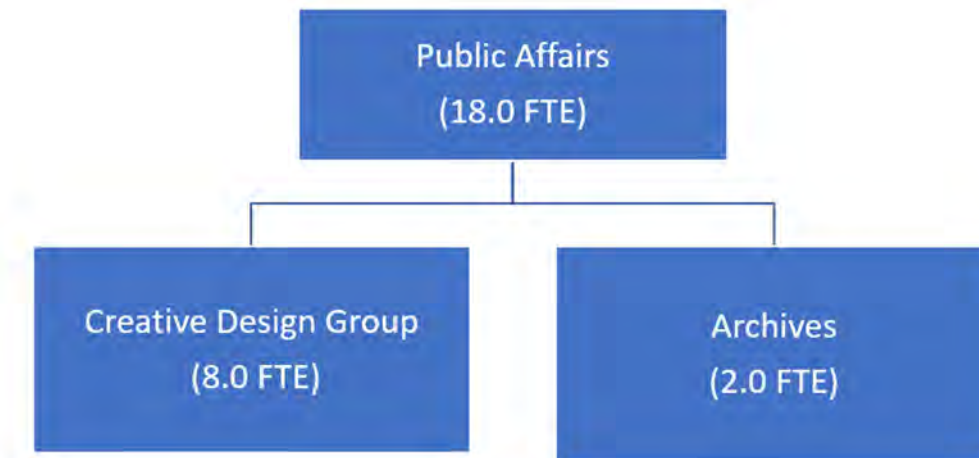
PUBLIC AFFAIRS DIVISION

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 4,237,975	\$ 4,430,980	\$ 4,993,882	\$ 5,378,013	7.7%
Supplies	218,123.20	206,982.81	268,980.00	268,980	0.0%
Services	950,138.23	742,480.68	1,745,750.00	1,653,250	-5.3%
Debt Service/Leases	167,921.00	243,387.65	-	-	-100.0%
Intra-District Charges	401,604.76	496,842.52	496,844.00	447,207	-10.0%
Subtotal	\$ 5,975,762	\$ 6,120,674	\$ 7,505,456	\$ 7,747,449	3.2%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0.0%
Supplies	706	-	-	-	0.0%
Services	-	42,421	-	100,000	0.0%
Capital Outlay/Equip	403,544	63,970	182,000	-	-100.0%
Subtotal	\$ 404,250	\$ 106,391	\$ 182,000	\$ 100,000	-45.1%
Total Operating/Project	\$ 6,380,012	\$ 6,227,064	\$ 7,687,456	\$ 7,847,449	2.1%
DEPARTMENTS:					
Public Affairs	\$ 3,985,679	\$ 4,139,604	\$ 5,046,843	\$ 5,308,443	5.2%
Creative Design Group Unit	2,112,462	1,734,167	2,129,170	2,002,279	-6.0%
Archives Unit	281,871	353,294	511,443	536,728	4.9%
Total	\$ 6,380,012	\$ 6,227,064	\$ 7,687,456	\$ 7,847,449	2.1%
FUNDING SOURCES:					
101 General Fund	\$ 5,975,764	\$ 6,120,674	\$ 7,687,456	\$ 7,847,449	2.1%
333 Capital	403,544	63,970	-	-	0.0%
335 Meas AA Bond Proceeds	-	-	-	-	0.0%
336 OTA Projects	704	42,421	-	-	0.0%
Total	\$ 6,380,012	\$ 6,227,064	\$ 7,687,456	\$ 7,847,449	2.1%
STAFFING:					
Regular/Permanent	25.00	27.00	27.50	27.50	-
Seasonal/Temporary	0.00	0.50	0.50	0.50	-
Total	25.00	27.50	28.00	28.00	-

PUBLIC AFFAIRS DIVISION

PUBLIC AFFAIRS DIVISION

The Public Affairs (PA) Division informs and educates the public about the Park District's vision and core mission, annual goals and initiatives, critical issues, projects, parks and activities through comprehensive communications, media relations, public outreach, strategic partnerships, fundraising, and environmental and interpretive signage. The Public Affairs Division provides administrative support to the Regional Parks Foundation, which is an independent 501(c) (3) not-for-profit organization that supports the East Bay Regional Park District through fundraising to provide universal access, environmental stewardship, educational and recreational programs and the acquisition of parklands. One of the Foundation's priorities is to increase park equity and provide educational opportunities for youth and diverse communities.



PUBLIC AFFAIRS DEPARTMENT Public Affairs promotes the District's vision and key messages, recreational programs and educational outreach through multiple channels, including the District website, traditional media, social media, Regional in Nature Activity Guide, Compass Magazine, electronic newsletters, park map, educational and informational brochures. Public Affairs collaborates across divisions to produce and promote events and celebrations including park and trail openings, historic milestones, Healthy Parks Healthy People wellness events, and cultural activities of interest to our diverse communities.

Community relations are fostered with diverse communities and multicultural groups to broaden equitable access and engagement to the regional parks for individuals, families, organizations and underserved communities. The Regional Parks Foundation raises private funds to expand programming in these areas.

CREATIVE DESIGN GROUP UNIT

Creative Labs preserves the District brand integrity in all park and event signage, interpretive exhibits and panels, print publications, and digital platforms. These communication tools effectively reach, inform, educate, and engage the public and stakeholders.

ARCHIVES UNIT

Archives oversees the preservation and public access of District archives, historic assets, cultural resources and oral histories associated with regional parklands and amenities.

PUBLIC AFFAIRS DIVISION

Public Affairs Division Performance Objective for 2025:

Continue collaboration with Interpretive and Recreation & GIS staff to research and develop first phase of web portal for ADA park and trail usage.
Continue work with DECO & I&R to upgrade and improve visitor centers (e.g. Tilden, Sunol), other facilities and exhibits, including input from users.
Continue to enhance external communications to increase community engagement and participation in community activities.
Expand special public information campaigns to include user education about rules, stewardship, and safety in parks.
Provide Staff Media and Messaging Training to Select Division Managers and Staff.
Produce RIN, monthly Park Happenings column and other ongoing publications.
Create a Disaster Preparedness and Risk Management Plan for cultural collections (archives, manuscripts, artifacts, objects) that will address steps to take in an emergency such as earthquake, fire, rising sea levels, and flooding.
Continue leadership in wildfire mitigation and prevention: Support and Advance Wildfire Protection Public Information Program (Preparation, Prevention, Fuels Reduction, Carbonizer, etc.). Disseminate wildfire safety information to public within Contra Costa and Alameda counties.
Evaluate opportunities to modernize practices and utilize data—new data management systems could promote accuracy and efficiency when used to track signage needs, archives materials, etc.
Plan, implement, and engage staff and the community in celebration events and outreach for East Bay Regional Park District's 2 nd Century District Plan.
Update, translate, and explore opportunities for additional signage, including use of multilingual signage for key messaging.
Continue creating welcoming, inclusive, engaging visitor experiences through our signage, wayside exhibits, and visitor centers.
After addressing key Public Affairs Division vacancies, re-envision work plans to inform a needs assessment for future FTEs.
Evaluate physical space needs for archives, historical records, and artifacts.

PUBLIC AFFAIRS DIVISION

Public Affairs Division Completed Performance Objectives from 2024:

Planned, implemented, and engaged staff and the community in celebration events and outreach for East Bay Regional Park District's 90 th and Regional Parks Foundation's 55 th anniversaries.
Promoted multi-cultural heritage by continuing to expand the District's materials in multiple languages, uplifting diverse history and preservation.
Continued collaboration with Design and Construction on outreach activities to ensure community input into new plans for Keller Beach, Tilden Environment Education Center, etc.
Continued to enhance external communications to increase community engagement and participation in community activities.
Expanded special public information campaigns to include trail user education, Domestic Cats in Parks, and Cattle in Parks, etc.
Produced RIN, monthly Park Happenings column, and other ongoing publications.
Continued leadership in wildfire mitigation and prevention: Support and Advance Wildfire Protection Public Information Program (Preparation, Prevention, Fuels Reduction, Carbonizer, etc.). Disseminated wildfire safety information to public within Contra Costa and Alameda counties.
Continued to support the partnership between Public Affairs and the Regional Parks Foundation to enhance outreach and fundraising opportunities.
Updated, translated, and explored opportunities for additional signage, including use of multilingual signage for key messaging.
Created welcoming, inclusive, engaging visitor experiences through our signage, wayside exhibits, and visitor centers.

Public Affairs Division 2025 Proposed Budget Requests Above \$100,000:

Request	Amount
CRM System Scope, Design, & Implementation	\$ 100,000

PUBLIC AFFAIRS DIVISION

PUBLIC AFFAIRS DEPARTMENT DESCRIPTION & BUDGET

Public Affairs creates and manages strategic communications to inform and engage staff, the public, and key stakeholders through multiple communications vehicles. These vehicles include the Park District website, social media, six issues of Regional in Nature Activity Guide distributed in local newspapers, the Regional Parks Foundation's Compass Magazine, monthly issues of Park Explorer (an electronic newsletter), monthly employee newsletters in partnership with the Human Resources Division, news releases including a monthly "Park Happenings" preview, the Trails Challenge Guidebook, park maps/brochures, educational and informational brochures, interpretive and wayfinding panels, highway regional park signs and exhibit displays, and more. Additionally, Public Affairs works with a team of volunteer Ambassadors to promote the District at events, and Archives volunteers including students from a local college program to help preserve District Archives historical documents and artifacts.

Public Affairs, with District staff, completed the following public information plans, events and/or celebrations in 2024:

- 90th Anniversary component at the following public celebrations:
 - January: BioBlitz at Sunol Wilderness Regional Preserve
 - February: Black History Walk at Thurgood Marshall Regional Park - Home of the Port Chicago 50
 - March: All Abilities Day at Big Break Regional Shoreline
 - April: Sheep Shearing Day at Ardenwood Historic Farm
 - May: ParkFest at Lake Chabot Regional Park
 - June: Pride in the Park at Tilden Regional Park
 - July: Lakeside Laps at Lake Chabot Regional Park
 - August: Fish Festival at Doug Siden Visitor Center at Crab Cove
 - September: Redwood Reveal/Family Festival at Roberts Regional Recreation Area
 - October: Sunol Heritage Festival at Sunol Wilderness Regional Preserve
 - November: 90th Proclamation Ceremony at Regional Parks Botanic Garden
- Created and coordinated showings of the 90th Anniversary exhibit at ParkFest, Alameda County Fair, Museum of San Ramon Valley, Diablo Valley College Library and the Oakland Airport.
- Released four online historic photography exhibits curated from the Archives' Martin J. Cooney Photography Collection.
- Coordinated event and celebrated the exoneration of Port Chicago Black Sailors by U.S. Secretary of the Navy, Members of Congress, and National Park Service.
- 2024 Trails Challenge
- Martin Luther King, Jr. Day of Service
- Briones Pilot Project Information Meeting at Briones Regional Park
- Briones Community Dig Days
- Earth Day event promotion
- 442nd Memorial Ceremony
- National Night Out event promotion
- 7th Anniversary of United Nations International Day of Peace celebration at Lake Chabot Regional Park

PUBLIC AFFAIRS DIVISION

- Roberts Pool Opening at Roberts Regional Recreational Area
- World Ranger Day at Bridgeyard event promotion
- 2024 Health & Safety Fair
- Alder and Leatherwood Creek Restoration and Public Access Event
- Ardenwood Harvest Festival
- Coastal Clean Up event promotion
- Collaborated with Interpretive and Recreation staff to conduct programs to celebrate Black History Month, Women’s History Month, Asian American and Pacific Islander Heritage Month, Pride Month, Juneteenth, Hispanic Heritage Month, and Native American Heritage Month with programs, history/stories, and partners featured on District website.
- Disseminated information on Red Flag Warning events and Fire Restrictions, including park closures during July 4 holiday.
- Expanded trail user safety campaign messaging to address trail user conflicts, general safety, and best practices while visiting parks.
- Supported (through outreach) effort to expedite entry to Del Valle Regional Park on weekends and holidays from Memorial Day through Labor Day.
- Collaborated with Legislative and Stewardship divisions to enhance website with up-to-date information on 30x30 climate change resiliency initiatives including participation in California Biodiversity Day.
- Continued public updates on Tilden Environmental Education Center Replacement Project (three public meetings).
- Produced 23 oral histories honoring select regional parkland histories, and interviewed seven Ohlone participants during the Gathering of Ohlone Peoples in recognition of the 30 years the event has taken place at Coyote Hills Regional Park.
- Staffed 23 Park District and community events with Ambassador information tables.

Public Affairs initiated and collaborated to achieve the following distinguished District awards in 2024:

- Board Director Dee Rosario Named 2024 California Special Districts Association Board Member of the Year.
- Renovated Roberts Pool Complex in Roberts Regional Recreation Area awarded 2024 California Association of Recreation and Parks Districts Awards of Distinction for Outstanding Renovated Facility:
- Priscilla O’Meara awarded 2024 California Association of Recreation and Parks Districts Awards of Distinction for Outstanding Volunteer
- Public Lands Alliance presented the Regional Parks Foundation with the 2024 Partnership Award in the Outstanding Public Engagement category for the Trails Challenge program
- Moody’s Rating Service: AAA Rating, July 2024
- Standard and Poor’s (S&P) Global Ratings: AAA Rating, July 2024
- Certificate of Achievement for Excellence in Financial Reporting by the District Government Finance Officers Association of the United States and Canada Government

PUBLIC AFFAIRS DIVISION

- Finance Officers Association (GFOA): Distinguished Budget Presentation Award Winner from 2005 to 2023 for our comprehensive budget documents that meet program criteria as a policy document, an operations guide, a financial plan, and a communications device.
- Government Finance Officers Association (GFOA): Certificate of Achievement for Excellence in Financial Reporting from 2000 to 2022 for our comprehensive annual financial reports that evidence the spirit of transparency and full disclosure.
- Commission on Accreditation for Law Enforcement Agencies (CALEA): Law Enforcement Accreditation in 2010. Advanced Law Enforcement Reaccreditation in 2013 and 2020; with Excellence in 2016. The accreditation recognizes our Police Department for excellence in public safety services, professional law enforcement, and management.

Public Affairs with District staff will coordinate several events and park openings in 2025, including:

- Roddy Ranch Community Open House
- Point Molate Bay Trail Groundbreaking
- Tidewater Expansion (Flexivan) at MLK dedication
- Bike East Bay collaborative event
- Journey Project with Bay Area Ridge Trail

PUBLIC AFFAIRS DEPARTMENT BUDGET

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 2,850,644	\$ 2,915,128	\$ 3,289,471	\$ 3,563,538	8.3%
Supplies	73,452	62,495	56,710	56,710	0.0%
Services	668,354	552,611	1,203,818	1,140,988	-5.2%
Debt Service/Leases	-	70,107	-	-	-100.0%
Intra-District Charges	392,805	496,843	496,844	447,207	-10.0%
Subtotal	\$ 3,985,255	\$ 4,097,183	\$ 5,046,843	\$ 5,208,443	3.2%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0.0%
Supplies	-	-	-	-	0.0%
Services	-	42,421	-	100,000	0.0%
Capital Outlay/Equip	424	-	-	-	0.0%
Subtotal	\$ 424	\$ 42,421	\$ -	\$ 100,000	0.0%
Total Operating/Project	\$ 3,985,679	\$ 4,139,604	\$ 5,046,843	\$ 5,308,443	5.2%
DEPARTMENTS:					
Public Affairs	\$ 3,985,679	\$ 4,139,604	\$ 5,046,843	\$ 5,308,443	5.2%
Total	\$ 3,985,679	\$ 4,139,604	\$ 5,046,843	\$ 5,308,443	5.2%
FUNDING SOURCES:					
101 General Fund	\$ 3,985,255	\$ 4,097,183	\$ 5,046,843	\$ 5,308,443	5.2%
333 Capital	424	-	-	-	0.0%
336 OTA Projects	-	42,421	-	-	-100.0%
Total	\$ 3,985,679	\$ 4,139,604	\$ 5,046,843	\$ 5,308,443	5.2%
STAFFING:					
Regular/Permanent	16.00	17.00	17.50	17.50	-
Seasonal/Temporary	0.00	0.50	0.50	0.50	-
Total	16.00	17.50	18.00	18.00	-

CREATIVE DESIGN GROUP UNIT DESCRIPTION & BUDGET

Creative Design Group creates all the District park and event signage, interpretive exhibits, panels, and brochures to support the District’s mission and maintain its brand integrity. The communication assets integrate multilingual text, accessibility considerations, graphics, audio, video, interactive technology and models to teach and interpret natural, historical and cultural resources in parklands. The goal is to enhance the visitor experience for everyone and to involve all the senses, spark interest, and inspire further exploration.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 1,194,482	\$ 1,238,413	\$ 1,381,220	1,465,999	6.1%
Supplies	138,909	140,022	203,720	203,720	0.0%
Services	199,230	118,482	362,230	332,560	-8.2%
Debt Service/Leases	167,921	173,281	-	-	0.0%
Intra-District Charges	8,800	-	-	-	0.0%
Subtotal	\$ 1,709,342	\$ 1,670,197	\$ 1,947,170	\$ 2,002,279	2.8%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	-	0.0%
Supplies	-	-	-	-	0.0%
Services	-	-	-	-	0.0%
Capital Outlay/Equip	403,120	63,970	182,000	-	-100.0%
Subtotal	\$ 403,120	\$ 63,970	\$ 182,000	\$ -	-100.0%
Total Operating/Project	\$ 2,112,462	\$ 1,734,167	\$ 2,129,170	\$ 2,002,279	-6.0%
DEPARTMENTS:					
Creative Design Group	\$ 2,112,462	\$ 1,734,167	\$ 2,129,170	\$ 2,002,279	-6.0%
Total	\$ 2,112,462	\$ 1,734,167	\$ 2,129,170	\$ 2,002,279	-6.0%
FUNDING SOURCES:					
101 General Fund	\$ 1,709,342	\$ 1,670,197	\$ 2,129,170	\$ 2,002,279	-6.0%
333 Capital	403,120	63,970	-	-	0.0%
336 OTA Projects	-	-	-	-	0.0%
Total	\$ 2,112,462	\$ 1,734,167	\$ 2,129,170	\$ 2,002,279	-6.0%
STAFFING:					
Regular/Permanent	8.00	8.00	8.00	8.00	-
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	8.00	8.00	8.00	8.00	-

ARCHIVES UNIT DESCRIPTION & BUDGET

Archives oversee the preservation and public access of District archives, historic assets, cultural resources, and oral histories associated with regional parklands.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 192,849	\$ 277,439	\$ 323,191	\$ 348,476	7.8%
Supplies	5,762	4,467	8,550	8,550	0.0%
Services	82,554	71,388	179,702	179,702	0.0%
Subtotal	\$ 281,165	\$ 353,294	\$ 511,443	\$ 536,728	4.9%
PROJECT BUDGET:					
Supplies	\$ 706	\$ -	\$ -	\$ -	0.0%
Subtotal	\$ 706	\$ -	\$ -	\$ -	0.0%
Total Operating/Project	\$ 281,871	\$ 353,294	\$ 511,443	\$ 536,728	4.9%
DEPARTMENTS:					
Archives	\$ 281,871	\$ 353,294	\$ 511,443	\$ 536,728	4.9%
Total	\$ 281,871	\$ 353,294	\$ 511,443	\$ 536,728	4.9%
FUNDING SOURCES:					
101 General Fund	\$ 281,167	\$ 353,294	\$ 511,443	\$ 536,728	4.9%
333 Capital		-	-	-	0.0%
336 OTA Projects	704	-	-	-	0.0%
Total	\$ 281,871	\$ 353,294	\$ 511,443	\$ 536,728	4.9%
STAFFING:					
Regular/Permanent	1.00	2.00	2.00	2.00	-
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	1.00	2.00	2.00	2.00	-

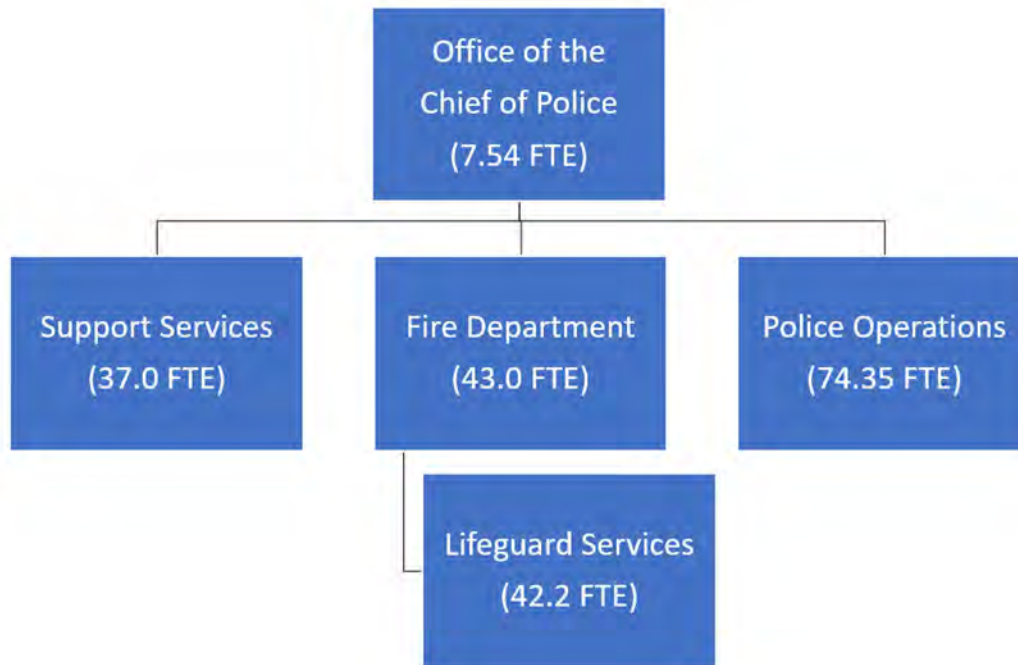
PUBLIC SAFETY DIVISION

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 25,016,158	\$ 28,276,277	\$ 32,518,788	\$ 37,980,559	16.8%
Supplies	1,417,855	1,728,451	1,730,840	1,355,870	-21.7%
Services	1,971,948	2,390,597	2,824,398	2,947,922	4.4%
Grants/Inter-agency Agreements	157,930	168,266	32,000	32,000	0.0%
Equipment	183,059	172,302	-	60,000	0.0%
Intra-District Charges	3,995,503	5,345,396	6,071,064	6,210,849	2.3%
Subtotal	\$ 32,742,453	\$ 38,081,289	\$ 43,177,090	\$ 48,587,199	12.5%
PROJECT BUDGET:					
Personnel Services	\$ 932,905	\$ 879,251	\$ 2,257,138	\$ 2,179,565	-3.4%
Supplies	118,219	61,921	-	-	0.0%
Services	4,090,519	8,779,845	3,119,267	1,970,000	-36.8%
Capital Outlay/Equip	1,000,944	1,209,721	30,000	-	-100.0%
Subtotal	\$ 6,142,587	\$ 10,930,738	\$ 5,406,405	\$ 4,149,565	-23.2%
Total Operating/Project	\$ 38,885,040	\$ 49,012,027	\$ 48,583,495	\$ 52,736,764	8.5%
DEPARTMENTS:					
Administration	\$ 12,089,194	\$ 14,173,230	\$ 15,681,984	\$ 16,473,058	5.0%
Aquatics	2,904,821	3,282,562	3,515,836	3,791,792	7.8%
Fire	10,406,000	15,158,815	10,775,759	10,395,403	-3.5%
Police	13,485,025	16,397,420	18,609,916	22,076,512	18.6%
Total	\$ 38,885,040	\$ 49,012,027	\$ 48,583,495	\$ 52,736,764	8.5%
FUNDING SOURCES:					
101 General Fund	\$ 32,742,453	\$ 38,081,289	\$ 43,052,090	\$ 48,587,199	12.9%
333 Capital	946,986	968,945	30,000	-	-100.0%
336 OTA Projects	5,195,601	9,961,793	5,376,405	4,149,565	-22.8%
554 Major Equip Replacement	-	-	125,000	-	-100.0%
Total	\$ 38,885,040	\$ 49,012,027	\$ 48,583,495	\$ 52,736,764	8.5%
STAFFING:					
Regular/Permanent	155.34	158.55	158.55	164.85	6.30
Seasonal/Temporary	38.99	39.24	39.24	39.24	-
Total	194.33	197.79	197.79	204.09	6.30

PUBLIC SAFETY DIVISION

PUBLIC SAFETY DIVISION

The Public Safety Division’s role is to protect the District’s parklands, resources and experiences for all. The Division serves, protects and promotes a safe and pleasant park experience, while preserving the integrity of the vital natural and cultural resources of the East Bay.



OFFICE OF THE CHIEF OF POLICE

The Office of the Chief of Police provides executive management and administrative support to the Public Safety Division’s three departments: the Police Operations Department, the Fire Department which includes a Lifeguard Services Unit, and the Support Services Department. Staff members include the Assistant General Manager (AGM) / Chief of Police, support staff, and Public Safety student aides.

POLICE OPERATIONS DEPARTMENT

Police Operations is responsible for providing patrol services and conducting specialized enforcement activities, criminal investigations, crime analysis, crime prevention, helicopter patrols and community outreach throughout the District, to further the Department’s goals of safety, service, and stewardship. In addition, the department provides a safety presence and security at all large-scale District events. Police Operations works collaboratively with all cities within Alameda and Contra Costa Counties to ensure public safety for all park visitors.

SUPPORT SERVICES DEPARTMENT

Support Services provides support for the functions and activities of all departments and units within the Public Safety Division. Support Services include the Division’s Communications Unit,

PUBLIC SAFETY DIVISION

Records Unit, Property and Evidence Unit, Professional Standards Unit, and Recruitment and Training Unit.

FIRE DEPARTMENT

The Fire Department responds to, prevents, controls, and minimizes the impacts of fire, and responds to medical and other emergencies which occur within and adjacent to District parklands. The department strives to provide the highest levels of professional emergency services and wildland fire mitigation and resource protection through fuels management, remain fiscally responsible, and provide for the safety of its personnel.

LIFEGUARD SERVICES UNIT

Lifeguard Services provides lifeguard services and recreational opportunities at eleven sites throughout the District. Lifeguard Services also plays an important role in educating the community about swimming and water safety.

Public Safety Division Performance Objectives for 2025:

Continue intensified recruitment efforts to fill remaining 12 sworn officer vacancies and 4 dispatchers.
Continue to pilot our Drone Program to support police and fire department operations including lost or missing persons, search and rescues, mapping of crime and accident scenes, disaster response and recovery, and fire suppression and investigation.
Continue to pilot our Automated License Plate Reader (ALPR) cameras at entrances and exits of parks to canvas license plates around any crime scene to assist in the identification of suspects, victims, and witnesses.
As part of our strategic commitment to enhancing wildfire prevention and ecological resource management, we will continue to advance our fuel reduction projects. Our focus includes the removal of dead-standing and drought-stressed trees across approximately 1,500 acres within the East Bay Hills Urban Interface. Identified in early 2021, these efforts have now been permitted under the California Vegetation Treatment Program (CalVTP), with permits secured for areas beyond the current Environmental Impact Report (EIR) following board adoption in 2023.
In Anthony Chabot, we are set to treat 221 acres of compromised trees through the Continuation Project while ensuring the ongoing maintenance of the previously treated 445 acres. Moreover, our strategy encompasses the mitigation of hazardous fuels across 38 acres in Tilden, supported by the Grizzly Peak Strategic Fuel Break Collaboration project, funded by a CalFire grant. Our operational focus remains on sustaining and managing these projects district-wide, reinforcing our dedication to wildfire prevention and the enhancement of natural resources.
Lifeguard Services has entered into MOUs with Antioch Unified School District, Ambrose Recreation and Park District, and Alameda Point to provide free swim lessons, water safety education, CPR classes, and a "Stop the Bleed" program.

PUBLIC SAFETY DIVISION

Public Safety Division Completed Performance Objectives from 2024:

Hired 6 sworn officers and 4 dispatchers.
Launched our Drone Program. A total of seven drones were purchased, six for Police and one for Fire. Professional training was provided to those selected for the Drone Teams. Each daytime patrol shift now has a licensed member trained to fly a drone. The drones have already been deployed during several incidents including a missing person case and a fire.
14 ALPR cameras have been procured and installed. Policy and procedure governing the use of ALPR have been drafted. The program will be live and in service by the end of 2024.
Completed fuels reduction and treatment of compromised trees have advanced with the completion of California Vegetation Treatment Program permits, facilitating wildfire prevention beyond the Wildfire Hazard Reduction and Resource Management Plan. Securing \$12.8 million has supported extensive fuel treatment projects at Tilden, Miller Knox, Redwood Reinhart, and Sibley parks, enhancing safety. Innovative biomass processing was achieved by deploying the Carbonizer at Anthony, completing the 365-acre project.
Entered a three-year MOU with Antioch Unified School District providing over 1,000 students swimming in the PE swimming units, both Spring and Fall, and created 26 student CPR instructors that trained and certified over 400 students in Adult CPR/AED.
Entered MOUs with Antioch Unified School District, Alameda Family Services, and Alameda Point Collaborative to provide swim lessons, water safety programming, and CPR training.

Public Safety Division 2025 Proposed Budget Requests Above \$100,000:

Request	Amount
1.0 FTE Police Lieutenant - Police Field Unit	\$ 345,060
1.0 FTE Administrative Support Manager - Office of the Chief	\$ 268,350
1.0 FTE Fire Lieutenant	\$ 241,640
1.0 FTE Firefighter II	\$ 204,900
1.0 FTE Firefighter II	\$ 204,900
1.0 FTE Firefighter II	\$ 204,900
1.0 FTE Firefighter II	\$ 204,900
ASU Hanger Rent	\$ 112,284

SUPPORT SERVICES DEPARTMENT DESCRIPTION & BUDGET

Support Services provides support for all departments and units within the Public Safety Division and consists of five units: Communications; Records; Property and Evidence; Professional Standards; and Recruitment and Training.

The Communications Unit is the Public Safety Answering Point (PSAP) for the entire two-county District, including 911 emergency calls for police, fire and paramedic services. The Communications Unit uses Computer Aided Dispatch (CAD), to allow for rapid automated data exchange and recordkeeping.

The Records Unit provides public assistance with processing, distributing and maintaining public record information to meet state and local mandates.

The Property and Evidence Unit maintains all evidence, found property, and safekeeping items for the Park District. The Property and Evidence Unit also facilitates necessary testing and disposition of evidence in cooperation with the District Attorneys' Offices.

The Professional Standards Unit maintains the Police Department's accreditation with the Commission on Accreditation for Law Enforcement Agencies (CALEA), a nationally recognized award of achievement for meeting the highest professional standards in administration, recordkeeping, and all operational services. Additionally, the Professional Standards Unit is responsible for managing the department's policies and procedures as well as conducting Internal Affairs Investigations.

The Recruitment & Training Unit coordinates the hiring of police officers and non-sworn staff to reflect the diversity of the community, while managing the training of all Police Department personnel. The Recruitment & Training Unit serves as the liaison with Commission on Police Officers Standards Training (POST) and ensures compliance with mandatory officer and recruit standards.

The Support Services Budget is shown on the following page.

SUPPORT SERVICES DEPARTMENT BUDGET

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 5,534,468	\$ 5,946,222	\$ 7,717,482	\$ 8,332,307	8.0%
Supplies	515,629	634,647	465,270	430,670	-7.4%
Services	1,181,501	1,477,360	1,491,168	1,467,232	-1.6%
Grants/Inter-agency Agreements	38,042	45,382	32,000	32,000	0.0%
Equipment	121,038	42,929	-	-	0.0%
Intra-District Charges	3,667,913	5,345,396	5,946,064	6,210,849	4.5%
Subtotal	\$ 11,058,591	\$ 13,491,936	\$ 15,651,984	\$ 16,473,058	5.2%
PROJECT BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	0.0%
Supplies	68,612	(271)	-	-	0.0%
Services	15,005	67,242	-	-	0.0%
Capital Outlay/Equip	946,986	614,322	30,000	-	-100.0%
Subtotal	\$ 1,030,603	\$ 681,294	\$ 30,000	\$ -	-100.0%
Total Operating/Project	\$ 12,089,194	\$ 14,173,230	\$ 15,681,984	\$ 16,473,058	5.0%
DEPARTMENTS:					
Administration	\$ 12,089,194	\$ 14,173,230	\$ 15,681,984	\$ 16,473,058	5.0%
Total	\$ 12,089,194	\$ 14,173,230	\$ 15,681,984	\$ 16,473,058	5.0%
FUNDING SOURCES:					
101 General Fund	\$ 11,058,591	\$ 13,491,936	\$ 15,651,984	\$ 16,473,058	5.2%
333 Capital	946,986	578,771	30,000	-	-100.0%
336 OTA Projects	83,617	102,524	-	-	0.0%
Total	\$ 12,089,194	\$ 14,173,230	\$ 15,681,984	\$ 16,473,058	5.0%
STAFFING:					
Regular/Permanent	38.00	39.00	39.00	40.00	1.00
Seasonal/Temporary	4.29	4.54	4.54	4.54	-
Total	42.29	43.54	43.54	44.54	1.00

FIRE DEPARTMENT DESCRIPTION & BUDGET

Utilizing career firefighters and other District employees trained as on-call firefighters, the Fire Department provides fire prevention, wildland fuels management, and fire suppression throughout the District. The Fire Department’s specialized fuels crew works year-round to remove hazardous wildland fuels to meet Wildfire Hazard Reduction requirements and Resource Management Plan. Other major responsibilities include providing emergency medical response; search and rescue; resource management and habitat improvement through a coordinated program of prescribed burning, grazing, and vegetation management; mutual aid and coordination with other fire service agencies, including CAL Fire and Cal OES; review and evaluation of fuels and environmental impact issues; and incident command for major emergencies.

The Fire Department has a variety of apparatus at nine different locations throughout the District, including 12 fire engines and 2 water tenders. Administration is based at Public Safety Headquarters. Fire Station 1 in Tilden Park is the main fire station, and other substations store engines, water tenders and safety equipment. The Department offers in-house training for employees who serve as on-call firefighters, including wildland fire training, structure, and vehicle firefighting, fuels management, Emergency Medical Technician certification, hazardous material response, technical large animal rescue (TLAR), and low angle rope rescue.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 4,861,321	\$ 5,397,508	\$ 5,257,150	\$ 6,135,596	16.7%
Supplies	222,836	249,492	532,070	240,070	-54.9%
Services	313,913	292,781	378,610	374,746	-1.0%
Equipment	-	3,290	-	-	0.0%
Intra-District Charges	142,790	-	-	-	0.0%
Subtotal	\$ 5,540,860	\$ 5,943,070	\$ 6,167,830	\$ 6,750,412	9.4%
PROJECT BUDGET:					
Personnel Services	\$ 687,061	\$ 517,274	\$ 1,498,662	\$ 1,674,991	11.8%
Supplies	48,607	62,192	-	-	0.0%
Services	4,075,514	8,514,405	3,109,267	1,970,000	-36.6%
Capital Outlay/Equip	53,958	121,873	-	-	0.0%
Subtotal	\$ 4,865,140	\$ 9,215,744	\$ 4,607,929	\$ 3,644,991	-20.9%
Total Operating/Project	\$ 10,406,000	\$ 15,158,815	\$ 10,775,759	\$ 10,395,403	-3.5%
DEPARTMENTS:					
Fire	\$ 10,406,000	\$ 15,158,815	\$ 10,775,759	\$ 10,395,403	-3.5%
Total	\$ 10,406,000	\$ 15,158,815	\$ 10,775,759	\$ 10,395,403	-3.5%
FUNDING SOURCES:					
101 General Fund	\$ 5,540,860	\$ 5,943,070	\$ 6,167,830	\$ 6,750,412	9.4%
333 Capital	-	-	-	-	0.0%
336 OTA Projects	4,865,140	9,215,744	4,607,929	3,644,991	-20.9%
554 Major Equip Replacement	-	-	-	-	0.0%
Total	\$ 10,406,000	\$ 15,158,815	\$ 10,775,759	\$ 10,395,403	-3.5%
STAFFING:					
Regular/Permanent	37.00	38.00	38.00	43.00	5.00
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	37.00	38.00	38.00	43.00	5.00

LIFEGUARD SERVICES UNIT DESCRIPTION & BUDGET

Lifeguard Services provides public safety through its lifeguard services, water safety education and equipment. It delivers high quality lifeguarding for recreational swimming, aquatic special events, and aquatic programs. Lifeguard Services also provides water safety education, swimming lessons, junior lifeguard programs and a wide range of first aid training for District staff. Lifeguarded facilities include 6 lakefront beaches, 2 traditional swimming pools and 3 hybrid “swimming lagoons” that have chlorinated, filtered water with sand beach entries. The Lifeguard Services recruits and trains between 40 and 60 youth to become open water lifeguards on an annual basis.

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 2,585,438	\$ 2,959,378	\$ 3,108,986	\$ 3,318,822	6.7%
Supplies	246,589	221,517	266,230	284,910	7.0%
Services	63,998	86,409	140,620	188,060	33.7%
Equipment	-	-	-	-	0.0%
Subtotal	\$ 2,896,025	\$ 3,267,304	\$ 3,515,836	\$ 3,791,792	7.8%
PROJECT BUDGET:					
Personnel Services	\$ 7,796	\$ 15,257	\$ -	\$ -	0.0%
Supplies	1,000	-	-	-	0.0%
Subtotal	\$ 8,796	\$ 15,257	\$ -	\$ -	0.0%
Total Operating/Project	\$ 2,904,821	\$ 3,282,562	\$ 3,515,836	\$ 3,791,792	7.8%
DEPARTMENTS:					
Lifeguard Services	\$ 2,904,821	\$ 3,282,562	\$ 3,515,836	\$ 3,791,792	7.8%
Total	\$ 2,904,821	\$ 3,282,562	\$ 3,515,836	\$ 3,791,792	7.8%
FUNDING SOURCES:					
101 General Fund	\$ 2,896,025	\$ 3,267,304	\$ 3,515,836	\$ 3,791,792	7.8%
336 OTA Projects	8,796	15,257	-	-	0.0%
Total	\$ 2,904,821	\$ 3,282,562	\$ 3,515,836	\$ 3,791,792	7.8%
STAFFING:					
Regular/Permanent	7.50	7.50	7.50	7.50	-
Seasonal/Temporary	34.70	34.70	34.70	34.70	-
Total	42.20	42.20	42.20	42.20	-

POLICE OPERATIONS DEPARTMENT DESCRIPTION & BUDGET

Police Operations is responsible for providing patrol services and conducting specialized enforcement activities, criminal investigations, crime analysis, crime prevention, helicopter patrols and community outreach throughout the District, to further the department's goals of safety, service, and stewardship. In addition, the Police Operations provides a safety presence and security at all large-scale District events. The department works collaboratively with all cities within Alameda and Contra Costa Counties to ensure public safety for all park visitors.

Police Operations include six specialized units to accomplish the department's day to day operations: Air Support Unit; Investigations Unit; Special Enforcement Unit; Marine Patrol Unit; Mounted Patrol Unit; and Volunteer Trail Safety Patrol Unit.

The Air Support Unit operates two helicopters providing daily aerial patrol of all District lands. The Air Support Unit works closely with Police Operations, Park Operations, and Stewardship staff to ensure that identified concerns are monitored and addressed. During the fire season, the unit works with the Fire Department and other fire agencies, including CAL FIRE, to provide helitack and water bucket response to fires.

The Investigations Unit works to investigate, obtain criminal filings, and pursue prosecution of suspects. Detectives work with counterparts in other law enforcement agencies to coordinate on criminal investigations, narcotics trafficking and serious sex offenders.

The Special Enforcement Unit applies highly focused enforcement in unique circumstances, utilizing off-road vehicles, motorcycles, boats, horses, canines, bicycles and foot patrol when needed.

The Marine Patrol Unit patrols District lakes and waterways, ensuring that environmental, boating safety and California Department of Fish and Wildlife matters are enforced.

The Mounted Patrol Unit conducts enforcement on horseback, sometimes in remote parklands, responding to lost or missing trail users and accidents. This unit also responds to urban parklands to assist in emergency evacuations.

The Volunteer Trail Safety Patrol Unit includes a Mounted Patrol, Bicycle Patrol, Hiking / Dog Patrol, Marine Safety, and Search and Rescue. Volunteers are charged with a duty to "Observe, Report, and Educate," and promote safe and courteous park and trail use by District visitors.

POLICE OPERATIONS DEPARTMENT BUDGET

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ 12,034,931	\$ 13,973,169	\$ 16,435,170	\$ 20,193,834	22.9%
Supplies	432,801	622,794	467,270	400,220	-14.3%
Services	412,536	534,047	814,000	917,884	12.8%
Grants/Inter-agency Agreements	119,888	122,884	-	-	0.0%
Equipment	62,021	126,084	-	60,000	0.0%
Intra-District Charges	184,800	-	125,000	-	-100.0%
Subtotal	\$ 13,246,977	\$ 15,378,978	\$ 17,841,440	\$ 21,571,938	20.9%
PROJECT BUDGET:					
Personnel Services	\$ 238,048	\$ 346,719	\$ 758,476	\$ 504,574	-33.5%
Supplies	-	-	-	-	0.0%
Services	-	198,197	10,000	-	-100.0%
Capital Outlay/Equip	-	473,526	-	-	0.0%
Subtotal	\$ 238,048	\$ 1,018,442	\$ 768,476	\$ 504,574	-34.3%
Total Operating/Project	\$ 13,485,025	\$ 16,397,420	\$ 18,609,916	\$ 22,076,512	18.6%
DEPARTMENTS:					
Police	\$ 13,485,025	\$ 16,397,420	\$ 18,609,916	\$ 22,076,512	18.6%
Total	\$ 13,485,025	\$ 16,397,420	\$ 18,609,916	\$ 22,076,512	18.6%
FUNDING SOURCES:					
101 General Fund	\$ 13,246,977	\$ 15,378,978	\$ 17,716,440	\$ 21,571,938	21.8%
333 Capital	-	390,175	-	-	0.0%
336 OTA Projects	238,048	628,267	768,476	504,574	-34.3%
554 Major Equip Replacement	-	-	125,000	-	-100.0%
Total	\$ 13,485,025	\$ 16,397,420	\$ 18,609,916	\$ 22,076,512	18.6%
STAFFING:					
Regular/Permanent	72.84	74.05	74.05	74.35	0.30
Seasonal/Temporary	0.00	0.00	0.00	0.00	-
Total	72.84	74.05	74.05	74.35	0.30

NON-DEPARTMENTAL BUDGET

	2022 ACTUAL	2023 ACTUAL	2024 BUDGET	2025 BUDGET	Change
OPERATING BUDGET:					
Personnel Services	\$ -	\$ -	\$ -	\$ -	-
Debt Service	19,612,514	-	39,083,330	17,586,630	-55.0%
Transfers Out	26,130,953	47,693,974	27,835,208	30,536,665	9.7%
Subtotal	\$ 45,743,467	\$ 47,693,974	\$ 66,918,538	\$ 48,123,295	-28.1%
PROJECT BUDGET:					
Services	\$ -	\$ -	\$ 7,620	\$ -	-100.0%
Transfers Out	12,382,000	23,769,342	7,978,044	9,559,068	19.8%
Subtotal	\$ 12,382,000	\$ 23,769,342	\$ 7,985,664	\$ 9,559,068	19.7%
Total Operating/Project	\$ 58,125,467	\$ 71,463,316	\$ 74,904,202	\$ 57,682,363	-23.0%
DEPARTMENTS:					
Nondepartmental	\$ 58,125,467	\$ 71,463,316	\$ 74,904,202	\$ 57,682,363	-23.0%
Total	\$ 58,125,467	\$ 71,463,316	\$ 74,904,202	\$ 57,682,363	-23.0%
FUNDING SOURCES:					
101 General Fund	\$ 13,624,129	\$ 35,186,591	\$ 19,502,959	\$ 22,681,812	16.3%
221 ECCC LLD	-	150,000	-	-	-
224 Walpert Ridge Zone	-	140,000	-	-	-
226 Measure CC	10,379	-	351,644	-	-100.0%
228 Gateway Valley Zone	-	25,000	-	-	-
231 - Las Trampas Faria CFD C-2	-	-	-	75,000	100.0%
232 - Measure FF CFD	3,218,003	3,665,896	2,021,752	2,041,307	1.0%
253 Gifts/Dickson	-	-	-	15,000	100.0%
257 Mitigation	-	-	40,973	-	-100.0%
259 ECCC HCP Properties	-	145,498	-	-	-
261 Coyote Hills/Dumbarton Quarry	787,000	-	-	-	-
333 Capital	810,768	904,245	308,305	-	-100.0%
335 Meas AA Bond Proceeds	950,829	1,872,665	7,620	180,000	2262.2%
336 OTA Projects	2,237,783	4,195,065	937,500	-	-100.0%
337 Meas WW Bond Proceeds	6,793,313	15,211,890	6,732,239	9,379,068	39.3%
338 2012 Note Proceeds	1,589,307	1,585,478	-	-	-
552 Workers' Comp	-	4,000	-	-	-
553 Major Infrastructure Reno/Repl	8,383,941	8,130,994	5,735,000	5,470,965	-4.6%
554 Major Equip Replacement	96,013	6,891	-	-	-
610 Black Diamond-Open Space	-	87,170	-	-	-
611 Black Diamond-Suncrest Homes	-	-	-	74,728	100.0%
612 Black Diamond-Moeller	-	-	-	60,000	100.0%
620 Brushy Peak-Dyer	1,500	1,500	85,120	1,500	-98.2%
621 Brushy Peak-Weaver	2,000	2,000	78,260	-	-100.0%
630 ESSP-Berkeley Meadow Ph 1	-	13,494	-	-	-
631 ESSP-Berkeley Meadow Ph 2	-	79,363	-	18,089	100.0%
640 Hayward Shoreline-Ora Loma	-	-	15,000	20,000	33.3%
641 Hayward Shoreline-Any	-	-	2,000	20,764	938.2%
650 Morgan Territory-Elsworthy	2,500	2,500	2,500	32,500	1200.0%
651 Morgan Territory-Day	-	-	-	20,000	0.0%
660 Sibley-McCosker	5,488	4,500	-	5,000	0.0%
680 MLK Shore-Damon Slough-Port	-	48,578	-	-	-
811 2012 Promissory Note Debt Svc	1,420,780	-	1,422,805	1,420,230	-0.2%
813 Meas WW Debt Svc	18,191,734	-	37,660,525	13,742,125	-63.5%
814 Meas WW Debt Svc	-	-	-	2,424,275	100.0%
Total	\$ 58,125,467	\$ 71,463,316	\$ 74,904,202	\$ 57,682,363	-23.0%
STAFFING:					
Regular/Permanent	-	-	-	-	-
Seasonal/Temporary	-	-	-	-	-
Total	-	-	-	-	-

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SECTION D
SUPPLEMENTAL INFORMATION

IN THIS SECTION

Fiscal Policies

Debt and Appropriation Limits

Livermore Area Recreation and Park District

Volunteer Support

District-Wide Personnel Allocation

Salary Schedule

Glossary

Basis of Budgeting

Budgeting for governmental funds (General Fund, special revenue funds, project funds and debt service funds) is based on a current financial resource measurement focus and the modified accrual basis of accounting. Revenues are recognized when they become measurable and available (received within 60 days of year-end) to finance expenditures of the current period. Expenditures are recorded when the related liability is incurred, except principal and interest payments on general long-term debt, which are recognized when due. Permanent funds are also budgeted on the modified accrual basis. This is the same basis of accounting as used in the fund financial statements.

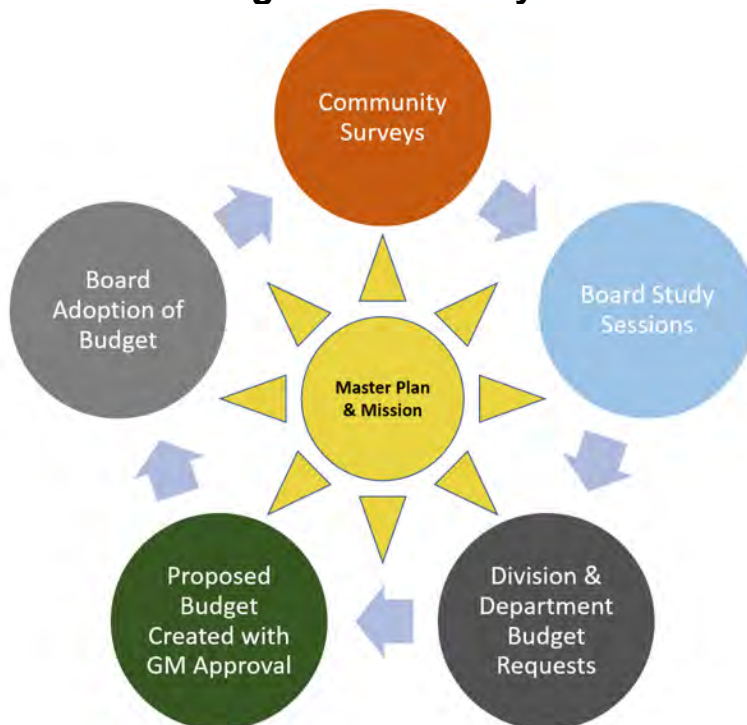
Budgets for proprietary funds (internal service funds) are accounted for using the economic resources measurement focus and the full accrual basis of accounting. Revenues are recognized in the period earned, and expenses are recognized in the period in which the liabilities are incurred. Depreciation expense is not budgeted in the proprietary funds.

Fiduciary funds, including pension type trust funds, are not budgeted by the District.

Budget Process

The District’s budget is a vital tool for establishing public policy, maintaining control over the management of resources, and implementing fiscal plans. Almost every decision, activity and program is expressed within the context of the budget.

Budget Calendar Cycle



Budget planning begins with Board workshops held January through June, which address District priorities, capital finance, and capital, land acquisitions and trail projects. At the workshops, the Board of Directors and staff discuss the priorities for these projects for the upcoming budget, including the 5-year Capital Improvement Plan.

Throughout the year, the public is invited to comment on the District's long and short-term plans, including the budget, via public board meetings held on the first and third Tuesday of each month. The Board Finance, Board Operations and Board Legislative sub-committees also offer monthly opportunities for public comment. A schedule of all public hearings is posted on the District website and at District headquarters. In addition, the public can contact District staff to provide input and feedback.

Initial budget allocations utilize the base budget approach, in which all divisions are allocated the same percentage of resources as in the prior year's base budget. Additional requests for resources are discussed and adjustments made for one-time or ongoing increases or decreases. Personnel costs are calculated based upon funded positions, and updated salary and benefit rates. The number of funded positions may be less than the number of approved positions for a particular budget, depending on the resources available.

Additionally, divisions may submit budget requests for additional appropriations. Departmental budget requests are submitted to the General Manager by early September. They are then discussed, prioritized and recommended for approval by the General Manager (GM), Deputy General Manager (DGM) and the Executive Team.

The proposed budget is formally presented to the Finance Committee and the Park Advisory Committee, where staff seeks recommendation of approval by the Board of Directors. The public is invited to two public hearings in December related to the budget, and comments are considered before the proposed budget is approved by the Board of Directors at the second public hearing in December. The approved budget becomes effective on January 1.

2025 Budget Calendar-Key Dates

June 7, 2024	Board Study Session for Priority Setting.
July	Review position allocations between General Fund, special revenue funds, capital project funds, and internal service funds.
July	Review prior, and develop next year's, performance measures by division, department and unit; develop preliminary base budget.
July 29 – August 2	Distribute base budget instructions to staff and hold budget preparation workshops.
September	Review and prioritize budget requests.
October 4	Capital Project Board Study Session
October 23	Review prior year-end audit results at Finance Committee.
November 25	Review proposed Operating, Project & Program Budget with Board Finance Committee.
November 25	Present proposed budget to Park Advisory Committee.
December 3 & 17 (public hearings)	Present proposed budget at the Board of Directors' first December meeting. The budget is adopted at the second December Board meeting.
January 1, 2025	Effective date.

Each quarter, the Finance Department presents to the Board Finance Committee a budget status update with the budget to actual analysis report. The reports provide budget versus actual

comparisons in the current year and comparisons of like quarters from the prior year. An analysis of significant variances is included for each major revenue and expenditure section of the reports.

Budget Policy

The District's Board of Directors has formally adopted the District's Budget Policy, requiring that the annual budget be balanced, with financial resources that equal or exceed uses, at the time of adoption. Financial resources include intra-governmental charges, transfers in, use of designated fund balance for designated purposes, and use of one-time resources for one-time appropriations; and uses include capital maintenance / replacement, intra-governmental charges and transfers out.

Additionally, the District follows best practices in budgeting, which include assessment of constituent needs, development of long-range plans, adherence to budget preparation and adoption procedures, monitoring of performance, and adjustment of budget as required. The budget can be amended during the year, in accordance with the Board Operating Guidelines. Board action is required to make budget adjustments in the following cases:

All increases in appropriations:

- Transfers that exceed \$100,000 when the transfer is between funds or between divisions.
- Transfer of Board contingency funds exceeding \$5,000.
- Transfer of Board contingency funds in amounts of \$5,000 or less requires a recommendation from a Board member to the Board President, followed by consensus between the Board President and the General Manager. If the request is made by the Board President, the GM will seek consensus from the Vice President. The Clerk of the Board initiates the budget adjustment, at the General Manager's request, after all approvals are received.

Budget adjustments that require the General Manager or his/her designee approval include:

- Transfer up to \$100,000 between funds or between divisions.
- Transfers that involve personnel cost and/or capital outlay budgets.
- Transfer of GM contingency funds of any amount.
- Transfers of previously appropriated funding between funds to close completed Projects and return funds to source.
- Transfers of previously appropriated funding between funds to complete multi-year Projects and fulfill Board priorities.

Budget adjustments that require approval of the General Manager, his/her designee, or the CFO / Assistant General Manager for Finance & Management Services:

- Transfers between the Capital Project Fund and Other-Than-Asset (OTA) Projects Fund to conform to capital accounting requirements, provided that the action does not change the total funding, original purpose, or the scope of the project.

Budget adjustments that require only the requesting division's AGM approval include:

- A transfer of supplies or services appropriations in any amount within one division and one fund.

Investment Policy

The District's Investment Policy is updated annually and approved in accordance with State law. The purpose of this policy is to provide guidance and direction for the prudent investment of District funds, and to foster the creation of a systematic and controlled investment process. The ultimate goal is to maximize the efficiency of the District's cash management system, and to enhance the economic status of the District, while protecting its pooled cash.

The District's policy is to invest public funds in a prudent manner, providing the highest yield with the maximum security of principal invested, while also meeting the daily cash flow requirements of the District. Also, the District's policy is to conform to all applicable federal, state and local statutes governing the investment of public funds.

The investment of funds is governed by the California Government Code Section 53601 et seq., and by California Government Code Section 53630 et seq. Funds on deposit in banks must be federally insured or collateralized in accordance with the provisions of California Government Code Section 53630 et seq.

Reserve Policy

During 2013 the Board of Directors adopted the General Fund Reserve (Unassigned) Fund Balance Policy 6.0. The purpose of this policy is not only to determine an appropriate amount for the unassigned fund balance (which is currently 32% of annual revenue), but also to define and articulate the intent and uses of the reserve. The policy outlines factors used in determining a prudent reserve amount and requires that the CFO review and adjust percentage at least as often as every five years. The CFO reviewed the policy during 2024 and presented to the Finance Committee at their May meeting with no changes recommended.

Additionally, the Board of Directors and management has committed or assigned, fund balance in the General Fund, the Project Funds and Special Revenue Funds as follows. In 2024 the Park District eliminated two of its committed fund balances: the Revenue-Take Away Contingency and Workers Compensation Contingency because they were already included in the Unassigned Fund Balance:

General Fund

- Election costs (\$2.2 million), which will be used in the event elected officials encounter challenges and the District is required to include Board of Director positions on the election ballot. The fund balance eliminates the necessity of appropriating operating funds during election years when the obligation of election costs is not known until the candidate filing deadlines mid-way through the budget cycle, thus stabilizing operating expenditures.
- Legal Contingency (\$1 million), assigned to cover unanticipated, large legal costs, thus freeing annual budget appropriations in excess of normal and usual legal costs.
- Budgeted First Quarter Expenditures (approximately \$16.6 million), restricted and/or assigned to cover first quarter expenditures. The District receives 50% of property tax revenue (the major General Fund revenue source) in December of the preceding year. The prior year revenue is required to cover the first quarter of the succeeding year's expenditures, as the second property tax payment is not

received until April. By putting constraints on the fund balance, it is evident that these resources are not available for expenditure.

- Pension Trust (approximately \$6.8 million), for future increased pension costs related to the CalPERS Miscellaneous Plan.

Project Fund

- Fire fuel reduction grant match (\$380,245) was originally (1992) funded through FEMA reimbursement for 1991 fire disaster and accounted for in special revenue fund. It was transferred to project fund and is intended as resources to fund matching requirements of future fire fuel reduction grants. The Board's commitment was affirmed in 2012.
- Land acquisition and development committed fund balance (currently \$8.3 million) was originally recorded in 1980 District financial statement. The original amount was \$1.3 million, which is adjusted annually for revenue and expenditures tracked as "District-Committed Land Acquisition" funding (DCLA). The Board's commitment was affirmed in 2012.
- As of December 2023, \$33.9 million is committed to cover the costs of unfinished projects whose budgets were previously approved via board action.

Mitigation Fund

- Funds (\$1.4 million) received from specific developers, committed for mitigation at specific locations including revenue from: Vasco Caves/Northwind, Waterbird/Chevron, Brushy Peak/Republic Service.

Coyote Hills-Dumbarton Quarry

- Revenue received from "tipping fees" (\$128,000) is committed for construction of the Dumbarton Quarry campground project.

Debt Policy

The District adopted a Debt Policy in 2017 as required by State law, and in order to protect the District's sound financial position. The Debt Policy describes purposes for which debt proceeds may be used, the types of debt that may be issued, the relationship of the District's debt to its capital improvement program, policy goals related to debt, and internal controls to ensure that proceeds are directed to the intended use.

Additionally, the District has entered into bond covenants that obligate the District to appropriate funds for debt service, provide secondary market disclosure, and report the balances of outstanding debt in its audited financial statements.

The District is empowered and is obligated to levy ad valorem taxes, without limitation as to rate or amount upon certain property subject to taxation, within the District for the payment of interest and principal of the Measure WW bonds. The District's credit ratings for its General Obligation Bonds are "Aaa" from Moody's Investor Service and "AAA" from Standard & Poor's. Its credit rating for its Promissory Notes is Aa1.

Transfers

Transfers are included in the budget to account for the reallocation of resources from one fund to another. Transfers in are included in “Other Resources” and transfers out are included in “Other Uses” in the preceding budget schedules. Note that the project fund column includes transfers into the project funds and out of the debt proceeds funds, all of which are included in the project fund column. Detail of transfers included in this budget can be found in “Budget Transfers” at the end of Section B of this document.

Fiscal Policy Review

The Park District regularly reviews and updates its Financial Policies & Procedures. In this past fiscal year, two new policies were added: Capital Projects Prioritization and Sponsorship Policy.

Legal Debt Limitations

The Public Resources Code Section 5568 specifies the debt limits of the District. According to this section, the District may, for the purpose of acquiring, constructing, or completing any improvement or improvements authorized, or for the purpose of acquiring any land or other property necessary or useful therefore, the Board of Directors may incur an indebtedness not to exceed 15% of the assessed valuation of the real and personal property situated in the District.

Public Resources Code Section 5544.2 allows for the District to issue Promissory Notes as unconditional obligations of the District, payable out of general fund revenues, but limited to the amount of anticipated tax revenues for the next five-year period.

The District may issue bonds for the indebtedness under and in full compliance with the provisions of Article 1 (commencing with Section 43600) of Chapter 4 of Division 4 of Title 4 of the Government Code. The provisions of that chapter, as they may exist from time to time and insofar as they may be applicable, shall govern all District bond issues, and the Board of Directors, as the legislative branch of the District, is authorized to do all acts and things which may be done by the legislative branch of cities, towns, and municipal corporations in the incurring of indebtedness and the issuance and sale of bonds.

Appropriation Limit

The voters of California during a special election in 1979 approved Article XIII-B of the State of California Constitution. This legislation, commonly referred to as either "Proposition 4" or the "Gann Initiative," restricts the total amount of appropriations allowed in any given fiscal year from the "proceeds of taxes." In 1980, the State Legislature added Section 9710 to the Government Code which required the governing body of each local jurisdiction to establish, by resolution, an appropriations limit for the following year. The appropriation limit for any fiscal year was equal to the previous year limit, adjusted for population changes and the change in the U.S. Consumer Price Index (or California per Capita Personal Income, if less). The necessary statistical information is provided each year by the California Department of Finance.

In June 1990, the voters modified the original Article XIII-B (Proposition 4) with the passage of Proposition 111 and its implementing legislation (Senate Bill 88). Beginning with the 1990-91 appropriations limit, an agency may choose annual adjustment factors. The adjustment factors include the growth in the California Per Capita Income or the growth in non-residential assessed valuation due to construction within the jurisdiction and population growth within the County. Under Proposition 4, if an agency ends the fiscal year having more proceeds of taxes than the limit allows, it must return the excess to the taxpayers within two years (either by reducing taxes levied or fees charged).

Calculation of Limitation

The appropriation limit of \$547,773,159 far exceeds the applicable District appropriations subject to limit of \$206,835,242 in the 2025 budget. The General Fund is the only fund with general property tax. The applicable District appropriations are calculated based upon property tax revenue, plus allocated interest revenue, less capital outlay and unfunded mandate exclusions. The Gann Limit is calculated with data from the proposed budget.

EAST BAY REGIONAL PARK DISTRICT
GANN CALCULATION WORKSHEET
2025 Budget

Appropriation Limit for 2024		\$527,755,360
Adjustment Factors:		
Population Factor (Alameda/Contra Costa combined)	1.0017	
Economic Factor	1.0362	
Calculation of Factor for 2024 (Population x Economic Factors)	1.0379	
Appropriation Limit for 2025		\$ 547,773,159

Livermore Area Recreation and Park District

In the fall of 1992, the District annexed the eastern portion of Alameda County. This 276-square mile annexation allowed the District to expand and provide regional parks, open space and trail services throughout all of Alameda County. The annexation was negotiated through a liaison committee consisting of Livermore Area Recreation and Park District (LARPD) and District Board members. LARPD and the District worked together and determined that the most effective, appropriate means for providing a proper level of parks, recreation and open space facilities and services to the people of Murray Township was for each agency to take primary responsibility for facilities most in alignment with its core mission.

This liaison resulted in an ongoing cooperative effort by both agencies. The District assumed responsibility for acquisition and development of future regional parks, open space areas and trails within Murray Township and for related maintenance and operations. LARPD continued to assume primary responsibility for existing LARPD facilities and programs as well as for all future Murray Township community and local parks and recreation facilities, and related maintenance and operations. The Liaison Committee meets regularly to address matters of concern with respect to implementation of the cooperative and complementary functions of the two districts.

Since 1993, the District has received a share of Murray Township property tax revenues as General Fund revenue to support this program. This financial approach has not and will not increase the tax burden of Murray Township residents and represents a 3% allocation of the assessed valuation that exceeds the Base Year. In 2024 the District continues to operate several major parks and facilities within and directly serving Murray Township, including Del Valle, Camp Arroyo at Del Valle, Shadow Cliffs and Brushy Peak. The District budgets operating funding for trail grading and paving, maintenance and repairs, mowing, sanitation, police and fire services, lifeguards, utilities, signage, brochures, and similar park expenses. Operating budgets for Del Valle, Camp Arroyo, Brushy Peak and Shadow Cliffs Recreation area in 2025 exceed \$5.5 million per year.

Starting from the initial joint acquisition of the first parcel of Brushy Peak in the early 1990's, both agencies have successfully pursued the opening of Brushy Peak, North of Livermore. In 2006, following ten years of effort, the District completed the acquisition of over 1,500 acres at a cost of \$5 million, completed restoration, planning, construction of parking, fencing, trail and roadway improvements and opened Brushy Peak to the public. In 2009, continued cooperation and joint funding resulted in the acquisition of the final intervening parcel of land between Camp Arroyo and Veteran's Park, which will preserve and expand lands adjacent to Sycamore Grove and allow construction of one of the last remaining gaps in the Shadow Cliffs to Del Valle Regional Trail in the coming years. Both agencies are now cooperating on the final roadway under-crossing and trail construction necessary to complete this important trail link.

The 2025 budget includes a continuing annual appropriation of \$200,000 in the General Fund for payment to LARPD to provide continued assistance with priority projects, and to provide operating support for our cooperative interests in the area.

VOLUNTEER INFORMATION

The Volunteer Program consists of a variety of District-wide as well as park-specific programs. Inter-departmental coordination is achieved through standardized procedures, meetings, and training facilitated by the Volunteer/Docent Coordinators and the Volunteer Program Supervisor.

The East Bay Regional Park District's volunteer programs experienced notable growth in 2024. In 2024, a total of 167 programs and events were held, with 502 occurrences throughout the year. These programs engaged 7,705 participants, who collectively contributed 23,361 hours of service.

The Community Services & Volunteers department coordinates and supports all Volunteer Coordinators and District-wide Volunteer Programs, in park volunteer opportunities, docent and Botanic Garden Volunteers. In addition, staff arrange volunteer projects for individuals, public and private-sector groups of all sizes, and Boy/Girl Scouts service projects. This coordination ensures all logistics, paperwork, and program requirements are completed and communicated accurately between the park staff and interested volunteers. The Community Services & Volunteer team also supplies necessary tools, resources, snacks, thank you items, and can provide day-of support staff to assist park staff to make the event safe, fun, and memorable for our volunteers while achieving project goals.

A selection of the most common volunteer programs and events are highlighted below with descriptions of each volunteer opportunity.

I. District-wide Volunteer Programs:**a. Ivan Dickson Volunteer Trail Maintenance Program**

Trail Development staff coordinates maintenance projects at various parks such as pruning, erosion control, sign-post installation, trail improvements, and new trail construction. This program has largely focused on the Briones Pilot Project (Section I.g.), however there were specific Volunteer Trail Programs hosted at both Wildcat Canyon and Tilden working alongside the NICCA this year. The community building created by volunteer service has helped to mend relationships with park users, especially in the Mountain Biking Community.

b. Stewardship and Wildlife Volunteers

Under supervision and coordination of the Stewardship department, volunteers work to protect the Park District's natural resources through conservation projects and field research assistance. Trained volunteers help monitor birds, grassland-dwelling reptiles, and small mammal populations. Programs include Doc Quack's Wildlife Volunteers, Wildlife Insights Camera Cataloging groups, and the Integrated Pest Management (IPM) program.

c. Volunteer Trail Safety Patrol

Volunteer Trail Safety Patrol members work with Public Safety Staff to preserve the safety of the public and protection of the East Bay Regional Park District's natural, cultural, and historical resources. Volunteer Trail Safety Patrol members also educate visitors about District resources, programs, facilities, and rules; observe and report safety issues, incidents, and emergencies; foster positive relationships among user groups; and assist at some public events across the regional parks.

d. Regional Parks Ambassadors

Ambassadors are volunteers from the community who enjoy interacting with the public and providing information about the Park District, sharing their favorite parks, trails, and more.

They assist the Public Affairs staff by going to non-district events and tabling to promote the parks and our programs. In 2024, there were 27 programs where over 40 volunteers provided over 160 hours of service.

e. Archive Volunteers

Archive Volunteers help us keep the Park District's history organized and accessible. This important work assists Public Affairs archival staff by ensuring the District's history and legacy are cataloged and preserved for future generations.

f. Docent Volunteer Educators

Each of the Park Districts visitor centers trains Docent Volunteer Educator's teams who assist Interpretation and Recreation staff with special events, visitor center operations, and school group tours. Further details of this are provided below in Section III.

g. Briones Pilot Project: Volunteer Dig Days

This multi-departmental collaboration between the Park District, equestrians, and the mountain biking community brings together volunteers with trained staff to maintain approved mountain bike trails, while also restoring bootleg trails to a more natural state. The project launched in 2023 and has included four work days between May- October 2024.

h. District Wide Volunteer Events

Community Services & Volunteers Staff coordinate volunteer participation in a variety of District-wide Community Volunteer events. These include the Martin Luther King Jr. Day of Service in January, Earth Day Celebrations in April, and the California Coastal Cleanup Day in September. Each of these events has seen great increases in participation. In 2024, the MLK Day of Service featured 3 programs, engaging a total of 762 participants, who collectively contributed 2,286 hours of service. Earth Day activities included 11 programs, with 1,075 participants contributing 3,225 hours of service. For Coastal Cleanup Day, there were 10 programs, with 1,661 participants who dedicated 4,983 hours to environmental cleanup efforts.

i. Volunteer Appreciation Event

Annually, the Community Services & Volunteers team hosts a Volunteer Appreciation event. In 2024, it was held at Little Hills event space. The event included a picnic buffet, ice cream, games, a dunk tank, speeches, and a token gift. Volunteers are invited based on their participation throughout the year, with 149 volunteers and 32 staff joining us for the event in 2024.

II. Operations Volunteer Programs (Park-specific programs) or Park Improvement Projects

Many regional parks host their own habitat restoration, resource enhancement, and trail maintenance projects using individual volunteers as well as corporate groups, organized community youth, and conservation groups. These projects are coordinated by the Community Services & Volunteers staff.

These programs are broken into four categories: Habitat Restoration, Park and Shoreline Cleanups, Garden and Orchard Maintenance, and Invasive Plant Removal. Each are using our new online registration system, Samaritan, to provide reoccurring volunteer opportunities to the public.

a. Habitat Restoration

Volunteers play a vital role in the management of the East Bay Parks and in return learn about

land stewardship and resource conservation. These programs improve the quality of life for our communities, wildlife, and our shared natural areas.

Reoccurring 2024 programs occurred at Dumbarton Quarry Campground on the Bay, Encinal Beach, Leona Canyon Open Space Regional Preserve, Point Pinole Regional Shoreline: Atlas Staging Area, Shadow Cliffs Regional Recreation Area, and Wildcat Canyon - Alvarado Staging Area.

b. Invasive Plant Removal

Native plants and animals need native habitats to thrive! Volunteers help to remove the more problematic species to ensure the welfare of species native to the Bay Area.

Reoccurring 2024 programs occurred at Anthony Chabot Regional Park, Diablo Foothills Regional Park, Encinal Beach, Huckleberry Botanic Regional Preserve, Reinhardt Redwood Regional Park, Roberts Regional Recreation Area, Sibley Volcanic Regional Preserve, and Tilden Regional Park

c. Park & Shoreline Cleanups

Trash in our communities makes its way to our shorelines and parks. Volunteers help us keep our parks and communities looking their best by joining a cleanup.

Reoccurring 2024 programs occurred at Anthony Chabot Regional Park, Del Valle Regional Park, Hayward Regional Shoreline, Point Pinole Regional Shoreline, Martin Luther King Jr. Regional Shoreline, Point Isabel Regional Shoreline, Radke Martinez Regional Shoreline, Robert W. Crown Memorial State Beach, and Temescal Regional Recreation Area

d. Garden and Orchard Maintenance

The Gardens at the East Bay Parks are a source of pride for staff and volunteers alike. Volunteers help with a multitude of tasks to ensure the gardens and orchards thrive.

The following areas, services, and groups are included in this section : Coyote Hills Nectar Garden Maintenance, Don Castro Garden Maintenance, Dry Creek Garden Volunteers, Garden and Orchard Volunteer Opportunities, Iris Garden at Dry Creek Volunteers, Apple Orchard at Garin Volunteers, Kennedy Grove Regional Recreation Area - Nectar Garden Maintenance, Quarry Lakes Regional Recreation Area, Crown Beach: Native Plant Garden at the Bath House, and Crab Cove Visitor Center: Native Plant Garden.

III. Docent Programs:

Volunteer docents assist interpretive staff in presenting tours, school programs and other interpretive activities. They also provide support for special events at the visitor centers. All participants are required to attend an intensive training program and meet federal and state requirements to work with school children.

- a) Ardenwood Historic Farm: Docents assist with educational programs and historic farming activities. Wearing late-1800s period costumes, they help demonstrate turn-of-the-last century farm life through activities such as corn grinding, rope making, cooking demonstrations on an antique wood-burning stove, cider pressing, ice cream making, and historic crafts and games including spinning, toy-making, sack races, tug-of-war, and stilt-walking. Docents assist with hands-on activities during public programs, school program Station Days and special events including Sheep Shearing Day, Mother's Day, Memorial Day Open House, Old-Fashioned

Independence Day, Historic Rail Fair, and the Harvest Festival. Docents also assist with Monarch butterfly programming for schools and the public in the winter months.

- b) Big Break Visitor Center at the Delta: Docents assist with school and public programs including campfires, special events, walks, citizen science programs, and wetland programs. Docents support Visitor Center staff by acting as Visitor Hosts in the center and at the Delta Discovery Experience. Additionally, docents support staff with “behind the scenes” operations by acting as photographers to document events, organizing program photos for future use, proof reading items to be published and preparing props for programs.
- c) Black Diamond Mines Regional Preserve: Docents support a multitude of interpretive programs and special events, including Mine Open Houses, in addition to regularly helping with school groups at Rose Hill Cemetery. They also assist with cemetery restoration, and with cataloging artifacts from the park’s sand and coal mining eras, as well as Native American cultural objects. They research historical periods and help in the design of appropriate programs. They are regularly trained in underground safety, as are all staff who serve in the mines.
- d) Coyote Hills Regional Park: Docents assist with nature walks, Ohlone cultural programs, youth programs, weekend programs like Discovery Days, Cart of Curiosities, open houses, and special events, including the Apple Festival, the Gathering of Ohlone Peoples and the Butterfly & Bird Festival.
- e) Crab Cove Visitor Center: From the shores of the San Francisco Bay to the towering Redwoods of the Oakland hills, docents assist naturalists at a variety of parks throughout the Central East Bay. Activities include helping with educational school programs including Cove Days and scavenger hunts in the Visitor Center. During the summer, docents assist with campfire programs and the July 4th Parade. These volunteers also help with beach clean-up and citizen science projects, Docents support special events including Alameda’s Sandcastle Contest, the Annual Fish Festival, Splash into Spring, Earth Day, and open houses on holidays.
- f) Del Valle Regional Park: Docents assist with educational and public programs focusing on stream ecology, lake ecology, geology, pioneer history, and local Ohlone culture. Docents also act as hosts in the Del Valle Visitor Center and assisting with special projects.
- g) Mobile Education Outreach: Trained volunteers support the Mobile Fish Exhibit and Mobile Visitor Center during outreach school programs and special events. They also assist with maintenance of the Aquarium Lab at Crown Beach.
- h) Sunol Regional Wilderness: Docents assist with educational programs that explore local Ohlone and California history, stream ecology, wildlife, and plant studies. They also support events such as the Cowboy Hootenanny, the Sunol Wildflower Season, and perform conservation projects. Sunol docents support interpretive and school programs across the Southeast Interpretive Sector and with the Mobile Visitor Center II.
- i) Tilden Nature Area: Docents help lead school programs such as pond and insect studies, provide demonstration activities at the Little Farm, and assist the interpretive staff with other projects and events as needed.

IV. Botanic Garden Volunteers

Regional Parks Botanic Garden: Garden volunteers assist staff by doing light gardening work such as weeding, raking or nursery work. Trained docents lead tours of the Garden for weekend visitors and special groups. Plant Sale volunteers help propagate and maintain potted California

native plants offered for sale to the public to support the Garden. The board of the Garden's Friends group helps publicize and raise funds for the Garden.

V. Interpretation and Recreation Volunteer Opportunities

a) Ardenwood Historic Farm: Volunteers assist the gardener with planting, weeding and care in the Victorian Gardens around the historic Patterson House Museum as well as the herb garden, cutting garden, butterfly garden and heirloom vegetable garden.

b) Tilden Farm Volunteers: Volunteers will assist farmers with various chores around the farm and working farm animals.

c) Teens Talk Trash at Del Valle: a program specifically designed for teens and youth; Del Valle interpreters work to keep Del Valle looking its best while allowing students to earn community services hours.

VI. Online Volunteer Database (Samaritan)

Samaritan is a combined scheduling / database system that links volunteer programs, school programs, community events, and the park's transportation tracking into one program. Maintained and managed by the Community Services and Volunteer Program Supervisor, the online Volunteer database allows all the Park District's volunteer opportunities to be scheduled and tracked in one place. This allows reports to be readily available and for Service Agreements and waivers to be stored online.

SUPPLEMENTAL INFORMATION

PERSONNEL ALLOCATION

DEPARTMENT/LOCATION/DESCRIPTION			2022	2023	2024	2025	Change
GENERAL MANAGER'S OFFICE							
2010	000	Administration					
		General Manager	1.000	1.000	1.000	1.000	0.000
		Deputy General Manager	1.000	2.000	2.000	2.000	0.000
		Principal Project Manager	0.000	0.000	0.000	1.000	1.000
		Administrative Support Manager	1.000	0.000	0.000	0.000	0.000
		Management Analyst	1.000	1.000	1.000	1.000	0.000
		Assistant to the General Manager	0.000	1.000	1.000	1.000	0.000
		Executive Assistant to the General Mgr	0.000	0.000	1.000	1.000	0.000
		Executive Assistant	4.000	2.000	1.000	1.000	0.000
		*Intern	0.000	1.000	1.000	1.000	0.000
		Dept Total	8.000	8.000	8.000	9.000	1.000
2011	000	Governmental & Legislative Affairs					
		Chief, Gov & Legislative Affairs	1.000	1.000	1.000	0.000	-1.000
		Division Lead, Gov & Legislative Affairs	0.000	0.000	0.000	1.000	1.000
		Legislative & Policy Mgmt Analyst	1.000	1.000	1.000	1.000	0.000
		Executive Assistant	1.000	1.000	1.000	0.000	-1.000
		Legislative Assistant	1.000	1.000	1.000	1.000	0.000
		Dept Total	4.000	4.000	4.000	3.000	-1.000
2012	000	Office of Equity					
		Equity Officer	0.000	1.000	1.000	1.000	0.000
		Management Analyst	0.000	1.000	1.000	1.000	0.000
		Dept Total	0.000	2.000	2.000	2.000	0.000
2020	000	Clerk of the Board					
		Clerk of the Board	1.000	1.000	1.000	1.000	0.000
		Assistant Clerk of the Board	1.000	1.000	1.000	1.000	0.000
		Executive Assistant	1.000	1.000	1.000	2.000	1.000
		Dept Total	3.000	3.000	3.000	4.000	1.000
		Division Total	15.000	17.000	17.000	18.000	1.000
		Permanent Staff	15.000	16.000	16.000	17.000	1.000
		Seasonal/Temporary Staff	0.000	1.000	1.000	1.000	0.000
		All Personnel	15.000	17.000	17.000	18.000	0.000
ACQUISITION, STEWARDSHIP & DEVELOPMENT DIVISION							
7010	000	Administration					
		Assistant General Manager	1.000	1.000	1.000	1.000	0.000
		Management Analyst	1.000	1.000	1.000	1.000	0.000
		Senior Executive Assistant	1.000	1.000	1.000	1.000	0.000
		Senior Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		*Intern	0.000	1.500	1.500	1.500	0.000
		Dept Total	4.000	5.500	5.500	5.500	0.000
DESIGN & CONSTRUCTION DEPARTMENT							
7110	000	Administration					
		Chief of Design & Construction	1.000	1.000	1.000	0.000	-1.000
		Division Lead, Design & Construction	0.000	0.000	0.000	1.000	1.000
		Administrative Analyst I	1.000	1.000	1.000	1.000	0.000
		Unit Total	2.000	2.000	2.000	2.000	0.000
7120	000	Design					
		Design Manager	1.000	1.000	1.000	1.000	0.000
		Civil Engineer	2.000	2.000	2.000	2.000	0.000
		Landscape Architect	1.000	1.000	1.000	1.000	0.000
		Project Coordinator	1.000	1.000	1.000	1.000	0.000
		Civil Engineering Technician	2.000	2.000	2.000	2.000	0.000
		Unit Total	7.000	7.000	7.000	7.000	0.000
7130	000	Construction Management					
		Survey and Construction Inspection Manag	1.000	1.000	1.000	1.000	0.000
		Administrative Analyst I	1.000	1.000	1.000	1.000	0.000
		Supervising Land Surveyor	1.000	1.000	1.000	1.000	0.000
		Field / Office Surveyor	2.000	2.000	2.000	2.000	0.000
		Supervising Construction Inspector	1.000	1.000	1.000	1.000	0.000
		Construction Inspector	4.000	4.000	4.000	4.000	0.000
		Drafting Technician	1.000	1.000	1.000	1.000	0.000
		Field Survey Technician	1.000	1.000	1.000	1.000	0.000
		Unit Total	12.000	12.000	12.000	12.000	0.000

* Seasonal/Temporary, or Limited Term FTE.

SUPPLEMENTAL INFORMATION

PERSONNEL ALLOCATION

DEPARTMENT/LOCATION/DESCRIPTION	2022	2023	2024	2025	Change
7140 000 Project Management					
Capital Projects Manager	1.000	1.000	1.000	1.000	0.000
Project Manager	1.000	1.000	1.000	1.000	0.000
Project Coordinator	1.000	1.000	1.000	1.000	0.000
Architect	1.000	1.000	1.000	1.000	0.000
Landscape Architect	2.000	2.000	2.000	2.000	0.000
Unit Total	6.000	6.000	6.000	6.000	0.000
7150 000 Restoration Project Unit					
Restoration Project Manager	1.000	1.000	1.000	1.000	0.000
Project Manager	0.000	0.000	0.000	1.000	1.000
Project Coordinator	1.000	1.000	1.000	1.000	0.000
Civil Engineer	1.000	1.000	2.000	2.000	0.000
Unit Total	3.000	3.000	4.000	5.000	1.000
Dept Total	30.000	30.000	31.000	32.000	1.000

PLANNING / GIS DEPARTMENT

7320 000 Interagency Planning					
Chief of Planning, Trails & GIS	1.000	1.000	1.000	0.000	-1.000
Division Lead, Planning, Trails & GIS	0.000	0.000	0.000	1.000	1.000
Planning Manager	0.000	0.000	0.000	1.000	1.000
Administrative Analyst I	1.000	1.000	1.000	1.000	0.000
Senior Administrative Specialist	1.066	1.066	1.066	1.000	-0.066
Unit Total	3.066	3.066	3.066	4.000	0.934
7321 000 Advance Planning Unit					
Principal Planner	1.000	1.000	1.000	1.000	0.000
Senior Planner	2.000	2.000	2.000	1.000	-1.000
Planner	1.000	1.000	1.000	1.000	0.000
Cultural Services Coordinator	1.000	1.000	0.000	0.000	0.000
Unit Total	5.000	5.000	4.000	3.000	-1.000
7322 000 Current Planning Unit					
Principal Planner	1.000	1.000	1.000	1.000	0.000
Senior Planner	1.000	1.000	1.000	2.000	1.000
Planner	2.000	2.000	2.000	1.000	-1.000
Project Coordinator	0.000	1.000	1.000	1.000	0.000
Unit Total	4.000	5.000	5.000	5.000	0.000
7323 000 Cultural Resources Unit					
Principal Planner	0.000	0.000	1.000	1.000	0.000
Cultural Resources Coordinator	0.000	0.000	0.000	1.000	1.000
Cultural Services Coordinator	0.000	0.000	1.000	0.000	-1.000
Unit Total	0.000	0.000	2.000	2.000	0.000
7324 000 GIS Services Unit					
GIS Supervisor	1.000	1.000	1.000	1.000	0.000
GIS Analyst	1.000	2.000	2.000	2.000	0.000
GIS Programmer	2.000	1.000	1.000	1.000	0.000
GIS Technician	2.000	2.000	2.000	2.000	0.000
Unit Total	6.000	6.000	6.000	6.000	0.000
7325 000 Trails Program Unit					
Trails Program Manager	1.000	1.000	1.000	1.000	0.000
Trails Coordinator	1.000	1.000	1.000	1.000	0.000
Senior Planner	1.000	1.000	1.000	1.000	0.000
Planner	0.000	0.000	0.000	1.000	1.000
Unit Total	3.000	3.000	3.000	4.000	1.000
Dept Total	21.066	22.066	23.066	24.000	0.934
7330 000 Land Acquisition					
Chief of Land Acquisition	1.000	1.000	1.000	0.000	-1.000
Division Lead, Land Acquisition	0.000	0.000	0.000	1.000	1.000
Real Estate Manager	1.000	1.000	1.000	1.000	0.000
Senior Real Property Specialist	1.000	1.000	1.000	1.000	0.000
Real Property Specialist	2.000	2.000	2.000	2.000	0.000
Administrative Analyst II	1.000	1.000	1.000	1.000	0.000
Dept Total	6.000	6.000	6.000	6.000	0.000

STEWARDSHIP DEPARTMENT

7420 000 Stewardship Administration					
Chief of Stewardship	1.000	1.000	1.000	0.000	-1.000
Division Lead, Stewardship	0.000	0.000	0.000	1.000	1.000
Senior Administrative Specialist	1.000	1.000	1.000	1.000	0.000
Administrative Analyst II	1.000	1.000	1.000	1.000	0.000
Ecologist	1.000	1.000	1.000	0.000	-1.000
Unit Total	4.000	4.000	4.000	3.000	-1.000

* Seasonal/Temporary, or Limited Term FTE.

SUPPLEMENTAL INFORMATION

PERSONNEL ALLOCATION

DEPARTMENT/LOCATION/DESCRIPTION	2022	2023	2024	2025	Change
7430 000 Wildlife Management					
Wildlife Program Manager	1.000	1.000	1.000	1.000	0.000
Ecologist	1.000	1.000	1.000	1.000	0.000
Wildlife Biologist	2.000	2.000	2.000	2.000	0.000
Unit Total	4.000	4.000	4.000	4.000	0.000
7440 000 Wildland Vegetation Management					
Ecological Services Coordinator	1.000	1.000	1.000	1.000	0.000
Wildland Vegetation Program Manager	1.000	1.000	1.000	1.000	0.000
Rangeland Specialist	1.000	1.000	1.000	1.000	0.000
Botanist	1.000	1.000	1.000	1.000	0.000
Ecologist	0.000	0.000	0.000	1.000	1.000
Vegetation Ecologist	1.000	2.000	2.000	2.000	0.000
Natural Resource Technician I	0.000	0.000	0.000	1.000	1.000
Unit Total	5.000	6.000	6.000	8.000	2.000
7465 000 Fisheries Mgmt					
Fisheries Program Manager	1.000	1.000	1.000	1.000	0.000
Fisheries Biologist	1.000	1.000	1.000	1.000	0.000
Ecological Services Coordinator	0.000	0.000	0.000	1.000	1.000
Unit Total	2.000	2.000	2.000	3.000	1.000
7480 000 Environmental Services					
Ecological Services Manager	1.000	1.000	1.000	1.000	0.000
Ecological Services Coordinator	3.000	3.000	3.000	2.000	-1.000
Unit Total	4.000	4.000	4.000	3.000	-1.000
7481 000 Integrated Pest Mgmt Program					
Integrated Pest Mgmt Specialist	1.000	1.000	1.000	1.000	0.000
Ecologist	1.000	1.000	1.000	1.000	0.000
Vegetation Ecologist	2.000	2.000	2.000	2.000	0.000
*Interpretive Student Aide II	0.500	0.500	0.500	0.500	0.000
Unit Total	4.500	4.500	4.500	4.500	0.000
7482 000 Water Management					
Water Management Supervisor	1.000	1.000	1.000	1.000	0.000
Water Management Technician	1.750	1.750	1.750	2.000	0.250
Unit Total	2.750	2.750	2.750	3.000	0.250
Dept Total	26.250	27.250	27.250	28.500	1.250
Division Total	87.316	90.816	92.816	96.000	3.184
Permanent Staff	86.816	89.316	91.316	94.500	3.184
Seasonal/Temporary Staff	0.500	1.500	1.500	1.500	0.000
All Personnel	87.316	90.816	92.816	96.000	3.184

FINANCE & MANAGEMENT SERVICES DIVISION

4110 000 Administration					
AGM, Finance & Mgmt Svcs. CFO	1.000	1.000	1.000	1.000	0.000
Assistant Finance Officer	1.000	1.000	1.000	1.000	0.000
Executive Assistant	0.750	0.750	0.750	0.000	-0.750
Management Analyst	0.000	0.000	1.000	1.000	0.000
Administrative Analyst II	2.000	2.000	1.000	1.000	0.000
*Intern	0.000	0.250	0.250	0.250	0.000
Dept Total	4.750	5.000	5.000	4.250	-0.750
4130 000 Grants					
Grants Manager	1.000	1.000	1.000	1.000	0.000
Administrative Analyst II	1.000	1.000	1.000	1.000	0.000
Accounting Technician	1.000	1.000	1.000	1.000	0.000
Dept Total	3.000	3.000	3.000	3.000	0.000
4140 000 Finance					
Assistant Finance Officer	2.000	2.000	2.000	2.000	0.000
Accounting Manager	1.000	1.000	1.000	1.000	0.000
Audit Manager	1.000	1.000	1.000	1.000	0.000
Finance Manager	0.000	0.000	0.000	1.000	1.000
Budget Manager	1.000	1.000	1.000	0.000	-1.000
Executive Assistant	1.000	1.000	1.000	1.000	0.000
Administrative Analyst I	1.000	1.000	0.000	0.000	0.000
Administrative Analyst II	1.000	1.000	1.000	1.000	0.000
Finance Analyst	0.000	0.000	1.000	1.000	0.000
Finance Supervisor	2.000	2.000	2.000	2.000	0.000
Accountant	2.000	3.000	3.000	3.000	0.000
Accounting Specialist	3.000	3.000	3.000	4.000	1.000
Accounting Technician	6.000	6.000	6.000	6.000	0.000
Dept Total	21.000	22.000	22.000	23.000	1.000

* Seasonal/Temporary, or Limited Term FTE.

SUPPLEMENTAL INFORMATION

PERSONNEL ALLOCATION

DEPARTMENT/LOCATION/DESCRIPTION			2022	2023	2024	2025	Change
4150	000	Information Services					
		Chief Information Officer	1.000	1.000	1.000	1.000	0.000
		Information Services Systems Manager	1.000	1.000	1.000	1.000	0.000
		Application Manager	0.000	0.000	1.000	1.000	0.000
		Systems Administrator	1.000	1.000	1.000	1.000	0.000
		Cybersecurity Administrator	0.000	0.000	1.000	1.000	0.000
		Administrative Analyst I	1.000	1.000	1.000	1.000	0.000
		IS Project Coordinator	0.000	1.000	1.000	1.000	0.000
		Business Analyst	3.000	3.000	3.000	4.000	1.000
		Senior IS Support Technician	1.000	1.000	1.000	1.000	0.000
		Info Systems Support Technician II	4.000	5.000	5.000	5.000	0.000
		Dept Total	12.000	14.000	16.000	17.000	1.000
4160	000	Office Services					
		Facilities Manager	1.000	1.000	1.000	1.000	0.000
		Building/Grounds Aide	2.000	2.000	2.000	2.000	0.000
		Messenger/Mail Clerk	1.000	1.000	1.000	1.000	0.000
		Office Assistant	1.000	2.000	2.000	2.000	0.000
		Administrative Specialist	1.000	0.000	0.000	0.000	0.000
		Copy Room Technician	1.000	1.000	1.000	1.000	0.000
		*Office Assistant	0.720	0.720	0.720	0.720	0.000
		Unit Total	7.720	7.720	7.720	7.720	0.000
4161	000	Central Stores					
		Stores Supervisor	1.000	1.000	1.000	1.000	0.000
		Stock Clerk/Driver	2.000	2.000	2.000	2.000	0.000
		Unit Total	3.000	3.000	3.000	3.000	0.000
		Dept Total	10.720	10.720	10.720	10.720	0.000
		Division Total	51.470	54.720	56.720	57.970	1.250
		Permanent Staff	50.750	53.750	55.750	57.000	1.250
		Seasonal/Temporary Staff	0.720	0.970	0.970	0.970	0.000
		All Personnel	51.470	54.720	56.720	57.970	1.250
HUMAN RESOURCE DIVISION							
2050	000	Human Resources					
		Asst. General Manager, Human Resources	1.000	1.000	1.000	1.000	0.000
		Chief, Workforce Development	1.000	1.000	1.000	0.000	-1.000
		Division Lead, Workforce Development	0.000	0.000	0.000	1.000	1.000
		Senior Human Resource Analyst	4.500	1.500	1.500	1.500	0.000
		Human Resources Analyst	3.000	0.000	0.000	0.000	0.000
		Benefits Manager	1.000	0.000	0.000	0.000	0.000
		Executive Assistant	1.000	1.000	1.000	1.000	0.000
		Human Res Tech, Confidential	2.000	0.000	0.000	0.000	0.000
		Human Resources Assistant	2.000	0.000	0.000	0.000	0.000
		Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Senior Administrative Specialist	1.000	0.000	0.000	0.000	0.000
		*Intern	6.000	0.250	0.250	0.250	0.000
		Dept Total	23.500	5.750	5.750	5.750	0.000
2051	000	Benefits					
		Benefits Manager	0.000	1.000	1.000	1.000	0.000
		Senior Human Resource Analyst	0.000	1.000	0.000	0.000	0.000
		Human Resources Analyst	0.000	1.000	0.000	0.000	0.000
		Human Res Tech, Confidential	0.000	1.000	1.000	1.000	0.000
		Human Resources Assistant	0.000	2.000	2.000	2.000	0.000
		Dept Total	0.000	6.000	4.000	4.000	0.000
2052	000	Recruitments & Classifications					
		Senior Human Resource Analyst	0.000	1.000	1.000	1.000	0.000
		Recruitment & Classification Manager	0.000	0.000	0.000	1.000	1.000
		Talent Acquisition Manager	0.000	0.000	1.000	0.000	-1.000
		Human Res Tech, Confidential	0.000	1.000	1.000	1.000	0.000
		Human Resources Analyst	0.000	2.000	2.000	2.000	0.000
		Dept Total	0.000	4.000	5.000	5.000	0.000
2053	000	Learning & Development (prev Training)					
		HR Recruitment & Training Manager	1.000	1.000	0.000	0.000	0.000
		Training Manager	0.000	0.000	1.000	1.000	0.000
		Senior Human Resource Analyst	0.000	1.000	1.000	1.000	0.000
		Senior Administrative Specialist	0.000	1.000	1.000	1.000	0.000
		Dept Total	1.000	3.000	3.000	3.000	0.000

* Seasonal/Temporary, or Limited Term FTE.

SUPPLEMENTAL INFORMATION

PERSONNEL ALLOCATION

DEPARTMENT/LOCATION/DESCRIPTION			2022	2023	2024	2025	Change
2054	000	Employee & Labor Relations					
		Employee Labor Relations Manager	0.000	1.000	1.000	1.000	0.000
		Senior Human Resource Analyst	0.000	1.000	1.000	1.000	0.000
		Human Resources Analyst	0.000	1.000	1.000	1.000	0.000
		Dept Total	0.000	3.000	3.000	3.000	0.000
2055	000	Risk Management					
		Risk and Safety Manager	0.000	0.000	1.000	1.000	0.000
		Senior Human Resource Analyst	0.000	0.000	1.000	1.000	0.000
		Human Resources Analyst	0.000	0.000	1.000	1.000	0.000
		Principal Health & Safety Officer	0.000	0.000	0.000	1.000	1.000
		Management Analyst	0.000	0.000	1.000	1.000	0.000
		Human Resources Technician	0.000	0.000	0.000	1.000	1.000
		Executive Assistant	0.000	0.000	1.000	0.000	-1.000
		Health and Safety Coordinator	0.000	0.000	1.000	1.000	0.000
		Administrative Analyst II	0.000	0.000	1.000	1.000	0.000
		Dept Total	0.000	0.000	7.000	8.000	1.000
		Division Total	24.500	21.750	27.750	28.750	1.000
		Permanent Staff	18.500	21.500	27.500	28.500	1.000
		Seasonal/Temporary Staff	6.000	0.250	0.250	0.250	0.000
		All Personnel	24.500	21.750	27.750	28.750	1.000

LEGAL DIVISION

2120	000	General Counsel					
		General Counsel	1.000	1.000	1.000	1.000	0.000
		Asst General Counsel II	3.000	3.000	3.000	3.000	0.000
		Legal Assistant	0.000	1.000	2.000	2.000	0.000
		*Intern	0.000	0.500	0.500	0.500	0.000
		Dept Total	4.000	5.500	6.500	6.500	0.000
2055	000	Risk Management					
		Risk and Safety Manager	1.000	1.000	0.000	0.000	0.000
		Management Analyst	1.000	1.000	0.000	0.000	0.000
		Legal Assistant	1.000	1.000	0.000	0.000	0.000
		Executive Assistant	1.000	1.000	0.000	0.000	0.000
		Health and Safety Coordinator	1.000	1.000	0.000	0.000	0.000
		Administrative Analyst II	1.000	1.000	0.000	0.000	0.000
		Dept Total	6.000	6.000	0.000	0.000	0.000
2056	000	Worker's Compensation Backfill					
		*Worker's Comp Backfill	3.450	3.450	0.000	0.000	0.000
		Dept Total	3.450	3.450	0.000	0.000	0.000
		Division Total	13.450	14.950	6.500	6.500	0.000
		Permanent Staff	13.450	14.450	6.000	6.000	0.000
		Seasonal/Temporary Staff	0.000	0.500	0.500	0.500	0.000
		All Personnel	13.450	14.950	6.500	6.500	0.000

OPERATIONS DIVISION

DEPARTMENT/LOCATION/DESCRIPTION			2022	2023	2024	2025	Change
PARK OPERATIONS DEPARTMENT							
OPERATIONS ADMINISTRATION							
5010	000	Operations Administration					
		Assistant General Manager	1.000	1.000	1.000	1.000	0.000
		Senior Executive Assistant	1.000	1.000	1.000	1.000	0.000
		Management Analyst	1.000	1.000	1.000	1.000	0.000
		Senior Administrative Specialist	2.000	2.000	2.000	2.000	0.000
		Executive Assistant	0.000	0.000	0.000	0.750	0.750
		Administrative Specialist	0.000	0.000	1.000	0.000	-1.000
		*Intern	0.000	1.750	1.750	1.750	0.000
		Unit Total	5.000	6.750	7.750	7.500	-0.250
		Dept Total	5.000	6.750	7.750	7.500	-0.250
INTERPRETIVE & RECREATION SERVICES DEPARTMENT							
5210	000	Interpretive & Recreation Administration					
		Chief	1.000	1.000	1.000	0.000	-1.000
		Division Lead, Interpretive & Recreation Se	0.000	0.000	0.000	1.000	1.000
		Community Outreach Coordinator	1.000	1.000	1.000	1.000	0.000
		Administrative Specialist	0.000	0.000	0.000	1.000	1.000
		Unit Total	2.000	2.000	2.000	3.000	1.000

* Seasonal/Temporary, or Limited Term FTE.

SUPPLEMENTAL INFORMATION

PERSONNEL ALLOCATION

DEPARTMENT/LOCATION/DESCRIPTION			2022	2023	2024	2025	Change
SOUTHEAST UNIT							
5240	000	Regional Interpretive & Recreation Services Manager	1.000	1.000	1.000	1.000	0.000
		Location Total	1.000	1.000	1.000	1.000	0.000
5241	585	Ardenwood					
		Supervising Naturalist II	1.000	1.000	1.000	1.000	0.000
		Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Park Supervisor III	1.000	1.000	1.000	1.000	0.000
		Naturalist	2.750	2.750	2.750	3.000	0.250
		Park Craft Specialist	1.000	1.000	1.000	1.000	0.000
		Park Ranger	1.000	1.000	1.000	1.000	0.000
		Park Ranger I	1.000	1.000	1.000	1.000	0.000
		Park Services Attendant	1.000	1.000	1.000	1.000	0.000
		Farmer II	1.000	2.000	2.000	2.000	0.000
		Farmer I	1.000	1.000	1.000	1.000	0.000
		Gardener	1.000	1.000	1.000	1.000	0.000
		*Student Aide	1.715	1.715	1.715	1.715	0.000
		*Gate Attendant	0.480	0.480	0.480	0.480	0.000
		Location Total	14.945	15.945	15.945	16.195	0.250
5241	529	Big Break Science Center					
		Supervising Naturalist I	1.000	1.000	1.000	1.000	0.000
		Naturalist	2.000	2.000	2.000	2.000	0.000
		Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		*Interpretive Student Aide	2.000	2.000	2.000	2.000	0.000
		Location Total	6.000	6.000	6.000	6.000	0.000
5241	502	Black Diamond Center					
		Supervising Naturalist I	1.000	1.000	1.000	1.000	0.000
		Administrative Specialist	0.750	0.750	0.750	1.000	0.250
		*Administrative Specialist-Oral History Proj	0.218	0.000	0.000	0.000	0.000
		Naturalist	4.000	4.000	4.000	4.000	0.000
		Naturalist Aide	0.750	1.000	1.000	1.000	0.000
		*Student Aide	2.500	2.500	2.500	2.500	0.000
		Location Total	9.218	9.250	9.250	9.500	0.250
5241	503	Del Valle Center					
		Supervising Naturalist I	1.000	1.000	1.000	1.000	0.000
		Naturalist	1.000	2.000	2.000	2.000	0.000
		Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		*Student Aide	0.000	0.000	0.000	1.500	1.500
		Location Total	3.000	4.000	4.000	5.500	1.500
5241	547	Sunol Center					
		Supervising Naturalist I	1.000	1.000	1.000	1.000	0.000
		Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Naturalist	3.000	3.000	3.000	3.000	0.000
		*Student Aide	2.500	2.500	2.500	1.000	-1.500
		Location Total	7.500	7.500	7.500	6.000	-1.500
5245	000	Community/Volunteer					
		Volunteer Program Supervisor	1.000	1.000	1.000	1.000	0.000
		Recreation Assistant	2.000	2.000	2.000	2.000	0.000
		Senior Administrative Specialist	0.000	0.000	0.000	1.000	1.000
		Location Total	3.000	3.000	3.000	4.000	0.000
5246	000	Park Transportation (prev Park Express)					
		Volunteer Program Supervisor	0.000	0.000	1.000	1.000	0.000
		Outdoor Recreation Coordinator	1.000	1.000	1.000	1.000	0.000
		Senior Administrative Specialist	2.000	2.000	2.000	1.000	-1.000
		Location Total	3.000	3.000	4.000	3.000	-1.000
		Unit Total	47.663	49.695	50.695	51.195	-0.500
NORTHWEST UNIT							
5220	000	Reg. Interpretive & Rec. Services Manager	1.000	1.000	1.000	1.000	0.000
		Location Total	1.000	1.000	1.000	1.000	0.000

* Seasonal/Temporary, or Limited Term FTE.

SUPPLEMENTAL INFORMATION

PERSONNEL ALLOCATION

DEPARTMENT/LOCATION/DESCRIPTION			2022	2023	2024	2025	Change
5221	000	Outdoor Recreation Supervisor					
		Outdoor Recreation Supervisor	1.000	1.000	1.000	2.000	1.000
		Outdoor Recreation Coordinator	4.000	4.000	4.000	4.000	0.000
		Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Recreation Assistant	0.000	1.000	1.000	1.000	0.000
		*Recreation Leader IV	0.706	0.316	0.316	0.316	0.000
		*Recreation Leader III	2.352	2.352	2.352	2.352	0.000
		*Recreation Leader II	1.160	1.160	1.160	1.160	0.000
		*Recreation Leader I	0.540	0.540	0.540	0.540	0.000
		Location Total	10.758	11.368	11.368	12.368	1.000
5228	505	Tilden Nature Area					
		Supervising Naturalist II	1.000	1.000	1.000	1.000	0.000
		Administrative Specialist	2.000	1.000	1.000	1.000	0.000
		Naturalist	5.000	5.000	5.000	5.000	0.000
		Park Ranger	1.000	1.000	1.000	1.000	0.000
		Farmer I	1.000	1.000	1.000	1.000	0.000
		Naturalist Aide	0.000	1.000	1.000	1.000	0.000
		Building/Grounds Aide	1.000	1.000	1.000	1.000	0.000
		*Student Aide	2.350	2.350	2.350	2.350	0.000
		Location Total	13.350	13.350	13.350	13.350	0.000
5228	509	Crab Cove Center					
		Supervising Naturalist I	1.000	1.000	1.000	1.000	0.000
		Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Naturalist	3.000	3.000	3.000	3.000	0.000
		Naturalist Aide	0.000	1.000	1.000	1.000	0.000
		*Student Aide	1.400	1.400	1.400	1.400	0.000
		Location Total	6.400	7.400	7.400	7.400	0.000
5228	536	Coyote Hills Center					
		Supervising Naturalist I	1.000	1.000	1.000	1.000	0.000
		Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Naturalist	3.000	4.000	4.000	4.000	0.000
		*Student Aide	1.400	1.400	1.400	1.400	0.000
		Location Total	6.400	7.400	7.400	7.400	0.000
5228	551	Mobile Education Program					
		Supervising Naturalist I	1.000	1.000	1.000	1.000	0.000
		Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Naturalist	3.000	3.000	3.000	3.000	0.000
		Resources Analyst, Aquatics Exhibits	1.000	1.000	1.000	1.000	0.000
		*Student Aide	0.250	0.250	0.250	0.250	0.000
		Location Total	6.250	6.250	6.250	6.250	0.000
		Unit Total	44.158	46.768	46.768	47.768	1.000
		Dept Total	93.821	98.463	99.463	101.963	1.500
BUSINESS SERVICES DEPARTMENT							
5320	000	Revenue Services Administration					
		Business Services Manager	1.000	1.000	1.000	1.000	0.000
		Administrative Analyst II	2.000	2.000	2.000	2.000	0.000
		Location Total	3.000	3.000	3.000	3.000	0.000
5324	000	Reservations					
		Reservations Supervisor	1.000	1.000	1.000	1.000	0.000
		Reservations Coordinator	1.000	1.000	1.000	1.000	0.000
		Reservations Support Technician	1.000	1.000	1.000	1.000	0.000
		Reservations Specialist	6.000	6.000	6.000	6.000	0.000
		Location Total	9.000	9.000	9.000	9.000	0.000
5327	000	Facilities					
		Facilities Supervisor	1.000	1.000	1.000	1.000	0.000
		Park Craft Specialist	1.000	1.000	1.000	1.000	0.000
		Senior Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Building/Grounds Aide	3.000	3.000	3.000	3.000	0.000
		Gardener	0.000	1.000	1.000	1.000	0.000
		Location Total	6.000	7.000	7.000	7.000	0.000
5327	204	Arroyo Del Valle Camp					
		Park Craft Specialist	1.000	1.000	1.000	0.000	-1.000
		Park Ranger	1.000	1.000	1.000	0.000	-1.000
		Location Total	2.000	2.000	2.000	0.000	-2.000
		Dept Total	20.000	21.000	21.000	19.000	-2.000

* Seasonal/Temporary, or Limited Term FTE.

SUPPLEMENTAL INFORMATION

PERSONNEL ALLOCATION

DEPARTMENT/LOCATION/DESCRIPTION			2022	2023	2024	2025	Change
PARK OPERATIONS							
5400	000	Park Operations Administration					
		Division Lead, Park Operations	0.000	0.000	0.000	1.000	1.000
		*Student Laborer	0.000	0.000	0.000	10.540	10.540
		Location Total	0.000	0.000	0.000	11.540	11.540
		Unit Total	0.000	0.000	0.000	11.540	11.540
PARK OPS ADMIN UNIT 1							
5410	000	Park Ops Admin Unit 1					
		Park Unit Manager	1.000	1.000	1.000	1.000	0.000
		Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Location Total	2.000	2.000	2.000	2.000	0.000
PARK OPS UNIT 1							
5411	603	Calaveras Ridge Trail					
		Park Ranger	0.700	0.700	0.700	0.700	0.000
		Location Total	0.700	0.700	0.700	0.700	0.000
5411	203	Del Valle					
		Park Supervisor IV	1.000	1.000	1.000	1.000	0.000
		Park Craft Specialist	1.000	1.000	1.000	1.000	0.000
		Park Ranger	7.750	8.000	8.000	8.000	0.000
		Park Services Attendant	2.750	3.000	3.000	3.000	0.000
		Park Services Worker	1.000	5.000	5.000	5.000	0.000
		Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Gardener	1.000	1.000	1.000	1.000	0.000
		*Gate Attendant	1.300	1.300	1.300	1.300	0.000
		Location Total	16.800	21.300	21.300	21.300	0.000
5411	160	Dublin Hills					
		Park Ranger	0.250	0.250	0.250	0.250	0.000
		Location Total	0.250	0.250	0.250	0.250	0.000
5411	114	Mission Peak					
		Park Ranger	2.000	2.000	2.000	2.000	0.000
		Location Total	2.000	2.000	2.000	2.000	0.000
5411	159	Pleasanton Ridge					
		Park Supervisor II	1.000	1.000	1.000	1.000	0.000
		Park Craft Specialist	1.000	1.000	1.000	1.000	0.000
		Park Ranger	4.050	4.050	4.050	4.050	0.000
		Location Total	6.050	6.050	6.050	6.050	0.000
5411	281	Shadow Cliffs					
		Park Supervisor III	1.000	1.000	1.000	1.000	0.000
		Park Craft Specialist	1.000	1.000	1.000	2.000	1.000
		Park Ranger	4.750	4.750	5.000	6.000	1.000
		Park Ranger I	0.750	0.750	0.750	0.750	0.000
		Park Services Attendant	0.750	0.750	0.000	0.000	0.000
		Park Services Worker	1.000	1.000	2.000	2.000	0.000
		*Gate Attendant	0.160	0.160	0.160	0.160	0.000
		Location Total	9.410	9.410	9.910	11.910	2.000
5411	162	Sunol/Ohlone					
		Park Supervisor III	1.000	1.000	1.000	1.000	0.000
		Park Craft Specialist	1.000	1.000	1.000	1.000	0.000
		Park Ranger	2.000	3.000	3.000	3.000	0.000
		Park Service Worker	0.000	1.000	1.000	1.000	0.000
		*Gate Attendant	0.850	0.850	0.850	0.850	0.000
		Location Total	4.850	6.850	6.850	6.850	0.000
5411	127	Vargas Plateau					
		Park Ranger	1.000	1.000	1.000	1.000	0.000
		Location Total	1.000	1.000	1.000	1.000	0.000
		Unit Total	43.060	49.560	50.060	52.060	2.000

* Seasonal/Temporary, or Limited Term FTE.

SUPPLEMENTAL INFORMATION

PERSONNEL ALLOCATION

DEPARTMENT/LOCATION/DESCRIPTION			2022	2023	2024	2025	Change
PARK OPS ADMIN UNIT 2							
5420	000	Park Ops Admin Unit 2					
		Chief	1.000	1.000	1.000	0.000	-1.000
		Park Unit Manager	0.000	1.000	1.000	1.000	0.000
		Admin Specialist	0.000	1.000	1.000	1.000	0.000
		Park Craft Specialist	1.000	0.000	0.000	0.000	0.000
		Park Ranger	3.000	0.000	0.000	0.000	0.000
		Park Services Worker	2.500	0.000	0.000	0.000	0.000
		Park Service Attendant	4.250	0.000	0.000	0.000	0.000
		*Student Laborer	10.540	10.540	10.540	0.000	-10.540
		Location Total	22.290	13.540	13.540	2.000	-11.540
PARK OPS UNIT 2							
5421	675	Alameda Trails					
		Park Supervisor II	1.000	1.000	1.000	1.000	0.000
		Park Ranger	3.100	3.100	3.100	3.100	0.000
		Location Total	4.100	4.100	4.100	4.100	0.000
5421	136	Coyote Hills					
		Park Supervisor III	1.000	1.000	1.000	1.000	0.000
		Park Craft Specialist	1.000	1.000	1.000	1.000	0.000
		Park Ranger	3.000	4.000	4.000	4.000	0.000
		Gardener	1.000	1.000	1.000	1.000	0.000
		Park Services Attendant	0.000	0.000	1.000	1.000	0.000
		*Gate Attendant	0.350	0.350	0.350	0.350	0.000
		Location Total	6.350	7.350	8.350	8.350	0.000
5421	239	Cull Canyon					
		Park Supervisor II	1.000	1.000	1.000	1.000	0.000
		Park Ranger	3.750	3.750	3.750	3.750	0.000
		Park Services Worker	0.000	1.000	1.000	1.000	0.000
		*Gate Attendant	0.500	0.000	0.000	0.500	0.500
		Location Total	5.250	5.750	5.750	6.250	0.500
5421	255	Don Castro					
		Park Supervisor II	1.000	1.000	1.000	1.000	0.000
		Park Ranger	3.750	4.000	4.000	4.000	0.000
		Park Services Worker	0.000	1.000	1.000	1.000	0.000
		*Park Ranger	0.137	0.137	0.137	0.137	0.000
		*Gate Attendant	0.500	0.000	0.000	0.500	0.500
		Location Total	5.387	6.137	6.137	6.637	0.500
5421	157	Dry Creek/Pioneer					
		Park Ranger	1.000	1.000	1.000	1.000	0.000
		Gardener	1.000	1.000	1.000	1.000	0.000
		Location Total	2.000	2.000	2.000	2.000	0.000
5421	265	Dumbarton Quarry					
		Park Ranger	2.000	2.000	2.000	2.000	0.000
		Park Services Worker	4.000	4.000	4.000	4.000	0.000
		Location Total	6.000	6.000	6.000	6.000	0.000
5421	125	Garin					
		Park Supervisor II	1.000	1.000	1.000	1.000	0.000
		Park Ranger	4.000	4.000	4.000	4.000	0.000
		Gardener	0.000	1.000	1.000	1.000	0.000
		*Gate Attendant	0.380	0.380	0.380	0.380	0.000
		Location Total	5.380	6.380	6.380	6.380	0.000
5421	242	Quarry Lakes					
		Park Supervisor III	1.000	1.000	1.000	1.000	0.000
		Gardener	1.000	1.000	1.000	1.000	0.000
		Park Ranger	3.000	3.000	3.000	3.000	0.000
		Park Ranger I	1.000	1.000	1.000	1.000	0.000
		Park Services Worker	1.000	2.000	2.000	2.000	0.000
		*Gate Attendant	1.420	1.420	1.420	1.420	0.000
		Location Total	8.420	9.420	9.420	9.420	0.000
		Unit Total	65.177	60.677	61.677	51.137	-10.540

* Seasonal/Temporary, or Limited Term FTE.

SUPPLEMENTAL INFORMATION

PERSONNEL ALLOCATION

DEPARTMENT/LOCATION/DESCRIPTION			2022	2023	2024	2025	Change
PARK OPS ADMIN UNIT 3							
5430	000	Park Ops Admin Unit 3					
		Park Unit Manager	1.000	1.000	1.000	1.000	0.000
		Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Location Total	2.000	2.000	2.000	2.000	0.000
PARK OPS UNIT 3							
5431	175	Anthony Chabot					
		Park Supervisor III	1.000	1.000	1.000	1.000	0.000
		Park Craft Specialist	1.000	1.000	1.000	1.000	0.000
		Park Ranger	5.000	6.000	6.000	6.000	0.000
		Park Services Worker	2.000	3.000	3.000	3.000	0.000
		Office Assistant	0.500	0.500	1.000	1.000	0.000
		*Gate Attendant	1.200	0.700	0.700	0.700	0.000
		Location Total	10.700	12.200	12.700	12.700	0.000
5431	216	Lake Chabot					
		Park Supervisor III	1.000	1.000	1.000	1.000	0.000
		Park Craft Specialist	1.000	1.000	1.000	1.000	0.000
		Park Ranger	4.750	4.750	4.750	4.750	0.000
		Park Services Attendant	2.000	2.000	2.000	2.000	0.000
		Park Services Worker	0.000	1.000	1.000	1.000	0.000
		*Gate Attendant	1.090	0.590	0.590	0.590	0.000
		Location Total	9.840	10.340	10.340	10.340	0.000
5431	112	Redwood					
		Park Supervisor II	1.000	1.000	1.000	1.000	0.000
		Park Craft Specialist	1.000	1.000	1.000	1.000	0.000
		Park Ranger	3.000	4.000	4.000	4.000	0.000
		*Gate Attendant	0.340	0.340	0.340	0.340	0.000
		Location Total	5.340	6.340	6.340	6.340	0.000
5431	124	Roberts					
		Park Supervisor II	1.000	1.000	1.000	1.000	0.000
		Park Ranger	4.000	4.000	4.000	4.000	0.000
		Park Services Worker	0.000	0.000	1.000	1.000	0.000
		Park Services Attendant	1.000	1.000	1.000	1.000	0.000
		*Gate Attendant	0.750	0.750	0.750	0.750	0.000
		Location Total	6.750	6.750	7.750	7.750	0.000
5431	134	Sibley/Claremont					
		Park Supervisor II	1.000	1.000	1.000	1.000	0.000
		Park Ranger	5.000	5.000	5.000	5.000	0.000
		Location Total	6.000	6.000	6.000	6.000	0.000
5431	240	Temescal					
		Park Supervisor II	1.000	1.000	1.000	1.000	0.000
		Gardener	1.000	0.000	0.000	0.000	0.000
		Park Ranger	3.000	3.000	3.000	3.000	0.000
		Park Services Worker	1.000	1.000	1.000	1.000	0.000
		*Lead Gate Attendant	0.500	0.500	0.500	0.500	0.000
		*Gate Attendant	1.000	1.000	1.000	1.000	0.000
		Location Total	7.500	6.500	6.500	6.500	0.000
5431	590	Alternative Work Program					
		Alternative Work Program Supervisor	1.000	1.000	1.000	0.000	-1.000
		Location Total	1.000	1.000	1.000	0.000	-1.000
		Unit Total	49.130	51.130	52.630	51.630	-1.000
PARK OPS ADMIN UNIT 4							
5440	000	Park Ops Admin Unit 4					
		Park Unit Manager	1.000	1.000	1.000	1.000	0.000
		Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Location Total	2.000	2.000	2.000	2.000	0.000
PARK OPS UNIT 4							
5441	409	Crown Beach					
		Park Supervisor III	1.000	1.000	1.000	1.000	0.000
		Gardener	1.000	1.000	1.000	1.000	0.000
		Park Ranger	6.500	6.750	7.750	7.750	0.000
		Park Craft Specialist	0.000	0.000	1.000	0.000	-1.000
		*Gate Attendant	0.870	0.870	0.870	0.870	0.000
		Location Total	9.370	9.620	11.620	10.620	-1.000

* Seasonal/Temporary, or Limited Term FTE.

SUPPLEMENTAL INFORMATION

PERSONNEL ALLOCATION

DEPARTMENT/LOCATION/DESCRIPTION			2022	2023	2024	2025	Change
5441	468	Hayward Shoreline					
		Park Supervisor II	1.000	1.000	1.000	1.000	0.000
		Park Ranger	3.000	3.000	3.000	3.000	0.000
		Location Total	4.000	4.000	4.000	4.000	0.000
5441	441	Judge John Sutter					
		Park Ranger	2.250	2.250	2.250	2.250	0.000
		Location Total	2.250	2.250	2.250	2.250	0.000
5441	437	Martin Luther King Jr.					
		Park Supervisor III	1.000	1.000	1.000	1.000	0.000
		Park Ranger	4.750	4.750	4.750	4.750	0.000
		Park Craft Specialist	1.000	1.000	1.000	1.000	0.000
		Location Total	6.750	6.750	6.750	6.750	0.000
5441	423	McLaughlin East Shore State Park					
		Park Ranger	4.350	4.350	4.350	4.350	0.000
		Gardener	1.000	1.000	1.000	1.000	0.000
		Location Total	5.350	5.350	5.350	5.350	0.000
5441	465	Miller/Knox					
		Park Supervisor III	1.000	1.000	1.000	1.000	0.000
		Park Craft Specialist	1.000	1.000	1.000	1.000	0.000
		Park Ranger	3.600	4.600	4.600	4.600	0.000
		Location Total	5.600	6.600	6.600	6.600	0.000
5441	473	Oyster Bay					
		Park Ranger	3.000	3.000	3.000	3.000	0.000
		Location Total	3.000	3.000	3.000	3.000	0.000
5441	496	Pt. Pinole					
		Park Supervisor II	1.000	1.000	1.000	1.000	0.000
		Park Craft Specialist	1.000	1.000	1.000	1.000	0.000
		Park Ranger	6.500	6.500	6.500	6.500	0.000
		*Gate Attendant	0.400	0.400	0.400	0.400	0.000
		Location Total	8.900	8.900	8.900	8.900	0.000
		Unit Total	47.220	48.470	50.470	49.470	-1.000
PARK OPS ADMIN UNIT 5							
5450	000	Park Ops Admin Unit 5					
		Park Unit Manager	1.000	1.000	1.000	1.000	0.000
		Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		*Park Supervisor II - Tmp Wtr Conservator	0.000	0.500	0.500	0.500	0.000
		Location Total	2.000	2.500	2.500	2.500	0.000
PARK OPS UNIT 5							
5451	149	Botanic Garden					
		Botanic Garden Manager	1.000	1.000	1.000	1.000	0.000
		Botanic Garden Supervisor	1.000	1.000	1.000	1.000	0.000
		Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Gardener	3.750	4.000	4.000	4.000	0.000
		*Student Aide	0.865	0.865	0.865	0.865	0.000
		Location Total	7.615	7.865	7.865	7.865	0.000
5451	469	Carquinez Strait					
		Park Ranger	3.000	3.000	3.000	3.000	0.000
		Location Total	3.000	3.000	3.000	3.000	0.000
5451	484	Crockett Hills					
		Park Ranger	1.000	2.000	2.000	2.000	0.000
		Location Total	1.000	2.000	2.000	2.000	0.000
5451	151	Kennedy Grove					
		Park Supervisor II	1.000	1.000	1.000	1.000	0.000
		Park Ranger	2.750	2.750	3.000	3.000	0.000
		*Gate Attendant	0.350	0.350	0.350	0.350	0.000
		Location Total	4.100	4.100	4.350	4.350	0.000

* Seasonal/Temporary, or Limited Term FTE.

SUPPLEMENTAL INFORMATION

PERSONNEL ALLOCATION

DEPARTMENT/LOCATION/DESCRIPTION			2022	2023	2024	2025	Change
5451	483	Martinez Shoreline					
		Park Supervisor III	1.000	1.000	1.000	1.000	0.000
		Park Ranger	1.750	2.000	2.000	2.000	0.000
		Park Services Worker	0.000	1.000	1.000	1.000	0.000
		Location Total	2.750	4.000	4.000	4.000	0.000
5451	105	Tilden					
		Park Supervisor IV	1.000	1.000	1.000	1.000	0.000
		Park Craft Specialist	1.000	1.000	1.000	1.000	0.000
		Park Ranger	6.750	6.750	6.750	6.750	0.000
		Gardener	1.000	1.000	1.000	1.000	0.000
		Office Assistant	0.500	0.500	1.000	1.000	0.000
		*Lead Gate Attendant	0.200	0.200	0.200	0.200	0.000
		*Gate Attendant	0.630	0.630	0.630	0.630	0.000
		Location Total	11.080	11.080	11.580	11.580	0.000
5451	178	Wildcat Canyon					
		Park Supervisor II	1.000	1.000	1.000	1.000	0.000
		Park Craft Specialist	1.000	1.000	1.000	1.000	0.000
		Park Ranger	2.750	2.750	2.750	2.750	0.000
		Park Services Worker	0.000	1.000	1.000	1.000	0.000
		*Gate Attendant	0.250	0.000	0.000	0.000	0.000
		Location Total	5.000	5.750	5.750	5.750	0.000
		Unit Total	36.545	40.295	41.045	41.045	0.000
PARK OPS ADMIN UNIT 6							
5460	000	Park Ops Admin Unit 6					
		Park Unit Manager	1.000	1.000	1.000	1.000	0.000
		Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Location Total	2.000	2.000	2.000	2.000	0.000
PARK OPS UNIT 6							
5461	405	Bay Point					
		Park Ranger	0.750	0.750	0.750	1.000	0.250
		Location Total	0.750	0.750	0.750	1.000	0.250
5461	130	Briones					
		Park Supervisor II	1.000	1.000	1.000	1.000	0.000
		Park Craft Specialist	0.000	1.000	1.000	1.000	0.000
		Park Ranger	5.000	5.000	5.000	5.000	0.000
		*Gate Attendant	0.750	0.750	0.750	0.750	0.000
		Location Total	6.750	7.750	7.750	7.750	0.000
5461	651	Contra Costa Trails					
		Park Supervisor III	1.000	1.000	1.000	1.000	0.000
		Park Craft Specialist	1.000	1.000	1.000	1.000	0.000
		Park Ranger	5.750	5.750	5.750	5.750	0.000
		Location Total	7.750	7.750	7.750	7.750	0.000
5461	606	Delta DeAnza					
		Park Ranger	0.250	0.250	0.250	0.000	-0.250
		Location Total	0.250	0.250	0.250	0.000	-0.250
5461	145	Diablo Foothill (includes Castle Rock)					
		Park Supervisor II	1.000	1.000	1.000	1.000	0.000
		Park Ranger	2.830	2.830	2.830	2.830	0.000
		*Park Services Attendant	0.150	0.150	0.150	0.150	0.000
		*Gate Attendant	0.380	0.380	0.380	0.380	0.000
		Location Total	4.360	4.360	4.360	4.360	0.000
5461	170	Las Trampas					
		Park Supervisor II	1.000	1.000	1.000	1.000	0.000
		Park Craft Specialist	1.000	1.000	1.000	1.000	0.000
		Park Ranger	3.000	3.000	3.000	3.000	0.000
		Location Total	5.000	5.000	5.000	5.000	0.000
5461	171	Sycamore Valley					
		Park Ranger	1.000	1.000	1.000	1.000	0.000
		Location Total	1.000	1.000	1.000	1.000	0.000

* Seasonal/Temporary, or Limited Term FTE.

SUPPLEMENTAL INFORMATION

PERSONNEL ALLOCATION

DEPARTMENT/LOCATION/DESCRIPTION			2022	2023	2024	2025	Change
5461	103	Thurgood Marshall					
		Park Ranger	2.000	2.000	2.000	2.000	0.000
		Park Supervisor II	0.000	0.000	0.000	1.000	1.000
		Location Total	2.000	2.000	2.000	3.000	1.000
		Unit Total	29.860	30.860	30.860	31.860	1.000
PARK OPS ADMIN UNIT 7							
5470	000	Park Ops Admin Unit 7					
		Park Unit Manager	1.000	1.000	1.000	1.000	0.000
		Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Location Total	2.000	2.000	2.000	2.000	0.000
PARK OPS UNIT 7							
5471	498	Antioch					
		Park Ranger	1.000	1.000	1.000	1.000	0.000
		Location Total	1.000	1.000	1.000	1.000	0.000
5471	429	Big Break					
		Park Ranger	2.000	2.000	2.000	2.000	0.000
		Location Total	2.000	2.000	2.000	2.000	0.000
5471	102	Black Diamond					
		Park Supervisor III	1.000	1.000	1.000	1.000	0.000
		Park Ranger	4.000	4.000	4.000	4.000	0.000
		Park Service Worker	0.000	1.000	1.000	1.000	0.000
		*Gate Attendant	0.380	0.380	0.380	0.380	0.000
		Location Total	5.380	6.380	6.380	6.380	0.000
5471	100	Black Diamond Mines					
		Mining Operations Supervisor	1.000	1.000	1.000	1.000	0.000
		Mining Technician	3.000	3.000	3.000	3.000	0.000
		Administrative Specialist	0.250	0.250	0.250	0.000	-0.250
		Location Total	4.250	4.250	4.250	4.000	-0.250
5471	150	Brushy Peak					
		Park Craft Specialist	1.000	1.000	1.000	1.000	0.000
		Location Total	1.000	1.000	1.000	1.000	0.000
5471	260	Contra Loma					
		Park Supervisor III	1.000	1.000	1.000	1.000	0.000
		Park Craft Specialist	1.000	1.000	1.000	1.000	0.000
		Park Ranger	5.500	5.750	5.750	5.750	0.000
		Park Ranger I	2.000	2.000	2.000	2.000	0.000
		*Gate Attendant	0.850	0.850	0.850	0.850	0.000
		Location Total	10.350	10.600	10.600	10.600	0.000
5471	119	Deer Valley					
		Park Ranger	2.000	2.000	2.000	2.000	0.000
		Location Total	2.000	2.000	2.000	2.000	0.000
5471	654	East Contra Costa Trails					
		Park Supervisor III	1.000	1.000	1.000	1.000	0.000
		Park Craft Specialist	0.000	0.000	1.000	1.000	0.000
		Park Ranger	3.000	3.000	3.000	3.000	0.000
		Location Total	4.000	4.000	5.000	5.000	0.000
5471	661	Marsh Creek					
		Park Services Worker	0.000	1.000	1.000	1.000	0.000
		Location Total	0.000	1.000	1.000	1.000	0.000
5471	118	Morgan Territory					
		Park Ranger	1.000	1.000	1.000	1.000	0.000
		Location Total	1.000	1.000	1.000	1.000	0.000
5471	117	Round Valley					
		Park Ranger	1.000	1.000	1.000	1.000	0.000
		Location Total	1.000	1.000	1.000	1.000	0.000

* Seasonal/Temporary, or Limited Term FTE.

SUPPLEMENTAL INFORMATION

PERSONNEL ALLOCATION

DEPARTMENT/LOCATION/DESCRIPTION			2022	2023	2024	2025	Change
5471	180	Vasco Hills					
		Park Supervisor II	1.000	1.000	1.000	1.000	0.000
		Park Ranger	1.000	1.000	1.000	1.000	0.000
		Location Total	2.000	2.000	2.000	2.000	0.000
		Unit Total	35.980	38.230	39.230	38.980	-0.250
		Dept Total	306.972	319.222	325.972	327.722	1.750

MAINTENANCE & SKILLED TRADES DEPARTMENT

ADMINISTRATION

5910	000	Administration					
		Chief	1.000	1.000	1.000	0.000	-1.000
		Division Lead, Maint & Skilled Trades	0.000	0.000	0.000	1.000	1.000
		Maintenance Superintendent	0.000	1.000	1.000	0.000	-1.000
		Project Manager	1.000	1.000	1.000	0.000	-1.000
		Project Coordinator	0.000	1.000	1.000	0.000	-1.000
		Administrative Analyst II	1.000	1.000	1.000	1.000	0.000
		Administrative Analyst I	0.000	1.000	1.000	1.000	0.000
		Contracts & Access Permit Supervisor	1.000	1.000	1.000	1.000	0.000
		Electrician	0.100	0.100	0.100	0.100	0.000
		Senior Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Unit Total	5.100	8.100	8.100	5.100	-3.000

FLEET MANAGEMENT UNIT

5930	000	Fleet Management					
		Fleet Manager	1.000	1.000	1.000	1.000	0.000
		Senior Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Location Total	2.000	2.000	2.000	2.000	0.000
5931	000	Equipment Maintenance-South County					
		Equipment Service Manager	1.000	1.000	1.000	1.000	0.000
		Lead Equipment Mechanic	1.000	1.000	1.000	1.000	0.000
		Equipment Mechanic	7.000	7.000	7.000	7.000	0.000
		Location Total	9.000	9.000	9.000	9.000	0.000
5935	000	Equipment Maintenance-North County					
		Equipment Service Manager	2.000	2.000	2.000	2.000	0.000
		Lead Mechanic	1.000	1.000	1.000	1.000	0.000
		Equipment Mechanic	9.000	9.000	9.000	9.000	0.000
		Location Total	12.000	12.000	12.000	12.000	0.000
		Unit Total	23.000	23.000	23.000	23.000	0.000

PUBLIC WORKS - UNIT 1

5940	000	MAST PWA Facilities and Water Utilities Maintenance					
		Maintenance Superintendent	1.000	1.000	1.000	1.000	0.000
		Project Coordinator	2.000	2.000	2.000	0.000	-2.000
		Senior Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Location Total	4.000	4.000	4.000	2.000	-2.000
5942	000	Trades-South County					
		Maint/Skilled Trades Supervisor	1.000	1.000	1.000	1.000	0.000
		Electrician	1.000	1.000	1.000	1.000	0.000
		Plumber	2.000	2.000	2.000	2.000	0.000
		Carpenter	5.000	5.000	5.000	5.000	0.000
		Painter	1.000	1.000	1.000	1.000	0.000
		Park Ranger	3.000	3.000	3.000	3.000	0.000
		Location Total	13.000	13.000	13.000	13.000	0.000
5945	000	Water Utilities					
		Water Utilities Maintenance Supervisor	1.000	1.000	1.000	1.000	0.000
		Water Utilities Maintenance Technician	2.000	2.000	2.000	2.000	0.000
		Electrician	1.000	1.000	1.000	1.000	0.000
		Location Total	4.000	4.000	4.000	4.000	0.000
5946	000	Trades-North County					
		Maint/Skilled Trades Supervisor	1.000	1.000	1.000	1.000	0.000
		Electrician	1.000	1.000	1.000	1.000	0.000
		Plumber	2.000	2.000	2.000	2.000	0.000
		Pump Mechanic	1.000	1.000	1.000	1.000	0.000
		Carpenter	4.000	4.000	4.000	4.000	0.000
		Painter	2.000	2.000	2.000	2.000	0.000
		Park Ranger	2.000	2.000	2.000	2.000	0.000
		Location Total	13.000	13.000	13.000	13.000	0.000
		Unit Total	34.000	34.000	34.000	32.000	-2.000

* Seasonal/Temporary, or Limited Term FTE.

SUPPLEMENTAL INFORMATION

PERSONNEL ALLOCATION

DEPARTMENT/LOCATION/DESCRIPTION			2022	2023	2024	2025	Change
PUBLIC WORKS - UNIT 2							
5950	000	MAST PWA Trails, Roads and Waste Management					
		Maintenance Superintendent	1.000	1.000	1.000	1.000	0.000
		Project Coordinator	1.000	2.000	2.000	0.000	-2.000
		Senior Administrative Specialist	0.000	0.000	1.000	1.000	0.000
		Location Total	2.000	3.000	4.000	2.000	-2.000
5951	000	Small Trails Crew					
		Small Trails Supervisor	1.000	1.000	1.000	1.000	0.000
		Alternative Work Program Supervisor	1.000	1.000	0.000	1.000	1.000
		Small Trails Crew Leader	0.000	1.000	2.000	2.000	0.000
		Park Ranger	2.000	2.000	2.000	2.000	0.000
		Location Total	4.000	5.000	5.000	6.000	1.000
5953	000	Sanitation					
		Sanitation/Recycling Supervisor	1.000	1.000	1.000	1.000	0.000
		Sanitation Leader	0.000	0.000	1.000	1.000	0.000
		Sanitation/Recycling Coordinator	2.000	2.000	2.000	2.000	0.000
		Sanitation System Maint. Worker	4.062	4.062	4.062	4.062	0.000
		Plumber	0.100	0.100	0.100	0.100	0.000
		Location Total	7.162	7.162	8.162	8.162	0.000
5954	000	Road & Trails					
		Roads & Trails Supervisor	1.000	1.000	1.000	1.000	0.000
		Plumber	0.280	0.280	0.280	0.280	0.000
		Heavy Equipment Operator	5.980	7.230	7.230	7.230	0.000
		Park Craft Specialist	2.000	2.000	1.000	2.000	1.000
		Park Ranger	6.000	6.000	6.000	6.000	0.000
		Location Total	15.260	16.510	15.510	16.510	1.000
		Unit Total	28.422	31.672	32.672	32.672	0.000
PUBLIC WORKS - UNIT 3							
5960	000	Major Maintenance					
		Maintenance Superintendent	0.000	0.000	0.000	1.000	1.000
		Project Manager	0.000	0.000	0.000	2.000	2.000
		Project Coordinator	0.000	0.000	0.000	4.000	4.000
		Unit Total	0.000	0.000	0.000	7.000	7.000
		Dept Total	90.522	96.772	97.772	99.772	2.000
		Division Total	516.315	542.207	551.957	555.957	3.000
		Permanent Staff	468.652	495.152	504.902	507.902	3.000
		Seasonal/Temporary Staff	47.663	47.055	47.055	48.055	1.000
		All Personnel	516.315	542.207	551.957	555.957	4.000
PUBLIC AFFAIRS DIVISION							
3110	000	Public Affairs					
		Asst Gen Manager Public Affairs	1.000	1.000	1.000	1.000	0.000
		Chief Administrative Officer, Reg. Parks Fc	1.000	0.000	0.000	0.000	0.000
		Foundation Executive Director	0.000	1.000	1.000	1.000	0.000
		Community Relations Manager	1.000	1.000	1.000	1.000	0.000
		Foundation Membership Officer	1.000	1.000	1.000	1.000	0.000
		Chief Communications Officer	0.000	0.000	1.000	0.000	-1.000
		Division Lead, Communications Officer	0.000	0.000	0.000	1.000	1.000
		Foundation Program Manager	1.000	1.000	0.000	0.000	0.000
		Foundation Staff Member	0.000	0.000	0.500	0.500	0.000
		Foundation Finance Manager	1.000	1.000	1.000	1.000	0.000
		Public Information Supervisor	1.000	1.000	1.000	1.000	0.000
		Administrative Analyst II	2.000	2.000	2.000	2.000	0.000
		Administrative Specialist	3.000	3.000	3.000	2.000	-1.000
		Public Information Specialist	1.000	1.000	1.000	1.000	0.000
		Publications Coordinator	1.000	1.000	1.000	1.000	0.000
		Website Designer	1.000	1.000	1.000	1.000	0.000
		Executive Assistant	0.000	1.000	1.000	1.000	0.000
		Senior Administrative Specialist	1.000	1.000	1.000	2.000	1.000
		*Intern	0.000	0.500	0.500	0.500	0.000
		Dept Total	16.000	17.500	18.000	18.000	0.000
3120	000	Creative Design Group (prev Environmental Graphics)					
		Creative Design Manager	1.000	1.000	1.000	1.000	0.000
		Senior Environmental Graphics Designer	1.000	1.000	1.000	1.000	0.000
		Senior Graphic Designer	1.000	1.000	1.000	1.000	0.000
		Exhibit Supervisor	0.000	0.000	0.000	1.000	1.000
		Exhibit Designer	0.000	0.000	0.000	2.000	2.000
		Environmental Graphics Designer	2.000	2.000	2.000	2.000	0.000
		Dept Total	5.000	5.000	5.000	8.000	3.000

* Seasonal/Temporary, or Limited Term FTE.

SUPPLEMENTAL INFORMATION

PERSONNEL ALLOCATION

DEPARTMENT/LOCATION/DESCRIPTION			2022	2023	2024	2025	Change
3121	000	Exhibit Design					
		Exhibit Supervisor	1.000	1.000	1.000	0.000	-1.000
		Exhibit Designer	2.000	2.000	2.000	0.000	-2.000
		Dept Total	3.000	3.000	3.000	0.000	-3.000
3130	000	Archives					
		Archives Program Supervisor	1.000	1.000	1.000	1.000	0.000
		Administrative Specialist	0.000	1.000	1.000	1.000	0.000
		Dept Total	1.000	2.000	2.000	2.000	0.000
		Division Total	25.000	27.500	28.000	28.000	0.000
		Permanent Staff	25.000	27.000	27.500	27.500	0.000
		Seasonal/Temporary Staff	0.000	0.500	0.500	0.500	0.000
		All Personnel	25.000	27.500	28.000	28.000	0.000
PUBLIC SAFETY DIVISION							
8110	000	Office of the Chief of Police					
		Assist. General Mgr/Police Chief	1.000	1.000	1.000	1.000	0.000
		Administrative Support Manager	0.000	0.000	0.000	1.000	1.000
		Senior Executive Assistant	1.000	1.000	1.000	1.000	0.000
		Sergeant	0.000	0.000	0.000	0.000	0.000
		*Intern	0.000	0.250	0.250	0.250	0.000
		*Student Aide	4.290	4.290	4.290	4.290	0.000
		Unit Total	6.290	6.540	6.540	7.540	1.000
8120	000	Support Services					
		Captain	1.000	1.000	1.000	1.000	0.000
		Lieutenant	1.000	1.000	1.000	1.000	0.000
		Sergeant	1.000	2.000	2.000	1.000	-1.000
		Executive Assistant	1.000	1.000	1.000	1.000	0.000
		Administrative Analyst II	2.000	2.000	2.000	2.000	0.000
		Communications, Records & Property Man	1.000	1.000	1.000	1.000	0.000
		Property & Evidence Supervisor	1.000	1.000	1.000	1.000	0.000
		Support Services Supervisor	1.000	1.000	1.000	1.000	0.000
		Police Services Technician	5.000	5.000	5.000	5.000	0.000
		Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Unit Total	15.000	16.000	16.000	15.000	-1.000
8125	000	Recruitment & Training					
		Sergeant	1.000	1.000	1.000	2.000	1.000
		Unit Total	1.000	1.000	1.000	2.000	1.000
8130	000	Communications & Records					
		Support Services Supervisor	1.000	1.000	1.000	1.000	0.000
		Dispatch Supervisor	5.000	5.000	5.000	5.000	0.000
		Dispatcher/CSO	14.000	14.000	14.000	14.000	0.000
		Unit Total	20.000	20.000	20.000	20.000	0.000
		Dept Total	42.290	43.540	43.540	44.540	1.000
POLICE DEPARTMENT							
8210	000	Police Field Unit					
		Captain	1.000	1.000	1.000	1.000	0.000
		Lieutenant	2.000	2.000	2.000	3.000	1.000
		Sergeant	6.000	6.000	6.000	6.000	0.000
		Police Officer	37.790	39.000	39.000	39.000	0.000
		Police Officer (limited term contract)	0.700	0.700	0.700	0.000	-0.700
		Senior Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Unit Total	48.490	49.700	49.700	50.000	0.300
8230	000	Public Safety Helicopter					
		Sergeant/Helicopter Pilot	1.000	1.000	1.000	1.000	0.000
		Police Officer/Helicopter Pilot	3.000	3.000	3.000	3.000	0.000
		Police Officer	1.000	1.000	1.000	1.000	0.000
		Aircraft Maintenance Specialist/IA	1.000	1.000	1.000	1.000	0.000
		Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Unit Total	7.000	7.000	7.000	7.000	0.000
8240	000	EBMUD Joint Powers					
		Sergeant	1.000	1.000	1.000	1.000	0.000
		Police Officer	3.350	3.350	3.350	3.350	0.000
		Unit Total	4.350	4.350	4.350	4.350	0.000

* Seasonal/Temporary, or Limited Term FTE.

SUPPLEMENTAL INFORMATION

PERSONNEL ALLOCATION

DEPARTMENT/LOCATION/DESCRIPTION			2022	2023	2024	2025	Change
8250	000	Detectives Unit					
		Sergeant	1.000	1.000	1.000	1.000	0.000
		Police Officer	4.000	4.000	4.000	4.000	0.000
		Unit Total	5.000	5.000	5.000	5.000	0.000
8260	000	Special Enforcement					
		Sergeant	2.000	2.000	2.000	2.000	0.000
		Police Officer	5.000	5.000	5.000	5.000	0.000
		Unit Total	7.000	7.000	7.000	7.000	0.000
8270	000	Public Safety Volunteers					
		Volunteer Coordinator	1.000	1.000	1.000	1.000	0.000
		Unit Total	1.000	1.000	1.000	1.000	0.000
		Dept Total	72.840	74.050	74.050	74.350	0.300

FIRE DEPARTMENT

8310	000	Fire Operations					
		Fire Chief	1.000	1.000	1.000	1.000	0.000
		Assistant Fire Chief	1.000	1.000	1.000	1.000	0.000
		Fire Lieutenant	2.000	3.000	3.000	4.000	1.000
		Fire Captain	4.000	4.000	4.000	4.000	0.000
		Fire Captain (FEMA Grant)	1.000	1.000	1.000	1.000	0.000
		Firefighter II	8.000	8.000	8.000	12.000	4.000
		Fuels Crew Leader	2.000	2.000	2.000	2.000	0.000
		Fuel Crew Member	12.000	12.000	12.000	12.000	0.000
		Senior Administrative Specialist	1.000	1.000	1.000	1.000	0.000
		Fuels Reduction Proj. Coordinator	4.000	4.000	4.000	4.000	0.000
		Administrative Analyst I	1.000	1.000	1.000	1.000	0.000
		Unit Total	37.000	38.000	38.000	43.000	5.000

LIFEGUARD SERVICES UNIT

8320	000	Aquatic Program					
		Aquatic Manager	1.000	1.000	1.000	1.000	0.000
		Lifeguard Services Supervisor	2.000	2.000	2.000	2.000	0.000
		Lifeguard Services Assistant	4.000	4.000	4.000	4.000	0.000
		Administrative Specialist	0.500	0.500	0.500	0.500	0.000
		*Lifeguard II	0.250	0.250	0.250	0.250	0.000
		*Lifeguard I	3.523	3.523	3.523	3.523	0.000
		Location Total	11.273	11.273	11.273	11.273	0.000
8320	145	Diablo Foothills/Castle Rock					
		*Lifeguard III	0.300	0.300	0.300	0.300	0.000
		*Lifeguard I	0.930	0.930	0.930	0.930	0.000
		Location Total	1.230	1.230	1.230	1.230	0.000
8320	260	Contra Loma					
		*Lifeguard III	0.500	0.500	0.500	0.500	0.000
		*Lifeguard II	0.280	0.280	0.280	0.280	0.000
		*Lifeguard I	3.360	3.360	3.360	3.360	0.000
		Location Total	4.140	4.140	4.140	4.140	0.000
8320	239	Cull Canyon					
		*Lifeguard III	0.420	0.420	0.420	0.420	0.000
		*Lifeguard II	0.360	0.360	0.360	0.360	0.000
		*Lifeguard I	1.720	1.720	1.720	1.720	0.000
		Location Total	2.500	2.500	2.500	2.500	0.000
8320	203	Del Valle					
		*Lifeguard III	0.750	0.750	0.750	0.750	0.000
		*Lifeguard II	0.750	0.750	0.750	0.750	0.000
		*Lifeguard I	3.380	3.380	3.380	3.380	0.000
		Location Total	4.880	4.880	4.880	4.880	0.000
8320	255	Don Castro					
		*Lifeguard III	0.500	0.500	0.500	0.500	0.000
		*Lifeguard II	0.500	0.500	0.500	0.500	0.000
		*Lifeguard I	1.680	1.680	1.680	1.680	0.000
		Location Total	2.680	2.680	2.680	2.680	0.000

* Seasonal/Temporary, or Limited Term FTE.

SUPPLEMENTAL INFORMATION

PERSONNEL ALLOCATION

DEPARTMENT/LOCATION/DESCRIPTION			2022	2023	2024	2025	Change
8320	242	Quarry Lakes					
		*Lifeguard III	0.500	0.500	0.500	0.500	0.000
		*Lifeguard II	0.580	0.580	0.580	0.580	0.000
		*Lifeguard I	2.215	2.215	2.215	2.215	0.000
		Location Total	3.295	3.295	3.295	3.295	0.000
8320	124	Roberts					
		*Lifeguard III	0.420	0.420	0.420	0.420	0.000
		*Lifeguard II	0.240	0.240	0.240	0.240	0.000
		*Lifeguard I	1.511	1.511	1.511	1.511	0.000
		Location Total	2.171	2.171	2.171	2.171	0.000
8320	281	Shadow Cliffs					
		*Lifeguard III	0.500	0.500	0.500	0.500	0.000
		*Lifeguard II	0.590	0.590	0.590	0.590	0.000
		*Lifeguard I	3.020	3.020	3.020	3.020	0.000
		Location Total	4.110	4.110	4.110	4.110	0.000
8320	240	Temescal					
		*Lifeguard III	0.250	0.250	0.250	0.250	0.000
		*Lifeguard II	0.340	0.340	0.340	0.340	0.000
		*Lifeguard I	2.320	2.320	2.320	2.320	0.000
		Location Total	2.910	2.910	2.910	2.910	0.000
8320	105	Tilden					
		*Lifeguard III	0.500	0.500	0.500	0.500	0.000
		*Lifeguard II	0.590	0.590	0.590	0.590	0.000
		*Lifeguard I	1.924	1.924	1.924	1.924	0.000
		Location Total	3.014	3.014	3.014	3.014	0.000
		Unit Total	42.203	42.203	42.203	42.203	0.000
		Dept Total	79.203	80.203	80.203	85.203	5.000
		Division Total	194.333	197.793	197.793	204.093	6.300
		Permanent Staff	155.340	158.550	158.550	164.850	6.300
		Seasonal/Temporary Staff	38.993	39.243	39.243	39.243	0.000
		All Personnel	194.333	197.793	197.793	204.093	6.300
ALL DIVISIONS							
		Permanent Staff	830.058	871.768	887.018	902.752	15.734
		Seasonal/Temporary Staff	97.326	94.968	91.518	92.518	1.000
		TOTAL FUNDED POSITIONS	927.384	966.736	978.536	995.270	16.734

* Seasonal/Temporary, or Limited Term FTE OFF

SUPPLEMENTAL INFORMATION

SALARY SCHEDULE-AFSCME

Please Note: Salary tables to be updated once new salaries have been approved by the Board.

Job Title	Hrs Per Day	Rate Type	Step A	Step B	Step C	Step D	Step E	Step F
Accounting Specialist	7.5	Hourly	\$42.52	\$43.58	\$44.67	\$45.78	\$46.94	\$48.10
Accountant	7.5	Hourly	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43	\$55.78
Accounting Technician	7.5	Hourly	\$38.52	\$39.48	\$40.46	\$41.48	\$42.52	\$43.58
Administrative Analyst I	7.5	Hourly	\$48.10	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43
Administrative Analyst II	7.5	Hourly	\$53.10	\$54.43	\$55.78	\$57.19	\$58.62	\$60.08
Administrative Specialist	7.5	Hourly	\$35.76	\$36.67	\$37.57	\$38.52	\$39.48	\$40.46
Aircraft Maint Specialist/IA	8	Hourly	\$61.57	\$63.11	\$64.69	\$66.31	\$67.97	\$69.67
Architect	7.5	Hourly	\$67.97	\$69.67	\$71.41	\$73.19	\$75.03	\$76.90
Archives Program Supervisor	7.5	Hourly	\$57.19	\$58.62	\$60.08	\$61.57	\$63.11	\$64.69
Alternate Work Program Supv	8	Hourly	\$44.67	\$45.78	\$46.94	\$48.10	\$49.30	\$50.54
Building/Grounds Aide	8	Hourly	\$33.22	\$34.04	\$34.90	\$35.76	\$36.67	\$37.57
Botanic Garden Manager	8	Hourly	\$60.08	\$61.57	\$63.11	\$64.69	\$66.31	\$67.97
Botanic Garden Supervisor	8	Hourly	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43	\$55.78
Botanist	7.5	Hourly	\$51.80	\$53.10	\$54.43	\$55.78	\$57.19	\$58.62
Business Analyst	7.5	Hourly	\$63.11	\$64.69	\$66.31	\$67.97	\$69.67	\$71.41
Cont & Access Prm Supervisor	7.5	Hourly	\$54.43	\$55.78	\$57.19	\$58.62	\$60.08	\$61.57
Carpenter	8	Hourly	\$44.67	\$45.78	\$46.94	\$48.10	\$49.30	\$50.54
Civil Engineering Technician	7.5	Hourly	\$50.54	\$51.80	\$53.10	\$54.43	\$55.78	\$57.19
Civil Engineer	7.5	Hourly	\$67.97	\$69.67	\$71.41	\$73.19	\$75.03	\$76.90
Construction Inspector	8	Hourly	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43	\$55.78
Community Outreach Coordinator	7.5	Hourly	\$48.10	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43
Copy Room Technician	7.5	Hourly	\$32.40	\$33.22	\$34.04	\$34.90	\$35.76	\$36.67
Cultural Services Coordinator	8	Hourly	\$51.80	\$53.10	\$54.43	\$55.78	\$57.19	\$58.62
Drafting Technician	8	Hourly	\$45.78	\$46.94	\$48.10	\$49.30	\$50.54	\$51.80
Ecologist	7.5	Hourly	\$51.80	\$53.10	\$54.43	\$55.78	\$57.19	\$58.62
Ecological Svcs Coordinator	7.5	Hourly	\$57.19	\$58.62	\$60.08	\$61.57	\$63.11	\$64.69
Electrician	8	Hourly	\$46.94	\$48.10	\$49.30	\$50.54	\$51.80	\$53.10
Equipment Mechanic	8	Hourly	\$44.67	\$45.78	\$46.94	\$48.10	\$49.30	\$50.54
Equipment Service Manager	8	Hourly	\$55.78	\$57.19	\$58.62	\$60.08	\$61.57	\$63.11
Environmental Graphic Designer	8	Hourly	\$40.46	\$41.48	\$42.52	\$43.58	\$44.67	\$45.78
Exhibit Designer	8	Hourly	\$40.46	\$41.48	\$42.52	\$43.58	\$44.67	\$45.78
Exhibit Supervisor	8	Hourly	\$46.94	\$48.10	\$49.30	\$50.54	\$51.80	\$53.10
Facilities Supervisor	8	Hourly	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43	\$55.78
Fuels Crew Leader	8	Hourly	\$28.64	\$29.37	\$30.10	\$30.85	\$31.61	\$32.40
Fuels Crew Member	8	Hourly	\$25.33	\$25.94	\$26.59	\$27.26	\$27.94	\$28.64
Firefighter I	8	Hourly	\$36.67	\$37.57	\$38.52	\$39.48	\$40.46	\$41.48
Firefighter II	8	Hourly	\$42.52	\$43.58	\$44.67	\$45.78	\$46.94	\$48.10
Field/Office Surveyor	8	Hourly	\$48.10	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43
Finance Supervisor	7.5	Hourly	\$57.19	\$58.62	\$60.08	\$61.57	\$63.11	\$64.69
Foundation Membership Officer	7.5	Hourly	\$53.10	\$54.43	\$55.78	\$57.19	\$58.62	\$60.08
Farmer I	8	Hourly	\$35.76	\$36.67	\$37.57	\$38.52	\$39.48	\$40.46
Farmer II	8	Hourly	\$39.48	\$40.46	\$41.48	\$42.52	\$43.58	\$44.67
Fuels Reduction Coordinator	8	Hourly	\$54.43	\$55.78	\$57.19	\$58.62	\$60.08	\$61.57
Fisheries Biologist	7.5	Hourly	\$51.80	\$53.10	\$54.43	\$55.78	\$57.19	\$58.62
Field Survey Technician	8	Hourly	\$41.48	\$42.52	\$43.58	\$44.67	\$45.78	\$46.94
Gardener	8	Hourly	\$35.76	\$36.67	\$37.57	\$38.52	\$39.48	\$40.46
GIS Analyst	7.5	Hourly	\$54.43	\$55.78	\$57.19	\$58.62	\$60.08	\$61.57
GIS Programmer	7.5	Hourly	\$54.43	\$55.78	\$57.19	\$58.62	\$60.08	\$61.57
GIS Supervisor	7.5	Hourly	\$63.11	\$64.69	\$66.31	\$67.97	\$69.67	\$71.41
GIS Technician	7.5	Hourly	\$46.94	\$48.10	\$49.30	\$50.54	\$51.80	\$53.10

SUPPLEMENTAL INFORMATION

SALARY SCHEDULE-AFSCME

Job Title	Hrs Per Day	Rate Type	Step A	Step B	Step C	Step D	Step E	Step F
Heavy Equipment Operator	8	Hourly	\$42.52	\$43.58	\$44.67	\$45.78	\$46.94	\$48.10
Human Resources Assistant	7.5	Hourly	\$45.78	\$46.94	\$48.10	\$49.30	\$50.54	\$51.80
Health And Safety Coordinator	7.5	Hourly	\$53.10	\$54.43	\$55.78	\$57.19	\$58.62	\$60.08
Integrated Pest Mgmt Specialst	7.5	Hourly	\$60.08	\$61.57	\$63.11	\$64.69	\$66.31	\$67.97
Info Svcs Support Tech	7.5	Hourly	\$48.10	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43
Landscape Architect	7.5	Hourly	\$67.97	\$69.67	\$71.41	\$73.19	\$75.03	\$76.90
Legislative Assistant	8	Hourly	\$48.10	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43
Lead Equipment Mechanic	8	Hourly	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43	\$55.78
Lifeguard Services Assistant	8	Hourly	\$38.52	\$39.48	\$40.46	\$41.48	\$42.52	\$43.58
Lifeguard Services Supervisor	8	Hourly	\$44.67	\$45.78	\$46.94	\$48.10	\$49.30	\$50.54
Fire Lieutenant	8	Hourly	\$51.80	\$53.10	\$54.43	\$55.78	\$57.19	\$58.62
Messenger/Mail Clerk	8	Hourly	\$35.76	\$36.67	\$37.57	\$38.52	\$39.48	\$40.46
Mining Technician	8	Hourly	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43	\$55.78
Mining Operations Supervisor	8	Hourly	\$60.08	\$61.57	\$63.11	\$64.69	\$66.31	\$67.97
Maint/Skilled Trades Supervisor	8	Hourly	\$54.43	\$55.78	\$57.19	\$58.62	\$60.08	\$61.57
Naturalist Aide	8	Hourly	\$38.52	\$39.48	\$40.46	\$41.48	\$42.52	\$43.58
Naturalist	8	Hourly	\$44.67	\$45.78	\$46.94	\$48.10	\$49.30	\$50.54
Office Assistant	7.5	Hourly	\$32.40	\$33.22	\$34.04	\$34.90	\$35.76	\$36.67
Outdoor Recreation Coordinator	7.5	Hourly	\$41.48	\$42.52	\$43.58	\$44.67	\$45.78	\$46.94
Outdoor Recreation Supervisor	7.5	Hourly	\$48.10	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43
Painter	8	Hourly	\$42.52	\$43.58	\$44.67	\$45.78	\$46.94	\$48.10
Public Information Specialist	7.5	Hourly	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43	\$55.78
Public Info Supervisor	7.5	Hourly	\$57.19	\$58.62	\$60.08	\$61.57	\$63.11	\$64.69
Project Coordinator	7.5	Hourly	\$53.10	\$54.43	\$55.78	\$57.19	\$58.62	\$60.08
Project Manager	7.5	Hourly	\$64.69	\$66.31	\$67.97	\$69.67	\$71.41	\$73.19
Park Craft Specialist	8	Hourly	\$38.52	\$39.48	\$40.46	\$41.48	\$42.52	\$43.58
Park Ranger	8	Hourly	\$34.90	\$35.76	\$36.67	\$37.57	\$38.52	\$39.48
Park Supervisor I	8	Hourly	\$44.67	\$45.78	\$46.94	\$48.10	\$49.30	\$50.54
Park Supervisor II	8	Hourly	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43	\$55.78
Park Supervisor III	8	Hourly	\$51.80	\$53.10	\$54.43	\$55.78	\$57.19	\$58.62
Park Supervisor IV	8	Hourly	\$54.43	\$55.78	\$57.19	\$58.62	\$60.08	\$61.57
Park Services Worker	8	Hourly	\$28.64	\$29.37	\$30.10	\$30.85	\$31.61	\$32.40
Planner	7.5	Hourly	\$51.80	\$53.10	\$54.43	\$55.78	\$57.19	\$58.62
Plumber	8	Hourly	\$46.94	\$48.10	\$49.30	\$50.54	\$51.80	\$53.10
Park Ranger I	8	Hourly	\$28.64	\$29.37	\$30.10	\$30.85	\$31.61	\$32.40
Principal Planner	7.5	Hourly	\$71.41	\$73.19	\$75.03	\$76.90	\$78.82	\$80.79
Park Services Attendant	8	Hourly	\$25.33	\$25.94	\$26.59	\$27.26	\$27.94	\$28.64
Publications Coordinator	7.5	Hourly	\$54.43	\$55.78	\$57.19	\$58.62	\$60.08	\$61.57
Pump Mechanic	8	Hourly	\$48.10	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43
Res Analyst, Aquatic Exhibits	7.5	Hourly	\$46.94	\$48.10	\$49.30	\$50.54	\$51.80	\$53.10
Recreation Assistant	7.5	Hourly	\$38.52	\$39.48	\$40.46	\$41.48	\$42.52	\$43.58
Reservations Coordinator	7.5	Hourly	\$41.48	\$42.52	\$43.58	\$44.67	\$45.78	\$46.94
Reservations Supervisor	7.5	Hourly	\$50.54	\$51.80	\$53.10	\$54.43	\$55.78	\$57.19
Reservations Specialist	7.5	Hourly	\$37.57	\$38.52	\$39.48	\$40.46	\$41.48	\$42.52
Reservations Support Tech	7.5	Hourly	\$43.58	\$44.67	\$45.78	\$46.94	\$48.10	\$49.30
Rangeland Specialist	7.5	Hourly	\$60.08	\$61.57	\$63.11	\$64.69	\$66.31	\$67.97
Real Property Specialist	7.5	Hourly	\$57.19	\$58.62	\$60.08	\$61.57	\$63.11	\$64.69
Resource Analyst	7.5	Hourly	\$46.94	\$48.10	\$49.30	\$50.54	\$51.80	\$53.10
Roads & Trails Supervisor	8	Hourly	\$54.43	\$55.78	\$57.19	\$58.62	\$60.08	\$61.57
Sr Administrative Specialist	7.5	Hourly	\$39.48	\$40.46	\$41.48	\$42.52	\$43.58	\$44.67

SUPPLEMENTAL INFORMATION

SALARY SCHEDULE-AFSCME

Job Title	Hrs Per Day	Rate Type	Step A	Step B	Step C	Step D	Step E	Step F
Sr Environmental Graphic Dsgnr	8	Hourly	\$44.67	\$45.78	\$46.94	\$48.10	\$49.30	\$50.54
Sr Equipment Mechanic Apprentc	8	Hourly	\$38.52	\$39.48	\$40.46	\$41.48	\$42.52	
Sr IS Support Technician	7.5	Hourly	\$53.10	\$54.43	\$55.78	\$57.19	\$58.62	\$60.08
Supervising Land Surveyor	8	Hourly	\$66.31	\$67.97	\$69.67	\$71.41	\$73.19	\$75.03
Sr Planner	7.5	Hourly	\$57.19	\$58.62	\$60.08	\$61.57	\$63.11	\$64.69
Sr Graphic Designer	8	Hourly	\$44.67	\$45.78	\$46.94	\$48.10	\$49.30	\$50.54
Sr Real Property Specialist	7.5	Hourly	\$63.11	\$64.69	\$66.31	\$67.97	\$69.67	\$71.41
Sanit System Maint Worker	8	Hourly	\$40.46	\$41.48	\$42.52	\$43.58	\$44.67	\$45.78
Sanit System/Recy Coordinator	8	Hourly	\$42.52	\$43.58	\$44.67	\$45.78	\$46.94	\$48.10
Sanit System/Recy Supervisor	8	Hourly	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43	\$55.78
Small Trails Crew Leader	8	Hourly	\$44.67	\$45.78	\$46.94	\$48.10	\$49.30	\$50.54
Small Trails Supervisor	8	Hourly	\$51.80	\$53.10	\$54.43	\$55.78	\$57.19	\$58.62
Stock Clerk/Driver	8	Hourly	\$37.57	\$38.52	\$39.48	\$40.46	\$41.48	\$42.52
Stores Supervisor	8	Hourly	\$43.58	\$44.67	\$45.78	\$46.94	\$48.10	\$49.30
Supervising Construction Inspe	8	Hourly	\$57.19	\$58.62	\$60.08	\$61.57	\$63.11	\$64.69
Supervising Naturalist I	8	Hourly	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43	\$55.78
Supervising Naturalist II	8	Hourly	\$54.43	\$55.78	\$57.19	\$58.62	\$60.08	\$61.57
Systems Administrator	7.5	Hourly	\$63.11	\$64.69	\$66.31	\$67.97	\$69.67	\$71.41
Trails Coordinator	7.5	Hourly	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43	\$55.78
Vegetation Ecologist	7.5	Hourly	\$51.80	\$53.10	\$54.43	\$55.78	\$57.19	\$58.62
Volunteer Program Supervisor	7.5	Hourly	\$48.10	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43
Website Designer	7.5	Hourly	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43	\$55.78
Wildlife Biologist	7.5	Hourly	\$51.80	\$53.10	\$54.43	\$55.78	\$57.19	\$58.62
Water Management Technician	8	Hourly	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43	\$55.78
Water Management Supervisor	8	Hourly	\$57.19	\$58.62	\$60.08	\$61.57	\$63.11	\$64.69
Water Utilities Maint Supervisor	8	Hourly	\$57.19	\$58.62	\$60.08	\$61.57	\$63.11	\$64.69
Water Utilities Maint Tech	8	Hourly	\$49.30	\$50.54	\$51.80	\$53.10	\$54.43	\$55.78

SUPPLEMENTAL INFORMATION

SALARY SCHEDULE – CONFIDENTIAL

Job Title	Hrs Per Day	Rate Type	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Executive Assistant	7.5	Hourly	\$40.85	\$41.78	\$42.70	\$43.62	\$44.57	\$45.54	\$47.81	\$50.21
Assistant Clerk Of The Board	7.5	Hourly	\$47.11	\$48.23	\$49.48	\$50.73	\$51.99	\$53.30	\$55.96	\$58.75
Human Resources Technician	7.5	Hourly	\$47.11	\$48.23	\$49.48	\$50.73	\$51.99	\$53.30	\$55.96	\$58.75
Legal Assistant	7.5	Hourly	\$47.11	\$48.23	\$49.48	\$50.73	\$51.99	\$53.30	\$55.96	\$58.75
Senior Executive Assistant	7.5	Hourly	\$47.11	\$48.23	\$49.48	\$50.73	\$51.99	\$53.30	\$55.96	\$58.75
Executive Assistant to the GM	8	Hourly	\$49.47	\$50.64	\$51.95	\$53.27	\$54.59	\$55.97	\$58.76	\$61.69

SUPPLEMENTAL INFORMATION

SALARY SCHEDULE – PUBLIC SAFETY

Job Title	Hrs Per Day	Rate Type	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Police Lieutenant	8	Hourly	\$71.00	\$74.55	\$78.31	\$82.24	\$86.27	\$90.59	\$95.10	\$99.86
Police Captain	8	Hourly	\$85.31	\$89.61	\$94.10	\$98.80	\$103.72	\$108.89	\$114.34	\$120.04
Fire Chief	8	Hourly	\$85.31	\$89.61	\$94.10	\$98.80	\$103.72	\$108.89	\$114.34	\$120.04
AGM, Public Safety/Chief of Police	8	Hourly	\$103.29	\$108.42	\$113.87	\$119.52	\$125.51	\$131.82	\$138.40	\$145.32
Police Services Technician I	8	Hourly	\$33.92	\$34.76	\$35.64	\$36.52	\$37.44	\$38.38	\$39.34	
Property & Evidence Specialist	8	Hourly	\$35.33	\$37.09	\$38.94	\$40.90	\$42.94	\$45.09	\$46.22	
Police Services Technician II	8	Hourly	\$35.33	\$37.09	\$38.94	\$40.90	\$42.94	\$45.09	\$46.22	
Communications Dispatcher	8	Hourly	\$38.34	\$40.26	\$42.27	\$44.38	\$46.61	\$48.94	\$50.16	
Property & Evidence Supervisor	8	Hourly	\$38.34	\$40.26	\$42.27	\$44.38	\$46.61	\$48.94	\$50.16	
Police Officer Recruit	8	Hourly	\$40.10							
P/S Volunteer Coordinator	8	Hourly	\$41.07	\$43.12	\$45.28	\$47.54	\$49.91	\$52.42	\$53.72	
P/S Systems Administrator	8	Hourly	\$42.93	\$45.08	\$47.34	\$49.70	\$52.19	\$54.80	\$56.17	
Dispatch Supervisor	8	Hourly	\$45.22	\$47.47	\$49.85	\$52.34	\$54.96	\$56.33		
Support Services Supervisor	8	Hourly	\$48.42	\$50.84	\$53.38	\$56.05	\$58.85	\$61.80	\$63.34	
Police Officer	8	Hourly	\$48.78	\$51.22	\$53.78	\$56.46	\$59.30	\$62.25	\$64.75	
Fire Captain	8	Hourly	\$62.86	\$66.00	\$69.30	\$72.77	\$76.41	\$78.31		
Police Offcr/Helicopter Pilot	8	Hourly	\$48.78	\$51.22	\$69.92	\$73.41	\$77.09	\$80.94	\$82.96	
Police Sgt/Helicopter Pilot	8	Hourly	\$79.38	\$83.36	\$87.53	\$91.90	\$96.50	\$98.91		
Police Sergeant	8	Hourly	\$62.86	\$66.00	\$69.30	\$72.77	\$76.41	\$79.08		
Seasonal Police Officer	8	Hourly	\$48.78	\$51.22	\$53.78	\$56.46	\$59.30	\$62.25	\$63.82	

SUPPLEMENTAL INFORMATION

SALARY SCHEDULE – MANAGEMENT

Job Title	Hrs Per Day	Rate Type	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Human Resources Analyst	8	Hourly	\$47.11	\$48.74	\$51.17	\$53.74	\$56.42	\$59.25	\$62.20	\$65.31
Development Officer	8	Hourly	\$53.41	\$56.08	\$58.84	\$61.79	\$64.88	\$68.12	\$71.53	\$75.11
Foundation Finance Manager	8	Hourly	\$53.41	\$56.08	\$58.84	\$61.79	\$64.88	\$68.12	\$71.53	\$75.11
Legis & Policy Mgmt Analyst	8	Hourly	\$53.41	\$56.08	\$58.84	\$61.79	\$64.88	\$68.12	\$71.53	\$75.11
Management Analyst	8	Hourly	\$53.41	\$56.08	\$58.84	\$61.79	\$64.88	\$68.12	\$71.53	\$75.11
Senior Human Resources Analyst	8	Hourly	\$53.41	\$56.08	\$58.84	\$61.79	\$64.88	\$68.12	\$71.53	\$75.11
Accounting Manager	8	Hourly	\$56.08	\$58.83	\$61.78	\$64.87	\$68.11	\$71.51	\$75.10	\$78.85
Assistant to the GM	8	Hourly	\$56.08	\$58.83	\$61.78	\$64.87	\$68.11	\$71.51	\$75.10	\$78.85
Audit Manager	8	Hourly	\$56.08	\$58.83	\$61.78	\$64.87	\$68.11	\$71.51	\$75.10	\$78.85
Budget Manager	8	Hourly	\$56.08	\$58.83	\$61.78	\$64.87	\$68.11	\$71.51	\$75.10	\$78.85
Creative Design Manager	8	Hourly	\$56.08	\$58.83	\$61.78	\$64.87	\$68.11	\$71.51	\$75.10	\$78.85
Clerk Of The Board	8	Hourly	\$56.08	\$58.83	\$61.78	\$64.87	\$68.11	\$71.51	\$75.10	\$78.85
Community Relations Manager	8	Hourly	\$56.08	\$58.83	\$61.78	\$64.87	\$68.11	\$71.51	\$75.10	\$78.85
Fisheries Program Manager	8	Hourly	\$56.08	\$58.83	\$61.78	\$64.87	\$68.11	\$71.51	\$75.10	\$78.85
Foundation Program Manager	8	Hourly	\$56.08	\$58.83	\$61.78	\$64.87	\$68.11	\$71.51	\$75.10	\$78.85
Grants Manager	8	Hourly	\$56.08	\$58.83	\$61.78	\$64.87	\$68.11	\$71.51	\$75.10	\$78.85
Info Svcs Systems Manager	8	Hourly	\$56.08	\$58.83	\$61.78	\$64.87	\$68.11	\$71.51	\$75.10	\$78.85
Real Estate Manager	8	Hourly	\$56.08	\$58.83	\$61.78	\$64.87	\$68.11	\$71.51	\$75.10	\$78.85
Trails Program Manager	8	Hourly	\$56.08	\$58.83	\$61.78	\$64.87	\$68.11	\$71.51	\$75.10	\$78.85
Wildlife Program Manager	8	Hourly	\$56.08	\$58.83	\$61.78	\$64.87	\$68.11	\$71.51	\$75.10	\$78.85
Wildland Veg Program Manager	8	Hourly	\$56.08	\$58.83	\$61.78	\$64.87	\$68.11	\$71.51	\$75.10	\$78.85
Aquatic Manager	8	Hourly	\$58.71	\$61.62	\$64.71	\$67.98	\$71.36	\$74.90	\$78.65	\$82.55
Benefits Manager	8	Hourly	\$58.71	\$61.62	\$64.71	\$67.98	\$71.36	\$74.90	\$78.65	\$82.55
Survey & Constr Inspection Mgr	8	Hourly	\$58.71	\$61.62	\$64.71	\$67.98	\$71.36	\$74.90	\$78.65	\$82.55
Ecological Services Manager	8	Hourly	\$58.71	\$61.62	\$64.71	\$67.98	\$71.36	\$74.90	\$78.65	\$82.55
Ee & Labor Relations Manager	8	Hourly	\$58.71	\$61.62	\$64.71	\$67.98	\$71.36	\$74.90	\$78.65	\$82.55
Facilities Manager	8	Hourly	\$58.71	\$61.62	\$64.71	\$67.98	\$71.36	\$74.90	\$78.65	\$82.55
Fleet Manager	8	Hourly	\$58.71	\$61.62	\$64.71	\$67.98	\$71.36	\$74.90	\$78.65	\$82.55
Government Affairs Manager	8	Hourly	\$58.71	\$61.62	\$64.71	\$67.98	\$71.36	\$74.90	\$78.65	\$82.55
Hr Recruitment & Training Mgr	8	Hourly	\$58.71	\$61.62	\$64.71	\$67.98	\$71.36	\$74.90	\$78.65	\$82.55
Trades Manager	8	Hourly	\$58.71	\$61.62	\$64.71	\$67.98	\$71.36	\$74.90	\$78.65	\$82.55
Chief Communications Officer	8	Hourly	\$64.58	\$67.77	\$71.15	\$74.71	\$78.44	\$82.38	\$86.49	\$90.82
Comm, Records & Prop Manager	8	Hourly	\$64.58	\$67.77	\$71.15	\$74.71	\$78.44	\$82.38	\$86.49	\$90.82
Assistant Fire Chief	8	Hourly	\$64.58	\$67.77	\$71.15	\$74.71	\$78.44	\$82.38	\$86.49	\$90.82
Business Services Manager	8	Hourly	\$64.58	\$67.77	\$71.15	\$74.71	\$78.44	\$82.38	\$86.49	\$90.82
Chief, Gov & Legis Affairs	8	Hourly	\$64.58	\$67.77	\$71.15	\$74.71	\$78.44	\$82.38	\$86.49	\$90.82
Capital Program Manager	8	Hourly	\$64.58	\$67.77	\$71.15	\$74.71	\$78.44	\$82.38	\$86.49	\$90.82
Design Manager	8	Hourly	\$64.58	\$67.77	\$71.15	\$74.71	\$78.44	\$82.38	\$86.49	\$90.82
Equity Officer	8	Hourly	\$64.58	\$67.77	\$71.15	\$74.71	\$78.44	\$82.38	\$86.49	\$90.82
Information Services Manager	8	Hourly	\$64.58	\$67.77	\$71.15	\$74.71	\$78.44	\$82.38	\$86.49	\$90.82
Maintenance Superintendent	8	Hourly	\$64.58	\$67.77	\$71.15	\$74.71	\$78.44	\$82.38	\$86.49	\$90.82
Park Unit Manager	8	Hourly	\$64.58	\$67.77	\$71.15	\$74.71	\$78.44	\$82.38	\$86.49	\$90.82
Risk Manager	8	Hourly	\$64.58	\$67.77	\$71.15	\$74.71	\$78.44	\$82.38	\$86.49	\$90.82
Reg Interp & Rec Svcs Manager	8	Hourly	\$64.58	\$67.77	\$71.15	\$74.71	\$78.44	\$82.38	\$86.49	\$90.82
Restoration Projects Manager	8	Hourly	\$64.58	\$67.77	\$71.15	\$74.71	\$78.44	\$82.38	\$86.49	\$90.82
Assistant Finance Officer	8	Hourly	\$71.00	\$74.55	\$78.31	\$82.24	\$86.27	\$90.59	\$95.10	\$99.86
Chief, Design & Construction	8	Hourly	\$71.00	\$74.55	\$78.31	\$82.24	\$86.27	\$90.59	\$95.10	\$99.86
Chief Information Officer	8	Hourly	\$71.00	\$74.55	\$78.31	\$82.24	\$86.27	\$90.59	\$95.10	\$99.86
Chief, Interp & Rec Svcs	8	Hourly	\$71.00	\$74.55	\$78.31	\$82.24	\$86.27	\$90.59	\$95.10	\$99.86
Chief, Land Acquisition	8	Hourly	\$71.00	\$74.55	\$78.31	\$82.24	\$86.27	\$90.59	\$95.10	\$99.86
Chief, Maint & Skilled Trades	8	Hourly	\$71.00	\$74.55	\$78.31	\$82.24	\$86.27	\$90.59	\$95.10	\$99.86
Chief, Planning, Trails & Gis	8	Hourly	\$71.00	\$74.55	\$78.31	\$82.24	\$86.27	\$90.59	\$95.10	\$99.86
Chief, Stewardship	8	Hourly	\$71.00	\$74.55	\$78.31	\$82.24	\$86.27	\$90.59	\$95.10	\$99.86
Chief, Workforce Development	8	Hourly	\$71.00	\$74.55	\$78.31	\$82.24	\$86.27	\$90.59	\$95.10	\$99.86
Executive Director, RPF	8	Hourly	\$71.00	\$74.55	\$78.31	\$82.24	\$86.27	\$90.59	\$95.10	\$99.86
Land Acquisition Manager	8	Hourly	\$71.00	\$74.55	\$78.31	\$82.24	\$86.27	\$90.59	\$95.10	\$99.86
Assistant General Counsel I	8	Hourly	\$78.13	\$82.03	\$86.18	\$90.46	\$95.03	\$99.78	\$104.78	\$110.02
Chief, Park Operations	8	Hourly	\$78.13	\$82.03	\$86.18	\$90.46	\$95.03	\$99.78	\$104.78	\$110.02
Assistant General Counsel II	8	Hourly	\$85.31	\$89.61	\$94.10	\$98.80	\$103.72	\$108.89	\$114.34	\$120.04
AGM, Public Affairs	8	Hourly	\$85.31	\$89.61	\$94.10	\$98.80	\$103.72	\$108.89	\$114.34	\$120.04
AGM, Acquis/Steward/Development	8	Hourly	\$93.89	\$98.58	\$103.48	\$108.65	\$114.11	\$119.85	\$125.84	\$132.13
AGM, Finance & Mgmt Services/CFO	8	Hourly	\$93.89	\$98.58	\$103.48	\$108.65	\$114.11	\$119.85	\$125.84	\$132.13
AGM, Human Resources	8	Hourly	\$93.89	\$98.58	\$103.48	\$108.65	\$114.11	\$119.85	\$125.84	\$132.13
AGM, Operations	8	Hourly	\$103.29	\$108.42	\$113.87	\$119.52	\$125.51	\$131.82	\$138.40	\$145.32
Deputy General Manager	8	Hourly	\$119.29	\$125.32	\$131.56	\$138.11	\$145.03	\$152.32	\$159.93	\$167.94

SUPPLEMENTAL INFORMATION

SALARY SCHEDULE – SEASONAL

Job Title	Hrs Per Day	Rate Type	Step A	Step B	Step C	Step D	Step E	Step F
Interpretive Student Aide I	8	Hourly	\$16.39	\$17.25				
Recreation Leader I	8	Hourly	\$16.39	\$17.25				
Student Laborer	8	Hourly	\$16.39	\$17.25				
Gate Attendant	8	Hourly	\$18.07	\$19.01				
Lifeguard I	8	Hourly	\$20.78	\$21.29	\$21.84	\$22.37	\$22.94	\$23.50
Field Intern	8	Hourly	\$19.87	\$20.91				
Intern	8	Hourly	\$19.87	\$20.91				
Interpretive Student Aide II	8	Hourly	\$19.87	\$20.91				
Lead Gate Attendant	8	Hourly	\$19.87	\$20.91				
Public Safety Student Aide	8	Hourly	\$19.87	\$20.91				
Recreation Leader II	8	Hourly	\$19.87	\$20.91				
Lifeguard II	8	Hourly	\$24.09	\$24.70	\$25.33	\$25.94		
Lifeguard III	8	Hourly	\$29.37	\$30.10	\$30.85	\$31.61		
Recreation Leader III	8	Hourly	\$22.86	\$24.05				
Recreation Leader IV	8	Hourly	\$28.55	\$30.07				

SUPPLEMENTAL INFORMATION SALARY SCHEDULE – BOARD APPOINTED

Job Title	Hrs Per Day	Rate Type	Minimum	Previous	Maximum
General Manager	8	Hourly	\$126.39	181.18	191.15
General Counsel	8	Hourly	\$94.52	127.73	138.72



**EAST BAY REGIONAL PARK DISTRICT
RESOLUTION NO. 2023 - 12 - 280
DECEMBER 19, 2023**

**ADOPTION OF THE 2024 OPERATING, PROJECT AND PROGRAM BUDGET &
APPROVAL OF THE 2024 ARTICLE XIII-B CALIFORNIA APPROPRIATION LIMIT
(GANN LIMIT)**

WHEREAS, the General Manager of the East Bay Regional Park District (Park District) has prepared and submitted the 2024 Proposed Operating, Project and Program Budget in accordance with the requirements of state law and the Board Operating Guidelines; and

WHEREAS, on November 20, 2023 the Board Finance Committee reviewed and commented on the 2024 Proposed Operating, Project, and Program Budget and unanimously recommended its adoption by the Board of Directors; and

WHEREAS, on November 27, 2023 the Park Advisory Committee reviewed and commented on the 2024 Proposed Operating, Project, and Program Budget and recommended its adoption by the Board of Directors; and

WHEREAS, the Park District duly noticed and set public hearings on the 2024 Proposed Operating, Program and Project Budgets on December 5, and notice of the hearing was given in the time and manner required by law;

NOW, THEREFORE BE IT RESOLVED, that the Board of Directors of the East Bay Regional Park District hereby:

1. Approves the 2024 Operating, Program and Project Budget in substantially final form as presented to the Board of Directors on December 5 and December 19, 2023 including language consistent with comments and corrections as identified and described in this material.
2. Authorizes the total appropriation of \$351,846,695 for the General Fund, special revenue funds, debt service funds, internal service funds, permanent funds and project funds;
3. Authorizes the General Manager, or her designee, to increase appropriations in the 2024 budget in an amount not to exceed the "Reserve for Encumbrances," the amount to be established at the end of the 2023 fiscal year.
4. Authorizes those classifications that have an apprentice level to be underfilled at the apprentice level and then be increased to the full classification position once the apprenticeship has been completed without return to the Board.
5. Authorizes the upgrade of 9-month positions to 12-month positions when those positions become vacant, without return to the Board.

BE IT FURTHER RESOLVED, that the General Manager is hereby authorized and directed, on behalf of the Park District and in its name, to execute and deliver such documents and to do such acts as may be deemed necessary or appropriate to accomplish the intentions of this resolution.

Moved by Director Corbett seconded by Director Echols, and adopted December 19, 2023, by the following vote:

- FOR: Colin Coffey, Elizabeth Echols, John Mercurio, Dee Rosario, Olivia Sanwong, Dennis Waespi, Ellen Corbett
- AGAINST: None.
- ABSENT: None.
- ABSTAIN: None.



Dennis Waespi
Board President

CERTIFICATION
I, Yolande Barial Knight, Clerk of the Board of Directors of the East Bay Regional Park District, do hereby certify that the above and foregoing is a full, true and correct copy of Resolution No. 2023-12-280 adopted by the Board of Directors at a regular meeting held on December 19, 2023





EAST BAY REGIONAL PARK DISTRICT
RESOLUTION NO. 2023 - 12 - 281
DECEMBER 19, 2023

APPROVAL OF THE 2024 APPROPRIATIONS LIMIT

WHEREAS, Article XIII B of the California constitution subjects public agencies to annual appropriation limit of proceeds from taxes; and

WHEREAS, the appropriation limit is the prior year limit adjusted by factors identified in state law; and

WHEREAS, state law allows selection of optional factors by each public agency based upon either: (1) changes in the California per capita personal income; or (2) changes in the local assessment roll due to the addition of local nonresidential new construction and population; and

WHEREAS, the factor used by the East Bay Regional Park District for the 2024 calculation was the change in the California per capita personal income; and

WHEREAS, on November 20, 2023, the Board Finance Committee reviewed the 2024 Appropriations Limit and recommended approval by the Board of Directors; and

WHEREAS, the appropriations subject to the limit and included in the 2024 Proposed Budget total \$195,468,556 which is below the calculated limit of \$527,755,360.

NOW, THEREFORE BE IT RESOLVED, that the Board of Directors of the East Bay Regional Park District hereby selects the California per capita personal income factor to calculate the 2024 appropriations limit; and

BE IT FURTHER RESOLVED, that the Park District appropriations limit for 2024 is hereby set and adopted at \$527,755,360; as presented to the Board on December 19, 2023; and

BE IT FURTHER RESOLVED, that the General Manager is hereby authorized and directed, on behalf of the Park District and in its name, to execute and deliver such documents and to do such acts as may be deemed necessary or appropriate to accomplish the intentions of this resolution.

Moved by Director Corbett seconded by Director Mercurio, and adopted December 19, 2023, by the following vote:

FOR: Colin Coffey, Elizabeth Echols, John Mercurio, Dee Rosario, Olivia Sanwong, Dennis Waespi, Ellen Corbett

AGAINST: None.
ABSENT: None.
ABSTAIN: None.

[Signature of Dennis Waespi]
Dennis Waespi
Board President

CERTIFICATION
I, Yolande Barial Knight, Clerk of the Board of Directors of the East Bay Regional Park District, do hereby certify that the above and foregoing is a full, true and correct copy of Resolution No. 2023-12-281, adopted by the Board of Directors at a regular meeting held on December 19, 2023.
[Signature of Yolande Barial Knight]

AAPHIS – U.S. Agriculture, Animal Plant Health Inspection Service.

AB – California Assembly Bill.

ABAG – Association of Bay Area Governments.

AC- Alameda County.

Accrual – Accumulation of payments or benefits over time.

ACFR – Annual Comprehensive Financial Report.

ACOE – U.S. Army Corps of Engineers.

ADA - Americans with Disability Act.

AED – Automated External Defibrillator.

AFSCME – American Federation of State County Municipal Employees.

AGM – Assistant General Manager.

AP – Accountants Payable.

AWP – Alternative Work Program.

Adopted Budget – The adopted budget is the District’s annual fiscal plan, which is approved by the Board of Directors. The adopted budget establishes the legal authority for the expenditure of funds, as created by the appropriation resolution. The adopted budget includes all reserves, transfers, allocations, supplemental appropriations and other legally authorized legislative and executive changes.

Americans with Disability Act – Federal law which prohibits discrimination and ensures equal opportunity for persons with disabilities in employment, state and local government services, public access, commercial facilities and transportation.

Appropriation - A legal authorization granted by the Board of Directors to make expenditures and to incur obligations for specific purposes. An appropriation usually

is limited in amount and to the time in which it may be expended.

Audit – Official inspection of an individual’s or organization’s account, typically by an independent body.

BAAQMD – Bay Area Air Quality Management District.

BAOSC – Bay Area Open Space Council.

BART – Bay Area Rapid Transit.

BCDC – San Francisco Bay Conservation and Development Commission.

Balanced Budget – A budget in which resources, including estimated revenue and other sources such as bond proceeds, transfers in and approved fund balances/net assets, meet or exceed uses, including appropriations and transfers.

Budget - A plan for financial operation embodying an estimate of proposed expenditures for a given period and the proposed means of financing them.

CAFR – Comprehensive Annual Financial Report.

CALEA – Commission on Accreditation for Law Enforcement.

CARB – California Air Resources Board.

CCC – California Coastal Conservancy.

CCC – Contra Costa County.

CCTA – Contra Costa Transportation Agency.

CDD – Click, Drag and Drill.

CEQA – California Environmental Quality Act.

CESP – Citizens for Eastshore Park.

CHP – California Highway Patrol.

CIP – Capital Improvement Program/Project.

CNPS – California Native Plant Society.

CNWS – Concord Naval Weapon Station.

CPR – Cardiopulmonary Resuscitation.

CSDA – California Special District Association.

California Environmental Quality Act – California law (California Public Resources Code section 21000 et seq.) that requires development projects to submit documentation of their potential environmental impact.

Capital Budget - A plan for proposed capital outlays and the means of financing them.

Capitalized Expenditures - Expenditures resulting in the acquisition and/or construction of fixed assets.

Capital Improvement Program - A multi-year plan for capital expenditures, with details on anticipated annual expenditures, with information about the resources estimated to be available to finance the projected expenditures.

CFD – Community Facilities District. A form of financing used by cities, counties and Special Districts, formed to finance major improvements and services within the District, that must be approved by 2/3 of voters within the district.

CNWS – Concord Naval Weapons Station. A former military base pending closure and conversion to a new Regional Park.

DBW – California Department Boating and Waterways.

DFG – California Department Fish and Game.

DMV – California Department Motor Vehicles.

DPR – California Department of Parks and Recreation.

DTSC – California Department of Toxic Substance Control.

Debt Service Fund - A fund that accounts for accumulation of resources to be used for debt service payments, as well as principal and interest payments and associated administrative costs.

Deficit - The result of an excess of expenditures over resources.

Designation of Fund Balance – Unreserved fund balance may be designated by the District to be set aside for a specific purpose. The designation indicates that a portion of fund equity is not available for current appropriation, as it has been set aside to comply with the District's plan for future uses.

EACCS – East Alameda County Conservation Strategy.

EBRPD – East Bay Regional Park District.

ECCC HCP – East Contra Costa County Habitat Conservancy Program.

EEC – Environmental Education Center.

EIR – Environmental Impact Report. Report to inform the public and public agency decision-makers of significant environmental effects of proposed projects, identifying possible ways to minimize those effects, and describe reasonable alternatives to those projects.

EIS – Environmental Impact Statement.

EMS – Emergency Medical Service.

EMT – Emergency Medical Technician.

EPA – Environmental Protection Agency.

ERSI – GIS software.

ESP – McLaughlin Eastshore State Park.

Encumbrances – Commitments for unperformed contracts for goods and services.

FEMA - Federal Emergency Management Agency.

FOMC – Federal Open Market Committee.

FTE – Full Time Equivalent.

FWS – U.S. Fish and Wildlife Service.

Federal Emergency Management Agency – Provides disaster related assistance for repair and reconstruction, as well as mitigation funds to reduce potential damage from future disasters.

Fiscal Year - A 12-month period to which the annual operating budget applies and at the end of which the District determines its financial position and the results of its operations. The District’s fiscal year is from January 1 through December 31.

Fixed Assets – Land and other long-lived assets, such as buildings, improvements, vehicles/equipment, with a value greater than the capitalization amount, stated in the District’s Capital Asset and Inventory Control Policy. In 2009 the policy was updated to capitalize vehicles/equipment with a cost exceeding \$25,000, and improvements /infrastructure with a cost exceeding \$100,000.

Fund – The accounts of the District are organized on the basis of funds, each of

which is considered a separate accounting entity. The operations of each fund are accounted for with a separate set of self-balancing accounts that comprise its assets, liabilities, fund equity, revenues and expenditures.

Governmental resources are allocated to, and accounted for, in individual funds based upon the purposes for which they are to be spent and the means by which spending activities are controlled.

Fund Balance – Fund balance is the difference between governmental fund assets and fund liabilities.

Full-Time Equivalent – The measure of 1 full-time position based on either 1,950 or 2,080 hours per year, depending upon the position. For instance, 1.0 FTE Park Ranger II is budgeted for 2,080 per year, while 1.0 FTE Senior Office Assistant is budgeted for 1,950 hours.

GAAP – Generally Accepted Accounting Principles.

GASB – Governmental Accounting Standards Board.

GFOA –Government Finance Officers Association.

GIS – Geographic Information System.

GL – General Ledger.

GPS – Global Positioning System.

GPWG – Gateway Park Working Group.

General Fund - The fund used to account for all financial resources, except those required to be accounted for in another fund.

Generally Accepted Accounting Principles – Uniform standards and guidelines for financial accounting and reporting.

Government Fund – Grouping used in accounting for tax-supported activities completed by the federal government.

Grants - Contributions or gifts of cash or other assets to/from another government agency, foundations or private entities, to be used for a specific purpose.

HASPA – Hayward Area Shoreline Planning Agency.

HCP – Habitat Conservation Plan.

HPHP – Healthy Parks Healthy People.

HR – Human Resources.

HVAC- Heating, ventilation, air conditioning.

IPM – Integrated Pest Management.

Intra-District Charges – Revenue in internal services funds received from governmental funds/divisions for services, for services provided by the internal service fund, which benefit these governmental funds/divisions.

Internal Service Funds - Funds used to account for the financing of goods or services provided by one fund to other funds/divisions on a cost-reimbursement basis.

JPA – Joint Powers Agreement.

LARPD – Livermore Area Recreation and Park Department.

LLD – Landscape and Lighting District.

LPG – Liquefied Petroleum Gas.

LUP – Land Use Plan. the long-range plan for an entire park. It evaluates park resources, documents and recommends programs for managing and conserving these resources, discusses key planning issues, indicates relevant policies and offers proposals for future recreational and service facilities to provide for the range of public recreational needs in the park.

LUPA – Land Use Plan Amendment. developed to modify specific aspects, including additions or revisions to the existing Land Use Plan.

Landscape and Lighting District – Under California Landscaping and Lighting Act of 1972, special assessments are levied upon parcels which receive special benefits. The assessments and related expenditures are accounted for in special revenue funds entitled LLDs.

MAST – Maintenance and Skilled Trades.

MFE – Mobile Fish Exhibit.

MHLT – Muir Heritage Land Trust.

MLK – Martin Luther King, Jr.

MM – Major Maintenance.

MOU – Memorandum of Understanding.

MTC – Metropolitan Transportation Commission.

Master Plan – The District’s Master Plan, most recently updated in 2013, is the District’s priority setting document, which guides the long-term implementation of the vision and mission of the District.

Measure AA – 1988 voter-approved General Obligation Bonds totaling \$225 million, to be used to finance parkland acquisition, development and improvements to recreational open space.

Measure CC – 2004 voter-approved excise tax used to fund public access, wildfire protection, public safety and environmental maintenance of District parks and trails.

Measure FF– 2018 voter-approved extension of Measure CC, as a Community Facilities District, to fund public access, wildfire protection, public safety and

environmental maintenance of District parks and trails.

Measure WW – 2008 voter-approved General Obligation Bonds, totaling \$500 million, to be used to finance parkland acquisition and capital projects as well as grants to local agencies.

NCCP – Natural Community Conservation Plan.

NEGOV -- Online software source that automates job advertising and applications for Human Resources.

NEPA – National Environmental Policy Act.

NFIRS – National Fire Incident Reporting System.

NOAA – National Oceanic and Atmospheric Administration.

National Environmental Policy Act – National Environmental Policy Act, established as law in 1970, provides national environmental policy and goals for the protection, maintenance, and enhancement of the environment. It provides a process for implementing these goals.

Net Assets - The difference between proprietary fund assets and liabilities.

OPEB – Other Post-Employment Benefits.

OSHA – U.S. Occupational Safety and Health Act.

OSPR – California Office of Spill Prevention and Response.

OTA – “Other Than Assets” are projects/programs accounted for in project fund, for projects or programs, which require multiple year funding but do not result in a capital asset, as defined by the District’s Capital Asset and Inventory Control Policy.

Operating Budget – Plan for current operating expenditures (as opposed to capital or debt service expenditures) and the proposed means of financing them.

Operating Expenditures - Fund expenses related directly to the fund’s primary activities.

Operating Revenues - Revenues directly related to the fund’s primary activities.

Ordinance 38 – District rules and regulations which apply to persons entering District parklands.

Other Than Asset Projects – “Other Than Assets” are projects/programs accounted for in the capital projects funds. These projects/programs require multiple year funding but do not result in a capital asset, as defined by the District’s Capital Asset and Inventory Control Policy.

PA – Police Association.

PAC – Park Advisory Committee.

PCBC – Pacific Coast Builders Conference.

Permanent Fund – One of the five governmental fund types established by GAAP. The sum of equity used to permanently generate payments and maintain financial obligation as introduced in GASB 34.

PG&E – Pacific Gas and Electric.

PMPP – Pavement Maintenance and Preservation Program.

POST – Peace Officer Standards and Training.

PSA – Public Service Announcement.

PSR – Project Study Report.

P Drive – District wide shared information computer drive.

Performance Measures – A tool used to align services and programs with strategic priorities, report on service efforts and accomplishments, and conduct multi-year and or benchmark comparisons. The collection and analysis of performance data is essential to developing strategic plans, measuring progress towards goals, assessing policy alternatives and making sound management decisions.

Personnel Services – This includes the cost of both wages and benefits paid to employees for work performed.

Pipeline - Term applied to the workforce/staffing that is required to maintain and operate all new and upgraded facilities. Also, the capital construction, acquisition, or resource projects that will eventually require, in future years, a commitment of operating funds.

Program - Group activities, operations or organizational units directed to attaining specific purposes or objectives.

Program Purpose - A general statement explaining the reason why a particular program or division exists.

Promissory Notes – In 2012, the District issued \$24.9 million in Promissory Notes to finance field and administrative facility replacement and renovation. The Notes are limited obligations of the District, payable solely from limited ad valorem property taxes levied or from other funds legally available.

Prop 84 – California Clean Water, Parks and Coastal Protection Act.

Proposition 1A – Article 13, Sec. 25.5 of the California Constitution provides protection to local agencies against the modification of the allocation of ad valorem property tax by the State (i.e. reducing the allocation to the locals and increasing the allocation to the State.).

Prop 1A can be suspended only if three criteria (governor issues severe fiscal hardship proclamation, Legislature enacts an urgency statute by 2/3 vote, and full repayment statute is enacted) are met, and not more than twice in 10 years. The maximum amount the State can reallocate is 8%. The State met the three criteria, suspended Prop 1A, and “borrowed” 8% of local property tax during 2009-2010.

Proprietary Funds – Used to account for activities that are similar to activities that may be performed by a commercial enterprise. The purpose of the proprietary fund is to provide a service or product at a reasonable cost. The District’s only proprietary funds are internal service funds.

REP – Resource Enhancement Program.

RFP – Request for Proposal.

RGP – Regional General Permit.

RIN – Regional in Nature park programs advertisement, issued by the District.

RMA – Routine Maintenance Agreement.

RMP – Resource Management Plan.

ROW – Right of Way.

RTIP – Regional Transportation Improvement Program.

RWQCB – San Francisco Bay Regional Water Quality Control Board.

Reimbursements – Repayments of amounts remitted on behalf of another fund or agency.

Reserve - (1) An account used to earmark a portion of fund balance to indicate that it is not appropriate for expenditure; and (2) an account used to earmark a portion of fund equity as legally segregated for a specific future use.

Reserved Fund Balance - The portion of fund balance that is not available to finance expenditures of the subsequent accounting period, including items such as encumbrances, inventory, prepaid items, and notes receivable.

Resources – Total revenue, inter-departmental charges and bond proceeds budgeted for the fiscal year.

Risk Management – The management efforts to protect the District from potential claims, including the avoidance of accidental loss or minimization of consequences if loss does occur.

SAFETEA-LU – U.S. Safe, Accountable, Flexible, Efficient, Transportation Equity Act: A Legacy for Users.

SB – California Senate Bill.

SCA – Student Conservation Association.

SCADA – Supervisory Control and Data Acquisition System.

SF Bay Trail – Planned 500-mile walking and cycling path around the entire San Francisco Bay running through all nine Bay Area counties, 47 cities, and across seven toll bridges.

SFPUC – San Francisco Public Utility Commission.

SIRE – Electronic document management software.

SOD – Sudden Oak Death.

SPCRR – Society for Preservation of Carter Railroad.

SRI – Strategy Research Institute.

STIP – State Transportation Improvement Program.

SWPPP – Storm Water Pollution Prevention Plan.

Self-Insurance – The District has retained risk of loss under certain circumstances and up to set dollar amounts. For example, the District is self-insured for the dental benefits offered to employees. The District does not transfer any risk for employee dental claims to a third party. The District is also self-insured for general liability up to \$500,000 limit for liability and \$25,000 for property.

The District has purchased insurance through a public entity risk pool for liability in excess of the self-insurance amount. Additionally, the District is self-insured for worker’s compensation claims up to \$350,000 per accident/employee.

Services – Services include many expenditure categories. The major services required by each division follow:

- Executive and Legislative Division
 - Other services
- Legal Division
 - Claims
 - Legal services
 - Other services
 - Insurance premiums
- Human Resources Division
 - Training
 - Claims
- Land Division
 - Other services
- Finance and Management Services Division
 - Support contracts
- Operations Division
 - Other services
 - Repairs and maintenance services
 - Water
- Planning/Stewardship and Development Division
 - Other services
- Public Affairs Division
 - Reproductions
- Public Safety Division
 - Other services
 - Repairs and maintenance services.

Special Revenue Fund - A fund used to account for the proceeds of specific revenue sources that are legally restricted to be used for specified purposes.

Staging Area - An entry point to a Regional Park, with parking and other amenities for park users.

TAC – East Alameda County Conservation Strategy Technical Advisory Committee.

TCP – District Trails, Creek and Ponds.

TIGER – U.S. Transportation Investment Generating Economic Recovery.

Transfer In/Out – Reallocation of resources between funds. Operating transfers are used to fund operating activities. Capital transfers are between bond proceed funds and funds which use bond proceeds are sources for funding bond approved projects.

UPS – United Parcel Service.

USPS – U.S. Postal Service.

Uses – Total planned expenditures, inter-fund transfers and changes to fund balance for the budget year.

VHF – Very High Frequency.

WHR – Wildfire Hazard Reduction.

WHRRMP – Wildfire Hazard Reduction and Resource Management Plan.

ZB – Zone of Benefit. A specific area designated within a Landscape and Lighting District to account for the expenditure of special assessment revenues collected.