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# EAST BAY REGIONAL PARK DISTRICT BOARD EXECUTIVE COMMITTEE

Thursday, August 6, 2020  
12:30 p.m.

## COMMITTEE MEMBERS AND STAFF WILL ATTEND VIA TELECONFERENCE

Pursuant to Governor Newsom’s Executive Order No. N-29-20 and the Alameda County Health Officer’s current Shelter in Place Order, the East Bay Regional Park District (“Park District”) Headquarters will not be open to the public and the Board Executive Committee and staff will be participating in the meetings via video conferencing.

### Members of the public can listen to and view the meeting in the following way:

Via the Park District’s live video stream, on the Park District’s YouTube channel, which can be found at: [https://youtu.be/hwdoejG\\_8bc](https://youtu.be/hwdoejG_8bc)

*(The YouTube link may not function properly when using Internet Explorer. The optimal browser for viewing the live stream of the meeting is Chrome.)*

### Public comments may be submitted one of two ways:

1. Via email to Becky Pheng at [bpheng@ebparks.org](mailto:bpheng@ebparks.org) by 4:00 pm on Wednesday, August 5, 2020. Email must contain in the subject line public comments – not on the agenda or public comments – agenda item #.
2. Via voicemail at 510-544-2005. The caller must start the message by stating public comments – not on the agenda or public comments – agenda item# followed by their name and place of residence, followed by their comments.

Comments received during the meeting and up until the public comment period on the relevant agenda item is closed will be provided in writing to the Board Executive Committee including transcribed voicemails. All comments received by the close of the public comment period will be available after the meeting as supplemental materials and will become part of the official meeting record. Please try to limit your written comments to no more than 300 words. The Park District cannot guarantee that its network and/or the site will be uninterrupted. To ensure that the Park District receives your comments, you are strongly encouraged to submit your comments in writing in advance of the meeting.

For future meetings, the Park District is exploring additional ways for the public to submit comments.

If you have any questions about utilizing the audio stream, please contact the Recording Secretary of the Committee, Becky Pheng at [bpheng@ebparks.org](mailto:bpheng@ebparks.org) or at 510-544-2005. To ensure the best opportunity for Park District staff to address your question, please contact the Recording Secretary prior to 4:00 pm on Wednesday, August 5, 2020.

Board of Directors

Ellen Corbett  
President  
Ward 4

Dee Rosario  
Vice President  
Ward 2

Colin Coffey  
Treasurer  
Ward 7

Beverly Lane  
Secretary  
Ward 6

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Ward 1

Dennis Waespi  
Ward 3

Ayn Wieskamp  
Ward 5

Robert E. Doyle  
General Manager



## EAST BAY REGIONAL PARK DISTRICT BOARD EXECUTIVE COMMITTEE

Thursday, August 6, 2020  
12:30 p.m.

### COMMITTEE MEMBERS AND STAFF WILL ATTEND VIA TELECONFERENCE

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

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

#### Accommodations and Access

District facilities and meetings comply with the Americans with Disabilities Act. If special accommodations are needed for you to participate, please contact the Clerk of the Board at 510-544-2020 as soon as possible, but preferably at least three working days prior to the meeting.

## AGENDA

<u>TIME</u>	<u>ITEM</u>	<u>STATUS</u>	<u>STAFF</u>
12:30 pm	1. Roll Call (Virtual)		Becky Pheng
12:35 pm	2. Concord Hills Regional Park Naming Information Update	I	Devan Reiff
1:05 pm	3. 2020 Performance Plan Mid-Year Update	I	Dr. Ana Alvarez Katherine Dudney
1:30 pm	4. Public Comments Public comments may be submitted one of two ways: 1) Via email to Becky Pheng at <a href="mailto:bpheng@ebparks.org">bpheng@ebparks.org</a> . Email must contain the subject line Public Comments – not on the agenda or comments on the agenda and indicate the item # by Wednesday, August 5, 2020. 2) Via voicemail at 510-544-2005. The caller must start the message by stating Public Comments – not on the agenda followed by their name and place of residence, followed by their comments.		
1:35 pm	5. Board Comments		
1:40 pm	6. General Manager Comments		

#### Board Executive Committee Members

Ellen Corbett (Chair), Ayn Wieskamp, Dee Rosario  
Colin Coffey (Alternate)  
Robert E. Doyle, Staff Coordinator

R - Recommendation for Future Board Consideration

I - Informational

D - Discussion

#### 2020 Meeting Dates

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

#### Board of Directors

Ellen Corbett President Ward 4	Dee Rosario Vice President Ward 2	Colin Coffey Treasurer Ward 7	Beverly Lane Secretary Ward 6	Elizabeth Echols Ward 1	Dennis Waespri Ward 3	Ayn Wieskamp Ward 5	Robert E. Doyle General Manager
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**EAST BAY REGIONAL PARK DISTRICT**

**BOARD EXECUTIVE COMMITTEE**

Meeting of August 6, 2020

TO: Board Executive Committee

FROM: Robert E. Doyle, General Manager

STAFF REPORT  
PREPARED BY: Devan Reiff, Principal Planner

SUBJECT: Concord Hills Regional Park Naming Information Update

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Devan Reiff, Principal Planner, will make a presentation on this agenda item.

BACKGROUND

On July 7, 2020, the East Bay Regional Park District Board of Directors adopted the Concord Hills Regional Park Land Use Plan (LUP) and certified the Environmental Impact Report, creating a new 2,500-acre park at the site of the former Concord Naval Weapons Station (CNWS). At the May 7, 2020 Board Executive Committee meeting, after a staff presentation, the Committee directed staff to continue with consultation with native peoples of the East Bay and their tribal leadership regarding a name for the future park, and to bring the LUP to the full Board separately from the naming selection of the park. With the adoption of the LUP completed, this report will give an update on the tribal consultations to date.

“Concord Hills Regional Park” has been the working name for the future park since 2013, when it was included in the Park District’s Master Plan. Staff solicited input on the name of the future park throughout the planning process during community engagement events for the LUP and through public online surveys. Summaries of these surveys are found in the staff report to the May 7, 2020 Board Executive Committee meeting.

**Tribal consultation:** With the assistance of former Park District Cultural Services Coordinator Dr. Beverly Ortiz, Park District staff started with a list of contacts from the California Native American Heritage Commission, which included federally recognized tribes, and tribes and tribal entities with cultural affiliations to Ohlone, Bay Miwok and/or Delta Miwok homelands. From that larger list, staff was able to contact and speak with several leaders of East Bay tribal entities, and all agree the new park in Concord should be named in recognition of the ancestral native peoples who lived in the Concord/ Mt. Diablo area, or of their culture. The tribal leaders spoken with to date are:

- *Association of Ramaytush Ohlone*
- *California Indian Water Commission*

- *Confederated Villages of Lisjan*
- *Costanoan Rumsen Carmel*
- *Him're-n of Ohlone, Bay Miwok and Plains Miwok*
- *Indian Canyon Mutsun Band of Costanoan People*
- *Muwekma Ohlone Tribe*
- *Ohlone Indian Tribe*

The *Amah Mutsun Tribal Band* declined to participate in the park naming conversation, as the Concord area is outside their traditional tribal territory.

At the time of report publication, staff were scheduled to speak with one additional tribe:

- *Wilton Rancheria*

Tribal entities which were contacted, but with whom staff did not speak by the date of this report:

- *Ione Band of Miwok Indians*
- *North Valley Yokuts Tribe*
- *Santa Rosa Rancheria*

Staff continues to reach out to these remaining tribal entities, and will have a verbal update to this report at the August 6<sup>th</sup> Committee meeting. Also, staff is hosting a conference call with the leaders who have communicated their park naming preferences, to see if some form of consensus can be reached as to a specific park name.

In general, the park names suggested by local tribal leaders fall into two categories:

1. Name that honors and recognizes the people for whom Concord and this side of the mountain was their ancestral homeland.
2. Name that uses words in Bay Miwok languages to honor and recognize the land where the tribal ancestors lived.

In the first category, names suggested were: “Costanoan/Bay Miwok Regional Park,” “Chupcan Territory Regional Park,” “Chupcan Regional Park” and “Chupcan/Bay Miwok Regional Park.” The Chupcan were a Bay Miwok-speaking people who lived in the Concord area prior to and after European contact, and the Mission system (see map as Attachment A).

In the second category, a suggestion was translation of the phrase, “Fighting for the high ground” into a Bay Miwok dialect; or, other phrases which honor the spirit of the place, such as “Place where the rivers meet,” or other phrases. Separately, another naming option being considered is to select a name in a Bay Miwok dialect for the mountain which is now known as Mt. Diablo.

There was interest from some tribal leaders in using the Park’s interpretive plan to present a history of native American participation in the United States military, connecting the native presence on the land to the use of the land by the US Navy for the last 75 years. Staff is working on this research for possible inclusion at a later date.

**Park District Naming Policy:** The Park District’s naming policy states, in part:

Regional Parks, trails, features, areas and facilities will be named after natural features such as plant and animal life, geographic, topographic or paleontological features or for cultural features such as archaeological and historic artifacts, historic persons, families or events Existing historically related names shall be respected.<sup>1</sup>

A park’s name gives the public a sense of what they can expect at the park. Park names tell the cultural, historical, geological or biological stories of the land. For the new regional park in Concord, a name will tell about the location of this park, and of the people who have used this land during different periods of history. The name can assist with the interpretive program of the park – telling the stories of the many people who lived and used this land.

The 2004 Naming Policy guides the process by which the Park District selects a name, starting with coordination by the Planning department, either in an “appropriate planning document for the parkland unit or by separate Board Resolution.” Four steps follow in the Naming Policy:

- Staff will submit naming recommendations for review by the Board Executive Committee. The Executive Committee will make a recommendation to the full Board of Directors.
- The Park Advisory Committee (PAC) will review the Executive Committee recommendation and make its own recommendation to the Board of Directors.
- In a case where the PAC disagrees with the Executive Committee’s recommendation, the recommendation will be returned to the Executive committee.
- The full Board will consider the naming proposal.

**Online survey results:** As a part of the development of the LUP and naming process, staff conducted an online survey with the leading names suggested throughout the public outreach process to date. As tribal input had not yet been solicited, the survey did not include a native affiliated name. However, interest in a native name was a recurring theme in the “Other” category. The 1,200 votes from the four public surveys indicated a preference for the following four names and Other suggestions: “Concord Hills,” “Diablo Vista,” “Los Medanos,” and “Monte Del Diablo” and “Other.” The top selected names are listed below in alphabetical order, with staff’s evaluation of advantages (pro) and disadvantages (con) for each potential park name. In each case, the future regional park’s name would be “\_\_\_\_\_ Regional Park.”

- I. Concord Hills: This has been used as a placeholder name for the Future Park during the land use planning process.
  - Pro: straight-forward name—lets people know where they are and what to expect at the park. This name was selected in a resolution by the Concord City Council a few months ago as their preferred name for the park.

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<sup>1</sup> “Naming Policy and Guidelines.” Adopted on April 20, 2004, Resolution No. 2004-04-73.

- Con: the name was made-up for the planning process and is not a previously recognized geographic name. The name does not reference the parks location with respect to the City of Pittsburg.
2. Diablo Vista:
    - Pro: name recognizes the view from the future park to neighboring Mt. Diablo
    - Con: not an official geographic, historic or topographic name. Also, it is the name of a school in Danville and a residential development in Livermore.
  3. Los Medanos: Named for the 1835 Mexican land grant and ranch of Jose Mesa and Jose Miquel, which included today's communities of Pittsburg, Bay Point, and Antioch, this is the most widely recognized name for the range of hills between Concord and Pittsburg.
    - Pro: broadly recognized geographic name for the hills in the future regional park.
    - Con: future regional park is not actually located on land that was part of Rancho Los Medanos; and, the name is primarily associated with Los Medanos College in Pittsburg.
  4. Monte Del Diablo: Name of 1834 Mexican land grant and ranch of Don Salvio Pacheco, land which includes today's City of Concord.
    - Pro: recognizes the period of Mexican history of the land.
    - Con: may be confused with nearby Mount Diablo State Park.
  5. "Other": Individual responses from online "Other" suggestions which received more than a single vote were discussed in the May 7, 2020 Board Executive Committee report. In general, the "Other" suggested an interest in a native affiliated name as well as names related to the sailors who died or were injured in the Port Chicago explosion of 1944; military history, individuals associated with Concord, and geographic names, such as "Vista Diablo."

While the LUP contains suggested names of trails, roads, and natural park features, it will be during the park's development stages when individual park features are named. For example, the LUP contains proposed names recognizing the area's Native American heritage, such as "Chupcan Trail." It is during the park's implementation stage, at the time of the park opening, when these features will be given their final names.

### RECOMMENDATION

None. This is an informational item. Staff will return to the Board Executive Committee with a recommendation to the full Board of Directors of a name for the regional park which recognizes the native people and culture of the Concord area.

### ATTACHMENT

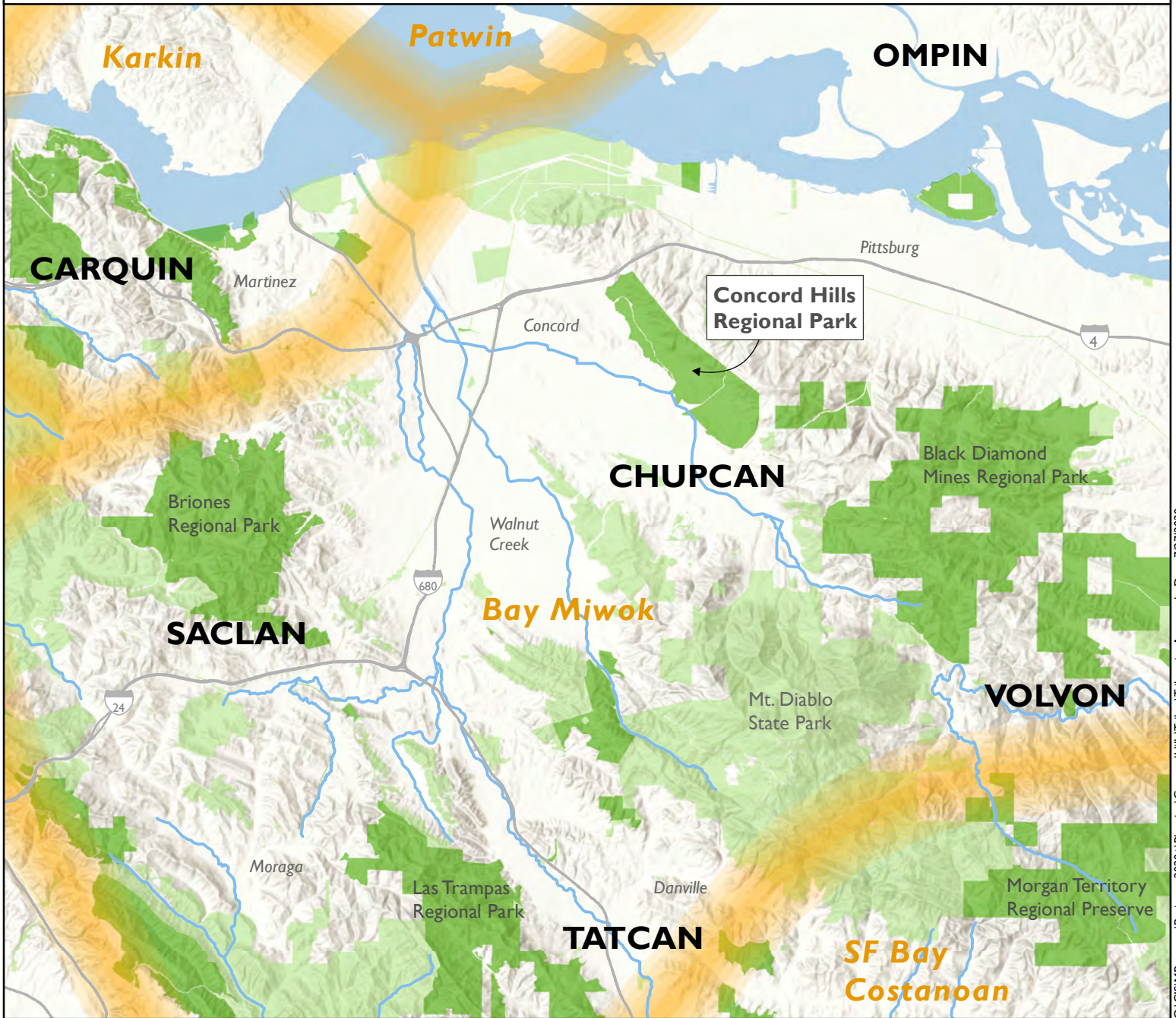
Map: Native peoples of Central Contra Costa County



# CONCORD HILLS REGIONAL PARK

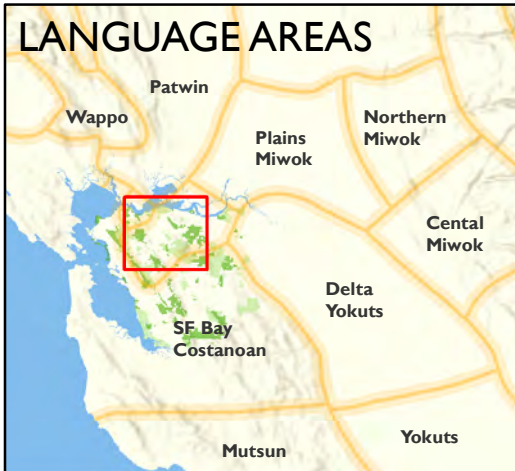
Native American peoples of Central Contra Costa County

July, 2020

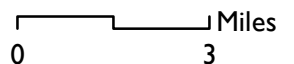
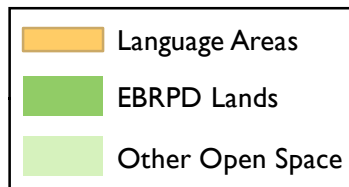


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## LANGUAGE AREAS



## LEGEND



**EAST BAY REGIONAL PARK DISTRICT**

**BOARD EXECUTIVE COMMITTEE**

Meeting of August 6, 2020

TO: Board Executive Committee

FROM: Robert E. Doyle, General Manager

STAFF REPORT: Dr. Ana M. Alvarez, Deputy General Manager  
PREPARED BY: Katherine Dudney, Management Analyst

SUBJECT: 2020 Performance Plan Mid-Year Update

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Deputy General Manager Dr. Ana M. Alvarez will make a presentation on this agenda item.

BACKGROUND

On December 17, 2019, the East Bay Regional Park District (Park District) Board of Directors adopted the 2020 Organizational Performance Plan (Performance Plan), as published in the 2020 Operating, Project and Program Budget via Resolution No. 2019-12-320. The Performance Plan is a demonstration of the Park District's commitment to mission delivery with an emphasis on tangible and measurable results.

Preparation for the 2020 Performance Plan began in July of 2019, in conjunction with budget planning, and extended through Board adoption in December of 2019. Performance Plan identifies outcomes to be achieved in 2020 that illustrate progress towards eight goals derived from the 2013 Master Plan. The 2020 Performance Plan identifies 90 Key Performance Objectives, defined as one-time project milestones, and 49 Key Performance Indicators, which are on-going target metrics. These objectives and indicators are directly tied to respective staff's annual work plan, and accomplishments are evaluated as part of the staff's annual appraisal process. They provide an annual snapshot of the respective accomplishments for each division and the Park District as a whole.

The Park District conducted a mid-year review to assess progress towards meeting the 2020 Key Performance Objectives. The review indicates that the Park District is on target to complete approximately 75% of the 2020 performance objectives by the end of the year. The remaining 25% of performance objectives have either been delayed or deferred and are not expected to be completed by the end of 2020.

The 2020 COVID-19 pandemic has been largely responsible for the delay in achieving objectives as work has shifted in order to prioritize the Park District's emergency response to ensure employee safety while continuing to deliver public parklands as an essential public health service. The Park District began COVID-19 response planning activities in February 2020, less than two months into the new year. After regional Shelter-In-Place Orders were issued in mid-March, the Park District suspended some projects and programs, as new safety protocols and procedures were developed and communicated to employees and the public. Parks remained largely open, experiencing unprecedented demand, remote work continued under new teleworking protocols



and public meetings continued under the Governor's Executive Order allowing for Board members and the public to participate remotely. As such, most of the first quarter and the entire second quarter of this year has been focused on responding to the impacts of the COVID-19 pandemic to ensure continuity of the Park District's operations and mission delivery.

Likewise, Performance Indicators are expected to be impacted as a result of the COVID-19 Pandemic and associated Shelter In Place orders. Annual Performance Indicator metrics will be reviewed as part of the 2021 Budget. Modifications to the Indicators to reflect the changed conditions are anticipated at that time.

Attachment A provides a summary of the status for each of the 2020 Annual Performance Objectives, indicating whether it is complete, on target for completion by the end of 2020, or is not expected to be completed by the end of 2020. It also incorporates amendments to the 2020 Performance Plan to incorporate the body of work completed in response to the COVID-19 pandemic.

The mid-year review is an opportunity to acknowledge the unanticipated changes to the Park District's work plans and to adapt our objectives to reflect the new working conditions and expectations for the rest of the year. While some elements of the 2020 Performance Plan will not be achieved as a result of the COVID-19 pandemic, other meaningful projects and programs that add value towards our District-wide goals have been accelerated and will be highlighted during the presentation. End of the year accomplishments will be reported through a public meeting with the adoption of the 2021 Budget.

#### RECOMMENDATION

None. This is an informational item.

#### ATTACHMENT

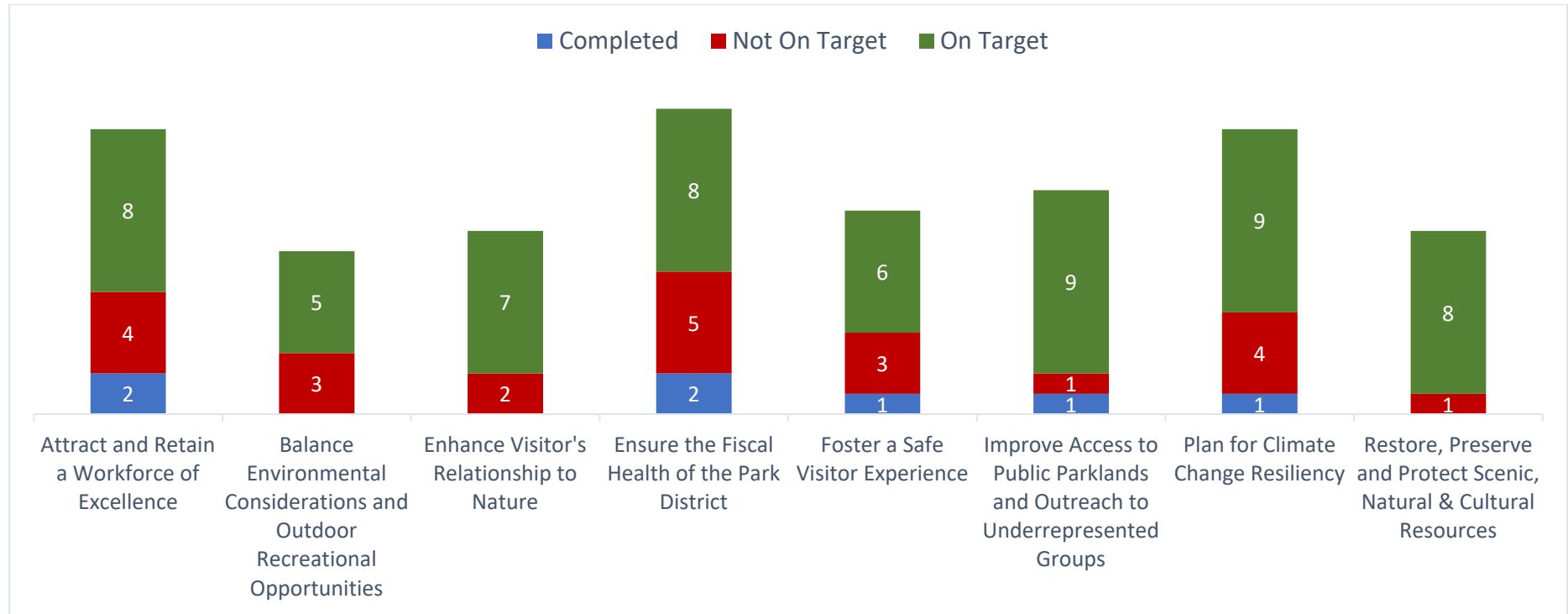
Attachment A –2020 Key Performance Objectives Mid-Year Update

# Attachment A: 2020 Key Performance Objectives Mid-Year Update



This Attachment A accompanies the Staff Report on the 2020 Performance Plan Mid-Year Update as part of the August 6, 2020 Executive Committee Meeting Packet.

**Figure 1: Status of Adopted 2020 Key Performance Objectives Summarized by Master Plan Goal**



**Status Icon Key (for subsequent pages):**

- Complete
- On Target for 2020
- Not on Target for 2021

New objectives have been added as part of the 2020 mid-year review to reflect unanticipated, but important, work that has been conducted in the first half of 2020, largely in response to the COVID-19 pandemic. These additions and any changes to existing objectives are noted in red text.

# Attachment A: 2020 Key Performance Objectives Mid-Year Update



## Restore, Preserve and Protect Scenic, Natural & Cultural Resources

Manage, maintain, and restore East Bay parklands so that they retain their important scenic, natural and cultural values.



#	Div.	Performance Objective	Status	Comment
1	ASD	Initiate review and evaluation of the Park District-wide Integrated Pest Management Program policy and practices to maximize transparency, identify best practices, and identify opportunities to further reduce the use of conventional pesticides.		Initiation of the study has been delayed due to COVID-19. Staff has focused primarily on the elimination of the use of glyphosate for developed park areas.
2	ASD	Construct the Encinal Beach restoration project north of Robert W. Crown Memorial State Beach to improve habitat quality by conducting dune restoration.		
3	ASD	Complete pond restoration and water efficiency projects in Pleasanton Ridge, Morgan Territory, and Garin to improve rangeland management and allow for more effective vegetation management.		
4	ASD	Begin construction of the McCosker Creek Restoration and Public Access Project in Robert Sibley Volcanic Regional Preserve.		
5	ASD	Complete a Memorandum of Understanding with the City of Alameda to establish a new Regional Park and portion of the SF Bay Trail on the former Alameda Naval Air Station.		
6	ASD	Initiate Jewel Lake restoration and dredging feasibility assessment.		
7	PA	Expand storage space for Park District Archives in order to protect and manage current and future historical and cultural resources.		
8	PA	Create collection guidelines for Park District Archives and accessions so that historical and cultural artifacts and records are systematically recorded and information can be more easily accessed.		
9	PS	Implement fuel reduction treatments to reduce fuel loads, enhance habitat, and improve forest health on approximately 100 acres in Federal Emergency Management Agency (FEMA) fire hazard mitigation grant-funded areas.		



# Attachment A: 2020 Key Performance Objectives Mid-Year Update

## Attract and Retain a Workforce of Excellence

Hire and support the development and retention of well-trained, dedicated, and productive employees.



#	Div.	Performance Objective	Status	Comment
1	ASD	Initiate space programming study and design for recently acquired North Peralta Oaks Administration and Public Safety Building.	→	
2	E&L	Streamline the hiring and onboarding processes using new technological solutions to reduce the number of days needed to fill vacancies.	✗	Project implementation delayed by COVID-19.
3	E&L	Extend professional development opportunities to staff that increase their understanding of Diversity, Equity, and Inclusion.	→	
4	E&L	Extend leadership skills courses to staff to foster growth and learning opportunities at all levels.	→	
5	E&L	Update the Personnel Administrative Manual to reflect current and improved practices.	→	
6	E&L	Create a communication strategy to target recruitment outreach to diverse communities to increase the visibility of and promote the Park District as an employer of choice.	✗	Project implementation delayed by COVID-19.
7	E&L	Review and implement recommendations from the District-wide Classification & Compensation Study for Police Association and unrepresented classifications to ensure that job descriptions and salaries are appropriately aligned within the market for comparable agencies.	→	
8	FMS	Complete design process for Peralta Oaks South Administration Building Modernization Project to provide more consistent and efficient workspaces.	✗	On hold to coordinate with the design of Peralta Oaks North and due to COVID-19. All office workspaces, including the future design of the Peralta Oaks South building are being evaluated.
9	FMS	Conduct a study of Park District-wide software needs for project team management and file sharing to improve consistency in project tracking and documentation.	☑	



## Attachment A: 2020 Key Performance Objectives Mid-Year Update

#	Div.	Performance Objective	Status	Comment
10	FMS	Install cameras and security lighting to protect the building and grounds of the new Peralta Oaks North Administration and Public Safety Building.	→	
11	OPS	Implement new uniform standards for the AFSCME Local 2428 represented employees within the Operations Division pursuant to the adopted MOU.	☑	New uniform standards were developed. Implementation has been deferred
12	OPS	Review systems and structures for improving the management of special event permits, special use permits, existing and future concession agreements, as well as interagency negotiations regarding new and emerging business opportunities for the Park District.	✗	Special events are on hold due to the need to maintain social distancing. Focusing efforts on navigating concessionaire closures/re-openings amidst COVID-19 pandemic. This item will be revisited when health orders ease.
13	OPS	Recruit and hire seasonal work crews and permanent staff to add capacity for vegetation management in support of implementing the new policy of eliminating the use of glyphosate in developed areas.	→	
14	PS	Recruit, hire, and onboard six Police Officer and <del>seven</del> six Dispatcher positions to fill current vacancies in order to meet the increasing demand for public safety services.	→	
15	E&L	Issue a request for proposals to conduct an organizational assessment and evaluate key levers that shape our workforce and develop tailored strategies to ensure our workforce reflects the communities that we serve.	→	This objective is being added in response to the Board Resolution 2020-06-132 Denouncing Racism and Standing in Solidarity with Black People and All People of Color adopted June 16, 2020.
16	E&L	Develop and launch new employee communication portals regarding the COVID-19 pandemic, including an internal intranet site, Nixle test alerts, and COVID-19 email account.	☑	This objective is being added in response to the COVID-19 pandemic.
17	E&L	Assign Districtwide Disaster Service Workers training for employees.	☑	This objective is being added in response to the COVID-19 pandemic.
18	E&L	Launch an interactive, online Learning Management System to track compliance, assign, and deliver trainings.	☑	
19	E&L	Integrate Families First leave and other state / federal new benefits pertaining to COVID-19 pandemic. Expand Families First benefit to include Public Safety.	☑	This objective is being added in response to the COVID-19 pandemic.





## Attachment A: 2020 Key Performance Objectives Mid-Year Update

#	Div.	Performance Objective	Status	Comment
20	E&L	Develop a Labor Task Force with the participation of Police Association, AFSCME Local 2428 and Board representatives to expedite communication during the COVID-19 pandemic with a goal of protecting employee safety while keeping parks open as a public resource.	<input checked="" type="checkbox"/>	This objective is being added in response to the COVID-19 pandemic.
21	E&L	Develop Exposure Protocols to ensure workplace safety and safeguard employee's health.	<input checked="" type="checkbox"/>	This objective is being added in response to the COVID-19 pandemic.
22	E&L	Develop a District-wide Worksite Re-Occupancy Plan, consistent with state and local public health orders, to safeguard employee safety.	→	This objective is being added in response to the COVID-19 pandemic.
23	PA	Launch Together #WeAreEBRPD campaign, acknowledging the work of Park District employees as essential service workers during the COVID-19 pandemic.	<input checked="" type="checkbox"/>	This objective is being added in response to the COVID-19 pandemic.

# Attachment A: 2020 Key Performance Objectives Mid-Year Update



## Balance Environmental Considerations and Outdoor Recreational Opportunities

Balance environmental concerns and outdoor recreational opportunities within regional parklands.



#	Div.	Performance Objective	Status	Comment
1	ASD	Complete the Concord Hills Land Use Plan and Environmental Impact Report to provide future public access and protect habitat on over 2,500 acres.	→	
2	ASD	Complete the Black Diamond Mines Land Use Plan Amendment to provide future public access to 5,000 acres of new parkland, two new staging areas, and 25+ miles of new trails, and develop a historic district for interpretive purposes.	✗	The Black Diamond Mines LUPA/EIR will be continued to 2021 due to ongoing negotiations with the resource agencies for recreation on lands within the ECCC HCP.
3	ASD	Complete Coyote Hills Dumbarton Quarry Campground by the Bay development and transfer of property to the Park District.	✗	Construction was delayed due to COVID-19 initial Shelter in Place Orders. The project is being developed by others; anticipated completion is May 2021.
4	ASD	Complete the Southern Las Trampas Land Use Plan Amendment to provide future public access to 760 acres of parkland, one staging area, and approximately 5 miles of multi-use trails, and designate over 99% of the project area as a natural unit.	→	
5	ASD	Complete renovation of the water treatment plant and the water distribution system at Lake Del Valle to meet higher quality standards and improve reliability.	→	
6	ASD	Begin developing plans for habitat restoration and public access for 230-acre former Roddy Ranch Golf Course in Deer Valley Regional Park.	→	
7	ASD	Complete environmental review for the Dunsmuir to Chabot Trail to increase connectivity of Oakland and San Leandro to the Anthony Chabot and the Park District's other adjacent ridgeline parks.	✗	Environmental studies pursuant to CEQA are delayed due to the discovery of a City of Oakland owned landfill that has not been properly capped.
8	OPS	Purchase and distribute new equipment for vegetation management in support of the elimination of the use of glyphosate in developed areas.	→	
9	ASD	Establish new safety protocols for contractors and staff working on projects in the field during COVID-19.	☑	This objective is being added in response to the COVID-19 pandemic.



## Attachment A: 2020 Key Performance Objectives Mid-Year Update

### Enhance Visitors' Relationship to Nature

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 parklands.



#	Div.	Performance Objective	Status	Comment
1	ASD	Complete construction of an interpretive pavilion at Shadow Cliffs Regional Recreation Area.	→	
2	ASD	Initiate site planning for the GSA Property located on McKay Ave to add additional parklands and facilities at Robert W. Crown State Memorial Beach.	→	
3	ASD	Enter into lease for observation pier and staging area providing public recreational and event programming space at Judge John Sutter Regional Shoreline.	→	
4	E&L	Create a master cultural arts policy and program for the Park District, and implement at least one programmatic piece in order to deepen visitors' connection to the parkland.	✘	The Master Cultural Arts Policy has been delayed due to COVID-19. It may still be completed by the end of the year; however, programmatic implementation is on hold due to COVID-19.
5	OPS	In coordination with the Creative Design Group, complete installation of exhibits at the newly-renovated Del Valle Visitor Center.	→	
6	OPS	Incorporate performing arts into at least 26 special events in Park District parks to enhance visitors' knowledge and understanding of history, culture, and environmental interpretation.	✘	Due to COVID-19, special events were cancelled from March 16 to date
7	PA	Create and publish on the Park District's website <del>five</del> <b>three</b> online storyboard/map exhibits to highlight and educate the public about park history and/or ecology.	→	
8	PA	Add Regional Parks and trails layers to Avenza and AllTrails mobile apps so application users can access park and trail maps on their mobile devices while in parks, offline, or out of cellphone coverage areas.	→	
9	PA	Develop media toolkits for top <del>10</del> <b>5</b> parks and key initiatives to better track public visibility and inform outreach strategies.	→	
10	OPS	<b>Develop protocols for keeping parks open as an essential service for mental and physical health during the COVID-19 pandemic.</b>	→	<b>This objective is being added in response to the COVID-19 pandemic.</b>



**Ensure the Fiscal Health of the Park District**



Pursue all appropriate activities to ensure the fiscal health of the Park District.

#	Div.	Performance Objective	Status	Comment
1	E&L	Achieve ongoing funding commitment for paved trails maintenance from Alameda and Contra Costa Counties, including securing at least \$38 million from Contra Costa County Transportation Authority and facilitating a county-wide agency strategy in Alameda County.	<input checked="" type="checkbox"/>	Funding specifically allocated for the Park District was included in Contra Costa County’s Measure J. The Measure appeared on the March 2020 ballot, but did not garner the requisite 2/3rds vote.
2	E&L	Advocate for Park District eligibility in four Proposition 68 grant programs through engaging in grant rule-making workshops and legislative advocacy. Park District goal is to secure at least <del>\$6</del> -\$4 million in Prop 68 funding.	→	
3	E&L	Collaborate with other Bay Area land management agencies via the Bay Area Lands Advocacy Group (BALAG) task force to secure funding and address the definition of underrepresented groups as defined in legislation in Sacramento.	→	
4	E&L	Engage with Bay Area Caucus on future resource related bonds that could become future grant opportunities.	→	
5	E&L	Identify a list of eligible, shovel-ready projects appropriate for state budget requests and ask at least three members of the state legislature to fund these projects.	→	
6	E&L	Pursue a Federal transportation grant, wildfire protection funding, a climate resources bond, and a waste reduction ballot measure to support funding of future Park District projects and initiatives.	→	
7	FMS	Complete 100% of assessments related to Federal Emergency Management Agency (FEMA) Storm and Fuels Management Grant funding.	<input checked="" type="checkbox"/>	
8	FMS	Improve administrative support and investment management services for EBRPD Retirement Plans in order to establish a process for reaching a 95% funded status.	<input checked="" type="checkbox"/>	Draft RFP completed but progress has been delayed due to COVID-19 pandemic.
9	FMS	Develop financial procedures to supplement the Park District Emergency Operations Plan to ensure financial services remain functioning during an emergency.	<input checked="" type="checkbox"/>	



## Attachment A: 2020 Key Performance Objectives Mid-Year Update

#	Div.	Performance Objective	Status	Comment
10	FMS	Further examine options to reduce unfunded liabilities and address future needs, such as opening new parks and planning for climate-related disasters.	→	
11	FMS	Evaluate long-term funding requirements for Public Safety equipment and facilities and identify strategies for ensuring that critical safety functions remain operational.	→	
12	Legal	Update and provide training on the Park District's Records Retention Policy in conjunction with the Clerk of the Board as a good governance practice.	→	
13	Legal	Investigate software to improve management of certificates of insurance.	✗	Project delayed due to COVID-19 pandemic.
14	OPS	Identify and develop three additional new Point of Sale cash collection sites to improve cash handling.	✗	The implementation of the POS sites is on hold at the moment. The next parks to be investigated for 2020 are Temescal, Coyote Hills, Briones, Crown Beach, and Del Valle. This is delayed as there is no fee collection because of COVID-19.
15	PA	In partnership with the Regional Parks Foundation, create a Capital Campaign in benefit of the Tilden Environmental Education Center and restoration of Jewel Lake.	✗	The Capital Campaign for Tilden may still begin in Q4 with internal consulting support to begin analysis; public roll out will not happen until 2021 due to COVID-19.
16	E&L	Advocate for COVID-19 relief funding applicable to the Park District in order to help recoup costs of remaining open as an essential service during the COVID-19 pandemic.	→	This objective is being added in response to the COVID-19 pandemic.
17	FMS	Track expenses and lost revenue related to COVID-19 pandemic in order to report on the pandemic's fiscal impact and to use for reimbursement requests.	→	This objective is being added in response to the COVID-19 pandemic.





## Attachment A: 2020 Key Performance Objectives Mid-Year Update

### Foster a Safe Visitor Experience

Provide programs and undertake practices that will facilitate and foster a safe visitor experience in regional parks.



#	Div.	Performance Objective	Status	Comment
1	E&L	Ensure finalization of California Conservation Corps agreement to provide a crew to reduce vegetation and wildfire risk.	→	
2	E&L	Collect regional data on trail use, time of day and trail congestion to foster a safe visitor experience and provide strategic metrics to prioritize paved trail projects for Active Transportation grant funding.	✘	A trail counter recommendation plan was developed in collaboration with Park Operations, GIS, and Trails departments. Counters have yet to be purchased due to COVID-19 delays.
3	Legal	Initiate an update the Park District's Emergency Operation Plan.	→	
4	Legal	Review the Park District's Hazardous Tree Program and provide training.	✘	Project delayed due to COVID-19. Likely to be completed in 2021.
5	PA	Develop fuels/vegetation management materials to educate communities on how the Park District manages its forests and fuels.	☑	
6	PS	Continue the "Vamos a Aprender" (Let's Go Learn) Water Safety Program, which aims to increase water safety practices by providing water safety education and life jackets to Spanish-speaking children at Del Valle, Shadow Cliffs <del>and Contra Loma Regional Parks.</del>	✘	Altered because Contra Loma is closed due to maintenance. Swim season is currently on hold and may be canceled due to COVID-19.
7	PS	Complete renovation of Evidence Storage Warehouse and replacement of evidence freezer to meet Department of Justice standards for the storage for DNA evidence.	→	
8	PS	Begin procurement process to replace current helicopter to continue District-wide air patrol and other public safety activities.	→	
9	PS	Begin process to upgrade low-band radio communication system to allow continued use for communicating and reporting emergencies or items of concern within the Park District.	→	
10	PA	Develop education materials to help park users understand rules regarding dogs in parks.	→	
11	PA	Develop media and signage promoting safe park usage during COVID-19 pandemic.	→	This objective is being added in response to the COVID-19 pandemic.

# Attachment A: 2020 Key Performance Objectives Mid-Year Update



12	E&L	Activate the Emergency Operation Center for continuation of operations under a Shelter In Place Health Order and other state and local public health orders with a goal of protecting employee safety while keeping parks open as a public resource.	<input checked="" type="checkbox"/>	This objective is being added in response to the COVID-19 pandemic.
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# Attachment A: 2020 Key Performance Objectives Mid-Year Update

## Improve Access to Public Parklands and Outreach to Underrepresented Groups

Improve access to and use of the parks by members of groups that are under-represented, such as persons with disabilities, the economically disadvantaged, and elderly park visitors.



#	Div.	Performance Objective	Status	Comment
1	ASD	Complete construction of the Brickyard Cove Project to increase public access at McLaughlin Eastshore State Park.	→	
2	ASD	Begin construction of 1/2 mile San Francisco Bay Trail connection from Hercules to Lone Tree Point in Rodeo.	→	
3	ASD	Finalize design <del>and secure permits for submittal to the California Public Utilities Commission</del> for the SF Bay Trail at Pt. Molate to provide increased shoreline access to economically disadvantaged communities along the Richmond shoreline.	→	
4	ASD	Acquire permits and finalize plan for the SF Bay Trail Nejedly to Berrellesa Street Project, which would increase park access by connecting Carquinez Strait Regional Shoreline to the City of Martinez.	→	
5	ASD	Complete phase one of the Develop Tidewater Day Use Area Project to improve public access to prepare the site to accommodate sea level rise by increasing the elevation of the areas of the park where the new improvements are proposed at Martin Luther King, Jr. Regional Shoreline	→	
6	Legal	Initiate a review and update of the Park District's 2006 American with Disabilities Act (ADA) Self Evaluation and Transition Plan.	✗	Project delayed due to COVID-19. Likely to be completed in 2021.
7	OPS	Complete <del>ten</del> seven high priority ADA projects Park District-wide that enhance or improve access to popular Park District facilities and amenities.	→	
8	PA	Hold two Ambassador trainings to represent the District at community-based events.	→	
9	PA	Recruit five bilingual volunteer Ambassadors to expand outreach messaging to access a diverse audience.	☑	



## Attachment A: 2020 Key Performance Objectives Mid-Year Update

#	Div.	Performance Objective	Status	Comment
10	PA	Create Healthy Parks, Healthy People publicly accessible toolkit for District health partners to continue to promote health benefits of visiting parks.	→	
11	PS	Host or participate in <del>10</del> 5 recruiting events throughout the year, focused toward historically underrepresented groups and highlighting the new incentive pay that compensates bilingual staff who contribute to the Park District's outreach by using a language other than English in their work.	→	
12	OPS	Develop virtual educational programming to provide access to interpretive and recreational opportunities during the COVID-19 pandemic.	→	This objective is being added in response to the COVID-19 pandemic.



# Attachment A: 2020 Key Performance Objectives Mid-Year Update

## Plan for Climate Change Resiliency

Monitor the effects of climate change on Park 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, and champion parks for a changing climate and taking positive actions to reach resiliency and carbon neutrality.



#	Div.	Performance Objective	Status	Comment
1	ASD	Initiate conceptual restoration plan for the Hayward Marsh to address habitat restoration needs and protect against sea level rise.	→	
2	ASD	Complete design and engineering for Coyote Hills Restoration and Public Access Project Park Development Plan to provide climate resilient habitat and public access improvements.	✗	Design and Permitting were delayed due to COVID-19 initial Shelter in Place Orders.
3	ASD	Complete construction of Bay Point Restoration and Public Access Project to provide climate resilient habitat and public access improvements at Bay Point Regional Shoreline.	→	
4	E&L	Digitize all permanent Board of Directors actions and resolutions, and develop procedures to facilitate access to those documents by staff and the public and reduce paper consumption.	→	
5	E&L	Advocate for including resources/climate resiliency and mitigation bond measure that would provide funding for wildfire protection, natural habitat restoration, shoreline resilience, watershed improvements and the Coastal Conservancy Bay Area Program, to be included on the November 2020 ballot.	→	
6	E&L	Review and report on actions taken to implement the District-wide climate framework principles, which may include actions to reduce waste and energy consumption, prepare parks for extreme weather events, restore ecosystem function and provide ecosystem services, and educate park users.	→	
7	FMS	Develop and implement Environmentally Preferred Purchasing Policy to reduce the Park District's carbon footprint.	✗	Policy update process is underway, but it has been delayed due to COVID-19.
8	FMS	Implement new technology for timekeeping Park District-wide by providing remote timecard access for over 450 field staff, reducing the need to return to the office to submit and review bi-weekly timecards.	☑	





## Attachment A: 2020 Key Performance Objectives Mid-Year Update

#	Div.	Performance Objective	Status	Comment
9	FMS	Establish a baseline for employees' current use of telecommuting technologies and develop a strategy for increasing remote meeting functions that reduce the miles driven and greenhouse gas emissions related to commuting for meetings and trainings.	→	
10	OPS	Complete data collection for Solid Waste Management Plan to begin initiation of a formalized waste reduction strategy.	→	
11	OPS	Develop a pilot demonstration project to showcase sustainable best practices for park maintenance and operations.	✘	Staff has outlined potential parks to demonstrate sustainability efforts, but attention has been diverted to attend to park closures/re-openings and the implementation of shifting protocols as staff navigates COVID-19 response.
12	OPS	Expand availability of three-stream recycling waste containers by installing bins in at least six parks.	→	
13	OPS	Replace existing fleet management software to improve tracking of maintenance activities and costs, add GPS technology capabilities, and provide baseline information for fleet total mileage and fuel usage to better understand the Districts' fleet carbon footprint.	✘	Due to the reprioritization of needs in the department as a result of COVID-19, this will likely be delayed to 2021. Staff to develop an RFP.
14	PS	Conduct 15 bicycle deployments for police patrol on paved Regional Trails to reduce GHG emissions, increase connection to the community, and improve service delivery.	→	