

LIVERMORE AREA RECREATION AND PARK DISTRICT

PERSONNEL COMMITTEE

DRAFT MINUTES

**TUESDAY, JULY 12, 2022
2:00 P.M.**

NOTICE: Coronavirus COVID-19

In accordance with the Ralph M. Brown Act (Cal. Gov. Code 54950 – 54963), as amended by Assembly Bill 361 (2021), the Livermore Area Recreation and Park District Personnel Committee Members and staff participated in this meeting via teleconference. In the interest of maintaining appropriate social distancing, members of the public may participate in the meeting by teleconference.

Committee Members Present: David Furst, James Boswell

LARPD Staff Present: Mathew Fuzie, Jill Kirk, Fred Haldeman, Jeffrey Schneider, Linda VanBuskirk, Pamela Healy, David Weisgerber, Nancy Blair, Michelle Kleman

Others Present: There were no members of the public present.

1. **Call to Order:** The meeting was called to order at 2:00 p.m.
2. **Public Comment:** None.
3. **Discussion and Possible Action Regarding Teleconference During a Proclaimed State of Emergency (Resolution 2753-a):** Resolution 2753-a was approved unanimously.
4. **Approval of the Minutes of the Personnel Committee Meeting held on May 10, 2022:** The minutes were approved unanimously.
5. **Commendations from the Board of Directors:** In the past, the Board issued commendations for those who have served on the LARPD Foundation or Personnel Commission, however, there is no formal policy or criteria for doing so.

Committee comments and questions:

- a. Are commendations intended for anyone who served on the LARPD Foundation or Personnel Commission regardless of tenure or only to those who served for longer duration?
- b. A formal process needs to be put in place, to include policy and criteria.
- c. The Committee requested that staff move forward immediately with a commendation for former LARPD Foundation President Steve Goodman, given his exemplary efforts for both the LARPD and Foundation.

Action:

- The Committee requested that staff draft a policy and criteria for the Committee to review prior to November 2022.
- The Committee would like staff to move forward immediately with a commendation for Steve Goodman.

6. COVID-19 Update: General Manager (GM) Mat Fuzie shared that there has been another spike in Covid cases. Human Resources Officer (HRO) Michelle Kleman shared that we have had 21 cases since June 12. Cases appear to be spread out. Staff who interact frequently with the public wear masks and continue to practice social distancing. Cases have affected a mix of FT and PT staff. Aquatics and ESS staff have been affected at various locations, including those with very minimal public contact. The current variant of the virus is very transmittable; nationally, there is a 17% infection rate.

Action: This was a discussion only, no Committee action was requested or taken.

7. Inflation: The discussion centered on the recent increase in inflation and the associated impact on staff. GM Fuzie expressed that the Board has been very good about discussing employee pay and benefits, and inflationary impact on employees. HMO/PPO rates have also increased dramatically, leaving a gap between staff income and expenses. The Committee discussed possible ways to address inflationary impacts on staff. There was consensus that one-time actions to assist staff should be considered over long-term solutions that attempt to meet cyclical inflation. Director Furst asked the Managers and Supervisors present if they had any feedback from staff on this issue. Community Services Manager (CSM) Jill Kirk commented that she has not heard anything from staff directly, however, she is aware of concerns about increased commute costs due to rising fuel prices. Parks and Facilities Manager (PFM) Fred Haldeman added, this topic has come up in conversation with staff, but he has not been asked if LARPD is doing anything about it. There was additional discussion on the following:

- Recent recruitment efforts and possible salary adjustments for certain positions to improve recruitment results.
- Determining the number of employees who would be affected by a significant benefit cost increase.
- Ways to address employee concerns about cost increases and inflation, such as a one-time adjustment.

Action: This was a discussion only and no committee action was taken, however, staff will continue to bring information forward on this topic as it is available.

8. Directors' and/or General Manager's Reports or Announcements:

GM Fuzie shared the following:

- He has completed all of his goals and objectives from last year. He will be reporting on them in next month's GM report.
- His 4-year anniversary with the District is coming up in August.

Action: No Committee action was taken.

9. Adjournment: The meeting was adjourned at 2:36 p.m.

/ph