

COMMITTEE REPORTS

Committee Meetings Since Last Board Meeting on September 30, 2026

STANDING COMMITTEES		
Date	Committee	Chair & Member
	Facilities	Palajac/Pierpont
10/5	Finance	Boswell/Palajac
10/12	Personnel	Furst/Boswell
10/14	Program	Faltings/Furst
	Intergovernmental: LARPD-EBRPD	Pierpont/Faltings
	Intergovernmental: LARPD-LVJUSD	Pierpont/Faltings
AD HOC COMMITTEES		
Date	Committee	Chair & Member
	Memorial and Commemorative Gift Policy	Furst/Palajac
COMMUNITY OUTREACH LIAISON		
Date	Committee	Member & Alternate
	Ala. Co. Agricultural SubComm. on Trails	Boswell/Palajac
	Ala. Co. Special Districts Assn.	Furst/Faltings
10/7	Chamber of Commerce Business Alliance	Furst/Boswell
10/5	LARPD Foundation	Palajac/Faltings

Livermore Area Recreation and Park District

FINANCE COMMITTEE

AGENDA

October 5, 2026

2:00 PM

Robert Livermore Community Center
4444 East Avenue, Livermore, CA 94550-5053
West Wing Conference Room

Committee Chair: James Boswell

Committee Member: Jan Palajac

1. Call to Order
2. Public Comment
3. Approval of the Minutes: Finance Committee meeting on September 14, 2026
4. Fiscal Year 2025-2026 Audit Update
5. August 2026 Preliminary Financials
6. Financial Policies Update (Standing Item)
7. Future Agenda Items / Matters Initiated / Announcements
8. Adjournment

LIVERMORE AREA RECREATION AND PARK DISTRICT (LARPD)
Summary View: ACTUAL Results For the Month of Aug, 2026

	FY24-25	FY25-26	FY26-27		Variance:	
	Actual	Actual	Actual	Budget	\$	%
Revenue						
Taxes	\$18,529	\$0	\$0	\$0	\$0	-
From Operations	888,066	934,814	954,300	1,026,898	(72,598)	(7%)
Total Revenue	\$906,595	\$934,814	\$954,300	\$1,026,898	(72,598)	(7%)
Salary and Benefits	1,814,124	1,872,546	1,995,641	1,974,187	(21,454)	(1%)
Services and Supplies	981,178	837,423	822,782	889,273	66,491	7%
Operating Capital	0	135,703	0	0	0	-
Sub-total, Expenses	\$2,795,302	\$2,845,671	\$2,818,423	\$2,863,460	\$45,037	2%
Net Operating Results	(1,888,707)	(1,910,856)	(1,864,124)	(1,836,562)	(27,561)	(2%)

LIVERMORE AREA RECREATION AND PARK DISTRICT (LARPD)
Summary View: ACTUAL Results Year-to-Date Aug, 2026

	FY24-25	FY25-26	FY26-27		Variance:	
	Actual	Actual	Actual	Budget	\$	%
Revenue						
Taxes	\$18,529	\$0	\$0	\$0	\$0	-
From Operations	2,016,670	1,995,229	2,061,893	2,163,104	(101,211)	(5%)
Total Revenue	\$2,035,199	\$1,995,229	\$2,061,893	\$2,163,104	(101,211)	(5%)
Salary and Benefits	\$2,803,973	\$2,840,193	\$2,948,977	\$2,999,356	50,380	2%
Services and Supplies	\$1,954,138	\$1,796,919	\$1,767,993	\$1,892,276	124,284	7%
Operating Capital	\$0	\$147,587	\$56,834	\$0	(56,834)	-
Sub-total, Expenses	\$4,758,111	\$4,784,698	\$4,773,803	\$4,891,633	\$117,829	2%
Net Operating Results	(\$2,722,912)	(\$2,789,470)	(\$2,711,911)	(\$2,728,529)	\$16,618	1%

LIVERMORE AREA RECREATION AND PARK DISTRICT (LARPD)
Expenses by Type View by Unit: ACTUAL Results Year-to-Date Aug, 2026

	FY24-25	FY25-26	FY26-27		Variance	
	Actual	Actual	Actual	Budget	\$	%
Salaries and Benefits						
Full Time Salaries	\$1,402,547	\$1,436,935	\$1,542,838	\$1,469,920	(\$72,917)	(5%)
Part Time Benefited Wages	\$127,432	\$128,386	\$99,971	\$120,118	\$20,147	17%
Casual Wages	\$572,219	\$555,045	\$604,584	\$656,647	\$52,063	8%
Board of Directors Stipends	\$4,900	\$5,000	\$5,200	\$6,000	\$800	13%
Retirement	\$116,149	\$116,813	\$117,354	\$130,275	\$12,921	10%
Employee Group Insurance	\$379,530	\$394,087	\$351,680	\$397,948	\$46,268	12%
Workers Compensation	\$79,936	\$80,366	\$92,137	\$79,775	(\$12,361)	(15%)
Medicare/FICA	\$121,259	\$123,560	\$135,213	\$138,672	\$3,459	2%
Total Salaries and Benefits	\$2,803,973	\$2,840,193	\$2,948,977	\$2,999,356	\$50,380	2%
<i>% of total</i>	<i>59%</i>	<i>59%</i>	<i>62%</i>	<i>61%</i>		
Services and Supplies						
Agricultural	\$6,903	\$8,461	\$9,847	\$10,860	\$1,013	9%
Uniforms	\$7,581	\$3,848	\$4,308	\$6,500	\$2,192	34%
Household Supplies	\$19,637	\$15,257	\$11,934	\$16,225	\$4,291	26%
Food	\$18,712	\$18,929	\$16,963	\$24,120	\$7,157	30%
Office Supplies	\$5,005	\$4,324	\$5,752	\$4,960	(\$792)	(16%)
Medical Expense	\$4,019	\$1,410	\$1,272	\$5,430	\$4,158	77%
Tools & Instruments	\$9,167	\$8,641	\$7,403	\$3,840	(\$3,563)	(93%)
Non-Capital Equipment	\$29,547	\$7,515	\$10,903	\$43,000	\$32,097	75%
Maint. - Structures/Grounds	\$260,837	\$206,115	\$167,186	\$112,040	(\$55,146)	(49%)
Maintenance of Equipment	\$93,714	\$80,033	\$52,726	\$79,947	\$27,221	34%
Utilities - Water/Sewer	\$577,526	\$595,303	\$585,231	\$615,804	\$30,573	5%
Utilities - Gas/Electric/Other	\$90,816	\$82,899	\$84,629	\$88,717	\$4,088	5%
Communications	\$32,136	\$32,146	\$32,510	\$30,886	(\$1,624)	(5%)
Memberships	\$9,216	\$5,619	\$8,968	\$6,390	(\$2,578)	(40%)
Transportation & Travel	\$3,406	\$5,298	\$3,007	\$5,920	\$2,913	49%
Training & Conferences	\$12,464	\$4,028	\$5,231	\$6,200	\$969	16%
Publications & Legal Notices	\$337	\$250	\$0	\$100	\$100	100%
Legal Services	\$48,443	\$13,975	\$56,435	\$40,000	(\$16,435)	(41%)
Program Services/Supplies	\$25,217	\$20,452	\$19,143	\$30,670	\$11,527	38%
Professional Services	\$125,423	\$112,869	\$157,461	\$197,939	\$40,478	20%
Licensing	\$2,430	\$625	\$2,117	\$700	(\$1,417)	(202%)
Field Trips & Events	\$19,382	\$25,134	\$17,011	\$22,520	\$5,509	24%
Instructors & Sports Officials	\$194,594	\$184,371	\$167,242	\$182,360	\$15,118	8%
Insurance	\$150,340	\$149,224	\$156,789	\$172,810	\$16,021	9%
Rent & Lease - Equipment	\$19,246	\$18,768	\$22,058	\$22,736	\$678	3%
Rent & Lease - Structures	\$28,108	\$31,715	\$31,400	\$31,400	\$0	0%
Rent & Lease - Vehicle	\$67,219	\$65,602	\$35,961	\$38,660	\$2,699	7%
Miscellaneous Expense	\$252	\$135	\$0	\$0	\$0	-
Credit Card Fees and Finance Charges	\$17,751	\$19,505	\$20,402	\$18,260	(\$2,142)	(12%)
Recreation Software Transaction Fees	\$7,135	\$7,572	\$8,510	\$7,600	(\$910)	(12%)
Pension Debt Service Interest	\$41,306	\$40,622	\$39,324	\$39,410	\$86	0%
P G & E debt service	\$26,272	\$26,272	\$26,272	\$26,272	\$0	0%
Total Services and Supplies	\$1,954,138	\$1,796,919	\$1,767,993	\$1,892,276	\$124,284	7%
Operating Capital	0	147,587	56,834	0	(56,834)	-
Total Operating Expenses	\$4,758,111	\$4,784,698	\$4,773,803	\$4,891,633	\$117,829	2%

SUPPLEMENTAL ITEM 5
October 5, 2026

Livermore Area Recreation and Park District

PERSONNEL COMMITTEE

AGENDA

October 12, 2026

2:00 P.M.

Robert Livermore Community Center
4444 East Avenue, Livermore, CA 94550-5053
West Wing Conference Room

Committee Chair: David Furst
Committee Member: James Boswell

1. Call to Order
2. Public Comment
3. Approval of the Minutes: Personnel Committee Meeting on September 14, 2026
4. Review of Draft General Manager Performance Evaluation Policy
5. 2027 Health Insurance and Medical Rates Update
6. Future Agenda Items / Matters Initiated / Announcements
7. Adjournment

LARPD - DRAFT

POLICY TITLE: Board Appointee Performance Evaluation Process

POLICY NUMBER: 4126

4126. Board Appointee Performance Evaluation Process

4126.1. This Policy establishes an annual, comprehensive performance evaluation process for Board Appointees. The Board shall follow the process described below when conducting Board Appointee performance evaluations.

4126.2. Purpose of Evaluations

The purpose of the performance evaluation process is to:

4126.2.1. Develop a mutual understanding of the duties, responsibilities, and operational objectives assigned to each Board Appointee.

4126.2.2. Clarify the Board's expectations and priorities for each Board Appointee.

4126.2.3. Acknowledge accomplishments and positive performance and identify areas where additional attention, development, or improvement may be appropriate.

4126.2.4. Establish, when applicable, a basis for considering adjustments to compensation.

4126.3. Evaluation Process

4126.3.1. Professional Facilitation. The Board shall conduct a professionally facilitated performance evaluation process annually. A professional facilitator shall assist the Board and Appointees throughout the process. The Board shall appropriate funding for this purpose.

4126.3.2. Facilitator Selection – April. The Board Chair shall coordinate with the Human Resources Manager, or designee, to retain a professional facilitator for the annual evaluation process. This step is not required when an existing contract or other appropriate arrangement is already in place.

4126.3.3. Evaluation Work Plan – May. The Board Chair, Human Resources Manager or designee, and facilitator shall establish a work plan and target schedule for the annual evaluation process consistent with this Policy. The schedule shall provide sufficient time for each Board Appointee to prepare and submit a year-in-review self-evaluation.

4126.3.4. Boardmember Participation. A Boardmember who has served for less than six months will generally not participate in evaluating a Board Appointee unless the Appointee agrees to the Boardmember's participation.

4126.3.5. Appointee Year-in-Review – June/July. Each Board Appointee shall prepare and submit a year-in-review self-evaluation. The self-evaluation should address:

- a. Significant accomplishments and progress during the evaluation period;
- b. Progress in addressing feedback or priorities identified during the prior evaluation;
- c. Areas for continued growth or development;
- d. Significant challenges or obstacles affecting the Appointee's responsibilities;
- e. Progress toward relevant District priorities; and
- f. Proposed priorities and objectives for the coming evaluation period.
- g. An Appointee may also identify compensation matters for the Board's consideration.

4126.3.6. Boardmember Interviews – July/August. The Human Resources Manager or designee shall coordinate with the facilitator to schedule individual interviews with Boardmembers. The facilitator shall use the Appointees' year-in-review materials, prior evaluation priorities, and Boardmember input to identify performance themes and prepare for the Board's evaluation discussions.

4126.3.7. Draft Evaluations. Based on the information gathered through the evaluation process, the facilitator shall prepare a draft written performance evaluation for each Board Appointee for consideration by the Board in Closed Session.

4126.3.8. Board Closed Session – September. The Board and facilitator shall meet in Closed Session to conduct the performance evaluation of each Board Appointee. The process may include an opportunity for each Appointee to discuss their year-in-review, accomplishments, challenges, and priorities with the Board.

Following the Appointee's participation, the Board shall meet with the facilitator to discuss performance themes, identify areas of consensus, establish priorities and expectations for the coming evaluation period, and provide direction regarding the final written evaluation.

The Board may also discuss and provide direction regarding compensation, as appropriate. Compensation may be considered during the same Closed Session or at a subsequent Closed Session as permitted by applicable law and District procedures.

4126.3.9. Final Written Evaluation. Following the Board's Closed Session discussion and direction, the facilitator shall prepare the final written performance evaluation in coordination with the Board Chair.

4126.3.10. Delivery of Evaluation Results – October. The Board and facilitator shall meet individually with each Board Appointee to review the final evaluation, discuss priorities and expectations for the coming evaluation period, and communicate any Board direction regarding compensation.

Alternatively, the Board may designate the Board Chair to communicate the evaluation results to an Appointee in collaboration with the facilitator.

4126.3.11. Compensation. Any adjustment to a Board Appointee’s compensation shall be at the discretion of the Board and handled in accordance with applicable law and District procedures.

4126.3.11.1. If the Board directs a compensation adjustment, the Board Chair shall coordinate with the Human Resources Manager or designee regarding any required Board action.

4126.3.11.2. Any required action regarding Appointee compensation shall generally be placed on a Board agenda in the October/November timeframe, with approved adjustments taking effect in January following completion of the evaluation cycle, unless otherwise directed by the Board or required by applicable law.

4126.3.12. Schedule Flexibility. The timeframes identified in this Policy are intended as general guidelines. The Board Chair, in coordination with the facilitator and Human Resources Manager or designee, may adjust the schedule when circumstances warrant, provided the integrity and objectives of the evaluation process are maintained.

4126.3.13. Other Performance and Goal-Setting Practices. This Policy does not preclude the Board from using other formal or informal approaches to Board-Appointee communication, goal-setting, performance feedback, or evaluation when authorized by a majority of the Board.



Personnel Committee Meeting October 2026
2027 Health & Welfare Costs

2027 Health & Welfare Cost Changes

Insurance Carrier	2027 Increase
Kaiser HMO	1.48%
UHC Signature	9.86%
Delta Dental HMO/PPO	-13%
Lincoln Financial Life Insurance	
Basic Life/AD&D	-9%
Short-Term Disability	-10%
Long-Term Disability	-10%

2027 Benefits Cost Impact

- Net benefits cost increase is \$1,270 a month or \$15,240 a year

	MEDICAL	DENTAL	LIFE, DISABILITY, & ACCIDENTAL DEATH
Monthly	+\$3,544	-\$1,223	-\$1051
Annual	+\$42,528	-\$14,676	-\$12,612

Changes in 2027



Maximum Medical Contribution: Increasing from \$2,285.39 to \$2,319.74



Kaiser: Added Coverage for Supplemental Specialty Footwear



Broker of Record: Transition to Alliant from Newfront



Dental, Life, and County Administrative Fees Reduced



New 2027 Benefits Guide: Expanded guidance on benefits during leaves of absence and upon termination



Enhance Paid Time Off: After 1 year of employment

Managed Care Organization (MCO) Tax



State tax on managed care health plans that helps fund Medi-Cal



Current MCO tax: April 1, 2023-December 31, 2026



California has proposed a new MCO tax structure beginning January 1, 2027



Proposed base rate: \$8.85 per covered member per month

Livermore Area Recreation and Park District

PROGRAM COMMITTEE

AGENDA

October 14, 2026

3:00 PM

Robert Livermore Community Center
4444 East Avenue, Livermore, CA 94550-5053
West Wing Conference Room

Committee Chair: Maryalice Faltings

Committee Member: David Furst

1. Call to Order
2. Public Comment
3. Approval of the Minutes: Program Committee Meeting on September 9, 2026
4. Adaptive Recreation Program Update
5. Future Agenda Items / Matters Initiated / Announcements
 - a) November Meeting Rescheduling Due to Veterans Day
6. Adjournment



Wednesday, October 7
8:00 AM - 9:30 AM
via ZOOM

This month's guest speaker will be
Tony Limoges, Superintendent,
Livermore Valley Joint Unified
School District.



Register

Livermore Valley Chamber of Commerce | 2157 First Street | Livermore, CA 94550 US

www.livermorechamber.org | lccinfo@livermorechamber.org | 925-447-1606

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LARP FOUNDATION Trustees Meeting
Monday, October 5 at 7:00 pm
Robert Livermore Community Center
4444 East Ave, Livermore, CA

AGENDA

1. CALL TO ORDER BY PRESIDENT MUELA
2. APPROVAL OF MINUTES – September 14, 2026
3. REPORTS / PRESENTATIONS
 - a. Treasurer's Report (Stevulak)
 - i. Account Balances
 1. Fremont Bank
 - a. Checking: \$ 99.88
 - b. CD 1: \$ 46,295.37
 - c. CD 2: \$ 112,264.40
 - d. CD 3: \$ 201,739.65
 2. BMO:
 - a. Checking: \$ 95,591.01
 - b. Money Market: \$ 122,042.79
 3. Total: \$ 578,033.10
 - b. LARP Board Liaison Report (Palajac)
 - c. Art Under the Oaks (July)
4. DISCUSSION/ACTION ITEMS
 - a. Wine Down in the Grove
 - i. Selecting a date for 2027
 - ii. Event Chair
 - b. Fall Membership Event
 - i. Social Event – Saturday, November 7 (Potential Date Move Due to Springtown Park Ribbon Cutting Conflict)
 - ii. Event Budget

- c. Annual Membership Drive
 - i. Timing
 - ii. Parking Passes Sale Date
- 5. BOARD/STAFF COMMENTS, QUESTIONS, AND COMMITTEE REPORTS
 - a. No action will be taken on any questions raised by the Board at this time
- 6. FUTURE AGENDA ITEMS
 - a. Community Support Opportunities
 - b. Champions Program
 - c. Revisit Mission Statement
- 7. ADJOURNMENT
- 8. Next Meeting: Monday, November 2, 2026