



Board Meeting September 9, 2026

Agenda

Board Member Benefits

- California Public Resource Code 5784.15
- Current LARPD Board Policy
- Historical Board Action-January 15 & 29, 1992
- Current Board Member Benefit Offerings
- Current and Potential Financial Cost to the District
- Comparison with Other Cities and Special Districts
- Policy and Legal Considerations



California Public Resource Code 5784.15

Under California Public Resources Code 5784.15, a board member may receive up to \$100 per meeting but may not be compensated for more than 6 meetings in a calendar month. This provision applies exclusively to special districts.

Maximum monthly compensation:
\$600 (6 meetings x \$100 per meeting)

LARPD
Board Policy
Approved on
January 28,
2026

POLICY TITLE: Remuneration and Reimbursement
POLICY NUMBER: 4124

4124.1 Members of the Board of Directors may receive monthly compensation, the amount of which shall be established as follows:

- a) Any monthly compensation shall be established in accordance with the limits and conditions set forth in Section 5784.15 of the Public Resources Code.
- b) Compensation guidelines for the members of the Board of Directors are set forth below.

4124.2 Members of the Board of Directors shall be reimbursed for all legitimate expenses incurred in attending any meetings or in making any trips on official business of the Board when so authorized in accordance with Policy 4125.

- a) Reimbursement for the cost of the use of a Director's vehicle shall be on the basis of total miles driven and at the rate specified in the Internal Revenue Service Guidelines in effect at the time of the vehicle usage.

4124.3 The Board of Directors may, at its discretion, establish health and welfare benefits for members of the Board.

LARPD Compensation Guidelines

QUALIFIES FOR MEETING COMPENSATION:

1. Regular Board meetings.
2. Special meetings.
3. Closed session meetings.
4. Emergency meetings.
5. Board field trips.
6. District public hearings.
7. Meetings of a committee of the board.
8. Attendance at meetings at which the Directors are officially representing LARPD.
9. Attendance at special or social events at which the Directors are officially representing LARPD, such as: accepting or presenting an award on behalf of the District, making a speech or giving a presentation while representing LARPD
10. Representing the District and serving on the Board/Commission of other organizations associated with the interests of the District (e.g., CARPD, CAPRI, CSDA, etc.).
11. Regular meetings with General Manager on District business.

DOES NOT QUALIFY FOR MEETING COMPENSATION:

1. Attendance at conferences (when receiving District per diem).
2. Individual meetings with staff members.
3. Meetings with individuals or groups who want to discuss something with which they are concerned, prior to it being assigned to a Board committee.
4. Unofficial attendance at groundbreaking/dedications for organizations other than LARPD.
5. Unofficial attendance at social events (when receiving District compensation, e.g. meal, or ticket to event).

Historical Board Action- January 15 & January 29, 1992

January 15, 1992

- “On motion by Director Pound, seconded by Director Faltings, unanimously approved adopting health care and dental benefits for Board members based on the same entitlement as designated part-time employees, and that retired Board members with minimum 12 years service on the Board maintain that same coverage.”
- The part-time employee is entitled to single coverage of benefits.

January 29, 1992

- “On motion by Director Pound, seconded by Chairman Rodriques, approved rescinding the motion of January 15th, which established District payment of health and dental benefits at the individual coverage level of Board members during their term of office, and a continuation of those benefits for life after twelve years of service on the Board, by a 4-1 vote. (Director Faltings voting no).”
- Director Bing made a motion for District payment of health benefits at the individual coverage level for Board members during term of office. The motion was seconded by Director Bernal. Motion passed 3-2.”

Current Board Member Benefit Offerings

Board Members Can Enroll in the Following:

- Medical
- Dental

Board Members Have Been Automatically Enrolled in the Following Benefits:

- Health Reimbursement Account (HRA)
- New York Life Insurance Benefits:
 - Accidental Death & Dismemberment Insurance (AD&D)
 - Short-term Disability Insurance
 - Long-term Disability Insurance

Comparison of Potential & Actual Monthly Costs Based on How the Plan is Currently be Administered

Board Member Benefit Options	Maximum Potential Monthly Cost to the District	Actual Monthly Cost Based on Current Elections
Medical (Kaiser)	\$11,430.00	\$3,229.00
Delta Dental	\$825.00	\$327.00
Health Reimbursement Account (HRA)	\$3,750.00	\$3,750.00
New York Life Basic Life & AD&D	\$57.50	\$57.50
New York Life STD & LTD	\$29.90	\$30.00
Total for 5 board members	\$16,092.40	\$7,393.50

Board Member Benefits at Other Cities & Districts

City or District	Monthly Stipend	Medical	Dental	Vision	Retirement
LARPD	\$600	100% coverage for board member & one dependent	100% coverage	\$750.00	None
City of Livermore	\$1,070	Enrollment optional and paid by the Council Members	Enrollment optional and paid by the Council Members	Enrollment optional and paid by the Council Members	The City will enroll them into the Public Agency Retirement Services Alternate Retirement (City pays 1.3% and member pays 6.2%)
City of Dublin	\$1,600	100% coverage for Council member and one dependent	100% coverage	100% coverage with VSP	\$50.00 match to the deferred compensation plan. Option of CalPers enrollment
Mid-Pen	\$600	Enrollment optional and paid for by the board members			
Pleasant Hill Park & Recreation District	\$600	No Benefits Offered			
City of Walnut Creek	\$650	Covers up to 85% for single council member. Additional member coverage at council member's expense	Enrollment optional and paid by the Council Members	Enrollment optional and paid by the Council Members	Councilmember pays the full employee share of the CalPERS employee contribution as determined by CalPERS and the CalPERS Survivor Benefit of \$2.00 per month.
East Bay Regional Park District	\$600	100% Coverage	100% Coverage	None	None
East Bay Municipal Utility District (EBMUD)	\$1,722.65	100% Kaiser at all tiers	100% Dental	100% Vision	None
HARD	\$729.30 a month	100% of Kaiser at all tiers	100% Dental	100% Vision	None
Dublin San Ramon Services District	\$195 per meeting (max of \$1,950 a month)	Eligible for district benefits, medical amounts not stated on the board page			457 match: up to \$10/month or 25% of director contribution, whichever is less, with at least \$20/month contributed.

Policy and Legal Consideration

For new Board members, as well as continuing Board Members beginning a new term, LARPD can communicate and implement changes to the benefits being offered at the start of the new term.

For continuing Board members who are currently serving an existing term, LARPD would need to maintain their current elections and offerings through the remainder of their term.