

LIVERMORE AREA RECREATION AND PARK DISTRICT

PERSONNEL COMMITTEE

DRAFT MINUTES

**TUESDAY, DECEMBER 14, 2021
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 will be participating 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, Allie Ikeda, Jeffrey Schneider, Fred Haldeman, Julie Dreher, Linda VanBuskirk, Nancy Blair, Jessie Masingale, Pamela Healy, Megan Shannon

Others Present: None

COMMITTEE CHAIR: FURST
COMMITTEE MEMBER: BOSWELL

1. **Call to Order:** The meeting was called to order at 2:04 by Director Furst.
2. **Public Comment:** None, Director Furst closed the public comment period.
3. **Approval of the Minutes of the Personnel Committee Meeting held on November 9, 2021:** The minutes were approved unanimously as written.
4. **Discussion and Possible Action Regarding Teleconference During a Proclaimed State of Emergency (Resolution 2729-b):** Resolution 2729-b was approved unanimously.
5. **Peace Officer Authority:** GM Fuzie opened the discussion, sharing that since the LARPD was a voter approved District, we can decide to what level we want enforcement. He added that Ordinance 8, Section 103(f), as written, is problematic because if a person is put in position to act on all laws of state, there is an expectation to act. A related concern is asking Park Rangers to do more than they are equipped to do. Discussion ensued regarding the level of responsibility assigned to the position versus degree of training, and a need to narrow the scope of responsibility. Rangers can now communicate with local police and sheriff if there is something that occurs outside their scope. Along with the language change to the job description, there is also the intent to modify the uniform so that Rangers are perceived as stewards instead of law enforcement.

Action Item: The recommendation from the Committee was to bring suggested language change to Ordinance No. 8 to the full Board to begin the process of amending the Ordinance

6. **Personnel Commission Letters of Interest:** GM Fuzie commented that the existing appointment process is very clear: the Board selects and appoints the Personnel Commission. Staff suggested that the existing process is missing the ability to review commission members' performance once appointed. Committee members discussed the Letters of Interest submitted by each candidate and

agreed that Candidate Nuddelman's qualifications appeared to be superior to the other two candidates.

Action Item: Committee Members requested that at the first meeting in 2022, the new Personnel Committee conduct a review of all Personnel Commissioners and determine how their respective term ends if they are not meeting their commitment to the District. The Committee also recommended that this item be placed on the Board agenda for January 2022, to include a copy of all candidate bios and a recommendation in support of Mr. Nuddleman.

7. **Directors' Reports or Announcements:** Director Furst asked that a 2021 recap of Personnel Committee agenda items be placed on the first 2022 Personnel Committee meeting agenda, for new members.

Director Boswell asked if we have a compilation of updated job descriptions. Staff will discuss and report back.

GM Fuzie shared that the indoor mask mandate is back, with more to follow on what it means for the District. He also mentioned that a vacation sale program as an employee benefit is an item that will be on the January Board meeting agenda.

Business Services Manager Jeff Schneider shared that there was a significant ransomware attack on UKG this past week, however, it did not affect the District.

Director Furst requested that a reminder be put out to staff regarding need to be careful with internet and email use, as there is a constant potential for a similar attack.

8. **Adjournment:** The meeting was adjourned at 2:32 p.m. .

/ph