



Board Meeting

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Agenda

- Board Member Benefits
 - California Public Resource Code 5784.15
 - LARPD Board Policy Manual
 - Benefits Eligibility
 - Potential Cost to the District
 - Actual Cost to the District
 - Board Member Benefits at other Cities & Districts

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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)

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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:

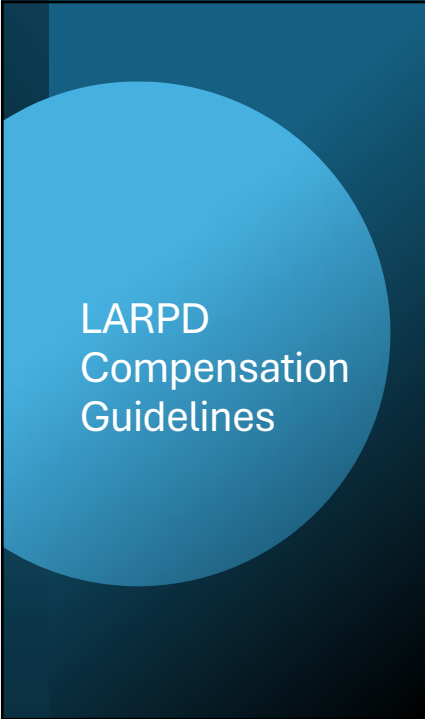
- a) Any monthly compensation shall be established in accordance with the limits and conditions set forth in Section 5784.15 of the Public Resources Code.
- b) Compensation guidelines for the members of the Board of Directors are set forth below.

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.

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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).

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Board Member Benefits

- Board members are enrolled in the following benefits:
 - Medical (Kaiser)
 - Delta Dental
 - Health Reimbursement Account (HRA)
 - New York Life Insurance Benefits
 - Life Insurance
 - Accidental death & dismemberment (AD&D) Insurance
 - Short term disability insurance
 - Long term disability insurance

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Comparison of Potential & Actual Monthly Costs

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

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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.

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LIVERMORE AREA RECREATION AND PARKS DISTRICT
2305 SOUTH VASCO ROAD LIVERMORE, CALIFORNIA

BOARD OF DIRECTORS

ADJOURNED REGULAR BOARD MEETING

Wednesday, January 15, 1992
7:30 p.m., Recreation Center
2466 Eighth Street
Livermore, California

Board Members Present: Larry Faltings, Al Bernal, Dave Bing, Marlin Pound, and
Chairman Ernie Rodrigues (5)

Board Members Absent: None (0)

Staff Members Present: Doug Bell, Michael Kyle, Jerry Ingledue, Steve Goodman, Ed Murdock,
Brian Tibbetts, Felix Errico, Mike Nicholson, Gail Sloane

Action Taken by the Board:

1. Chairman Rodrigues presented a Resolution of Commendation to the Granada High School Girl's Volleyball Team.
2. A motion for the approval of the minutes of the Regular Meeting of December 11 was made by Director Pound and seconded by Director Bernal.

Motion passed unanimously.

3. A motion was made by Director Faltings, and seconded by Director Bing, to approve the General Manager's monthly report for December #44-5 (12-91).
4. Assistant General Manager informed the Board that the District's audit for Fiscal Year 1990/91 had been completed by Maze & Associates. The audit showed that the excess of revenue over expenditures for the period was almost a million dollars, the main portion of which was in the District's Appropriation Limit account. The auditors had made three recommendations for internal improvements which were being implemented.

On motion by Director Pound, seconded by Director Faltings, unanimously accepted the audit by Maze & Associates for Fiscal Year 1990/91 and ordered it filed.

5. Committee Reports

Program Committee -- Director Pound
Nothing to report.

Facilities Committee -- Director Bing
Items are on the agenda. Little House Preschool is being investigated for termite damage. A site survey of the Carnegie Building has determined that the building is not unreinforced masonry, and therefore seismic strengthening is not required under the City's ordinance. Staff is moving forward regarding the contamination issue at the Vasco/Patterson site and staff has been directed to seek bids on a proposal for analysis of the site.

Budget Committee -- Director Pound.
Items are on the agenda.

Dick Quigley, 715 Polaris Way, Livermore, asked if, because of the additional \$1 million revenue that the Assistant General Manager had mentioned in his report on the District's audit, a mid-year budget adjustment would be in order. He also asked how the \$400,000 budget allocation for regional/open space had been spent out at midyear. Assistant General Manager explained that the additional Appropriation Limit money has been added into the budget, as an additional \$261,000. He further explained that the majority of that money had been reallocated to pay for repairs to the R.E. Merritt building, which was costing more than budgeted, and that the remainder had been left in the unallocated reserve. He indicated that the funds allocated for open space had not yet been spent.

14. Assistant General Manager reported that results of the 1991-1992 Alameda County Grand Jury Survey of Compensation and Benefits for Elected Officials in Alameda County showed that 43 out of 52 public agencies paid for some type of health benefits for their elected officials. In view of that information, the General Manager was recommending consideration by the Board of the District paying for some health benefits for Board members. Assistant General Manager informed the Board that the issue had been reviewed by the Budget and Personnel Committees.

Director Pound commented that the Budget committee had addressed the issue in terms of what benefits should be provided and at what level. The Committee's position was that it ought to be discussed at the Board level. The Committee itself recommended that the District pay the cost of the Board member benefit only, not for benefits for the Board member's family.

Director Faltings indicated that he felt that a Board member should be considered the same as a part-time employee, where the employee is entitled to single coverage of benefits. Director Faltings commented that there were also a number of County agencies in the survey that provided continuation benefits at no charge to the official after some minimum service.

Director Pound stated that the Committee had not addressed the tenure issue but that he felt that it was probably appropriate and that it could always be re-examined downstream.

Director Bing commented that it had been discussed in Personnel Committee, that he agreed that only single coverage should be provided, and that as health care benefits escalated that Directors should participate in sharing costs. Director Bing indicated that he felt he had not examined the issue of lifetime benefits sufficiently to make a decision, and would like more time to consider it.

Director Bernal asked for clarification of what was being suggested and Assistant General Manager explained that part-time designated employees are entitled to individual coverage for medical and dental benefits.

Director Pound asked Director Bing if he would vote against a motion that included extended benefits and Director Bing stated that he would vote for it but would ask that the issue be reviewed so that it could be amended if needed.

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.

LIVERMORE AREA RECREATION AND PARK DISTRICT
2305 SOUTH VASCO ROAD LIVERMORE, CALIFORNIA

BOARD OF DIRECTORS

SPECIAL BOARD MEETING

Wednesday, January 29, 1992
7:30 p.m., Recreation Center
2466 Eighth Avenue
Livermore, California

BOARD MEMBERS PRESENT: Dave Bing, Al Bernal, Marlin Pound, Larry Faltings,
and Chairman Ernie Rodrigues (5)

BOARD MEMBERS ABSENT: None (0)

STAFF MEMBERS PRESENT: Bill Payne, Jerry Ingledue, Mike Kyle, Brian Tibbetts,
Gail Sloane, Steve Goodman, Ed Murdock, Rich Lange (8)

ACTION TAKEN BY THE BOARD:

1. Chairman Rodrigues made an introductory statement regarding the issue of benefits for Board members.

General Manager presented background information on the issue and summarized the action the Board had taken on January 15th. General Manager presented his recommendation, which was for the Board to consider individual coverage of health benefits for Board members during their term of office only.

Chairman Rodrigues asked for Board comment.

Director Faltings indicated that he was opposed to reconsideration of the issue as it implied that the issue hadn't been properly considered in the first place. Director Faltings felt that the issue had been studied by the Board and had been acted on only after a Grand Jury Survey of Elected Officials for Alameda County had been received. Director Faltings stated that what the Board voted on was no different than what at least twelve other entities received and that the level of benefits was substandard to what at least 40 of the 52 agencies received. Director Faltings stated that he had received no phone calls on the issue and that no public comment had been received at the previous meeting even though it was the regularly announced general Board meeting. Director Faltings commented that the Board had made a fair and equitable decision and that he would stand by his decision.

Director Pound made comments indicating that he felt the issue should be reconsidered in light of the public's perception that the Board action's of two weeks ago was not appropriate in today's economic climate, and that he would support rescinding that action. Director Pound stated that he had received a number of telephone calls and met others who had expressed their opinions on that action. Director Pound indicated that he wanted to dispel the perception inferred by the publicity, that the Board members were feathering their nests, as he had coverage of benefits available through his employer and had no intention of using those through the District. Director Pound commented that he hated to see anything that took away from the many good things the District has done for the community.

Director Bernal made comments regarding the implications this issue had on a broader basis. He stated that he was not opposed to reconsideration as he had not felt strongly about the issue of the lifetime benefits.

Director Bing indicated that he had first become aware of the issue as a member of the Personnel Committee, where in view of some other agencies' benefit packages, he had felt that single coverage for Board members was a good compromise. He indicated that lifetime benefits in that committee had not been addressed, but had become part of the motion presented at the last Board meeting. He stated that he had made a comment at that time that he had a problem with the lifetime portion, and that he had made a mistake by voting for the motion. He further stated that he should have voted no and promoted a motion on individual coverage only. Director Bing commented that he had received no phone calls on the issue and that he had intended to utilize only the dental portion of the benefits.

Chairman Rodrigues stated that he supported listening to the public, and if he had made a wrong decision, than he would rectify his mistake. Chairman Rodrigues commented that he had received many telephone calls from the public and newspapers and had talked to many people in person. Chairman Rodrigues indicated that he personally did not need to take advantage of the benefits and had voted for the motion in order to help those Board members who did.

Chairman Rodrigues asked for public comment.

Virgil Stanger, 844 Arbor Court, Livermore, a LARPD employee, felt that any survey used by the Board to determine their benefits should be subject to the same requirements as wage and benefit surveys taken for other LARPD employees. The surveys used for LARPD employees were not just taken from Alameda County, but from surrounding counties as well, and the median of those surveys was used to determine wage and benefit levels.

Mike Thompson, Livermore, made comments indicating that he felt that the salaries that Board members were paid could be adjusted, and Board members could then apply it to medical benefits if they desired. Mr. Thompson was against lifetime benefits.

Dick Quigley, 715 Polaris Way, Livermore, stated that he thought that public servants should be able to enjoy individual health benefits, but that the lifetime provision was too open-ended. He stated he liked the idea of giving the Board members equity through a monthly stipend.

Carolyn Morgan, 5184 Doolan Road, stated that the Board had gone too far and that they were here to represent the constituents of Livermore and the surrounding area, not to represent themselves. She indicated that the issue needed to be rethought, and that they did not deserve benefits and should not be asking taxpayers to pay for them.

Jim Nielson, 934 Miranda Way, stated that he was not completely familiar with the benefits that Directors received, but that if there was a 12 year qualification for retirement, then there should be a minimum age set of 55 or 60 years old.

Barbara Foscalina, 5200 Doolan Road, stated that the Directors had talked about the District's accomplishments in Livermore, but that the District was a regional district and she saw few benefits outside the city limits of Livermore. She stated that she strongly opposed lifetime benefits in these economic times and had mixed feelings about the other benefits.

John Marchand, 1663 Heidelberg Drive, stated that it was disgusting that a part-time park board should bestow lifetime benefits upon themselves and that he was infuriated at this example of self-serving greed at a time when resources were becoming scarcer.

Denise Cady, 575 Bell Avenue, stated that she didn't feel it was fair for her to have to pay for Board member health benefits, when she couldn't afford them for herself and her family.

Nancy Reeves, 331 Anna Maria Street, agreed that taxpayers should not have to pay lifetime benefits for directors.

Chairman Rodrigues closed public comment.

Director Bernal commented that he would like it made clear which public agencies were providing lifetime benefits past twelve years, to demonstrate that it was not such an unusual thing that was being considered. He further commented that Livermore was receiving the brunt of the public reaction.

General Manager stated that there were 18 out of 52 agencies in Alameda County that paid for benefits for elected officials beyond term. General Manager reviewed the names of the agencies that provided benefits for officials beyond term. Members of the public commented that it was not even half of the agencies that provided that benefit, and that the Board had chosen to do what the minority of agencies did.

On motion by Director Pound, seconded by Chairman Rodrigues, approved rescinding the motion of January 15th which established District payment of health and dental benefits at the individual coverage level for 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.

Director Pound stated that he was concerned about the public's perception that the Directors were on the Board to receive some kind of personal gain from their service and that he didn't want that type of connotation for the Board at this time. He commented that the District did too many good things to have something like this detract from them, and that he would not vote for the motion.

Chairman Rodrigues said that he owed it to his constituents not to vote for the motion.

Motion passed 3-2 (Directors Pound and Rodrigues voting no.)

2. Meeting recessed at 8:32 p.m.
3. Meeting reconvened at 8:45 p.m.
4. Chairman Rodrigues moved consideration of Hodgson Construction's request to replace a subcontractor to top of the agenda.
5. District Legal Counsel Kyle informed the Board that Hodgson Construction Inc., the general contractor for Robertson Park Phase IA, had a subcontractor that was refusing to execute the subcontract -- Mike Brown Electric. In accordance with Section 4107 of the Public Contract Code, the subcontractor has to be given notice of the general contractor's request that they be allowed to substitute another subcontractor, which had been sent to and received by Mike Brown Electric.