

LIVERMORE AREA RECREATION AND PARK DISTRICT

PERSONNEL COMMITTEE

MINUTES

**Monday, December 8, 2025
2:00 p.m.**

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

Committee Members Present: Chair David Furst, Director Jan Palajac

Committee Members Absent: None.

Staff Present: Mathew Fuzie, General Manager (GM)
Michelle Kleman, Human Resources Manager (HRM)
Amber Maugeri, Senior Human Resources Analyst (SHRA)
Chelynn Watkins Senior Human Resources Analyst (SHRA)
Rene Venus Dalusong, Executive Assistant
Daniel Mason, Facilities and Parks Maintenance Supervisor

Members of the Public Present: None.

1. **Call to Order:** Committee Chair Furst called the meeting to order at 2:00 p.m.
2. **Public Comment:** Committee Chair Furst opened the public comment period. There were no speakers, and the public comment period was closed.
3. **Approval of the Minutes of the Personnel Committee held on October 13, 2025:**
 - **Action:** The minutes of the Personnel Committee held on October 13, 2025, were approved as submitted.
4. **Human Resources Progress**

HRM Kleman, SHRA Maugeri, and Watkins provided an update on HR's progress over the past three years. They began by addressing outdated and inconsistent policies, incomplete processes, and an unfocused total compensation structure. The team has since updated core policies, implemented systems to streamline processes and ensure compliance, and completed a compensation assessment to strengthen LARPD's benefit offerings. A detailed summary of cost-control measures, key performance results, and process improvements was included in the agenda packet.

Committee Chair Furst requested a brief presentation to the Board of Directors on HR's progress at a future meeting.

- **Action:** This was a discussion only; no Committee action was taken; however, staff will present a brief report on HR's progress at a future Board meeting.

5. Future Agenda Items / Matters Initiated / Announcements:

GM Fuzie announced that soccer programming will be offered in the fall in addition to the spring season.

6. Adjournment: The meeting was adjourned at 3:04 p.m.

/Rvd