

[illegible]

Livermore Area Recreation and Park District

FACILITIES COMMITTEE

AGENDA

September 15, 2026

11:00 a.m.

Robert Livermore Community Center
4444 East Avenue, Livermore, California 94550
West Conference Room

Committee Chair: Jan Palajac
Committee Member: Philip Pierpont

1. Call to Order
2. Public Comment
3. Approval of the Minutes: Facilities Committee Meeting on August 25, 2026
4. Update on the Sports Stack Pilot Program
5. Discuss Short- and Long Term Improvements to May Nissen Swim Center
6. Capital Improvement Program (CIP) Update/CIP Project List (Standing Item)
7. Planning for Future Trails and Trail Connectors (Standing Item)
8. Future Agenda Items / Matters Initiated / Announcements
9. Adjournment

Rough Expense Estimate

1. Frame (2x4 Pressure-Treated Lumber)

- Cuts needed:
 - 4×3 ft (top & bottom long sides)
 - 4×2 ft (top & bottom short sides)
 - 4×2 ft (vertical corners)

Total wood needed: ~28 linear feet

Buy: $4 \times 2 \times 4 \times 8$ ft boards

Cost: ~\$20-\$30

2. Panels (3/4" Exterior Plywood)

- Cuts:
 - Bottom: $3 \text{ ft} \times 2 \text{ ft}$
 - 2 sides: $2 \text{ ft} \times 2 \text{ ft}$
 - 2 sides: $3 \text{ ft} \times 2 \text{ ft}$

Total: ~20 sqft (half a sheet)

Buy: $1 \times 4 \times 8$ sheet

Cost: ~\$40-\$60

3. Lid (Frame + Plexiglass Center)

- Lid structure:
 - Frame: 2×4 border
 - Center cutout: $\sim 2 \text{ ft} \times 1 \text{ ft}$ (for plexiglass)
- Plexiglass:
 - OPTIX Acrylic Sheet $24 \text{ in} \times 18\text{--}24 \text{ in} \times 1/4 \text{ in}$

Cost: ~\$25-\$40

4. Hinges

- $1 \times$ Everbilt Soft-Close Lid Support (pair)
- $2 \times$ Standard outdoor hinges (for alignment)

Cost: ~\$25-\$40

5. Screws

- GRK exterior screws

Cost: ~\$5-\$10

6. Anchoring(Using anchor bolts)

*Anchor bolts would be used to secure the box to a preexisting concrete floor

- 4 anchor bolts

Cost: \$25-\$50

7. Coating

- Thompson's WaterSeal (1 quart)
- BEHR Exterior Paint (1 quart)

Cost: ~\$30-\$50

8. Extras

- Corner brackets: \$10
- Rubber bumpers: \$5

Total Estimate: \$170-\$280 per box

**Please keep in mind that this is an estimate; costs can be cut in many places and in many ways to reduce total expenses. (E.g., buying in bulk)*

#	Date	# Number of Soccerballs	# Number of Tennis Rackets	# Number of Tennis Balls	# Number of Orange Cones	# Number of Pickel Balls	# Number of Footballs	# Number of Frisbees	# Number of Bouncy Balls	Donated Equipment by Community that Week	☑ Condition of Box	☑ Trash?	Notes
	6/1/2026	11	4	7	8		2			N/A;	Good	None	The Numbers of equipment in this box are sufficient
	6/8/2026	11	4	7	7	7	3	7	2	N/A;	Good	None	lots of kids playing so count was approximate
	6/15/2026	11	3	0	12	14	2	4	2	4 pickle balls and 5 orange cones	Good	None	Not much equipment was being used except frisbees. Not a lot of kids around the 7pm time slot. Bin was clean and there was a lot of pickleball donations.
	6/22/2026	11	3	1	14	17	3	6	3		Good	None	Same numbers as last week. - a little more donations for balls but also new equipment like pickleball paddles.
	6/29/2026	11	3	4	14	19	4	6	3		Good	None	Not much change or donations from last week saw kids playing with footballs
	7/6/2026	13	4	11	14	17	4	2	3		Good	A little bit	Saw 3 containers of tennis balls added into the box a couple kid jackets were laying around and frisbees were missing. Kids arent really cleaning up after using equipment (leaving racquets
	7/13/2026	9	3	0	12	2	3	3	2		Good	A little bit	saw some kids come here to pick some equipment to play and also there was some random pieces of paper. became less organized
	7/20/2026	8	3	0	12	2	3	3	3		Good	A little bit	explained to a dad about the purpose of the project
	7/27/2026	8	8	0	12	1	3	2	2		Dirty	A little bit	5 donated tennis rackets
	8/3/2026	9	6	1	8	0	2	3	3		Dirty	A lot	Cleaned and removed trash
	8/10/2026	8	6	0	6	0	4	4	2		Good	A little bit	Cleaned and removed trash
	8/17/2026	8	6	2	6	0	3	3	2		Dirty	A little bit	Cleaned and removed trash
	8/24/2026	8	5	2	6	0	3	3	2		Dirty	A lot	cleaned and removed trash

CIP Project Updates - Facility Committee - 09/15/2026

Project #	Project Name	Project Update	Tenatative Start Date	Projected Cost
41	Community Garden at Mocho Park	Approved plans were received from the City of Livermore on April 17, 2026. LARPD has two years to complete construction. Staff is preparing to assign plots for the new Springtown Community Garden, which is expected to open in October 2026.		
NA	Playground Replacement Program: Ralph T. Wattenburger Park	Staff is planning to meet with the City of Livermore in September to coordinate the inclusion of the playground replacement project in the City's Capital Improvement Program budget.		\$250,000
29	Sycamore Grove Amphitheater	Staff provided feedback on the recent draft plans; Consultant is preparing the planning application for Alameda County.		

Project #	Conceptual Projects	Notes
NA	William "Bill" Payne Park Expansion Project	The City of Livermore has begun work on Patterson Pass Road, including additional on-street parking improvements and slurry seal work. A future LARPD project will evaluate potential park improvements, including additional parking, conversion of the existing BMX pump track area to multi-use turf, and other site amenities. Future phases may also consider restroom facilities and additional improvements to enhance park functionality, capacity, and the overall visitor experience.
NA	Sunken Gardens Expansion	Staff is exploring the construction of a looped walking path around the perimeter of the LARPD parcel to connect the existing north and south pathways. Staff is also evaluating opportunities for additional amenities within the 11-acre Sunken Gardens Skate Park parcel.
730	Robertson Park Bathroom Expansion	Staff met with California Water Service to evaluate backflow and water pressure constraints. Several potential improvements were identified that could increase water pressure to support future restroom expansion. Staff also did a site walk-through to determine potential scope of work.

Project #	Completed Projects	Completion Date	Status
451	Bike Pump Track	June 2026	Complete. Ribbon-cutting ceremony held June 17, 2026.
37	Bruno Canziani Irrigation Project	December 2025	Staff monitoring performance

Livermore Area Recreation and Park District

FINANCE COMMITTEE

AGENDA

September 14, 2026

3:00 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 August 10, 2026
4. Fiscal Year 2025–2026 Audit Status
5. Update on Surplus Assets Sales
6. July 2026 Preliminary Financials
7. Financial Policies Update (Standing Item)
8. Future Agenda Items / Matters Initiated / Announcements
9. Adjournment

**Livermore Area Recreation and Park District
Surplus Asset Disposition Sales List**

Item #	Asset Description	Make/Model #	Qty	Disposal Method	Proceeds (Net)
1	Mower	Jacobsen HR800	1	Auction	\$ 12,424.90
2	Mower	Hustler Super104	1	Auction	\$ 3,589.91
3	Mower	Hustler Zero Turn	1	Auction	\$ 956.90
4	Mower	John Deere Z-Trac	1	Auction	\$ 317.82
5	Mower	Kubota F3680	1	Auction	\$ 2,554.90
6	Mower	Kubota F3990	1	Auction	\$ 3,024.90
7	Backpack Blowers	Stihl	7	Trade-in for new equipment	\$ -
8	Stick edger	Stihl	1	Trade-in for new equipment	\$ -
9	Pressure washer	Poseidon/Simpson	2	Auction	\$ 206.80
10	Compressor	Honda GX 160	1	Auction	\$ 197.40
11	Small engine	Briggs and Stratton 5HP	4	Auction	\$ 9.40
12	Aerovator/Aerator	Textron Aerovator	1	Auction	\$ (47.20)
13	Turf Vac	Toro Rak-o-Vak	1	Auction	\$ 17.91
14	Hose reel	Kifco Hose Reel	1	Auction	\$ 1,333.91
15	Truck tailgates	Dodge Ram 1500	4	Auction	\$ 545.20
16	Trailer	Tandem axle trailer	1	Auction	\$ 404.00
17	Trailer	Maxey single axle	1	Auction	\$ 874.00
18	Trailer	Big Tex utility trailer	1	Auction	\$ 7,520.00
19	Soft serve ice cream machine	SANISERV Countertop Ice Cream Machine	1	Disposed - Destroyed/No resale value	\$ -
20	Double espresso machine	Astra Mega II Espresso Machine	1	Disposed - Destroyed/No resale value	\$ -
21	Spin bikes	Hoist Lemond RevMaster Pro	15	Auction	\$ 1,465.80
Total Net Proceeds for Asset Dispositions					\$ 35,396.55

*Item #12 resulted in a net cost because the cost of transporting the equipment to the auction exceeded the proceeds received from the sale.

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

	FY24-25	FY25-26	FY26-27		Variance:	
	Actual	Actual	Actual	Budget	\$	%
Revenue						
Taxes	\$0	\$0	\$0	\$0	\$0	-
From Operations	1,128,604	1,060,414	1,107,593	1,136,206	(28,613)	(3%)
Total Revenue	\$1,128,604	\$1,060,414	\$1,107,593	\$1,136,206	(28,613)	(3%)
Salary and Benefits	989,849	967,648	953,335	1,025,169	71,834	7%
Services and Supplies	972,960	959,496	945,211	1,003,003	57,793	6%
Operating Capital	0	11,884	56,834	0	(56,834)	-
Sub-total, Expenses	\$1,962,809	\$1,939,028	\$1,955,380	\$2,028,172	\$72,792	4%
Net Operating Results	(834,205)	(878,613)	(847,787)	(891,966)	\$44,179	5%

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

	FY24-25	FY25-26	FY26-27		Variance	
	Actual	Actual	Actual	Budget	\$	%
Salaries and Benefits						
Full Time Salaries	\$467,723	\$454,192	\$477,237	\$467,185	(\$10,052)	(2%)
Part Time Benefited Wages	\$47,481	\$45,151	\$33,615	\$37,076	\$3,461	9%
Casual Wages	\$228,003	\$230,466	\$235,195	\$265,979	\$30,783	12%
Board of Directors Stipends	\$2,300	\$2,300	\$2,300	\$3,000	\$700	23%
Retirement	\$39,571	\$35,219	\$33,749	\$41,126	\$7,376	18%
Employee Group Insurance	\$132,462	\$127,799	\$95,249	\$132,649	\$37,400	28%
Workers Compensation	\$28,963	\$29,107	\$31,114	\$29,611	(\$1,503)	(5%)
Medicare/FICA	\$43,346	\$43,413	\$44,876	\$48,544	\$3,668	8%
Total Salaries and Benefits	\$989,849	\$967,648	\$953,335	\$1,025,169	\$71,834	7%
<i>% of total</i>	<i>50%</i>	<i>50%</i>	<i>49%</i>	<i>51%</i>		
Services and Supplies						
Agricultural	\$5,468	\$5,353	\$8,419	\$3,280	(\$5,139)	(157%)
Uniforms	\$4,874	\$1,842	\$1,857	\$5,025	\$3,168	63%
Household Supplies	\$12,540	\$6,636	\$5,251	\$8,800	\$3,549	40%
Food	\$11,811	\$11,935	\$8,320	\$11,060	\$2,740	25%
Office Supplies	\$3,132	\$1,379	\$3,047	\$2,430	(\$617)	(25%)
Medical Expense	\$3,638	\$987	\$1,106	\$4,890	\$3,784	77%
Tools & Instruments	\$4,470	\$2,515	\$2,563	\$1,920	(\$643)	(33%)
Non-Capital Equipment	\$14,932	\$5,204	\$10,441	\$26,000	\$15,559	60%
Maint. - Structures/Grounds	\$111,306	\$90,601	\$120,552	\$53,770	(\$66,782)	(124%)
Maintenance of Equipment	\$59,156	\$39,110	\$14,008	\$24,275	\$10,267	42%
Utilities - Water/Sewer	\$282,926	\$303,597	\$307,131	\$318,152	\$11,021	3%
Utilities - Gas/Electric/Other	\$44,955	\$40,604	\$40,458	\$44,587	\$4,129	9%
Communications	\$17,684	\$16,351	\$16,161	\$15,443	(\$718)	(5%)
Memberships	\$7,426	\$3,845	\$8,687	\$4,975	(\$3,712)	(75%)
Transportation & Travel	\$1,166	\$1,961	\$1,196	\$1,460	\$264	18%
Training & Conferences	\$5,559	\$2,238	\$1,480	\$5,200	\$3,720	72%
Publications & Legal Notices	\$0	\$250	\$0	\$50	\$50	100%
Legal Services	\$12,000	\$9,823	\$25,293	\$20,000	(\$5,293)	(26%)
Program Services/Supplies	\$13,882	\$8,633	\$5,226	\$10,110	\$4,884	48%
Professional Services	\$56,364	\$61,293	\$52,850	\$97,740	\$44,890	46%
Licensing	\$2,260	\$143	\$730	\$100	(\$630)	(630%)
Field Trips & Events	\$10,251	\$17,277	\$13,695	\$17,620	\$3,925	22%
Instructors & Sports Officials	\$109,953	\$142,999	\$135,323	\$148,800	\$13,477	9%
Insurance	\$74,880	\$74,240	\$77,557	\$85,947	\$8,390	10%
Rent & Lease - Equipment	\$9,156	\$11,214	\$5,700	\$11,468	\$5,768	50%
Rent & Lease - Structures	\$14,005	\$15,304	\$15,700	\$15,700	\$0	0%
Rent & Lease - Vehicle	\$33,828	\$38,360	\$18,000	\$19,330	\$1,330	7%
Miscellaneous Expense	\$35	\$302	\$0	\$0	\$0	-
Credit Card Fees and Finance Charges	\$7,929	\$7,998	\$8,222	\$7,830	(\$392)	(5%)
Recreation Software Transaction Fees	\$3,875	\$4,214	\$3,438	\$4,200	\$762	18%
Pension Debt Service Interest	\$20,362	\$20,152	\$19,662	\$19,705	\$43	0%
P G & E debt service	\$13,136	\$13,136	\$13,136	\$13,136	\$0	0%
Total Services and Supplies	\$972,960	\$959,496	\$945,211	\$1,003,003	\$57,793	6%
Operating Capital	0	11,884	56,834	0	(56,834)	-
Total Operating Expenses	\$1,962,809	\$1,939,028	\$1,955,380	\$2,028,172	\$72,792	4%

Livermore Area Recreation and Park District

PERSONNEL COMMITTEE

AGENDA

**September 14, 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 July 13, 2026
4. Board Evaluation Policy
5. Personnel Updates:
 - a) Financial Awareness Month
 - b) 2027 Health Insurance and Medical Rates
6. Future Agenda Items / Matters Initiated / Announcements
7. Adjournment



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Appointee Evaluation Policy Comparison

Livermore Area Recreation and Park District

9/14/2026

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Overview

RPMG reviewed performance evaluation policies for three public agencies. All three place performance oversight with the governing board or council and hold confidential discussions of appointee performance. The key differences lie in review frequency and structure, the role of self-assessments and facilitators, whether compensation is addressed, and how much procedural detail each policy specifies.



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View**



**MARIN
WATER**



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Who Is Evaluated & Review Frequency

City of Mountain View

Who:

City Manager, City Attorney, City Auditor (if active), City Clerk

Frequency:

Detailed annual cycle (May–September) with language to reshape milestones as needed.

AC Transit

Who:

General Manager, General Counsel, District Secretary

Frequency:

Formal evaluation every two years (odd years); informal check-ups in even years. May be more frequent as circumstances require.

Marin Water

Who:

General Manager and General Counsel

Frequency:

Annual cycle (January–April). May be deferred if appointee is hired less than 6 months before the cycle starts.

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Board/Council Role

City of Mountain View (Led by Vice Mayor)

- Sets areas of emphasis for self evaluation with facilitator
- Reviews self evaluation
- Discusses performance themes & reaches consensus in closed session
- Approves compensation adjustments
- Reviews and approves evaluations

AC Transit (Board or Special Committee)

- Sets areas of emphasis for self evaluation
- Reviews self evaluation
- Develops a narrative evaluation
- Meets in closed session to reach consensus & set next-cycle priorities
- Finalizes the evaluation, including compensation adjustment
- Participation caveat for Board members serving for less than 6 months

Marin Water (Led by Board President)

- Meets with facilitator to review process
- Reviews self evaluation
- Reviews facilitator-generated preliminary evaluation report
- Meets in closed session to review facilitator-generated report
- Finalizes the evaluation, including compensation adjustment

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Appointee Input and Facilitator Role

City of Mountain View

Appointee Input:

- Required Self Assessment with at least 45 days to prepare.

Facilitator:

Required

AC Transit

Appointee Input:

- Required Self Assessment with 15-30 days to prepare
- Optional opportunity to submit a response to their evaluation within 15 days of meeting with the committee. This will be attached to their evaluation.

Facilitator:

Optional

Marin Water

Appointee Input:

Required Self Assessment. Timeline not specified.

Facilitator:

Required

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Evaluation Content

City of Mountain View

Self Evaluation:

- Assessment of personal growth
- Evaluation on how they addressed past feedback
- Growth areas for the coming year
- Challenges
- Contributions to Council work plan
- Compensation request

Performance Evaluation:

- Facilitator led

AC Transit

Self Evaluation:

- Contributions to the goals and objectives of the District's Strategic Plan/previous evaluation

Performance Evaluation:

- Adherence to position responsibilities
- Next-cycle priorities
- Optional rating tool may be applied

Marin Water

Self Evaluation:

- Prior-year goals and achievements
- Proposed goals for the coming year

Performance Evaluation:

- Facilitator Led

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Compensation

City of Mountain View

Integrated into the annual process

- Appointees add requests to self evaluation
- Council decides adjustments, informed by HR compensation surveys, with subsequent open-session action

AC Transit

Integrated into the policy

- Appointees can submit compensation requests
- The Board can decide adjustments, informed by compensation studies and contract negotiations, in a process with specific steps

Marin Water

Integrated into the annual process

- Appointees must receive a "satisfactory" evaluation for compensation adjustment consideration

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Documentation and Follow-Up

City of Mountain View

- Finalized drafts are distributed to the Council and the Appointees
- Individual September meetings led by the Vice Mayor and the facilitator convey the final evaluation and compensation adjustments to the Appointees

AC Transit

- Finalized drafts are distributed to the Board and the Appointees
- **Past practice:** Board President, Vice President and facilitator meet with the Appointee to deliver results including compensation
- Final evaluation signed by the Board President and Appointee is kept in the personnel file in the District Secretary's Office.

Marin Water

- Finalized drafts are distributed to the Board and the Appointees
- **Past practice:** Facilitator and Board meet with Appointees to deliver results, including compensation
- The evaluations are maintained as confidential personnel information

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Key Similarities

- **Board/Council Responsibility**
 - Each organization assigns the Board/Council oversight into the evaluation process
- **Confidentiality**
 - Each organization specifies closed sessions and/or the confidential nature of personnel documents
- **Evaluation Framework**
 - Each organization uses Appointee responsibilities, organizational expectations, present or upcoming goals, or prior feedback to structure the process
- **Upcoming Priorities**
 - Each organization includes some element of evaluating upcoming priorities for the Appointee
- **Compensation**
 - Each organization connects the evaluation process to compensation

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Key Differences

- **Structure**
 - Each organization applies a varied level of structure and timeline, with Mountain View having the clearest expectations of roles, responsibilities, and process deadlines
- **Flexibility**
 - Each organization specifies some flexibility, with AC Transit clarifying their policy "not intended to be prescriptive or limit the Board's discretion to abbreviate or expand the process when deemed appropriate"
- **Rigidity in Compensation Expectations**
 - While compensation is tied to each evaluation process, the strictest language from Marin Water requires "satisfactory" evaluations for compensation adjustments to be considered
- **Frequency**
 - Some organizations specify annual evaluations while others only conduct this process formally bi-annual, with informal check-ins in between

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Questions?

Board/Council Appointee Performance Evaluation Policy Comparison

RPMG reviewed performance evaluation processes from the City of Mountain View, AC Transit, and the Marin Municipal Water District. All three policies place performance oversight with the governing board/council and feature confidential discussions of appointee performance. The principal differences are the frequency and structure of the review, the role of self-assessments and facilitators, the inclusion of compensation, and the level of procedural detail.

	City of Mountain View	AC Transit	Marin Municipal Water District
Who is evaluated	City Attorney, City Auditor (if the position is active), City Clerk, City Manager.	General Manager/CEO, General Counsel, District Secretary.	General Manager and General Counsel.
Frequency	Detailed annual cycle starting in May and ending in September, with language to reshape process milestones if needed.	Formal performance/compensation evaluation every two years (odd years); informal check-ups in even years. May be more frequent in some circumstances.	Annual evaluation cycle for the General Manager and General Counsel begins January 31 with efforts to complete evaluations by April 31. The process may be deferred if the appointee is hired less than 6 months before the evaluation cycle starts.
Board/council role	Council sets areas of emphasis, reviews memoranda, discusses performance themes, reaches consensus, approves compensation adjustments, and reviews draft evaluations.	Board or special committee develops guidance, reviews self-assessment, develops narrative evaluation, meets in closed session, reaches consensus, sets next-cycle priorities, and finalizes the evaluation.	Board conducts the review with facilitator and meets in closed session, determines whether the review is satisfactory for the July 1 COLA, and agrees on upcoming goals.
Appointee input	Detailed year-in-review memorandum/self-assessment; at least 45 days to prepare.	Written self-assessment; 15–30 days to submit.	Written self-assessment. Timeline not clarified beyond the evaluation process.
Inclusion of facilitator	Required; facilitator is central to the process and prepares draft evaluation language.	Optional; Board may use a professional facilitator to support the written narrative/final document	Required; the consultant conducts the evaluations and prepares the final documents.
Evaluation content as clarified in the policies	Personal growth, prior feedback, growth focus areas, impediments, adherence Council workplan	Position responsibilities, operational objectives, District Strategic Plan/previous evaluation, performance narrative, overall rating tool (optional), and next-cycle priorities.	Prior-year goals and achievements; proposed goals for coming year.
Compensation	Integrated into annual process; Council decides adjustments, with HR compensation surveys and subsequent open-session action	Integrated into policy; Board may consider adjustments, compensation studies, and negotiations, with specified next steps	Integrated into annual process; A minimum satisfactory evaluation is required before the July 1 cost-of-living increase under the employment agreements

Documentation / follow-up	Facilitator drafts consensus evaluations; individual meetings in September convey final report and results to appointees; compensation communicated/implemented afterward. Reports are confidential personnel information.	Final documentation is distributed to the appointee and the full Board. Final signed evaluation and any employee response to go into confidential personnel file; officer may submit written response within 15 days of receiving results to also go into file.	Consultant prepares preliminary and final reports which include agreed upon goals. Reports are distributed to the appointees and HR director. Reports are confidential personnel information.
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Key similarities:

- Board/council responsibility: each source assigns the governing body a direct oversight role in evaluating its appointees.
- Confidentiality: each source utilized closed sessions due to the nature of the discussions being performance-based.
- Expectations and improvement: each framework uses responsibilities, expectations, goals, prior feedback, or similar criteria to inform the review.
- Forward-looking component: each framework includes, to varying degrees, expectations or priorities for the next cycle.
- Compensation connection: Mountain View, MMWD and AC Transit expressly connect evaluation to compensation.

Key differences:

- Most structured: Mountain View establishes a defined April/May–September annual cycle, required facilitator, Council-member input, 45-day memorandum period, draft/final evaluation steps, compensation surveys, and follow-up.
- Most flexible: AC Transit describes its evaluation process as a general guideline that the Board may abbreviate or expand; it also alternates formal evaluations with informal check-ups.
- Most rigid on Compensation: While Mountain View and AC Transit expressly integrate compensation into the evaluation framework, MMWD's makes a satisfactory annual review a condition for the July 1 COLA under the employment agreements.
- Frequency: Mountain View and MMWD use annual reviews; AC Transit uses a formal evaluation every other year with interim check-ups.



Personnel Committee Meeting September 2026
2027 Health & Welfare Costs/Financial Awareness Month

1

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%
Rocky Mountain (Administrator for Flexible Spending, Health Reimbursement Account & COBRA)	-39%

2

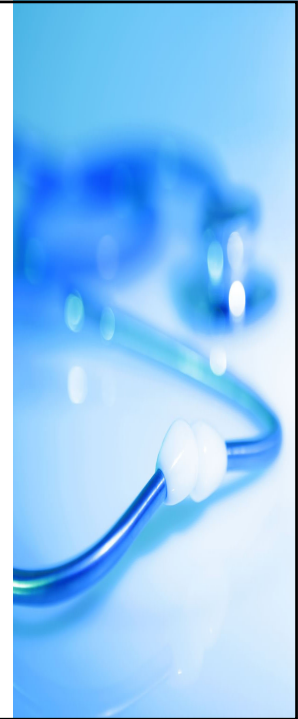
Factors contributing to medical premiums

Kaiser -1.48% Increase

- Lower utilization and overall claims experience
- Improved claim experience contributed to the lower-than-average premium increase
- 30 Chiropractor and Acupuncture visits added this year
- Supplemental Special Footwear Coverage Added next year

UHC Signature Plan- 9.86% Increase

- State mandated benefits
- GLP1- weight loss medications
- \$13.3 million in large claims
- 98.8% loss ratio



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Monthly Medical Premiums (2026/2027)

2026 Monthly HMO Premiums

Plan	Coverage	Premium
Kaiser HMO	EE	\$1,076.74
	EE + 1	\$2,153.48
	EE + Family	\$3,047.18
UHC Signature	EE	\$1,840.38
	EE + 1	\$3,682.02
	EE + Family	\$5,210.62
Waiver	EE	\$200.00
	EE + 1	\$300.00
	EE + Family	\$400.00

2027 Monthly HMO Premiums

Plan	Coverage	Premium	Difference
Kaiser HMO	EE	\$1,092.68	\$15.94
	EE + 1	\$2,185.36	\$31.88
	EE + Family	\$3,092.28	\$45.10
UHC Signature	EE	\$2,021.84	\$181.46
	EE + 1	\$4,045.04	\$363.02
	EE + Family	\$5,724.36	\$513.74
Waiver	EE	\$200.00	
	EE + 1	\$300.00	
	EE + Family	\$400.00	

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Employee Contributions

2026 (\$2,285.39 month)

Plan	Coverage	Contribution
Kaiser HMO	EE	0
	EE + 1	0
	Family	\$761.79
UHC Signature	EE	\$763.64
	EE + 1	\$1,528.54
	Family	\$2,925.23
UHC Signature (Grandfathered)	EE	\$0

2027 (\$2,319.21 month)

Plan	Coverage	Contribution	Difference
Kaiser	EE	0	0
	EE + 1	0	0
	Family	\$773.07	\$11.28
UHC Signature	EE	\$929.16	\$165.52
	EE + 1	\$1,859.68	\$331.14
	Family	\$3,404.62	\$293.15
UHC Signature(Grandfathered)	EE	\$0	

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Monthly Impact

Health Plan	Coverage Level	Number of Enrolled Employees	2026 Monthly Cost	2026 EE Monthly Cost	2027 Monthly Cost	2027 EE Monthly Cost
Kaiser HMO	EE Only	39	\$1,076.74	\$0.00	\$1,092.68	\$0.00
	EE + 1 Dependent	37	\$2,153.48	\$0.00	\$2,185.36	\$0.00
	EE + Family	14	\$3,047.18	\$761.79	\$3,092.28	\$773.07
UHC Signature Value HMO	EE Only	7	\$1,840.38	\$0.00	\$2,021.81	\$0.00
	EE + 1 Dependent	0	\$3,682.02	\$1,528.54	\$4,045.05	\$1,859.68
	EE + Family	0	\$5,210.62	\$2,925.23	\$5,724.36	\$3,405.15
Totals		97	\$177,214.80	\$10,665.06	\$180,917.43	\$10,822.98

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2027 Dental Renewal- Delta Dental PPO

- Transitioned Broker of Record to Alliant effective October 1, 2026
- Expanded access to competitive carrier bids and the PRISM pool
- Will receive better premium pricing resulting in an overall 13% reduction in 2027 dental rates
- Eliminated the 5% County administration fee
- Maintain the same Delta Dental PPO plan design and benefits

2026 Renewal Rate	2027 Renewal Rate
0%	-13%

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Delta Dental Monthly Premiums (2026/2027)

Dental Plan	Coverage Level	Number of Enrolled Employees	2026 Monthly Cost	2027 Monthly Cost
Delta PPO	EE	44	\$57.11	\$53.10
	EE + 1	33	\$105.52	\$98.00
	Family	25	\$165.22	\$153.50
Subtotal			\$10,125.50	
County 5% Admin. Fee			\$506.28	
Total		102	\$10,631.78	\$9,407.90

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Lincoln Financial (Life, AD&D, STD, & LTD)

- 9.8% Overall Rate Reduction, \$12,620 Annual Savings

Coverage	New York Life 2026	Lincoln Financial 2027
Basic Life	\$0.210 per \$1,000.00	\$0.189 per \$1,000.00
Accidental Death & Dismemberment	\$0.020 per \$1,000.00	\$0.020 per \$1,000.00
Short-term disability	\$0.410 per \$10.00 of weekly benefit	\$0.369 per \$10.00 of weekly benefit
Long-term disability	\$0.43 per \$100 of covered payroll	\$0.387 per \$100 of covered payroll

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Total Compensation

- Full-time employee, Single Coverage (UHC & Delta PPO)
- Salary: \$80,000.00
- Total benefit cost: \$31,471.64

	Annual Costs
Medical	\$24,262.08
Dental	\$637.20
Vision	\$750.00
EAP	\$26.00
LTD	\$387.00
STD	\$408.72
AD&D	\$19.20
Basic Life	\$181.44
457 Contribution	\$4,800.00

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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, FSA, HRA, COBRA, & 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

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Updates

Opt-Out Medical Waiver

- 11 employees have opt-out of medical insurance

Financial Awareness Month

- August 14: Paycheck for Life-New & Mid-Career Employee Webinar
- August 19: Pre-retirement Webinar
- August 26: LARPD Special ACERA Webinar
- September 1: Overcoming Debt & Achieving Financial Freedom
- September 9 & 10: 457(b) Empower Retirement Plan Advisor Meetings
- September 15: Financial Facts & Falsehoods-The Truth to Retiring Comfortably

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LARP FOUNDATION Trustees Meeting
Monday, September 14 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 – July 6, 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: \$ 201,151.79
 2. BMO:
 - a. Checking: \$ 95,463.01
 - b. Money Market: \$ 122,042.79
 3. Total: \$ 577,317.24
 - b. LARP Board Liaison Report (Palajac)
4. DISCUSSION/ACTION ITEMS
 - a. Wine Down in the Grove
 - i. Selecting a date for 2027
 - b. Funding Requests:
 - i. Aquatics Supplies (\$1,700)
 1. CPR/First Aid Training Supplies
 2. Water Exercise Equipment
 - c. Fall Membership Event (October)
 - i. Social Event

- d. Giving Tree Program
 - i. Review and approve the proposed changes to the “Giving Tree” program. Staff Report attached
 - e. PayBee Donation Receipts Language
 - i. Approve the recommended approach and direct staff to update the customizable PayBee receipt language and future Wine Down in the Grove auction materials accordingly. Staff report attached.
 - f. Volunteers Needed: Wine Down Auction Item: Brushy Peak Hike
 - i. Saturday, October 3rd
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, October 5, 2026

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