



Greater Vallejo Recreation District

GVRD promotes wellness and healthy lifestyles
by providing safe parks and innovative and fun
recreation programs for all residents.

BOARD OF DIRECTORS

Rizal Aliga
Robert Briseño
Thomas Judt
Tom Starnes

GENERAL MANAGER

Gabe Lanusse

Policies and Personnel Committee Minutes Monday, December 16, 2024 3:30 p.m. Administrative Office-Board Room 401 Amador Street

In Attendance: Director Aliga, Director Judt, General Manager, Gabe Lanusse, and Human Resources Director, Lisa Sorvari

Meeting Began: 3:32 pm

1. Public Comment

None.

2. Discussion Items:

Policy 2090, Probation Period

- The Human Resources Director (HR Director) explained that changes were made to align the policy with the MOUs and the current practice of staff being placed on probation for 12 months instead of 6 months.
- The policy was clarified to make it clear that it applies to full-time employees, and not part-time employees.
- Added “...*which will be the closest pay rate to the employee’s current pay rate*” after “*If the position is at the lower classification, the employee will be offered the salary of the lower-level assignment...*”
- Removed the word “rejection”.
- Next Steps: HR Director will make suggested changes, send the policy to legal for review then send to SEIU and IBEW representatives to ask if they would like to Meet and Confer.

Policy Manual Introduction – Objectives (pg. 2)

- Director Judt wanted to know the last time the Objectives were updated because they seem to be outdated. The first six objectives discuss acquiring land, and the District has not acquired land in a long time. He questioned if the first six Objectives are in line with the District’s current fiscal situation. “Maybe we should change to “maintaining” properties instead of acquiring”.



- Both Directors Aliga and Judt agreed the Objectives should be reviewed at the next meeting and possibly updated. If the Board decides to reconsider the District's position, we should possibly discuss with the City of Vallejo how the parks are maintained. Director Judt said the new City Manager is conducting community outreach in the City of Vallejo and maybe we can join his meetings for community outreach.
- Director Aliga said the objective is to improve what we have and questioned how we can prove to the City that we are getting support outside, such as receiving grant funding. Can the new marketing position be responsible for applying for grants?
- Director Judt suggested the General Manager review updated objectives with staff to see how to align with budgeting if the Board decides to update them.
- The General Manager spoke about when the City of Vallejo wanted the District to acquire Mare Island Preserve, but the District could not afford to maintain the Preserve. Our objective is to improve our parks.
- Director Aliga suggested the District involve other entities within our jurisdiction to help maintain our services. Incorporate private entities to help support our parks.
- Judt stated the Objectives may be the outline of how we develop our policies and asked if we should include the community while reviewing and possibly updating the Objectives? Would this be a task for a new marketing person? He would like to focus on the last eight Objectives and the City of Vallejo's youth.
- The General Manager said it may take up to five months to collect data, hold community meetings, cross reference the 10-Year Master Plan with Objectives, and submit possible recommendations to the Board.
- Next Steps: General Manager will take to the full Board to discuss objectives, are there any we should add, any we should remove, and should we prioritize them? Should we conduct community outreach events?

Meeting Adjourned: 4:30 pm