



Livermore Area  
Recreation and Park District  
*An independent special district*

**LIVERMORE AREA RECREATION AND PARK DISTRICT  
SPECIAL MEETING of the BOARD OF DIRECTORS**

**DRAFT MINUTES**

**TUESDAY, SEPTEMBER 22, 2020**

3:30 P.M.

*NOTICE: Coronavirus COVID-19*

*In accordance with Governor Newsom's Executive Orders, members of the Livermore Area Recreation and Park District Board of Directors and staff participated in this meeting via teleconference. In the interest of maintaining appropriate social distancing, members of the public also participated in this meeting electronically.*

**DIRECTORS PRESENT:** Directors Faltings, Furst, Pierpont, Wilson and Chair Palajac

**DIRECTORS ABSENT:** None

**STAFF MEMBERS PRESENT:** Mat Fuzie, Alexandra Ikeda, Andrea McGovern, David Weisgerber, Fred Haldeman, Jane Andracchio, Jeffrey Schneider, Jessica Farrish, Jill Kirk, Jessie Masingale, Joseph Benjamin, Joy Jessop, Julie Dreher, Kathy Lake, Leslie Shaw, Linda VanBuskirk, Lynn Loucks, Megan O'Connor, Megan Shannon, Michelle Newbould, Nancy Blair, Natalie Kaaiawahia, Nilo Vasquez, Patrick Lucky, Robert Sanchez, Stacey Kenison, Tracy Castro, Rod Attebery

**OTHERS PRESENT:** Angie Solbeck, Annette Frei, Barb, Carolyn Ulrich, Celene Resong, G8ThinQ, Gordon Black, Kate, Kristie Wang, Mike Ralph, motherofpearl, Nancy Broberg, Owner, Stacey Swanson, Steve Goodman,  
1-209-xxx-3915  
1-209-xxx-6404  
1-925-xxx-1431

**1. CALL TO ORDER – ROLL CALL – PLEDGE OF ALLEGIANCE:**

Chair Palajac called the meeting to order at 3:30 p.m. All Directors were present, via Zoom. Chair Palajac led the Pledge of Allegiance.

## **2. ORGANIZATIONAL STRUCTURE RECOMMENDATION IN RESPONSE TO COVID-19 BUDGET AND REVENUE REDUCTIONS:**

Chair Palajac stated, “This has been a very difficult process. We did not fully anticipate or realize the magnitude of our financial situation until things evolved as we responded to the COVID-19 shutdown. What we will be discussing is the product of a lot of analysis, discussions and evaluations and which has been addressed with the sober assessment it deserves. I hope everyone realizes that there are several difficult decisions that are being proposed, and they would not be on the table if it were not thought to be necessary.”

General Manager Mat Fuzie presented the staff report. He pointed out that Attachments A and B represent the District Organizational Chart structures, one redlined showing recommended reductions, and one as a clean version. These were shared with any potentially impacted employees by their managers last week.

Recommendation: The General Manager recommends acceptance of a new organizational structure for Livermore Area Recreation and Park District to carry the District through the COVID-19 global pandemic and beyond. The new structure does call for a reduction on work force and includes layoffs, time base changes, reclassifications and furloughs as measures to achieve a desired outcome.

Administrative Services Manager Jeffrey Schneider reviewed and discussed Attachment C to the staff report, “Current Financial Plan – Adjustments vs Approved Budget” which detailed changes to revenue projections, salary and benefits, services and supplies, capital equipment changes, and a modest contingency. ASM Schneider further reviewed and discussed Attachment D to the staff report, “Summary of Current Financial Plan vs Approved Budget – by Department.”

Director Furst stated this was not an easy task and was not what was expected at the beginning of the year when the District projected a budget surplus. He expressed appreciation to the senior staff and the Ad Hoc Budget Committee for their work in organizing these painful changes into the organizational structure.

Director Faltings stated she has been on the LARPD Board for 28 years, and has known everybody that worked with LARPD. The District neither anticipated nor wanted to have to do it, but must have a balanced budget. A district cannot operate in the red. She stated this is easily one of the very saddest days she’s experienced with LARPD, and wished everybody well.

Director Wilson agreed that this is a horrible and difficult process to go through. She expressed appreciation for Staff as well as the Ad Hoc Budget Committee who have all worked very hard.

Director Pierpont echoed the sentiments of his fellow board members and expanded by pointing out that this has been an agonizing journey on every level. As a member of both the Finance Committee and the Ad Hoc Budget Committee, he’s worked closely with staff for months taking into account revenue projections from programming and property taxes, trying to creatively stay out in front of what was happening with COVID-19 in order to make sound financial decisions. The District did as well as it could under the circumstances. The process has been racked with sorrow and frustration, but the viability of the District matters.

He praised Staff for handling this in an exceedingly professional way, stating that this has shown the class of everybody involved in this District.

Chair Palajac added when she took over as Chair of the Board in January, she never dreamed LARPD would be in this position. She stressed that this is not a decision that the District takes lightly.

District Counsel Rod Attebery commented that in over 20 years of representing public agencies, none have been through a time such as this, and stated the District has gone above and beyond in trying to protect as many people as possible.

Chair Palajac opened public [and staff] comment.

Public Comments Received Over Zoom:

Annette Frei stated, “We feel for your position in having to make these budget cuts. As the water aerobics instructor, I want to stand up for the seniors who can’t exercise in other ways. It doesn’t matter so much for me because I have another job . . . It’s hard for us all because we love helping the group that comes to the pool, but it’s mostly for those seniors that don’t get out otherwise as well. I just figured it’s my duty to say something.”

Celene Resong stated, “I think the District has done all it could to protect the employees. The Health Orders have to be followed, and I’m sure that as soon as things can safely resume, the District will bring them back online.”

Mike Ralph stated, “Thank you to everyone for making these hard but necessary decisions. We are all in this together. Stay safe.”

Carolyn Ulrich stated, “It’s sad to see programs being eliminated like PAL and preschool along with staff.”

With no more speakers, Chair Palajac closed public comment.

Moved by Director Faltings, seconded by Director Pierpont, accepted the changes to the Organizational Structure in response to COVID-19 Budget and Revenue Reductions, by the following roll call vote:

AYES:	Directors Faltings, Wilson, Furst, Pierpont, and Chair Palajac
NOES:	None
ABSTENTIONS:	None
ABSENT:	None

GM Fuzie complimented Chair Palajac and Director Pierpont for their much appreciated leadership on the Ad Hoc Budget Committee.

**3. ADJOURNMENT:** The meeting was adjourned at 4:25 p.m.

APPROVED,

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Jan Palajac  
Chair, Board of Directors

ATTEST:

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Mathew L. Fuzie  
General Manager and  
Ex-officio Clerk to the Board of Directors