



GREATER VALLEJO RECREATION DISTRICT

Mission Statement: *Building community and enhancing quality of life through people, parks, and programs.*
Website: www.gvrd.org

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Board of Directors
Rizal Aliga
Ron Bowen
Robert Briseño
Adjoa McDonald
Gary Salvadori

General Manager
Gabe Lanusse

Policies and Personnel Committee Minutes
Monday, April 11, 2022
5:00 p.m.
Administrative Office-Board Room
395 Amador Street

In attendance: Director Aliga, Director Salvadori, General Manager Lanusse, HR Manager Halcro

Meeting began: 5:00 PM

1. Discuss RR-3076-Video Recording Surveillance

- a) Committee discussed creating a review log to understand why an employee is accessing video recording and when, and adding that to the policy
- b) Letter f needs to have the line about members of the public removed and have something like "if an employee is found to be tampering with videos they will receive disciplinary action, and add that authorization comes from GM or their designee.
- c) Letter g needs to have language added that no one else shall adjust recording equipment
- d) Number 3 needs to have some language added that videos may be used for training purposes

2. Discuss RR 2040-Sick Leave

- a) Committee discussed policy and suggested we consider adding language that, if an employee returns from vacation leave, they cannot ask to change their vacation leave to sick leave after the fact

3. Discuss Policy 2020-Annual leave, Executive Leave, Compensatory Time Off, Leave without Pay, and Floating Holiday

- a) Committee discussed changing language allowing annual and sick leave to only be used during a promotional probationary period if it's been approved before the promotional probationary period

- b) Committee discussed adding that an employee cannot change their annual leave to sick leave after the annual leave has ended
- 4. Discuss RR 2020-Annual leave, Executive Leave, Compensatory Time Off, Leave without Pay, and Floating Holiday**
 - a) Committee discussed suggested changes to the policy
- 5. Discuss Professional Development/Training versus Volunteer Hours**
 - a) Committee discussed when time is considered work time or volunteer time. Committee agreed that any volunteer work cannot also be paid work
- 6. California Public Employers Labor Relations Association (CALPELRA) – Discussion regarding upcoming conference**
 - a) Committee discussed whether or not it would make sense to invite a board member to attend this conference

Adjourned at 6:13 PM