



# 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  
Ward Stewart

## GENERAL MANAGER

Gabe Lanusse

**Policies and Personnel Committee Minutes**  
**Tuesday, September 23, 2025**  
**1:30 p.m.**  
**Administrative Office-Board Room**  
**401 Amador Street**

**In Attendance:** Director Briseño, Director Starnes, General Manager, Gabe Lanusse, and Human Resources Director, Lisa Sorvari

**Meeting Began:** 1:30 pm

**1. Public Comment:**

None

**2. Discussion Items:** One speaker, Item 2.1, Noel Parkhurst

**2.1 Terms and Conditions of Employment for Non-Represented Executive and Confidential Personnel for Fiscal Year 2025-2026**

- The General Manager explained that previous Agreements have not been reviewed by any Committees and that legal made suggested changes that he will review with non-represented staff then take back to the Board of Directors.
- Director Starnes said that the Resolution was never mentioned during negotiations and that he would have liked notice. He asked if there were prior written Agreements and said he was surprised the communication to the board stated there was no fiscal impact. The General manager explained there was no fiscal impact because the non-represented have been receiving the benefits and there are prior written Agreements.
- Both Directors Briseño and Starnes wanted to confirm the non-represented were already receiving the pay and benefits included in the Resolution. The General Manager confirmed. The HR Director clarified that the 2023 contract did not provide the Finance Director and HR Director Executive Leave or auto allowance, and they just received the same number of Executive Leave hours as the other Directors last January and received auto allowance in July of this year.



- Director Briseño questioned the 96 hours of Executive Leave and the ability to cash out. The General Manager explained the benefit has been in the past few contracts.
- Director Briseño asked if the temporary upgrade assignment applies to only if the General Manager is out, and the General Manager confirmed. The HR Director clarified it applies to all non-represented staff.
- Next Steps: General Manager reviews legal changes with the non-represented employees then the Resolution will go back to the Board of Directors for approval.

## 2.2 Policy 2080, Union Membership

- The HR Director summarized the major changes – updated job titles and removed the statement about employees required to join the union. The General Manager told the Committee the verbiage regarding employees having to pay a fee if they do not join the union was removed.
- Next Steps: Policy will be sent to legal and the unions for review before going to the Board of Directors for approval.

## 2.3 Policy & RR 3076 Video Recording and Surveillance

- Director Briseño asked if the policy should include instructing employees to call the police if someone is recording illegally and thought maybe CAPRI can provide some guidance.
- Director Starnes asked if the policy and RR had been reviewed by the unions because it states the District can record employees while working. The General Manager responded that it has not been reviewed by the unions and gave an example of recording employees working at cash registers.
- Director Starnes wants to make sure the policy has the correct information for public records requests and thinks there should be a separate policy for patrons versus the District surveillance.
- Next Steps: Make recommended changes, have the policy and RR reviewed by legal and the unions then take to the Board of Directors for approval.

**Meeting Adjourned: 2:27 pm**