



# 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, March 25, 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:**

2.1 Policy 3012 – Fee, Subsidy, and Pricing

- The General Manager discussed policy 3012, the reason for creating the policy and an example of a subsidy that may be provided.
- Director Briceno gave the pool as an example of a high-cost facility and suggested the District have a fee-like gym memberships to help cover overhead costs - have different fees depending on usage reason. The community should know that there are times when our expenses exceed our budget, and we need to offset the additional costs with a fee. He stated that market forces affect the District even as a public entity. The market should play a part in our pricing and whom we are trying to attract.
- Director Briceno said the District could charge businesses enough to cover expenses and can market to the large businesses to hold events. He gave an example of renting the pool to a large company, such as Kaiser, for the day. Need to figure out staff costs, event costs and give discounts to families. We want staff to attempt to recover a higher percentage of the expenses, but staff need to determine true costs.
- Director Starnes stated he has no concerns with the policy if staff are implementing it appropriately. The policy reads that each division tracks direct and indirect costs, but it seems as though this is not being done.



There needs to be numbers behind events so we can determine if the event was successful. Businesses should not get much of a break, but families should get a subsidy. Director Starnes feels that the board is not getting answers regarding cost recovery.

- Director Starnes asked the HR Director what she thought of the policy, and she responded that she agrees staff should follow the policy and it seems as though recovering costs and providing subsidies are re-occurring topics for the board. She recommended the policy be reviewed after consultants complete the Fee Study.
- Director Starnes stated that there needs to be numbers behind events so the District can determine if the events were successful. He expressed an interest in seeing if the consultants have any thoughts about the policy after the Fee Study.
- The General Manager explained that the divisions conduct a true cost analysis – they list all expenses before the event, but once the event is over, there is no follow-up to analyze the true numbers. Staff are currently providing projected costs for the upcoming Bands and Brews event, and he's making sure there are no hidden expenses.

## 2.2 Policy and RR Review Process

- The HR Director stated the question for the Committee is whether policies/RR should be reviewed by the department-specific committees then by the Policy and Personnel Committee; to only the department-specific committees, or to only the Policy and Personnel Committee. She said the benefit of being reviewed by the policy committee was that the committee has a chance to review and make suggestions before it goes to the Board of Directors.
- Director Briceno suggested policies/RR should go to department-specific committees and they do not need to go to the policy committee.
- Director Starnes suggested they go to the department-specific committees and that he can read the board packet before board meetings if he does not review during the Policy and Personnel Committee.
- Director Starnes asked about the procedure if someone reaches out to the board to get their involvement. Director Briceno said the community or staff can ask the General Manager to put the topic on the board agenda to be discussed during the board meeting. The General Manager said they can also make public comments during the board meeting and cannot speak with individual board members.

**Meeting Adjourned:** 2:24 pm