

GREATER VALLEJO RECREATION DISTRICT

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

395 Amador Street, Vallejo, CA 94590-6320 • 707-648-4600 • FAX 707-648-4616

Board of Directors
Rizal Aliga
Ron Bowen
Robert Briseño
Adjoa McDonald
Wendell Quigley

General Manager
Gabriel Lanusse

In accordance with California Government Code Section 54957.5, any writing or document that is a public record, relates to an open session agenda item and is distributed less than 72 hours prior to a regular meeting, will be made available for public inspection in the District offices during normal business hours. Documents will also be available electronically at <https://www.gvrd.org/about-us/agendas-minutes/>

Greater Vallejo Recreation District Board of Directors

AGENDA-REGULAR MEETING

January 26, 2023

Administrative Office – Board Room

401 Amador Street

6:30 p.m.

- 1) **Call to Order**

- 2) **Pledge of Allegiance**

- 3) **Roll Call**

- 4) **Approval of Agenda**

- 5) **Election of Board Officers for 2023-2024:**
Consider the following:
 - A. Nomination and election of Chair
 - B. Nomination and election of Vice-Chair
 - C. Nomination and election of Secretary

- 6) **Public Comment:**
Members of the public may speak on any item not on the agenda but within the jurisdiction of the Board. Items on the agenda can be addressed at the time the matter is taken up. Each speaker is limited to 3 minutes and a spokesperson for an organization is limited to 5 minutes.

- 7) **Committee Updates:**
The Chairperson for Ad-Hoc and Standing Committees will provide any updates to the full board.

8) Consent Calendar

Items listed on the consent calendar are considered routine in nature and may be enacted by one motion. If discussion is required, that item will be removed from the consent calendar and will be considered separately.

A) Approve Board Minutes-January 13, 2023

B) Accept Programs and Publicity Committee Minutes-January 10, 2023

C) Accept Facility and Development Committee Minutes – January 9, 2023

9) New Business:

Approve a one-time schedule payment to part-time staff from COVID-19 Fiscal Relief for Special Districts funds at a maximum cost to the District of \$57,491.25 (Harman)

10) Staff Updates-Information Only

A) Finance Director

B) Recreation Superintendent

C) Maintenance Superintendent

D) General Manager

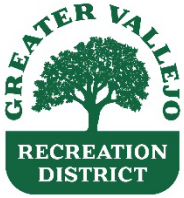
11) Executive Session:

Conference with Labor Negotiators (General Manager): International Brotherhood of Electrical Workers Local Union 1245, (IBEW); Service Employees International Union, (SEIU) and Unrepresented Staff negotiations; pursuant to Government Code section 54957.6

12) Announcements and Comments from Board Members:

13) Meeting Adjourn:

Next Meeting: February 9, 2023 – Board Meeting



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Greater Vallejo Recreation District Board of Directors

MINUTES

January 12, 2023 – 401 Amador Street

6:30 p.m.

1) **Call to Order:**

Meeting was delayed due to a lack of a quorum.

Vice Chairperson McDonald called a regular meeting, of the Board of Directors of the Greater Vallejo Recreation District, to order at 6:41 p.m., January 12, 2023, in the Board Room of the Greater Vallejo Recreation District Office, 401 Amador Street, Vallejo, California.

2) **Pledge of Allegiance:**

Vice Chairperson McDonald led the pledge.

3) **Roll Call:**

Present: Vice Chairperson McDonald; Secretary Rizal Aliga Director; Robert Briseño

Staff: Legal Counsel, Gary Heppell; Legal Counsel Andrew Shen; Maintenance Superintendent, Salvador Nuno; Finance Director, Penny Harman; Recreation Superintendent, Antony Ryans; Board Clerk, Kimberly Pierson

Excused: Chairperson Bowen, Director Quigley

4) **Approval of Agenda-**

Director Briseño offered an amended motion, seconded by Director Aliga to approve the agenda with one change- remove Election of Board Officers. Motion passed.

5) **Election of Board Officers:**

Consider the following:

~~A. Nomination and election of Chair~~

~~B. Nomination and election of Vice-Chair~~

~~C. Nomination and election of Secretary~~

6) **Presentation:**

Audit Presentation-Fiscal Year 2020-2021

Susan of MUN CPA gave a report on the Audit. She announced that the distinct received an unmodified opinion.

7) **Public Comment:**

Members of the public may speak on any item not on the agenda but within the jurisdiction of the Board. Items on the agenda can be addressed at the time the matter is taken up. Each speaker is limited to 3 minutes and a spokesperson for an organization is limited to 5 minutes.

4 Speakers

Direction given to General Manager to look into the \$8 million admin budget item

8) **Committee Updates:**

The Chairperson for Ad-Hoc and Standing Committees will provide any updates to the full board.

Sports Center Ad Hoc – Director Aliga announced an upcoming meeting in February. He mentioned that Bed, Bath and Beyond will be vacating their current location and that he spoke to staff onsite.

9) **Consent Calendar:**

Items listed on the consent calendar are considered routine in nature and may be enacted by one motion. If discussion is required, that particular item will be removed from the consent calendar and will be considered separately.

A) Approve Board Minutes-December 8, 2022

B) Accept Policies and Personal Committee Minutes-November 28, 2022

C) Accept Programs and Publicity Committee Minutes-December 6, 2022

D) Accept Budget and Finance Committee Minutes-December 12, 2022

E) Accept Facility and Development Committee Minutes-December 19, 2022

F) Accept Policies and Personal Committee Minutes-December 19, 2022

G) Accept Fiscal Year 2022-2023 Measure K Final Levy Summary Report

Director Briseño offered the motion, seconded by Director McDonald to approve the Consent Calendar. Motion passed.

10) **Financials:**

A) Approve Financial Statement as of 12/31/2022 (Harman)

Director Briseño offered the motion, seconded by Director Aliga to approve the financial statement as of 12/31/2022. Motion passed.

B) Approve Payment of Bills 12/1/2022 through 12/31/2022 (Harman)

Director Aliga offered the motion, seconded by Director Briseño to approve the payment of bills 12/1/2022 through 12/31/2022. Motion passed.

11) Staff Updates-Information Only

A) Finance Director

- Provided an updated on the 1st Apportionment of Fiscal Year 2022-2033 taxes.

B) Recreation Superintendent

- Announced the Spring Activity Guide is available online
- Announced the launch of new Recreation Software
- Provided updates on recent staff interviews

C) Maintenance Superintendent

- Provided an update on the quotes for tree removal at McIntyre Ranch
- Provided an update on storm damage
- Announced upcoming volunteer work days
- Provided an updated on the Vallejo Community Center kitchen project

D) General Manager-

Legal Counsel, Gary Heppell provided an update on the insurance at McIntyre Ranch.

Board Clerk was asked to clarify the board's motion regarding the license agreement from the September 8, 2022 board meeting. Board then gave direction to move forward with the steps adopted at that meeting.

3 Public Comments

- Provided an update on the GM evaluation process

12) Announcements and Comments from Board Members:

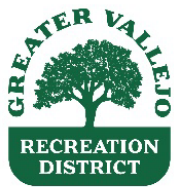
None

13) Meeting Adjourn:

Director Aliga offered the motion, seconded by Director Briseño to adjourn the meeting at 8:17 p.m. Motion passed.

Rizal Aliga, Board Secretary

Date



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Programs and Publicity Committee Minutes

Tuesday, January 10, 2023

4:00 P.M.

Administrative Office-Board Room

401 Amador Street

In attendance: Director Aliga & Superintendent, Antony Ryans

Absent: Director Quigley

Meeting began: 4:00 P.M.

1. **Public Comment-** No public comment.
2. **Activity Guide Update-** Activity Guide is here and went out to facilities and post office (registered subscribers)
3. **Adaptive Recreation-** We've added new offerings a Valentine's Day Dance and Egg Hunt.
4. **Aquatic Programs-** Lap swim is still going strong. Staff are planning new offerings for the spring session, including Adaptive Swim Lessons.
5. **Children's Wonderland-** Winter at Wonderland was a great event, it was rain or shine. The park is closed during the week and only open on weekends through February.
6. **Community Centers Update-** The kitchen project is completed. However, we're awaiting inspection for reopen.
7. **Community Events-** Staff is currently working on planning for events taking place during the spring.
8. **Marketing Update-** We've launched the new GVRD logo and have updated, flyers and all media.
9. **Developer Request to Waive \$470,784 in Park Impact Fees-** Superintendent Ryans doesn't support the waiver of fees and recommends to not approve.
10. **Recreation Software-** Civic Rec launched on January 3rd and the public can create accounts and register for spring programming.
11. **Programs Pyramid-** We tabled this exercise and will facilitate at the meeting in February.

12. **Recreation 80-** General Manager Lanusse touched on Rec 80 a concept he curated which encompasses offering 80 innovative programs through GVRD by the 80th anniversary.
13. **Sports Programs/Complex-** Staff have begun the planning for the 17th Annual Sports Hall of Fame fundraiser. The Department will meet with the committee this week and the committee is taking a more active role in the planning for this event.
14. **Youth Services-** Staffing is still a challenge for the department. The department is also planning for the upcoming Spring Break Camp and summer programming. School is back in session as of January 9th.

Adjourned at 4:50 P.M.



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**Facility and Development Committee Minutes
Monday, January 9, 2022
5:30 p.m.
Administrative Office-Board Room
401 Amador Street**

In attendance: Director McDonald, Director Aliga, Maintenance Superintendent Nuno

Meeting began: 5:30 PM

1. Public Comment

No public comment.

2. 395/401 Amador Street Building Improvements:

Maintenance Superintendent Nuno reported that the ADA lift on 401 building was installed and that during the week the new furniture is arriving for the new board room. The committee recommended that the old furniture should be offered to a non-profit organization. The resubmittal of the 395 building plans were approved by the City; staff will start working on getting proposals for these upgrades. The restrooms at 395 are completed since they were part of the same contract as 401 building.

3. Developer Request to Waive \$470,784 in Park Impact Fees:

Maintenance Superintendent Nuno reported that the Project Manager that is working with City of Vallejo on the Homekey project reached out to our General Manager to propose the deduction of waiving the \$470,784 for the Park impact fees. This will eventually come to the board to make a decision.

4. Capital Improvement List:

Maintenance Superintendent Nuno provided the Capital improvement list to the committee. The committee recommended to do a tour of some facilities. Director Aliga mentioned that the Bed Bath and Beyond store located on the Gateway Plaza is closing and that building will become available for leasing and could be consider for a sport center.

5. Vallejo Community Center Improvements:

Maintenance Superintendent Nuno reported that the new kitchen and the ADA upgrades are getting close for completion. The contractor and staff are working on getting the inspections completed to reopen the facility to the public.

Adjourned at 6:24 PM



Agenda 9

BOARD COMMUNICATION

Date: January 26, 2023

TO: Board Chairperson and Directors

FROM: Penny Harman, Finance Director

SUBJECT: Approve a one-time off schedule payment to part-time staff from COVID-19 Fiscal Relief for Special Districts funds at a maximum cost to the District of \$57,491.25

BACKGROUND AND DISCUSSION

The State of California 2021 Budget Act appropriated \$100 million one-time General Fund to provide fiscal relief to **Independent special districts** for revenue losses or unanticipated costs incurred due to the COVID-19 public health emergency.

The Greater Vallejo Recreation District applied for a portion of the fund and was granted \$594,359. We received this funding in January 2022.

Each district's allocation was based on its proportionate share of the total unanticipated costs and revenue losses incurred by all districts during the eligible periods.

The application requested total revenue for FY 2018-2019 and for FY 2020-2021:

| | |
|--------------|------------------|
| FY 2018-2019 | \$10,442,517 |
| FY 2020-2021 | <u>8,845,206</u> |
| Revenue loss | \$ 1,597,311 |

The employee union SEIU requested that part of this funding be provided to full time employees as a one-time off schedule payment. SEIU stated that other agencies had provided this bonus to show appreciation to their employees that worked on site during the pandemic. When asked what amounts were provided at other municipalities, SEIU replied that it was \$1,000 at some agencies. The agencies mentioned were Cities or Counties. Staff later learned that the Marin/Sonoma Mosquito & Vector Control District provided \$3,000 to each employee. This amounted to a cost to that district of \$118,022 out of the \$173,000 they received from the state.

A one-time off schedule payment of \$2,000 to full-time staff, minus the General Manager, was approved by the Board of Directors at the December 8, 2022 board meeting. Direction was given to acknowledge the part-time staff who worked during COVID with a similar one-time off schedule payment. Direction was given to look into options of providing this payment.

During the COVID-19 pandemic, GVRD part time staff were considered "essential workers," and, as such, were on the job daily throughout that time. Staff was required to learn new skills,

participate in Zoom meetings. Although most part-time staff were let go due to lack of programming and the closure of the pool for remodeling, Recreation staff assisted in on-line programming for the community. Maintenance staff kept the parks clean and in shape while experiencing extremely high demand for outdoor activity. It was necessary to wear masks, social distance, sanitize everything all the time, and keep constantly aware of and adhere to the CDC guidelines regarding the COVID-19 pandemic. Several of our staff did this while caring for children attending classes at home online because the schools were closed. All of this while constantly aware of a deadly virus sweeping the nation.

The application to the state requested FY 18-19 to set the benchmark. FY 20-21 was used to compare losses. The number of part time staff during 20-21 was 62. Number of staff currently employed who qualify is 57.

Two different scenarios are being provided below:

*Cost to District (including FICA and Medicare Tax):

Scenario #1- 57 Part Time employees

Part-time employees are allowed to work a maximum of 1,200 hours per fiscal year.
\$2,000 (provided to full-time staff) / 1,200 hours = \$1.67 per hour
\$1.67 per hour worked during fiscal year 2020-2021
Total Cost to District - \$40,207.93*

Scenario #2- 57 Part Time employees

Part-time employees are allowed to work a maximum of 1,200 hours per fiscal year
\$2,000 (provided to full-time staff) pro-rated into quarters of 1,200 hours
1-300 Hours @ \$500 each
301-600 Hours @ \$1,000 each
601-900 Hours @ \$1,500 each
901-1200 Hours @ \$2,000 each
Total Cost to District \$57,491.25*

RECOMMENDATION

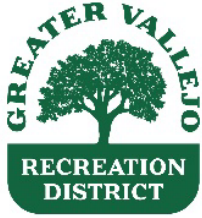
Staff is following the guidance of the board to provide options. It is recommended to provide a one-time payment.

ALTERNATIVE ACTIONS

Reject the recommendation
Approve the recommendation, with changes
The board may choose to use the \$2000 as the benchmark or alter it.

DOCUMENTS AVAILABLE FOR REVIEW

None



Finance Department Board Update

01/26/2023

Payroll

- We will be working on W-2's and 1099's for the calendar year 2022 this month. They will be distributed on or before January 31, 2023.
- We will be submitting the quarterly employee tax reports for the 4th quarter of 2022 for both state and federal by January 31, 2023.

CalPERS Audit

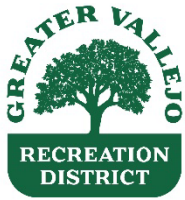
- HR and I will be meeting with Edward Fama of the CalPERS Office of Audit Services for an exit conference to complete the recent audit regarding part-time employee membership enrollments.

FY 23-24 Budget Process

- Currently working on worksheets for the new budget to be provided to departments.

Union Negotiations

- We have received requests for information from both SEIU and IBEW. Finance and HR will work together to comply with these requests.



Recreation Department Board Updates

01/26/2023

Activity Guide:

- N/A

Aquatics:

- Cunningham's first ever Polar Plunge was a success there were 59 swimmers registered for the event. The Coffee Curb provided hot cocoa to all the participants.
- Our Lap Swim program had approximately 473 individual's drop-ins during the month of December 2022.
- We are excited to utilize Cunningham for a large swim meet, hosted by Vallejo Aquatic Club, on March 3-5.



Community Centers:

- FCC was closed in December for additional renovations. Contractor completed the baffle installation in the Lake Room.

Children's Wonderland & Community Events:

- The park is only open weekends during the winter season.
- The Department held a staff training on Saturday, January 21st.
- Staff will attend a meeting with new city council member Charles Palmares and Visit Vallejo to partner with restaurants for an upcoming event. More details to follow.

Sports/Adaptive Recreation (AR):

- Planning for the Sports Hall of Fame has continued. The committee met on Wednesday, January 25th. The event will be held on Saturday, March 19th at the Foley Cultural Center.
- The Department continues to search for trends to increase AR offerings.

Staffing:

- The Department held the 2nd round of interview questions for the Recreation Coordinator position on January 24th.

Youth Services:

- Youth Services resumed interviews for open positions, including a PT Assistant Coordinator-Theatre, Senior Rec Leader, and Rec Leader.
- The Fun on the Run camp is scheduled for, February 20th & 21st at FCC.



Maintenance Department Board Update

1/26/23

Parks and Facilities

- Glen Cove Waterfront Park
 - VWA and Solano RCD had a volunteer workday on Saturday January 21st.
- Children's Wonderland
 - Staff helped with the removal of the Christmas decorations.
- McIntyre Ranch
 - Staff reached to the City to find out what would be required to supply water to McIntyre ranch; their response was that they wouldn't be able to serve the ranch since they cannot maintain the minimum pressure rating stated in their Water Standards and Specifications.
- Hanns Park
 - The volunteer vegetation removal workday with Vallejo Water Shed Alliance and Center of Volunteers & Nonprofit Leadership was postpone to March due to the conditions of the weather.
- Heavy Rains
 - Staff did a great job dealing with fallen trees and floodings in some of our parks and coordinating with City staff.
- Fleet
 - Staff is working on purchasing a used bucket truck; the old truck is for sale at the action.
- Sports Fields
 - Staff will be working on grass renovations at Dan Foley baseball field now that the rain has stopped.
- Recruitment
 - Facilities Department hired one part-time employee and are in the process of hiring another person.
 - Parks Department are in the process of recruiting for Visitor Services season.

BOARD PROJECTS UPDATE



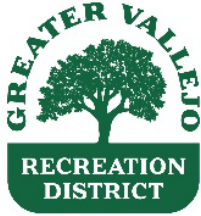
Date

| TASK | START | END | % COMPLETE | DONE | NOTES |
|---------------------------------------|------------|------------|------------|-------------------------------------|---|
| 395/401 Renovations | | | | <input type="radio"/> | |
| Design Phase | 1/1/2018 | 6/1/2021 | 100% | <input checked="" type="checkbox"/> | |
| Permit Issued | 6/1/2019 | 6/1/2020 | 100% | <input checked="" type="checkbox"/> | |
| RFP | 8/1/2021 | 10/1/2021 | 100% | <input checked="" type="checkbox"/> | |
| Build | 12/23/2021 | 6/1/2023 | 60% | <input type="radio"/> | Contractor completed the restrooms on 395 building; City approved the plans submitted for 395 building. Staff will be working on getting proposals. |
| VCC Kitchen | | | | | |
| Design Phase | 1/1/2015 | 8/1/2020 | 100% | <input checked="" type="checkbox"/> | |
| Permit Issued | 8/1/2019 | 8/1/2021 | 100% | <input checked="" type="checkbox"/> | |
| Engineer's cost estimate | 8/1/2021 | 10/1/2021 | 100% | <input checked="" type="checkbox"/> | |
| Proposed Board Approval | 8/12/2022 | 11/18/2021 | 100% | <input checked="" type="checkbox"/> | |
| RFP | 1/7/2022 | 2/28/2022 | 100% | <input checked="" type="checkbox"/> | |
| Build | 4/18/2022 | 1/31/2023 | 95% | <input type="radio"/> | We have inspections from Fire, VFWD , and the City with corrections needed; we are still waiting for the County Heald Department inspection. |
| Dan Foley Cultural Center Roof | | | | <input type="radio"/> | |
| Design/Assessment Phase | 7/1/2022 | 8/28/2022 | 100% | <input checked="" type="checkbox"/> | |
| RFP | 7/1/2022 | 8/28/2022 | 100% | <input checked="" type="checkbox"/> | |
| Permit Issued | 10/1/2022 | 10/28/2022 | 100% | <input checked="" type="checkbox"/> | |
| Build | 10/24/2022 | 1/31/2023 | 90% | <input type="radio"/> | Contractor is working on making the roof repairs. |

| | | | | | |
|---|-----------|-----------|------|-------------------------------------|---|
| Dan Foley Artificial Field | | | | <input type="radio"/> | |
| Assessment and Engineer's cost estimate | 8/1/2022 | 11/1/2022 | 100% | <input checked="" type="checkbox"/> | |
| Board Approval | 12/1/2022 | 12/8/2023 | 100% | <input checked="" type="checkbox"/> | |
| Design Phase | 1/1/2023 | 2/28/2023 | 0% | <input type="radio"/> | Staff will be meeting with Lloyd consulting to prepare the constructions documents. |
| Permit Issued | 3/1/2023 | 4/30/2023 | 0% | <input type="radio"/> | |
| RFP | 5/1/2022 | 5/28/2023 | 0% | <input type="radio"/> | |
| Build | 8/1/2023 | 8/31/2023 | 0% | <input type="radio"/> | |
| Richardson Electrical Upgrade | | | | | |
| Design Phase | 3/1/2020 | 1/28/2022 | 100% | <input checked="" type="checkbox"/> | |
| Permit Issued | 2/3/2022 | 2/11/2022 | 100% | <input checked="" type="checkbox"/> | |
| RFP | 2/14/2022 | 3/31/2022 | 100% | <input checked="" type="checkbox"/> | |
| Build | 6/1/2022 | 2/28/2023 | 70% | <input type="radio"/> | The new equipment arrived; waiting on PG&E to do the upgrades on their transformer. |
| Cunningham Pool ADA Upgrades | | | | | |
| Design Phase | 11/1/2020 | 1/28/2022 | 100% | <input checked="" type="checkbox"/> | City will work on finalizing the plans and making the parking lot improvements. |
| Permit Issued | 6/1/2022 | 8/5/2022 | 100% | <input checked="" type="checkbox"/> | City issued the permit. |
| RFP | 11/1/2022 | 1/31/2022 | | <input type="radio"/> | Staff is working on the RFP. |
| Build | 5/1/2023 | 8/1/2023 | | <input type="radio"/> | |
| PB Projects | | | | <input type="radio"/> | |

| | | | | | |
|--|------------|------------|------|---|--|
| Design Phase | 1/1/2020 | 3/24/2020 | 100% | ✓ | City postponed the projects on 2020 due to the pandemic. |
| RFP | 5/2/2021 | 6/20/2021 | 100% | ✓ | |
| Build | 11/12/2021 | 2/28/2023 | 98% | ○ | Staff is waiting on the signs to arrive. |
| Hanns Park Disc Golf | | | | | |
| Design Phase | 3/1/2021 | 9/27/2021 | 100% | ✓ | |
| Equipment | 8/26/2021 | 9/1/2021 | 100% | ✓ | |
| Build | 10/6/2021 | 2/28/2023 | 98% | ○ | Staff installed the new signs; working on the welcome sign. |
| Hanns Park Restrooms ADA Upgrades | | | | | |
| Design/Assessment Phase | 6/1/2022 | 11/1/2022 | 100% | ✓ | Plans were completed by an Architect, and submitted to the City. |
| Permit Issued | 12/1/2022 | 2/28/2023 | 0% | ○ | |
| RFP | 3/1/2023 | 4/1/2023 | 0% | ○ | |
| Build | 6/1/2023 | 8/1/2023 | 0% | ○ | |
| Terrace Park Playground | | | | | |
| Prop 68 Per Capita Project Approval | 12/1/2020 | 2/28/2022 | 100% | ✓ | |
| Design/RFP | 12/1/2021 | 12/30/2022 | 100% | ✓ | We have selected a design; we are working on generating the contract with the playground vendor. |

| | | | | | |
|---|----------|-----------|------|----------------------------------|--|
| Build | 6/1/2023 | 6/30/2023 | 0% | <input type="radio"/> | |
| Children's Wonderland Shade Structures | | | | <input type="radio"/> | |
| Design/Assessment Phase | 1/1/2022 | 2/28/2022 | 100% | <input checked="" type="radio"/> | |
| RFP | 4/1/2022 | 9/1/2022 | 100% | <input checked="" type="radio"/> | |
| Permit Issued | 4/1/2022 | 2/28/2023 | 95% | <input type="radio"/> | Submitted a design review application to the City to issue the permit. |
| Build | 5/1/2023 | 6/1/2023 | 0% | <input type="radio"/> | |
| Setterquist RIRE Funds Upgrades | | | | 0 | |
| Design/Assessment Phase | 1/1/2022 | 2/28/2023 | 90% | <input type="radio"/> | We received one proposal; we will be requesting others. |
| Permit Issued | 3/1/2023 | 5/1/2023 | 0% | <input type="radio"/> | |
| Build | 6/1/2023 | 7/28/2023 | 0% | <input type="radio"/> | |



General Manager Board Update

1/26/2023

- I have had multiple meetings with Legal Counsel new and old regarding the McIntyre use agreement and following the Board direction.
- The City and School District should be having their 2+2 meeting soon. I plan to attend as an observer.
- The school district would like to discuss some items. We were originally supposed to meet months ago to review the MOU.
- I will attend a meeting on January 25 with the City of Vallejo to discuss some ongoing items.
- The Hall of Fame committee addressed some concerns they have regarding the GVRD Vallejo Hall of Fame Event. Staff and I are working on the concerns.
- I have also been preparing for union and unrepresented negotiations.
- I attended a pesticide conference the 18th, 19th, and 20th to keep up my continuing education hours.