

**PLEASANT VALLEY RECREATION & PARK DISTRICT
ADMINISTRATION OFFICE – CONFERENCE ROOM
1605 E. BURNLEY ST., CAMARILLO, CALIFORNIA**

**PERSONNEL COMMITTEE
AGENDA**

**Monday, December 5, 2022
3:30 pm**

Please Note: In keeping in alignment with current orders from the Ventura County Health Officer, face coverings are not required but are welcomed and encouraged in indoor public settings and businesses. PVRPD thanks you for your cooperation and understanding.

This meeting will take place both in person and remotely in accordance with Government Code section 54953(e) et seq. (AB 361). Members of the public can participate in the meeting by choosing one of the following options:

1. Attend in person or
2. Join via Zoom -

Meeting Link: <https://us06web.zoom.us/j/83837544785>

Webinar ID: 838 3754 4785

Phone Number: 1-669-900-6833

- a. Cell Phone/Computer with Microphone: Click on the Zoom link included above. Enter your name so we may call on you when it is your turn to speak. The Chair will ask if anyone wishes to speak on the item. At that time, raise your hand by clicking the “Raise Hand” button. Follow the instructions below regarding speaking.
- b. Phone – If you wish to make a comment by phone during the public comment section of the meeting or on a specific agenda item, please call in to the listed phone number above and when prompted, enter the Webinar ID. You will then be admitted to the meeting and your line will be muted. The Chair will ask if anyone wishes to speak on the item. At that time, raise your hand by dialing *9. Then, follow the speaking instructions below.

Speaking Instructions

When it is your turn to speak, the Chair will call your name or the last four digits of the phone number you are calling from. You will have three minutes to address the Committee. **Please ensure all background noise is muted (TV, radio, etc.)** You will be prompted to unmute your microphone/phone. Unmute your device and begin by stating your name. After three minutes has elapsed your microphone will be muted, and the next speaker will be invited to speak.

1. CALL TO ORDER

2. APPROVAL OF AGENDA

3. PUBLIC/COMMITTEE COMMENTS

- 4. CONFERENCE WITH LABOR NEGOTIATOR** - The Personnel Committee will conduct a closed session, pursuant to Government Code section 54957.6, with the general manager, human resources specialist, administrative analyst, and District counsel, the District's negotiators, regarding labor negotiations with: (a) Service Employees International Union, Local 721, representing the District's

employees, and (b) all other unrepresented employees.

5. TRAVEL POLICY

6. ORAL DISCUSSION

7. ADJOURNMENT

Note: Written materials related to these agenda items are available for public inspection in the Office of the Clerk of the Board located at 1605 E. Burnley Street, Camarillo during regular business hours beginning the day preceding the Committee meeting.

Announcement: Should you need special assistance (i.e. a disability-related modification or accommodations) to participate in the Committee meeting or other District activities (including receipt of an agenda in an appropriate alternative format), as outlined in the Americans With Disabilities Act, or require further information, please contact the General Manager at 482-1996, extension 114. Please notify us 48 hours in advance to provide sufficient time to make a disability-related modification or reasonable accommodation.

**PLEASANT VALLEY RECREATION AND PARK DISTRICT
STAFF REPORT / AGENDA REPORT**

TO: PERSONNEL COMMITTEE

FROM: MARY OTTEN, GENERAL MANAGER
By: Kathryn Drewry, Human Resources Specialist

DATE: December 5, 2022

SUBJECT: REVIEW TRAVEL POLICY

BACKGROUND

In 2016 the District adopted a Travel Policy as part of the Employee Manual. It is the staff's desire to bring these policies to the committees periodically to ensure their relevance. The purpose of the Travel Policy is to provide clear policies and procedures that are compliant with District, state and federal regulations, promote safe travel, and allow for reasonable and manageable travel expenses while maintaining the necessary controls and accountability.

ANALYSIS

Upon review District Staff suggests the following updates:

- 1.1 – Purpose: Update language;
- 2.1 – Intention: Added approval process to include a Travel Request Authorization Form;
- 3.1 – Use of Personal Vehicle for District Business: Add language to include that some positions may require reliable transportation and a valid CA driver's license and insurance;
- 3.3 – Use of District Fleet Vehicle: Define the use;
- 3.4 – Accidents in District Fleet Vehicle: Deleted to include in IIPP;
- 4.3 – Air Travel: Add refundable tickets required;
- 4.4 – Ground Transportation: Added use of district credit card must be uses to secure rental of car, also added that special rates through CSDA are to be utilized;
- 4.6 – Meals: Removed daily rates for meals, included language to utilize GSA to determine meal allowance;
- 4.7 – Incidentals: Tips should not exceed 15%;
- 4.8 – Telephone Calls: Employees without a cell phone allowance will be paid \$1.00 per day for use of personal cell phones;
- 4.9 – Combined Personal/Business Travel

FISCAL IMPACT

There is no fiscal impact at this time.

RECOMMENDATION

Review Travel Policy and recommend changes and updates to staff.

ATTACHMENTS

- 1. Travel Policy (adopted 4-6-2016)



TRAVEL POLICY

| *Approved by the Board of Directors on April 6, 2016*

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SECTION 1: INTRODUCTION

1.1 PURPOSE

The purpose of these regulations is to establish ~~a system~~ an operational and of reimbursement process for authorized expenses, for all officials and employees, required to travel on behalf of, or in representation of, the Pleasant Valley Recreation and Park District (District).

1.2 GENERAL

These policies shall apply to any required and duly approved travel for official District business, and to all officials and employees who receive appropriate authorization to travel on behalf of the District.

The District recognizes the benefits that accrue when its employees attend conferences, seminars, and professional training activities. The District will bear approved expenses incurred by District officials and employees to attend such activities provided the stated procedures are followed. Travel, conferences, seminars, trainings and similar activities shall be directly related to District business.

The most reasonably priced arrangements for travel events will be utilized and consistent with good business practices. Personal safety and a reasonable level of comfort and dignity will be taken into consideration. Luxury modes of transportation and accommodations are not authorized.

Individuals are expected to exercise sound judgment when incurring and submitting travel expenses, keeping with the standard and proprieties of a visible and accountable public agency.

Although these travel regulations set specific procedures for employees to follow, it is not intended to be all inclusive and exceptions may be reviewed on a case to case basis with the approval by the General Manager or designee.

SECTION 2: TRAVEL AUTHORIZATION PROCESS

2.1 INTENTION

The travel authorization process is intended to ensure budget compliance ~~and,~~ appropriate use of public funds and in compliance with applicable laws and District policies.

BUDGET: Travel authorization begins with the budgetary process. Travel needs shall be anticipated and submitted in the annual budget for approval by the District General Manager/Board of Directors. It is the authorizing party's responsibility to stay within departmental budget travel allocations as approved by the GM/Board of Directors. Travel requests are to include all costs associated with any/all types of travel including registration, lodging, meals, transportation, parking, and incidental expenses.

APPROVAL: All travel requests require the completion of a "Travel Request Authorization Form", Attachment 1, available with and through the Administrative Services Manager. Travel requests shall be forwarded to the requesting party's supervisor to begin the approval process. Prior to approving a travel request, the supervisor is responsible for determining that a sufficient unexpended allocation remains in the travel/training budget.

Social Events: Social costs is anything that is outside the normal hours of operation for the event and are deemed social on the registration form. The District does not prepay or reimburse social event costs.

SECTION 3: VEHICLE USE

3.1 USE OF PERSONAL VEHICLE FOR DISTRICT BUSINESS

Reliable transportation may be required for some positions in order to transact necessary business. Such positions that include the possible use of personal vehicle will require a copy of the applicant's current/valid California driver's license, and copy of proof of automobile insurance upon start date. It is the responsibility of the employee to maintain a valid California driver's license, and personal insurance coverage equal to, or greater than, the minimal coverage amounts required by any/all applicable state law while utilizing ~~his/hers~~their private vehicle for transaction of District business.

Employees are responsible to notify the Human Resources Department of any changes in license, ~~or~~ insurance, or DMV citations. Employees are responsible for any parking, mechanical or moving violations received while using their own vehicle for approved District business. Some em~~5~~5ployees' job title and description (e.g. transportation department drivers) may require reporting DUI, DWI, and other moving violations.

3.2 REIMBURSEMENT FOR USE OF PERSONAL VEHICLE

Use of an employee's private vehicle shall be reimbursed at the current mileage reimbursement rate determined by the Internal Revenue Service. Private automobiles may not be used for trips over 100 miles one-way except by prior written approval of the General Manager. Employees who use their private vehicle for travel are expected to follow the District's Travel Policy, and Employee Personnel Policy Manual.

Reimbursement requests shall be submitted to the appropriate authorizing party (usually employee's supervisor) within 30 days of the month the mileage expenses were incurred, and shall be complete and accurate with proper approvals.

Parties of two or more may be expected to carpool unless approved by the General Manager prior to travel.

3.3 USE OF DISTRICT FLEET VEHICLE FOR DISTRICT BUSINESS

The use of District vehicles other than official District purposes is prohibited, and only Authorized employees over the age of 18 are permitted to drive District vehicles. No person shall operate any vehicles owned and maintained by the District unless such person is an authorized employee of the District, has a valid operator's license issued by the California Department of Motor Vehicles, and has a clear driving record.

3.4 — Accidents in District Fleet Vehicle(s)

All authorized drivers of District fleet vehicles must do the following if in a vehicle accident while driving a District fleet vehicle; it is presumed that employee(s) will contact emergency response personnel (9-1-1) if possible/as needed, and render any aid if possible/as needed as a first step during an accident):

- Notify District Human Resources Department immediately/as soon as possible; they will notify insurance provider
- Follow legal guidelines for exchanging information with other drivers and report the accident to police
- Do not infer/imply/guarantee payment or accept responsibility without District authorization
- Complete drug testing according to District guidance
- Complete Incident/Accident form within 24 hours

SECTION 4: LONG DISTANCE TRAVEL

4.1 DEFINITION

The most economical mode and class of transportation reasonably consistent with scheduling needs shall be preferred, using the most direct and time-efficient route. The cost of rental vehicle, parking and gasoline shall be compared to the combined cost of other forms of transportation and the least expensive method shall be used.

Long distance travel is defined as any travel that:

- a) Requires an employee to leave Ventura County, AND
- b) Includes at least one (1) overnight stay.

4.2 AUTHORIZATION

All ~~long distance~~long-distance travel requires prior written approval of the ~~General~~ Manager. Every effort will be made to pre-arrange and pre-pay all approved expenses. However, in the event this is not possible, employees are eligible for:

- a) Reimbursement of approved expenses paid for by employee, with accompanying itemized receipts.
- ~~5b)~~ All ~~long distance~~long-distance travel requests must be approved no later than 60 days prior to travel, unless approved by the General Manager.

5.14.3 AIR TRAVEL

For authorized air travel, the District reserves coach rate seats at government or group rates (when such rates are available), and makes every effort to schedule reasonable flight times. Seat upgrades or flight/schedule changes unrelated to District business are not approved expenses, and become the responsibility of the employee. Refundable tickets are required unless approved by the General Manager.

It is the intent of the District to book all air travel on the District's credit card unless otherwise approved by the General Manager.

5.24.4 GROUND TRANSPORTATION & RENTAL CAR

The District makes every effort to reserve appropriate ground transportation for traveling employees (e.g., *airport shuttle, rental car*). When that is not possible, with prior written approval of the General Manager, employees may claim reimbursement for ground transportation at actual cost, utilizing reasonable ground transportation services such as taxi, Uber, or Lyft services.

Employees traveling on District business for whom it was not possible to reserve a rental car service, either at the point of departure or at the destination, will:

- a) Utilize District travel credit card when applicable to secure the rental, or
- a)b) Will be reimbursed by the District for the rental expense of a comparable ~~compact~~ standard automobile, AND
- c) Will purchase damage insurance (comprehensive and collision but **not** liability) through the rental car company.
- b)d) Employees desiring either Personal Accident or Personal Effects Coverage must pay for these on their own.

The District and its employees shall use government or group rates, California Special District membership rate when available, for ground transportation or rental car services.

5.34.5 LODGING

The District shall make every effort to pre-arrange appropriate lodging (*using government or group rates, when available; Board Members; GC § 53232.2(e)*), for approved travel. When that is not possible, with prior written approval of the General Manager, employees may reserve reasonable lodging, and claim reimbursement for such lodging in accordance with this section and with appropriate receipts.

Board Members (GC § 53232.2(d))

For lodging in connection with a conference or organized educational activity, lodging costs shall not exceed the maximum group rate published by the conference or activity sponsor, provided that lodging at the group rate is available at the time of booking.

If a group rate or government rate is not available, reasonable lodging shall be booked at standard lodging rates for the destination's specific geographic area. Any lodging upgrades made by employees in excess of approved lodging rates are not approved, and become the responsibility of the employee.

5.44.6 MEALS

Daily reimbursement rates for meals are as follows:

~~Breakfast—\$12 Lunch—\$16 Dinner—\$22~~ will follow the department of General Services for the nearest city's per diem rates.

<https://www.gsa.gov/travel/plan-book/per-diem-rates>

Eligible meals are defined as meals for which an employee incurs a cost due to a valid and authorized business reason (*e.g., overnight travel, business meeting, special dietary requirements that cannot be accommodated, meal not covered by conference fee, etc.*). Meals provided as part of a conference or seminar are not eligible for separate reimbursement. Reimbursement requests for approved meal expenses must be submitted with itemized receipts. The District does not reimburse for alcoholic beverages.

An increased or decreased meal allowance may be considered when traveling

to remote or metropolitan areas. Any changes must be pre-approved by the
Pleasant Valley Recreation and Park District | SECTION 4: LONG DISTANCE TRAVEL

General Manger prior to travel.

5.54.7 INCIDENTALS

Employees are eligible for reimbursement for incidentals up to \$5.00 per day while on District business travel. Incidentals may include such items as tips (tips should not exceed 15%), soft drinks, ~~phone call~~, postage, etc. Items such as gifts, entertainment (including in-room movies), alcohol, or other similar items are not reimbursable. Itemized receipts and/or an approved written list of expenses will be required for reimbursement.

Parking fees shall be reimbursed when related to District business travel, including airport parking fees, and parking fees for personal or rental vehicles.

5.64.8 TELEPHONE CALLS

~~The District will reimburse one (1) 15-minute telephone call per day while an employee is on official business.~~ If the employee receives a cell phone stipend they will not be reimbursed, if an employee does not receive a cell phone stipend they will receive \$1.00 per day.

4.9 Travel Time:

Travel time occurring during an employee's schedule time off, on a designated district holiday, or outside the employee's regularly scheduled work time will not be compensated for overtime. The only exception of this will be when travel is required by the District related to the performance of the employee's job duties and the overtime is authorized and approved prior to the travel by the General Manager or designee.

4.10 Combined Personal/Business Travel

- Detailed request by employee must be made in writing to the Department Head prior to travel dates, with a clear outline of difference between personal and business travel and receive approval from the General Manager.
- Employees who extend the length of the business trip for personal reasons must charge those days to an available leave balance, such as vacation, management leave, or compensatory time.
- Employees who attend conferences or seminars and leave early for personal reasons other than illness or family emergency, shall reimburse the District on a pro-rated basis.
- Any additional travel cost or lodging expenses incurred as a result of extending the length of any business trip for personal reasons shall not be reimbursed or paid for by the employee.
- Employees who have a rental car and are extending their business trip for personal reasons will not be reimbursed for the extra rental days.
- Any expenses charged to the District for personal travel must be repaid by the employee who incurred the charges within 30 days of return.

SECTION 5: REIMBURSEMENT

5.1 REIMBURSEMENT

For all reimbursement requests, employees shall complete a Claim for Reimbursement of Travel Expense Form to document that expenses meet this Policy and are required to conduct District business.

Claim forms shall be submitted within thirty (30) days of incurring an expense, and shall be accompanied by receipts documenting each expense. Upon appropriate written approval, employees will be reimbursed as quickly as possible. Personal items, alcoholic beverages, and expenses of family members are not authorized.

SECTION 6: BOARD OF DIRECTORS

6.1 APPLICABILITY OF THIS POLICY TO BOARD OF DIRECTORS

This Travel Policy shall apply, in addition to District employees, to members of the District's Board of Directors.

The General Manager shall review Board members' requests for travel and incidental expenses for compliance with this Travel Policy and other applicable District policies. All expenses that do not fall within this Travel Policy or the Internal Revenue Service reimbursable rates as established in IRS Publication 463, or any successor publication, shall be approved by the Board of Directors at a public meeting before the expense is incurred. (GC 53232.2(f))

If a member of the Board of Directors chooses to incur travel or incidental costs that are in excess of the rates established under this Policy or IRS Publication 463, or any successor publication, and such costs have not been pre-approved at a public meeting of the Board of Directors, the member does so at his or her own expense. (GC 53232.2(g))

Members of the Board of Directors shall provide brief reports on meetings or other events attended at the expense of the District at the next regular meeting of the Board. (GC 53232.2(d))