



# Highlands Recreation District

1851 Lexington Avenue • San Mateo, CA 94402

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[www.highlandsrec.ca.gov](http://www.highlandsrec.ca.gov)

*"A Community Place to Learn, Grow & Play"*

## HRD Board Strategy Session Agenda

June 19, 2021

9:00am – 1:00pm

1851 Lexington Ave. San Mateo, CA 94402

Multi-purpose Room

1. Call to Order
2. Introduction of Guests
3. Communications, Announcements & Public Comments
4. Old Business
  - a. Discussion/Motion: Review and discuss Ad Hoc Personnel Committee recommendation for employee merit increases and benefits and consider and approve recommendation expanding 457 deferred compensation benefit to all benefit eligible employees.
  - b. Discussion/Motion: Review and adopt revisions to District Mission Statement and Core Values Statements
5. New Business
  - a. Discussion/Motion: Review and approve Ad Hoc Personnel Committee recommendation to create a new job classification for salaried non-exempt employees.

### Board Strategy Session

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|--|------------|
| 6. Kickoff activity  | 10 minutes |
| 7. Financial Recap and Projections FY 2016-17 to FY 2023-24          | 10 minutes |
| 8. Current Asset and Replacement Schedule Priorities for (1-3 years) | 20 minutes |
| 9. Break   | 10 minutes |
| 10. Facility Master Plan   | 60 minutes |
| a. Establish vision and goals for the project                        |            |
| b. Identify priorities   |            |
| c. Community engagement  |            |
| d. Financing options   |            |
| o Long Term Debt and Certificates of Participation                   |            |
| 11. Break  | 10 minutes |
| 12. "Friends of the Rec" Foundation                                  | 30 minutes |

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| 13. Operational considerations for Fiscal Year 2021-22 and beyond | 20 minutes |
| a. Pool Membership Program  |            |
| b. Tennis Key Program   |            |
| c. Fitness Center   |            |
| 14. Other discussion topics and review next steps                 | 30 minutes |
| a. Community Survey   |            |
| 15. Adjournment   |            |

Public comments can be submitted to the District prior to the meeting by emailing [admin@highlandsrec.ca.gov](mailto:admin@highlandsrec.ca.gov). Public comments will also be taken during the meeting.

Board Meetings are accessible to people with disabilities. Individuals who need special assistance or disability-related modification or accommodation (including auxiliary aids or services) to participate in this meeting; or who have a disability and wish to request an alternative format for the agenda, meeting notice, agenda packet or other writings that may be distributed at the meeting, should contact the Board Secretary at [admin@highlandsrec.ca.gov](mailto:admin@highlandsrec.ca.gov). Notification in advance of the meeting will enable the District to make reasonable arrangements to ensure accessibility to this meeting and the materials related to it. Public records that relate to any item on the open session agenda for a regular board meeting are available for public inspection. Those records that are distributed less than 72 hours prior to the meeting are available for public inspection at the same time they are distributed to all members, or a majority of the members of the Board. The Board has designated the office of the Highlands Recreation District, located at 1851 Lexington Ave, for the purpose of making those public records available for inspection.