



PALMDALE WATER DISTRICT

A CENTURY OF SERVICE

BOARD OF DIRECTORS

ROBERT E. ALVARADO
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Division 5

DENNIS D. LaMOREAUX
General Manager

ALESHIRE & WYNDER LLP
Attorneys

August 6, 2020

AGENDA FOR A MEETING OF THE PERSONNEL COMMITTEE OF THE PALMDALE WATER DISTRICT

Committee Members: Gloria Dizmang-Chair, Kathy Mac Laren

TO BE HELD VIA TELECONFERENCE ONLY
DIAL-IN NUMBER: 571-748-4021 ATTENDEE PIN: 215-588-668#
Submit Public Comments at: <https://www.gomeet.com/215-588-668>
TUESDAY, AUGUST 11, 2020

9:00 a.m.

NOTE: To comply with the Americans with Disabilities Act, to participate in any Board meeting please contact Dawn Deans at 661-947-4111 x1003 at least 48 hours prior to a Board meeting to inform us of your needs and to determine if accommodation is feasible.

Agenda item materials, as well as materials related to agenda items submitted after distribution of the agenda packets, are available for public review at the District's office located at 2029 East Avenue Q, Palmdale (Government Code Section 54957.5). Please call Dawn Deans at 661-947-4111 x1003 for public review of materials.

PUBLIC COMMENT GUIDELINES: The prescribed time limit per speaker is three-minutes. Please refrain from public displays or outbursts such as unsolicited applause, comments, or cheering. Any disruptive activities that substantially interfere with the ability of the District to carry out its meeting will not be permitted, and offenders will be requested to leave the meeting. (PWD Rules and Regulations, Appendix DD, Sec. IV.A.)

Each item on the agenda shall be deemed to include any appropriate motion, resolution, or ordinance to take action on any item.

- 1) Roll call.
- 2) Adoption of agenda.
- 3) Public comments for non-agenda items.
- 4) Action Items: (The public shall have an opportunity to comment on any action item as each item is considered by the Committee prior to action being taken.)



- 4.1) Consideration and possible action on approval of minutes of meeting held April 23, 2020.
- 4.2) Consideration and possible action on 2020 Strategic Plan goals. (General Manager LaMoreaux)
- 5) Board members' requests for future agenda items.
- 6) Date of next Committee meeting.
- 7) Adjournment.

A handwritten signature in cursive script, reading "Dennis D. LaMoreaux". The signature is written in dark ink and is positioned above a horizontal line.

DENNIS D. LaMOREAUX,
General Manager

DDL/dd

**RECOMMENDED STRATEGIC PLAN GOALS FROM JULY 28, 2020 SPECIAL
MEETING WORKSHOP
(August 5, 2020)**

Strategic Initiative No. 1 – Water Resource Reliability

- Strengthen the partnership with the City of Palmdale for Palmdale Recycled Water Authority (PRWA) and other projects
- Add more recycled water distribution sites within District boundaries for both public access and construction water
- Research and adopt new state-of-the-art water treatment technologies
- Support the Antelope Valley Watermaster operations
- Continue the next phase of the Palmdale Regional Groundwater Recharge and Recovery Project and re-evaluate the Project's phasing for Title 16 funding
- Increase water storage projects and promote their importance
- Identify and pursue opportunities to increase the reliability of water supply
- Support projects and initiatives that increase the resilience of the State Water Project
- Expand access to available water supplies and improve the ability to capture groundwater, water from Littlerock Dam and Reservoir, and recycled water
- Update the 2010 Strategic Water Resources Plan to include the 2015 groundwater adjudication and other changes to available water resources
- Study the feasibility of a Lake Palmdale by-pass pipeline from the State Water Project to the Leslie O. Carter Water Treatment Plant
- Establish needed relationships and implement the sediment removal from Littlerock Dam and Reservoir

Strategic Initiative No. 2 – Organizational Excellence

- Offer competitive compensation and benefits package to promote employee retention
- Focus Succession Planning Program on ensuring an overlap of training for key positions
- Continue providing transparency to our ratepayers
- Promote and support leadership training and professional development programs to enhance the District's customers' experience
- Ensure employees are trained on the Strategic Plan and the District's Values of Diversity, Integrity, Teamwork, and Passion
- Improve safety and training for Directors, employees, and customers

Strategic Initiative No. 3 – Systems Efficiency

- Explore energy independence and revisit the efficiency of the District's electricity options, including wind and solar
- Incorporate more energy efficient buildings/standards into the District's various sites
- Continue being the industry's leader on the use of Granular Activated Carbon (GAC)
- Research and test new technologies to increase efficiencies and reuse water
- Research advanced treatment techniques to help with systems efficiency and flexibility in using recycled water and surface water
- Strengthen computer infrastructure to increase efficiencies in the field, virtual desktops, and remote work

Strategic Initiative No. 4 – Financial Health and Stability

- Pursue additional grant funding for all District projects, including assistance for District operations
- Maintain the five-year financial plan adopted as part of the 2019 Water Rate Plan and Study, which includes the five-year Capital Improvement Plan
- Maintain adequate reserve levels, high-level bond rating, and financial stability
- Pursue potential revenue sources from vacant District properties, including cell phone tower leases and filming
- Monitor adjustments to finances, operations and projects due to COVID-19
- Digital conversions of Finance Department workflow

Strategic Initiative No. 5 – Regional Leadership

- Increase involvement with Antelope Valley partnerships, including local water agencies, the Antelope Valley State Water Contractors Association, the Antelope Valley Integrated Regional Management Plan group, the Palmdale Recycled Water Authority, the Antelope Valley Watermaster, the A.V. EDGE, and the chambers of commerce
- Continue to expand school water education programs
- Engage elected officials to promote the District's initiatives and water-related issues through the development of campaigns and programs
- Develop career paths for interns within the Palmdale Water District organization and pursue state and federal funding for intern programs
- Provide opportunities for local businesses to contract with the District
- Membership in CFEE
- Increase involvement with organizations that promote the use of recycled water
- Expand the Greater Antelope Valley Water Emergency Coalition by continuing to collaborate with neighboring water agencies and moving to include more agencies outside of the Antelope Valley
- Develop working relationships and mutually beneficial projects with other water agencies in the District's state and federal representatives' districts
- Develop events or activities with lessees of District properties
- Host a 100th anniversary celebration for the fully re-opened Littlerock Dam and Reservoir recreation area in 2024

Strategic Initiative No. 6 – Customer Care, Advocacy and Outreach

- Increase Customer Care accessibility through communication and feedback to enhance customers' experience
- Evaluate, develop, and market additional payment options
- Develop the District's Public Outreach Plan
- Increase public awareness of the District's current programs and services available
- Develop partnerships with Los Angeles County and other local agencies to distribute information about resources available to the public
- Increase public awareness of local, state, federal, and global water issues
- Involve more employees with community events and implement additional ways to promote staff on professional platforms
- Expand the District's social media platforms
- Continue with The Pipeline newsletter for customers and find new avenues to share District information and news
- Plan and implement the conversion to an Advanced Metering Infrastructure (AMI) to increase customers' knowledge of water use