



**PALMDALE WATER DISTRICT**  
A CENTURY OF SERVICE

January 6, 2022

**BOARD OF DIRECTORS**

**AMBERROSE MERINO**

Division 1

**DON WILSON**

Division 2

**GLORIA DIZMANG**

Division 3

**KATHY MAC LAREN-GOMEZ**

Division 4

**VINCENT DINO**

Division 5

**AGENDA FOR A MEETING  
OF THE PERSONNEL COMMITTEE  
OF THE PALMDALE WATER DISTRICT  
TO BE HELD AT 2029 EAST AVENUE Q, PALMDALE  
OR VIA TELECONFERENCE**  
**Committee Members: Kathy Mac Laren-Gomez-Chair, Amberrose Merino**

**FOR THE PUBLIC: VIA TELECONFERENCE ONLY**  
**DIAL-IN NUMBER: 571-748-4021 ATTENDEE PIN: 556-145-866#**  
**Submit Public Comments at: <https://www.gomeet.com/556-145-866>**

**TUESDAY, JANUARY 11, 2022  
8:00 a.m.**

**DENNIS D. LaMOREAUX**

General Manager

**ALESHIRE & WYNDER LLP**

Attorneys

**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 August 18, 2021.
- 4.2) Consideration and possible action on an additional stipend for Directors opting out of the District's medical insurance plan. (Budget Impact – To Be Determined – Director Dino/Human Resources Director Barragan-Garcia)
- 4.3) Consideration and possible action on Amendment No. 1 to Contract Services Agreement with JL Group, LLC, formerly Jeffrey B. Love and Associates, LLC. (\$10,000.00 – Budgeted – Budget Item No. 1-02-5070-007 – Human Resources Director Barragan-Garcia)
- 5) Reports.
  - 5.1) Human Resources Director Barragan-Garcia:
    - a) Personnel policy effects of COVID-19 event.
- 6) Board members' requests for future agenda items.
- 7) Date of next Committee meeting.
- 8) Adjournment.



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DENNIS D. LaMOREAUX,  
General Manager

DDL/dd

**PALMDALE WATER DISTRICT  
BOARD MEMORANDUM**

**DATE:** January 6, 2022 **January 11, 2022**  
**TO:** PERSONNEL COMMITTEE **Personnel Committee Meeting**  
**FROM:** Mrs. Angelica Barragan-Garcia, Human Resources Director  
**VIA:** Mr. Dennis D. LaMoreaux, General Manager  
**RE:** ***AGENDA ITEM NO. 4.2 – CONSIDERATION AND POSSIBLE ACTION ON AN ADDITIONAL STIPEND FOR DIRECTORS OPTING OUT OF THE DISTRICT’S MEDICAL INSURANCE PLAN. (BUDGET IMPACT – TO BE DETERMINED – DIRECTOR DINO/HUMAN RESOURCES DIRECTOR BARRAGAN-GARCIA)***

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**Recommendation:**

Staff has no recommendation on this item.

**Alternative Options:**

The Board can choose to not have the monthly stipend in lieu of opting out of benefits be available for the Board of Directors.

**Impact of Taking No Action:**

If there is no action taken, the Board of Directors would continue to elect their medical benefits as normal without the option of receiving a monthly stipend when waiving medical coverage.

**Background:**

A monthly stipend of \$650 is available to employees opting out of the District’s medical insurance. To be eligible to opt out, employees must provide documentation of medical insurance through another source. They must also still enroll in the District’s dental and vision coverage.

It has been requested that this same option be made available to the Board of Directors.

Staff has reviewed this option with General Counsel, and they advised that any cash benefit received by the Director will be included as part of the Director’s compensation and counted towards the compensation limit under Water Code Section 20201. If the Board of Directors decide to proceed with a cash in lieu of benefit, it would have to be paid in some other form, usually deferred compensation as part of a retirement plan.

**Strategic Plan Initiative/Mission Statement:**

This item is under Strategic Initiative No. 2 – Organizational Excellence.  
 This item directly relates to the District’s Mission Statement.

**Budget:**

The budget impact for this item remains to be determined.

**Supporting Documents:**

Below is a comparison chart of water agencies’ practice regarding a medical waiver stipend and the eligibility for the Board of Directors to be able to receive the stipend. Out of 12 water agencies, seven (7) offer a stipend in lieu of opting out of medical coverage, and of those seven (7) agencies, two (2) extend this stipend option to the Board of Directors.

<b>Water Agency</b>	<b>Offer Medical Waiver Stipend</b>	<b>Board of Director eligible</b>	<b>Amount</b>	<b>Amount for BOD if different</b>
<b>Palmdale Water District</b>	Yes	No	650/monthly	N/A
<b>Cucamonga Valley Water District</b>	Yes	No	480/monthly	N/A
<b>Las Virgenes Municipal Water District</b>	No	N/A	N/A	N/A
<b>Yorba Linda Water District</b>	No	N/A	N/A	N/A
<b>Olivenhain Municipal Water District</b>	No	N/A	N/A	N/A
<b>Western Municipal Water District</b>	Yes	N/A	50% of lowest cost premium for EE+1	N/A
<b>Santa Clarita Valley Water Agency</b>	Yes		90% of the PERS Choice PPO Premium	
<b>Desert Water Agency</b>	No	N/A	N/A	N/A

<b>Water Agency</b>	<b>Offer Medical Waiver Stipend</b>	<b>Board of Director eligible</b>	<b>Amount</b>	<b>Amount for BOD if different</b>
<i><b>Eastern Municipal Water District</b></i>	Yes	Yes	629/monthly	If the Director has health insurance coverage through a spouse's employer or from other employment, the Director may submit monthly proof of any premium not paid by the Spouse's or his/her employer for reimbursement up to the District's contribution for employee and dependent coverage. The District's contributions to health care coverage for each Director shall not exceed the contributions made on behalf of a District employee, and each Director shall pay the same portion of health care premium as each employee.
<i><b>Mesa Consolidated Water District</b></i>	Yes	No	Allow to opt out and receive as taxable income up to \$1600.00	N/A
<i><b>Rancho California Water District</b></i>	Yes	No	681.85 (lowest health premium for a single party)	N/A
<i><b>Walnut Valley Water District</b></i>	No	N/A	N/A	N/A
<i><b>Padre Dam Municipal Water District</b></i>	Yes	Yes	Evenly share in the savings. 50% of savings	

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**FROM:** Mrs. Angelica Barragan-Garcia, Human Resources Director  
**VIA:** Mr. Dennis D. LaMoreaux, General Manager  
**RE:** ***AGENDA ITEM NO. 4.3 – CONSIDERATION AND POSSIBLE ACTION ON AMENDMENT NO. 1 TO CONTRACT SERVICES AGREEMENT WITH JL GROUP, LLC, FORMERLY JEFFREY B. LOVE AND ASSOCIATES, LLC. (\$10,000.00 – BUDGETED – BUDGET ITEM NO. 1-02-5070-007 – HUMAN RESOURCES DIRECTOR BARRAGAN-GARCIA)***

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Information on this item will be distributed at or before the Committee meeting.