# PALMDALE WATER DISTRICT

2029 East Avenue Q • Palmdale, California 93550 • Telephone (661) 947-4111
Fax (661) 947-8604
www.palmdalewater.org

LAGERLOF, SENECAL, GOSNEY & KRUSE LLP
Attorneys

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April 26, 2013

***Agenda for a Meeting***
***of the Personnel Committee of the Palmdale Water District***
***Committee Members: Kathy Mac Laren-Chair, Gloria Dizmang***
***to be held at the District's office at 2029 East Avenue Q, Palmdale***

***Wednesday, May 1, 2013***

***6:30 p.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. 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.

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.

4) Presentations:

4.1) Introduction of American Water College. (Joe R. Kerschner, President)

5) 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.)

   5.1) Consideration and possible action on approval of minutes of meeting held April 3, 2013.

   5.2) Discussion and possible action on optional healthcare plans and minimal employee and retiree premium contribution towards health insurance benefits. (Acting Human Resources Manager Burns/Judith Younessian, Bryson Financial)

   5.3) Discussion and possible action on developing a Wellness Program. (Acting Human Resources Manager Burns)

6) Project Updates:

   6.1) Status on Organizational Assessment. (General Manager LaMoreaux)

7) Information items.

8) Board members' requests for future agenda items.

9) Adjournment.

DENNIS D. LaMOREAUX,
General Manager

DDL/dd

**AGENDA ITEM NO. 4.1**

American WATER COLLEGE

*Training America's Water and Wastewater Professionals*

RECEIVED
APR 16 2013

April 16, 2013

Mr. LaMoreaux,

I would like to take this opportunity to formally introduce you to the American Water College. We are a training organization that provides online and classroom training to professionals in the water industry. Our goal is to help the professionals in this industry reach their full potential by providing high quality content designed to help develop both individuals and organizations. Our programs have been utilized by professionals in 43 states, Guam and British Columbia with great results since 2007.

American Water College has been accredited by IACET and has been approved by the CDPH as the only online "Technical Training" provider authorized to deliver the required training for advancement above the grade 1 level for both water treatment and distribution licenses.

I am excited about our program that enables water districts, like the Palmdale Water District, to take advantage of our training experience and systems to create your own "Employee Development University". The complete program we offer solves many issues water districts are currently facing. By implementing our program, the issues of *succession planning, knowledge management, new employee onboarding and training, employee and organizational development, new supervisor/manager training* and even *risk management* are resolved.

With your permission, I would like to give a short presentation to the Personnel Committee at its meeting scheduled for May 1st. I believe that after seeing how the Palmdale Water District can partner with American Water College to fully develop the organization, you and the board of directors will be as excited about this opportunity as I am.

I can be reached on my cell phone at (661) 305-6844 or by email at joe@AmericanWaterCollege.org. I look forward to hearing from you.

Sincerely,

Joe R. Kerschner
President

# PALMDALE WATER DISTRICT

## INTER-OFFICE MEMORANDUM

**DATE:** April 22, 2013 May 1, 2013

**TO:** PERSONNEL COMMITTEE **Personnel Committee Meeting**

**VIA:** Mr. Dennis LaMoreaux, General Manager

**FROM:** Mrs. Jeannie Burns, Acting Human Resources Manager

**RE:** ***ACWA/JPIA HEALTH PLAN INFORMATION***

The members of the Personnel Committee requested information regarding ACWA/JPIA 2013 Medical Plan Rates at the Committee's last meeting.

Specifically, the Committee requested the rates of a PPO Medical Plan with a cost closest to the current Kaiser Permanente HMO Plan. That information is as follows:

| *PLAN NAME* | *PLAN RATE* |
|---|---|
| Current Kaiser Permanente w/Chiro | $446.10 – Active Employee |
| Comparable Anthem Advantage PPO | $503.00 – Active Employee |
| Current Anthem Classic PPO | $622.13 – Active Employee |

Please see attached schedule of ACWA/JPIA 2013 Medical Plan Rates for the Los Angeles Area.

Thank you.

Attachment

/jb

# ACWA/JPIA 2013 Medical Plan Rates

## Los Angeles Area

Los Angeles, San Bernardino, Ventura

### Anthem Classic PPO

| | Standard | (-4%) Incentive |
|---|---|---|
| Active-Employee | 622.13 | 598.58 |
| Active-Couple | 1,467.13 | 1,411.08 |
| Active-Family | 1,699.74 | 1,634.74 |
| Retired-E w/o MCare | 622.13 | 598.58 |
| Retired-C w/o MCare | 1,467.13 | 1,411.08 |
| Retired-F w/o MCare | 1,699.74 | 1,634.74 |
| Retiree-E *w/MCare* | 491.31 | 472.79 |
| Retiree-C *w/MCare* | 1,162.84 | 1,118.50 |
| Retiree-F *w/MCare* | 1,334.44 | 1,283.49 |
| Active w/MCare-E [1] | 515.14 | 495.71 |
| Active w/MCare-C [1] | 1,213.33 | 1,167.05 |
| Active w/MCare-F [1] | 1,412.73 | 1,358.77 |

### Anthem Advantage PPO

| | Standard | (-4%) Incentive |
|---|---|---|
| Active-Employee | 503.00 | 484.03 |
| Active-Couple | 1,183.52 | 1,138.38 |
| Active-Family | 1,370.88 | 1,318.53 |
| Retired-E w/o MCare | 503.00 | 484.03 |
| Retired-C w/o MCare | 1,183.52 | 1,138.38 |
| Retired-F w/o MCare | 1,370.88 | 1,318.53 |
| Retiree-E *w/MCare* | 394.14 | 379.36 |
| Retiree-C *w/MCare* | 930.37 | 894.97 |
| Retiree-F *w/MCare* | 1,066.89 | 1,026.23 |
| Active w/MCare-E [1] | 420.47 | 404.67 |
| Active w/MCare-C [1] | 988.38 | 950.74 |
| Active w/MCare-F [1] | 1,142.53 | 1,098.97 |

### Anthem CaliforniaCare HMO

| | Standard | (-4%) Incentive |
|---|---|---|
| Active-Employee | 611.99 | 588.83 |
| Active-Couple | 1,214.11 | 1,167.79 |
| Active-Family | 1,677.73 | 1,613.58 |
| Retired-E w/o MCare | 611.99 | 588.83 |
| Retired-C w/o MCare | 1,214.11 | 1,167.79 |
| Retired-F w/o MCare | 1,677.73 | 1,613.58 |
| Retiree-E *w/MCare* | 493.35 | 474.76 |
| Retiree-C *w/MCare* | 976.86 | 939.66 |
| Retiree-F *w/MCare* | 1,350.98 | 1,299.40 |
| Active w/MCare-E [1] | 590.03 | 567.72 |
| Active w/MCare-C [1] | 1,170.12 | 1,125.50 |
| Active w/MCare-F [1] | 1,616.85 | 1,555.04 |

### Kaiser HMO - South

***See zip code list to locate your district's region.***

| | no chiro | yes chiro |
|---|---|---|
| Active-Employee | 444.12 | 446.10 |
| Active-Couple | 878.36 | 882.32 |
| Active-Family | 1,238.79 | 1,244.40 |
| Retired-E (under 65) | 444.12 | 446.10 |
| Retired-C (under 65) | 878.36 | 882.32 |
| Retired-F (under 65) | 1,238.79 | 1,244.40 |

**Medicare Risk - Senior Advantage**

| | | |
|---|---|---|
| per single person | 163.14 | 165.12 |

**(all persons eligible for Medicare must enroll in the Medicare Risk plan)**

### Anthem HealthFund High Deductible PPO

| | Standard | Incentive |
|---|---|---|
| Active-Employee | 463.69 | 446.24 |
| Active-Couple | 1,089.93 | 1,048.39 |
| Active-Family | 1,262.38 | 1,214.20 |
| Retired-E w/o MCare | 463.69 | 446.24 |
| Retired-C w/o MCare | 1,089.93 | 1,048.39 |
| Retired-F w/o MCare | 1,262.38 | 1,214.20 |

### Kaiser High Deductible HMO - North

| | |
|---|---|
| Active-Employee | 358.78 |
| Active-Couple | 707.68 |
| Active-Family | 997.27 |
| Retired-E w/o MCare | 358.78 |
| Retired-C w/o MCare | 707.68 |
| Retired-F w/o MCare | 997.27 |

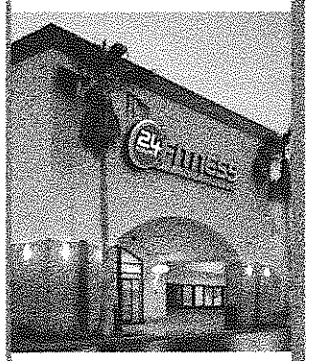
[1] **Active w/Mcare - these rates are for employers with 19 or less employees**

**COBRA / Cal-COBRA Continuation Rates**

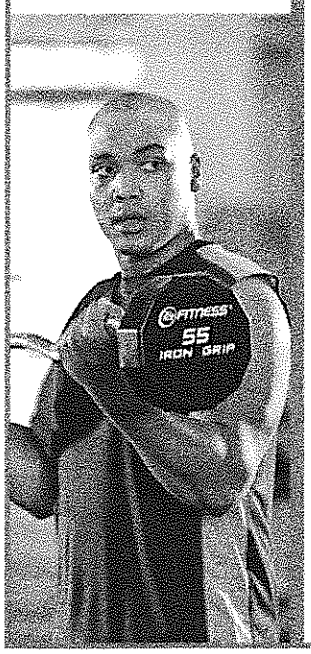
**If employer group has 20 or more employees then the employer may add 2% to the current premium**

**If employer group has 19 or less employees then the employer may add 10% to the current premium**









# A FITNESS BENEFIT

for Palmdale Water District employees

## TO ENCOURAGE AND SUPPORT A HEALTHY LIFESTYLE

With convenient club locations, customizable personal training services, innovative group exercise classes, and a variety of strength, cardio, and functional training equipment, 24 Hour Fitness offers fitness solutions for everyone.

### CORPORATE MEMBERSHIP RATES

Pay first and last month's dues at time of enrollment.

| | EMPLOYEE | EACH FAMILY ADD-ON |
|---|---|---|
| All Club Sport | $26.99 | $26.99 |
| All Club Super Sport | $38.99 | $38.99 |

04/30/2014
Offer expires

### TO JOIN

Bring a current pay stub, photo ID and discount code to any 24 Hour Fitness location. Call 800.224.0240 or visit 24hourfitness.com to find club near you.

**Or activate online**

1. Visit 24hourfitness.com/corporate
2. Enter discount code: 100XXX

24 Hour FITNESS

### MORE INFO:

Amy McLeod | amcleod@24hourfit.com
Inclub enrollments use code: 100XXXCORP

A valid employee ID, business card or current pay stub is required as proof of eligibility. Dues must be paid by pre-authorized payment (EFT). No other discounts with this offer. Must be at least 18 years old (19 in NE), or 12 with parent. Only one add-on over the age 18. Incentives may be offered for enrolling in other memberships. Personal Training, Kids' Club and class reservations available for an additional fee. Facilities and amenities vary per location. Not all clubs open 24 hours. Offer not valid in NJ, NY and MD. See club for details. ©2012 24 Hour Fitness USA, Inc.

## Jeannie Burns

**From:** Amy McLeod <AMcLeod@24hourfit.com>
**Sent:** Tuesday, April 02, 2013 3:25 PM
**To:** Jeannie Burns
**Cc:** Club 117 - Club Manager
**Subject:** RE: Wellness Program Membership Discount
**Attachments:** 2013 Wellness Package Proposal.pdf; SAMPLE 2-rate flyer.pdf

Hi Jeannie,

I hope all is well. Thank you for your inquiry regarding a 24 Hour Fitness Corporate Fitness solution for the Palmdale Water District. 24 Hour Fitness offers affordable and value-added benefits to our partner companies and their employees.

Attached is a proposal for your review. This proposal will give you an overview of our Corporate Wellness Program. Please let me know if you have any questions about the information enclosed.

Membership options offered include:

- *All Club Sport* membership – This membership will give you access to all our "active" level and "sport" level clubs.
- *All Club Super Sport* membership – This membership will give you access to all our "active" level, "sport" level and "super sport" level clubs.
- *All Club Ultra Sport* membership – This membership will give you access to all our "active" level clubs, "sport" level clubs, "super sport" level clubs and our "ultra sport" club.

We make enrollments easy for your employees and their family members. You'll receive a flyer that you can blast out to your staff (see attached sample flyer) and we are available to come on-site to kick off the program (if that's something you're interested in us doing). Our desire is to deliver the best solution to meet your company's needs, while offering an affordable, tailored solution for your employees and their families. 24 Hour Fitness wants to engage with you to drive the participation of your employees. With membership enrollments and club usage, you'll see an increase in productivity and company morale while decreasing stress, absenteeism and ultimately lowering Healthcare costs.

$3,750 is the price of our 12-month Wellness Program. With your Wellness Program you'll receive the following:

1. Lower membership dues for employees – part of the $3,750 helps to subsidize the cost of the lower dues
2. One 12-month All Club Ultra Sport membership (value $700)
3. 4 BodyBugg Calorie Management Systems (value over $400) – see description below
4. 4 3-packs of Personal Training (value $520)
5. A dedicated Client Service Manager will serve as a single point of contact for you, and will assist in program roll-out.
6. Fitness seminars provided by our local team members are available on several fitness-related topics, including the benefits of physical activity, nutrition, and stretching/flexibility. One seminar per quarter may be scheduled (see attached list of topics we cover).
7. Onsite presence at your corporate health fairs and enrollment events to create awareness and excitement to drive health and well-being inside your company.
8. Reports showing employee enrollment and usage are available.




**bodybugg CORE by BodyMedia**

An on-body monitoring system that provides you the right information for improving your weight loss.

- Automatically tracks the calories burned during your daily activities
- Works as a fitness monitor to measure the intensity of your workouts
- Monitors the quality of your sleep

Please let me know if you have any questions and I look forward to hearing from you.

Thanks,

Amy McLeod
Regional Manager Corporate Sales | South Division, Region 202 & 203
24 Hour Fitness USA, Inc.
1265 Laurel Tree Lane, Suite 200
Carlsbad, CA 92011
714.788.8903 voice
760.710.0170 fax

Proud Sponsor of the U.S. Olympic & Paralympic Teams

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**From:** Jeannie Burns [mailto:jburns@palmdalewater.org]
**Sent:** Tuesday, April 02, 2013 10:11 AM
**To:** Club 117 - Club Manager
**Subject:** RE: Wellness Program Membership Discount

Thank you very much, Bobby. Would love to hear from the Corporate Sales Manager. If I can get some ideas of options, I can present them tomorrow evening at a Committee meeting. Thanks again,

**From:** Club 117 - Club Manager [mailto:CMClub117@24hourfit.com]
**Sent:** Tuesday, April 02, 2013 10:08 AM
**To:** Jeannie Burns
**Subject:** Wellness Program Membership Discount

Hi Jeannie, We would love to share some options with you that will give the employees of Palmdale Water District a discounted membership with 24 Hour Fitness. I can have are Corporate Sales Manager Amy reach out to you with the details.

**Bobby Parks**
Club Manager | Palmdale Active
24 Hour Fitness USA, Inc.
1335 West Rancho Vista Blvd.
Palmdale, CA 93551
661.947.1200 voice
661.947.9109 fax




Proud Sponsor of the U.S. Olympic & Paralympic Teams




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# 24 Hour Fitness and Palmdale Water District

Corporate Fitness Proposal

## FITNESS CAN IMPROVE LIVES

Throughout our 30+ year history, 24 Hour Fitness held fast to our mission of helping people improve their lives through fitness. We recognize that every person has their own set of goals and their own unique perspective of what a fitness center means to them. Some members want to shed a few extra pounds and some members simply want to get healthier. 24 Hour Fitness makes clubs affordable and accessible to people of all abilities and fitness levels because we believe there is an athlete in all of us.

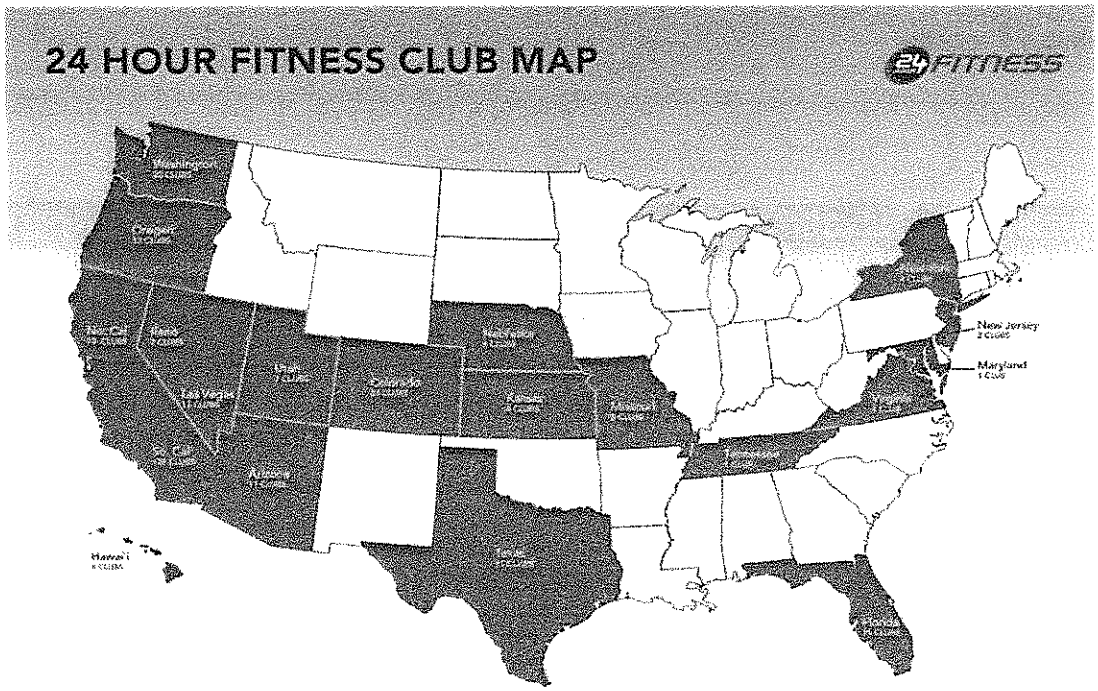
Headquartered in San Ramon, Calif., 24 Hour Fitness is a leading health club industry pioneer, serving nearly four million members in more than 400 clubs across the U.S. Since our first club opened, the company has been dedicated to helping members change their lives and reach their individual fitness goals. With convenient club locations, personal training services, innovative group exercise classes and a variety of strength, cardio and functional training equipment - 24 Hour Fitness offers fitness solutions for everyone.

The goal of the 24 Hour Fitness Corporate Fitness solutions is to enable companies to provide their employees fitness access, resources and information, and to encourage and support a healthy lifestyle.

## AN INDUSTRY LEADER

- 3.85+ million members
- 11+ million workouts per month
- 300+ locations featuring Kids' Clubs
- 20,000+ employee Team Members
- 6,000+ group exercise instructors
- 3,000+ certified personal trainers
- Key club amenities may include:
  - Basketball courts
  - Kids' Clubs
  - Swimming pools
  - Steam rooms, saunas
  - Retail pro shops

## OUR LOCATIONS – more than 400 clubs in 18 states




CLUB TOTALS AS OF NOVEMBER 2012

## BENEFITS OF CORPORATE WELLNESS

Company Wellness programs are an investment in the company's most valuable asset, its employees. As health care costs continue to escalate, companies are looking to improve their employees' health and productivity. In addition to helping to improve the lives of employees, properly designed wellness programs can help corporations by increasing productivity and positively contribute to the bottom line. Industry experts have said that employers can expect to realize a return on investment, ranging from $2 to $6 on each $1 spent on wellness programs.[1]

Companies implementing effective wellness programs can help:

- ✓ Reduce absenteeism
- ✓ Increase employee productivity and morale
- ✓ Reduce turnover
- ✓ Lower employee health care costs
- ✓ Improve recruitment and retention
- ✓ Decrease injuries[2]

## 24 HOUR FITNESS - CORPORATE FITNESS BENEFITS

Our Corporate Fitness programs are designed to provide easy access for your employees to embrace and achieve fitness on their terms. Below is a brief overview of the key benefits our program offers to your company and employees.

| | |
|---|---|
| **Easy to Join** | ▪ Affordable monthly dues for employees and Family Add-Ons.*<br>▪ Employees may enroll online via 24hourfitness.com (some restrictions may apply).<br>** All Family Add-On members must live at the same address as the primary member, maximum of 8 add-ons per primary member. Limit one Add-On between 18 and 65 years old, additional Add-Ons must be between 12-17 years old or over 65.* |
| **Dedicated Account Support** | ▪ A dedicated Client Service Manager will serve as a single point of contact for you, and will assist in program roll-out. |
| **Enrollment and Usage Reports** | ▪ Reports showing employee enrollment and usage are available. |
| **Fitness Education** | ▪ Fitness seminars provided by our local team members are available on several fitness-related topics, including the benefits of physical activity, nutrition, and stretching/flexibility. |
| **Marketing Support** | ▪ Marketing materials to help educate, encourage and foster enrollment.<br>▪ Onsite presence at your corporate health fairs and enrollment events to create awareness and excitement to drive health and well-being inside your company. |
| **Special Engagement Opportunities** | ▪ Offers on personal training packages for members (additional fees apply).<br>▪ Special engagement programming (available upon request).<br>▪ Special "in-club" classes designed to engage your employees and promote team building, available upon request. |

[1] 2012 Health Care Survey by Aon Hewitt, available for download at http://www.aon.com/human-capital-consulting/thought-leadership/healthcare/2012_Health_Care_Survey.jsp

[2] ROI-based Analysis of Employee Wellness Programs by US Corporate Wellness, Inc. (2011), available at uscorporatewellness.com/media/whitepaper.pdf

# CORPORATE WELLNESS PACKAGE

| Program Feature | Details |
|---|---|
| **Annual Investment*** | $3,750 |
| **Agreement Term** | 12 months |
| **Engagement Tools** | Account Support<br>Marketing Materials<br>Onsite/Online Enrollment<br>Health Fair Participation<br>Enrollment & Usage Reporting<br>Onsite Fitness Seminars<br>4 3-Packs of Personal Training<br>4 BodyBugg® by Bodymedia® Calorie Management Systems<br>1 Limited Term All-Club Ultra-Sport Membership (1 year) |
| **Membership Dues** | Monthly Dues Rate Offer Guaranteed for 12 Months<br>No Initiation Fees |

| Employee Monthly Payment Membership Dues (Not valid in NY/NJ/MD/VA)** | |
|---|---|
| **All-Club Sport** | $26.99/month |
| **All-Club Super-Sport** | $38.99/month |
| **All-Club Ultra-Sport** | $56.99/month |

| Family Add-On Dues** | |
|---|---|
| **All-Club Sport** | $26.99/month |
| **All-Club Super-Sport** | $38.99/month |
| **All-Club Ultra-Sport** | $56.99/month |

*Annual investment rate shown above is for companies with under 5,000 employees. **Rate valid 30 days from date of proposal.**

****Employees must pay first and last months' dues per person at time of enrollment.** Enrollees must show proof of employment with above referenced firm at time of enrollment and must be a current employee of a participating company and eligible under the company's guidelines to enroll under the corporate rate. In the event a person enrolled under the corporate rate ceases being a current employee of a participating company, 24 Hour Fitness reserves the right to immediately terminate that person's membership and/or require that person to pay the full regular price of initiation fees and monthly dues. One-Club access is for club of enrollment only. Selected club of enrollment must be within 50 miles of purchaser's residence. All-Club access depends on membership purchased; All-Club Sport memberships do not include access to Super/Ultra-Sport clubs. All-Club Super-Sport memberships do not include access to Ultra-Sport clubs. Access level for Add-Ons will be the same as the Primary Membership access level. Taxes may apply. Family Add-Ons must live at the same address as Primary Member. Maximum of 8 Family Add-Ons (with not more than 1 Family Add-On between the ages of 18-65) per Primary Member account. Family Add-On monthly dues must be debited from the same account as the original Primary Member. Offer valid only for a Monthly Payment membership; not valid on Reduced Dues or Loyalty memberships. Dues must be paid by pre-authorized payment (eft). Kids' Club and Personal/Group Training available for an additional fee. Must be at least 18 years old (19 in NE) or 12 with parent. No other discounts with this offer. Incentives may be offered for other memberships. Facilities, classes and amenities may vary per location. Not all clubs open 24 hours every day. See club for details. Above offer only valid until 30 days from date of proposal.

## Jeannie Burns

**From:** Support <support@monsterfitness.com>
**Sent:** Wednesday, April 10, 2013 12:05 PM
**To:** Jeannie Burns
**Subject:** RE: Monster Fitness

Jeannie,

Thank you for getting back to me. We offer a couple of memberships at Monster Fitness one of which is our corporate rate which we only extend to those affiliated with a certain pre-approved business or group. Our corporate rate consists of a $50 initiation fee and $23 per month ($73 due at sign up). This is the rate we would be willing to extend PWD employees as part of the PWD Wellness Program. I would like to add that all classes (except Fight Camp) are included in the membership, that is over 60 classes per week. We also have free childcare for children ages 6 months to 12 years old.

Please let me know if there is anything more you need.

Sarah Cox
Monster Fitness, Inc.
661-723-8900
661-723-8822 (fax)

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**From:** Jeannie Burns [mailto:jburns@palmdalewater.org]
**Sent:** Tuesday, April 09, 2013 8:56 PM
**To:** Support
**Subject:** Re: Monster Fitness

Sarah,

Thank you so much for your response. No, it is not too late and the District would be open to a proposal as to what Monster could offer as discounted memberships for PWD employees. Thank you

On Apr 9, 2013, at 4:26 PM, "Support" <support@monsterfitness.com> wrote:

> Jeannie,
>
> I would like to apologize for the delayed response. Adam left Monster last year and I must have looked over this email by accident. If it is not too late we of course would be happy to be a part of the wellness program you offer your employees. Please let me know if there is still time to get us in on the program and I will provide whatever information you need.
>
> Sincerely,
>
> Sarah Cox
> Monster Fitness, Inc.
> 661-723-8900
> 661-723-8822 (fax)