

**MINUTES OF MEETING OF THE PERSONNEL COMMITTEE OF THE PALMDALE
WATER DISTRICT, JUNE 15, 2011:**

A meeting of the Personnel Committee of the Palmdale Water District was held Wednesday, June 15, 2011, at 2029 East Avenue Q, Palmdale, California, in the Board Room of the District office. Chair Figueroa called the meeting to order at 5:00 p.m.

1) Roll Call.

Attendance:

Personnel Committee:

Raul Figueroa, Chair

Gordon Dexter, Committee
Member

Others Present:

Dennis LaMoreaux, General Manager

Jeannie Burns, Human Resources Manager

Dawn Deans, Executive Assistant

0 members of the public

2) Adoption of Agenda.

It was moved by Committee Member Dexter, seconded by Chair Figueroa, and unanimously carried to adopt the agenda, as written.

3) Public Comments.

There were no public comments.

4) Action Items:

**4.1) Consideration and Possible Action on Approval of Minutes of Meeting
Held February 18, 2011.**

It was moved by Committee Member Dexter, seconded by Chair Figueroa, and unanimously carried to approve the minutes of the Personnel Committee meeting held February 18, 2011, as written.

**4.2) Discussion of Development of District Policy for Board of Directors
Electronic Media Information.**

General Manager LaMoreaux distributed a proposed format of current and past District community involvement photographs for posting on the District's web site and Facebook account, and after a brief discussion, the Committee concurred with the format

as well as the existing policy under Section 4.09 of Article 4 of the District's Rules and Regulations.

General Manager LaMoreaux then informed the Committee that this will be reviewed with legal counsel and that Board profiles and photographs will be left as is on the District's web site for this election season.

4.3) Discussion of Employee Benefit Costs, Potential Cost Sharing, and Other Options.

Human Resources Manager Burns gave an overview of the impact of increasing health and welfare benefits and health care reform and then provided several options for reducing the District's costs regarding health care benefits including dual medical coverage for employees to opt out of the District's health care benefits, employees sharing 10% of the cost of dependent coverage for dependents, revising post employment medical benefits for employees, and employees contributing 1% of their 7% contribution to PERS.

After a brief discussion of these options, of remaining competitive with a benefits package, when to start these options, of a previous 2-year CalPERS offer, and of a two-tiered retirement system for new employees, it was determined that staff develop the necessary resolutions and information for these options for Committee review with presentation to the full Board anticipated for August or September.

4.4) Discussion of Current Personnel Issues. (Chair Figueroa)

General Manager LaMoreaux informed the Committee that as part of the Communication Plan, an internal informal report card for employees to grade their departments has been completed and comments are being reviewed.

There were no further current personnel issues to discuss.

5) Information Items.

Human Resources Manager Burns informed the Committee that staff is recruiting for the Mechanic position at the water treatment plant; that 596 hits were received on the web site for this position; that 71 applications were received; that 12 individuals were interviewed; and that five individuals will be called back for a second interview.

General Manager LaMoreaux then informed the Committee that the District's Lab Analyst has resigned and recruitment will begin for this position.

There were no additional information items to discuss.

6) **Board Members' Requests for Future Agenda Items.**

"Discussion of Employee Benefit Costs, Potential Cost Sharing, and Other Options" will be placed on the next agenda.

There were no requests for future agenda items.

7) **Adjournment.**

There being no further business to come before the Personnel Committee, the meeting was adjourned at 5:19 p.m.


Chair