

**MINUTES OF MEETING OF THE PERSONNEL COMMITTEE OF THE PALMDALE
WATER DISTRICT, AUGUST 3, 2011:**

A meeting of the Personnel Committee of the Palmdale Water District was held Wednesday, August 3, 2011, at 2029 East Avenue Q, Palmdale, California, in the Board Room of the District office. Chair Figueroa called the meeting to order.

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 June 15, 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 June 15, 2011, as written.

**4.2) Discussion of Employee Benefit Costs, Potential Cost Sharing, and Other
Options. (Human Resources Manager Burns)**

Human Resources Manager Burns provided an overview of the purpose and results of a Health and Welfare Benefits Survey sent to all employees and then reviewed the trends of some companies reconsidering benefit plans to attract and retain employees, health care providers urging the development of wellness programs to decrease insurance

and medication costs, and some agencies requiring employees to share in the cost of benefits.

General Manager LaMoreaux then informed the Committee of the reaction from employees at the recent all-hands meeting for the options of employees contributing 10% for the cost of medical insurance for dependents, employees contributing 1% of their 7% PERS contribution, changing the health insurance retirement benefit to the employee only for employees with five years or less of service and for new employees, and savings options for employees with dual coverage, and staff is investigating the cost savings for a second PERS program for new employees.

After a brief discussion of these options, the Committee recommended staff develop a cost estimate for a two-tiered PERS program and a cost estimate for employees paying 1% of their 7% PERS contribution.

4.3) Discussion of Cost of Living Allowance in Accordance with the U.S. Department of Labor. (Human Resources Manager Burns)

Human Resources Manager Burns reviewed staff's recommended 3% cost of living increase based on statistical information and then reviewed the cost of living and benefits package for other local agencies.

After a brief discussion of the District's budget and the proposed cost of living adjustment, the Committee recommended either a 1.6% straight cost of living increase or an optional 3% cost of living increase with a 3% PERS contribution by employees be presented to the Board for consideration.

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

Human Resources Manager Burns informed the Committee that nine candidates for the Lab Analyst position will be interviewed next week.

There were no further current personnel issues to discuss.

5) Information Items.

There were no additional information items to discuss.

6) **Public Comments on Closed Session Agenda Matters.**

There were no public comments on closed session agenda matters.

7) **Closed Session Under Government Code Section 54957, Personnel Matters: General Manager Evaluation.**

At 5:30 p.m., Chair Figueroa called for a closed session pursuant to Government Code Section 54957, Personnel Matters: General Manager evaluation. He reconvened the Committee meeting at 5:40 p.m.

8) **Public Report of Any Action Taken in Closed Session.**

Chair Figueroa reported that a closed session had been held under Government Code Section 54957, Personnel Matters: General Manager evaluation; that the Committee discussed the General Manager evaluation; and that no action reportable under the Brown Act was taken in closed session on this matter.

9) **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.

The next Personnel Committee meeting was then scheduled for September 7, 2011 at 5:00 p.m.

10) **Adjournment.**

There being no further business to come before the Personnel Committee, the meeting was adjourned.



Chair