

**MINUTES OF MEETING OF THE PERSONNEL COMMITTEE OF THE PALMDALE
WATER DISTRICT, OCTOBER 17, 2012:**

A meeting of the Personnel Committee of the Palmdale Water District was held Wednesday, October 17, 2012, at 2029 East Avenue Q, Palmdale, California, in the Board Room of the District office. Chair Mac Laren called the meeting to order.

1) Roll Call.

Attendance:

Personnel Committee:

Kathy Mac Laren, Chair

Gloria Dizmang, Committee
Member

Others Present:

Dennis LaMoreaux, General Manager

Jeannie Burns, Human Resources Consultant

Kelly Jeters, Systems Supervisor

Danielle Henry, Administrative Assistant

4 members of the public

2) Adoption of Agenda.

It was moved by Committee Member Dizmang, seconded by Chair Mac Laren, 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 August 16, 2012.**

It was moved by Committee Member Dizmang, seconded by Chair Mac Laren, and unanimously carried to approve the minutes of the Personnel Committee meeting held September 19, 2012, as written.

**4.2) Discussion and Possible Action on Conducting a Manpower or
Workforce Planning Study. (General Manager LaMoreaux)**

General Manager LaMoreaux informed the Committee that based on discussions at the last Committee meeting, he is still working on contact with QualServe; that he did make contact with EMA Inc., one of the engineering management groups involved with

the development of the American Water Works Association (AWWA) program; that EMA Inc. confirmed they have the material for the program; and that a program can be developed for the District after the first of the year provided AWWA grants permission on the use of the program materials.

After a brief discussion of the potential program costs, it was determined that this item be further discussed when there is more information available.

4.3) Discussion and Possible Action on Employee Contribution Towards CalPERS Retirement. (Chair Mac Laren)

After a brief discussion on the clarification needed for the "normal cost" term indicated in the newly passed pension reform legislation AB 340, of percentage transitions on required employee contributions by 2018, and of the 2.2% cost of living index budgeted for the 2013 fiscal year, it was determined that staff prepare an employee survey once further clarification is received on this legislation.

4.4) Discussion and Possible Action on Minimal Employee Premium Contribution Towards Health Insurance Benefits. (Chair Mac Laren)

After a brief discussion of the 2013 benefit premium increases on the District's independent Kaiser contract and Association of California Water Agencies (ACWA) plans, Human Resources Consultant Burns informed the Committee that a 4% incentive would be provided to the District by ACWA for packaging all health care plans with them resulting in an annual District savings of approximately \$90,000.00.

Committee Member Dizmang the inquired about the research on cafeteria plans, after which Human Resources Consultant Burns informed the Committee that the volume discount rate would be lost through a broker; that benefits received would not be the same; and that out-of-state benefits may not be available if the District chooses to move forward in that direction.

After a brief discussion of the comparison of the independent and ACWA Kaiser plans, of the availability of other ACWA health care plans, and of employee contributions, Chair Mac Laren stated that Agenda Item No. 4.5 will now be discussed.

4.5) Discussion and Possible Action to Compare Benefit Packages with District With Represented Employees. (Chair Mac Laren)

Human Resources Consultant Burns provided a handout on the benefit comparisons of other agencies, and after a brief discussion of CalPERS employee contribution amounts and two tiered programs for new employees, General Manager LaMoreaux stated that starting the first of the year, the two tier program for new employees will become law and will need to be formalized in the District's CalPERS contract.

Human Resources Consultant Burns then informed the Committee that agencies making employee pension adjustments are cautioned in terms of the impacts on the competitive marketplace for recruiting and hiring.

After a lengthy discussion of the election, of the potential impacts of Obama Care, of "Cadillac" health care plans, of open enrollment, of employee contributions towards health care, of the independent and ACWA Kaiser plans, and of the 2013 Budget impacts due to increased insurance premiums, staff was directed to prepare a side by side comparison of the independent and ACWA Kaiser plans and an employee survey on health care and CalPERS contributions for review at the next Committee meeting scheduled for November 7, 2012.

5) Information Items.

There were no information items.

6) Board Members' Requests for Future Agenda Items.

There were no further requests for future agenda items.

7) Adjournment.

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


Chair