

## **MINUTES OF MEETING OF THE PERSONNEL COMMITTEE OF THE PALMDALE WATER DISTRICT, SEPTEMBER 19, 2012:**

*A meeting of the Personnel Committee of the Palmdale Water District was held Wednesday, September 19, 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  
Peter Thompson II, Operations Manager  
Kelly Jeters, Systems Supervisor  
Danielle Henry, Administrative Assistant  
12 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 August 16, 2012, as written.

#### **4.2) Consideration and Possible Action on Human Resources Consultant Contract. (General Manager LaMoreaux)**

General Manager LaMoreaux provided an overview of the proposed Human Resources Consultant Contract, and after a brief discussion of the importance of Human Resources, the duties of a Human Resources Consultant, and the number of hours

budgeted for the proposed Contract, it was determined to bring this item to the full Board for approval with the conditions of a maximum of 80 hours per month and the proposed contract formalized in the District's standard professional services agreement with the job description of the Human Resources Director attached as an exhibit.

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

General Manager LaMoreaux informed the Committee that the District participated in a full evaluation program offered through American Water Works Association (AWWA) in 1998; that the program was developed by people in the water industry and conducted by QualServe; that the program consisted of an employee self-assessment and a peer review; that AWWA is not currently offering the program due to the economy and lack of interest; and that the companies that helped develop this program were contacted but no response has been received.

After a brief discussion of the costs associated with the AWWA program, potential costs for similar programs, and the direction the Committee would like move forward with, staff was directed to continue research on this item and provide information at the next Committee meeting.

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

Following a brief discussion of the newly passed pension reform legislation (AB 340), requiring employees to pay 50% of their pension costs by January 1, 2018, and the clarification needed before making any decisions on implementing employee contributions, Chair Mac Laren asked if there were any questions, after which Senior Service Worker, Loren Dykes, stated that it appeared to him that a decision has already been made, that employees will pay into CalPERS and it was just a matter of the percentage amount.

General Manager LaMoreaux then explained that legislation AB 340 passed after the agenda was distributed and it is now law that employees contribute to CalPERS retirement plans.

After a brief discussion of gradual employee contributions, it was determined that this item remain on the agenda until further information is available, after which

Committee Member Dizmang stated that employees will have the opportunity for input on how changes are implemented.

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

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

General Manager LaMoreaux reviewed the summary of the District's existing benefit packages through ACWA followed by a brief discussion of cafeteria plans, private insurance companies, the District's current contract with Kaiser, the Presidential election, possible impacts of Obama Care, and health care plans through other providers.

Chair Mac Laren then asked if there were any questions, after which Water Conservation Aide, Linda Garza, inquired about the change in coverage with a private insurance plan in regards to employees and their current long-standing doctors, out-of-state coverage, and the costs of private insurance plans versus a provider with a larger customer base.

After a brief discussion, General Manager LaMoreaux requested that staff e-mail him items to consider while researching other health insurance plans.

After further discussion of private insurance companies, cafeteria plans, and the comparison of benefit packages with Districts that have represented employees, it was recommended that staff continue the research of other health care options and provide information at the next Committee meeting.

**5) Information Items.**

**5.1) Update on CalPERS Two-Year Service Credit Retirement Program. (General Manager LaMoreaux)**

General Manager LaMoreaux informed the Committee that a total of four employees have taken advantage of the CalPERS Two-Year Service Credit Retirement Program.

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