

MINUTES OF MEETING OF THE PERSONNEL COMMITTEE OF THE PALMDALE WATER DISTRICT, AUGUST 22, 2023:

A meeting of the Personnel Committee of the Palmdale Water District was held Tuesday, August 22, 2023, at 2029 East Avenue Q, Palmdale, CA 93550. Chair Mac Laren-Gomez called the meeting to order at 1:30 p.m.

1) Roll Call.

Attendance:

Committee:

Kathy Mac Laren-Gomez, Chair
Scott Kellerman,
Committee Member

Others Present:

Dennis LaMoreaux, General Manager
Adam Ly, Assistant General Manager
Angelica Garcia, Human Resources Director
Danielle Henry, Executive Assistant
Patricia Guerrero, Management Analyst
0 members of the public

2) Adoption of Agenda.

It was moved by Committee Member Kellerman, seconded by Chair Mac Laren-Gomez, and unanimously carried by all members of the Committee present at the meeting to adopt the agenda, as written.

3) Public Comments for Non-Agenda Items.

There were no public comments for non-agenda items.

4) 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.)

4.1) Consideration and Possible Action on Approval of Minutes of Meeting Held May 30, 2023.

It was moved by Committee Member Kellerman, seconded by Chair Mac Laren-Gomez, and unanimously carried by all members of the Committee present at the meeting to approve the minutes of the Personnel Committee meeting held May 30, 2023, as written.

4.2) Consideration and Possible Action on Continuing the District's Employee Benefit Contribution Cap for 2024. (Budgeted – Human Resources Director Garcia)

Human Resources Director Garcia provided a detailed overview of the 2024 Association of California Water Agencies Joint Powers Insurance Authority (ACWA/JPIA) insurance rates and the benefit contribution comparison survey conducted with 12 comparative water agencies, and after discussion of the increase in rates, of benefit coverage amounts provided by other agencies, of inflation, of increased employee contributions for 2024, of ACWA/JPIA's customer base, of current enrollment, of the District's past and current benefit contributions, and of the importance in maintaining competitive medical benefits for employee retention and recruitment, it was moved by Chair Mac Laren-Gomez, seconded by Committee Member Kellerman, and unanimously carried by all members of the Committee present at the meeting to approve a recommendation to increase the District's medical benefit contribution cap amount to match the 2024 Kaiser High Deductible Plan (CDHP) and that this item be presented to the full Board for consideration at the September 11, 2023 Regular Board Meeting.

4.3) Consideration and Possible Recommendation on Adding Orthodontics Coverage to the 2024 PPO Dental Plan. (No Budget Impact – Human Resources Director Garcia)

Human Resources Director Garcia provided an overview of staff's recommendation to add orthodontics coverage to the 2024 PPO Dental Plan, and after a brief discussion of the HMO and PPO Dental Plans, of the increases for 2024, of current employee enrollment, of inflation, and of employee retention, it was moved by Committee Member Kellerman, seconded by Chair Mac Laren-Gomez, and unanimously carried by all members of the Committee present at the meeting to approve the recommendation to add orthodontics coverage to the 2024 PPO Dental Plan and that this item be presented to the full Board for consideration at the September 11, 2023 Regular Board Meeting.

It was then moved by Chair Mac Laren-Gomez, seconded by Committee Member Kellerman, and unanimously carried by all members of the Committee present at the meeting to amend the motion for Agenda Item No. 4.2 to approve a recommendation to increase the District's 2024 medical benefit contribution amount to \$2,172.42 including

the PPO Dental Plan with Orthodontics Coverage and that this item be presented to the full Board for consideration at the September 11, 2023 Regular Board Meeting.

5) Reports:

5.1) Human Resources Director Garcia:

a) Update on Employee Events.

Human Resources Director Garcia reported that the Pure Water AV Operations Technician position has been filled by an internal candidate; that the Employee Appreciation Event at Knott's Berry Farm was a success; that staff has received feedback on the Event; that staff is reviewing the Employee Handbook for a complete update; that upcoming training includes Emergency Response and Cal Rural Treatment Certification Review; that a new hire tour is scheduled for November; that the next All-Hands luncheon will be held on September 28; that staff is preparing for Water Professionals Appreciation Week held the first week in October; that the District received approval of a Wellness grant from JPIA; that a blood drive will be held in October; that staff is preparing for open enrollment; and that the Engagement Committee discussions include the 2023 Holiday Event and setting guidance for the standardization of retirement celebrations.

b) Employee Engagement Survey.

She then stated that staff is preparing for the Employee Engagement Survey that will be conducted in November.

c) Other.

There were no other reports.

6) Board Members' Requests for Future Agenda Items.

Chair Mac Laren-Gomez inquired on the interest of employee milestone recognition by the full Board after which Human Resources Director Garcia stated that she will present this item to the Engagement Committee for discussion.

There were no requests for future agenda items.

7) **Date of Next Committee Meeting.**

There was no date set for the next Personnel Committee meeting.

8) **Adjournment.**

There being no further business to come before the Personnel Committee, the meeting was adjourned at 2:26 p.m.


Chair