



PALMDALE WATER DISTRICT
A CENTURY OF SERVICE

March 25, 2026

BOARD OF DIRECTORS

W. SCOTT KELLERMAN
Division 1

DON WILSON
Division 2

CYNTHIA SANCHEZ
Division 3

KATHY MAC LAREN-GOMEZ
Division 4

DEBBIE DINO
Division 5

**AGENDA FOR A MEETING
OF THE PERSONNEL COMMITTEE
OF THE PALMDALE WATER DISTRICT
TO BE HELD AT 2029 EAST AVENUE Q, PALMDALE**

Committee Members: Scott Kellerman-Chair, Kathy Mac Laren-Gomez

MONDAY, MARCH 30, 2026

10:00 a.m.

DENNIS D. LaMOREAUX
General Manager

ALESHIRE & WYNDER LLP
Attorneys

NOTE: To comply with the Americans with Disabilities Act, to participate in any Board meeting please contact Danielle Henry at 661-947-4111 x1059 at least 48 hours prior to a Board meeting to inform us of your needs and to determine if accommodation is feasible.

Agenda item materials, as well as materials related to agenda items submitted after distribution of the agenda packets, are available for public review at the District’s office located at 2029 East Avenue Q, Palmdale or on the District’s website at <https://www.palmdalewater.org/governance/committee-activity/2026-committee-agendas-and-minutes/> (Government Code Section 54957.5). Please call Danielle Henry at 661-947-4111 x1059 for public review of materials.

PUBLIC COMMENT GUIDELINES: The prescribed time limit per speaker is three-minutes. Please refrain from public displays or outbursts such as unsolicited applause, comments, or cheering. Any disruptive activities that substantially interfere with the ability of the District to conduct its meeting will not be permitted, and offenders will be requested to leave the meeting. (PWD Rules and Regulations, Appendix DD, Sec. IV.A.)

Each item on the agenda shall be deemed to include any appropriate motion, resolution, or ordinance to take action on any item.

- 1) Roll Call.
- 2) Adoption of Agenda.
- 3) 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 December 8, 2025.
- 4.2) Consideration and Possible Action to Approve and Authorize the General Manager or His Designee to Enter Into a Professional Services Agreement with CPS HR Consulting for Level III Staff Leadership Training. (\$10,000.00 – Not-to-Exceed – Budgeted – Human Resources Director Garcia)
- 4.3) Consideration on a Recommendation to Approve Revisions to Sections 1 through 2.13.2 of the Employee Handbook. (No Budget Impact – Human Resources Director Garcia)
- 4.4) Consideration on a Recommendation to Approve an Increase to Standby Pay under Section 3.10.1 of the Employee Handbook and to Authorize Related Budget Adjustments. (\$25,000.00 – Not-to-Exceed – Non-Budgeted – Human Resources Director Garcia)
- 4.5) Consideration on a Recommendation to Expand the Current Salary Range Structure from Nine Steps to Twelve 12 Steps. (No Budget Impact – Human Resources Director Garcia)
- 5) Reports.
 - 5.1) Human Resources Director Garcia:
 - a) Update on Employee Events.
 - b) Other.
- 6) Board Members' Requests for Future Agenda Items.
- 7) Date of Next Committee Meeting.
- 8) Adjournment.



DENNIS D. LaMOREAUX,
General Manager

DDL/dh