

# PALMDALE WATER DISTRICT

2029 East Avenue Q • Palmdale, California 93550 • Telephone (661) 947-4111

Fax (661) 947-8604

[www.palmdalewater.org](http://www.palmdalewater.org)

ALESHIRE & WYNDER LLP  
Attorneys



## Board of Directors

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Division 2

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July 17, 2014

*Agenda for Regular Meeting  
of the Board of Directors of the Palmdale Water District  
to be held at the District's office at 2029 East Avenue Q, Palmdale  
Wednesday, July 23, 2014  
7:00 p.m.*

**NOTE:** To comply with the Americans with Disabilities Act, to participate in any Board meeting please contact Dawn Deans at 661-947-4111 x1003 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. Please call Dawn Deans at 661-947-4111 x1003 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 carry out its meeting will not be permitted and offenders will be requested to leave the meeting.

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

- 1) Pledge of Allegiance.
- 2) Roll Call.
- 3) Adoption of Agenda.
- 4) Public comments for non-agenda items.
- 5) Presentations:
  - 5.1) No presentations scheduled at this time.

- 6) Action Items - Consent Calendar (The public shall have an opportunity to comment on any action item as each item is considered by the Board of Directors prior to action being taken.)
  - 6.1) Approval of minutes of regular meeting held July 9, 2014.
  - 6.2) Approval of minutes of workshop meeting held July 16, 2014.
  - 6.3) Payment of bills for July 23, 2014.
  - 6.4) Approval of job description and salary range for Engineering/Grant Manager. (Human Resources Director Emery)
  - 6.5) Approval of job description and salary range for Deputy Water & Energy Resources Director. (Human Resources Director Emery)
- 7) Action Items – Action Calendar (The public shall have an opportunity to comment on any action item as each item is considered by the Board of Directors prior to action being taken.)
  - 7.1) Consideration and possible action on Resolution No. 14-11 being a Resolution of the Board of Directors of the Palmdale Water District a) Accepting the Findings of the Bartle & Wells Rate Study, b) Approving the Proposition 218 Notice Regarding Proposed Rate Increases, and c) Setting a Date, Time, and Location for the Public Hearings on Proposed Changes in Rates, Fees, and Charges for Water Service. (Bartle Wells/Finance Manager Williams)
  - 7.2) Consideration and possible action on Board and staff attendance at conferences, seminars, and training sessions as follows:
    - a) Professionals in Human Resources Association (PIHRA) California HR Conference to be held August 25 – 27, 2014 in Anaheim.
    - b) California Utility Executive Management Association (CUEMA) Leadership Summit 2014 to be held September 3 – 5, 2014 in Monterey.
- 8) Information Items:
  - 8.1) Reports of Directors:
    - a) Meetings/General Report.
    - b) Standing Committee/Assignment Reports (Chair):
      - 1) Facilities Committee
      - 2) Finance Committee
      - 3) Personnel Committee
      - 4) Outreach Committee
      - 5) Water Supply & Reliability Committee
      - 6) Antelope Valley State Water Contractors Association
      - 7) Palmdale Recycled Water Authority
  - 8.2) Report of General Manager.
    - a) District Vacancies.
    - b) Human Resources Department activities. (Human Resources Director Emery)

- 8.3) Report of Attorney.
- 9) Public comments on closed session agenda matters.
- 10) Closed session under:
  - 10.1) Conference with Legal Counsel – Existing Litigation: A closed session will be held, pursuant to Government Code §54956.9 (d)(1), to confer with legal counsel regarding pending litigation to which the District is a party. The title of such litigation is as follows: *Antelope Valley Ground Water Cases*.
- 11) Public report of any action taken in closed session.
- 12) Board members' requests for future agenda items.
- 13) Adjournment.



DENNIS D. LaMOREAUX,  
General Manager

DDL/dd

**P A L M D A L E   W A T E R   D I S T R I C T**  
**B O A R D   M E M O R A N D U M**

**DATE:** July 15, 2014 **July 23, 2014**  
**TO:** BOARD OF DIRECTORS **Board Meeting**  
**FROM:** Jennifer Emery, Human Resources Director  
**VIA:** Mr. Dennis D. LaMoreaux, General Manager  
**RE:** ***AGENDA ITEM NO. 6.4– APPROVAL OF JOB DESCRIPTION AND SALARY RANGE FOR ENGINEERING/GRANT MANAGER.***  
***AGENDA ITEM NO. 6.5– APPROVAL OF JOB DESCRIPTION AND SALARY RANGE FOR DEPUTY WATER & ENERGY RESOURCES DIRECTOR.***

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**Recommendation:**

Staff recommends the Board approve the job descriptions for Deputy Water and Energy Resources Director (salary range 39) and Engineering/Grant Manager (no change in salary range).

**Alternative Options:**

These are both Board approved positions which require job descriptions.

**Background:**

The District is currently recruiting for an Engineering/Grant Manager with the help of The Mathis Group. We will soon be recruiting internally for the Deputy Water and Energy Resources Director.

**Strategic Plan Element:**

This work is part of Strategic Plan Elements: Build Capacity of Staff and Enhance Workforce Environment and Increase the Value of the District through Maintenance and Enhancement of Infrastructure.

**Budget:**

The Engineering/Grant Manager is a budgeted position. The Deputy Water and Energy Resources Director is not currently budgeted.

**Supporting Documents:**

- Engineering/Grant Manager Job Description
- Deputy Water and Energy Resources Manager Job Description



## PALMDALE WATER DISTRICT

### ENGINEERING/GRANT MANAGER

FLSA Status: Exempt

#### DEFINITION

To plan, organize, direct and review the activities and operations of the Engineering Department including planning, design and construction of water treatment, conveyance/distribution systems and related facilities, technical engineering support, project coordination, construction inspection, and engineering records; to coordinate assigned activities with other departments and outside agencies; and to provide highly responsible and complex administrative support to the General Manager/CEO and Assistant General Manager/COO.

#### SUPERVISION RECEIVED AND EXERCISED

Receives administrative direction from the General Manager/CEO and Assistant General Manager/COO.

Exercises direct supervision over assigned supervisory and technical staff.

EXAMPLES OF ESSENTIAL DUTIES - Duties may include, but are not limited to, the following:

Develop, plan and implement department goals and objectives; recommend and administer policies and procedures.

Coordinate department activities with those of other departments and outside agencies and organizations; provide staff assistance to the Board of Directors, General Manager/CEO, and Assistant General Manager/COO; prepare and present staff reports and other necessary correspondence.

Direct, oversee and participate in the development of the department's work plan; assign work activities, projects and programs; monitor work flow; review and evaluate work products, methods and procedures.

Supervise and participate in the development and administration of the Engineering Department budget; direct the forecast of additional funds needed for staffing, equipment, materials, supplies, and services; monitor and approve expenditures; implement mid-year adjustments.

Select, train, motivate and evaluate personnel; provide or coordinate staff training; conduct performance evaluations; implement discipline procedures; maintain discipline and high standards necessary for the efficient and professional operation of the department.

Provide oversight and review of technical reports, designs and approval/acceptance; assess design plans and specifications relative to District infrastructure.

Research and prepare highly complex engineering technical and administrative reports and studies.

Negotiate and oversee administration of contracts with engineering consultants and construction contractors.

Represent the department to outside groups and organizations; participate in outside community and professional groups and committees; provide technical assistance as necessary.

Research and prepare technical and administrative reports and studies; prepare written correspondence as necessary.

Ensure accurate, timely, efficient and transparent process for the entire grant life cycle, from proposal to close. This entails pre-award management, tracking payments, reviewing or producing relevant reports, monitoring and post-award management.

Develop and maintain all grant agreements and MOUs pertaining to grant awards.

Oversee and act as District's expert for all aspects of District's grant making process including all grant administration policies, systems, and documentation to ensure compliance, incorporate best practices, and ensure excellent controls.

Build and maintain positive working relationships with co-workers, other District employees and the public using principles of good customer service.

Perform related duties as assigned.

## MINIMUM QUALIFICATIONS

### Knowledge of:

Principles and practices of water utility operations and related facilities.

Principles and practices of civil engineering as applied to the planning, design, construction, installation, and inspection of a variety of water utility facilities.

Principles and practices of the California Environmental Quality Act (CEQA).

Principles and practices of grant administration.

Principles and practices of leadership, motivation, team building and conflict resolution.

Pertinent local, State and Federal laws, rules and regulations.

Organizational and management practices as applied to the analysis and evaluation of programs.

Principles and practices of organization, administration and personnel management.

Principles and practices of budget preparation and administration.

Ability to:

Plan, direct and control the administration and operations of the Engineering Department.

Plan and administrate all aspects of the grant process.

On a continuous basis, analyze budget and technical reports; interpret and evaluate staff reports and related documents; know and interpret laws, regulations, codes and procedures; observe performance and evaluate staff; problem solve department related issues; and explain and interpret policy.

On a continuous basis, sit at desk and in meetings for long periods of time; intermittently walk and stand while visiting field sites; twist to reach equipment surrounding desk; perform simple grasping and fine manipulation; use telephone; write or use a keyboard to communicate through written means; and lift or carry weight of 20 pounds or less.

Prepare and administer department budgets.

Develop and implement department policies and procedures.

Supervise, train and evaluate assigned personnel.

Gain cooperation through discussion and persuasion.

Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.

Interpret and apply District and department policies, procedures, rules and regulations.

May occasionally perform field site visits.

Communicate clearly and concisely, both orally and in writing.

Establish and maintain effective working relationships with those contacted in the course of work.

### Experience and Training

Any combination of experience and training that would provide the required knowledge and abilities is qualifying. A typical way to obtain the required knowledge and abilities would be:

#### Experience:

Seven years of increasingly responsible experience in engineering management related to water utility operations including three years of administrative and management responsibility.

Five years of increasingly responsible experience in grant writing/administrating.

#### Training:

Equivalent to a Bachelor's degree from an accredited college or university with major course work in civil engineering or a related field.

### License and Certificate

Possession of, or ability to obtain, a valid California Driver's License.

Possession of a certificate of registration as a Professional Engineer in the State of California.

Possession of a Water Distribution Operator Grade 3 Certificate and a Water Treatment Operator Grade 2 Certificate as issued by the State of California Department of Public Health is highly desired.



Approved: 6/27/2014

I have reviewed this job description with my Supervisor and agree with its contents.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date

The specific statements shown in each section of this job description are not intended to be all-inclusive. They represent typical elements and criteria necessary to successfully perform the job.

## PALMDALE WATER DISTRICT

### DEPUTY WATER & ENERGY RESOURCES DIRECTOR

FLSA Status: Exempt

#### DEFINITION

To plan, organize, oversee, and manage acquisition of water and energy resources for the District; to provide highly complex technical and professional support to the Water and Energy Resources Director, Assistant General Manager/COO and General Manager/CEO.

#### SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the Water and Energy Resources Director.

Exercises direct supervision over assigned staff.

EXAMPLES OF ESSENTIAL DUTIES - Duties may include, but are not limited to, the following:

Assist Water and Energy Resources Director in securing adequate water and energy resource supplies to meet the District's current and future demands; acquire short-term and long-term water supplies to provide reliable sources; participate in long-term planning activities.

Assist Water and Energy Resources Director in scheduling and maintaining water deliveries and various State Water Project resource programs; negotiate water and energy supply contracts for the District; prepare and update the District's water production and energy resource plans.

Represent the District on various State Water Contract committees; oversee administration of the District's agreement relative to the State Water Contract; prepare reports and updates regarding water supply and acquisition.

Assist Water and Energy Resources Director in evaluating contracts, projects, and procedures related to resource acquisitions; identify and respond to current and future water supply demands.

Monitor current and proposed energy and water resource programs; manage the District's energy accounts relative to ensuring adequate energy resources to convey, treat, and distribute water to District customers; evaluate the District's rate structure and make recommendations related to recovering water purchase and energy costs.

Prepare and present information to the District Board regarding water resource and energy supply issues; attend Board meetings, various planning meetings and conferences as appropriate.

Assist Water and Energy Resources Director in preparing, and administering the District's water resource budget; prepare cost estimates for budget recommendations; submit justifications for water purchases and related energy costs; monitor and control expenditure.

Represent the District at various community organization and outside agency meetings; serve on staff subcommittees as necessary; and coordinate water and energy resource activities with District departments and outside agencies.

Build and maintain positive working relationships with co-workers, other District employees and the public using principles of good customer service.

Perform related duties as assigned.

#### MINIMUM QUALIFICATIONS

##### Knowledge of:

Principles and practices of water and energy resource management and planning, including contract negotiation and administration, and related rate structures.

Operational characteristics of water production facilities and related energy needs.

Principles and practices of budget preparation and administration, and technical reporting writing.

Pertinent local, State and Federal laws, ordinances and rules.

##### Ability to:

Plan, organize, oversee, and manage acquisition of water and energy resources for the District.

On a continuous basis, analyze technical, operational, and budget reports; interpret and evaluate various technical reports and data; know and interpret laws, regulations, codes and procedures; and explain and interpret policy.

On a continuous basis, sit at desk and in meetings for long periods of time; intermittently twist to reach equipment surrounding desk; perform simple grasping

and fine manipulation; use telephone; write or use a keyboard to communicate through written means; and lift or carry weight up to 20 pounds.

Interpret and explain pertinent District policies and procedures.

Prepare and administer a budget; prepare and present technical reports to a variety of audiences.

Use sophisticated computer software related to engineering and resource analysis.

Establish and maintain effective working relationships with those contacted in the course of work.

### Experience and Training

Any combination of experience and training that would provide the required knowledge and abilities is qualifying. A typical way to obtain the required knowledge and abilities would be:

#### Experience:

Four years of increasingly responsible experience in water and energy resource management and planning in a public or private sector environment.

#### Training:

Equivalent to a Bachelor's degree from an accredited college or university with major course work in civil engineering, resource management, land use planning or a related field.

### License and Certificate

Possession of, or ability to obtain, a valid California Driver's License.

Possession of a Water Treatment Operator Grade 4 Certificate as issued by the State of California Department of Public Health is highly desired.

Or

Possession of a Water Distribution Operator Grade 4 Certificate as issued by the State of California Department of Public Health is highly desired.

Or

Possession of a certificate of registration as a Professional Engineer in the State of California.

Approved: 7/8/2014



I have reviewed this job description with my Supervisor and agree with its contents.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date

The specific statements shown in each section of this job description are not intended to be all-inclusive. They represent typical elements and criteria necessary to successfully perform the job.

**PALMDALE WATER DISTRICT  
BOARD MEMORANDUM**

**DATE:** July 17, 2014 **July 23, 2014**  
**TO:** BOARD OF DIRECTORS **Board Meeting**  
**FROM:** Michael Williams, Finance Manager/CFO  
**VIA:** Mr. Dennis D. LaMoreaux, General Manager  
**RE:** ***AGENDA ITEM NO. 7.1 – CONSIDERATION AND POSSIBLE ACTION ON RESOLUTION NO. 14-11 BEING A RESOLUTION OF THE BOARD OF DIRECTORS OF THE PALMDALE WATER DISTRICT A) ACCEPTING THE FINDINGS OF THE BARTLE WELLS ASSOCIATES RATE STUDY, B) APPROVING THE PROPOSITION 218 NOTICE REGARDING PROPOSED RATE INCREASES, AND C) SETTING A DATE, TIME, AND LOCATION FOR THE PUBLIC HEARINGS ON PROPOSED CHANGES IN RATES, FEES, AND CHARGES FOR WATER SERVICE.***

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**Recommendation:**

Staff recommends the Board approve the draft Resolution 14-11, being a Resolution of the Board of Directors of the Palmdale Water District a) Accepting the Findings of the Bartle Wells Associates Rate Study, b) Approving the Proposition 218 Notice Regarding Proposed Rate Increases, and c) Setting a Date, Time, and Location for the Public Hearings on Proposed Changes in Rates, Fees, and Charges for Water Service.

**Background:**

The Board was presented with the findings of the study at the workshop held July 16, 2014. At that time, the Board requested that Bartle Wells Associates revise the recommended rates for the next five years to see what the results would be at 5% and 5.5% each year.

The Board can adopt the Resolution in draft form pending the results of the revision and the decision made on what percentage of rate adjustment is appropriate. At the time the decision is made, the Resolution can then be finalized, along with the Proposition 218 notice of a public hearing, which is presented here in draft form.

The Board will receive a draft of the full study, which supports the findings and recommended changes to the rate structure made by Bartle Wells Associates, on July 23<sup>rd</sup> in connection with the revised rate plan.

BOARD OF DIRECTORS  
PALMDALE WATER DISTRICT  
VIA: Mr. Dennis D. LaMoreaux, General Manager

July 17, 2014

The Resolution, hearing notice, and study are being presented in draft form now because time is of the essence to meet the proposed date for the public hearing of September 17, 2014 and because final direction from the Board is needed.

**Strategic Plan Element:**

This work is part of Strategic Element 1, Strategic Water Management; 3, Improve Infrastructure

**Budget:**

This is under Budget Item No. PL02, Studies and Planning

**Supporting Documents:**

- Draft Resolution number 14-11
- Draft Proposition 218 public hearing notice

## **RESOLUTION NO. 14-11**

### **BOARD OF DIRECTORS OF THE PALMDALE WATER DISTRICT (A) ACCEPTING FINDINGS OF THE BARTLE WELLS ASSOCIATES RATE STUDY, AND (B) APPROVING THE PROPOSITION 218 NOTICE REGARDING PROPOSED RATE INCREASES, AND (C) SETTING A DATE, TIME AND LOCATION FOR PUBLIC HEARING ON PROPOSED CHANGES IN RATES, FEES, AND CHARGES FOR WATER SERVICE**

**WHEREAS**, The Palmdale Water District (the "District") is authorized to collect charges and set rates for water service pursuant to the Irrigation District Law, codified as Division 11 of the Water Code, specifically at Sections 22280 through 22284;

**WHEREAS**, The District's current water rates are set forth as Appendix C of the Rules and Regulations of the Palmdale Water District;

**WHEREAS**, District staff has undertaken a review of the District's financial position and determined the current water rate revenues are not sufficient to offset the cost of providing the water service, including, among other things, increased operation and maintenance expenses, increased costs for necessary infrastructure repairs and enhancements, increased water quality regulations, and increased water supply costs;

**WHEREAS**, On April 17, 2014, the District retained Bartle Wells Associates, an independent water rate consultant, pursuant to an open bid process to perform a financial study of the District's existing water rates and rate structure and the District's existing and future reasonably estimated costs of providing water service;

**WHEREAS**, on July 16, 2014, Bartle Wells Associates made a presentation to the Board of Directors that concluded the current rates and rate structure will not be sufficient to cover the reasonably estimated costs of providing the District's water service over the next five years and proposed a revised rate structure and incremental annual rate increases of \_\_\_\_% for the next five years;

**WHEREAS**, on July 23, 2014, Bartle Wells Associates presented a draft study to the Board of Directors, providing additional support for its conclusions;

**WHEREAS**, District staff has recommended the new rate structure and the \_\_\_\_% annual rate increases proposed by Bartle Wells Associates;

**WHEREAS**, the District's charges and fees for water service are subject to the substantive and procedural requirements of Proposition 218 (Cal. Const. Art. XIID). Section 6 of Article XIII D of the California Constitution sets forth notice, hearing, and protest requirements applicable to increases of water rates; and

**WHEREAS**, the District may not adopt or impose any new or increased water rates if it receives a majority protest by those who will be subject to the rates.

**NOW, THEREFORE, BE IT RESOLVED AND ORDERED** that the Board of Directors of the Palmdale Water District does hereby resolve as follows:



1. The foregoing recitals, and all information presented in the Bartle Wells Associates presentation and staff report, are hereby found to be true and correct and incorporated herein by this reference.

2. The proposed revised rate structure and proposed annual rate increase of \_\_\_\_% meets the substantive requirements of Proposition 218 (Cal. Const. Art. XIII D) as follows:

- a. *Fee for Service Provided Only:* Revenues derived from the fee may not be used for any purpose other than that for which the fee was imposed. Revenues derived from the proposed rates will be used only for the purpose of providing water service.
- b. *Fee not to Exceed Cost of Service:* Revenues derived from the fee may not exceed the funds required to provide water service. The revenues derived from the proposed rates do not exceed the funds required to provide the water service, as set forth in the Bartle Wells Associates presentation and staff report.
- c. *Fee not to Exceed Proportional Cost:* The amount of the fee may not exceed the proportional cost of the water service attributable to each parcel. The proposed rate structure is based upon classes of users and tiers, which reasonably allocate the District's costs to provide the service to each parcel.

3. The proposed revised rate structure and \_\_\_\_% annual rate increases offer the best rate structure to allow the District to meet minimum operating requirements and provide a minimum level of funding for capital improvements, including bond covenants associated with capital improvements, over the next five years.

4. District Staff and General Counsel are directed to prepare and mail public notices proposing the adoption of the revised rate structure and \_\_\_\_% annual rate increases. Said notice shall be issued in compliance with Proposition 218 (Cal. Const. Art. XIII D) for the initiation of the 45-day public review period before a majority protest hearing on September 17, 2014 at 7:00 p.m.

5. The District will hold a majority protest hearing on the proposed revised rate structure and \_\_\_\_% annual rate increases on September 17, 2014 at 7:00 p.m.

PASSED AND ADOPTED on this 23<sup>rd</sup> day of July, 2014 by the Board of Directors, the governing body of the Palmdale Water District.

PALMDALE WATER DISTRICT

\_\_\_\_\_  
KATHY MAC LAREN, President

ATTEST

\_\_\_\_\_  
JOE ESTES, Secretary

APPROVED AS TO FORM:

By: \_\_\_\_\_  
Aleshire & Wynder, General Counsel



**PALMDALE WATER DISTRICT  
PROPOSITION 218 NOTICE OF  
PROPOSED WATER RATE CHANGES AND INCREASES**

**DRAFT**

Si usted necesita este aviso en español, por favor llame al (661) \_\_\_\_\_.

**NOTICE OF PUBLIC HEARING**

A public hearing will be held on the District's proposed rate changes and increases on:

**Date:** \_\_\_\_\_, September \_\_\_\_, 2014    **Time:** 7:00 p.m.

**Place:** Palmdale Water District Board Room, 2029 East Avenue Q, Palmdale, CA 93550

**Written protests to the proposed rate increases will be accepted if received by the District by 7:00 p.m., so long as the protests conform to the Proposition 218 procedures provided in this Notice.**

The Palmdale Water District has reviewed its existing rates, fees and charges and the estimated future costs of providing its water service over the next five years (January 1, 2015 through December 31, 2019) and determined it is necessary to change its rate structure and increase its rates, fees and charges to meet existing and reasonably anticipated demands. Accordingly, the District proposes to adopt changes to its rate structure, as specifically provided in the chart on page 2.

Although adoption of the rate structure changes and increases would provide the District the authority to implement increases up to the approved amount over the next five years, the District reviews the need to implement any increase on an annual basis through its budget process.

**REASON FOR THE CHANGES AND INCREASES.**

The District's revenue from rates must adequately fund its operations, maintenance, and ongoing capital needs. Since the last rate increase, the costs of energy, labor, raw materials and all other components necessary to provide water service and to maintain and repair the facilities used to provide such services have increased. The proposed increases are based on information presented by engineering and financial advisors to the District's Board of Directors demonstrating the need to increase rates, fees and charges to maintain water service within the District's existing service areas. The specific information relating to the need for the rate increase, as well as the calculation of the amount of the increase, is on file at the District's office. **[USE LANGUAGE FROM MAILER]**

**HOW THE RATES, FEES AND CHARGES WERE CALCULATED.** A rate study has been conducted by Bartle Wells Associates, an independent consulting firm. That study concluded that the proposed rates will provide enough funds for the District to recover the cost of operation & maintenance, administration and ongoing capital needs. All rates, fees and charges are calculated based on the cost to provide services. **[WHAT DO WE WANT TO SAY HERE ABOUT THE CONCLUSIONS OF THE STUDY? HIGHLIGHT NEW TIER?]** The Bartle Wells Associate Rate Study presentation may be viewed at [www.palmdalewater.org](http://www.palmdalewater.org) or at the District's offices at 2029 East Avenue Q, Palmdale, California 93550.

**PROPOSED WATER RATE CHANGES**

**DRAFT**

One hcf, or hundred cubic feet, is 748 gallons, edu - equivalent dwelling unit

| EXISTING RATE | PROPOSED RATE |
|---------------|---------------|
|               |               |

**HOW TO PROTEST PROPOSED WATER RATE CHANGES AND INCREASES**

Under Proposition 218 (a California Constitutional mandate), the record owner of a parcel that currently receives water service from the District and, therefore, is subject to the proposed rate increase, may submit a written protest against the proposed rate increase to the District at or before the time set for the public hearing. Each parcel is only entitled to submit one valid protest without regard to parcel value or size. If a majority of the affected property owners within the District's service area submit written protests, the proposed rate increases will not go into effect. A valid protest must: (1) be in writing; (2) state opposition to the proposed water rate increase; (3) state the location of the owner's parcel by County Assessor's Parcel Number (APN) or by the parcel's street address; (4) list the owner's name(s); (5) have an original signature; and (6) be received at or before the time of the above public hearing.

If the party signing the protest is not shown on the last equalized assessment tax roll of Los Angeles County as the owner of the parcel, then the protest must include written evidence that such party is the current owner of the parcel.

In rental situations where the tenant pays the utility bills, tenants may submit a written protest by the deadline specified in this notice, but only one protest per parcel shall be accepted.

Protests may be mailed or personally delivered to: Palmdale Water District, 2029 East Avenue Q, Palmdale, California 93550. All protests must be received at the District offices no later than the time set for the public hearing. All protests received after the time set for the public hearing shall be automatically rejected.

If you have any questions please call (661) .

**PROFESSIONALS IN HUMAN RESOURCES ASSOCIATION (PIHRA)**  
**CALIFORNIA HR CONFERENCE**  
**August 25 – 27, 2014**  
**Anaheim**

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## QUESTIONS?

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Professionals In Human  
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JENNIFER EMERY  
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PALMDALE CA 93550-4050



10

## FEATURED KEYNOTE SPEAKERS:

### ERIK WAHL

#1 Bestselling  
Author,  
Entrepreneur,  
Internationally  
Recognized  
Graffiti Artist



### ROBERT REICH

Professor, Author,  
Advisor to Presidents  
and Former Secretary  
of Labor



### DEBORAH PERRY PISCIONE

Entrepreneur and  
Best Selling Author



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### CONFERENCE REGISTRATION RATES:

Your registration includes the day's activities: the general sessions, Opening Reception, AM/PM refreshment breaks, luncheons, PIHRA Exposition, concurrent sessions, and the Tuesday Night Event.

| REGISTER BY  | PREVIEW<br>by 01.31.14 | EARLY BIRD<br>by 05.31.14 | STANDARD<br>by 07.31.14 | ONLINE<br>08.22.14 | ONSITE<br>REG. |
|--|------------------------|---------------------------|-------------------------|--------------------|----------------|
| <b>PIHRA MEMBER</b>  |                        |                           |                         |                    |                |
| <input checked="" type="checkbox"/> 3-days   | \$649                  | \$699                     | \$749                   | \$799              | \$849          |
| <input type="checkbox"/> 2-days <input type="checkbox"/> Mon   <input type="checkbox"/> Tue   <input type="checkbox"/> Wed | \$499                  | \$549                     | \$599                   | \$649              | \$699          |
| <input type="checkbox"/> 1-day <input type="checkbox"/> Mon   <input type="checkbox"/> Tue   <input type="checkbox"/> Wed  | \$349                  | \$399                     | \$449                   | \$499              | \$549          |
| <b>PIHRA MEMBER IN-TRANSITION</b>  |                        |                           |                         |                    |                |
| <input type="checkbox"/> 3-days  | N/A                    | N/A                       | \$398                   | \$448              | \$498          |
| <input type="checkbox"/> 2-days <input type="checkbox"/> Mon   <input type="checkbox"/> Tue   <input type="checkbox"/> Wed | N/A                    | N/A                       | \$298                   | \$348              | \$398          |
| <input type="checkbox"/> 1-day <input type="checkbox"/> Mon   <input type="checkbox"/> Tue   <input type="checkbox"/> Wed  | N/A                    | N/A                       | \$198                   | \$248              | \$298          |
| <b>CALSHRM CHAPTER MEMBER</b>  |                        |                           |                         |                    |                |
| <input type="checkbox"/> 3-days  | \$700                  | \$750                     | \$800                   | \$850              | \$900          |
| <input type="checkbox"/> 2-days <input type="checkbox"/> Mon   <input type="checkbox"/> Tue   <input type="checkbox"/> Wed | \$550                  | \$600                     | \$650                   | \$700              | \$750          |
| <input type="checkbox"/> 1-day <input type="checkbox"/> Mon   <input type="checkbox"/> Tue   <input type="checkbox"/> Wed  | \$400                  | \$450                     | \$500                   | \$550              | \$600          |
| <input type="checkbox"/> +JOIN PIHRA (add rate to your registration)   | \$95                   | \$95                      | \$95                    | \$95               | \$95           |
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| <input type="checkbox"/> 3-days  | \$724                  | \$774                     | \$824                   | \$874              | \$924          |
| <input type="checkbox"/> 2-days <input type="checkbox"/> Mon   <input type="checkbox"/> Tue   <input type="checkbox"/> Wed | \$574                  | \$624                     | \$674                   | \$724              | \$774          |
| <input type="checkbox"/> 1-day <input type="checkbox"/> Mon   <input type="checkbox"/> Tue   <input type="checkbox"/> Wed  | \$424                  | \$474                     | \$524                   | \$574              | \$624          |
| <input type="checkbox"/> +JOIN PIHRA (add rate to your registration)   | \$71                   | \$71                      | \$71                    | \$71               | \$71           |
| <b>NON-MEMBER   Join Now!</b>  |                        |                           |                         |                    |                |
| <input type="checkbox"/> 3-days  | \$795                  | \$845                     | \$895                   | \$945              | \$995          |
| <input type="checkbox"/> 2-days <input type="checkbox"/> Mon   <input type="checkbox"/> Tue   <input type="checkbox"/> Wed | \$645                  | \$695                     | \$745                   | \$795              | \$845          |
| <input type="checkbox"/> 1-day <input type="checkbox"/> Mon   <input type="checkbox"/> Tue   <input type="checkbox"/> Wed  | \$495                  | \$545                     | \$595                   | \$645              | \$695          |
| <input type="checkbox"/> +JOIN PIHRA   | \$0                    | \$0                       | \$0                     | \$0                | \$0            |

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FIRST LAST M.I.

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TITLE HR Director COMPANY/ORGANIZATION Palmdale Water District

ADDRESS 2009 E. Avenue Q

CITY Palmdale STATE CA ZIP 93550 PHONE (661) 456-1048

FAX \_\_\_\_\_ EMAIL jemery@palmdalewater.org

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1. Register online at:  
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2. Fax your completed registration form to:  
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**SUBSTITUTIONS:** All substitutions must be submitted in writing and faxed to 310.416.9055 or emailed to info@cahrconference.org by 08.20.14. All other substitutions will be processed onsite at the registration booth. If a PIHRA member transfers his/her registration to a non-member, the non-member must do one of two things; pay the difference of the member and non-member price at the time of the transfer or become a PIHRA member at the time of the transfer. Only one substitution allowed per registrant. No split registrations.

**ADDITIONAL INFORMATION:** Registration and attendance at, or participation in, PIHRA programs and other activities constitutes an agreement by the registrant to our use and distribution (both now and in the future) of the attendee's image or voice in photographs, videotapes, electronic reproductions and audiotapes of such programs and activities. Non-Member registrations include a PIHRA membership based on the purchase date.

### ONSITE REGISTRATION HOURS:

Monday, 08.25.14 7:30am - 5:00pm  
Tuesday, 08.26.14 7:30am - 5:00pm  
Wednesday, 08.27.14 7:30am - 2:00pm

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| Block                                | Day         | Start   | End     | Track                          | Credit        | Speaker, SpeakerDesig                                  | Title   | Content  |
|--------------------------------------|-------------|---------|---------|--------------------------------|---------------|--|---|--|
| Sunday Block                         | Sunday 8/24 | 2:00pm  | 3:15pm  | Global                         | International | Panel (W. Wright, A. Birtwistle)                       | Understanding EU Directives and the Legal Environment in Europe (with a focus on Employment Law)                | This program will present a discussion and basic background information for participants to learn and understand the concepts of EU Directives and how European Law is structured. Special focus will be on how these  |
|                                      | Sunday 8/24 | 3:45pm  | 5:00pm  | Global                         | International | Panel (W. Wright, A. Twohey, R. Cantizares, D. Buster) | Collective Bargaining Issues: An International Perspective  | This program will cover the broad spectrum of laws that apply to collective bargaining and relationships with works councils, unions, and other employee groups. Concepts related to union structure, multiple   |
| Monday Early AM Block                | Monday 8/25 | 7:15am  | 7:45am  | Early AM                       | n/a           | HRCI   | Value of HR Certification   |  |
|                                      | Monday 8/25 | 7:15am  | 7:45am  | Early AM                       | n/a           | PIHRA  | New Member Orientation  |  |
| Monday Keynote                       | Monday 8/25 | 8:00am  | 9:15am  | Keynote                        | BMS           | Erik Wahl  | UNThink   | Somehow we've come to believe that creativity is reserved for the chosen few: the poets, the painters, the writers. The truth is bigger and better than that. Creativity is in all of us. We simply need to rediscover the keys. It is no longer a question of whether you have a seat at the table. Every business needs you there. If you do not have a seat, you are not doing the right things. This session is about how HR performs effectively as a   |
| Monday Master Session                | Monday 8/25 | 9:45am  | 12:30pm | Master Session                 | BMS           | Mike DeBileux, SPHR-CA                                 | I Got a Seat at the Table, But I Can't Find My Chair  | This program will provide a broad overview of the many challenges in managing compliance with respect to international and cross border employment. Topics will include strategic planning, employment, Human Resource organizations continue to struggle to demonstrate their added strategic value to the organizations within which they operate. How can an HR organization contribute to the bottom line through what Every California employer must carefully consider the benefits and risks of arbitration agreements with their employees. This cutting edge issue can no longer be ignored, particularly in light of the recent landmark You know the scenario: There's this great performer in your company, maybe the top exec, or the lead salesperson, someone you really need, but at the same time, someone whose bullying behavior is wreaking This program is designed to update attendees on the current requirements of California law on accommodating employee disability leaves of absence and provide guidelines for managing the interactive HR Professionals are faced with many thorny issues when dealing with employees that report suspected wrongdoing by the employer. This presentation will analyze all facets of whistleblower claims and the HR This will be a program focused on compliance issues specific to the United Kingdom. Discussions regarding the employment contract, the UK Equality Act, Unfair Dismissal claims and the UK Bribery Act will be |
| Monday Block #1<br>9:45am - 11:00am  | Monday 8/25 | 9:45am  | 10:45am | Global                         | International | William Wright, Esq.                                   | Going Global with Full Force & Effect!  |  |
|                                      | Monday 8/25 | 9:45am  | 10:45am | Business Management & Strategy | BMS           | Belinda Morris, SPHR                                   | The 360 Degree Review of The HR Organization's Strategic Effectiveness  |  |
|                                      | Monday 8/25 | 9:45am  | 11:00am | Employment Law & Legislation   | CA            | Greg S. Labate, Esq.                                   | On The Cutting Edge: Arbitration Agreements & Class Action Waivers in California                                |  |
|                                      | Monday 8/25 | 9:45am  | 11:00am | Employment Law & Legislation   | General       | Allison West, Esq., SPHR                               | The Bully and the Bottom Line   |  |
|                                      | Monday 8/25 | 9:45am  | 11:00am | General HR                     | CA            | Rich Falcone, Esq.                                     | Disability Accommodation Law & Practice For California Employers in 2014  |  |
| Monday Block #2<br>11:15am - 12:30pm | Monday 8/25 | 9:45am  | 11:00am | Employment Law & Legislation   | CA            | James Knight   | What California HR Professionals Should Know about Whistleblowers   |  |
|                                      | Monday 8/25 | 11:15am | 12:30pm | Global                         | International | Anna Birtwistle  | UK Employment Practices   |  |
|                                      | Monday 8/25 | 11:15am | 12:30pm | Business Management & Strategy | BMS           | Bonnie Cox   | Coaching in Key Relationships – Strategies for Improving Business Interactions                                  |  |
|                                      | Monday 8/25 | 11:15am | 12:30pm | Employment Law & Legislation   | CA            | Brenda Kasper, SPHR-CA, Esq.                           | LOA Booster Shot: Managing Leaves and Accommodation Requests  |  |
|                                      | Monday 8/25 | 11:15am | 12:30pm | Talent Management              | General       | Amy Hirsh Robinson, MBA                                | Succession Planning for the 21st Century: Future Trends & Practical Guidelines for Building the Talent Pipeline |  |
|                                      | Monday 8/25 | 11:15am | 12:30pm | General HR                     | General       | Rich Falcone, Esq.                                     | Employee Relations & Engagement: Priority #1 With The Revitalization of the NLRB and the Obama Labor Agenda     |  |
|                                      | Monday 8/25 | 11:15am | 12:30pm | Benefits & Compensation        | General       | Alison Fay, Esq. & Marilyn Monahan, Esq.               | Advanced ACA - What Employers Need to Know for 2015   | This program will cover advanced ACA concepts and help you devise implementation solutions so that you are prepared for the latest developments in the law. Topics to be covered will include: • The Final   |

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| <u>Block</u>                       | <u>Day</u>   | <u>Start</u> | <u>End</u> | <u>Track</u>                   | <u>Credit</u> | <u>Speaker, Speaker/Design</u>                    | <u>Title</u>  | <u>Content</u>   |
|------------------------------------|--------------|--------------|------------|--------------------------------|---------------|---|---|--|
| Monday Block #3<br>2:00pm - 3:15pm | Monday 8/25  | 2:00pm       | 3:15pm     | Global                         | International | Ueli Sommer & Thomas Griebel                      | "Employment Law in Germany and Switzerland, Very Close Countries but Very Different Employment Law  | This program will highlight the various EU directives related to employment law and how they apply to various countries. A specific discussion regarding both Germany and additional perspectives from a constantly changing economy and unexpected shifts in industry trends, means HR Professionals now more than ever need to strategically communicate no matter the climate of their organization or industry. As Depression, bipolar disorder, ADHA, learning disabilities. While employees with these disabilities are entitled to accommodation, grappling with these issues may well be one of the toughest challenges Employee onboarding is taking on a new priority as demographic shifts gather steam and the new economy takes hold. Research shows that companies that invest in a structured onboarding process experience Health care reform is creating the opportunity (and necessity) for businesses to look beyond traditional HMO and PPO plan designs. Emerging strategies can create significant cost savings, often with little Most diversity initiatives focus on management and leadership, while individual contributors are ultimately the people who will determine whether or not cultural inclusion truly occurs. Small Acts of Inclusion is a This is not a pep rally or a plea to help veterans find civilian jobs. This is about developing a thoughtful, targeted TA plan that can separate your organization from others and reap huge dividends in the talent war. As |
|                                    | Monday 8/25  | 2:00pm       | 3:15pm     | Business Management & Strategy | BMS           | Bonnie Cox  | Lightning Fast HR - Strategic Communication Whatever Weather  | Please join a panel discussion on employment law in South America, where there are unique issues, particularly constitutional protections, and other rights-to-work legislation that make compliance obligations Performance Management is a strategic initiative. It links every phase of HR to the strategic success of an organization. It is far more than a performance review. It starts with defining a job from a results  |
|                                    | Monday 8/25  | 2:00pm       | 3:15pm     | General HR                     | CA            | Brenda Kasper, SPHR-CA, Esq.                      | Beautiful Minds: Navigating Mental Disabilities in the Workplace                                    | Employers of commission-paid employees now face legal attacks on numerous fronts. Some employees claim they are owed additional money beyond their commissions for their "non-selling" duties. Others claim According to recent Modern Survey data, employees are growing more unhappy with compensation -- both take-home pay and total benefits packages. How much does compensation matter? How can you gauge There is a stark difference between being an "international" company and a global one. In the past it was sufficient for organizations to manage offshore units from the comfort of their U.S. headquarters, sending out HealthCare Reform is here to stay. How will it impact the A&E industry? Will your costs increase 10% or 100%? Will your firm "Pay" or "Play"? We will examine a series of case studies that illustrate the true cost of health Most employment-based visas are contingent upon a particular employer's approved petition in order to lawfully employ a foreign worker. When a change in corporate ownership or corporate merger,   |
|                                    | Monday 8/25  | 2:00pm       | 3:15pm     | Talent Management              | General       | Amy Hirsh Robinson, MBA                           | New Hire Onboarding: Strategic Insights & Practical Guidelines for Boosting Performance & Retention | There is a global one. In the past it was sufficient for organizations to manage offshore units from the comfort of their U.S. headquarters, sending out HealthCare Reform is here to stay. How will it impact the A&E industry? Will your costs increase 10% or 100%? Will your firm "Pay" or "Play"? We will examine a series of case studies that illustrate the true cost of health Most employment-based visas are contingent upon a particular employer's approved petition in order to lawfully employ a foreign worker. When a change in corporate ownership or corporate merger,  |
|                                    | Monday 8/25  | 2:00pm       | 3:15pm     | Benefits & Compensation        | General       | Cathy Gee, MBA & Amy Evans                        | Advanced Benefits Strategies in the Health Care Reform Environment                                  | There is a global one. In the past it was sufficient for organizations to manage offshore units from the comfort of their U.S. headquarters, sending out HealthCare Reform is here to stay. How will it impact the A&E industry? Will your costs increase 10% or 100%? Will your firm "Pay" or "Play"? We will examine a series of case studies that illustrate the true cost of health Most employment-based visas are contingent upon a particular employer's approved petition in order to lawfully employ a foreign worker. When a change in corporate ownership or corporate merger,  |
|                                    | Monday 8/25  | 2:00pm       | 3:15pm     | Diversity & Inclusion          | General       | Daniel Guillory, JD                               | Small Acts of Inclusion--Creating Cultural Transformation through Social Networking                 | There is a global one. In the past it was sufficient for organizations to manage offshore units from the comfort of their U.S. headquarters, sending out HealthCare Reform is here to stay. How will it impact the A&E industry? Will your costs increase 10% or 100%? Will your firm "Pay" or "Play"? We will examine a series of case studies that illustrate the true cost of health Most employment-based visas are contingent upon a particular employer's approved petition in order to lawfully employ a foreign worker. When a change in corporate ownership or corporate merger,  |
|                                    | Monday 8/25  | 2:00pm       | 3:15pm     | General HR                     | General       | Russell Levy, Esq.                                | Winning the Game of Attracting and Hiring the Top Transitioning Military Talent                     | There is a global one. In the past it was sufficient for organizations to manage offshore units from the comfort of their U.S. headquarters, sending out HealthCare Reform is here to stay. How will it impact the A&E industry? Will your costs increase 10% or 100%? Will your firm "Pay" or "Play"? We will examine a series of case studies that illustrate the true cost of health Most employment-based visas are contingent upon a particular employer's approved petition in order to lawfully employ a foreign worker. When a change in corporate ownership or corporate merger,  |
|                                    | Monday 8/25  | 3:45pm       | 5:00pm     | Global                         | International | Renato Canizares, William Wright                  | Employment Law: The South American Perspective  | There is a global one. In the past it was sufficient for organizations to manage offshore units from the comfort of their U.S. headquarters, sending out HealthCare Reform is here to stay. How will it impact the A&E industry? Will your costs increase 10% or 100%? Will your firm "Pay" or "Play"? We will examine a series of case studies that illustrate the true cost of health Most employment-based visas are contingent upon a particular employer's approved petition in order to lawfully employ a foreign worker. When a change in corporate ownership or corporate merger,  |
| Monday Block #4<br>3:45pm - 5:00pm | Monday 8/25  | 3:45pm       | 5:00pm     | Business Management & Strategy | BMS           | Mike Dobleux, SPHR-CA                             | My Performance Management System became a Performance Review Form                                   | There is a global one. In the past it was sufficient for organizations to manage offshore units from the comfort of their U.S. headquarters, sending out HealthCare Reform is here to stay. How will it impact the A&E industry? Will your costs increase 10% or 100%? Will your firm "Pay" or "Play"? We will examine a series of case studies that illustrate the true cost of health Most employment-based visas are contingent upon a particular employer's approved petition in order to lawfully employ a foreign worker. When a change in corporate ownership or corporate merger,  |
|                                    | Monday 8/25  | 3:45pm       | 5:00pm     | Employment Law & Legislation   | CA            | James J. McDonald, Jr., SPHR                      | The Attack of the Commission-Paid Employees!  | There is a global one. In the past it was sufficient for organizations to manage offshore units from the comfort of their U.S. headquarters, sending out HealthCare Reform is here to stay. How will it impact the A&E industry? Will your costs increase 10% or 100%? Will your firm "Pay" or "Play"? We will examine a series of case studies that illustrate the true cost of health Most employment-based visas are contingent upon a particular employer's approved petition in order to lawfully employ a foreign worker. When a change in corporate ownership or corporate merger,  |
|                                    | Monday 8/25  | 3:45pm       | 5:00pm     | Benefits & Compensation        | General       | Don MacPherson                                    | Compensation and Motivation   | There is a global one. In the past it was sufficient for organizations to manage offshore units from the comfort of their U.S. headquarters, sending out HealthCare Reform is here to stay. How will it impact the A&E industry? Will your costs increase 10% or 100%? Will your firm "Pay" or "Play"? We will examine a series of case studies that illustrate the true cost of health Most employment-based visas are contingent upon a particular employer's approved petition in order to lawfully employ a foreign worker. When a change in corporate ownership or corporate merger,  |
|                                    | Monday 8/25  | 3:45pm       | 5:00pm     | Diversity & Inclusion          | General       | Yvette Montero Salvatico                          | The Future Connects Us: The Secret to Bridging Cultures   | There is a global one. In the past it was sufficient for organizations to manage offshore units from the comfort of their U.S. headquarters, sending out HealthCare Reform is here to stay. How will it impact the A&E industry? Will your costs increase 10% or 100%? Will your firm "Pay" or "Play"? We will examine a series of case studies that illustrate the true cost of health Most employment-based visas are contingent upon a particular employer's approved petition in order to lawfully employ a foreign worker. When a change in corporate ownership or corporate merger,  |
|                                    | Monday 8/25  | 3:45pm       | 5:00pm     | General HR                     | General       | Mike Rankin, REBC, RHU, Series 6, Series 63       | Healthcare Reform - 5 Strategies for Effectively Managing Healthcare Reform                         | There is a global one. In the past it was sufficient for organizations to manage offshore units from the comfort of their U.S. headquarters, sending out HealthCare Reform is here to stay. How will it impact the A&E industry? Will your costs increase 10% or 100%? Will your firm "Pay" or "Play"? We will examine a series of case studies that illustrate the true cost of health Most employment-based visas are contingent upon a particular employer's approved petition in order to lawfully employ a foreign worker. When a change in corporate ownership or corporate merger,  |
|                                    | Monday 8/25  | 3:45pm       | 5:00pm     | Employment Law & Legislation   | General       | Monica E. Lukoschek, Esq. & Lisa D. Ramirez, Esq. | The Immigration Law Consequences of Mergers & Acquisitions  | There is a global one. In the past it was sufficient for organizations to manage offshore units from the comfort of their U.S. headquarters, sending out HealthCare Reform is here to stay. How will it impact the A&E industry? Will your costs increase 10% or 100%? Will your firm "Pay" or "Play"? We will examine a series of case studies that illustrate the true cost of health Most employment-based visas are contingent upon a particular employer's approved petition in order to lawfully employ a foreign worker. When a change in corporate ownership or corporate merger,  |
|                                    | Tuesday 8/26 | 7:15am       | 7:45am     | Early AM                       | n/a           | HRCI  | Value of HR Certification   | There is a global one. In the past it was sufficient for organizations to manage offshore units from the comfort of their U.S. headquarters, sending out HealthCare Reform is here to stay. How will it impact the A&E industry? Will your costs increase 10% or 100%? Will your firm "Pay" or "Play"? We will examine a series of case studies that illustrate the true cost of health Most employment-based visas are contingent upon a particular employer's approved petition in order to lawfully employ a foreign worker. When a change in corporate ownership or corporate merger,  |
|                                    | Tuesday 8/26 | 7:15am       | 7:45am     | Early AM                       | n/a           | PIHRA   | New Member Orientation  | There is a global one. In the past it was sufficient for organizations to manage offshore units from the comfort of their U.S. headquarters, sending out HealthCare Reform is here to stay. How will it impact the A&E industry? Will your costs increase 10% or 100%? Will your firm "Pay" or "Play"? We will examine a series of case studies that illustrate the true cost of health Most employment-based visas are contingent upon a particular employer's approved petition in order to lawfully employ a foreign worker. When a change in corporate ownership or corporate merger,  |
| Tuesday Keynote                    | Tuesday 8/26 | 8:00am       | 9:15am     | Keynote                        | BMS           | Robert Reich                                      | The Economic Outlook for California   | Professor Reich will look ahead at the California economy in the next few years -- what we can expect in terms of job growth, productivity, housing prices, and inequality. He'll explain why different "micro-economies" Have you ever said, "I want to get out of this firefighting mode and take a more strategic approach to Talent Management?" Our days are so filled with deploying tactics and working on tasks that there is never enough   |
| Tuesday Master Session             | Tuesday 8/26 | 9:45am       | 12:30pm    | Master Session                 | BMS           | Lizz Pellet                                       | How to Get Out of the World of Swirl and Into Strategic Calm  | Professor Reich will look ahead at the California economy in the next few years -- what we can expect in terms of job growth, productivity, housing prices, and inequality. He'll explain why different "micro-economies" Have you ever said, "I want to get out of this firefighting mode and take a more strategic approach to Talent Management?" Our days are so filled with deploying tactics and working on tasks that there is never enough   |

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|---------------------------------------|--------------|--------------|------------|-----------------------------------|---------------|--|---|---|
| Tuesday Block #1<br>9:45am - 11:00am  | Tuesday 8/26 | 9:45am       | 11:00am    | Global                            | International | Mauricio Foeth, Alanna Twohey                | Mexico & Canada   | Please come for a discussion on employment laws from our neighboring countries, Mexico & Canada. The presentation will be made by two excellent employment law professionals from each jurisdiction and you will have a chance to ask questions.  |
|                                       | Tuesday 8/26 | 9:45am       | 11:00am    | Business Management & Strategy    | BMS           | Jennifer McClure                             | The Future of HR: Creating Competitive Advantage Through Innovative People Strategies   | Ongoing economic uncertainty and market volatility, combined with a changing global landscape, requires human resources professionals to possess a high level of business acumen and deliver value to multiple stakeholders.  |
|                                       | Tuesday 8/26 | 9:45am       | 11:00am    | Employment Law & Legislation      | CA            | Nicole G. Minkow, Esq.                       | Don't Blow Off Your Whistleblowers! How To Handle Employee Complaints In Light Of The Amendments To The Labor Code                      | Handling employee complaints is a significant part of the HR professional's day-to-day responsibilities. Dealing effectively with these complaints, in a manner that increases employee morale while at the same time protecting the organization, is a challenging and unpredictable.  |
|                                       | Tuesday 8/26 | 9:45am       | 11:00am    | Benefits & Compensation           | General       | Joe Miller                                   | Sailing the Seven Seas of Salaries - The Key To Ensuring You Have Competitive Salaries and Incentives                                   | The labor market can sometimes be challenging and unpredictable. Supply and demand can often make it difficult to assess how much you should be paying your employees. Not being abreast of current market trends can result in losing top talent to competitors.   |
|                                       | Tuesday 8/26 | 9:45am       | 11:00am    | Personal & Leadership Development | General       | Michael Brainard, PhD                        | New Thinking in Executive Development   | There is no doubt learning styles are changing. With new generations entering the management pool, how can organizations better enable their employees to learn and grow? This session will share insights on what matters most to job seekers and how organizations can better support their needs.  |
|                                       | Tuesday 8/26 | 9:45am       | 11:00am    | Talent Management                 | General       | Alison Hadden                                | How Transparency Helps Build a Trusted Employer Brand   | Today's job seekers are looking for transparency, authenticity, and openness from employers but most companies don't know where to start. This session will share insights on what matters most to job seekers and how organizations can better support their needs.  |
|                                       | Tuesday 8/26 | 11:15am      | 12:30pm    | Global                            | International | Fiona Loughrey                               | The Pacific Perspective: Employment Law in Japan, China, and Hong Kong  | This program will focus on Employment Laws in the Asia-Pacific Region, the special differences between and among Asia, Europe, and the United States will be the focus of the discussion. Particular focus will be paid to how organizations can successfully drive rapid, sustainable change—even when the organization finds itself on a burning platform. Studies show that these organizations obtain modest improvements because their change is good—unless you are an employer in the State of California.   |
|                                       | Tuesday 8/26 | 11:15am      | 12:30pm    | Business Management & Strategy    | BMS           | J.D. Taylor                                  | Change Management: It's Not About Initiatives, It's About Influence   | Over the last eight months the California Legislature has been busy changing the landscape in which California employers do business and hiring top talent begins with an efficiently crafted message and effective marketing so the nation's top talent takes notice of your employment opportunities. Among the over-crowded pages of social media, recruiters and HR professionals must find ways to stand out. This session will share insights on what matters most to job seekers and how organizations can better support their needs.   |
| Tuesday Block #2<br>11:15am - 12:30pm | Tuesday 8/26 | 11:15am      | 12:30pm    | Employment Law & Legislation      | CA            | Kelly Scott, Esq.                            | New Laws for 2015   | An open discussion around Trends and Patterns in Compensation Planning and Award and Recognition. Attendees will hear about movements to revenue and profit based plans, the mechanics behind how often have you heard a business leader grime or otherwise complain when HR announces it's time to complete annual performance reviews? People often think of performance management as that thing that HR does, but it's really a complex compliance issue that arises when employing individuals in India will be presented. An overview of basic Indian Labor Law & Employment Law, which has not really changed for several years, will be presented. It's no secret that there's usually a disconnect in terms of communication between HR and a CEO or executive team. In a 2012 survey published by IBM, 37% of CEOs indicated that HR is "too focused on processes and procedures" and 37% of CEOs indicated that HR is "too focused on processes and procedures". In the past decade, employees have begun expressing their individuality in new ways. Appearances that were once considered unusual or provocative have become much more common. Concerned about the impact of the "gig" economy, HR professionals are looking for ways to attract and retain top talent. Have you ever had a déjà vu experience delivering negative feedback to an employee? If so, you're not alone. New research shows 43% of employees receive the same negative feedback year after year, and yet aggregate salary costs often constitute half or more of an employer's annual budget. Without effective management, precious salary increase dollars may be spent unnecessarily on already overpaid employees. Even more so, as part of the management team you may not always receive honest and quantifiable feedback from your employees. We have noticed that often times there is a lack of alignment between what do great HR leaders have to do with: What makes one company more innovative than another? What made BlackBerry fall from market leader to insignificance? How did Xbox reposition itself as an |
|                                       | Tuesday 8/26 | 11:15am      | 12:30pm    | Talent Management                 | General       | Shelly Steckerl                              | How To Upgrade Your Postings So They Stand Out On Social Media  | Over the last eight months the California Legislature has been busy changing the landscape in which California employers do business and hiring top talent begins with an efficiently crafted message and effective marketing so the nation's top talent takes notice of your employment opportunities. Among the over-crowded pages of social media, recruiters and HR professionals must find ways to stand out. This session will share insights on what matters most to job seekers and how organizations can better support their needs.   |
|                                       | Tuesday 8/26 | 11:15am      | 12:30pm    | Benefits & Compensation           | General       | Joseph DiMisa                                | Sales Compensation, Awards, and Recognition Trends  | An open discussion around Trends and Patterns in Compensation Planning and Award and Recognition. Attendees will hear about movements to revenue and profit based plans, the mechanics behind how often have you heard a business leader grime or otherwise complain when HR announces it's time to complete annual performance reviews? People often think of performance management as that thing that HR does, but it's really a complex compliance issue that arises when employing individuals in India will be presented. An overview of basic Indian Labor Law & Employment Law, which has not really changed for several years, will be presented. It's no secret that there's usually a disconnect in terms of communication between HR and a CEO or executive team. In a 2012 survey published by IBM, 37% of CEOs indicated that HR is "too focused on processes and procedures" and 37% of CEOs indicated that HR is "too focused on processes and procedures". In the past decade, employees have begun expressing their individuality in new ways. Appearances that were once considered unusual or provocative have become much more common. Concerned about the impact of the "gig" economy, HR professionals are looking for ways to attract and retain top talent. Have you ever had a déjà vu experience delivering negative feedback to an employee? If so, you're not alone. New research shows 43% of employees receive the same negative feedback year after year, and yet aggregate salary costs often constitute half or more of an employer's annual budget. Without effective management, precious salary increase dollars may be spent unnecessarily on already overpaid employees. Even more so, as part of the management team you may not always receive honest and quantifiable feedback from your employees. We have noticed that often times there is a lack of alignment between what do great HR leaders have to do with: What makes one company more innovative than another? What made BlackBerry fall from market leader to insignificance? How did Xbox reposition itself as an |
|                                       | Tuesday 8/26 | 11:15am      | 12:30pm    | Talent Management                 | General       | Jeremy Lurey, PhD, Organizational Psychology | Best Practices for Designing Your Always, Ongoing Performance Management Process (aka What a Performance Review Is – and What It Isn't) | Over the last eight months the California Legislature has been busy changing the landscape in which California employers do business and hiring top talent begins with an efficiently crafted message and effective marketing so the nation's top talent takes notice of your employment opportunities. Among the over-crowded pages of social media, recruiters and HR professionals must find ways to stand out. This session will share insights on what matters most to job seekers and how organizations can better support their needs.   |
|                                       | Tuesday 8/26 | 2:00pm       | 3:15pm     | Global                            | International | Shalini Agawal                               | Employment Law in India   | An open discussion around Trends and Patterns in Compensation Planning and Award and Recognition. Attendees will hear about movements to revenue and profit based plans, the mechanics behind how often have you heard a business leader grime or otherwise complain when HR announces it's time to complete annual performance reviews? People often think of performance management as that thing that HR does, but it's really a complex compliance issue that arises when employing individuals in India will be presented. An overview of basic Indian Labor Law & Employment Law, which has not really changed for several years, will be presented. It's no secret that there's usually a disconnect in terms of communication between HR and a CEO or executive team. In a 2012 survey published by IBM, 37% of CEOs indicated that HR is "too focused on processes and procedures" and 37% of CEOs indicated that HR is "too focused on processes and procedures". In the past decade, employees have begun expressing their individuality in new ways. Appearances that were once considered unusual or provocative have become much more common. Concerned about the impact of the "gig" economy, HR professionals are looking for ways to attract and retain top talent. Have you ever had a déjà vu experience delivering negative feedback to an employee? If so, you're not alone. New research shows 43% of employees receive the same negative feedback year after year, and yet aggregate salary costs often constitute half or more of an employer's annual budget. Without effective management, precious salary increase dollars may be spent unnecessarily on already overpaid employees. Even more so, as part of the management team you may not always receive honest and quantifiable feedback from your employees. We have noticed that often times there is a lack of alignment between what do great HR leaders have to do with: What makes one company more innovative than another? What made BlackBerry fall from market leader to insignificance? How did Xbox reposition itself as an |
|                                       | Tuesday 8/26 | 2:00pm       | 3:15pm     | Business Management & Strategy    | BMS           | Ryan Kohler                                  | Bridging the Gap – How to Think Like a CEO  | Over the last eight months the California Legislature has been busy changing the landscape in which California employers do business and hiring top talent begins with an efficiently crafted message and effective marketing so the nation's top talent takes notice of your employment opportunities. Among the over-crowded pages of social media, recruiters and HR professionals must find ways to stand out. This session will share insights on what matters most to job seekers and how organizations can better support their needs.   |
|                                       | Tuesday 8/26 | 2:00pm       | 3:15pm     | Diversity & Inclusion             | CA            | William Betley, Esq.                         | Tattoos, Piercings & Gender Identity Issues in the Workplace  | Over the last eight months the California Legislature has been busy changing the landscape in which California employers do business and hiring top talent begins with an efficiently crafted message and effective marketing so the nation's top talent takes notice of your employment opportunities. Among the over-crowded pages of social media, recruiters and HR professionals must find ways to stand out. This session will share insights on what matters most to job seekers and how organizations can better support their needs.   |
|                                       | Tuesday 8/26 | 2:00pm       | 3:15pm     | Talent Management                 | General       | J.D. Taylor                                  | Beyond Performance Reviews: Influencing Performance Improvement   | An open discussion around Trends and Patterns in Compensation Planning and Award and Recognition. Attendees will hear about movements to revenue and profit based plans, the mechanics behind how often have you heard a business leader grime or otherwise complain when HR announces it's time to complete annual performance reviews? People often think of performance management as that thing that HR does, but it's really a complex compliance issue that arises when employing individuals in India will be presented. An overview of basic Indian Labor Law & Employment Law, which has not really changed for several years, will be presented. It's no secret that there's usually a disconnect in terms of communication between HR and a CEO or executive team. In a 2012 survey published by IBM, 37% of CEOs indicated that HR is "too focused on processes and procedures" and 37% of CEOs indicated that HR is "too focused on processes and procedures". In the past decade, employees have begun expressing their individuality in new ways. Appearances that were once considered unusual or provocative have become much more common. Concerned about the impact of the "gig" economy, HR professionals are looking for ways to attract and retain top talent. Have you ever had a déjà vu experience delivering negative feedback to an employee? If so, you're not alone. New research shows 43% of employees receive the same negative feedback year after year, and yet aggregate salary costs often constitute half or more of an employer's annual budget. Without effective management, precious salary increase dollars may be spent unnecessarily on already overpaid employees. Even more so, as part of the management team you may not always receive honest and quantifiable feedback from your employees. We have noticed that often times there is a lack of alignment between what do great HR leaders have to do with: What makes one company more innovative than another? What made BlackBerry fall from market leader to insignificance? How did Xbox reposition itself as an |
|                                       | Tuesday 8/26 | 2:00pm       | 3:15pm     | Benefits & Compensation           | General       | Shari Dunn                                   | Pay Decisions: the Good, the Bad and the Costly   | Over the last eight months the California Legislature has been busy changing the landscape in which California employers do business and hiring top talent begins with an efficiently crafted message and effective marketing so the nation's top talent takes notice of your employment opportunities. Among the over-crowded pages of social media, recruiters and HR professionals must find ways to stand out. This session will share insights on what matters most to job seekers and how organizations can better support their needs.   |
| Tuesday Block #3<br>2:00pm - 3:15pm   | Tuesday 8/26 | 2:00pm       | 3:15pm     | General HR                        | General       | Richard A. Sherwood, SPHR                    | Facilitating Change: A Survey Metric Approach   | An open discussion around Trends and Patterns in Compensation Planning and Award and Recognition. Attendees will hear about movements to revenue and profit based plans, the mechanics behind how often have you heard a business leader grime or otherwise complain when HR announces it's time to complete annual performance reviews? People often think of performance management as that thing that HR does, but it's really a complex compliance issue that arises when employing individuals in India will be presented. An overview of basic Indian Labor Law & Employment Law, which has not really changed for several years, will be presented. It's no secret that there's usually a disconnect in terms of communication between HR and a CEO or executive team. In a 2012 survey published by IBM, 37% of CEOs indicated that HR is "too focused on processes and procedures" and 37% of CEOs indicated that HR is "too focused on processes and procedures". In the past decade, employees have begun expressing their individuality in new ways. Appearances that were once considered unusual or provocative have become much more common. Concerned about the impact of the "gig" economy, HR professionals are looking for ways to attract and retain top talent. Have you ever had a déjà vu experience delivering negative feedback to an employee? If so, you're not alone. New research shows 43% of employees receive the same negative feedback year after year, and yet aggregate salary costs often constitute half or more of an employer's annual budget. Without effective management, precious salary increase dollars may be spent unnecessarily on already overpaid employees. Even more so, as part of the management team you may not always receive honest and quantifiable feedback from your employees. We have noticed that often times there is a lack of alignment between what do great HR leaders have to do with: What makes one company more innovative than another? What made BlackBerry fall from market leader to insignificance? How did Xbox reposition itself as an |
|                                       | Tuesday 8/26 | 2:00pm       | 3:15pm     | Business Management & Strategy    | BMS           | Val Wright                                   | Innovation Lessons from Xbox and Amazon Fashion   | Over the last eight months the California Legislature has been busy changing the landscape in which California employers do business and hiring top talent begins with an efficiently crafted message and effective marketing so the nation's top talent takes notice of your employment opportunities. Among the over-crowded pages of social media, recruiters and HR professionals must find ways to stand out. This session will share insights on what matters most to job seekers and how organizations can better support their needs.   |

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|--|--------------|--------|---------|--------------------------------|---------------|--|---|---|
| Tuesday Block #4<br>3:45pm - 5:00pm    | Tuesday 8/26 | 3:45pm | 5:00pm  | Global                         | International | William Wright, Esq.                               | The Middle East: Understanding Unwritten Rules  | This program will discuss various labor & employment issues unique to the Middle East, particularly, the United Arab Emirates and Saudi Arabia. A major component of the program will be a discussion of U.S. As an HR Professional, you're required to add value to the overall objectives of your organization by ensuring that your department's goals align with your company's business strategy. In order for this parallel to align with your company's business strategy, Kirstin Muller, will discuss the ins and outs of employing pregnant employees. Understand how to legally accommodate them in the workplace and off-ramp them as they Health Care Reform – How Private Exchanges Work and Why are Employers Considering Them In the last 10 years we have seen tremendous growth in health care consumerism as demonstrated by the Mobile recruiting is so much more than just allowing individuals to apply to jobs from their phones. It presents a new opportunity to connect and build relationships with candidates that far exceeds the application itself. In business and talent strategy, the ability to embrace continuous change is essential to success. Organizations are experiencing an expansion of self-employed free agency talent. This expansion has re-shaped how   |
|  | Tuesday 8/26 | 3:45pm | 5:00pm  | Business Management & Strategy | BMS           | Ryan Kohler  | Understanding Metrics – How to Make HR's Goals a Valuable Asset Relative to Business Strategy                                       |   |
|  | Tuesday 8/26 | 3:45pm | 5:00pm  | Employment Law & Legislation   | CA            | Kirstin Muller, Esq.                               | Off-ramping and On-ramping Your Pregnant Employees: Understanding Pregnancy in the Workplace  |   |
|  | Tuesday 8/26 | 3:45pm | 5:00pm  | Benefits & Compensation        | General       | Sima Reid, Certified Health Care Reform Specialist | The ABCs of Private Exchanges and Defined Contribution Models - How do they operate and does this make sense for your organization. |   |
|  | Tuesday 8/26 | 3:45pm | 5:00pm  | Business Management & Strategy | BMS           | Ed Newman  | Mobile Apply Is Just the Tip of the Iceberg   |   |
|  | Tuesday 8/26 | 3:45pm | 5:00pm  | Business Management & Strategy | BMS           | Emily Elder, CCWP                                  | Flexibility and Strategy: The Key to Contingent Talent  |   |
| Wednesday Early AM Session             | Wed 8/27     | 7:15am | 7:45am  | Early AM                       | n/a           | PIHRA  | New Member Orientation  |   |
| Wednesday Master Session               | Wed 8/27     | 8:00am | 9:15am  | Master Session                 | General       | Michael J. Lotito, Esq.                            | Avoiding Administrative, Regulatory, and Litigation Landmines for the Union-Free Employer   | Unprecedented federal government actions have put union-free employers at risk. The National Labor Relations Board (NLRB) continues to issue decisions impacting the legality of employee handbook policies. This program will provide perspective for HR professionals in understanding various data privacy laws among various nations. Particular attention will be paid to the EU Directive on data privacy and A significant change agent is required to develop, influence, and execute strategies for managing organizational change that balance the expectations and needs of the organization, its employees, and other. Sexual harassment is not going away anytime soon. The recent California court decision, Mendoza v. Western Medical Center Santa Ana, (2014) 222 Cal. App.4th 1334, highlights mistakes an employer can make when "You can lead a horse to water, but you can't make him drink." is an old axiom that is all too true in the world of human resources. The organization's leaders will only "drink", that is, change when they feel the Big data has invaded the HR space, but the understanding of what HR can do with it is still in its infancy. HR runs the risk of being relegated to purely transactional roles if the function does not embrace an analytics-More than ever, the recruiting & staffing function of HR is a multidimensional process of contracting with hiring managers, third party recruiting firms, and even candidates. Job prospects and leads. How we The unique nature of employment laws in these jurisdictions will be highlighted with discussion on special compliance issues, contract obligations, employee benefits and entitlements, including separation Pundits, experts, our peers and even our bosses all tell us that we need to be "more strategic" and that "HR needs to drive more value", but on very few occasions we get the details or the devices to do so. The session will Conducting effective performance appraisal is an integral part of an organization's performance management system and can be instrumental in meeting business goals. Learn how 2014 legal changes in California imagine if your workplace wasn't just great. Imagine if every person in your company had unrequited permission to show up each day exuding their personal power and leveraging their gifts and talents on behalf of |
| Wednesday Block #1<br>8:00am - 9:15am  | Wed 8/27     | 8:00am | 9:15am  | Global                         | International | Celia Joseph                                       | Data Privacy & HR Compliance: A Broad Overview  |   |
|  | Wed 8/27     | 8:00am | 9:15am  | Business Management & Strategy | BMS           | Don Everett, Certified Axiologist                  | Agents Aren't Just For Hollywood  |   |
|  | Wed 8/27     | 8:00am | 9:15am  | Employment Law & Legislation   | CA            | Kyle Kring & Laura Hess, Esq.                      | So You Received a Sexual Harassment Complaint, What Not to Do, a Trial Lawyer's Perspective   |   |
|  | Wed 8/27     | 8:00am | 9:15am  | Business Management & Strategy | BMS           | Dale Rose, Ph.D.                                   | Leading Horses to Water: Assessment Facilitated Organization Change   |   |
|  | Wed 8/27     | 8:00am | 9:15am  | General HR                     | General       | David Bernstein                                    | Overcoming the Barriers to Driving Results via Big Data and Analytics   |   |
|  | Wed 8/27     | 8:00am | 9:15am  | Talent Management              | General       | Jeremy Eskenazi, SPHR, CMC                         | Project Management Strategies for Recruiting and Staffing   |   |
| Wednesday Block #2<br>9:30am - 10:45am | Wed 8/27     | 9:30am | 10:45am | Global                         | International | Naomi Sheridan                                     | Working In The Southern Hemisphere: Employment in Australia, New Zealand and South Africa   |   |
|  | Wed 8/27     | 9:30am | 10:45am | Business Management & Strategy | BMS           | Jayson Saba, MBA                                   | Strategic HR: Practically Speaking  |   |
|  | Wed 8/27     | 9:30am | 10:45am | Employment Law & Legislation   | CA            | Marta Moakley, JD                                  | Performance Appraisals in California: New Requirements and Best Practices   |   |
|  | Wed 8/27     | 9:30am | 10:45am | Talent Management              | General       | Darnielle A. Jervey                                | Incredible Unleashed: How to Create a Culture Shift That Unlocks Your People's Potential  |   |

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|---|----------|---------|---------|--------------------------------|---------------|-----------------------------------|---|---|
| Wednesday Block #3<br>11:00am - 12:15pm | Wed 8/27 | 9:30am  | 10:45am | Talent Management              | General       | Linda Brenner & Tom McGuire       | Measuring the Impact of Talent Acquisition  | The pressure for HR teams to report on activity and results is as intense as ever - and the complexity in doing so greater than it's ever been, too. More data sources, more systems, more reports create an overwhelming |
|   | Wed 8/27 | 9:30am  | 10:45am | Business Management & Strategy | BMS           | Louis Vong                        | Candidate Experience in the New Digital Age   | All job candidates aren't the same, so why do some organizations treat them that way online? What about company career sites? Have their design and user experiences evolved with the digital landscape and               |
|   | Wed 8/27 | 11:00am | 12:15pm | Global                         | International | TBD                               | Panel Discussion on Fact Pattern: Putting it all Together   | Please join us for a conclusive double session in which we will present a unique fact pattern highlighting many of the jurisdictions covered during the Global Conference. We will analyze various issues and apply the   |
|   | Wed 8/27 | 11:00am | 12:15pm | Business Management & Strategy | BMS           | Josh Allan Dykstra                | The 3 Secrets of Employee Engagement: Designing An Organization That Doesn't Suck   | Even though the idea of "employee engagement" has been around a long time, our organizations are still dreadfully de-energized, "sucking" the energy from our most talented workers and damaging our bottom line.         |
|   | Wed 8/27 | 11:00am | 12:15pm | Employment Law & Legislation   | CA            | Michele Patterson, Esq.           | Dealing with the Pregnant Employee in California: Law, Regulations and Practical Guidance                                 | Dealing with pregnant employees troubles California employers. Sometimes it seems that everyone is getting pregnant at the same time. This program will dissect how pregnancy is treated under the Americans              |
|   | Wed 8/27 | 11:00am | 12:15pm | Business Management & Strategy | BMS           | Don Everett, Certified Axiologist | The Evolution of Talent Acquisition – 20/20 Hindsight to 20/20 Insight  | Talent acquisition has evolved and now affords hiring professionals a deductively reasoned social science, with Nobel Prize nomination linkage, that measures core thinking values in order to appraise applicant.        |
|   | Wed 8/27 | 11:00am | 12:15pm | Business Management & Strategy | BMS           | Lori Morgan                       | Workforce Planning and Analytics: Using data to drive Change  | As companies work to optimize talent management and recruiting programs, the need to implement a workforce analytics and planning strategy becomes increasingly apparent. Yet many are left wondering                     |
|   | Wed 8/27 | 11:00am | 12:15pm | Business Management & Strategy | BMS           | Kevin Fox & Janet Vreelan         | Thinking Different: Leveraging Healthcare Reform to Align Worksite Health & Wellness Policies with Organizational Results | The speakers will provide an up to date overview on the factors influencing the healthcare economy including the opaqueness of inpatient and outpatient pricing, legislative impacts and access to primary                |
|   | Wed 8/27 | 11:00am | 12:15pm | Talent Management              | General       | Pamela Stambaugh                  | The 4 Pillars of Effective Succession Planning: A Quantum Leap for Accelerating High Potentials                           | Accountability for assessing and managing internal high potential candidates and their development for career growth within the organization has become a management priority. I will ask some hard                       |
|   | Wed 8/27 | 1:45pm  | 2:45pm  | Keynote                        | BMS           | Deborah Perry Piscione            | The HR Reset – The Nucleus for Innovation   | HR has been seen by a majority of company executives as the part of the organization that limits opportunities for innovation. Why? In her extensive research, Deborah has identified the reasons for this negative       |

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**NAME:** \_\_\_\_\_

MEALS:      \_\_\_ YES      SPOUSE:      \_\_\_ YES      SPOUSES' TOUR:      \_\_\_ YES  
              \_\_\_ NO               \_\_\_ NO               \_\_\_ NO

REGISTRATION:\_\_\_\_\_TRAVEL:\_\_\_\_\_

TOTAL REMAINING BALANCE:\_\_\_\_\_

**HOTEL ACCOMMODATIONS:** \_\_\_YES \_\_\_NO REGISTRATION DEADLINE: 8-3-14  
ARRIVAL DATE/TIME:\_\_\_\_\_ DEPARTURE DATE/TIME:\_\_\_\_\_

RETURN FROM \_\_\_\_\_ on \_\_\_\_\_ at \_\_\_\_\_ AM/PM  
(airport) (date) (time)

SUPERVISOR APPROVAL: \_\_\_\_\_ DATE: \_\_\_\_\_





# Leadership Summit 2014

Our Annual Leadership Summit is just around the corner! Join CUEMA and California's top water executives September 3-5 at the Monterey Plaza Resort and Spa for leadership training and professional development.

#### Summit sessions

- Keynote by political columnist Dan Walters
- Integrating millennials into the water industry workforce
- How local agencies and regional groups can shape public policy
- Variety of panel discussions to share experiences



Don't miss this opportunity to connect with other leaders from around the state as we explore the unique challenges at the forefront of California's water industry. We'll see you there!



Walters has written more than 7,500 columns about California and its politics and his column now appears in more than 50 California newspapers. He is also the author or co-author of several books and the founding editor of the California Political Almanac.



## Cost

**Member Cost: \$550**

**Non-Member Cost: \$650**

**Spouse: \$175**

## Reservations

***Hotel Reservation Deadline:***

**August 3, 2014**

**Use Group Name When Booking:**

**CUEMA**

Reservations can be made at  
**Monterey Plaza Resort & Spa** by  
calling 1-800-334-3999

## Register Now

### **Wednesday, September 3**

Golf at Bayonet Golf Course

Dinner at the Monterey Bay Aquarium



### **Thursday, September 4**

Continental Breakfast

Summit Sessions

Luncheon

Reception and Dinner Overlooking the Bay



### **Friday, September 5**

Continental Breakfast

Summit Sessions



# ***CUEMA LEADERSHIP SUMMIT***

## ***REGISTRATION***



www.CUEMA.org

**MONTEREY PLAZA HOTEL AND SPA  
400 CANNERY ROW  
MONTEREY, CA 93940**

**SEPTEMBER 3 – 5, 2014**

### **ATTENDEE REGISTRATION**

**Member: \$550.00 – Non-Member: \$650.00**

**Registration Includes all Summit Sessions and Materials as well as:**

- **Wednesday Night (9/3) Reception/Dinner at the Aquarium (7:00PM – 10:30PM) – Bus Transportation Provided**
- **Thursday Night (9/4) Reception/Dinner-Lower Terrace Overlooking the Bay**
- **Thursday (9/4) Luncheon**
- **Thursday (9/4) & Friday (9/5) Morning Continental Breakfast**

### **SPOUSE/GUEST REGISTRATION**

**\$175.00**

**Registration Includes:**

- **Wednesday Night Dinner at the Aquarium – Bus Transportation Provided**
- **Thursday Night Reception/Dinner at the Monterey Plaza Hotel, Lower Terrace**

**Name:** \_\_\_\_\_ **Title:** \_\_\_\_\_

**Spouse/Guest Name:** \_\_\_\_\_ **Organization:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**City:** \_\_\_\_\_ **State:** \_\_\_\_\_ **Zip Code:** \_\_\_\_\_

**Email:** \_\_\_\_\_ **Phone #:** \_\_\_\_\_

**For Planning Purposes, Please Indicate if you Plan To Attend:**

**Wednesday Night Dinner at the Aquarium:** Yes \_\_\_\_\_ No \_\_\_\_\_ # \_\_\_\_\_

**Thursday Night Reception/Dinner at the Monterey Plaza Hotel:** Yes \_\_\_\_\_ No \_\_\_\_\_ # \_\_\_\_\_

**Hotel Accommodations: Monterey Plaza Hotel, Discounted Rate of \$205.00 per night (9/2 through 9/9)**

**Please make Hotel Reservations **Prior to August 3, 2014** in Order to Receive the Discounted Rate.**

**Reservations can be made by calling (800) 334-3999 -- Use Conference Code **CUEMA****

**To Register on line: [www.regonline.com/cuema2014Summit](http://www.regonline.com/cuema2014Summit)**

**OR**

**Please Make Checks Payable to CUEMA and Mail Payment and Completed Form to:**

**Rowland Water District**

**C/O Ken Deck, P.O. Box 8460, Rowland Heights, CA 91748**

**For Additional Information Contact: [kdeck@rowlandwater.com](mailto:kdeck@rowlandwater.com)**

**Phone No. (562) 690-7142, Fax No. (562) 697-6149**

**Tax ID# 35-2395687**



# ***CUEMA***

## ***2014 LEADERSHIP SUMMIT***

### ***Sponsorship Opportunities***

#### **Platinum Level - \$4,000**

- ☐ Co-Host of Wednesday Night Dinner at the Monterey Bay Aquarium
- ☐ Recognition as Dinner Co-Host in all promotional materials
- ☐ Size #1 Prominent Logo placement on all conference materials
- ☐ Recognition as Sponsor on Website with link to your company's web page
- ☐ 2 Tickets to Conference & 2 Spouse/Guest Registrations

#### **Gold Level - \$3,000**

- ☐ Co-Host Thursday Night Reception/Dinner at the Monterey Plaza Hotel Lower Terrace overlooking the bay
- ☐ Recognition as Co-Host in all promotional materials
- ☐ Size #2 Logo on all Conference materials
- ☐ Recognition as Sponsor on website with link to your company's web page
- ☐ 2 Tickets to Conference & 2 Spouse/Guest Registrations

#### **Silver Level - \$2,000**

- ☐ Recognition of either Continental Breakfast or lunch Sponsor
- ☐ Size #3 Logo on all Conference promotional materials
- ☐ 1 Ticket to the Conference & 1 Spouse/Guest Registration

#### **Bronze Level - \$1,000**

- ☐ Size #4 Logo on all Conference promotional materials
- ☐ 1 Ticket to Conference & 1 Spouse/Guest Registration





## ***5th Annual CUEMA Golf Tournament***



An Organization of Water Industry Professionals

**WWW.CUEMA.ORG**

***\$150.00 Per Player***

***Includes:***

***Golf and Golf Cart  
Continental Breakfast  
and Lunch***

***Sponsorship Opportunities***  
***Tournament Sponsor \$250.00***

***Bayonet & Black Horse Golf Courses***  
***2 McClure Way, Seaside, CA 93955***  
***Wednesday, September 3, 2014***  
***7 :30 a.m. Check-in — 8:30 a.m. Shotgun Start***

### **REGISTRATION FORM**

**CUEMA 5th ANNUAL GOLF TOURNAMENT  
WEDNESDAY, SEPTEMBER 3, 2014**

Company Name: \_\_\_\_\_ Phone # \_\_\_\_\_

Contact Name: \_\_\_\_\_ E-Mail \_\_\_\_\_

Player #1 \_\_\_\_\_ Player #2 \_\_\_\_\_

Player #3 \_\_\_\_\_ Player #4 \_\_\_\_\_

**Participants @ \$150 per Player** \$ \_\_\_\_\_

**Tournament Sponsor @ \$250** \$ \_\_\_\_\_

**Total Enclosed:** \$ \_\_\_\_\_

**To register on line:** [www.regonline.com/cuemagolf](http://www.regonline.com/cuemagolf)  
**OR**

**Make Checks Payable to: CUEMA**

**Send Checks and Form to:**

**Rowland Water District**

**C/O Ken Deck**

**P.O. Box 8460**

**Rowland Heights, CA 91748**

**For More Information Contact:**

**Ken Deck**

**Phone: (562) 690 -7142**

**Fax: (562) 697 - 6149**

**E-mail: [kdeck@rowlandwater.com](mailto:kdeck@rowlandwater.com)**

**MINUTES OF MEETING OF THE FACILITIES COMMITTEE OF THE PALMDALE WATER DISTRICT, JUNE 17, 2014:**

*A meeting of the Facilities Committee of the Palmdale Water District was held Tuesday, June 17, 2014, at 2029 East Avenue Q, Palmdale, California, in the Board Room of the District office. Chair Estes called the meeting to order.*

**1) Roll Call.**

**Attendance:**

Facilities Committee:

Joe Estes, Chair

Vincent Dino, Committee  
Member

**Others Present:**

Dennis LaMoreaux, General Manager

Robert Alvarado, PWD Director

Matt Knudson, Assistant General Manager

Peter Thompson II, Operations Manager

Kelly Jeters, Systems Supervisor

Mynor Masaya, Treatment Plant Supervisor

Amanda Williams, Water Quality Supervisor

Dawn Deans, Executive Assistant

1 member of the public

**2) Adoption of Agenda.**

It was moved by Committee Member Dino, seconded by Chair Estes, 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 Regular Meeting Held May 20, 2014.**

It was moved by Committee Member Dino, seconded by Chair Estes, and unanimously carried to approve the minutes of the Facilities Committee meeting held May 20, 2014, as written.

**5) Information Items.**

**5.1) Status Report on 2014 Engineering, Facilities, and Operations Department Goals, Projects, and Functions. (Assistant General Manager Knudson)**

Assistant General Manager Knudson provided a status report on several budgeted projects including water main replacement projects, planning documents, vehicle replacements, and the rehabilitation of Well No. 14 followed by a discussion of the budget process.

**5.2) Discussion of Leslie O. Carter Water Treatment Plant Maintenance and Upgrade Projects. (Operations Manager Thompson II)**

Treatment Plant Supervisor Masaya provided an overview and the benefit and cost savings of maintenance and upgrades conducted at the Leslie O. Carter Water Treatment Plant during the recent plant shutdown, reviewed the recently filed CDPH report, and provided the Committee with a list and quantity of chemicals located at the Plant.

**5.3) Discussion of Distribution SCADA Radio Upgrade Project. (Operations Manager Thompson II)**

Systems Supervisor Jeters provided a detailed overview of the District's Supervisory Control and Data Acquisition (SCADA) system and how the system assists the District in daily operations including the SCADA network areas, upgrades, and equipment after which the Committee requested future updates on the SCADA upgrades.

**5.4) Other.**

General Manager LaMoreaux provided a status report on the proposed high-speed rail routes and potential impacts to Palmdale Dam and Palmdale Lake and stated that future updates will be provided to the Committee as this project progresses.

Assistant General Manager Knudson then stated that Verizon Wireless has requested a new cell tower lease on District-owned property at the 6MG clearwell site and that this lease will be presented to the Committee for consideration followed by a brief discussion of the District's current cell tower leases.

There were no additional information items.

6) **Board Members' Requests for Future Agenda Items.**

Chair Estes requested 2015 budget items be presented to the Committee for review.

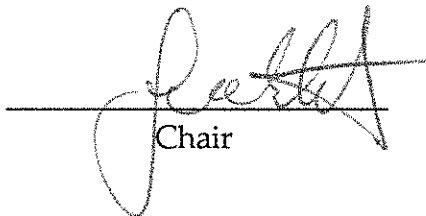
General Manager LaMoreaux then stated that information on Board room voting systems will be presented at the next Committee meeting.

There were no further requests for future agenda items.

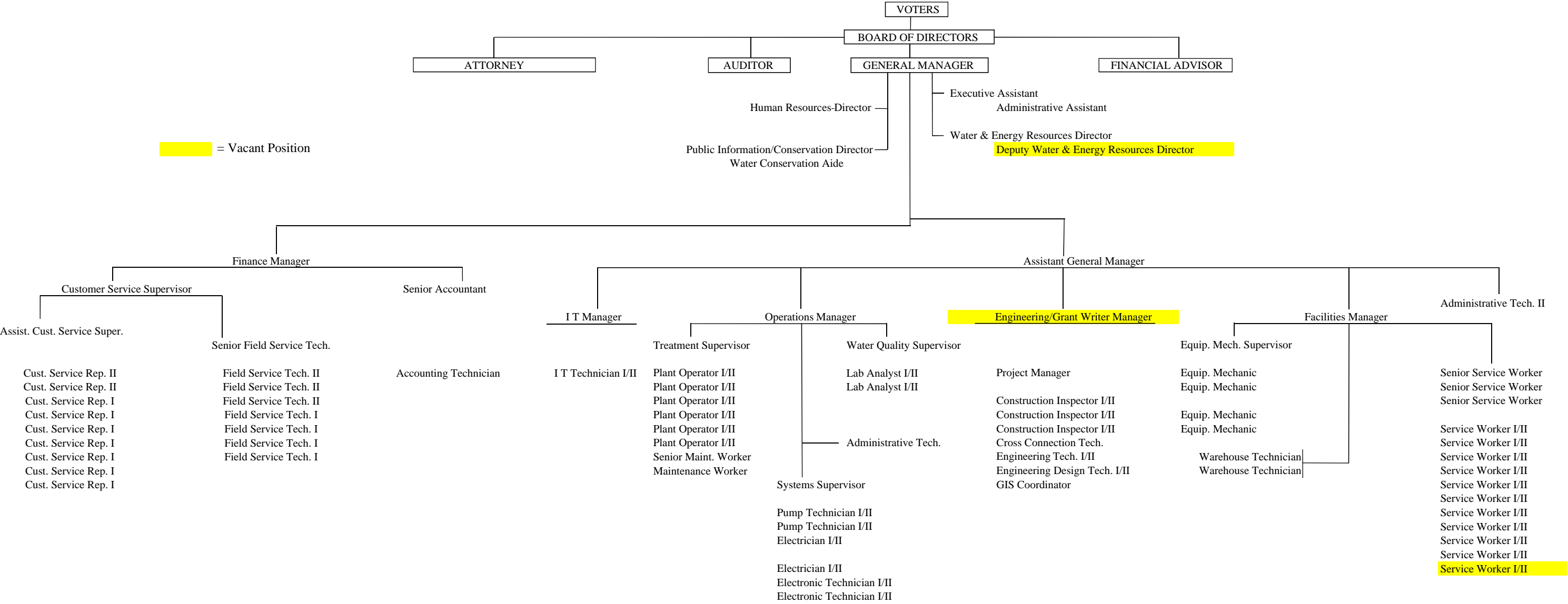
It was stated that the next Facilities Committee meeting will be held July 15, 2014 at 8:15 a.m.

7) **Adjournment.**

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

  
Chair





SUMMARY TABLE

| Hiring Process Authorization |                           | Filled By |  |          | Status     |
|------------------------------|---------------------------|-----------|--|----------|------------|
| Date                         | Position                  |           |  |          |            |
| 3/12/2014                    | PIO/Conserv. Director     |           |  | New Hire | Complete   |
| n/a                          | Service Worker I/II       |           |  | New Hire | Complete   |
| n/a                          | Service Worker I/II       |           |  | New Hire | Tentative  |
| 6/25/2014                    | Eng./Grant Writer Manager |           |  |          | In Process |

**Palmdale Water District**

Position Vacancy and Hiring Process Status

Date: July 17, 2014 DDL