

MINUTES OF MEETING OF THE PERSONNEL COMMITTEE OF THE PALMDALE WATER DISTRICT, AUGUST 11, 2020:

A meeting of the Personnel Committee of the Palmdale Water District was held Tuesday, August 11, 2020, via teleconference. Alternate Chair Alvarado called the meeting to order at 9:00 a.m.

1) Roll Call.

Attendance:

Committee:

Robert Alvarado, Alternate Chair
(via teleconference)

Kathy Mac Laren, Committee
Member (via teleconf.)

Gloria Dizmang, Chair -
ABSENT

Others Present:

Dennis LaMoreaux, General Manager (via teleconf.)

Adam Ly, Assistant General Manager (via teleconf.)

Mike Williams, Finance Manager (via teleconf.)

Jennifer Emery, Human Resources Director (via teleconf.)

Judy Shay, Public Affairs Director (via teleconf.)

Chris Bligh, Facilities Manager (via teleconf.)

Dawn Deans, Executive Assistant (via teleconf.)

0 members of the public

2) Adoption of Agenda.

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

3) Public Comments for Non-Agenda Items.

There were no public comments for non-agenda items.

4) Action Items: (The Public Shall Have an Opportunity to Comment on Any Action Item as Each Item is Considered by the Committee Prior to Action Being Taken.)

4.1) Consideration and Possible Action on Approval of Minutes of Meeting Held April 23, 2020.

It was moved by Committee Member Mac Laren, seconded by Alternate Chair Alvarado, and unanimously carried by all members of the Committee present at the meeting to approve the minutes of the Personnel Committee meeting held April 23, 2020, as written.

4.2) Consideration and Possible Action on 2020 Strategic Plan Goals. (General Manager LaMoreaux)

The Committee reviewed in detail each of the proposed 2020 Strategic Plan Goals for Strategic Initiative No. 2 – Organizational Excellence, Strategic Initiative No. 5 – Regional Leadership, and Strategic Initiative No. 6 – Customer Care, Advocacy and Outreach. The following revised goals are based on the Committee's and staff's recommendations and include key word phrases for each of the Initiatives:

Strategic Initiative No. 2 – Organizational Excellence

Train, Perform, Reward

- Offer competitive compensation and benefits package for employee recruitment and retention
- Focus Succession Planning Program on ensuring an overlap of training for key positions
- Continue providing transparency to our ratepayers
- Promote and support leadership training and professional development programs to enhance the District's customers' experience
- Ensure employees are trained on the Strategic Plan and the District's Values of Diversity, Integrity, Teamwork, and Passion
- Improve safety for Directors, employees, and customers
- Develop career paths at the District for interns and pursue state and federal funding for intern programs
- Involve employees in community engagement and professional platforms

Strategic Initiative No. 5 – Regional Leadership

Engage, Lead, Progress

- Increase involvement with water, business, and community partnerships
- Provide opportunities for local businesses to contract with the District
- Expand the Greater Antelope Valley Water Emergency Coalition by continuing to collaborate with neighboring water agencies and moving to include more agencies outside of the Antelope Valley
- Develop working relationships and mutually beneficial projects with other water agencies in the District's state and federal representatives' districts
- Develop events or activities with lessees of District properties

- Host a 100th anniversary celebration for a fully re-opened Little Rock Dam and Reservoir recreation area in 2024

Strategic Initiative No. 6 – Customer Care, Advocacy and Outreach

Promote, Educate, Support

- Enhance customers' experience through communication and feedback
- Evaluate, develop, and market additional payment options
- Develop the District's Public Outreach Plan and increase public awareness of current programs and services
- Develop partnerships with various agencies to distribute information about resources available to the public
- Engage elected officials and the public on the importance of local, state, federal, and global water reliability issues
- Expand the District's social media platforms and find new avenues to share information and news
- Plan and convert to an Advanced Metering Infrastructure (AMI) to increase customers' knowledge of water use
- Continue to promote and expand school water education programs

5) Board Members' Requests for Future Agenda Items.



There were no requests for future agenda items.

7) Date of Next Committee Meeting.

It was stated that the next Personnel Committee meeting is scheduled for September 16, 2020 at 11:00 a.m.

8) Adjournment.

There being no further business to come before the Personnel Committee, the meeting was adjourned at 10:14 p.m.


Chair
By: 
Dawn Deans, Executive Assistant