

MINUTES OF STRATEGIC PLAN SPECIAL MEETING WORKSHOP OF THE BOARD OF DIRECTORS OF THE PALMDALE WATER DISTRICT, JANUARY 30, 2019:

A Strategic Plan Special Meeting Workshop of the Board of Directors of the Palmdale Water District was held Wednesday, January 30, 2019, at 2029 East Avenue Q, Palmdale, California, in the Board Room of the District office. President, Vincent Dino, called the meeting to order at 4:30 p.m.

1) Pledge of Allegiance.

At the request of President Dino, Director Wilson led the pledge of allegiance.

2) Roll Call.

Attendance:

Vincent Dino, President
Kathy Mac Laren, Vice President
Marco Henriquez, Treasurer
Don Wilson, Secretary
Robert Alvarado, Asst. Secretary

Others Present:

Dennis LaMoreaux, General Manager
Adam Ly, Assistant General Manager
Mike Williams, Finance Manager
Judy Shay, Public Affairs Director
Jennifer Emery, Human Resources Director
Chris Bligh, Facilities Manager
Jim Riley, Engineering/Grant Manager
Peter Thompson II, Deputy Water and Energy Res. Dir.
Tara Rosati, Customer Care Supervisor
Dawn Deans, Executive Assistant
2 members of the public

3) Adoption of Agenda.

It was moved by Director Henriquez, seconded by Director Mac Laren, and unanimously carried by all members of the Board of Directors present at the meeting to adopt the agenda, as written.

4) 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.)

4.1) Workshop, Consideration, and Possible Action on Palmdale Water District's 2020 Strategic Plan. (General Manager LaMoreaux/Dr. Bill Mathis, The Mathis Group)

President Dino commented on the District's improved performance in both Board and employee leadership after which Dr. Bill Mathis, The Mathis Group, provided a detailed overview of the District's initial Culture Survey and process for presenting the results of this survey to staff, the current Culture Survey results, and how to measure these results and guide the Board of Directors towards their continued performance as a high performing Board.

Human Resources Director Emery then stated that staff's Communication Committee is leading the recommended changes identified in the most recent Culture Survey after which Department Managers reviewed how the Culture Surveys have affected their departments, and the Directors reviewed the changes in their perspectives from the initial survey to the current survey.

General Manager LaMoreaux then provided an overview of the 2014 Strategic Plan and the accomplishments to date on each of the goals, initiatives, and projects included in the Plan followed by discussion of educating the public on the cost of water and the need for community outreach, the continued improvements in the Customer Care Department, increasing efficiency and productivity with less staff, innovation and potential grant funding, and the Directors' annual budgets.

At 6:09 p.m., President Dino called for a nine-minute recess. He reconvened the Strategic Plan Special Meeting Workshop at 6:18 p.m.

Discussions continued regarding the Culture Survey, including the Board having more opportunities to engage with staff, Standing Committees establishing annual goals and priorities and becoming more active with a timeline for establishing these goals, having staff Committees meet with Board Standing Committees, the use of Director stipends for education, contracting with lobbyists to ensure elected officials are aware of District projects to help secure grants, adopting the recommended and needed water rates on a five-year basis to ensure reserves are maintained, avoiding deferred maintenance, establishing an annual agenda for each of the Directors, utilizing equipment and technology to its fullest capacity, including Innovation as a new initiative for the Strategic Plan and as a new Board Standing Committee, and fully utilizing Financial Advisor Egan.


Director Henriquez then announced that effective March 15, 2019, he is stepping down from his position as a Director for the District to focus on more time with his family and on his expanding business; that he has been happy and enjoys serving as a Director; that it has been a pleasure to have worked with the Board, staff, and

consultants; and that he respects his fellow Directors, and they all bring value to the Board after which the Directors thanked Director Henriquez for serving the District and that they enjoy working with him.

The process to fill a vacated Director seat was then briefly discussed.

5) Adjournment.

There being no further business to come before the Board, the meeting was adjourned at 7:28 p.m.


Secretary