



*Service, Quality, Community*

**HUMAN RESOURCES COMMITTEE  
MEETING AGENDA  
November 14, 2023 – 9:00 AM**

**CITY OF BIG BEAR LAKE,  
DEPARTMENT OF WATER AND POWER  
41972 GARSTIN DRIVE  
BIG BEAR LAKE, CALIFORNIA 92315  
WWW.BBLDWP.COM**

**HR COMMITTEE MEMBERS**

Barbara Willey, Vice-Chair  
Jim Smith, Commissioner  
Reggie Lamson, General Manager  
Nathan Statham, Chief Financial Officer  
Danny Ent, Water Superintendent  
Rachel Franklin, Human Resources Administrator

**This meeting will be held at the DWP Office at 41972 Garstin Drive, Big Bear Lake, CA 92315.**

**PUBLIC FORUM**

All remarks shall be addressed to the Board as a body only. There is a three-minute maximum time limit when addressing the Board. Please note that California law prohibits the Board from taking action on any item not appearing on the agenda.

**OPEN SESSION**

**CALL MEETING TO ORDER**

**PLEDGE OF ALLEGIANCE**

**PUBLIC FORUM**

**1. DISCUSSION/ACTION ITEMS**

**1.1 Personnel Policies and Employee Handbook Amendments**

Committee to review and discuss the proposed amendments to personnel policies and the Employee Handbook.

**1.2 Risk Management Policies Review**

Committee to review and discuss the proposed Risk Management Policies.

**2. CLOSED SESSION**

**2.1 Closed Session Pursuant to Section 54957.6, Labor Negotiations**

Negotiator: Reginald Lamson, General Manager; Rachel M. Franklin, Human Resources Administrator;  
Nathan Statham, Chief Financial Officer; Danny Ent, Water Superintendent  
Employee Organizations: DWP Hourly Non-represented Employees

**ADJOURNMENT**

I hereby certify under penalty of perjury, under the laws of the State of California that the foregoing agenda was posted in accordance with the applicable legal requirements. Dated this 9<sup>th</sup> day of November 2023.

*Leeanne Eagleson*

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Leeanne Eagleson, Board Secretary  
DWP Board of Commissioners