

NTPUD has water savings rebate money

North Tahoe Public Utility District has been able to expand its water saving appliance credit rebate program for district water customers.

Thousands of dollars are available to customers who purchase and install water saving low flow toilets, faucets and shower heads, dishwashers, washing machines and “smart” programmable irrigation controllers with moisture/rain sensors.

The money is from a grant from Proposition 84.

Even though this winter has been an improvement over the past few years, state imposed drought restrictions mandating a 28 percent reduction in residential water consumption remains in place at least through October.

A limited number of credit rebates are available in each category. For complete details including product specifications, instructions and links to rebate applications, go **online**.

Time running out to train for Gunbarrel 25

The annual Gunbarrel 25 at Heavenly Mountain Resort is April 2.

The challenge is to take 25 laps on Heavenly’s famous mogul run. Competitors have from 10am to 4pm to try to finish.

Preregister by calling 530.542.5129 or emailing LKillebrew@vailresorts.com. Registration on the day of the event will be in the California Lodge from 7:30-9:30am.

The cost is \$50 for pass holders and \$115 for non-pass holders.

‘Best companies hire for attitude, train for skill’

By Bill Taylor, Harvard Business Review

Many of us who are hungry for the latest dispatches from the war for talent look to Silicon Valley. We want to know Google’s secret to hiring the best people or Mark Zuckerberg’s one tip for hiring employees. But in a world where most companies don’t operate on the frontiers of digital transformation, and most employees aren’t tech geeks or app developers, our appetite for unconventional talent strategies should probably extend to more conventional parts of the economy. Like, say, an amazing fast-food chain called Pal’s Sudden Service.

At first blush, there’s nothing all that amazing about Pal’s. It has 26 locations in northeast Tennessee and southwest Virginia, all within an 80-mile radius of its home base in Kingsport, Tenn. It sells burgers, hot dogs, chicken sandwiches, fries, shakes—standard fast-food fare, although the taste and quality have a well-deserved reputation for excellence.

Dig deeper, though, and you see that nothing about Pal’s is standard for its business, or any business. The most obvious

difference is its fanatical devotion to speed and accuracy.

But Pal's is not just absurdly fast. It is also staggeringly accurate. So what can the rest of us learn from Pal's? First, the best companies hire for attitude and train for skill.

Read the whole story

Collaborative effort under way to produce higher quality work force in Lake Tahoe

By Kathryn Reed

Some Lake Tahoe employers aren't satisfied with the applicant pool, which is why a group of people has come together to address that problem.

The Lake Tahoe Adult Education Consortium was initiated by Lake Tahoe Community College and Lake Tahoe Unified School District a couple years ago, and has morphed into a broader working group of more than two dozen organizations with a mission to create the resources to build a work force that will cater to the needs of local employers.

One of the subcommittees is Hospitality, Tourism, Recreation and Retail – HTRR. Those are the four main employment areas on the South Shore.

"They are looking at what the training needs are of this industry sector and then will work to determine what combination of resources can best address those needs," B Gorman, CEO of Lake Tahoe South Shore Chamber of Commerce,

told *Lake Tahoe News*. “The concept is to leverage and refine existing resources to meet needs that are purportedly not currently being met.”

Lake Tahoe Community College has hired a director of adult education to coordinate the specialized curriculum. Classes won’t be the normal quarter-long classes. Many may not involve credits. Some could be taught at the workplace.

“We will do some work force English, a lot with customer service, soft skills like timeliness, work ethic, communication, team work, can they write a coherent sentence, can they speak well. Then we will do technical training,” Virginia Berry, LTCC dean of Career Tech Education, told *Lake Tahoe News*. “We hear from employers they will teach technical skills, but they need someone to show up on a powder day.”

Classes will be aimed at showing people the relationship between those soft skills and being able to move up the ladder. Berry called it “wage progression.” The training isn’t just intended to get the first job, but to give them the skills that could get the person promoted.

Michael Ward with HighBar Global Consulting has been facilitating the meetings with the larger group. He shared with members that in 2015 the hourly wages needed in South Lake Tahoe to sustain an individual or family are:

- 1 adult: \$9.95
- 1 adult, 1 child: \$20.73
- 1 adult, 2 kids: \$24.34
- 1 adult, 3 kids: \$30.98
- 2 adults: \$15.10
- 2 adults, 1 kid: \$18.81

- 2 adults, 2 kids: \$20.17
- 2 adults, 3 kids: \$24.99.

The goal is to have classes launched no later than this fall.

Managers will have a set of classes, too.

"I believe this will do more for the South Lake Tahoe area than anything the college has done in a long time – getting adult education up and running to train the adult work force," LTCC President Kindred Murillo told *Lake Tahoe News*. "To me, it's a game changer for South Lake Tahoe."

The consortium initially was awarded a grant from the state to start the planning process. Another grant – \$750,000 for each of the next three years – was secured from the state to implement the program. Alpine County received \$75,000, which is being wrapped into the larger grant and is allowing those residents to participate.

Seventy-one groups in the state were awarded the funding that is to be spent on high school diplomas, English learners, basic skills, adult workforce needs, career technical education, pre-apprenticeship, or adults with disabilities.

"Lake Tahoe Community College is building adult education programs to support community and workforce development through education. Certificates and degrees designed for fast-tracked career advancement and job readiness are being developed in collaboration with local hospitality, tourism, recreation and retail employers as well as community service organizations," Berry said. "These grant funded programs will offer free and low-cost courses to address the needs of a diverse population of adult learners with LTCC as the hub of programs being offered on campus and at offsite locations with regional partners."

While there are various adult ed classes throughout the

community, the college will now serve as the hub. This is intended to better get people to where they need to go and to develop the classes that are lacking. Non-credit classes mean undocumented residents will be able to take them.

The Restaurant Industry Group has been brought in to look at the college's culinary arts program to see what can be changed so those obtaining their certificate have the skills to start work. There has been criticism too many culinary classes are geared toward the home cook and not the potential kitchen worker.

At South Tahoe High School the Get Focused, Stay Focused initiative was launched this school year. This is to get freshman to start thinking about a 10-year plan for their lives and how to get there. It has been met with a lukewarm response from parents and students.

Still, the goal is get people better prepared at an earlier age.

"Here on the South Shore when we did our member survey last autumn 27.5 percent of respondents stated that workforce was their No. 1 concern at their business. That said, I rarely speak to a business where this isn't a part of the dialogue," Gorman said.

Business walks on the South Shore occurred Tuesday and Wednesday, with the North Shore ones taking place next month. People are being asked what they need to be successful for the next decade.

That information will be used by this group, as well as incorporated into a larger action plan that the Tahoe Prosperity Center expects to release in the fall.

Editorial: Saving for when March miracle goes away

Publisher's note: *This editorial is from the March 16, 2016, Sacramento Bee.*

The snowpack is back and the water is rising. Between last weekend's storms and this weekend's forecast, drought-weary California appears to have gotten the March miracle we were all hoping for.

That's the good news. The bad news is that, between this state's natural climate and global warming, drought is now perpetually around the corner, and, as usual, people are already beginning to forget that.

So as much as we hate to sound like a broken record – or a dripping faucet – it bears repeating: No, California, you can't stop conserving water just because we have wet weather.

Read the whole story

Assigned desks a fading norm in the workplace

By Jeanne Sahadi, CNNMoney

When you “go to the office” there's an understanding that you'll work at the same desk every day. Your spot ... where

you'll sit in your chair and see pictures of your dog and your kids.

But at some companies, there is no assigned seating. Instead, employees must reserve a work space every day – be it a desk, office, quiet pod or meeting room – whatever suits the type of work they need to do that day.

It's called hoteling.

It usually functions best when at least a quarter of employees will be working elsewhere on any given day – either at home, at a client's or at a ski chalet.

Read the whole story

STHS grad not thrilled with NIT bid

By Samuel Benson, Deseret News

PROVO – With a No. 2 seed and a first-round home game, BYU has to be feeling good about its NIT seeding. For seven-seed UAB, not so much.



Jerod Haase

The Blazers won the Conference USA regular-season championship, but a first-round loss in the conference tournament ended their NCAA Tournament hopes. UAB was expected to be rewarded with a favorable NIT bid but was instead given one of the last eight seeds.

“I think players feel a little disrespected by the seeding, but head coach Jerod Haase doesn’t think there is a lot of separation between seeds one through eight,” said Drew Champlin of AL.com. “I don’t think they had BYU in the back of their minds when it came to opponents, but that’s just how the draw fell.”

Haase, a South Tahoe High School grad, has a point.

Read the whole story

March Madness betting expected to hit \$9.2 bil.

By J.D. Morris, Las Vegas Sun

Americans are expected to bet \$9.2 billion on March Madness this year, according to an estimate released today by a Washington, D.C.-based lobbying and trade group for the casino industry.

The projection from the American Gaming Association includes wagering through office pools, legal Nevada sports books, offshore sites and illegal bookies.

It marks an uptick from last year, when the association said Americans would bet \$9 billion on the annual college basketball tournament.

Warning for St. Patrick's Day revelers

The California Highway Patrol is reminding everyone who celebrates St. Patrick's Day that no one is immune from the consequences of drunken driving.

Last year on St. Patrick's Day, the CHP made more than 120 arrests statewide for driving under the influence. This is a decrease from the 489 arrests in 2014 and 430 arrests in 2013.

More than 1,000 people have died in alcohol-related collisions in California every year since at least 2000, data collected through the Statewide Integrated Traffic Records System of the CHP shows. Approximately one-third of all traffic fatalities in the United States involved drunken drivers, the National Highway Traffic Safety Administration reports.

Ways to avoid impaired driving:

- Designate a sober driver before you go out to drink.
- If you become impaired and do not have a designated driver, call a cab, a ride-sharing service, a friend or family member, or take a bus.
- If you see a friend who is too drunk to drive, take their keys and call them a cab or ride share.
- Find out ahead of time if your community has a safe rides program, and use it.

- If you see a driver who appears to be driving impaired, do not hesitate to call 911.
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Election 2016: Early look at who's favored in Nev.

By Megan Messerly, Las Vegas Sun

From the race to replace Senate Minority Leader Harry Reid to the battle for control of the Nevada Legislature, the 2016 election in Nevada will offer far more than a choice of presidential candidates.

While many of the campaigns have been in the works for months, the opening of the filing window for candidates in Nevada on Monday marked the official start to primary season. Candidates for nonjudicial offices have until Friday to file for office.

The higher-profile races in Nevada include competition for Reid's seat, which he's vacating by retiring after five terms, and a slew of Nevada Senate and Assembly positions that Democrats are fighting to regain after Republicans gained majorities in both chambers during 2014.

Read the whole story