

# The Metropolitan Water District of Southern California

# Agenda

The mission of the Metropolitan Water District of Southern California is to provide its service area with adequate and reliable supplies of high-quality water to meet present and future needs in an environmentally and economically responsible way.

## **EO&P Committee**

B. Pressman, Chair  
T. Phan, Vice Chair  
G. Bryant  
M. Camacho  
G. Cordero  
C. Douglas  
D. Erdman  
S. Faessel  
L. Fong-Sakai  
F. Jung  
A. Kassakhian  
J. McMillan  
M. Ramos  
N. Sutley

## **Ethics, Organization, and Personnel Committee - Final - Revised 1**

Meeting with Board of Directors \*

**February 13, 2024**

**10:00 a.m.**

Agendas, live streaming, meeting schedules, and other board materials are available here: <https://mwdh2o.legistar.com/Calendar.aspx>. If you have technical difficulties with the live streaming page, a listen-only phone line is available at 1-877-853-5257; enter meeting ID: 862 4397 5848. Members of the public may present their comments to the Board on matters within their jurisdiction as listed on the agenda via in-person or teleconference. To participate via teleconference 1-833-548-0276 and enter meeting ID: 815 2066 4276 or click <https://us06web.zoom.us/j/81520664276pwd=a1RTQWh6V3h3ckFhNmdsUWpKR1c2Zz09>

**Tuesday, February 13, 2024  
Meeting Schedule**

**08:30 a.m. L&C  
10:00 a.m. EOP  
12:00 p.m. Break  
12:30 p.m. OWS  
02:30 p.m. BOD**

MWD Headquarters Building • 700 N. Alameda Street • Los Angeles, CA 90012

Teleconference Locations:

City Hall • 303 W. Commonwealth Ave. • Fullerton, CA 92832

34819 Calle Del Sol • Capistrano Beach CA 92624

3008 W. 82nd Place • Inglewood, CA 90305

525 Via La Selva • Redondo Beach, CA 90277

1005 S Cardiff Street • Anaheim, CA 92806

\* The Metropolitan Water District's meeting of this Committee is noticed as a joint committee meeting with the Board of Directors for the purpose of compliance with the Brown Act. Members of the Board who are not assigned to this Committee may participate as members of the Board, whether or not a quorum of the Board is present. In order to preserve the function of the committee as advisory to the Board, members of the Board who are not assigned to this Committee will not vote on matters before this Committee.

- 1. Opportunity for members of the public to address the committee on matters within the committee's jurisdiction (As required by Gov. Code Section 54954.3(a))**

**\*\* CONSENT CALENDAR ITEMS -- ACTION \*\***

- 2. CONSENT CALENDAR OTHER ITEMS - ACTION**

- A. Approval of the Minutes of the Ethics, Organization, and Personnel Committee for January 9, 2024 (Copies have been submitted to each Director, any additions, corrections, or omissions) [21-3014](#)

**Attachments:** [02132024 EOP 2A \(01092024\) Minutes](#)

**3. CONSENT CALENDAR ITEMS - ACTION**

NONE

**\*\* END OF CONSENT CALENDAR ITEMS \*\***

**4. OTHER BOARD ITEMS - ACTION**

- 8-2 Update on labor negotiations and approve entering into two-year extension of 2022-2024 Memorandum of Understanding between The Metropolitan Water District of Southern California and The Management and Professional Employees Association of The Metropolitan Water District of Southern California/AFSCME Local 1101; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA [Conference with Labor Negotiators; to be heard in closed session pursuant to Gov. Code 54957.6. Metropolitan representatives: Katano Kasaine, Assistant General Manager, Chief Financial Officer and Gifty J. Beets, Human Resources Section Manager of Labor Relations. Employee organization: The Management and Professional Employees Association of The Metropolitan Water District of Southern California/AFSCME Local 1101; the Supervisors Association; and the Association of Confidential Employees.]. [UPDATED SUBJECT 2.7.2024] [21-3015](#)

**Attachments:** [02132024 BOD 8-2 Non-Interest Disclosure Notice](#)

**5. BOARD INFORMATION ITEMS**

NONE

**6. COMMITTEE ITEMS**

NONE

**7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS**

NONE

**8. FOLLOW-UP ITEMS**

NONE

## **9. FUTURE AGENDA ITEMS**

## **10. ADJOURNMENT**

**NOTE:** This committee reviews items and makes a recommendation for final action to the full Board of Directors. Final action will be taken by the Board of Directors. Committee agendas may be obtained on Metropolitan's Web site <https://mwdh2o.legistar.com/Calendar.aspx>. This committee will not take any final action that is binding on the Board, even when a quorum of the Board is present.

Writings relating to open session agenda items distributed to Directors less than 72 hours prior to a regular meeting are available for public inspection at Metropolitan's Headquarters Building and on Metropolitan's Web site <https://mwdh2o.legistar.com/Calendar.aspx>.

Requests for a disability-related modification or accommodation, including auxiliary aids or services, in order to attend or participate in a meeting should be made to the Board Executive Secretary in advance of the meeting to ensure availability of the requested service or accommodation.

**THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA**

**MINUTES**

**ETHICS, ORGANIZATION AND PERSONNEL COMMITTEE**

**January 9, 2024**

Vice Chair Phan called the meeting to order at 11:04 a.m.

Members present: Directors Bryant, Camacho, Cordero, Douglas, Erdman, Faessel, Fong-Sakai, Kassakhian, McMillan, Phan, and Ramos (teleconference posted location).

Members absent: Directors Jung, and Sutley.

Other Board Members present: Directors Abdo, Ackerman, Alvarez, De Jesus, Dennstedt, Dick, Fellow, Goldberg, Gray (teleconference posted location), Kurtz, McCoy, Miller, Morris, Ortega, Peterson, Pressman, Seckel, and Smith.

Committee Staff present: Brower, Hagekhalil, Kasaine, Rodriguez, Salinas, H. Torres, and Wisdom.

**1. OPPORTUNITY FOR MEMBERS OF THE PUBLIC TO ADDRESS THE COMMITTEE ON MATTERS WITHIN THE COMMITTEE’S JURISDICTION**

None

**CONSENT CALENDAR ITEMS — ACTION**

**2. CONSENT CALENDAR OTHER ITEMS – ACTION**

A. Approval of the Minutes of the Ethics, Organization, and Personnel Committee for November 13, 2023 (copies submitted to each Director, any additions, corrections, or omissions)

Director Camacho made a motion, seconded by Director Cordero to approve the consent calendar item 2A.

The vote was:

Ayes: Directors Bryant, Camacho, Cordero, Douglas, Erdman, Faessel, Fong-Sakai, Kassakhian, McMillan, Phan, and Ramos.  
Noes: None  
Abstentions: None  
Absent: Directors Jung, and Sutley.

The motion for item 2A passed by a vote of 11 ayes, 0 noes, 0 abstention, and 2 absent.

### 3. CONSENT CALENDAR ITEMS – ACTION

7-7 Authorize an increase in contract authority for Skilled Trade Supplemental Labor Contract in the amount of \$6 million for a total not-to-exceed amount of \$8 million; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

Presented by: Brandon Patrick Unit Manager Class Comp & Recruitment

Motion: Authorize the General Manager to authorize an increase of the contract authority to a not-to-exceed amount of \$8 million for skilled labor services under contract RFP-PR-381410.

Mr. Mark Bower introduced Brandon Patrick to present the item.

Mr. Patrick gave an overview of why the board should authorize an increase in contract authority for skilled trade supplemental labor contract. The contract allows to bring on supplemental skilled labor as needed to provide coverage for critical vacancies and project support throughout the district.

The following directors provided comments or asked questions.

1. Fong-Sakai
2. Seckel
3. Bryant

Director Bryant made a motion, seconded by Director Cordero to approve item 7-7.

The vote was:

Ayes: Directors Bryant, Camacho, Cordero, Douglas, Erdman, Faessel, Kassakhian, McMillan, Phan, and Ramos.  
Noes: Director Fong-Sakai  
Abstentions: None  
Absent: Directors Jung, and Sutley

The motion for item 7-7 passed by a vote of 10 ayes, 1 noes, 0 abstention, and 2 absent.

**END OF CONSENT CALENDAR ITEMS**

**4. OTHER BOARD ITEMS – ACTION**

None

**5. BOARD INFORMATION ITEMS**

None

**6. COMMITTEE ITEMS**

- a. Subject: Ethics Office Statistical Report:  
Presented by: Dominic A. Berbeo, Deputy Ethics Officer

Mr. Berbeo provided an overview of complaints received, a breakdown of basis of complaints and complaints open and closed by quarter.

The Following Directors provided comments or asked questions.

1. Erdman
2. Fellow
3. Morris
4. Pressman
5. Phan
6. Ortega

Staff responded to the Directors questions and comments.

- b. Subject: Monthly Ethics Education  
Presented by: Kelli Shope, Assistant Ethics Officer

Ms. Shope gave an overview of the conflicts bulletin, considering conflicts of interests and seeking advice from the ethics office on whether recusal/disclosure is required.

The Following Directors provided comments or asked questions.

1. Phan

Staff responded to the Directors questions and comments.

- c. Subject: Equal Employment Opportunity Statistical Report  
Presented by: Jonaura Wisdom, Chief EEO Officer

Ms. Wisdom gave information and statistics of total complaints received by quarter. Also, a breakdown of year end case statistics.

The Following Directors provided comments or asked questions.

1. Fong-Sakai
2. Douglas

Staff responded to the Directors questions and comments.

- d. Subject: Equal Employment Opportunity Office Review  
Presented by: Jonaura Wisdom Chief EEO Officer

Ms. Wisdom gave an overview of the EEO Office and activities since office opened. Review old and new org chart to show expansion of office since she took place as Chief EEO Officer. Showed new website and explained implemented and updated policies and procedures, protected categories, EEO office responsibilities, and a look ahead for 2024.

The Following Directors provided comments or asked questions.

1. Peterson
2. Smith
3. Bryant

Staff responded to the Directors questions and comments.

- e. Subject: Equal Employment Opportunity Educational update

Item deferred to next meeting.

- f. Subject: Labor Negotiations Update [Conference with labor negotiators; to be heard in closed session pursuant to Gov. Code Section 54957.6. Metropolitan representative(s): Katano Kasaine, Chief Financial Officer; Gifty Beets, Human Resources Section Manager; Mark Brower, Human Resources Group Manager; Adam Benson, Finance Group Manager; Employee Organization(s): the Management and Professional Employees Associations MAPA/AFSCME Chapter 1001; the Supervisors Association; and the Association of Confidential Employees.)]

In closed session, the committee heard the item. No action was taken.

**7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS**

- a. Ethics Officer’s report on monthly activities

Item differed to next meeting.

- b. Equal Employment Opportunity and Human Resources activities

Item differed to next meeting.

**8. FOLLOW-UP ITEMS**

None

**9. FUTURE AGENDA ITEMS**

Director Fellow requested a report of money spent in the last two years on lawyer fees for investigations.

Director Morris requested an answer as to how many disciplinary actions resulted from ethics investigations.

**10. ADJOURNMENT**

Meeting adjourned at 12:57 p.m.

Thai Phan  
Vice Chair



**BOARD MEETING**  
**February 13, 2024 – 2:30 p.m.**  
**MWD Headquarters Building/Teleconference Meeting**

**NON-INTEREST DISCLOSURE NOTICE**  
**BOARD ITEM 8-2**

BOARD ITEM 8-2 – Update on labor negotiations and approve entering into two-year extension of 2022-2024 Memorandum of Understanding between The Metropolitan Water District of Southern California and The Management and Professional Employees Association of The Metropolitan Water District of Southern California/AFSCME Local 1101; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA [Conference with Labor Negotiators; to be heard in closed session pursuant to Gov. Code 54957.6. Metropolitan representatives: Katano Kasaine, Assistant General Manager, Chief Financial Officer and Gifty J. Beets, Human Resources Section Manager of Labor Relations. Employee organization: The Management and Professional Employees Association of The Metropolitan Water District of Southern California/AFSCME Local 1101; the Supervisors Association; and the Association of Confidential Employees.]

This Non-Interest Disclosure Notice is being provided under the California Government Code: Pursuant to Government Code Section 1091.5(a)(9), a District officer or employee does not have a financial interest in a District contract if these conditions are satisfied: (i) his or her interest is that of a person receiving a salary, per diem or reimbursement for expenses from a government entity; (ii) the contract does not directly involve the department of the government entity that employs him or her; and (iii) the interest is disclosed to his or her body or board at the time the contract is considered and is noted in its official record. In accordance with this statute, the following District officers or employees have been, or may be, involved in the bargaining unit negotiations on behalf of management:

Adel Hagekhalil, Marcia Scully, Katano Kasaine, Heather Beatty, Shane Chapman,

Deven Upadhyay, Gifty Beets, Mark Brower, Henry Torres, Tony Zepeda, Gonzalo Barriga Jr., Adam Benson, and Isamar Munoz Marroquin.

Heather Beatty and Isamar Munoz Marroquin are members of the Association of Confidential Employees (“ACE”), which have a salary provision in its Memorandum of Understanding that allows ACE to select an annual salary adjustment from any one of the Memoranda of Understanding for the other bargaining units. Each of the remaining individuals is unrepresented. Under Administrative Code Section 6500(d), unless the Board directs otherwise, the pay rate range for each unrepresented individual except Adel Hagekhalil and Marcia Scully, will be adjusted annually to correspond with the annual across-the-board salary adjustment provided to the District’s management employees under the Memoranda of Understanding; although actual pay rates for these unrepresented individuals will be determined by their management. The other compensation and benefits for which the unrepresented individuals are eligible are set forth in the Administrative Code.