



Organization, Personnel and Technology Committee

Update on implementation of
recommendations from State Audit
and independent review of workplace
concerns

Item 6a

June 14, 2022

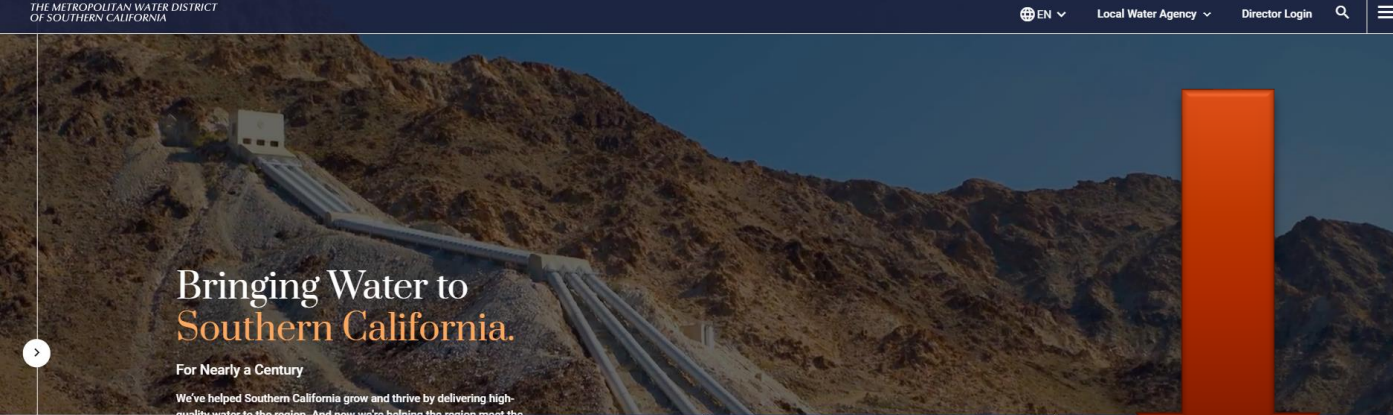
Update

State Audit

- Audit Reform Team
 - Recommendation Updates
- Management Forum on June 16
 - Update on status of recommendations
 - Training

Independent Review of Workplace Concerns

- Update on status of recommendations
- Dashboard
- Summary



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Happening Now.

June 2022
Board Meetings & Agendas.

Conserve Today
Drought 2022.

Met Responds
State Audit of Workplace Concerns

Metropolitan Response to Employee and Workplace Concerns

The California State Auditor has issued its report on Metropolitan's handling of EEO complaints from 2004 to 2021 as well as hiring practices, the independence and authority of the Ethics office, safety program, and maintenance of workforce housing at Metropolitan's desert facilities. In accepting these recommendations, Metropolitan commits to swiftly implementing these actions to address the deficiencies identified in the report.

View State Audit Dashboard →

View Workplace Concerns Dashboard →

These actions build on the work underway to address an independent review of our Equal Employment Opportunity policies and practices, in response to comments made by employees about instances of sexual harassment and other forms of misconduct.

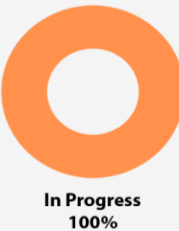
The following documents are related to findings by both the state audit and the independent review.

State Audit Recommendations

A progress dashboard outlining Metropolitan's progress on addressing recommendations from the California State Auditor's report.

EEO		
RECOMMENDATION	DEADLINE	STATUS
Ensure compliance with state and federal laws and best practices, by updating policy to include definitions and examples of retaliation, information about an employee's right to file a complaint directly with DFEH or the EEOC, reference to written investigatory procedures, and that the policy accurately reflects all other requirements in state and federal law.	10/22	In Progress
Review and update its sexual harassment policy as needed.	10/22	In Progress
Develop an official policy defining and prohibiting abusive conduct.	10/22	In Progress
Improve the EEO office by staffing the office commensurate with the workload, including adding staff to handle investigations, training, and compliance.	10/22	In Progress
Improve the EEO office by establishing formal written responsibilities for specific staff within the office.	10/22	In Progress
Improve the EEO office structure so that it operates independently with minimal potential threats to impartiality.	10/22	In Progress

Status Tracker

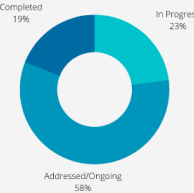


Assessment of Workplace Concerns

A progress dashboard outlining Metropolitan's progress addressing recommendations from the Independent Assessment of Workplace Concerns.

Recommendations are listed in the order they appear in the report		
RECOMMENDATION	STATUS	
1 Update current EEO-related policies to reflect best practices.	In Progress	
2 Implement a policy to address abusive conduct, even if not EEO-related.	In Progress	
3 Continue promoting and hiring individuals for management positions who demonstrate emotional intelligence and the commitment to creating and maintaining a positive and respectful work environment.	Addressed/Ongoing	
4 Hold managers accountable for modeling professional and respectful behavior and demanding the same of their teams.	Addressed/Ongoing	
5 Require District leadership to visit field locations on a regular basis and facilitate town-hall-like events to solicit feedback and input from employees.	Addressed/Ongoing	
6 Continue to enhance the District's current EEO training program.	Addressed/Ongoing	
7 Require managers to follow and enforce District policies and procedures.	Addressed/Ongoing	
8 Require managers to promptly and consistently address EEO Issues and other employee concerns.	Addressed/Ongoing	

Status Tracker



Update on Implementation of Recommendations from State Audit

State Audit Recommendations

Reporting

Deadlines

- June 2022
- October 2022
- April 2023

Recommendations Due in June

- On schedule to meet deadlines
 - EEO (2)
 - Hiring/ Recruitment/ Promotion (1)
 - Safety (1)

Update on State Audit

EEO

Recommendation	Due Date and Status	Summary
Develop written procedures that specify how non-EEO staff who receive complaints from employees should handle referrals of EEO complaints to the EEO office, and train staff on those procedures.	June 2022 In Progress	This verbiage is included in draft H-07 and H-13 policies, which were presented to the Board on 4/26. Training on procedures is scheduled on 6/16 for all managers.
Develop written procedures for handling potential threats to impartiality in investigations. These procedures should contain explicit conditions in which a party other than the EEO office plays a lead role in an EEO complaint, such as the Ethics Officer or the General Counsel's office.	June 2022 In Progress	This verbiage is included in draft H-07 and H-13 policies, which were presented to the Board on 4/26. Training on procedures is scheduled on 6/16 for all managers.

Update on State Audit

Hiring/ Recruitment/ Promotion

Recommendation	Deadline and Status	Summary
Annually share the results of its NDP analyses with various management groups as well as recruitment staff.	June 2022 In Progress	Results will be presented to management and recruitment staff in June.

Update on State Audit Safety

Recommendation	Deadline and Status	Summary
Establish a minimum level of collaboration between safety representatives and management, such as establishing requirements for regular meetings and requiring managers to attend safety committee meetings.	June 2022 In Progress	New procedure HSE 101.4 Safety Communications has been drafted. Draft is scheduled to be adopted in June.

Independent Review of Workplace Concerns

Independent Review of Workplace Concerns

Status of Recommendations

#	Recommendation	Action	Status
12	Add Positions in Training/ ER Units	Completed	Two positions were approved in the budget.
29	DE&I Manager	Completed	DE&I Manager started on May 9.
30	Further Develop the DE&I Council	Addressed/Ongoing	Newly hired DE&I Manager is continuing to develop the DE&I Council.
31	Executive Participation on DE&I Council	Completed	Executive Management attend DE&I Council meetings when invited.
32	Voluntary Participation DE&I Council	Completed	Participation on the DE&I Council is voluntary.
33	Release Time for DE&I Council Members	Completed	DE&I Council members are released from their regular work to attend Council meetings and perform Council work.
34	DE&I Council Involved in Implementation of Report	Addressed/Ongoing	DE&I Council members are involved in implementation of recommendations as appropriate.

Independent Review of Workplace Concerns

Status of Recommendations

#	Recommendation	Action	Status
36	Limit Dissemination of Information - Internal Complaints-Potential EEO Issues	Addressed/Ongoing	Confidentiality is included in relevant EEO documents.
37	EEO Office Establish System for Ongoing Communications with Complainant(s) and Respondent(s)	Addressed/Ongoing	Current practice and will continue.
38	Inform Employees Interviewed During Investigation that Retaliation is Prohibited	Addressed/Ongoing	Developing admonitions that include this language.

Independent Review of Workplace Concerns Status of Recommendations

Updated from Pending

#	Recommendation	Action
6	Continue Enhancing EEO Training Program	Addressed/Ongoing
8	Promptly/Consistently Address EEO Issues/Other Employee Concerns	Addressed/Ongoing
16	Employee Communications (EEO/Ethics)	Addressed/Ongoing
18	Update the District's "EEO Discrimination Complaint Procedures," and provide copies to complainant(s) and respondent(s) in each investigation	In Progress
21	Identify Interim Measures (EEO Investigations)	Addressed/Ongoing
22	Prioritize Investigations (PAL)	Addressed/Ongoing
24	EEO Office Personnel Training	In Progress
26	Adopt Restorative Practices	In Progress
27	Process for Employee Relations/EEO Office to inform internal recruiters about information relevant to transfer requests	Completed
35	District-wide Communication Program	Addressed/Ongoing

Independent Review of Workplace Concerns

Status of Recommendations Summary

	Referred	Completed	Addressed/ Ongoing	In Progress
General Manager/EEO	26	5	19	2
General Manager and Legal Departments	1	1	-	-
Legal and Ethics Departments	4	1		3
Joint Labor-Management Advisory Committee	9	1	5	3
Board	7	1	3	3
Total	47	9	27	11

Note: Categories have been updated to Completed, Addressed/Ongoing, and In Progress.
There are no longer any recommendations classified as Pending.



Discussion

