

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ETHICS, ORGANIZATION AND PERSONNEL COMMITTEE

February 10, 2025

Chair Pressman called the meeting to order at 12:50 p.m.

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

Members absent: Directors Douglas, Jung, Ramos, and Sutley

Other Board Members present: Directors Alvarez, Armstrong, De Jesus (teleconference posted location), Dennstedt, Dick, Goldberg, Kurtz, Lefevre (teleconference posted location), McCoy, Miller (teleconference posted location), Ortega, and Seckel.

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

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

Ellen Mackey MWD Employee, PR Resource Specialist Item 6a

CONSENT CALENDAR ITEMS — ACTION

2. CONSENT CALENDAR OTHER ITEMS – ACTION

A. Approval of the Minutes of the Ethics, Organization, and Personnel Committee for January 13, 2025

3. CONSENT CALENDAR ITEMS – ACTION

None

Director Erdman made a motion, seconded by Director Bryant to approve the consent calendar consisting of item 2A.

The vote was:

Ayes: Directors Bryant, Camacho, Cordero, Erdman, Faessel, Fong-Sakai, Lewitt, McMillan, Phan, and Pressman.

Noes: None

Abstentions: None

Absent: Directors Douglas, Jung, Ramos, and Sutley.

The motion passed by a vote of 10 ayes, 0 noes, 0 abstentions, and 4 absent.

END OF CONSENT CALENDAR ITEMS

4. OTHER BOARD ITEMS – ACTION

None

5. BOARD INFORMATION ITEMS

None

6. COMMITTEE ITEMS

a. Subject: Independent Workplace Culture Survey by Shaw Law Group

Presented by: Jennifer Shaw, Shaw Law Group

Abel Salinas, Ethics Officer

Mr. Salinas introduced Jennifer Shaw of Shaw Law Group to present the results and recommendations for the 2024 workplace cultural assessment survey.

The Following Directors had questions or comments.

1. Faessel
2. Ortega
3. Kurtz

Staff responded to directors' questions or comments.

b. Subject: Update on District Wide Workplace Assessment

Presented by: Mark Brower, Human Resources Group Manager
Aron Brown, Quantum

Mr. Brower provided an overview of the Workplace Assessment conducted by Quantum and announced that a SharePoint site was created to view survey results, comments, and future plans to resolve issues presented by employees.

The following directors had comments or questions.

1. Ortega

Staff responded to directors' questions or comments.

7. MANAGEMENT REPORT

a. Subject: Ethics Officer's Report

Presented by: Abel Salinas, Ethics Officer

Mr. Salinas introduced a new member to the ethics team Hiroshi Ishikawa. Mr. Salinas also reported that since January, the Ethics Office has not initiated new investigations or entered into any new contracts. Mr. Salinas reported that there is currently one Ethics investigation, opened in September and alleges misuse of authority. The Ethics Officer anticipates completing this investigation within the regular six-month timeline. Mr. Salinas reported that the Ethics Office received five complaints in January; two separate allegations of discrimination and or harassment were referred to EEO Office. One allegation of a potential ethics violation was closed after a preliminary review. Two allegations of potential ethics violation are currently under review by the office to determine any appropriate next steps. The Ethics Office has established a new alternative complaint hotline for reporting concerns against directors and senior officials.

The following Directors made comments or asked questions:

1. Pressman

Staff responded to director's comments and questions.

- b. Subject: Equal Employment Opportunities activities
Human Resources activities
Safety, Security, and Protective activities

Ms. Wisdom provided an update on Equal Employment Opportunities activities and reminded Board members of an approaching deadline to take the mandatory EEO training to remain in compliance.

No reports for Human Resources, and Safety, Security, and Protection activities.

8. FOLLOW-UP ITEMS

Director Pressman stated there will be follow-up reports on Human Resources and the Shaw report.

9. FUTURE AGENDA ITEMS

None

10. ADJOURNMENT

Meeting adjourned at 2:57 p.m.

Barry Pressman
Chair