

**From:** [Carrillo, Carlos A](#)  
**To:** [DL-Board Support Team](#)  
**Cc:** [Chair of the Board](#)  
**Subject:** HEA Public Comment for Today's Special Board Meeting  
**Date:** Thursday, June 13, 2024 4:01:43 PM  
**Attachments:** [HEA Public Comment 6-13-24.pdf](#)  
[image001.png](#)  
[image003.png](#)

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Hello,

I had difficulty with the public comment line and was unable to provide verbal comment on behalf of the HEA Board (forgive me, it was my first time trying to call in). I've attached our comment in letter form. We request that this is included public comment records for today's meeting.

Gracias,  
Carlos  
HEA President

**Carlos Carrillo**

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June 13, 2024

Metropolitan Board of Directors  
Metropolitan Water District of Southern California  
700 N Alameda  
Los Angeles, CA 90012

Dear Board of Directors,

We the Hispanic Employees Association (HEA) Board want to add our comments to the record regarding item's 5 A, B, and C of the Special Board Meeting held on June 13, 2024.

We feel compelled to comment to make you aware of the dire state of employee morale, which may be overlooked amid the public praise for General Manager Adel Hagekhalil's character provided today by members of the public who lack insight into the reality and gravity of these allegations. We are not commenting to disparage Mr. Hagekhalil's character—we are commenting to implore the Board to hold him accountable for his actions that go against his responsibility to cultivate and maintain a fair, equitable, and inclusive workplace where staff are trusted and valued.

It is important to address the reality that there are employees experiencing a toxic workplace culture of increasing cronyism, discrimination, and intimidation under Mr. Hagekhalil. Additionally, experienced staff are often left out of the loop in favor of newer personnel or costly consultants who have far less experience, leading to consequences on staff morale. Employees feel discouraged to file complaints with the union or EEO for fear of retaliation or impacts on their careers—the absence of public comments from these employees does not mean these issues do not exist.

It is also important to point out that many of these issues have been masked by endless sloganeering, platitudes, and public relations campaigns. Well-meaning intentions aside, what matters is action and results, not optics. There is much more work to be done. The first step in addressing workplace problems is to admit that they exist, and we have yet to authentically hear that from Mr. Hagekhalil.

It is a shame that these allegations have come to light publicly against protocol, but that does not make them any less real. We implore the Board to take these allegations seriously, as they are not just a one-off case, but indicative of a larger issue that has seriously damaged employee morale for many throughout the District.

Saludos,  
**The HEA Board**