

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ETHICS, ORGANIZATION AND PERSONNEL COMMITTEE

March 11, 2024

Chair Pressman called the meeting to order at 1:37 p.m.

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

Members absent: Directors Camacho, Douglas, Kassakhian, Phan, Ramos and Sutley.

Other Board Members present: Directors Abdo, Armstrong, Dennstedt (AB2449 “Just Cause”), Dick, Fellow, Garza, Goldberg, Kurtz, Lefevre, Luna, McCoy, Miller, Morris, Ortega, Peterson (teleconference posted location), Seckel, and Smith.

Committee Staff present: Kasaine, Mortada, Rodriguez, Salinas, H. Torres, Wisdom, and Wheeler

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

Name	Affiliation	Item
1. Ellen Mackey	MWD employee as a member of the public	6a

CONSENT CALENDAR ITEMS — ACTION

2. CONSENT CALENDAR OTHER ITEMS – ACTION

- A. Approval of the Minutes of the Ethics, Organization, and Personnel Committee for February 13, 2024 (copies submitted to each Director, any additions, corrections, or omissions)

3. CONSENT CALENDAR ITEMS – ACTION

None

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

The vote was:

Ayes: Directors Bryant, Cordero, Erdman, Faessel, Fong-Sakai, Jung, and McMillan.

Noes: None

Abstentions: Director Pressman

Absent: Directors Camacho, Douglas, Kassakhian, Phan, Ramos, and Sutley.

The motion for item 2A passed by a vote of 7 ayes, 0 noes, 1 abstention, and 6 absent.

END OF CONSENT CALENDAR ITEMS

Director Dennstedt entered the meeting.

Director Dennstedt indicated she is participating under AB 2449 “just cause” regarding illness. Director Dennstedt appeared by audio and on camera.

4. OTHER BOARD ITEMS – ACTION

None

5. BOARD INFORMATION ITEMS

None

6. COMMITTEE ITEMS

a. Subject: Expenditures for External Investigations

Presented by: Dominic A. Berbeo, Deputy Ethics Officer

Mr. Berbeo provided an overview of internal investigations, open and closed cases.

Mr. Zepeda provided an overview of legal departments external investigations and costs for 2022 and 2023. Ms. Wisdom provided data for EEO costs of external investigations from 2022 and 2023.

The following Directors provided comments or asked questions.

1. Erdman
2. Ortega
3. Smith

Staff responded to the Directors questions and comments.

b. Subject: Form 700 Annual Disclosure Training

Presented by: Peter Von Haam, Assistant Ethics Officer

Mr. Von Haam provided an overview of form 700 and best practices to complete the form.

The following Directors provided comments or asked questions.

1. Pressman
2. Dennstedt
3. Ortega

Staff responded to the Directors questions and comments.

c. Subject: Equal Employment Opportunity Educational Update

Presented by: Marisol Arzate, Deputy Chief EEO Officer

Ms. Arzate provided an overview of California regulations on harassment and discriminations prevention along with a reminder for mandated reporting.

The following Directors provided comments or asked questions.

1. Dick
2. Ortega
3. Goldberg

Staff responded to the Directors questions and comments.

d. Subject: Overview of the Human Resources Group and Key Initiatives

Presented by: Mark Brower, Human Resources Group Manager

Mr. Brower provided an overview of the Human Resources Group, duties for each functional area, and with pending/completed initiatives.

The following Directors provided comments or asked questions.

1. Pressman

Announcement was made that teleconference location 525 Via La Selva, Redondo Beach, CA 90277 was not available as previously noted on agenda.

- e. Subject: Discuss the Department Head 360 Evaluation Process

Presented by: Eric Bachmann, Organization Development & Training Manager

Mr. Bachmann provided an overview of the Department Head 360 Evaluation Process, the phases it will go through, and the vendor proposed to conduct the process. Mr. Kitrell a representative from Quantum presented his insights and what the process would be.

The following Directors provided comments or asked questions.

1. Ortega
2. Pressman
3. Bryant
4. Fong-Sakai
5. Smith

7. **MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS**

- a. Ethics Officer's Report on Monthly Activities
Presented By: Abel Salinas, Ethics Officer

Mr. Salinas provided a report on pending investigations and expectation to complete in 6 months.

- b. Equal Employment Opportunity, Safety, Security, and Protection, and Human Resources activities

No report given.

8. FOLLOW-UP ITEMS

None

9. FUTURE AGENDA ITEMS

Department Head 360 Evaluation Process

10. ADJOURNMENT

Meeting adjourned at 1:37 p.m.

Barry Pressman
Chair