

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: Jonaure 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: Jonaure 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