

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

SPECIAL ETHICS, ORGANIZATION AND PERSONNEL COMMITTEE

November 19, 2024

Chair Pressman called the teleconference meeting to order at 8:32 a.m.

Members present: Directors Bryant, Camacho, Douglas (entered after roll call), Erdman, Faessel (AB2449 “Just Cause”), Fong-Sakai, Jung (entered after roll call, teleconference posted location), Lewitt, McMillan, Pressman, and Ramos (entered after roll call, teleconference posted location).

Members absent: Directors Cordero, Phan, and Sutley.

Other Board Members present: Directors Ackerman (AB2449 “Just Cause”), Alvarez, Armstrong, Dennstedt, Dick, Goldberg, Gray (teleconference posted location), Kurtz, McCoy, Miller, Morris, Ortega, Seckel (AB2449 “Just Cause”), and Smith.

Director Douglas entered the meeting.

Director Faessel entered the meeting.

Director Ackerman indicated he is participating under AB 2449 “Just Cause” for a medical procedure that prevents her from attending in person.

Director Ackerman appeared by audio and on camera.

Director Faessel indicated he is participating under AB 2449 “Just Cause” for a legislative business that prevents him from attending in person.

Director Faessel appeared by audio and on camera.

Director Seckel indicated he is participating under AB 2449 “Just Cause” due to a contagious illness that prevents him from attending in person.

Director Seckel appeared by audio and on camera.

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

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

Name	Affiliation	Item
1. Ellen Mackey	PR Resource Specialist	6a

CONSENT CALENDAR ITEMS — ACTION

2. CONSENT CALENDAR OTHER ITEMS – ACTION

- A. Approval of the Minutes of the Ethics, Organization, and Personnel Committee for October 8, 2023 (copies submitted to each Director, any additions, corrections, or omissions)

3. CONSENT CALENDAR ITEMS – ACTION

None

Director Jung and Ramos entered the meeting.

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

The vote was:

Ayes: Directors Bryant, Camacho, Douglas, Erdman, Faessel, Fong-Sakai, Jung, Lewitt, McMillan, Pressman, and Ramos.
Noes: None
Abstentions: None
Absent: Directors Cordero, Phan, and Sutley.

The motion for item 2A passed by a vote of 11 ayes, 0 noes, and 3 absent.

END OF CONSENT CALENDAR ITEMS

4. OTHER BOARD ITEMS – ACTION

None

5. BOARD INFORMATION ITEMS

None

Chair Pressman announced a reordering of the agenda hearing item 6b last.

6. COMMITTEE ITEMS

- a. Subject: Summary of 2024 Workplace Assessment
Presented by: Mark Brower, Human Resources Group Manager
Aaron Brown, Quantum Workplace

Mr. Brower introduced the item and gave a brief background on workplace assessment conducted via Quantum Workforce during 8/27/2024-9/18/2024, he announced the creation of a SharePoint site specifically made to display results to all MWD employees. The site will be sent out via Memo and linked to IntraMet. The survey will be conducted yearly. Overall results were presented by Aaron Brown from Quantum Workplace, summarizing results in over all categories followed by questions and comments from board members.

The following Directors made comments or asked questions:

1. Douglas
2. Bryant
3. Faessel
4. Seckel
5. Ortega
6. Smith
7. Dick
8. McMillan
9. Dennstedt
10. Erdman

Staff responded to the Directors questions and comments.

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

- a. Subject: Ethics Officer's Report on monthly activities
Presented by: Abel Salinas, Ethics Officer

Mr. Salinas gave a status update on pending ethics office investigations and contracts, ethics office has not initiated new investigations or entered in a any new contracts since last EOP meeting. One open investigation opened in September alleging misuse of authority, expected to complete withing the 6-month timeline. 6 complaints were received in October and are currently under review. He informed the committee that the Ethics Office launched the Ethics Survey for all employees. Announced and congratulated Hilda Rodriguez on completing 20 years of service at MWD.

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

Chair Pressman announced reports are posted online.

6. COMMITTEE ITEMS (CONTINUE)

- b. Subject: Update on labor negotiations. [Conference with Labor Negotiators; to be heard in closed session pursuant to Gov. Code 54957.6. Metropolitan representatives: Katano Kasaine, Assistant General Manager, Chief Financial Officer, Mark Brower, Human Resources Group Manager, and Gifty J. Beets, Human Resources Section Manager of Labor Relations. Employee Organization(s): The Employees Association of The Metropolitan Water District of Southern California/AFSCME Local 1902; the Management and Professional Employees Associations MAPA/AFSCME Chapter1001; the Supervisors Association; and the Association of Confidential Employees.)]

Presented by: Gifty Beets, Employee Relations Section Manager

In closed session, the committee heard the item. No action was taken.

8. FOLLOW-UP ITEMS

Director Douglas would like a more thorough breakdown of the employee survey, highlighting different responses involving Management, Board members, and managers.

9. FUTURE AGENDA ITEMS

None

10. ADJOURNMENT

Meeting adjourned at 10:30 a.m.

Barry Pressman
Chair