

**THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA**

**MINUTES**

**ETHICS, ORGANIZATION AND PERSONNEL COMMITTEE**

**August 20, 2024**

Chair Pressman called the meeting to order at 10:31 am

Members present: Directors Bryant, Camacho, Douglas (teleconference posted location), Erdman, Faessel, Fong-Sakai, Jung (teleconference posted location), McMillan, Phan (teleconference posted location), Pressman, and Ramos (teleconference posted location)

Members absent: Directors Cordero, Sutley, and Kassakhian.

Other Board Members present: Directors Ackerman, Alvarez, Armstrong, Crawford, De Jesus, Dennstedt, Fellow, Garza, Gray, Goldberg, Kurtz, Miller, Morris, Ortega, Seckel, and Smith.

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

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

	<b>Name</b>	<b>Affiliation</b>	<b>Comment</b>
1.	Jolene Fuentes	MWD Employee	Treatment of employees with disabilities
2.	Katie Wagner	Sierra Club CA	Metropolitan General Manager currently on leave

**CONSENT CALENDAR ITEMS — ACTION**

**2. CONSENT CALENDAR OTHER ITEMS – ACTION**

A. Approval of the Minutes of the Ethics, Organization, and Personnel Committee for July 9, 2024.

## **CONSENT CALENDAR ITEMS – ACTION**

None

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

The vote was:

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

The motion for item 2A passed by a vote of 10 ayes, 0 noes, 1 abstention, and 3 absent.

### **END OF CONSENT CALENDAR ITEMS**

#### **4. OTHER BOARD ITEMS – ACTION**

None

#### **5. BOARD INFORMATION ITEMS**

None

#### **6. COMMITTEE ITEMS**

a. Subject: Report on Department Head 2023/24 Salary Survey

Presented by: Brandon Patrick, Unit Manager Class Comp & Recruitment

Mr. Patrick provided an overview of the Department Head 2024 Salary Survey. He reviewed the process, market survey info, and compensation options. Also provided all comparator agencies and percentage differentials per agency for the General Manager, General Counsel, General Auditor, and Ethics Officer.

The following directors had comments or questions.

1. Kurtz
2. Douglas

Staff responded to the Directors' questions and comments.

b. Subject: Refresher of Equal Employment Opportunity Investigative Procedures for the Board of Directors and its Direct Reports

Presented by: Jonaura Wisdom, Chief EEO Officer

Marisol Arzate, Deputy Chief EEO Officer

Ms. Wisdom and Ms. Arzate gave a refresher of the EEO investigative procedures for the board and their direct reports. They explained the complaint intake procedures, EEO jurisdiction and outcomes, explained the interim measure process, the investigative steps, and the final investigative report summary.

The following Director had comments or questions.

1. Faessel
2. Ortega

Staff responded to the Directors' questions and comments.

c. 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 Employees Association of The Metropolitan Water District of Southern California/AFSCME Local 1902; the Management and Professional Employees Associations MAPA/AFSCME Chapter 1001; the Supervisors Association; and the Association of Confidential Employees.]. [ADDED ITEM 8/13/2024].

Presented by: Gifty Beets, Human Resources Section Manager

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

## **7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS**

- a. Subject: Ethics Officer's report on monthly activities

Presented by: Abel Salinas, Ethics Officer

Mr. Salinas shared there were no new investigations since last meeting. 21 complaints were received in the month of July. 11 were being actively reviewed by Ethics. 10 complaints were referred to appropriate departments which includes EEO and Employee Relations.

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

Chair Pressman stated Equal Employment Opportunity and Safety, Security, and Protection activities reports are posted online for review.

Presented By: Mark Brower, Human Resources Group Manager

Mr. Brower gave an update on the first annual survey to collect feedback from employees. Memo and link to survey will be sent out to all employees and includes questions based on best practices and also captures themes covered by the Shaw Law Group's workplace assessment and State audit.

There were no comments or questions.

## **8. FOLLOW-UP ITEMS**

None

## **9. FUTURE AGENDA ITEMS**

None

## **10. ADJOURNMENT**

The meeting adjourned at 12:05 p.m.

Barry Pressman  
Chair