

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ETHICS, ORGANIZATION AND PERSONNEL COMMITTEE

July 9, 2024

Chair Pressman called the meeting to order at 12:05 p.m.

Members present: Directors Bryant, Camacho, Cordero, Douglas (entered after roll call), Erdman, Jung (teleconference posted location), McMillan, Phan (entered after roll call), Pressman, Ramos (teleconference posted location) and Sutley (entered after roll call).

Members absent: Directors Faessel, Fong-Sakai, and Kassakhian.

Other Board Members present: Directors Abdo, Ackerman, Armstrong, De Jesus, Dennstedt, Fellow, Goldberg, Kurtz, McCoy, Miller, Morris, Ortega, and Seckel.

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

None

CONSENT CALENDAR ITEMS — ACTION

Director Phan entered the meeting.

2. CONSENT CALENDAR OTHER ITEMS – ACTION

A. Approval of the Minutes of the Ethics, Organization, and Personnel Committee for June 11, 2024 (copies submitted to each Director, any additions, corrections, or omissions)

3. CONSENT CALENDAR ITEMS – ACTION

None

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

The vote was:

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

The motion for item 2A passed by a vote of 9 ayes, 0 noes, and 5 absent.

END OF CONSENT CALENDAR ITEMS

4. OTHER BOARD ITEMS – ACTION

None

5. BOARD INFORMATION ITEMS

None

6. COMMITTEE ITEMS

a. Subject: Monthly Ethics Education

Presented by: Peter Von Haam, Assistant Ethics Officer

Mr. Von Haam provided a presentation on public service and its meaning, providing examples and explained that MWD employees are public officials. Mr. Von Haam provided an example and presented an employee who keeps his oath of office in his cubicle and is a prime example of the oath.

b. Subject: Equal Employment Opportunity Statistical Report

Presented by: Jonaure Wisdom, Chief EEO Officer

Ms. Wisdom gave an overview of EEO quarterly statistical report on complaints received, open/closed and closure rates.

Director Sutley entered the meeting.
Director Douglas entered the meeting.

- c. Subject: Ethics Officer's FY 2023/24 Annual Report and FY 2024/25 Business Plan.

Presented by: Abel Salinas, Ethics Officer

Mr. Salinas provided a review on fiscal year 2023/2024 and the Ethics Office plan for upcoming fiscal year 2024/2025.

The following Directors provided comments or questions.

1. Douglas
2. De Jesus

Staff responded to the Directors' questions and comments.

- d. Subject: Discussion of Department Head Performance and Goal Setting
[Public employee performance evaluation – Ethics Officer; to be heard in closed session pursuant to Gov. Code Section 54957]

Presented by: Abel Salinas, Ethics Officer

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 gave an update on the ethics office, currently two open investigations, Ethics office increased contract for legal services with the firm Strumwasser & Woocher from \$45,000 to \$100,000.

- 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 reported on training departments program “Career Launch” which supports over 60 participants in engineering, hoping to expand to other groups. Working with Water Quality Control Systems to introduce career pathing and shadowing program. HR created a task list inventory detailing roles and responsibilities to support daily operations and succession planning. HR reached out to employees to solicit interest for a Master’s degree in Public Administration. Based on the significant interest, HR is working with California State University - Northridge to launch the program with an anticipated date of January 2025. Interim Manager training was developed and implemented with 18 interim managers attending. In June, 468 employees completed virtual and in-person trainings. Since the last meeting, 20 positions were filled and 40 recruitments on in the final steps.

The following director had comments or questions.

1. Phan

Staff responded to the Directors’ questions and comments.

8. FOLLOW-UP ITEMS

None

9. FUTURE AGENDA ITEMS

None

10. ADJOURNMENT

Meeting adjourned at 2:00 p.m.

Barry Pressman
Chair