

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ETHICS, ORGANIZATION AND PERSONNEL COMMITTEE

July 11, 2023

Chair Ramos called the meeting to order at 10:35 a.m.

Members present: Directors Camacho, Faessel, Fong-Sakai, Jung (entered after rollcall, teleconference posted location), McMillan, Phan (teleconference posted location) and Ramos.

Members absent: Directors Cordero, Erdman, Kassakhian and Sutley.

Other Board Members present: Directors Abdo, Alvarez, Armstrong, Bryant, Dennstedt, Dick, Fellow, Garza, Goldberg, Kurtz, Miller, Morris, Ortega, Peterson, Seckel and Smith.

Committee Staff present: Hagekhalil, Kasaine, H. 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 June 13, 2023

3. CONSENT CALENDAR ITEMS – ACTION

None

Director Fong-Sakai made a motion, seconded by Director McMillan to approve the consent calendar consisting of item 2A.

The vote was:

Ayes: Directors Camacho, Faessel, Fong-Sakai, McMillan, Phan, and Ramos.

Noes: None

Abstentions: None

Absent: Directors Cordero, Erdman, Jung, Kassakhian and Sutley.

The motion passed by a vote of 6 ayes, 0 noes, 0 abstention, and 5 absent.

END OF CONSENT CALENDAR ITEMS

4. OTHER BOARD ITEMS – ACTION

None

5. BOARD INFORMATION ITEMS

None

Director Jung entered the meeting

6. COMMITTEE ITEMS

- a. Subject: Contract Code of Conduct
Presented by: Abel Salinas, Ethics Officer

Mr. Salinas provided an update on the development and implementation of the contractor code of conduct.

- b. Subject: Monthly Ethics Education
Presented by: Peter Von Hamm, Assistant Ethics Officer

Mr. Von Hamm provided a brief overview of ethics code policies and procedures. Mr. Von Hamm also reviewed the ethics policy about communications between Directors and staff regarding contracts, hiring and real property transactions.

- c. Subject: Discussion of Department Head Performance and Goal Setting
(Public employees' performance evaluations – Ethics Officer; to be heard in closed session pursuant to Gov. Code Section 54957)
Presented by: Debra Gill, Human Resources Group Manager

No action was taken in closed session.

- d. Subject: Equal Employment Opportunity Statistical Report
Presented by: Jonaura Wisdom, Chief EEO Officer

Ms. Wisdom presented the committee with EEO statistical reports for April 2023 through June 2023. The reports included the number of complaints received, types of protected categories each complaint fell under, and number of complaints that were closed and open.

7. MANAGEMENT REPORT

- a. Ethics Officer's Report

Mr. Salinas reported that since June, the Ethics Office has not initiated new investigations. Mr. Salinas reported that there are currently 9 ongoing Ethics investigations. Three involves allegations of retaliation. The other six involve alleged unauthorized release of confidential information. The Ethics Officer anticipates completing these investigations within the next three months.

- b. Human Resources Manager's Report

Ms. Gill provided an overview of services provided by the Human Resources Department. Ms. Gill also presented employee statistics, activity statistics and department challenges.

The following Directors made comments or asked questions:

1. Ramos
2. Peterson

- c. Equal Employment Opportunity Officer's Report

None

8. FOLLOW-UP ITEMS

None

9. FUTURE AGENDA ITEMS

None

11. ADJOURNMENT

Next meeting will be held on August 15, 2023

Meeting adjourned at 12:32 p.m.

Marsha Ramos
Chair