

# The Metropolitan Water District of Southern California

# Agenda

The mission of the Metropolitan Water District of Southern California is to provide its service area with adequate and reliable supplies of high-quality water to meet present and future needs in an environmentally and economically responsible way.

## **EO&P Committee**

B. Pressman, Chair  
T. Phan, Vice Chair  
G. Bryant  
M. Camacho  
G. Cordero  
C. Douglas  
D. Erdman  
S. Faessel  
L. Fong-Sakai  
F. Jung  
A. Kassakhian  
J. McMillan  
M. Ramos  
N. Sutley

## **Ethics, Organization, and Personnel Committee**

Meeting with Board of Directors \*

**March 11, 2024**

**1:30 p.m.**

Agendas, live streaming, meeting schedules, and other board materials are available here: <https://mwdh2o.legistar.com/Calendar.aspx>. If you have technical difficulties with the live streaming page, a listen-only phone line is available at 1-877-853-5257; enter meeting ID: 862 4397 5848. Members of the public may present their comments to the Board on matters within their jurisdiction as listed on the agenda via in-person or teleconference. To participate via teleconference 1-833-548-0276 and enter meeting ID: 815 2066 4276 or click <https://us06web.zoom.us/j/81520664276pwd=a1RTQWh6V3h3ckFhNmdsUWpKR1c2Zz09>

## **Monday, March 11, 2024 Meeting Schedule**

**09:00 a.m. EOT  
11:30 a.m. Leg  
01:00 p.m. Break  
01:30 p.m. EOP  
03:00 p.m. OWS**

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MWD Headquarters Building • 700 N. Alameda Street • Los Angeles, CA 90012

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\* The Metropolitan Water District's meeting of this Committee is noticed as a joint committee meeting with the Board of Directors for the purpose of compliance with the Brown Act. Members of the Board who are not assigned to this Committee may participate as members of the Board, whether or not a quorum of the Board is present. In order to preserve the function of the committee as advisory to the Board, members of the Board who are not assigned to this Committee will not vote on matters before this Committee.

## **1. Opportunity for members of the public to address the committee on matters within the committee's jurisdiction (As required by Gov. Code Section 54954.3(a))**

### **\*\* CONSENT CALENDAR ITEMS -- ACTION \*\***

## **2. CONSENT CALENDAR OTHER ITEMS - ACTION**

- A.** Approval of the Minutes of the Ethics, Organization, and Personnel Committee for February 13, 2024 (Copies have been submitted to each Director, any additions, corrections, or omissions)

[21-3088](#)

**Attachments:** [03112024 EOP 2A \(02132024\) Minutes](#)

## **3. CONSENT CALENDAR ITEMS - ACTION**

NONE

**\*\* END OF CONSENT CALENDAR ITEMS \*\***

**4. OTHER BOARD ITEMS - ACTION**

NONE

**5. BOARD INFORMATION ITEMS**

NONE

**6. COMMITTEE ITEMS**

- a. Expenditures for external investigations [21-3089](#)

**Attachments:** [03112024 EOP 6a1 Presentation](#)  
[03112024 EOP 6a2 Presentation](#)

- b. Form 700 Annual Disclosure Training [21-3090](#)

**Attachments:** [03112024 EOP 6b Presentation](#)

- c. Equal Employment Opportunity Educational Update [21-3091](#)

**Attachments:** [03112024 EOP 6c Presentation](#)

- d. Overview of the Human Resources Group and Key Initiatives [21-3143](#)

**Attachments:** [03112024 EOP 6d Presentation](#)

- e. Discuss the Department Head 360 Evaluation process [21-3148](#)

**Attachments:** [03112024 EOP 6e Presentation](#)

**7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS**

- a. Ethics Officer's report on monthly activities [21-3093](#)

**Attachments:** [03122024 EOP 7a Report](#)

- b. Equal Employment Opportunity, Safety, Security, and Protection, and Human Resources activities [21-3094](#)

**Attachments:** [03112024 EOP 7b HR Activity Report](#)  
[03112024 EOP 7b EEO Monthly Activity Report](#)  
[03122024 EOP 7b OSSP Monthly Activity Report](#)

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

NONE

## **9. FUTURE AGENDA ITEMS**

## **10. ADJOURNMENT**

**NOTE:** This committee reviews items and makes a recommendation for final action to the full Board of Directors. Final action will be taken by the Board of Directors. Committee agendas may be obtained on Metropolitan's Web site <https://mwdh2o.legistar.com/Calendar.aspx>. This committee will not take any final action that is binding on the Board, even when a quorum of the Board is present.

Writings relating to open session agenda items distributed to Directors less than 72 hours prior to a regular meeting are available for public inspection at Metropolitan's Headquarters Building and on Metropolitan's Web site <https://mwdh2o.legistar.com/Calendar.aspx>.

Requests for a disability-related modification or accommodation, including auxiliary aids or services, in order to attend or participate in a meeting should be made to the Board Executive Secretary in advance of the meeting to ensure availability of the requested service or accommodation.