

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.

SP CWC Committee

T. McCoy, Chair
G. Cordero, Vice Chair
B. Dennstedt
S. Faessel
L. Fong-Sakai
G. Gray, Emeritus
M. Luna
J. McMillan
T. Phan
M. Ramos
K. Seckel

Special Community and Workplace Culture Committee

Meeting with Board of Directors *

June 24, 2025

8:30 a.m.

Written public comments received by 5:00 p.m. the business day before the meeting is scheduled will be posted under the Submitted Items and Responses tab available here:
<https://mwdh2o.legistar.com/Legislation.aspx>.

The 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 teleconference and in-person. To provide public comment by teleconference dial 1-833-548-0276 and enter meeting ID: 815 2066 4276 or to join by computer [click here](#).

**Tuesday, June 24, 2025
Meeting Schedule**

**08:30 a.m. Sp CWC
09:30 a.m. Sp Jt BOD,
EXEC, WK EOT**

MWD Headquarters • 700 North Alameda Street • Los Angeles, CA 90012

Teleconference Locations:

13 Pumphouse Road • Garden Valley, ID 83622

3008 W. 82nd Place • Inglewood, CA 90305

Santa Ana City Hall • 20 Civic Center Plaza, 8th Floor • Santa Ana, CA 92701

1444 9th Street • Santa Monica, CA 90401

Conference Room • 1545 Victory Boulevard, 2nd Floor • Glendale, CA 91201

26772 Calle Maria • Dana Point, CA 92624

Western MWD • 14205 Meridian Parkway • Riverside, CA 92518

San Diego County Water Authority • Lobby Conference Room • 4677 Overland Avenue • San Diego, CA 92123

1855 First Avenue, Room 300 • San Diego, CA 92101

* 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 Community and Workplace Culture Committee for May 13, 2025 [21-4743](#)

Attachments: [06242025 CWC 2A \(05132025\) 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. Ethics Office Year End Review Fiscal Year 2024/25 and Business Plan Fiscal Year 2025/26 [21-4744](#)

Attachments: [06242025 Special CWC 6a Presentation](#)

- b. 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] [21-4745](#)

7. **FOLLOW-UP ITEMS**

NONE

8. **FUTURE AGENDA ITEMS**

9. **ADJOURNMENT**

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA
MINUTES

COMMUNITY AND WORKPLACE CULTURE COMMITTEE

May 13, 2025

Chair McCoy called the meeting to order at 11:20 am.

Members present: Directors Cordero, Dennstedt (teleconference posted location), Faessel, McCoy, McMillan (teleconference posted location), Phan (teleconference posted location), and Seckel

Members absent: Directors Fong-Sakai, Gray, Luna, and Ramos

Other Board Members present: Directors Ackerman (teleconference posted location), Douglas, Fellow (teleconference posted location), Garza (teleconference posted location), Goldberg, Katz, Kurtz, Lewitt, Ortega, Pressman (teleconference posted location), and Shepherd Romey

Committee Staff present: Aguirre, Beatty, Kasaine, Rubin, Salinas, Thomas, Wisdom, and Upadhyay.

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. Subject: Approval of the Minutes of the Community and Workplace Culture Committee for April 8, 2025.

3. CONSENT CALENDAR ITEMS – ACTION

- 7-1 Approve amending the list of Metropolitan officials required to take AB 1234 state ethics training to include all Form 700 filers; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA.

Presented by: Hilda Rodriguez, Administrative Analyst

Motion: Approve amending the list of Metropolitan officials required to take AB 1234 state ethics training to include all Form 700 filers.

The following Director provided comments or asked questions:

1. Faessel

After completion of the presentation, Director Faessel made a motion, seconded by Director Seckel, to approve the consent calendar consisting of items 2A and 7-1.

The vote was:

Ayes: Directors Cordero, Dennstedt, Faessel, McCoy, McMillan, and Seckel
Noes: None
Abstentions: None
Absent: Directors Fong-Sakai, Gray, Luna, Phan, and Ramos

The motion for item 3A passed by a vote of 6 ayes, 0 noes, 0 abstain, and 5 absent.

END OF CONSENT CALENDAR ITEMS

4. OTHER BOARD ITEMS – ACTION

None

5. BOARD INFORMATION ITEMS

None

6. COMMITTEE ITEMS

- a. Subject: Ethics Education
Presented By: Hiroshi Ishikawa, Principal Administrative Analyst

Mr. Ishikawa provided a brief review of the primary Ethics policies and laws on gifts.
The following Directors provided comments or asked questions:

1. Faessel
2. Dennstedt

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

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

Mr. Salinas presented an update on the Ethics Office's recent activities. The office has not entered any new legal or professional services contracts in April. Mr. Salinas also reported two open investigations. One initiated in September 2024 concerning alleged misuse of authority; and another initiated in April 2025 regarding the improper acceptance of a gift by an employee. To date, the office has received a total of 78 complaints in the current fiscal year. Mr. Salinas added that, based on director feedback, additional information about Form 700 filings and complaints received have been added to the Ethics Office's written monthly report.

- b. Subject: Diversity, Equity, and Inclusion activities
 Equal Employment Opportunity activities

 Presented: Liji Thomas, Diversity, Equity, and Inclusion Officer
 Jonaure Wisdom, Chief EEO Officer

Ms. Thomas provided an overview of the DEI Office and its ongoing initiatives. Metropolitan's DEI Team continues to advance initiatives promoting inclusivity and community engagement. The team remains committed to innovating and expanding opportunities for our employees, businesses, and the diverse communities we serve, within a changing legal landscape.

Ms. Wisdom reported that the EEO Office, in collaboration with the General Counsel's Office, is streamlining procedures for the EEO Ad Hoc Committee, including clarifying post-investigation responsibilities and follow-up with mandated reporters on case closure status. Emphasis is being placed on confidentiality and cooperation during investigations. A discussion was held on introducing informal resolution options, such as mediation, prior to formal investigations. An update on these initiatives is scheduled for the July committee meeting. Additionally, a reminder was issued regarding the upcoming deadline for mandatory sexual harassment prevention training.

8. FOLLOW-UP ITEMS

None

9. FUTURE AGENDA ITEMS

None

10. ADJOURNMENT

The meeting adjourned at 11:59 am

Tana McCoy
Chair



Special Community and Workplace Culture Committee

Ethics Office FY 2024/25 Year End Report and FY 2025/26 Business Plan

Item 6a

June 24, 2025

Item 6a

Subject

Ethics Office FY 2024/25 Annual Report and
FY 2025/26 Business Plan

Purpose

To report on FY 2024/25 achievements and
share the Ethics Officer's plan for FY
2025/26

Ethics Office

Mission – The Ethics Office promotes the highest standards of government integrity to support Metropolitan’s mission through an independent and comprehensive program that enhances trust, transparency, and accountability for the benefit of the workforce and the public it serves.

Vision – Our vision is to be a leader in governmental ethics with an unparalleled commitment to supporting an ethical organizational culture.

Performance Highlights

Core Programs – Education

- Ethics Educator
- Fact Sheets
- Tailored Sessions
 - Managers
 - Recruitment Staff
 - Group Managers
 - Safety Event Trainings – (Pending, June 2025)

Performance Highlights

Core Programs – Education

Trainings for Directors

- Prohibited Director Communications
- Gifts
- Ethics and Public Service
- AB 1234

Educational Materials for Directors

- Fact Sheets
- Memoranda on Ethics Issues
- New Form 700 Filing Process

Performance Highlights

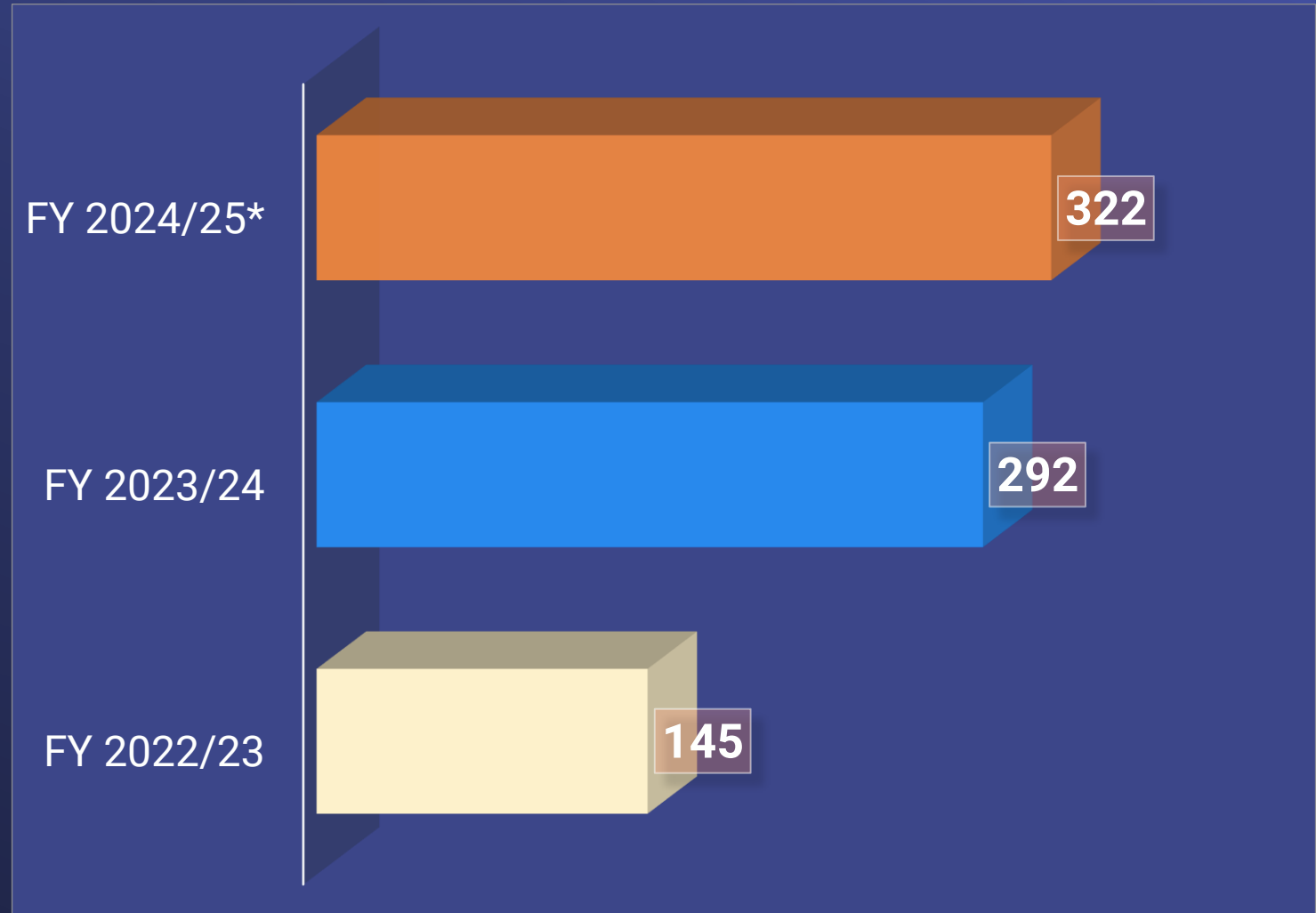
Core Programs – Education

Training for New Employees

- Ethics Orientations – 25 sessions
- Ethics Overview (Web-Based) – 119 employees
- Safety-Related Retaliation (Web-based) – 130 employees

Performance Highlights

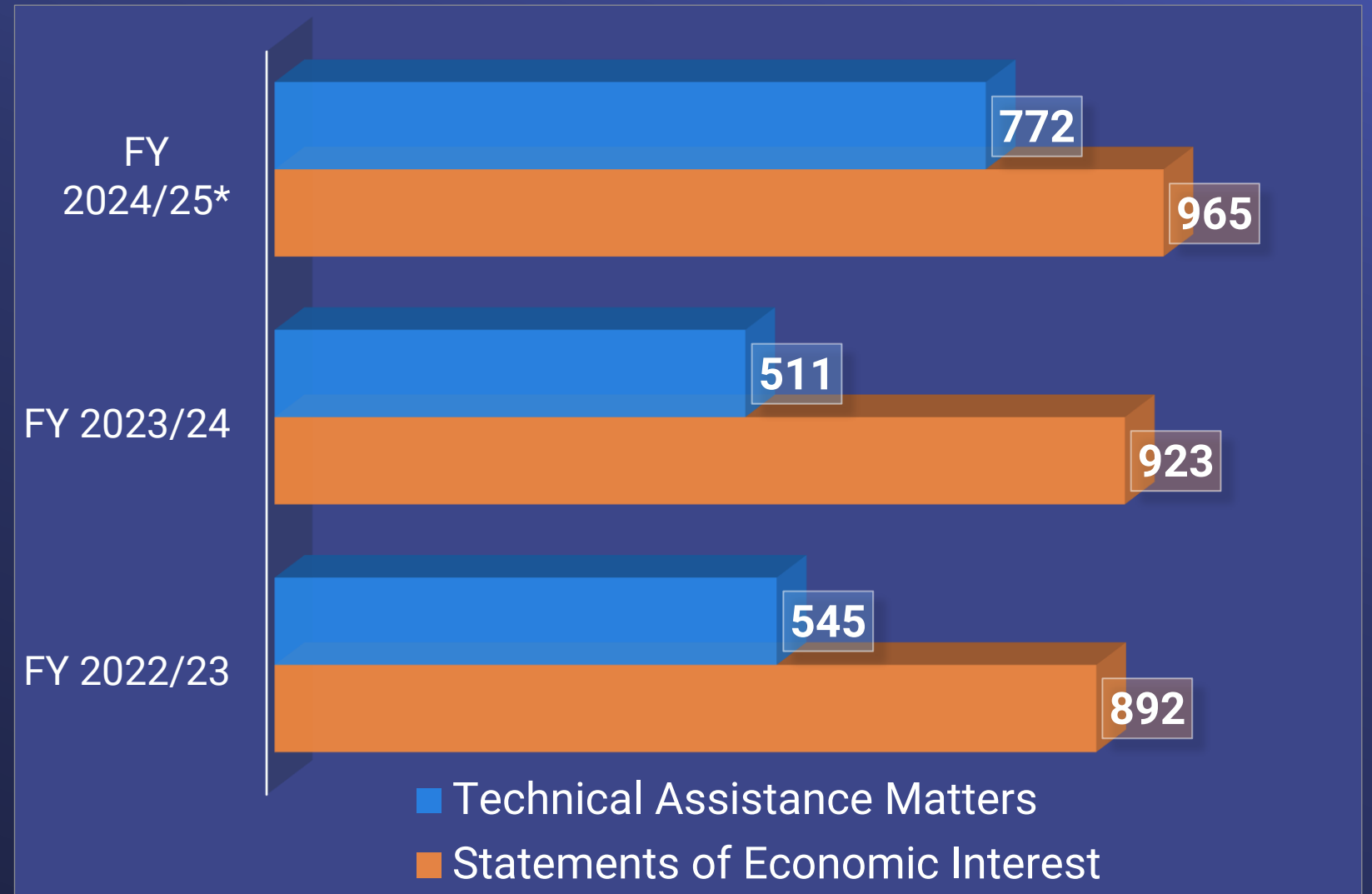
Core Programs – Advice



**July 1, 2024 – June 17, 2025*

Performance Highlights

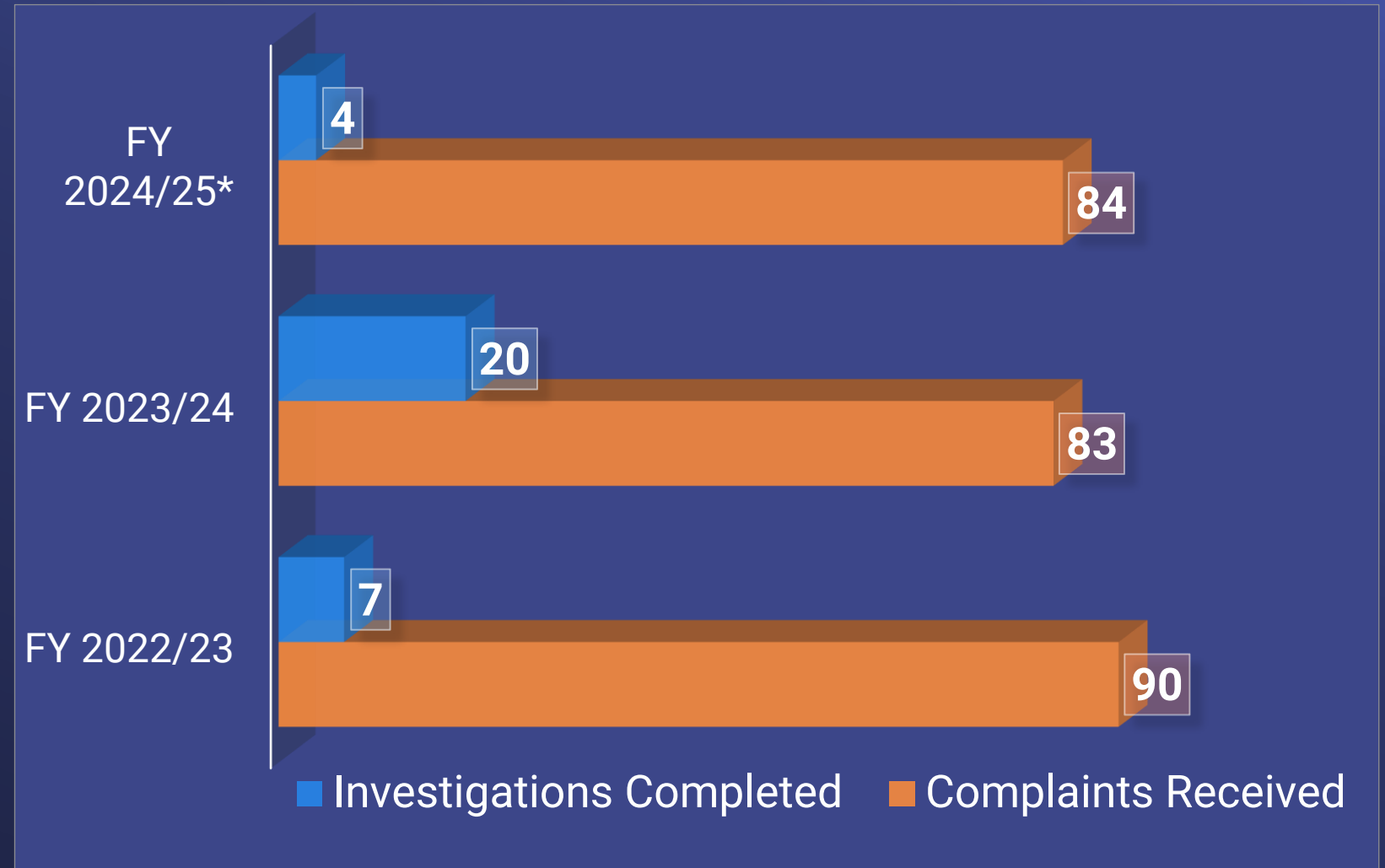
Core Programs - Compliance



**July 1, 2024 – June 17, 2025*

Performance Highlights

Core Programs – Investigations



**July 1, 2024 – June 17, 2025*

Performance Highlights

Core Programs – Investigations

- Ethics investigator
- Presentation of two cases to Board
- Alternative complaint hotline
- Analysis of investigation procedures
- Five EEO complaints

Core Programs – Policy Development

Performance Highlights

- Expanded AB 1234 training to all Form 700 filers
- Collaborated on Operating Policy H-03
- Recommended Administrative Code and Operating Policy revisions

Performance Highlights

Special Projects

- Ethics Survey
- Quarterly Newsletters
- Special Reviews
 - Non-Competitive Appointments
 - Board Form 700s
- Independent Workplace Climate Survey
- Hosted Anaheim Ethics Officer
- Mission and Vision
- Field Visits

Special Projects

Employee Ethics Survey



Independent Workplace Climate Survey



Outreach and Engagement

ETHICS IN FOCUS

Office of Ethics Quarterly Newsletter



ETHICS IN FOCUS

Office of Ethics Quarterly Newsletter



Diamond Valley Lake

A Message From the Ethics Officer

Abel Salinas

IN THIS ISSUE

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

—

Professional Development

Society of Corporate Compliance and Ethics



Council On Governmental Ethics Laws



Fiscal Year
2025/26

Core Priorities

- Education
- Advice
- Compliance
- Policy Development
- Investigations

Fiscal Year
2025/26

Special Projects

- Code of Conduct
- Transparency Certificate of Excellence
- Internal Review of Ethics Policies and Procedures
- Expanded Outreach (FAQs, Live Events)



Questions?

