

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ETHICS, ORGANIZATION AND PERSONNEL COMMITTEE

November 13, 2023

Chair Ramos called the teleconference meeting to order at 11:37 a.m.

Director Peterson indicated he is participating under AB 2449 “emergency circumstances” for a physical emergency that prevents him from attending in person.

Director Peterson appeared by audio and on camera.

Director Ramos made a motion, seconded by Director McMillan, to approve AB2449 Emergency Circumstance participation for Director Peterson.

The vote was:

Ayes: Directors Bryant, Erdman, Faessel, Fong-Sakai, Jung, McMillan, Phan, and Ramos

Noes: None

Abstentions: None

Absent: Directors Camacho, Cordero, Douglas, Kassakhian, and Douglas

The motion for Director Peterson to participate using AB2449 Emergency Circumstance passed by a vote of 8 ayes, 0 noes, 0 abstain, and 5absent.

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

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

Other Board Members present: Directors Abdo, Ackerman, Armstrong, Dennstedt, Dick, Goldberg, Gray (teleconference posted location), Kurtz, Mccoy, Miller, Morris, Ortega, Peterson (AB2449 “Emergency Circumstances”), Seckel and Smith.

Committee Staff present: Brower, Hagekhalil, Kasaine, Rodriguez, Salinas, H. Torres, , Wheeler, 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

Director Camacho entered the meeting.

2. CONSENT CALENDAR OTHER ITEMS – ACTION

- A. Approval of the Minutes of the Ethics, Organization, and Personnel Committee for October 9, 2023 (copies submitted to each Director, any additions, corrections, or omissions)

3. CONSENT CALENDAR ITEMS – ACTION

- 7-9 Authorize an extension to June 30, 2024, on 13 supplemental labor contracts for professional services; and authorize an increase of \$200,000 in funding for four of the contracts not to exceed \$449,000 each; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA.

Motion: Authorize the General Manager to authorize an extension of the 13 contract to June 30, 2024. Authorize the General Manager to increase the contract amounts to \$449,000 for contracts 184359-04, 184454-02, 184470-04, and 184751-04

- 7-10 Approve the Metropolitan Water District of Southern California's salary schedules pursuant to CalPERS regulations; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA.

Motion: Approve the Metropolitan Water District of Southern California's salary schedules.

No presentations were given, Director Camacho made a motion, seconded by Director Bryant to approve the consent calendar consisting of item 2A, 7-9 and 7-10.

The vote was:

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

Noes: None

Abstentions: None

Absent: Directors Cordero, Douglas, Kassakhian, and Sutley.

The motion passed by a vote of 9 ayes, 0 noes, 0 abstention, and 4 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 an overview and reminder on MWD gift rules and how they apply to employees who receive gifts at conferences or from consultants and contractors.

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

- a. Ethics Officer's Report on monthly activities

Mr. Salinas reported that since October, the Ethics Office has initiated four new investigations. Mr. Salinas reported that there are currently 12 open investigations. Four opened in August and four opened in October and involve allegations of unauthorized release of confidential information. One opened in March, alleges misuse of authority by a Metropolitan official. Three opened in March allege retaliation. The Ethics Officer anticipates completing these investigations by December. It was reported that the Ethics Office is also currently managing four EEO related investigations. The Ethics Officer announced that the Ethics Office has scheduled employee Ethics training throughout November.

- b. Equal Employment Opportunity and Human Resources activities

Ms. Wisdom reported that as an employer of 100 employees or more, MWD is required to submit a biannual demographic workforce data to the EEOC. The report was submitted on November 6.

Adel Hagekhalil introduced newly hired Human Resources Group Manager, Mark Brower.

The following Directors made comments or asked questions:

1. Ramos

8. FOLLOW-UP ITEMS

Mr. Hagekhalil updated on efforts between Ethics, Legal, Audit, EEO and HR departments on coordinating intake of concerns and complaints.

Director Bryant commented on Board agenda item 8-6 and requested that future Labor items be presented to EOP committee in a timely manner.

Director Fong-Sakai commented on Board agenda item 8-6 and requested for information to be provided a week beforehand.

Director Ortega and Mr. Hagekhalil responded to Directors comments.

Director Ortega requested the committee discuss the creation of an ad hoc committee that tracks negotiations.

9. FUTURE AGENDA ITEMS

Director Peterson requested a presentation on how the Board sets salaries and if there are exceptions.

11. ADJOURNMENT

Meeting adjourned at 12:08 p.m.

Marsha Ramos
Chair