

**THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA**

**MINUTES**

**ETHICS, ORGANIZATION AND PERSONNEL COMMITTEE**

**January 13, 2025**

Chair Pressman called the meeting to order at 8:32 a.m.

Members present: Directors Bryant, Camacho, Cordero, Douglas, Erdman, Faessel, Fong-Sakai, Jung, Lewitt, McMillan, Phan, Pressman, Ramos, and Sutley.

Members absent: None

Other Board Members present: Armstrong, Dennstedt, and Garza

Committee Staff present: Brower, Kasaine, Rubin, 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

Chair Pressman announced agenda was rearranged, item 6c will be presented first.

**6. COMMITTEE ITEMS**

- c. Subject: Update on the Ad Hoc Committee for the Department Heads Evaluation Process, Next Steps for 2024-2025
- Presented by: Barry Pressman, Chair, Ethics, Organization, and Personnel Committee
- Eleanor Allen, Catapult for Change

Director pressman introduced the item as well as Eleanor Allen, a consultant working with the Ad Hoc committee. Ms. Allen gave an overview of the scope of work and expected outcomes for the department head evaluation process. She explained the two tasks developed. First task, Department head collaboration which include three workshops in February and March. Second task, Department head evaluations.

The following Directors made comments or asked questions:

1. Ortega

**CONSENT CALENDAR ITEMS — ACTION**

**2. CONSENT CALENDAR OTHER ITEMS – ACTION**

- A. Approval of the Minutes of the Special Ethics, Organization, and Personnel Committee for October November 19, 2024 (copies submitted to each Director, any additions, corrections, or omissions)

**3. CONSENT CALENDAR ITEMS – ACTION**

None

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

The vote was:

Ayes: Directors Bryant, Camacho, Cordero, Douglas, Erdman, Faessel, Fong-Sakai, Jung, Lewitt, McMillan, Phan, Pressman, Ramos and Sutley.

Noes: None

Abstentions: None

Absent: None

The motion for item 2A passed by a vote of 14 ayes, 0 noes, 0 abstention, and 0 absent

**END OF CONSENT CALENDAR ITEMS**

**4. OTHER BOARD ITEMS – ACTION**

None

**5. BOARD INFORMATION ITEMS**

None

**6. COMMITTEE ITEMS (Continue)**

a. Subject: Equal Employment Opportunity Statistical Report

Presented by: Jonaura Wisdom, EEO Officer

Ms. Wisdom gave an overview of the EEO Statistical Report. The purpose of the presentation was to inform the board of the 2024-year overview of EEO statistics regarding complaints.

The following Directors made comments or asked questions:

1. Pressman

Staff responded to the Directors questions and comments.

b. Subject: Non-Discrimination Plan Results for fiscal year 2024

Presented by: Cinthya Lupian, EEO Manager  
Brenda Martinez, Unit Manager DEI

Ms. Lupian gave an overview of the Non- Discrimination program. The discussion items include Program, Legal requirements, Utilization & underutilization, EEO categories, NDP results, Concurrence process, and Partnership. Ms. Martinez explained the Workforce Development Priorities. Which include Community engagement, K-12 career pathways, Work readiness and Training.

The following Directors made comments or asked questions:

1. Erdman
2. Cordero
3. Ortega
- 4.

Staff responded to the Directors questions and comments.

Agenda was reorder to hear items 7 prior to item 6e.

**7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS**

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

Mr. Salinas gave a status update on pending ethics office investigations and contracts since November 2024 the ethics office has not initiated any new investigations or contracts. Currently there is one open investigation which is expected to be completed within the regular six-month timeline. There were six complaints received in December that were deferred to corresponding departments. Mr. Salinas gave a reminder to directors for the annual form 700 and announced Ethics issued their 3<sup>rd</sup> quarterly newsletter.

- b. Subject: Equal Employment Opportunity  
Human Resources activities  
Safety, Security, and Protection activities

Chair Pressman announced reports for Equal Employment Opportunity and Safety, Security, and Protection activities are posted online.

- Subject: Human resources Activities  
Presented by: Mark Brower, Human Resources Group Manager

Mr. Brower started off by recognizing all those involved in helping with the wildfire situation, specifically those employees leading the efforts on behalf of the district along with the EOC team, and all Bargaining units.

Staff responded to the Directors questions and comments

**6. COMMITTEE ITEMS (Continue)**

- e. Subject: Update on labor negotiations. [Conference with Labor Negotiators; to be heard in closed session pursuant to Gov. Code 54957.6. Metropolitan representatives: Katano Kasaine, Assistant General Manager, Chief Financial Officer, Mark Brower, Human Resources Group Manager, and Gifty J. Beets, Human Resources Section Manager of Labor Relations. Employee Organization(s): The Employees Association of The Metropolitan Water District of Southern California/AFSCME Local 1902; the Management and Professional Employees Associations MAPA/AFSCME Chapter1001; the Supervisors Association; and the Association of Confidential Employees.]]

Presented by: Gifty Beets, Human Resources Section  
manager

In closed session, the committee heard the item. No action was taken.

d. Subject: 2024 Ethics Survey Results

Presented by: Abel Salinas, Ethics Officer

Mr. Salinas gave an overview of the 2024 Ethics survey results. Survey was conducted in November of 2024 and had a total participant amount of 1,124 responses. 54% of participants have been with the district for 10 years or less, 26% 11-20 years and 20% of participants 21 years and more.

The following Directors made comments or asked questions:

1. Ortega

#### **FOLLOW-UP ITEMS**

None

#### **9. FUTURE AGENDA ITEMS**

None

#### **10. ADJOURNMENT**

Meeting adjourned at 1:16 PM

Barry Pressman  
Chair