

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

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

Ethics, Organization, and Personnel Committee - Final - Revised 2

Meeting with Board of Directors *

June 13, 2023

10:30 a.m.

Agendas, live streaming, meeting schedules, and other board materials are available here: <https://mwdh2o.legistar.com/Calendar.aspx>. A listen only phone line is available at 1-877-853-5257; enter meeting ID: 873 4767 0235. Members of the public may present their comments to the Board or a Committee on matters within their jurisdiction as listed on the agenda via in-person or teleconference. To participate via teleconference (833) 548-0276 and enter meeting ID: 876 9484 9772 or click <https://us06web.zoom.us/j/87694849772?pwd=V3dGZGRYUjJ3allqdUxXTIJRM044Zz09>

Tuesday, June 13, 2023 Meeting Schedule

**08:30 a.m. FAIRP
10:30 a.m. EOP
12:30 p.m. Break
01:00 p.m. BOD**

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

Teleconference Locations:

3008 W. 82nd Place • Inglewood, CA 90305

2680 W. Segerstrom Avenue Unit I, • Santa Ana CA 92704

* 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 April 11, 2023 (Copies have been submitted to each Director, Any additions, corrections, or omissions)

[21-2193](#)

Attachments: [06132023 EOP 2A \(04112023\) Minutes](#)

3. CONSENT CALENDAR ITEMS - ACTION

- 7-9** Authorize adding a \$500,000 line item to the fiscal year 2023/2024 Equal Employment Opportunity Office budget to cover outside legal services; and authorize an agreement with Meyers Nave in an amount not to exceed \$500,000 for ongoing legal advice in support of Equal Employment Opportunity Office activities and Equal Employment Opportunity related personnel and compliance matters; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA. [ADDED SUBJECT 6/2/23] [21-2398](#)

Attachments: [06132023 EOP 7-9 B-L](#)

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

4. OTHER BOARD ITEMS - ACTION

- 8-4** Approve entering into fiscal years 2022-2026 Memorandum of Understanding between The Metropolitan Water District of Southern California and The Supervisors Association of The Metropolitan Water District of Southern California; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA [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 and Gifty J. Beets, Human Resources Section Manager of Labor Relations. Employee organization: The Supervisors Association of The Metropolitan Water District of Southern California] [21-2302](#)

Attachments: [06132023 EOP 8-4 B-L](#)
[06132023 EOP 8-4 Tentative Agreement](#)
[06132023 BOD 8-4 Non-Interest Disclosure Notice](#)
[06132023 EOP 8-4 Non-Interest Disclosure Notice](#)

5. BOARD INFORMATION ITEMS

NONE

6. COMMITTEE ITEMS

- a.** Ethics Officer's Annual Plan for fiscal year 2023/2024 [21-2308](#)

Attachments: [06132023 EOP 6a Presentation](#)

- b.** Contractor Code of Conduct. [WITHDRAWN 6/8/23] [21-2309](#)

- c. Update on Apprenticeship Program [21-2307](#)

Attachments: [06132023 EOP 6c Presentation](#)

- d. Update on Department Head evaluation process and timeline for fiscal year 2022/2023 [21-2326](#)

Attachments: [06132023 EOP 6d Presentation](#)

7. MANAGEMENT REPORTS

- a. Ethics Officer's Report [21-2194](#)
- b. Human Resources Manager's Report [21-2195](#)
- c. Equal Employment Opportunity Officer's Report [21-2196](#)

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 Ex