

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 - Final - Revised 3

Meeting with Board of Directors *

June 11, 2024

11:00 a.m.

Agendas, live streaming, meeting schedules, and other board materials are available here: <https://mwdh2o.legistar.com/Calendar.aspx>. Written public comments received by 5:00 p.m. (business days) before the meeting is scheduled will be posted under the Submitted Items and Responses tab available here: <https://mwdh2o.legistar.com/Legislation.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: 891 1613 4145. 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>

**Tuesday, June 11, 2024
Meeting Schedule**

**09:00 a.m. FAM
11:00 a.m. EOP
01:30 p.m. Break
02:00 p.m. BOD**

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

Teleconference Locations:

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

Long Beach Utilities Department • 1800 E. Willow Road • Long Beach, CA 90807

3008 W. 82nd Place • Inglewood, CA 90305

City Hall • 303 W. Commonwealth Avenue • Fullerton, CA 92832

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

* 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 May 14, 2024 (Copies have been submitted to each Director, any additions, corrections, or omissions) [21-3424](#)

Attachments: [06112024 EOP 2A \(05142024\) Minutes](#)

3. CONSENT CALENDAR ITEMS - ACTION

NONE

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

4. OTHER BOARD ITEMS - ACTION

- 8-6 Discussion of correspondence alleging employment violations and provide direction to staff; the General Manager has determined the proposed action is exempt or otherwise not subject to CEQA [Conference with legal counsel—anticipated litigation; based on existing facts and circumstances, including receipt of a correspondence containing allegations of serious Equal Employment Opportunity and other violations; there is significant exposure to litigation against Metropolitan; one potential case; to be heard in closed session pursuant to Gov. Code Section 54956.9 (d)(2)]. [ADDED ITEM 6/7/24] [21-3478](#)

5. BOARD INFORMATION ITEMS

NONE

6. COMMITTEE ITEMS

- a. Monthly Ethics Education [21-3423](#)

Attachments: [06112024 EOP 6a Presentation](#)

[06112024 EOP 6a Att. 1](#)

[06112024 EOP 6a Att. 2](#)

- b. Update on Department Head Evaluation Process and Comparator Agencies [21-3451](#)

Attachments: [6112024 EOP 6b Presentation](#)

- c. Discussion of proposed revisions to the investigative procedures for Equal Employment Opportunity and Ethics allegations involving members of the Board of Directors and Direct Reports to the Board. [ADDED ITEM 6/5/24] [21-3473](#)

Attachments: [06112024 EOP 6c C-L](#)

- d. Discussion on conducting a workforce assessment. [ADDED ITEM 6/6/24] [21-3476](#)

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

- a. Ethics Officer's report on monthly activities [21-3425](#)
- b. Equal Employment Opportunity activities [21-3426](#)
Human Resources activities
Safety, Security, and Protection activities

Attachments: [06112024 EOP 7b Equal Employment Opportunity Report](#)
[06112024 EOP 7b Human Resources Report](#)
[06112024 EOP 7b Safety, Security, and Protection 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.