



OP&T Committee

- J. Murray Jr., Chair
- T. McCoy, Vice Chair
- S. Blois
- M. Camacho
- G. Cordero
- S. Faessel
- A. Fellow
- M. Hogan
- F. Jung
- R. Lefevre
- J. Morris
- A. Ortega
- G. Peterson
- T. Smith
- S. Tamaribuchi
- H. Williams

**Adjourned Organization, Personnel and
Technology Committee**

Meeting with Board of Directors *

August 16, 2021

3:30 p.m.

Live streaming is available for all board and committee meetings on our mwdh2o.com website ([Click to Access Board Meetings Page](#))

Public Comment Via Teleconference Only: Members of the public may present their comments to the Board on matters within their jurisdiction as listed on the agenda via teleconference only. To participate call (404) 400-0335 and use Code: 9601962.

**Monday, August 16, 2021
Meeting Schedule**

- 09:30 a.m. - Adj. F&I
- 10:30 p.m. - Adj. E&O
- 12:00 p.m. - Break
- 12:30 p.m. - Adj. WP&S
- 02:30 p.m. - Adj. C&L
- 03:30 p.m. - Adj. OP&T

* 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 OTHER ITEMS -- ACTION ****

2. CONSENT CALENDAR OTHER ITEMS - ACTION

- A. Approval of the Minutes of the meeting of the Organization, Personnel and Technology Committee held July 12, 2021 [21-325](#)

Attachments: [08162021 OPT 2A Draft Minutes](#)

- B. Approval of the Minutes of the Special Meeting of the Organization, Personnel and Technology dated July 27, 2021 [21-394](#)

Attachments: [08162021 OPT 2B draft minutes](#)

3. CONSENT CALENDAR ITEMS - ACTION

None

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

4. OTHER BOARD ITEMS - ACTION

- 8-1 Discussion of recommendations from Shaw Law Group’s independent review of allegations of systemic Equal Employment Opportunity-related discrimination, harassment and retaliation, and related concerns; adopt recommendations as presented or with modifications and direct General Manager to implement the recommendations; authorize an increase in the maximum amount payable under contract with Shaw Law Group by \$25,000 to an amount not to exceed \$575,000 for follow-up requests; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA [Added Item on 8/11/2021] [21-395](#)

Attachments: [08172021 OPT 8-1 B-L.pdf](#)
[08162021 OPT 8-1 Presentation.pdf](#)

5. BOARD INFORMATION ITEMS

None

6. COMMITTEE ITEMS

- a. Labor Negotiations Update [21-371](#)
 [Conference with labor negotiators; to be heard in closed session pursuant to Gov. Code Section 54957.6. Metropolitan representatives: Diane Pitman, Human Resources Group Manager, Stephen Lem, HR Section Manager of Labor Relations. Employee organizations: The Employees Association of The Metropolitan Water District of Southern California/AFSCME Local 1902; the Management and Professional Employees Association MAPA/AFSCME Chapter 1001, the Supervisors Association and the Association of Confidential Employees]

Attachments: [08162021 OPT 6a non-Interest Disclosure Notice.pdf](#)

- b. Diversity, Equity, and Inclusion Council Update [21-372](#)

Attachments: [08162021 OPT 6b Presentation.pdf](#)

7. MANAGEMENT REPORTS

- a. Human Resources Manager's Report [21-373](#)

Attachments: [08162021 OPT 7a Presentation.pdf](#)

- b. Information Technology Manager's Report [21-374](#)

Attachments: [08162021 OPT 7b Presentation.pdf](#)

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. Agendas for the meeting of the Board of Directors may be obtained from the Board Executive Secretary. 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 <http://www.mwdh2o.com>.

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.