

**THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA**

**MINUTES**

**ORGANIZATION, PERSONNEL AND TECHNOLOGY COMMITTEE**

**January 11, 2021**

Vice Chair McCoy called the teleconference meeting to order at 11:00 a.m.

Members present: Directors Blois, Camacho, Cordero, Faessel, Fellow, Jung, Lefevre, McCoy, Morris, Ortega, G. Peterson (entered after roll call), Smith and Williams.

Members absent: Directors Tamaribuchi

Other Board Members present: Directors Abdo, Ackerman, Atwater, De Jesus, Dennstedt, Erdman, Fong-Sakai, Goldberg, Gray, Lefevre, Miller, Pressman, Quinn, Ramos and Record.

Committee Staff present: H. Beatty, Chapman, Eckstrom, Hagekhalil, Kasaine, Munoz Marroquin, Pitman, and H. Torres.

**1. OPPORTUNITY FOR MEMBERS OF THE PUBLIC TO ADDRESS THE COMMITTEE ON MATTERS WITHIN THE COMMITTEE'S JURISDICTION**

None

<b>CONSENT CALENDAR OTHER ITEMS — ACTION</b>
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**2. CONSENT CALENDAR OTHER ITEMS – ACTION**

- A. Approval of the Minutes of the meeting of the Organization, Personnel and Technology Committee held November 9, 2021.

**3. CONSENT CALENDAR ITEMS – ACTION**

- 7-3 Subject: 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 attached salary schedules pursuant to CalPERS regulations.

No presentations were given, Director Morris made a motion, seconded by Director Fellow to approve the consent calendar consisting of item 2A, and 7-3.

The vote was:

Ayes: Directors Blois, Cordero, Faessel, Fellow, Jung, Lefevre, McCoy, Morris, Ortega, Smith and Williams.

Noes: None

Abstentions: None

Absent: Directors Camacho, G. Peterson and Tamaribuchi.

The motion passed by a vote of 11 ayes, 0 noes, 0 abstention, and 3 absent.

<b>END OF CONSENT CALENDAR ITEMS</b>
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**4. OTHER BOARD ITEMS - ACTION**

None

**5. BOARD INFORMATION ITEMS**

9-2 Subject: Update on Public Agency Partnership to Increase Opportunities for Underserved and Underrepresented Businesses

Presented by: John Arena, Section Manager- Business Outreach

Mr. Arena provided an overview of the current Business Outreach program, the impacts it has made in service area regions and information on new initiatives.

The following Directors provided comments or asked questions

1. Gray

Staff responded to the Directors questions and comments.

**6. COMMITTEE ITEMS**

a. Subject: Update on Status of Recommendations from Independent Review of Workplace Concerns

Presented by: Katano Kasaine, Assistant General Manager, CFO

Ms. Kasaine provided an overview of the update of the Independent Review of Workplace Concerns, Equal Employment Opportunity Officer recruitment, Chief Diversity, Equity, and Inclusion Recruitment and the Joint Labor Management Advisory Committee.

The following Directors provided comments or asked questions

1. Ortega

Staff responded to the Directors questions and comments.

- b. Subject: Ethics Officer briefing on EEO investigations conducted by Shaw Law Group

Presented by: Abel Salinas, Ethics Officer

Mr. Salinas provided an overview of how the Ethics office coordinated four EEO investigations and provided details of each claim.

The General Manager, Adel Hagekhalil, announced to the Board that the investigations findings will be taken into consideration for further review and necessary action as appropriate.

The following Directors provided comments or asked questions

1. Ortega
2. Smith
3. Fong-Sakai

Staff responded to the Directors questions and comments.

- c. Subject: Labor Negotiations Update  
[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 and the Supervisors Association]

Item deferred to February.

## **7. MANAGEMENT REPORT**

a. Human Resources Manager's Report

None.

b. Information Technology Manager's Report

Mr. Eckstrom provided an update on digital workplace and mobility initiatives.

## **8. FOLLOW-UP ITEMS**

Request disclosure of investigation reports for EEO investigations conducted by Shaw Law  
Group

## **9. FUTURE AGENDA ITEMS**

None

## **10. ADJOURNMENT**

Next meeting will be held on February 8, 2021

Meeting adjourned at 11:54 a.m.

Tana McCoy  
Vice Chair