

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ORGANIZATION, PERSONNEL AND TECHNOLOGY COMMITTEE

June 14, 2022

Vice Chair McCoy called the teleconference meeting to order at 9:30 a.m.

Members present: Directors Blois, Camacho, Cordero, Faessel, Fellow, Jung, Lefevre, McCoy, Morris, Ortega, G. Peterson, Smith, Tamaribuchi and Williams.

Members absent: None

Other Board Members present: Directors Abdo, Ackerman, Atwater, De Jesus, Dennstedt, Erdman, Fong-Sakai, Gray, Kurtz, Miller, Sutley, 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

Alan Shanahan, President of AFSCME Local 1902, commented on item 7-10.

Katy Wagner commented on the Shaw Law Group report.

Ellen Mackey, employee and Leader of Metropolitan's Women's Caucus, commented on the Shaw Law Group report.

CONSENT CALENDAR ITEMS — ACTION

2. CONSENT CALENDAR OTHER ITEMS – ACTION

- A. Approval of the Minutes of the meeting of the Organization, Personnel and Technology Committee held May 9, 2022

3. CONSENT CALENDAR ITEMS – ACTION

- 7-9 Subject: Authorize an increase in the maximum amount payable under contract with Johnson Services Group by \$22,000 to an amount not to exceed \$271,000 for on-call temporary skilled labor; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

Motion: Authorize the General Manager to increase contract 184454-02 with Johnson Service Group to an amount not to exceed \$271,000

Presented by: Brandon Patrick, Unit Manager- Class Comp & Recruitment

Mr. Patrick provided an overview of the supplemental labor contract with Johnson Service Group and explained the need for the increase in contract funds.

The following Directors provided comments or asked questions

1. Ortega

Staff responded to the Directors questions and comments.

7-10 Subject: Amend Section 1106 and Section 6226 of the Metropolitan Water District Administrative Code regarding Holidays and Annual Leave to ensure benefits parity by adding Juneteenth and an across-the-board standard for payments of excess accumulated annual leave; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

Motion: Amend Section 1106 and Section 6226 of the Metropolitan Water District Administrative Code regarding Holidays and Annual Leave to ensure benefits parity by adding Juneteenth and an across-the-board standard for payments of excess accumulated annual leave.

Presented by: Diane Pitman, Human Resources Group Manager

Ms. Pitman provided an overview of changes to Administrative Code Section 1106 to add Juneteenth as a Metropolitan observed holiday and Section 6226 to implement an annual leave paydown process for Unrepresented employees in conformance with existing bargaining unit language and practice.

After completion of the presentation, Director Fellow made a motion, seconded by Director Morris to approve the consent calendar consisting of item 2A, 7-9 and 7-10.

The vote was:

Ayes: Directors Blois, Camacho, Cordero, Faessel, Fellow, Jung, Lefevre, McCoy, Morris, G. Peterson, Smith, Tamaribuchi and Williams.

Noes: None

Abstentions: Director Cordero from item 2A.

Absent: None

The motion for item 2A passed by a vote of 13 ayes, 0 noes, 1 abstention, and 0 absent.

The motion for item 7-9 and 7-10 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

- a. Subject: Update on implementation of recommendations from State Audit and independent review of workplace concerns

Presented by: Katano Kasaine, Assistant General Manager CFO
Jonaure Wisdom, EEO Officer
Dan Guillory, Section Manager- Operations Safety and Regulatory Services
Adel Hagekhalil, General Manager

Ms. Kasaine provided an update of the Audit Reform Teams progress on State Audit recommendations, management trainings and presented the website location where the public can view the status of recommendations. Ms. Wisdom provided an update on the status of EEO policies, Non-discrimination Plans and EEO organization. Mr. Guillory provided an update on the new draft procedure HSE 101.4 Safety Communications. Mr. Hagekhalil commented on Shaw Law Group investigation and the actions taken on the investigation findings

The following Directors provided comments or asked questions

1. Ortega
2. Smith
3. G. Peterson
4. Grey
5. Ortega

Staff responded to the Directors questions and comments.

7. MANAGEMENT REPORT

- a. Human Resources Manager's Report

None

- b. Information Technology Manager's Report

None

8. FOLLOW-UP ITEMS

None.

9. FUTURE AGENDA ITEMS

Director Camacho made a motion to have the Executive Committee consider waiving privilege of the Shaw Law Group reports as it relates to State audit, seconded by Director Ortega.

The vote was:

Ayes: Directors Camacho, Cordero, Faessel, Jung, Ortega, and Smith.

Noes: Directors Blois, Fellow, Lefevre, McCoy, Morris, G. Peterson, Tamaribuchi and Williams.

Abstentions: None

Absent: None

The motion failed by a vote of 6 ayes, 8 noes, 0 abstention, and 0 absent.

10. ADJOURNMENT

Next meeting will be held on July 12, 2022

Meeting adjourned at 10:48 a.m.

Tana McCoy
Vice Chair