

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ORGANIZATION, PERSONNEL AND TECHNOLOGY COMMITTEE

September 13, 2022

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

Members present: Directors Blois, Camacho, Cordero, Faessel, Fellow, Jung (entered after rollcall), Lefevre, McCoy, Morris, Ortega (entered after rollcall), Peterson, Smith and Tamaribuchi.

Members absent: Director Williams

Other Board Members present: Directors Abdo, Ackerman, De Jesus, Dennstedt, Dick, Erdman, Goldberg, Gray, Hawkins, Kurtz, Miller, Pressman, Ramos, Record and Sutley.

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

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

None

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 August 16, 2022

3. CONSENT CALENDAR ITEMS – ACTION

7-7 Subject: Adopt resolution designating Metropolitan’s maximum contribution for medical benefits in order to comply with the current authorized Memoranda of Understanding; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

Motion: Adopt a resolution designating Metropolitan’s maximum contribution for medical benefits in order to comply with the current authorized Memoranda of Understanding.

7-12 Subject: Authorize an increase in the maximum amount payable under 21-1515 contract with Meyers Nave by \$190,000 to an amount not to exceed \$439,000 to continue providing legal advice and support services for the Equal Employment Opportunity Office; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

 Motion: Authorize an increase in the maximum amount payable under contract with Meyers Nave by \$190,000 to an amount not to exceed \$439,000 to assist and advise the Chief EEO Officer with additional new core personnel policies and procedures, including Operating Policies H-04 (Abusive Conduct and Workplace Violence), Investigation Procedures and Discipline Procedures per State Audit recommendations and deadlines in October 2022. In addition, Meyers Nave will provide ongoing assistance and advice to the Chief EEO Officer regarding compliance investigations, the transition of outside investigations from the Legal Department to the EEO Office, building and staffing the EEO Office, and related issues

No presentations were given, Director Morris made a motion, seconded by Director Camacho to approve the consent calendar consisting of item 2A, 7-7 and 7-12.

The vote was:

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

Noes: None

Abstentions: None

Absent: Director Williams

The motion for item 2A, 7-7 and 7-12 passed by a vote of 13 ayes, 0 noes, 0 abstention, and 1 absent.

END OF CONSENT CALENDAR ITEMS

4. OTHER BOARD ITEMS - ACTION

None

5. BOARD INFORMATION ITEMS

None

6. COMMITTEE ITEMS

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

Presented by: Katano Kasaine, Assistant General Manager CFO
Jonaura Wisdom, EEO Officer
Diane Pitman, Group Manager of Human Resources
Abel Salinas, Ethics Officer
Shane Chapman, Assistant General Manager
Dan Guillory, Section Manager-- Operations Safety and Regulatory Services

Ms. Kasaine provided an update of the State Audit recommendation items that are completed. Ms. Wisdom provided an update on the implementation of EEO recommendations from the State Audit. Ms. Pitman provided an update on the implementation of HR recommendations from the State Audit. Mr. Salinas provided an update on the updated Administrative Code which will be available on the MWD website within the next couple of weeks. Mr. Chapman provided an update on District housing. Mr. Guillory provided an update on the new draft procedure HSE 101.4 Safety Communications. Ms. Kasaine provided a comparison between State Audit and Independent Review of Workplace Concerns.

The following Directors provided comments or asked questions

1. Peterson
2. Smith
3. Ortega
4. Dick

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 Erdman requested a report on the transition to post COVID-19 workplace.

10. ADJOURNMENT

Next meeting will be held on October 11, 2022

Meeting adjourned at 10:16 a.m.

Anthony Fellow
Chair