

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ETHICS, ORGANIZATION AND PERSONNEL COMMITTEE

March 13, 2023

Chair Ramos called the teleconference meeting to order at 2:20 p.m.

Members present: Directors Erdman, Faessel, Fong-Sakai, Jung, McMillan, Phan and Ramos.

Members absent: Directors Camacho, Cordero, Kassakhian, and Sutley.

Other Board Members present: Directors Abdo, Ackerman, Armstrong, Dennstedt, Goldberg, Miller, Morris, Ortega, G. Peterson, and Smith.

Committee Staff present: Hagekhalil, Kasaine, Rodriguez, Torres, Von Hamm and Wisdom.

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

| | Name | Affiliation | Item |
|---|-----------------|---|-------------|
| 1 | Alan Shanahan | AFSCME Local 1902, President | 7b |
| 2 | Mike Diaz | AFSCME Local 1902, Safety Chair | 7b |
| 3 | Mark Miranda | AFSCME Local 1902, Bylaws Chair | 7b |
| 4 | Conrad Villa | AFSCME Local 1902, Vice President for Group 2 | 7b |
| 5 | Gonzalo Pantoja | AFSCME Local 1902, Apprenticeship Chair | 7b |

2. Opportunity for Directors who are not members of the committee to address the committee on matters within the committee’s jurisdiction

Chair Ortega confirmed this item would be removed from the agenda moving forward.

CONSENT CALENDAR ITEMS — ACTION

3. CONSENT CALENDAR OTHER ITEMS – ACTION

None

4. CONSENT CALENDAR ITEMS – ACTION

- 7-10 Subject: Approve The Metropolitan Water District of Southern California's salary schedules pursuant to CalPERS regulations
- Motion: Approve adoption of the attached salary schedule to ensure compliance with California Code of Regulations, Section 570.5, and the negotiated MOUs
- 7-11 Subject: Adopt CalPERS Resolutions for Paying and Reporting the Value of Employer Paid Member Contributions
- Motion: Adopt two new Resolutions to ensure compliance with the current Memoranda of Understandings and Administrative Code 6521 according to Government Code Sections 20636, 20691, and California Code of Regulations Section 569
- 7-12 Subject: Approve proposed amendment to Administrative Code section 6471 to increase the amount of the Ethics Officer's authority to obtain professional services for external investigations from \$50,000 to \$100,000
- Motion: Approve proposed amendment to Administrative Code Section 6471 to increase the amount of the Ethics Officer's authority to obtain professional services for external investigations from \$50,000 to \$100,000

No presentations were given, Director Faessel made a motion, seconded by Director McMillan to approve the consent calendar consisting of item 7-10, 7-11 and 7-12.

The following Directors provided comments or asked questions

1. Fong-Sakai

The vote was:

Ayes: Directors Erdman, Faessel, Fong-Sakai, Jung, McMillan, Phan and Ramos.

Noes: None

Abstentions: None

Absent: Directors Camacho, Cordero, Kassakhian, and Sutley

The motion passed by a vote of 7 ayes, 0 noes, 0 abstention, and 4 absent.

END OF CONSENT CALENDAR ITEMS

5. OTHER BOARD ITEMS – ACTION

None

6. BOARD INFORMATION ITEMS

None

7. COMMITTEE ITEMS

- a. Subject: Discussion on proposed board workshop on a framework for ethical decision making

Presented by: Kelli Shope, Assistant Ethics Officer

Ms. Shope provided an overview of proposed workshop for broad -based training tools that the EOP committee could introduce to the Board to benefit decision making, governance and policy making processes.

The following Directors provided comments or asked questions

1. Ortega
2. Faessel
3. Ramos

Staff responded to the Directors questions and comments.

- b. Subject: Health and Safety Program Update
Presented by: Mickey Chaudhury, Group Manager - Water Systems Operations
Ofelia Perez, Team Manager - Water Systems Operations Health and Safety Program Support

Ms. Perez provided an update on Metropolitan's Health and Safety Program. The update included information on the recent review of the Health and Safety program conducted by The National Safety Council and an update on the focus and implementation plan of the recommendation made by The National Safety Council.

The following Directors provided comments or asked questions

1. Fong-Sakai
2. Faessel
3. McMillan
4. G. Peterson
5. Ramos
6. Ortega

Staff responded to the Directors questions and comments.

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

Presented by: Katano Kasaine, Assistant General Manager/CFO

Ms. Kasaine provided an update on the status of State Audit recommendations regarding hiring procedure and processes and a pending item on analysis of workforce demographics. Ms. Kasaine also provided an update on the status of implemented and ongoing efforts of the recommendations resulting from the independent review of workplace concerns.

The following Directors provided comments or asked questions

1. Smith
2. Ortega

Staff responded to the Directors questions and comments.

8. MANAGEMENT REPORT

- a. Ethics Officer's Report

Item deferred to April

- b. Human Resources Manager's Report

None

- c. Equal Employment Opportunity Officer's Report

None

9. FOLLOW-UP ITEMS

None

10. FUTURE AGENDA ITEMS

Director Ramos requested a quarterly update on the Health and Safety program.

Director Ramos also requested discussion and review of the performance evaluation process for direct reports.

11. ADJOURNMENT

Next meeting will be held on April 11, 2023

Meeting adjourned at 3:41 p.m.

Marsha Ramos
Chair