

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ETHICS, ORGANIZATION AND PERSONNEL COMMITTEE

April 11, 2023

Chair Ramos called the teleconference meeting to order at 2:21 p.m.

Members present: Directors Camacho, Erdman (AB 2449), Faessel, Jung, Kassakhian, McMillan, Phan (teleconference posted location), and Ramos.

Members absent: Directors Cordero, Fong-Sakai, and Sutley.

Other Board Members present: Directors Abdo, Ackerman, Alvarez, Armstrong, Atwater (teleconference posted location), Chacon, De Jesus, Dennstedt, Dick, Fellow, Garza, Goldberg, Gray (teleconference posted location), Kurtz, Lefevre, Luna, McCoy, Miller (teleconference posted location), Morris, Ortega, Petersen (teleconference posted location), Peterson, Pressman (teleconference posted location), Quinn, Repenning, Seckel, and Smith.

Director Erdman indicated he is participating under AB 2449 “just cause” due to illness. Director Erdman appeared by audio and on camera.

Committee Staff present: Hagekhalil, Kasaine, H. Rodriguez, Salinas, H. Torres, and Wisdom.

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

None

Director Camacho left the meeting.

CONSENT CALENDAR ITEMS — ACTION

2. CONSENT CALENDAR OTHER ITEMS – ACTION

- A. Approval of the Minutes of the Ethics, Organization, and Personnel Committee for March 13, 2023 (copies have been submitted to each Director, Any additions, corrections, or omissions)

Director Jung made a motion, seconded by Director Faessel to approve the consent calendar consisting of item 2A.

The vote was:

Ayes: Directors Erdman, Faessel, Jung, Kassakhian, McMillan, Phan, and Ramos

Noes: None

Abstentions: None

Absent: Directors Camacho, Cordero, Fong-Sakai, and Sutley.

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

3. CONSENT CALENDAR ITEMS – ACTION

None

END OF CONSENT CALENDAR ITEMS

4. OTHER BOARD ITEMS – ACTION

None

5. BOARD INFORMATION ITEMS

None

6. COMMITTEE ITEMS

a. Subject: Equal Employment Opportunity Statistical Report

Presented by: Jonaure Wisdom, Chief EEO Officer

Ms. Wisdom presented the committee with EEO statistical reports for January 2023 through March 31, 2023. The reports included the number of complaints received, types of protected categories each complaint fell under, and number of complaints that were closed and open.

The following Directors provided comments or asked questions

1. Faessel

Staff responded to the Directors questions and comments.

- b. Subject: Department Head evaluations process
Presented by: Katano Kasaine, Assistant General Manager/CFO

Ms. Kasaine provided an overview of the Department Head Evaluation process.

The following Directors provided comments or asked questions

1. Faessel
2. Jung
3. Dennstedt
4. Erdman
5. Armstrong
6. Fellow
7. Phan
8. Ortega
9. Abdo
10. Ramos
11. McMillan
12. Garza

Staff responded to the Directors questions and comments.

7. MANAGEMENT REPORT

- a. Ethics Officer's Report

Mr. Salinas reported that since December, the Ethics Office has initiated nine new investigations. One involves allegations of retaliation for reporting potential workplace misconduct which the Ethics Officer anticipates completing the investigation within the next eight weeks. The other eight matters include one involving matters of retaliation, one involving alleged misuse of authority and the other six involve alleged unauthorized release of confidential records. The Ethics Officer anticipates completing these investigations within the next six months. The Ethics Office also has three ongoing investigations which the Ethics Officer anticipates completing within the next 30 days. Mr. Salinas also provided a report on Ethics Office consulting contracts.

- b. Human Resources Manager's Report

None

- c. Equal Employment Opportunity Officer's Report

None

8. FOLLOW-UP ITEMS

None

9. FUTURE AGENDA ITEMS

None

11. ADJOURNMENT

Next meeting will be held on May 9, 2023

Meeting adjourned at 3:04 p.m.

Marsha Ramos
Chair