

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ORGANIZATION, PERSONNEL AND TECHNOLOGY COMMITTEE

June 8, 2021

Chair Murray Jr. called the teleconference meeting to order at 10:00 a.m.

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

Members absent: none

Other Board Members present: Directors Abdo, Ackerman, Atwater, Butkiewicz, De Jesus, Dennstedt, Dick, Erdman, Goldberg, Gray, Kurtz, Ramos and Record.

Committee Staff present: H. Beatty, Chapman, C. Eckstrom, Kightlinger, L. Campos, Pitman and H. Torres.

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

Katy Wagner, Los Angeles Resident, called in to comment on the General Manager recruitment process.

Mike Jones, as a member of the public called in to comment on item 7c.

Alan Shanahan, President of AFSCME 1902, called in to comment on item 7c.

Douglas Morgan, as a member of the public called in to comment on item 7c.

Ellen Mackey, Chair of AFSCME Women's Caucus, called in to comment on the General Manager recruitment process.

John Helton, as a member of the public called in to comment on item 7c.

CONSENT CALENDAR ITEMS — ACTION
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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 May 10, 2021

3. CONSENT CALENDAR ITEMS - ACTION

- 7-13 Subject: Authorize an increase in the maximum amount payable under contract with Shaw Law Group by \$150,000 to an amount not to exceed

\$550,000 to complete an independent review of allegations of systemic Equal Employment Opportunity related discrimination, harassment and retaliation, and related concerns; 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 Shaw Law Group by \$150,000 to an amount not-to-exceed \$550,000 to complete the independent review of allegations of systemic Equal Employment Opportunity related discrimination, harassment, and retaliation and related concerns.

Presented by: Abel Salinas, Ethics Officer
Mr. Salinas provided an overview of existing contract and requested approval for additional funding for additional work.

Director Faessel made a motion, seconded by Director Ortega to approve the consent calendar consisting of item 2A and 7-13.

The vote was:

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

Noes: None

Abstentions: None

Absent: None

The motion for item 2A and 7-13 by a vote of 16 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: Converting to a Hybrid Work Environment
Presented by: Diane Pitman, Human Resources Group Manager

Ms. Pitman reported on the plan to transition teleworkers back to the workplace starting July 1st, but with teleworking still as an option with a goal to convert to a hybrid work environment as of October 1st.

The following Directors provided comments and/or asked questions

1. Murray
2. Ortega

Staff responded to the Directors questions and comments.

- a. Subject: Ethics Officer's Monthly Update on Independent Review of Workplace Concerns

Presented by: Abel Salinas, Ethics Officer

Mr. Salinas provided an update that the Shaw Law Group is entering the final phase of their review of workplace concerns. A special OP&T meeting will be held in July where the Shaw Law Group will present their findings.

The following Directors provided comments and/or asked questions

1. Kurtz
2. G. Peterson
3. Hogan

Staff responded to the Directors questions and comments.

- c. Subject: Diversity, Equity, and Inclusion Council Update

Presented by: Rachel Irwin, Assistant Engineer II and member of MWD – Society of Women Engineer's

Ms. Irwin provided an overview of updates within the DE&I Council, including the recent establishment of 5 subcommittees that were created to develop and make recommendations for the Council's consideration.

The following Directors provided comments or asked questions

1. Abdo
2. G. Peterson
3. Cordero

Staff responded to the Directors questions and comments.

7. MANAGEMENT REPORT

a. Human Resources Manager's Report

None

b. Information Technology Manager's Report

Mr. Eckstrom provided an overview of our new Service Connection Portal that serves member agencies to report any service connection issues.

c. Chief Administrative Officer's Report

Mr. Chapman provided information on Metropolitan's decision to temporarily close the firing ranges at desert locations.

The following Directors provided comments or asked questions

1. Ortega
2. Camacho
3. Ramos
4. Tamaribuchi
5. Lefevre
6. Abdo
7. Butkiewicz
8. Smith
9. De Jesus
10. Murray
11. Dennstedt

Staff responded to the Directors questions and comments

8. FOLLOW-UP ITEMS

None

9. FUTURE AGENDA ITEMS

Director Murray requested a follow up discussion on issues relating to firearms on Metropolitan Property

Director Peterson requested an update on cybersecurity

10. ADJOURNMENT

Next meeting will be held on July 13, 2021

Meeting adjourned at 11:22 a.m.

John Murray Jr.
Chair