

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ADJOURNED ORGANIZATION, PERSONNEL AND TECHNOLOGY COMMITTEE

August 16, 2021

Chair Murray Jr. called the teleconference meeting to order at 3:36 p.m.

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

Members absent: Directors Cordero, Morris

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

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

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

Chair of AFSCME Women's Caucus, Ellen Mackey, called in to comment on item 8-1.

President of AFSCME 1902, Alan Shanahan called in to comment on item 8-1.

Jason Sierras, as a member of the public, called in to comment on his own experiences with retaliation.

Gina Chavez, as a member of the public, called in to comment on 8-1.

Connor Everetts called in to comment on the removal of the Director representing Central Basin.

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| 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 July 12, 2021

B. Approval of the Minutes of the meeting of the Organization, Personnel and Technology Committee held July 27, 2021

Director Fellow made a motion, seconded by Director Lefevre to approve the consent calendar consisting of item 2A and 2B.

The vote was:

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

Noes: None

Abstentions: None

Absent: Directors Cordero, Morris

The motion for item 2A and 2B was approved by a vote of 14 ayes, 0 noes, 0 abstention, and 2 absent.

3. CONSENT CALENDAR ITEMS - ACTION

None

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| END OF CONSENT CALENDAR ITEMS |
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4. OTHER BOARD ITEMS - ACTION

8-1 Subject: Discussion of recommendations from Shaw Law Group's independent review of allegations of systemic Equal Employment Opportunity-related discrimination, harassment and retaliation, and related concerns; adopt recommendations as presented or with modifications and direct General Manager to implement the recommendations; authorize an increase in the maximum amount payable under contract with Shaw Law Group by \$25,000 to an amount not to exceed \$575,000 for follow-up requests; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA [Added Item on 8/11/2021]

Motion: Approve having the EEO Officer report to the General Manager and having the EEO Officer and General Manager develop a Shaw Report implementation program and budget for review and approval by the OP&T Committee and Board and report monthly to the OP&T Committee on implementation progress; and authorize an increase in the maximum amount payable to the Shaw Law Group by \$25,000, to a maximum payable of \$575,000.

Presented by: Abel Salinas, Ethics Officer

Mr. Salinas provided an overview of the five recommendations provided by the Shaw Law Group.

The following Directors provided comments or asked questions

1. Faessel
2. Ortega
3. Smith
4. Blois
5. Tamaribuchi
6. Fellow
7. G. Peterson
8. Williams
9. Dick
10. Hogan
11. Kurtz
12. Ramos

Director Tamaribuchi made a motion, seconded by Director Ortega to approve item 8-1.

The vote was:

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

Noes: None

Abstentions: None

Absent: Directors Cordero, Morris

The motion for item 8-1 was approved by a vote of 14 ayes, 0 noes, 0 abstention, and 2 absent.

5. BOARD INFORMATION ITEMS

None

Chair Murray announced that there would be a reordering of the meeting agenda. Item 6b would be heard before 6a.

6. COMMITTEE ITEMS

- b. Subject: Diversity, Equity, and Inclusion Council Update
Presented by: Wigs Mendoza, Program Manager, President of the Native American/Alaskan Native Employee Resource Group

Mr. Mendoza 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.

- a. Subject: Labor Negotiations Update
- [Conference with labor negotiators; to be heard in closed session pursuant to Gov. Code Section 54957.6. Metropolitan representatives: Diane Pitman, Human Resources Group Manager, Stephen Lem, HR Section Manager of Labor Relations. Employee organizations: The Employees Association of the Metropolitan Water District of Southern California/AFSCME Local 1902; the Management and Professional Employees Association MAPA/AFSCME Chapter 1001, the Supervisors Association and the Association of Confidential Employees]
- Presented by: Diane Pitman, Human Resources Group Manager

No action was taken in closed session.

Meeting returned to its original schedule order as listed on the agenda.

7. MANAGEMENT REPORT

- a. Human Resources Manager's Report
- Item was deferred to September.
- b. Information Technology Manager's Report
- Item was deferred to September.

8. FOLLOW-UP ITEMS

None

9. FUTURE AGENDA ITEMS

None

10. ADJOURNMENT

Next meeting will be held on September 13, 2021

Meeting adjourned at 5:19 p.m.

John Murray Jr.
Chair