

The Metropolitan Water District of Southern California

Agenda

The mission of the Metropolitan Water District of Southern California is to provide its service area with adequate and reliable supplies of high-quality water to meet present and future needs in an environmentally and economically responsible way.

EO&P Committee

B. Pressman, Chair
T. Phan, Vice Chair
G. Bryant
M. Camacho
G. Cordero
C. Douglas
D. Erdman
S. Faessel
L. Fong-Sakai
F. Jung
J. Lewitt
J. McMillan
M. Ramos
N. Sutley

Ethics, Organization, and Personnel Committee - Final - Revised 2

Meeting with Board of Directors *

October 8, 2024

8:30 a.m.

**Tuesday, October 8, 2024
Meeting Schedule**

**08:30 a.m. EOP
10:30 a.m. FAM
12:30 p.m. Break
01:00 p.m. BOD**

Agendas, live streaming, meeting schedules, and other board materials are available here:

**<https://mwdh2o.legistar.com/Calendar.aspx>. Written public comments received by 5:00 p.m. the business days before the meeting is scheduled will be posted under the Submitted Items and Responses tab available here:
<https://mwdh2o.legistar.com/Legislation.aspx>.**

If you have technical difficulties with the live streaming page, a listen-only phone line is available at 1-877-853-5257; enter meeting ID: 873 4767 0235.

Members of the public may present their comments to the Board on matters within their jurisdiction as listed on the agenda via in-person or teleconference. To participate via teleconference 1-833-548-0276 and enter meeting ID: 876 9484 9772 or to join by computer [click here](#).

MWD Headquarters Building • 700 N. Alameda Street • Los Angeles, CA 90012

* The Metropolitan Water District's meeting of this Committee is noticed as a joint committee meeting with the Board of Directors for the purpose of compliance with the Brown Act. Members of the Board who are not assigned to this Committee may participate as members of the Board, whether or not a quorum of the Board is present. In order to preserve the function of the committee as advisory to the Board, members of the Board who are not assigned to this Committee will not vote on matters before this Committee.

- 1. Opportunity for members of the public to address the committee on matters within the committee's jurisdiction (As required by Gov. Code Section 54954.3(a))**

**** CONSENT CALENDAR ITEMS -- ACTION ****

2. CONSENT CALENDAR OTHER ITEMS - ACTION

- A. Approval of the Minutes of the Ethics, Organization, and Personnel Committee for September 10, 2024 (Copies have been submitted to each Director, any additions, corrections, or omissions) [21-3884](#)

Attachments: [10082024 EOP 2A \(09102024\) Minutes](#)

3. CONSENT CALENDAR ITEMS - ACTION

- 7-8 Authorize the Ethics Officer to designate which Metropolitan officials are required to take AB 1234 state ethics training; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA. [DEFERRED 10/1/2024] [21-3867](#)

**** END OF CONSENT CALENDAR ITEMS ****

4. OTHER BOARD ITEMS - ACTION

NONE

5. BOARD INFORMATION ITEMS

NONE

6. COMMITTEE ITEMS

- a. Discussion of additional complaint hotline for Ethics, Equal Employment Opportunity, and other misconduct allegations involving members of the Board of Directors and Executive staff. [REVISED SUBJECT 10/2/2024] [21-3887](#)

Attachments: [10082024 EOP 6a Presentation](#)

- b. Equal Employment Opportunity Statistical Report [21-3888](#)

Attachments: [10082024 EOP 6b Presentation](#)

- c. Update on the Ad Hoc Committee for the Department Heads Evaluation Process [21-3900](#)

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

- a. Ethics Officer's report on monthly activities [21-3885](#)

Attachments: [10042024 EOP 7a Ethics Officer's report on monthly activities](#)

- b. Equal Employment Opportunity activities
Human Resources activities
Safety, Security, and Protection activities

[21-3886](#)

Attachments: [10082024 EOP 7b Equal Employment Opportunity Activities](#)
[10082024 EOP 7b Human Resources Activities](#)
[10082024 EOP 7b Safety, Security, and Protection Activities](#)

8. FOLLOW-UP ITEMS

NONE

9. FUTURE AGENDA ITEMS

10. ADJOURNMENT

NOTE: This committee reviews items and makes a recommendation for final action to the full Board of Directors. Final action will be taken by the Board of Directors. Committee agendas may be obtained on Metropolitan's Web site <https://mwdh2o.legistar.com/Calendar.aspx>. This committee will not take any final action that is binding on the Board, even when a quorum of the Board is present.

Writings relating to open session agenda items distributed to Directors less than 72 hours prior to a regular meeting are available for public inspection at Metropolitan's Headquarters Building and on Metropolitan's Web site <https://mwdh2o.legistar.com/Calendar.aspx>.

Requests for a disability-related modification or accommodation, including auxiliary aids or services, in order to attend or participate in a meeting should be made to the Board Executive Secretary in advance of the meeting to ensure availability of the requested service or accommodation.

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ETHICS, ORGANIZATION AND PERSONNEL COMMITTEE

September 10, 2024

Chair Pressman called the meeting to order at 8:32 am

Members present: Directors Bryant, Camacho (entered after roll call), Douglas (entered after roll call), Erdman, Fong-Sakai, Jung (teleconference posted location), McMillan (teleconference posted location), Phan (teleconference posted location), Pressman, Ramos (teleconference posted location), and Sutley (entered after roll call).

Members absent: Directors Cordero, Faessel, and Kassakhian.

Other Board Members present: Directors Ackerman (AB 2449 “Just Cause”), Armstrong, Crawford, Goldberg, Gray (teleconference posted location), Kurtz, Lewitt, McCoy, Miller, Morris, Ortega, Seckel, and Smith (AB 2249 “Just Cause”).

Director Ackerman indicated she is participating under AB 2449 “just cause” regarding back injury. Director Ackerman appeared by audio and on camera.

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

Committee Staff present: Aguirre, Brower, Chapman, Kasaine, Salinas, H. Torres, Wisdom, and Wheeler

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 Ethics, Organization, and Personnel Committee for August 20, 2024 (copies submitted to each Director, any additions, corrections, or omissions)

3. CONSENT CALENDAR ITEMS – ACTION

7-5 Subject Approve the Metropolitan Water District of Southern California’s salary schedules pursuant to CalPERS regulations; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

Motion: Approve the Metropolitan Water District of Southern California’s salary schedules pursuant to CalPERS regulations

Director Erdman made a motion, seconded by Director Bryant to approve the consent calendar items 2A and 7-5.

The vote was:

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

Noes: None

Abstentions: None

Absent: Directors Camacho, Cordero, Douglas, Faessel, Kassakhian, and Sutley

The motion for items 2A and 7-5 passed by a vote of 8 ayes, 0 noes, and 6 absent.

END OF CONSENT CALENDAR ITEMS

4. OTHER BOARD ITEMS – ACTION

None

5. BOARD INFORMATION ITEMS

None

6. COMMITTEE ITEMS

a. Subject: Safety Program Update & Response to Public Comments

Presented by: Gonzalo Barriga, Chief of Safety Security & Protection Officer
Ofelia Perez, Section Manager Safety & Tech Training

Mr. Barriga and Ms. Perez provided an overview of the safety program and addressed comments and concerns stated in public comments at the August 20 board meeting.

Director Camacho entered the meeting.

The following Directors provided comments or asked questions:

1. Pressman
2. Ortega
3. Seckel
4. Sutley
5. Armstrong
6. Erdman
7. Goldberg
8. Kurtz
9. Fong-Sakai
10. Bryant

Staff responded to the Directors' questions and comments.

b. Subject: Report on Reasonable Accommodation Process

Presented by: Mark Brower, Human Resources Group Manager

Mr. Brower provided a review on the reasonable accommodations process. Human Resources has been working to realign MWD's reasonable accommodations programming with the two main laws that protect employees with disabilities, Americans with Disabilities Act (ADA) and Fair Employment and Housing Act (FEHA). Education sessions have been held to educate and align MWD to the accommodations process, procedures have been updated and posted online for all to access.

The following Directors provided comments or asked questions.

1. Pressman
2. Morris
3. Goldberg

Staff responded to the Directors' questions and comments.

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

- a. Subject: Ethics Officer's report on monthly activities

Presented by: Abel Salinas, Ethics Officer

Mr. Salinas shared there were no new investigations or new contracts since last meeting. One open investigation which should be completed in the next two weeks. Ethics office received 11 complaints in August, six alleged ethics violations and are under review, and five were referred to other departments. On August 29th, a new Ethics Office Mission and Vision Statement was introduced. An ethics provision in our administrative code that will not be enforced until further notice, pausing enforcement on admin code section 7123 C and D, sections prohibit metropolitan officials from soliciting political contributions from any other metropolitan official.

The following Directors provided comments or questions.

1. Goldberg
2. Ortega
3. Pressman

- b. Subject: Equal Employment Opportunity activities
Human Resources activities
Safety, Security, and Protection activities

Chair Pressman stated Equal Employment Opportunity and Safety, Security, and Protection activities reports are posted online for review.

Presented By: Mark Brower, Human Resources Group Manager

Mr. Brower gave an update on the employee workplace assessment; Survey closes September 13th and roughly 50% had completed assessment. Reminders will be sent out to those who have not completed survey, data will be analyzed and used to inform future strategies and decision. Results will be posted for all employees to see.

The following Director provided comments or asked questions:

1. Bryant
2. Ortega

8. FOLLOW-UP ITEMS

None

9. FUTURE AGENDA ITEMS

None

10. ADJOURNMENT

Meeting adjourned at 10:22am

Barry Pressman
Chair



Ethics, Organization, & Personnel Committee

Additional Complaint Hotline

Item 6a

October 8, 2024

Item 6a Additional Complaint Hotline

Subject

Discussion of Additional Complaint Hotline for Ethics, EEO, and Other Misconduct Allegations Involving Members of the Board of Directors and Executive Staff.

Purpose

Information Item

Current Complaint Hotlines

Complaints against Directors or Executive Staff

Ethics Office

EEO Office

Alternative Complaint Hotline

Complaints against Directors or Executive Staff

Ethics Office

EEO Office

Alternative
Hotline

Alternative Complaint Hotline

Complaints against Directors or Executive Staff



External Firm



Ethics
Office



EEO Office



General
Counsel



Employee
Relations



Ethics, Organization, and Personnel Committee

EEO Statistical Report



Item 6b
October 8, 2024



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Item # 6b

EEO Statistical Report

Subject

Inform Board of quarterly statistics regarding EEO complaints.

Purpose

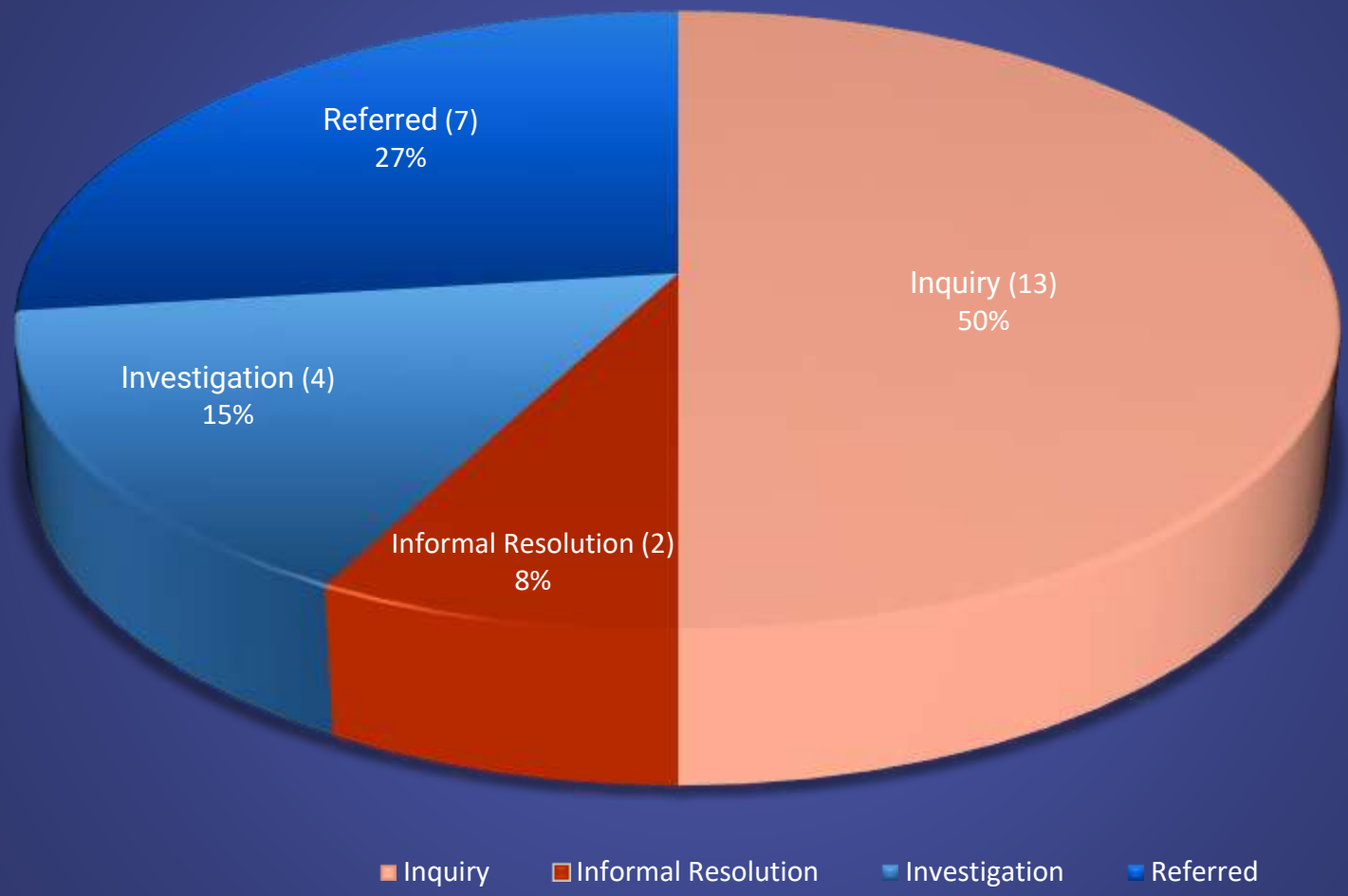
Informational update.



July - September
2024



Total Complaints Received



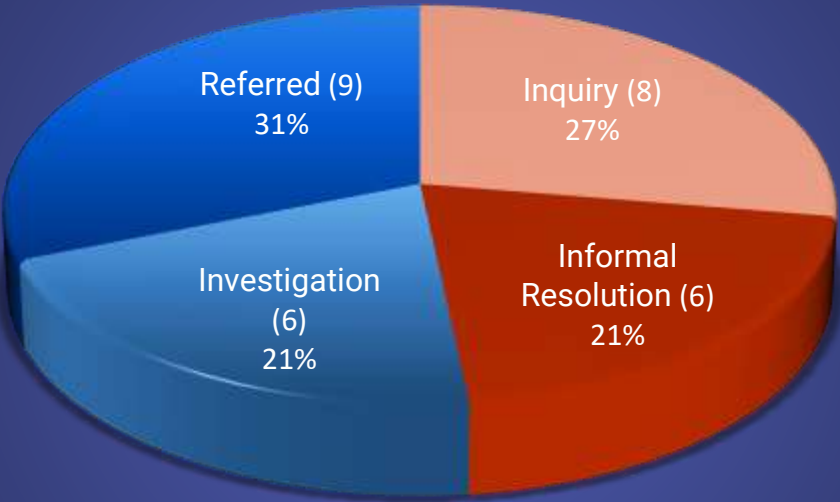
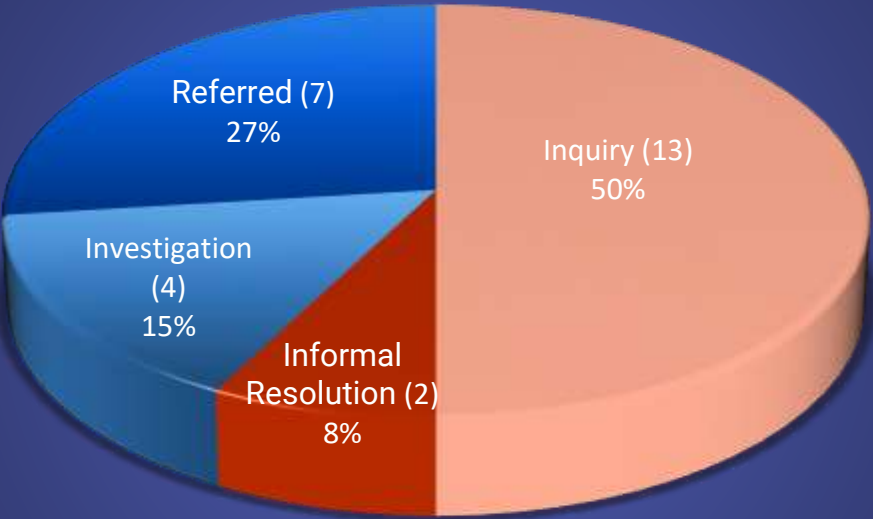
Total = 26

Complaints Comparison by Quarter

July – Sept. 2024 Total= 26

April – June 2024 Total= 29

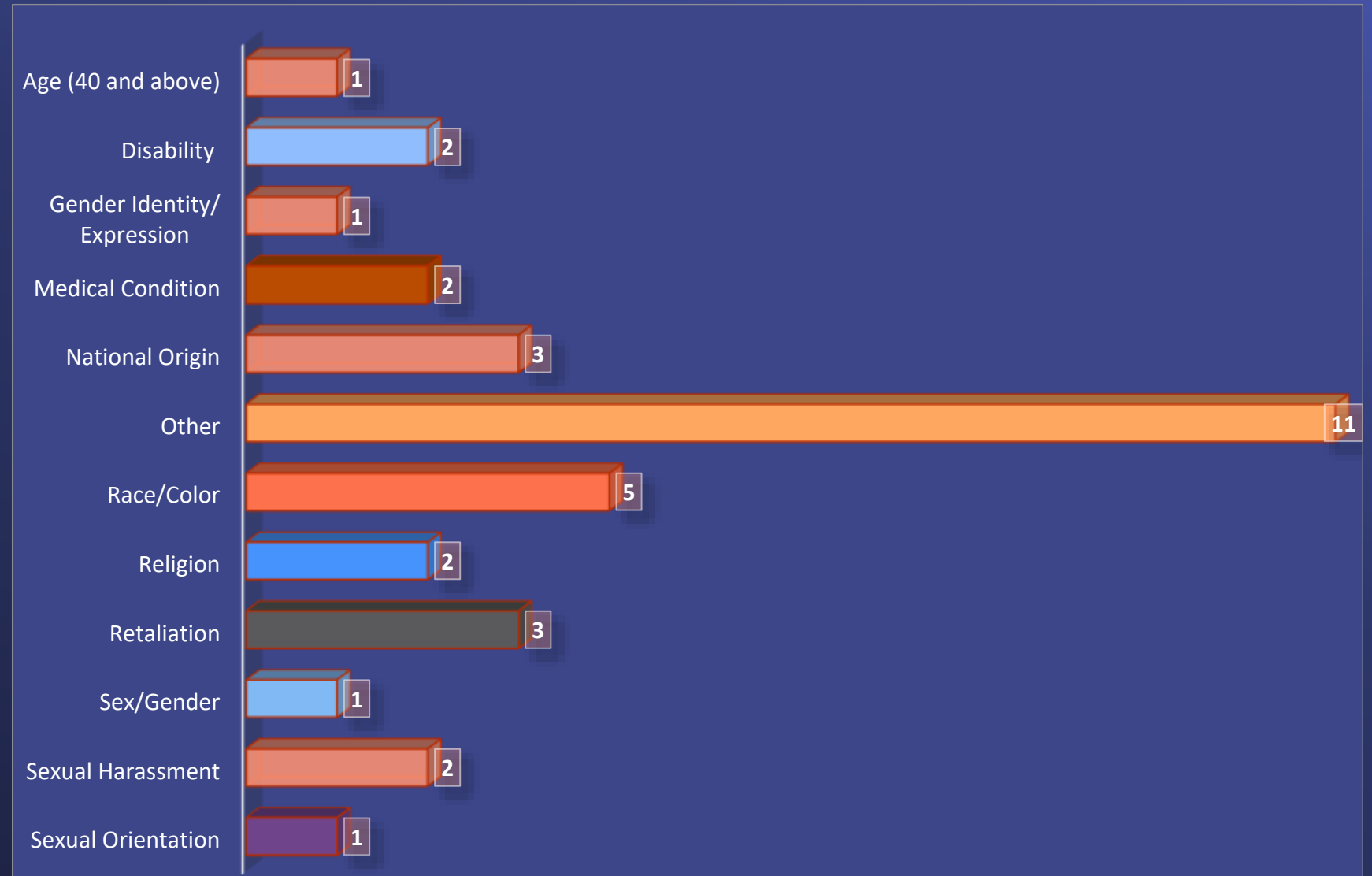
July – September
2024



July – September
2024



Quarterly Basis of Complaints

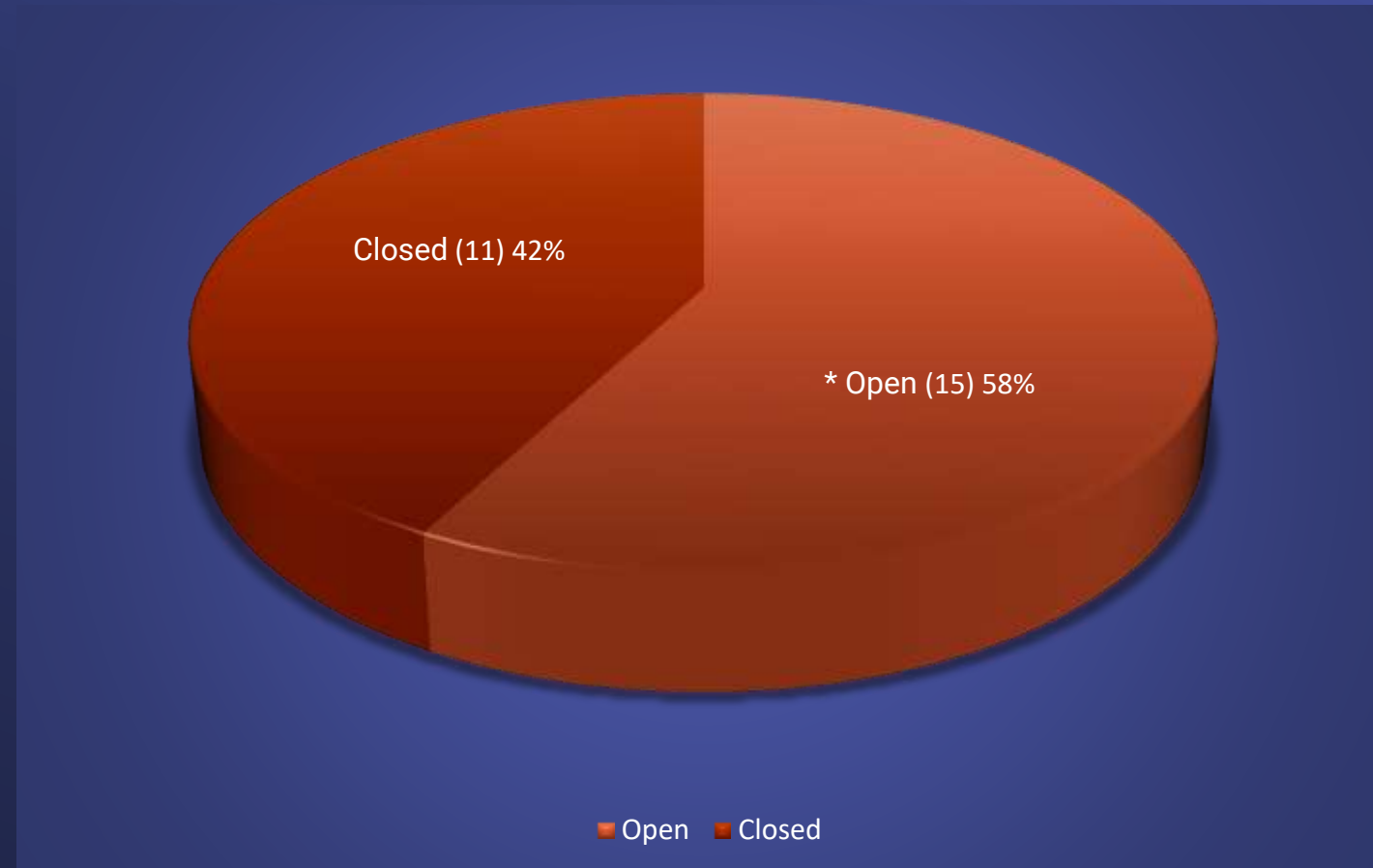


Total = 34

July – September
2024



Complaints Open and Closed

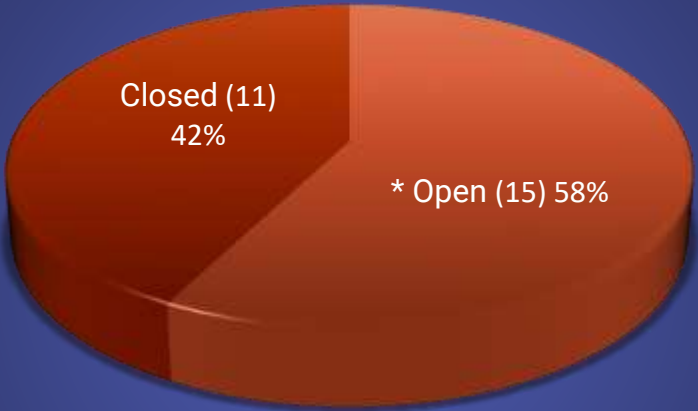


Case Closure Rate:
103 business days

* 11 Complaints under assessment; 4 Complaints under Investigation/Informal Resolution

Complaints Comparison & Closure Rate by Quarter

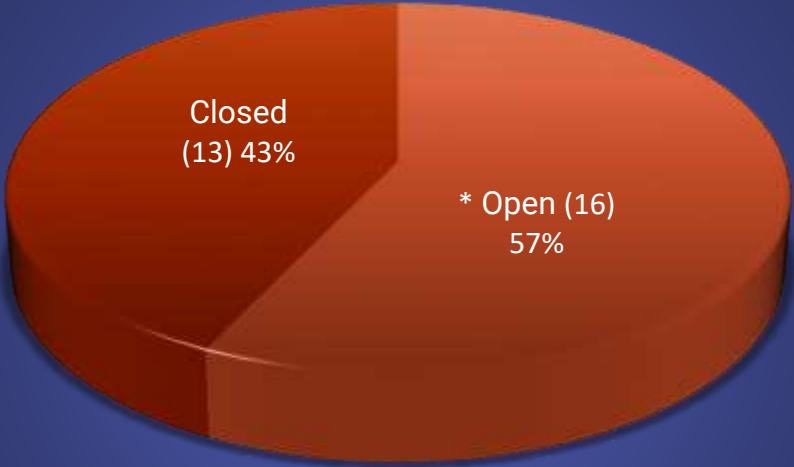
July – September 2024



■ Open ■ Closed

Case Closure Rate:
103 business days

July – Sept. 2024



■ Open ■ Closed

Case Closure Rate:
105 business days

April - June 2024

July – September
2024

Questions?







Ethics Office Monthly Report

SEPTEMBER 2024

EDUCATION

Presented an Ethics Office overview for new hires at new employee orientations hosted by Human Resources.

Publicly announced an employment opportunity for an Ethics Educator position. This position will be dedicated to developing and delivering ethics educational content throughout the district.

COMPLIANCE

Assisted directors and employees with their Annual, Assuming Office, and Leaving Office Form 700 filings. Assistance included filing for multiple positions, troubleshooting the electronic filing system, and notifications of deadlines.

ADVICE

Addressed 20 advice matters related to the following: conflicts of interest, financial disclosure, gifts, political activities and other ethics-related topics.

INVESTIGATIONS

Received one complaint that a manager released an employee's confidential medical information without authorization.

Opened one investigation into allegations that a manager abused their position or authority by providing special treatment to a job candidate.

ADVICE AND INVESTIGATIVE DATA

Advice Matters	20
Compliance Assistance	318
Complaints Received	1
Investigations Opened	1
Pending Investigations	2

COMPLAINTS MAY BE FILED AT:

ANONYMOUS ETHICS HOTLINE
(800) 461-9330
<http://www.mwdethicshotline.net/>

ETHICS OFFICE
(213) 217-5832
ethicsoffice@mwdh2o.com



Equal Employment Opportunity Group

- **Equal Employment Opportunity Monthly Activity Report.**

Summary

This report provides a summary of Equal Employment Opportunity September 2024 Monthly Activities.

Purpose

Informational

Attachments

None

Detailed Report

Activity Report

This month, some of the Equal Employment Opportunity (EEO) staff attended the Association of Workplace Investigators' (AWI) Annual Conference held in San Diego, CA. AWI is a professional membership association for individuals who conduct, manage, or have professional interest in workplace investigations. Its mission is to promote and enhance the quality of impartial workplace investigations. In support of this mission, EEO attended sessions such as "How to Handle the Most Challenging Witnesses," "Best Practices for Conducting Multifaceted C-Suite Investigations" and "Investigating Complex Sexual Harassment Cases." The EEO Office will continue to attend trainings and conferences to ensure we maintain the gold standard in conducting fair, impartial and thorough investigations.

On September 19th, EEO conducted a concurrence process training to forty-seven (47) Section/Unit/Team managers in Integrated Support Services, Treatment & Water Quality, and Conveyance & Distribution. The purpose of this training was to provide hiring managers, in this section, with an understanding of EEO's role in the recruitment process. EEO explained that an EEO representative would attend the Hiring Strategy meetings for underutilized positions and other positions deemed by the EEO Office to require further monitoring, to assist management with identifying relevant targeted outreach and to discuss other steps in the process that EEO would be involved in. For example, EEO may observe interviews, review testing material, interview questions, selection justifications and other related processes that are used for making employment-related decisions.



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Report

Group

• Human Resources September 2024 Activities

Summary

This report provides a summary of the Human Resources Group's activities for September 2024.

Purpose

Informational

Detailed Report

HR Priorities

Partner with Metropolitan leadership to support learning, development, and adaptive workforce planning initiatives.

In September, 520 employees completed in-person and virtual trainings covering topics like Stress Management & Professional Positivity, Unofficial Project Manager, CyberSecurity Awareness, Excel Dashboards, and Advanced SharePoint. LinkedIn Learning's online training platform was accessed for trainings on Root Cause Analysis, and Going from Manager to Leader.

OD&T facilitated sessions 6 and 7 of its 14th cohort of Metropolitan Management University for 14 new managers. The topics were Coaching, FEHA & ADA Compliance, Workers' Compensation, and Leave Administration. Participants were debriefed on their Emotional Intelligence assessment in one-on-one sessions with OD&T's Principal, Melinda Snow (who is certified in EQ coaching). The Unit also facilitated a Team Building for the Admin Services' Business Support Team which concentrated on Communication Skills and Conflict Resolution.

Our annual Employee Survey collected feedback on MWD's culture and leadership (with a 54% response rate). The results will be posted on a SharePoint site hosted by Human Resources.

Recruitment filled 14 positions in the month of September. There are 26 recruitments that are in the final stages which includes hiring recommendations being made. Twelve new staffing requisitions were received resulting in 129 positions being recruited for. Staff continues to work with All-Star Talent in an outreach campaign targeted towards hard-to-fill positions in the Desert, Environmental Planning, and Information Technology. This effort is aimed at making qualified candidates aware of the exciting opportunities available at Metropolitan. In addition, staff continues to make site visits which have included Jensen, Diamond Valley Lake, Lake Mathews, La Verne, and Carson Reuse Facility.

Board Report Human Resources September 2024 Activities

HR Metrics	June 2024	September 2024	Prior Month August 2024
Headcount			
Regular Employees	1,810	1,823	1,824
Temporary Employees	52	42	45
Interns	2	3	4
Recurrents	17	15	15
Annuitants	23	23	23

	September 2024	August 2024
Number of Recruitments in Progress (Includes Temps and Intern positions)	129	131
Number of New Staffing Requisitions	12	23
	September 2024	August 2024
Number of Job Audit Requests in Progress	7	8
Number of Completed/Closed Job Audits	3	4
Number of New Job Audit Requests	2	2

Transactions Current Month and Fiscal YTD (includes current month)			
<u>External Hires</u>	<u>FY 23/24 Totals</u>	<u>September 2024</u>	<u>FISCAL YTD</u>
Regular Employees	105	8	29
Temporary Employees	61	0	5
Interns	3	0	3
Internal Promotions	80	3	22
Management Requested Promotions	172	20	36
Retirements/Separations (regular employees)	71	8	16
Employee-Requested Transfers	14	1	4

Board Report Human Resources September 2024 Activities

Departures

Last	First Name	Classification	Eff Date	Reason	Group
Dorado	David	O&M Tech IV	8/2/2024	Retirement - Service	CONVEYANCE&DISTRIBUTION GROUP
Groves	Alisa	Admin Assistant III	8/2/2024	Retirement - Service	TREATMENT&WATER QUALITY GROUP
Hamel	Thomas	Construction Inspector V	8/2/2024	Retirement - Service	ENGINEERING SERVICES GROUP
Naylor	J Gail	Pr Admin Analyst	8/2/2024	Retirement - Service	SUSTAINABILITY, RESILIENCE & INNOV
Alfaro	Jaime	O&M Tech IV	8/2/2024	Retirement - Service	TREATMENT&WATER QUALITY GROUP
Siripanumas	Amporn	Team Mgr-Payroll	8/10/2024	Retirement - Service	FINANCE GROUP
Von Haam	Peter	Assistant Ethics Officer	8/17/2024	Retirement - Service	OFFICE OF ETHICS
Errickson	Brandon	Facilities Maint Mechanic	8/30/2024	Other	INTEGRATED OPS PLAN&SUPPT SRVC



Office of Safety, Security, and Protection (OSSP)

• OSSP Monthly Activities for September 2024

Summary

This monthly report provides a summary of OSSP activities for September 2024 in the following key areas:

- Security and Emergency Management
 - Security and Emergency Response
 - Emergency Management Program Update
- Safety, Regulatory, and Training
 - Health and Safety Programs
 - Environmental Programs
 - Apprenticeship Programs
 - Safety and Technical Training Programs

Purpose

Informational

Attachments

Attachment 1: Detailed Report – OSSP Monthly Activities for September 2024

Key Activities Report for September 2024

Project Highlights

Security and Emergency Management

Security and Emergency Response

Metropolitan Security joins WaterISAC Exercise Scenario Working Group

The Water Information Sharing and Analysis Center (WaterISAC) is a private, non-profit organization authorized by Congress with the fundamental purpose of providing information necessary to secure water systems and ensure continuous utility operations in the face of all hazards. WaterISAC is currently the only centralized, real-time information resource of its kind to support the water sector's response to domestic and international threats, incidents, and natural disasters.

Metropolitan's Security and Emergency Management Unit was recently invited to join WaterISAC's Scenario Working Group to develop an in-person, tabletop security exercise. Over the next three months, the group will meet virtually multiple times to develop the event scenario, create related exercise materials, and assist with programming - specifically, appropriate speakers and topics for the threat briefings and a roundtable discussion.

The exercise, to be held in December at a major water treatment facility on the East Coast, will be a full day event attended by 50-75 participants from the FBI, state partners, and leaders from the water and wastewater sector. The program will tentatively consist of 1-2 short threat briefings, a centerpiece discussion-based tabletop exercise, and a post-exercise roundtable discussion. The notes from the centerpiece exercise will be turned into a relevant product that can be shared more broadly with all WaterISAC members.



Metropolitan Security assists WaterISAC to develop national tabletop security exercise scenario for water sector

Office of Safety, Security & Protection

Emergency Management Program Update

Staff conducted an official state level training for members of Metropolitan's Emergency Operations Center (EOC) Management Section on August 23 and September 6 at the Eagle Rock facility. The course focused on skills necessary to manage a district-wide emergency response.



EOC Training at the Eagle Rock facility

From August 26 through August 29, the Water Quality Incident Command Post team participated in a multi-agency functional emergency exercise with the Western Laboratory Alliance (WLA)/Environmental Protection Agency (EPA). This exercise focused on the joint response to regional water contamination event.

Staff presented an update on the Emergency Management Program to the Engineering, Operations and Technology Committee of the Metropolitan Board of Directors on September 9.

On August 27, the directors of Metropolitan's EOC toured the Los Angeles County Fire Department Command and Control Center (dispatch) and the County's Emergency Operations Center (EOC) to learn more about how Metropolitan coordinates with first responders and the county during a disaster.

Office of Safety, Security & Protection

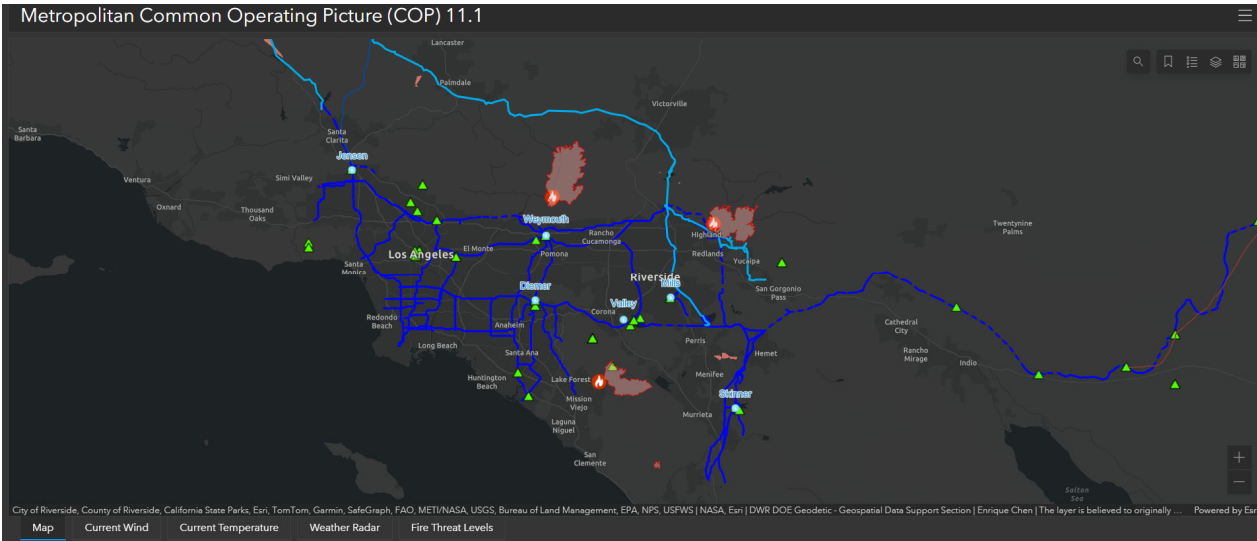


Tour of the Los Angeles County Fire Department Command and Control Center (dispatch) and the County's Emergency Operations Center (EOC)

Office of Safety, Security & Protection

Starting on September 6 and into the following week, staff monitored numerous wildfires in Metropolitan's service area. The Line, Bridge and Airport Fires burned in three different counties and potentially threatened different parts of Metropolitan's system, as well as some Member Agencies and the Department of Water Resources.

Staff interacted with various emergency management officials during this time and coordinated with Metropolitan's Safety staff to send alerts to all-employees about unhealthy air quality due to smoke throughout the region. Staff was ready to respond to field command posts and activate the Metropolitan EOC, if necessary.



Wildfires in Metropolitan's service area



Staff was ready to respond to field command posts and activate the Metropolitan EOC

Office of Safety, Security & Protection

Project Highlights

Safety, Regulatory, and Training

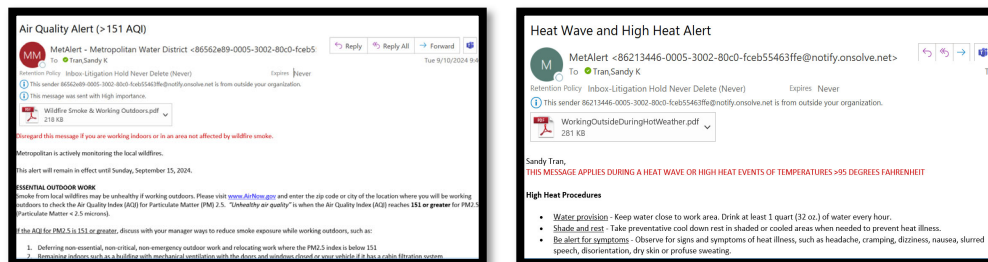
SRT Health & Safety Programs

National Safety Council (NSC)

Staff facilitated a Labor/Management meeting with NSC to provide updates on safety and workplace culture initiatives, review the finalized Safety Vision and Guiding Principles, and give an overview of the new Executive Safety Committee. Additionally, NSC provided AFSCME and SRT staff an overview of Human and Organizational Performance (HOP) training. HOP training aims to improve safety and operational efficiency through greater worker contributions, increased trust, and continued learning and improvement.

Safety ("Met") Alerts

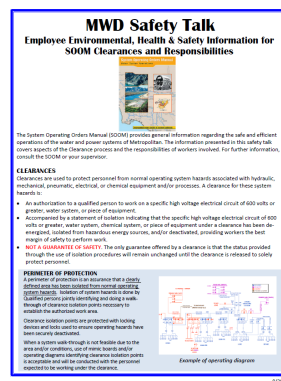
Standardized templates were developed for various safety-related employee alerts (Met Alerts) that are communicated to all employees via text and emails. This month, Met Alerts were issued for COVID-19 Exposure, Heat Wave and High Heat Events, and Wildfire Smoke Exposure for Outdoors.



Examples of Email Met Alerts

Safety Talks

A new Safety Talk on System Operating Orders Manual (SOOM) Clearances and Responsibilities was posted. The Safety Talk provides overview information on SOOM clearances, Clearance Issuer responsibilities, Clearance Holder responsibilities, and Worker responsibilities.



Safety Talk: SOOM Clearances and Responsibilities

Office of Safety, Security & Protection

SRT Environmental Programs

The City of Riverside Industrial Wastewater Discharge Permit for the Mills facility was finalized. A positive outcome of recent inspections and negotiations with the city is the utilization of a sample location allowing a composite sampling device which will alleviate staff time previously spent collecting samples. Additionally, the SCADA team has been assisting to properly record the sewer discharges with improved tools to retrieve the data.

Water Deliveries

The California Department of Fish & Wildlife approved a Raw Water Discharge Plan for planned water deliveries to the Lopez Spreading Grounds. Metropolitan submitted the plan on behalf of the City of Burbank and the Los Angeles Department of Water and Power due to our extensive experience in managing quagga mussels. Member agencies are responsible for ensuring there are no discharges to Waters of the United States and that all water percolates into the spreading grounds. Metropolitan will provide quagga sampling, if needed.

Hazardous Materials

Staff supported clean-up and disposal of abandoned waste at a Metropolitan service road near Lake Mathews. The abandoned waste consisted of munition, large home appliances, and various debris. Staff also supported an alum tank pumpout at the Weymouth facility in preparation for maintenance and inspection activities.



Abandoned waste before and after clean-up

Air Quality

Staff amended the Stationary Refrigerant Systems Procedure, HSE 204.106 to identify refrigerants with lower global warming potential (GWP) required by the California Air Resources Board for air conditioning and process chiller systems that are new or will undergo extensive maintenance or replacement work. The compliant refrigerants support Metropolitan's Climate Action Plan.



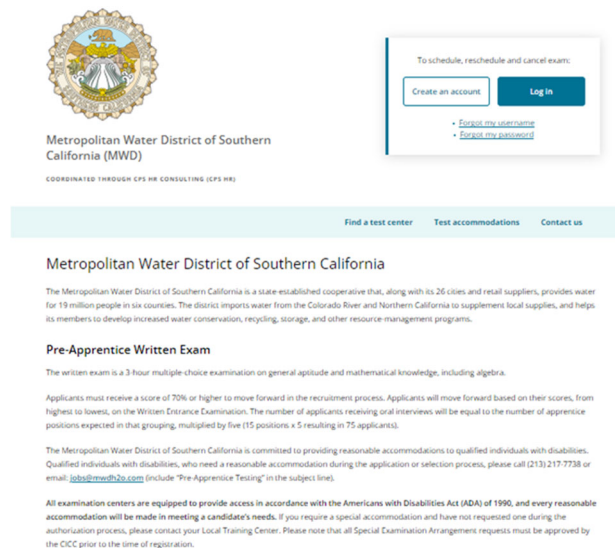
**Examples of Stationary Refrigerant Systems that may be subject to the lower GWP refrigerants
(L:Jensen; R:OC-88)**

Office of Safety, Security & Protection

SRT Apprenticeship Programs

SRT Apprenticeship Programs prepare apprentices to become certified mechanics and electricians responsible for maintaining Metropolitan's water treatment and distribution systems. This month, the Class of 2027 apprentices completed written and practical exams. Electricians were tested on circuits and wiring, and the practical exam required them to create circuit drawings and test the circuits using Amatrol trainers. Mechanics were tested on rigging, pneumatics, and hydraulic systems and the practical exam consisted of exercises requiring apprentices to determine acceptable rigging to lift loads of varying weights. Practical exams are designed to test apprentices' knowledge and ensure safe procedures are followed while performing assigned tasks. Points were deducted for failing to follow safety protocols and/or improper use of personal protective equipment.

Recruitment of the new class of apprentices continued to progress this month. Applicants who met minimum qualifications received a link to self-schedule written testing at a Pearson Vue facility. Self-scheduling allowed candidates to select the time and test location to best suit their schedules. Next month, seventy-five of the top scoring candidates will be invited to interviews and physical abilities testing.



Pearson Vue candidate page for self-scheduling.

SRT Safety and Technical Training Programs

Staff facilitated the System Operations Review Committee (SORC) meeting. SORC meets periodically to review and update the SOOM, which guides the safe and efficient operation of the water and power systems at Metropolitan. Safety & Technical Training staff delivered courses in SOOM procedures. This training covers regulatory requirements and control procedures for hazardous energy. Attendees are certified through an initial two-week course and maintain certification by attending a two-day annual refresher course.

Staff delivered 44 classes to 345 employees covering 20 different topics and continued to meet with different work groups Metropolitan-wide to review employee training plans and assist managers with ensuring their staff are enrolled in the correct certification programs.