



OP&T Committee

- Vacant, Chair
- T. McCoy, Vice Chair
- S. Blois
- M. Camacho
- G. Cordero
- S. Faessel
- A. Fellow
- F. Jung
- R. Lefevre
- J. Morris
- A. Ortega
- G. Peterson
- T. Smith
- S. Tamaribuchi
- H. Williams

**Organization, Personnel and
Technology Committee**

Meeting with Board of Directors *

April 11, 2022

2:00 p.m.

Teleconference meetings will continue until further notice. Live streaming is available for all board and committee meetings on mwdh2o.com ([Click Here](#))

A listen only phone line is also available at 1-800-603-9516; enter code: 2176868#. Members of the public may present their comments to the Board on matters within their jurisdiction as listed on the agenda via teleconference only. To participate call (404) 400-0335 and enter Code: 9601962.

Monday, April 11, 2022 Meeting Schedule
09:30 am - RP&AM
10:00 am - E&O
11:30 am - Break
12:00 pm - L&C
01:00 pm - C&L
02:00 pm - OP&T
02:30 pm - F&I

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 Meeting of the Organization, [21-1033](#)
Personnel and Technology Committee held March 7, 2022

Attachments: [04112022 OPT 2A minutes.pdf](#)

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. Labor Negotiations Update [21-1037](#)
[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 and the Supervisors Association]

Attachments: [04 OPT 0411 Non-Interest Disclosure Notice.pdf](#)

7. MANAGEMENT REPORTS

- a. Human Resources Manager's Report [21-1034](#)
- b. Information Technology Manager's Report [21-1035](#)

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. Agendas for the meeting of the Board of Directors may be obtained from the Board Executive Secretary. 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 <http://www.mwdh2o.com>.

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

ORGANIZATION, PERSONNEL AND TECHNOLOGY COMMITTEE

March 08, 2022

Director Williams called the teleconference meeting to order at 10:12 a.m.

Members present: Directors Blois, Camacho, Cordero, Faessel, Fellow, Jung, Lefevre, Morris, Peterson, Smith, Tamaribuchi and Williams.

Members absent: Directors McCoy and Ortega

Other Board Members present: Directors Abdo, Ackerman, Atwater, De Jesus, Dennstedt, Dick, Erdman, Fong-Sakai, Goldberg, Gray, Hawkins, Kurtz, Luna, Miller, Phan, Quinn, Ramos, Record and Repenning.

Committee Staff present: H. Beatty, Chapman, Eckstrom, Hagekhalil, Kasaine, Munoz Marroquin, Pitman, and H. Torres.

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

Mary Sutrakinski, called in to comment on item 7-7.

CONSENT CALENDAR OTHER 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 January 11, 2022 and the Joint Meeting of the Legal and Claims Committee and Organization, Personnel and Technology Committee held February 8, 2022.

3. CONSENT CALENDAR ITEMS – ACTION

7-7 Subject: Approve the General Manager to Sign the Equity in Infrastructure Program pledge and participate in the project to support opportunities for historically underserved and underutilized businesses

Motion: Authorize the General Manager to sign the Equity in Infrastructure Project pledge and participate in the project to support opportunities for historically underserved and underutilized businesses.

Presented by: John Arena, Section Manager- Business Outreach

Mr. Arena provided a recap of the Equity in Infrastructure Program pledge, goals of the initiative and benefits to Metropolitan.

The following Directors provided comments or asked questions

1. G. Peterson
2. Fellow

Staff responded to the Directors questions and comments.

Director G. Peterson made a motion, seconded by Director Fellow to approve the consent calendar consisting of item 2A, and 7-7.

The vote was:

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

Noes: None

Abstentions: None

Absent: Directors McCoy and Ortega

The motion passed by a vote of 12 ayes, 0 noes, 0 abstention, and 2 absent.

END OF CONSENT CALENDAR ITEMS

4. OTHER BOARD ITEMS - ACTION

None

5. BOARD INFORMATION ITEMS

None

6. COMMITTEE ITEMS

- a. Subject: Update on Status of Recommendations from Independent Review of Workplace Concerns

Presented by: Katano Kasaine, Assistant General Manager, CFO

Ms. Kasaine provided an overview of the update of the Independent Review of Workplace Concerns, Chief Diversity, Equity, and Inclusion Recruitment, Equal Employment Opportunity Officer recruitment, Creation of MyVoiceMet, Management Forum and the Joint Labor Management Advisory Committee.

The following Directors provided comments or asked questions

1. Goldberg
2. Fong-Sakai

Staff responded to the Directors questions and comments.

- b. 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 and the Supervisors Association]

Presented by: Stephen Lem, Human Resources Section Manager

No action was taken in closed session.

- c. Subject: Quarterly Cybersecurity Oral Update [Conference with Metropolitan Cybersecurity Unit Manager of Information Technology, Jacob Margolis, or designated agents on threats to public services or facilities; to be heard in closed session pursuant to Gov. Code Section 54957(a)]

Presented by: Jacob Margolis, Unit Manager – IT Security

No action was taken in closed session.

7. MANAGEMENT REPORT

- a. Human Resources Manager's Report

None.

- b. Information Technology Manager's Report

None.

8. FOLLOW-UP ITEMS

None.

9. FUTURE AGENDA ITEMS

None.

10. ADJOURNMENT

Next meeting will be held on April 11, 2021

Meeting adjourned at 12:05pm

Harold Williams
Director

ORGANIZATION, PERSONNEL AND TECHNOLOGY
COMMITTEE MEETING

April 11, 2022 – 2:00 p.m.

MWD Headquarters Building – Teleconference Meeting

NON-INTEREST DISCLOSURE NOTICE
COMMITTEE ITEM 6.a.

COMMITTEE ITEM 6.a. – 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 and the Supervisors Association]

This Non-Interest Disclosure Notice is being provided under the California Government Code: Pursuant to Government Code Section 1091.5(a)(9), a District officer or employee does not have a financial interest in a District contract if these conditions are satisfied: (i) his or her interest is that of a person receiving a salary, per diem or reimbursement for expenses from a government entity; (ii) the contract does not directly involve the department of the government entity that employs him or her; and (iii) the interest is disclosed to his or her body or board at the time the contract is considered and is noted in its official record. In accordance with this statute, the following District officers or employees have been, or may be, involved in the bargaining unit negotiations on behalf of management: Adel Hagekhalil, Marcia Scully, Abel Salinas, Katano Kasaine, Heather Beatty, Shane Chapman, Deven Upadhyay, Stephen Lem, Diane Pitman, Henry Torres, Tony Zepeda, Michelle Haight, Brent Yamasaki, Charlie Eckstrom, Dee Zinke, and Isamar Munoz.

Heather Beatty and Isamar Munoz are members of the Association of Confidential Employees (“ACE”), which has a salary provision in its

Memorandum of Understanding that allows ACE to select an annual salary adjustment from any one of the Memoranda of Understanding for the other bargaining units. Each of the remaining individuals is unrepresented. Under Administrative Code Section 6500(d), unless the Board directs otherwise, the pay rate range for each unrepresented individual except Adel Hagekhalil, Marcia Scully and Abel Salinas will be adjusted annually to correspond with the annual across-the-board salary adjustment provided to the District's management employees under the Memoranda of Understanding; although actual pay rates for these unrepresented individuals will be determined by their management. The other compensation and benefits for which the unrepresented individuals are eligible are set forth in the Administrative Code.