

**THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA**

**MINUTES**

**ORGANIZATION, PERSONNEL AND TECHNOLOGY COMMITTEE**

**May 13, 2013**

Chair Murray, Jr. called the meeting to order at 1:00 p.m. in Committee Room 2-456 at Metropolitan's Headquarters.

Members present: Chair Murray, Jr., Vice Chair Camacho, Directors Dick, Edwards, Evans, Gray, Wilson, and Wunderlich.

Members absent: Directors Apodaca, Ballin, Friedman, Little, Pringle, Quiñonez, and Sanchez.

Other Board Members present: Directors Ackerman, Barbre, Babcock, Griset, Mudd, Peterson, Steiner, and Touhey.

Staff present: Beatty, Bennion, Breaux, Clairday, Ghaly, Giron, Green, Jankovic, Kightlinger, Lem, Man, Mares, Pimentel, Pitman, Riss, Scully, Torres, Jr., Upadhyay, Wolfe, and E. Young.

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

No members responded.

**2. APPROVAL OF THE MINUTES OF THE ORGANIZATION, PERSONNEL AND TECHNOLOGY COMMITTEE MEETING HELD ON APRIL 8, 2013**

Motion Carried      Moved: Director Gray      Seconded: Director Edwards

Votes: Unanimous

**3. CONSENT CALENDAR ITEMS – ACTION**

None

**4. OTHER BOARD ITEMS – ACTION**

None

**5. BOARD INFORMATION ITEMS**

None

**6. COMMITTEE ITEMS**

- a. Subject: Direct Reports Evaluation Process  
Presented by Irwin Jankovic Program Manager

Mr. Jankovic provided a brief history and background on the Department Head Evaluation process. In addition, Mr. Jankovic reported on several modifications that will help improve the process. Some key timelines for this year's Performance Evaluations include:

• Department Head Narrative Performance Summaries due to Chairman Foley (cc: Irwin Jankovic)	June 28
• Board Members receive email with Performance Evaluation online links and Narrative Performance Summaries	June 30
• Online Performance Evaluation submissions due	June 30 – July 12
• Summary Performance Evaluation Reports distributed to Board	July 22 or earlier, if possible
• Board consensus on Performance Evaluations (closed Executive Committee session)	July 23
• Follow-Up Action Plan Presentations by Department Heads (closed Executive Committee session)	Sept 24
• Salary Planning Review	Sept 24
• Board finalizes Compensation Recommendations	Oct 8

**7. FOLLOW-UP ITEMS**

None

**8. FUTURE AGENDA ITEMS**

None

Next meeting will be held on July 8, 2013.

Meeting adjourned at 1:18 p.m.

John Murray, Jr.  
Chair