

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ORGANIZATION, PERSONNEL AND TECHNOLOGY COMMITTEE

OCTOBER 7, 2019

Chair Murray Jr. called the meeting to order at 1:30 p.m. in Committee Room 2-145 at Metropolitan's Headquarters.

Members present: Chair Murray Jr., Directors Cordero, Faessel, Hall, Hogan, McKenney, Ortega, Smith, Treviño and Williams.

Members absent: Vice Chair Ballin, Directors Quiñonez and Solorio.

Other Board Members present: Chairwoman Gray, Directors Ackerman, Blois, Dake, Dick, Goldberg, Kurtz, Morris, Peterson and Record.

Committee Staff present: Beatty, Chapman, Eckstrom, Kightlinger, I. Muñoz, Lem, and H. Torres.

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

None

2. APPROVAL OF THE MINUTES OF THE MEETING OF THE ORGANIZATION, PERSONNEL AND TECHNOLOGY COMMITTEE MEETING HELD ON SEPTEMBER 9, 2019

Motion: Carried

Moved: Director McKenney Seconded: Director Faessel

Ayes: Directors Cordero, Faessel, Hall, Hogan, McKenney, Murray, Ortega, Smith, Treviño and Williams.

Noes: None

Abstentions: None

Absent: Directors Ballin, Quiñonez, and Solorio.

The motion passed by a vote of 10 ayes, 0 noes, 0 abstention, and 3 absent.

3. CONSENT CALENDAR ITEMS – ACTION

None

4. OTHER BOARD ITEMS – ACTION

None

5. BOARD INFORMATION ITEMS

None

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

6. COMMITTEE ITEMS

b. Subject: Workers Compensation Program Overview

Presented by: Richard Bacio, Workers Compensation Manager

Mr. Bacio provided an overview of the Workers Compensation program at Metropolitan.

The following Directors provided comments or asked questions

1. Faessel
2. Trevino
3. Blois
4. Ortega
5. Hogan
6. Peterson

Director Hall withdrew from the meeting at 1:31 p.m.

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

a. Subject: Equal Employment Opportunity Workforce Data

Presented by: Olivia Sanchez, Equal Employment Opportunity Manager

Ms. Sanchez continued her presentation on underutilization analysis conducted at Metropolitan and further explained Metropolitan's good faith efforts.

The following Directors provided comments or asked questions

1. Treviño
2. Kurtz
3. Ortega
4. Hall
5. Williams

Director Hall returned to the meeting at 1:59 p.m.

7. MANAGEMENT REPORT

a. Human Resources Manager's report

Mr. Lem provided follow up answers to questions from Director's which were asked in September.

Director Cordero withdrew from the meeting at 1:30 p.m.

b. Information Technology Manager's report

Mr. Eckstrom provided an update on IT group and initiatives.

The following Directors provided comments or asked questions

1. Ortega

8. FOLLOW-UP ITEMS

Director McKenney requested that staff consider presenting a report on how Metropolitan statistically verifies that there is no existing gender pay gap and how Metropolitan ensures compliance with California equal pay gap.

9. FUTURE AGENDA ITEMS

Director Ackerman requested that the Board revisit compensation for Gerry Riss.

Next meeting will be held on November 4, 2019.

Meeting adjourned at 2:39 p.m.

John Murray Jr.
Chair