

# THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

## MINUTES

### ORGANIZATION, PERSONNEL AND TECHNOLOGY COMMITTEE

October 13, 2020

Chair Murray Jr. called the teleconference meeting to order at 10:31 a.m.

Members present: Chair Murray Jr., Directors Ballin, Blois, Camacho, Cordero, Galleano, Hogan, Lefevre, McCoy, McKenney, Morris, Ortega, Peterson, Smith, Tamaribuchi, Treviño and Williams.

Members absent: Director Faessel, Quiñonez and Solorio.

Other Board Members present: Directors Abdo, Ackerman, Atwater, Butkiewicz, De Jesus, Dick, Goldberg, Gray, Kurtz, Pressman, Quinn, Ramos and Record.

Committee Staff present: Chapman, C. Eckstrom, Kightlinger, I. Muñoz, Pitman and Scully.

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

Sierra Club California, Caty Wagner called in to comment on item 6a and expressed support for employee Ellen Mackey.

AFSCME Woman's Caucus Chair, Ellen Mackey called in to comment on Diversity, Equity and Inclusion Council.

Native California Resident and Sierra Club Member, Annette Caroni called in to comment on item 6a.

Public stakeholder, Liz Brooking called in to comment on item 6a.

Member of Social Eco Education and Resident of Paramount, Sarah P. Wessel called in to comment on item 6a.

Community Member and Water Advocate of South East LA, Martha Camacho Rodriguez called in to comment on item 6a.

As a member of the public and Member of AFSCME Woman's Caucus, Miranda Grow called in to share experience as Metropolitan employee.

President of AFSCME Local 1902, Alan Shanahan called in to comment on item 6c, EEO and Recruitment concerns.

Sierra Club Environmental Justice Committee, Charming Evelyn called to express concern over public comments, express support for employee Ellen Mackay and comment on item 6a.

The following Directors provided comments or asked questions:

1. Treviño
2. Cordero
3. McKenney

4. Quinn
5. De Jesus
6. Gray

### **CONSENT CALENDAR ITEMS — ACTION**

#### **2. CONSENT CALENDAR ITEMS - ACTION**

- A. Approval of the Minutes of the Special meeting of the Organization, Personnel and Technology Committee held June 23, 2020

#### **3. CONSENT CALNDAR ITEMS - ACTION**

None

Director Peterson made a motion, seconded by Director McCoy to approve the consent calendar consisting of item 2A.

The vote was:

Ayes: Directors Ballin, Blois, Camacho, Cordero, Galleano, Hogan, Lefevre, McCoy, McKenney, Morris, Murray, Ortega, Peterson, Smith, Tamaribuchi, Treviño and Williams.

Noes: None

Abstentions: None

Absent: Director Faessel, Quiñonez and Solorio.

The motion passed by a vote of 17 ayes, 0 noes, 0 abstention, and 3 absent.

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

#### **4. OTHER BOARD ITEMS - ACTION**

None

#### **5. BOARD INFORMATION ITEMS**

None

#### **6. COMMITTEE ITEMS**

- a. Subject: General Manager Recruitment Discussion

Presented by: Diane Pitman, Human Resources Group Manager  
Christine Boulware, The Hawkins Company, Senior Consultant

Ms. Pitman and Ms. Boulware provided an overview of the General Manager job description and stakeholder outreach approach for the General Manager recruitment process.

The following Directors provided comments or asked questions

1. McKenney
2. Murray
3. Cordero
4. Hogan
5. Kurtz
6. Peterson
7. Quinn
8. Smith
9. Ortega

Staff responded to the Directors questions and comments.

Chair Murray proposed a Special OP&T Committee meeting be scheduled to focus on public comment concerns, Diversity, Equity and Inclusion Council Update, Report on Females in Apprenticeship and Trades item and discuss Director Ortega's recommendation of a subcommittee to address findings from the equity, inclusion, and diversity issues.

The following Directors provided comments or asked questions

1. Ballin
2. Murray
3. Abdo
4. Ortega
5. McKenney
6. Quinn

Directors provided direction to staff and Hawkins Group consultant with direction on GM Recruitment efforts.

- b. Subject: Diversity, Equity, and Inclusion Council Update

Item was deferred to Special OP&T Committee Meeting

- c. Subject: Report on Females in Apprenticeship and Trades

Item was deferred to Special OP&T Committee Meeting

**7. MANAGEMENT REPORT**

- a. Subject: Human Resources Manager's report

Item was deferred to November

- b. Subject: Information Technology Managers report

Item was deferred to November

**8. FOLLOW-UP ITEMS**

None

**9. FUTURE AGENDA ITEMS**

None

**10. ADJOURNMENT**

Next meeting will be held on October 27, 2020.

Meeting adjourned at 12:07 p.m.

John Murray Jr.  
Chair