

**THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA**

**MINUTES**

**ADJOURNED ORGANIZATION, PERSONNEL AND TECHNOLOGY COMMITTEE**

**September 15, 2020**

Chair Murray Jr. called the teleconference meeting to order at 10:00 a.m.

Members present: Chair Murray Jr., Directors Ballin (entered after roll call), Blois, Camacho, Cordero, Faessel, Galleano, Hogan, Lefevre, McCoy, Morris, Ortega, Peterson, Quiñonez, Smith, Tamaribuchi, and Treviño.

Members absent: Director McKenney, Solorio, and Williams.

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

Committee Staff present: Chapman, Eckstrom, Kightlinger, L. Campos, Pitman and Scully.

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

Black Employees Association President, Tuanee Holmes, called to comment on the concern to ensure equal employee opportunities at all levels of the organization.

Jeff Cable, as a member of the public called to express concern regarding nondisclosure agreements when employees receive a settlement agreement and over recent allegations made during committee meetings.

<b>CONSENT CALENDAR OTHER ITEMS – ACTION</b>
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**2. CONSENT CALENDAR OTHER ITEMS – ACTION**

- A. Approval of the Minutes of the meeting of the Adjourned Organization, Personnel and Technology Committee held August 18, 2020

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

The vote was:

Ayes: Directors Ballin, Blois, Camacho, Cordero, Faessel, Galleano, Hogan, McCoy, Murray Jr., Ortega, Peterson, Quiñonez, and Treviño.

Noes: None

Abstentions: Director Lefevre, Morris, Smith, and Tamaribuchi.

Absent: Director McKenney, Solorio and Williams.

The motion for Item 2A passed by a vote of 13 ayes, 0 noes, 4 abstention, and 3 absent

### **3. CONSENT CALENDAR ITEMS – ACTION**

None

<b>END OF CONSENT CALENDAR ITEMS</b>
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### **4. OTHER BOARD ITEMS-ACTION**

None

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

None

### **6. COMMITTEE ITEMS**

a. Subject: Semiannual Report on Equal Employment Opportunity Policy and Affirmative Action Plan

Presented by: Olivia Sanchez, Equal Employment Opportunity Manager

Ms. Sanchez provided an overview of the equal employment opportunity program which included workforce and job action demographics.

The following Directors provided comments or asked questions

1. Peterson
2. Quiñonez
3. Ortega
4. Cordero
5. Treviño
6. Gray
7. Ramos
8. Goldberg
9. Murray
10. Butkiewics
11. Ballin

Staff responded to the Directors questions and comments.

b. Subject: Update on Equal Employment Opportunity Issues

Presented by: Jeffrey Kightlinger, General Manager  
Marcia Scully, General Counsel  
Shane Chapman, Chief Administrative Officer

Mr. Kightlinger, Ms. Scully and Mr. Chapman provided an overview of current equal employment opportunity process and historical data.

The following Directors provided comments or asked questions

1. Abdo
2. Hogan
3. Trevino
4. Quinonez
5. Ballin
6. Goldberg

Staff responded to the Directors questions and comments.

c. Subject: Quarterly Cybersecurity Oral Report  
**[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 – Cybersecurity

The committee discussed and provided direction on this item in closed session. No action was taken.

## 7. MANAGEMENT REPORT

a. Human Resources Manager's report

Item was deferred to October

b. Information Technology Managers report

Item was deferred to October

## **8. FOLLOW-UP ITEMS**

None

## **9. FUTURE AGENDA ITEMS**

Director Ortega formally recommended the formation of a subcommittee to address findings from the equity, inclusion, and diversity issues.

Next meeting will be held on September 22, 2020.

Meeting adjourned at 12:15 p.m.

John Murray Jr.  
Chair