

# THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

## MINUTES

### ORGANIZATION, PERSONNEL AND TECHNOLOGY COMMITTEE

November 9, 2020

Chair Murray Jr. called the teleconference meeting to order at 2:00 p.m.

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

Members absent: Director McCoy and Solorio.

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

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

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

Los Angeles Resident, Caty Wagner called in to show support of item 8-2.

Member of Sierra Club, Charming Evelyn called in to show support of item 8-2.

President of the Native American Employee Resource Group, Wigs Mendoza called in to advocate for more outreach to Native Americans when hiring to create a more diverse workplace.

Member of AFSCME Woman's Caucus, Ellen Mackey called in support of item 8-2 and to comment on Diversity, Equity and Inclusion Council.

Business Representative of AFSCME 1902, Jeffrey Froehlich called in to voice concerns regarding the current recruitment process.

As a member of the public and Member of MAPA Bargaining Unit, Olivia Freeman called in to share her experience as a Metropolitan employee and to show support for the Diversity, Equity, and Inclusion Council.

As a member of the public, Lilly Shraibati called in to share her experience as a Metropolitan employee.

Rate Payer, Conner Everetts called in support of item 8-2.

Business Representative of AFSCME 1902, Jeffrey Cable called in to support of item 8-2.

As a member of the public, Sandra Velasco called in to share her experience as a Metropolitan employee.

President of the Hispanic Employees Association, Rick Duarte called in to provide support of the Diversity, Equity and Inclusion Council.

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

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

A. Approval of the Minutes of the meeting of the Special Organization, Personnel and Technology Committee held October 27, 2020

**3. CONSENT CALENDAR ITEMS - ACTION**

7-10 Approve The Metropolitan Water District of Southern California's salary schedules pursuant to CalPERS regulations; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

No presentations were given, Director Treviño made a motion, seconded by Director Camacho to approve the consent calendar consisting of items 2A and 7-10.

The vote was:

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

Noes: None

Abstentions: None

Absent: Director McCoy and Solorio.

The motion passed by a vote of 18 ayes, 0 noes, 0 abstention, and 2 absent.

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

8-2 Subject: Authorize and direct the Ethics Officer to enter into a contract with an outside legal counsel in an amount not-to-exceed \$200,00 to conduct an independent review of allegations of systemic Equal Employment Opportunity related discrimination, harassment and retaliation, and related concerns; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

Presented by: Abel Salinas, Ethics Officer

Mr. Salinas provided an overview of what an independent review of workplace concerns would consist of including what the scope of work would examine, and how EEO related discrimination, harassment, and retaliation claims are handled by management.

The following Directors provided comments or asked questions

1. G. Peterson
2. Murray
3. Quiñonez
4. Grey
5. Williams
6. Blois
7. Ballin
8. Cordero
9. Treviño
10. Abdo
11. Ramos
12. Ortega
13. Hogan

Staff responded to the Directors questions and comments.

After completion of the presentation, Director Peterson made a motion, seconded by Director Ballin to approve item 8-2.

The vote was:

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

Noes: None

Abstentions: None

Absent: Director McCoy and Solorio.

The motion passed by a vote of 18 ayes, 0 noes, 0 abstention, and 2 absent.

## **5. BOARD INFORMATION ITEMS**

None

## **6. COMMITTEE ITEMS**

a. Subject: Follow-up on Equal Employment Opportunity Issues

Presented by: Shane Chapman, Chief Administrative Officer

Mr. Chapman provided a follow-up to September OP&T meeting regarding Equal Employment Opportunity complaints from 2015-2019

## **7. MANAGEMENT REPORT**

### **a. Human Resources Manager's Report**

Ms. Pitman provided a recruitment summary for 2020 per Board Member Request and a brief update on the status of the General Manager's recruitment process.

The following Directors provided comments or asked questions

1. Murray
2. Ortega

Staff responded to Directors questions and comments

### **b. Information Technology Manager's Report**

Mr. Eckstrom provided an update on the E911 system that supports facilities in the desert region.

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

None

## **9. FUTURE AGENDA ITEMS**

None

## **10. ADJOURNMENT**

Next meeting will be held on December 7, 2020

Meeting adjourned at 3:34 p.m.

John Murray Jr.  
Chair