

**THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA**

**MINUTES**

**ORGANIZATION, PERSONNEL AND TECHNOLOGY COMMITTEE**

**February 9, 2021**

Chair Murray Jr. called the teleconference meeting to order at 10:30 a.m.

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

Members absent: None

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

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

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

President of AFSCME 1902, Alan Shanahan called in to express various concerns including Legal and personnel information being reported to the OP&T Committee.

Chair of AFSCME Women's Caucus, Ellen Mackey, called in to voice concerns over recent Board changes and investigation of AFSCME member.

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

A. Approval of the Minutes of the meeting of the Organization, Personnel and Technology Committee held January 11, 2021

**3. CONSENT CALENDAR ITEMS - ACTION**

None

Director Camacho entered the meeting.

Director McCoy entered the meeting.

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

The vote was:

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

Noes: None

Abstentions: None

Absent: None

The motion passed by a vote of 16 ayes, 0 noes, 0 abstention, and 0 absent.

<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: Diversity, Equity, and Inclusion Council Update

Presented by: Annette Eckhardt, WAM Officer and DE&I Council Member.

Ms. Eckhardt provided an overview of the DE&I organizational chart and gave an update of past and future activities happening within the council.

- b. Subject: Ethics Officer's Monthly Update on Independent Review of Workplace Concerns  
Presented by: Abel Salinas, Ethics Officer

Mr. Salinas briefed the Committee of Shaw Law Group's progress of their review of DE&I Council, EEO related matters and climate assessment survey.

The following Directors provided comments or asked questions

1. Murray
2. Goldberg

Staff responded to the Directors questions and comments.

- c. Subject: Quarterly Cybersecurity Oral Update  
Presented by: Jake Margolis, Cybersecurity Unit Manager

**[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)]**

No action was taken in closed session.

## 7. MANAGEMENT REPORT

- a. Human Resources Manager's Report

None

- b. Information Technology Manager's Report

Mr. Eckstrom provided a summary of past and future equipment expenses within IT as requested by Director Smith.

The following Directors provided comments or asked questions

1. Smith

Staff responded to the Directors questions and comments.

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

Director Hogan requested a presentation on Ethics Administrative Code Provisions in the Audit & Ethics Committee.

Director Ackerman requested a presentation and description on Unconscious Bias training.

The following Directors provided comments or asked questions

1. Butkiewicz

## **9. FUTURE AGENDA ITEMS**

Chair Murray requested a presentation to clarify and address roles and responsibilities for HR and Ethics Department.

Director Ballin requested that the Committee address the comments made by Alan Shanahan in his public comments.

The following Directors provided comments or asked questions

1. Smith
2. Peterson

## **10. ADJOURNMENT**

Next meeting will be held on March 9, 2021

Meeting adjourned at 11:46 a.m.

John Murray Jr.  
Chair