

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ORGANIZATION, PERSONNEL AND TECHNOLOGY COMMITTEE

March 8, 2021

Chair Murray Jr. called the teleconference meeting to order at 9:01 a.m.

Members present: Chair Murray Jr., Directors Blois, Camacho, Cordero, Faessel, Fellow, Galleano, Hogan, Jung, Lefevre, McCoy, Morris, G. Peterson, Smith, Solorio, Tamaribuchi, and Williams.

Members absent: None

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

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

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 concerns on employee safety and comment on item 7a.

Chair of AFSCME Women's Caucus, Ellen Mackey, called into announce one year anniversary of AFSCME Women's Caucus.

Arcadis, Ra Luca, called in to comment on Garvey Project.

Chair Murray addressed the recent public comment and media articles

Chairwoman Gray made comments on MWD workplace culture and website

CONSENT CALENDAR ITEMS — ACTION
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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 February 9, 2021

3. CONSENT CALENDAR ITEMS - ACTION

7-7 Subject: Authorize an increase in the maximum amount payable under contract with Shaw Law Group by \$200,000 to an amount not-to-exceed \$400,000 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 actions are exempt or otherwise not subject to CEQA

Presented by: Abel Salinas, Ethics Officer

Mr. Salinas provided an overview of existing contract and requested approval for additional funding for additional work.

The following Directors provided comments or asked questions

1. Murray

Staff responded to the Directors questions and comments.

Director Camacho made a motion, seconded by Director Fassel to approve the consent calendar consisting of item 2A and 7-7.

The vote was:

Ayes: Directors Blois, Camacho, Cordero, Faessel, Fellow, Galleano, Hogan, Jung, Lefevre, McCoy, Morris, Murray, G. Peterson, 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.

END OF CONSENT CALENDAR ITEMS

4. OTHER BOARD ITEMS - ACTION

None

5. BOARD INFORMATION ITEMS

None

6. COMMITTEE ITEMS

- a. Subject: Ethics Officer's Monthly Update on Independent Review of Workplace Concerns

Presented by: Abel Salinas, Ethics Officer

Mr. Salinas provided an update on the independent review of workplace concerns.

- b. Subject: Roles and responsibilities of Metropolitan's Ethics and Human Resources offices

Presented by: Abel Salinas, Ethics Officer

Diane Pitman, Human Resources Group Manager

Mr. Salinas and Ms. Pitman provided an overview of Metropolitan's HR and Ethics office roles for employee investigations, including their roles during the external review of EEO's processes by The Shaw Group.

The following Directors provided comments or asked questions:

1. Murray
2. De Jesus
3. Hogan
4. Ortega
5. Blois
6. Abdo
7. Cordero
8. Ramos
9. G. Peterson
10. Kurtz
11. Butkiewicz

Staff responded to the Directors questions and comments.

7. MANAGEMENT REPORT

- a. Human Resources Manager's Report

Item was deferred to April.

- b. Information Technology Manager's Report

None

8. FOLLOW-UP ITEMS

Director Cordero requested an update on injured employee condition.

9. FUTURE AGENDA ITEMS

Director Murray requested a report on desert facility incidents related to employee suicide.

10. ADJOURNMENT

Next meeting will be held on April 12, 2021

Meeting adjourned at 10:21 a.m.

John Murray Jr.
Chair