



# MARINA COAST WATER DISTRICT

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Home Page: [www.mcwd.org](http://www.mcwd.org)

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## Board of Directors

### Budget and Personnel Committee Meeting

Marina Coast Water District

July 5, 2022 at 5:30 p.m.

#### DIRECTORS

JAN SHRINER  
President

HERBERT CORTEZ  
Vice President

THOMAS P. MOORE  
GAIL MORTON  
MATT ZEFFERMAN

Due to Governor Newsom's Executive Order N-29-20 and recommendations on protocols to contain the spread of COVID-19, staff and Committee members will be attending the July 5, 2022 meeting remotely from various locations and the meeting will be held via Zoom conference. There will be NO physical location of the meeting.

Please click the link below to join the webinar:

<https://us02web.zoom.us/j/85846094524?pwd=aoRpeqZOT4y1WIEkxL0KKSJ9GjGSQ6.1>

Passcode: 175545

To join via phone: 1-669-900-6833

Webinar ID: 858 4609 4524

Passcode: 175545

#### Committee Members

Gail Morton

Jan Shriner

Herbert Cortez - Alternate

#### Agenda

*This meeting has been noticed according to the Brown Act rules. The Committee will receive information on, discuss and consider making recommendations to the MCWD Board on the items contained in this agenda.*

1. Call to Order/Roll Call
2. Public Comments on any item Not on the Agenda *Anyone wishing to address the Committee on matters not appearing on the Agenda may do so at this time. Please limit your comment to four minutes. The public may comment on any other item(s) listed on the Agenda at the time the item(s) is considered by the Committee.*
3. Approve the Draft Minutes of the June 7, 2022 Meeting
4. Discuss the Diversity, Equity, and Inclusion Policy
5. Identify Agenda Items for the Next Committee Meeting
6. Committee Member Comments
7. Adjournment



# Marina Coast Water District

## Draft Minutes Budget and Personnel Committee Meeting

June 7, 2022

### 1. Call to Order:

The June 7, 2022 Budget and Personnel Committee meeting was called to order at 5:30 p.m. by President Shriner. In attendance via Zoom teleconference were:

- Committee members: President Shriner and Director Morton
- Staff: Remleh Scherzinger, Kelly Cadiente, and Paula Riso
- Public members: None

### 2. Public Comments on Any Item Not on the Agenda:

Director Morton commented that she was ready for the new budget.

### 3. Approve the Draft Minutes of the April 5, 2022 Meeting:

Director Morton made a motion to approve the minutes of April 5, 2022. President Shriner seconded the motion. The minutes were approved by a vote of 2-Ayes (Morton, Shriner), 0-Noes, and 0-Absent.

### 4. Receive an Update on the Investment Policy:

Ms. Cadiente reviewed the Investment Policy and showed that the other than some minor typo corrections, the only change was to add the US Treasure securities under types of investments that can be made by the Director of Administrative Services. Clarifying questions were asked.

Director Morton made a motion to take the Investment Policy to the Board for approval. President Shriner seconded the motion. The motion was approved by a vote of 2-Ayes (Morton, Shriner), 0-Noes, and 0-Absent.

### 5. Identify Agenda Items for the Next Committee Meeting:

Mr. Scherzinger commented that the Diversity, Equity, and Inclusion Policy would be discussed at the next meeting.

### 6. Committee Member Comments:

Director Morton commented that she was willing to meet as often as needed to make sure everything gets done before Ms. Cadiente's retirement. President Shriner thanked staff for their time.

### 9. Adjournment:

Meeting adjourned at 6:12 p.m.

**MARINA COAST WATER DISTRICT  
DIVERSITY, EQUITY, AND INCLUSION POLICY STATEMENT**

**General Policy Statement**

Diversity, equity, and inclusion (DE&I) are integral to the mission of MCWD. We believe that creating an inclusive and equitable organization is vital to ensuring that the diverse perspectives of our members are valued, respected, and considered.

Diversity, equity, and inclusion are not mutually exclusive and the success of one is dependent on the other two. Therefore, these three are intentionally connected.

**Diversity**

Diversity encompasses the varying experiences, strengths, skills, perspectives, personal characteristics, cultures, and backgrounds represented by and within the MCWD workforce.

**Equity**

A commitment to equity means that we strive to create an environment where every employee has the opportunity and access to realize their full potential, and no-one is disadvantaged because of their group identity or other socially determined circumstance.

**Inclusion**

The act of inclusion embraces and celebrates the perspectives, voices, values, and needs of each individual with the goal of embracing a culture where all feel heard, respected, valued, and included in the broader MCWD purpose.

**Scope**

MCWD recognizes diversity, equity, and inclusion yield profound advantages to its overall operations and well-being and foster forward-thinking and innovative environments. It is MCWD's policy to:

1. Diversity
  - a. Attract a more diverse workforce through innovative recruitment and outreach.
  - b. Exhibit diversity in MCWD leadership positions.
  - c. Define succession planning protocols for MCWD leadership that embrace diversity.
  
2. Equity
  - a. Advocate for advancement for MCWD workforce from underrepresented populations.

- b. Support MCWD employees from underrepresented groups in advancing their careers in the water sector.
- c. Communicate criteria for advancement within the MCWD community.

### 3. Inclusion

- a. Provide outreach to the underrepresented populations in the community.
- b. Develop environments of inclusion and belonging for the MCWD workforce to share ideas and experiences.
- c. Create spaces for dialogue and relationship building to encourage new MCWD employees to become more involved.

To ensure accountability in achieving fairer outcomes for the MCWD workforce, we are committed to developing strategies for measuring success in achieving MCWD's diversity, equity, and inclusion goals in MCWD's annual business plan.

### **Related Policies**

MCWD's Non-Discrimination and Harassment policy exists to ensure equitable access to grievance procedures in cases of harassment or behaviors that undermine the objectives and scope outlined earlier in this policy.