

MINUTES

ORGANIZATION, PERSONNEL, AND EFFECTIVENESS COMMITTEE

April 13, 2026

Chair Katz called the meeting to order at 1:00 p.m.

Members present: Directors Ackerman, Bryant, Dennstedt, Douglas (teleconference posted location), Erdman, Faessel, Katz, Lewitt, McMillan, Pressman, and Sutley.

Members absent: Director Ramos

Other Board Members present: Directors Camacho, Cordero, Crane, Denham, Fellow, Fong-Sakai, McCoy, Miller, Ortega Jr., Paule, and Seckel.

Committee Staff present: Barriga, Brower, Deshmukh, Ewing, Hudson, Kasaine, Rubin, and Zepeda.

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

None

CONSENT CALENDAR ITEMS — ACTION

2. **COMMITTEE ACTION (ONLY)**

- A. Approval of the Minutes of the Organization, Personnel, and Effectiveness Committee for March 9, 2026.

3. **COMMITTEE ITEMS (FOR BOARD CONSIDERATION)**

- 7-3 Subject: 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
- Motion: Approve the attached salary schedules.

7-7 Subject: Approve Staff to take the necessary steps to align with AB 2156 to rename Metropolitan's "Cesar Chavez Day" holiday; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA.

Motion: Approve staff to take the necessary steps to rename the March 31 holiday.

No presentations were given. Director Faessel made a motion, seconded by Director Erdman, to approve the consent calendar consisting of items 2A, 7-3, and 7-7.

The vote was:

Ayes: Directors Ackerman, Bryant, Dennstedt, Douglas, Erdman, Faessel, Katz, Lewitt, McMillan, Pressman, and Sutley.

Noes: None

Abstentions: None

Absent: Director Ramos

The motion for items 2A, 7-3, and 7-7 passed by a vote of 11 ayes, 0 noes, 0 abstain, and 1 absent.

END OF CONSENT CALENDAR ITEMS

4. COMMITTEE ITEMS (ACTION FOR BOARD CONSIDERATION)

None

5. COMMITTEE ITEMS (INFORMATIONAL FOR BOARD CONSIDERATION)

None

6. COMMITTEE ITEMS (INFORMATIONAL)

- a. Subject: Safety and Environmental Program Quarterly Update
Presented by: Ofelia Perez, Section Manager-Safety & Regulatory Training

Ms. Perez provided an update on metrics, initiatives, and regulatory activities.

Chair Katz called the meeting into closed session to discuss agenda item 6b.

- b. Subject: Security Update Conference with Tomer Benito, Unit Manager – Security, Office of Safety, Security, and Protection; Jacob Margolis, Director of Information Technology Services, Information Technology; Follow-up on potential threats to public services or facilities; to be heard in closed session pursuant to Government Code Section 54957(a)
- Presented by: Tomer Benito, Unit Manager, Security
Jacob Margolis, Director of Info Tech Services

Chair Katz reported that in closed session, the committee heard the item. No action was taken.

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

- a. Human Resources Activities
Safety, Security, and Protection Activities

Reports are posted online.

Mark Brower gave a brief overview of the Human Resources Step Challenge.

The following directors provided comments or asked questions.

1. Ortega Jr.
2. Dennstedt

Staff responded to the Director's questions and comments.

8. FOLLOW-UP ITEMS

None

9. FUTURE AGENDA ITEMS

None

10. ADJOURNMENT

Meeting adjourned at 1:55 p.m.

Mel Katz
Chair