MINUTES

ORGANIZATION, PERSONNEL, AND EFFECTIVENESS COMMITTEE

February 10, 2026

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

Members present: Directors Ackerman, Bryant, Dennstedt (entered after roll call), Douglas, Erdman, Faessel, McMillan (entered after roll call), Pressman (entered after roll call), Ramos, and Sutley

Members absent: Director Katz, Lewitt

Other Board Members present: Directors Cordero, Crane, De Jesus (teleconference posted location), Denham, Fellow, Fong-Sakai, Jay, Kurtz, McCoy, Miller, Paule, Seckel, and Shepherd Romey.

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

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 January 12, 2026.

3. COMMITTEE ITEMS (FOR BOARD CONSIDERATION)

None

Director Dennstedt entered the meeting.

Director Pressman entered the meeting.

Director Erdman made a motion, seconded by Vice Chair Sutley to approve the consent calendar consisting of item 2A.

The vote was:

Ayes:	Directors Ackerman, Bryant, Dennstedt, Douglas, Erdman, Faessel, Pressman, Ramos, and Sutley.
Noes:	None
Abstentions:	None
Absent:	Directors Katz, Lewitt, and McMillan

The motion for item 2A passed by a vote of 9 ayes, 0 noes, 0 abstain, and 3 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: Emergency Program Update

Presented by: Ian Whyte, Team Manager, Emergency Management

Mr. Whyte presented a regular update on the status of Metropolitan's Emergency Management Program, which covers district-wide emergency response, recovery, planning, and outreach efforts. It was an informational presentation with no action items.

The following directors had comments or questions.

1. Seckel
2. Sutley

Staff responded to the Directors' questions and comments.

Director McMillan entered the meeting.

b. Subject: 2025 Workplace Assessment Update

Presented by: Aaron Brown, Senior Insights Analyst, Quantum Workplace

Mr. Brown presented a high-level comparison of the 2025 workplace assessment results and the 2024 workplace assessment.

Board Vice Chair Sutley chaired the meeting for item 6c.

Directors Bryant, Jay, and McMillan recused themselves from item 6c as Metropolitan retirees and left the meeting until the item was completed.

Board Vice Chair Sutley called the meeting into closed session to discuss agenda item 6c.

c. Subject: Labor Negotiations Update

Presented by: Gifty Beets, Section Manager, Human Resources

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

Vice Chair Bryant proceeded with the meeting.

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

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

Reports are posted online.

8. FOLLOW-UP ITEMS

None

9. FUTURE AGENDA ITEMS

10. ADJOURNMENT

Meeting adjourned at 2:08 PM

Garry E. Bryant
Vice Chair