

The Metropolitan Water District of Southern California

The mission of the Metropolitan Water District of Southern California is to provide its service area with adequate and reliable supplies of high-quality water to meet present and future needs in an environmentally and economically responsible way.

Agenda

OPE Committee

M. Katz, Chair
G. Bryant, Vice Chair
L. Ackerman
B. Dennstedt
C. Douglas
D. Erdman
S. Faessel
J. Lewitt
J. McMillan
B. Pressman
M. Ramos
N. Sutley

Organization, Personnel, and Effectiveness Committee

Meeting with Board of Directors *

February 10, 2026

1:00 p.m.

Tuesday, February 10, 2026
Meeting Schedule

08:30 a.m. FAAME
11:30 a.m. CWC
12:30 p.m. BREAK
01:00 p.m. OPE
02:00 p.m. BOD

Written public comments received by 3:00 p.m. the business day before the meeting is scheduled will be posted under the Submitted Items and Responses tab available here: <https://mwdh2o.legistar.com/Legislation.aspx>.

The listen-only phone line is available at 1-877-853-5257; enter meeting ID: 862 4397 5848.

Members of the public may present their comments to the Board on matters within their jurisdiction as listed on the agenda via teleconference and in-person. To provide public comment by teleconference dial 1-833-548-0276 and enter meeting ID: 815 2066 4276 or to join by computer [click here](#).

Disclaimer: Written and oral public comments are received in compliance with the Ralph M. Brown Act. Please note that Metropolitan does not endorse or ensure the accuracy or reliability of the information provided as public comment or by third parties.

MWD Headquarters Building • 700 N. Alameda Street • Los Angeles, CA 90012

Teleconference Locations:
6227 Shiloh Avenue • Whitefish, MT 59937

* The Metropolitan Water District's meeting of this Committee is noticed as a joint committee meeting with the Board of Directors for the purpose of compliance with the Brown Act. Members of the Board who are not assigned to this Committee may participate as members of the Board, whether or not a quorum of the Board is present. In order to preserve the function of the committee as advisory to the Board, members of the Board who are not assigned to this Committee will not vote on matters before this Committee.

1. Opportunity for members of the public to address the committee on matters within the committee's jurisdiction (As required by Gov. Code Section 54954.3(a))

**** CONSENT CALENDAR ****

2. COMMITTEE ACTION (ONLY)

A. Approval of the Minutes of the Organization, Personnel, and Effectiveness Committee for January 12, 2026 [21-5407](#)

3. COMMITTEE ITEMS (FOR BOARD CONSIDERATION)

NONE

**** END OF CONSENT CALENDAR ****

4. COMMITTEE ITEMS (ACTION FOR BOARD CONSIDERATION)

NONE

5. COMMITTEE ITEMS (INFORMATIONAL FOR BOARD CONSIDERATION)

NONE

6. COMMITTEE ITEMS (INFORMATIONAL)

a. Emergency Management Program Update [21-5409](#)

b. 2025 Annual Workplace Assessment Update [21-5411](#)

c. Update on Labor Negotiations [Conference with Labor Negotiators; to be heard in closed session pursuant to Gov. Code 54957.6; Metropolitan representatives: Katano Kasaine, Assistant General Manager, Chief Financial Officer, Adam Benson, Finance Group Manager, Gifty J. Beets, Human Resources Section Manager and Mark Brower, Human Resources Group manager. Employee Organization(s): The Employees Association of The Metropolitan Water District of Southern California/AFSCME Local 1902; the Management and Professional Employees Associations MAPA/AFSCME Chapter 1001; the Supervisors Association; and the Association of Confidential Employees]

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

- a. Human Resources activities [21-5408](#)
- Safety, Security, and Protection activities

Attachments: [02102026 OPE 7a Human Resources Activities](#)

8. FOLLOW-UP ITEMS

NONE

9. FUTURE AGENDA ITEMS

10. ADJOURNMENT

NOTE: This committee reviews items and makes a recommendation for final action to the full Board of Directors. Final action will be taken by the Board of Directors. Committee agendas may be obtained on Metropolitan's Web site <https://mwdh2o.legistar.com/Calendar.aspx>. This committee will not take any final action that is binding on the Board, even when a quorum of the Board is present.

Writings relating to open session agenda items distributed to Directors less than 72 hours prior to a regular meeting are available for public inspection at Metropolitan's Headquarters Building and on Metropolitan's Web site <https://mwdh2o.legistar.com/Calendar.aspx>.

Requests for a disability-related modification or accommodation, including auxiliary aids or services, in order to attend or participate in a meeting should be made to the Board Executive Secretary in advance of the meeting to ensure availability of the requested service or accommodation.



Human Resources Group

• Human Resources Activities Report

Summary

This report provides a summary of the Human Resources Group activities for January 2026.

Purpose

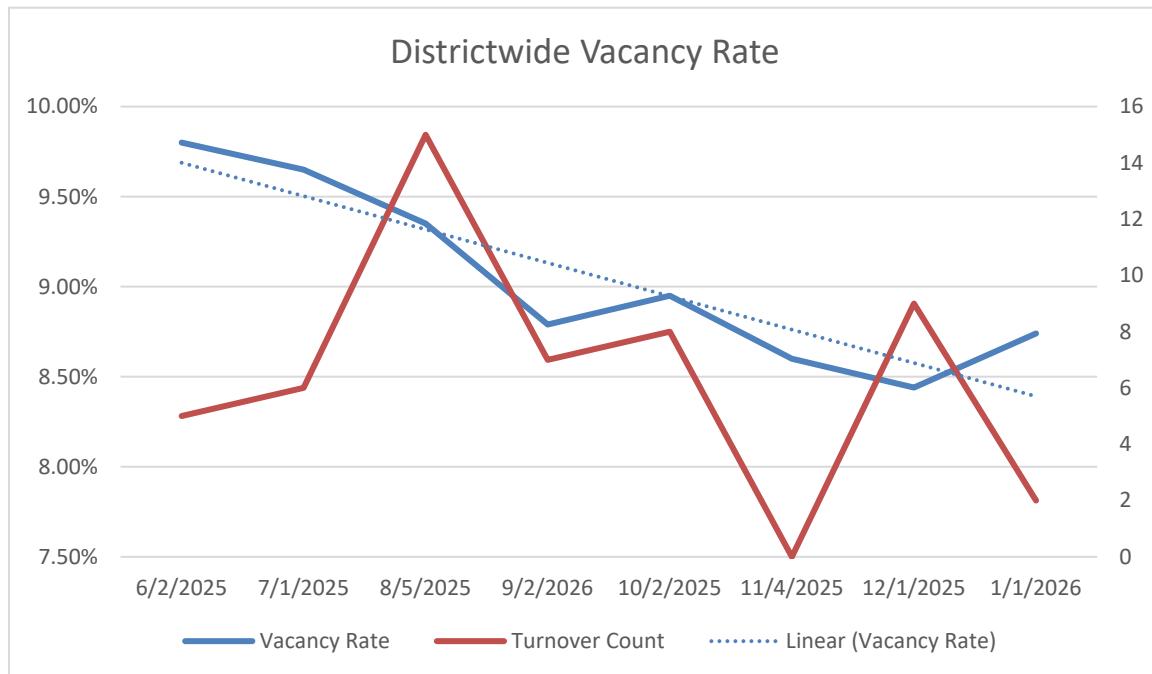
Informational

Detailed Report

GM Business Plan

Accelerate recruitments to reduce the vacancy rate.

The Human Resources Group's goal to improve the workplace includes accelerating recruitment to reduce Metropolitan's vacancy rate.* As of January 6, 2026, the District's vacancy rate is at 8.74 percent, a marginal rise from 8.44 percent the previous month due to the typical increase in employee separations that occur at the end of each year. Additionally, a monthly recruitment status report continues to be shared with Group Managers.



*Vacancy Rate is the percentage of unfilled positions within the District out of the total number of positions.

**Turnover Count is the count of employees who separated from the District. Separations include retirements, voluntary and involuntary separations, and deaths.

Board Report Human Resources Activities Report

Use annual assessments to inform workplace improvement strategies.

The District continues to use the Annual Employee Survey to inform workplace improvement strategies. The Annual Employee Survey, administered by Quantum Workplace, launched in August 2025. The survey period closed on September 30, 2025. Responses are being analyzed and will be used to develop new strategies. Findings are updated in the SharePoint site and shared with all employees.

HR Priorities

Partner with Metropolitan leadership to support learning, development, and adaptive workforce planning initiatives.

The Organizational Development & Training (OD&T) Unit has a goal to enhance the overall performance and development of employees of Metropolitan, which is essential for the success and overall growth and development of Metropolitan's workforce. From December to January, employees attended trainings on topics such as Unofficial Project Manager, Speed of Trust Foundations, and NERC Critical Infrastructure Protection. LinkedIn Learning, MWD's e-learning platform, was accessed for training on the following topics: How to Proactively Manage Conflict as an Employee, Occupational Safety and Health: Slips, Trips, and Falls, and Management Foundations.

The OD&T Unit joined the Apprentice and Technical Training team for a day of training at Diamond Valley Lake on January 6, 2026, where fifteen new pre-apprentice employees learned study and communication skills. Water Quality's Engineering and Compliance Team participated in a team-building activity based on the 7 Habits on January 10, 2026.



OD&T Unit and Apprentice and Technical Training Session

HR Core Business: Provide Excellent Human Resources Services

Administer all HR services with efficiency and a focus on customer service excellence, consistency, and flexibility.

The Business Support Team successfully planned and coordinated a *Body Harmony* wellness webinar, held live on January 28, 2026, in partnership with Kaiser Permanente. This webinar invited employees to explore how to build sustainable habits and develop a positive relationship with their bodies by going beyond diets and calorie counting. Employees were encouraged to create realistic strategies to support feeling balanced, confident, and at ease in their own bodies.

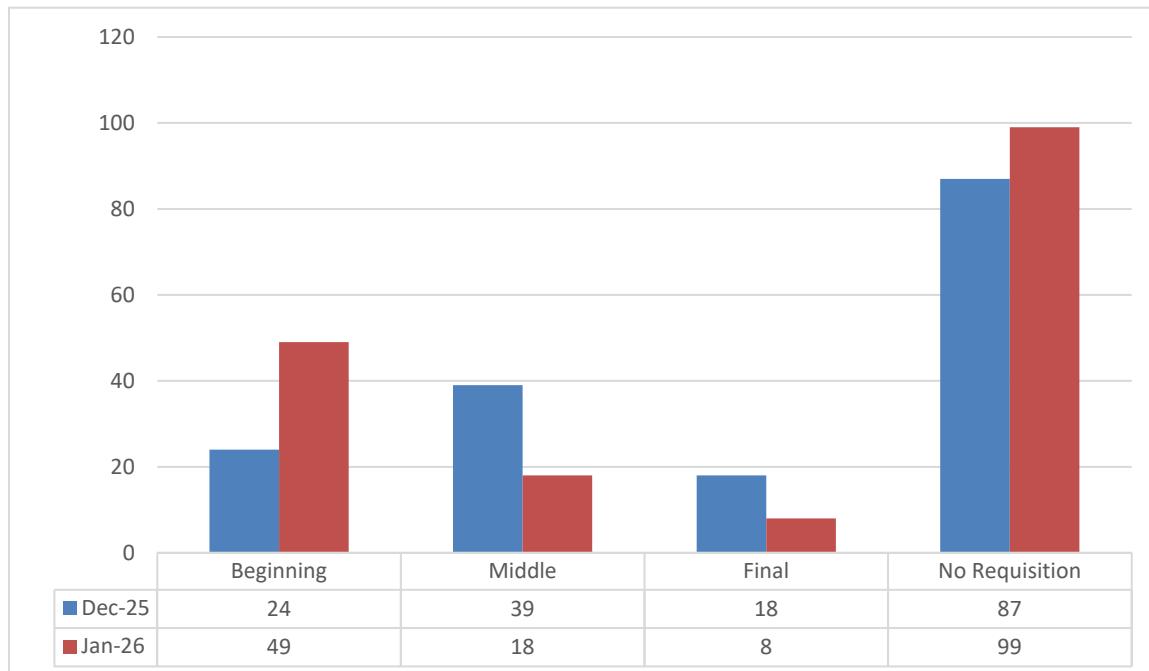
Last month's webinar, *Intergenerational Caregiving*, held on December 17, 2025, attracted 41 registered participants across both the live session and on-demand viewings. The event required two hours of staff time for preparation and hosting.

Human Resources Metrics

Group	Vacancy Count	Vacancy %
BAY DELTA INITIATIVES	0	0.00%
BOARD OF DIRECTORS	1	14.29%
CONVEYANCE & DISTRIBUTION GROUP	28	10.04%
DIVERSITY, EQUITY & INCLUSION	0	0.00%
ENGINEERING SERVICES GROUP	17	4.44%
EQUAL EMPLOYMENT OPPORTUNITY	0	0.00%
EXTERNAL AFFAIRS	6	9.52%
FINANCE AND ADMINISTRATION	5	4.10%
GENERAL COUNSEL	4	10.53%
HUMAN RESOURCES GROUP	5	10.42%
INFORMATION TECHNOLOGY GROUP	11	8.33%
INTEGRATED OPS PLAN & SUPPT SRVC	22	8.73%
OFFICE OF SAFETY, SECURITY & PROTECT	9	12.68%
OFFICE OF ETHICS	3	37.50%
OFFICE OF THE GENERAL AUDITOR	3	21.43%
OFFICE OF THE GENERAL MANAGER	4	16.00%
SUSTAINABILITY, RESILIENCE & INNOVATION	3	6.52%
TREATMENT&WATER QUALITY GROUP	41	10.30%
WATER RESOURCE MANAGEMENT GROUP	12	17.91%
GRAND TOTAL	174	8.74%

Board Report Human Resources Activities Report

Current Recruitment Stages Status (1/6/2026)



Personnel Snapshot

	January 2026	Prior Month December 2025
Headcount		
Regular Employees	1,838	1,834
Temporary Employees	60	59
Interns	6	7
Recurrent	13	13
Annuitants	15	16

Board Report Human Resources Activities Report

Transactions Current Month and Fiscal YTD (includes current month)			
External Hires	FY 24/25 Totals	January 2026	FISCAL YTD
Regular Employees	110	6	71
Temporary Employees	57	4	36
Interns	5	0	5
Internal Promotions	85	13	45
Management Requested Promotions	160	11	64
Retirements/Separations (regular employees)	94	2	47
Employee-Requested Transfers	19	2	10

*Retirements/Separations data input by entry date.