

## MINUTES

### ORGANIZATION, PERSONNEL, AND EFFECTIVENESS COMMITTEE

June 08, 2026

Vice Chair Bryant called the meeting to order at 1:38 p.m.

Members present: Directors Bryant, Dennstedt, Douglas (entered after roll call, teleconference posted location) Erdman, Lewitt, McMillan (entered after roll call, teleconference posted location), and Pressman.

Members absent: Directors Ackerman, Faessel, Katz, Ramos and Sutley.

Other Board Members present: Camacho, Cordero (teleconference posted location), Crane, Denham, Fellow, Fong-Sakai, Garza, Jay, Kurtz, Ortega, Paule, Seckel, and Shepherd.

Committee Staff present: Barriga, Brower, Deshmukh, Hudson, Ros, 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 May 12, 2026.

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

- 7-10 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 Metropolitan Water District of Southern California's salary schedules pursuant to CalPERS regulations.

No presentation was given, Director Erdman made a motion, seconded by Director Pressman to approve the consent calendar consisting of items 2A and 7-10.

The vote was:

Ayes: Directors Bryant, Dennstedt, Douglas, Erdman, Lewitt, McMillan, and Pressman.

Noes: None

Abstentions: None

Absent: Director Ackerman, Faessel, Katz, Ramos, and Sutley.

The motion for items 2A and 7-10 passed by a vote of 7 ayes, 0 noes, 0 abstain, and 5 absent.

### **END OF CONSENT CALENDAR ITEMS**

#### **4. COMMITTEE ITEMS (ACTION FOR BOARD CONSIDERATION)**

None

#### **5. COMMITTEE ITEMS (INFORMATIONAL FOR BOARD CONSIDERATION)**

None

Vice Chair Bryant called the meeting into closed session to discuss agenda items 6a, 6b and 6c.

Vice Chair of the Board Pressman chaired meeting for closed session items.

Directors Bryant, Jay, and McMillan recused themselves on Item 6a as item involved consideration of employee benefits which they receive as Metropolitan retirees.

#### **6. COMMITTEE ITEMS (INFORMATIONAL)**

- a. Subject: 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

Presented by: Gifty Beets, Human Resources Section Manager

- b. Subject: Discuss department head performance and goal setting [Public employee performance evaluation—General Manager; to be heard in closed session pursuant to Gov. Code Section 54957]  
Presented by: Jon Rubin, Board Executive Officer & Executive Advisor
  
- c. Subject: Conference with Labor Negotiator; agency designated representative: Vice Chair of Organization, Personnel, and Effectiveness Committee Bryant; Unrepresented employee: General Manager; to be heard in closed session pursuant to Gov. Code Section 54957  
Presented by: Jon Rubin, Board Executive Officer & Executive Advisor

In closed session, the committee heard items 6a, 6b, and 6c. No action was taken.

Director Ortega left the meeting.  
Director Camacho left the meeting.

**7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS**

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

No report was given. Reports are posted online.

**8. FOLLOW-UP ITEMS**

Director Erdman requested additional information on long term disability insurance provisions for highly compensated individuals on staff

**9. FUTURE AGENDA ITEMS**

None

**10. ADJOURNMENT**

Meeting adjourned at 4:00 p.m.

Garry Bryant  
Vice Chair

**ORGANIZATION, PERSONNEL, AND EFFECTIVENESS**  
**COMMITTEE MEETING**

(Non-Interest Disclosure Remarks for June 8, 2026)

**[TO BE READ BEFORE CLOSED SESSION REMARKS, OR IF  
THERE IS NO CLOSED SESSION TO BE READ BEFORE ITEM  
DISCUSSION]**

**CHAIR BRYANT:**

**Item 6a** is an update on labor negotiations with 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. Please be advised that a copy of a Non-Interest Disclosure Notice has been posted to the website. The notice will be attached to the minutes of this meeting and made a part of the official record of the meeting.