

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ORGANIZATION, PERSONNEL, AND EFFECTIVENESS COMMITTEE

July 8, 2025

Chair Pressman called the meeting to order at 1:01 p.m.

Members present: Directors Ackerman (AB 2449 “Just Cause”), Bryant, Dennstedt (AB 2449 “Just Cause”), Douglas, Erdman (entered after roll call. teleconference posted location), Faessel, Katz, Lewitt, McMillan (entered after roll call, teleconference posted location), Pressman, Ramos, and Sutley.

Members absent: None

Other Board Members present: Alvarez, Armstrong, Cordero, Dick, Fellow, Garza, Jay, Kurtz, McCoy, Miller, Seckel, and Shepherd Romey.

Director Ackerman indicated she is participating under AB 2449, “just cause” regarding contagious illness. Director Ackerman appeared by audio and on camera.

Director Dennstedt indicated she is participating under AB 2449 “just cause” regarding contagious illness. Director Dennstedt appeared by audio and on camera.

Committee Staff present: Barriga, Brower, Kasaine, Rubin, Upadhyay, and Vidal.

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

None

CONSENT CALENDAR ITEMS — ACTION

Director Erdman and McMillan entered the meeting.

2. CONSENT CALENDAR OTHER ITEMS – ACTION

- A. Approval of the Minutes of the Organization, Personnel, and Effectiveness Committee for May 12, 2025.

3. CONSENT CALENDAR ITEMS – ACTION

7-11 Conversion of Recurrent Category E Employment to Regular Part Time Status; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA. [DEFERRED on 6/30/2025]

Ms. Kasaine made brief remarks on the deferred item.

Director Faessel made a motion, seconded by Director Katz, to approve the consent calendar consisting of item 2A.

The vote was:

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

Noes: None

Abstentions: None

Absent: None

The motion for item 2A passed by a vote of 12 ayes, 0 noes, 0 abstain, and 0 absent.

END OF CONSENT CALENDAR ITEMS

4. OTHER BOARD ITEMS – ACTION

None

5. BOARD INFORMATION ITEMS

None

6. COMMITTEE ITEMS

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

Ms. Perez presented an update on the safety and environmental program. She provided metrics, initiatives, and regulatory changes.

The following directors had comments or questions.

1. Faessel
2. Pressman

b. Subject: Employee Benefit Overview

Presented by: Carmondy Breaux-Burns, Human Resources Section
Manager

Ms. Breaux-Burns provided an extensive overview of Metropolitan's core benefit plans and programs. She described health plan options, life coverage, leave plans, deferred comp plans, financial education, and retirement options.

The following directors had comments or questions.

1. Pressman
2. Jay
3. Armstrong
4. Katz
5. Bryant
6. Ortega

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

None

10. ADJOURNMENT

Meeting adjourned at 1:49 PM

Barry Pressman
Chair