THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ORGANIZATION, PERSONNEL, AND EFFECTIVENESS COMMITTEE

August 19, 2025

Chair Pressman called the meeting to order at 12:03 p.m.

Members present: Directors Ackerman, Bryant, Dennstedt, Erdman, Faessel, Katz, Lewitt, Pressman, Ramos (teleconference posted location), and Sutley (entered after roll call, teleconference posted location).

Members absent: Douglas, and McMillan

Other Board Members present: Dick, Fellow, Garza, Gray (teleconference posted location), Jay, Kurtz, McCoy, Seckel, and Shepherd Romey.

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

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

	Name	Affiliation	Item
1.	Alan Shanahan	AFSCME	7-6
2.	Mike Diaz	AFSCME	MWD Safety Program
3.	Ben Gallegos	AFSCME	MWD Safety Program
4.	Eric Krebs	AFSCME	Retirement
5.	Laura Garcia	AFSCME	Safety
6.	Conrad Villa	AFSCME	
7.	Mike Domme	AFSCME	Staffing
8.	Diego Diaz	AFSCME	Bargaining Negotiations
9.	Jeff Froelich	AFSCME	Bargaining Negotiations

CONSENT CALENDAR ITEMS — ACTION

2. COMMITTEE ACTION (ONLY)

A. Approval of the Minutes of the Organization, Personnel, and Effectiveness Committee for July 8, 2025.

3. COMMITTEE ITEMS – (FOR BOARD CONSIDERATION)

7-6 Authorize the General Manager to convert seventeen Operations and Maintenance Assistant positions at the Gene Pumping Plant from recurrent to regular part-time status with corresponding Position Control Numbers and Human Resources to take all necessary actions to implement the conversion, including negotiating any required language with the unions; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA.

Presented by: Gonzalo Barriga, Group Manager, Safety Security and Protection

Motion: Authorize the General Manager to convert seventeen Operations and Maintenance Assistant positions at the Gene Pumping Plant from recurrent to regular part-time status with corresponding Position Control Numbers and Human Resources to take all necessary actions to implement the conversion, including negotiating any required language with the unions

Director Faessel made a motion, seconded by Director Katz, to approve the consent calendar consisting of item 2A and 7-6.

The vote was:

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

Noes: None

Abstentions: None

Absent: Douglas, and McMillan

The motion for item 2A and 7-6 passed by a vote of 9 ayes, 0 noes, 0 abstain, and 2 absent.

END OF CONSENT CALENDAR ITEMS

4. COMMITTEE ITEMS (ACTION FOR BOARD CONSIDERATION)

None

5. COMMITTEE ITEMS (INFORMATIONAL FOR BOARD CONSIDERATION)

9-2 2024 Combined Annual Benefits Financial Report

Report posted online.

6. COMMITTEE ITEMS (INFORMATIONAL)

a. Subject: Exit Interview Update

Presented by: Kelly Dorsey, HR Strategic Partner

Ms. Dorsey presented an overview of the Exit interview program. She provided data on responses, strategies, and future plans.

The following directors had comments or questions.

1. Faessel
2. Dennstedt
3. Bryant
4. Ortega

Staff responded to the Directors questions and comments.

b. Subject: Telework Comparison

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. Dick

Staff responded to the Directors questions and comments.

c. Subject: Physical Security Biannual Update [Conference with Tomer Benito, Unit Manager-Security, Office of Safety, Security, and Protection or designated Metropolitan Security Agent on threats to public services or facilities; to be heard in closed session pursuant to Gov. Code Section 54957(a)]

Presented by: Tomer Benito, Unit Manager-Security

In closed session, the committee heard the item. No action was taken.

d. Subject: Update on labor negotiations. [Conference with Labor Negotiators; 21-4938 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

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.

8. FOLLOW-UP ITEMS

None

9. FUTURE AGENDA ITEMS

None

10. ADJOURNMENT

Meeting adjourned at 2:39 PM

Barry Pressman
Chair