

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA
MINUTES

ORGANIZATION, PERSONNEL, AND EFFECTIVENESS COMMITTEE

November 18, 2025

Chair Katz called the meeting to order at 10:31 a.m.

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

Members absent: None

Other Board Members present: Armstrong, Cordero, Dick, Fellow, Fong-Sakai, Jay, McCoy, Miller, and Shepherd Romey.

Director Seckel indicated he is participating under AB2449 “just cause” regarding contagious illness. Director Seckel appeared by audio and on camera.

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

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

	Name	Affiliation	Item
1	Erik Freking	Allied Universal Technology Services	8-3

Director McMillan entered the meeting.

CONSENT CALENDAR ITEMS — ACTION

2. COMMITTEE ACTION (ONLY)

- A. Approval of the Minutes of the Organization, Personnel, and Effectiveness Committee for October 14, 2025.

3. COMMITTEE ITEMS (FOR BOARD CONSIDERATION)

7-6 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 attached salary schedules.

No presentations were given. Director Faessel made a motion, seconded by Director Douglas, to approve the consent calendar consisting of items 2A and 7-6.

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 items 2A and 7-6 passed by a vote of 12 ayes, 0 noes, 0 abstain, and 0 absent.

END OF CONSENT CALENDAR ITEMS

4. COMMITTEE ITEMS (ACTION FOR BOARD CONSIDERATION)

8-3 Subject: Authorize an agreement with Securitas to provide security guard services for a maximum period of five years at a total cost not-to-exceed \$84 million; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

Presented By: Tomer Benito, Unit Manager-Security

Motion: Authorize an agreement with Securitas to provide security guard services for a maximum period of five years at a total cost not to exceed \$84 million.

Mr. Benito gave an overview of the need for an agreement to provide security guard services to ensure a secure environment.

The following directors had comments or questions.

1. Dennstedt
2. Douglas
3. Fong-Sakai
4. Sutley

Staff responded to the Directors' questions and comments.

After completion of the presentation, Director McMillan made a motion, seconded by Director Sutley, to approve item 8-3 Option 1.

The vote was:

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

Noes: None

Abstentions: None

Absent: None

The motion for item 8-3 Option 1 passed by a vote of 12 ayes, 0 noes, 0 abstain, and 0 absent.

5. BOARD INFORMATION ITEMS

None

6. COMMITTEE ITEMS (INFORMATIONAL)

None

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 11:00 AM

Mel Katz
Chair