

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ORGANIZATION, PERSONNEL AND EFFECTIVENESS COMMITTEE

April 7, 2025

Chair Pressman called the meeting to order at 1:03 p.m.

Members present: Directors Ackerman, Bryant, Cordero, Dennstedt (teleconference posted location), Douglas (teleconference posted location), Erdman, Faessel, Katz, Lewitt, McMillan, Pressman, and Ramos.

Members absent: Sutley

Other Board Members present: Armstrong, Camacho, Fellow, Garza, Goldberg, Lefevre (teleconference posted location), McCoy, Miller, Seckel, and Shepherd.

Committee Staff present: Barriga, 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

2. CONSENT CALENDAR ITEMS – ACTION

None

3. CONSENT CALENDAR ITEMS – ACTION

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 otherwise not subject to CEQA

Presented by: Brandon Patrick, Unit Manager Class Comp & Recruitment

Motion: Approve the attached salary schedule

The following Directors made comments or asked questions:

1. Ramos

Motion by Director Erdman, seconded by Director Faessel, to approve consent calendar items 7-10.

The vote was:

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

Noes: None

Abstentions: None

Absent: Directors Dennstedt, and Sutley

The motion passed by a vote of 10 ayes, 0 noes, 0 abstention, and 2 absent.

END OF CONSENT CALENDAR ITEMS

4. OTHER BOARD ITEMS – ACTION

None

5. BOARD INFORMATION ITEMS

None

6. COMMITTEE ITEMS

- a. Subject: Health and Safety Program Quarterly Update
Presented by: Gonzalo Barriga, Safety, Security and Protection officer
Ofelia Perez

Mr. Barriga gave an overview of the health and safety program, purpose of presentation was to provide an update on safety metrics, initiatives and regulatory changes.

The following directors made comments or had questions.

1. Pressman
2. Lewitt
3. Faessel
4. Miller

Staff responded to the Director's questions and comments

- b. Subject: Employee Inspection Trips
Presented by: Eric Bachmann, Organization, Development and Training
Manager

Bachmann presented an overview of the inspection trips that began in April, the different facilities employees will be able to tour and engage with each other during the trips. Each trip will include 22 employees at a time.

The following directors made comments or had questions.

1. Katz
2. Lewitt
3. Faessel
4. Miller

Staff responded to the Director's comments and questions.

- c. Subject: Tuition Reimbursement
Presented by: Eric Bachmann, Organization, Development and Training Manager

Mr. Bachmann gave an overview of the tuition reimbursement program, its guidelines, and requirements. Currently, there are 117 employees enrolled. Eric gave a breakdown of statistics by certifications, representation, and bargaining units.

The following directors made comments or had questions.

1. Katz
2. Armstrong
3. Bryant
4. Lewitt

Staff responded to the Director's comments and questions

- d. Subject: Organization, Personnel, and Effectiveness Update on Vacancies
AB2651
Presented by: Brandon Patrick, Unit Manager, Class Comp and Recruitment

Mr. Patrick gave an overview of a new law, Assembly Bill 2561, bill was approved 2024 and went into effect 2025. The purpose is to address staffing shortages, promote transparency, improve recruitment and retention efforts, and ensure that recognized employee organizations have a platform to voice concerns. Requirements are to present at least once a year to the board of directors.

The following directors made comments or had questions.

1. Faessel

Staff responded to the Director's comments and questions.

- e. Subject: Discuss the department Head 360 Evaluation Process and timeline
for fiscal year 2024/2025 (Added subject 4/1/2025)

Presented by: Adan Ortega Jr, Chair of the Board
Eleanor Allen

Chair Ortega introduced the item and the guest speaker, Eleanor Allen. Ms. Allen gave an overview and timeline of the department head evaluation process. This will begin in April 2025 and conclude in July 2025.

- f. 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, and Gifty J. Beets, Human Resources Section Manager of Labor Relations. 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.] [UPDATED SUBJECT on 4/1/2025]

Presented by: Gifty beets, Human Resources Section Manager

Item was discussed in closed session. No action was taken.

7. MANAGMENT 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 2:06 PM

Barry Pressman
Chair