

The Metropolitan Water District of Southern California

Agenda

The mission of the Metropolitan Water District of Southern California is to provide its service area with adequate and reliable supplies of high-quality water to meet present and future needs in an environmentally and economically responsible way.

OPE Committee

M. Katz, Chair
G. Bryant, Vice Chair
L. Ackerman
B. Dennstedt
C. Douglas
D. Erdman
S. Faessel
J. Lewitt
J. McMillan
B. Pressman
M. Ramos
N. Sutley

Organization, Personnel, and Effectiveness Committee

Meeting with Board of Directors *

March 9, 2026

1:00 p.m.

Monday, March 9, 2026 Meeting Schedule

**09:00 a.m. EOT
11:00 a.m. LEG
12:30 p.m. BREAK
01:00 p.m. OPE
02:00 p.m. AUDIT
03:30 p.m. OWA**

Written public comments received by 3:00 p.m. the business day before the meeting is scheduled will be posted under the Submitted Items and Responses tab available here:
<https://mwdh2o.legistar.com/Legislation.aspx>.

The listen-only phone line is available at 1-877-853-5257; enter meeting ID: 862 4397 5848.

Members of the public may present their comments to the Board on matters within their jurisdiction as listed on the agenda via teleconference and in-person. To provide public comment by teleconference dial 1-833-548-0276 and enter meeting ID: 815 2066 4276 or to join by computer [click here](#).

Disclaimer: Written and oral public comments are received in compliance with the Ralph M. Brown Act. Please note that Metropolitan does not endorse or ensure the accuracy or reliability of the information provided as public comment or by third parties.

MWD Headquarters Building • 700 N. Alameda Street • Los Angeles, CA 90012

* The Metropolitan Water District's meeting of this Committee is noticed as a joint committee meeting with the Board of Directors for the purpose of compliance with the Brown Act. Members of the Board who are not assigned to this Committee may participate as members of the Board, whether or not a quorum of the Board is present. In order to preserve the function of the committee as advisory to the Board, members of the Board who are not assigned to this Committee will not vote on matters before this Committee.

1. Opportunity for members of the public to address the committee on matters within the committee's jurisdiction (As required by Gov. Code Section 54954.3(a))

**** CONSENT CALENDAR ****

2. COMMITTEE ACTION (ONLY)

- A. Approval of the minutes of the Organization, Personnel, and Effectiveness Committee for February 10, 2026 [21-5490](#)

Attachments: [03092026 OPE 2A \(02102026\) Minutes](#)

3. COMMITTEE ITEMS (FOR BOARD CONSIDERATION)

NONE

**** END OF CONSENT CALENDAR ****

4. COMMITTEE ITEMS (ACTION FOR BOARD CONSIDERATION)

NONE

5. COMMITTEE ITEMS (INFORMATIONAL FOR BOARD CONSIDERATION)

NONE

6. COMMITTEE ITEMS (INFORMATIONAL)

- a. Apprenticeship Program Overview and Update [21-5491](#)
- b. 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] [21-5493](#)

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

- a. Human Resources activities [21-5515](#)
Safety, Security, and Protection activities

8. FOLLOW-UP ITEMS

NONE

9. FUTURE AGENDA ITEMS

10. ADJOURNMENT

NOTE: This committee reviews items and makes a recommendation for final action to the full Board of Directors. Final action will be taken by the Board of Directors. Committee agendas may be obtained on Metropolitan's Web site <https://mwdh2o.legistar.com/Calendar.aspx>. This committee will not take any final action that is binding on the Board, even when a quorum of the Board is present.

Writings relating to open session agenda items distributed to Directors less than 72 hours prior to a regular meeting are available for public inspection at Metropolitan's Headquarters Building and on Metropolitan's Web site <https://mwdh2o.legistar.com/Calendar.aspx>.

Requests for a disability-related modification or accommodation, including auxiliary aids or services, in order to attend or participate in a meeting should be made to the Board Executive Secretary in advance of the meeting to ensure availability of the requested service or accommodation.

MINUTES

ORGANIZATION, PERSONNEL, AND EFFECTIVENESS COMMITTEE

February 10, 2026

Vice Chair Bryant called the meeting to order at 1:00 p.m.

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

Members absent: Director Katz, Lewitt

Other Board Members present: Directors Cordero, Crane, De Jesus (teleconference posted location), Denham, Fellow, Fong-Sakai, Jay, Kurtz, McCoy, Miller, Paule, Seckel, and Shepherd Romey.

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

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 January 12, 2026.

3. COMMITTEE ITEMS (FOR BOARD CONSIDERATION)

None

Director Dennstedt entered the meeting.

Director Pressman entered the meeting.

Director Erdman made a motion, seconded by Vice Chair Sutley to approve the consent calendar consisting of item 2A.

The vote was:

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

Noes: None

Abstentions: None

Absent: Directors Katz, Lewitt, and McMillan

The motion for item 2A passed by a vote of 9 ayes, 0 noes, 0 abstain, and 3 absent.

END OF CONSENT CALENDAR ITEMS

4. COMMITTEE ITEMS (ACTION FOR BOARD CONSIDERATION)

None

5. COMMITTEE ITEMS (INFORMATIONAL FOR BOARD CONSIDERATION)

None

6. COMMITTEE ITEMS (INFORMATIONAL)

a. Subject: Emergency Program Update

Presented by: Ian Whyte, Team Manager, Emergency Management

Mr. Whyte presented a regular update on the status of Metropolitan's Emergency Management Program, which covers district-wide emergency response, recovery, planning, and outreach efforts. It was an informational presentation with no action items.

The following directors had comments or questions.

1. Seckel
2. Sutley

Staff responded to the Directors' questions and comments.

Director McMillan entered the meeting.

- b. Subject: 2025 Workplace Assessment Update
Presented by: Aaron Brown, Senior Insights Analyst, Quantum Workplace

Mr. Brown presented a high-level comparison of the 2025 workplace assessment results and the 2024 workplace assessment.

Board Vice Chair Sutley chaired the meeting for item 6c.

Directors Bryant, Jay, and McMillan recused themselves from item 6c as Metropolitan retirees and left the meeting until the item was completed.

Board Vice Chair Sutley called the meeting into closed session to discuss agenda item 6c.

- c. Subject: Labor Negotiations Update
Presented by: Gifty Beets, Section Manager, Human Resources

Board Vice Chair Sutley reported that in closed session, the committee heard the item. No action was taken.

Vice Chair Bryant proceeded with the meeting.

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

10. ADJOURNMENT

Meeting adjourned at 2:08 PM

Garry E. Bryant
Vice Chair