

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA
MINUTES

ORGANIZATION, PERSONNEL, AND EFFECTIVENESS COMMITTEE

September 9, 2025

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

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

Members absent: Lewitt, and Ramos

Other Board Members present: Cordero, Fong-Sakai, Garza, 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	Medical Van
2	Laura Garcia	AFSCME	Accommodations Process
3	Mike Jones	AFSCME	
4	Conrad Villa	AFSCME	
5	Alma Ramirez	AFSCME	Telework Policy
6	Rudy Barrera	AFSCME	
7	Jeff Froelich	AFSCME	Bargaining Issues
8	Diego Diaz	AFSCME	
9	James Rodarte	AFSCME	
10	Luis Pelayo	AFSCME	
11	John Treadwell	AFSCME	
12	Cleve Skidmore	AFSCME	Outstanding Reopeners
13	Valerie Maciel	AFSCME	
14	Jesus "Chuy" Rivera	AFSCME	
15	Benjamin Brinker	AFSCME	Outstanding Reopeners
16	Thomas Hunt	AFSCME	
17	Mike Diaz	AFSCME	
18	Mathew Wills	AFSCME	
19	Mario Toner	AFSCME	

CONSENT CALENDAR ITEMS — ACTION

2. CONSENT CALENDAR OTHER ITEMS – ACTION

- A. Approval of the Minutes of the Organization, Personnel, and Effectiveness Committee for August 19, 2025.

3. CONSENT CALENDAR ITEMS – (FOR BOARD CONSIDERATION)

- 7-9 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 schedule

No presentation was given, Director Katz made a motion, seconded by Director Erdman, to approve the consent calendar consisting of item 2A and 7-9.

The vote was:

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

Noes: None

Abstentions: None

Absent: Lewitt, and Ramos

The motion for item 2A passed by a vote of 10 ayes, 0 noes, 0 abstain, and 2 absent.

END OF CONSENT CALENDAR ITEMS

4. OTHER BOARD ITEMS – ACTION FOR BOARD CONSIDERATION)

None

5. COMMITTEE ITEMS (INFORMATIONAL FOR BOARD CONSIDERATION)

None

Director Ackerman entered the meeting.

6. COMMITTEE ITEMS (INFORMATIONAL)

- a. Subject: Employee Wellness

Presented by: Carmen Zarate, Team Manager HR Business Support

Ms. Zarate presented an overview of the Wellness program offered to employees. She explained the programs, tools and resources offered, for example Wellness Education, Onsite resources, Fitness Support, Reimbursement programs, and Financial Wellness.

The following directors had comments or questions.

1. Ackerman
2. Dendsdett
3. Fong-Sakai

Staff responded to the Directors questions and comments.

- b. Subject: Emergency Management Program Update

Presented by: Ian Whyte, Program Manager-Emergency Management

Mr. Whyte gave an overview of the Emergency Management Program, giving details on response, planning, recovery, outreach and preparedness, future expectations and planning, and emergency management team development.

The following directors had comments or questions.

1. Sutley
2. Dennstedt

Staff responded to the Directors questions and comments.

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 1:58 PM

Barry Pressman
Chair