

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ORGANIZATION, PERSONNEL, AND EFFECTIVENESS COMMITTEE

May 12, 2025

Chair Pressman called the meeting to order at 12:50 p.m.

Members present: Directors Ackerman (teleconference posted location), Bryant, Dennstedt, Erdman, Faessel, Katz, Lewitt (entered after roll call), McMillan (entered after roll call), teleconference posted location), Pressman, Ramos (entered after rollcall, AB2449 “Just Cause”), and Sutley.

Members absent: Douglas.

Other Board Members present: Armstrong (AB2449 “Just Cause”), Cordero, De Jesus (teleconference posted location), Fellow, Goldberg, Kurtz, McCoy, Miller, Ortega, Seckel, and Shepherd Romey.

Director Armstrong indicated he is participating under AB 2449, “just cause” regarding contagious illness. Director Armstrong appeared by audio and on camera.

Director Ramos indicated she is participating under AB 2449 “just cause” regarding caregiving. Director Ramos appeared by audio and on camera.

Committee Staff present: Barriga, Brower, Kasaine, Rubin, 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	Pedro Lugo	AFSCME member	
2	Alan Shanahan	AFSCME President	9-3

CONSENT CALENDAR ITEMS — ACTION

2. CONSENT CALENDAR ITEMS – ACTION

- A.** Approval of the Minutes of the Organization, Personnel, and Effectiveness Committee for April 7, 2025.

3. CONSENT CALENDAR ITEMS – ACTION

None

Director Katz made a motion, seconded by Director Bryant, to approve the consent calendar consisting of item 2A.

The vote was:

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

Noes: None

Abstentions: None

Absent: Directors Douglas, Lewitt, and Ramos.

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

END OF CONSENT CALENDAR ITEMS

The agenda was rearranged, and Committee item 6b was presented first.

6. COMMITTEE ITEMS

b. Subject: Quarterly Update on 2024 Workplace Assessment

Presented by: Mark Brower, Human Resources Group Manager
Aaron Brown, Quantum Workplace

Mr. Brower presented an update on the progress being made from the 2024 Workplace Assessment, along with Mr. Aaron Brown from Quantum Workplace. Mr. Brown presented a PowerPoint highlighting the progress and actions being taken.

The following directors had comments or questions.

1. Faessel
2. Dennstedt
3. Ortega

Staff responded to the Directors questions and comments.

Director McMillan entered the meeting.

4. OTHER BOARD ITEMS – ACTION

None

5. BOARD INFORMATION ITEMS

9-3 Recurrent Category E Employment Work Schedule Pilot Program
Status Update and Next Steps

Presented by: Gonzalo Barriga, Group Manager, Safety Security & Protection
JR Rhoads, Group Manager Conveyance & Distribution

Mr. Rhoads gave a presentation on the recurrent category E work schedule pilot program. He described the status and next steps, which provided information relevant to the Board for future approvals.

The following Directors had questions or comments.

1. Lewitt
2. Ortega

Staff responded to the Directors questions and comments.

6. COMMITTEE ITEMS (CONTINUE)

a. Subject: Human Resources Overview

Presented by: Mark Brower, Human Resources Group Manager

Mr. Brower gave a presentation on the Human Resources Group's structure and operations.

The following directors had comments or questions.

1. Sutley
2. Ortega
3. Erdman

Director Ramos entered the meeting.

Director Lewitt entered the meeting.

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 2:01 PM

Barry Pressman
Chair