

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 - Final - Revised 1

Meeting with Board of Directors *

April 13, 2026

1:00 p.m.

**Monday, April 13, 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. 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

**Teleconference Locations:
3008 W. 82nd Place • Inglewood, CA 90305**

* 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 of March 9, 2026 [21-5562](#)

Attachments: [04132026 OPE 2A \(03092026\) Minutes](#)

3. COMMITTEE ITEMS (FOR BOARD CONSIDERATION)

- 7-3 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 [21-5654](#)

- 7-7 Approve Staff to take the necessary steps to align with AB 2156 to rename Metropolitan's "Cesar Chavez Day" holiday; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA. [SUBJECT REVISED on 3/30/2026] [21-5776](#)

**** 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. Safety and Environmental Program Quarterly Update [21-5680](#)

Attachments: [04132026 OPE 6a C-L](#)

- b. Security Update Conference with Tomer Benito, Unit Manager – Security, Office of Safety, Security, and Protection; Jacob Margolis, Director of Information Technology Services, Information Technology; Follow-up on potential threats to public services or facilities; to be heard in closed session pursuant to Government Code Section 54957(a) [21-5767](#)

- c. 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] [21-5681](#)

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

- a. Human Resources activities [21-5563](#)
 Safety, Security, and Protection activities

Attachments: [04132026 OPE 7a 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

March 9, 2026

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

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

Members absent: Directors Douglas, and Sutley

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

Committee Staff present: Barriga, Bednarski, Brower, 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 February 10, 2026.

3. COMMITTEE ITEMS (FOR BOARD CONSIDERATION)

None

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

The vote was:

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

Noes: None

Abstentions: Chair Katz

Absent: Director Douglas, Sutley

The motion for item 2A passed by a vote of 9 ayes, 0 noes, 1 abstain, and 2 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: Apprenticeship Program Overview and Update

Presented by: April Hall, Unit Manager, Apprentice & Tech Training

Ms. Hall presented an overview and update on Metropolitan's Apprenticeship Program activities.

The following directors had comments or questions.

1. Faessel
2. Bryant
3. Fong-Sakai
4. Cordero

Staff responded to the Directors' questions and comments.

Chair Katz called the meeting into closed session to discuss agenda item 6c.

- c. Subject: Conference with Tomer Benito, Unit Manager- Security, Office of Safety, Security, and Protection; Charles Eckstrom, Group Manager Information Technology; Jacob Margolis, Director of Info Tech Services, Information Technology; on potential threats to public services or facilities; to be heard in closed session pursuant to Gov. Code Section 54957(a).

Presented by: Tomer Benito, Unit Manager, Security

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

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 2:05 p.m.

Mel Katz
Chair



Organization, Personnel and Effectiveness

4/14/2026 Committee Meeting

6a

Subject

Safety and Environmental Program Quarterly Update

Executive Summary

The Safety, Regulatory, and Training Section in the Office of Safety, Security and Protection is responsible for overseeing Metropolitan's compliance with environmental, health and safety (EHS) regulations and procedures. This report provides an update on Metropolitan's Safety and Environmental program activities for the period of January through March 2026.

Related Board Action(s)/Future Action(s)

The next Safety and Environmental Program quarterly update will be provided by July 2026.

Details and Background

Background

This quarterly report provides an update on the following key areas:

- **Injury Data:** As of March 20, 2026, Metropolitan's year-to-date 2026 Recordable Injuries are at 7, with an Incident Rate of 2.2, which remains below the California and Federal Industry rates.
- **Metrics:** The EHS Key Performance Indicators have consistently achieved at least 90 percent completion of goals for Safety Inspections, Mandatory Safety Training, Toolboxes, and Safety Committee Meetings for the 2025 calendar year.
- **Status of Cal/OSHA Regulatory Inspections:**
 - Jensen Process Safety Management (PSM) routine inspection of the chlorine system that occurred on September 23, 2025, concluded with no violations.
 - Weymouth PSM routine inspection of the chlorine system that occurred on October 28, 2025, received four alleged violations. Metropolitan will appeal the alleged violations.
- **Status of Cal/OSHA Appeals:**
 - The three alleged violations for the Hinds inspection that occurred on July 30, 2025, have been appealed and are on hold due to the Bureau of Investigation review into the matter.
 - The alleged violations for the Diemer and Heli-Hydrant inspection that occurred on June 2, 2025, have been appealed and are currently in an ongoing informal conference with Cal/OSHA.

- **Environmental Regulatory Inspections:**
 - Jensen inspection by the Environmental Protection Agency (EPA) for the chlorine system on March 3, 2026, is pending with the review of documents submitted to the EPA.
 - Weymouth inspection by EPA for chlorine system on March 4, 2026, is pending with the review of documents submitted to EPA.
- **Communications:** The first Safety Forum of 2026 welcomed the new chair and co-chairs of the local facility safety committees with a review of their roles, safety inspection procedure, safety review requests, and the most recent safety advisories. A Safety Alert, including a Safety Talk on Hand Safety, was issued to staff in February due to rising hand injury rates in the first quarter of this year.
- **Site Support Activities:** The team provided support for the Colorado River Aqueduct Shutdown.
- **Update on Diemer Plant Safety Incident** provides an overview of preliminary information and interim measures.



Gonzalo Barriga
Group Manager
Safety, Security & Protection Officer

3/30/2026
Date



Shivaji Deshmukh
General Manager

3/30/2026
Date



Office of Safety, Security, and Protection (OSSP)

• OSSP Monthly Activities Report for March 2026

Summary

This monthly report provides a summary of OSSP activities for March 2026 in the following key areas:

- Safety, Regulatory, and Training (SRT)
 - Health and Safety Programs
 - Environmental Programs
 - Safety and Technical Training Programs
 - Apprenticeship Programs
- Security Management
- Emergency Management

Purpose

Informational

Attachments

Attachment 1: Detailed Report – OSSP Monthly Activities for March 2026

Office of Safety, Security & Protection

Monthly Activities Report for March 2026

Improve the Workplace and Promote START Values

Strengthen safety training

Safety, Regulatory, and Training

SRT Health and Safety Programs

The safety team published the first 2026 Headquarters Safety Newsletter, focusing on prevention for repetitive motion injuries and hearing loss. The newsletter also provides staff with important updates related to 2025's final injury data and upcoming safety initiatives.

To heighten awareness of repetitive motion injuries that can occur while working from home, staff distributed a Safety Talk on best practices for working from home.

Staff evaluated two hearing protector fit-test devices as options for proactively preventing hearing loss before incidents occur. When used as part of a health and safety program, the hearing protector fit-test device can ensure employees achieve adequate attenuation and properly fit their hearing protective devices.



Hearing Protector Fit Testing Device Demos

Office of Safety, Security & Protection

SRT Environmental Programs

The environmental team continued to submit business plan updates to the California Environmental Reporting System for Metropolitan facilities with hazardous materials and other regulated processes to meet deadlines during the first quarter of 2026. Hazardous Waste reports were also submitted to the California Department of Tax and Fee Administration, Department of Toxic Substances Control, and EPA.

A 5-year Process Hazard Analysis Revalidation was completed for the Chemical Unloading Facility's regulated chlorine transloading operations.



Process Hazard Analysis Revalidation Session

Staff supported Underground Storage Tank inspections and tests for Lake Mathews, Union Station, Weymouth, and Rio Hondo, Sepulveda Feeder, and Valley View.

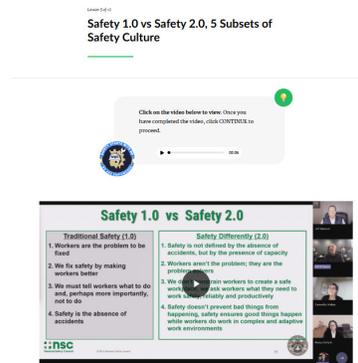
Staff submitted wastewater compliance reports for Foothill Feeder, Diamond Valley Lake (DVL), Lake Mathews, Mills, Lake Skinner, and District-wide Discharges in 2025. They also supported regulatory permitting activities for the Upper Feeder Shutdown and the Jensen Plant Shutdown.

Staff submitted SCAQMD Refrigerant reports for the DVL Visitor Center, Diemer, Lake Mathews, Skinner, Soto Street, Union Station, and Weymouth. They also submitted annual low-use engine reports, CARB Refrigerant Reports for OC-88, Diemer, Mills, Jensen, and Skinner. Lastly, SCAQMD and MDAQMD Annual Fuel Dispensing Reports were submitted for the calendar year 2025.

Office of Safety, Security & Protection

SRT Safety and Technical Training Programs

Training staff collaborated with Health and Safety Programs to create an innovative, interactive online learning module that will replace the webinar-based Safety Culture Leadership Training. This approach allows managers who missed the opportunity to attend the training during scheduled webinar sessions to still experience and interact with the module. The training offers a comprehensive understanding of Safety Culture Concepts to support and enhance the safety culture at Metropolitan.



Safety Culture Leadership Training Online Learning Module

SRT Apprenticeship Programs

Mechanical and electrical instructors updated and delivered apprenticeship courses to align with the latest industry standards, Metropolitan's operational needs, and regulatory requirements. Mechanical updates incorporated backflow prevention protocols and had subject matter experts involved in the delivery of cross-connection and large valve topics. Electrical included updated National Fire Protection Association guidelines.



Cross-Connection Control Training

Class of 2026 Member Agency electrical apprentices completed their Basic Water Treatment course as part of the seventh-period curriculum. Completion qualifies them to apply for the California State Water Resources Control Board T2 or D2 certification exam.

Office of Safety, Security & Protection

Improve the Workplace and Promote START Values

Expand security capabilities

Security Management

MWD foils significant substructure metal theft attempt in Los Angeles

Metropolitan Security, the Eagle Rock Operations Control Center (OCC), Los Angeles Conveyance & Distribution (C&D), and contract Securitas vehicle patrols all managed to cooperatively foil a significant commercial burglary attempt at Collis Pressure Control Structure on the Palos Verdes Feeder located in East Los Angeles.

An alert operator at Metropolitan's OCC in Eagle Rock received a SCADA intrusion alarm shortly after 11 p.m. during a rainy weekday night and immediately contacted Metropolitan's Security Watch Center. Metropolitan Special Agents were dispatched to the location during the middle of the severe rainstorm and discovered a group of three individuals had severed a high security lock with a battery-operated cutting tool, opened the structure, and were preparing to steal approximately \$25K of copper piping from within the substructure. The individuals quickly fled the area as security forces began arriving in force on the scene. C&D emergency crews immediately secured the structure and welded in a new lock shroud, installed an improved alarm, and are designing a new high security vault lid to deter and delay any future theft attempts. Metropolitan Security investigated, gathered evidence, and made additional physical security recommendations to secure critical pipelines and substructures that play a pivotal role in providing drinking water to member agencies downstream.

Multiple Metropolitan substructures at Laurel Canyon Blowoff in San Fernando and Central Basin 52 were also recently vandalized in Los Angeles County by transient encampments seeking drinking water, power, and sheltering opportunities. Resources needed to respond, clean, repair, and refit these multiple substructure access points are costly, and intrusions like these could potentially cause service delivery interruptions, so it is vital that physical security devices be upgraded, reinforced, purchased, and repositioned to overcome mechanical theft attempts.



Metropolitan Security Specialists investigate breaches and break-ins at multiple substructures throughout LA County

Office of Safety, Security & Protection

Emergency Management

On February 17, Emergency Management Team staff attended a regular committee meeting for the Los Angeles County Disaster Manager Area C. Los Angeles County is divided into eight Disaster Management Areas (labeled A-H), with each area covering a specific number of cities, and each Area has a Disaster Management Area Coordinator (DMAC). Area C covers many cities in the San Gabriel Valley, including some of the cities impacted by the recent Eaton Fire. Establishing a working relationship with these DMACs helps ensure that Metropolitan and its member agencies are connected to city and county emergency management agencies to prepare for, respond to, and recover from disasters.

Staff held the quarterly meeting for Metropolitan's Incident Command Post (ICP) Coordinators on February 17. This regular meeting provides an opportunity for Emergency Management Team staff to share program updates, as well as give everyone a chance to share information about the respective ICPs. Staff also ran pre-exercise planning meetings with the managers of the twelve ICPs. Every year, Metropolitan runs over 40 emergency response exercises with the 12 ICPs and Metropolitan's main Emergency Operations Center (EOC) in Eagle Rock. The first of these exercises took place on March 10 at the Diemer Water Treatment Plant.

On February 25, staff participated in the annual All-Member Meeting for the California Utilities Emergency Association (CUEA). Metropolitan sits on the CUEA Board of Directors, and this annual member meeting provides a means for CUEA to share recent accomplishments and updated vision and goals. CUEA is one of Metropolitan's long-time emergency partners and provides a solid link to many different California utilities.



Los Angeles City Emergency Management Department sign at the Los Angeles City EOC

To prepare for the upcoming World Cup, Super Bowl, Olympics, and other events coming to Los Angeles, staff participated in the monthly Los Angeles City Major Special Events Task Force meeting at the Los Angeles City EOC on March 3. This task force brings together representatives from the city, external partner agencies, and the event organizers on a regular basis so we can prepare together for these high-profile events that will impact everyone in Southern California. Metropolitan staff plan to participate in emergency exercises related to the World Cup in the next few months to prepare for this world-class event.

Emergency Management Team staff met with representatives for Metropolitan's VOICES group to discuss further ways of incorporating access and functional needs (AFN) concepts into emergency response planning, including the development of the AFN Coordinator position in Metropolitan's EOC.