THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ORGANIZATION, PERSONNEL, AND EFFECTIVENESS COMMITTEE

October 14, 2025

Chair Katz called the meeting to order at 1:02 p.m.

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

Members absent: Ramos

Other Board Members present: Armstrong, Denham, Dick, Fong-Sakai, Garza, Kurtz, McCoy, Seckel and Shepherd-Romey.

Committee Staff present: Barriga, Brower, Hudson, Kasaine, Rubin, Torres, 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. COMMITTEE ACTION (ONLY)

A. Approval of the Minutes of the Organization, Personnel, and Effectiveness Committee for September 9, 2025.

3. COMMITTEE ITEMS (FOR BOARD CONSIDERATION)

7-8 Subject: Adopt a resolution designating authorized agents for funding from the Federal Emergency Management Agency and the California Office of Emergency Services; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

Motion: Adopt a resolution designating authorized agents for funding from the Federal Emergency Management Agency (FEMA) and the California Office of Emergency Services (Cal OES)

No presentations were given. Director Erdman made a motion, seconded by Director Faessel, to approve the consent calendar consisting of items 2A and 7-8.

The vote was:

Ayes:	Directors Bryant, Ackerman, Dennstedt, Douglas, Erdman, Faessel, Katz, Lewitt, McMillan and Pressman.
Noes:	None
Abstentions:	None
Absent:	Ramos and Sutley

The motion for item2A and 7-8 passed by a vote of 10 ayes, 0 noes, 0 abstain, and 2 absent.

END OF CONSENT CALENDAR ITEMS

The agenda was rearranged to present closed session items 8-7 and 6b.

Chair Katz called the meeting into closed session.

Director Sutley entered the meeting.

4. COMMITTEE ITEMS (ACTION FOR BOARD CONSIDERATION)

8-7 Subject:	Update on negotiations and approve entering into Reopener Agreement between The Metropolitan Water District of Southern California and The Supervisors Association of The Metropolitan Water District of Southern California; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA [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 and Gifty J. Beets, Human Resources Section Manager of Labor Relations. Employee organization: The Supervisors Association of The Metropolitan Water District of Southern California].
Presented By:	Gifty Beets, Human Resources Section Manager
Motion:	Approve the attached Tentative Agreement with the Supervisors' Association

Item was discussed in closed session and voted in open session.

6. COMMITTEE ITEMS (ACTION FOR BOARD CONSIDERATION)

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.]

In closed session, the committee heard item 6b. No action was taken.

In open session, Director Faessel made a motion, seconded by Director Ackerman, to approve item 8-7.

The vote was:

Ayes:	Directors Bryant, Ackerman, Dennstedt, Douglas, Erdman, Faessel, Katz, Lewitt, McMillan, Pressman, and Sutley.
Noes:	None
Abstentions:	None
Absent:	Ramos

The motion for item 8-7 passed by a vote of 11 ayes, 0 noes, 0 abstain, and 1 absent.

4. COMMITTEE ITEMS (ACTION FOR BOARD CONSIDERATION) (CONTINUE)

8-3 Subject:	Authorize an extension to June 30, 2026, on the existing 5-year contract with Securitas to provide security guard services; and authorize an increase of $6 million in funding for the contract to a new not-to-exceed amount of $61 million; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA.
Presented by:	Tomer Benito, Unit Manager Security
Motion:	Authorize an extension to June 30, 2026, on the existing five-year contract with Securitas to provide security guard services; and authorize an increase of $6 million in funding for the contract to a new not-to-exceed amount of $61 million.

Mr. Benito gave an overview of the need for extension and increase to current security guard services contract while a protest issue is being resolved.

The following directors had comments or questions.

1. Douglas

Staff responded to the Directors questions and comments.

After completion of the presentation, Director Pressman made a motion, seconded by Director Douglas, to approve item 8-3.

The vote was:

Ayes:	Directors Ackerman, Bryant, Dennstedt, Douglas, Erdman, Faessel, Katz, Lewitt, McMillan, Pressman, and Sutley.
Noes:	None
Abstentions:	None
Absent:	Ramos

The motion for item 8-3 passed by a vote of 11 ayes, 0 noes, 0 abstain, and 1 absent.

5. BOARD INFORMATION ITEMS

None

6. COMMITTEE ITEMS (INFORMATIONAL) (CONTINUE)

a. Subject: Safety and Environmental Program Quarterly Update

Presented by: Ofelia Perez, Section Manager Safety and Technical Training

Ms. Perez presented an overview of metrics, initiatives, and regulatory activities. For example, the number of injuries, inspections, communications sent out by safety team, site support activities and safety culture leadership trainings.

The following directors had comments or questions.

1) 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 2:22 PM

Mel Katz
Chair

<u>ORGANIZATION, PERSONNEL, AND EFFECTIVENESS COMMITTEE MEETING</u>
<u>October 14, 2025 – 12:30 p.m.</u>
<u>MWD Headquarters Building/Teleconference Meeting</u>

NON-INTEREST DISCLOSURE NOTICE
COMMITTEE ITEMS 8-7 AND 6.b.

COMMITTEE ITEM Item 8-7 - Update on negotiations and approve entering into Reopener Agreement between The Metropolitan Water District of Southern California and The Supervisors Association of The Metropolitan Water District of Southern California; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA [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 and Gifty J. Beets, Human Resources Section Manager of Labor Relations. Employee organization: The Supervisors Association of The Metropolitan Water District of Southern California].

COMMITTEE ITEM Item 6.b. – Update on labor negotiations [Conference with Labor Negotiators; to be heard in closed session pursuant to Gov. Code Section 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.]

This Non-Interest Disclosure Notice is being provided under the California Government Code: Pursuant to Government Code Section 1091.5(a)(9), a District officer or employee does not have a financial interest in a District contract if these conditions are satisfied: (i) his or her interest is that of a person receiving a salary, per diem or reimbursement for expenses from a government entity; (ii) the contract does not directly involve the department of the government entity that employs him or her; and (iii) the interest is disclosed to his or her body or board at the time the contract is considered and is noted in its official record. In accordance with this statute, the following District officers or employees have been, or may be, involved in the bargaining unit negotiations on behalf of management: Marcia Scully, Katano Kasaine, Shane Chapman, Deven Upadhyay, Gifty Beets, Mark Brower, Henry Torres, Tony Zepeda, Adam Benson, and Isamar Munoz Marroquin.

Isamar Munoz Marroquin is a member of the Association of Confidential Employees ("ACE"), which has a salary provision in its Memorandum of Understanding that allows ACE to select an annual salary adjustment from any one of the Memoranda of Understanding for the other bargaining units. Each of the remaining individuals is unrepresented. Under Administrative Code Section 6500(d), unless the Board directs otherwise, the pay rate range for each unrepresented individual except Deven Upadhyay and Marcia Scully, will be adjusted annually to correspond with the annual across-the-board salary adjustment provided to the District's management employees under the Memoranda of Understanding; although actual pay rates for these unrepresented individuals will be determined by their management. The other compensation and benefits for which the unrepresented individuals are eligible are set forth in the Administrative Code.