

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

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

Organization, Personnel, and Effectiveness Committee - Final

Meeting with Board of Directors *

May 12, 2025

12:30 p.m.

Monday, May 12, 2025 Meeting Schedule

09:00 a.m. EOT
11:00 a.m. LEG
12:00 p.m. Break
12:30 p.m. OPE
01:30 p.m. OWA

Written public comments received by 5:00 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](#).

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

Teleconference Locations:

Springhill Suites at the Dunes • 215 10th Street • Marina, CA 93933

3008 W. 82nd Place • Inglewood, CA 90305

Hotel Pacific • 300 Pacific Street • Monterey, CA 93940

400 Cannery Row • Monterey, CA 93940

2 Mineral King • Irvine, CA 92602

* 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 ITEMS -- ACTION ****

2. CONSENT CALENDAR OTHER ITEMS - ACTION

- A. Approval of the Minutes of the Organization, Personnel, and Effectiveness Committee for April 7, 2025 [21-4531](#)

Attachments: [05122025 OPE 2A \(04072025\) Minutes](#)

3. CONSENT CALENDAR ITEMS - ACTION

NONE

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

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 [21-4486](#)

Attachments: [05132025 OPE 9-3 B-L](#)
[05132025 OPE 9-3 Presentation](#)

6. COMMITTEE ITEMS

- a. Human Resources Overview [21-4532](#)

Attachments: [05122025 OPE 6a Presentation](#)

- b. Quarterly Update on 2024 Workplace Assessment [21-4533](#)

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

- a. Human Resources activities [21-4534](#)
 Safety, Security, and Protection activities

Attachments: [05122025 OPE 7a Human Resources Activities](#)
[05122025 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.

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA
MINUTES

ORGANIZATION, PERSONNEL AND EFFECTIVENESS COMMITTEE

April 7, 2025

Chair Pressman called the meeting to order at 1:03 p.m.

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

Members absent: Sutley

Other Board Members present: Armstrong, Camacho, Fellow, Garza, Goldberg, Lefevre (teleconference posted location), McCoy, Miller, Seckel, and Shepherd.

Committee Staff present: Barriga, Kasaine, Rubin, 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. CONSENT CALENDAR ITEMS – ACTION

None

3. CONSENT CALENDAR ITEMS – ACTION

7-10 Subject: 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 otherwise not subject to CEQA

Presented by: Brandon Patrick, Unit Manager Class Comp & Recruitment

Motion: Approve the attached salary schedule

The following Directors made comments or asked questions:

1. Ramos

Motion by Director Erdman, seconded by Director Faessel, to approve consent calendar items 7-10.

The vote was:

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

Noes: None

Abstentions: None

Absent: Directors Dennstedt, and Sutley

The motion passed by a vote of 10 ayes, 0 noes, 0 abstention, and 2 absent.

END OF CONSENT CALENDAR ITEMS

4. OTHER BOARD ITEMS – ACTION

None

5. BOARD INFORMATION ITEMS

None

6. COMMITTEE ITEMS

- a. Subject: Health and Safety Program Quarterly Update
Presented by: Gonzalo Barriga, Safety, Security and Protection officer
Ofelia Perez

Mr. Barriga gave an overview of the health and safety program, purpose of presentation was to provide an update on safety metrics, initiatives and regulatory changes.

The following directors made comments or had questions.

1. Pressman
2. Lewitt
3. Faessel
4. Miller

Staff responded to the Director's questions and comments

- b. Subject: Employee Inspection Trips
Presented by: Eric Bachmann, Organization, Development and Training Manager

Bachmann presented an overview of the inspection trips that began in April, the different facilities employees will be able to tour and engage with each other during the trips. Each trip will include 22 employees at a time.

The following directors made comments or had questions.

1. Katz
2. Lewitt
3. Faessel
4. Miller

Staff responded to the Director's comments and questions.

- c. Subject: Tuition Reimbursement
Presented by: Eric Bachmann, Organization, Development and Training Manager

Mr. Bachmann gave an overview of the tuition reimbursement program, its guidelines, and requirements. Currently, there are 117 employees enrolled. Eric gave a breakdown of statistics by certifications, representation, and bargaining units.

The following directors made comments or had questions.

1. Katz
2. Armstrong
3. Bryant
4. Lewitt

Staff responded to the Director's comments and questions

- d. Subject: Organization, Personnel, and Effectiveness Update on Vacancies
AB2651
Presented by: Brandon Patrick, Unit Manager, Class Comp and Recruitment

Mr. Patrick gave an overview of a new law, Assembly Bill 2561, bill was approved 2024 and went into effect 2025. The purpose is to address staffing shortages, promote transparency, improve recruitment and retention efforts, and ensure that recognized employee organizations have a platform to voice concerns. Requirements are to present at least once a year to the board of directors.

The following directors made comments or had questions.

1. Faessel

Staff responded to the Director's comments and questions.

- e. Subject: Discuss the department Head 360 Evaluation Process and timeline
for fiscal year 2024/2025 (Added subject 4/1/2025)

Presented by: Adan Ortega Jr, Chair of the Board
Eleanor Allen

Chair Ortega introduced the item and the guest speaker, Eleanor Allen. Ms. Allen gave an overview and timeline of the department head evaluation process. This will begin in April 2025 and conclude in July 2025.

- f. Subject: 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, and Gifty J. Beets, Human Resources Section Manager of Labor Relations. 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.] [UPDATED SUBJECT on 4/1/2025]

Presented by: Gifty beets, Human Resources Section Manager

Item was discussed in closed session. No action was taken.

7. MANAGMENT 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 2:06 PM

Barry Pressman
Chair



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Information

- **Board of Directors**

Organization, Personnel and Effectiveness

5/13/2025 Board Meeting

9-3

Subject

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

Executive Summary

For over 40 years, Operations and Maintenance (O&M) Assistants have been employed on an as-needed basis to maintain Metropolitan's desert infrastructure. Often referred to as "recurrent employees," O&M Assistants provide as-needed services, including lodging and dining services, at remote Metropolitan facilities. Currently, recurrent employees are not permanent Metropolitan employees.

Over the last several years, challenges have arisen surrounding the stability of work hours and scheduling for recurrent employees. In 2022, Metropolitan, in conjunction with impacted recurrent employees and their bargaining unit, began a pilot program where potential reforms were explored and trialed. The pilot program has been a success.

This item provides the Committee with an overview of the challenges addressed in the pilot program, successes of the program, and the development of a forthcoming recommendation to convert recurrent employees based at the Gene Pumping Plant from on-call/as-needed to permanent, regular part-time employees.

Fiscal Impact

Approval of this pilot program on a permanent basis will enhance management's ability to forecast program costs and resource requirements. It will also result in wage stabilization for the employees through standardized scheduled hours. Staff will seek board approval to increase the number of permanent positions by up to 17 (8.5 Full-Time Equivalent positions) with a corresponding reduction in recurrent positions. The annual budgeted cost of converting the recurrent positions to permanent part-time status is approximately \$296,000 in Fiscal Year 2024/25, which will be managed through existing appropriations in the current budget cycle. The cost of the new program will be fully incorporated into the next biennium budget.

Applicable Policy

Administrative Code 6200

American Federation of State, County, and Municipal Employees (MOU) and Side Letter on Recurrent Pilot Program

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

At a future meeting, staff will seek board approval to increase the number of permanent positions by up to 17 (8.5 Full-Time Equivalent positions) with a corresponding reduction in recurrent positions.

Details and Background

Background

In the winter of 2022, the Office of the General Manager collaborated with Human Resources, Diversity Equity and Inclusion, Water Supply Operations, Equal Employment Opportunity, and AFSCME Local 1902 to identify potential solutions to the stability of work hours and scheduling for the recurrents.

On June 7, 2023, a memorandum of understanding (MOU) side letter was entered into between Metropolitan and AFSCME Local 1902 to initiate a pilot program to assess potential program reforms. The voluntary pilot program was the result of multiple employee town hall meetings with O&M Assistants, individual and group interviews throughout the Water System Operations chain of command, including the Assistant General Manager, and input from union representatives. In all, over forty employees and managers provided input in developing the pilot program. Under the pilot program, voluntary participants (Category E employees) were guaranteed at least two (2) working days per week, with shifts being 10 hours in duration (20 hours per work week) with called-out worksite assignments.

The pilot program has been in operation for eighteen months and allowed management to more accurately forecast and address future business needs based on new data collection methods (utilization of new scheduling application using MS Shifts) and to test variable scenarios to meet changing business needs. As a result of multiple benefits identified in the pilot (outlined below), staff will be creating a report to recommend conversion from the pilot program to a regular part-time team structure. The program has demonstrated significant success, with employee complaints related to the administration of the program being reduced by over ninety percent. At the same time, the program has earned broad-based support among management.

Key Findings

Scheduling and Work Hours:

Newly established work schedules of twenty hours per week guarantee hours for employees, allow managers greater ability to address and optimize tasks, increase ability to forecast potential labor shortages, and to cross-train employees. This new scheduling format also addressed employee concerns for scheduling school, second jobs, childcare, and home life.

Worksite Assignments:

The new scheduling of the pilot program provided management the opportunity to reconstitute more of the duties listed in the classification, providing for much-needed additional resources to support Desert Operations at the pump plants, warehouse, aqueduct maintenance and shutdowns. These additional duties also provide more opportunities for cross-training and career development for the recurrent employees.

Positive Feedback:


Complaints were reduced by ninety percent, including concerns regarding recurrent employees working outside of their job classification and fairness. Managers now have a centralized scheduling system to review and approve work assignments.

Service Demand:

The pilot program addressed unmet service requests from plant managers by reestablishing a complete list of work duties in concurrence with standing job descriptions, previously scaled back during the COVID-19 pandemic. New data collection allowed managers to spot demand trends and emerging business needs with enough time to adjust resources.

Recommendation:

Staff is developing a recommendation to convert recurrent O&M Assistant positions based at Gene Pumping Plant from recurrent status to regular part-time status. This recommendation will also include two regular part-time Chief Cook positions. Salary grades, base salary, and management would remain at current levels. A complete analysis will be presented to the Board for consideration at a future meeting.


JR Rhoads
Conveyance and Distribution Group
Manager

5/7/2025

Date


Deven Upadhyay
General Manager

5/7/2025

Date

Ref# hr12707345

Organization, Personnel & Effectiveness Committee



Recurrent, Category E employment
work schedule pilot program status
update and next steps

Item #9-3

May 13, 2025

Item 9-3

Recurrent pilot program status update

Subject

Recurrent, Category E Employment Work Schedule Pilot Program
Status Update and Next Steps

Purpose

Provides information relevant to the Board for future approval to
convert recurrent staff from Category E to regular part-time positions

Next Steps

Presentation by staff on organizational and administrative code
updates needed to enable conversion of program participants from
Category E to regular part-time positions

Challenges

Prior Approach

- Staff concerns
 - Work schedules under 20 hours jeopardized benefits
 - Program was inconsistent with AFSCME Local 1902 MOU
- Business needs
 - Inconsistent work schedules often made it challenging to complete time-sensitive work in kitchens and lodges
 - Job duties and certifications required were unclear due to supporting job duties for two distinctly different work areas

Program Development

Recurrent Pilot Program

- Management partnered with AFSCME Local 1902 to develop a pilot program to address staff concerns and business needs
- The voluntary pilot program began in June of 2023.
- Split the Guest Services Team into two teams
 - Guest Services Team and Facility Support Team
 - Operations and Maintenance Assistants were moved to the Facility Support Team
 - Two new district temp Chief Cooks support kitchen duties on Guest Services Team
 - Each team functioned independently with less competing priorities

SIDELETTER OF AGREEMENT

RE: RECURRENT CATEGORY WORK SCHEDULE PILOT

Between the AFSCME Local 1902 and Metropolitan Water District of Southern California

This sideletter memorializes the parties mutual agreement to create a work schedule pilot program with guaranteed minimum work days/hours for employees within Category E employment ("recurrent") as defined in §4.11.1.E. of the AFSCME Local 1902 ("AFSCME") memorandum of understanding ("MOU") with the Metropolitan Water District of Southern California ("District"). The terms of agreement reached between the parties will not change any currently negotiated provisions of the MOU, Operating Policy, Recurrent Holiday Leave agreement, including benefits, retirement, and other terms and conditions of employment except where noted in the agreement below.

The purpose of the program is to meet the business needs of the District while also providing a transparent, objective, and fair scheduling process for the Category E employees. The information collected will assist in determining if a permanent program can be created to address the needs of employees and the District moving forward.

Further, as participants in the pilot program, all participants shall receive priority for available work, ahead of employees not in the pilot program.

Recurrent Pilot Program

Program Design
Limited term pilot
to provide feedback
on best path
forward



- Work schedule
 - Guaranteed two, 10-hour days per week with a consistent schedule of workdays
 - Optional third day per week
- Work assignments
 - Time-sensitive work remained with Guest Services Team
 - Flexible work provided by the new Facility Support Team
 - Wider range of job duties available while remaining within job classification

Key Findings

Positive feedback
from staff and
management

Predictable Schedule

Employee complaints related to
schedule and staffing decreased by
over 90%

Consistent Staffing

Provides greater ability to complete
time-sensitive work tasks

Clear Job Duties

Separation of job duties between two
teams provides recurrents with more
potential job duties

Win-Win

Better supports operations and
provides opportunity for cross-training
and career development

Future Board Actions

- Staff will return to recommend conversion of recurrent staff to regular part-time for the Board's review & approval.
- The annual budgeted cost of converting the recurrent positions to permanent part-time status is approximately \$296,000 in Fiscal Year 2024/25, which would be managed through existing appropriations in the current budget cycle.
- The cost of the new program would be fully incorporated into the next biennium budget.





Organization, Personnel & Effectiveness

Human Resources Overview

Committee Meeting

Item 6a

May 12, 2025

Item 6a HR Overview

Subject

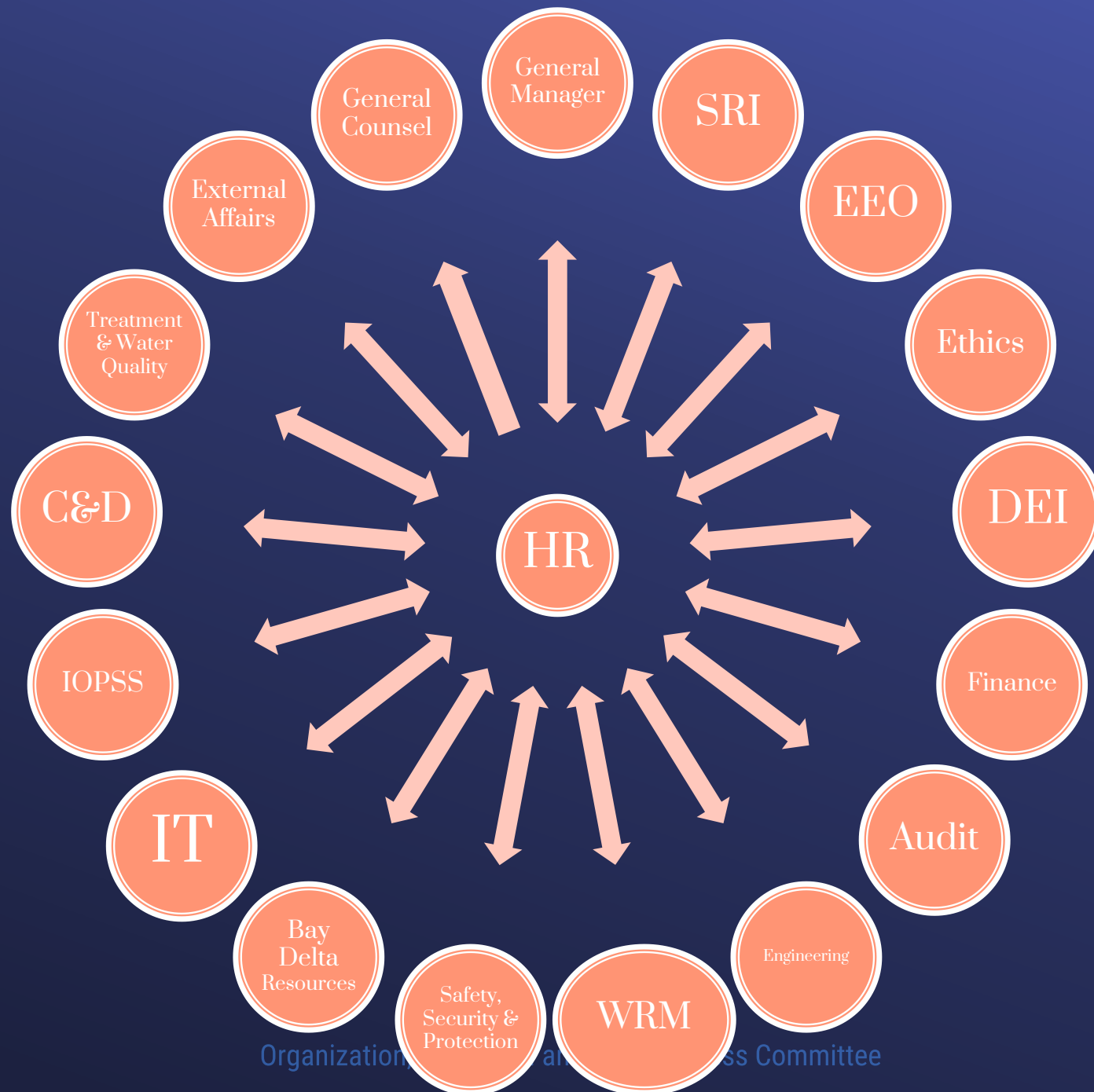
High-Level Overview of HR Operations

Purpose

Informational

What Guides HR's Work?

- Federal Laws: ADA, FEHA, FMLA, FLSA, DOT
- State Law:
 - MMBA (Meyers-Milias-Brown Act) establishes the collective bargaining framework for local government agencies in California
 - PERB (Public Employees Relations Board): Administers and enforces the MMBA and other public sector labor laws
 - PERL (Public Employees' Retirement Law) governs administration of employee retirement and health benefits through CalPERS
- MWD:
 - Admin Code
 - Bargaining Unit MOU's
 - Policies and Procedures
- Best Practices



Human Resources Group (47)



Filling a Vacancy: Roles in Recruitment



Recruitment & Selection

- Recruitment: 185+ per year (full-time)
 - 100+ separations per year
 - Each vacancy results in 1.8 recruitments.
 - Additional work: 107 placements per year (District & Agency Temp)

Class & Compensation

- All classifications have formal job descriptions.
- Revisions to classifications or duties are typically subject to meet-and-confer obligations with the appropriate bargaining unit.
- Ongoing classification and compensation studies are underway with AFSCME, ACE, and SA.
- Compensation is reviewed periodically using benchmark data, as outlined in the Administrative Code.
- Employees may request Job Audits if they believe they are working outside their assigned classification.

Organizational Learning & Development

- New Employee Orientation: (100+ employees onboarded annually)
- Annual Workplace Assessment
- Ongoing training and support for employees
 - Leadership development
 - Skill building: (500+ employees monthly)
 - Tuition reimbursement: 100+ participants annually
 - Coaching
 - Mentorship
 - Employee recognition: new system in process & luncheon
 - Address one-off training needs: 17 off-site days in 6 months

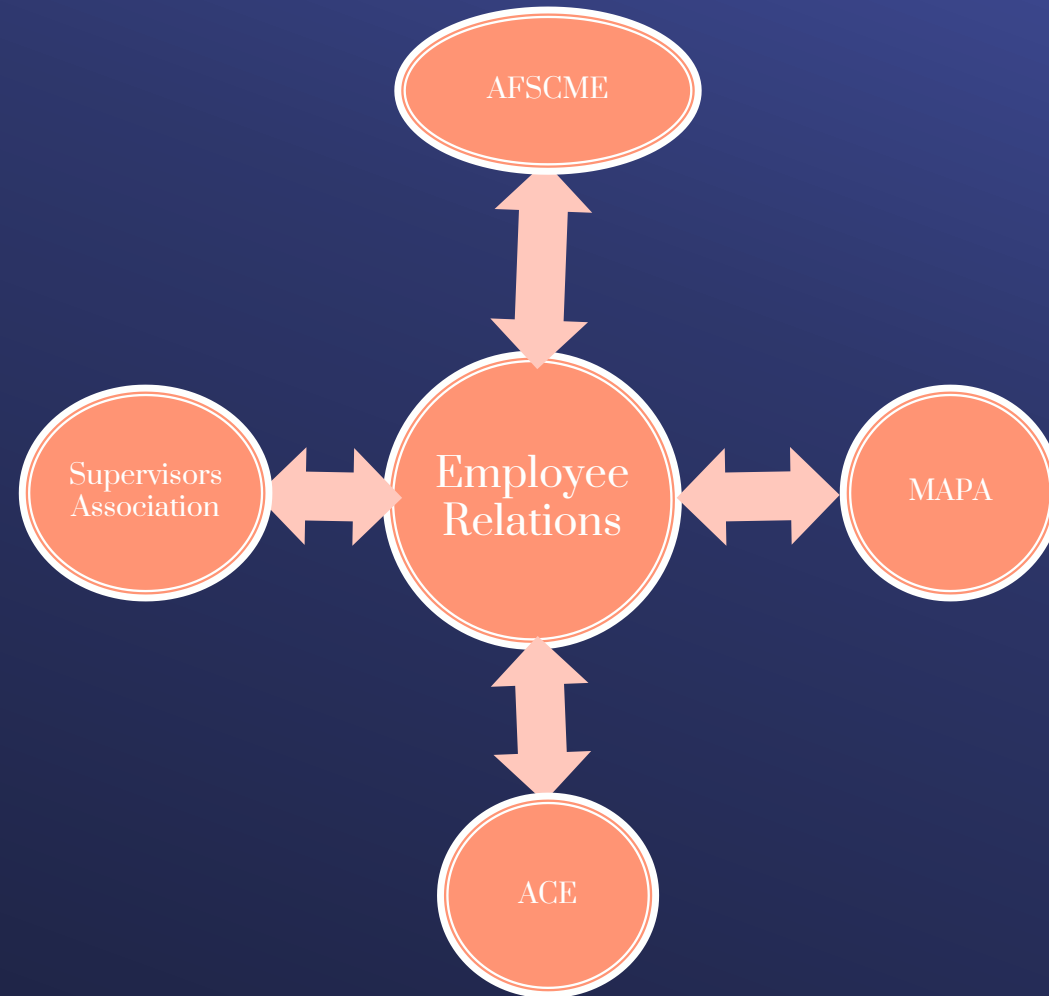
Benefits

- Employee Health & Voluntary Benefits
- Disability and Life Claims
- Deferred Compensation
- Financial Education
- Protected Leaves
- Negotiated Leaves
- Lactation Program
- Retirement Consulting

Workers' Comp. / Medical / Accommodations

- New Hire Medical Exams
- Medical Screening and Ongoing Testing
- DOT (CDL, etc.)
- Workers' Compensation Administration
- ADA / FEHA Accommodations Process

Bargaining Units



Employee Relations

- Workplace Guidance & Support
- Disciplinary Process Coordination
- Labor Relations Strategy & Compliance
 - MOU's
- Relationship Management
- Requests for Information (RFI's)
- Crisis Assistance

Questions?





Group

• Human Resources Activities Report

Summary

This report provides a summary of the Human Resources Group activities for April 2025.

Purpose

Informational

Detailed Report

HR Priorities

Partner with Metropolitan leadership to support learning, development, and adaptive workforce planning initiatives.

The Organizational Development & Training worked with External Affairs to re-launch Employee Inspection Trips. The first of five two-day trips left from Weymouth (following a plant and Water Quality Lab tour), then stopped at Diamond Valley Lake, Gene Camp, Intake, and Cooper Basin.

Four hundred eighty-seven (487) employees attended virtual and in-person trainings on topics ranging from Trust Foundations, Implementing Mindfulness, Negotiation Skills, Advanced Outlook, Excel Pivot Tables, Communication Strategies, and Drug & Alcohol Awareness. LinkedIn Learning, MWD's e-learning platform, was accessed for topics like Increasing Career Visibility, Improving Your Listening Skills, Leadership Mindset, Project Management Foundations, Winning Support, and Building Stronger Work Relationships.

The Recruitment Unit filled 15 positions in the month of April. There are an additional 45 recruitments in the final stages of the recruitment process. Twenty-seven (27) new staffing requisitions were received, resulting in 179 positions being recruited for. Staff continues to work with All-Star Talent in an outreach campaign targeted towards hard-to-fill positions in the Desert, Environmental Planning, and Information Technology. This effort is aimed at making qualified candidates aware of the exciting opportunities available at Metropolitan. In addition, staff continues to make site visits which have included Jensen, Diamond Valley Lake, Lake Mathews, La Verne, and Carson Reuse Facility.

HR Core Business: Provide Excellent Human Resources Services

Objective #1: Administer all HR services with efficiency and a focus on customer service excellence, consistency, and flexibility.

The Business Support Team planned, organized, and coordinated a "Building Resiliency" wellness webinar. The live webcast was held April 30, 2025, and hosted by Kaiser Permanente. The webinar provided employees with the opportunity to identify how stress affects both the body and mind. Employees were invited to explore what resiliency means and create a realistic action plan to respond more healthily to everyday challenges.

Board Report Human Resources Activities Report

HR Metrics	June 2024	April 2025	Prior Month March 2025
Headcount			
Regular Employees	1,810	1,806	1,803
Temporary Employees	52	42	39
Interns	2	1	1
Recurrents	17	14	14
Annuitants	23	18	18

Board Report Human Resources Activities Report

	April 2025	March 2025
Number of Recruitments in Progress (includes temps and Intern positions)	179	167
Number of New Staffing Requisitions	27	17
	April 2025	March 2025
Number of Job Audit Requests in Progress	15	15
Number of Completed/Closed Job Audits	2	6
Number of New Job Audit Requests	2	1

Transactions Current Month and Fiscal YTD (includes current month)			
<u>External Hires</u>	FY 23/24 Totals	April 2025	FISCAL YTD
Regular Employees	105	6	77
Temporary Employees	61	9	38
Interns	3	0	3
Internal Promotions	80	2	65
Management Requested Promotions	172	12	120
Retirements/Separations (regular employees)	71	3	83
Employee-Requested Transfers	14	3	14

Departures

Last	First Name	Classification	Eff Date	Reason	Group
Drooks	Philip	Pr Engineering Technician	2/22/2025	Retirement	Engineering Services Group
Lalla	Lori	Executive Office Manager	3/8/2025	Retirement	Office of The General Manager
Hill	Jeffrey	O&M Tech IV	3/14/2025	Retirement	Conveyance & Distribution Group



Office of Safety, Security, and Protection (OSSP)

• OSSP Monthly Activities for April 2025

Summary

This monthly report provides a summary of OSSP activities for April 2025 in the following key areas:

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

Purpose

Informational

Attachments

Attachment 1: Detailed Report – OSSP Monthly Activities for April 2025

Key Activities Report for April 2025

Project Highlights

Security and Emergency Management

Security and Emergency Response

Metropolitan Security Management began the first-ever robotic security guard perimeter patrols at the Jensen Water Treatment Plant as part of an ongoing effort to examine state-of-the-art methods to enhance security at Metropolitan's facilities. The pilot project involves the Boston Dynamics robot which is operated by Asylon, through Securitas contract guard services, as an innovative patrolling asset that provides superior mobility, autonomy, and advanced sensors capabilities while potentially lowering costs. Some advantages include:

- **Enhanced Mobility and Versatility:** The robotic security guard moves easily across uneven terrain, including stairs, grass, gravel, and even obstacles. Its four-legged design provides stability and allows it to maintain balance, even when moving at 3 mph across challenging landscapes.
- **24/7 Surveillance:** The robot can operate continuously without fatigue, ensuring that security is maintained around the clock. It patrols large areas of the plant and recharges automatically.
- **Semi-Autonomous Movement:** With integrated sensors and AI, the robot can navigate predetermined routes, avoiding obstacles, and adjusts its path as necessary with little human intervention.
- **Real-Time Data Transmission:** The quadruped security robot can stream live video and data back to Metropolitan Security, allowing for real-time monitoring.
- **Advanced Sensors:** The robot is equipped with thermal cameras, night vision, and other sensors that enable it to detect threats in various conditions, day or night.
- **Object and Intruder Detection:** Equipped with AI and computer vision, the robotic guard can identify unusual activities, such as intruders, unauthorized vehicles, or equipment tampering.
- **Remote Operation:** The robot is remotely controlled by human operators, allowing it to respond quickly to emerging threats or situations that require a physical presence.
- **Patrolling Hazardous Areas:** The robot can navigate fire-prone zones and could eventually be set up to even detect hazardous chemicals or respond to environmental hazards.
- **Reduced Labor Costs:** While the initial investment in a robotic security guard can be high, over time, it may reduce the need for human security personnel and lower labor-related expenses.
- **Reduced Carbon Footprint:** The deployment of robotic security patrols can significantly reduce the frequency and duration of internal combustion engine patrols. This shift not only lowers our carbon emissions but also supports Metropolitan's sustainability goals and reinforces our role as an active contributor to climate change initiatives.
- **Deterrence Effect:** The visible presence of the robotic security guard has been proven as a deterrent for potential intruders or criminals in other local third-party case studies evaluated by MWD Security.
- **Smart Security Integration:** The robot will eventually fully integrate with facility cameras, sensors, alarms, and access control systems. This will create a more cohesive, automated security system that can react to events and provide comprehensive monitoring.
- **Public Perception and Modernization:** The use of advanced technology like robotic security guards can enhance the perception of Metropolitan as an organization that embraces innovation and forward-thinking.

Office of Safety, Security & Protection



First-ever robotic security guard actively patrols the Jensen Water Treatment Plant.

Domestic Security Alliance Council

Metropolitan's Security and Emergency Management Unit (SEMU) continues to strengthen strategic partnerships with local, state, and federal agencies to support and advance Metropolitan's security priorities.

On March 25, SEMU managers—leveraging their longstanding relationships with the Federal Bureau of Investigation—were invited to brief the Domestic Security Alliance Council (DSAC). The DSAC includes security and emergency management leaders from Fortune 1000 companies across the greater Los Angeles area.

During the session, SEMU presented an overview of Metropolitan's critical infrastructure, discussed key security needs, and highlighted the importance of collaboration during emergencies.

This initiative is part of a broader effort to position Metropolitan as a leading critical infrastructure entity in Southern California and to elevate its profile within regional and national security networks.

Office of Safety, Security & Protection

Emergency Management Program Update

Staff focused on the following activities:

- Trained field staff on the use of the Incident Command System to manage local emergencies.
- Held seminars in March and April for Incident Command Posts at Skinner, Headquarters, Jensen, and the Desert Region.
- Reached out to member agencies during the monthly Member Agency Response System radio test.
- Coordinated with other utilities by hosting the California Utilities Emergency Association Quarterly Board of Directors Meeting at the Union Station Headquarters building.
- Helped facilitate a tour of the Eaton Fire burn scar for guests from outside water agencies participating in a workshop presented by the Sustainability, Resiliency, and Innovation Office.



Gene Camp aerial picture. EM staff facilitated training for Desert ICP personnel in April 2025.

Office of Safety, Security & Protection

Project Highlights

Safety, Regulatory, and Training

SRT Health and Safety Programs

Staff facilitated an X-ray safety inspection at Union Station Headquarters with the California Department of Public Health. The inspection report was received with no violations. The Safety team performed lead exposure assessments at three facilities (Lake Mathews, La Verne, and Gene); completed the annual ventilation evaluations for Weymouth and Etiwanda; and supported the Napolitano Innovation Center on job walks for various projects with LA County Sanitation District.

SRT Environmental Programs

A large quantity of reports were submitted during this month. These included:

- Hazardous Materials Business Plan updates in the California Environmental Reporting System for 19 Metropolitan facilities
- Fuel Dispensing Reports for South Coast Air Quality Management District (SCAQMD) and Mojave Desert Air Quality Management District (MDAQMD)
- MDAQMD Comprehensive Emissions Inventory Report and San Diego Air Pollution Control District Emissions Inventory Report
- Wastewater Discharge Compliance reports for Mills and Diemer, and Annual Report for Drinking Water Discharges
- SCAQMD Health Risk Analysis for Relocation of Diemer Plant's Emergency Generator

In addition, the team completed underground storage tank testing and inspections for Diemer, Valley View Power Plant, Mills, Eagle Rock, Etiwanda, Gene, Iron Mountain, and Skinner and supported dewatering for five shutdowns.

Lastly, they coordinated with the MSU Fabrication Shop to demonstrate to the South Coast Air Quality Management District that the use of fume extractors with portable plasma arc cutting equipment would not provide benefits, and they coordinated the Certified Unified Program Agency Conference tour at Diemer.



Fume Extractor Demonstration

SRT Apprenticeship Programs

Office of Safety, Security & Protection

SRT Apprenticeship Programs prepare apprentices to become certified mechanics and electricians responsible for maintaining Metropolitan's water treatment and distribution systems. Recruitment efforts to hire apprentices for the Desert Region continued this month. Nearly 200 applicants self-scheduled and tested at online testing centers located throughout California, Arizona, and Nevada. Top-scoring candidates moved on to interviews and will be invited to physical abilities testing in May. Final hiring is expected for late Summer.

SRT Safety and Technical Training Programs

The Safety and Technical Training team began delivering the updated Lead Awareness and Worker-level training classes to include the new lead regulation updates. In addition to these training sessions, a series of toolboxes will be delivered to update the lead workers and their managers on the lead regulation changes, such as threshold limits, trigger tasks and exposures, hygiene practices, and medical testing frequency meetings.