

# 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 - Revised 1**

Meeting with Board of Directors \*

**April 7, 2025**

**1:00 p.m.**

**Agendas, live streaming, meeting schedules, and other board materials are available here:**

**<https://mwdh2o.legistar.com/Calendar.aspx>. Written public comments received by 5:00 p.m. the business days before the meeting is scheduled will be posted under the Submitted Items and Responses tab available here:**

**<https://mwdh2o.legistar.com/Legislation.aspx>.**

**If you have technical difficulties with the live streaming page, a 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 in-person or teleconference. To participate via teleconference 1-833-548-0276 and enter meeting ID: 815 2066 4276 or to join by computer [click here](#).**

## **Monday, April 7, 2025 Meeting Schedule**

**09:00 a.m. EOT  
11:00 a.m. LEG  
12:30 p.m. Break  
01:00 p.m. OPE  
02:30 p.m. OWA**

---

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

**Teleconference Locations:**

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

**Douglas/Hicks Law • 5120 W. Goldleaf Circle, #425 • Los Angeles, CA 90056**

**County of Riverside • 4080 Lemon Street • Riverside, CA 92501**

**525 Via La Selva • Redondo Beach, CA 90277**

---

\* 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**

NONE

**3. CONSENT CALENDAR ITEMS - ACTION**

**7-10** 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 [21-4437](#)

**Attachments:** [04082025 OPE 7-10 B-L](#)  
[04082025 OPE 7-10 Presentation](#)

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

**4. OTHER BOARD ITEMS - ACTION**

NONE

**5. BOARD INFORMATION ITEMS**

NONE

**6. COMMITTEE ITEMS**

**a.** Health and Safety Program Quarterly Update [21-4331](#)

**Attachments:** [04072025 OPE 6a Presentation](#)

**b.** Employee Inspection Trips [21-4439](#)

**Attachments:** [04072025 OPE 6b Presentation](#)

**c.** Tuition Reimbursement [21-4440](#)

**Attachments:** [04072025 OPE 6c Presentation](#)

- d. Organization, Personnel and Effectiveness Update on Vacancies AB2561 [21-4441](#)

**Attachments:** [04072025 OPE 6d Presentation](#)

- e. Discuss the Department Head 360 evaluation process and timeline for fiscal year 2024/2025 (ADDED SUBJECT 4/1/2025) [21-4463](#)

**Attachments:** [04072025 OPE 6e Presentation](#)

- f. 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] [21-4438](#)

**Attachments:** [04072025 OPE 6f Non-Interest Disclosure Notice](#)

**7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS**

- a. Human Resources activities [21-4363](#)  
Safety, Security, and Protection activities

**Attachments:** [04082025 OPE 7a Human Resources Activity Report](#)  
[04082025 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.**