THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ORGANIZATION, PERSONNEL, AND EFFECTIVENESS COMMITTEE

August 18, 2026

Chair Katz called the meeting to order at 8:31 a.m.

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

Members absent: None.

Other Board Members present: Barrera, Camacho, Crane, Denham, Fong-Sakai, Garza, Jay, Miller, Ortega, Pakala, Paule, and Seckel.

Committee Staff present: Deshmukh, Hudson, Munoz, Ros, Rubin, Scully, and Zepeda.

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 July 13, 2026.

3. COMMITTEE ITEMS (FOR BOARD CONSIDERATION)

7-4 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 or otherwise not subject to CEQA

Motion: Approve The Metropolitan Water District of Southern California's salary schedules pursuant to CalPERS regulations.

Director Pressman entered the meeting.

Director Ackerman entered the meeting.

Director Douglas entered the meeting.

Director Erdman made a motion, seconded by Director Sutley to approve the consent calendar items consisting of items 2A and 7-4.

The vote was:

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

The motion for items 2A and 7-4 passed by a vote of 10 ayes, 0 noes, 0 abstain, and 1 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)

Chair Katz called the meeting into closed session to discuss agenda items 6a and 6b.

a. 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, 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]

Presented by: Gifty Beets, Section Manager, Human Resources

b. Subject: Physical Security Biannual Update [Conference with Tomer Benito, Unit Manager-Security, Office of Safety, Security, and Protection or designated Metropolitan Security Agent on 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 and Emergency Management

Directors Garza and Pakala entered the closed session meeting.

Director Ramos entered the closed session meeting.

Director Camacho entered the closed session meeting.

Chair Katz reported that in closed session, the committee heard the items. No actions were taken.

Chair Katz proceeded with the meeting.

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

a. Subject: Human Resources Activities
Safety, Security, and Protection Activities

No report was given. Reports are posted online.

8. FOLLOW-UP ITEMS

None

9. FUTURE AGENDA ITEMS

Director Erdman requested a future agenda item that covers preemployment background checks.

10. ADJOURNMENT

Meeting adjourned at 10:08 a.m.

Mel Katz
Chair

ORGANIZATION, PERSONNEL, AND EFFECTIVENESS COMMITTEE MEETING

(Non-Interest Disclosure Remarks for **August 18, 2026**)

[TO BE READ BEFORE CLOSED SESSION REMARKS, OR IF THERE IS NO CLOSED SESSION TO BE READ BEFORE ITEM DISCUSSION]

CHAIR KATZ:

Item 6a is an update on labor negotiations with 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. Please be advised that a copy of a Non-Interest Disclosure Notice has been posted to the website. The notice will be attached to the minutes of this meeting and made a part of the official record of the meeting.