THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ORGANIZATION, PERSONNEL, AND EFFECTIVENESS COMMITTEE

September 15, 2026

Chair Katz called the meeting to order at 11:30 a.m.

Members present: Directors Ackerman, Bryant, Dennstedt, Erdman, Faessel, Katz, and Sutley.

Members absent: Directors Douglas, Lewitt, Pressman, and Ramos.

Other Board Members present: Alvarez, Barrera, Cordero, Crane, Daniels, Denham, Fellow, Fong-Sakai, Garza, Kurtz, Miller, Ortega, Pakala, Paule, Seckel, and Shepherd Romey.

Committee Staff present: Aldrete, Brower, Deshmukh, Hudson, Scully, and Zepeda.

1. OPPORTUNITY FOR MEMBERS OF THE PUBLIC TO ADDRESS THE COMMITTEE ON MATTERS WITHIN THE COMMITTEE'S JURISDICTION

1. Alan Shanahan, AFSCME President, spoke in support of item 8-10.

CONSENT CALENDAR ITEMS — ACTION

2. COMMITTEE ACTION (ONLY)

A. Approval of the Minutes of the Organization, Personnel, and Effectiveness Committee for August 18, 2026.

3. COMMITTEE ITEMS (FOR BOARD CONSIDERATION)

None

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

The vote was:

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

The motion for item 2A passed by a vote of 7 ayes, 0 noes, 0 abstain, and 4 absent.

END OF CONSENT CALENDAR ITEMS

Chair Katz called the meeting into closed session to discuss agenda items 8-10 and 6c.

4. COMMITTEE ITEMS (ACTION FOR BOARD CONSIDERATION)

8-10 Subject: Approve a Tentative Agreement on terms in reopener negotiations to incorporate into the existing Memorandum of Understanding ("MOU") between The Metropolitan Water District of Southern California (the "District") and AFSCME Local 1902 of The Metropolitan Water District of Southern California ("Local 1902"), and approve entering a one year extension of the existing MOU between the District and Local 1902; 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: Mark Brower, Group Manager Human Resources, Gifty J. Beets, Human Resources Section Manager of Labor Relations, and Adam D. Benson, Group Manager Finance and Administration. Employee organization: AFSCME Local 1902 of The Metropolitan Water District of Southern California.

Motion: Approve the Reopener Agreement and one year extension with AFSCME.

6. COMMITTEE ITEMS (INFORMATIONAL)

6c. Subject: Update on Labor Negotiations. [Conference with Labor Negotiators; to be heard in closed session pursuant to Gov. Code 54957.6 Metropolitan representatives: Mark Brower, Human Resources Group Manager, Gifty J. Beets, Human Resources Section Manager, and Adam D. Benson, Group Manager Finance and Administration. 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 J. Beets, Human Resources Section Manager

Chair Katz reported that in closed session, the committee heard items 8-10 and 6c. No actions were taken in closed session.

In open session, Director Bryant made a motion, seconded by Director Sutley to approve item 8-10.

The vote was:

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

The motion for item 8-10 passed by a vote of 7 ayes, 0 noes, 0 abstain, and 4 absent.

Chair Katz proceeded with the meeting.

5. COMMITTEE ITEMS (INFORMATIONAL FOR BOARD CONSIDERATION)

None

6. COMMITTEE ITEMS (INFORMATIONAL) (CONTINUE)

a. Subject: Emergency Management Program Biannual Update

Presented by: Ian Whyte, Team Manager, Emergency Management, Office of Safety, Security, and Protection

Mr. Whyte presented an update on Emergency Management Program events and initiatives.

The following directors had comments or questions.

1. Dennstedt
2. Bryant
3. Fellow

Staff responded to the Director's questions and comments.

b. Subject: Report on Recruitment and Selection Process and Plan to Fill Vacant Positions.

Presented by: Brandon Patrick, Unit Manager, Class, Compensation, and Recruitment, Human Resources

Mr. Patrick provided an overview of Metropolitan's vacancy rates and the strategies in place to fill the vacant positions.

The following directors had comments or questions.

1. Katz
2. Ortega
3. Erdman
4. Fellow
5. Fong-Sakai

Staff responded to the Director's questions and comments.

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 ITEM

Chair Katz would like a report on recruitment every other month.

10. ADJOURNMENT

Meeting adjourned at 12:50 p.m.

Mel Katz
Chair

ORGANIZATION, PERSONNEL, AND EFFECTIVENESS COMMITTEE MEETING
September 15, 2026 – 11:30 a.m.
MWD Headquarters Building/Teleconference Meeting

NON-INTEREST DISCLOSURE NOTICE
COMMITTEE ITEMS 8-10 AND 6.c.

COMMITTEE ITEM Item 8-10 - Approve a Tentative Agreement on terms in reopener negotiations to incorporate into the existing Memorandum of Understanding ("MOU") between The Metropolitan Water District of Southern California (the "District") and AFSCME Local 1902 of The Metropolitan Water District of Southern California ("Local 1902"), and approve entering a one year extension of the existing MOU between the District and Local 1902; 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: Mark Brower, Group Manager Human Resources, Gifty J. Beets, Human Resources Section Manager of Labor Relations, and Adam D. Benson, Group Manager Finance and Administration. Employee organization: AFSCME Local 1902 of The Metropolitan Water District of Southern California.

COMMITTEE ITEM Item 6.c. – Update on Labor Negotiations [Conference with Labor Negotiators; to be heard in closed session pursuant to Gov. Code 54957.6. Metropolitan representatives: Mark Brower, Human Resources Group manager, Gifty J. Beets, Human Resources Section Manager, and Adam D. Benson, Group Manager Finance and Administration. 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, Shane Chapman, Katano Kasaine, Shivaji Deshmukh, Gifty Beets, Mark Brower, Tony Zepeda, Adam Benson, Lisa Dye, 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 Shivaji Deshmukh 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.