Report of the 3x3 RWA-SGA-SCGA ad hoc committee
Origins of the Groundwater Sustainability Agencies

• Water Forum Agreement Groundwater Element
  • Coordination was always envisioned in the WFA.
  • “Safeguard the viability of the total basin through coordination of policies and activities across the three sub-areas of the basin”
  • “Facilitate cooperation among the three sub-areas on projects or programs of mutual benefit”
  • “Promote efficient operation through cost-sharing arrangements, shared staff, equipment, facilities, etc. if possible and appropriate”

• SGMA responsibilities
History - SCGA interest in RWA Staffing

• SCGA Strategic Plan
  • “Consider status quo, merger with SGA, or other measures to most effectively and efficiently govern”
  • “Create new governance to foster independence, transparency, accountability, and cost efficiency as it relates to the long term management of the basin”

• August 2019 – 2x2 meetings

• December 2019 – RWA Presentation to SCGA Board

• March 2020 – Water Forum “white paper” presentation

• July 2020 – RWA-SGA-SCGA MOU adopted
Memorandum of Understanding

• ...THEREFORE, the AUTHORITIES agree through this Memorandum of Understanding to work cooperatively towards an integration of SCGA into the existing joint operation of RWA and SGA, subject to the following framework and guiding principles.

Partial List of principles:

5. Operational and administrative as well as governance changes may be needed to implement an effective collaborative solution.

6. Any potential operational or governance agreement among the AUTHORITIES shall be beneficial to each in its own right, both financially and in terms of the level and quality of services provided. The Boards of the independent AUTHORITIES will make this determination.

7. Any potential operational or governance agreement among the AUTHORITIES shall strive to be beneficial, or be at least neutral, to each AUTHORITY, both financially and in terms of the level and quality of services provided.

8. Implementation of any operational or governance agreement shall be structured and phased in a manner that minimizes disruption of ongoing operations of each AUTHORITY.
3x3 Committee

• Chair and vice chair +1 from RWA, SGA, SCGA

**RWA:** Kerry Schmitz (Sacramento County Water Agency), Sean Bigley (City of Roseville), Cathy Lee (Carmichael Water District)

**SGA:** Caryl Sheehan (Citrus Heights Water District), Brett Ewart (City of Sacramento), Robert Reisig (Rio Linda Elverta Community Water District)

**SCGA:** Todd Eising (City of Folsom), Paul Schubert (Golden State Water Co.), Dalia Fadl (City of Rancho Cordova)
What we think the Authorities want?

- SCGA: Independent Staffing from the current County arrangement
- Lower costs to the members
- Improved/expanded services
- Better Coordination
- SCGA and SGA: Successful Implementation of SGMA
Benefits

• Economies of scale
• Improved regional coordination on GW banking and other issues
• Coordinated SGMA compliance in NA and SA subbasins
• Opportunities for sharing staff to right-size all three organizations
• Additional source of stable funding for RWA
• Helps to retain institutional knowledge
• Allows for senior staff to work on higher value activities
3x3 Discussions

- Staffing the three Authorities and challenges
- Staffing a consolidated SGA and SCGA
- Timing?
## Background - Board Representation

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Potential Staffing Plans and Costs

- Current RWA and SGA
- Proposed RWA and SGA
- Proposed RWA-SGA-SCGA
- Recommended RWA-SGA*
RWA-SGA Current Staffing

- Executive Director (50/50)
- Technical Services Manager (50/50)
- Finance/Admin Manager (50/50)
- Legislative Program Manager (90/10)
- Executive Assistant (50/50)
- Senior Program Manager (100/0)
- Project Assistant (80/20)
- Retired Annuitant (0/100)

RWA staffing: 4.7 FTE
SGA staffing: 2.8 FTE
RWA-SGA Future Staffing

Adds
- Associate Specialist for SGA SGMA implementation (to be determined by SGA Board)
- RWA Strategic Affairs Manager
- Meter Consortium?

Executive Director (50/50)

Technical Services Manager (50/50)

Finance/Admin Manager (50/50)

Manager of Strategic Affairs (100/0)

Legislative Program Manager (90/10)

Associate Technical (0/100)

Senior Program Manager (100/0)

Executive Assistant (50/50)

Project Assistant (80/20)

RWA staffing 5.7 FTE

SGA staffing 3.3 FTE
**RWA-SGA-SCGA Future**

- **Executive Director** (60/30/10)
- **Finance/Admin Manager** (50/40/10)
- **Manager of Strategic Affairs** (100/0)
- **Legislative Program Manager** (90/5/5)
- **Senior Program Manager** (100/0)
- **Senior Technical (0/100/0)**
- **Senior Technical (0/0/100)**
- **Senior Accountant/Manager (0/10/40)**
- **Senior Accounting/Manager (0/10/40)**
- **Executive Assistant (50/40/10)**
- **Technical Associate (0/50/50)**
- **Technical Services Manager (40/30/30)**
- **Deputy Director (0/0/50)**
- **Executive Assistant (50/40/10)**
- **Project Assistant (80/10/10)**
- **Admin Assistant (50/0/50)**

**Adds**
- Senior Specialist for SCGA SGMA implementation
- Associate Specialist to support SGA and SCGA SGMA Implementation (offsets reduced Tech Mgr. time)
- ½ time Deputy ED to support SCGA Board
- ½ time Senior Admin Support for SCGA
- Admin Asst. to support SCGA and RWA increased services

**Staffing**
- **RWA staffing** 5.7 FTE
- **SGA staffing** 3.15 FTE
- **SCGA staffing** 3.65 FTE
RWA-Consolidated SGA Future

Consolidation reduces need for
• ½ time Deputy Director
• ½ time Deputy Admin Mgr.

Executive Director (50/50)

Technical Services Manager (50/50)

Finance/Admin Manager (50/50)

Manager of Strategic Affairs (100/0)

Legislative Program Manager (90/10)

Senior Technical (0/100)

Senior Technical (0/100)

Senior Program Manager (100/0)

Executive Assistant (50/50)

RWA staffing

5.7 FTE

Consolidated SGA staffing

6.3 FTE

Associate Technical (50/50)

Project Assistant (80/20)

Admin Assistant (0/100)
Next Steps...

• Facilitation Services
• Continue discussion with SGA Board on Staffing Needs
Questions?