



Monterey County

Board of Supervisors
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

Legistar File Number: WRAG 19-083

June 18, 2019

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Approve an employment agreement with Brent Buche, selected for the position of General Manager of the Monterey County Water Resources Agency; authorize the Chair of the Board to sign an employment agreement with Mr. Buche; and authorize advance step placement at Step 5 for Mr. Buche in accordance with Personnel Policies and Practices Resolution No. 98-394, Sections A.1.11.1 and A.1.11.5, effective upon his appointment to the position.

RECOMMENDATION:

It is recommended that the Monterey County Water Resources Agency Board of Supervisors:

- a. Approve an employment agreement with Brent Buche, selected for the position of General Manager of the Monterey County Water Resources Agency;
- b. Authorize the Chair of the Board to sign an employment agreement with Mr. Buche; and
- c. Authorize advance step placement at Step 5 for Mr. Buche in accordance with Personnel Policies and Practices Resolution No. 98-394, Sections A.1.11.1 and A.1.11.5, effective upon his appointment to the position.

SUMMARY/DISCUSSION:

The Human Resources Department, in collaboration with Executive Search Firm RJM Management Services, Inc., conducted a nationally advertised open, competitive recruitment for General Manager of the Water Resources Agency. Representatives from the Water Resources Board of Supervisors and Board of Directors assisted in the competitive interview process leading to the recommendation of Mr. Buche and this request. He has accepted an offer of employment pursuant to the terms of the attached Employment Agreement (Attachment 1), and contingent on approval of appointment to Step 5 of the salary range.

Placement at advanced step may be requested to compensate employee commensurate with their specialized knowledge, skill, years of relevant experience, and recognition of their current compensation. Pursuant to the provision of the Personnel Policies and Practices Resolution (PPPR) No. 98-394, Board of Supervisors' approval is required to authorize placement above Step 3 in Unit Y.

Mr. Buche earned a Bachelor of Science Degree from California Polytechnic State University - San Luis Obispo in Agricultural Engineering. Mr. Buche also holds a Master of Science in civil and environmental engineering with a concentration in water and wastewater from California Polytechnic State University - San Luis Obispo. In addition, he has 26 years of experience with the Water Resources Agency where he has been instrumental in planning, design, construction, operations and maintenance of large capital projects implemented by the Agency, as well as day-to-day operations of

the Agency's facilities. Mr. Buche currently serves as the Agency's Deputy General Manager and is at Step 5 of the salary range.

Therefore, approval is requested to place Mr. Buche at Step 5 of the County's current salary schedule for the classification of General Manager-Water Resources Agency.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office and the Office of the County Counsel have reviewed the Employment Agreement and this report.

FINANCING:

This General Manager-Water Resources Agency position is included in the Water Resources Agency FY 2019-20 Budget and rate structure.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended action supports the Board of Supervisors administration strategic initiative. The recommended action will allow the Water Resources Agency to continue promoting an organization that practices efficient and effect resource management by attracting, recruiting, and retaining a diverse talented workforce that supports the mission of the Water Resources Agency Board of Directors.

- ☐ Economic Development
- ☒ Administration
- ☐ Health & Human Services
- ☐ Infrastructure
- ☐ Public Safety

Prepared and approved by: Irma Ramirez-Bough, Director of Human Resources, 755-5043

Attachment: Employment Agreement