



Legislation Details (With Board Report)

File #: 19-1229 **Name:** Interim GM WRA Step Advance
Type: General Agenda Item **Status:** Passed
File created: 1/2/2019 **In control:** Board of Supervisors
On agenda: 1/8/2019 **Final action:** 1/8/2019

Title: Authorize advance step placement at Step 7 for Shauna Lorance, selected for the position of Interim General Manager-Water Resources Agency, in accordance with Personnel Policies and Practices Resolution No. 98-394, Sections A.1.11.1 and A.1.11.5, effective upon her temporary appointment to the position.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report, 2. 0.01 Completed Board Order

Date	Ver.	Action By	Action	Result
1/8/2019	1	Board of Supervisors of the Monterey County Water Resources Agency	approved	

Authorize advance step placement at Step 7 for Shauna Lorance, selected for the position of Interim General Manager-Water Resources Agency, in accordance with Personnel Policies and Practices Resolution No. 98-394, Sections A.1.11.1 and A.1.11.5, effective upon her temporary appointment to the position.

RECOMMENDATION:

It is recommended that the Monterey County Water Resources Agency Board of Supervisors authorize advance step placement at Step 7 for Shauna Lorance, selected for the position of Interim General Manager-Water Resources Agency, in accordance with Personnel Policies and Practices Resolution No. 98-394, Sections A.1.11.1 and A.1.11.5, effective upon her temporary appointment to the position.

SUMMARY/DISCUSSION:

The Water Resources Agency will be conducting a nationally advertised open and competitive recruitment for the permanent General Manager -Water Resources Agency position. During the recruitment process, that is estimated between four to six months or until a candidate is secured, the Interim General Manager assignment will be held by Ms. Lorance. She has accepted an offer of temporary employment contingent on approval of appointment to Step 7 of the salary range. This position does not include any benefits.

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, approval by the Board of Supervisors is required to authorize placement above Step 3 in Unit Y.

Ms. Lorance earned a Bachelor of Science Degree from University of California, Davis in Mechanical Engineering and she is a registered Civil Engineer in the State of California. In addition, she has 30 years of experience with 20 years of executive management experience at public water agencies, including 13 years as a General Manager and technical experience as a water resources consulting engineer. In her consultant practice

she was responsible for the coordination of all water related planning activities and managing multiple projects including water resource studies, master plans and design jobs.

As General Manager of the San Juan Water District (“SJWD”) she led the agency in supplying treated water to three public water agencies, a city, mutual water company, and the SJWD retail service area. Her role as SJWD General Manager included the following: planning, organizing, directing and reviewing the overall administrative activities and operations of the District; advising and assisting the Board of Directors; and representing the Districts interests at the local, State and Federal level. Ms. Lorance has overseen the development of multiple ten-year financial plans for both wholesale and retail service areas wherein SJWD retained an AA/AA+ credit rating through the financial challenges of the drought years.

She demonstrated her leadership abilities and history as someone that staff trusts and desired to follow when all the staff at SJWD signed a letter requesting her to apply for the position of General Manager at SJWD when the prior General Manager was retiring. The Regional Water Authority presented its annual Distinguished Statesperson of the Year award to Ms. Lorance when she was SJWD’s General Manager.

Therefore, approval is requested to place Ms. Lorance at Step 7 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 report.

FINANCING:

This General Manager-Water Resources Agency position is included in the Water Resources Agency FY 2018-19 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

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