



# County of Monterey

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

## Board Report

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**File #:** BC 21-002, **Version:** 1

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Support adopting a Resolution by the Monterey County Water Resources Agency Board of Supervisors to:

- a. Amend the FY 20-21 Monterey County Water Resources Agency's Adopted Budget for Fund 111 - Administration Fund (111-9300-8267-WRA001) to reallocate one (1) 1.0 FTE Finance Manager II to one (1) 1.0 FTE Finance Manager III, as indicated in Attachment A; and
- b. Authorize the Auditor Controller and the County Administrative Office to incorporate the position reallocation in the FY 20-21 Adopted Budget; and
- c. Authorize the Human Resources Department to implement the changes in the Advantage HRM system.

**RECOMMENDATION:**

It is recommended that the Budget Committee support adopting a Resolution by the Monterey County Water Resources Agency Board of Supervisors to:

- a. Amend the FY 20-21 Monterey County Water Resources Agency's Adopted Budget for Fund 111 - Administration Fund (111-9300-8267-WRA001) to reallocate one (1) 1.0 FTE Finance Manager II to one (1) 1.0 FTE Finance Manager III, as indicated in Attachment A; and
- b. Authorize the Auditor Controller and the County Administrative Office to incorporate the position reallocation in the FY 20-21 Adopted Budget; and
- c. Authorize the Human Resources Department to implement the changes in the Advantage HRM system.

**SUMMARY/DISCUSSION:**

The Monterey County Water Resources Agency (MCWRA) is requesting a reallocation of one currently vacant Finance Manager II position to one Finance Manager III position.

The MCWRA has historically had a Finance Manager II position to oversee the day-to-day financial and budgeting operations. The position was vacated in October 2020 and given the MCWRA's complex budget consisting of eleven (11) Governmental Funds, two (2) Fiduciary Funds, and one (1) Capital Project Fund as well as the MCWRA's diverse revenue sources consisting of special benefit assessments, ad-valorem taxes, hydroelectric revenues, water delivery fees and grants finding an ideal candidate to fill the position, has always proven to be quite challenging. Additionally, over the past several years, responsibilities have increased significantly as the MCWRA is actively seeking funding sources to address current revenue shortages, required repairs to aging facilities and future capital projects through different funding mechanisms such as Proposition 218 measure(s) and refinancing of current debt. The historical challenges to fill the current position combined with the new responsibilities and the urgent need to hire a qualified individual to assume these duties justifies the reallocation to a Finance Manager III.

This reallocation request is supported by a Request to Classify approved by the Human Resources Department, Attachment B.

**OTHER AGENCY/COMMITTEE INVOLVEMENT:**

The Human Resources Department reviewed the recommendation and concurs with the proposed reallocation.

The County Administrative Office reviewed the Request to Classify. The CAO budget office does not agree with FM III classification based on current FM III class specs.

**FINANCING:**

The current position was vacated on October 23, 2020 and, if approved, the Finance Manager III is expected to be filled in early March 2021. As a result, MCWRA estimates salary savings of approximately \$74,000 for this period. These savings will absorb the estimated increase of \$7,000 in salaries due to the reclassification and result in overall savings of \$67,000 for FY 20-21. In future years, the reclassification of this position, will result in approximately \$30,000 in salary increases and the MCWRA will be able to absorb the increase.

Prepared and

Approved by:

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Brent Buche, General Manager, (831) 755-4860

**Attachments:**

1. Attachment A
2. Attachment B