

## **Chapter 7**

### **Staffing Relationship of Sacramento Regional County Sanitation District to the County Sacramento**

#### **7.01 Purpose**

The Sacramento Regional County Sanitation District was established with a unique governing structure in part in response to requirements of the Federal Clean Water Act which made infeasible the collection, treatment, and disposal of Wastewater by other than regional entities. From its inception, the District has been governed independently from the jurisdictions served but has been staffed with personnel of the County of Sacramento.

This staffing arrangement, together with the infrastructure necessary to support that arrangement, provides certain efficiencies to the District. However, it also creates, from time to time, obstacles to the business objectives of the District and uncertainty regarding areas of responsibility.

The purpose of this Chapter is to maintain the efficiencies; create a mechanism to eliminate obstacles and uncertainty; continue the protections afforded the workforce by the County's civil services system; and enhance the ability of the District and the County to provide high quality services to their constituents.

#### **7.02 Staffing**

##### **7.02.01 Staff for Operations**

Subject to the provisions of this Chapter, staff for the operations of the Sacramento Regional County Sanitation District shall be provided by the County of Sacramento through the Department of Water Quality, or successor department.

##### **7.02.02 Budgets**

Budgets adopted by the District shall be sufficient to pay the direct and indirect costs of such staffing as well as the direct and indirect costs of other services required by the District and provided by the County. Indirect costs shall be determined in accordance with federal circular OMB A87.

#### **7.03 Appointment of District Engineer**

##### **7.03.01 Appointment**

The Board of Directors shall appoint a District Engineer who shall serve as the Executive Officer of that District and of Sacramento County Sanitation District No. 1. The District Engineer shall report directly to the governing bodies of the districts.

### **7.03.02 Recommendation**

Upon appointment by the District, the District Engineer shall be recommended by the County Executive Officer to the County Board of Supervisors for confirmation as the Director of the County's Department of Water Quality.

### **7.03.03 Compensation for District Engineer**

Compensation for the District Engineer shall be established and funded by the District and County Sanitation District No. 1 and the County shall make necessary administrative changes to its Master Salary Ordinance or Resolution to reflect such compensation.

## **7.04 General Personnel Matters**

### **7.04.01 Governed by Appropriate Provisions**

Except as provided herein, the personnel assigned by the County to the District shall be governed by the appropriate provisions of the Sacramento County Code and applicable labor agreements.

### **7.04.02 Process and Parameters for Recommend Compensation**

The District Engineer, in consultation with the County's Director of Employment Services and Risk Management, shall establish the process and parameters for recommended compensation to all unrepresented classes assigned exclusively to the Department of Water Quality, or successor department.

### **7.04.03 Labor Relations**

The County's Director of Labor Relations shall consult with the District Engineer and the Board of Directors during negotiations with employee labor organizations which represent classes assigned to the Department of Water Quality, or successor department.

## **7.05 District Facilities and Equipment**

The District owns and operates certain facilities and equipment. To the extent of those owned and operated facilities or equipment, the District, through its governing body or the District Engineer, as appropriate, shall determine what personnel or contractors shall be utilized to provide services necessary for the operation and maintenance of such facilities or equipment.

## **7.06 Implementation**

This Chapter provides the framework for the relation of the District to the County. The District Engineer is authorized to enter into a Memorandum of Understanding with the County Executive Officer to establish more detailed procedures for implementation of this Chapter. Any such Memorandum of Understanding shall be consistent with the terms of this Chapter.