

**DATE:** May 21, 2020

**TO:** WCA Governing Board

**FROM:** Nicole Law, Fiscal Manager

**THROUGH:** Mark Stanley, Executive Officer

**SUBJECT:** Item 11: Consideration of a resolution to approve Draft Fiscal Year 2020/2021 Annual Budget

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**RECOMMENDATION:** The Staff recommends the WCA Governing Board to approve Preliminary (Draft) Budget for Fiscal Year 2020/2021.

**BACKGROUND:** In accordance with the provisions of the Joint Powers Agreement, adoption of the WCA budget by the WCA Governing Board is required. The attached budget, Exhibit A, includes four expenditure components: Administrative, Personnel, Operations, and Grants and Special Projects.

## 1. ADMINISTRATIVE

Annual JPA Contribution Revenue related to Administrative Expenses, as allowed in JPA agreement and unchanged since 2003, equals \$35,500 (\$10,000 RMC<sup>1</sup>/\$25,500 LACFCD). Projected administrative expenditures total \$193,797. The difference of \$158,297 is anticipated to be funded by the WCA Billable Rate Structure Plan and overhead allocation charged against eligible grants, project, and contracted funding in general. Should the Draft Budget for FY20/21 be approved, the Billable Rate Structure Plan will be updated and brought to the Governing Board for approval in July.

Planned administrative expenditures for FY20/21 will increase by approximately 2.5% from the previous year mainly due to higher projections in LA County Auditor Controller Services, postage & delivery, equipment & software and COVID-19 expenses inclusive of equipment to support teleworking. However, it will be offset partially by anticipated decreases in information technologies, travel and wireless phones. Budgeted FY20/21 General Administrative Expenditures is primarily related to LA County Auditor Controller Services and Audit (\$73,625), Funding Opportunities (\$37,300), Information Technology (\$18,290), COVID-19 expenses (\$12,400) and as-needed Legal Services (\$15,000).

## 2. PERSONNEL

Personnel expenses for FY20/21 are budgeted at \$681,713, the same as FY19/20 budget levels. The FY20/21 budget includes salaries, benefits, employer taxes, salary adjustment/pool, no cost of living adjustment, no merit pool and accruals for employee leave.

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<sup>1</sup> Exclusive of RMC Property Management Contribution

However, as noted in the April 2020 budget update staff report, the Authority conducted a benchmark employee compensation study to achieve comparable equity in the Authority's salary structure to retain experienced and dedicated staff and ensure competitiveness in the marketplace. The study will be brought before the Governing Board for review and approval as part of the June 2020 final FY20/21 budget presentation.

**Background:** The Authority embarked on conducting a comparable salary study in FY19/20 to be utilized in updating the FY20/21 budget year. The study, compiled during the first quarter 2020, identified a significant competitive disadvantage and salary disparity in the Authority's compensation structure in the magnitude of up to an estimated 30% when compared to other local agency peer salaries. Longer tenured staff experiences the greatest disparity with COLA only salary increases being the norm since becoming an employer entity in 2010. Additionally, new hires and promotions have largely been considered in relationship to existing personnel to avoid an internal inequity. The FY13/14 salary range chart has also needed to be periodically updated for COLA, last done FY17/18, so existing staff kept pace with the lowest salary level in the range. In order for the Authority to attract new hires, management has had to rely on opportunity we provide for professional development across a broad range of environmental project work. From acquisitions, regional and site planning, property management, project and grant management and soon to be park operations and programming. This selling point is also what leads to the eventual loss of staff by making them more valuable and marketable to our competitors.

In summary, the Authority has not kept pace with the comparable salary market and deserving of correction, even in this time of uncertainty, in the name of fairness and equity. Having an inequitable compensation structure has been detrimental to the longevity and sustainability of the Authority. This disparity has resulted in the continued loss of trained staff costing the Authority in the areas of lost work productivity, lost institutional knowledge, efficiencies in the implementing projects and generally impacting morale and at times led to increased workloads during periods of new staff recruit. The Authority also suffers increased administrative costs and a reduction in grant revenues while the Authority engages in recruiting, training and investing in new, often less experienced staff. Compounded in later years, by losing these same staff, after having gained valuable experience, to higher paying and less demanding jobs with our peers at local Cities, County, and State entities. This destructive staffing cycle has been identified over the years during budget presentations and strategic planning sessions as both a weakness and threat to the Authority. To the credit of the Authority's team and culture and despite the challenges, staff remains dedicated to providing the highest quality of professionalism and work, as well as, being a trusted and influential partner who contributes to a variety of regional programs to improve our watersheds.

Staffing for FY20/21 represents seven (7) staff members that include a Deputy Executive Officer, Fiscal Manager, new Accounting Clerk, three (3) Project Manager II, and Administrative Assistant. Year over year fiscal budget, including the recommendation for salary adjustments, reflects a zero net budgetary line item salary increase but includes a 5% anticipated increase in medical insurance rates at the time of renewal in December. Additionally, the employee handbook allows an up to 2% merit increase for new hires upon completion of at least six months of employment and upon a satisfactory evaluation of performance; this adjustment has been included for the proposed new Accounting Clerk.

The preliminary FY20/21 personnel budget and staffing levels considers current portfolio of secured and funded projects and timelines to complete; however, staff also recognizes that these are uncertain times and there may be substantial funding challenges ahead. Therefore, cashflow and new project

opportunities will be tracked and explored throughout the year to diversify revenue streams to the greatest extent possible.

### 3. OPERATIONS

Revenue for operational uses is received from a variety of sources including property and commercial leases, filming permits, special use event permits, citations, annual RMC JPA property management contribution, and indirect collected from eligible grants. The Authority is also researching potential COVID-19 funding opportunities. Revenue budget total associated with operations is \$695,544 reflecting a projected increase of \$112,307.

Lease revenue has historically been budgeted at 95% of the total lease revenue to allow for potential tenant turnover and the cost and time needed for the Authority to locate a new tenant. For FY20/21, the Authority will experience a 30% reduction in Billboard revenue from Duck Farm property due to the COVID-19 response. It is important to note that the Authority relies heavily on its lease revenue to cover maintenance expenditures at all its properties. Both the Duck Farm and South Gate properties currently produce more revenue than is needed to cover its current expenditures, which allows funds to be transferred and used at other properties that generate insufficient revenue to cover their respective expenditures. Also, staff anticipates an increase of citation revenues for FY20/21 based on the average of past fiscal year collection of the revenue. In addition, staff continues to look for an emergency financial assistance to cover any potential losses on lease revenue and expenditures due to the COVID-19 response.

Operational expenditures for FY20/21 are \$375,460 reflecting a projected increase of \$13,688 or 3.8% over FY19/20 budget levels. The increase is primarily due to expected higher anticipated general liability, umbrella insurance premiums, security and deferred maintenance contingency.

- General liability and umbrella insurance premiums – California wildfires in 2018 have dramatically impacted insurance estimates for potential losses. This year continuance of major fires in Northern California has caused a reevaluation by insurance providers to those holding open space assets within California, spiking premiums significantly. The Authority had already addressed approximately 62% or \$20,819 increase in the April 2020 budget; therefore, staff anticipates at least 5% potential increase in the total cost of insurance for FY20/21.
- In October 2019, the Authority hired a part-time, non-cash Park Host/Caretaker, David Andrade, for El Encanto property. In exchange for the duties that David performs, staff recommends offering \$200 monthly stipend to help offset expenses.
- Deferred maintenance contingency has historically been budgeted at 5% of lease revenue that allows the WCA to expend these funds on potential unplanned maintenance repairs that may need to be completed on tenant leased properties. In addition, staff anticipates an increase of \$6,207 for planned ADA, seismic and water system improvements over this fiscal year.

The planned operational expenditures for FY20/21 against the projected operational revenue, resulting in a surplus of \$322,084 will be utilized to partially offset administrative expenses and administrative overhead.

#### **4. CAPITAL OUTLAY- GRANTS AND SPECIAL PROJECTS**

The Authority anticipates that it will utilize approximately \$5.2 million of its grants and special project funding in FY20/21, plus available funding on hand being carried from the previous fiscal year. WCA historically analyzes and separates grant and project funds into two categories: 1) funds utilized by staff for project management and administrative support, and 2) consultant and capital expenditures.

Exhibit A

WATERSHED CONSERVATION AUTHORITY  
CONSOLIDATED BUDGET FISCAL YEAR 2020-2021

	Annual Update FYE 2020	Actual as of 03/31/20	Additional Projected through 06/30/20	Forecasted FYE 2020	Budget FYE 2021	\$ Change Budget '20 vs. Budget '21
<b>Revenues</b>						
<b>General Administrative &amp; Operating Revenue</b>						
JPA Contributions						
LA County Flood Control District	25,500	25,500	-	25,500	25,500	0
Rivers and Mountains Conservancy	10,000	10,000	-	10,000	10,000	0
Lease Revenue	278,532	211,364	69,796	281,160	271,321	(7,211)
Property Management Contribution	59,500	40,000	-	40,000	59,500	0
Fees-Citation	3,000	-	7,245	7,245	7,300	4,300
Fees- Filming/Permits	2,500	8,576	-	8,576	4,000	1,500
COVID-19 Funding Opportunities	8,500	-	8,500	8,500	25,600	17,100
Other Miscellaneous Revenue	195,705	58,391	95,685	154,077	292,323	96,618
<b>Subtotal-General Administrative &amp; Operating</b>	<b>583,237</b>	<b>353,831</b>	<b>181,227</b>	<b>535,057</b>	<b>695,544</b>	<b>112,307</b>
<b>Grants and Special Projects Revenue</b>						
Grant-Rivers & Mountains Conservancy <sup>1,5,6</sup>	5,415,349.93	1,626,023	1,000,582	2,626,604	2,604,528	(2,810,822)
Grant-LA County Flood Control District <sup>2,5</sup>	280,000.00	250,000	86,795	336,795	6,001	(273,999)
Grant-SEP <sup>2,5</sup>	123,525.00	-	28,796	28,796	392,462	268,937
Grant-Federal Funds <sup>1,5,6</sup>	345,026.00	-	94,236	94,236	625,830	280,804
Grant-Other State Funds <sup>4,5</sup>	1,630,571.00	409,643	322,829	732,473	715,506	(915,065)
Grant-Other County & Local Funds <sup>2,5</sup>	2,009,923.00	594,395	200,931	795,326	879,552	(1,130,371)
Grant-Public Foundations <sup>3,5</sup>	82,723.00	-	-	-	-	(82,723)
Other-Consultant Contracts <sup>3,5</sup>	9,741.00	-	-	-	-	(9,741)
<b>Subtotal-Grants and Special Projects</b>	<b>9,896,859</b>	<b>2,880,061</b>	<b>1,734,169</b>	<b>4,614,230</b>	<b>5,223,878</b>	<b>(4,672,980)</b>
<b>Total Revenue</b>	<b>10,480,096</b>	<b>3,233,892</b>	<b>1,915,395</b>	<b>5,149,287</b>	<b>5,919,422</b>	<b>(4,560,673)</b>
<b>Expenses</b>						
<b>General Administrative Expenses</b>						
Fiscal Services Auditor-Controller	65,000	43,261	21,739	65,000	68,000	3,000
Funding Opportunities	37,300	20,300	14,797	35,097	37,300	0
Legal Services	15,000	-	-	-	15,000	0
Information Technologies	28,320	7,448	8,414	15,863	18,290	(10,030)
Strategic Planning	5,000	-	-	-	5,000	0
Grant Writing	2,000	-	-	-	2,000	0
Travel	4,000	1,050	1,000	2,050	2,400	(1,600)
Financial Audit Services	5,400	503	4,524	5,027	5,625	225
Insurance/Insurance Bond	3,603	-	3,603	3,603	3,783	180
Training/Conferences	5,000	-	-	-	5,000	0
Meeting Supplies	500	-	-	-	500	0
Other/Not Classified	4,000	2,694	800	3,494	4,000	0
Wireless Phones	1,140	460	416	876	648	(492)
Personnel Services	4,726	3,345	710	4,055	4,726	0
Office Supplies	650	650	-	650	1,200	550
Postage & Delivery	500	120	-	120	2,050	1,550
Printer Supplies	250	175	-	175	250	0
Equipment & Software	1,500	937	-	937	5,200	3,700
Dues & Subscriptions	425	-	425	425	425	0
COVID-19 Expenses	4,750	-	4,750	4,750	12,400	7,650
<b>Subtotal-General Administrative</b>	<b>189,064</b>	<b>80,942</b>	<b>61,179</b>	<b>142,121</b>	<b>193,797</b>	<b>4,733</b>
<b>Personnel</b>						
Salaries	387,439	276,736	110,703	387,439	497,275	109,836
Merit Pool	148,262	-	-	-	-	(148,262)
Benefits	100,565	92,249	13,428	105,677	130,548	29,983
Benefits Plan Provider Admin Cost	1,501	731	770	1,501	2,345	844
Employer Taxes	43,946	24,123	19,823	43,946	51,544	7,598
<b>Subtotal-Personnel</b>	<b>681,713</b>	<b>393,839</b>	<b>144,724</b>	<b>538,563</b>	<b>681,713</b>	<b>0</b>
<b>General Operational Expenses</b>						
Insurance	54,402	-	54,402	54,402	57,122	2,720
Security	3,916	2,953	1,015	3,968	6,526	2,610
Building Maintenance and Repair	18,500	14,616	1,404	16,020	18,500	0
Grounds Maintenance and Repair	8,300	1,286	1,100	2,386	8,300	0
Electricity	16,907	9,671	3,300	12,971	15,030	(1,877)
Propane	8,000	7,053	1,727	8,779	8,000	0
Other Utilities	900	675	225	900	918	18
Waste Removal	9,536	6,935	2,016	8,951	9,520	(16)
Water System Operation/Irrigation	43,326	30,809	12,580	43,388	43,813	487
Property Management	32,650	18,484	9,808	28,292	32,850	200
Deferred Maintenance Contingency	46,192	-	-	-	52,399	6,207
Janitorial Services	10,582	6,839	3,419	10,258	10,771	189
Ranger Services	92,000	42,460	23,056	65,516	92,000	0
Weed Abatement	16,000	4,256	-	4,256	19,000	3,000
Property Tax	561	690	-	690	711	150
<b>Subtotal-General Operational</b>	<b>361,772</b>	<b>146,727</b>	<b>114,052</b>	<b>260,779</b>	<b>375,460</b>	<b>13,688</b>
<b>Grants and Special Projects Total Expense-Capital Outlay</b>						
Grant-Rivers & Mountains Conservancy	5,121,292.67	1,815,648	272,361	2,088,010	2,211,527	(2,909,766)
Grant-LA County Flood Control District	252,535.00	85,987	88,987	174,975	-	(252,535)
Grant-SEP	84,890.00	29,755	2,017	31,772	392,462	307,572
Grant-Federal Funds	333,640.00	79,511	6,480	85,991	593,029	259,389
Grant-Other State Funds	1,568,885.00	449,191	216,876	666,066	666,529	(902,356)
Grant-Other County & Local Funds	1,931,367.00	619,485	51,253	670,738	857,954	(1,073,413)
Grant-Public Foundations	68,493.00	73,313	-	73,313	-	(68,493)
<b>Subtotal-Grants and Special Projects</b>	<b>9,361,102.67</b>	<b>3,152,890</b>	<b>637,974</b>	<b>3,790,864</b>	<b>4,721,501</b>	<b>(4,639,602)</b>
<b>Total Expense</b>	<b>10,593,652</b>	<b>3,774,398</b>	<b>957,929</b>	<b>4,732,327</b>	<b>5,972,472</b>	<b>(4,621,181)</b>
<b>Change In Net Position Before Transfers</b>	<b>(113,556)</b>	<b>(540,506)</b>	<b>957,466</b>	<b>416,960</b>	<b>(53,049)</b>	

- 1 - Labor Reimbursed at Salary & EB Only
- 2 - Labor Eligible to be Reimbursed at Admin & Billable Rate
- 3 - Labor Reimbursed at Consultant Rate
- 4 - Labor Reimbursed at Grantor Approved Compensation Rate
- 5 - Payment by Reimbursement Only
- 6 - Eligible for additional 10% for Indirect Costs

**WATERSHED CONSERVATION AUTHORITY  
EXPANDED BUDGET FISCAL YEAR 2020-2021**

**Item 11**

	General Fund	Operational Duck Farm	Operational Mt. Baldy	Operational Citrus Heights	Operational El Encanto	Operational Parque Dos Rios	Operational Walnut Creek	Payroll and Accrued Leave	Grant & Special Project	Preliminary Budget FY 2019-2020
<b>Revenues</b>										
<b>General Administrative &amp; Operating Revenue</b>										
JPA Contributions	35,500	-	-	-	-	-	-	-	-	35,500
Lease Revenue	-	119,328	-	-	104,493	47,500	-	-	-	271,321
Property Management Contribution	-	2,000	3,500	500	49,500	2,000	2,000	-	-	59,500
Fees-Citation	-	-	5,000	-	300	-	2,000	-	-	7,300
Fees- Filming	-	-	2,000	-	2,000	-	-	-	-	4,000
COVID-19 Funding Opportunities	15,400	10,200	-	-	-	-	-	-	-	25,600
Other Miscellaneous Revenue	288,923	1,000	-	-	2,400	-	-	-	-	292,323
<b>Subtotal-General Administrative &amp; Operating</b>	<b>339,823</b>	<b>132,528</b>	<b>10,500</b>	<b>500</b>	<b>158,693</b>	<b>49,500</b>	<b>4,000</b>	<b>-</b>	<b>-</b>	<b>695,544</b>
<b>Grants and Special Project Income</b>										
Grant-Rivers & Mountains Conservancy	-	-	-	-	-	-	-	-	2,604,528	2,604,528
Grant-LA County Flood Control District	-	-	-	-	-	-	-	-	6,001	6,001
Grant-SEP	-	-	-	-	-	-	-	-	392,462	392,462
Grant-Federal Funds	-	-	-	-	-	-	-	-	625,830	625,830
Grant-Other State Funds	-	-	-	-	-	-	-	-	715,506	715,506
Grant-Other County & Local Funds	-	-	-	-	-	-	-	-	879,552	879,552
Grant-Public Foundations	-	-	-	-	-	-	-	-	-	-
Other-Consultant Contracts	-	-	-	-	-	-	-	-	-	-
<b>Subtotal-Grants and Special Projects</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>5,223,878</b>	<b>5,223,878</b>
<b>Total Revenue</b>	<b>339,823</b>	<b>132,528</b>	<b>10,500</b>	<b>500</b>	<b>158,693</b>	<b>49,500</b>	<b>4,000</b>	<b>-</b>	<b>5,223,878</b>	<b>5,919,422</b>
<b>Expenses</b>										
<b>General Administrative Expenses</b>										
Fiscal Services Auditor-Controller	68,000	-	-	-	-	-	-	-	-	68,000
Funding Opportunities	37,300	-	-	-	-	-	-	-	-	37,300
Legal Services	15,000	-	-	-	-	-	-	-	-	15,000
Information Technologies	18,290	-	-	-	-	-	-	-	-	18,290
Strategic Planning	5,000	-	-	-	-	-	-	-	-	5,000
Grant Writing	2,000	-	-	-	-	-	-	-	-	2,000
Travel	2,400	-	-	-	-	-	-	-	-	2,400
Financial Audit Services	5,625	-	-	-	-	-	-	-	-	5,625
Insurance/Insurance Bond	3,783	-	-	-	-	-	-	-	-	3,783
Training/Conferences	5,000	-	-	-	-	-	-	-	-	5,000
Meeting Supplies	500	-	-	-	-	-	-	-	-	500
Other/Not Classified	4,000	-	-	-	-	-	-	-	-	4,000
Wireless Phones	648	-	-	-	-	-	-	-	-	648
Personnel Services	4,726	-	-	-	-	-	-	-	-	4,726
Office Supplies	1,200	-	-	-	-	-	-	-	-	1,200
Postage	2,050	-	-	-	-	-	-	-	-	2,050
Printer Supplies	250	-	-	-	-	-	-	-	-	250
Equipment & Software	5,200	-	-	-	-	-	-	-	-	5,200
Dues & Subscriptions	425	-	-	-	-	-	-	-	-	425
COVID-19 Expenses	12,400	-	-	-	-	-	-	-	-	12,400
<b>Subtotal-General Administrative</b>	<b>193,797</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>193,797</b>
<b>Personnel</b>										
Salaries	-	-	-	-	-	-	-	497,275	-	497,275
Merit Pool	-	-	-	-	-	-	-	-	-	-
Benefits	-	-	-	-	-	-	-	130,548	-	130,548
Benefits Plan Provider Admin Cost	-	-	-	-	-	-	-	2,345	-	2,345
Employer Taxes	-	-	-	-	-	-	-	51,544	-	51,544
<b>Subtotal-Personnel</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>681,713</b>	<b>-</b>	<b>681,713</b>

**WATERSHED CONSERVATION AUTHORITY  
EXPANDED BUDGET FISCAL YEAR 2020-2021**

**Item 11**

	General Fund	Operational Duck Farm	Operational Mt. Baldy	Operational Citrus Heights	Operational El Encanto	Operational Parque Dos Rios	Operational Walnut Creek	Payroll and Accrued Leave	Grant & Special Project	Preliminary Budget FY 2019-2020
<b>General Operational Expenses</b>										
Insurance	-	7,281	15,131	126	33,954	504	125	-	-	57,122
Security	-	1,875	-	-	4,650	-	-	-	-	6,526
Building Maintenance and Repair	-	3,500	-	-	15,000	-	-	-	-	18,500
Grounds Maintenance and Repair	-	2,000	2,000	-	2,000	2,000	300	-	-	8,300
Electricity	-	630	-	-	14,400	-	-	-	-	15,030
Propane	-	-	-	-	8,000	-	-	-	-	8,000
Other Utilities	-	-	-	-	918	-	-	-	-	918
Waste Removal	-	2,620	-	-	6,900	-	-	-	-	9,520
Water System Operation/Irrigation	-	6,233	-	-	37,580	-	-	-	-	43,813
Property Management	-	7,200	6,000	250	16,800	1,500	1,100	-	-	32,850
Deferred Maintenance Contingency	-	6,199	-	-	46,200	-	-	-	-	52,399
Janitorial Services	-	-	-	-	10,771	-	-	-	-	10,771
Ranger Services	-	17,000	25,000	-	40,000	5,000	5,000	-	-	92,000
Weed Abatement	-	10,000	3,000	-	6,000	-	-	-	-	19,000
Property Tax	-	-	711	-	-	-	-	-	-	711
Legal Services	-	64,539	-	-	-	-	-	-	-	64,539
<b>Subtotal-General Operational</b>	-	64,539	51,842	376	243,174	9,004	6,525	-	-	375,460
<b>Grants and Special Project Total Expense-Capital Outlay</b>										
Grant-Rivers & Mountains Conservancy	-	-	-	-	-	-	-	-	2,211,527	2,211,527
Grant-LA County Flood Control District	-	-	-	-	-	-	-	-	-	-
Grant-SEP	-	-	-	-	-	-	-	-	392,462	392,462
Grant-Federal Funds	-	-	-	-	-	-	-	-	593,029	593,029
Grant-Other State Funds	-	-	-	-	-	-	-	-	666,529	666,529
Grant-Other County & Local Funds	-	-	-	-	-	-	-	-	857,954	857,954
Grant-Public Foundations	-	-	-	-	-	-	-	-	-	-
Other-Consultant Contracts	-	-	-	-	-	-	-	-	-	-
<b>Subtotal-Grants and Special Projects</b>	-	-	-	-	-	-	-	-	4,721,501	4,721,501
<b>Total Expense</b>	<b>193,797</b>	<b>64,539</b>	<b>51,842</b>	<b>376</b>	<b>243,174</b>	<b>9,004</b>	<b>6,525</b>	<b>681,713</b>	<b>4,721,501</b>	<b>5,972,472</b>

**WATERSHED CONSERVATION AUTHORITY  
PERSONNEL BUDGET FISCAL YEAR 2020-2021**

	Annual Update FYE 2020	Actual as of 03/31/20	Additional Projected through 06/30/20	Forecasted FYE 2020	Budget FYE 2021	\$ Change Budget '20 vs. Budget '21
<b>Expense Detail</b>						
Salaries	387,439	276,736	110,703	387,439	497,275	(10,142)
Merit Pool/Salary Adjustment	148,262	-	-	-	-	-
Benefits	100,565	92,249	13,428	105,677	130,548	13,446
Fixed Fees	1,501	731	770	1,501	2,345	844
Employer Taxes	43,946	24,123	19,823	43,946	51,544	(4,149)
<b>Personnel Subtotal</b>	<b>681,713</b>	<b>393,839</b>	<b>144,724</b>	<b>538,563</b>	<b>681,713</b>	<b>0</b>
<b>Total Expense</b>	<b>681,713</b>	<b>393,839</b>	<b>144,724</b>	<b>538,563</b>	<b>681,713</b>	<b>0</b>

May 21, 2020 – Item 11

**RESOLUTION 2020-15**

**RESOLUTION OF THE WATERSHED CONSERVATION AUTHORITY TO APPROVE  
PRELIMINARY BUDGET FOR FISCAL YEAR 2020/2021**

**WHEREAS**, The Watershed Conservation Authority has been established as a joint powers agency between the Rivers and Mountains Conservancy (RMC) and the Los Angeles County Flood Control District (District); and

**WHEREAS**, the Watershed Conservation Authority (WCA) has further been established to focus on projects which will provide open space, habitat restoration, and watershed improvement projects in both the San Gabriel and Lower Los Angeles Rivers watershed; and

**WHEREAS**, this action approves preliminary budget for Fiscal Year 2020/2021; and

**WHEREAS**, the proposed action is exempt from the provisions of the California Environmental Quality Act; NOW

*Therefore be it resolved that the WCA hereby:*

1. **FINDS** that this action is consistent with the purposes and objectives of the WCA.
2. **FINDS** that the actions contemplated by this resolution are exempt from the environmental impact report requirements of the California Environmental Quality Act (CEQA).
3. **ADOPTS** the staff report dated May 21, 2020.
4. **APPROVES** the Watershed Conservation Authority preliminary budget for Fiscal Year 2020/2021.

*~ End of Resolution ~*

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Motion \_\_\_\_\_ Second: \_\_\_\_\_

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstentions: \_\_\_\_\_

Resolution 2020-15

Passed and Adopted by the Board of the  
**WATERSHED CONSERVATION AUTHORITY**  
On May 21, 2020

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Herlinda Chico  
Governing Board Chair

ATTEST: \_\_\_\_\_  
David Edsall, Jr.  
Deputy Attorney General