

STAFFING AND SUPPORT SERVICES ROADMAP

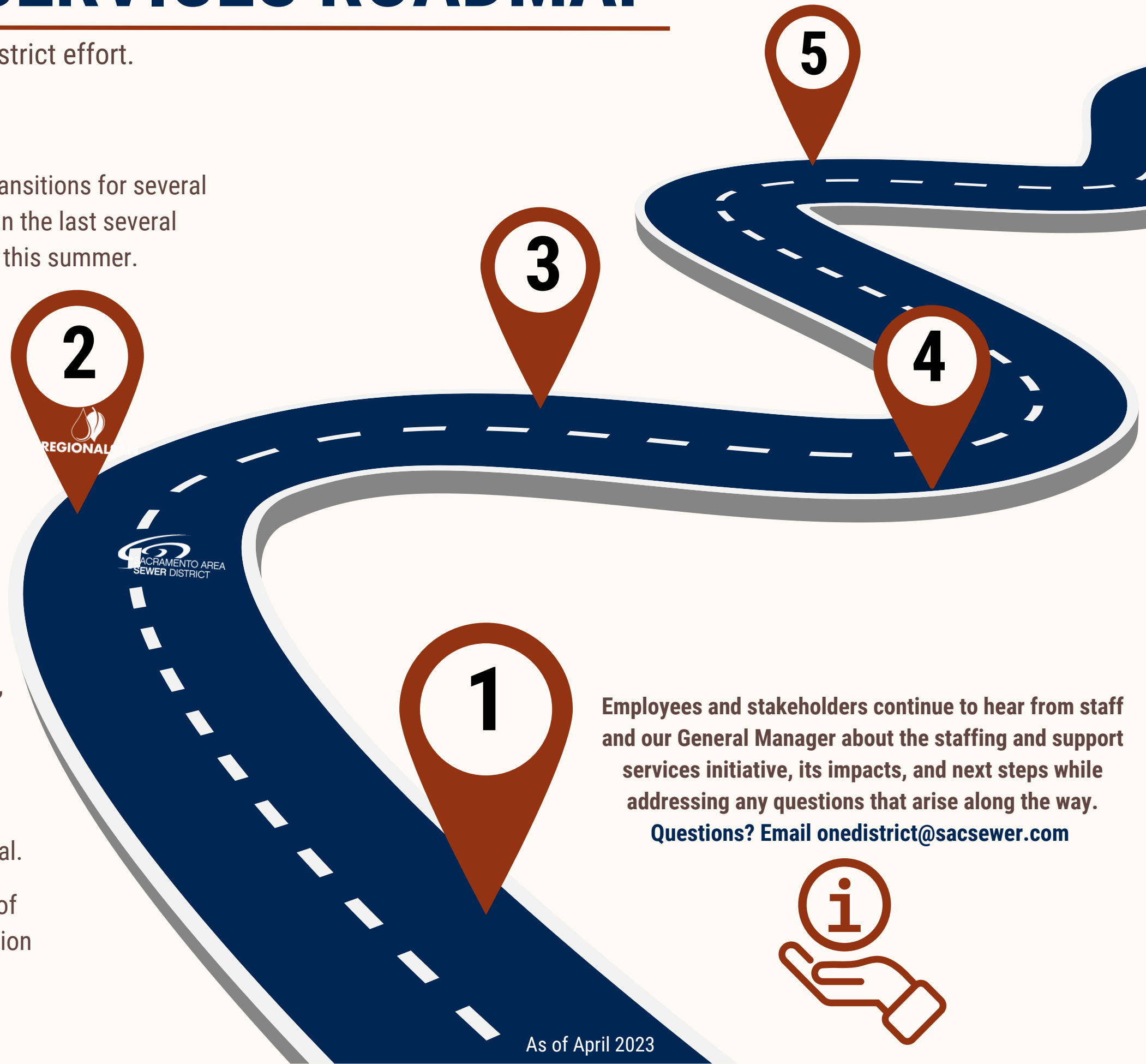
An overview of the completed and upcoming milestones related to the One District effort.

COMPLETED MILESTONES:

- 1** Subject matter experts reviewed and provided recommendations on service transitions for several areas. As a result, four human resource positions have been added and filled in the last several months. A real estate officer has also been added and is expected to be filled this summer.
- 2** Consultants were selected to assist with the transition of in-house human resources services and programs, and discussions with the Sacramento County benefits team to understand the options available to Districts were initiated. A retirement attorney was contracted to assist with the retirement transition from Sacramento County to SacSewer.

IN PROGRESS/UPCOMING MILESTONES:

- 3** Staff will finalize Memorandums of Understandings for services staying with Sacramento County, including fueling services via Fleet, IT services via DTech, Clerk of the Board, CMID, and billing services via CUBS.
- 4** Develop a compensation policy that will establish the parameters for future salary surveys to establish the appropriate basis for employee compensation. Once drafted, it will be brought to the Districts' Boards of Directors for approval.
- 5** In the remainder of 2023, staff will evaluate the travel service to ensure ease of travel and reimbursement, focus on labor relations to ensure a smooth transition of employees and their benefits, and come to an agreement with Sacramento County on the distribution of retirement assets and liabilities.



Employees and stakeholders continue to hear from staff and our General Manager about the staffing and support services initiative, its impacts, and next steps while addressing any questions that arise along the way.
Questions? Email onedistrict@sacsewer.com



As of April 2023