

# Truckee River Flood Project



## Overview of Staff & Organizational Structure

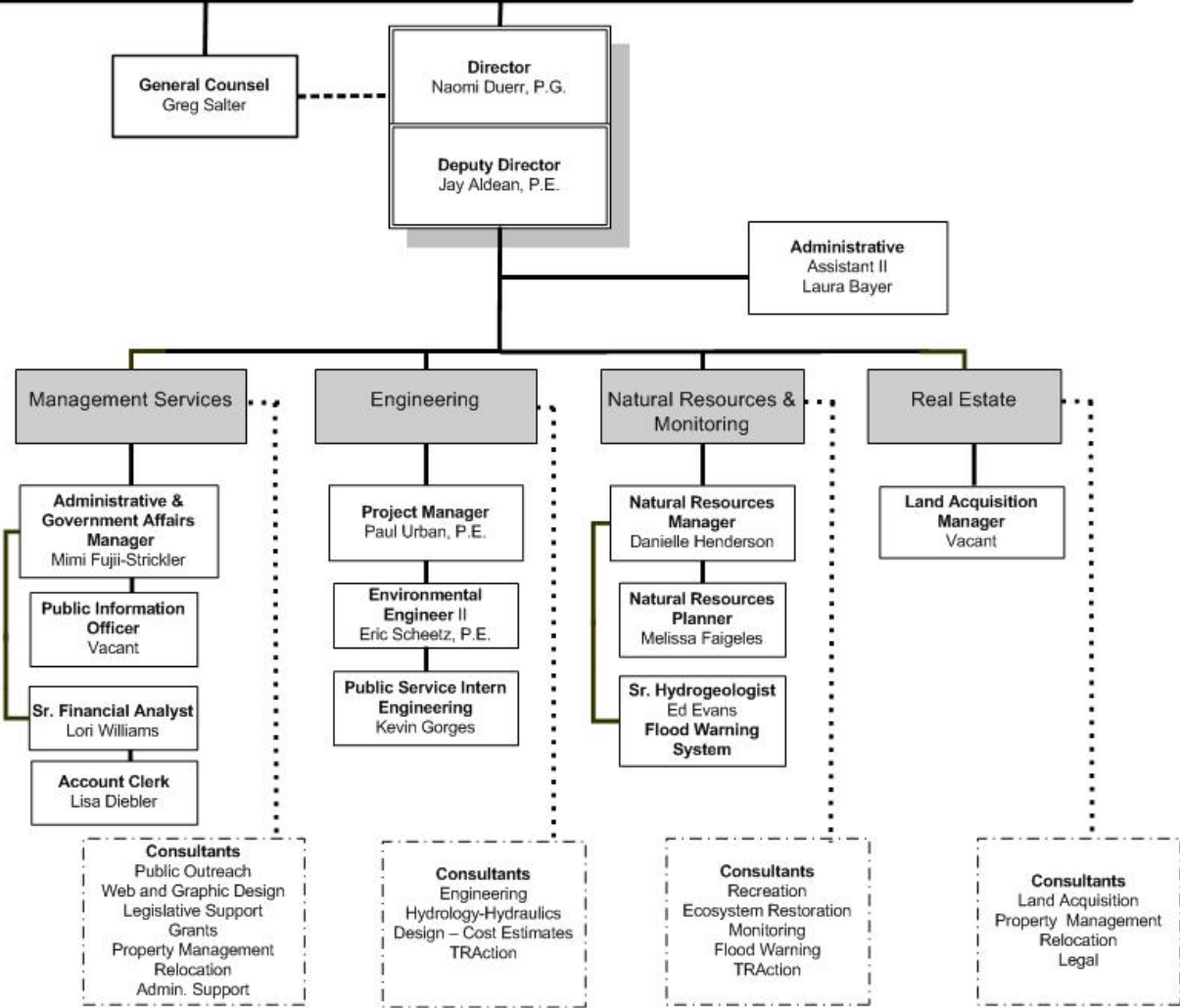
Naomi Duerr, Director  
Truckee River Flood Project  
March 10, 2011

# Staff Overview

- Staffing
  - 13 Staff Positions - 2 Vacancies
  - 1 Attorney
- Salaries – Our top end is just middle of the range for the area
- Pay Cuts
  - No COLAs for the last 3 years
  - 2009: 2.5% pay cut
  - 2010: 3.7 % pay and benefits cut
  - 2011: ? pay and benefits cut
- Overtime – 4 working significant amounts
- WCEA Representation – only 1 staff person belongs



**TRUCKEE RIVER FLOOD MANAGEMENT AUTHORITY**  
**BOARD OF DIRECTORS**  
*March 2011*

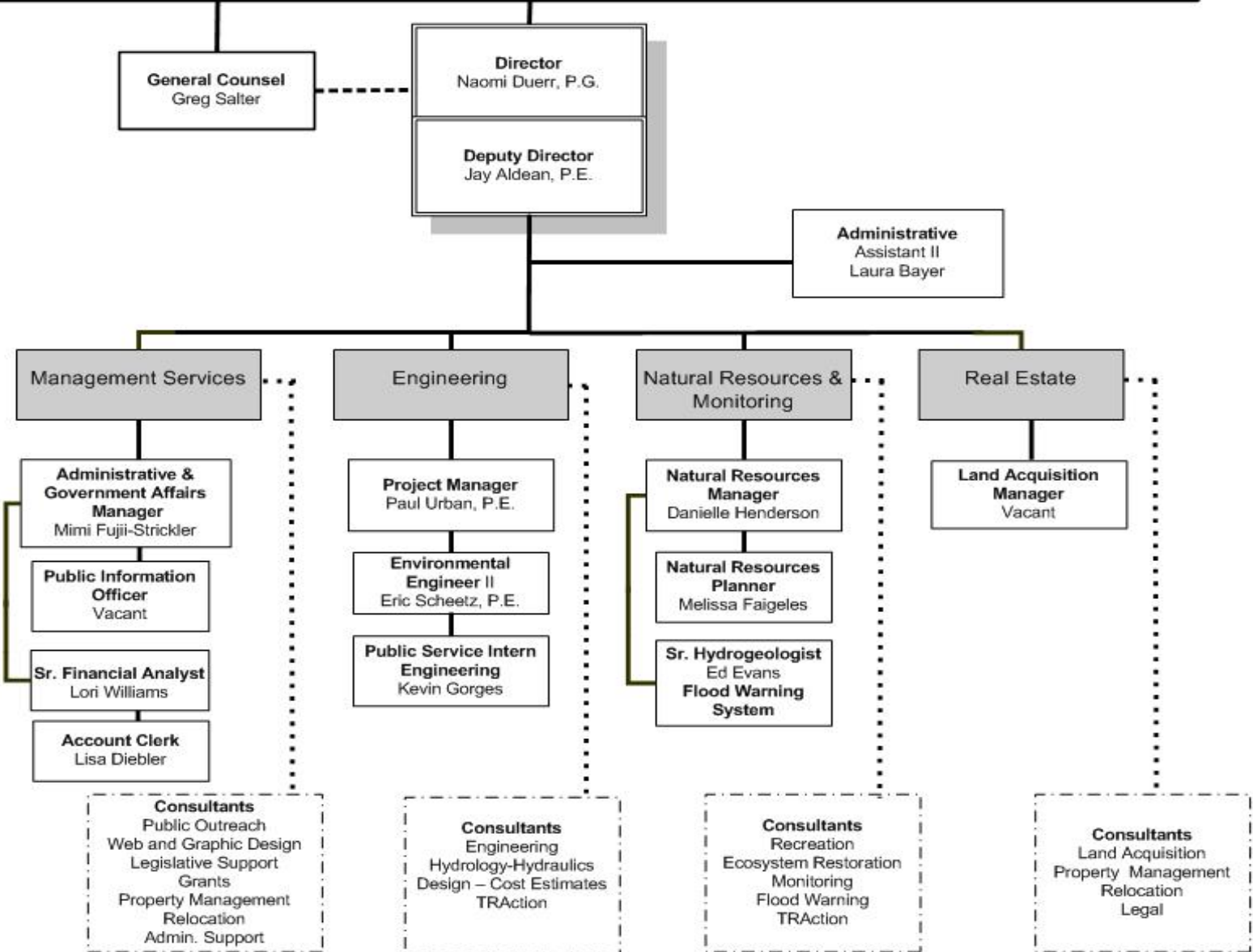




# TRUCKEE RIVER FLOOD MANAGEMENT AUTHORITY

## BOARD OF DIRECTORS

March 2011



# Comparison to Similar Organizations

Napa	\$400 M	15 staff
Sacramento Area Flood Control	\$1.8 B	14 staff
Clark County Flood Control	\$1.6 B	27 staff
Truckee River	\$1.6 B	14 staff
Fresno	\$12 M/yr	79 staff

See Handout on Jobs, Duties and Staff

# Recommendation

- **Retain Staff**
- **Fill Positions**
  - Request Support from Partners
  - If not available, Fill Position
- **OR Outsource:**
  - With Individual = 1.2 to 1.5 X cost
  - With Firm = 2-3 X cost
  - Indirects, Overhead, Profit
- **OR Don't do the job**