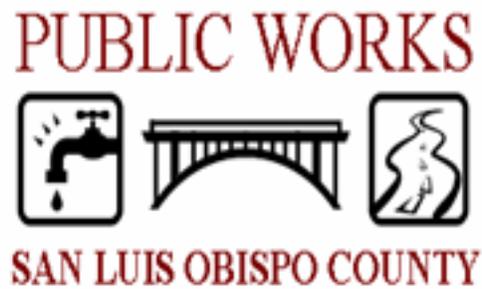


**ORGANIZATIONAL NEEDS
CONCERNING MANAGEMENT OF WATER AND WASTEWATER UTILITIES,
AND WATER RESOURCES PLANNING
SAN LUIS OBISPO COUNTY DEPARTMENT OF PUBLIC WORKS**



February 2015

**Prepared by
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**ORGANIZATIONAL NEEDS
CONCERNING MANAGEMENT OF WATER AND WASTEWATER UTILITIES,
AND
WATER RESOURCES PLANNING**

Introduction

The Department of Public Works manages wholesale and retail water distribution systems, wastewater systems, and flood control facilities, and acts as lead on County-wide water resource planning initiatives. Currently, all these activities are accomplished through the Department's Utilities Division. The Division has seen an ongoing expansion of responsibilities in all work areas at a time of a rapid increase in County-wide water resource planning needs. The combination of these conditions results in substantial and divergent work responsibilities for staff and management as operational focus is redirected to water resource management issues.

This report is intended to bring to the attention of the County Administrator an inadequate organizational structure in the Utilities Division, and a plan to address the identified deficiencies.

Key conditions for immediate consideration:

- The range of responsibilities vested in the Utilities Division consists of two important, but separate missions: internal system operations and external resource planning and management, and
- The existing organizational structure is unable to meet the concurrent demands of water and wastewater systems operations and water resource planning needs.

The core recommendation of this report is to divide the existing single Division into a Water Resources Division and a reorganized Utilities Division. The benefits of doing so are significant and would result in focusing the right resources on the right tasks at the right time.

Recent groundwater management legislation will require an increased focus on water resource planning. From an operational perspective, the Utilities Division has and will continue to expand in response to the development of the Nacimiento Water Project and the Los Osos Wastewater Project. While these two broad areas of responsibilities, operations and water resource planning, have been consolidated under one Division over the past decade, it is evident that present and future demands require dividing the existing Division and focusing the two resulting Divisions on their respective missions. By doing so, each separate mission can be more efficiently advanced to respond to current and future needs.

Recommended Actions

Reorganize existing Utilities Division resources and form a Water Resources Division within the Department by implementation of the proposed organization charts contained in this report and the following specific action:

1. Amend the Position Allocation List (PAL) to add a 1.0 FTE Division Manager – Water Resources to the 14/15 FY budget.

Background:

Past and Existing Utilities Division Structures and Resources

Through the 1990's the Public Works Department had two separate divisions which served water resources: a Hydraulic Planning Division and a Utilities (operations) Division. The former addressed water resource planning, data collection, and flood control while the latter served the operations of Lopez and Salinas Dams as well as five County waterworks systems and three wastewater systems. By the late 1990's two waterworks systems, Los Osos and San Miguel, transitioned to Community Services Districts, with associated County staffing reductions. In 2000, Flood Control responsibilities were reassigned to the Design Division. In response to these changes, the Department consolidated the two Divisions in the Utilities Division.

Since that time, internal and external developments have resulted in additional responsibilities being assigned to the Utilities Division. These include updates to the County Master Water Plan, taking the lead role to develop and implement the State mandated Integrated Regional Water Management Plan, the need to respond to the Sustainable Groundwater Management Act (SGMA), and the need to provide more extensive data and analysis for the various groundwater basins. In addition, flood control responsibilities were reassigned back to the Utilities Division in order to take advantage of field operations efficiencies.

Exhibit A shows the current organization chart for the Utilities Division.

Water and Wastewater Systems managed and operated by the Utilities Division include:

- Salinas Reservoir and water conveyance system
- Flood Control Zone 3; Lopez Reservoir, Water Conveyance and Treatment Facility
- State Water Allocation
- CSA 1 Wastewater Facilities at Galaxy Park in Nipomo
- CSA 7 Wastewater Facilities at Oak Shores
- CSA 10/10A Water Treatment Plant and Water Distribution System at Cayucos
- CSA 12 Water Distribution System
- CSA 16 Water System at Shandon
- CSA 18 Wastewater System at Country Club Area San Luis Obispo
- CSA 23 Water System at Santa Margarita
- Los Osos Landfill; Monitoring and Compliance of Closed Landfill

Flood control facilities managed and operated by the Utilities Division include:

- Flood Control Zone 1/1A Arroyo Grande Creek Channel/Los Berros Diversion Channel
- Flood Control Zone 9, San Luis Obispo Creek
- Flood Control Zone 16, Countywide Drainage Basins
- West Village Drainage, Cambria

In addition, the Utilities Division collects and manages water resources data throughout the County including rainfall, well levels, and stream flow.

The Utilities Division partners with other local agencies for water resource planning and development of regional sustainability plans through the following:

- Water Resource Advisory Committee
- Master Water Plan
- Integrated Regional Water Management Plan
- Paso Robles Groundwater Basin (numerous initiatives)
- Los Osos Groundwater Basin

This final listing is the area of most immediate concern with respect to staffing needs in order to keep pace with assignments and deliverables.

Existing Challenges

I. Current Management Approach.

Department and Utilities Division managers and supervisors are working within the current organization, and across internal Division units that are established for specific service functions, to identify and address priorities using the available resources. Priority assessments are made during both Weekly Tactical and Monthly Strategic meetings. Additional staff from other Divisions are engaged as workload demands. However, defining and monitoring the status of high priority maintenance needs, planning efforts, documentation efforts, contract management, and proactive research on current and emerging issues is an increasing challenge. In addition, the level of effort required to engage at stakeholder meetings and support stakeholder involvement has increased significantly in the past several years. Responding to this broad range of tasks results in placing the operational systems and planning programs at risk for adherence to state compliance requirements, contract obligations, and regulatory violations, while potentially missing opportunities for the County to pursue needed new programs or collaborative partnerships.

II. Challenges of Existing Workload.

Over the last decade, the Utilities Division has taken on new ongoing programs and a major wholesale water operation, including:

- The Integrated Regional Water Management Program,
- Paso Robles Groundwater Basin efforts,
- The Zone 1/1A Waterway Management Program
- Zone 3 Habitat Conservation Plan
- The Nacimiento Water Project.

In accommodating this expansion, other functions of the Utilities Division have been deferred. Emphasis on the functional tasks of completing and updating community drainage studies, water system master planning, managing existing water supply contracts (i.e., State Water, County Service Area 12), System Planning for County Service Area 7A, and other cooperative projects for future water and wastewater management have decreased based on priorities and staffing. However, these efforts are necessary to the continued health and safety of these systems.

a. Integrated Regional Water Management Program

A major workload effort that has developed over the past few years is the Integrated Regional Water Management (IRWM) Program. Work to date has

involved extensive outreach with stakeholders and working with consultants on development of the first iterations of the plan itself. This work represents the initial phase of the overall plan.

With the recent adoption of the revised IRWM Plan, with its attendant expansions in response to State mandates, will multiply program efforts, including:

- Establishing and maintaining a data management system
- Maintaining communication and collaboration through the Regional Water Management Group
- Monitoring the objectives in the Plan
- Tracking and Administering grant agreements
- Developing new grant applications
- Updating information in the Plan
- Monitoring and responding to State efforts and changes in IRWM Program guidelines and requirements

Based on existing grant funding, and potential future funding through Proposition 1 Water Bonds, this responsibility of the Utilities Division will continue to grow.

b. Paso Robles Groundwater Basin

Previous work efforts resulted in developing an AB3030 groundwater management plan, anticipating the need to work towards a complete update of the groundwater plan in the near term. However, conditions and concerns raised from the status of the groundwater basin have propelled action at the Board level, which staff has sought to address. Significant efforts from both an outreach and technical perspective have taken considerable staff time. As efforts have progressed to develop a Basin governance approach, a previous “Blue Ribbon” committee to address potential solutions has been re-established as the Paso Robles Groundwater Basin Advisory Committee. The Committee has created six subcommittees to address various aspects of the development, management and options for a basin organization. Staff has pursued the necessary technical review, via consultants, for groundwater modeling and supplemental water supply alternatives. This work is on-going.

With the passage of AB2453 Paso Robles Groundwater Basin management legislation, it is clear that additional staff resources will be required to respond to a host of needs generated by the community, other agencies, and the Board of Supervisors.

It is likely that even if a separate Paso Robles Groundwater District is formed in the coming months, the new District will still need to rely on County staffing and

data to initiate its long term plan development and compliance. Other basins listed above may also have a wide range of needs to develop and maintain the groundwater sustainability plans; all will require some form of on-going data collection and control.

c. Sustainable Groundwater Management Act /Watershed Cooperative Efforts

With the final approval of the Sustainable Groundwater Management Act, the Flood Control District will have an expanded role and duty to participate in the management of groundwater basins and watersheds, particularly in the following high priority basins:

- Paso Robles
- Santa Maria Valley
- Edna/San Luis Valley
- Cuyama Valley
- Los Osos Valley

Each of the five high and medium priority basins has a unique set of physical circumstances, varying potential partners, and differing interested stakeholder groups. Effectively managing the development of Groundwater Sustainability Plans will require substantial time and expertise to ensure the best possible level of service for each affected area.

Other Cooperative efforts include:

- Developing and implementing Salt and Nutrient Management Plans
- Developing and implementing Watershed Management Plans
- Preparation of associated technical studies and computer models
- Project development efforts

In order to control and manage these subsurface water resources, the State of California has imposed the creation of these plans as well as the expectation to regulate compliance. Much of this work will require staff to work towards plan development, strategies towards implementation and carrying out means to measure and control groundwater utilization. These represent elements the department is currently not staffed to carryout. While we will partner with the Department of Planning and Building for regulatory authority under the General Plan, there will still need to be a robust level of effort to collect, maintain and analyze data for groundwater management.

d. Zone 1/1A Waterway Management Plan

Implementation of the Waterway Management Plan is underway through the development of Plans, Specifications, and Estimate (PS&E) for the Alternative 3a

and Modified 3c project. Existing funding sources and anticipated permit conditions will require a substantial level of effort to complete the required monitoring and reporting for at least ten years. Additionally, annual maintenance activities will continue upon project completion.

The Alt 3a and Mod 3c projects are considered the first phase of protection under the Waterway Management Plan. Future project phases will be necessary to provide higher levels of flood protection along the Arroyo Grande Creek channel; funding future phases will involve not only project development work, but the processing of additional funding mechanisms through the proposition 218 process.

e. *Zone 3 Habitat Conservation Plan*

Project Management of the Habitat Conservation Plan (HCP) has been an on-going work task over the past decade which has required successive consultants to be brought on-board and peer review efforts already prepared. The Zone 3 Technical Advisory Committee has been involved in the process. Staff continues to work towards a final plan in the coming years in conjunction with final review and approval through the National Marine Fisheries Service and the U.S. Fish and Wildlife Service.

f. *Nacimiento Water Project Operations*

The Utilities Division assumed the operation and maintenance of the project with its transition to operational status in 2009. As with any system, a certain level of troubleshooting is expected and water worker staffing levels in the North County were augmented to take on this work effort. Unexpected system operations have had to deal with unanticipated issues such as the replacement of the intake tower at the reservoir, pump control replacements and most recently, the leaks under the Nacimiento River crossing. Beyond these repairs, however, are on-going system operational analysis needs to address pump efficiencies and overall operation improvements.

Expanding Needs

I. Emerging Workload for the Division

a. Los Osos Wastewater Project

Upon completion of the Los Osos Wastewater Project, its operation and ongoing implementation of project conditions will be absorbed by the Utilities Division and multiply utilities management efforts, including:

- Recycled water distribution system and contract management
- Collection and treatment system operations and management
- Charge Determinations, Billing and Customer Service
- Additional engineering support and attention of the Division Manager

Operation of the Los Osos Waste Water Project will entail the initial “shake-down” and transition to operation of a complex collection system, a sophisticated wastewater treatment plant, and a recycled water distribution system that is unlike a typical water distribution system. Initially and on an ongoing basis each of these major subsystems will require an investment of substantial time and expertise from the operators as well as from the engineering group. Any issues will require a rapid assessment of the concern, development of a solution, and full implementation of remedial action. At the same time, the project operational team will need to address changing conditions as new connections are made and new recycled water users come on board. In addition, given the close relationship between the use and disposal of recycled water and the community’s groundwater resources, close coordination among multiple stakeholders, additional studies, and new initiatives are anticipated.

b. County Service Area 7A – Wastewater System

The wastewater collection and treatment system serving the community of Oak Shores on the north shore of Nacimiento Lake will require substantial staff effort to address existing and emerging issues. The location of the major trunk sewer line within the lake remains a significant issue. The treatment plant, at nearly 50 years old, will require upgrades to meet current and likely future discharge requirements. The pending addition of several hundred new lots to the community will require coordination and cooperation with developer interests to fund, design, and construct plant expansion and improvements as well as locate and construct new/additional treated water disposal capacity. And, the need to review and assess issues related to the overall collection system will remain.

II. Organizational Effectiveness

Both the utilities operations and management, and the water resources management and planning efforts, require frequent communication with elected officials, County administration, Department management, and multiple agencies and advisory bodies, at a policy level. Consequently, there is an increasing need to more effectively manage the information flow from the technical staff upward and outward to those needing that information in an accurate, timely, and focused process. There is an outstanding need to ensure effective communication from a management/policy level to the supervisors charged with carrying out their duties via division managers for all major departmental functions. However, the current practice of combining water resource planning functions with day to day operational items under the responsibility of a single Utility Division Manager results in communication issues, misunderstandings regarding priorities and responsibilities, and the potential for confusion regarding the goals of various work efforts.

Proposed Organizational Structure and Resources

It is recommended that the Utilities Division be split into two divisions:

1. A Utilities Division focused on the effective management of water, wastewater, and flood control to meet public needs and regulatory standards, and
2. A Water Resources Division focused on the implementation of regional and sub-regional cooperative technical studies, programs and projects.

Exhibit A shows the existing service functions of the Utilities Division; exhibits B and C show how these functions would be divided into the two divisions.

I. Revised Utility Division

The revised Utilities Division structure would strengthen and align the engineering support function for water, wastewater and flood control utilities by combining systems planning, operations support, and capital improvement projects under one supervisor in an "Operations Engineering."

When the Los Osos Wastewater Treatment Plant and Recycled Water System comes on line, a Wastewater Chief Plant Operator (CPO), Wastewater Distribution System Assistant Superintendent, Administrative Assistant, and Wastewater System Workers (3.0 positions) will be required. The CPO is already in the current year budget. The remaining operating positions would be incorporated into the 15/16 FY budget request to begin recruitment for operations to begin in 2016. At the time of Los Osos plant start-up, there will also be a need for additional Engineer I/II/III in the Utilities' Division Engineering Unit to work on troubleshooting and operational analysis. This position would be through reassignment of existing Engineer staffing from the Los Osos Construction team to the Utilities Division during the transition to operations.

II. Proposed Water Resource Division

The new Water Resources Division Structure would strengthen and align sub-regional, regional and technical programs under three respective supervisors. Additional benefits and specific service function tasks for each proposed unit are described in Exhibits E, F, and G.

Additional Staff for the Water Resources Division

To accommodate the reorganization, one new position is needed immediately, the Water Resources Division Manager (see Exhibit B). The Division Manager position would be a new position allocation and would require a new job specification.

The new Division would also be supported by an Engineer IV to supervise the technical support unit (see exhibit B). The Engineer IV position is a currently a vacant position under the 14/15 fiscal year budget. The Engineer IV position would be filled through recruitment for a person with a strong Hydrologic and/or Hydrogeology background whose focus would be on data collection, analysis and reporting, peer review and consultant oversight.

Other staff positions in the new Water Resources Division would transfer from the existing Utilities Division, as shown on Exhibits A and B.

Bifurcating these responsibilities will provide for a Utility Division which is focused on specific operational performance, capital outlay, and budget control actions. The broader role of a Water Resource Division would look at regional and sub-regional needs for long range water resource planning, management and development, all aimed towards stakeholder engagement and involvement on future needs assessment and policy formulation.

Other Agency Involvement/Impacts

As described in this report, the water resources management and water / wastewater / flood control responsibilities managed by the Department's Utilities Division intersect with, complement, and support nearly all of the Cities, Community Service Districts, mutual and private water districts, and State institutions, in and adjacent to the County. With the advent of the Sustainable Groundwater Management Act, these responsibilities will also engage the majority of residents throughout the County.

The Groundwater Sustainability Act is groundbreaking legislation that will substantially alter how groundwater in the State is managed. Among its many requirements, the Act provides for the formation of Groundwater Sustainability Agencies (essentially cooperative organizations of existing local agencies) to implement the requirements of the Act. The proposed new Division will be a critical asset in providing support for the formation of these Groundwater Sustainability Agencies, the Groundwater Sustainability Plans they must produce, and the implementation and monitoring of those plans.

The Department of Planning and Building will play a key role in the regulation of land use for the final implementation of Groundwater Sustainability Plans. Much of the data collection and groundwater assessments required by the Sustainable Groundwater Management Act will be provided by the proposed new Division and will be central to the coordination of groundwater management with land use planning.

The Human Resources Department will process a final job specification for a new Water Resources Division Manager position.

The recommendations in this report, refocusing the existing Utilities Division and creating a new Water Resources Division, do not in and of themselves include new water management or service activities, but rather are intended to respond more efficiently and effectively to existing needs as well as to new mandates imposed by the State. Consequently, the intent is that the impact to the agencies and communities described above should manifest themselves as positive improvements in the service levels provided by the County through the Department of Public Works.

Financial Considerations

The existing Utilities Division currently has 8.5 FTE (Full Time Equivalent) positions budgeted in various Flood Control District funds to provide for water resource planning activities. The new Division Manager for Water Resources would increase salary and benefit costs by \$187,900. In order to sustain this position over the long term from existing revenue streams, this proposal reduces the existing budget for consulting services by an equal amount as shown in Exhibit D. With the creation of a division focused on water resource planning and one additional FTE, it is anticipated that the need for consulting services over the long term will be reduced.

Over the past few years Integrated Regional Water Management grants have also supported work efforts and may continue to do so. One time limited grant funds have been received for specific capital projects. However, the organizational and staffing recommendations in this report are based on on-going Flood Control and Water Conservation District revenues, and are not dependent on one-time grants or project specific funding.

Overall, Flood Control District revenues provide \$1.8 million annually to address staffing and consultant studies. In recent years, these efforts have been supplemented by Flood Control District Reserves to address the short term analyses and work efforts in the Paso Robles groundwater basin. In the 14/15 FY, approximately \$850,000 has been budgeted for these one-time studies out of Flood Control Reserves. Much of this work is done through consultants as it is one time activities on studies or basin recommendations. In looking ahead to groundwater basin management required by the Sustainable Groundwater Management Act, District general fund reserves may be needed to support work efforts during initial assessment and development of sustainability plans. Establishment of appropriate new revenue sources to support on-going implementation of Groundwater Sustainability Plans will need be vested in the future individual Groundwater Sustainability Agencies. It should be noted that the County and/or Flood Control and Water Conservation District may be a member of one or more Groundwater Sustainability Agencies. Participation in these Groundwater Sustainability Agencies may require additional staff, however, decisions regarding staffing at this point are premature.

Exhibit D shows the current and future budget cost allocation for the additional position in a new Water Resource Division.

Intended Outcomes

- Adequately Managed Systems and Programs: The services provided by the current Utilities Division, without a commensurate staffing increase, has resulted in reduced planning efforts and proactive research into programs (this involves looking for/understanding impacts to divisional services that are coming [e.g. State-level regulations or legislation being considered] and preparing the resources for response) as existing resources are placed on urgent high priority matters. A more direct organizational structure within the work units under both the revised Utilities Division and the proposed Water Resources Division will allow management to focus work efforts on planning, organizing and directing those within the units to produce what is needed to manage, operate and monitor existing and new systems and water resources programs in a proactive versus a reactive manner.
- Appropriate County-Wide Responsiveness and Consistency: There are many State, regional, and locally-driven ongoing efforts that require the inclusion of water related information and analysis. Examples of these include the Integrated Regional Water Management Plan, General Plan, Urban Water Management Plans, and Community Plans. The new Water Resources Division would be able to more effectively participate in efforts to align methodologies and timing amongst all of the entities responsible for these efforts, such as the State, the Planning Department, and local water purveyors, to ensure a consistent and accurate message on the status of water resources in the County. Having a division established for this purpose will also provide an adequate structure for addressing new State, regional and sub-regional water issues as they occur as well as provide partnering with local agencies.
- Effective Channels of Communication: The addition of a Water Resources Division Manager will improve communication from a management/policy level to the supervisory staff charged with carrying out their duties. This will allow managers to focus on carrying forth the planning, organizing and directing of the activities, including budget management and optimization, and supervisory staff to carry out the duties of their units and adequately supervise staff and programs under their charge.

Exhibits

- A. Existing Utility Division Organizational Chart
- B. Proposed Water Resources Division Organizational Chart
- C. Revised Utilities Division Organizational Chart
- D. Budget Table
- E. New Sub-Regional Unit Description
- F. New Regional Unit Description
- G. New Technical Unit Description

EXHIBIT A

SAN LUIS OBISPO COUNTY DEPARTMENT OF PUBLIC WORKS UTILITIES DIVISION *as of February 2015*

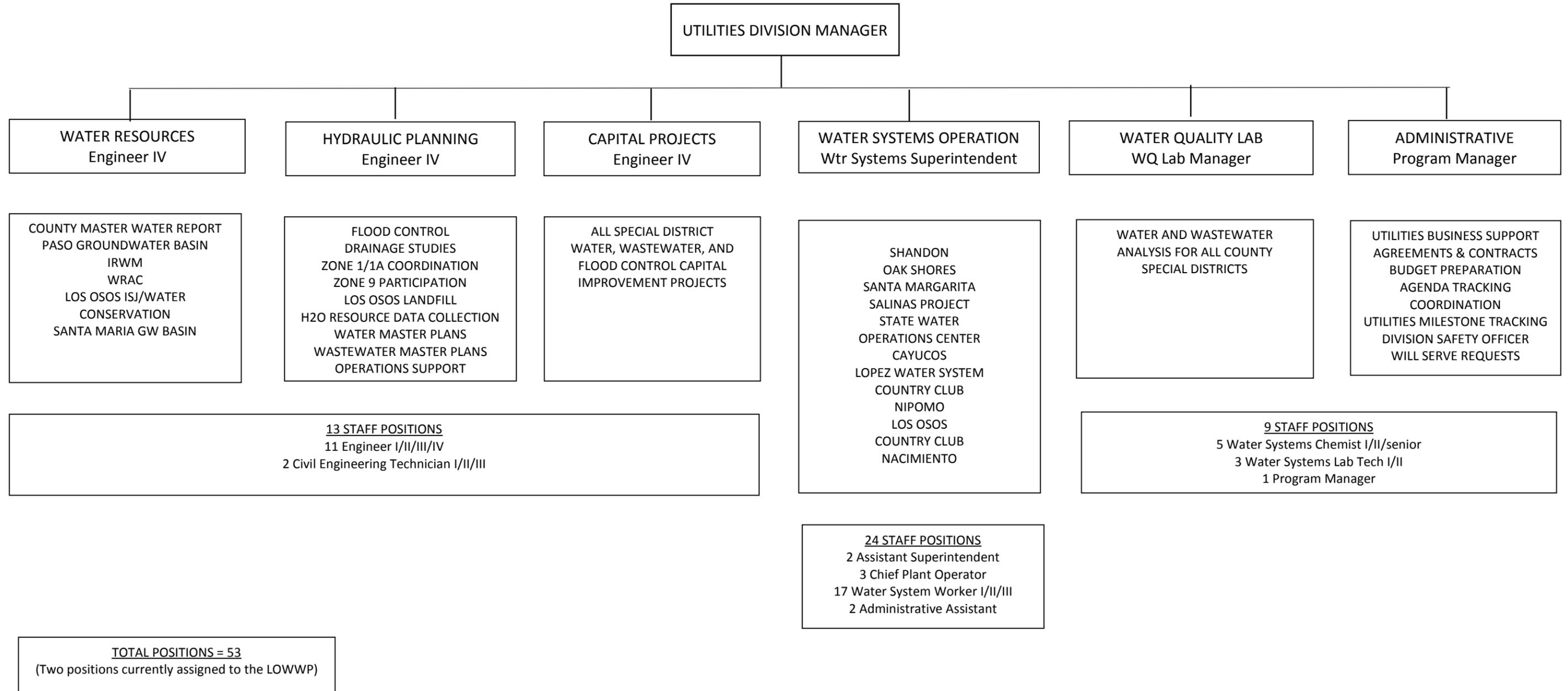


EXHIBIT B

SAN LUIS OBISPO COUNTY DEPARTMENT OF PUBLIC WORKS *proposed* WATER RESOURCES DIVISION

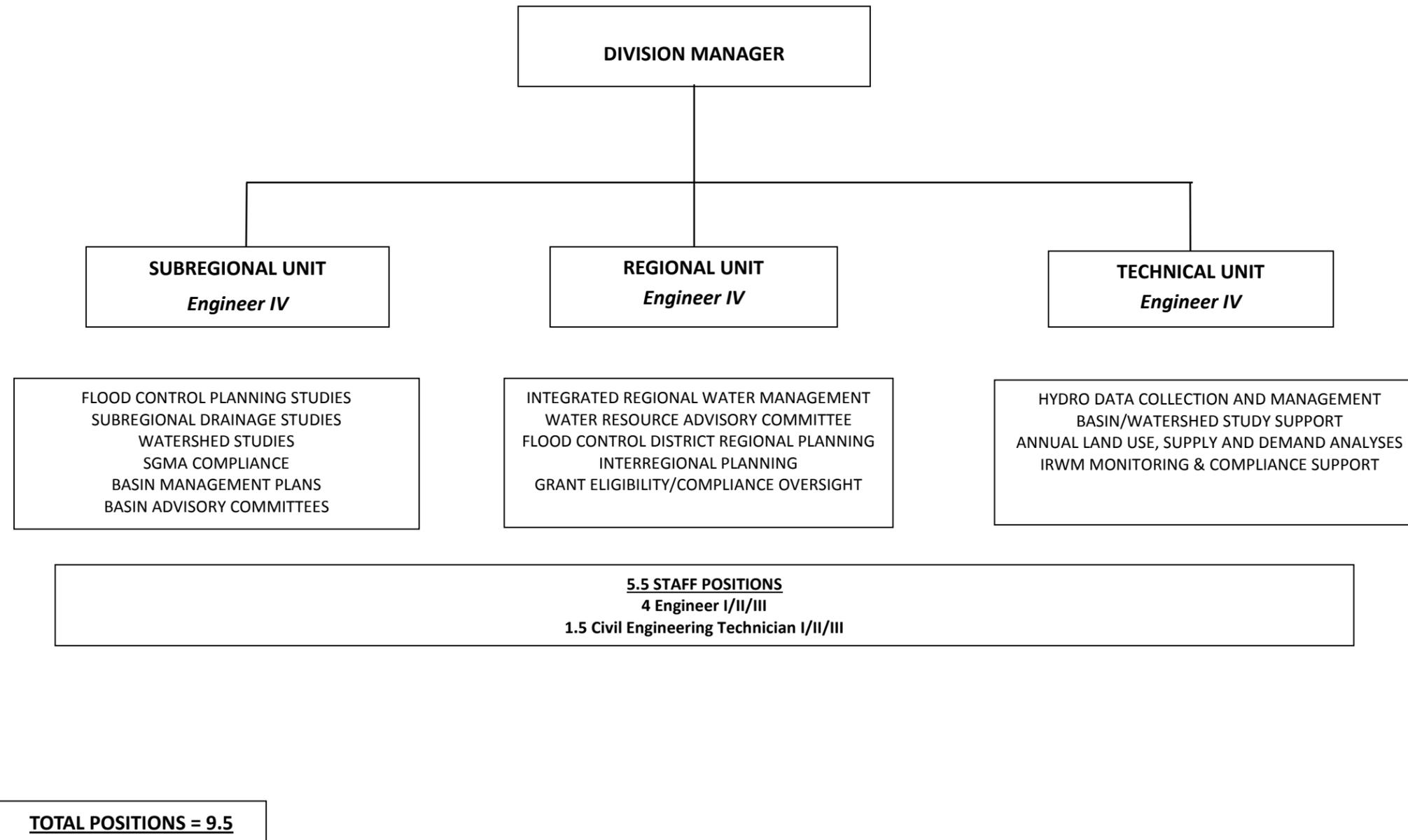
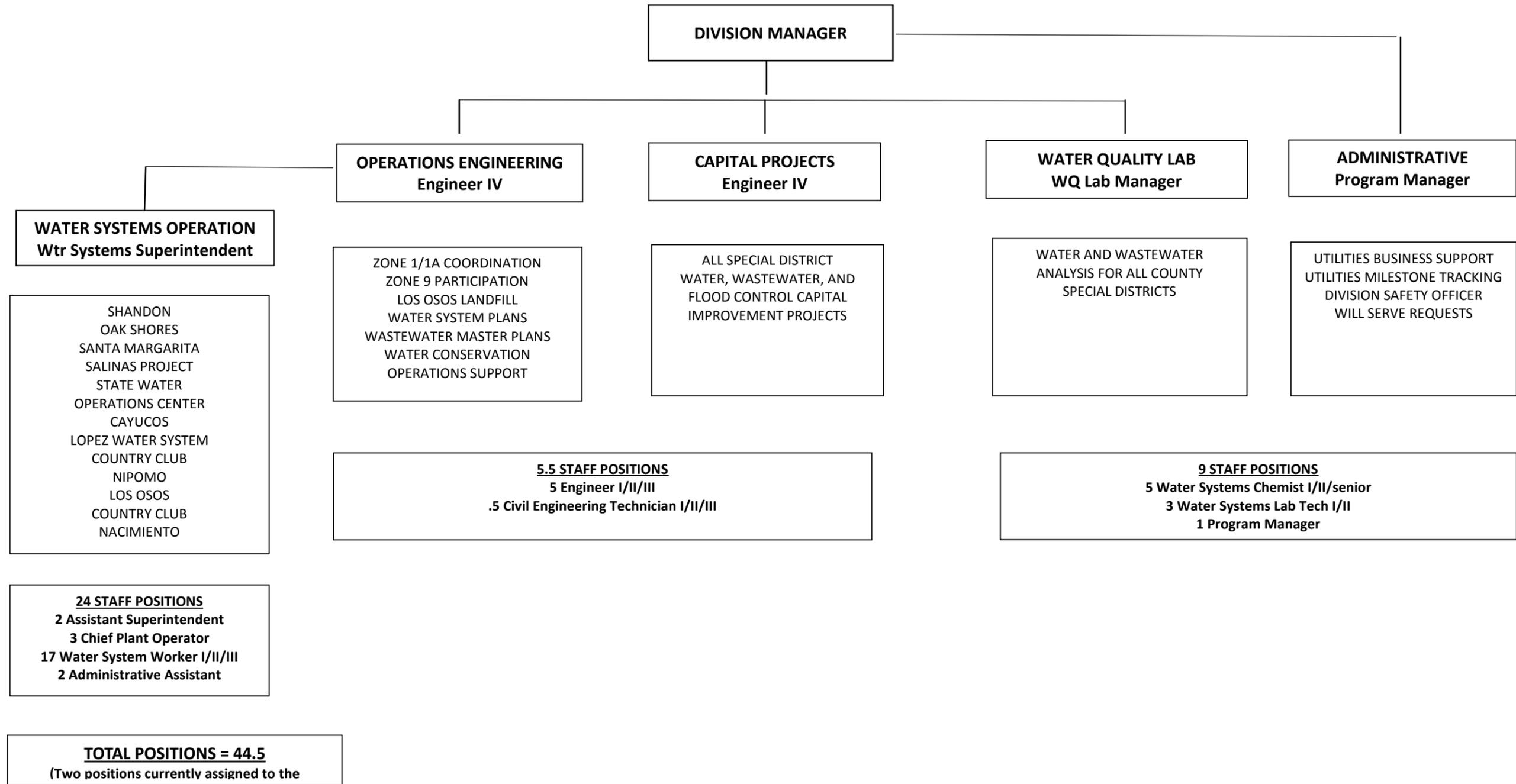


EXHIBIT C

**SAN LUIS OBISPO COUNTY DEPARTMENT OF PUBLIC WORKS
REORGANIZED UTILITIES DIVISION**



**Exhibit D
Budget Table**

Department of Public Works Existing & Proposed Water Resource Management Funding & Cost Allocations				
Cost:		Existing 8.5 Positions	Proposed 9.5 Positions	Variance
Labor		1,272,200	1,460,100	187,900
Consultant		490,000	302,100	(187,900)
Total Expenditures		\$1,762,200	\$1,762,200	\$0
Funding Sources:				
Flood Control General		1,060,000	1,060,000	0
Flood Control Zones		702,200	702,200	0
Total Funding		\$1,762,200	\$1,762,200	\$0

Exhibit E
Water Resource Division
Sub Regional Unit Description

General Benefits: Staff would be assigned to participate in activities at the watershed/groundwater basin level on an ongoing basis. In the past, staff were assigned discrete projects rotating around the County or on a regional basis, and then moved on. Now staff is engaged in an ongoing basis in more areas, for example Zone 1/1A, Los Osos and the Paso Robles Groundwater Basin. This new structure (staff to cover 3 sub-regions; the team would collectively contain competency in supply, quality, ecosystem, groundwater, and flood issues) would allow for continued engagement with stakeholders; implementation and maintenance of existing plans; and engagement in additional cooperative, integrated (i.e. supply, quality, ecosystem, flood) water resources management opportunities in each sub region of the county. Other general benefits:

- Improved coordination with the Planning, Admin and Public Health departments on land use and policy issues related to water resources management (e.g. implementation of actions approved by the Board of Supervisors that require technical information and coordination with advisory bodies that staff from this unit would participate on)
- Improved timeliness for public information (e.g. website updates, town halls, etc.)
- Completion/updating of deferred or outdated drainage studies

With the proposed State legislation on groundwater management, this unit and staffing will be key towards developing and supporting Groundwater Sustainability Agencies for each basin.

Exhibit F
Water Resource Division
Regional Unit Description

General Benefits: Establishing a Regional Unit under the new division would acknowledge the ongoing nature of the Integrated Regional Water Management (IRWM) Program for the San Luis Obispo County Region and the need for an adequate number of focused staff to be assigned to the program on an ongoing basis. This unit would also support the County-wide Water Resources Advisory Committee. The major IRWM program elements are described below.

IRWM Plan Implementation:

- Plan and Project Performance Monitoring
- Leading periodic updates to the IRWM Plan and reporting
- Leading periodic Regional Water Management Group meetings
- District led regional project development (e.g. regional drought response plan, use of unused allocations of State Water or Nacimiento water, exchanges associated with sub regional desalination or recycled water facilities, regional conservation programs)

IRWM Grants:

- Administration of existing grant contracts (agreement development, quarterly reports, compliance provisions, eligibility requirements, post-construction benefit monitoring plans, general coordination)
- Managing the development of grant applications (leading the local solicitation process for projects, convening public meetings, approval processing, project proponent coordination, consultant management)
- Monitoring for grant opportunities

IRWM-related Coordination:

- Collecting information from, and distributing information to entities, within the county
- Monitoring water related legislation and grant opportunities
- Coordination with neighboring IRWM regions and the State
- Supplying information on the SLO County Region to the State for the CA Water Plan/other purposes

Exhibit G
Water Resource Division
Technical Unit Description

General Benefits: Establishing a Technical Unit under the new division would allow for improved support of sub regional and regional efforts, and response to state-wide requirements, associated with understanding the conditions of the county's groundwater basins and watersheds by creating a supervisory position to direct the efforts of technical staff.

This unit would support the following efforts:

- California State Wide Groundwater Elevation Monitoring Program monitoring and reporting requirements
- Managing the data collected for monitoring the performance of the IRWM Plan
- Implementing the Data Enhancement Plan for the county (i.e. filling data gaps over time to improve the understanding of the county's watersheds and groundwater basins)
- Basic hydrologic equipment installation and maintenance, data collection and reporting (e.g. stream flow, rainfall)
- Volunteer data reporting program management
- Cooperative projects to install new data collection equipment
- Maintaining a database associated with estimating county wide supply and demand information for the purpose of updating the IRWM Plan and the Zone 3 Urban Water Management Plan, and for other emergent supply and demand projection needs in the General Plan
- Supporting the development of groundwater basin and watershed models
- Annually adding to the database for groundwater basin/watershed models to facilitate periodic updates (for example, instead of taking a year to collect and QA/QC 30 years of data needed as was the case for the Paso Basin Model Update, the data would be collected annually to be ready for periodic updates)
- Producing basin or watershed specific hydrologic data reports
- Coordination with other entities that collect data in the county (e.g. USGS)
- Maintenance and Updating of the county SLOWater.org website
- Consultant Selection and Oversight for program studies