



**EXECUTIVE COMMITTEE
MEETING AGENDA**

TIME: 11:30 a.m.

DATE: Monday, December 1, 2025

**LOCATION: March Field Conference Room
County of Riverside Administrative Center
4080 Lemon Street, Third Floor, Riverside, CA 92502**

🌀 COMMITTEE MEMBERS 🌀

Kevin Bash, City of Norco – Chair
Karen Spiegel, County of Riverside, District 2 – Vice Chair
Julio Martinez, City of Beaumont
Dale Welty, City of Canyon Lake
Crystal Ruiz, City of San Jacinto
Joseph Morabito, City of Wildomar
Chuck Washington, County of Riverside, District 3

WESTERN RIVERSIDE COUNTY REGIONAL CONSERVATION AUTHORITY

www.wrc-rca.org

EXECUTIVE COMMITTEE MEETING AGENDA

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**March Field Conference Room
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4080 Lemon Street, Third Floor, Riverside, CA**

In compliance with the Brown Act and Government Code Section 54957.5, agenda materials distributed 72 hours prior to the meeting, which are public records relating to open session agenda items, will be available for inspection by members of the public prior to the meeting on the RCA's website, www.wrc-rca.org.

In compliance with the Americans with Disabilities Act, Government Code Section 54954.2, Executive Order N-29-20, and the Federal Transit Administration Title VI, please contact the Clerk of the Board at (951) 787-7141 if special assistance is needed to participate in a Committee meeting, including accessibility and translation services. Assistance is provided free of charge. Notification of at least 48 hours prior to the meeting time will assist staff in assuring reasonable arrangements can be made to provide assistance at the meeting.

1. CALL TO ORDER

2. ROLL CALL

3. PLEDGE OF ALLEGIANCE

4. PUBLIC COMMENTS – *Each individual speaker is limited to speak three (3) continuous minutes or less. The Board may, either at the direction of the Chair or by majority vote of the Board, waive this three-minute time limitation. Depending on the number of items on the agenda and the number of speakers, the Chair may, at his/her discretion, reduce the time of each speaker to two (2) continuous minutes. In addition, the maximum time for public comment for any individual item or topic is thirty (30) minutes. Also, the Board may terminate public comments if such comments become repetitious. Speakers may not yield their time to others without the consent of the Chair. Any written documents to be distributed or presented to the Board shall be submitted to the Clerk of the Board. This policy applies to Public Comments and comments on Agenda Items.*

Under the Brown Act, the Board should not take action on or discuss matters raised during public comment portion of the agenda that are not listed on the agenda. The Board Members may refer such matters to staff for factual information or to be placed on the subsequent agenda for consideration.

5. ADDITIONS / REVISIONS – *The Board may add an item to the agenda after making a finding that there is a need to take immediate action on the item and that the item came to the attention of the Board subsequent to the posting of the agenda. An action adding an item to the agenda requires 2/3 vote of the Board. If there are less than 2/3 of the Board Members present, adding an item to the agenda requires a unanimous vote. Added items will be placed for discussion at the end of the agenda.*

6. **CONSENT CALENDAR** – *All matters on the Consent Calendar will be approved in a single motion unless a Board Member(s) requests separate action on specific item(s).*

6A. **APPROVAL OF MINUTES – OCTOBER 6, 2025**

Page 1

7. **FISCAL YEAR 2025/2026 ORGANIZATION RECOMMENDATIONS**

Page 7

Overview

This item is for the Executive Committee to recommend to the RCTC Executive Committee to:

- 1) Approve the addition of two (2) proposed positions along with a revised organizational chart for FY 2025/26.

8. **BOARD OF DIRECTORS / EXECUTIVE DIRECTOR REPORT**

Overview

This item provides the opportunity for the Board of Directors and the Executive Director to report on attended meetings/conferences and any other items related to Board activities.

9. **ADJOURNMENT**

The next Executive Committee is scheduled to be held on **Monday, January 5, 2025.**

AGENDA ITEM 6A

MINUTES

WESTERN RIVERSIDE COUNTY REGIONAL CONSERVATION AUTHORITY

EXECUTIVE COMMITTEE MINUTES

Monday, October 6, 2025

1. CALL TO ORDER

The meeting of the Executive Committee was called to order by Chair Kevin Bash at 11:31 a.m., in the March Field Conference Room at the County of Riverside Administrative Center, 4080 Lemon Street, Third Floor, Riverside, California, 92501.

2. ROLL CALL

Members/Alternates Present

Karen Spiegel*
Chuck Washington
Julio Martinez
Kevin Bash
Crystal Ruiz*
Joseph Morabito

Members Absent

*Arrived after the meeting was called to order.

3. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Aaron Hake, Executive Director.

4. PUBLIC COMMENTS

There were no requests to speak from the public.

5. ADDITIONS / REVISIONS

There were no additions or revisions to the agenda.

6. CONSENT CALENDAR – *All matters on the Consent Calendar will be approved in a single motion unless a Board Member(s) requests separate action on specific item(s).*

M/S/C (Martinez/Morabito) to approve the following Consent Calendar items.

6A. APPROVAL OF MINUTES – MAY 5, 2025

7. INTRODUCTION OF RESOLUTION NO. 2025-014 TO AMEND BYLAWS WITH REGARD TO BOARD SELECTION AND APPROVAL OF EXECUTIVE COMMITTEE MEMBERS

Lisa Mobley, Administrative Services Director/Clerk of the Board, presented the proposed amendment to the RCA Bylaws that clarifies the process for Board selection and approval of Executive Committee Members. While the current bylaws define the composition of the Executive Committee, they did not provide a clear procedure for how the Board nominates and selects its' two members.

The proposed update introduces a structured, transparent process for nominations, voting, and run-off procedures if needed. This process mirrors the one currently used in the RCTC Admin Code, ensuring consistency across agencies.

Board Member Morabito wanted to know what the difference was between what RCA is doing now and what the amendment will mean. Lisa Mobley stated that what RCA is doing now is just saying that the Board must appoint two members, but as happened at the last selection, there were more than two nominations and there was not a clearly defined process on how to move through the nominations. This amendment to the bylaws is to make the process clearer.

Board Member Washington clarified that the Board only made two appointments because there are some spots that are automatically filled. Lisa Mobley confirmed that it was correct. The Chair, Vice Chair, and immediate Past Chair are on the Executive Committee by default.

Board Member Martinez wanted to make sure the timing for informing Board Members of the change to the bylaws was still four weeks. Lisa Mobley confirmed that it was correct, and that any change to the bylaws would require a four-week notice period.

Board Member Washington asked if there was a requirement for the Board of Supervisors on the Executive Committee. Lisa Mobley stated that the bylaws state there must be at least two Board of Supervisor members.

Board Member Washington asked for further details on the composition of the Executive Committee.

Lisa Mobley shared that the Executive Committee was comprised of the Chair, Vice Chair, immediate Past Chair, two appointed by the Board, and two appointed by the Chair. That is a total of seven, of which at least two and no more than three must be from the Board of Supervisors. There is no change recommended to the composition of the Executive Committee, just the Board selection of their two appointees.

Chair Bash explained the process of selecting the Chair appointees which included speaking to staff and reviewing attendance records.

Board Member Washington thought that there should possibly be a process for the Chair's appointees to avoid any viewing of favoritism with future picks. It was suggested that the Chair

take the time to interview applicants that expressed interest in being on the Executive Committee, if that process would not be too restrictive.

Steve DeBaun, general counsel, stated that all the bylaws amendment did was establish a voting process when there are more than two people nominated by the Board. What has been suggested would be establishing a more substantive process.

Aaron Hake clarified the request being brought forward today is for the two Executive Committee Members that are selected by the Board. The issue being raised today is that when the Board is nominating their selections, what happens if there are more than two. This stems from the last time when there were three nominations, there was no process for voting.

M/S/C (Washington/Bash) to:

- 1) Approve the proposed amendments to the Western Riverside County Regional Conservation Authority (RCA) Bylaws, subject to the four-week noticing period required in Article XIII(B) of the RCA Bylaws; and**
- 2) Introduce Resolution No. 2025-014, *“Resolution of the Board of Directors of the Western Riverside County Regional Conservation Authority Amending Its Bylaws with Regard to Board Selection and Approval of Executive Committee Members”*.**

At this time, Vice Chair Spiegel arrived.

8. UPDATE: STRATEGIC IMPROVEMENT ASSESSMENT AND ACTION PLAN IMPLEMENTATION

Aaron Gabbe, Regional Conservation Director, provided a presentation on the Strategic Improvement Assessment and Action Plan (SIAAP) Implementation Update. On September 5, the RCA held a Board Workshop to receive the SIAAP.

The first items approved by the Board directed the Executive Director to initiate the amendment process with the Wildlife Agencies to add Crotch’s bumble bee as a covered species to the MSHCP and associated permits. To do so, RCA needed to negotiate an amendment to the existing SIAAP contract with ICF for consultant support to amend the MSHCP. A proposed contract amendment with ICF to assist staff with the Crotch’s bumble bee amendment is on today’s RCA Board of Directors Agenda. The RCA and Wildlife Agencies are holding a kickoff meeting in November to begin the MSHCP amendment process.

The next Board direction to staff was to refer the SIAAP to the Stakeholders Committee for review and input. RCA staff held a Stakeholder Committee on September 24, and presented an overview of the SIAAP findings, and recommendations provided by the Board. The Committee engaged in a discussion after the presentation providing some early feedback. Stakeholder Committee Members will continue to review the SIAAP, and provide comments to staff, which will be forwarded to the Board and include any recommendations made. Staff also requested that Committee Members consider and provide feedback on how they can contribute to the SIAAP implementation process, particularly to strengthen Permittee and public

engagement in MSHCP implementation which will be discussed at the next meeting in November.

The Board also directed staff to conduct a three-part economic and financial analysis to: 1) initiate an economic and community benefits analysis of the MSHCP; 2) initiate a study to explore new sources of revenue to fund MSHCP land acquisition; and 3) initiate a nexus study to evaluate the Local Development Mitigation Fee. This will require consultant support and RCA staff are preparing a Request for Proposals (RFP) for a consultant to conduct these analyses to be released in November. Staff will bring a proposed contract award to the Executive Committee and the Board in early 2026.

The Board directed staff to develop strategies and report back to the Board, in collaboration with Permittees and in consultation with stakeholders, that:

- a. Expand non-monetary compensation strategies in exchange for land dedication to the MSHCP reserve;
- b. Better align areas described by the MSHCP for conservation and land use zoning designations;
- c. Incorporate more Permittee-owned land into the MSHCP reserve;
- d. Explore large-scale Criteria Refinements that could be used to increase land acquisition flexibility; and
- e. Evaluate targeted changes to the MSHCP that can be strategically implemented during an amendment to the MSHCP to add Crotch's bumble bee.

The first four strategies require collaboration with the County and cities to implement. Ultimately, it is the County and cities that have the jurisdiction to implement these actions. Staff currently does not have the bandwidth to develop and flesh out these strategies concurrently with carrying out the required day-to-day functions of the RCA such as processing Joint Project Reviews, Participating Special Entities, land acquisition, land management, and responding to requests by Permittees, developers, and other stakeholders for assistance. Additional staff are needed to engage with Permittees and develop the solutions identified in the SIAAP and to support day-to-day operations.

The final recommendation from the Board to staff was to direct staff to conduct a financial and human resources analysis to determine budget and staffing needs to implement the Board's direction on SIAAP-related initiatives. Pursuant to the Board's direction, staff are conducting a human resources and finance analysis of RCA's current workload and what new staff positions are needed, along with what the financial impact will be on RCA. Additional staff is merited to simply operate the RCA, let alone add the work efforts directed by the Board stemming from the SIAAP and the Crotch's bumble bee amendment. RCTC has engaged a consultant, Gallagher's Human Resources & Compensation Consulting, to develop job descriptions for newly proposed positions. Any new positions will need approval from the RCTC Executive Committee, including a revised organizational chart and salary range table, per the RCTC Administrative Code.

Board Member Morabito wanted to know how close RCA was to bringing Crotch's bumble bee into the MSHCP. Aaron Gabbe shared that the amendment and scope of work that will be discussed at the next meeting predicts about two years for the process.

Aaron Hake added that this amendment would be seen as a project so it would need to include California Environmental Quality Act (CEQA) and National Environmental Policy Act (NEPA) approval. RCA staff are not waiting, even though the Board has not approved the contract amendment yet, there is a meeting already scheduled with the Wildlife Agencies to kick off this Major Amendment.

Vice Chair Spiegel asked what will happen for those two years of the amendment process and whether anyone will be able to move forward on projects. Aaron Gabbe stated that there is an interim permitting strategy that RCA will be rolling out to the Permittees. While it does not provide permit streamlining, it will provide a synchronized process for applicants in the cities to time the Crotch's bumble bee permitting process with the MSHCP and local permitting process. This also includes the added benefit of offering RCA land for uplift that might be required by the California Department of Fish and Wildlife (CDFW), thus preventing the projects from being held back.

Aaron Hake wanted to make it clear that there would still be a separate process, but it would be concurrent with the MSHCP process. Unfortunately, the process will not be through the RCA, but rather the CDFW.

Board Member Morabito asked how often this process would be necessary for a developer on a project and if it was affecting every project. Aaron Gabbe shared that it would depend on what was on the property, but as it turns out the Crotch's bumble bee habitat is most everywhere, so it is affecting a lot of projects.

Vice Chair Spiegel wondered how it could be listed as an endangered species if they are found everywhere. Aaron Gabbe explained that while they seem to be found everywhere, their range through California is restricted from complete habitat loss, and this happens to be one of the few places they are left.

Aaron Hake reminded the Board that there are actually four species of bumble bees that are being considered for listing, but only Crotch's bumble bee is found in Western Riverside County.

Board Member Morabito thought it was strange that it seems so difficult to add an additional species, and it is a shame that doing so adds this burden of cost. It should be easier to add to the Plan.

Aaron Gabbe stated that it will be easier to add to the Plan than when the Plan was first approved, but there are still so many procedures, staff time, and environmental review required.

Board Member Martinez wanted to know, going forward, out of the recommendations that ICF presented, which of them are staff still actively pursuing. Aaron Gabbe could not say specifically without the SIAAP report to refer to, but the recommendations presented and voted on by the Board represented the entire breadth of issues that were identified by the report. Some narrow recommendations in the report were covered by broader recommendations to the Board. There were also some recommendations that were not feasible or would not provide the benefit necessary for action.

Board Member Martinez agreed that some of the report recommendations sounded good, but a deeper drive showed they were not realistic. RCA staff seemed comfortable refining those for what the agency needs going forward despite the Board's frustrations. Aaron Gabbe confirmed that was correct and the challenging part is that the expressed frustrations are also felt at the staff level, but they are an unfortunate byproduct of the basis and structure of our Plan.

This item is for the Executive Committee to receive and file an update on the status of Strategic Improvement Assessment and Action Plan (SIAAP) implementation tasks.

9. BOARD OF DIRECTORS / EXECUTIVE DIRECTOR REPORTS

There were no comments or reports.

At this time, Board Member Ruiz arrived.

10. ADJOURNMENT

There being no further business for consideration by the Executive Committee, Chair Bash adjourned the meeting at 11:57 a.m. The next meeting of the Executive Committee is scheduled to be held on **Monday, November 3, 2025.**

Respectfully submitted,



Lisa Mobley
Administrative Services Director/
Clerk of the Board

AGENDA ITEM 7

WESTERN RIVERSIDE COUNTY REGIONAL CONSERVATION AUTHORITY	
DATE:	December 1, 2025
TO:	Executive Committee
FROM:	Aaron Gabbe, Regional Conservation Director
THROUGH:	Aaron Hake, Executive Director
SUBJECT:	Fiscal Year 2025/2026 Organization Recommendations

STAFF RECOMMENDATION

This item is for the Executive Committee to recommend to the RCTC Executive Committee to:

- 1) Approve the addition of two (2) proposed positions along with a revised organizational chart for FY 2025/26.

BACKGROUND INFORMATION

At the RCA Board Workshop on September 5, 2025, the Board directed staff to conduct tasks to address recommendations from the Strategic Improvement Assessment and Action Plan (SIAAP) and to amend the MSHCP to add Crotch's bumble bee as a covered species. The Board also directed staff to conduct a financial and human resources analysis to determine budget, and staffing needs to implement the Board's direction on (SIAAP) initiatives.

As presented to the Executive Committee on October 6, 2025, RCA staff are already operating at or above capacity. Routine operations consist of processing Joint Project Reviews (JPR)/Habitat Evaluation and Acquisition Negotiation Strategies (HANS) in the required 14-day timeframe, Participating Special Entity (PSE) applications, land acquisition, land management, responding to requests from Permittees and developers for assistance with their projects, and coordinating with state and federal wildlife agencies and regulators. Additional staff is merited to operate the RCA and the work efforts directed by the Board stemming from the SIAAP and the Crotch's bumble bee amendment. For reference, the current Regional Conservation Department at RCTC consists of a Director, Deputy Director, a Reserve Management/Monitoring Manager (vacant), two Senior Management Analysts-GIS, and two Senior Management Analysts-Reserve Management/Monitoring. Finance, land acquisition, external affairs, clerk, and executive functions are matrixed with the RCTC organizational structure.

RCTC has engaged Gallagher's Human Resources & Compensation Consulting (formerly Koff & Associates), which has previously conducted classification and compensation studies during RCTC's transition to be RCA's management agency. RCA collaborated with Gallagher to develop job descriptions for the following two proposed positions: MSHCP Compliance Manager and Sr. Management Analyst - Reserve Management and Monitoring. New positions will need

approval of the RCTC Executive Committee, including a revised organizational chart and salary range table. Per the RCTC administrative code, the RCTC Executive Committee has authority to approve the organizational chart and classification designations.

When positions are classified, the focus is on assigned job duties and the job-related requirements for successful performance, not on individual employee capabilities or volume of work performed. Positions are thus evaluated and classified on the basis of such factors as the nature and level of work performed; the complexity of the work; the authority delegated to make decisions and take action; the responsibility for the work of others and for budgeted expenditures; communication with others (inside and outside of the organization); the impact of the position on the organization; and the knowledge, skills, and abilities required to perform the work.

Regional Conservation FY2025/2026 Organization Recommendations

The organizational changes recommended in this staff report will enable the RCA to meet the increasing demands on staff time attributable to the following causes:

1. Increasing development and infrastructure project complexity, requiring in-depth JPR/HANS and PSE application review.
2. A growing (in size) reserve system.
3. Increasing demand for development-responsible mitigation on RCA lands, in part because the mitigation banking market has not kept pace, including demand to support mitigation for Crotch's bumble bee on RCA reserve land. Supporting mitigation includes identifying suitable locations for habitat restoration and enhancement, evaluating habitat restoration and enhancement proposals, and reviewing Determination of Biologically Equivalent or Superior Preservation reports (DBESP) and Habitat Management and Monitoring Plans (HMMP).
4. Administering the Local Development Mitigation Fee (LDMF), with administrative responsibilities shifting from the Finance Department to the RCA.
5. Amending the MSHCP to add Crotch's bumble bee.
6. Implementing SIAAP direction from the Board, including:
 - a. Conducting a three-part economic and financial analysis comprised of 1) an economic and community benefits analysis of the MSHCP; 2) a study to explore new sources of revenue to fund MSHCP land acquisition; and 3) a nexus study to evaluate the LDMF;
 - b. Developing and implementing strategies, in collaboration with the Permittees to:
 - i. Expand non-monetary compensation strategies in exchange for land dedication to the MSHCP reserve;
 - ii. Better align areas described by the MSHCP for conservation and land use zoning designations;
 - iii. Incorporate more Permittee-owned land into the MSHCP reserve;
 - iv. Explore large-scale Criteria Refinements that could be used to increase land acquisition flexibility; and
 - v. Evaluate targeted changes to the MSHCP that can be strategically

implemented during an amendment to the MSHCP to add Crotch's bumble bee.

Staff operate under firm timelines wherein JPRs must be processed within 14 days of submission. Staff are required to meet this timeline regardless of the number of existing JPRs that are being processed, or other workload demands. This work is highly specialized and requires a thorough understanding of MSHCP permitting requirements and other regulations (e.g., Clean Water Act, California Fish and Game Code 1600) and the biology of covered species. This work is therefore processed by a dedicated team of experts, including critical support from a consultant. Additional staff would enable staff to better manage workload when processing final JPR submittals.

An internal review confirmed that the current staff are operating at or above full capacity with demand continuing to increase as the reserve system grows. To support the Board's direction on SIAAP initiatives and ensure staffing levels match workload demands, staff recommend the addition of two new positions to the FY 2025/26 organizational chart and salary range table.

- **MSHCP Compliance Manager** – This new position is recommended to manage the processing of all MSHCP compliance evaluations and support MSHCP Compliance analysts and consultants with increasingly complex project applications. This position would ensure continued timely processing of MSHCP application packages and the creation and implementation of process improvements to more cohesively manage the large flow of compliance documents submitted to the RCA. The MSHCP Compliance Manager will also process JPR/HANS, PSE, Criteria Refinements, and other compliance projects. The Deputy Director currently manages and oversees MSHCP Compliance activities. Creating this new position to shift MSHCP Compliance management activities to a new manager will enable the Deputy Director to dedicate more time to implementing Board-directed SIAAP initiatives, expanding MSHCP implementation support to Permittees, and assisting the Director with the MSHCP amendment to add Crotch's bumble bee. The MSHCP Compliance Manager will also lead administration of the LDMF Program. This new position is necessary for the RCA to absorb this new responsibility.

Other responsibilities include:

- Senior-level review of compliance documents and the annual report.
- Managing and mentoring two Sr. Management Analysts.
- Coordinating land acquisitions with the Reserve Management/Monitoring Manager and the Right-of-Way Team.
- Coordinating and meeting with U.S. Fish and Wildlife Service, California Department of Fish and Wildlife, other regulating agency staff, and planning department staff from the County and cities in western Riverside County.
- Leading Permittee training and assisting with Permittee outreach efforts.
- Managing consultants supporting the MSHCP Compliance Team.
- Assisting with administration of LDMF program, including responding to fee questions from the Permittees, and updating the Fee Manual.

- Assisting with developing and implementing policies and procedures.
- **Senior Management Analyst – Reserve Management/Monitoring** – This new position is recommended to expand the effectiveness of the Reserve Management Team, currently a team of one comprised of a Reserve Management/Monitoring Manager, to cover the continuously expanding MSHCP reserve system. Furthermore, there is a growing demand for development-responsible mitigation on RCA reserves, including demand to support mitigation for Crotch’s bumble bee. The RCA currently supports developer/applicant-responsible mitigation on an ad hoc basis. A holistic approach to planning and implementing mitigation (e.g., habitat restoration, enhancement, and long-term monitoring and management) is necessary to continue to provide this service to the development community while maintaining an ecologically healthy, functioning reserve. The Sr. Management Analyst will play a critical role in assisting the Reserve Management/Monitoring Manager in developing holistic plans that will be used to support developer/applicant-responsible mitigation on MSHCP reserves, identifying suitable locations for restoration and enhancement projects, and tracking mitigation projects over time. The Sr. Management Analyst will also be responsible for tracking increasingly common and intense wildfires and their impacts on the reserve system and recommending responsive restoration actions.

Other responsibilities include:

- Supporting the Reserve Management and Monitoring Manager with activities to implement the MSHCP’s Biological and Adaptive Management Program.
- Habitat assessments and evaluations on existing reserves and potential future acquisitions.
- Identifying, implementing, and monitoring habitat management actions in collaboration with Riverside County Regional Park and Open-Space District staff.
- Drafting sections of reserve unit management plans and assisting with development of annual management and monitoring plans.
- Reviewing DBESPs and HMMPs.
- Assisting with the processing of right of entry requests.
- Assisting with the identification and tracking of RCA lands available for permittee responsible mitigation projects.
- Planning and attending public outreach activities and events.
- Assisting with grant applications.

To align staff within the two primary functions under consideration in this staff report (MSHCP Compliance and Reserve Management and Monitoring), the two Senior Management Analysts - Reserve Management and Monitoring currently under the supervision of the Reserve Management and Monitoring Manager will shift to the supervision of the proposed MSHCP Compliance Manager. These two positions have been implementing the MSHCP Compliance Program, so it is a natural shift to align them with the new MSHCP Compliance Manager. The name of this position will also change from “Senior Management Analyst - Reserve Management and Monitoring” to “Senior Management Analysts - MSHCP Compliance” to better

reflect their responsibilities and the identity of the MSHCP Compliance Team. The Reserve Management and Monitoring Manager would supervise the new Senior Management Analyst-Reserve Management and Monitoring (see the attached proposed organizational chart).

Staff request that the Executive Committee recommend to the RCTC Executive Committee to approve these two proposed positions along with a revised organizational chart. Per the administrative code, the RCTC Executive Committee has authority to approve the organizational chart and classification designations.

FISCAL IMPACT

The recommended changes to the organization and salary range schedule will result in an approximate \$210,000 increase in total salary for the current fiscal year (approximately five months) or an annual amount of \$550,000. Upon RCA Executive Committee approval of these recommendations, the changes will be recommended to the RCTC Executive Committee for approval and incorporated into the RCTC FY 2025/26 Budget, salary range table, and organization chart. All changes will be effective immediately following the approval of the RCTC Executive Committee. The Board will consider funding these positions when it considers its mid-year budget adjustment early in 2026.

Attachment: FY 2025/26 Organization Chart

