**Project:**  Shared Staffing

**Lead:** ACT Partnership

**Summary:** The ACT Partnership Agreement is meant to facilitate the shared resources and staffing amongst the ACT RCDs. This appendix will be updated at the beginning of the fiscal year to represent the RCDs’ current staffing and rates.

**Dates:** July 1st 2024 - June 30th 2025

All staff are considered employees of the original RCD of employment and will not be considered employees of the contracting RCD. Each RCD is solely responsible for meeting any and all employee rules and laws for their employees.

Requests for contracting with staff will be made directly to the respective RCD Executive Director in writing via email.

The request should include:

* Project Name
* Staffing Requested
* Starting Date
* Expected Duration
* Estimated Budget
* Applicable Indirect Rate

**Services Provided by Each RCD - Hourly Rate when funding is provided under personnel funds:**

**AMADOR:**

Amador RCD FY 2024-2025 Staffing Rates

| Title | Base Rate | Fringe | Billable Rate |
| --- | --- | --- | --- |
| Executive Director | $ 49.54 | $ 19.45 | $ 68.99 |
| Resource Specialist | $ 30.96 | $ 11.32 | $ 42.28 |
| Finance Manager | $ 41.82 | $ 14.45 | $ 56.27 |
| Project Manager 1 | $ 36.12 | $ 9.85 | $ 45.97 |
| Project Manager 2 | $ 39.73 | $ 15.66 | $ 55.39 |
| Education/Outreach | $ 30.96 | $10.83 | $ 41.79 |
| Conservation Tech | $ 30.44 | $ 11.14 | $ 41.58 |

Fringe includes - payroll taxes, retirement, paid time off, and cell phone stipend

Amador RCD 3-Year Projection (2027 - 2028)

| Title | Base Rate | Fringe | Billable Rate |
| --- | --- | --- | --- |
| Executive Director | $ 67.74 | $ 26.81 | $ 94.55 |
| Resource Specialist | $ 40.63 | $ 15.09 | $ 55.72 |
| Finance Manager | $ 49.39 | $ 18.85 | $ 68.24 |
| Project Manager 1 | $ 40.63 | $ 15.09 | $ 55.72 |
| Project Manager 2 | $ 47.04 | $ 18.83 | $ 65.87 |
| Education/Outreach | $ 36.28 | $ 14.02 | $ 50.30 |
| Conservation Tech | $ 35.26 | $ 14.28 | $ 49.54 |

Fringe includes - payroll taxes, retirement, health stipend, paid time off, and cell phone stipend

**CALAVERAS:**

Calaveras RCD FY 2024-2025 Staffing Rates

| Position | Base Rate | Fringe | Billable Rate |
| --- | --- | --- | --- |
| Executive Director | $ 55.00 | $ 20.56 | $75.56 |
| Operations Manager | $ 44.80 | $ 12.63 | $ 57.43 |
| Archeologist | $45.00 | $ 16.85 | $61.85 |
| Project Coordinator | $45.00 | $ 16.85 | $61.85 |
| Project Manager | $45.00 | $ 16.85 | $61.85 |
| Resource Con Tech | $ 30.00 | $ 10.90 | $40.90 |

Fringe includes - payroll taxes, retirement, health stipend, paid time off, and cell phone stipend

Calaveras RCD FY 3-Year Projection Staffing Rates for FY 2027-2028

| Position | Base Rate | Fringe | Billable Rate |
| --- | --- | --- | --- |
| Executive Director | $ 63.65 | $ 24.17 | $87.82 |
| Operations Manager | $ 51.86 | $ 15.55 | $67.42 |
| Archeologist | $55.00 | $ 20.56 | $75.56 |
| Project Coordinator | $52.00 | $ 19.82 | $71.82 |
| Project Manager | $45.00 | $ 16.82 | $61.82 |
| Resource Con Tech | $ 35.00 | $ 13.30 | $48.30 |

Fringe includes - payroll taxes, retirement, health stipend, paid time off, and cell phone stipend

**TUOLUMNE:**

Tuolumne RCD FY 2024-2025 Staffing Rates

| Position | Base Rate | Fringe | Billable Rate 24\_25 | Billable Rate 25\_26 | Billable Rate 26\_27 | Billable Rate 27\_28 | Billable Rate 28\_29 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Project/Program  Management | $52.00 | $20.44 | $72.44 | 74.00 | 75.61 | 78.97 | 80.72 |
| Forester | $38.55 | $16.65 | $55.20 | 55.02 | 56.17 | 58.58 | 59.83 |
| Technical  Assistance | $35.50 | $16.02 | $51.52 | 52.59 | 53.68 | 55.98 | 57.17 |
| Program  Assistant | $30.96 | $16.02 | $46.98 | 47.91 | 48.87 | 50.87 | 51.91 |

Fringe includes - payroll taxes, retirement, paid time off, health care stipend and cell phone stipend. Pay increase reflect a 3% pay increase applied to base rate.

**Services Provided by Each RCD - Hourly Rate when funding is provided under contractual funds:**

| **Service** | **ARCD** | **CCRCD** | **TCRCD** |
| --- | --- | --- | --- |
| Project Management (RPF) |  |  | $150.00 |
| Registered Professional Forester (RPF) |  |  | $120.00 |
| Project Administration/ Management (non-certified) |  | 90 | $90.00 |
| Archeologist |  |  |  |
| PCA |  |  | $100.00 |
| GIS/Mapping |  |  |  |
| Meeting Facilitation |  |  | $95.00 |
| Carbon Farm Planning |  |  | $90.00 |
| Outreach |  |  |  |
| Program Assistant |  |  | $70.00 |

**Staffing Details**

**Amanda Watson, ARCD Executive Director:**

Area of Specialty: Project and program development, organization and staff management, regional and local coordination

Tasks: grant writing, meeting facilitation

**Anna Mariscal, ARCD Natural Resource Specialist**

Area of Specialty: Healthy Soils and Climate Smart practices on range and agricultural lands

Tasks: technical assistance to landowners, grant writing, workshop development and facilitation

**Tamryn Zahradka, ARCD Natural Resource Tech**

Area of Specialty: Forestry on private land ownership and NRCS Affiliate

Tasks: technical assistance to landowners, forestry conservation planning

**Gordon Long, Forestry Project Manager**

Area of Specialty: Forestry on private land ownership and NRCS Affiliate

Tasks: technical assistance to landowners, forestry conservation planning, grant writing and project development

**Todd Bertwell, Forestry Project Manager**

Area of Specialty: Forestry on private land ownership

Tasks: technical assistance to landowners

**Trina Walley, CCRCD Executive Director:**

Area of Specialty: Program development, Agriculture Conservation Programs (NRCS, CDFA, NACD), collaborative projects

Tasks: grant writing, conservation planning, irrigation evaluations, carbon farm planning, workshop development, TA

**Lindsay Mattos, TCRCD District Manager:**

Area of Specialty: Project development, grant writing, regional collaboration, Integrated Regional Water Management

Tasks: grant administration, grant writing, program management, meeting facilitation

**Tricia Peller, TCRCD Program Manager:**

Area of Specialty: Grant administration, grant writing, financial management, nursery and landscaping

Tasks: grant administration, grant writing, program and project management, coordination, grant reporting and invoicing (experience in CalFIRE, DWR, SWRCB, NRCS)

**Frank Lewicki, TCRCD Forester:**

Area of Specialty: Registered Professional Forester, Pest Control Advisor, project management

Tasks: forestry, pesticide/herbicide recommendations, project management

**Matthew Lunn, TCRCD \_\_\_\_\_\_:**

Area of Specialty: Conservation planner

Tasks: Carbon plans