

Current Status-Budget

Administration staff is busy working on completing contracts, accruals and other year-end accounting functions. We are on track to spend 99 percent of our budget, keeping 1 percent as a reserve to cover any unexpected invoices from our control agencies. We are preparing the 2014-15 budget and will be ready to start making expenditures as soon as the budget is chaptered. Staff is also in the process of identifying external needs to complete the items in our 2014-15 Action Plan.

Current Status-Human Resources

Sierra Nevada Conservancy (SNC) welcomed three new staff members: Danna Stroud, Sarah Campe, and Elissa Brown. Danna has been hired as a permanent full-time staff to serve as the Mt. Whitney Area Representative for Alpine, Mono, and Inyo Counties along with leading the Recreation and Tourism initiative. Danna has worked for us as a consultant and will be based out of our Bishop office. Her hire fills a position that was vacated by Julie Bear a few years ago. Sarah has been hired as a permanent intermittent part-time staff to serve as the Mt. Whitney Area Representative for Madera, Fresno, Tulare, and Kern Counties. Sarah was born and raised in Three Rivers and has most recently worked for the nonprofit Tulare Basin Wildlife Partners. Elissa has been hired as a permanent intermittent part-time staff to serve as SNC's Fund Development Coordinator. Elissa has worked for us as a consultant and has extensive experience writing, leveraging and obtaining grants.

Staffing Background

Since SNC's inception 10 years ago we have used a variety of resources to establish, maintain, and increase the efficiency and effectiveness of the organization. When SNC was created in 2004 the Department of Finance allocated 24 permanent positions. It took some time to identify what kind of expertise the SNC needed to implement its mission and fill these positions. Over the years we have had a gradual increase of permanent staff and filled the final 24th position in April 2012.

During SNC's startup we used personal services contracts, interagency agreements and quite a few retired annuitants to accomplish our work. We were required to drastically change the way we were getting work done in September 2012 when we received direction from the California Department of Human Resources (CalHR) to layoff all non-mission-critical retired annuitants. CalHR recommended we look at other alternatives for completing work such as hiring limited-term or permanent intermittent employees.

At this same time, the Department of Finance gave us the option to increase our temporary help salaries by moving money from our operating expenditures (O&E) budget. This shift in funding gave us the flexibility to hire limited-term and permanent intermittent staff instead of contracting out for services through our O&E budget.

Starting in the 2008-09 fiscal year SNC began using interagency agreements with two Resource Conservation Districts to meet various staffing needs where a certain

expertise was needed. Those agreements come to an end as of June 30, 2014, and SNC will largely meet those needs internally.

Finally, in October 2013 Assembly Bill 906 (Stats. 2013, Chpt. 744) was passed which increased the scrutiny on personal services contracts. All Departments are now required to notice the unions when they enter into a personal services contract. This has reinforced the need to bring critical expertise that supports our mission in house. Over the last two years our staff hires have brought the following expertise in house: Facilitation, Ecosystem Services, Exams, Benefits, Position Control, Grant Writing, Fund Development, Social Media, Website Hosting, Tourism and Recreation.

The chart below shows how SNC's staffing has evolved over the last 10 years:

Type of Staff	FY 05/06	FY 06/07	FY 07/08	FY 08/09	FY 09/10	FY 10/11	FY 11/12	FY 12/13	FY 13/14	FY 14/15
Permanent Full-time	2	6	8	21	23	23	23	24	24	24
Permanent Intermittent & Limited Term				2	4	4	4	7	9	9
Retired Annuitant		2	6	9	9	8	9	4	2	0
Resource Conservation District Contract				1	1	3	5	5	3	0
Total Staff*	2	8	14	33	37	38	41	40	38	33

****Although the total number of staff has decreased the number of hours worked by staff remains comparable.***

**2013-14 SNC EXPENDITURES AND ENCUMBRANCES
 Through March 31, 2014**

State Operations				
<i>Personal Services</i>	<i>Budgeted</i>	<i>Expended</i>	<i>Balance</i>	<i>% Spent</i>
SALARIES AND WAGES	2,054,591	1,268,797	785,794	62%
STAFF BENEFITS	806,637	479,107	327,530	59%
Personal Services, Totals	\$2,861,228	\$1,747,904	\$1,113,324	61%

<i>Operating Expenses & Equipment</i>	<i>Budgeted</i>	<i>Expended</i>	<i>Balance</i>	<i>% Spent</i>
GENERAL EXPENSE	271,312	176,294	95,018	65%
TRAVEL - IS	59,737	34,099	25,638	57%
TRAVEL - OS	-	0	0	0%
TRAINING	25,000	16,031	8,969	64%
FACILITIES	287,668	283,333	4,335	98%
UTILITIES	16,800	10,466	6,334	62%
CONTRACTS- INTERAGENCY AGREEMENT	653,969	413,156	240,813	63%
CONTRACTS- EXTERNAL	331,251	187,361	143,890	57%
INFORMATION TECHNOLOGY	61,691	21,865	39,826	35%
EQUIPMENT	-	-	-	0%
OTHER ITEMS OF EXPENSE	25,196	18,075	7,121	72%
PRO RATA (control agency costs)	192,148	144,111	48,037	75%
Operating Expenses & Equipment, Totals	\$1,924,772	\$1,304,790	\$619,982	68%

Local Assistance				
<i>Appropriation</i>	<i>Budgeted</i>	<i>Expended</i>	<i>Balance</i>	<i>% Spent</i>
2007 Orig Appropriation; Re-ap.11/12 (13/14 Yr 3 of 3)	17,000,000	16,828,508	171,492	99%
2008 Orig Appropriation; Re-ap.11/12 (13/14 Yr 3 of 3)	17,000,000	15,696,553	1,303,447	92%
2009 Orig Appropriation; Re-ap.12/13 (13/14 Yr 2 of 3)	15,448,000	13,218,135	2,229,865	86%

	<i>Budgeted</i>	<i>Expended</i>	<i>Balance</i>	<i>% Spent</i>
State Operations	4,786,000	3,052,694	1,733,306	64%
Local Assistance	49,448,000	45,743,196	3,704,804	93%
SNC EXPENDITURES, TOTALS	\$54,234,000	\$48,795,890	\$5,438,110	90%