



Meeting: **Reservoir Committee & Authority Board**
Agenda Item 2.1

March 21, 2025

Subject: **Consulting Service for Construction Office Lead**

Requested Action:

Reservoir Committee and Authority Board consider approval of a consulting agreement/contract with Hughes Consulting, LLC to provide Construction Office Lead services for the period of May 1, 2025 through June 30, 2026.

Detailed Description/Background:

An important 4th goal area of the Strategic Plan is to develop an effective organization to deliver the constructed project and be able to transition to an agency capable of reliable and efficient operations. The Board has reviewed on several occasions the list of core competencies that Staff are using to guide organization development. This development process is ongoing, will continue through the course of the project, and will evolve through time. However, the core competencies are expected to remain the same in perpetuity. Key staffing hires that act as owner representatives (similar to agency staff in your organizations) are fundamental to achieving the core competencies. This proposed contract is one of these owner-representative hires geared to advance the organization's capabilities in the area of overseeing construction.

The 2025 budget included funding for two staff positions to support the engineering and construction department. The priority was identified to hire additional construction preparation support called "Construction Office Lead" in light of the ongoing procurement for the Reservoir and Roads CMAR and the need to develop the Authority's approach to overseeing construction (e.g. determining the Authority's role and procuring the consulting services needed for quality assurance, materials testing, and specialty inspection). This position will report to the Engineering and Construction Manager.

A Request for Proposals (RFP) was released for Construction Office Lead services in early January. The RFP was posted on the Authority's website. The Authority received four proposals, and all were highly qualified. The selection process was led by the Engineering and Construction Manager with support from two existing HDR consultants who will serve alongside the Construction Office Lead. Hughes Consulting, LLC was determined to be best qualified for the role and a contract meeting the needs of the Authority has been negotiated (see the proposed contract, Attachment A). The firm's Principal, Kyle Hughes, will serve in the role and brings considerable experience managing major water infrastructure

construction projects and supporting owners including Reclamation, where he was acknowledged as Regional Engineer of the Year for one of their dam projects, and most recently has been employed as program manager at PG&E out of the Chico office. Additionally, Mr. Hughes brings a passion for the Project, the local area, and public service.

The contract is consistent with the other Authority Agent contracts, has a start date of May 1, 2025, includes a scope of work specific to the role, and is assumed to be full-time equivalent. The compensation has been reviewed and determined to be in line with similar public agency construction leaders with similar experience.

Future Organizational Needs

The selection and on boarding of a Construction Office Lead is another step in developing the Authority staff. Expect to see more hires like this in the coming months in preparation for the transition to Phase 3/4. The revised future organization chart is attached for reference and reflects additional detail regarding the expected owner representative positions (shown in green) needed for the Phase 3/4 which are to be the focus of the near-term hires.

Prior Action:

None.

Fiscal Impact/Funding Source:

Sufficient funds for this position are included in the 2025 budget and the remaining Phase 2 Amendment 3 workplan funds.

Staff Contact:

JP Robinette

Primary Service Provider:

None.

Attachments:

Revised March 2025 Phase 3/4/5 Organization Chart

Organizational Chart

January 2025



SITES PROJECT AUTHORITY
RESERVOIR COMMITTEE

General & Special Counsels
 General Counsel – Alan Doud (Young Wooldridge)
 CEQA Permitting – Marc Bruner (Perkins Coie)
 Water Rights – Andy Hitchings (Somach)
 Bond & Disclosure – Doug Brown (Stradling)
 Real Estate – Brad Kuhn (Nossaman)
 Agency Agreements – Elizabeth Cousins (Nossaman)
 Construction – Mary Beth Coburn (BBK)
 Env Mitigation – Clark Morrison (Cox Castle)

MJ Brown (RGS)
Board Clerk

Marcia Kivett (BC)
Project Coordinator

Jerry Brown
Executive Director

Alicia Forsythe
Environmental Planning & Permitting

Laurie Warner Herson (Phenix)
Environmental Planning Lead

John Spranza (HDR)
Environmental Permitting Lead

Angela Bezzone (MBK)
Reservoir Operations Lead

Stephanie Parsons (CreativEnvir)
Environmental Compliance Lead

Monique Briard (ICF)
Environmental Planning & Permitting Project Manager

Chad Whittington (CH)
Operations & Modeling PM

Mark Van Camp (MBK)
Operations & Water Rights

Dawn Edwards (HDR)
Mitigation Support

Kevin Spesert
External Affairs

Conner McDonald (CMD West)
Real Estate Lead

Sara Katz (Katz)
Comm/Outreach Project Manager

Keith Dunn (Dunn)
State Advocacy

Roger Gwinn (Ferguson)
Federal Advocacy

Jeff Mathews (CMD West)
Acquisition

Wendy Ambriz
Office Manager

Shayleen O'Connell
Finance Manager

Joe Trapasso (JT)
Procurement Officer

Marcus Maltby (BC)
Project Controls Project Manager

Dave Hubbard (BC)
Scheduling

Lori Jones (BC)
Contracts & Procurements

Ben Orsak (BC)
Cost Mgmt/Reporting

TBD (BC)
Finance & Acct Reporting

Kaitlyn Allen (BC)
CWC & Reclamation Funding Reporting

Charlene Vaughn (Pinion)
Accounting

Brian Thomas
Owner's Advisor Financing

Jeff Kivett (BC)
Deputy E&C Mgr / Owner's Rep

Henry Luu (HDR)
Engineering Lead

Ashley Stanley (HDR)
Golden Gate Dam PM / Owner's Rep

Richard Newens (HDR)
Lower CBD System PM

Cheyenne Harris (BC)
Project Agreements Lead

Derek Gardels (HDR)
Federal Loan Lead

JP Robinette
Engineering & Construction

Pete Rude (CH2M)
Conveyance Design

Michael Smith (AECOM)
Dams/Roads Design

Jeriann Alexander (Fugro)
Geotech Design

Doug Montague (MDA)
Municipal Advisors

Amparo Flores (BC)
Lower CBD Agreements

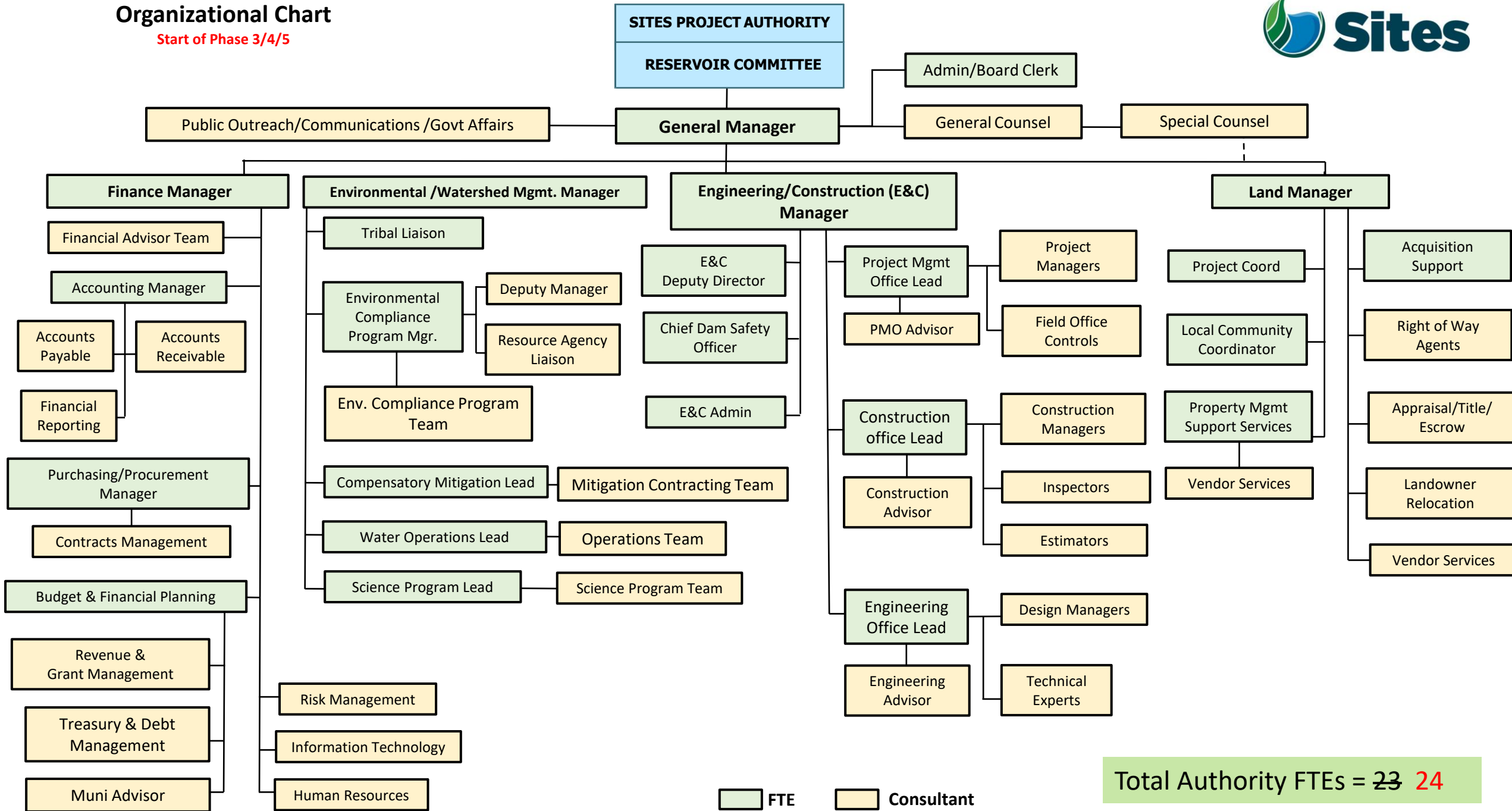
Pat Tangora (BC)
Project Agreements Advisor

FTE

Consultant

Organizational Chart

Start of Phase 3/4/5



FTE
 Consultant

Total Authority FTEs = ~~23~~ 24

The 2020 Strategic Plan established ‘effective organization’ as an overarching goal

- Fundamental objectives in building a conceptual Phase 3/4/5 organization:
 - Create a lean, efficient organization, built on a culture of excellence
 - Identify “owner employees” for key positions to sufficiently oversee construction
 - Establish areas of operating/financial core competency and configure staffing to nurture and develop these areas
 - Create a culture and structure that builds institutional knowledge
 - Bring experienced and developing talent to the region with the project as opposed to cannibalizing existing talent

Core competencies are unique abilities possessed by the organization that provide strategic advantage

Core Operating Competencies

1. Dam safety and dam monitoring
2. In Depth Knowledge of California and Delta water operations
3. Understanding water measurement, monitoring, and reporting
4. Understanding permit requirements, compliance and regulatory reporting
5. Understanding SCADA, controls, and cybersecurity
6. Collaborating with Facility Partner/State/Federal Operations
7. Managing large rotating and hydraulic equipment (mechanical)
8. Maintaining site security
9. Preparing for and responding to emergency
10. Managing land holdings
11. Understanding electrical power budgeting, purchasing, and marketing
12. Administering agreements and contracts
13. Committed to respectful, supportive local community and tribal relations

Business Competencies

1. Financial management and controls