



Meeting:

**Reservoir Committee & Authority Board
Agenda Item 2.2**

December 19, 2025

Subject:

Deputy Engineering and Construction Manager

Requested Action:

Reservoir Committee and Authority Board consider approval of a consulting agreement/contract with Acqua Consulting to provide Deputy Engineering and Construction Manager services in the amount not to exceed \$33,600/month for the period of January 19, 2026, through December 31, 2026.

Detailed Description/Background:

An important fourth goal area of the Strategic Plan is to develop an effective organization to deliver the constructed project and transition to an agency capable of reliable and efficient operations. On several occasions, the Board has reviewed the list of core competencies that Staff use to guide organizational development. This development process is ongoing, will continue throughout the project, and will evolve over 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 engineering and construction management.

A Request for Proposals (RFP) was released in May for Engineering Office Lead / Conveyance Projects Manager services. The RFP was posted on [PlanetBids.com](https://www.planetbids.com), and was posted to the Authority's website. The Authority received two proposals and both were highly qualified. The selection process was led by the Engineering & Construction Manager with support from other Staff. Both proposers were interviewed. Rob Natoli was determined to be best qualified and brings exceptional experience in engineering and construction management with a depth of experience managing complex infrastructure projects. In the negotiation of a contract, Staff proposed, and Mr. Natoli accepted performing additional duties and serving in an expanded role to include Deputy Engineering & Construction (E&C) Manager responsibilities in addition to the EOL/CPM duties. Please see the attached position description with highlights covering the added duties.

A contract meeting the needs of the Authority has been negotiated with a monthly fee of \$33,600. The contract scope includes the expanded responsibilities and is assumed to be a full-time position. The compensation has

been reviewed and determined to be in line with similar public agency engineering management positions with comparable experience and responsibilities. Mr. Natoli has expressed a strong interest in serving in this capacity for the duration of the project; however, the contract is proposed for 2026 only to coincide with the current planned completion of Phase 2.

Other Upcoming Near Term Organizational Needs

This hire represents a strategic investment in leadership continuity and organizational capacity. By filling both roles with an individual of Mr. Natoli's qualifications, the Authority strengthens succession planning while ensuring strong oversight of the procurement for the CMAR conveyance contractor. A similar strategic hire like this in the area of environmental planning and permitting is expected in the coming months in preparation for the transition to Phase 3/4/5.

Prior Action:

None.

Fiscal Impact/Funding Source:

Sufficient funds for this position are included in the 2026 budget and the remaining Phase 2 Amendment 3 workplan funds.

Staff Contact:

JP Robinette

Primary Service Provider:

None.

Attachments:

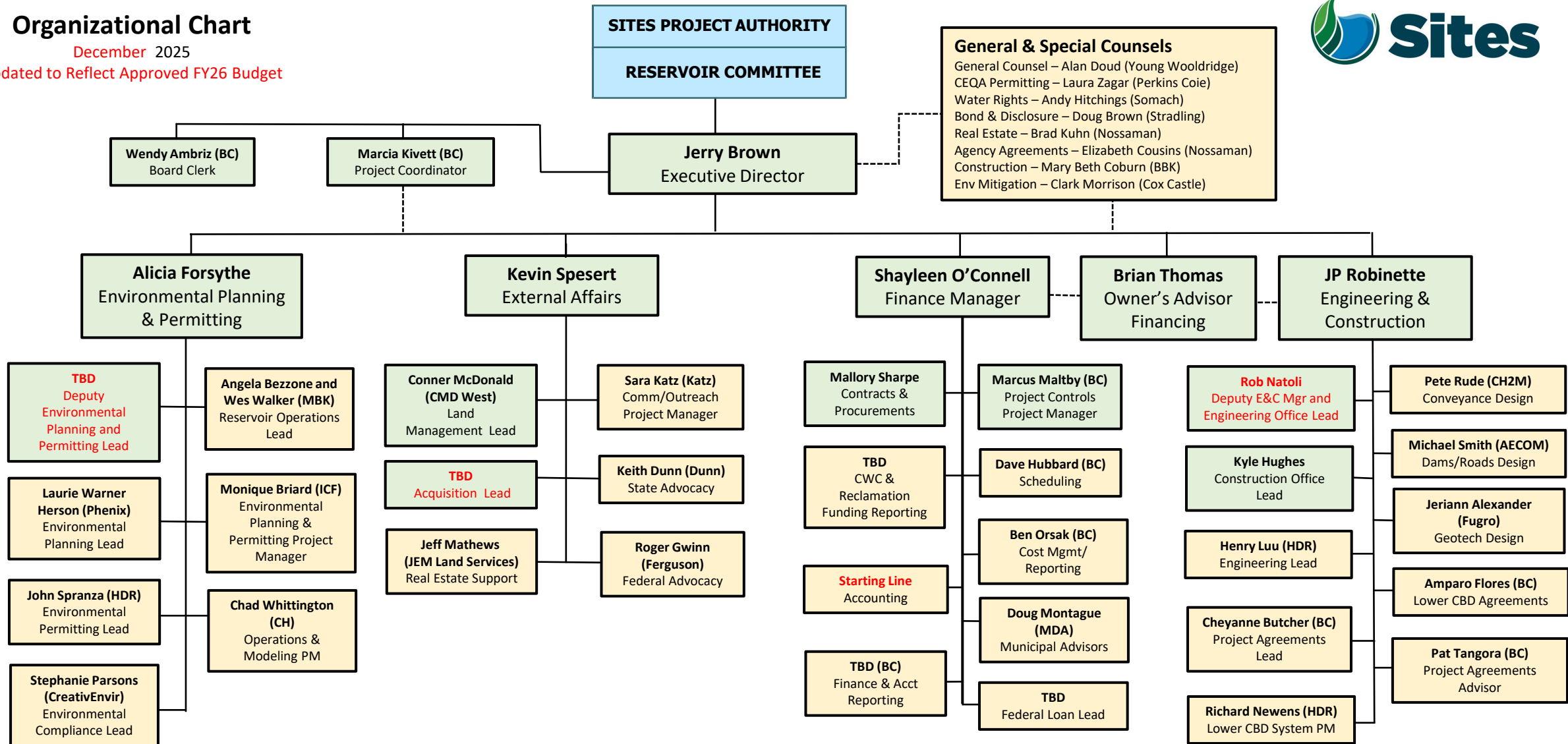
Attachment A: Revised December 2025 Phase 3/4/5 Organization Chart

Attachment B: Deputy Engineering and Construction Manager Roles and Responsibilities

Organizational Chart

December 2025

Updated to Reflect Approved FY26 Budget



FTE Consultant

Exhibit A

Deputy Engineering and Construction Manager

SCOPE OF SERVICES

SITES RESERVOIR PROJECT

Reports To:

Engineering and Construction Manager

Functions Reporting to Position:

Conveyance Engineering, Maxwell-Sites Pumping and Generating Construction Manager At-Risk, various Project Managers

Committee/Working Group Staff Lead :

NA

Roles & Responsibilities:

The Deputy Engineering and Construction Manager reports to the Engineering and Construction Manager and is a key member of the Engineering and Construction Management team. The DEPUTY ENGINEERING AND CONSTRUCTION MANAGER lead will be an owners representative leading a team of consultants that provide support services in the engineering and construction management area. The DEPUTY ENGINEERING AND CONSTRUCTION MANAGER is responsible for overseeing and managing on behalf of the owner all aspects of the project's engineering functions, driving successful execution and completion within the established parameters and consistent with the Authority's values.

As part of the Engineering and Construction Management team, the DEPUTY ENGINEERING AND CONSTRUCTION MANAGER plays a crucial role in decision-making and trade-offs from the perspective of the total project. The position works with other owner representatives to confirm the project is implemented consistent with the values of the Sites Project Authority and continually focuses those working on the construction management of the project on what accomplishes the Authority's Strategic Plan. The DEPUTY ENGINEERING AND CONSTRUCTION MANAGER must assess and prioritize multiple interests to align the engineering team around creating a project that delivers expected benefits, within the planned schedule and budget, and in a manner that promotes pride in the project. While working under the Engineering and Construction Manager, the DEPUTY ENGINEERING AND CONSTRUCTION MANAGER may be authorized to communicate on behalf of the team and can have certain authorities delegated to them as needed for efficient project execution.

Roles and responsibilities:

The DEPUTY ENGINEERING AND CONSTRUCTION MANAGER has three major functions:

- **Deputy Engineering and Construction Manager (A Role)**
- Engineering Office Lead (B Role)
- Conveyance Projects Manager (B Role)

It is expected that Office Leads develop systems and delegate responsibilities and authorities to allow for a roughly 30-70 split between A role and B roles respectively.

A Role - Deputy Engineering and Construction Manager: The DEPUTY ENGINEERING AND CONSTRUCTION MANAGER (The Deputy E&C) serves as a critical leadership position that provides strategic oversight and operational support across all engineering and construction activities for the Sites Reservoir Project. This role acts as the right hand and back-up to senior management, providing seamless coordination between design teams, construction contractors, planning and permitting, and project controls. The Deputy E&C is responsible for maintaining project standards, facilitating communication across multiple work streams, and stepping in to make key decisions when needed. With the complexity and scale of the Sites Project, this position requires technical expertise in water infrastructure, strong leadership capabilities, and the ability to manage multiple high-stakes initiatives simultaneously. The Deputy E&C also plays a vital role in mentoring and development of junior staff, facilitating knowledge transfer and building organizational capacity for the long-term success of the project.

B Roles - Departmental Management and Delivery Excellence

Engineering Office Lead: Responsible for the overall management and development of the Engineering Office. This involves:

- **Resource Management:** Oversee staffing, allocation, and professional development of team members and developing resource “pools.”
- **Standards and Processes:** Develop, implement, and maintain best practices and standard operating procedures.
- **Tools and Systems:** Identify, implement, and optimize tools and systems to enhance departmental efficiency.
- **Cross-functional Collaboration:** Work closely with other office leads for seamless integration across the project.

Conveyance Projects Manager: Lead and oversee the planning and execution of assigned Projects with a focus on innovation, sustainability, and public value. This involves:

- **Leading Project Managers:** lead the strategic identification, selection, and empowerment of project managers to oversee conveyance initiatives. This role focuses on recognizing emerging leaders with the technical aptitude and management potential to lead conveyance delivery, providing them with the authority, resources, and mentorship necessary to take ownership of critical conveyance projects. By actively delegating project leadership responsibilities and creating clear decision-making frameworks, this position builds a capable team of empowered project managers who can independently drive

conveyance projects forward while maintaining alignment with program objectives and providing knowledge transfer across the organization.

- **Strategic Management:** Develop and implement strategies to optimize project outcomes, considering public agency requirements and stakeholder expectations and leveraging the experience of the Project team and other multi-billion dollar public infrastructure projects.
- **Performance Oversight:** Confirm adherence to quality standards, safety protocols, and regulatory compliance while managing schedules and budgets.
- **Stakeholder Engagement:** Foster effective communication and collaboration with government entities, community interests, and industry partners.
- **Risk Mitigation:** Identify, assess, and manage project risks to provide successful delivery and protect public interests.

Specific responsibilities of the DEPUTY ENGINEERING AND CONSTRUCTION MANAGER in Phase 2

- Lead the collaboration between the Authority's CMAR Contractors, Environmental Compliance consultants and Mitigation CMAR, and the Design Engineering consultants for the conveyance projects (primarily the Maxwell-Sites Pumping and Generating (MSPG) CMAR project)
- Lead the conveyance design and construction projects and oversee the full project hydraulics
- Assist in the procurement of construction contractors, beginning with the MSPG CMAR
- Establish engineering standards, business processes, tools, and systems
- Oversee implementation of an Engineering Quality Management plan
- Develop and implement approaches for mitigating Authority engineering risk and completing comprehensive design reviews
- Oversee the integration of various engineering disciplines for cohesive design development
- Assist in the procurement of construction oversight consultants and contractors as needed
- Oversee compliance with relevant codes, standards, and regulations in all engineering activities
- Oversee Development a strategy for CADD, BIM, and engineering document management in conjunction with Construction Office Lead and Reservoir and Roads Projects Manager
- Establish design manager and technical expert resource pools
- **Serve as Acting Engineering and Construction Manager in the absence of senior leadership, maintaining continuity of decision-making and project momentum**
- Coordinate cross-functional alignment between engineering, construction, environmental compliance, and project controls to provide integrated project delivery
- For all of the above, leverage the experience of the consultant team, project Participants, and other major infrastructure projects.