

**Joint Board Meeting  
January 11, 2021**

**Operations Action:** Authorize ROOT Director to Hire Staff in Advance of SLA Execution

**Purpose:** To grant the ORCA Director authorization to hire additional, budgeted staff to the ROOT prior to execution of the Regional Service Provider agreement between the ROOT and the ORCA Agencies.

**Background:** The ORCA Director and ROOT management staff have identified four positions to be hired in Q1 and early Q2 2021. This is in alignment with the 2021 ORCA Operating Budget and ROOT Implementation Organization, as approved by the Joint Board. The proposed updates to the ROOT organization chart are included on page two of this action.

On June 8, 2020, the Joint Board approved the ROOT Implementation Staffing Plan which included the following acknowledgement: *Prior to hiring ROOT staff in 2021, the Joint Board must approve the ROOT-Agency Service Level Agreement (SLA). The Joint Board may, by exception and at their discretion, allow hiring for approved positions to commence in 2021 prior to SLA approval.*

This hiring exception is being requested for the following positions:

1. Marketing Project Manager
2. IT Operations Engineer
3. Senior Treasury Analyst
4. Deputy Director – Financial Management

**Recommendation:** The Site Managers support this authorization to hire ROOT Employees.

# Regional ORCA Operations Team (ROOT) Staff

