

BWSR MAPE Meet & Confer Committee Meeting Notes (Teams Mtg)
March 24, 2025, 1-2 PM

Topic: BWSR Funding & Staffing

1. What impact is BWSR anticipating regarding the uncertainties of federal funding availability?

Exec team has been evaluating the unknowns. The MAPE folks are hearing along the risk management spectrum. Do we have a plan for staffing changes? How do those go into the MAPE contracting?

BWSR recognizes that uncertainty exists and will be present until federal funding becomes more clear. Federal agreements are reimbursement. BWSR is not going into the hole on our funding, without certainty that there will be a commitment to getting our funding back.

2. Is BWSR considering planning layoffs because of this? If so, what positions and how many? What is the agency doing to mitigate layoffs of these positions?

No, layoffs are not expected. We have been through a sudden influx of funding from the last session. While we assess the future, we are preparing for a different level of support.

Other options will be pursued before we would pursue layoff options. We are working to assess our staffing needs. We have a couple of coordinator positions that have been vacated recently. This creates gaps. We have identified near term strategies for filling those gaps. Over the next several months, we will be looking for ways that we can meet the responsibilities of those positions. Into the future, there is a fair chance that the scope of the Clean Water and Water Programs may be staffed differently longer term. However, this is not unique to these specific positions. Our work shifts and our people adapt to the specific funding appropriations. Our core work of Planning, Training, Implementing agreements and easements will go forward.

3. What positions are federally funded? How many FTE's are federally funded within each classification?

No discussion on this question.

4. Does BWSR have state-level or other funding to fill in the gaps in order to avoid layoffs? Are the seniority rosters current? If not, please provide up-to-date rosters. Please note there's an upcoming May 31 deadline per MAPE contract [Article 15, Section 2](#) (pdf page 40).

No layoffs are expected. Patty responded that she and Carla are working to update seniority rosters, Will be prepared for the upcoming deadline.

5. Please provide a list of vacant FTEs in MAPE represented positions.

Matt asked a question regarding if FTEs for BWSR are projected to decrease based on the Governors budget. Response: a significant part of BWSR's budget comes from Clean Water Fund. The CWF is a zero based budget, so we don't plan for those expenses as ongoing FTE's. They are approved on a biennial process. Those FTE's will not show up in the Governors budget. This means that the BWSR budget may show less staffing support. It doesn't mean we will have less staff. The Governor's FTE is reflective of general fund.

6. What is the potential impact BWSR may be anticipating regarding the uncertainties of continued state funding for implementation of BWSR programs (i.e. living landscapes, etc.)?

Response: This is an important question. The uncertainties of the future will continue in the near term. The agency has been growing for 10 plus years. We've experienced change and sometimes even growing pains. We are looking more intently at budgets, programs, roles, etc. Leadership is carefully assessing the impacts of a slowdown, but there is not an imminent crisis or reason for panic. It will be important for us to be aware of what could be coming so that we are prepared.

7. What is the potential impact on filling vacant (soon to be vacant) positions due to the new state funding and economic forecast, and likely reduced General Fund/Clean Water Fund?

Response: The legislature writes the laws and gives us programs. We have earned confidence from lawmakers regarding our ability to deliver on programs. The Clean Water Council and legislature have spent the previous months planning for programming into the next biennium. There is a great deal of staffing support in those plans. We don't anticipate that our program support will be lowered in a way that would require layoffs or a significant shift in staffing.

Meeting adjourned.