



BAY AREA
AIR QUALITY
MANAGEMENT
DISTRICT

Update on Advisory Council Restructure

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Executive Officer/Air Pollution Control Officer

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SB 1415 H&SC AMENDMENTS

- SB 1415 amends the Health and Safety Code as of July 1, 2015
- Abolishes the current membership of the council, and reconstitutes the membership of the council to include 7 appointed members
- Requires the members to be skilled and experienced in the fields of air pollution, climate change, or the health impacts of air pollution and to include a diversity of perspectives, expertise, and backgrounds.
- Advisory Council members continue to serve a term of 2 years.



ADVISORY COUNCIL RESTRUCTURE

- Seven Advisory Council Members
 - Capable of Broad Perspectives
 - Understand the District's Role
 - Oversee Convened Meetings of Subject Matter Experts
- Subject Matter Experts (approximately 25)
 - Drawn from academia and industry
 - Pre-screened for interest and availability
- Staff Lead
 - Arrange Meetings
 - Support Advisory Council Members



Questions & Discussion Advisory Council Restructure



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AGENDA: 5

Strategic Staffing Plan Update

Personnel Committee Meeting
January 26, 2015

Jack P. Broadbent
Executive Officer/APCO



Background

- Air District has remained mindful of resources as we weathered the economic recession
- Promoting from within, when possible, and providing enhanced training programs with an eye on succession planning
- Maintained a stable vacancy rate over time
- The Air District has several key priority programs that will require staffing
- Board has given direction to maintain sufficient service levels to meet legal mandates and has provided direction on program hiring priorities
- The Human Resources Office has hired staff to support increased recruitment and training activities.



Staffing Considerations

- Reviewed the District's staffing from the ground up
- Input from the senior management team
- Prioritized positions to be filled based on a set of staffing principles



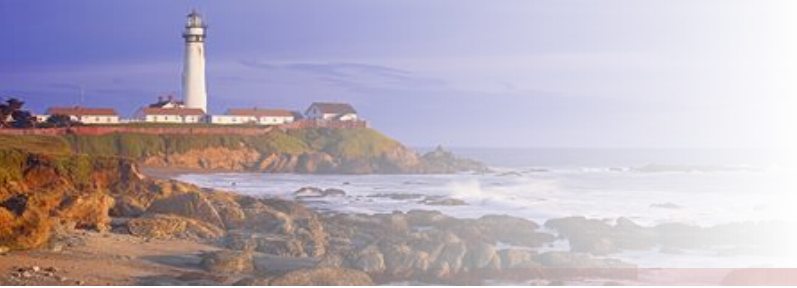
Succession Planning Efforts

- Examining senior level management opportunities
- Supporting and developing our training programs to prepare for successions
- Hiring from within when possible
- Provide critical development experiences to staff



Strategic Staffing Principles

- Ensure mandated programs are supported
- Hire to advance policy direction from the Board
- Implement 10-Point Climate Action Work Plan
- Hire for positions that will enhance operational efficiencies in the future, considering the move
- Continually evaluate priorities



Current Staffing Levels

Current Staffing Levels:

| | |
|----------------------|-----|
| Current Authorized | 365 |
| Budgeted in FYE 2015 | 331 |
| Current Filled | 309 |
| Total Vacancies | 56 |

Of those Vacancies:

| | |
|--------------|----|
| Management | 6 |
| Confidential | 2 |
| Represented | 48 |



Filling Vacancies

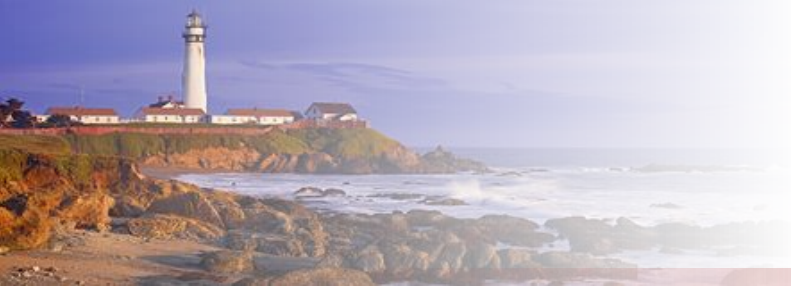
The Air District will seek to fill these vacancies in the following priority areas:

- Climate Program Staff (Planners and Inspectors)
- Enforcement Staff (Inspectors)
- Rule Development Staff (Rule Writers)
- Technical Staff (Monitoring)
- Human Resources (Recruitment & Training)



Staffing Goals & Budget Considerations

- Evaluated needs to meet our goals and decided to budget and fill 9 additional vacancies, bringing the funded FTE count from 331 to 340
- Fiscal resources contained the FYE 2015 budget allow for filling more vacancies and the FYE 2016 budget will be brought to the Board for adoption in the first half of 2015.



Next Steps

- Continue filling positions in the priority areas through an aggressive recruitment program
- Continue to staff our mandated programs
- Promote from within when possible, with an eye on succession planning
- Create operational efficiencies, with an eye on the move

17.5

27.6

41.3