



BAY AREA
AIR QUALITY
MANAGEMENT
DISTRICT

AGENDA: 4

Strategic Staffing Plan Update

Personnel Committee Meeting
February 18, 2015

Jack P. Broadbent
Executive Officer/APCO



Staffing Principles

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



Filling Vacancies

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

- Enforcement Staff (Additional Inspectors)
- Dedicated Climate Program Staff (7)
- Rule Development Staff (Additional Rule Writers)
- Technical Staff (Additional Monitoring)



Dedicated Climate Action Program

Climate Action Program Objectives:

- Implement 10-point Climate Action Work Program
- Develop Regional Climate Protection Strategy (RCPS) element of the Clean Air Plan
- Implement RCPS
- Coordinate with other agencies
- Engage with the public

Climate Action Program Staffing:

- Manager + 7 staff: Planners, Engineers, Specialists, Analysts
- Positions will be filled through a combination of transferring existing staff and converting existing vacancies for recruitment
- Climate Program staff will also coordinate work with many staff in multiple Divisions/Sections, e.g. Planning, Enforcement, Permitting, Rule Development, Community Engagement, Air Monitoring



Current Staffing vs. Goals

Current Authorized	365	365	Same
Budgeted	331	340	Add 9
Filled	309	340	Fill 31



Staffing Goals & Budget Considerations

- Fill nine additional vacancies, bringing the funded FTE count from 331 to 340
- Remove positions, reclassify others no longer used in the FYE 2016 Budget (i.e. mechanic, librarian, etc.)
- Fiscal resources contained in 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.