



BAY AREA
AIR QUALITY
MANAGEMENT
DISTRICT

AGENDA: 4

Strategic Staffing Plan Update - Management Restructuring Plan

Personnel Committee Meeting
May 18, 2015

Jack P. Broadbent
Executive Officer/APCO



Strategic Staffing Background

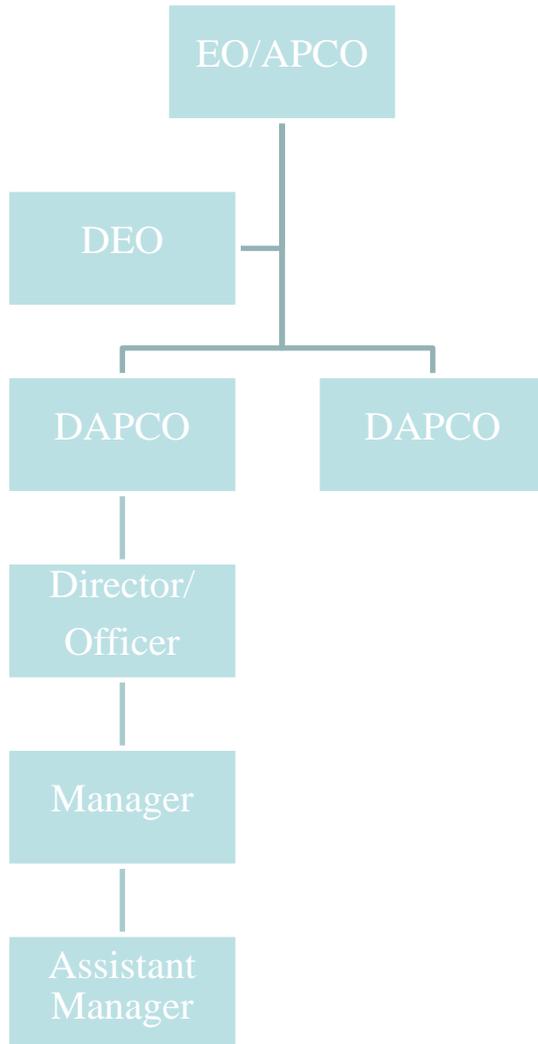
- ✓ The Move to 375 Beale Street is driving changes throughout the agency, including staffing
- ✓ Board Discussions & Direction about Staffing and Succession Planning
- ✓ Analyzed Workforce
- ✓ Collaborations with the Employee's Association
- ✓ Key Staffing Initiatives
 - Focus Recruiting in High Priority Areas
 - Enhance Training & Recruitment Efforts
 - Separation by Retirement Incentive Program
 - Examined Succession Planning at all levels of the Agency

Succession Planning Efforts

- Support and develop our training programs to prepare for successions
- Hire from within when possible
- Provide critical development experiences to staff
- Examine management structure and opportunities for successions



Management Restructuring Plan



Areas for Improvement:

- Current job classifications are narrowly focused
- The number of job classifications are lengthy
- Succession opportunities are limited

The Plan will:

- Streamline the management structure
- Allow for better deployment of management resources
- Create succession opportunities

The background of the slide features a scenic view of the Golden Gate Bridge in San Francisco, California. The bridge's iconic orange-red towers and suspension cables are visible against a clear blue sky. In the foreground, the water of the bay is calm, and a small building is situated on the left side of the frame.

Management Restructuring Plan

CURRENT MANAGEMENT CLASSIFICATIONS

Air Monitoring Manager
Air Quality Engineering Manager
Air Quality Planning Manager
Air Quality Program Manager
Audit & Special Projects Manager
Business Manager
Communications Officer
Deputy Air Pollution Control Officer
Director of Administration
Director of Enforcement
Director of Engineering
Director of Strategic Incentives
Director of Information Services
Director of Planning and Research
Director of Technical Services
Engineering Project Processing Manager
Executive Operations Manager
Finance Manager
Fleet and Facilities Manager
Health and Science Officer
Human Resources Manager
Human Resources Officer
Information Systems Manager
Information Technology Officer
Laboratory Services Manager
Manager of Executive Operations
Meteorology and Data Analysis Manager
Research and Modeling Manager
Senior Policy Advisor
Strategic Facilities Planning Manager

RECOMMENDED MANAGEMENT CLASSIFICATIONS

EO/APCO
Deputy Executive Officer
Deputy Air Pollution Control Officer
Director/Officer
Manager
Assistant Manager



Management Restructuring Plan

The Plan includes,

- Establishing new salary levels and new classifications of Assistant Manager and Deputy Executive Officer (DEO);
- Establish new classifications of Director/Officer and Manager, and;
- Amend the classification of Deputy Air Pollution Control Officer (DAPCO) to allow for specific areas of oversight (i.e., CFO, COO, etc.)



Next Steps

- Seek Board Direction on the plan
- Discuss changes with the management staff
- Continue to check in with this Committee
- Continue to support and develop our training programs to prepare for staff successions
- Hire from within when possible
- Provide critical development experiences to staff
- Continually evaluate priorities